

Proposal Work Plan

2019

Grupo Nutresa HHRR Management System



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Culture of Equity and Respect

Commitment

Due Diligence in HHRR



Impacts on HHRR

Reparation Mechanisms

Stakeholder Relationship



Context

- Legality
- Impact Severity

The Management approach required an inclusive, accessible and transparent system for all stakeholders, especially for the potentially affected. It has the following components:

- A **political commitment** of respect for HHRR
- A **due diligence promise** in RRHH
- Some **processes that allow to remedy negative impacts** on HHRR.

1. Strengthen due diligence in HHRR



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- Disclosure of the updated HHRR Risk matrix to Presidential Committees and the HOD Community.
- Revision of the Human Rights, **Diversity and Inclusion Policy**.
- Participate in scenarios of **strategic discussion about HHRR and consolidate work networks**.
- Greater promotion of the **Reporting Mechanisms on a Global scale**.
- **Open Talks about HHRR in every company**.



2. Leadership



Continue strengthening inclusive and diverse leadership, committed to HHRR.

On-site Workshop Human Rights and diversity and inclusion.

Audience : Critical Businesses identified throughout the HHRR talks, new and small businesses.

Continuum of Virtual Course – Act integrally respecting HHRR.

- **Training Transforming Leadership**
120 leaders
- **Diversity and Inclusion Workshop**
GN Management Committee.
- **Women Empowerment**
“Transforming Perceptions”:
 - Conversations with David Escobar, Alejandra Borrero and Sol Beatriz Arango
 - Continuing Education program for Senior and Junior women.

Update on HHRR for the tactical committee and the HHRR Managers in the businesses.

25 participants



Bias elimination in Selection Processes

Audience: Recruitment officers and leaders

Continue with the communication strategy

Act Integrally



3. Supply Chain Management



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- 1 Implementation of the **2019 Sustainability Audit Plan** and close the gaps found in 2018.
- 2 Close the gaps of **Intermediation Risks**.
- 3 Second **Meeting of Inventors**
- 4 Training Plan for the **2019 School of Strategic Allies**.
- 5 Update risks in **HHRR in the categories of Purchase of Goods and Services**.



- 6 Awareness and training in **Human Rights Policy** in the Supply Chain. Training through the HHRR Virtual Module to 60 suppliers.
- 7 Ensure by means of formal document the corresponding compliance for suppliers, retailers and clients of the GN HHRR and Due Diligence Policies

4. DIVERSITY AND INCLUSION



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Gender Equality



Gap detection in gender equality within the **Grupo Nutresa** companies in Colombia.

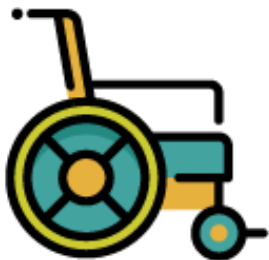
- **Participation in 2019 Par Ranking - 9 companies in Colombia.**
- **Golden Certificate Equipares in Servicios Nutresa.**

Alliance Solutions



Continue strengthening the involvement of people in the alliance program.

People with Dissabilities



Identification of jobs and companies that have employment opportunities for people with dissabilities.

Experience from multicultural companies



5. CULTURE AND COMMUNICATION



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Corporate
Google+ Community



Continue strengthening
job openings



Build-up PAR
Community
engagement.



Gender Equality
Ranking in
Organizations



Implementation of
Human Rights Guide.



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



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