

HUMAN RIGHTS POLICY

Contents

1. Introduction
2. Objective and Scope
3. Definitions
4. Principles and Commitments
 - A. Human Rights
 - B. Labor practices
5. Due Diligence and Non-Compliance Reporting

1. Introduction

At Interbank we have the vision of being the best bank, based on the best people. The basic principles of human rights are aligned with our values and what is expressed in our Code of Ethics and policies.

2. Objective and Scope

The intent of this policy is to respect and promote human rights in line with international standards.

This policy reflects international agreements and principles, such as the United Nations Global Compact, the International Bill of Human Rights and the International Labor Organization (ILO) Declaration.

The scope of this policy extends to Interbank's board of directors and employees. The practices of our suppliers, clients and other stakeholders should be aligned to this policy.

3. Definitions

- a. Human Rights: universal rights, inherent to every human being regardless of nationality, age, gender, ethnic origin, color, religion, language or any other condition.

For the purposes of this Policy, our Code of Ethics definitions shall be considered.

4. Principles and Commitments

Interbank is committed to respecting and promoting human rights in accordance with applicable laws in the jurisdictions in which they operate and in line with international principles:

The principles of the United Nations Global Compact relating to the areas of human rights (Principles 1 and 2) and labor practices (Principles 3, 4, 5, and 6) are covered and adopted by IFS and its subsidiaries in this policy.

Interbank undertake the following commitments:

A. Human Rights

- Support and respect the protection of universally recognized fundamental human rights.
- Ensure to not being complicit in human rights abuses

B. Labor Practices

- Recognition of the freedom of association and the right to collective bargaining.
- Promote the elimination of forced labor, human trafficking, coercion or any other form of exploitation.
- Reject child labor.
- Support the abolition of discriminatory practices based on gender, ethnicity, age, religion, nationality, disability, marital status, sexual orientation or social condition; and promote equity to serve vulnerable groups (women, LGBTQ+ community, senior citizens, among others).

5. Due Diligence and Non-Compliance Reporting

It is the obligation of our board of directors and each employee, supplier, client, and any other stakeholders to report any suspicion of non-compliance or misconduct to this policy through the following available reporting channels:

- Web: <https://interbank.pe/canal-etico>
- E-mail: reportes@interbankcanaletico.com
- Telephone: 0-800-0-0942
- KPMG: Javier Prado Este avenue N°444- San Isidro - Lima

Interbank assures that the reporting channels offer confidentiality.

Failure to comply with this policy will be subject to penalties ranging from a reprimand to dismissal, which will be applied in coordination with the Ethics Committee.

The penalties applicable and/or imposed for non-compliance with this document shall be without prejudice to the administrative, civil and criminal liabilities set forth under applicable laws.

Due diligence controls related to this policy shall be implemented no later than one year after the approval of this document.

Approved by Board of Directors	Date
First Version	19/04/2022