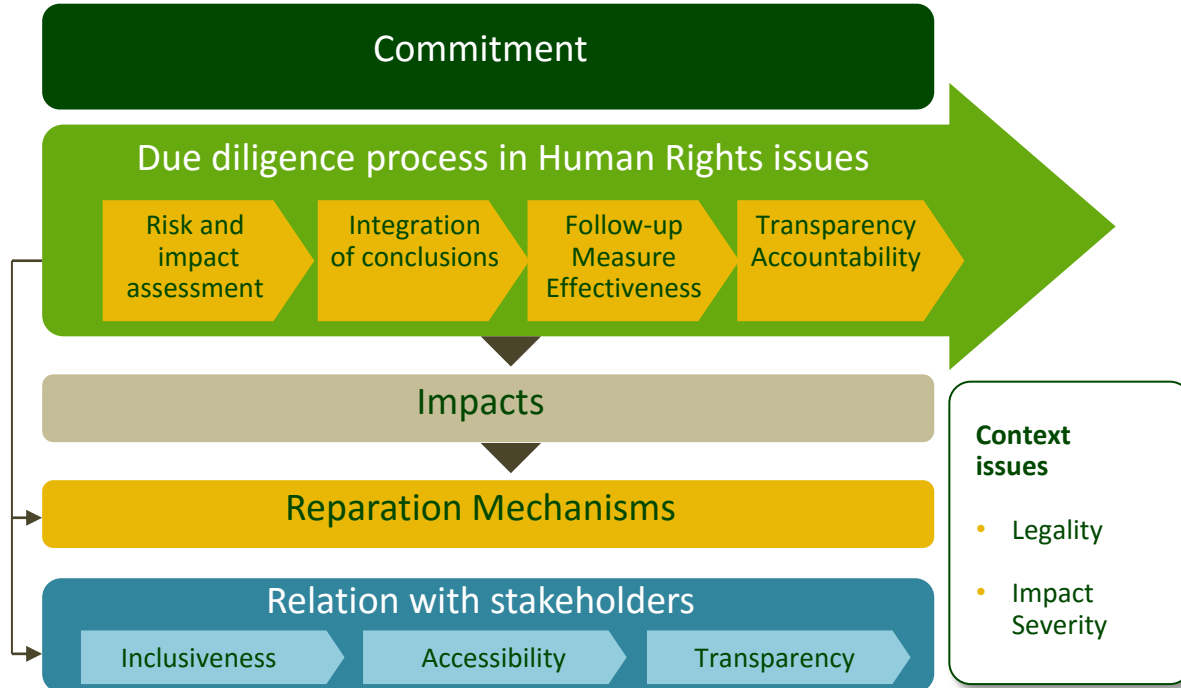




*Por un mundo **más justo**
Por un mundo **mejor***



Human Rights Management System Nutresa Group



The management focus required demands an inclusive, accessible and transparent system for all stakeholders, especially for the potentially affected. Has the following components:

- A **political commitment** of respect for HHRR
- A **due diligence process** in HHRR
- Have **Processes that allow to remedy negative impacts** on HHRR.



Committee **HHRR Tactic Plan**

Work Plan 2016



1 Alignment to the National HHRR Plan and Guías País.

2 Sensitizing and educating in Human Rights, Diversity and Inclusion, Corporate Governance, ética y transparencia ethics and transparency.

3 Strengthen the Participation and grievance mechanisms.

4 Supply Chain Management: Contractors and Sales Companies



5 Strengthen in Diversity and Inclusion Practices.

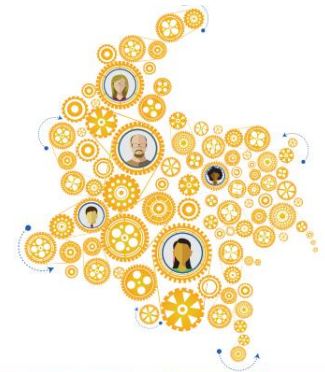
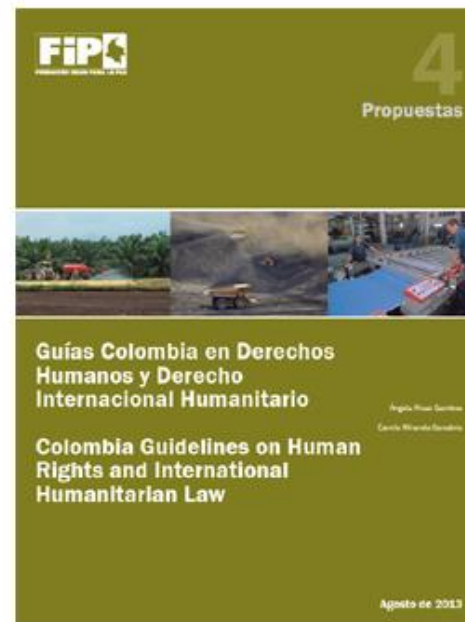
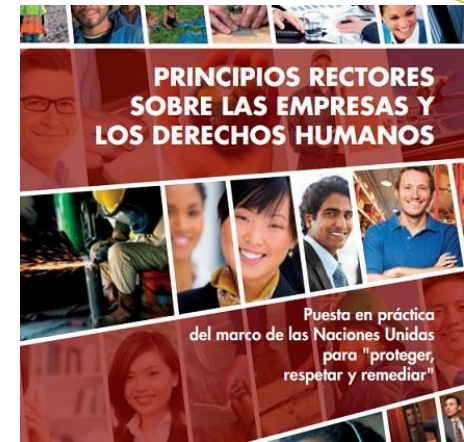
6 Quality Management work life, work environment and psychosocial risk: accident rate and work illness, conciliation practices, healthy and safe environments.

7 Labor Management: Unions and Agreements

1

National Plan and Guías País on Human Rights and Companies

Participation in multisector forums for the definition of operational frameworks in regards to Human Rights.



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2

Sensitize and educate in Human Rights and Diversity and Inclusion.

- Include in the corporate orientation, the training on HHRR, **Diversity and inclusion and codes of conduct** (security, BASC, LAFT, ethical principles).
- **Ensure the implementation of the HHRR policy and HHRR training**, Diversity and inclusion in all Nutresa Group companies on a global level.
- **Community Committee Training Plan** of all National Nutresa Group companies.
- **Schools for clients:**

Diversity and inclusion, Post-conflict, agreement construction, female empowerment and leadership workshops.

- Review of chapter on **Human Rights for the education of our collaborators** and contractors.



3

Strengthen Mechanisms of participation and grievance

- Carry out an **outreach campaign for the ethics line**, mail about Human Rights on a corporate level and community committees from corporate communications.
- Carry out an outreach campaign for the **ethics line for contractors**.
- Implement **ethic line for international operations**.
- Ensure the **adequate operation of community committees** to the interior of national companies.
- Continue with **the HHRR Tactical and Strategic committees**.





Strengthening of communication and awareness

- HHRR Website on all companies' intranets.
- Periodic publication of content regarding HHRR, ethics and transparency, diversity and inclusion, ML/FT and grievance mechanisms in media.
- Stories during the year.
- Contest to learn while you play.
- Communication of information and facts of the different mechanisms.
- Border with the contact numbers of the Ethics Line, the Group websites, the companies and the Intranets.
- HHRR Community on Campus Nutresa.
- Webinar with experts.
- Sustainability Sessions.
- Mention over the media the special dates: day against homophobia, day of the race (Columbus Day) HHRR Day, non-violence and cultural diversity.
- Mural at headquarters with the contacts of all grievance mechanisms.
- Contact for the Ethics Line in supplier invoice, the supplier website, client invoice and an audio recording at all call centers.

4

Supply Chain: Contractors and Sales Companies

- **Consolidate Management and indicators** accident rates and work sicknesses.
- **Integral Audits**
- **HHRR Orientation**
- **Training in Diversity and inclusion.**



Strengthen Diversity and inclusion practices

- Present the Equipares seal to the HDO community and **continue to sensitize and train in the equipares model** all of the Nutresa Group companies.
- **Equipares Gap Diagnostics** in other Group companies.
- **Closing equipares gaps** Servicios Nutresa.
- Strengthen the strategy for the **inclusion of people with special needs**.
- Continue **strengthening the recruitment process to cover vacancies**, internships and professional mobility within the Nutresa Group.





6

Quality Management work life and psychosocial risk

- Consolidate the **Reincorporate Programa**.
- Incorporate **best practices for managing accident rates** using the world sector leaders as reference.
- Continue with the **organizational environment measurements in all companies of** Nutresa Group integrating the psychosocial risk.
- Consolidate **prácticas for** conciliating work life, personal life and family life.