



Corporate Diversity and Inclusion Policy  
Grupo Aval

## **Conceptual framework**

Below are some basic concepts to understand and appropriate this Corporate Diversity and Inclusion Policy (the "Policy") through an inclusion and diversity approach in all the processes and procedures of Grupo Aval Actions y Valores SA (in hereinafter "Grupo Aval" or the "Company"), and its subordinate companies (together with the Company), the "Companies of Grupo Aval".

### **1. Diversity**

It refers to the multiple ways of being that characterize the groups and societies that make up humanity, it is manifested in the plurality of identity, social, cultural, ethnic, religious particularities, among others, that define each person and give them a unique identity. added value to society.

### **2. Disability**

Disability is a concept that relates the sensory, physical, cognitive, intellectual, psychosocial and / or multiple differences that a person may have. This is articulated with the physical, attitudinal and communication barriers that limit their participation and access to different areas or contexts (work, social, economic, among others).

### **3. Reasonable accommodation**

Those provisions adopted to adapt the environment, goods, products and services to specific personal situations that, for different reasons, are in a special situation.

### **4. Inclusive language**

It refers to the use of language in a way that recognizes and integrates the various population groups, avoiding invisibility and bias towards people with disabilities, belonging to ethnic groups, with diverse sexual orientations and gender identities and migrants.

### **5. Accessibility**

A condition that spaces, environments, products and services must meet, so that they can be used by all people, facilitating their interaction in a simple and comfortable way.

### **6. Discrimination**

They are actions or omissions that exclude, violate or affect in any way (physical, psychological, structural, among other forms of violence) a person due to their sexual orientation, gender identity, ethnicity, age, disability, place of origin, class or other difference marker.

### **7. Physical barriers**

All those obstacles and physical obstacles that limit or impede the freedom of movement or normal movement of people.

## **8. Gender**

Category that organizes and hierarchizes social practices, assigning roles in different areas. It serves as a mechanism that marks the differences between people, based on sex as a factor that leads to practices of being and should be between men and women, mainly.

## **9. Gender equality**

It seeks to provide the same conditions to human beings, without any discrimination based on their gender, recognizing their trajectories, experiences and contributions.

## **10. Sexual orientation**

It is the desire and affective or sexual attraction that one feels for another person, whether of the same sex or of another.

## **11. Ethnicity**

Concept used to identify people as members of one of the legally recognized ethnic groups, ethnicity accounts for the cultural and socio-organizational differences of some groups; the ethnic includes the different cultural manifestations of a population taking as a reference their religious, political, organizational and spiritual practices, as well as their worldviews and their language.

## **12. Inclusion**

Actions that aim to improve and facilitate the conditions of access to services and the effective enjoyment of rights through free expression, of those people who have been historically excluded. It is expressed through the promotion of positive changes, both collectively and individually.

## **13. Inclusive language**

It is the one that reflects the recognition of gender and social diversity and seeks to balance inequalities. Inclusive language contributes to forging a society that recognizes and integrates diversity, equality and gender equity.

## **14. Intersectionality**

An approach that identifies how there is a simultaneous intersection between different systems of discrimination and oppression in subjects, showing that the forms and experiences of discrimination (based on gender, ethnicity, disability, religion, among others) cannot be explained in any way. isolated form.

## **15. Migratory status**

It is the condition assigned by the immigration authority for the entry of a person to the receiving country. Human migration can be forced or voluntary; it has to do with the definitive or itinerant change of the place of origin. It can be internal, or from one country to another. Forced migration has to do with situations that affect the quality of life and force displacement. For its part, voluntary migration has to do with

searches for new economic and / or social opportunities. Migration generates great cultural transformations both of the people who migrate and of the receiving communities, in some situations outbreaks of xenophobia are generated, which is the rejection and / or discrimination towards foreigners.

## **Statement and purpose**

### **Grupo Aval companies committed to diversity**

Grupo Aval Companies understand that the world is diverse and changing. Likewise, we recognize the importance of promoting inclusion and diversity in Society as strategic elements that add value to the organizational culture, promote innovation, well-being and productivity, with the ultimate goal of improving corporate results.

The Companies of Grupo Aval, will continuously reaffirm this commitment through the development, updating and / or adoption of inclusive policies, guidelines and principles in our internal documents that, according to our corporate values, allow us to adapt to the continuous changes and situations that arise. present in the business field.

With the design and implementation of this Policy, we seek to continue promoting cultural transformation in Grupo Aval Companies, incorporating within its precepts (other policies, Code of Ethics, instructions, procedures, internal communications, among others) diversity and not discrimination of people based on their ethnicity, gender, sexual orientation, immigration status, disability, generation gap and nationality, from an intersectional approach.

In this sense, this Policy aims to establish guidelines that allow us to continue strengthening the creation of constructive, respectful and discrimination-free environments, in which equity, merit and a balance between personal and work life are the bases of the society that we want to achieve, in accordance with the legal and regulatory framework applicable in the countries where we operate.

For Grupo Aval Companies, diversity and inclusion are strategic axes that contribute to the sustainable development and well-being of all our stakeholders, with a view to strengthening our economic performance, business risk management and corporate effectiveness. For this reason, this Policy is articulated to Grupo Aval's sustainability model in its 5 pillars: (i) Corporate governance, risk and ethics; (ii) Economic performance; (iii) Corporate efficiencies and innovation; (iv) Human talent; and (v) Environment.

### **Objective of the Corporate Diversity and Inclusion Policy**

Establish the general principles and guidelines that complement our Codes of Ethics and ensure a diverse, equitable, inclusive and respectful organizational culture, which values the differences within the Grupo Aval Companies.

## **Scope**

The Corporate Inclusion and Diversity Policy seeks to establish the general guidelines for Grupo Aval Companies to implement, through their corresponding bodies, the guidelines described in this document for the development of diverse and non-discriminatory environments that benefit all the collaborators and the different interest groups.

## **Related documents and regulations**

This Corporate Inclusion and Diversity Policy will refer to the applicable national and international standards, agreements and best practices on diversity and inclusion in the countries in which the Grupo Aval Companies operate. Additionally, as a regulatory reference framework, it contemplates within its guidelines what is described in the internal policies of each of the Grupo Aval Companies.

## **Principles**

### **1. Equal treatment, respect for human rights and dignity for people in their diversity**

Our processes and policies must strive to promote equitable treatment of all people, regardless of their ethnicity, gender identity, sexual orientation, political or religious affiliation, nationality, disability, age, marital status, socioeconomic situation, among others. Likewise, they must promote dignity and the promotion of an open environment and respect for all people, avoiding any type of discrimination and / or harassment, seeking an inclusive work environment that implies valuing diversity.

### **2. Environments free from discrimination and equal opportunities**

Grupo Aval Companies are committed to promoting inclusive practices, spaces and services. In the decisions associated with the employment relationship and access to opportunities, the criteria of merit, skills and professional abilities will always prevail, without any discrimination.

### **3. Accessibility and progressive reduction of physical, attitudinal and communication barriers**

We promote a diverse talent and safe environments; therefore, we will try to offer spaces and mechanisms that seek the progressive reduction of physical barriers and the implementation of cultural transformation initiatives, promoting the use of inclusive language in corporate communication, internal or external, and using inclusive language.

### **4. Balance between work, personal and family life of employees**

The Companies of Grupo Aval recognize the importance of balancing the needs of human talent, promoting flexible, equitable measures and solutions that allow reconciliation between work, personal and family life.

## **5. Inclusive access to the services of Grupo Aval Companies**

The Companies of Grupo Aval respect and value the diversity of the people to whom our subordinate companies provide their services, that is why we promote equality in the treatment offered by our collaborators, so that all interested persons can request and access products, services, advice, or information from our portfolio and always receive respectful, equal treatment and with all the guarantees of transparency from the human team that makes up our organization.

The Grupo Aval Companies, in accordance with their reality, business projection and context, will strive for the design of programs, products and reasonable adjustments that they contribute to the interest groups defined by each one of them.

### **Board of Directors**

The selection and succession process of the members of our Board of Directors is strictly based on the capacities, personal and professional abilities of its members and therefore is in harmony with this corporate policy.

### **Entry into force**

This Policy comes into force as of its approval by the Board of Directors of Grupo Aval and it must be submitted to the consideration and approval of the boards of directors of Banks Aval, Porvenir and Corficolombiana for implementation in such entities and their subordinates .

### **Implementation of the Diversity and Inclusion Policy:**

This Diversity and Inclusion policy will be made known to all the stakeholders of the Grupo Aval Companies.