



*Policy and Management System*  
*Human Rights*



## Human Rights:

The rights of each individual regardless of race, gender, religion, political opinion, social status or any other characteristic. It is based on respect for the dignity and worth of each person. Human rights are universal, meaning they apply to everyone equally and without discrimination.



## Framework of Principles of Action. John Ruggie

- The duty of the State is to **PROTECT** Human Rights
- Corporate responsibility is to **RESPECT** Human Rights
- The duty is to **REMEDY**

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For a **better** world*



# The Grupo Nutresa Human Rights Policy

In Grupo Nutresa, we work to develop a corporate context that promotes the adoption and implementation of practices and behaviors aimed at respecting Human Rights, in line with international treaties.

Convinced that sustainable development is only possible within a framework of respect and fairness, we have adhered to the United National Global Compact, which constitutes our navigation chart: the Universal Declaration of Human Rights and the ILO International Conventions.

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# Framework for Action

In Grupo Nutresa, we have adopted the protection of the following most relevant Human Rights:

- Rights and freedoms without distinction of race, color, gender, language, religion, political opinion, nationality, economic status, sexual orientation
- Right to life, security and freedom
- Right to privacy and honor
- Right to freedom of thought, conscience and religion
- Right to freedom of expression
- Right to freedom of association and collective bargaining
- Right to work in a safe, health environment
- Right to social security
- Right to quality of life, leisure and rest
- Right to cultural life and recreation
- Elimination of forced and child labor
- Elimination of discrimination in employment and occupation
- Promotion of greater environmental responsibility



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# Framework of Action

Compliance with our Human Rights Policy is reflected in the following actions:

- Committing publicly to respect Human Rights.
- Managing the risk matrix in Human Rights, incorporating all our stakeholders
- Defining the mechanisms to report situations of alleged abuse or violation of Human Rights
- Monitoring and tracking the management of and response to reported situations
- Implementing a short-, medium- and long-term action plan that ensures the intervention in and closing of gaps identified in the risk matrix
- Evaluating the impact of the Human Rights Management System
- Implementing communication and training strategies in Human Rights

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# Scope



- Employees
- Suppliers, Contractors and their employees
- Strategic partners

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# Control Mechanisms

To manage and ensure compliance with the policy, we have:

**A Human Rights Strategic Committee**, that is responsible of outlining and tracking the Human Rights Management System

**A Human Rights Tactical Committee**, which is responsible for managing the work plan

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