



Diversity and Inclusion Policy

Opportunities
For All



Grupo
nutresa

¿What is Diversity?

Diversity is the **mixture** of different attributes in the workforce; these attributes have to do with identity, culture, beliefs, education, religion, geographic location, manner of acting and thinking, traditions, experience, physical appearance, age, gender, race, ethnicity, and sexual orientation, among others.

Diversity is a reality.

¿What is Inclusion?

Inclusion is the ability to **make this mix work** in the workplace, through the preparation of leadership and culture to achieve a level of tolerance in which difference is appreciated and value is added to achieve business results.

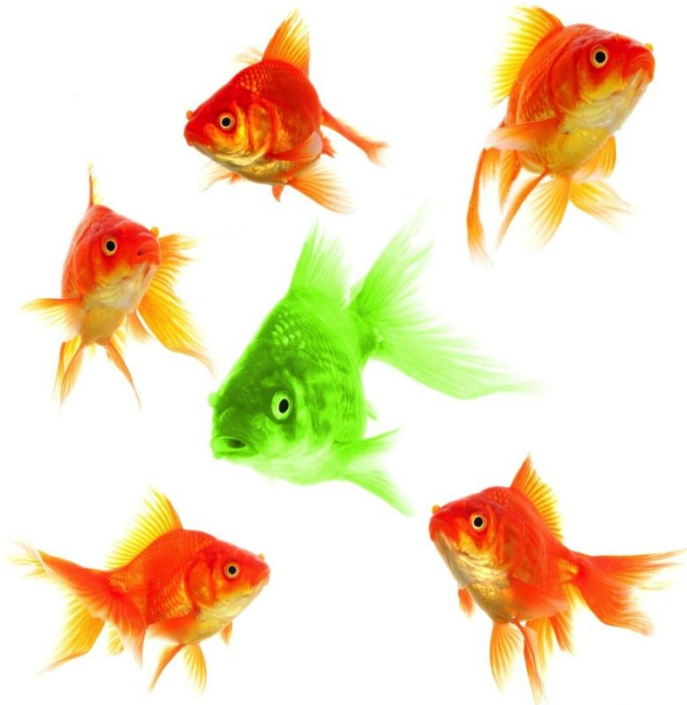
Inclusion is an option.



Diversity and Inclusion Policy

In keeping with our philosophy of Corporate Social Responsibility and Human Rights, Grupo Nutresa believes in the importance of developing an inclusive work culture that values the diversity of its workforce as a source of competitive advantage for the business.

Attracting talent from different backgrounds produces more creative, flexible teams, leverages innovation and takes advantage of the best potential of employees to achieve results.









Framework for action

We have **organizational practices** in the different talent– and leadership– management processes, which **promote inclusive environments and opportunities** based on criteria of objectivity and transparency.



Framework for action

-  Personnel selection is based on the assessment of competencies required by the profiles of the positions; internal and external candidates participate under equal opportunities, regardless of gender, sexual orientation, age, marital status, physical appearance, nationality, religion, disability, thoughts, beliefs and ideologies, among others.
-  We use inclusive language in communications to our stakeholders.
-  We train our leaders to develop skills to manage diversity and inclusion.
-  We promote a work culture that appreciates generational diversity and multiculturalism.
-  We build organizational practices that strengthen gender equality.
-  We build channels to listen to and permit the participation of our employees, to understand their opinions and points of view.

Assurance mechanisms

Any behavior by a supervisor or colleague that conflicts with this policy may be reported through the following mechanisms:



The Ethics Hotline: 018000518188 in Medellín to the number 360 90 89
The Human Rights mailbox: comitederechoshumanos@gruponutresa.com
The Coexistence Committee



Diversity and Inclusion Policy

Opportunities
For All



Grupo
nutresa