



*For a more just world  
For a better world*



The background features a dark green upper section and a lower section with wavy, layered shapes in various shades of green and yellow. The text is centered in the upper green section.

**Work Plan**

**2018**

**Proposal**

# Management System

## HHRR Grupo Nutresa



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TODOS

Culture of Equality and Respect

### Commitment

#### Due diligence in HHRR process



### HHRR Impacts

### Repair Mechanisms

### Stakeholder Engagement



#### Context Questions

- Legality
- Impact Severity

The required management approach demands an inclusive, accessible and transparent system on behalf of all stakeholders, especially for the potentially affected. It has the following components:

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

# 1. HHRR Risk Update

- Update of the **2018 HHRR Risk Map in Colombia** **apa de Riesgos DDHH en Colombia 2018 – focus on the management of risk treatment measures.**
- Implementation of **child labor diagnostic tool in the supply chain - Telefónica**
- Data Sheet **Nutresa due diligence Plan, Children Rights, Unicef y Eafit**

## □ Participants:

Tactical Human Rights Committee  
Human Management Managers

## □ Facilitators:

Servicios Nutresa Risk Management

The process consists of the **identification, characterization and assessment of real and potential HHRR risks**. Risks are prioritized taking into consideration their source, rights at risk, company and stakeholder consequences and the type of risk.



## 2. Leadership



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### Workshop- Human Rights, diversity and inclusion.

Audience: union leaders, collective agreement leaders, community committees, selection teams, supervisors, coordinators and managers.  
200 participants

### Virtual Course – I act in an integral manner because I respect HHRR

### Training Transforming Leadership 120 leaders

### Management Committee Diversity and Inclusion Workshop

### Update on Human Rights for the Human Rights Tactical Committee coursera

Continue with the communication strategy  
Acting Integrally.


actúo  
Integramente



# 3. Management Supply Chain



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- 1 Execution of the **2018 sustainability audit plan** and 2017 closing gap findings. **Implementation of this model in Costa Rica.**
  - 2 Closing gaps in **intermediation risks.**
  - 3 Management Training in **contractors for virtual auditors.**
  - 4 Validation of the **Process for Supplier Management in Contractors.**
  - 5 Training plan for **The 2018 Strategic Partners School de Aliados Estratégicos 2018.**
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- 6 Awareness and Training in **Human Rights Policies** in the supply chain. Train 60 suppliers through the virtual HHRR module.
  - 7 **Estimate of the environmental and social risk analysis update** in the input and service purchase categories in Colombia.

# 4. Absenteeism Management, accident rates and work illnesses.



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1. Incorporation of the Payment **policy of disabilities to discourage absenteeism.**

2. **Providing integral disability** for the Nutresa Group Companies.

3. Incorporation and Analysis **of the indicators:**

- ✓ Lost time injury frequency rate (LTIFR) - conditioned to fatality.
- ✓ Increase in Work Illness

**Continues:**

- ✓ Contractor and Employee Accident Rate / conditioned to fatality



5. Evaluate and define a software **for the Health and safety in the workplace management system.**

6. Prevention plan **and the management of work illnesses.**

7. Ensure the incorporation of the management **model of contractors in the OHS within the Grupo Nutresa Companies.**

# 5. DIVERSITY AND INCLUSION



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- **Identifying the gender equality gaps within the Grupo Nutresa companies in Colombia.**
- **Female Leadership Forum** and crystal roof.
- **Identification of the positions and companies with hiring opportunities** of people with disabilities.
- **Solutions Project.**
- Continue strengthening the **open job vacancies process.**
- Be a member of **National Diversity Council.**
- **Participate as an observer in Guías Colombia, for 1 year.**



NATIONAL DIVERSITY COUNCIL  
An inclusive community, a better nation







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