



SUPPLIER CODE OF CONDUCT

CIC
SABER VIVIR

Desde 1912

CODE OF CONDUCT FOR SUPPLIERS

For CIC Companies it is essential to safeguard ethical and responsible behavior wherever we operate and thus have the trust of our stakeholders. Nowadays customers are looking for brands that they can trust and that represent their values and principles, therefore, our challenge is to develop and maintain the trust of our customers and to be their brand of choice in the different stages of their lives.

The purpose of this document is to be an explicit guide to the principles and desired behaviors of suppliers and contractors of CIC Companies S.A. and CIC Retail S.P.A.

It is a hallmark of our company to achieve goals, with integrity of behavior. It is not just the achievement that matters, it is how we do it. Our reputation for personal and organizational integrity is above and beyond any goal or objective. Compliance with the guidelines given in this Code and respect for the most transcendent values of the human being will allow us to safeguard the prestige that CIC has earned in the community and the marketplace since 1912. This is our hallmark: "to be and to appear".



CODE OF CONDUCT: PURPOSE AND SCOPE

The code of conduct defines the business practices and minimum ethical requirements that our Suppliers and contractors must comply with.

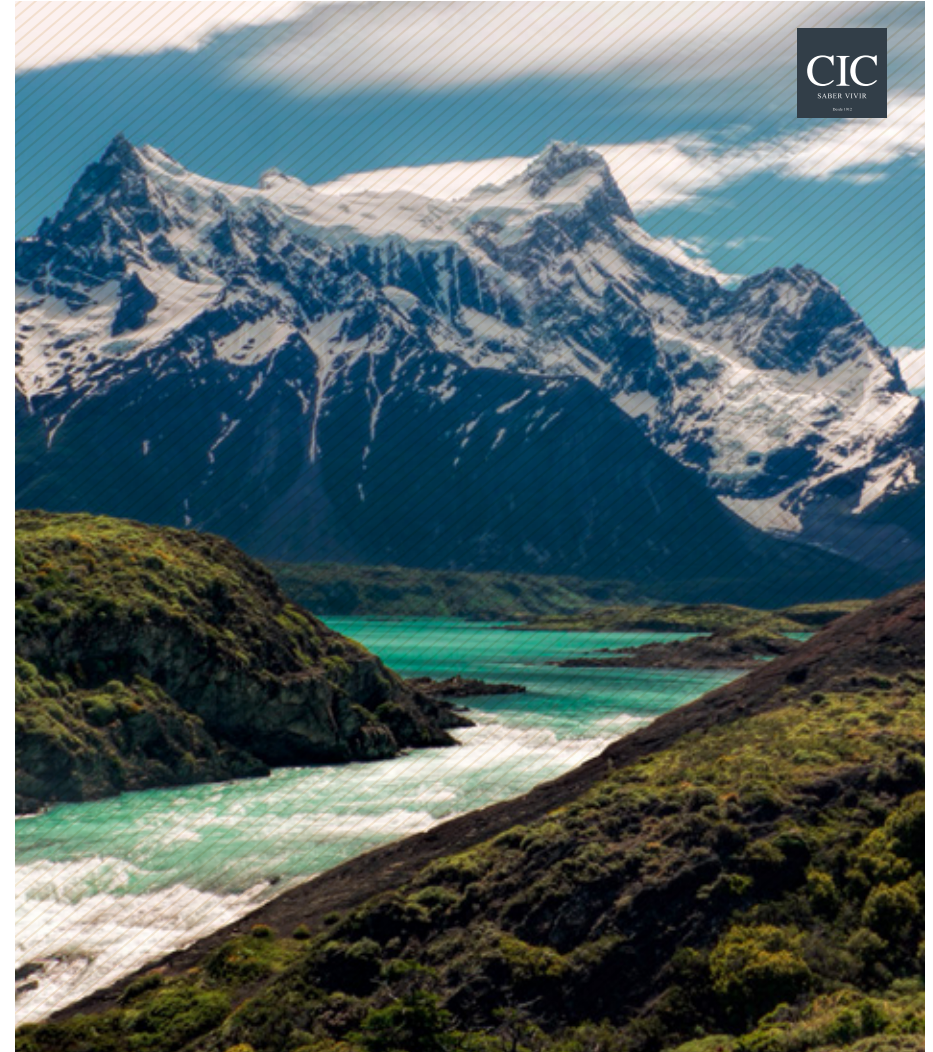
Our suppliers and contractors are all those natural or legal persons who provide goods or services to CIC and its subsidiary, and natural or legal persons acting on behalf of any Contractor or Supplier.

This Code of Conduct covers the following aspects:

- 1.** Obligations of our suppliers and contractors
- 2.** Labour and human rights, occupational health and safety standards
- 3.** CIC's commitment to our suppliers and contractors
- 4.** Communication and reporting channels

In doing so, we expect our Suppliers to conduct their activities with transparency and integrity and to commit to the highest standards of ethical conduct and environmental practices.

This Code of Conduct shall form an integral part of any agreement between CIC S.A., CIC Retail S.P.A and their suppliers and contractors; failure to comply with it may result in the inability to supply goods and/or services to the aforementioned companies.



1 Suppliers and Contractors obligations

Our suppliers shall foster and create a healthy working environment, encouraging collaboration between all employees for a harmonious operation. Therefore, suppliers and contractors are committed to:

1. Strictly comply with current labour laws and regulations.
2. Sanction, as appropriate, all acts of discrimination, whether sexual, racial, religious, social, political, gender, union, ancestry, national or social origin, marital status, with the consequent absolute prohibition of both sexual and psychological harassment, as well as any type of arbitrary discrimination.
3. Ensure the physical and emotional well-being of all the workers of in the company by providing optimal working conditions, a healthy, safe and pollution-free working environment.
4. Establish permanent programs for the prevention of accidents and occupational diseases.
5. Protect the environment and take responsibility for the consequences that the company's actions may cause in the places where the activities are carried out.
6. To provide adequate professional updating and development, generating instances of constant and permanent professional training and improvement.

7. Promote unrestricted compliance with the law, maintaining a policy of zero tolerance for any form of public and private corruption, including bribery, embezzlement, extortion and facilitation payments.

8. Report the existence of any kinship relationship between employees and suppliers by preventing conflicts of interest between CIC and the supplier company.



Labour and human rights, occupational health and safety standards

We are committed as a company to fostering an inclusive culture that respects and protects human rights. We therefore encourage our suppliers and contractors to promote unrestricted respect for human rights, decent work, good treatment, inclusion and diversity:

- 1.** Any form of forced labour, any contemporary form of slavery and human trafficking, child labour or any other form of labour that violates human rights is prohibited.
- 2.** Any harassment or discrimination based on race, sex, age, disability, marital status, association, religion, political opinion, nationality, ethnic origin, sexual orientation or social origin is prohibited.
- 3.** The rights of workers, their freedom of association and their right to collective bargaining must be respected.
- 4.** Our suppliers and contractors shall strictly comply with labour and social security laws, ensuring working conditions that allow for decent, healthy, safe and comfortable working environments to prevent accidents and injuries.
- 5.** Our suppliers and contractors shall timely and appropriately inform all their workers about occupational safety risks, accident prevention measures and risk minimization mechanisms.

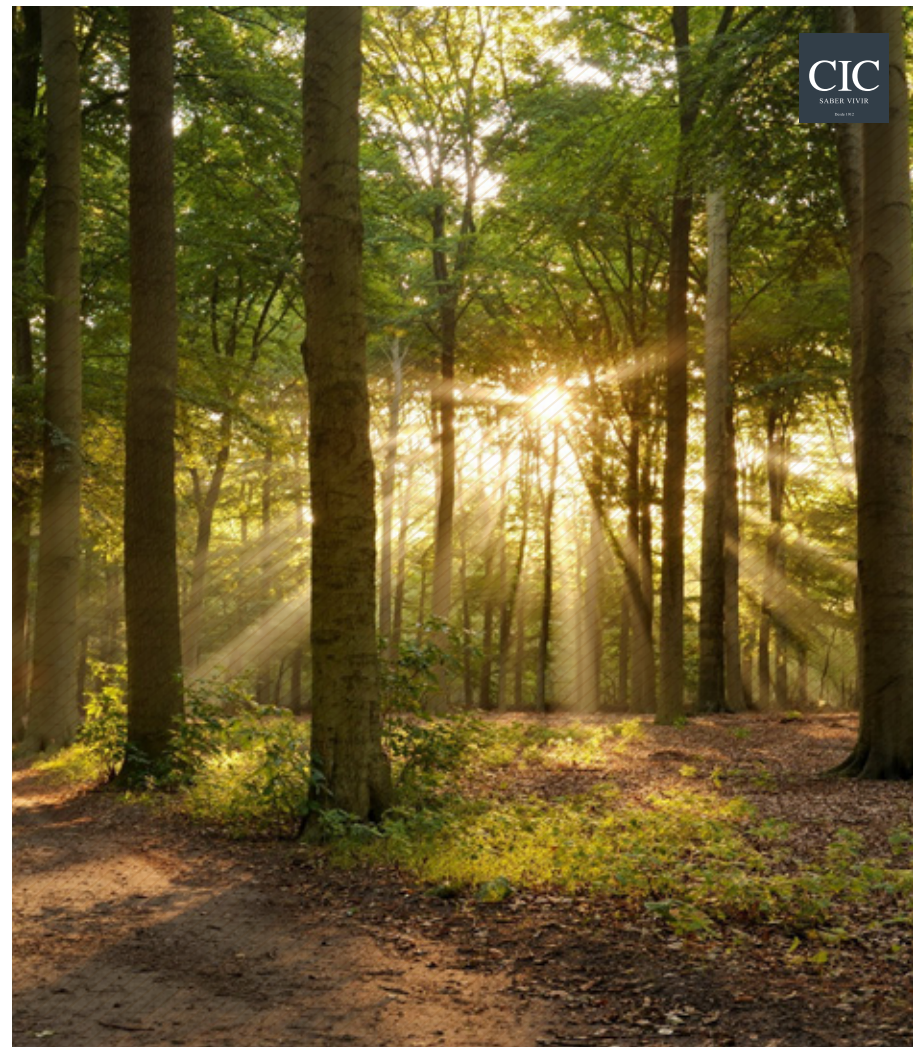


3 CIC commitment to our suppliers and contractors

We are committed to upholding the principles of free competition, promoting a level playing field, public and timely information for tendering and transparent solicitation of our requirements.

In our company, the selection of suppliers is made considering objective criteria and integrity, such as price, quality, delivery times, service compliance, risk and social and environmental criteria established in the tender. Other requirements may be required if necessary.

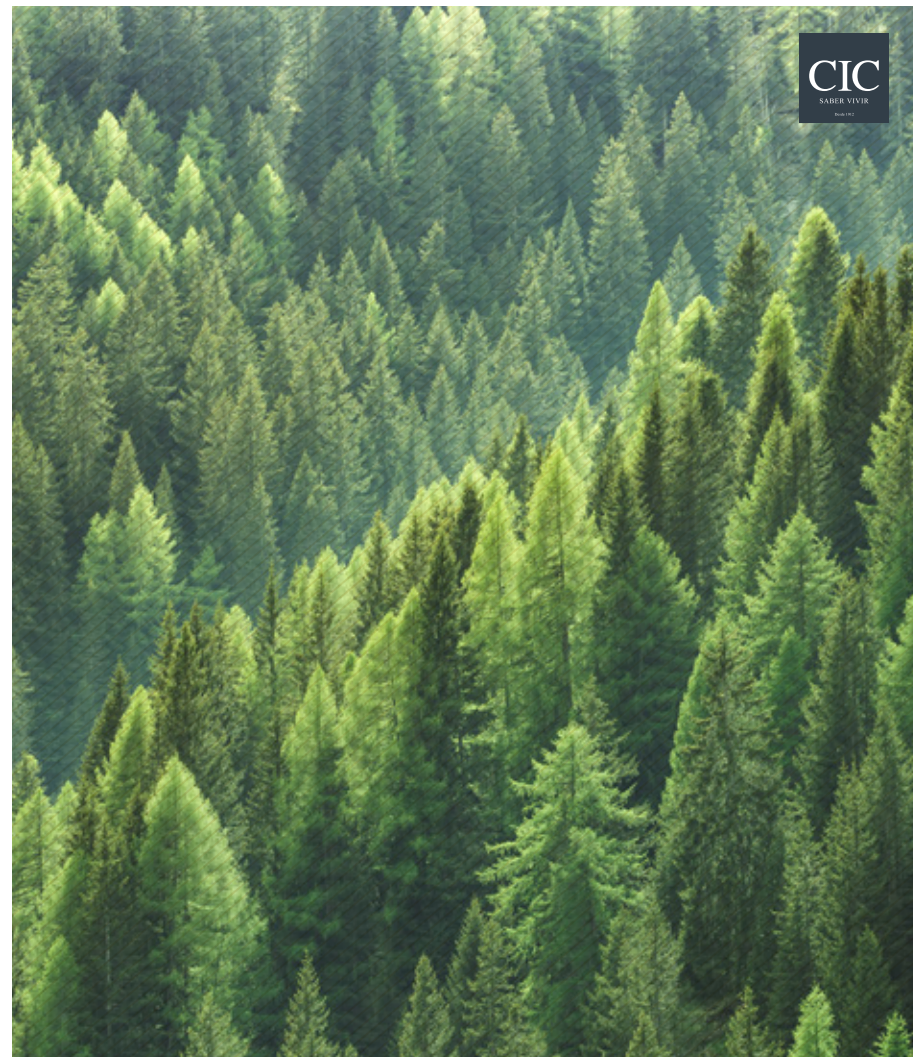
The selection of suppliers and/or contractors shall in no case be influenced by favors, gifts, invitations, loans, or services of any nature. Therefore, the company does not accept any kind of gifts from suppliers or contractors that seek to secure preferences or deals that violate equal opportunities.



It is fundamental for our company to carry out our work ethically and with integrity, which is why our suppliers and contractors must conduct their work within the framework of the regulations in force.

They must also:

- 1.** Ensure respect for the principles of free competition.
- 2.** Prevent any type of conduct that could be considered bribery, corruption or money laundering.
- 3.** Refrain from giving any type of gift to company employees.
- 4.** Avoid or promptly report any potential conflict of interest situations, for example, family relationships with company employees.
- 5.** Develop and implement appropriate internal business processes and policies to ensure compliance with applicable laws and to this Supplier Code of Conduct.
- 6.** Promptly report to CIC any non-compliance with this Code, when identified.



In order to timely report bad or illegal practices, we make available to our suppliers and contractors the web address

<https://etica.resguarda.com/cic>

or the email: integria@cic.cl.

All information will be treated with absolute confidentiality and anonymity.

