

GRI CONTENT INDEX

Grupo Nutresa's 2018 integrated annual report 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	RELATED SDGS	GLOBAL COMPACT
General Disclosures						
GRI 101: Foundation 2016						
Organizational profile						
	102-1 Name of the organization	Grupo Nutresa S.A.		YES	-	-
	102-2 Activities, brands, products, and services	Pages 68, 70, 72, 74, 76, 78, 80, 82, 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 45 ; 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 10.8 trillion. Equity: COP 8.9 trillion. Consolidated net debt: COP 2.4 trillion..		YES	-	-
GRI 102: General disclosures 2016	102-8 Information on employees and other workers	Page 184; Employee gender distribution Page 141; Geographic distribution of direct employees according to their gender and country of origin. Temporary employees: 4,430; Point of sale staff: 4,860; Personnel employed through cooperative organizations: 3; Contractors and other: 7,126. Direct employees under indefinite-term contracts: 21,131; Direct employees under fixed-term contracts: 6,356; Direct employees under specified-purpose contracts: 126.		YES	-	-
	102-9 Supply chain	Page 45 ; Business model.		YES	-	-
	102-10 Significant changes to the organization and its supply chain	Page 19 ; Management report.		YES	-	-
	102-11 Precautionary Principle or approach	Page 43 ; Comprehensive risk management and main business risks. Corporate Environmental Policy , Genetically modified organisms (GMOs) policy		YES	-	7
	102-12 External initiatives	Page 10 ; About this Integrated Report. Subscriber to 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

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT
General Disclosures						
Strategy						
	102-14 Statement from senior decision-maker	Page 19; Management report		YES	-	-
	102-15 Impactos, riesgos y oportunidades	Page 43; Comprehensive risk management and main business risks. Page 45; Business model.		YES	-	-
Ethics and integrity						
	102-16 Values, principles, standards, and norms of behavior	Page 38; Corporate philosophy and performance As one of Grupo Nutresa's policies, the internal training activities focused on asset laundering and terrorism financing risk management 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 56; 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 33; Board of Directors. Page 35; 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. The Board of Directors has multiple support committees for the performance of its duties. The committees are the following: the Strategic Planning and Sustainability Committee; the Corporate Governance and Board Matters Committee; the Finance, Audit and Risks Committee; and the Appointment and Remuneration Committee. The Committee of Finance, Audit and Risks is in charge of analyzing the risks to which the Organization is exposed and minimizing the impact of said risks in the economic, environmental and social contexts.		YES	-	-
	102-19 Delegating authority	Page 35; 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.		YES	-	-

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General Disclosures						
Governance						
GRI 102: General disclosures 2016	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 35; 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. rma directa a la Junta Directiva de Grupo Nutresa S. A.		YES	-	-
	102-21 Consulting stakeholders on economic, environmental, and social topics	Page 13; 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 through 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 33; Board of Directors. The Board of Directors is formed by seven main members. None of the members are executive officers of the Company, and eight of them (four main members and four substitute members) are independent.		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 Good Governance .		YES	[ODS 5] [ODS 16]	-
	102-25 Conflicts of interes.	Page 22; Conflicts of interest that have occurred and performance of the members of the Board of Directors from the 2018 Corporate Governance Report .		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, which is focuses mainly 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 19; Information on the execution of assessment processes to the Board of Directors and the Executive Management from the Corporate Governance Report 2018 .		YES	-	-

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General Disclosures						
GRI 102: General disclosures 2016	Governance					
	102-29 Identifying and managing economic, environmental, and social impacts	The Committee of Finance, Audit and Risks 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 Committee of Finance, Audit and Risks 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. el impacto de dichos riesgos, midiéndolo y reportándolo .		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. Likewise, 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 submitted to the highest governance body	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.		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 Disclosures							
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 13; Engagement model		YES	-	-	
	102-41 Collective bargaining agreements	Page 186; Progress achieved in 2018 In 2018, 14.7% of the employees were members of unions and 46.0% of them were part of collective bargaining agreements.		YES	-	-	
	102-42 Identifying and selecting stakeholders	Page 5; Engagement model		YES	-	-	
	102-43 Approach to stakeholder engagement	Page 6; Engagement model		YES	-	-	
	102-44 Key topics and concerns raised with regard to stakeholder engagement	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 251; NOTE No. 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 14; Materiality analysis		YES	-	-	
	102-47 List of material topics	Page 14; Materiality analysis		YES	-	-	
	102-48 Restatements of information	Page 10; About this Integrated Report		YES	-	-	
	102-49 Changes in reporting	Page 10; About this Integrated Report		YES	-	-	
	102-50 Reporting period	Page 10; About this Integrated Report		YES	-	-	
	102-51 Date of most recent report	Previous report: Integrated Report 2017 .		YES	-	-	
	102-52 Reporting cycle	Annual		YES	-	-	
	102-53 Contact point for questions regarding the report	Page 8; Corporate Contacts		YES	-	-	
	102-54 Claims of reporting in accordance with the GRI Standards	Page 10; About this Integrated Report. Page 19; 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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General Disclosures																									
Economic Performance																									
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Pages 89 and 199; Riesgos y oportunidades		YES	-	-																			
	103-2 The management approach and its components	Pages 88 and 198; Estrategia		YES	-	-																			
	103-3 Evaluation of the management approach	Pages 88, 93, 198 and 201; Progress achieved in 2018. Pages 91 and 200; Success stories and acknowledgments.		YES	-	-																			
GRI 201: Desempeño Económico 2016	201-1 Direct economic value generated and distributed	Page 96		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		YES	-	-																			
	201-4 Asistencia financiera recibida del gobierno	<table border="1"> <thead> <tr> <th>COP billions</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Deductions and tax credits</td> <td>587.29</td> <td>364.68</td> <td>368.34</td> <td>479.14</td> </tr> <tr> <td>Subsidies</td> <td>3.88</td> <td>5.55</td> <td>5.31</td> <td>0.96</td> </tr> <tr> <td>Tax incentives</td> <td>51.15</td> <td>24.10</td> <td>23.15</td> <td>32.13</td> </tr> </tbody> </table> <p>In 2018, 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 were reported at zero.</p>	COP billions	2015	2016	2017	2018	Deductions and tax credits	587.29	364.68	368.34	479.14	Subsidies	3.88	5.55	5.31	0.96	Tax incentives	51.15	24.10	23.15	32.13	The data according to region are not available at the moment. These data will be collected and included in the 2020 report.	YES	-
COP billions	2015	2016	2017	2018																					
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Subsidies	3.88	5.55	5.31	0.96																					
Tax incentives	51.15	24.10	23.15	32.13																					
Market Presence																									
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 137; Risks and opportunities		YES	-	-																			
	103-2 The management approach and its components	Page 136 and 169; Strategy		YES	-	-																			
	103-3 Evaluation of the management approach	Pages 136 and 139; Progress achieved in 2018. Page 138; 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 144	Currently not available if the third parties receive payments in excess of the local minimum. These data will be collected and included in the 2020 report.	YES	-	-																			
	202-2 Proportion of senior management hired from the local community	Page 142 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.		YES	[ODS 8]	-																			

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Material topics																																																																
Market Presence																																																																
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 157; Risks and opportunities		YES	-	-																																																										
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-																																																										
	103-3 Evaluation of the management approach	Pages 156 and 159; Progress achieved in 2018. Page 158; Success stories and acknowledgments.		YES	-	-																																																										
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Page 169; Grupo Nutresa's local purchases		YES	-	-																																																										
Anti-corruption																																																																
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 51 and 59; Risks and opportunities		YES	-	-																																																										
	103-2 The management approach and its components	Page 50 and 58; Strategy		YES	-	-																																																										
	103-3 Evaluation of the management approach	Pages 50, 53, 58 and 61; Progress achieved in 2018. Pages 52 and 60; Success stories and acknowledgments.		YES	-	-																																																										
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>Page 61; Risk and crisis</p> <p>In 2018, 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).</p>		YES	-	-																																																										
	205-2 Communication and training about anti-corruption policies and procedures	<p>Page 58; Progress. Page 61; Risk and crisis.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Governance body</th> <th colspan="2">Empleados</th> <th>Socios</th> </tr> <tr> <th>Employees</th> <th>Trained</th> <th>Informed</th> <th>Trained</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>N/A</td> </tr> <tr> <td>Mexico</td> <td>5 / 45%</td> <td>5 / 100%</td> <td>484 / 100%</td> <td>484 / 100%</td> <td>N/A</td> </tr> <tr> <td>Costa Rica</td> <td>7 / 100%</td> <td>4 / 57%</td> <td>1,465 / 99%</td> <td>252 / 17%</td> <td>257 / 100%</td> </tr> <tr> <td>Dominican Republic</td> <td>5 / 100%</td> <td>5 / 100%</td> <td>255 / 100%</td> <td>255 / 100%</td> <td>N/A</td> </tr> <tr> <td>Panama</td> <td>1 / 100%</td> <td>1 / 100%</td> <td>2 / 2%</td> <td>2 / 2%</td> <td>0 / 0%</td> </tr> <tr> <td>Colombia</td> <td>11 / 92%</td> <td>6 / 50%</td> <td>1,236 / 86%</td> <td>1,042 / 72%</td> <td>494 / 56%</td> </tr> <tr> <td>Chile</td> <td>14 / 100%</td> <td>14 / 100%</td> <td>9 / 0%</td> <td>9 / 0%</td> <td>0 / 0%</td> </tr> <tr> <td>Grupo Nutresa</td> <td>127 / 86%</td> <td>111 / 75%</td> <td>17,464 / 71%</td> <td>15,727 / 64%</td> <td>5,338 / 36%</td> </tr> </tbody> </table>		Governance body		Empleados		Socios	Employees	Trained	Informed	Trained	Informed and trained	United States	0 / 0%	0 / 0%	0 / 0%	0 / 0%	N/A	Mexico	5 / 45%	5 / 100%	484 / 100%	484 / 100%	N/A	Costa Rica	7 / 100%	4 / 57%	1,465 / 99%	252 / 17%	257 / 100%	Dominican Republic	5 / 100%	5 / 100%	255 / 100%	255 / 100%	N/A	Panama	1 / 100%	1 / 100%	2 / 2%	2 / 2%	0 / 0%	Colombia	11 / 92%	6 / 50%	1,236 / 86%	1,042 / 72%	494 / 56%	Chile	14 / 100%	14 / 100%	9 / 0%	9 / 0%	0 / 0%	Grupo Nutresa	127 / 86%	111 / 75%	17,464 / 71%	15,727 / 64%	5,338 / 36%		YES	[ODS 16]
	Governance body			Empleados		Socios																																																										
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United States	0 / 0%	0 / 0%	0 / 0%	0 / 0%	N/A																																																											
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Material topics								
Anticorrupción								
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 56; Ethics Hotline 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 59; Risks and opportunities		YES	-	-		
	103-2 The management approach and its components	Page 58; Strategy		YES	-	-		
	103-3 Evaluation of the management approach	Pages 58 and 61; Progress achieved in 2018. Page 60; Success stories and acknowledgments.		YES	-	-		
GRI 206: Comportamiento anti-competitivo 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	There were no lawsuits for anti-competitive behavior, monopoly practices and practices that damage the free competition in 2018.		YES	-	-		
Materials								
GRI 103: Enagement approach 2016	103-1 Explanation of the material topic and its boundary	Page 227; Risks and opportunities		YES	-	-		
	103-2 The management approach and its components	Page Page 226; Strategy		YES	-	-		
	103-3 Evaluation of the management approach	Pages 226 and 229; Progress achieved in 2018. Page 228; Success stories and acknowledgments.		YES	-	-		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 229; Consumo de material de empaque				YES	[ODS 8] [ODS 12]	
			2015	2016	2017			2018
		Commodities (tons)	614,240	631,370	621,862			899,007
		Liquid fuels (gallons)	173,836	108,661	72,741			143,716
Gas fuels (thousands of m3)		32,968	34,376	34,280	31,620			
Solid fuels (tons)		842	319	174	535			
Renewable packaging materials (tons)	27,042	18,994	20,905	20,416				
Non-renewable packaging materials (tons)		21,382	20,263	21,696				
		Commodities (coffee, cold cuts, wheat, cocoa, oils, fats, soy, sugar, milks).						
	301-2 Recycled input materials used	Page 232		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 currently available. These data are expected to be available by 2020.					

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Material topics																																						
Energy																																						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 219; Risks and opportunities		YES	-	-																																
	103-2 The management approach and its components	Page Page 218; Strategy		YES	-	-																																
	103-3 Evaluation of the management approach	Pages 218 - 221; Progress achieved in 2018. Page 220; Success stories and acknowledgments.		YES	-	-																																
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>Page 46; Business model. Page 221; Total energy consumption.</p> <table border="1"> <thead> <tr> <th>2017</th> <th>No renovable GWh</th> <th>Renovable GWh</th> <th>electricidad GWh</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>305.61</td> <td>70.29</td> <td>151.10</td> </tr> <tr> <td>Mexico</td> <td>2.55</td> <td>1.16</td> <td>8.50</td> </tr> <tr> <td>Costa Rica</td> <td>27.82</td> <td>2.15</td> <td>9.30</td> </tr> <tr> <td>Panama</td> <td>3.43</td> <td>0</td> <td>5.00</td> </tr> <tr> <td>Peru</td> <td>11.40</td> <td>0</td> <td>8.77</td> </tr> <tr> <td>Chile</td> <td>41.24</td> <td>57.39</td> <td>31.10</td> </tr> <tr> <td>Dominican Republic</td> <td>1.88</td> <td>0</td> <td>4.61</td> </tr> </tbody> </table> <p>Grupo Nutresa did not sell energy in 2018. 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 regulation, Colombia has an energy rational use plan for which the Organization has established goals regarding each one of its Businesses.</p>	2017	No renovable GWh	Renovable GWh	electricidad GWh	Colombia	305.61	70.29	151.10	Mexico	2.55	1.16	8.50	Costa Rica	27.82	2.15	9.30	Panama	3.43	0	5.00	Peru	11.40	0	8.77	Chile	41.24	57.39	31.10	Dominican Republic	1.88	0	4.61		YES	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8
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302-2 Energy consumption outside of the organization	Page 176; Environmentally friendly sales processes		YES	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	
302-3 Energy intensity	Page 221		YES	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																	
302-4 Reduction of energy consumption	Page 222; Reduction of electric power consumption in the operations. Page 223; 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 currently available. The data regarding this matter 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	RELATED SDGS	GLOBAL COMPACT																																								
Material topics																																														
Water																																														
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 199; 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 201; Progress achieved in 2018. Page 200; Success stories and acknowledgments.		YES	-	-																																								
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 204; Basin management. Page 205; Regulation. Page 205; Water usage and conservation. Page 206; Water security management. Page 198; Progress achieved in 2018. Page 203; Management of the impact related to water disposal.		YES	[ODS 6]	8, 9																																								
	303-2 Management of water discharge related impacts.	Page 198; Progreso. Page 203; Gestión de los impactos relacionados con el vertimiento.																																												
	303-3 Water withdrawal	<p>Page 46; Business model. Page 201; Supply sources. Page 202; Total water withdrawal by source. Page 204; Hydrological risk distribution.</p> <table border="1"> <thead> <tr> <th></th> <th>Aqueduct water (thousand m³)</th> <th>Surface water (thousand m³)</th> <th>Under-ground water (thousand m³)</th> <th>Rainwater (thousands of m³)</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>1,188.7</td> <td>61.3</td> <td>29.7</td> <td>0.0</td> </tr> <tr> <td>Peru</td> <td>33.9</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>Costa Rica</td> <td>44.9</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>Mexico</td> <td>26.0</td> <td>0.0</td> <td>0.1</td> <td>0.0</td> </tr> <tr> <td>Chile</td> <td>97.2</td> <td>0.0</td> <td>376.2</td> <td>0.0</td> </tr> <tr> <td>Dominican Republic</td> <td>46.1</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>Panama</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> </tr> </tbody> </table> <p>Water catchment or withdrawal from 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 (thousand m ³)	Surface water (thousand m ³)	Under-ground water (thousand m ³)	Rainwater (thousands of m ³)	Colombia	1,188.7	61.3	29.7	0.0	Peru	33.9	0.0	0.0	0.0	Costa Rica	44.9	0.0	0.0	0.0	Mexico	26.0	0.0	0.1	0.0	Chile	97.2	0.0	376.2	0.0	Dominican Republic	46.1	0.0	0.0	0.0	Panama	0.0	0.0	0.0	0.0		YES	[ODS 6]	8, 9
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Panama	0.0	0.0	0.0	0.0																																										
303-4 Water discharge	Page 203; Wastewater discharge by quality and destination.	The data related to the discharge of fresh and non-fresh water by receiving source are not currently available for any location, including zones under hydrological stress. The data regarding this matter will be collected and included in the report for 2020.	YES	[ODS 6] [ODS 8] [ODS 10]	8, 9																																									
303-5 Water consumption		These data are not available at the moment. The data regarding this matter will be collected and included in the report for 2020.	Si	[ODS 6] [ODS 8] [ODS 10]	8, 9																																									
Emisiones																																														
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 209; Risks and opportunities		YES	-	-																																								
	103-2 The management approach and its components	Page 208; Strategy		YES	-	-																																								
	103-3 Evaluation of the management approach	Pages 208 and 211; Progress achieved in 2018. Page 210; Success stories and acknowledgments.		YES	-	-																																								

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT																
Material topics																						
Emissions																						
GRI 305: Emissions 2016	305-1 Emisiones directas de GEI (Alcance 1)	<p>Page 46; Business model. Page 212; Direct and indirect emissions (scopes 1 and 2)</p> <table border="1" data-bbox="717 462 1193 741"> <thead> <tr> <th>2017</th> <th>Scope 1 emissions (tons of CO₂eq)</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>69,595.9</td> </tr> <tr> <td>Peru</td> <td>2,939.5</td> </tr> <tr> <td>Costa Rica</td> <td>7,253.0</td> </tr> <tr> <td>Mexico</td> <td>751.5</td> </tr> <tr> <td>Chile</td> <td>8,809.3</td> </tr> <tr> <td>Dominican Republic</td> <td>505.5</td> </tr> <tr> <td>Panama</td> <td>873.7</td> </tr> </tbody> </table> <p>Direct emissions occur due to the leaks of refrigerants and the use of fuels. The Organization keeps 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 for each one of the production plants. The emission factors for Colombia can be checked on the FECOC chart. For Mexico, Peru and Chile, the Organization used the CO2 emission factors data published by the IPCC for 2017: "2006 IPCC Guidelines for National GHG Inventories," vol. 2. Chapter 2 – Stationary Combustion, Table 2.2. For the calculation of Grupo Nutresa's GHG 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 according to the operational control.</p>	2017	Scope 1 emissions (tons of CO ₂ eq)	Colombia	69,595.9	Peru	2,939.5	Costa Rica	7,253.0	Mexico	751.5	Chile	8,809.3	Dominican Republic	505.5	Panama	873.7		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 46; Business model. Page 212; Direct and indirect emissions (scopes 1 and 2)</p> <table border="1" data-bbox="717 1187 1193 1452"> <thead> <tr> <th></th> <th>Scope 2 emissions (tons CO₂e)</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>0</td> </tr> <tr> <td>Peru</td> <td>1.225,7</td> </tr> <tr> <td>Costa Rica</td> <td>700,9</td> </tr> <tr> <td>Mexico</td> <td>4.945,7</td> </tr> <tr> <td>Chile</td> <td>7.858,8</td> </tr> <tr> <td>Dominican Republic</td> <td>2.936,4</td> </tr> <tr> <td>Panama</td> <td>1.028,7</td> </tr> </tbody> </table> <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 according to the control of the operations.</p>		Scope 2 emissions (tons CO ₂ e)	Colombia	0	Peru	1.225,7	Costa Rica	700,9	Mexico	4.945,7	Chile	7.858,8	Dominican Republic	2.936,4	Panama	1.028,7		YES	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8	
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Material topics																
Emissions																
GRI 305: missions 2016	305-3 Other indirect (Scope 3) GHG emissions	Page 214 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 IPCC's 2007 Table A.1 (IPCC 2007, Table 2.14, Clause 2). The CO2 emission 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 2018 travel records were collected and the emissions were assessed by means of the carbon calculator of icao.int for each trip traveled.		YES	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8										
	305-4 GHG emissions intensity	Page 212; Direct and indirect emissions (scopes 1 and 2)		YES	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8										
	305-5 Reduction of GHG emissions	Page 213		YES	[ODS 13] [ODS 14] [ODS 15]	8										
	305-6 Emissions of ozone-depleting substances (ODS)	<table border="1"> <thead> <tr> <th>Colombia</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>R-22 (Kg of CFC-11)</td> <td>172.0</td> <td>209.6</td> <td>112.7</td> <td>895</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.</p>	Colombia	2015	2016	2017	2018	R-22 (Kg of CFC-11)	172.0	209.6	112.7	895	Actualmente no disponible Emisiones de sustancias que agotan la capa de Ozono de otros países. Se recopilara y reportará en informe 2018.	YES	[ODS 3] [ODS 12]	8
	Colombia	2015	2016	2017	2018											
R-22 (Kg of CFC-11)	172.0	209.6	112.7	895												
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Page 216 The emissions come from the heating sources at each production plant: furnaces and boilers and from the coffee roasting process. For the calculation, the Organization uses the emission factors established by the EPA (Environmental Protection Agency – Emission Factors AP-42).			YES	[ODS 3] [ODS 12] [ODS 14] [ODS 15]	8										

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Material topics																																																																																					
Effluent and waste																																																																																					
GRI 103: Effluents and waste 2016	103-1 Water discharge by quality and destination	Page 235 and 227; Risks and opportunities		YES	-	-																																																																															
	103-2 The management approach and its components	Page 234 and 226; Strategy		YES	-	-																																																																															
	103-3 Evaluation of the management approach	Page 234, 237, 226 and 229; Progress achieved and 2018. Pages 228 and 236; Success stories and acknowledgments.		YES	-	-																																																																															
GRI 306: Effluents and waste 2016	306-1 Water discharge by quality and destination	In 2018, Grupo Nutresa adopted the new Water Standard 2018. This indicator has been already covered in GRI 303-4 Water discharge.		YES	[ODS 3] [OSD 6] [ODS 12] [ODS 14]	8																																																																															
	306-2 Waste by type and disposal method	<p>Page 237; Total weight of waste</p> <table border="1"> <thead> <tr> <th>Colombia</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Ordinary – Landfill (tons)</td> <td>1,937</td> <td>1,903</td> <td>1,750</td> <td>1,629.2</td> </tr> <tr> <td>Organic – Commercialized (tons)</td> <td>7,598</td> <td>8,063</td> <td>7,501</td> <td>7,261.7</td> </tr> <tr> <td>Recycled materials (tons)</td> <td>7,728</td> <td>7,563</td> <td>7,138</td> <td>7,219.6</td> </tr> <tr> <td>Waste for composting (tons)</td> <td>1,669</td> <td>2,348</td> <td>2,471</td> <td>2,984.1</td> </tr> <tr> <td>Reusable hazardous waste (tons)</td> <td>390</td> <td>149</td> <td>46</td> <td>38.4</td> </tr> <tr> <td>Non-reusable hazardous waste (tons)</td> <td>96</td> <td>99</td> <td>100</td> <td>142.1</td> </tr> <tr> <td>Total (tons)</td> <td>19,418</td> <td>20,126</td> <td>19,006</td> <td>19,275.1</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Mexico, Costa Rica, Peru, Chile, Dominican Republic and Panama</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Ordinary – Landfill (tons)</td> <td>2,655</td> <td>2,701</td> <td>2,559</td> <td>1,897.3</td> </tr> <tr> <td>Organic – Commercialized (tons)</td> <td>13,954</td> <td>16,684</td> <td>15,841</td> <td>11,286.3</td> </tr> <tr> <td>Recycled materials (tons)</td> <td>2,521</td> <td>2,853</td> <td>3,099</td> <td>3,060.9</td> </tr> <tr> <td>Waste for composting (tons)</td> <td>975</td> <td>941</td> <td>1,037</td> <td>2,100.3</td> </tr> <tr> <td>Reusable hazardous waste (tons)</td> <td>7</td> <td>9</td> <td>16</td> <td>15.5</td> </tr> <tr> <td>Non-reusable hazardous waste (tons)</td> <td>23</td> <td>21</td> <td>19</td> <td>37.0</td> </tr> <tr> <td>Total</td> <td>20,135</td> <td>23,209</td> <td>22,571</td> <td>18,397.3</td> </tr> </tbody> </table> <p>Data for the Dominican Republic included since 2016 and for Panama since 2017.</p>	Colombia	2015	2016	2017	2018	Ordinary – Landfill (tons)	1,937	1,903	1,750	1,629.2	Organic – Commercialized (tons)	7,598	8,063	7,501	7,261.7	Recycled materials (tons)	7,728	7,563	7,138	7,219.6	Waste for composting (tons)	1,669	2,348	2,471	2,984.1	Reusable hazardous waste (tons)	390	149	46	38.4	Non-reusable hazardous waste (tons)	96	99	100	142.1	Total (tons)	19,418	20,126	19,006	19,275.1	Mexico, Costa Rica, Peru, Chile, Dominican Republic and Panama	2015	2016	2017	2018	Ordinary – Landfill (tons)	2,655	2,701	2,559	1,897.3	Organic – Commercialized (tons)	13,954	16,684	15,841	11,286.3	Recycled materials (tons)	2,521	2,853	3,099	3,060.9	Waste for composting (tons)	975	941	1,037	2,100.3	Reusable hazardous waste (tons)	7	9	16	15.5	Non-reusable hazardous waste (tons)	23	21	19	37.0	Total	20,135	23,209	22,571	18,397.3		YES	[ODS 3] [OSD 6] [ODS 12]
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Material topics						
Effluent and waste						
GRI 306: Effluents and waste 2016	306-3 Significant spills	There were no significant spill accidents in 2018.		YES	[ODS 3] [ODS 6] [ODS 12]	8
	306-4 Transport of hazardous waste	In 2018, 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 157; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 58 y 61: Progress achieved in 2018. Page 60: Success stories and acknowledgments.		YES	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 63		YES	[ODS 16]	-
Supplier Environmental Assessment						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 157; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Page 156 and 159; Progress achieved in 2018. Page 158; 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. Page 160		YES	-	8
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 161		YES	-	8
Employment						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 137; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 136; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 136 and 139; Progress achieved in 2018. Page 138; 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 142</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>2,471</td> <td>1,359</td> <td>286</td> <td>226</td> <td>1,644</td> <td>1,738</td> </tr> <tr> <td>Employee rotation ratio</td> <td>17.16%</td> <td>28.98%</td> <td>11.16%</td> <td>15.17%</td> <td>60.64%</td> <td>47.90%</td> </tr> </tbody> </table> <p>The method for calculating employee turnover or rotation. Since 2016, the rotation 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	2,471	1,359	286	226	1,644	1,738	Employee rotation ratio	17.16%	28.98%	11.16%	15.17%	60.64%	47.90%		YES	[ODS 8]	3
		Production operations		Distribution and commercialization		Retail Food																											
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New employees	2,471	1,359	286	226	1,644	1,738																											
Employee rotation ratio	17.16%	28.98%	11.16%	15.17%	60.64%	47.90%																											
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>98%</td> <td>35%</td> <td>6%</td> </tr> <tr> <td>Medical insurance</td> <td>21%</td> <td>16%</td> <td>6%</td> </tr> <tr> <td>Extra-legal consideration due to inability or disability</td> <td>56%</td> <td>6%</td> <td>6%</td> </tr> <tr> <td>Maternity leave</td> <td>88%</td> <td>42%</td> <td>24%</td> </tr> <tr> <td>Paternity leave</td> <td>88%</td> <td>39%</td> <td>38%</td> </tr> </tbody> </table>		Full-time direct employees	Part-time direct employees	Temporary employees	Life insurance	98%	35%	6%	Medical insurance	21%	16%	6%	Extra-legal consideration due to inability or disability	56%	6%	6%	Maternity leave	88%	42%	24%	Paternity leave	88%	39%	38%		YES	[ODS 8]	-				
	Full-time direct employees	Part-time direct employees	Temporary employees																														
Life insurance	98%	35%	6%																														
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Extra-legal consideration due to inability or disability	56%	6%	6%																														
Maternity leave	88%	42%	24%																														
Paternity leave	88%	39%	38%																														
401-3 Parental leave	<p>The Organization does not keep track of the levels of reincorporation to work after parental leave. Nevertheless, the Company does have conciliation measures for parents who seek family-life balance.</p>		The levels of reincorporation to work after parental leave are not currently available. 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 137; Risks and opportunities		YES	-	-																											
	103-2 The management approach and its components	Page 136; Strategy		YES	-	-																											
	103-3 Evaluation of the management approach	Page 136 and 139; Progress achieved in 2018. Page 138; Success stories and acknowledgments.		YES	-	-																											
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<p>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.</p>		YES	[ODS 8]	-																											

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT
Material topics						
Occupational Health and Safety						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 147; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 146; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 146 and 149; Progress achieved in 2018. Page 148; Success stories and acknowledgments.		YES	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system.	Page 149; Workplace health and safety management through the incorporation of world-class standards.		YES	[ODS 8]	-
	403-2 Hazard identification, risk assessment, and incident investigation.	Page 149; Workplace health and safety management through the incorporation of world-class standards.		YES	[ODS 1] [ODS 8]	-
	403-3 Occupational health services	Page 149; Workplace health and safety management through the incorporation of world-class standards.		YES	[ODS 1] [ODS 8]	-
	403-4 Worker participation, consultation, and communication on occupational health and safety.	Page 151; Worker participation, consultation, and communication on occupational health and safety. 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]	-
	403-5 Worker training on occupational health and safety.	Page 153; Worker training on occupational health and safety				
	403-6 Formación del trabajador en seguridad y salud laboral.	Grupo Nutresa's companies work relentlessly in the prevention of catastrophic illnesses, especially those related to "all types of congenital heart anomalies and all types of heart valve diseases." For this reason, the Organization has the Healthy Organizations Certification program (PCOS V4), which is standardized by the Colombian Heart Foundation and certified by TUV RHEINLAND. This management system is focused on the prevention of the cardiovascular risk and other non-communicable chronic diseases, based on six basic action lines: culture of care, physical activity, healthy diet, smoke-free environments, women's care and positive thinking, with the purpose of building a culture that incorporates healthy lifestyles and habits, while strengthening our philosophy of a balanced life for all our employees.				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Page 149; Workplace health and safety management through the incorporation of world-class standards.				
	403-8 Workers covered by an occupational health and safety management system.	Page 151; Employees and third-party contractors covered by occupational health and safety systems.				
	403-9 Work-related injuries.	Page 154; Occupational health and safety. In 2018, there was one fatality of a contractor. The most frequent accidents are the following: Same-level falls, entrapment and hits by or on objects. The accident frequency rate and LTIFR indicators do not include the operations of either the Retail Food Business in Colombia and Opperar.				
	403-10 Work-related ill health	Page 154; Occupational health and safety.				

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT																																		
Material topics																																								
Training and Education																																								
GRI 103: Enfoque de gestión 2016	103-1 Explanation of the material topic and its boundary	Page 137; Risks and opportunities		YES	-	-																																		
	103-2 The management approach and its components	Page 136; Strategy		YES	-	-																																		
	103-3 Evaluation of the management approach	Page 138 and 139; Progress achieved in 2018. Page 138; Success stories and acknowledgments.		YES	-	-																																		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 139; Employee training <table border="1" data-bbox="762 629 1257 832"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Management</th> <th colspan="2">Administrative</th> <th colspan="2">Operating Staff</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>Number of people</td> <td>106</td> <td>51</td> <td>6,585</td> <td>3,816</td> <td>9,956</td> <td>5,118</td> </tr> <tr> <td>Hours of training</td> <td>3,741</td> <td>2,831</td> <td>246,548</td> <td>177,200</td> <td>292,922</td> <td>114,748</td> </tr> <tr> <td>Average hours</td> <td>35.3</td> <td>55.5</td> <td>37.4</td> <td>46.4</td> <td>29.4</td> <td>22.4</td> </tr> </tbody> </table>		Management		Administrative		Operating Staff		M	W	M	W	M	W	Number of people	106	51	6,585	3,816	9,956	5,118	Hours of training	3,741	2,831	246,548	177,200	292,922	114,748	Average hours	35.3	55.5	37.4	46.4	29.4	22.4		YES	[ODS 4] [ODS 5] [ODS 8]	-
		Management		Administrative		Operating Staff																																		
		M	W	M	W	M	W																																	
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Average hours	35.3	55.5	37.4	46.4	29.4	22.4																																		
404-2 Programs for upgrading employee skills and transition assistance programs	Page 140; Skills and training management programs.		YES	[ODS 8]	-																																			
404-3 Percentage of employees receiving regular performance and career development reviews	Page 143; Regular performance assessments.	Actualmente no disponible 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 173; Risks and opportunities		YES	-	-																																		
	103-2 The management approach and its components	Page 172; Strategy		YES	-	-																																		
	103-3 Evaluation of the management approach	Pages 172 and 175; Progress achieved in 2018. Page 174; Success stories and acknowledgments.		YES	-	-																																		
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Page 183; Number of people with some type of disability. Page 184; Employee distribution by gender.		YES	[ODS 5] [ODS 8]	-																																		
	405-2 Ratio of basic salary and remuneration of women to men	Page 185 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 181; Risks and opportunities		YES	-	-																																		
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-																																		
	103-3 Evaluation of the management approach	Pages 180 and 183; Progress achieved in 2018. Page 182; Success stories and acknowledgments.		YES	-	-																																		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 186 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	RELATED SDGS	GLOBAL COMPACT
General topics						
Freedom of Association and Collective Bargaining						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 181; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 180 and 183; Progress achieved in 2018. Page 182; Success stories and acknowledgments.		YES	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operaciones y proveedores en los cuales la libertad de asociación o negociación colectiva pueden estar en riesgo	Page 186 Risk assessment in 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 181; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-
	103-3 valuation of the management approach	Pages 180 and 183; Progress achieved in 2018. Page 182; Success stories and acknowledgments.		YES	-	-
GRI 408: Child Labor 2016	408-1 perations and suppliers at significant risk for incidents of child labor	Page 186 Risk assessment in 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 181; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-
	103-3 Evaluation of the management	Pages 180 and 183; Progress achieved in 2018. Page 182; Success stories and acknowledgments.		YES	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operaciones y proveedores con riesgo significativo de indecentes de trabajo forzoso	Page 186 Risk assessment in 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 181; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 180 and 183; Progress achieved in 2018. Page 182; Success stories and acknowledgments.		YES	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in Human Rights policies or procedures	Page 184 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	RELATED SDGS	GLOBAL COMPACT	
General topics							
Rights of Indigenous Peoples							
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 181; Risks and opportunities		YES	-	-	
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-	
	103-3 Evaluation of the management approach	Pages 180 y 183; Progress achieved in 2018. Page 182; 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 focused on strengthening the economic development through productive initiatives and food sovereignty, and at maintaining and strengthening their identity, language and religion.		YES	-	1, 2	
Evaluación en derechos humanos							
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 181; Risks and opportunities		YES	-	-	
	103-2 The management approach and its components	Page 180; Strategy		YES	-	-	
	103-3 Evaluation of the management approach	Pages 180 and 183; Progress achieved in 2018. Page 182; 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 61		YES	YES	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					
412-2 Employee training on Human Rights policies or procedures	Page 186 48% of the employees received training, accounting for a total of 22,134 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 2018. 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 Elanation of the material topic and its boundary	Page 157; Risks and opportunities		YES	-	-	
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-	
	103-3 Evaluation of the management approach	Pages 156 and 159; Progress achieved in 2018. Page 158; Success stories and acknowledgments.		YES	-	-	

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT
General topics						
Supplier Social Assessment						
GRI 414: Evaluación social de proveedores 2016	414-1 New suppliers that were screened using social criteria	Page 160 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 161		YES	-	8
Customer Health and Safety						
GRI 103: anagement approach 2016	103-1 Explanation of the material topic and its boundary	Page 111; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 110; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 110 and 113; Pogress achieved in 2018. Page 112; 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 1114		YES	-	1
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 132		YES	[ODS 16]	-
Marketing and Labeling						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 111; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 110; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 110 y 113; Progress achieved in 2018. Page 112; Success stories and acknowledgments.		YES	-	-
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	Page 117		YES	[ODS 12]	8
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 116		YES	[ODS 16]	8
	417-3 Incidents of non-compliance concerning marketing communications	Page 116				
Customer Privacy						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 173; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 172; Strategy		YES	-	-
	103-3 valuation of the management approach	Pages 172 and 175; Progress achieved in 2018. Page 174; Success stories and acknowledgments.		YES	-	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT
General 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 2018.		YES	-	-
Socioeconomic Compliance						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 59; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 58; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 58 and 61; Progress achieved in 2018. Page 60; 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 63		YES	-	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT					
Material topics											
Transverse Sourcing											
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 59; Risks and opportunities		YES	-	-					
	103-2 The management approach and its components	Page 58; Strategy		YES	-	-					
	103-3 Evaluation of the management approach	Pages 58 and 61; Progress achieved in 2018. Page 60; Success stories and acknowledgments.		YES	-	-					
GRI G4 Transverse Sourcing	FP1 Sourcing policy compliance mechanisms	Page 162				1, 2					
	FP2 Purchases compliant with internationally recognized responsible production standards	<table border="1"> <thead> <tr> <th>Purchases compliant with at least one certification 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>0,32</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>34</td> </tr> </tbody> </table>	Purchases compliant with at least one certification standard	%	COCOA: Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0,32	COFFEE: Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	34		YES	[ODS 2] [ODS 12] [ODS 14] [ODS 15]
Purchases compliant with at least one certification standard	%										
COCOA: Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0,32										
COFFEE: Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	34										
Employment											
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 157; Risks and opportunities		YES	-	-					
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-					
	103-3 Evaluation of the management approach	Pages 156 y 159; Progress achieved in 2018. Page 158; Success stories and acknowledgments.		YES	-	-					
GRI G4 Employment	FP3 Working time lost due to industrial disputes, strikes and/or lock-outs	There were no strikes, lock-outs or disputes affecting the operations in 2018.		YES	[ODS 8]	1					
Customer Health and Safety											
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 111; Risks and opportunities		YES	-	-					
	103-2 The management approach and its components	Page 110; Strategy		YES	-	-					
	103-3 Evaluation of the management approach	Pages 110 and 113; Progress achieved in 2018. Page 112; Success stories and acknowledgments.		YES	-	-					
GRI G4 Customer Health and Safety	FP5 Products manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Page 131		YES	[ODS 2]	-					
	FP6 Products sold that are lowered in critical nutrients	Percentage of products sold that were lowered in critical nutrients in 2016-2018: 25.6% for Grupo Nutresa.		YES	[ODS 2]	-					
	FP7 Products sold that contain increased nutritious ingredients	Percentage of products sold that were increased in critical nutritious ingredients in 2016-2018: 1.0% for Grupo Nutresa.		YES	[ODS 2]	-					

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATED SDGS	GLOBAL COMPACT
Specific standard disclosures for the food processing sector						
Customer Health and Safety						
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Page 157; Risks and opportunities		YES	-	-
	103-2 The management approach and its components	Page 156; Strategy		YES	-	-
	103-3 Evaluation of the management approach	Pages 156 and 159; Progress achieved in 2018. Page 158; Success stories and acknowledgments.		YES	-	-
GRI G4 Animal Welfare	FP9 Animals raised and/or processed	Page 157; Risks and opportunities		YES	-	-
	FP10 Policies and practices related to physical alterations and the use of anesthetic	Page 166		YES	-	-
	FP11 Animals raised and/or processed per housing type	Page 166 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 166		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 2018 due to non-compliance with laws related to the transportation, handling, and slaughter practices for live animals.		YES	-	-