

EMPLOYEES INFORMED AND TRAINED IN THE ORGANIZATION'S POLICIES AND PROCEDURES TO FIGHT CORRUPTION

Levels	2016				2017			
	Colombia	Central America	Total Celsia	% of Employees Informed and Trained	Colombia	Central America	Total Celsia	% of Employees Informed and Trained
Number Level 1: Executive	9	0	9	100%	9	1	10	100%
Number Level 2: Management	19	8	27	100%	19	5	24	100%
Number Level 3: Directors	28	8	36	100%	30	7	37	100%
Number Level 4: Specialists	590	140	730	100%	630	133	763	100%
Number Level 5: Other levels	625	130	755	100%	639	113	752	100%
<b>Total</b>	<b>1,271</b>	<b>286</b>	<b>1,557</b>	<b>100%</b>	<b>1,327</b>	<b>259</b>	<b>1,586</b>	<b>100%</b>

Levels	2018				Central America			
	Colombia	Central America	Total Celsia	% of Employees Informed and Trained	Colombia	Centroamérica	Total Celsia	% of Employees Informed and Trained
Number Level 1: Executive	8	1	9	100%	8	1	9	100%
Number Level 2: Management	36	10	46	100%	36	10	46	100%
Number Level 3: Directors	58	7	65	100%	64	6	70	100%
Number Level 4: Specialists	764	144	908	100%	1,041	141	1,182	100%
Number Level 5: Other levels	537	82	619	100%	555	79	634	100%
<b>Total</b>	<b>1,403</b>	<b>244</b>	<b>1,647</b>	<b>100%</b>	<b>1,704</b>	<b>237</b>	<b>1,941</b>	<b>100%</b>