

GRI CONTENT INDEX

Grupo Nutresa's integrated annual report 2017 was prepared in accordance with the GRI Standard for the preparation of sustainability reports of the Global Reporting Initiative, comprehensive option.



GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
General contents						
Organizational profile						
102-1	Name of the organization	Grupo Nutresa S.A.		Yes	-	-
102-2	Activities, brands, products, and services	Pages 57, 59, 61, 63, 65, 67, 69, 71; Presence of our main brands.		Yes	-	-
102-3	Location of headquarters	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). Its corporate purpose 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 36; 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 12.8 trillion. Equity: COP 8.9 trillion. Consolidated net debt: COP 2.6 trillion.		Yes	-	-
GRI 102: General Disclosures 2016	102-8 Information on employees and other workers	Page 168; Employee gender distribution. Page 128; Geographic distribution of direct employees by country and gender. Temporary employees: 4,394; Point of sale staff: 5,701; Personnel employed through cooperative organizations: 240; Contractors and other: 7,087. Direct employees under indefinite-term contracts: 20,438; Direct employees under fixed-term contracts: 7,572; Direct employees under specified-purpose contracts: 144.		Yes	-	-
	102-9 Supply chain	Page 36; Business model.		Yes	-	-
	102-10 Significant changes to the organization and its supply chain	Page 12; Management Report.		Yes	-	-
	102-11 Precautionary Principle or approach	Page 34; Comprehensive risk management and main business risks. Corporate environmental policy . Genetically modified organisms policy .		Yes	-	7
	102-12 External initiatives	Page 4; About this Integrated Report. Subscriber of the United Nations Global Compact and the CEO Water Mandate .		Yes	-	1, 3, 4, 5, 6, 7, 8
	102-13 Membership of associations	ANDI - National Business Association of Colombia; CECODES - Colombian Chapter of the World Business Council for Sustainable Development; Water Action Hub . Reporting 2025 Corporate Leadership Group .		Yes	-	1, 3, 4, 5, 6, 7, 8

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General contents						
Strategy						
	102-14 Statement from senior decision-maker	Page 12; Management Report.		Yes	-	-
	102-15 Key impacts, risks, and opportunities	Page 34; Comprehensive risk management and main business risks. Page 36; Business model.		Yes	-	-
Ethics and Integrity						
	102-16 Values, principles, standards, and norms of behavior	Page 29; Corporate philosophy and performance. As one of Grupo Nutresa's policies, the internal training activities focused on the SARLAFT (Asset Laundering and Terrorism Financing Risk Management System) and the Code of Corporate Governance (Anti-Fraud, Anti-Corruption and Anti-Bribery Policy) are carried out once a year.		Yes	[ODS 16]	-
	102-17 Mechanisms for advice and concerns about ethics	Page 45; 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	[ODS 16]	-
Governance						
GRI 102: General Disclosures 2016	102-18 Governance structure	Page 24; Board of Directors. Page 26; Executive team. The Company's executive team includes the Chief Executive Officer and three Vice-Presidents (Secretary General Vice-President, Corporate Finance Vice-President and Retail Food Vice-President). Additionally, the Organization has a Board of Directors formed by seven main members and seven substitutes. The Board of Directors has multiple support committees for the performance of its duties. The committees are the following: the Strategic Planning Committee; the Corporate Governance and Board Matters Committee; the Finance, Audit and Risks Committee; and the Appointment and Remuneration Committee. The Finance, Audit and Risks Committee is in charge of analyzing the risks to which the Organization is exposed and minimizing the impact of such risks in the economic, environmental and social contexts.		Yes	-	-
	102-19 Delegating authority	Page 26; Executive team. The Business Group has 7 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 in its meetings.		Yes	-	-

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General contents						
Governance						
GRI 102: General Disclosures 2016	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 26; Executive team. The Company's executive team includes a Sustainability Vice-President, position filled today by the CEO of Servicios Nutresa S.A.S., who is also the General Director of Fundación Nutresa, which is in charge of managing the resources allocated to the social investment. As part of this position, this executive officer has 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	Page 6; Stakeholder engagement model. 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 to the Board of Directors when the situation requires it.		Yes	[ODS 16]	-
	102-22 Composition of the highest governance body and its committees	Page 24; Board of Directors. The Board of Directors is formed by seven main members, none of whom fills executive positions in the Company.		Yes	[ODS 5] [ODS 16]	-
	102-23 Chair of the highest governance body	No member of the Board of Directors is an executive officer of the Company.		Yes	[ODS 16]	-
	102-24 Nominating and selecting the highest governance body	Page 25; Article 9-Section C. and Page 45; Article 10-Section 17 of the Code of Corporate Governance .		Yes	[ODS 5] [ODS 16]	-
	102-25 Conflicts of interest	Page 23; Conflicts of interest that have occurred and performance of the members of the Board of Directors from the Corporate Governance Report 2017 .		Yes	[ODS 16]	-
	102-26 Role of highest governance body in setting purpose, values, and strategy	Page 48; Article 10, Section D of the Code of Corporate Governance		Yes	-	-
	102-27 Collective knowledge of highest governance body	The Strategic Planning and Sustainability Committee studies, analyzes and discusses matters related to the collective knowledge of the highest governance body as the main topic of its agenda. In turn, the Finance, Audit and Risks Committee plays a prevailing role in the management and supervision of the economic, environmental and social risks. Finally, it is worth highlighting the comprehensive in-depth risk report periodically submitted by Servicios Nutresa to the Finance, Audit and Risks Committee and to the Board of Directors mainly focused on risk management. The noted measures have allowed to improve the Board of Directors' knowledge on matters related to sustainability.		Yes	[ODS 4]	-
	102-28 Evaluating the highest governance body's performance	Page 20; Information on the execution of assessment processes to the Board of Directors and the Executive Management from the Corporate Governance Report 2017 .		Yes	-	-

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Governance						
GRI 102: General Disclosures 2016	102-29 Identifying and managing economic, environmental, and social impacts	The Finance, Audit and Risks Committee 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 such risks. Inquiries are permanently made to employees, customers, suppliers and governmental bodies, allowing to identify and trace the management of economic, environmental, and social impacts and opportunities.		Yes	[ODS 16]	-
	102-30 Effectiveness of risk management processes	The Finance, Audit and Risks Committee 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	-	-
	102-31 Review of economic, environmental, and social topics	These topics are analyzed in the meetings of Grupo Nutresa's Finance, Audit and Risks Committee and Strategic Planning and Sustainability 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	-	-
	102-32 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	-	-
	102-33 Communicating critical concerns	The Sustainability Vice-President is the person in charge of briefing the Board of Directors on these concerns. Furthermore, monthly reports are submitted to the Board of Directors on all types of administrative matters.		Yes	-	-
	102-34 Nature and total number of critical concerns	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. In addition in 2017, the Board of Directors addressed specific topics such as: - The peace negotiations and the post-conflict scenario. - Inclusive cocoa-related and agricultural-promotion projects. - Grupo Nutresa's digital strategy.		Yes	-	-
	102-35 Remuneration policies	The members of the Board of Directors are paid fees whose amounts are established by the General Shareholders Assembly, and the fees do not include concepts such as remuneration in shares, premiums or similar instruments.		Yes	-	-
	102-36 Process for determining remuneration	The General Shareholders Assembly is the body that approves the remuneration amounts. No other stakeholder is involved in this process.		Yes	-	-
	102-37 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	[ODS 16]	-
102-38 Annual total compensation ratio		Due to confidentiality and security constraints , this indicator is not published.	Yes	-	-	

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General contents						
Governance						
	102-39 Percentage increase in annual total compensation ratio		Due to confidentiality and security constraints , this indicator is not published.	Yes	-	-
Stakeholder engagement						
	102-40 List of stakeholder groups	Page 6: Stakeholder engagement model.		Yes	-	-
	102-41 Collective bargaining agreements	In 2017, 14.2% of the employees were members of unions and 47.2% were part of collective employee covenants.		Yes	-	-
	102-42 Identifying and selecting stakeholders	Page 5: 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	-	-
	102-43 Approach to stakeholder engagement	Page 6: Stakeholder engagement model.		Yes	-	-
	102-44 Key topics and concerns raised	Relevant topics, relation to the GRI, and relevance for the stakeholders.		Yes	-	-
Reporting practice						
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	Page 232: NOTE 1. Corporate information: - 1.1 Capacity and corporate purpose of the Parent Company and the subsidiary companies.		Yes	-	-
	102-46 Defining report content and topic Boundaries	Page 8: Materiality analysis.		Yes	-	-
	102-47 List of material topics	Page 8: Materiality analysis.		Yes	-	-
	102-48 Restatements of information	Page 4: About this integrated report.		Yes	-	-
	102-49 Changes in reporting	Page 4: About this integrated report.		Yes	-	-
	102-50 Reporting period	Page 4: About this integrated report.		Yes	-	-
	102-51 Date of most recent report	Previous report: Integrated Report 2016.		Yes	-	-
	102-52 Reporting cycle	Annual.		Yes	-	-
	102-53 Contact point for questions regarding the report	Page 2: Corporate Contacts.		Yes	-	-
	102-54 Claims of reporting in accordance with the GRI Standards	Page 4: About this integrated report. Page 12: Management report.		Yes	-	-
	102-55 GRI content index	GRI Content Index.		Yes	-	-
		102-56 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. Refer to Report by the Independent Auditor of Limited Assurance for the Executive Management of Grupo Nutresa S.A.		Yes	-

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Material topics																					
Economic Performance																					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 78 and 190: Risks and opportunities.		Yes	-	-															
	103-2 The management approach and its components	Pages 76 and 188: Strategy.		Yes	-	-															
	103-3 Evaluation of the management approach	Pages 76, 80, 188 and 190: Progress achieved in 2017. Pages 191 and 192: Success stories and acknowledgments.		Yes	-	-															
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 85		Yes	[ODS 2] [ODS 5] [ODS 7] [ODS 8] [ODS 9]	-															
	201-2 Financial implications and other risks and opportunities due to climate change	Financial implications and other risks and opportunities due to climate change		Yes	[ODS 13]	-															
	201-3 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 commissioned to a third party specialized on the subject.		Yes	-	-															
	201-4 Financial assistance received from government	<table border="1"> <thead> <tr> <th>COP billion</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Deductions and tax credits</td> <td>587.288</td> <td>364.682</td> <td>368.338</td> </tr> <tr> <td>Subsidies</td> <td>3.880</td> <td>5547</td> <td>5.314</td> </tr> <tr> <td>Tax incentives</td> <td>51.152</td> <td>24.101</td> <td>23.145</td> </tr> </tbody> </table> <p>In 2017, 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 reported at zero.</p>	COP billion	2015	2016	2017	Deductions and tax credits	587.288	364.682	368.338	Subsidies	3.880	5547	5.314	Tax incentives	51.152	24.101	23.145	The data according to the employees' region are not available at the moment . These data will be collected and included in the report for 2018.	Yes	-
COP billion	2015	2016	2017																		
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Market Presence																					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 124: Risks and opportunities.		Yes	-	-															
	103-2 The management approach and its components	Page 122: Strategy.		Yes	-	-															
	103-3 Evaluation of the management approach	Pages 122 and 126: Progress achieved in 2017. Page 125: Success stories and acknowledgments.		Yes	-	-															
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 131	The information about whether the third parties receive payments greater than the local minimum is not available at the moment . These data will be collected and included in the report for 2020.	Yes	-	-															
	202-2 Proportion of senior management hired from the local community	Page 129 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. The operation in Chile includes the executive managers of Tresmontes Luccetti in Mexico.		Yes	[ODS 8]	-															

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Material topics																																																																
Procurement Practices																																																																
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 140: Risks and opportunities.		Yes	-	-																																																										
	103-2 The management approach and its components	Page 138: Strategy.		Yes	-	-																																																										
	103-3 Evaluation of the management approach	Pages 138 and 142: Progress achieved in 2017. Page 141: Success stories and acknowledgments.		Yes	-	-																																																										
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 151: Grupo Nutresa's local purchases.		Yes	-	-																																																										
Anti-corruption																																																																
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 42 and 50: Risks and opportunities.		Yes	-	-																																																										
	103-2 The management approach and its components	Pages 40 and 48: Strategy.		Yes	-	-																																																										
	103-3 Evaluation of the management approach	Pages 40, 44, 48 and 50: Progress achieved in 2017. Pages 43 and 51: Success stories and acknowledgments.		Yes	-	-																																																										
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 52: Risk and crises. In 2017, thirteen 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).		Yes	-	-																																																										
	205-2 Communication and training about anti-corruption policies and procedures	Pages 48: Progress. Page 51: Success stories and acknowledgments. <table border="1" data-bbox="701 1197 1245 1680"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Governance body</th> <th colspan="2">Employees</th> <th>Partners</th> </tr> <tr> <th>Informed</th> <th>Trained</th> <th>Number</th> <th>%</th> <th>Informed and trained</th> </tr> </thead> <tbody> <tr> <td>United States</td> <td>0 / 0%</td> <td>0 / 0%</td> <td>0 / 0%</td> <td>0 / 0%</td> <td>NA</td> </tr> <tr> <td>Mexico</td> <td>5 / 45%</td> <td>5 / 45%</td> <td>210 / 21%</td> <td>498 / 50%</td> <td>81 / 10%</td> </tr> <tr> <td>Costa Rica</td> <td>5 / 38%</td> <td>12 / 92%</td> <td>938 / 34%</td> <td>912 / 32%</td> <td>408 / 61%</td> </tr> <tr> <td>Dominican Republic</td> <td>7 / 100%</td> <td>7 / 100%</td> <td>244 / 100%</td> <td>244 / 100%</td> <td>NA</td> </tr> <tr> <td>Panama</td> <td>8 / 100%</td> <td>8 / 100%</td> <td>21 / 3%</td> <td>81 / 13%</td> <td>0 / 0%</td> </tr> <tr> <td>Colombia</td> <td>33 / 48%</td> <td>57 / 83%</td> <td>8043 / 41%</td> <td>8738 / 44%</td> <td>4359 / 26%</td> </tr> <tr> <td>Chile</td> <td>16 / 100%</td> <td>16 / 100%</td> <td>10 / 1%</td> <td>367 / 20%</td> <td>100 / 5%</td> </tr> <tr> <td>Grupo Nutresa</td> <td>75 / 56%</td> <td>106 / 79%</td> <td>9600 / 35%</td> <td>10872 / 40%</td> <td>4990 / 24%</td> </tr> </tbody> </table>		Governance body		Employees		Partners	Informed	Trained	Number	%	Informed and trained	United States	0 / 0%	0 / 0%	0 / 0%	0 / 0%	NA	Mexico	5 / 45%	5 / 45%	210 / 21%	498 / 50%	81 / 10%	Costa Rica	5 / 38%	12 / 92%	938 / 34%	912 / 32%	408 / 61%	Dominican Republic	7 / 100%	7 / 100%	244 / 100%	244 / 100%	NA	Panama	8 / 100%	8 / 100%	21 / 3%	81 / 13%	0 / 0%	Colombia	33 / 48%	57 / 83%	8043 / 41%	8738 / 44%	4359 / 26%	Chile	16 / 100%	16 / 100%	10 / 1%	367 / 20%	100 / 5%	Grupo Nutresa	75 / 56%	106 / 79%	9600 / 35%	10872 / 40%	4990 / 24%		Yes	[ODS 16]
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Material topics																																		
Anti-corruption																																		
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 45: Ethics Line. There were no legal cases against the Organization.		Yes	[ODS 16]	10																												
Anti-competitive Behavior																																		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 50: Risks and opportunities.		Yes	-	-																												
	103-2 The management approach and its components	Page 48: Strategy.		Yes	-	-																												
	103-3 Evaluation of the management approach	Pages 48 and 50: Progress achieved in 2017. Page 51: Success stories and acknowledgments.		Yes	-	-																												
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	There were no suits for anti-competitive behavior or infringements of the regulations on monopoly practices or adverse to the free competition in 2017.		Yes	-	-																												
Materials																																		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 206: Risks and opportunities.		Yes	-	-																												
	103-2 The management approach and its components	Page 204: Strategy.		Yes	-	-																												
	103-3 Evaluation of the management approach	Pages 204 and 208: Progress achieved in 2017. Page 207: Success stories and acknowledgments.		Yes	-	-																												
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Pág. 208: Consumo de material de empaque		Yes	[ODS 8] [ODS 12]	-																												
		<table border="1"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Raw materials (tons)</td> <td>614,240</td> <td>631,370</td> <td>621,862</td> </tr> <tr> <td>Liquid fuels (gallons)</td> <td>173,836</td> <td>108,661</td> <td>72,741</td> </tr> <tr> <td>Gas fuels (thousands of m³)</td> <td>32,968</td> <td>34,376</td> <td>34,280</td> </tr> <tr> <td>Solid fuels (tons)</td> <td>842</td> <td>319</td> <td>174</td> </tr> <tr> <td>Renewable packages (tons)</td> <td>27,042</td> <td>18,994</td> <td>20,905</td> </tr> <tr> <td>Non-renewable packages (tons)</td> <td></td> <td>21,382</td> <td>20,263</td> </tr> </tbody> </table>					2015	2016	2017	Raw materials (tons)	614,240	631,370	621,862	Liquid fuels (gallons)	173,836	108,661	72,741	Gas fuels (thousands of m ³)	32,968	34,376	34,280	Solid fuels (tons)	842	319	174	Renewable packages (tons)	27,042	18,994	20,905	Non-renewable packages (tons)		21,382	20,263	
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Raw materials (coffee, cold cuts, wheat, cocoa, oils, fats, soy, sugar, milks).																																		
	301-2 Recycled input materials used	Page 211		Yes	[ODS8] [ODS 12]	-																												
	301-3 Reclaimed products and their packaging materials		The percentage of products sold and their packaging materials which are reclaimed at the end of their service life is not available at the moment. The data are expected to be collected in 2018.																															

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Energy																																						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 200: Risks and opportunities.		Yes	-	-																																
	103-2 The management approach and its components	Page 198: Strategy.		Yes	-	-																																
	103-3 Evaluation of the management approach	Pages 198 and 202: Progress achieved in 2017. Page 201: Success stories and acknowledgments.		Yes	-	-																																
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>Page 37: Business model. Page 202: Total energy consumption.</p> <table border="1"> <thead> <tr> <th>2017</th> <th>Non-renewable (GWh)</th> <th>Renewable (GWh)</th> <th>Electrical power (GWh)</th> </tr> </thead> <tbody> <tr> <td>Colombia*</td> <td>325.65</td> <td>78.82</td> <td>150.29</td> </tr> <tr> <td>Peru</td> <td>10.99</td> <td>0.00</td> <td>8.96</td> </tr> <tr> <td>Costa Rica</td> <td>29.11</td> <td>1.88</td> <td>9.26</td> </tr> <tr> <td>Mexico</td> <td>3.13</td> <td>3.70</td> <td>10.42</td> </tr> <tr> <td>Chile</td> <td>42.26</td> <td>92.15</td> <td>31.10</td> </tr> <tr> <td>Dominican Republic</td> <td>1.64</td> <td>0.00</td> <td>4.20</td> </tr> <tr> <td>Panama</td> <td>3.30</td> <td>0.00</td> <td>5.05</td> </tr> </tbody> </table> <p>*The data for Colombia do not include the production plants of the retail food, Litoempaques, Meals Armenia and Setas.</p> <p>Grupo Nutresa did not sell energy in 2017. 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 (Emission Factors for Colombian Fuels). 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 a regulation, Colombia has an energy rational use plan for which the Organization has established goals regarding each one of its Businesses.</p>	2017	Non-renewable (GWh)	Renewable (GWh)	Electrical power (GWh)	Colombia*	325.65	78.82	150.29	Peru	10.99	0.00	8.96	Costa Rica	29.11	1.88	9.26	Mexico	3.13	3.70	10.42	Chile	42.26	92.15	31.10	Dominican Republic	1.64	0.00	4.20	Panama	3.30	0.00	5.05		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8
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302-2 Energy consumption outside of the organization	Page 145: Environmentally friendly sales processes.		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	
302-3 Energy intensity	Page 202		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	
302-4 Reduction of energy consumption	Page 203: Reducing the use of electric power in the operations. Page 203: Increasing the use of renewable energy sources.		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	
302-5 Reductions in energy requirements of products and services		The reductions in energy requirements of the products and services sold are not available at the moment . These data will be collected and included in the report for 2020.	Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																																								
Material topics																																														
Water																																														
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 163: Risks and opportunities.		Yes	-	-																																								
	103-2 The management approach and its components	Page 161: Strategy.		Yes	-	-																																								
	103-3 Evaluation of the management approach	Pages 161 and 163: Progress achieved in 2017. Page 164: Success stories and acknowledgments.		Yes	-	-																																								
GRI 303: Water 2016	303-1 Water withdrawal by source	<p>Page 37; Business model. Page 185; Total water withdrawal according to the source.</p> <table border="1"> <thead> <tr> <th></th> <th>Aqueduct water (thousands of m³)</th> <th>Surface water (thousands of m³)</th> <th>Under-ground water (thousands of m³)</th> <th>Rainwater (thousands of m³)</th> </tr> </thead> <tbody> <tr> <td>Colombia*</td> <td>1212.08</td> <td>59.22</td> <td>32.57</td> <td>0.06</td> </tr> <tr> <td>Peru</td> <td>33.35</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Costa Rica</td> <td>43.79</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Mexico</td> <td>25.12</td> <td>0</td> <td>4.83</td> <td>0</td> </tr> <tr> <td>Chile</td> <td>106.68</td> <td>0</td> <td>412.13</td> <td>0</td> </tr> <tr> <td>Dominican Republic</td> <td>45.83</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Panama</td> <td>46.54</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>*The data for Colombia do not include the production plants of the retail food, Litoempaqués, Meals Armenia and Setas.</p> <p>Water catchment or withdrawal from Colombian 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>		Aqueduct water (thousands of m ³)	Surface water (thousands of m ³)	Under-ground water (thousands of m ³)	Rainwater (thousands of m ³)	Colombia*	1212.08	59.22	32.57	0.06	Peru	33.35	0	0	0	Costa Rica	43.79	0	0	0	Mexico	25.12	0	4.83	0	Chile	106.68	0	412.13	0	Dominican Republic	45.83	0	0	0	Panama	46.54	0	0	0		Yes	[ODS 6]	8, 9
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Dominican Republic	45.83	0	0	0																																										
Panama	46.54	0	0	0																																										
303-2 Water sources significantly affected by withdrawal of water	All the water withdrawals under concession comply with the requirements of the environmental authorities regarding the volumes that can be extracted from each source. In this regard, the Organization does not significantly affect any of the water sources it uses. To find out about the origin of the water used by the suppliers, refer to Origin of aqueduct water resources .		Yes	[ODS 6]	8, 9																																									
303-3 Water recycled and reused	Page 186 Recycled and reused water has been calculated by using internal meters that allow to take stock of the recovery of condensation, treated water and autoclave water.		Yes	[ODS 6] [ODS 8] [ODS 10]	8, 9																																									
Emissions																																														
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 190: Risks and opportunities.		Yes	-	-																																								
	103-2 The management approach and its components	Page 188: Strategy.		Yes	-	-																																								
	103-3 Evaluation of the management approach	Pages 188 and 192: Progress achieved in 2017. Page 191: Success stories and acknowledgments.		Yes	-	-																																								

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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>Page 37: Business model. Page 193: Direct and indirect emissions (scopes 1 and 2).</p> <table border="1"> <thead> <tr> <th>2017</th> <th>Scope 1 emissions (tons of CO₂e)</th> </tr> </thead> <tbody> <tr> <td>Colombia*</td> <td>72,858.1</td> </tr> <tr> <td>Peru</td> <td>2,476.4</td> </tr> <tr> <td>Costa Rica</td> <td>6,639.6</td> </tr> <tr> <td>Mexico</td> <td>2,575.9</td> </tr> <tr> <td>Chile</td> <td>9,076.4</td> </tr> <tr> <td>Dominican Republic</td> <td>442.8</td> </tr> </tbody> </table> <p>*The data for Colombia do not include the production plants of the retail food, Litoempaques, Meals Armenia and Setas.</p> <p>Direct emissions occur due to the leaks of refrigerants and the use of fuels such as natural gas, diesel, LPG and coal. The Organization keeps fuel 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 after usage in refrigeration equipment and air conditioning units for each one of the production plants.</p> <p>The CO₂ emission factors for Colombia can be checked in the FECOC chart. For Mexico, Peru and Chile, the Organization used the CO₂ emission factors data published by the IPCC: "2006 IPCC Guidelines for National Greenhouse Gas Inventories," volume 2. Chapter 2 – Stationary Combustion, Table 2.2. For the calculation of Grupo Nutresa's Greenhouse Gas 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 based on the operational control.</p>	2017	Scope 1 emissions (tons of CO ₂ e)	Colombia*	72,858.1	Peru	2,476.4	Costa Rica	6,639.6	Mexico	2,575.9	Chile	9,076.4	Dominican Republic	442.8		Yes	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8	
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305-2 Energy indirect (Scope 2) GHG emissions	<p>Page 37: Business model. Page 193: Direct and indirect emissions (scopes 1 and 2).</p> <table border="1"> <thead> <tr> <th></th> <th>Scope 2 emissions (tons of CO₂e)</th> </tr> </thead> <tbody> <tr> <td>Colombia*</td> <td>0</td> </tr> <tr> <td>Peru</td> <td>1,480</td> </tr> <tr> <td>Costa Rica</td> <td>522</td> </tr> <tr> <td>Mexico</td> <td>2,826</td> </tr> <tr> <td>Chile</td> <td>12,379</td> </tr> <tr> <td>Dominican Republic</td> <td>2,678</td> </tr> <tr> <td>Panama</td> <td>1,044</td> </tr> </tbody> </table> <p>*The data for Colombia do not include the production plants of the retail food, Litoempaques, Meals Armenia and Setas.</p> <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 FECOC 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 based on the operational control.</p>		Scope 2 emissions (tons of CO ₂ e)	Colombia*	0	Peru	1,480	Costa Rica	522	Mexico	2,826	Chile	12,379	Dominican Republic	2,678	Panama	1,044		Yes	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8
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Emissions																
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	<p>Page 194</p> <p>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 the IPCC's 2007 Table A.1 (IPCC 2007, Table 2.14, refer to Clause 2). The CO2 emissions 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 2017 travel records were collected and the emissions were assessed by means of the carbon calculator of icao.int for each trip traveled.</p>		Yes	<p>[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]</p>	8										
	305-4 GHG emissions intensity	<p>Page 193: Direct and indirect emissions (scopes 1 and 2).</p>		Yes	<p>[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]</p>	8										
	305-5 Reduction of GHG emissions	<p>Page 194</p>		Yes	<p>[ODS 13] [ODS 14] [ODS 15]</p>	8										
	305-6 Emissions of ozone-depleting substances (ODS)	<table border="1" data-bbox="756 1052 1241 1135"> <thead> <tr> <th></th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>R-22 (kg of CFC-11)</td> <td>74.3</td> <td>172.0</td> <td>209.6</td> <td>112.7</td> </tr> </tbody> </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. In the case of gas mixes, their composition is identified and the emissions are calculated based on the percentage of each gas that is included in the Montreal Protocol.</p>		2014	2015	2016	2017	R-22 (kg of CFC-11)	74.3	172.0	209.6	112.7	The emissions of ozone-depleting substances in other countries are not available at the moment . The data regarding this matter will be collected and included in the report for 2018.	Yes	<p>[ODS 3] [ODS 12]</p>	8
		2014	2015	2016	2017											
R-22 (kg of CFC-11)	74.3	172.0	209.6	112.7												
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>Page 196</p> <p>The emissions come from the heating sources at each production plant: furnaces and boilers and from the coffee roasting process. For calculating them, the Organization uses the emission factors established by the EPA (Environmental Protection Agency – Emission Factors AP-42).</p>		Yes	<p>[ODS 3] [ODS 12] [ODS 14] [ODS 15]</p>	8											

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Material topics																																																																																					
Effluents and waste																																																																																					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 182 and 216; Risks and opportunities.		Yes	-	-																																																																															
	103-2 The management approach and its components	Pages 180 and 214; Strategy.		Yes	-	-																																																																															
	103-3 Evaluation of the management approach	Pages 180, 184, 214 and 218; Progress achieved in 2017. Pages 183 and 217; Success stories and acknowledgments.		Yes	-	-																																																																															
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Page 187: Type of disposal water treatment. Page 186: Wastewater discharge by quality and destination Water disposal in Mexico, Costa Rica, Peru, Chile and the Dominican Republic.	The information for the production plants located abroad is not available at the moment. This information will be collected and included in the report for 2018.	Yes	[ODS 3] [OSD 6] [ODS 12] [ODS 14]	8																																																																															
	306-2 Waste by type and disposal method	<p>Page 219: Total weight of the waste (tons).</p> <table border="1"> <thead> <tr> <th>Colombia</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Ordinary – Landfill</td> <td>2,089</td> <td>1,937</td> <td>1,903</td> <td>1,750</td> </tr> <tr> <td>Organic – Commercialized</td> <td>6,821</td> <td>7,598</td> <td>8,063</td> <td>7,501</td> </tr> <tr> <td>Recycled materials</td> <td>7,903</td> <td>7,728</td> <td>7,563</td> <td>7,138</td> </tr> <tr> <td>Waste for composting</td> <td>1,529</td> <td>1,669</td> <td>2,348</td> <td>2,471</td> </tr> <tr> <td>Reusable hazardous waste</td> <td>362</td> <td>390</td> <td>149</td> <td>46</td> </tr> <tr> <td>Non-reusable hazardous waste</td> <td>79</td> <td>96</td> <td>99</td> <td>100</td> </tr> <tr> <td>Total</td> <td>18,782</td> <td>19,417</td> <td>20,126</td> <td>19,006</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Mexico, Costa Rica, Peru, Chile, Dominican Republic</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Ordinary – Landfill</td> <td>3,552</td> <td>2,655</td> <td>2,701</td> <td>2,559</td> </tr> <tr> <td>Organic – Commercialized</td> <td>15,690</td> <td>13,954</td> <td>16,684</td> <td>15,841</td> </tr> <tr> <td>Recycled materials</td> <td>2,975</td> <td>2,521</td> <td>2,853</td> <td>3,099</td> </tr> <tr> <td>Waste for composting</td> <td>839</td> <td>975</td> <td>941</td> <td>1,037</td> </tr> <tr> <td>Reusable hazardous waste</td> <td>10</td> <td>7</td> <td>9</td> <td>16</td> </tr> <tr> <td>Non-reusable hazardous waste</td> <td>30</td> <td>23</td> <td>21</td> <td>19</td> </tr> <tr> <td>Total</td> <td>23,095</td> <td>20,135</td> <td>23,209</td> <td>22,571</td> </tr> </tbody> </table> <p>Data for the Dominican Republic included since 2016.</p>	Colombia	2014	2015	2016	2017	Ordinary – Landfill	2,089	1,937	1,903	1,750	Organic – Commercialized	6,821	7,598	8,063	7,501	Recycled materials	7,903	7,728	7,563	7,138	Waste for composting	1,529	1,669	2,348	2,471	Reusable hazardous waste	362	390	149	46	Non-reusable hazardous waste	79	96	99	100	Total	18,782	19,417	20,126	19,006	Mexico, Costa Rica, Peru, Chile, Dominican Republic	2014	2015	2016	2017	Ordinary – Landfill	3,552	2,655	2,701	2,559	Organic – Commercialized	15,690	13,954	16,684	15,841	Recycled materials	2,975	2,521	2,853	3,099	Waste for composting	839	975	941	1,037	Reusable hazardous waste	10	7	9	16	Non-reusable hazardous waste	30	23	21	19	Total	23,095	20,135	23,209	22,571		Yes	[ODS 3] [OSD 6] [ODS 12]
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Material topics						
Effluents and waste						
GRI 306: Effluents and Waste 2016	306-3 Significant spills	There were no significant spill accidents in 2017.		Yes	[ODS 3] [ODS 6] [ODS 12]	8
	306-4 Transport of hazardous waste	In 2017, 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	[ODS 3] [ODS 6] [ODS 12] [ODS 14] [ODS 15]	8
Environmental Compliance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 50; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 48; Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 48 and 52; Progress achieved in 2017. Page 51; Success stories and acknowledgments.		Yes	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 53		Yes	[ODS 16]	-
Supplier environmental assessment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 140; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 138; Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 138 and 142; Progress achieved in 2017. Page 141; Success stories and acknowledgments.		Yes	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental 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 145		Yes	-	8
Employment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 124; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 122; Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 122 and 126; Progress achieved in 2017. Page 125; Success stories and acknowledgments.		Yes	-	-

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Material topics																																	
Employment																																	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>Page 130</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Production operations</th> <th colspan="2">Distribution and commercialization</th> <th colspan="2">Retail food</th> </tr> <tr> <th>M</th> <th>W</th> <th>M</th> <th>W</th> <th>M</th> <th>W</th> </tr> </thead> <tbody> <tr> <td>New employees</td> <td>2,431</td> <td>1,862</td> <td>602</td> <td>422</td> <td>2,055</td> <td>1,958</td> </tr> <tr> <td>Employee rotation ratio</td> <td>17.47%</td> <td>28.84%</td> <td>10.00%</td> <td>13.46%</td> <td>67.49%</td> <td>50.91%</td> </tr> </tbody> </table> <p>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.</p>		Production operations		Distribution and commercialization		Retail food		M	W	M	W	M	W	New employees	2,431	1,862	602	422	2,055	1,958	Employee rotation ratio	17.47%	28.84%	10.00%	13.46%	67.49%	50.91%	The data according to region and age are not available at the moment . These data will be collected and included in the report for 2018.	Yes	[ODS 8]	3
		Production operations		Distribution and commercialization		Retail food																											
		M	W	M	W	M	W																										
New employees	2,431	1,862	602	422	2,055	1,958																											
Employee rotation ratio	17.47%	28.84%	10.00%	13.46%	67.49%	50.91%																											
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<table border="1"> <thead> <tr> <th></th> <th>Full-time direct employees</th> <th>Part-time direct employees</th> <th>Temporary employees</th> </tr> </thead> <tbody> <tr> <td>Life insurance</td> <td>93%</td> <td>9%</td> <td>47%</td> </tr> <tr> <td>Medical insurance</td> <td>31%</td> <td>9%</td> <td>4%</td> </tr> <tr> <td>Extra-legal consideration due to inability or disability</td> <td>50%</td> <td>5%</td> <td>0%</td> </tr> <tr> <td>Maternity leave</td> <td>83%</td> <td>27%</td> <td>30%</td> </tr> <tr> <td>Paternity leave</td> <td>83%</td> <td>32%</td> <td>39%</td> </tr> <tr> <td>Pension fund</td> <td>20%</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table>		Full-time direct employees	Part-time direct employees	Temporary employees	Life insurance	93%	9%	47%	Medical insurance	31%	9%	4%	Extra-legal consideration due to inability or disability	50%	5%	0%	Maternity leave	83%	27%	30%	Paternity leave	83%	32%	39%	Pension fund	20%	0%	0%	The data according to significant location are not available at the moment . These data will be collected and included in the report for 2018.	Yes	[ODS 8]	-
	Full-time direct employees	Part-time direct employees	Temporary employees																														
Life insurance	93%	9%	47%																														
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Maternity leave	83%	27%	30%																														
Paternity leave	83%	32%	39%																														
Pension fund	20%	0%	0%																														
401-3 Parental leave	The Organization does not keep track of the levels of reincorporation to work after parental leave. Nevertheless, the Organization does have conciliation measures for parents who look for family balance.	The levels of reincorporation to work after parental leave are not available at the moment . These data will be collected and included in the report for 2020.	-	[ODS 5] [ODS 8]	-																												
Labor/Management Relations																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 124: Risks and opportunities.		Yes	-	-																											
	103-2 The management approach and its components	Page 122: Strategy.		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 122 and 126: Progress achieved in 2017. Page 125: 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 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 change comprises time tables for work activities and for the communication of key messages in a proactive manner.		Yes	[ODS 8]	-																											

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																																																																																																																																	
Material topics																																																																																																																																							
Occupational health and safety																																																																																																																																							
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 134: Risks and opportunities.		Yes	-	-																																																																																																																																	
	103-2 The management approach and its components	Page 132: Strategy.		Yes	-	-																																																																																																																																	
	103-3 Evaluation of the management approach	Pages 132 and 136: Progress achieved in 2017. Page 135: Success stories and acknowledgments. Page 136		Yes	-	-																																																																																																																																	
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	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	[ODS 8]	-																																																																																																																																	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>Page 138</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">LTIFR</th> <th colspan="3">OIFR</th> <th colspan="3">LDR</th> <th colspan="3">AR</th> </tr> <tr> <th>M</th> <th>W</th> <th>T</th> <th>M</th> <th>W</th> <th>T</th> <th>M</th> <th>W</th> <th>T</th> <th>M</th> <th>W</th> <th>T</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>111</td> <td>54</td> <td>97</td> <td>26</td> <td>22</td> <td>25</td> <td>399</td> <td>275</td> <td>518</td> <td>1468</td> <td>1236</td> <td>156</td> </tr> <tr> <td>USA</td> <td>5</td> <td>77</td> <td>6</td> <td>12</td> <td>0</td> <td>0.8</td> <td>62</td> <td>27</td> <td>48</td> <td>87</td> <td>84</td> <td>86</td> </tr> <tr> <td>Mexico</td> <td>34</td> <td>23</td> <td>27</td> <td>0</td> <td>0</td> <td>0</td> <td>54</td> <td>28</td> <td>36</td> <td>132</td> <td>15</td> <td>144</td> </tr> <tr> <td>Costa Rica</td> <td>125</td> <td>72</td> <td>93</td> <td>0</td> <td>0.6</td> <td>0.3</td> <td>247</td> <td>147</td> <td>187</td> <td>628</td> <td>661</td> <td>642</td> </tr> <tr> <td>Panama</td> <td>129</td> <td>197</td> <td>151</td> <td>0</td> <td>0</td> <td>0</td> <td>187</td> <td>258</td> <td>21</td> <td>1014</td> <td>1223</td> <td>1083</td> </tr> <tr> <td>Peru</td> <td>99</td> <td>10</td> <td>10</td> <td>0</td> <td>0</td> <td>0</td> <td>211</td> <td>267</td> <td>232</td> <td>1393</td> <td>2369</td> <td>1764</td> </tr> <tr> <td>Chile</td> <td>119</td> <td>84</td> <td>109</td> <td>0</td> <td>0</td> <td>0</td> <td>223</td> <td>142</td> <td>199</td> <td>913</td> <td>1571</td> <td>1111</td> </tr> <tr> <td>Dominican Republic</td> <td>17</td> <td>59</td> <td>129</td> <td>51</td> <td>206</td> <td>108</td> <td>831</td> <td>15205</td> <td>6093</td> <td>1731</td> <td>16904</td> <td>7285</td> </tr> </tbody> </table> <p>In 2017 in Chile, there was one fatality of a direct employee and two fatalities of contractors in traffic accidents. The most frequent accidents are the following: Same-level falls, entrapment and hits by or on objects. The LTIFR, LDR and AR indicators do not include the operations of the Retail Food Business in Colombia and Operpar.</p>		LTIFR			OIFR			LDR			AR			M	W	T	M	W	T	M	W	T	M	W	T	Colombia	111	54	97	26	22	25	399	275	518	1468	1236	156	USA	5	77	6	12	0	0.8	62	27	48	87	84	86	Mexico	34	23	27	0	0	0	54	28	36	132	15	144	Costa Rica	125	72	93	0	0.6	0.3	247	147	187	628	661	642	Panama	129	197	151	0	0	0	187	258	21	1014	1223	1083	Peru	99	10	10	0	0	0	211	267	232	1393	2369	1764	Chile	119	84	109	0	0	0	223	142	199	913	1571	1111	Dominican Republic	17	59	129	51	206	108	831	15205	6093	1731	16904	7285		Yes	[ODS 1] [ODS 8]	-
		LTIFR			OIFR			LDR			AR																																																																																																																												
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403-3 Workers with high incidence or high risk of diseases related to their occupation	Grupo Nutresa does not have operations in countries with a high risk or incidence of communicable diseases and it does not carry out activities with a high incidence of serious diseases.	This information is not available at the moment ; it will be collected and included in the report for 2018.		Yes	[ODS 1] [ODS 8]	-																																																																																																																																	
403-4 Health and safety topics covered in formal agreements with trade unions	Page 136 92.9% of the unions and 85.0% of the collective agreements actively cover workplace safety and health matters as part of their agreements.			Yes	[ODS 8]	-																																																																																																																																	

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																																		
Material topics																																								
Training and education																																								
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 124: Risks and opportunities.		Yes	-	-																																		
	103-2 The management approach and its components	Page 122: Strategy.		Yes	-	-																																		
	103-3 Evaluation of the management approach	Pages 122 and 126: Progress achieved in 2017. Page 125: Success stories and acknowledgments.		Yes	-	-																																		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 126 <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Executive Employees</th> <th colspan="2">Senior Employees</th> <th colspan="2">Operating Staff</th> </tr> <tr> <th>Men</th> <th>Women</th> <th>Men</th> <th>Women</th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Number of people</td> <td>109</td> <td>31</td> <td>6,519</td> <td>3,972</td> <td>11,411</td> <td>6,287</td> </tr> <tr> <td>Hours of training</td> <td>2,805.38</td> <td>1,452</td> <td>305,462</td> <td>215,305</td> <td>294,661</td> <td>95,190</td> </tr> <tr> <td>Average of hours</td> <td>25.7</td> <td>46.9</td> <td>46.9</td> <td>54.2</td> <td>25.8</td> <td>15.1</td> </tr> </tbody> </table>		Executive Employees		Senior Employees		Operating Staff		Men	Women	Men	Women	Men	Women	Number of people	109	31	6,519	3,972	11,411	6,287	Hours of training	2,805.38	1,452	305,462	215,305	294,661	95,190	Average of hours	25.7	46.9	46.9	54.2	25.8	15.1		Yes	[ODS 4] [ODS 5] [ODS 8]	-
		Executive Employees		Senior Employees		Operating Staff																																		
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404-2 Programs for upgrading employee skills and transition assistance programs	Page 127		Yes	[ODS 8]	-																																			
404-3 Percentage of employees receiving regular performance and career development reviews	Page 129	The data by employee category are not available at the moment . The data regarding this matter will be collected and included in the report for 2018.	Yes	[ODS 5] [ODS 8]	1.6																																			
Diversity and equal opportunity																																								
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 155: Risks and opportunities.		Yes	-	-																																		
	103-2 The management approach and its components	Page 153: Strategy.		Yes	-	-																																		
	103-3 Evaluation of the management approach	Pages 153 and 157: Progress achieved in 2017. Page 156: Success stories and acknowledgments.		Yes	-	-																																		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 168: Employee gender distribution. Page 166: Number of people with some type of disability.		Yes	[ODS 5] [ODS 8]	-																																		
	405-2 Ratio of basic salary and remuneration of women to men	Page 169 Significant operations are those carried out in countries where the Organization has production plants.		Yes	[ODS 5] [ODS 8] [ODS 10]	-																																		
Non-discrimination																																								
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-																																		
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-																																		
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-																																		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 167 None of the reported cases were confirmed as discrimination after the corresponding review.		Yes	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6																																		

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
Material topics						
Freedom of association and collective bargaining						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 166 Risk assessment in the sourcing.		Yes	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Child Labor						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 166. Risk assessment in the sourcing.		Yes	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Forced or Compulsory Labor						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 166 Risk assessment in the sourcing.		Yes	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Security Practices						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 167 Security personnel are those officers 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	[ODS 16]	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																											
Material topics																																	
Rights of Indigenous Peoples																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 164: Risks and opportunities.		Yes	-	-																											
	103-2 The management approach and its components	Page 162: Strategy.		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 162 and 166: Progress achieved in 2017. Page 165: Success stories and acknowledgments.		Yes	-	-																											
GRI 411: Rights of Indigenous Peoples 2016	411-1 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 aimed at strengthening the economic development through productive initiatives and food sovereignty, and at maintaining and strengthening their identity, language and religion.		Yes	-	1, 2																											
Human Rights Assessment																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 50: Risks and opportunities.		Yes	-	-																											
	103-2 The management approach and its components	Page 48: Strategy.		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 48 and 52: Progress achieved in 2017. Page 51: Success stories and acknowledgments.		Yes	-	-																											
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 52		Yes	Yes	1																											
		<table border="1"> <thead> <tr> <th>2016</th> <th>Total operations</th> <th>Total operations assessed</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>12</td> <td>12</td> </tr> <tr> <td>Peru</td> <td>1</td> <td>1</td> </tr> <tr> <td>Costa Rica</td> <td>3</td> <td>3</td> </tr> <tr> <td>Mexico</td> <td>2</td> <td>2</td> </tr> <tr> <td>Chile</td> <td>1</td> <td>1</td> </tr> <tr> <td>Dominican Republic</td> <td>1</td> <td>1</td> </tr> <tr> <td>U.S.A.</td> <td>2</td> <td>2</td> </tr> <tr> <td>Panama</td> <td>1</td> <td>1</td> </tr> </tbody> </table>	2016				Total operations	Total operations assessed	Colombia	12	12	Peru	1	1	Costa Rica	3	3	Mexico	2	2	Chile	1	1	Dominican Republic	1	1	U.S.A.	2	2	Panama	1	1	
		2016	Total operations				Total operations assessed																										
		Colombia	12				12																										
Peru		1	1																														
Costa Rica		3	3																														
Mexico		2	2																														
Chile		1	1																														
Dominican Republic	1	1																															
U.S.A.	2	2																															
Panama	1	1																															
Page 167																																	
412-2 Employee training on human rights policies or procedures	30% of the employees received training, accounting for a total of 22,104 hours.		Yes		1, 4, 5, 6, 3																												
412-3 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 2017. Significant contracts are those with a total amount greater than USD 10 million.		Yes	[ODS 16]	1, 2, 3, 4, 5, 6																												
Supplier Social Assessment																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 140: Risks and opportunities.		Yes	-	-																											
	103-2 The management approach and its components	Page 138: Strategy.		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 138 and 142: Progress achieved in 2017. Page 141: Success stories and acknowledgments.		Yes	-	-																											

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
Material topics						
Supplier Social Assessment						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 144 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
	414-2 Negative social impacts in the supply chain and actions taken	Page 145		Yes	-	8
Customer Health and Safety						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 100: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 98: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 98 and 102: Progress achieved in 2017. Page 101: 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 102		Yes	-	1
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 119 This indicator does not cover the Retail Food operation in Colombia.		Yes	[ODS 16]	-
Marketing and Labeling						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 100: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 98: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 98 and 102: Progress achieved in 2017. Page 101: Success stories and acknowledgments.		Yes	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 104		Yes	[ODS 12]	8
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 103		Yes	[ODS 16]	8
	417-3 Incidents of non-compliance concerning marketing communications	Page 103				
Customer Privacy						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 154: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 152: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 152 and 156: Progress achieved in 2017. Page 155: Success stories and acknowledgments.		Yes	-	-

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Material topics						
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 2017.		Yes	-	-
Socioeconomic Compliance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 50: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 48: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 48 and 52: Progress achieved in 2017. Page 51: 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 53		Yes	-	-

GRI G4	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	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 140: Risks and opportunities.		Yes	-	-					
	103-2 The management approach and its components	Page 138: Strategy.		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 138 and 142: Progress achieved in 2017. Page 141: Success stories and acknowledgments.		Yes	-	-					
GRI G4 Transverse sourcing	FP1 Sourcing policy compliance mechanisms	Page 145				1, 2					
	FP2 Purchases compliant with internationally recognized responsible production standards	<table border="1"> <thead> <tr> <th>Purchases compliant with at least one standard</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.</td> <td>0.36</td> </tr> <tr> <td>COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000</td> <td>32</td> </tr> </tbody> </table>	Purchases compliant with at least one standard	%	COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0.36	COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000	32		Yes	[ODS 2] [ODS 12] [ODS 14] [ODS 15]
Purchases compliant with at least one standard	%										
COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0.36										
COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000	32										
Employment											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 124: Risks and opportunities.		Yes	-	-					
	103-2 The management approach and its components	Page 122: Strategy.		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 122 and 126: Progress achieved in 2017. Page 125: Success stories and acknowledgments.		Yes	-	-					
GRI G4 Employment	FP3 Time lost due to industrial disputes, strikes and/or lock-outs	There were no strikes, lock-outs or disputes affecting the operations in 2017.		Yes	[ODS 8]	1					
Customer Health and Safety											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 116: Risks and opportunities.		Yes	-	-					
	103-2 The management approach and its components	Page 114: Strategy.		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 114 and 118: Progress achieved in 2017. Page 117: Success stories and acknowledgments.		Yes	-	-					
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 118		Yes	[ODS 2]	-					
	FP6 Products sold that were lowered in critical nutrients	Percentage of products sold that were lowered in critical nutrients in 2016 and 2017: 18.0% for Grupo Nutresa and 3.7% Tresmontes Luccetti.		Yes	[ODS 2]	-					
	FP7 Products sold that contain increased nutritious ingredients	Percentage of products sold that were increased in critical nutritious ingredients in 2016 and 2017: 1.1% for Grupo Nutresa and 0% for Tresmontes Luccetti.		Yes	[ODS 2]	-					

GRI G4	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
Specific standard disclosures for the food processing sector						
Animal Welfare						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 140: Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 138: Strategy.		Yes	-	-
	103-3 Evaluation of the management approach	Pages 138 and 142: Progress achieved in 2017. Page 141: Success stories and acknowledgments.		Yes	-	-
GRI G4 Consumer health and safety	FP9 Animals raised and/or processed	Page 149		Yes	-	-
	FP10 Policies and practices related to physical alterations and the use of anesthetic	Page 149		Yes	-	-
	FP11 Animals raised and/or processed per housing type	Page 149 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 149		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 2017 due to non-compliance with laws related to transportation, handling, and slaughter practices for live animals.		Yes	-	-