

GRI Content Index

Grupo Nutresa’s 2019 integrated report was prepared in accordance with the GRI Standard for the preparation of sustainability reports of the Global Reporting Initiative, comprehensive option.

GRI STANDARD	BASIC DISCLOSURES	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
GENERAL DISCLOSURES						
Organizational profile						
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 7; About this integrated report.		Yes	-	-
	102-2 Activities, brands, products, and services	Page 70, 74, 78, 82, 86, 90, 94, 98; Map of Grupo Nutresa's presence (Presence in our strategic region).		Yes	-	-
	102-3 Location of operations	Grupo Nutresa S.A. is headquartered in Medellín, Colombia.		Yes	-	-
	102-4 Location of operations	Back cover; Presence in our strategic region.		Yes	-	-
	102-5 Ownership and legal form	Grupo Nutresa S.A. is a Colombian public limited company (anonymous partnership). The corporate purpose of the Parent Company consists in investing or using resources or availabilities in organized companies through any the methods authorized by the law, whether they are Colombian or foreign.		Yes	-	-
	102-6 Markets served	Our presence around the world Page 46; Business model		Yes	-	-
	102-7 Scale of the organization	Back cover; Presence in our strategic region. Back cover; Profitable growth. Grupo Nutresa's evolution  Market capitalization: COP 11.7 trillion. Equity: COP 8.7 trillion. Consolidated net debt: COP 2.7 trillion.		Yes	-	-
	102-8 Information on employees and other workers	Page 162; Employees in the strategic region. Page 214; Employee diversity and Employees with disabilities.  Temporary employees: 4,377; Point-of-sale staff: 4,947; Personnel employed through cooperative organizations: 2; Contractors and other: 7,297. Direct employees under indefinite-term contracts: 21,799; Direct employees under fixed-term contracts: 6,334; Direct employees under specified-purpose contracts: 138.		Yes	[SDG 8]	-
	102-9 Supply chain	Page 46; Business model.		Yes	-	-
	102-10 Significant changes to the organization and its supply chain	Page 16; Management report.		Yes	-	-
	102-11 Precautionary Principle or approach	Page 44; Comprehensive risk management and main business risks. Corporate environmental policy  Genetically modified organisms policy		Yes	-	7
	102-12 External initiatives	Page 7; About this integrated report. Subscriber to the United Nations Global Compact, CEO Water Mandate		Yes	-	1, 3, 4, 5, 6, 7, 8
	102-13 Membership of associations	ANDI - Asociación Nacional de Empresarios de Colombia (ANDI, National Business Association of Colombia) - CECODES- Colombian chapter of the World Business Council for Sustainable Development (WBCSD). Water Action Hub.		Yes	-	1, 3, 4, 5, 6, 7, 8

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GENERAL DISCLOSURES						
GRI 102: General Disclosures 2016	Strategy					
	102-14 Statement from senior decision-maker	Page 16; Management report.		Yes	-	-
	102-15 Key impacts, risks, and opportunities	Page 44; Comprehensive risk management and main business risks. Pág 46; Business model.		Yes	-	-
	Ethics and integrity					
	102-16 Values, principles, standards, and norms of behavior	Page 39; Corporate philosophy and performance.  As one of Grupo Nutresa's policies, the internal training in SARLAFT and code of good governance (anti-fraud and anti-corruption policy) are carried out once a year.		Yes	[SDG 16]	-
	102-17 Mechanisms for advice and concerns about ethics	Page 57; Ethics Hotline.  The Ethics Hotline is a confidential channel operated by an independent body and addressed and served by Grupo Nutresa's Internal Audit Management. Through the Ethics Hotline, employees, shareholders, customers, suppliers and third parties in general can report situations that contravene the law of our Company's Code of Corporate Governance, as well as possible Human Rights violations by employees or people related to the stakeholders. This mechanism also allows to make inquiries about ethical matters and issues.		Yes	[SDG 16]	-
	Governance					
	102-18 Governance structure	Page 34; Board of Directors. Page 36; Management team. <a href="#">Grupo Nutresa's structure</a>  The Company has a Chief Executive Officer (CEO). Additionally, the Organization has a Board of Directors formed by eight main members. The Board of Directors has multiple support committees for the performance of its duties. The committees are the following: the Strategic Planning and Sustainability Committee; the Corporate Governance and Board Matters Committee; the Finance, Audit and Risks Committee; and the Appointment and Remuneration Committee.		Yes	-	-
	102-19 Delegating authority	Page 36; Management team.  The Business Group has six transverse Vice-Presidencies that are accountable for matters related to sustainable development, innovation and nutrition, logistics and marketing, among other. The Sustainable Development Vice-Presidency is led by Sol Beatriz Arango, who watches over the execution of the policy of the search for equality between the social components and the economic factors, and the balance between the optimal use of natural resources and the economic needs. This designation is made by Grupo Nutresa's CEO with a prior consideration of the appointment by the Board of Directors, which conducts a permanent follow-up to this matter.		Yes	-	-

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GENERAL DISCLOSURES						
Governance						
GRI 102: General Disclosures 2016	102-20 Executive-level responsibility for economic, environmental, and social topics	<b>Page 36;</b> Management team.  The Company has a Sustainable Development Vice-President, who is in turn the CEO of Servicios Nutresa S.A.S. and the General Director of Fundación Nutresa, in charge of managing the resources allocated to the social investment. As part of their duties, these executive officers have to report back directly to the Board of Directors of Grupo Nutresa S.A.		Yes	-	-
	102-21 Consulting stakeholders on economic, environmental, and social topics	<b>Page 36;</b> Management team  The Sustainable Development Vice-Presidency is in charge of facilitating and managing the discussion between the stakeholders and the highest governance body with regard to economic, environmental and social matters. This Vice-Presidency is chaired by Sol Beatriz Arango and it receives, addresses and manages inquiries and opinions by means of stakeholder engagement mechanisms, and it also channels said matters through to the Board of Directors when the situation requires it.		Yes	[SDG 16]	-
	102-22 Composition of the highest governance body and its committees	<b>Page 34;</b> Board of Directors.  The Board of Directors is formed by eight main members.		Yes	[SDG 5] [SDG 16]	-
	102-23 Chair of the highest governance body	No member of the Board of Directors is an executive officer of the Company.		Yes	[SDG 16]	-
	102-24 Nominating and selecting the highest governance body	<b>En Page 25;</b> Article 9, Section C and <b>Pág 45;</b> Article 10, Section 17 of the <a href="#">Code of Good Governance</a>		Yes	[SDG 5] [SDG 16]	-
	102-25 Conflicts of interest	<b>En Page 23;</b> Conflicts of interest that have occurred and performance of the members of the Board of Directors from the <a href="#">Corporate Governance Report 2019</a>		Yes	[SDG 16]	-
	102-26 Role of highest governance body in setting purpose, values, and strategy	<b>En Page 48;</b> Article 10, Section D of the <a href="#">Code of Corporate Governance</a>		Yes	-	-
	102-27 Collective knowledge of highest governance body	The Strategic Planning Committee studies, analyzes and discusses matters related to the collective knowledge of the superior governance body as the main topic of its agenda. For its part, the Committee of Finance, Audit and Risks plays a prevailing role in the management and supervision of the economic, environmental and social risks. Finally, it is worth highlighting the comprehensive risk report periodically submitted by Servicios Nutresa to the Board of Directors mainly focused on risk management. The measures pointed out have allowed to improve the Board of Directors' knowledge on matters regarding sustainability.		Yes	[SDG 4]	-
	102-28 Evaluating the highest governance body's performance	<b>En Page 20;</b> Information on the execution of assessment processes to the Board of Directors and the Executive Management from the <a href="#">Corporate Governance Report 2019</a>		Yes	-	-

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<b>GENERAL DISCLOSURES</b>						
<b>Governance</b>						
<b>GRI 102:</b> General Disclosures 2016	<b>102-29</b> Identifying and managing economic, environmental, and social impacts	The Committee of Finance, Audit and Risks is in charge of analyzing the risks to which the Organization is exposed and minimizing the impact of said risks in the economic, environmental and social contexts. The Strategic Planning and Sustainability Committee is in charge of, among other responsibilities, ensuring that the strategic planning is always aligned with the sustainable plans established for the business group and that the programs and policies focused on strengthening the sustainability are aligned with the Organization's sustainable development strategy and that they contribute to its fulfillment.		Yes	<b>[SDG 16]</b>	-
	<b>102-30</b> Effectiveness of risk management processes	The Committee of Finance, Audit and Risks is in charge of identifying the risks to which the Organization is exposed, establishing strategies for minimizing them. Additionally, the Committee must follow up on the mechanisms that have been implemented for measuring, reporting and reducing the impact of said risks.		Yes	-	-
	<b>102-31</b> Review of economic, environmental, and social topics	These topics are analyzed in the meetings of Grupo Nutresa's Committee of Finance, Audit and Risks and Strategic Planning Committee, which are organizational bodies that provide support to the Board of Directors in said matters. These Committees hold meetings twice a year, without prejudice to the fact that the cases related to these specific matters are addressed every month in the meeting of the Board of Directors.		Yes	-	-
	<b>102-32</b> Highest governance body's role in sustainability reporting	Grupo Nutresa's CEO is the highest ranked person in the Organization. He is in charge of making sure that the contents of the annual report account for the management of the Organization's material topics.		Yes	-	-
	<b>102-33</b> Communicating critical concerns	The Sustainability Vice-President is the person in charge of briefing the Board of Directors on these concerns. Likewise, monthly reports are submitted to the Board of Directors on all types of administrative matters.		Yes	-	-
	<b>102-34</b> Nature and total number of critical concerns submitted to the highest governance body	The Board of Directors, as part of its regular duties, follows up on the management of the material topics: economic performance, corporate governance, ethics and transparency, nutrition, health and well-being, and market performance. Additionally, its attention is also focused on monitoring the behavior of the three main risks of the business: raw materials price volatility, competitive environment, and changes to the regulations regarding health, nutrition and obesity.		Yes	-	-
	<b>102-35</b> Remuneration policies	<b>En Page 15;</b> Board of Directors remuneration policy from the <a href="#">Corporate Governance Report 2019</a>		Yes	-	-
	<b>102-36</b> Process for determining remuneration	<b>En Page 15;</b> Board of Directors remuneration policy from the <a href="#">Corporate Governance Report 2019</a>		Yes	-	-
	<b>102-37</b> Stakeholders' involvement in remuneration	The General Shareholders Assembly is the body that approves the remuneration amounts. No other stakeholder is involved in this process.		Yes	<b>[SDG 16]</b>	-
	<b>102-38</b> Annual total compensation ratio		Due to <b>confidentiality and security constraints</b> , this indicator is not published.	Yes	-	-
	<b>102-39</b> Percentage increase in annual total compensation ratio		Due to <b>confidentiality and security constraints</b> , this indicator is not published.	Yes	-	-

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<b>GENERAL DISCLOSURES</b>						
<b>GRI 102:</b> General Disclosures 2016	<b>Stakeholder engagement</b>					
	<b>102-40</b> List of stakeholder groups	<b>Page 9;</b> Stages and phases of the Engagement Model. <b>Pág 10;</b> Engagement purposes.		Yes	-	-
	<b>102-41</b> Collective bargaining agreements	<b>Page 215;</b> Due diligence.		Yes	-	-
	<b>102-42</b> Identifying and selecting stakeholders	<b>Page 6;</b> Stakeholder engagement model.  In 2012, the Organization held a workshop focused on updating its stakeholders with the participation of executive employees. In this process, 80 organizations and groups of people were identified to have some type of connection with the Company. The purposes of engagement with the stakeholders were described according to the Organization's strategy.		Yes	-	-
	<b>102-43</b> Approach to stakeholder engagement	<b>Page 9;</b> Stages and phases of the Engagement Model. <b>Pág 10;</b> Engagement purposes.		Yes	-	-
	<b>102-44</b> Key topics and concerns raised with regard to stakeholder engagement	<a href="#">Relevant topics, relation to the GRI, and relevance for the stakeholders</a>		Yes	-	-
	<b>Reporting practice</b>					
	<b>102-45</b> Entities included in the consolidated financial statements	<b>Page 281;</b> NOTE No. 1. Corporate information: - 1.1 Capacity and corporate purpose of the Parent Company and the subsidiary companies.		Yes	-	-
	<b>102-46</b> Defining report content and topic Boundaries	<b>Page 10;</b> Materiality analysis.		Yes	-	-
	<b>102-47</b> List of material topics	<b>Page 10;</b> Materiality analysis.		Yes	-	-
	<b>102-48</b> Restatements of information	<b>Page 7;</b> About this integrated report.		Yes	-	-
	<b>102-49</b> Changes in reporting	<b>Page 7;</b> About this integrated report.		Yes	-	-
	<b>102-50</b> Reporting period	<b>Page 7;</b> About this integrated report.		Yes	-	-
	<b>102-51</b> Date of most recent report	Previous report <a href="#">Integrated Report 2018</a>		Yes	-	-
	<b>102-52</b> Reporting cycle	Annual		Yes	-	-
	<b>102-53</b> Contact point for questions regarding the report	<b>Page 4;</b> Corporate Contacts		Yes	-	-
	<b>102-54</b> Claims of reporting in accordance with the GRI Standards	<b>Page 7;</b> About this integrated report <b>Page 16;</b> Management report		Yes	-	-
	<b>102-55</b> GRI Content Index	GRI Content <a href="#">Index</a>		Yes	-	-
	<b>102-56</b> External assurance	Grupo Nutresa verifies the integrated reporting indicators as an assessment exercise. The purpose of this exercise is to improve the control, quality and timeliness of the information provided to the stakeholders. The verification is carried out through an independent third party: KPMG Advisory, Tax & Legal S.A.S.		Yes	-	-

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<b>SPECIFIC CONTENTS</b>																																	
<b>Economic Performance</b>																																	
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Pages. 109 and 236;</b> Risks and opportunities		Yes	-	-																											
	<b>103-2</b> The management approach and its components	<b>Pages. 107 and 235;</b> Strategy		Yes	-	-																											
	<b>103-3</b> Evaluation of the management approach	<b>Page 107, 112, 235 and 238;</b> Progress achieved in 2019. <b>Page 110 and 237;</b> Success stories and acknowledgments.		Yes	-	-																											
<b>GRI 201:</b> Economic Performance 2016	<b>201-1</b> Direct economic value generated and distributed	<b>Page 115;</b> Direct economic value generated and distributed		Yes	[SDG 2] [SDG 5] [SDG 7] [SDG 8] [SDG 9]	-																											
	<b>201-2</b> Financial implications and other risks and opportunities due to climate change	<a href="#">Financial implications and other risks and opportunities due to climate change</a>		Yes	[SDG 13]	-																											
	<b>201-3</b> Defined benefit plan obligations and other retirement plans	The Organization does not have benefit plans. The obligations arising from the pension liabilities are covered with a provision in accordance with the annual actuarial valuation.		Yes	-	-																											
	<b>201-4</b> Financial assistance received from government	<table border="1"> <thead> <tr> <th>COP million</th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th><th>2019</th></tr> </thead> <tbody> <tr> <td>Deductions and tax credits</td><td>16,137</td><td>587,288</td><td>364,682</td><td>368,338</td><td>479,143</td><td>519,685</td></tr> <tr> <td>Subsidies</td><td>3,880</td><td>3,880</td><td>5,547</td><td>5,314</td><td>964</td><td>1,015</td></tr> <tr> <td>Tax incentives</td><td>ND</td><td>51,152</td><td>24,101</td><td>23,145</td><td>32,128</td><td>48,835</td></tr> </tbody> </table> <p>In 2019, the aids to the investment, research and development scholarships, and other relevant types of subsidies; awards with economic endowment; exemption from royalties; financial aid from credit agencies for exports; and other financial benefits received or receivable from any governmental entity in relation to any operation were reported at zero.</p>	COP million	2014	2015	2016	2017	2018	2019	Deductions and tax credits	16,137	587,288	364,682	368,338	479,143	519,685	Subsidies	3,880	3,880	5,547	5,314	964	1,015	Tax incentives	ND	51,152	24,101	23,145	32,128	48,835	The data according to the region are <b>not currently available</b> .	Yes	-
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<b>Market Presence</b>																																	
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 158;</b> Risks and opportunities		Yes	-	-																											
	<b>103-2</b> The management approach and its components	<b>Page 157;</b> Strategy		Yes	-	-																											
	<b>103-3</b> Evaluation of the management approach	<b>Page 157 and 160;</b> Progress achieved in 2019. <b>Page 159;</b> Success stories and acknowledgments.		Yes	-	-																											
<b>GRI 202:</b> Market presence 2016	<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage.	<b>Page 164;</b> Relation between the initial salary and the local minimum salary	Information about whether third parties receive payments in excess of the local minimum salary is <b>not currently available</b> .	Yes	-	-																											
	<b>202-2</b> Proportion of senior management hired from the local community	<b>Page 164;</b> Proportion of senior management hired from the local community  As a local agent, the Organization understands and significantly values people who work in their country of origin, especially in the countries where the production plants are located.		Yes	[SDG 8]	-																											

Note: Data related to information security was included this year. For Grupo Nutresa this represents a commitment and responsibility of all and can be an efficient mechanism to mitigate risks related to corruption, so this training is not directly related to the definition of the standard, for us it is an important step in reducing the limitation against this risk.

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Procurement practices																																																																	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 184; Risks and opportunities		Yes	-	-																																																											
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-																																																											
	103-3 Evaluation of the management approach	Page 183 and 188; Progress achieved in 2019 Page 158; Success stories and acknowledgments.		Yes	-	-																																																											
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Page 196; Grupo Nutresa's local purchases.		Yes	-	-																																																											
Anti-corruption																																																																	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 52 and 60; Risks and opportunities.		Yes	-	-																																																											
	103-2 The management approach and its components	Page 51 and 59; Strategy		Yes	-	-																																																											
	103-3 Evaluation of the management approach	Page 51, 54, 59 and 62; Progress achieved in 2019. Page 53 and 61; Success stories and acknowledgments.		Yes	-	-																																																											
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 63; Risk and crisis management  In 2019, fourteen of Grupo Nutresa's operations were assessed for risks related to corruption, which corresponds to 100% of Grupo Nutresa's companies. The term "business unit" refers to each one of the productive businesses, Comercial Nutresa, Novaventa, La Recetta, Servicios Nutresa and the corporate body (Grupo Nutresa). The main risks found are the following: * Ethical offenses or inappropriate behavior of employees and/or third parties (corruption, asset laundering, terrorism financing, fraud). * Transnational bribery.		Yes	-	-																																																											
	205-2 Communication and training about anti-corruption policies and procedures	Page 59; Progreso Page 63; Gestión de Riesgo and crisis. <table><tr><td></td><td colspan="2">Governance body</td><td colspan="2">Employees</td><td>Partners</td></tr><tr><td></td><td>Informed</td><td>Trained</td><td>Informed</td><td>Trained</td><td>Informed and Trained</td></tr><tr><td>United States</td><td>6 / 100%</td><td>5 / 83%</td><td>613 / 100%</td><td>0 / 0%</td><td>0 / NA</td></tr><tr><td>Mexico</td><td>12 / 100%</td><td>6 / 50%</td><td>1,040 / 100%</td><td>968 / 95%</td><td>7 / 15%</td></tr><tr><td>Costa Rica</td><td>7 / 100%</td><td>4 / 57%</td><td>1,244 / 97%</td><td>1,068 / 83%</td><td>0 / NA</td></tr><tr><td>Dominican Republic</td><td>0 / 0%</td><td>0/0%</td><td>0 / 0%</td><td>0 / 0%</td><td>0 / 0%</td></tr><tr><td>Panama</td><td>7 / 100%</td><td>7 / 100%</td><td>26 / 23%</td><td>2 / 2%</td><td>0 / 0%</td></tr><tr><td>Colombia</td><td>106 / 84%</td><td>88 / 70%</td><td>16,195 / 84%</td><td>13,544 / 70%</td><td>3,286 / 28%</td></tr><tr><td>Chile</td><td>0 / 0%</td><td>0 / 0%</td><td>0 / 0%</td><td>0 / 0%</td><td>0 / 0%</td></tr><tr><td>Grupo Nutresa</td><td>134 / 68%</td><td>110 / 56%</td><td>19,459 / 76%</td><td>15,659 / 61%</td><td>3,286 / 26%</td></tr></table>		Governance body		Employees		Partners		Informed	Trained	Informed	Trained	Informed and Trained	United States	6 / 100%	5 / 83%	613 / 100%	0 / 0%	0 / NA	Mexico	12 / 100%	6 / 50%	1,040 / 100%	968 / 95%	7 / 15%	Costa Rica	7 / 100%	4 / 57%	1,244 / 97%	1,068 / 83%	0 / NA	Dominican Republic	0 / 0%	0/0%	0 / 0%	0 / 0%	0 / 0%	Panama	7 / 100%	7 / 100%	26 / 23%	2 / 2%	0 / 0%	Colombia	106 / 84%	88 / 70%	16,195 / 84%	13,544 / 70%	3,286 / 28%	Chile	0 / 0%	0 / 0%	0 / 0%	0 / 0%	0 / 0%	Grupo Nutresa	134 / 68%	110 / 56%	19,459 / 76%	15,659 / 61%	3,286 / 26%		Yes	[SDG 16]
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Anti-corruption																																									
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 57; Ethics Hotline.  In 2019, there were 2 cases of corruption, where the situation was addressed and the contractual relations were terminated and the corresponding legal actions were commenced. Starting this year, this type of cases are recorded from January 1 to December 31. There were no legal proceedings against the Organization or its employees.		Yes	[SDG 16]	10																																			
Anti-competitive Behavior																																									
GRI 103: Management approach 2016	103-1 Management approach 2016	Page 60; Risks and opportunities		Yes	-	-																																			
	103-2 The management approach and its components	Page 59; Strategy		Yes	-	-																																			
	103-3 Evaluation of the management approach	Pages. 59 and 62; Progress achieved in 2019. Page 61; Success stories and acknowledgments.		Yes	-	-																																			
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, monopoly practices and practices that damage the free competition.	There were no lawsuits for anti-competitive behavior, monopoly practices and practices that damage the free competition in 2019.		Yes	-	-																																			
Materials																																									
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 254; Risks and opportunities		Yes	-	-																																			
	103-2 The management approach and its components	Page 253; Strategy		Yes	-	-																																			
	103-3 Evaluation of the management approach	Page 253 and 256 Progress achieved in 2019. Page 255; Success stories and acknowledgments.		Yes	-	-																																			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 256 and 259; Packaging materials consumption <table><tr><td></td><td>2016</td><td>2017</td><td>2018</td><td>2019</td></tr><tr><td>Supplies (tons)</td><td>631,370</td><td>621,862</td><td>767,364</td><td>696,600</td></tr><tr><td>Liquid fuels (gallons)</td><td>108,661</td><td>72,741</td><td>143,716</td><td>122,232</td></tr><tr><td>Gas fuels (thousand m³)</td><td>34,376</td><td>34,280</td><td>31,620</td><td>33,235</td></tr><tr><td>Solid fuels (tons)</td><td>319</td><td>174</td><td>535</td><td>685.9</td></tr><tr><td>Renewable packaging materials (tons)</td><td>18,994</td><td>20,905</td><td>20,416</td><td>33,391</td></tr><tr><td>Non-renewable packaging materials (tons)</td><td>21,382</td><td>20,263</td><td>21,696</td><td>32,058</td></tr></table> Commodities/supplies (coffee, cold cuts, wheat, cocoa, oils, fats, soy, sugar, milks).		2016	2017	2018	2019	Supplies (tons)	631,370	621,862	767,364	696,600	Liquid fuels (gallons)	108,661	72,741	143,716	122,232	Gas fuels (thousand m³)	34,376	34,280	31,620	33,235	Solid fuels (tons)	319	174	535	685.9	Renewable packaging materials (tons)	18,994	20,905	20,416	33,391	Non-renewable packaging materials (tons)	21,382	20,263	21,696	32,058		Yes	[SDG 8] [SDG 12]	-
	2016	2017	2018	2019																																					
Supplies (tons)	631,370	621,862	767,364	696,600																																					
Liquid fuels (gallons)	108,661	72,741	143,716	122,232																																					
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Renewable packaging materials (tons)	18,994	20,905	20,416	33,391																																					
Non-renewable packaging materials (tons)	21,382	20,263	21,696	32,058																																					
	301-2 Recycled input materials used	Page 259		Yes	[SDG 8] [SDG 12]	-																																			
	301-3 Products and packaging materials recovered	Page 259		Yes	[SDG 8] [SDG 12]	-																																			



GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																																
SPECIFIC CONTENTS																																						
Energy																																						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 246; Risks and opportunities		Yes	-	-																																
	103-2 The management approach and its components	Page 245; Strategy		Yes	-	-																																
	103-3 Evaluation of the management approach	Page 245 and 248; Progress achieved in 2019. Page 247; Success stories and acknowledgments.		Yes	-	-																																
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<div>Page 46; Modelo de negocio Page 249; Consumo total de energía</div> <table><tr><td>GWh</td><td>Non-renewable</td><td>Renewable</td><td>Electric power</td></tr><tr><td>Colombia</td><td>319.7</td><td>81.1</td><td>161.7</td></tr><tr><td>Peru</td><td>11.4</td><td>-</td><td>8.9</td></tr><tr><td>Costa Rica</td><td>27.3</td><td>2.4</td><td>11.5</td></tr><tr><td>Mexico</td><td>1.9</td><td>1.5</td><td>8.9</td></tr><tr><td>Chile</td><td>45.4</td><td>51.3</td><td>30.6</td></tr><tr><td>Dominican R.</td><td>1.7</td><td>-</td><td>4.5</td></tr><tr><td>Panama</td><td>3.5</td><td>-</td><td>5.2</td></tr></table> <div>Grupo Nutresa did not sell energy in 2019. Consumptions are calculated with the fuels recorded in the production plants based on the weight, volume and LHV of each one of them, which were obtained from the FECOC chart. In the case of the LPG, the Organization uses the information from the GHG Protocol. The electricity consumption is calculated based on the public utility bills. As regulation, Colombia has an energy rational use plan for which the Organization has established goals regarding each one of its Businesses.</div>	GWh	Non-renewable	Renewable	Electric power	Colombia	319.7	81.1	161.7	Peru	11.4	-	8.9	Costa Rica	27.3	2.4	11.5	Mexico	1.9	1.5	8.9	Chile	45.4	51.3	30.6	Dominican R.	1.7	-	4.5	Panama	3.5	-	5.2		Yes	[SDG 7] [SDG 8] [SDG 12] [SDG 13]	8
	GWh	Non-renewable	Renewable	Electric power																																		
	Colombia	319.7	81.1	161.7																																		
	Peru	11.4	-	8.9																																		
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Mexico	1.9	1.5	8.9																																			
Chile	45.4	51.3	30.6																																			
Dominican R.	1.7	-	4.5																																			
Panama	3.5	-	5.2																																			
302-2 Energy consumption outside of the organization	Page 205; External energy consumption		Yes	[SDG 7] [SDG 8] [SDG 12] [SDG 13]	8																																	
302-4 Reduction of energy consumption	Page 249; Reduction of electric power consumption in the operations.		Yes	[SDG 7] [SDG 8] [SDG 12] [SDG 13]	8																																	
302-3 Energy intensity	Page 249; Reduction of electric power consumption in the operations. Page 250; Reduction of the consumption of thermal energy from non-renewable sources in the operations		Yes	[SDG 7] [SDG 8] [SDG 12] [SDG 13]	8																																	
302-5 Reductions in energy requirements of products and services		The reductions in energy requirements of the products and services sold are <b>not currently available</b> . These data will be collected and included in the 2020 report.	Yes	[SDG 7] [SDG 8] [SDG 12] [SDG 13]	8																																	

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																																								
SPECIFIC CONTENTS																																														
Water																																														
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 228; Risks and opportunities		Yes	-	-																																								
	103-2 The management approach and its components	Page 227; Strategy		Yes	-	-																																								
	103-3 Evaluation of the management approach	Pages. 227 and 230; Progress achieved in 2019 Page 229; Success stories and acknowledgments.		Yes	-	-																																								
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 46; Business model. Page 231; Water withdrawal and consumption. Page 233; Regulation. Page 233; Water usage and conservation.		Yes	[SDG 6]	8, 9																																								
	303-2 Management of water discharge related impacts.	Page 46; Management of the impact related to water disposal		Yes																																										
	303-3 Water withdrawal	Page 230; Supply sources <table><tr><td>Thousand m³</td><td>Aqueduct service</td><td>Aqueduct service</td><td>Underground water</td><td>Rainwater</td></tr><tr><td>Colombia</td><td>1,431.2</td><td>92.9</td><td>32.0</td><td>0.0</td></tr><tr><td>Peru</td><td>31.9</td><td>0.0</td><td>0.0</td><td>0.0</td></tr><tr><td>Costa Rica</td><td>42.4</td><td>34.3</td><td>0.0</td><td>0.0</td></tr><tr><td>Mexico</td><td>24.6</td><td>0.0</td><td>0.0</td><td>0.0</td></tr><tr><td>Chile</td><td>96.2</td><td>0.0</td><td>341.9</td><td>0.0</td></tr><tr><td>Dominican R.</td><td>48.7</td><td>0.0</td><td>0.0</td><td>0.0</td></tr><tr><td>Panama</td><td>51.1</td><td>0.0</td><td>0.0</td><td>0.0</td></tr></table> <p>Water catchment or withdrawal from aqueduct systems is calculated based on the bills issued by the companies that supply the resource and by direct measurement. The withdrawal of surface and underground water resources is calculated by using meters.</p>	Thousand m³	Aqueduct service	Aqueduct service	Underground water	Rainwater	Colombia	1,431.2	92.9	32.0	0.0	Peru	31.9	0.0	0.0	0.0	Costa Rica	42.4	34.3	0.0	0.0	Mexico	24.6	0.0	0.0	0.0	Chile	96.2	0.0	341.9	0.0	Dominican R.	48.7	0.0	0.0	0.0	Panama	51.1	0.0	0.0	0.0		Yes	[SDG 6]	8, 9
			Thousand m³	Aqueduct service	Aqueduct service	Underground water	Rainwater																																							
			Colombia	1,431.2	92.9	32.0	0.0																																							
			Peru	31.9	0.0	0.0	0.0																																							
Costa Rica			42.4	34.3	0.0	0.0																																								
Mexico			24.6	0.0	0.0	0.0																																								
Chile			96.2	0.0	341.9	0.0																																								
Dominican R.			48.7	0.0	0.0	0.0																																								
Panama	51.1	0.0	0.0	0.0																																										
303-4 Water discharge	Page 232; Water discharge		Yes	[SDG 6] [SDG 8] [SDG 10]	8, 9																																									
303-5 Water consumption		These data are not available at the moment.	Yes	[SDG 6] [SDG 8] [SDG 10]	8, 9																																									
Emissions																																														
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 236; Risks and opportunities		Yes	-	-																																								
	103-2 The management approach and its components	Page 235; Strategy		Yes	-	-																																								
	103-3 Evaluation of the management approach	Pages. 235 and 238; Progress achieved in 2019. Page 237; Success stories and acknowledgments.		Yes	-	-																																								

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																
SPECIFIC CONTENTS																						
Emissions																						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p><b>Page 46;</b> Business model. <b>Page 239;</b> Direct and indirect emissions.</p> <table><tr><td>t CO<sub>2</sub>e</td><td>Emissions Scope 1</td></tr><tr><td>Colombia</td><td>72,464</td></tr><tr><td>Peru</td><td>3,278</td></tr><tr><td>Costa Rica</td><td>10,401</td></tr><tr><td>Mexico</td><td>478</td></tr><tr><td>Chile</td><td>9,329</td></tr><tr><td>Dominican Republic</td><td>467.3</td></tr><tr><td>Panama</td><td>899.9</td></tr></table> <p>Direct emissions occur due to the leaks of refrigerants and the use of fuels. The Organization keeps consumption records for each one of the fuels at each one of the production plants. In the case of refrigerant gas leaks, there are records of the data of consumption for replacement for each one of the production plants. The emission factors for Colombia can be checked on the <a href="#">FECOC chart</a>. For Mexico, Peru and Chile, the Organization used the CO2 emission factors data published by the IPCC: “<a href="#">2006 IPCC Guidelines for National GHG Inventories,” vol. 2. Chapter 2</a> Stationary Combustion, Table 2.2. For the calculation of Grupo Nutresa’s GHG Inventory, the Organization used, from the 2010 base year to 2013, the figures published in 2007, which were defined in the Fourth Assessment Report. Since 2014, the Organization has been using the factors published in the IPCC’s Fifth Report. The emissions are consolidated according to the operational control.</p>	t CO <sub>2</sub> e	Emissions Scope 1	Colombia	72,464	Peru	3,278	Costa Rica	10,401	Mexico	478	Chile	9,329	Dominican Republic	467.3	Panama	899.9		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a> <a href="#">[SDG 13]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8
	t CO <sub>2</sub> e	Emissions Scope 1																				
Colombia	72,464																					
Peru	3,278																					
Costa Rica	10,401																					
Mexico	478																					
Chile	9,329																					
Dominican Republic	467.3																					
Panama	899.9																					
	305-2 Indirect (Scope 2) GHG emissions	<p><b>Page 46;</b> Business model. <b>Page 239;</b> Direct and indirect emissions</p> <table><tr><td>ton CO<sub>2</sub>e</td><td>Emissions Scope 2</td></tr><tr><td>Colombia</td><td>0.0</td></tr><tr><td>Peru</td><td>1,225.7</td></tr><tr><td>Costa Rica</td><td>700.9</td></tr><tr><td>Mexico</td><td>4,945.7</td></tr><tr><td>Chile</td><td>7,858.8</td></tr><tr><td>Dominican Republic</td><td>2,936.4</td></tr><tr><td>Panama</td><td>1,028.7</td></tr></table> <p>The kWh consumed at each one of the production plants over the year are calculated based on the electric power bill issued by the public utility company. For the electric power consumption in Colombia, the general emission factor is calculated considering the emission factors for every type of fuel from the <a href="#">FECOC</a> chart and their contribution according to XM Expertos’ data regarding fuel consumption for power generation each day of the year. Similarly, the emission factor for Peru is calculated based on the data published by the COES (Operations Committee of the National Interconnected System). For Mexico, Costa Rica, the Dominican Republic and Chile, the Organization uses the electric power emission factors published by the Meteorological Institute of Costa Rica, by the Mexican Environment and Natural Resources Secretariat, and by the Chilean Ministry of Energy. The emissions are consolidated according to the control of the operations.</p>	ton CO <sub>2</sub> e	Emissions Scope 2	Colombia	0.0	Peru	1,225.7	Costa Rica	700.9	Mexico	4,945.7	Chile	7,858.8	Dominican Republic	2,936.4	Panama	1,028.7		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a> <a href="#">[SDG 13]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8
ton CO <sub>2</sub> e	Emissions Scope 2																					
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GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																
SPECIFIC CONTENTS																						
Emissions																						
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions)	<p><b>Page 242;</b> Other scope 1 and 3 greenhouse gas emissions</p> <p>The GHG inventory regarding the distribution activities is calculated for the operations in Colombia.The GHG inventory regarding the distribution activities is calculated for the operations in Colombia. In the calculation, the Organization considers the GHG emissions produced by burning fossil fuels, as well as the emissions from refrigerant gas leaks. The global warming potentials of the HFCs are obtained from IPCC’s 2007 Table A.1 (IPCC 2007, Table 2.14, Clause 2). The CO2 emission factors for Colombia can be checked in the FECOC chart. The Organization used the factors published in the IPCC’s Fifth Report. For the calculation of the emissions associated with this source, the 2019 travel records were collected and the emissions were assessed by means of the carbon calculator of icao.int for each trip traveled.</p>		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a> <a href="#">[SDG 13]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8																
	305-4 GHG emissions intensity	<p><b>Page 239;</b> Direct and indirect emissions.</p>		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a> <a href="#">[SDG 13]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8																
	305-5 Reduction of GHG emissions	<p><b>Page 241;</b> Reduction of emissions generated by industrial processes</p>		Yes	<a href="#">[SDG 13]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8																
	305-6 Emissions of ozone-depleting substances (ODS)	<table><tr><td>Kg de CFC-11</td><td>R-22</td></tr><tr><td>Colombia</td><td>96.8</td></tr><tr><td>Peru</td><td>0</td></tr><tr><td>Costa Rica</td><td>2.93</td></tr><tr><td>Mexico</td><td>0</td></tr><tr><td>Chile</td><td>0</td></tr><tr><td>Dominican Republic</td><td>0</td></tr><tr><td>Panama</td><td>0</td></tr></table> <p>The Organization records the leaks of refrigerants R-12, R-22 and R409a. The emissions of ozone-depleting substances are calculated based on the consumption of the gases included in the Montreal Protocol recorded at the multiple production plants of the Organization, the weight of the gases and the emission factor related to CFC-11.</p>	Kg de CFC-11	R-22	Colombia	96.8	Peru	0	Costa Rica	2.93	Mexico	0	Chile	0	Dominican Republic	0	Panama	0		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a>	8
	Kg de CFC-11	R-22																				
Colombia	96.8																					
Peru	0																					
Costa Rica	2.93																					
Mexico	0																					
Chile	0																					
Dominican Republic	0																					
Panama	0																					
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p><b>Page 243;</b> Air pollutant emissions</p>		Yes	<a href="#">[SDG 3]</a> <a href="#">[SDG 12]</a> <a href="#">[SDG 14]</a> <a href="#">[SDG 15]</a>	8																	

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																																																								
SPECIFIC CONTENTS																																																														
Effluents and waste																																																														
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 228 and 262; Risks and opportunities		Yes	-	-																																																								
	103-2 The management approach and its components	Page 227 and 261; Strategy		Yes	-	-																																																								
	103-3 Evaluation of the management approach	Page 227, 230, 261 and 264; Progress achieved in 2019. Page 236 and 228; Success stories and acknowledgments.		Yes	-	-																																																								
GRI 306: Effluents and waste 2016	306-1 Water discharge by quality and destination	In 2018, Grupo Nutresa adopted the new Water Standard. This indicator has been already covered in GRI 303-4 Water discharge.		Yes	[SDG 3] [SDG 6] [SDG 12] [SDG 14]	8																																																								
	306-2 Waste by type and disposal method	<div>Page 264; Total weight of waste</div> <table><tr><td>ton</td><td>Colombia</td><td>Mexico</td><td>Costa Rica</td><td>Peru</td><td>Chile</td><td>Dominican R.</td><td>Panama</td></tr><tr><td>Ordinary / landfills</td><td>1,945</td><td>309</td><td>239</td><td>150</td><td>777</td><td>15</td><td>297</td></tr><tr><td>Organic waste / recovered and utilized</td><td>10,754</td><td>1,450</td><td>1,002</td><td>208</td><td>6,715</td><td>69</td><td>238</td></tr><tr><td>Recycled materials</td><td>9,937</td><td>634</td><td>636</td><td>303</td><td>1,046</td><td>50</td><td>74</td></tr><tr><td>Organic / composting</td><td>3,353</td><td>16</td><td>248</td><td>0</td><td>2,158</td><td>4</td><td>0</td></tr><tr><td>Reusable hazardous waste</td><td>47</td><td>6</td><td>3</td><td>0</td><td>3</td><td>2</td><td>1</td></tr><tr><td>Reusable hazardous waste</td><td>146</td><td>5</td><td>2</td><td>16</td><td>21</td><td>0</td><td>0</td></tr></table>	ton	Colombia	Mexico	Costa Rica	Peru	Chile	Dominican R.	Panama	Ordinary / landfills	1,945	309	239	150	777	15	297	Organic waste / recovered and utilized	10,754	1,450	1,002	208	6,715	69	238	Recycled materials	9,937	634	636	303	1,046	50	74	Organic / composting	3,353	16	248	0	2,158	4	0	Reusable hazardous waste	47	6	3	0	3	2	1	Reusable hazardous waste	146	5	2	16	21	0	0		Yes	[SDG 3] [SDG 6] [SDG 12]	8
	ton	Colombia	Mexico	Costa Rica	Peru	Chile	Dominican R.	Panama																																																						
	Ordinary / landfills	1,945	309	239	150	777	15	297																																																						
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Organic / composting	3,353	16	248	0	2,158	4	0																																																							
Reusable hazardous waste	47	6	3	0	3	2	1																																																							
Reusable hazardous waste	146	5	2	16	21	0	0																																																							
306-3 Significant spills	There were no significant spill accidents in 2019.		Yes	[SDG 3] [SDG 6] [SDG 12]	8																																																									
306-4 Transport of hazardous waste	In 2019, the Organization did not transport, import, export or treated hazardous waste in consideration of annexes i, ii, iii and viii of the Basel Convention.		Yes	-	8																																																									
306-5 Water bodies affected by water discharges and/or runoff	Grupo Nutresa does not significantly affect any water bodies or related habitats with its water discharges.		Yes	[SDG 3] [SDG 6] [SDG 12] [SDG 14] [SDG 15]	8																																																									

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
SPECIFIC CONTENTS						
Environmental compliance						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 60; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 59; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages. 59 and 62; Progress achieved in 2019 Page 61; Success stories and acknowledgments.		Yes	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 63		Yes	[SDG 16]	-
Supplier Environmental Assessment						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 184; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 183 and 188; Progress achieved in 2019 Page 158; Success stories and acknowledgments.		Yes	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 189; New suppliers that were screened using environmental and social criteria.  Since 2016 the Organization does not consider self-assessments and the application of the code of conduct as part of the assessment of environmental and social risks.		Yes	-	8
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 190; Negative environmental and social impacts in the supply chain and actions taken		Yes	-	8
Employment						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 158; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 157; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages. 157 and 160; Progress achieved in 2019 Page 159; Success stories and acknowledgments.		Yes	-	-

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT																																			
SPECIFIC CONTENTS																																									
Employment																																									
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 109; New employee hires and employee turnover.		Yes	[SDG 8]	3																																			
		<table><tr><td></td><td colspan="2">Colombia</td><td colspan="2">Mexico</td><td colspan="2">Costa Rica</td><td colspan="2">Peru</td></tr><tr><td></td><td>M</td><td>W</td><td>M</td><td>W</td><td>M</td><td>W</td><td>M</td><td>W</td></tr><tr><td>New em- ployees</td><td>2,862</td><td>1,744</td><td>470</td><td>793</td><td>188</td><td>315</td><td>118</td><td>65</td></tr><tr><td>Em- ployee turnover ratio</td><td>17.6%</td><td>27.3%</td><td>73.9%</td><td>55.8%</td><td>18.4%</td><td>31.0%</td><td>28.0%</td><td>19.0%</td></tr></table>						Colombia		Mexico		Costa Rica		Peru			M	W	M	W	M	W	M	W	New em- ployees	2,862	1,744	470	793	188	315	118	65	Em- ployee turnover ratio	17.6%	27.3%	73.9%	55.8%	18.4%	31.0%	28.0%
		Colombia					Mexico		Costa Rica		Peru																														
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	The method for calculating employee turnover or rotation was modified. Since 2016, the turnover is calculated as the number of people leaving the Organization over the total number of employees.																																								
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		These data are not available at the moment.	Yes	[SDG 8]	-																																			
	401-3 Parental leave	The Organization does not keep track of the levels of reincorporation to work after parental leave. Nevertheless, the Company does have conciliation measures for parents who seek family-life balance.	These data are not available at the moment.	-	[SDG 5] [SDG 8]	-																																			
Labor/Management Relations																																									
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 158; Risks and opportunities		Yes	-	-																																			
	103-2 The management approach and its components	Page 157; Strategy		Yes	-	-																																			
	103-3 Evaluation of the management approach	Page 157 and 160; Progress achieved in 2019 Page 159; Success stories and acknowledgments.		Yes	-	-																																			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The projects that have a high level of impact on people are developed through an agenda of change that considers diverse means for discussion, participation and feedback regarding the employees' perceptions of said changes with the purpose of identifying mitigation and improvement measures. The agenda of changes comprises time tables for work activities and for the communication of key messages in a proactive manner.		Yes	[SDG 8]	-																																			

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
<b>SPECIFIC CONTENTS</b>						
<b>Occupational Health and Safety</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 172;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 171;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 171 and 176;</b> Progress achieved in 2019. <b>Page 174;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 403:</b> Occupational Health and Safety 2018	<b>403-1</b> Occupational health and safety management system.	<b>Page 176;</b> Management of a safe work environment		Yes	<b>[SDG 8]</b>	-
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation.	<b>Page 178;</b> Occupational illness risk mitigation		Yes	<b>[SDG 8]</b>	-
	<b>403-3</b> Occupational health services	<b>Page 178;</b> Occupational illness risk mitigation	These data are not available at the moment.	Yes	<b>[SDG 8]</b>	-
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety.	<b>Page 151;</b> Worker participation, consultation, and communication on occupational health and safety  100% of the direct employees have representation through the health and safety committees. The committees are the following: COPASS, the emergency and health brigades, and the cohabitation committee are formal mechanisms.		Yes	<b>[SDG 1]</b> <b>[SDG 8]</b>	-
	<b>403-5</b> Worker training on occupational health and safety.	<b>Page 153;</b> Promotion of healthy lifestyles for people		Yes	<b>[SDG 8]</b>	
	<b>403-6</b> Promotion of worker health.	Grupo Nutresa's companies work relentlessly in the prevention of catastrophic illnesses, especially those related to "all types of congenital heart anomalies and all types of heart valve diseases." For this reason, the Organization has the Healthy Organizations Certification program (PCOS V4), which is standardized by the Colombian Heart Foundation and certified by TUV RHEINLAND. This management system is focused on the prevention of the cardiovascular risk and other non-communicable chronic diseases, based on six basic action lines: culture of care, physical activity, healthy diet, smoke-free environments, women's care and positive thinking, with the purpose of building a culture that incorporates healthy lifestyles and habits, while strengthening our philosophy of a balanced life for all our employees.		Yes	<b>[SDG 1]</b> <b>[SDG 8]</b>	-
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	<b>Page 178;</b> Occupational illness risk mitigation		Yes	<b>[SDG 8]</b>	-
	<b>403-8</b> Workers covered by an occupational health and safety management system.	100% of the direct employees are covered by an occupational health and safety management system.		Yes	<b>[SDG 1]</b> <b>[SDG 8]</b>	-
	<b>403-9</b> Work-related injuries.	<b>Page 178;</b> Workplace safety and health performance.  In 2019, there was one fatality of a contractor. The most frequent accidents are the following: Same-level falls, entrapment and hits by or on objects. The accident frequency rate and LTIFR indicators do not include the operations of either the Retail Food Business in Colombia and Opperar.		Yes	<b>[SDG 1]</b> <b>[SDG 8]</b>	-
	<b>403-10</b> Work-related ill health	<b>Page 178;</b> Workplace safety and health performance.		Yes	<b>[SDG 1]</b> <b>[SDG 8]</b>	-



GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
<b>SPECIFIC CONTENTS</b>						
<b>Training and Education</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 158;</b> Risks and opportunities		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 157;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 157 and 160;</b> Progress achieved in 2019. <b>Page 159;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 404:</b> Training and Education 2016	<b>404-1</b> Average hours of training per year per employee	<b>Page 160;</b> Development of key capabilities. <b>Page 160;</b> Employee training.		Yes	[SDG 4] [SDG 5] [SDG 8]	-
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs.	<b>Page 163;</b> Programs focused on employability and employee retirement.		Yes	[SDG 8]	-
	<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	<b>Page 161;</b> Performance assessment.	The data by employee category are not available at the moment.	Yes	[SDG 5] [SDG 8]	1.6
<b>Diversity and Equal Opportunity</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Pages. 209 and 212;</b> Progress achieved in 2019. <b>Page 211;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 405:</b> Diversity and Equal Opportunities 2016	<b>405-1</b> Diversity of governance bodies and employees	<b>Page 214;</b> Employee diversity. <b>Pág; 214;</b> Employees with disabilities.		Yes	[SDG 5] [SDG 8]	-
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	<b>Page 213;</b> Equal pay. Significant operations are those carried out in countries where the Organization has production plants.		Yes	[SDG 5] [SDG 8] [SDG 10]	-
<b>Non-discrimination</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209 and 212;</b> Progress achieved in 2019. <b>Page 211;</b> Success stories and acknowledgments		Yes	-	-
<b>GRI 406:</b> Non-discrimination 2016	<b>406-1</b> Incidents of discrimination and corrective actions taken	<b>Page 215;</b> Incidents of discrimination. None of the reported cases were confirmed as discrimination after the corresponding review.		Yes	[SDG 5] [SDG 8] [SDG 16]	1, 2, 6

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
<b>SPECIFIC CONTENTS</b>						
<b>Freedom of association and collective bargaining</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210 and 184;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209 and 183;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209, 212, 183 and 188;</b> Progress achieved in 2019. <b>Page 211 and 187;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 407:</b> Freedom of Association and Collective Bargaining 2016	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<b>Page 215;</b> Due diligence. <a href="#">Risk assessment in the sourcing chain</a>		Yes	<b>[SDG 5]</b> <b>[SDG 8]</b> <b>[SDG 16]</b>	1, 2, 6
<b>Child Labor</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210 and 184;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209 and 183;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209, 212, 183 and 188;</b> Progress achieved in 2019. <b>Page 211 and 187;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 408:</b> Child Labor 2016	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	<b>Page 215;</b> Due diligence. <a href="#">Risk assessment in the sourcing chain</a>		Yes	<b>[SDG 5]</b> <b>[SDG 8]</b> <b>[SDG 16]</b>	1, 2, 6
<b>Forced or Compulsory Labor</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210 and 184;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209 and 183;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209, 212, 183 and 188;</b> Progress achieved in 2019. <b>Page 211 and 187;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 409:</b> Forced or Compulsory Labor 2016	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	<b>Page 215;</b> Due diligence. <a href="#">Risk assessment in the sourcing chain</a>		Yes	<b>[SDG 5]</b> <b>[SDG 8]</b> <b>[SDG 16]</b>	1, 2, 6
<b>Security Practices</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209 and 212;</b> Progress achieved in 2019. <b>Page 211;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 410:</b> Security Practices 2016	<b>410-1</b> Security personnel trained in Human Rights policies or procedures	<b>Page 138;</b> Security personnel who received Human Rights training.  Security personnel are those employees who have the duties of guarding the Organization's facilities, controlling crowds, preventing losses, providing personal protection and watching over properties and valuables, and who also carry a weapon.		Yes	<b>[SDG 16]</b>	-

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
<b>SPECIFIC CONTENTS</b>						
<b>Rights of Indigenous Peoples</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209 and 212;</b> Progress achieved in 2019. <b>Page 211;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 411:</b> Rights of Indigenous Peoples 2016	<b>411-1</b> Incidents of violations involving rights of indigenous peoples	Before starting a social intervention with an indigenous population, the Organization conducts a context and joint-work agreement analysis with the purpose of promoting harmless actions, as well as the right to self-determination and self-government. The management activities conducted by the Organization were carried out with the authorization and support from the indigenous authorities and they are focused on strengthening the economic development through productive initiatives and food sovereignty, and at maintaining and strengthening their identity, language and religion.		Yes	-	1, 2
<b>Human Rights Assessment</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 210;</b> Risks and opportunities.		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 209;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 209 and 212;</b> Progress achieved in 2019. <b>Page 211;</b> Success stories and acknowledgments.		Yes	-	-
<b>GRI 412:</b> Human Rights Assessment 2016	<b>412-1</b> Operations that have been subject to Human Rights reviews or impact assessments	<b>Page 63;</b> Risk and crisis management.		Yes	Yes	1
	<b>412-2</b> Employee training on Human Rights policies or procedures	<b>Page 215;</b> Due diligence.  34% of the employees received training, accounting for a total of 15,011 hours.		Yes	-	1, 4, 5, 6, 3
	<b>412-3</b> Significant investment agreements and contracts that include Human Rights clauses or that underwent Human Rights screening	No significant contracts with Human Rights clauses were recorded in 2016. Significant contracts are those with a total amount greater than USD 10 million.		Yes	<b>[SDG 16]</b>	1, 2, 3, 4, 5, 6
<b>Supplier Social Assessment</b>						
<b>GRI 103:</b> Management approach 2016	<b>103-1</b> Explanation of the material topic and its boundary	<b>Page 184;</b> Risks and opportunities		Yes	-	-
	<b>103-2</b> The management approach and its components	<b>Page 183;</b> Strategy		Yes	-	-
	<b>103-3</b> Evaluation of the management approach	<b>Page 183 and 188;</b> Progress achieved in 2019. <b>Page 186;</b> Success stories and acknowledgments.		Yes	-	-

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
<b>SPECIFIC CONTENTS</b>						
<b>Supplier Social Assessment</b>						
GRI 414: GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 189; New suppliers that were screened using environmental and social criteria.		Yes	-	8
	414-2 Negative social impacts in the supply chain and actions taken	Page 190; Negative environmental and social impacts in the supply chain and actions taken.		Yes	-	8
<b>Customer Health and Safety</b>						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 132; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 131; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 131 and 134; Progress achieved in 2019. Page 133; Success stories and acknowledgments.		Yes	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 136; Main progress made in health-related issues.		Yes	-	1
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 153; Non-compliance related to the impacts of the products and services on health and safety.		Yes	[SDG 16]	-
<b>Marketing and Labeling</b>						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 132; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 131; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 131 and 134; Progress achieved in 2019. Page 133; Success stories and acknowledgments.		Yes	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 137; Products with information related to sustainability attributes included in the label.		Yes	[SDG 12]	8
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 139; Noncompliance with voluntary code regulations regarding labeling and marketing.		Yes	[SDG 16]	8
	417-3 Incidents of non-compliance concerning marketing communications	Page 139; Noncompliance with voluntary code regulations regarding labeling and marketing.		Yes	-	-
<b>Customer Privacy</b>						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 132; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 131; Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Page 131 and 134; Progress achieved in 2019. Page 133; Success stories and acknowledgments.		Yes	-	-

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
SPECIFIC CONTENTS						
Customer Privacy						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints concerning breaches of customer privacy and losses of customer data were recorded in 2019.		Yes	-	-
Socioeconomic Compliance						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 60; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 59; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 59 and 62; Progress achieved in 2019. Page 61; Success stories and acknowledgments.		Yes	-	-
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Page 64; Regulatory compliance		Yes	-	-

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT					
SPECIFIC STANDARD DISCLOSURES FOR THE FOOD PROCESSING SECTOR											
Transverse sourcing											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 184; Risks and opportunities		Yes	-	-					
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Page 183 and 188; Progress achieved in 2019. Page 186; Success stories and acknowledgments.		Yes	-	-					
GRI G4 Transverse sourcing	FP1 Sourcing policy compliance mechanisms	Page 190; Sourcing policy compliance verification mechanisms.		Yes	-	1, 2					
	FP2 Purchases compliant with internationally recognized responsible production standards	<table><tr><td>Purchases compliant with at least one standard</td><td>%</td></tr><tr><td>CACAO Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000.</td><td>0.29%</td></tr><tr><td>CAFE Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000</td><td>40.12%</td></tr></table>	Purchases compliant with at least one standard	%	CACAO Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000.	0.29%	CAFE Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000	40.12%		Yes	[SDG 2] [SDG 12] [SDG 14] [SDG 15]
Purchases compliant with at least one standard	%										
CACAO Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000.	0.29%										
CAFE Fair Trad, Organic (IFOAM) o Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 ó ISO 26000	40.12%										
Employment											
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 184; Risks and opportunities		Yes	-	-					
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Page 183 and 188; Progress achieved in 2019. Page 186; Success stories and acknowledgments.		Yes	-	-					
GRI G4 Employment	FP3 Working time lost due to industrial disputes, strikes and/ or lock-outs	There were no strikes, lock-outs or disputes affecting the operations in 2019.		Yes	[SDG 8]	1					
Customer Health and Safety											
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 132; Risks and opportunities.		Yes	-	-					
	103-2 The management approach and its components	Page 131; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Page 131 and 134; Progress achieved in 2019. Page 133; Success stories and acknowledgments.		Yes	-	-					

GRI STANDARD	BASIC DISCLOSURES	Page / URL / Direct Answer	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDGs	GLOBAL COMPACT
SPECIFIC STANDARD DISCLOSURES FOR THE FOOD PROCESSING SECTOR						
GRI G4 Consumer health and safety	FP5 Products manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Page 131; Certifications of the management systems.		Yes	[SDG 2]	-
	FP6 Products sold that are lowered in critical nutrients	Percentage of products sold that were lowered in critical nutrients: 23.3%.		Yes	[SDG 2]	-
	FP7 Products sold that contain increased nutritious ingredients	Percentage of products sold that contain increased nutritious ingredients: 0.9%.		Yes	[SDG 2]	-
Animal Welfare						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 184; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 183 and 188; Progress achieved in 2019. Page 186; Success stories and acknowledgments.		Yes	-	-
GRI G4 Consumer health and safety	FP9 Animals raised and/or processed	Page 166; Animals raised and processed, and type of housing.		Yes	-	-
	FP10 Policies and practices related to physical alterations and the use of anesthetic	Page 125		Yes	-	-
	FP11 Animals raised and/or processed per housing type	Page 166; Animals raised and processed, and type of housing.  A pen or corral is an enclosure with concrete walls where one or more animals are housed. Pens or corrals are used to house males, replacement females, females with any health issue, fattening pigs.		Yes	-	-
	FP12 Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments	Page 166; Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments.		Yes	-	-
	FP13 Incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live animals	No sanctions or fines were imposed on Grupo Nutresa in 2019 due to non-compliance with laws related to the transportation, handling, and slaughter practices for live animals.		Yes	-	-