



August 2023

Supplementary ESG Information Report 2022

We feed a better tomorrow



ENVIRONMENTAL DIMENSION



2.6.3 Climate-Related Management Incentives

The company has a system of incentives and performance ratings for objectives called CPEs (Commitments for Success).

All objectives are aligned with the company's Scorecard, therefore the objectives set in the Scorecard are transferred in cascade to the vice-presidencies of corporate affairs and hence the objectives for the directorates, headquarters and management.

Each employee must have between 3 and 4 objectives, as well as 4 initiatives for each objective.

Targets weight between 15 and 30 per cent, and the rating is based on whether a minimum or maximum targets is achieved.

The score ranges from 1 to 5 points and the maximum bonus is up to 4 salaries. The bonus is proportional to the final score obtained by the employee.

2.6.3 Climate-Related Management Incentives

Position	Target
Safety, Occupational Health and Environment Director	Initiative: Footprint reduction 1% HH and 2.8% HC
Manufacturing Director	Initiative: Footprint reduction 1% HH and 2.8% HC
Maintenance manager	Initiative: Footprint reduction 1% HH and 2.8% HC
Service and efficiency engineer	Initiative: Footprint reduction / must have the ton value of CO2 and m3 of water specific to your equipment
Director of Technological Development	Initiative: Footprint reduction 1% HH and 2.8% HC
Corporate Development Manager	Initiative: Reduction of footprints / must have the value in tons of CO2 and m3 of water specific to your team
Chief of sustainable development	Alicorp footprint reduction, Intradevco Measurement and Vitapro alignment. Additional Intradevco and Vitapro roadmaps
Sustainable Development Analyst	Alicorp footprint reduction, Intradevco Measurement and Vitapro alignment. Additional Intradevco and Vitapro roadmaps
Distribution manager	Initiative: Footprint reduction 1% HH and 2.8% HC

2.5.6 Water-Related Regulatory Changes & Pricing Structure

Alicorp has a risk governance that allows mapping potential risks at the environmental and legal management level, this allows to identify potential risks of regulatory changes, in order to display the corresponding mitigation activities.

In this regard, Alicorp manages the potential risks of regulatory and tariff changes related to water. First, it coordinates with the national water regulatory agents: National Superintendence of Sanitation Services (SUNASS in spanish) and the local Health Provider Entity (EPS in spanish). Second, Alicorp has identified changes in rainfall as a risk factor arising from climate change. In this regard, Alicorp regularly monitors the level of water wells during low and high-water periods.

In 2022, Alicorp has identified potential risks in regulation and tariffs in operations at the local level. Consequently, this could increase the price of water resources of 7%; this rate has been calculated considering data provided by the National Water Authority (ANA in spanish).

2.3.3 Packaging Materials

This table details the amount of packaging materials used in 2022. Likewise, the percentage of recycled materials is observed the same year. All this information corresponds to Alicorp S.A.A. and covers 100% of the operations.

Packaging materials	Total Weight (metric tonnes)	Recycled and/or Certified Material (% of total weight)
Paper fiber packaging	7,543,918.21	93.6
Metal (e.g., aluminum or steel) packaging	1,298,798.17	0
Glass packaging	0	0

2.3.3 Biodiversity Exposure & Assessment

This table details the total areas used for operational activities and the impact assessment on biodiversity carried out for said areas. All this information corresponds to Alicorp S.A.A.

Operation or Property	Hectáreas	Environmental Management Report
Predio Callao	25.041203	https://www.gob.pe/institucion/produce/normas-legales/2867049-125-2022-produce-dgaami
Mill Callao	3.66464	https://cdn.www.gob.pe/uploads/document/file/3029141/rd%20175-2022-produce-dgaami.pdf.pdf?v=1650491216
Planta Sidsur	11.966 27	https://cdn.www.gob.pe/uploads/document/file/4529758/rd%20195-2023-produce-dgaami.pdf
Mill Arequipa	1.608209	https://cdn.www.gob.pe/uploads/document/file/2658048/rd%20700-2021-produce-dgaami.pdf.pdf?v=1640727435
CD Huachipa	3.787152	https://cdn.www.gob.pe/uploads/document/file/2932224/rd%20117-2022-produce-dgaami.pdf.pdf
Santa Rosa Mill	2.155299	Directorial Resolution 380-2019/PRODUCE/DVMYPE-I/DGAAMI
Manco Cápac Deposit	0.918933	rd100-2015-produce-diggam.pdf.pdf (www.gob.pe)
Depósito Sta. Rosa 1	0.422392	rd101-2015-produce-diggam.pdf.pdf (www.gob.pe)
Depósito Sta. Rosa 2	1.140104	rd102-2015-produce-diggam.pdf.pdf (www.gob.pe)
Depósito Sta. Rosa 3	0.927002	Directorial Resolution 364-2019-PRODUCE/DVMYPE-I/DGAAMI
Iquitos Warehouse	0.0918	Directorial Resolution 332-2018-PRODUCE/DVMYPE-I/DGAAMI
Total	51.723004	

ISO 14001:2015 CERTIFICATION

- By the end of 2021, 9/9 of our operational sites and 2/22 of our distribution centers have been certified by the international standard ISO 14001: 2015.
- The scope of our Management Systems is progressively expanded year by year, as part of our commitment to continuous improvement.

ISO 14001:2015 CERTIFICATION



ALICORP S.A.A.
Contracting Entity: Av. Argentina Nro. 4793 Carmen de la Legua, Callao – Perú.

This is a multi-site certificate; additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 14001:2015
Scope of certification

DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE ACEITES, MARGARINAS, MANTECAS, MAYONESAS Y SALSAS.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE GALLETAS, WAFFERS E INSTANTÁNEOS (REFRESCOS Y POSTRES EN POLVO), SABORIZANTE VAINILLA, ALMIDONES Y PURÉ DE PAPA.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE FIDEOS.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE JABONES Y DETERGENTES.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE PRODUCTOS EN BASE A TRIGO (HARINAS, SÉMOLAS Y PREMEZCLAS).


Original cycle start date: 02-Febrero-2017
Expiry date of previous cycle: 01-Febrero-2023
Recertification Audit date: 21-Octubre-2022
Recertification cycle start date: 02-Febrero-2023

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: 01-Febrero-2026


Certificate No. CO23.00018/U Version: No. 1 Issue date: 16-Enero-2023
Previous Certificate No. CO20.00025/U

Certification body address: 8th Floor, 66 Prescot Street, London E1 8HG, United Kingdom
Local office: Bureau Veritas Del Perú S.A. Av. Santa Cruz Nro. 888, Oficina 601, Distrito de Miraflores, Lima 18, Perú.

Further clarifications regarding the scope and validity of this certificate and the applicability of the management system requirements, please mail: bv.marketing@bureauveritas.com

UKAS Certificate Template multisite rev3.9 1 / 3 October 22, 2021



ALICORP S.A.A.

ISO 14001:2015
Scope of certification



DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE ACEITES, MARGARINAS, MANTECAS, MAYONESAS Y SALSAS.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE GALLETAS, WAFFERS E INSTANTÁNEOS (REFRESCOS Y POSTRES EN POLVO), SABORIZANTE VAINILLA, ALMIDONES Y PURÉ DE PAPA.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE FIDEOS.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE JABONES Y DETERGENTES.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE PRODUCTOS EN BASE A TRIGO (HARINAS, SÉMOLAS Y PREMEZCLAS).

Site Name/Location	Site Address	Site Scope
Head Office	Av. Argentina Nro. 4793 Carmen de la Legua, Callao – Perú.	GASA MATRIZ: Procesos de soporte corporativos. COPSA: Desarrollo, producción y distribución de aceites, margarinas, mantecas, mayonesas y salsas. PLANTA GALLETERA, INSTANTÁNEOS: Desarrollo, producción y distribución de galletas, waffers e instantáneos (refrescos y postres en polvo), saborizante vainilla, almidones y puré de papa. PLANTA FIDEERÍA LIMA: Desarrollo, producción y distribución de fideos. PLANTA DETERGENTES Y JABONES: Desarrollo, producción y distribución de jabones y detergentes. MOLINO FAUCETT: Desarrollo, producción y distribución de productos en base a trigo (harinas y premezclas).
Site 1	SIDSUR / CD Arequipa Av. Parra Nro. 400, Cercado, Arequipa – Perú.	SIDSUR AREQUIPA Producción de galletas, fideos y productos a base de trigo (harinas). CENTRO DE DISTRIBUCIÓN AREQUIPA Distribución de aceites, margarinas, mantecas, mayonesas, salsas, galletas, waffers e instantáneos (refrescos y postres en polvo), saborizante vainilla, almidones, puré de papa, fideos, jabones, detergentes y productos en base a trigo (harinas y premezclas).


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DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE GALLETAS, WAFFERS E INSTANTÁNEOS (REFRESCOS Y POSTRES EN POLVO), SABORIZANTE VAINILLA, ALMIDONES Y PURÉ DE PAPA.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE FIDEOS.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE JABONES Y DETERGENTES.
DESARROLLO, PRODUCCIÓN Y DISTRIBUCIÓN DE PRODUCTOS EN BASE A TRIGO (HARINAS, SÉMOLAS Y PREMEZCLAS).

Site Name/Location	Site Address	Site Scope
Site 2	MOLINO AREQUIPA Av. Los Incas Nro. 1112, Parque Industrial, Arequipa – Perú	MOLINO AREQUIPA Producción de derivados de trigo (harinas y premezclas).
Site 3	Molino Callao Jr. Huáscar Nro. 143, Callao – Perú.	MOLINO CALLAO Producción de derivados de trigo (harinas y sémolas) CD HARINAS INDUSTRIALES CALLAO Distribución de Productos derivados de Trigo (harinas y sémolas).

Certificate No. CO23.00018/U Version: No. 1 Issue date: 16-Enero-2023
Previous Certificate No. CO20.00025/U

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SOCIAL DIMENSION



3.1.5 Breakdown of the workforce by nationality by organizational level

We share workforce participation by nationality for all management positions, including junior, middle and senior managers.

Nationality	Employees in management positions	Percentage (%)
Peruvian	1015	87%
Ecuadorian	27	2%
Chilean	0	0%
Venezuelan	5	0%
Colombian	11	1%
Bolivian	119	10%
American (USA)	1	0%
Total	1178	100%

3.1.6 Gender Pay Gap

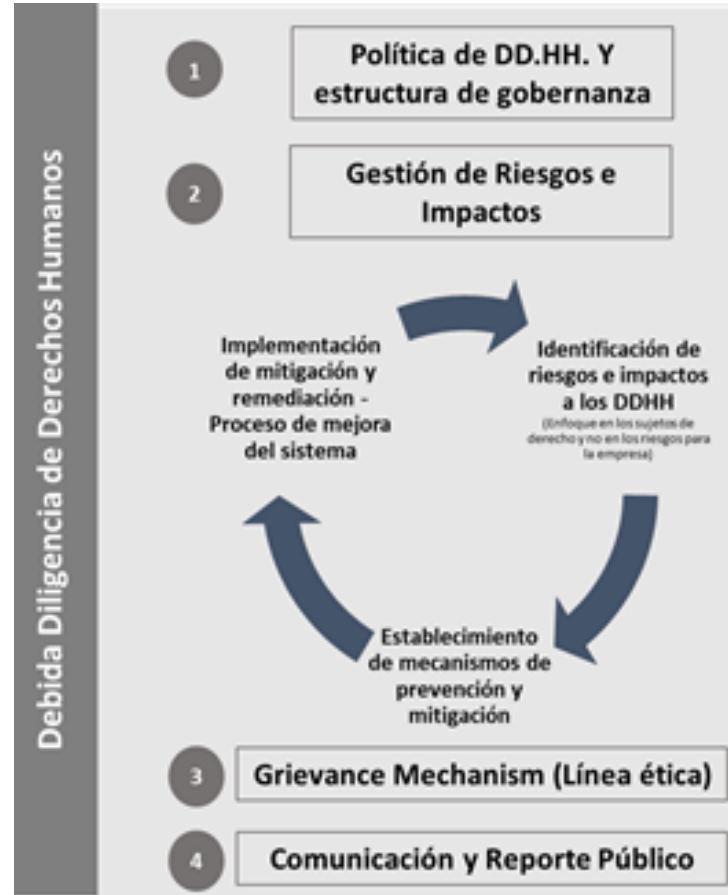
At Alicorp we disclose our gender pay gap. It is important to highlight the continuous improvement to close wage gaps within the organization.

Employee level	Average Women Salary	Average Men Salary	Ratio
Executive level (base salary)	S/ 35,428	S/ 36,531	0.97
Executive level (base salary + incentives)	S/ 156,086	S/ 158,348	0.99
Management level (base salary)	S/ 14,331	S/ 14,595	0.98
Management level (base salary + incentives)	S/ 46,068	S/ 45,120	1.02
Non-management level (base salary)	S/ 5,116	S/ 5,240	0.98

Notes:

- The **Executive level** includes directors and managers but does not include VP positions.
- The **Management level** includes our senior and full middle management.
- The **Non-management level** includes senior, full and junior individual contributors.

3.2.2 Human rights due diligence process



Alicorp has a Due Diligence process, according to our approach of continuous improvement we have carried out actions aimed at strengthening our process.

1. Corporate Human Rights Policy (aligned with the UN Human Rights Guiding Principles and the Global Compact Principles).
2. Identification, evaluation and inclusion of human rights risks in the corporate risk matrix.
3. Strengthening of the ethics line, which is administered by a third party.
4. Public reporting of performance in terms of ethical breaches.

3.2.2 Human rights due diligence process

In 2022, we mapped risks related to human rights, using a tool aligned with the Guiding Principles on Business and Human Rights (UN, 2015). This allowed us to consolidate potential risks in this area and identify existing mitigation measures.

Scope:

- Peru and Bolivia Employees
- Supply Chain
- Communities

This process has also allowed us to implement ESG evaluations in the external homologation process for our suppliers. Finally, for our supply chain we have implemented the Sustainable Palm Tree Program, which includes training on human rights issues..

Temas de DD.HH.	Issues Perú	Issues Bolivia	Issues Cadena
Discrimination	x	x	
Working hours		x	
Accessibility	x	x	
Family	x	x	
Labor Rights			x
Harassment (any type)	x		
Freedom of Association			
Migrant labor rights			
Minimum Salary			
Sexual Exploitation			
Health Environment	x		x
Native land and property			x

3.2.4 Mitigation and remediation in human rights

Based on the identification of potential human rights risks, the mitigation measures available for each of the prioritized issues are recorded.

Identified risk	Mitigation measures
Discrimination cases	Selection and evaluation processes without discrimination of any kind Corporate policy on Human Rights
Cases of workplace harassment and mistreatment, sexual harassment, cruel, inhuman or degrading treatment	PEC and Ethical Commitments Guide Corporate policy for the prevention of sexual harassment Sexual Harassment Prevention Committee Procedure for investigation and penalization Corporate policy on Human Rights
Affectations to freedom of association and collective bargaining	Ethical line Social welfare and HSO management Corporate policy on Human Rights
Disrespect of working hours and unpaid overtime	Work time registration Overtime payment and working hours control systems.
Payment of unfair wages	Salary policy Study of salary bands to be above the market average.
Occurrence of cases of child labor	Corporate policy on Human Rights Compliance with labor legislation in the countries where we operate
Effects on the Right to Strike	Collective agreements

3.3.2 Employee Development Programs

Among the main development programs for employees are the Supply Chain Technical Academy and the Transversal Course Program, which aim to promote the job growth of our employees and increase their capabilities.

	Program 1	Program 2
Name & Description of the program	SUPPLY CHAIN TECHNICAL ACADEMY	TRANSVERSAL COURSE PROGRAM inCursiona
Description of program objective/ business benefits	The technical academy is designed to develop the technical skills of our workers, to provide support to the functions they perform and thus achieve organizational objectives.	inCursiona is our program of open transversal courses, which through a monthly offer of free registration seeks to develop in collaborators skills and/or competencies, as well as knowledge and management of tools, related to their day to day and that will help to improve or enhance their performance and the achievement of organizational objectives.
% of FTEs participating in the program	34% (2141 workers)	36% (2266 workers)

3.4.4 Employee Support Programs

Based on our focus on the care and support of our employees, we disclose our main services and/or benefits programs.

Main programs	Description
Workplace stress management	The organization promotes initiatives related to stress management and mental health. Since 2023, we are working on the implementation of stress management workshops and internal communication campaigns under the umbrella of emotional health.
Sport & health initiatives	The organization promotes sports initiatives. Sports championships were held in ping pong and soccer.
Flexible working hours	The organization continuously promotes tips to improve the balance of life and respect for our people's time.
Working-from-home arrangements	The organization has a hybrid work model, depending on the requirements of the positions.
Breast-feeding/lactation facilities or benefits	The main offices have comfortable and private environments for breastfeeding.
Paid parental leave for the primary caregiver	The organization has a standardized paternity leave period. This period is above the legal requirements of the countries in which we operate.
Paid parental leave for the non-primary caregiver	The organization has a standardized paternity leave period. This period is above the legal requirements of the countries in which we operate.

3.6.1 Development of Health & Nutrition Strategy

Focused on wellness, we promote balanced habits and lifestyles in our consumers, employees and society. We are always attentive to the needs of our consumers and to new consumer trends. Accordingly, we seek to offer different types of consumers a broad portfolio of products that respond to different needs and consumption occasions. To date, 15% of our products are fortified with vitamins and minerals. Likewise, as a commercial guideline, we have a Corporate Responsible Marketing Policy, where we define our marketing communications framework, so that they are aligned with local regulations, as well as with the company's corporate values and ethical commitments. In line with the Corporate Responsible Marketing Policy, we encourage people to feed themselves and live better, which is why in our marketing activities:

- We seek to promote healthy lifestyles; our products are presented within the framework of a balanced diet or avoiding excesses.
- We provide useful information to help our consumers make better decisions; to this end,
- We provide clear and transparent information about our products, their properties and ingredients, avoiding the dissemination of information that may be confusing for our consumers or that may mislead them, according to the possibilities of each communication platform
- We promote the consumption of adequate portions of our food products;
- We do not encourage compulsive or excessive consumption. We do not show our food products as substitutes for main meals, unless they are intended for such purposes, such as pasta or cereals

3 ECONOMIC DIMENSION



1.2.1. Board Independence

In accordance with the **Article 6** of the [Board of Directors Regulations](#), the criteria to be met by independent directors are as follows:

- 1. To have professional experience and moral and economic solvency.**
- 2. To be disassociated from the company, its shareholders and directors. In this sense, he/she must comply with the following conditions:**
 - A) Not to be a shareholder in a percentage greater than 1% of the capital stock of the company, not to have the capacity to exercise the right to vote in such percentage nor to have agreements that allow him/her to exercise the right to acquire shares of the company in such percentage.
 - B) Not to be a Director, member of Senior Management or employee of the Company or of a company of its economic group or in any company that is a shareholder of the Company with a participation equal to or greater than 5% of its capital stock (except in the case of independent directors who are re-elected in the Company or in any other company of the same economic group).
 - C) Not to have been a Director, member of Senior Management, employee of the company, of a company of the same economic group or of a company shareholder of the company with a shareholding equal to or greater than 5% of its capital stock, unless 3 years have elapsed since the termination of this relationship. This restriction is not applicable in the case of a Director who has been an independent Director for the last 3 years..
 - D) Not having or having had in the last 3 years a commercial or contractual business relationship, direct or indirect, and of a significant nature, with the company or any other company of its economic group.
 - E) Not be a spouse or maintain a de facto union or be related by blood or affinity up to the second degree, with shareholders with a shareholding equal to or greater than 5% of its capital stock, members of the Board of Directors or Senior Management of the company.
 - F) Not to be a Director or member of the Senior Management of another company in which a Director or member of the Senior Management of the Company is a member of the Board of Directors, unless the latter is an Independent Director of the Company.
 - G) Not to be or have been during the last 3 years, a partner or employee of the company that provides external auditing services to the company or any company of its economic group.
- 3. Not to participate simultaneously as an independent Director in more than 5 companies that have at least one security registered in the Public Registry of the Securities Market. This restriction does not apply in the event that all these companies belong to the same economic group.**
- 4. Not to have more than 10 continuous or alternating years during the last 15 years as independent Director of the company or of any company of its economic group.**

1.3.2 – 1.3.5 Materiality Issues – Enterprise Value Creation & Stakeholder impact

Topic	Energy and carbon footprint reduction
Business case	Adopting measures to reduce greenhouse gas emissions is essential for our organization, not only because of the environmental implications, but also to effectively manage risks and compliance with environmental regulations and to safeguard our reputation in the marketplace.
Business strategy	Our strategy, based on the adoption of a roadmap for the reduction of our carbon footprint and the promotion of energy efficiency in the organization, allows us to demonstrate our commitment to environmental sustainability through the generation of an environmental culture and the exploitation of savings opportunities associated with good energy efficiency practices. This strategic direction will position us favorably in a market that increasingly values sustainable initiatives, while optimizing our operating costs..
Enterprise Value creation metrics	Metric tonnes CO2 equivalents of Scope 1 Metric tonnes CO2 equivalents of Scope 2 Metric tonnes CO2 equivalents of Scope 3 Total energy consumption

1.3.4 & 1.3.5 Materiality Issues – Impact on External Stakeholders

Topic	Innovation and Research	
Business case	<p>ESG risk management through Innovation and Research (material issue for Alicorp) has emerged as a key concern, especially after the vulnerabilities linked to low productivity and increased costs in the restaurant sector exposed by the pandemic. In response, Alicorp launched INSUMA, a technological marketplace designed to digitize and optimize the purchasing management of small and medium gastronomic businesses. With a focus on sustainability and efficiency, INSUMA has empowered 14,000 businesses in Lima, achieving significant improvements in productivity and formalization. Likewise, INSUMA not only includes in its catalog exclusive Alicorp products, but also products from allied companies.</p>	
Business strategy	<p>Alicorp's strategy with INSUMA focuses on being a catalyst for the digital and sustainable transformation of the value chain. INSUMA integrates a digital Marketplace, financial and inventory management tools, and training through Insuma Educa. In addition, through strategic alliances, it facilitates access to financial credit.</p>	
Enterprise Value creation metrics & progress	<p>% of Alicorp Soluciones B2B sales through INSUMA # number of new clients</p>	<p>11% of Alicorp Soluciones B2B's total sales 4,000 new cclients</p>
External Stakeholder metrics & progress	<p>% reduction in average time spent on purchasing for clients % of clients who improved their purchasing management</p>	<p>25% reduction in average time spent on purchasing 87% of clients who improved their purchasing management</p>

1.3.4 & 1.3.5 Materiality Issues – Impact on External Stakeholders

Topic	Community engagement and impact	
Business case	The deep post-pandemic socioeconomic crisis in Peru, evidenced by high peaks in poverty and undernourishment rates (INEI, 2021), has demonstrated the need for an active and positive engagement with the community. In this sense, Alicorp addresses community commitment and impact, a material issue, through "Ollas que Desarrollan", a project co-created with Juguete Pendiente and focuses on ollas comunas ¹ that seeks not only to address the food, but also to transform these ollas comunas ¹ into sustainable models.	
Business strategy	Alicorp's strategy with "Ollas que Desarrollan" focuses on combating undernourishment by strengthening autonomous ollas comunas ¹ . This fortification encompasses training in key areas: from team building and accounting tools for efficiency, to leadership skills, negotiation for alliances, hygiene and nutrition to ensure healthy cooking, and technical-emotional skills for entrepreneurship.	
Enterprise Value creation metrics & progress	% of free media investment	33 % of free media investment
External Stakeholder metrics & progress	% increase in the income from common pots % increase in average number of rations	20% increase in the income from common pots 8% increase in average number of rations

¹Ollas comunas: Form of social organization in urban communities that is composed by neighbors and residents to address food security issues by offering economic meals. It fulfills the same function as a communal kitchen, although with a more self-managed and independent character.



1.4.1. Risk Governance

We have a Corporate Audit, Risk and Internal Control Department. This department is independent from the business areas and therefore reports directly to the following Board committees: Audit Committee and Risk Committee.

The Corporate Director of Audit, Risk and Internal Control (German Tapia) is responsible for promoting and coordinating risk management activities, as well as fostering the culture at the corporate level.



1.6.2 Major contributions and expenses

Name of organization	Type of organization	Target	Amount allocated in 2022
National Society of Industries	Trade Associations	A guild that promotes the development of the manufacturing industry and the free market economy, through sectorial technical proposals on economic, labor, and tax matters, among others.	S/ 531,949.61
Videnza Consultants	Think tank	Association that puts forward proposals to improve management and public policies in Peru.	S/ 290,710.00
Private Competitiveness Council	Trade Associations	Initiative promoted by IPAE to contribute to the country's development through policy proposals articulated between the public and private sectors.	S/ 114,180.00
Foreign Trade Society of Peru	Trade Associations	Business association that seeks to contribute with public policy proposals, in order to promote the generation of employment, creation of opportunities and better quality of life of citizens.	S/ 91,344.00
American Chamber of Commerce of Peru	Trade Associations	Organization made up of approx. 580 associated companies. It promotes principles of free market and commercial exchange, within a framework of social responsibility, values and business ethics.	S/ 29,500.00