



DIVERSITY, EQUITY AND INCLUSION POLICY

2014, updated June 2022

OBJECTIVE

In alignment with Grupo Nutresa's commitment to respecting and promoting Human Rights and sustainability, the Organization has the objective to develop an inclusion-driven work culture that recognizes and values diversity among all people as a source of competitive advantages and an increased generation of value.

Grupo Nutresa is convinced that diverse talent teams with a deep sense of belonging and strong commitment to their role and development contribute to the creation of an innovative work environment that, in turn, enables building a better world where development benefits everyone.

GUIDING PRINCIPLES:

Diversity is the combination of the multiple features that make people unique. These features are associated with identity, culture, beliefs, education, religion, origin, way of thinking, experience, socioeconomic situation, physical appearance, age, gender identity, language, race, ethnicity, sexual orientation, physical and mental capacities, among other. **Diversity is a reality.**

Equity refers to the access to opportunities in correlation to what each person deserves or their merits or conditions, and its purpose is to eliminate barriers with the aim of creating accessible work environments, increasing the participation of under-represented groups and contributing to parity. **Equity takes differences into account.**

Inclusion is the creation of work and engagement environments where all people have the chance to achieve development, and where their participation is equally valued. Inclusion promotes respect and diversity. **Inclusion is a decision.**

FRAMEWORK OF ACTION

This Diversity, Equity and Inclusion Policy inspires Grupo Nutresa's actions, as well as all initiatives developed with the stakeholders. Additionally, with its talent and leadership management processes, the Organization intends to promote inclusion-driven environments and opportunities based on criteria of objectivity, equity and transparency. As part of its processes, the Company strives to strengthen this commitment as follows:



- ✓ **Attraction:** Grupo Nutresa attracts, invites and promotes the application to its open positions while considering people's diversity.
- ✓ **Selection and promotion:** The Organization supports its assessment of the candidates' competences and capacities on objective selection processes according to what is established in the corresponding profiles, offering reasonable adjustments required for ensuring equal opportunity.
- ✓ **Training and development:** The Company offers training opportunities focused on fostering the respect for diversity and the development of empathy with the purpose of enhancing inclusion at all levels in the Organization.
- ✓ **Well-being and quality of life:** Grupo Nutresa identifies diversity-related needs and offers benefits in terms of well-being and quality of life based on the principle of equity.
- ✓ **Occupational health and safety:** The Organization supports occupational health and safety processes with the objective of ensuring a safe environment that fosters the care for life among all people, along with accessibility conditions and the furtherance of reasonable adjustments when needed.
- ✓ **Compensation and remuneration:** The Company implements mechanisms for objectively and equitably assessing the salary remuneration and compensation processes.
- ✓ **Work and sexual harassment:** Grupo Nutresa fosters a work culture based on mutual respect and dignity, and promotes a zero tolerance environment in relation to work and sexual harassment and violence.
- ✓ **Leadership:** The Organization builds the capacities of its leaders and teams concerning the management of diversity, equity and inclusion in their day-to-day activities, thus making them its main partners in this regard.
- ✓ **Inclusion-based communication and language:** when communicating with its stakeholders through the multiple media available, Grupo Nutresa uses inclusion-based language focused on diversity.
- ✓ **Organizational culture:** The Company develops organizational practices and behaviors that strengthen its employees' sense of belonging, their drive to fulfill the duties inherent in their roles, and their openness to diversity.
- ✓ **Channels for sharing observations and suggestions:** Grupo Nutresa offers participation channels to its stakeholders for them to share observations and suggestions with the aim of hearing out and understanding their opinions, needs and viewpoints.
- ✓ **Initiatives articulated with other stakeholders:** The Organization promotes diversity, equity and inclusion in the initiatives deployed with the community, customers and consumers along the value chain.

SCOPE:

As it happens with Grupo Nutresa's Human Rights Policy, the Diversity, Equity and Inclusion Policy has a scope that covers all of the Company's stakeholders.

- Employees
- Suppliers
- Communities
- Consumers and shoppers
- Customers

Additionally, Grupo Nutresa's purpose also encompasses creating opportunities for population groups under-represented in employment terms with the objective of promoting the principles of diversity, equity and inclusion. Such under-represented groups include:

- Women
- Young people
- People with disabilities
- Migrants
- LGBTIQ+ community
- Other under-represented groups

REPORTING MECHANISMS

- Harassment Prevention Committee or Cohabitation Committee (according to the respective local regulations)
- Ethics Hotline
 - Web Portal: www.lineatransparencia.com/gruponutresa
 - E-mail address: lineaetica@gruponutresa.com
 - Phone line designated for each country