



NON HARASSMENT COMMINMENT

2021

ZERO TOLERANCE IN RELATION TO WORK AND SEXUAL HARASSMENT

Within the framework of the Human Rights Policy and in alignment with the Violence and Harassment Convention - C190 established by the ILO regarding violence and harassment, Grupo Nutresa ratifies its respect for the right of all people to a violence-free and harassment-free world of work, considering that such offenses constitute a violation of Human Rights and threaten the concepts of equal opportunity, sustainable enterprise and decent work.

Grupo Nutresa acknowledges the importance of a work culture based on mutual respect and dignity, and promotes a zero tolerance environment in relation to work and sexual harassment and violence. In this regard, the Organization has structured and deployed effective and confidential mechanisms with the aim of taking the corresponding preventive and corrective measures.

WHAT IS WORK HARASSMENT AND SEXUAL HARASSMENT?

Grupo Nutresa adopts the definitions issued by the ILO in this regard, as well as the provisions of each country's laws:

- ✓ **Work Harassment:** Work harassment is understood as the persistent and provable conduct exerted on a worker by her/his employer, supervisor or direct or indirect hierarchical superior, a work colleague or a subordinate intended to cause fear, intimidation, terror or distress, job or career harm or damage, work-related discouragement or resignation from the job. Moreover, work harassment also includes all differentiated treatment that is based on race, gender, family or country of origin, religious belief, political preference or social situation, or that lacks any reasonableness from the work viewpoint.
- ✓ **Sexual harassment in the world of work:** This term refers to all undesired behaviors or conduct of sexual nature at the workplace that make the person feel offended, humiliated and/or intimidated, irrespective of the hierarchical relationship that may exist between victim and offender.

MEASURES FOR THE PREVENTION AND ACTION TO ADDRESS CASES OF WORK HARASSMENT AND SEXUAL HARASSMENT IN GRUPO NUTRESA:

- Development of a work culture free of work and sexual harassment.
- Education and training tools and activities for the prevention of both work and sexual harassment.
- Human Rights control mechanisms related to work and sexual harassment.
- Complaints mechanisms for reporting violations of Human Rights (Ethics Hotline and harassment prevention committees or Cohabitation Committee) with tools for the investigation of the cases of work and sexual harassment within the Human Rights management system.
- Corrective and disciplinary measures in cases where work and/or sexual harassment has been proven, such as the correspondingly admissible penalties, dismissals and legal actions with the aim of addressing each case.
- Support measures for the victims.

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