



SUPPLIER'S CODE OF CONDUCT

MANAGEMENT APPROACH

Grupo Nutresa, a supporter of the United Nations Global Compact, is committed to standards of excellence in all aspects of its businesses; ethical, responsible conduct for all its activities; and respect towards human rights and environmental rights. These commitments are part of its organizational culture based on values such as trust, transparency, reliability and impartiality in relations with its interest groups.

According to the above, the following Code of Conduct applicable to Grupo Nutresa goods and services suppliers was established, and it refers to the minimum responsibilities with which they must comply.

In order to formalize a business relation with the Grupo Nutresa Businesses, Suppliers must declare their commitment to comply with this Code and are subject to verification of their compliance at any given moment. The contents herein may be reasonably modified, according to the business environment.

SELECTION AND HIRING

The selection and hiring of goods and services suppliers will be done in accordance with the criteria of free competition in the market and the improvement of Company efficiency and profitability, within its principles of respect, transparency, loyalty and good faith, as well as healthy market habits.

The Company will only hire legally incorporated suppliers, responsible in their respect for human rights, the environment, labor standards, the fight against corruption, and the compliance of applicable laws and regulations, including, among others, those regarding employee health and safety and the prohibition of child labor; responsibilities that must be promoted among their own suppliers, contractors, and others involved in the business.

HUMAN RIGHTS AND APPROPRIATE LABOR CONDITIONS

Suppliers shall protect the universally recognized fundamental human rights, within their environment of responsibility and influence, and shall ensure that their companies do not infringe on these rights. Suppliers shall also ensure that their employees receive a dignified, respectful treatment, which encompasses the following obligations:



Not employ child labor.



- ✓ Not discriminate against their employees with words or actions, due to race, gender, language, religion, sexual orientation or disability.
- ✓ Respect the freedom of association.
- ✓ Commitment to having zero tolerance toward work and sexual harassment in its operations and, in the same context, to having the legal mechanisms for reporting possible violations.
- ✓ Avoiding and preventing all types of practices related to forced labor.
- ✓ Comply with the applicable labor regulations, among which is compliance of those that refer to the:
 - a. Work day.
 - b. Payment of fair salaries and social benefits within the legal parameters.
 - c. Compliance with the affiliations to the comprehensive social – security system.

FOOD QUALITY AND SAFETY

Company suppliers will comply with applicable food quality and safety laws and regulations regarding raw materials, packaging materials, supplies and services provided for the food industry.

THE ENVIRONMENT

The supplier shall comply with all environmental regulations, strive to minimize the environmental impact in all its operations, work on its continued improvement and on the implementation of management systems that favor the optimal use of the natural resources. To favor the conservation of natural resources, the Organization will implement the circular economy principles and promote the practices required to ensure zero deforestation along its value chain. In addition, the supplier shall work on fulfilling Grupo Nutresa's Corporate Environmental Policy and Biodiversity Policy, which can be found on the Organization's website:

<https://gruponutresa.com/en/sustainability/fundacion-nutresa/sustainable-value-chains/>

and whose incorporation is also applicable to our suppliers.

SAFETY AND OCCUPATIONAL HEALTH

Suppliers shall provide a safe, healthy work environment for their employees, including controls, labor procedures and appropriate industrial safety equipment, according to the kinds of risks proper to the activity and, in general, observing that established in the regulations.

The supplier representatives who work in any office of the Grupo Empresarial Nutresa shall respect and abide by the safety regulation and standards of the respective company.

CORRUPTION AND BRIBERY

Company suppliers must not accept or promote any form of corruption, including extortion and bribery. Furthermore, they will commit to denounce them and to take preventive actions:

- a. The businesses and operations with our related groups shall be conducted ethically, transparently, respectfully and with business social responsibility. Actions of fraud and corruption shall not be tolerated.
- b. Suppliers shall give strict compliance to the law, provisions and regulations issued by the authorities.
- c. Related third parties shall not accept or promote any form of corruption including extortion and national and transnational bribery and suppliers promise to denounce them and take the preventive actions in this matter.
- d. Suppliers shall not negotiate, accept or pay any amount for situations such as extortion or similar events and all those actions that are not developed under the legal framework, and shall denounce these events to the authorities.
- e. Suppliers shall not have any type of relation with illegal groups to achieve the development of our activities.
- f. Suppliers shall not have operations with third parties that are implied in the violation of human rights.

GIFTS AND AMENITIES

Company suppliers will not give presents, gifts or amenities aimed at inappropriately influencing business decisions or relations. This also applies to company employees.

CONFLICT OF INTEREST

There will be a conflict of interests when it is not possible to simultaneously satisfy the interests of the supplier or its parties and the interests of Grupo Empresarial Nutresa. Company suppliers who are actually or supposedly involved in a situation of conflict of interests must so inform Grupo Nutresa before starting any relation with the Group businesses. The following, among others, constitute a conflict of interests, whether direct or indirect:

- ✔ The economic participation of a Grupo Empresarial Nutresa employee, his or her spouse, life partner, or kinship up to the second degree of consanguinity or affinity, or the first degree by marriage, in a company that provides goods or services to the Group, when the employee is responsible for the business relation.
- ✔ Granting or receiving loans from employees who are responsible for the business relation.
- ✔ Having relations with an employee, which may impede the principle of objectivity in a business relation.
- ✔ Offering company employees, as personal business, exclusive discounts or preferential treatment, except when the company has authorized purchase plans.

If it is not possible to prevent a conflict of interests, the employee or the supplier will not be considered in breach on account of not declaring the situation. But as soon as he or she becomes aware of the conflict of interests, he or she must declare the situation pursuant to the terms in the Grupo Nutresa Good Governance Code.

FREE COMPETITION

The suppliers of companies within the Nutresa Business Group commit to respecting free competition and the principle of commercial loyalty. Suppliers who become aware of actions that they believe are or may be contrary to competition rules can report such behavior to the company through the ethical hotline.

INFORMATION PROTECTION

All information given to or shared with company suppliers as a result of a business relation is classified information and may only be disclosed with the express authorization of the corresponding company and, where applicable, a signed confidentiality agreement will be requested.

ETHICS HOTLINE

Grupo Nutresa's Ethics Hotline: 01-8000-518-188 (in Medellín: (574) 444-3699) or e-mail address: lineaetica@gruponutresa.com, can be used to report misconduct.

Suppliers and employees undertake to use these means to denounce any undue conduct that they identify and which goes against this and goes against this Code of Conduct or the Grupo Nutresa S. A. Code of Good Corporate Governance.

This code and the requirements for its application are part of the Grupo Nutresa Standards Manual for Suppliers, including their hiring, in accordance with that established in the Sustainability Policies, which may be verified through www.gruponutresa.com.