

GRI CONTENT INDEX

The Grupo Nutresa Integrated Annual Report 2014 was prepared in accordance with the exhaustive option of the Global Reporting Initiative (GRI) G4 guidelines for the elaboration of sustainability reports.



GENERAL BASIC CONTENTS			
General Basic Contents	Page	Omissions	External Verification
Strategy and Analysis			
G4-1	Pg. 28: Integrated Report		✓ See
G4-2	Pg. 24: Integral risk management and principal risks of the business. Pg. 26: Value chain		✓ See
Profile of the Organization			
G4-3	Pg. 2: About this integrated report		✓ See
G4-4	Gatefold: Business structure; Pg. 59: Brand management		✓ See
G4-5	Grupo Nutresa S.A.'s main domicile is in the city of Medellín, Colombia		✓ See
G4-6	Gatefold: Presence and sales in our strategic region		✓ See
G4-7	Grupo Nutresa S.A. is a Colombian stock corporation; the corporate purpose of the Parent Company is the investment or application of resources or availabilities in companies organized under any of the forms authorized by law, whether they are national or foreign.		✓ See
G4-8	Pg. 66: International presence; Pg. 68: International market growth; Pg. 26: Value chain		✓ See
G4-9	Gatefold: Employees; Gatefold: Presence and sales in our strategic region; Gatefold: Economic sustainability; Pg. 66: Evolution of Grupo Nutresa Market capitalization: COP 13.160 Billion; Equity: COP 8.199 Billion; Consolidated Net Debt: COP 1.749 Billion		✓ See
G4-10	Pg. 95: Direct employees by gender, age and category; Pg. 95: Indirect employees; Pg. 96: Geographic distribution of direct employment Direct, indefinite – period contract employees: 15,489; direct, definite – period contract employees: 7,077; and for the duration of the work: 136		✓ See
G4-11	Pg. 103: Respect for the right of freedom of association and collective bargaining In the companies in Colombia, 100% of the employees are covered by collective agreements. This represents 58.2% of all the employees throughout Grupo Nutresa.		✓ See
G4-12	Pg. 26: Value chain		✓ See
G4-13	Pg. 28, 29: Integrated report		✓ See
G4-14	Pg. 24: Integral risk management and principal risks of the business. Política ambiental corporativa; Política Organismos Genéticamente Modificados OGM		✓ See
G4-15	Signatory since 2009 of the United Nations Global Compact. More information at: http://bit.ly/1DWuZOI See Declaration of continuous support on Pg. 2: About this integrated report		✓ See
G4-16	<ul style="list-style-type: none"> Associated to CECODES, the Colombian chapter of the World Business Council for Sustainable Development (WBCSD) since 2008. More information at: http://bit.ly/1EBPBil Adhered to the Antioquia Forest Pact (<i>Pacto por los Bosques de Antioquia</i>) since 2012. More information at: http://bit.ly/1jlpHEU Adhered to the CEO Water Mandate program since 2012. More information at: http://bit.ly/1GdpvRG 		✓ See

Material aspects and Coverage

G4-17	Bases de consolidación de Grupo Nutresa y las compañías subordinadas		✓	See
G4-18	Pg. 4: Materiality analysis		✓	See
G4-19	Pg. 5: Materiality analysis		✓	See
G4-20	Pg. 2: About this integrated report; Pg. 4: Materiality analysis Pg. 26: Value chain. All the aspects are material everywhere where the Organization operates		✓	See
G4-21	Alcance de los impactos		✓	See
G4-22	Pg. 2: About this integrated report		✓	See
G4-23	Pg. 2: About this integrated report We increased the scope of the indicators to the TMLUC business operation in Chile and Mexico, with the exception of the indicators HR1, HR3, HR4, HR5, HR6, HR12, LA4, LA16 and FP3, which have a scope for the operation in Colombia only.		✓	See

Stakeholder participation

G4-24	Pg. 3: Model of relationship with our stakeholders		✓	See		
G4-25	In 2012, the Organization's managerial – level employees held a workshop to update its stakeholders. In the process, 80 entities and groups of people with which it related were identified. The purposes of relating to prioritized groups were described according to the Organization's strategy and the first draft of the stakeholders' map was obtained.		✓	See		
G4-26	Pg. 3: Model of relationship with our stakeholders We have not indicated the frequency of the relationship through the relationship mechanisms.		✓	See		
G4-27	Pg. 3: Model of relationship with our stakeholders; Pg. 5: Materiality analysis. <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> Shareholders Ethics, corporate governance, transparency Economic performance Market performance Employees Labor welfare and human – talent management Human rights Good labor practices Clients and consumers Responsible relationships with consumers Market performance Nutrition, health and wellness Sustainable sourcing Communities Economic performance Public policies and the regulatory environment Market performance Research, development & innovation </td> <td style="vertical-align: top; width: 50%;"> The State Corporate citizenship Economic performance Generation of employment Water Suppliers Ethics, corporate governance and transparency Economic performance Labor welfare and human – talent management Occupational health Human rights Relationships with clients and distributors Energy Sustainable sourcing Water </td> </tr> </table>	Shareholders Ethics, corporate governance, transparency Economic performance Market performance Employees Labor welfare and human – talent management Human rights Good labor practices Clients and consumers Responsible relationships with consumers Market performance Nutrition, health and wellness Sustainable sourcing Communities Economic performance Public policies and the regulatory environment Market performance Research, development & innovation	The State Corporate citizenship Economic performance Generation of employment Water Suppliers Ethics, corporate governance and transparency Economic performance Labor welfare and human – talent management Occupational health Human rights Relationships with clients and distributors Energy Sustainable sourcing Water		✓	See
Shareholders Ethics, corporate governance, transparency Economic performance Market performance Employees Labor welfare and human – talent management Human rights Good labor practices Clients and consumers Responsible relationships with consumers Market performance Nutrition, health and wellness Sustainable sourcing Communities Economic performance Public policies and the regulatory environment Market performance Research, development & innovation	The State Corporate citizenship Economic performance Generation of employment Water Suppliers Ethics, corporate governance and transparency Economic performance Labor welfare and human – talent management Occupational health Human rights Relationships with clients and distributors Energy Sustainable sourcing Water					

Profile of the report			
G4-28	Pg. 2: About this integrated report		✓ See
G4-29	See the previous report: Informe anual y de sostenibilidad 2013		✓ See
G4-30	Each year, Grupo Nutresa publishes its annual and sustainability report, which, as of 2014, is an integrated report.		✓ See
G4-31	Pg. 0: Contacts		✓ See
G4-32	<p>Pg. 2: About this integrated report; Pg. 28: Integrated report</p> <p>Since 2011, Grupo Nutresa has reported under the GRI guidelines. See the 2014 Report of the independent auditor of limited assurance for the Grupo Nutresa S. A. management.</p>		✓ See
G4-33	<p>Grupo Nutresa verificar the indicators of its annual and sustainability report as an evaluation exercise, which aims to improve the control, quality and timeliness of the information it makes available to its stakeholders. Since 2011, verification has been made by an independent third party, KPMG Advisory Services Ltda. See Informe del Auditor Independiente de Aseguramiento Limitado para la Dirección de Grupo Nutresa S.A.</p>		✓ See
Governance			
G4-34	<p>Pg. 8: The Board of Directors; Pg. 10: The Steering Committee</p> <p>The company has a CEO and three Vice Presidents (Secretary General Vice President, Vice President of Corporate Finances and Vice President of Retail Foods). Likewise, there is a Board of Directors composed of seven principal members and seven alternates. The Board has support committees to comply with its functions; namely, the Strategic Planning Committee, the Corporate Governance and Issues Committee, the Finance, Audit and Risk Committee, and the Appointment and Retribution Committee. The Finance, Audit and Risk Committee is in charge of analyzing the risks to which the company is exposed and to minimize their impact in economic, environmental and social matters.</p>		✓ See
G4-35	<p>Pg. 10: The Steering Committee</p> <p>In Grupo Empresarial Nutresa, there are seven transversal Vice Presidencies that respond for topics on sustainable development, innovation and nutrition; and logistics and marketing, among others. Sol Beatriz Arango is Vice President of Sustainable Development; she oversees the implementation of the policy to seek equity among the social components and the economic factors, and the balance between the optimal use of natural resources and economic needs.</p> <p>This designation is made by the Grupo Nutresa CEO, after consideration of the appointment by the Board of Directors, in whose meetings there is permanent monitoring of this matter.</p>		✓ See
G4-36	<p>Pg. 10: The Steering Committee</p> <p>The company has a Vice President of Sustainability; the President of Servicios Nutresa S. A. is, in turn, Director General of Fundación Grupo Nutresa, in charge of administering the resources allocated for social investment. In exercising this position, these officers are directly accountable to the Grupo Nutresa S. A. Board of Directors.</p>		✓ See
G4-37	<p>There are no formal mechanisms to directly consult any member of the Board of Directors and the different stakeholders, since this function is the responsibility of the company's CEO. He is responsible for receiving the concerns of the stakeholders through different channels and channeling those concerns that warrant to the Board of Directors during their monthly meetings. Eventually, some stakeholder concerns can go directly to the Board, which is responsible for transmitting them to the CEO in these spaces.</p>		✓ See
G4-38	<p>Pg. 8: The Board of Directors</p> <p>The Board of Directors is composed of seven principal members and seven alternates, all non – executive directors; eight (four principal and four alternates) are independent members.</p>		✓ See

G4-39	No member of the Board is an executive		✓ <u>See</u>
G4-40	<p>The Board of Directors is elected by the Shareholders' Assembly. The slates of candidates are presented by the shareholders, who vote to elect the members. The Board creates the support committees it deems appropriate and chooses the members. The Code of Corporate Governance establishes the qualities to be displayed by the Board members, as well as the corresponding conditions, requirements, principles, ineligibilities and incompatibilities.</p> <p>Similarly, there is an election process in which shareholders must send their lists of candidates at least 10 days in advance of the date on which the meeting is held in which the election is to take place. To ensure compliance of the requirements of the Code of Corporate Governance and the legal requirements to be an independent member, the Board of Directors' Corporate Governance and Issues Committee evaluates the proposals presented and issues a concept that is read in the Shareholders' Assembly in which the election will take place.</p> <p>The Company's Code of Corporate Governance establishes that at least three members of the Board must be independent members; it also establishes – as a requirement to be a Board Director – having a professional degree and a high level of education in areas that conform to the office. Likewise, it meets diversity, in the sense that the Directors have training in different professions and areas, requiring as well that they have specialized knowledge in economic, environmental and social areas. Each of the Board members represents all shareholders.</p>		✓ <u>See</u>
G4-41	<p>The Company has an Ethics, Transparency and Conflicts of Interest Committee, which is responsible for analyzing cases of potential conflicts of interest that arise with employees of the companies that make up Grupo Empresarial Nutresa. This Committee learns about the cases, studies them and decides how they will be administered, which is communicated to the interested parties. This Committee consists of the Vice President of Corporate Finances, the Secretary General Vice President and the Grupo Nutresa CEO. All of them are part of other boards of directors. Of the Board of Director members, six principal and five alternates belong to other boards of directors. There are suppliers with company stock and there is no controlling shareholder. The Notes to the Financial Statements detail the balances and transactions among the related parties; that is the operations of Grupo Nutresa S. a. (the Parent Company) or its subordinates with companies in which the members of the Board of Directors, the Legal Representatives, directors or shareholders of Grupo Nutresa S. A. have a participation of more than 10%.</p> <p>This information is disclosed through the Company's Webpage and is publicly available.</p>		✓ <u>See</u>
G4-42	The Strategic Planning Committee reviews the Company's Strategic Plan, as well as its Mission, Vision and Strategic Objectives. Additionally, it periodically evaluates the performance of that Plan. The Grupo Nutresa CEO and the Presidents of each Business periodically review and update the values, principles and objectives of the Organization and draw up the annual strategic plan, considering economic, social and environmental impacts.		✓ <u>See</u>
G4-43	Creation and implementation of the Strategic Planning Committee, where these aspects are studied, analyzed and discussed as a priority item on its agenda. In turn, the Finance, Audit and Risk Committee has been strengthened in its functions, and the Board has taken a leading role in the management and supervision of economic, environmental and social risks. Finally, noteworthy is the risk report that Servicios Nutresa presents regularly and in depth to the Board of Directors on the administration of risks. The measures indicated have improved the knowledge of the Board in economic, environmental and social topics.		✓ <u>See</u>
G4-44	<p>Each year the Board of Directors conducts a self – evaluation; an external, independent evaluation is regularly made, as established in the Code of Corporate Governance.</p> <p>As measures, we have implemented changes in the structure of the Committees and their functions, as well as in the process of electing independent members. The 2014 external evaluation yielded the following recommendations: i) Design an Action Plan that determines the thematic order of meetings and the discussion of strategic issues during the year; ii) Define the profile of future Board members (Succession Plan); iii) Design a Succession Plan for Senior Management; iv) Define a Training and Updating Plan for the Board; and v) Provide guidelines on the information the Company wants the Board to receive.</p>		✓ <u>See</u>

GRI Content Table

G4-45	The Finance, Audit and Risk Committee is responsible for identifying the risks to which the Company is exposed, establishing strategies to minimize them. In addition, the Committee should follow up, measure and report on the mechanisms that have been implemented to reduce the impact of these risks. There are ongoing consultations with employees, clients, suppliers and Governmental bodies to identify and trace the management of the impacts, risks and the economic, environmental and social opportunities.		✓	See
G4-46	The Finance, Audit and Risk Committee is responsible for identifying the risks to which the Company is exposed, establishing strategies to minimize them. In addition, the Committee should follow up, measure and report on the mechanisms that have been implemented to reduce the impact of these risks.		✓	See
G4-47	These topics are analyzed in the meetings of the Grupo Nutresa Finance, Audit and Risk Committee and the Strategic Planning Committee, both bodies to support the Board of Directors in these issues. These Committees meet twice a year, without prejudice to specific cases where these issues are addressed each month in the Board meeting.		✓	See
G4-48	The Grupo Nutresa CEO is the highest – ranking person in the Organization responsible for ensuring that the contents of the annual report give an account of the management of the Organization’s material issues.		✓	See
G4-49	The Vice President of Sustainability is in charge of transmitting these concerns to the Board. Likewise, there are monthly reports to the Board about all types of administrative issues.		✓	See
G4-50	In its normal course, the Board of Directors addresses the monitoring of the management of material issues: Economic performance; Corporate governance, ethics and transparency; Nutrition, health and wellness; and Market performance. Also, its focus of attention is centered on monitoring the behavior of the three principal business risks: volatility of the prices of raw materials; the competitive environment; and regulatory changes in health, nutrition and obesity. Also, during 2014, it addressed specific topics, such as: - The exchange rate in Venezuela - The tax reform in Mexico aimed at addressing problems of obesity - Analysis and adoption of the new Country Code		✓	See
G4-51	These criteria do not apply for the remuneration of members of the Board of Directors. They are paid a fee, the amount of which is established by the General Shareholders’ Assembly, and does not include concepts such as retribution in shares, bonuses and similar.		✓	See
G4-52	It is the Shareholders’ Assembly that approves the amount of the retribution, and does not take into account other stakeholders.		✓	See
G4-53	It is the Shareholders’ Assembly that approves the amount of the retribution, and does not take into account other stakeholders.		✓	See
G4-54		For reasons of confidentiality and safety, this indicator is not published	✓	See
G4-55		For reasons of confidentiality and safety, this indicator is not published	✓	See

Ethics and integrity

G4-56	Pg. 21: Philosophy and corporate action As a Grupo Nutresa policy, internal training in the Risk Management System of Money Laundering and Financing of Terrorism (<i>Sistema de Administración de Riesgo de Lavado de Activos y de la Financiación de Terrorismo</i> , SARLAFT) and the Code of Corporate Governance is conducted once a year.		✓	See
G4-57	Pg. 16: The Ethics Hotline The Ethics Hotline is a confidential channel operated by an independent body and run by the Grupo Nutresa Internal Auditing Manager, through which employees, shareholders, clients, suppliers and third parties in general can report situations contrary to the Law and the Code of Corporate Governance of our Company, as well as possible violations of Human Rights by employees or people from the different groups of stakeholders. While this channel was disclosed to employees and the public in general as a reporting mechanism, consultations may be made on ethical issues. During 2014, there were no consultations through this medium.		✓	See

G4-58

Pg. 16: The Ethics Hotline

The Ethics Hotline is a confidential channel operated by an independent body and run by the Grupo Nutresa Internal Auditing Manager, through which employees, shareholders, clients, suppliers and third parties in general can report situations contrary to the Law and the Code of Corporate Governance of our Company, as well as possible violations of Human Rights by employees or people from the different groups of stakeholders. Information about the Ethics Hotline is included in the Code of Good Governance of the Grupo Nutresa companies; it is disclosed to all employees and it is in the Code of Conduct for Suppliers.

The Ethics Hotline is available through a national toll – free number, attended in Spanish, which operates Monday to Friday from 7:30 A. M. to 5:30 P. M. The report may also be sent by email any day of the week. Personal information is not mandatory. All the information received through this medium is confidential.

In its anti – fraud and anti – corruption policy, Grupo Empresarial Nutresa has established that people who report irregularities should not be subject to retaliation.

From January to December 2014, 25 reports, made through the Ethics Hotline, were attended and channeled to the areas responsible in each one of the Businesses. Of the reports received, 52% involved employees and 48%, third parties.

Among the cases reported through the Ethics Hotline are employee conflicts of interest, appropriation of resources, inadequate labor practices of the Grupo Nutresa company distributors and contractors, among others, all of which were addressed in their entirety. Of these, 60% have been resolved and 40% are in the process of analysis by the areas responsible.

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✓ See

SPECIFIC BASIC CONTENTS				
Information on the focus of management and Indicators		Omissions	External verification	Global Compact
ECONOMICS				
Economic Performance				
G4-DMA Information on the focus of management	Pg. 19: Corporate model; Pg. 37: Performance of the Businesses		✓ See	
G4-EC1	<u>Modelo corporativo.</u> Benefits to employees include subsidies, contributions to mutual funds, higher education and quality of life.		✓ See	
G4-EC2	<u>Cambio climático</u>	Currently , the cost of the measures adopted to manage the risk or the opportunity is unavailable . An assessment of the valuation of the costs of the measures adopted to manage the risk or the opportunity of Climate Change in 2015 will be made and it will be reported in the next report.	✓ See	
G4-EC3	The Organization has no benefit plans. The obligations derived from the pension liabilities are covered by a provision according to the annual actuarial calculation, which is sent to be developed by a third – party expert in the matter.		✓ See	
G4-EC4	<u>Ética y transparencia</u>	Currently unavailable. We do not report aids to investment, research and development scholarships and other relevant types of grants; endowment awards; exemption from royalties; financial aid from credit agencies for exports; financial incentives; or other financial benefits received or receivable from any Governmental entity in connection with any operation. We will review the 2015 Financial Statements and respond to the complete indicator in the next report.	✓ See	
Market presence				
G4-DMA Information on the focus of management	Pg. 92: Good labor practices		✓ See	
G4-EC5	<u>Buenas prácticas laborales</u>		✓ See	
G4-EC6	<u>Buenas prácticas laborales</u> As a local, the Organization understands those people who work in their country of origin as significant in those countries where there are production plants (processing operations).		✓ See	
Indirect economic consequences				
G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship; Sustainable sourcing		✓ See	
G4-EC7		The entire indicator is not applicable , since the Organization's intervention lines are not associated to the topic of infrastructure.	✓ See	
G4-EC8	Pg. 98: Responsible employer and citizen; Pg. 136: Developing capabilities in our Value Chain; Pg. 137: Managing inclusive businesses, income generation and entrepreneurship; Pg. 138: Promoting cocoa; Pg. 139: Fair Trade in coffee		✓ See	
Acquisition practices				
G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓ See	
G4-EC9	Pg. 140: Annualized purchases by country As a local, the Organization understands those people who work in their country of origin as significant in those countries where there are production plants (processing operations).		✓ See	
THE ENVIRONMENT				
Energy				
G4-DMA Information on the focus of management	Pg. 157: Energy		✓ See	
G4-EN3	Pg. 160: Energy efficiency in the Value Chain In 2014, Grupo Nutresa did not sell electricity, heating, refrigeration or steam energy. Energy consumptions are estimated with the fuel consumption registered in the different plants of the Organization in weight and volume and the lower heating value in each, obtained in the <u>tabla de Factores de Emisión de los combustibles colombianos – FECOC</u> . For LPG we use the information from the <u>GHG protocol</u> . Electricity consumption is estimated with the public – utilities bills. In		✓ See	Principle 8

G4-EN4	<u>Eficiencia energética en la Value chain</u>		✓	See	
G4-EN5	Pg. 160: Energy efficiency in the Value Chain		✓	See	
G4-EN6	<u>Eficiencia energética en la Value chain</u>		✓	See	
G4-EN7		Currently unavailable. Energy analyses of the most significant products in terms of sales will be conducted and reported in the next report.	✓	See	

Water

G4-DMA Information on the focus of management	Pg. 146: Water use and conservation		✓	See	
G4-EN8	Pg. 148: Optimization of water consumption The total water catchment from aqueducts in Colombia is estimated to be 65% with the invoices of the resource – supplier companies and 35% through direct measurement. We use gauges to estimate 100% of the catchment of surface and groundwater.	The method to estimate water catchment in Mexico, Costa Rica and Peru is currently unavailable . For the next report, we will consolidate the information of these procedures through the Environmental Committee and report it in 2015.	✓	See	Principle 8
G4-EN9	All water catchments not supplied by aqueduct systems conform to the requirements of the environmental authorities as to the amounts that may be extracted from each one of the sources. In this regard, the Organization does not significantly affect any of the sources from which it is served.	The sources from which the supplier companies of aqueduct services are currently unavailable . We will consult the service – provider companies and report this in 2015.	✓	See	Principle 8
G4-EN10	Pg. 148: Optimization of water consumption Recycled or reused water has been estimated with internal measurements that allow taking stock of the recovery of condensates (Coffee Business), treated water (Pasta Business) and autoclave water (Cold Cut Business).		✓	See	Principles 8, 9

Emissions

G4-DMA Information on the focus of management	Pg. 151: Climate change		✓	See	
G4-EN15	Pg. 153: Greenhouse Gas (GHG) inventory Direct GHG emissions for the Grupo Nutresa companies occur due to leakages of refrigerants and the use of fuels, such as natural gas, diesel, LPG and coal. For each one of the fuels, we have fuel – consumption records for each plant. In the case of refrigerant gas leaks, we have consumption data for replacement for use in refrigeration and air – conditioning equipment for each one of the plants, as well as purchases, inventories and maintenance records. The CO ₂ emission factors used for Colombia are available in the <u>tabla FECOC</u> . For Mexico, Costa Rica and Chile, we used the CO ₂ emission – factor data that is published by IPCC, 2007 “2006 IPCC Guidelines for National Greenhouse Gas Inventories”, Volume 2. Chapter 2 – <u>Combustión estacionaria</u> , Table 2.2. For the calculation of the Grupo Nutresa GHG inventory, we have used the values published in 2007, defined by the Fourth IPCC Evaluation Report, from base year 2010 until 2013. As of this report, for 2014, we are using the factors published in the <u>Quinto Reporte del IPCC in 2013</u> . Emissions are consolidated by operational control.		✓	See	Principle 8
G4-EN16	Pg. 153: Greenhouse Gas (GHG) inventory With the electricity bill from the Public – Utilities provider company, we quantify the kWh consumed in each one of the plants during the year. For electric energy in Colombia, the emission factor is estimated taking into account the emission factors for each fuel (<u>FECOC-UPME</u>) and its contribution according to the data from <u>XM Expertos</u> for fuel consumption for generation every date of the year. Likewise, we calculate the emission factor for Peru with the data published by <u>COES</u> . Year 2010: 185 g CO ₂ e/kWh Year 2011: 103 g CO ₂ e/kWh Year 2012: 124 g CO ₂ e/kWh Year 2013: 192 g CO ₂ e/kWh Year 2014: 200 g CO ₂ e/kWh For Mexico and Costa Rica, we take the emission factor for electricity, which is published by the <u>Instituto Meteorológico de Costa Rica</u> and by the <u>Secretaría de Medio Ambiente y Recursos Naturales de México</u> . To calculate the 2013 inventory, we have taken the highest factor in the last five years. Emissions are consolidated by operational control.		✓	See	Principle 8

GRI Content Table

G4-EN17	Pg. 153: Greenhouse Gas (GHG) inventory The GHG Inventory in the distribution process was conducted for operations in Colombia. In the calculation, we took into account the CO ₂ , CH ₄ and N ₂ O emissions in burning fossil fuel, excluding the emissions associated to the mixture of biofuels established by the Colombian Ministry of Mines and Energy, as well as the emissions for refrigerant – gas leaks. The global – warming potentials of HFCs are obtained from IPCC (Intergovernmental Panel on Climate Change) 2007. Table A.1 (IPCC 2007, Table 2.14, see Clause 2). The CO ₂ emission factors for Colombia are available in the <u>tabla FECOC</u> . The CH ₄ and N ₂ O emission factors used for Colombia are available in the <u>GHG protocol</u> . WE used the global – warming potentials for CH ₄ and N ₂ O from the Fourth IPCC Assessment Report. To calculate the emissions associated with this source, we recovered the travel records for 2014 from the travel agencies and the emissions were evaluated in the icao.int (International Civil Aviation Organization) carbon calculator for each trip taken.		✓ See	Principle 8
G4-EN18	Pg. 153: Greenhouse Gas (GHG) inventory		✓ See	
G4-EN19	<u>Inventario de gases de efecto invernadero</u>		✓ See	Principles 7, 8, 9
G4-EN20	<u>Otras emisiones.</u> The Organization accounts for the leakage of R – 12, R – 22 and R409a refrigerants. The emissions of ozone – depleting substances are estimated with the consumption of gases included in the Montreal Protocol registered in the different plants of the Organization, in weight and the emission factor relative to CFC – 11. For mixtures, we identify the composition and estimate the emissions in accordance to the percentage of participation of each gas included in the Protocol.		✓ See	Principle 8
G4-EN21	<u>Otras emisiones.</u> The emissions come from the heating sources of each plant: ovens and boilers and the coffee – roasting process. We use the EPA (Environmental Protection Agency – Emission Factors AP-42) emission factors.		✓ See	Principle 8

Regulatory Compliance

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship; Pg. 144: Environmental sustainability		✓ See	
G4-EN29	During 2014, we had no sanctions or fines for non – compliance of the environmental regulations.		✓ See	Principle 8

General

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship; Pg. 144: Environmental sustainability		✓ See	
G4-EN31	<u>Environmental sustainability (sostenibilidad ambiental)</u>	The information for all of Grupo Nutresa is currently unavailable ; only the information for Colombia is presented. We will compile the information through the environmental system and report it in the next report.	✓ See	Principles 7, 8, 9

Environmental evaluation of suppliers

G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓ See	
G4-EN32	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en funcion de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓ See	Principle 8
G4-EN33	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en funcion de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓ See	Principle 8

Complaint mechanisms in environmental matters

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship; Pg. 144: Environmental sustainability		✓ See	
G4-EN34	<u>Environmental sustainability (sostenibilidad ambiental)</u>		✓ See	Principle 7

SOCIAL PERFORMANCE

SOCIAL: Labor practices and decent work

Relations between employees and management

G4-DMA Information on the	Pa. 92: Good labor practices		✓ See	
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G4-LA4	<u>Buenas prácticas laborales</u>		✓	See	Principle 3
G4-FP3	In 2014, there was no process of a strike or dispute that affected operations. Only data for Colombia is presented.		✓	See	Principles 1, 2

Diversity and equal opportunities

G4-DMA Information on the focus of management	Pg. 92: Good labor practices		✓	See	
G4-LA12	Pg. 95: Generation of employment; <u>Buenas prácticas laborales</u>		✓	See	Principles 1, 6

Equal pay for women and men

G4-DMA Information on the focus of management	Pg. 92: Good labor practices		✓	See	
G4-LA13	<u>Buenas prácticas laborales</u>		✓	See	Principles 1, 6

Evaluation of the labor practices of suppliers

G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓	See	
G4-LA14	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en función de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓	See	
G4-LA15	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en función de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓	See	

Complaint mechanisms regarding labor practices

G4-DMA Information on the focus of management	Pg. 92: Good labor practices		✓	See	
G4-LA16	<u>Buenas prácticas laborales</u> Only data for Colombia is presented.		✓	See	Principle 1

SOCIAL: Human rights

Investment

G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓	See	
G4-HR1	In 2014, no human – rights clauses or analyses were conducted in the matter in contracts or significant investment agreements. Only data for Colombia is presented.		✓	See	Principles 1, 2, 3, 4, 5, 6
G4-HR2	Pg. 103: Human Rights		✓	See	Principles 1, 3, 4, 5, 6

Non - discrimination

G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓	See	
G4-HR3	<u>Derechos Humanos</u> Only data for Colombia is presented.		✓	See	Principles 1, 2, 6

Freedom of association and collective bargaining

G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓	See	
G4-HR4	Pg. 103: Respect for the right of freedom of association and collective bargaining Only data for Colombia is presented.		✓	See	Principles 1, 2, 3

Child labor

G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓	See	
G4-HR5	<u>Derechos Humanos</u> Only data for Colombia is presented.		✓	See	Principles 1, 2, 5

Forced Labor

G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓	See	
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GRI Content Table

G4-HR6	<u>Derechos Humanos</u> Only data for Colombia is presented.		✓ See	Principles 1, 2, 4
Safety measures				
G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓ See	
G4-HR7	<u>Derechos Humanos</u>		✓ See	
Rights of the Indigenous population				
G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓ See	
G4-HR8	In 2014, there were no cases of the violation of Indigenous rights.		✓ See	Principles 1, 2
Evaluación				
G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓ See	
G4-HR9	<u>Derechos Humanos</u>		✓ See	Principle 1
Evaluation of suppliers in matters of human rights				
G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓ See	
G4-HR10	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en función de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓ See	Principles 1, 2, 3, 4, 5, 6
G4-HR11	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en función de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓ See	Principle 1
Complaint mechanisms in matters of human rights				
G4-DMA Information on the focus of management	Pg. 102: Human Rights		✓ See	
G4-HR12	<u>Derechos Humanos</u> Only data for Colombia is presented.		✓ See	Principles 1, 2
SOCIAL: Society				
Local communities				
G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship		✓ See	
G4-SO1	Pg. 116: The Power of One Thousand; Pg. 127: Certifications; <u>Ciudadanía corporativa</u>		✓ See	Principle 10
G4-SO2	Grupo Nutresa has identified the leakage of ammonia used in refrigeration of the Cold Cut Business and Ice Cream Business in Colombia as a significant potential risk. The Cold Cut Business production plants that operate with this gas are located in the cities of Medellín, Envigado, Bogotá, Caloto and Barranquilla; the Ice Cream Business planta are in Bogotá and Manizales. These potential risks are controlled through permanent processes of preventive maintenance.		✓ See	
Fight against Corruption				
G4-DMA Information on the focus of management	Pg. 14: Ethics and transparency		✓ See	
G4-SO3	Pg. 15: Ethics and transparency Grupo Nutresa has 12 business units, of which seven were analyzed for the risks related to corruption.		✓ See	Principle 10
G4-SO4	Pg. 15: Ethics and transparency		✓ See	Principle 10
G4-SO5	Pg. 16: The Ethics Hotline		✓ See	Principle 10
Public policy				
G4-DMA Information on the focus of management	Pg. 19: Corporate model; Pg. 37: Performance of the Businesses		✓ See	

G4-SO6	<p>Ética y transparencia</p> <p>Through its Foundation, Grupo Nutresa makes contributions to political parties and movements to contribute to the compliance of their objectives, in accordance with the donation policy developed for this purpose and within the respective legal framework.</p> <p>Only data for Colombia is presented.</p>		✓	See	
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Unfair competition practices

G4-DMA Information on the focus of management	Pg. 14: Ethics and transparency		✓	See	
G4-SO7	Ética y transparencia		✓	See	

Regulatory compliance

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship		✓	See	
G4-SO8	In 2014, there was no significant economic sanction or fine for non – compliance of regulations in the countries where we operate.		✓	See	

Evaluation of the social impact of suppliers

G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓	See	
G4-SO9	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en funcion de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓	See	
G4-SO10	New suppliers who were examined for sustainability criteria and suppliers who impact has been evaluated (<u>Nuevos proveedores que se examinaron en funcion de criterios en sostenibilidad y proveedores cuyo impacto se ha evaluado</u>).		✓	See	

Complaint mechanisms for social impacts

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship		✓	See	
G4-SO11	In 2014, there were no complaints about social impacts.		✓	See	

SOCIAL: Product responsibility

Client health and safety

G4-DMA Information on the focus of management	Pg. 120: Nutrition, health and wellness; Pg. 125: Responsible relationships with consumers		✓	See	
G4-PR1	<u>Nutrición, salud y bienestar</u>		✓	See	Principle 1
G4-PR2	<u>Relacionamiento responsable con el consumidor</u>		✓	See	Principle 10
G4-FP5	<u>Relacionamiento responsable con el consumidor</u>		✓	See	
G4-FP6	Pg. 123: Nutrition management; <u>Productos modificados en uno o varios nutrientes</u>		✓	See	
G4-FP7	Pg. 123: Nutrition management; <u>Productos modificados en uno o varios nutrientes</u>		✓	See	

Labeling of products and services

G4-DMA Information on the focus of management	Pg. 58: Market growth and leadership; Pg. 120: Nutrition, health and wellness; Pg. 125: Responsible relationships with consumers		✓	See	
G4-PR3	<u>Relacionamiento responsable con el consumidor</u>		✓	See	Principle 8

GRI Content Table

G4-PR4	<u>Relacionamiento responsable con el consumidor</u>		✓	See	Principle 8
G4-PR5	Pg. 60: Client satisfaction		✓	See	

Marketing communications

G4-DMA Information on the focus of management	Pg. 125: Responsible relationships with consumers		✓	See	
G4-PR6	<u>Relacionamiento responsable con el consumidor</u>		✓	See	
G4-PR7	<u>Relacionamiento responsable con el consumidor</u>		✓	See	

Client privacy

G4-DMA Information on the focus of management	Pg. 125: Responsible relationships with consumers		✓	See	
G4-PR8	In 2014, we received a complaint from the Superintendent of Industry and Commerce for the leakage of private information by a supplier.		✓	See	Principle 1

Regulatory compliance

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship		✓	See	
G4-PR9	During 2014, there were no sanctions or fines for non – compliance of regulations related to the supply and use of products and services.		✓	See	

SPECIFIC ASPECTS FROM THE FOOD – PROCESSING SECTOR

Transversal sourcing

G4-DMA Information on the focus of management	Pg. 132: Sustainable sourcing		✓	See	
G4-FP1	<u>Abastecimiento sostenible</u>		✓	See	Principles 1, 2
G4-FP2	<u>Abastecimiento sostenible</u>		✓	See	Principle 1

Healthy, affordable food

G4-DMA Information on the focus of management	Pg. 107: Corporate citizenship; Pg. 120: Nutrition, health and wellness		✓	See	
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