



Diversity, Equity and Inclusion at InRetail Peru Corp



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Leadership

We have achieved a [33% representation of women on our Board of Directors](#), with Ms. García and Ms. Teullet holding these positions, out of a total of six incumbent directors. This commitment to gender diversity is a testament to our core values.

As part of our corporate commitment to Diversity, Equity, and Inclusion (DEI), we have implemented a [Corporate Diversity and Inclusion Policy](#). This policy not only underscores our zero-tolerance stance towards discrimination and all forms of violence but also outlines our firm commitment to creating an inclusive environment where everyone has an equal opportunity to thrive without any distinction based on gender, age, religion, sexual orientation, gender identity, ethnic background, or any other individual characteristics.

In addition to our policy, we have a [Diversity and Inclusion Plan](#), which is led by our Vice President of Human Resources and Sustainability, working in collaboration with our Corporate Manager of Sustainability and Diversity. This plan serves as a strategic framework to drive our diversity and inclusion initiatives.

It's important to note that InRetail is a proud member of the Intercorp family, where we have a designated Diversity & Inclusion Officer, further emphasizing our collective commitment to these important principles across our corporate network.



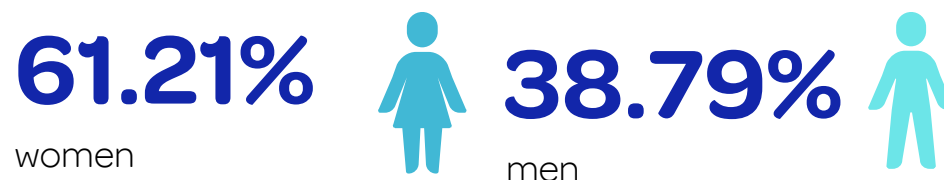
Talent Pipeline

With a workforce exceeding 43,000 employees spanning our four business units, our company's leadership in Peru's retail sector is a testament to their unwavering dedication. We hold a steadfast commitment to their holistic development and the assurance of equitable treatment.

Each year, we conduct perception surveys and censuses throughout our business units to recognize and support a multitude of minority groups. In this endeavor, we are firmly dedicated to cultivating a diverse and inclusive workplace.

As of 2022, our team embodies this commitment, encompassing individuals from diverse backgrounds, such as Afrodescendants (1,257 individuals), Asians (637 individuals), Indigenous people of the Amazon (841 individuals), and Quechua, Aymara, or other Andean native peoples (2,596 individuals). These figures mirror our resolute dedication to championing diversity and establishing an environment that values individuals from all walks of life. Furthermore, as of 2022, 0.30% of our workforce consists of 133 individuals with disabilities, while 1.9% of our team, equivalent to 862 employees, have self-identified as members of the LGTBQ+ community. It is pertinent to note that these statistics exclusively represent those who voluntarily participated in the Diversity Census.

Total workforce by sex



Indicator	Men	Women
Total management (junior, middle, and top)	52.28%	47.72%
Junior management	49.39%	50.61%
Middle management	59.84%	40.16%
Senior management	59.18%	40.82%
Non-managerial positions	38.60%	61.40%
Total STEM area positions	61.32%	38.68%
Promotions	51.6%	48.4%
New hires	46.90%	53.10%
Attrition	46.22%	52.78%

Gender Equality and Inclusion Initiatives: Our Ongoing Journey

While we currently have over 60% representation of women in our company, we maintain a proactive commitment to promoting diversity and gender equality at all levels of the organization. To achieve this, we have embraced several initiatives as part of our ongoing journey:

1. **Professional Development:** We offer development and training programs that foster the growth and advancement of women in leadership roles and decision-making positions, such as InWoman or Mujeres Líderes.
2. **Hiring Process Evaluation:** We review our hiring processes to ensure they are inclusive and free from gender or unconscious bias.
3. **Mentorship & Sponsorship Sponsorship:** We have mentorship and sponsorship programs to assist women in advancing their careers and overcoming professional challenges.
4. **Monitoring & Evaluating:** We monitor the representation of women, individuals from the LGBTIQ community, and underrepresented groups to analyze and take measures that promote diversity and inclusion in the workplace.
5. **Inclusive Culture:** We continuously promote a culture of inclusion and diversity that celebrates and recognizes the contributions of all individuals, regardless of their gender.

In our pursuit of gender equality, our goal is to increase the representation of women in leadership positions within InRetail Peru Corp to 50% by 2025. Additionally, we are actively working to include more women in STEM fields, such as Information Technology, Systems, Innovation, Digital Transformation, Digital Marketing and E-commerce, among others.

Our vision is that by 2025 on average and across these areas 50% of management positions and 40% of all roles will be held by women. Our commitment includes an action plan, comprised of the following initiatives:



Our action plan

To ensure the successful implementation of our plan, our [Diversity and Inclusion Committee will be responsible for monitoring and driving the plan's execution and adapting our strategies as necessary](#). The plan's objectives and progress will be regularly communicated to all directors, fostering a sense of shared responsibility for our journey to success.

Initiative	Action	Timeline
Diversity Metrics and Reporting	Track progress in gender diversity, we will introduce Key Performance Indicators (KPIs). These indicators will be regularly monitored and reported on, ensuring leadership is held accountable for achieving our targets.	Jan 2024
Diversity, Equity and Inclusion Culture	Strengthen our diversity and inclusion training and internal communication campaigns, with a focus on addressing unconscious bias and fostering an inclusive culture.	2024-2025
Assessment and Baseline Data	Comprehend the current representation of women in leadership roles and identify specific challenges and barriers hindering their advancement, we will employ resource groups, interviews, surveys, and other tools.	Mar 2024
Recruitment and Promotion	Commit to regularly reviewing our blind recruitment and promotion processes to ensure fairness and inclusivity. Additionally, set specific targets for promoting and hiring women in leadership roles in underrepresented areas.	2024-2025
Mentorship and Sponsorship	'Impulsa', our mentorship program that pairs employees in leadership positions with senior leaders will continue. We will encourage male leaders to take an active role in mentoring and sponsoring women, providing valuable support for their career progression.	Mar 2024-2025
Celebration and Recognition	Recognize and celebrate the achievements of women leaders within the organization and share success stories to inspire and motivate other employees.	Aug 2024 - 2025
Leadership Development Programs	Enhance and continue developing our leadership development programs such as InWoman, Women with Purpose, Japi Women and Mujeres Lideres, tailored to strengthen their personal development, competencies and leadership skills. Besides this, establish a transparent pathway for leadership advancement.	Aug 2024-2025



Gender Pay

Adjusted mean gender pay gap

We have conducted an in-depth analysis to identify the adjusted mean gender pay gap within our workforce. This involved a robust methodology utilizing regression analysis in a statistical software, considering factors such as job roles, age, company tenure, and service duration. The assessment unveiled specific areas exhibiting pay disparities. These findings will steer our strategic initiatives towards establishing fair and equitable compensation practices across the entire organization.

Global mean gender pay gap

Level	Compensation ratio
Executive level	0.82
Management level	0.93
Non-managerial	0.94
Average	0.90

Closing our Gender Pay Gap

To ensure gender pay equity, we follow the HayGroup job evaluation methodology, which includes objective criteria that assign benefits regardless of gender, social status, marital status, among others. This allows us to establish compensatory bands by position. In addition, we have tables of categories and functions, as well as a compensatory policy that establishes the necessary procedures for salary increases and raises. This guarantees that all remuneration assignments are based on the experience and merit of the employee, regardless of gender.

In terms of pay equity, our compensatory ratio (women/men), considering base compensation, is 0.90. .

Although this ratio is above the national average, we recognize the importance of continuing to improve in order to achieve full pay equityl

f our ratio falls below 0.90, we will initiate plans to guarantee equal pay for all our employees. We continuously monitor this indicator to ensure that the gap does not exceed 10%.

To ensure that our compensation processes are free of gender bias, we will continue to constantly monitor and evaluate these processes. These efforts include:

- Conducting pay equity analyses
- Transparent compensation policies that are communicated to all employees
- Training and awareness-raising on unconscious bias to all our employees, including leaders.
- In our ongoing efforts to reduce the gender pay gap and create an inclusive workplace that welcomes all, we remain committed to implementing lasting measures that enhance our organizational culture.



Inclusive culture

Team development

1. **Professionalization (Farmacias Peruanas):** We provide financial support to our employees so that they obtain their degrees as Pharmaceutical Chemists. We have invested 38,000 soles, impacting 12 employees, who have been able to obtain their university degrees to be able to work as technical directors in our pharmacies.
2. **Casi Casi (Química Suiza):** We seek to transform the lives of our employees who work as operators and have the desire to study, but do not have the financial resources to make it happen. Through this program, we provide 100% scholarships for the university or technical studies of those selected during their entire career, as well as training with international consultants in leadership, personal management, time management, among other actions.
3. **Forklift School (Química Suiza):** As a result of the understanding of a national social problem that also occurs in our logistics center, we created the Forklift School in 2021. This program seeks to fight stereotypes and change the reality of a male predominance in the position of qualified forklift assistant. We fully fund the training of mixed promotions, with special emphasis on the development of female talent. In 2022, we received more than 110 internal applications, with 85% men and 15% women.
4. **Journey de Aprendizaje (Food Retail):** Is a mandatory curriculum for Vivanda and plazaVea employees. It includes Technical, Leadership, and Knowledge Schools to enhance skills, improve workplace dynamics, and reinforce safety standards. Training is delivered through a virtual platform and in-person sessions, with incentives for employee participation.



Women's Empowerment Network

We offer empowerment and leadership initiatives geared towards women with the aim of diminishing internal obstacles

InWomen 2022 - Corporate

We continue with our InWomen program, through which we identify women with exceptional talent and growth prospects within our platform. They engage in training sessions centered on leadership and agile methodologies, all through a gender-focused lens. Furthermore, each participant devises a project that pertains to her field and can be executed within her company. In 2022, we had the participation of 9 women managers.

Japi Women Program - Shopping Malls

Promote women's leadership by fostering self-awareness, breaking down internal barriers, boosting confidence, and creating personalized development plans. Over 50 women took part in these efforts in 2022.

Mujeres con propósito - Mentoring Edition - Pharma Retail and Distribution

Given that our pharmaceutical segment comprises about 80% women, we introduced the 'Women with Purpose' program to develop and empower female leadership within our organization. In 2022, we concentrated on maximizing the professional and personal potential of our pharmaceutical chemists, who are fundamental to our company's success. The program entailed a 10-week journey in which participants, supported by mentors from our administrative departments, defined objectives and created action plans.

Mujéres líderes - Food Retail

This is the inaugural network of women holding leadership roles within the company. It is comprised of female employees who directly report to the company's directors and managers. This initiative was established to empower, educate, and inspire them to further their advancement within the community. This program aims to enhance the personal development, skills, and leadership capabilities of those leading in the operation, whose primary role is to inspire, motivate, and groom future talents.





Primary and secondary parental leave

At our organization, we understand the importance of supporting new parents as they transition back to work after maternity and paternity leave. To ensure a smooth and flexible return, [we have implemented staggered return policies](#) tailored to the needs of our moms and dads.

[According to Peruvian law](#), [maternity](#) leave for the primary caregiver is granted to the mother for 98 days: 49 days before the delivery of labour and 49 days after the delivery of her child.

[Our staggered return policies](#) allow parents the option to work part-time for one or two months following their leave period. This arrangement provides parents with the flexibility they need to gradually ease back into their work responsibilities while still prioritizing their family commitments.

In addition to these flexible return policies, we have extended paternity leave benefits in different sectors:

- In Food Retail, [fathers are now eligible for an extra 1 week of fully paid paternity leave](#).
- In Shopping Malls, [fathers can enjoy an additional 0.71 weeks of fully paid paternity leave](#).
- In Pharma Retail and Distribution, [fathers have the opportunity for an extended paternity leave of 0.87 weeks fully paid](#).



47.3%*

**Parental leave
retention rate**

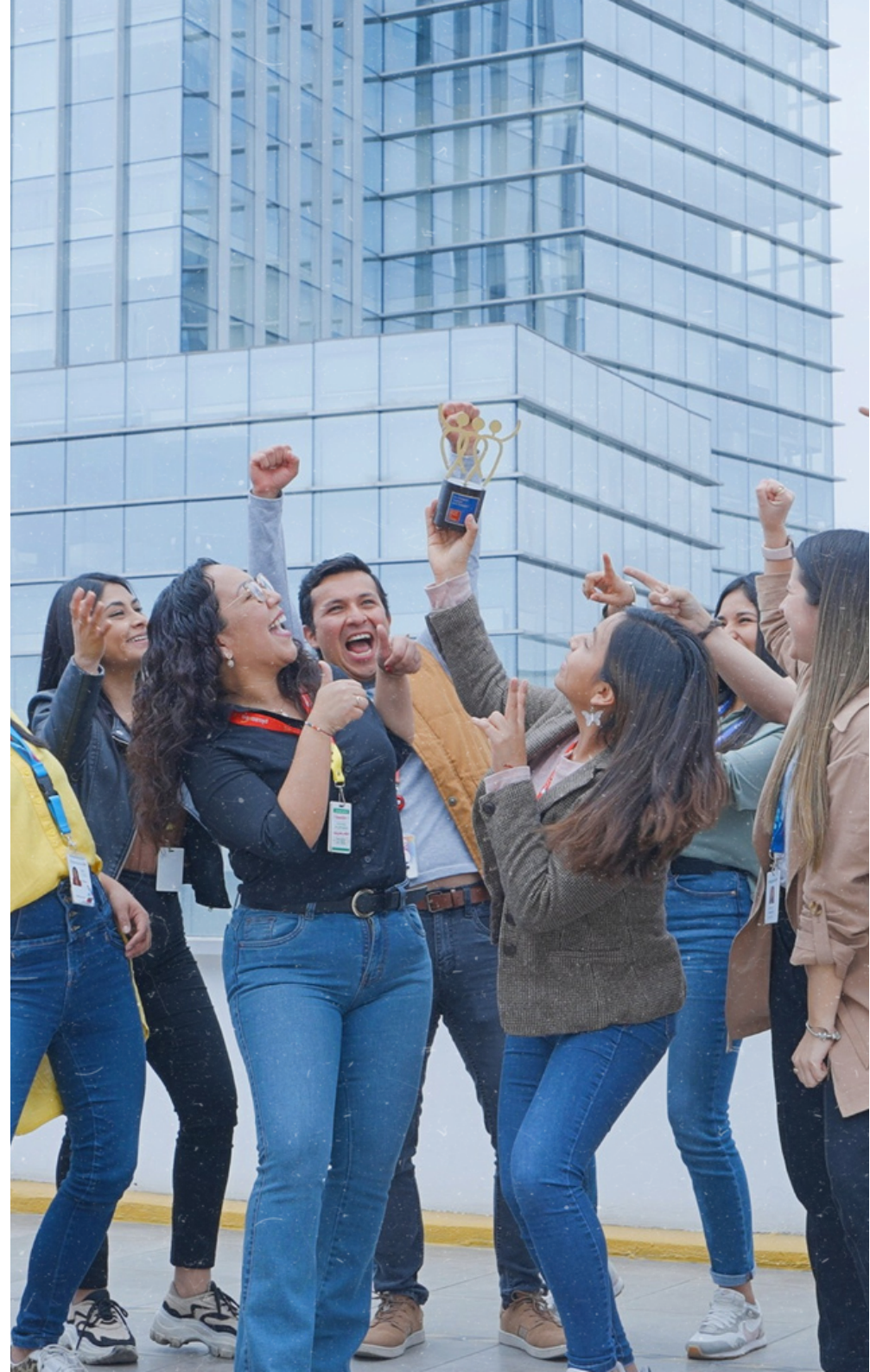
*During the pandemic, we provided benefits to pregnant and breastfeeding women, allowing them to take paid leave. In 2022, we aimed to include them in the call center, which was successfully achieved by some. However, our turnover rate in this group increased because those who didn't want to work in the call center had to return to the store, leading to many choosing to resign.

Family support services

In compliance with Peruvian regulations, we provide a monthly family allowance in soles to both fathers and mothers. This allowance is designed to further support and assist new parents in providing for their families as they embark on this exciting journey of parenthood.

We offer a range of benefits to ensure the well-being and work-life balance of our employees, including:

- 1. Summer Hours:** Enjoy flexible summer hours during the summer months of the year, allowing employees to make the most of school holidays.
- 2. Hybrid Work for Administrative Staff:** Our administrative team can opt for a three-day-a-week hybrid work schedule.
- 3. Time Off:** We provide dedicated time off for our administrative staff to recharge and take care of personal matters.
- 4. Personal Time Off Log:** Operational staff have access to a leave log for personal activities. This can be used for a variety of purposes, including career development, personal celebrations, tending to family affairs, and more.
- 5. Support for Family Care:** We understand the importance of family, which is why we offer facilities and assistance to employees who are caring for family members with terminal or serious illnesses, ensuring that they can balance their work and family commitments effectively.



Unconscious bias and anti-sexual harassment training

In alignment with our corporate guidelines, each business unit crafts its unique Diversity, Equity, and Inclusion (DEI) strategy, tailored to reflect the specific culture and values of their respective companies. This approach ensures that each company crafts an annual plan with specific objectives, fostering a comprehensive commitment to DEI.

To further our commitment to DEI, we have conducted a series of impactful courses, including:



1. **Preventing Sexual Harassment in the Workplace:** This mandatory course is designed to educate employees about regulatory compliance, raise awareness about harassment issues, and foster a workplace culture rooted in respect and diversity.
2. **LGBTIQ+ Diversity:** In this course, participants gain an understanding of fundamental concepts related to LGBTQ+ issues and receive recommendations on how to become effective allies in promoting inclusivity and support.
3. **Unconscious Bias Awareness:** This course sheds light on the various forms of unconscious biases that can pervade our daily lives. It equips participants with valuable tools to recognize and mitigate these biases, promoting fair and unbiased decision-making.
4. **Exploring Alternative Masculinities:** Through this course, we encourage thoughtful reflection on the topic of gender equity, fostering a deeper understanding of the diverse expressions of masculinity and their role in achieving a more inclusive society.
5. **Creating Inclusive and Safe Workspaces:** This course underscores our commitment to establishing work environments that are both inclusive and safe, where every employee can feel welcome, respected, and secure in their professional pursuits.

These courses exemplify our commitment to cultivating an inclusive and respectful workplace environment, where every employee can thrive and contribute to our collective success.

Employees trained in diversity-related issues.

Topics	Food Retail	IR Pharma	Shopping Malls	Total IR
Diversity	2,074	2,018	459	4,551
Unconscious bias	1,300	11	314	1,625
Sexual Harassment in the Workplace	18,734	15,599	459	34,809

Prevention of sexual harassment and discrimination

Our commitment is to uphold a zero-tolerance approach towards any form of violence, harassment, or discrimination within our organization. To ensure compliance with current Peruvian legislation, we have established a [Corporate Policy for Attention to Cases of Sexual Harassment and Harassment](#). This policy outlines the essential mechanisms required to proactively prevent, thoroughly investigate, and appropriately penalize such incidents.

Within each of our companies, we have established Sexual Harassment at Work Intervention and Investigation Committees.

These committees undergo annual training and collaborate closely with our labor relations departments. Together, they form a unified front, dedicated to effectively addressing and resolving any issues related to sexual harassment and harassment in the workplace.



