



# Committee **HHRR Tactic Plan**

2017 Work Plan



## 2017 Challenges

**1** **Social Dimension Management Report in**  
Guías Colombia aligned to the GRI.

**2** **Strengthen education in Human Rights**  
and better promotion of the grievance  
mechanisms in **all** the Nutresa Group  
companies.

**3** **Supply Chain Management.**

**4** **Managing Illness, accident rates and  
absenteeism.**

**5** Strengthen **dDiversity and Inclusion  
Practices.**

**6** **Quality Management work life, work  
environment and psychosocial risk:**

**7** **Implement leadership training program in  
mid level management:** Supervisors, coordinators  
and chiefs.

**8** **Promote Human Rights Management,  
Diversity and Inclusion and grievance  
mechanisms** in media (internal y external).



**NATIONAL AND INTERNATIONAL SCOPE**



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## Social Dimension Management in Guías Colombia aligned to the GRI.

### Key Issues Guías Colombia



1

Seguridad

2

Mecanismos de  
quejas y  
reclamos

3

Trabajo  
Decente

4

Comunidades  
y tierras

5

Comunidades

6

Transparencia

7

Temas  
ambientales

8

Fortalecimiento  
institucional



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## Strengthen education in Human Rights and better promotion of grievance mechanisms in all Nutresa Group companies.

- Include HHRR education in the corporate orientation, **Diversity and inclusion and codes of conduct** (security, BASC, LAFT, ethical principles).
- **HHRR training plan per company and** Diversity and inclusion in all the Nutresa Group companies at global level.
- **Community Committee training plan** of all the National Nutresa Group companies.
- Review of the chapter of **Human Rights for the training of collaborators and contractors.**
- Strengthening of **Grievance Mechanisms.**







### 3

## Supply Chain Management

- Validation of the **Supplier Management Process**.
- Implementation of 2017 **sustainability audit plan** and closing gaps 2016.
  - Sustainability audits will be carried out in **17 Service Suppliers and 20 Material Suppliers and 1 Commercial Agent**.
- **Contractor Management Diploma** for auditors from the Nutresa Group.
- Plan for **2017 Strategic Allies School**.





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## Managing accident rate and Absenteeism:

1. **Measurement and Follow-up of LTIFR** of employees and contractors.
2. Closing identified gaps during the maturity level diagnostic **in Safety and Health in the Workplace**, based on international standards in each company.
3. Implement the **process automation** plan in positions of greater occupational risk.
4. Implement model for **Contractor Management in HSE.**





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## Strengthen Diversity and Inclusion Practices:

1. Workshop on **elimination of bias in selection processes** for leaders and selection process managers in the businesses.
  - ✓ Interview protocol for selection processes to minimize discrimination risks.
2. **Develop minority management practices:**
  - ✓ **Gender:** gender equality certificate for all Nutresa Group companies and two workshops on leadership and female empowerment.
  - ✓ **Disability:** Strengthen the alliance with the productivity pact for talent recruitment, Inclusion Guide. Special Capacities
  - ✓ Manual for **Inclusive Language**.
  - ✓ **International Program for Interns** in alliance with Eafit.
  - ✓ **Managing Diversity Workshop - Discussion: "En otros zapatos"** for collaborators and families.





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## Quality Management of work life, work environment and psychosocial risk

1. Measurement of **psychosocial risk and work environment** in all Nutresa Group companies.
2. Incorporate models of **FRE, Healthy Organizations** and strengthen teleworking and flexible schedules.





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**Implement leadership training program in mid level management:** Supervisors, coordinators and chiefs.

**Promote the management of Human Rights and diversity and Inclusion in media (internal and external):**

- ✓ Have a space on **Campus Nutresa**, to post all related topics with: **Human Rights and Diversity and Inclusion**.
- ✓ Publication from **TALENTOS NUTRESA**.

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



Grupo  
**nutresa**