



# OCCUPATIONAL HEALTH & SAFETY POLICY

May 2022

## OBJECTIVE

To define the corporate guidelines related to occupational health and safety for Grupo Nutresa's employees and partners based on a framework focused on productivity and sustainability.

## SCOPE

The Occupational Health and Safety Policy is applicable to all of Grupo Nutresa's employees and contractors that incorporate it into their operations, and it promotes the adoption of good practices among the Organization's partners.

## COMMITMENT

The Board of Directors is in charge of steering and supervising the strategy with regard to occupational health and safety management. This is where the culture of the care for life and self-care is mobilized from, and it is done by means of an aware leadership, empowerment and resource allocation.

The Occupational Health and Safety Policy contributes to the process of fulfilling the corporate goal for 2030 with the purpose of reducing the lost-time injury frequency rate (LTIFR) among both employees and contractors to less than 1.

## GUIDELINES

- ✓ To ensure the legal compliance in the countries where the Organization operates and the adoption of methodologies, standards and leading practices that allow identifying risks, building capacities and continuously improving the processes.

- ✔ To promote a balanced life focused on well-being and good physical and mental health based on safe and healthy work environments where the employees, contractors and all other partners are mobilized by a culture of care for life supported on prevention and self-care.
- ✔ To create participation and reporting environments and means that allow identifying risks, opportunities, needs and expectations related to employees, contractors and all other partners as input for the formulation and implementation of actions focused on the care for life.
- ✔ To increase the levels of awareness regarding the care for life through constant communication, education and training in order to promote safe behaviors and conditions, motivate continued improvement, establish goals, assertively address accidental events, and protect for people's health and comprehensive well-being.
- ✔ To effectively manage the occupational risks that might cause serious, major and/or fatal diseases and accidents.