



# HUMAN RIGHTS POLICY

2012, updated may 2021

## OBJECTIVE

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

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

## 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 of John Ruggie

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

### Framework for Action

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

1. Rights and freedoms without distinction: race, color, gender, language, religion, political opinion, nationality, economic position, sexual orientation.
2. Right to life, security and liberty.
3. Rights to privacy and honor
4. Right to freedom of thought, conscience and religion.

5. Right to freedom of expression.
6. Right to freedom of association and collective bargaining.
7. Right to work in a safe and healthy environment.
8. The right to social security.
9. Right to quality of life, free time and cultural life.
10. Elimination of forced and child labor.
11. Elimination of discrimination in employment and occupation.
12. Promotion of greater environmental responsibility.

## GRUPO NUTRESA'S HUMAN RIGHTS MANAGEMENT SYSTEM

---

### Prevention of the Materialization of Risks:

- ✓ Public commitment to respect human rights.
- ✓ Management of the human rights risk matrix incorporating all of our related groups.
- ✓ Implementation of a short, medium and long term action plan which ensures the intervention and closing of gaps identified in the risk matrix.
- ✓ Evaluation of the impact of the Human Rights Management System.
- ✓ Implementation of communication strategies and training in human rights

### Risk Materialization Management:

- ✓ Definition of mechanisms for claiming and reporting situations of alleged human rights abuses or violations.
- ✓ Monitoring and follow-up to the management and response of situations reported through the complaint mechanisms, and to the reparation in the cases in which it is required.

## SCOPE

---

- ✓ **Suppliers:** We seek to strengthen and develop our suppliers and contractors in human rights issues, generating mutual benefit and ensuring the supply of our Organization, as well as the compliance of human rights in our value chain.
- ✓ **Collaborators:** We seek to promote scenarios where diversity, communication and participation are promoted, strengthen relationships and contribute to the improvement of organizational practices in the field of Human Rights. These improves the quality of life and allows the reporting of possible human rights violations and their management.

- ✔ **Communities:** We seek to strengthen the development of capacities and self-management of the communities, promoting alliances and mobilizing tangible and intangible resources.
- ✔ **Consumers and buyers:** We seek to contribute to the improvement of the quality of life of our buyers and consumers through memorable brand experiences and differentiated value propositions that respond to their nutrition, well-being needs and human rights.
- ✔ **Clients:** We seek to offer differentiated value propositions with reliable merchandise that are produced in compliance with the commitment to respect human rights.

## CONTROL MECHANISMS

---

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

- ✔ A **Strategic Committee for Human Rights**, which is responsible for directing and monitoring the Human Rights management system.
- ✔ A **Human Rights Tactical Committee**, who is responsible for managing the work plan.

## COMPLAINT MECHANISMS

---

- ✔ **Committee for the Prevention of Harassment or Coexistence Committee** (According to national legislation): Committee whose functions are to receive and process complaints of workplace and sexual harassment, summon and listen the parties involved, create spaces of dialogue to reach an effective solution to disputes, formulate action plans and follow up on the recommendations given.
- ✔ **Ethics Line:** Mechanism that attends to report activities that are contrary to the law and the Good Governance Code, behaviors that violate human rights and inappropriate or undesirable behaviors within the Grupo Nutresa Companies. It is managed by an independent specialized operator where confidentiality is maintained and guaranteed throughout the process, from the beginning to the end of each case.  
Who can use the Ethics Line? In general, any collaborator and / or third party related to Grupo Nutresa companies can report through the Ethics Line, by the following means:
  - **Website:** [www.lineatransparencia.com/gruponutresa](http://www.lineatransparencia.com/gruponutresa)
  - **Email:** [lineaetica@gruponutresa.com](mailto:lineaetica@gruponutresa.com)
  - Designated **phone number** for each country.

---

*This Policy has two annexed documents that seek to restate the commitment, respect and strengthen Grupo Nutresa's framework of action in the areas of diversity and inclusion, and zero tolerance against workplace and sexual harassment.*

- ✔ **Diversity, equity and inclusion policy:** [http://data.gruponutresa.com/personas/diversity\\_equity\\_and\\_inclusion\\_policy.pdf](http://data.gruponutresa.com/personas/diversity_equity_and_inclusion_policy.pdf)
  - ✔ **Non harassment commitment:** [http://data.gruponutresa.com/personas/non\\_harassment\\_commitment.pdf](http://data.gruponutresa.com/personas/non_harassment_commitment.pdf)
-