

# 2021

## Sustainability Report



CAMPOSOL  
CARES  
FROM FARM  
TO FAMILY



# Table of contents

## LETTER FROM THE CEO 3

## 1 ABOUT CAMPOSOL

- 1. Our culture 4
- a. Cultural cornerstones 4

## 2 COMPLIANCE

- 1. Corporate governance 5
  - a. General board of shareholders 5
  - b. Board of directors 5
  - c. Board committees 6
  - Management team 7
- 2. Anti-corruption management 8
  - a. Governance body leadership 8
  - b. Risk assessment 8
  - c. Policies, procedures and controls 8
  - d. Training and broadcasting 8
  - e. Monitoring and assessment 9

## 3 OUR PRODUCTS

- 1. Operations 10
- 2. Supply chain 10
  - a. Planning 10
  - b. Purchases 10
  - c. Warehouse 10
  - d. Post-harvest 11
- 3. Traceability 12
- 4. Labelling 12

## 4 INDIRECT IMPACTS AND SOCIAL INVESTMENT

- 1. Peru 13
  - a. Social infrastructure investment 13
  - b. Educational workshops and programs 14
  - c. COVID-19-related projects 14
  - d. Donations 14
  - e. Corporate voluntary work 15
- 2. Colombia 15
  - a. Own infrastructure 15
  - b. Social infrastructure 15
  - c. Workshops 16
  - d. Donations 16
- 3. Uruguay 16
  - a. Own infrastructure 16
  - b. Social infrastructure 16
  - c. Donations 16

## 5 OUR SUSTAINABLE AGRICULTURE

- 1. Water 17
  - a. Peru 18
  - b. Colombia 19
  - c. Uruguay 19
- 2. Energy 20
  - a. Peru 20
  - b. Colombia 21
  - c. Uruguay 21
- 3. Waste 22
  - a. Peru 22
  - b. Colombia 23
  - c. Uruguay 23
- 4. Biodiversity 24
  - a. Peru 24
  - b. Colombia 26
  - c. Uruguay 26

## 6 COLLABORATORS

- 1. Information on collaborators 28
  - a. Comparative analysis of collaborators by region and gender 28
  - b. Collaborators by age group and gender 29
  - c. Collaborators and executives by position and age group 29
  - d. Collaborators and directors by position and gender 29
  - e. Collaborators by contract and gender 30
  - f. Collaborators by type of contract and gender 30
  - g. New hirings by gender 30
  - h. New hirings by age group 31
  - i. Turnover by gender 31
  - j. Turnover by age group 31
- 2. Benefits 32
- 3. Collective bargaining agreements 32
- 4. Performance assessment 33
- 5. Health and safety 33
  - a. Risks, hazards and accidents 33
  - b. Occupational health services 34
  - c. Participation of workers in the Occupational Safety and Health Management System (OSHMS) 35
  - d. Occupational health and safety trainings 37
  - e. Covid-19 management 37
  - f. Occupational illnesses and diseases 37

## 7 HUMAN RIGHTS 38

## 8 ABOUT THIS REPORT

- 1. Identification of stakeholders and material issues 39
- 2. Relationship to stakeholders 41
- 3. Entities included in the consolidated financial statements 41
  - i. Contact area 44

## 9 APPENDICES 45

# Letter from the CEO

(GRI 102-14)

Dear friends,

We invite you to read our Sustainability Report for year 2021. This year, the second in pandemic, we kept our commitment to being a supplier of healthy food for the families around the world, without compromising our quality, traceability and service. As in 2020, we focus on our efforts to guarantee the health of our collaborators, take care of our plantations and facilities, and contribute to the wellbeing of the neighboring communities.

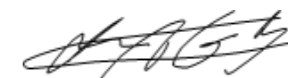
As one of the few vertically integrated companies of agricultural products, we can guarantee a complete control of our supply chain from our own fields to the shelves in the supermarkets, so guaranteeing the quality, safety and best cost for our consumers. Due to our growth, we opened our offices in Switzerland and Costa Rica to perform from there our supply chain, logistics and international distribution management.

Trying to decrease our environmental impact, we carried out, in Peru, a water usage optimization project through improvements in the drip irrigation method. Furthermore, to achieve efficiency in the use of fuels, we implemented electronic controls to make a systematized control of their consumption. In our operation in Uruguay, we implemented a Sanitary Policy to prevent risks that arise from phytosanitary products and, therefore, prevent water contamination.

Likewise, we persist in our purpose of providing support to our neighbors, so we conduct several activities such as construction of infrastructure, voluntary work, and donations, among others. In total, we made an investment of 369 238,49 soles.

Finally, we know that nothing could be possible without our 27 thousand collaborators. This year, keeping our commitment to their wellbeing, we cooperated with the promotion of vaccine administration, conducted vaccination journeys within our facilities with the strategic support from the Ministry of Health. We also kept our commitment to labor rights, so we submitted to internal and external audits that verify the compliance with international standards based on global agreements such as the Global Compact, ILO, RFA, and SMETA.

At Camposol, we work the land to improve lives.



Jose Antonio Gómez-Bazán  
CEO

*Trying to decrease our environmental impact, we carried out, in Peru, a water usage optimization project through improvements in the drip irrigation method.*

# About Camposol

(GRI 102-1, 102-2, 102-4 102-5, 102-6)



*Our value proposition has allowed us to establish long-term relationships with the most important supermarket chains around the world and work directly with them.*

## ABOUT CAMPOSOL

We are Camposol S.A., an agro-exporting company that offers products of the highest quality and complies with the traceability and delivery time commitments under a sustainable and socially responsible model.

Our portfolio of products includes superfoods such as blueberries, avocados, mandarins, and grapes, among others. We are vertically integrated, so we control the process from seed to distribution. To achieve this, we have a commercial platform with offices in the United States, Netherlands, and China. Our value proposition has allowed us to establish long-term relationships with the most important supermarket chains around the world and work directly with them.

(GRI 102-7)

During 2021, our net sales were USD 385 MM, our total debt was USD 457 MM, the total capital was USD 10 MM, and the net worth was USD 410 MM. The share capital did not change.

## 1. OUR CULTURE

(GRI 102-16)

### Mission

Providing our customers around the world with healthy food through operational excellence, innovation and sustainable practices, generating a positive and long-lasting impact on the wellbeing of the communities where we operate, and creating sustainable value for our shareholders.

### Vision

Being the state-of-the-art and reference supplier of healthy and fresh food for the families around the world.

### a. Cultural cornerstones

#### INTEGRITY:

- We guarantee that our actions fully comply with our principles and codes.
- We are consistent between what we say and what we do.
- We have the obligation of raising alarms and

expressing disagreements, regardless of our hierarchical level.

- We take decisions that strengthen our value proposition.

#### RESPONSIBILITY:

- We take on the entire responsibility for our actions and decisions.
- We comply with the commitments taken on regarding scope, time and budget.
- We make sure to have all information for the decision making.
- We delegate or share tasks, not responsibilities.

#### TEAM SPIRIT:

- We transmit a clear and shared strategy with passion.
- We discuss our differences in a direct and frontal way.
- We guarantee the understanding of information.
- We look for synergies and lever up, with trust, in the capabilities of others.

#### EXCELLENCE:

- We constantly assess the performance of our teams.
- We know the detail of the processes under our responsibility.
- We promote innovation and accept disruptive ideas.
- We plan and execute well on the first attempt.



*At Camposol Holding, we are determined to define and comply with the highest corporate governance standards.*



## 1. CORPORATE GOVERNANCE

(GRI 102-18)

Camposol Holding PLC is the parent company that groups Camposol, several subsidiaries, and traders. At Camposol Holding, we are determined to define and comply with the highest corporate governance standards. Therefore, we have taken a set of measures that allow an efficient management and control, which is characterized by transparency and respect to all our stakeholders.

Our governance structure consists of the following:

### **a. General Board of Shareholders**

Our board of directors and management team are devoted to guarantee transparency, fair deal with all shareholders, and responsibility in all forms of communication.

### **b. Board of Directors**

The General Board of Shareholders chooses our Board of Directors, which consists of a sufficient number of members to guarantee an efficient operation and a participative performance, as well as to allow the creation of special committees when necessary.

Likewise, the Board of Directors must be made up of some members that represent the shareholders

and not less than 40% of independent members. In both cases, we are especially careful in guaranteeing that the members come from different specialties and skills and have strong ethical values, knowledge in their field of specialty, and experience in business management.

Our Board of Directors has several functions and responsibilities, the most important of which are, among others, the following:

- Assessing and approving Camposol Holding group's strategy and objectives and guaranteeing their compliance.
- Safeguarding the reliability of the financial statements.
- Assessing, together with the Audit, Internal Control and Risk Committee, the business risks. Furthermore, it has a compliance officer that is in charge of the corruption risk matrices.
- Looking out for the compliance of the Code of Conduct and Anti-corruption Policy and approving their amendments.
- Approving the salary and incentive policies through the Corporate Governance and Talent Committee.
- Annually assessing its management.
- Supervising and assessing the performance of the committees.

### **c. Board Committees**

(GRI 102-18)

#### **Corporate Governance and Talent Committee**

Its role is to support the management and guarantee that the good corporate governance practices are implemented to achieve long-term objectives. Its most important functions are:

- Review, assess and improve the corporate governance practices according to their current requirements and the future company structure.
- Safeguard the compliance with the approved corporate governance practices.
- Develop the Board of Directors' and individual evaluation process.
- Propose the General Manager's annual evaluation.
- Review and approve the implementation of the General Board of Shareholders, Management and Senior Management's comprehensive compensation plan.
- Approve and supervise the implementation of the social responsibility and sustainability plan in both the long and short term.
- Approve the corruption prevention model, and propose measures and controls, as well as supplementary policies and guidelines.
- Review and recommend the selection or removal of the Compliance Officer and the person responsible for the compliance functions.
- Approve the Compliance Officer's Annual Plan and make sure that he/she has the necessary resources for its implementation.

#### **Strategy and Investment Committee**

Its function is to support the management with competences of counseling and strengthening in strategy and planning issues. Its most important functions are:

- Providing guidelines to prepare the Strategic Plan and Annual Budget for the Management Board,



as well as to approve it to be presented to the Board of Directors' plenary.

- Supporting the Management in the strategy for mergers, acquisitions and alienation of corporations of business units.
- Making sure that, before deciding to invest when purchasing or selling contract companies or corporations, the target company has been submitted to an integrity due diligence.

#### **Auditing, Internal Control and Risk Committee**

Its most important functions are:

- Carrying out the selection process for the External Auditors.
- Knowing the External Auditors' Work Plan and safeguard its compliance.
- Assessing the External Auditors.
- Guaranteeing that the organization has a qualified internal audit manager and evaluate its performance.
- Approving the annual Internal Audit work plan.
- Guaranteeing that the Internal Audit area is

properly trained and performs its work efficiently and independently without restrictions.

- Receiving and analyzing the reports the Ethics and Conduct Committee issues and ensuring they are treated objectively and transparently.
- Promoting the control culture.
- Guaranteeing that the company has a risk matrix, where risks are classified by level of impact and frequency and aligned to the company's strategy.
- Revising the corruption prevention system's follow-up reports the responsible person submits for the compliance functions, as well as the applied corrective measures.

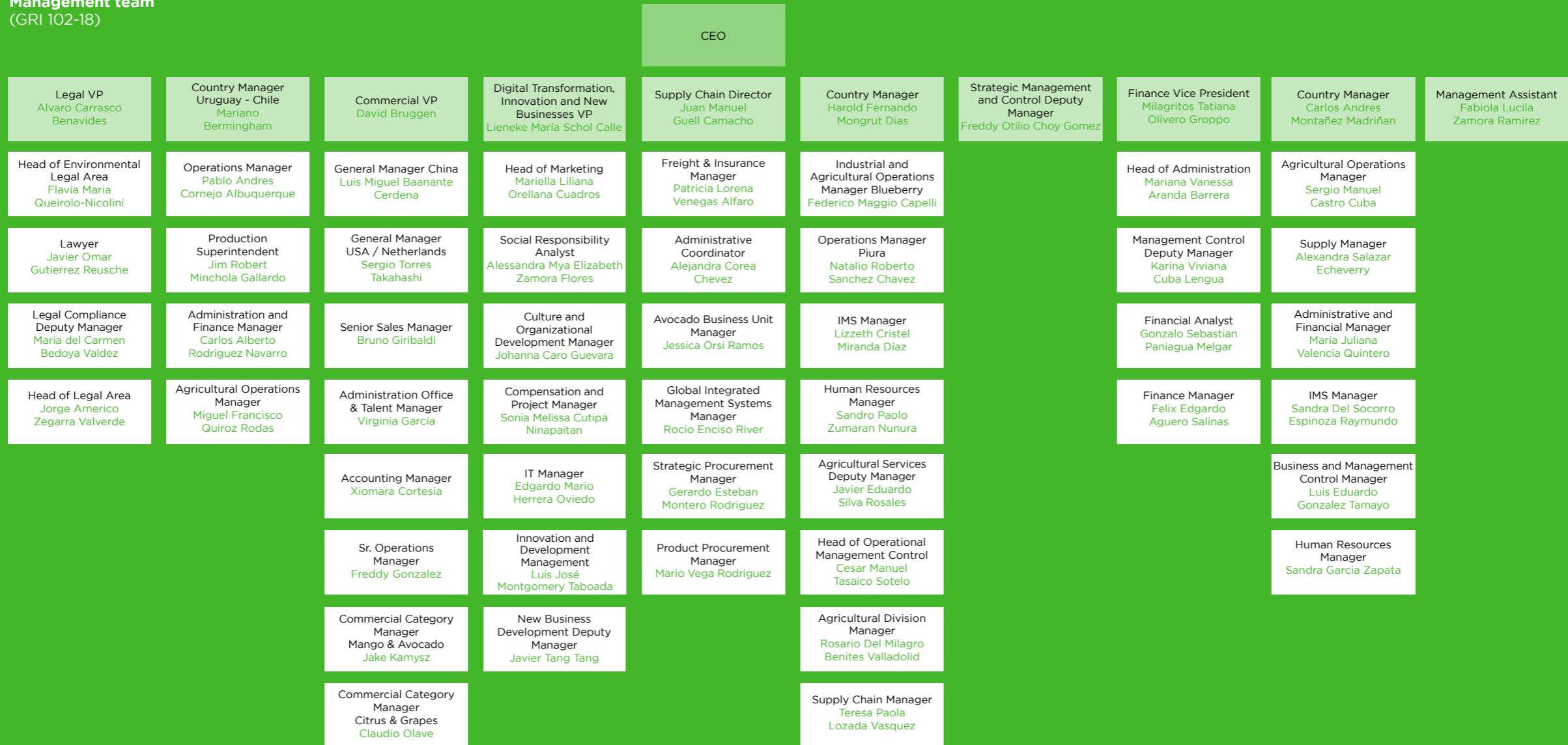
#### **Innovation and Technology Committee**

Its function is to review the innovation and technology approach and strategy and guarantee their performance in line with the corporation's long-term development. It also monitors the mitigation of technological risks, and the information security measures.

Its main functions are:

- Reviewing and approving the innovation and information strategy, as well as the corporation's communications.
- Reviewing the technological trends that impact the company and industries where it develops.
- Following up the performance of the portfolio of technological projects.
- Guaranteeing the resources and actions required for the successful implementation of the innovation plan and portfolio of technological projects.
- Supporting the Board of Directors in the compliance of its responsibilities regarding technological matters, including the technology analysis and revision and information security risks, as well as actions to mitigate those risks.
- Revising and approving the annual innovation and technology budget to be proposed to the Board of Directors.

**Management team**  
(GRI 102-18)



Likewise, the Corporate Governance and Talent Committee works hand in hand with the Management Team to establish our purpose. Furthermore, the Corporate Governance and Talent team is responsible for the global display of our values, and the Management Team is in charge of working in our strategy, which is submitted to the Board of Directors through the Strategy and Investment Committee.



The anti-corruption management and the compliance are greatly important issues for us as they can impact all our stakeholders, especially our relationship with workers and third parties.

## 2. ANTI-CORRUPTION MANAGEMENT (GRI 205-1, 103-1, 103-2, 103-3)

The anti-corruption management and the compliance are greatly important issues for us as they can impact all our stakeholders, especially our relationship with workers and third parties. Our objective is to avoid corruption acts, so we have the Corruption Prevention Model, which consists of five cornerstones:

### a. Governance body leadership

This management is under the guidance of the Compliance Officer, who also holds the position of Legal Manager. The Compliance Officer, supported by the legal area, accompanies and monitors the Corruption Prevention Model and reports to the Governance Committee, a body that assesses his/her progress in the annual plan.

### b. Risk assessment

We hold meetings with the Management Team of each operation to assess the corruption risks detected in the procedures under their responsibility, as well as the implemented or suggested controls.

Based on these meetings, a corruption risk matrix is prepared.

During 2021, the Peruvian risk matrix was updated and the risk matrices of operations such as Uruguay, Mexico and Colombia were prepared. It is planned to begin next year with the risk assessment of the trading companies, the operation in Chile and countries where Camposol has started operations, such as Costa Rica.

### c. Policies, procedures and controls

- **Code of Ethics and Conduct<sup>1</sup>:** it represents the commitment we have as workers to act with honesty and integrity regarding all our stakeholders.
- **Ethical line:** it is our whistleblowing channel which can be accessed through different means. More information at <https://www.lineaeticacamposol.com/>.
- **Antifraud, antibribery and anti-corruption policy.**
- **Third-party Integrity Due Diligence Policy:** its objective is to identify, assess and mitigate the risk of corruption before initiating business relationships with third parties.

<sup>1</sup> <https://www.camposol.com/code-of-ethics/>

<sup>2</sup> It is an office of the U.S. Treasury Department that identifies countries, terrorists and drug traffickers that are sanctionable according to U.S. laws.

- **Gift and Hospitality Handling Policy:** it provides the guidelines for collaborators to have the knowledge on the proper behaviors regarding the relationship with public officers, as well as on the acceptance or giving of gifts, attentions or courtesies.
- **Conflict of Interest Policy:** its purpose is to identify the activities that give rise to a conflict of interests, the measures to be taken to reduce such activities, the controls that allow to identify new conflict-of-interest points, and the corresponding penalties if a violation has taken place.
- **Donation Policy:** it allows us to guarantee an appropriate prevention and control environment in the management of donations made to improve the quality of life of the people from the communities near our operation. The donation seeker must fill out the corresponding information and submit to the Corporate Affairs and Talent Manager's or Compliance Officer's approval.
- **Board of Directors' Commitment to Integrity.**

### d. Training and broadcasting (GRI 205-2)

#### Communication

When entering our company, each and every worker must sign the "Commitment to adherence"

through which workers confirm they have read the Code of Ethics and Conduct and accept the provisions therein.

We also inform third parties through an anti-corruption clause that is included in contracts and purchase orders. Therefore, all suppliers and contractors of our diverse operations know about the following topics: our culture and principles, behaviors that are considered as conflicts of interest, actions about integrity in negotiations with external entities, and whistleblowing channels such as the ethical line, among others.

#### Training

We have a course and test in the Learn Camposol Platform that are addressed to collaborators. Likewise, we provide trainings through video calls to Directors and Managers, as well as to members of the trading companies, including in the latter case the regulation of the Foreign Corrupt Practices Act (or FCPA), the U.S. Office of Foreign Assets Control (OFAC), and Free Competition based on the U.S., European and Chinese regulations. The detail of participation in trainings can be seen below:

	Peru		Colombia		Uruguay	
	Q	%	Q	%	Q	%
Directors/Vice-President	2	0.01	0	0.00	0	0.00
Managers	22	0.08	1	0.24	2	0.76
Coordinators	48	0.18	2	0.48	3	1.14
Administrative staff	109	0.41	16	3.86	5	1.90
Operating staff	7	0.03	5	1.20	0	0.00
<b>Total</b>	<b>188</b>	<b>0.71</b>	<b>24</b>	<b>5.78</b>	<b>10</b>	<b>3.80</b>







(GRI 205-2)

As already mentioned above, collaborators from our other operations were also trained:

	Costa Rica	Mexico	Chile	USA	Holanda	China
	Q	Q	Q	Q	Q	Q
Directors/Vice-President	1	0	0	1	0	0
Managers	3	0	1	7	6	1
Coordinators	4	0	1	5	1	0
Administrative staff	13	1	0	5	0	0
Operating staff	0	0	0	0	0	0
<b>Total</b>	<b>21</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>7</b>	<b>1</b>

**e. Monitoring and evaluation**

(GRI 205-3) (GRI 419-1, 103-1, 103-2, 103-3)

We evaluate the anti-corruption management efficacy through the follow-up the Compliance Officer conducts to the managements responsible for the operation of the prevention model. Likewise, reports are issued to the Governance Committee and the entire process is verified through the Internal Audit.

During this period, we do not have corruption, fraud or competition complaints in our Peruvian and Uruguayan operations.

In our operation in Colombia, a sanction that the Regional Autonomous Corporation of Caldas issued was submitted. It was due to forbidden flora logging and burning at the La Bretaña farm, which is located in the municipality of Villamaría, department of Caldas. The amount was USD 94 309.

## Our products

(GRI 102-6, 102-9, 102-10) (GRI 416-1) (GRI 417-1) (GRI 103-1, 103-2, 103-3)

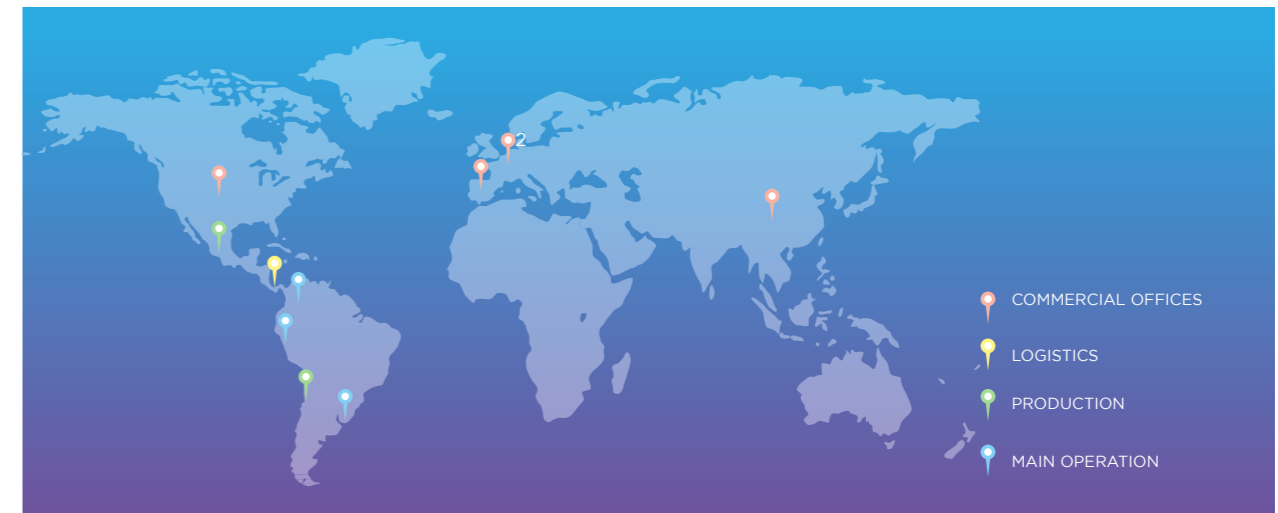


*Our product portfolio includes fresh and frozen products. Among the fresh products are blueberries, avocados, grapes, mandarins, and mangoes. We also offer frozen fruits such as mangoes, avocados, and blueberries.*



### 1. OPERATIONS

Our product portfolio includes fresh and frozen products. Among the fresh products are blueberries, avocados, grapes, mandarins, and mangoes. We also offer frozen fruits such as mangoes, avocados, and blueberries. These products are produced and marketed in Peru, Uruguay and Colombia, Chile, Mexico, Costa Rica, Switzerland, Netherlands, Spain, United States, and China.

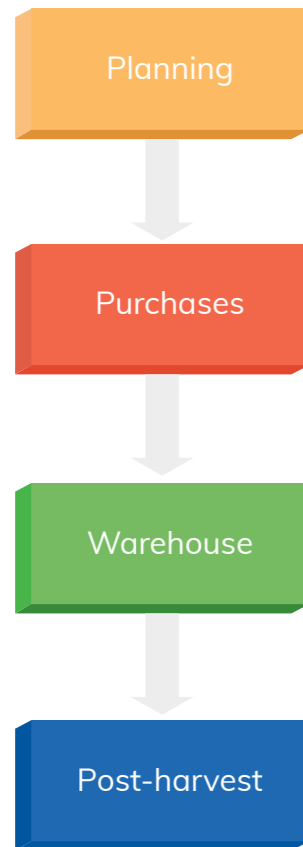


Thanks to all our production and commercialization network, we can offer all our products to markets such as the United States, Canada, European Union, England, Russia, China, Korea, Thailand, Taiwan, India, Dubai, Chile, Argentina, and Mexico, through our customers that consist of retail stores, food stores and wholesalers.

## 2. SUPPLY CHAIN

(GRI 102-9)

Since March 2021, the entire supply chain area moved to Costa Rica. This was due to the growth and diversification of our production. Costa Rica's location was considered a strategic place to conduct the allocation or distribution process. These offices receive the trade offices or traders and allocate products. They are also responsible for centralizing strategic purchases and transportation.



### a. Planning

Since March 2021, the entire supply chain area moved to Costa Rica. This was due to the growth and diversification of our production. Costa Rica's location was considered a strategic place to conduct the allocation or distribution process. These offices receive the trade offices or traders and allocate products. They are also responsible for centralizing strategic purchases and transportation.

### b. Purchases

It receives as an input the service request the Planning area created and proceeds with it to request quotes to the old and new suppliers. When they have already the quotes, they act according to the Purchase Policy and issue the Purchase Order, which includes the reference information, quantities, delivery storerooms, prices, and taxes. Once it is in the system, the Head of Purchases, Supply Manager and Country Manager, depending on the allowance amount, must approve the Purchase Order. During transit, goods are followed up until delivered in the storeroom.

### Suppliers

We work with over 1000 suppliers worldwide; however, we have local suppliers in each of our operations, i.e., in Peru, Mexico, Colombia, Uruguay, Chile, United States, Netherlands, China, and Costa Rica. Furthermore, we have regional suppliers in Spain, Israel, and Italy, among others. Our approximate annual expenditure in suppliers is USD 200 MM and USD 250 MM.

- In Colombia, we have 463 active suppliers in total as of the closing of 2021. All are national.
- In Uruguay, we have a total of 313 active suppliers as of the closing of 2021.

### c. Warehouse

It physically receives the goods in the warehouses at each operation and verifies the quantities and compliance of the supplies. This area conducts daily periodical inventories from Tuesday to Friday and an annual general inventory.

### d. Post-harvest

Once in the harvesting time, the fruits are sent from field to the packing and processing plant. Post-harvest controls and audits the fruit receipt process, and classification and implementation of safety and sanitation measures; this area also coordinates the transportation and customs and port operations until the load exits the country. It is also responsible for preparing the commercial and customs documentation, as well as controlling the packing and packaging material inventories.

Finally, each area manages the transportation required or generated from their operation. Purchases coordinates transportation from suppliers to warehouse. Planning coordinates transportation between storerooms. Post-harvest coordinates transportation from packing plant to port. The international transportation is coordinated from our headquarters in Costa Rica.

### 3. TRACEABILITY

(GRI 416-1) (GRI 417-1) (GRI 103-1, 103-2, 103-3)

The distribution of our operations is the result of a vertically integrated strategy; this means that we control each productive stage of the product and even its distribution. This strategy allows us to offer traceability, which we consider is our value proposition, as it enables us to guarantee that our processes were conducted responsibly, minimizing the negative impacts and maximizing those positive that may impact our collaborators, customers, consumers, and the community in general.

We manage traceability through our Management Systems, which consist of: Food Safety and Security System, Safe Trade System, Industrial Safety and Occupational Health System, Ethics and Sustainability System, and Environment System. These systems serve to assess processes and their main control points to collect relevant data from seed sowing to the dispatch to our customers. Furthermore, they allow us to assess 100% of our product categories to guarantee the safety of our consumers.

Most relevant data for traceability are in our SAP system such as the applications during the crop maintenance stage, shortage periods, fertigation, harvest, fruit categorization by quality and condition, production times, storage and transit temperatures, dispatch controls, transit times, fruit categorization at arrival, storage times at destination, and repackaging, among others.

*The distribution of our operations is the result of a vertically integrated strategy; this means that we control each productive stage of the product and even its distribution.*

### 4. LABELLING

Aside from having audited Management Systems, we also consider that the relationship with our customers and consumers is highly valuable for our business. In this sense, we make sure to comply with all technical specifications and certifications that our customers request. On many occasions, they even audited us again to guarantee that we maintain high quality and responsibility in our processes.

The norms and standards we have in our operations are the following:  
(GRI 102-12)

	Peru	Colombia	Uruguay	Trader Holanda
Food safety	Global GAP, BRC Food, IFS Food, Orgánico	Global GAP	Global GAP	IFS Broker, Organic
Social responsibility, ethics and sustainability	SMETA, GRASP, Rainforest Alliance, ISO 14001:2015, Blue certificate (National Water Authority (ANA, in Spanish))	SMETA, GRASP, Rainforest Alliance, ISO 45001:2018		
Safe trade	BASC, Authorized Economic Operator (AEO)			

Furthermore, regarding our consumers, we make sure to comply with each country's legislation as to product labelling. At least, labels include the following information:

- Brand\* and product logo
- Product name and variety
- Net weight
- Gauge (if applicable)
- Traceability code
- Packing plant code (for Peru)
- Country of origin
- Manufacturer's name and address
- Importer's and distributor's name and address

\*Our products have the following brands: Camposol Cares from farm to family (TBTC), The Berry that cares, Sol Produce, and some private brands of supermarkets.

One hundred percent (100%) of all our fresh and frozen products are assessed regarding the compliance with the information and labelling regulations in force either locally or from the countries where our products are marketed. Likewise, we have an Image Manual and Communications Policy at a corporate level, which contain the guidelines for our communications with our customers and consumers.



# Indirect impacts and social investment

(GRI 203-1, 413-1) (GRI 103-1, 103-2, 103-3)



*Through the direct interaction with our stakeholders, we have identified that we may affect employment creation, regional growth, product prices, interaction with competitors, and influence upon economic recovery.*



From Camposol, we are under constant assessment and monitoring of the impacts we cause to the community as we are aware that our operations may affect the society either positively or negatively.

Through the direct interaction with our stakeholders, we have identified that we may affect employment creation, regional growth, product prices, interaction with competitors, and influence upon economic recovery.

One hundred percent (100%) of our operations has local community participation programs.

## 1. PERU

We have direct and frequent communication with different social actors from our communities to be able to monitor our impacts and listen to their needs and vulnerabilities. In Peru, we mainly work with our neighboring communities in La Libertad (Chao, Virú, Nuevo Chao, San José, Valle de Dios, and Victor Raul) and Piura (El Cerezal, Lágrimas de Curumuy, San Vicente de Piedra Rodada, San Juan de Curumuy, Santa Rosa, and Huangalá).

This has allowed us to identify that the vulnerable groups are male and female children and the elderly; furthermore, we have seen that many of them does not have access to potable water.

Moreover, we have received local infrastructure improvement requests, which we evaluate and take care of according to our corporate guidelines of Social Responsibility. We are also part of the Sustainable Agricultural Development Association (ADAS, in Spanish), where, together with other agribusinesses, have taken care of the needs of our communities.

### a. Social infrastructure investment

- The Community Mental Health Center of Chao, so-called “Fortaleza del Sol” and located in La Libertad, assists 400 people monthly. To provide users with safer and more comfortable spaces, we made infrastructure improvements. This project impacts in many ways, as it implied the hiring of local labor and also provides users with a safe space to take care of their mind. We estimate that it has benefitted 4800 people approximately.
- We implemented a dental office in the Nuevo Chao Health Center in La Libertad to be able to assist the dental health of the community inhabitants. As of the closing of 2021, 50% of the project had been developed. It is estimated to be finished during the first months of 2022.

(GRI 203-1, 413-1) (GRI 103-1, 103-2, 103-3)

*Having identify the elderly as one of the vulnerable groups, we created a literacy program that was mainly addressed to strengthen their reading and writing capabilities. This project benefitted 340 people.*

**b. Workshops and educational programs**

- To provide our workers with the opportunity to finish their primary and secondary studies, we join to the CEBA Empresa strategy, an initiative the Ministry of Education created. During this period, we were able to finish the first educational cycle in which 60 workers participated.
- Having identify the elderly as one of the vulnerable groups, we created a literacy program that was mainly addressed to strengthen their reading and writing capabilities. This project benefitted 340 people.
- In order to generate reflection and entertainment spaces where people feel they are listened to, accompanied and stimulated, we created some workshops called “Rayitos de Sol” in the Mental Health Center of Chao. Three hundred eighty-two (382) female children, male children and adults participated in these workshops.
- To take care of the youngest ones, we created the virtual workshop “Rayito de Sol en casa” (Rayito de Sol at home) to provide early stimulation and nutrition guidance. Sixty (60) male and female children participated in this workshop.

**c. COVID-19-related projects**

- Through the delivery of 1343 baskets to the families of the communities of Virú, Chao, and Piura. We were able to distribute essential goods and, therefore, support vulnerable people.
- In Nuevo Chao, we donated medications to protect inhabitants against the COVID-19 infection.

**d. Donations**

- To contribute to controlling transit during rush hours in the community of Virú and reduce the vehicular traffic, we donated to linear motorcycles to the Municipality of Virú.
- In the city of Lima, we delivered cloths to the National Institute of Civil Defense to be able to support vulnerable people.
- In the province of La Libertad, we donated mandarins to provide work inputs to housewives from a soup kitchen, who made jams to sell to the public.
- To make male and female children from the cities of Virú and Chao happy, we delivered 1938 toys for Christmas.



**e. Corporate voluntary work**

To give our workers an opportunity to be agents of change through their knowledge, skills, time and devotion in the interest of our communities, we created Camposol’s Voluntary Work.

During 2021, 13 male and female volunteers contributed to strengthening education through school support sessions for 2 months in the educational institution Carlos Wiese in Chao. Ninety (90) male and female students were benefitted with this initiative. A total of 31 classes were taught and 403 hours of voluntary work were assigned during the project on average.

SOCIAL INVESTMENT	AMOUNT
<b>Social infrastructure</b>	
Community Mental Health Center	\$42,500.00
Dental office in the Nuevo Chao Health Center	\$5,200.00
<b>Workshops and educational programs</b>	
“Rayito de Sol en casa” workshop	\$1,608.00
“Rayitos de Sol” workshops	\$3,482.00
Literacy for the elderly	\$3,135.00
Ceba educational project	\$11,454.00
<b>COVID-19-related projects</b>	
Delivery of medications	\$10,362.00
Delivery of baskets	\$25,408.00
<b>Donations</b>	
Donation of gifts for Christmas	\$4,676.00
Donation of mandarins	\$298.00
Donation of cloths	\$13,243.23
Donation of linear motorcycles	\$84.26
<b>Voluntary work</b>	
School support	\$1300.00
<b>Total</b>	<b>\$122,750.49</b>



## 2. COLOMBIA

(GRI 203-1, 413-1) (GRI 103-1, 103-2, 103-3)

Our production activity is developed in nine territories: Aránzazu, Pácora, Villamaría, Salento, Caicedonia, Sevilla, Versalles, El Dovio, and Trujillo; therefore, we maintain a constant relationship with the inhabitants of these communities. From the beginning of our operations in 2020, we started our interaction and have attained their acceptance to date.

In a country that has been marked for decades by state abandonment in rural areas and by the internal armed conflict, the agro-exporting companies returned to the farming community the hope of a technified, productive and environmentally friendly farmland that will allow them to provide millions of families around the world with fresh food.

Due to the brief operation to date, the Social Responsibility area is in the stakeholder identification stage. We expect to determine their needs and expectations in the next stage.

However, we do have made progress in the identification of vulnerable groups, which are:

Municipality -Department	Population group	Vulnerability factors
Trujillo -Valle	Rural family settlement -armed conflict victims	Economic, political, sociocultural
Salento- Quindio	Male and female children from Vereda Navarco Alto	Economic, sociocultural
Villamaría -Caldas	Children from Vereda Alto Castillo, Vereda Papayal	Economic, political, sociocultural, and environmental
Aranzazu Caldas	Children from Vereda La Moravia	Economic, political, sociocultural, and environmental
Dovio -Valle	Children from Vereda Castillo Alto	Economic, sociocultural



Likewise, we have been able to identify certain needs:

Community - Municipality	Specific issue
Pacora Caldas	Access to potabilization of water for children from the Educational Institution Las Coles
Aranzazu Caldas	School transportation service for children and school infrastructure - Educational Institution (IE, in Spanish) Pio XI, rural location Vereda La Moravia
Villamaría Caldas	Improvement of school infrastructure - rural location IE Colombia
Villamaría Caldas	Education about appropriate disposal of solid waste and improvement of solid waste collection center in the community near the Parnaso and Castillo farms
Salento Quindio	Nutritional care for families with underage children
Trujillo Valle	Improvement of school infrastructure in Education Institution Concentración and construction of community guardhouse
Versalles Valle -Trujillo Valle	Protection of domestic fauna (canine and feline)
Dovio Valle	Improvement of school infrastructure in Education Institution Belisario Peña Piñeiro, location Sta. Cecilia
General country operation	Shape of tertiary or rural roads in poor condition and Access to primary health care services

The adjoining communities to our estates initially expressed by different means their concern about the shock wave of the Hass avocado sowing that some municipalities from the coffee growing axis have for several years when UNESCO declared them as Coffee Cultural Landscape (CCLC). The water resource care, protection and sustainability are essential matters in the meetings with our stakeholders; therefore, keeping and demonstrating our appropriate agricultural practices and Social and Environmental policies are a relevant communicational issue.

### a. Own infrastructure

- We conducted four own infrastructure investment projects to improve facilities and the working life quality of our collaborators in the Pacora, Aranzazu-Villamaria, Sevilla-Caicedonia, and Salento localities. However, these projects had also an impact and created local employment.

### b. Social infrastructure

- To materialize our environmental commitment, we made a solid waste collection program that includes training in their handling.

(GRI 203-1, 413-1) (GRI 103-1, 103-2, 103-3)

- We conducted road infrastructure works outside our operations to improve transit, which impacts our collaborators and neighbors.

**c. Workshops**

- To promote animal care, we foster the responsible adoption of dogs from the areas near our operations and in the municipal shelters.
- We conducted an educational campaign to promote the quality of and access to education for 377 children in the neighboring areas of our operation.
- To promote water care and proper management of generated waste, we conducted an environmental education campaign that impacted 150 people.

**d. Donations**

- We made fruit donations to community soup kitchen in the Municipality of Cartago Valle del Cauca to support the vulnerable population. Through this activity, we benefited 200 people.
- To be able to participate in and share the Christmas holidays with the children that are neighbors to our operations, we made a donation of gifts. We benefited 410 male and female children in total.

SOCIAL INVESTMENT	AMOUNT
Own infrastructure	
Improvement of facilities	\$623,670.00
Social infrastructure	
Road infrastructure	\$238,099.00
Solid waste collection	\$1,974.00
Workshops	
Environmental education	\$879.00
Promotion of education in children	\$1,651.00
Responsible pet adoption	\$2,367.00
Donations	
Gift donation	\$1,053.00
Fruit donations	\$365.00
<b>TOTAL</b>	<b>\$870,058.00</b>

*To promote water care and proper management of generated waste, we conducted an environmental education campaign that impacted 150 people.*



**3. URUGUAY**

**a. Own infrastructure**

- We perform the second stage of the irrigation system installation in the El Tero farm, which impacted the community as it created 45 jobs.

**b. Social infrastructure**

- We collaborated with the maintenance of a productive structure of greenhouses in the Villa Constitución locality.

**c. Donations**

- We fulfill the donation of a water heater to provide hot water to a rural school in the nearby community of Itapebí.

SOCIAL INVESTMENT	AMOUNT
Own infrastructure	
Irrigation system installation	\$ 3 800 000 000
Social infrastructure	
Structure of greenhouses	\$ 200
Donations	
Water heater donation	\$ 100
<b>TOTAL</b>	<b>\$ 3 800 000 300</b>





# Our sustainable agriculture

(GRI 102-14)

Our country shelters areas with fertile soils that allow to grow and develop many quality products, which, in our case, are blueberries, avocados and mangos that go from the farm to the table of many families around the world.

However, agroindustry is a business that must take care not only of sustainability in its value chain but also of sustainability in the soil and water management, as well as in the pest management strategies.

For instance, the chemicals used for some agricultural activities may disbalance the land pH and leave it unserviceable for crops. If this happens, we could neither know the soil health nor determine what crops are more appropriate.

Due to this, the line of action of our sustainable agriculture is based on water and energy efficiency, as well as the integrated and responsible pest management. This approach is applied in all our countries of operation, so we can tell that Camposol does not only spread out its products to different countries, but also its good agro-industrial environmental culture.

## 1. WATER

### a. Peru

(GRI 303-1, 103-1, 103-2, 103-3) (GRI 102-11)

Peru is the eighth country with more water in the world but supports a mid to high level of water stress according to the World Resources Institute (WRI). The coast only registers 1.8% of water<sup>3</sup> and it is where the largest quantity of big cities, which shelter more than 70% of population, are located.

We, at Camposol, are aware of this reality and, therefore, we have been measuring our water consumption for several years. The purpose is to trace not only how much water is used, but in which production areas. This assessment allows us to daily discover new opportunities to decrease the excessive use of water and increase its saving. In consequence, we were the first agro-industrial company in Peru in verifying a water footprint analysis study within the framework of the ISO 14046 standard<sup>4</sup>.

Furthermore, the highest quality standards and constant innovation are vital elements in our

<sup>3</sup> <https://www.iagua.es/blogs/luis-lujan-cardenas-peru-estres-hidrico-tanta-agua-0>

<sup>4</sup> This is the international that will specify the principles, requirements and guide to assess and issue water footprint reports.

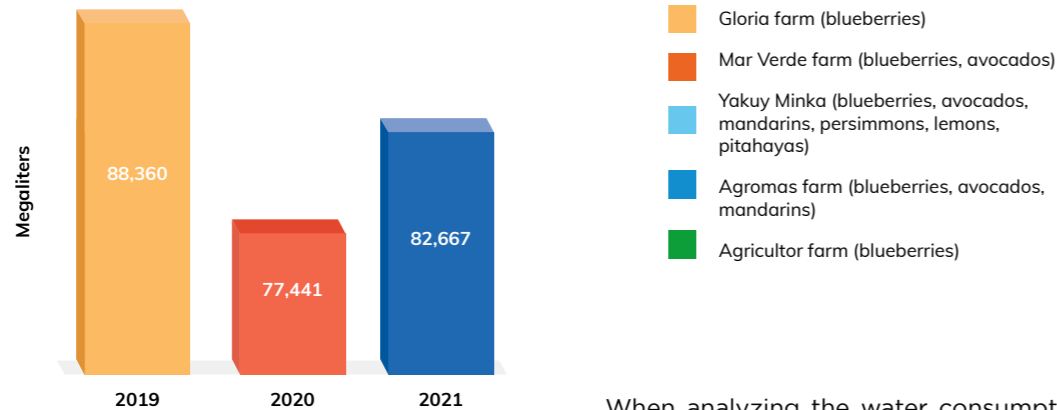
culture. We can mention as representative element our quality control (GRI 303-1, 303-3, 103-1, 103-2, 103-3) (GRI 102-11) of waters that come from the Chavimochic<sup>5</sup> Project and pass through a purification process to reduce their turbidity, i.e., the quantity of millimetric solids that are present in the water.

The reduction of turbidity is an indispensable element to guaranty the irrigation water quality in our agricultural farms and, at the same time, serves to maintain the appropriate integrity of our intelligent irrigation system.

In conclusion, our water management is characterized by making a controlled and sufficient use of water to develop our operations, but acting with water consciousness and without affecting the demand of our stakeholders.

The charts below expose the detail of our water consumption in our farms and production plant.

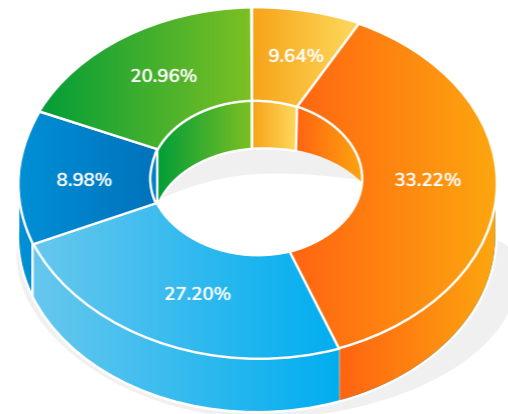
#### Water consumption in Peruvian farms



<sup>5</sup> The Special Project Chavimochic is an irrigation system that extends in much of the coast of the Department of La Libertad. The Project diverts the waters from the Santa river for the irrigation of valleys and intervalleys of Chau, Virú, Moche, and Chicama.

The following chart shows the distribution of water consumption per farm and, therefore, per type of production.

#### Distribution of water consumption in farms



- Gloria farm (blueberries)
- Mar Verde farm (blueberries, avocados)
- Yakuy Minka (blueberries, avocados, mandarins, persimmons, lemons, pitahayas)
- Agromas farm (blueberries, avocados, mandarins)
- Agricultor farm (blueberries)

When analyzing the water consumption in farms, we can see that it was identified an increase in water use for the farms of Yakuy Minka (increase of 22.33% due to mandarin, persimmon, lemon, and pitahaya entered into a stage of production

and development that required a greater use of water), Mar Verde (increase of 7.72% due to a small capacity to retain water in the farm soil), and Agromas (increase of 15.79% because the mandarin crop demanded a greater use of water and the farm soil also had a small water retention capacity).

It is worth mentioning that the consumption is measured through a monthly reading of the water turnouts located in the farms themselves. Through

these turnouts, the water enters to be distributed by the irrigation channels to the remaining farms and is then included to the agricultural soil through the drip irrigation system.

We have conducted this year two trendsetting projects related to water which purpose was to improve the resource yield and quality of our products.

#### Irrigation optimization project for “Hass” avocado cultivation

Objective: Increase water use efficiency without altering the rhythm of production.

We believed it was necessary to take measures to find an efficient way to manage the available water, expecting that to reduce its consumption. This project looked for the optimization of this resource with studies according to the type of irrigation (conventional, low flow, and pulsed). Our commitment is to scale up every day in making a sustainable agriculture to guarantee food supply and take care of the environment.

#### Nanobubble project to improve blueberry quality and yield

Objective: Assess the effect of using oxygen nanobubble technology on fruit quality and yield in blueberries.

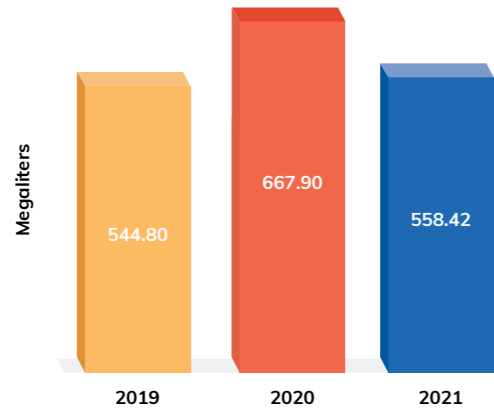
An aspect that has called the attention of the producers and investigators has been to increase the levels of oxygen in the soil, as, in theoretical terms, it means the intensification of all processes that take place in this system, from the generation of more energy on the roots to the development of beneficial microorganisms.

This technology consists in the injection of nanobubbles in the irrigation system to increase productivity and improve fruit quality. This is achieved because this process allows a greater assimilation of nutrients, strengthens the roots, reduces the presence of root phytopathogens, favors the population of beneficial microorganisms, improves soil aeration, and reduces soil compaction.




(GRI 303-1, 303-2, 303-3, 103-1, 103-2, 103-3)  
(GRI 102-11)

**Water consumption at Chao plant**



It is worth mentioning that the processes that have a larger water demand at the Chao Plant are the frozen product (53.96%) and fresh product (17.11%) bays<sup>6</sup>.

In summary, our water consumption performance rate was:



**6.17 cubic meters/produced ton**

<sup>6</sup> An industrial bay is a building for industrial use that establishes production and/or stores industrial goods, together with laborers, the machinery that generates them, internal transportation, exit and entry of goods, etc.

Regarding the effluents generated by the Chao Plant, these are 100% reused for the irrigation processes; however, the effluent volume is not quantified. Nevertheless, effluents are submitted to a biological treatment process that allows their quality to comply with the Environmental Quality Standards as regards to irrigation water (category 3 water as set forth in the Supreme Decree No. 002-2008-MINAM). This allows the receiving soil not to suffer any environmental impact during the water reutilization process.

**b. Colombia**  
(GRI 103-1, 103-2, 103-3, 303-1, 303-2, 303-3) (102-11)

We acknowledge that it is essential to preserve the water resource as it is the only way to guarantee its availability for future generations. Therefore, 100% of farms are subject to the enforcement of good practices regarding the water resource use.

Our management begins with the surface water concession and wastewater disposal permit paperwork before the competent authorities, the implementation of pipeline flow control mechanisms to prevent waste, the installation of flow meters, and the calculation of water consumption in phytosanitary applications and other activities carried out at farms. The latter is accompanied with regular inspections to verify the consumption in each farm.

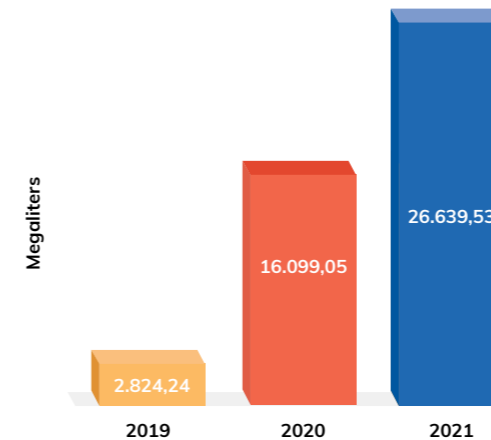
Our procedures guarantee the compliance with environmental regulations, and we keep the water use permits up to date in all our 19 farms that dedicate exclusively to avocado production.

We also conduct the following activities: planning of agricultural works that allow to use water rationally, constant check-up of water conveyance and storage systems in each farm.

Additionally, we provide the highest care to prevent impacts due to contamination at farms. In this sense, we protect groundwater through the implementation of deactivation wells, which receive the water that is contaminated with pesticides.


In this regard, our total consumption during 2021 was:

**Water consumption at Colombian farms for phytosanitary application**



Something worth mentioning is that the increase in water consumption is due to the increase in the crop extension and, therefore, the water application hectares and thus the volume consumed increased. Likewise, the water application instruments (backpacks with hand lever) were changed to stationary water pumps.

**Water consumption performance rate (2021)**



**179 cubic meters of applied water/crop hectare**

**c. Uruguay**  
(GRI 103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4)

At Camposol Uruguay, the scope of our sustainable management water includes El Tero and El Zorzal farms. Aware of the importance of such natural resource for the agro-industrial activities, we have the corresponding permit for the use of water from the Arapey river according to the crop hectares managed in our operations.

We commit to conducting the agricultural operations related to nutrient, soil and water management by preserving the environment, fostering the continuous improvement in each of these agricultural processes, developing and infusing a responsible attitude in each member of the organization, and basing on the compliance with the legal regulations and all those standards that we take up voluntarily.

A main milestone for this 2021 was the implementation of our Health Policy to prevent risks that arise from phytosanitary products, which purpose is to prevent the contamination of water sources with pesticide waste substances or elements that go to neighboring operations of third-party companies. In this regard, the Operations Management, which is responsible for crop installation or expansion, must inform and submit in advance to neighbors the place projection, crop to be installed, crop phenology and phytosanitary program, neighboring fields involved, and if it is decided to expand the crop area. Furthermore, they must have an approving result of the Technical Report on Phytosanitary Product Risk Drift (deviation) that the Integrated Management System (IMS) area issued.

The IMS area, together with the Plant Health Teams, conducts annually the phytosanitary product drift validations in all areas defined in the risk map.



Moreover, to safeguard the quality of the bodies of water near neighboring or third-party operations, we use some instruments and protocols such as water-sensitive paper, monitoring of the maximum limit of waste, analysis of climatic factors in the surroundings, and analysis of the physical and chemical characteristics of phytosanitary products.

Furthermore, to monitor this consumption, we installed the drip irrigation system, which has hydrometers in each filtering slab that allow to measure the exact volume consumed. In 2021, the production and quantity of personnel in our Uruguayan operations increased significantly. However, it also caused an increase in the water resource consumption.

In this sense, we are committed to efficiently regulating the consumption of the water that is required for our operations without affecting our profitability.



	2018 - 2019	2019 - 2020	2020 - 2021
Water consumption (m <sup>3</sup> )	7 555	24 141	694 195
Water extraction (m <sup>3</sup> )	7 555	24 141	694 195
Disposed domestic wastewater (m <sup>3</sup> )	140	200	240 000

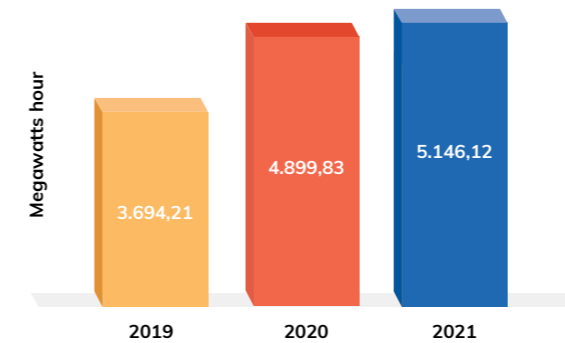
## 2. ENERGY

### a. Peru

(GRI 302-1, 103-1, 103-2, 103-3)

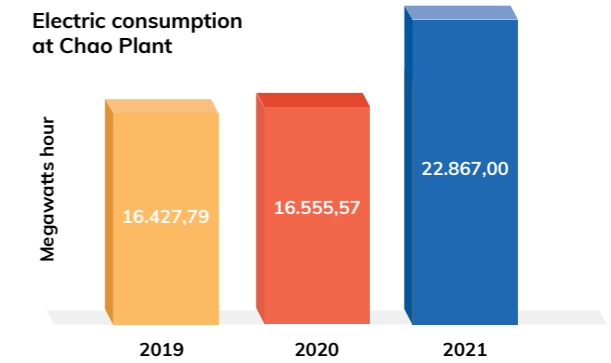
Energy consumption could be seen as a secondary element in terms of environment importance for agroindustry; however, for an organization such as ours that depends on an efficient drip irrigation system, the need of a power supply, which Hidroandina and the Special Chavimochic Project provide, is essential to cover the water demand in our crops. Furthermore, such energy is also required for the operation of other electronic systems that are located at the farms. In this regard, the electric consumption at farms was the following:

Electric consumption at Peruvian farms

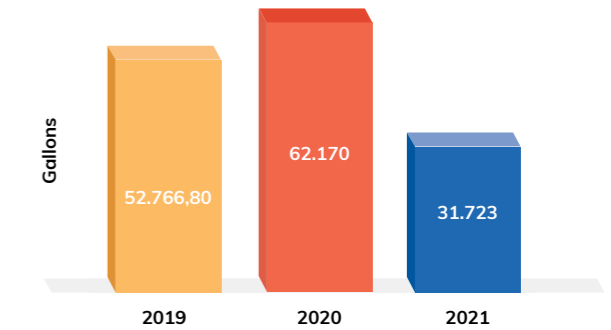


Moreover, we have a regular consumption of Liquefied Petroleum Gas (LPG) to cover the energy demand at our Chao Plant due to the operation of generating sets. Therefore, our combustible consumption has a direct relationship with the energy required for the operation of the packing and packaging processes, to name some examples.

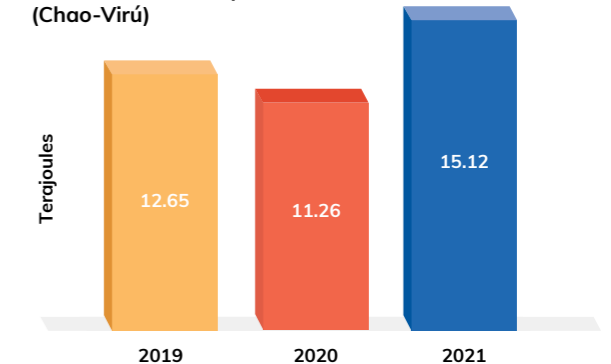
Electric consumption at Chao Plant



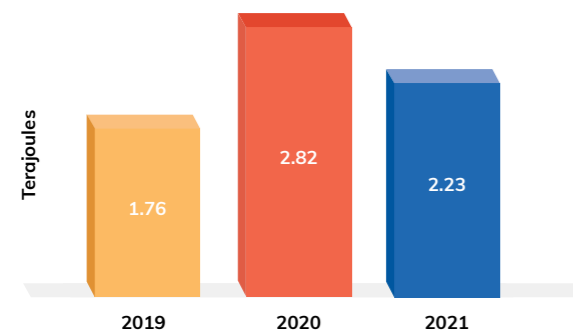
Liquefied Petroleum Gas (Chao Plant)



Gasohol 90 consumption (Chao-Virú)



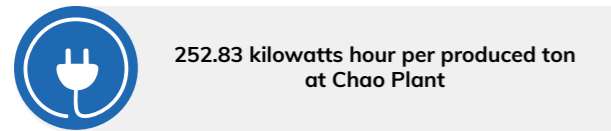
**Gasohol 90 consumption (Piura)**



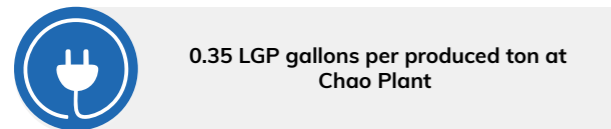
(GRI 302-3)

Therefore, we keep an energy consumption control that depends on our tons of produced products through the following indicators.

**Electric energy performance rate (2021)**



**LPG performance rate (2021)**



**b. Colombia**

(GRI 302-1, 103-1, 103-2, 103-3)

We currently manage the proper use of energy through our Electric Maintenance Plan, which purpose is to establish activities, priorities and goals with regard to the electric system management of Camposol Colombia.

During last year, we conducted the installation of the electrical\* system in the company's El Fundo estate. With this installation, the shell (offices)'s electric services and the pumping systems were connected in the different sites of the estate.

As every installation, it requires maintenance and a trained technical team. For this, a selection process was conducted to find resources with basic electrical knowledge to be trained in the preventive maintenance of the company's equipment without vices of another nature and complying with clearly defined protocols.

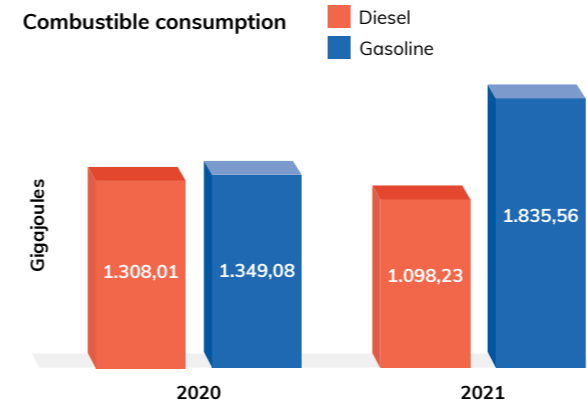
Therefore, a first training plan (plan 2021) was established, and two trainings were given.

- 1) Basic electricity and electrical components (conducted in July 2021).
- 2) Medium voltage, handling and maintenance of installations, module 1.

The reasonable use of energy resources does not only focus on a lesser effect on climate change, but on achieving an energy and combustible consumption in accordance with the operational needs in each farm (country estate). Therefore, all our personnel are trained and educated on the reasonable use of energy resources.

This is possible through the energy consumption metering and analysis to apply the relevant reduction strategies. As per combustibles, to make a systematized control of their usage, we use chips.

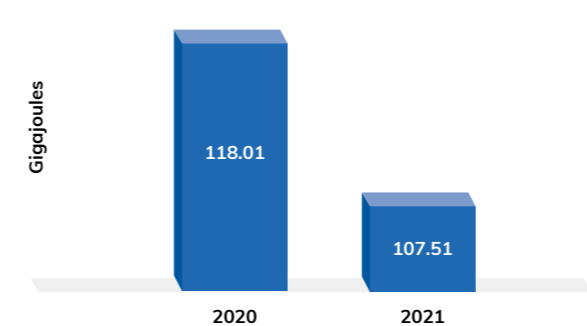
**Combustible consumption**



From the Agricultural and General Services area, we make the control of utilities (power utility) and the Rumbo Terpel Platform through which combustible (diesel oil (ACPM, in Spanish) and gasoline) is supply for administrative vehicles.

The agricultural operation has increased its combustible consumption from 2020 to 2021 due to the increase in the number of machines that mainly use combustible. This increase was from 72 to 97 units in general.

**Electric power consumption**

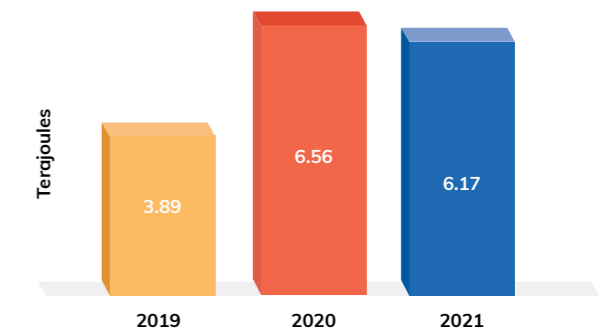


The energy consumption decreased, as some repairs to the electrical connection were made in the Main Houses at Navarco, La Edelmira and El Bosque (Platform) farms to eliminate the energy leaks that wiring failures caused. An additional factor for the decrease in energy consumption was the dismantling of camps where 15 people, who performed seed sowing tasks in La Palmera farms until April 2020, El Parnaso farm until the end of July 2020 and Edelmira during December 2020, lived.

**c. Uruguay**

(GRI 302-1, 103-1)

**Combustible consumption**



In our operations, energy is essential for the operation of water electropumps, or pumping equipment, that allow the irrigation of crop fields. Fifty percent (50%) of fields have currently an irrigation system with electropumps.



### 3. WASTE

#### a. Peru

(GRI 306-1, 306-2, 306-3, 306-4, 306-5) (102-11)

Our solid waste management is the basis for maintaining a circularity process of elements that result from our operation, which are identified from their place of origin and have also been assessed for their further commercialization, so preventing impacts due to an inappropriate disposal.

Our management does neither only look for meeting a regulatory compliance nor only bases on an environmental impact prevention philosophy, but it is aware of the operational waste utilization capacity within the framework of a circular economy.

We keep a strict control of documentation on the quantity of vehicles that transport our waste; we have 11 warehouses for waste in Chao and 2 in Sullana, Piura. We continue having strict controls for biologically contaminated waste, specially within the context of the COVID-19 pandemic.

*Our management is aware of the operational waste utilization capacity within the framework of a circular economy.*



Type of waste	Origin	Disposal
Cardboard	Chao Plant, Gloria and Mar Verde farms	Commercialization
Plastic	Chao Plant	
Scrap	Chao Plant, Mar Verde and Yakuyminka farms	
Firewood	Gloria farms and Chao Plant	Disposal in landfill site
General	All farms and Chao Plant	
Hazardous waste	Maintenance area, health area, premixture area, and agricultural machinery workshop	Disposal in a security landfill site

Non-hazardous waste (ton)	Chao Plant	Chao Farms	Piura Farms
Marketed	324.54	206.55	0.65
Disposal by solid waste operating companies (EO-RS, in Spanish)	426.80	176.51	17.22
Hazardous waste (ton)			
Disposal in security landfill site	13.39	77.94	37.62

	Chao Plant	Chao Farms	Piura Farms
% of commercialization of non-hazardous waste	43.19%	53.92%	3.64%

Our marketed waste (Camposol Peru)



	2019	2020
Hazardous waste (ton)	25	21.92
Non-hazardous waste (ton)	732.48	457.22



**b. Colombia**

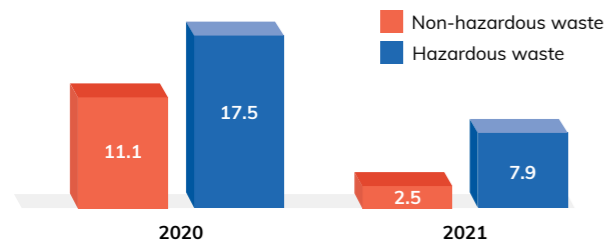
(GRI 306-1, 306-2, 306-3, 306-4, 306-5) (102-11)

The appropriate waste management does not only account for the company's environmental responsibility but allows to guarantee healthier environment for the community in general as the soil, water and air contamination risks are minimized in the surroundings of every farm. Therefore, we manage common and hazardous waste in all Camposol Colombia's farms.

We are registered under the environmental authorities as hazardous waste generators. In this regard, we have accords and agreements with different authorized companies for the waste transportation, final disposal or utilization. Likewise, we conduct trainings in waste management for the operation personnel, so that their generation is minimized, and their differentiated handling is carried out. This is conducted to make use of them at the full and decrease those that will have to take for their final disposal in the landfills.

In line with this, we have differentiated collection centers, so-called ecological points, in the farms and have also internal audits and inspections for the agricultural processes to guarantee that the appropriate management is being conducted.

**Solid waste generation Camposol Colombia (tons)**



Note: Our base line in quantifying generated waste is year 2020, period when we started the waste generation monitoring.

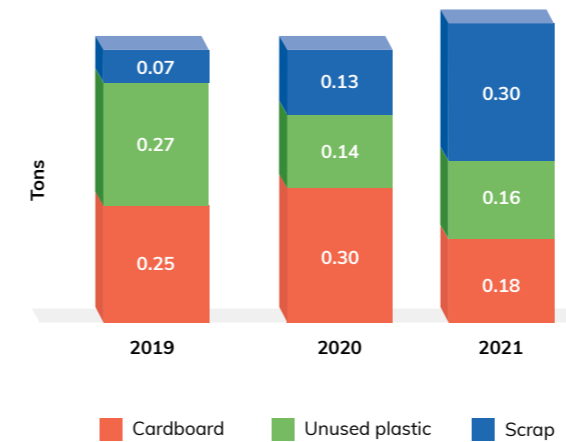


**c. Uruguay**

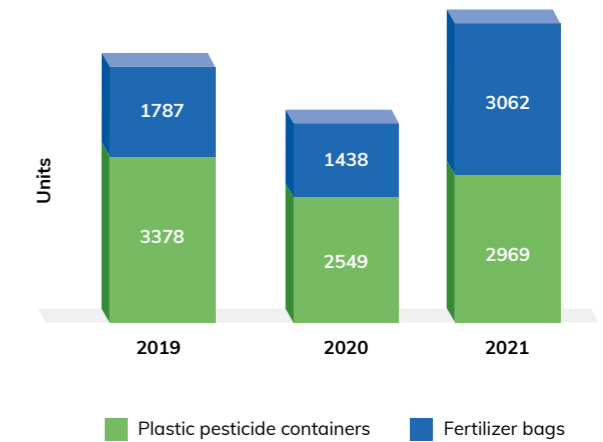
Our waste management covers all activities at El Zorzal and El Tero farms.

It is worth mentioning that we have segregation points per type of generated waste and provisional storage points for hazardous and metal waste, as well as for empty phytosanitary product containers. We have a waste management supplier, "Campo Limpio," who conduct a responsible action for the reutilization of phytosanitary product containers and fertilizer bags. However, and prior delivery to Campo Limpio, the phytosanitary product containers are washed three times and bored to prevent its reutilization as container. Campo Limpio is responsible for processing them to create plastic wood, a material made up of a mixture of different recycled plastic components.

**Non-hazardous solid waste generation**



**Hazardous solid waste generation**



Type of waste	Waste generation place	Environmental impacts prevented through waste management
Cardboard	Health dosage and warehouse	Ozone layer damage due to greenhouse gas generation, water and soil damage.
Unused plastic	Field production	
Scrap	Machinery workshop	
Firewood	Field felling	
Paper	Offices	
General waste	Field canteen	
Plastic pesticide containers	Health dosage	
Fertilizer bags	Field production	

Moreover, the waste our suppliers generate are managed by themselves.



## 4. BIODIVERSITY

### a. Peru

(GRI 304-1, 304-2, 304-3, 304-4) (102-11)

The Peruvian operations at Camposol are developed in the regions of La Libertad (District: Chao) and Piura (Districts: Bella Vista and Sullana). Such operations do not report activities in subsurface and subterranean ground. Furthermore, the company areas are aimed at agricultural production and are inside, or near, protected natural areas according to the verification the Protected Natural Areas Service of the State conducted. However, we contributed to biodiversity care and, therefore, we set up conservation and reforestation areas to conserve species and recover native species.

Farms and Plant - Chao	Farms - Piura
Value in km <sup>2</sup>	Value in km <sup>2</sup>
58.60	13.57

Likewise, we have parcels, hedges and windbreaks, which help species to stay and some other species to show up.

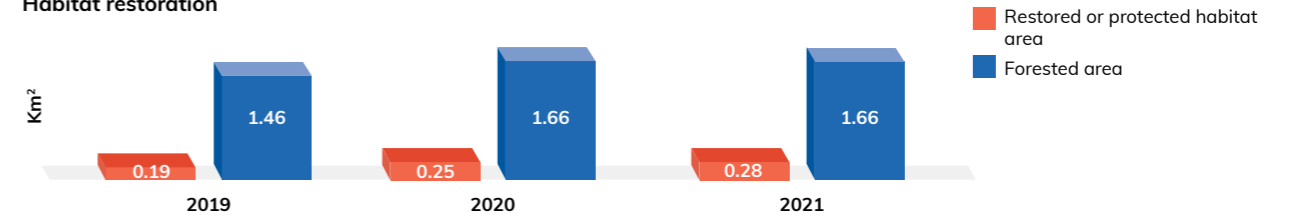
We also have conservation procedures to favor biodiversity care. These are the following:

- Hedge pruning.
- Arborization.
- Shelter area for beneficial insects that are biological controllers.
- Tree felling and pruning.
- Conservation area.



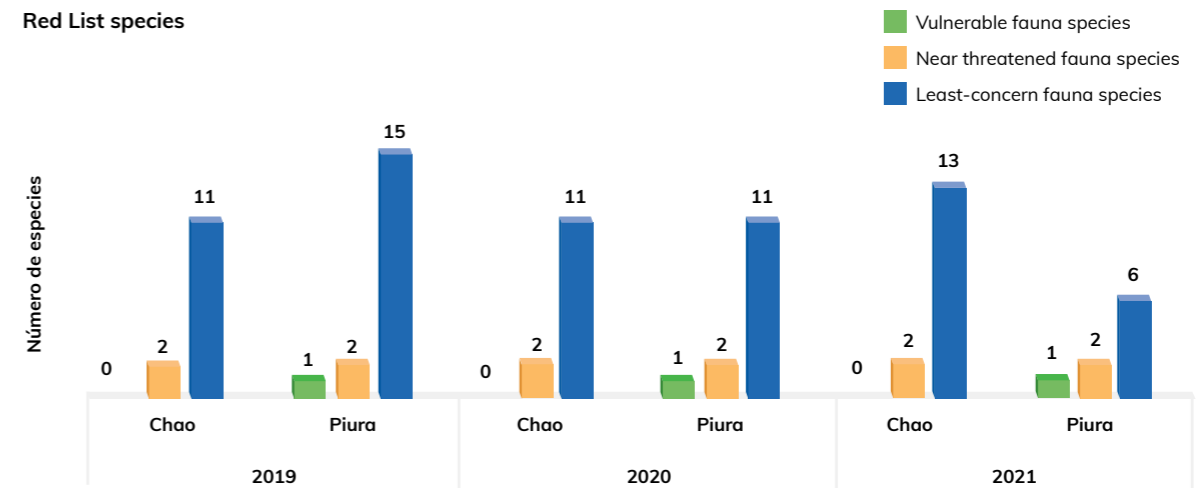
The biodiversity assessment is conducted through an annual flora and fauna census to be aligned to indicators.

### Habitat restoration



*The biodiversity assessment is conducted through an annual flora and fauna census to be aligned to indicators.*

### Red List species

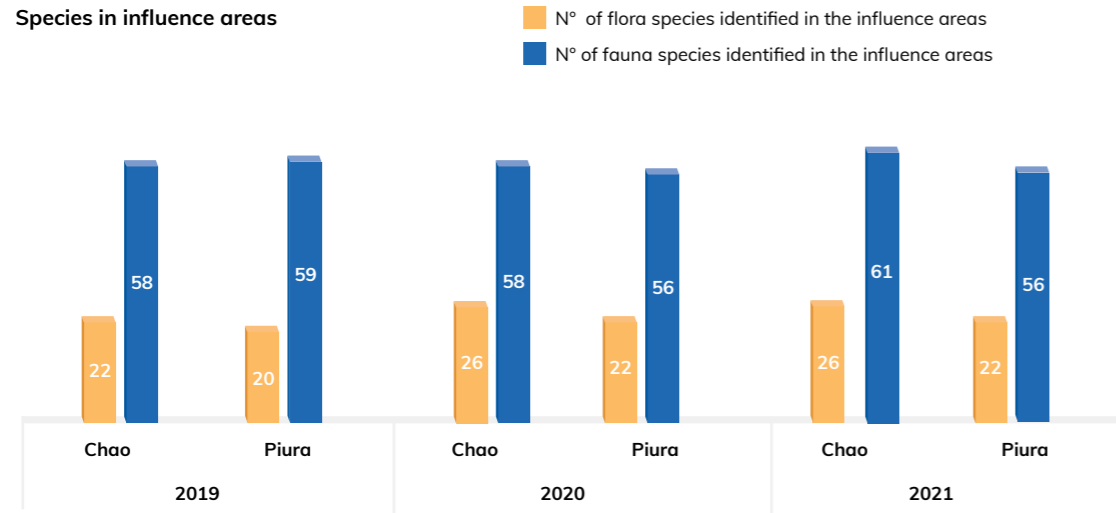


**Note:** No flora species in the Red List of threatened species were identified.



(GRI 304-4) (102-11)

Species in influence areas



Bees are one of the most relevant species for the survival of ecosystems due to their pollination work. Without them, there would be neither biodiversity in the world nor plant and fruit production. Due to the increase of production areas, it is necessary to commit ourselves to an intelligent agriculture that uses technology as a strategic ally to guarantee the care of bees. In this regard, we commit ourselves to sustainable solutions such as the *BeeWaze* technology, which requires to install sensors inside the apiaries to monitor their temperature, relative humidity, and weight; the information is sent to a web platform that analyzes the information and provides us with the possibility to take preventive measures to guaranty the beehive quality and, in turn, the fruit and seed production

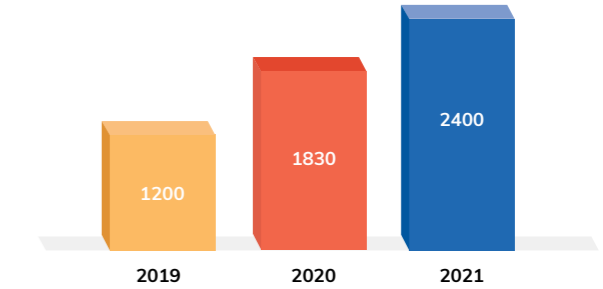


Weather Force Project

Objective: Build and validate meteorological indicators that lead to the appearance of rust in the blueberry crops.

It is a comprehensive sustainable proposal to create, validate and implement a risk indicator that allow a prognosis of the rust disease under the weather conditions in the northern part of Peru. The platform sends early alerts on the occurrence of favorable environmental conditions to multiply the inoculum, reduces the number of phytosanitary applications, suggests a traffic light system regarding the occurrence of rust, and decreases the economic losses caused by the disease.

Number of beehives



(GRI 416-1)

We have established a new agroecosystem for sowing crops. This favors the appearance of both beneficial species and pests, which we control with a biological management and, therefore, we gradually depend less on the conventional pesticides.

The Integrated Pest Management (IPM) uses several biological control methods which purpose is to minimize the presence of pests in crops. For this, the company has the Sustainable Agriculture Policy and the Integrated Pest Management Policy. We use biological input, such as parasitoids, predators and entomopathogen organisms (nematodes, fungi and bacteria), in our crops to decrease the use of chemical products and take care of human health, as well as the environment.

Our most remarkable species for pest control are the *Trichoderma viride*, a type of microscopic beneficial fungus that protects our avocados and blueberries from the attack of harmful fungi. We also have the *Isaria fumosorosea*, another microscopic fungus that serves to control the Mediterranean fruit fly, which is a known pest in our blueberry crops.



**b. Colombia**  
(GRI 304-1, 304-4) (102-11)

All our farms comply with the biodiversity conservation and protection guidelines. Our operations cause a minimum impact on the environment and the environmental conditions that favor the optimal development of biodiversity.

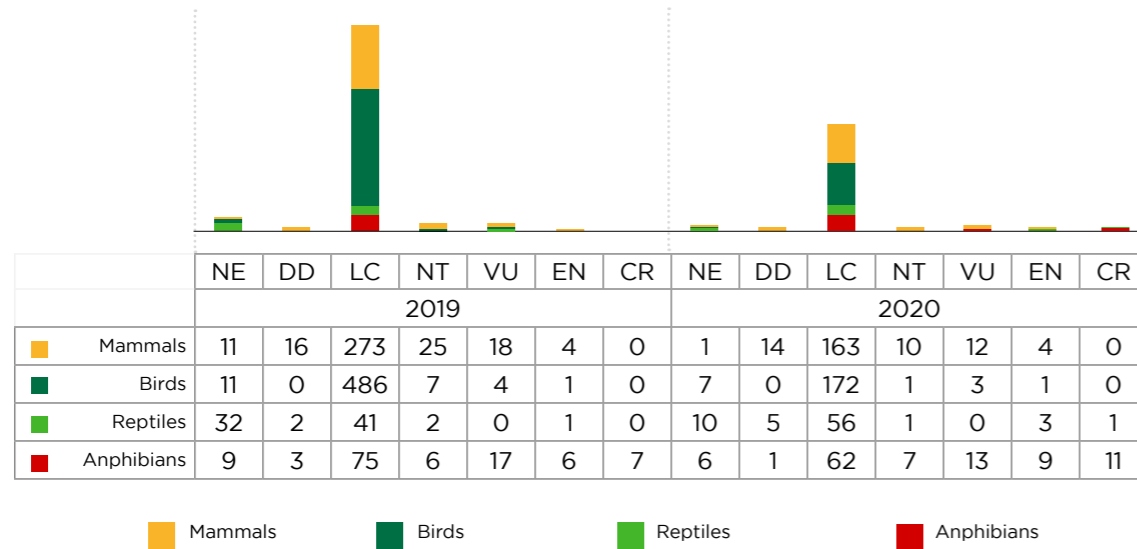
Likewise, we have environmental management plans that were made, are being implemented and include many actions to be followed to protect and conserve the wild flora and fauna in every farm. Our management is based on the prevention of actions that may affect biodiversity and, therefore, minimize the impacts caused on the environment and, if they do take place, mitigate and/or remedy them with the highest efficiency.

We developed restoration projects in areas with deficiencies in the protection coverages and conducted in-person trainings in the farms for all personnel and communities located in the influence areas.

In the following links to the appendix hereto, you can see the location of our country estates (farms) and their proximity to Natural Protected Areas.

Remark: There are no flora and/or fauna species quantification/identification data for year 2021. The most up-to-date information about the flora and fauna species census within any protection category is the following:

**Red List species (IUCN)**



Note: LC = Least Concern; NT = Near Threatened; VU = Vulnerable; EN = Endangered y CR =Critically endangered

(GRI 416-1)  
The synthesis of our pest management is based on the following points:

- The sanitary management is based on the weekly monitoring.
- The management is integrated with several tools such as cultural, biological, ethological, mechanical and chemical tasks (see image).



- The choice of product is based on authorized lists that the IMS area has filtered and that comply with the Colombian and foreign regulations and certifications.

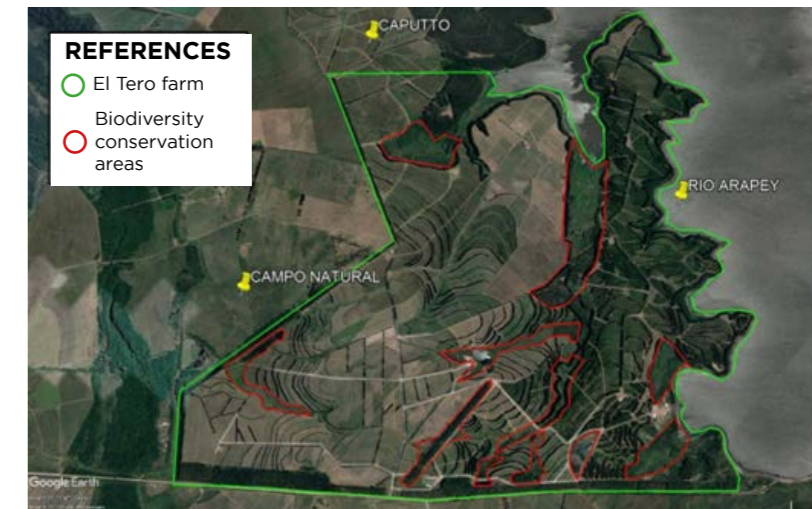
- Distance is respected according to the Colombian regulation on performing sanitary management near forests, water sources and infrastructures. Neither forests nor water sources are applied.

**c. Uruguay**  
(GRI 304-1)

We conduct a strict control of certain activities that favor the environmental scene and ecosystem protection. Therefore, waste is never burnt, the remaining of remedies are always disposed of in a responsible manner and are not thrown at the field, and a specialized supplier extracts our wastewater.

Moreover, we have an environmental impact assessment (EIA), which was broaden in 2021. We also have a biodiversity diagnosis (Landscape Diagnosis and Flora and Fauna Species Determination and Identification - Uruguay).

We have identified the following biodiversity areas in our operations:



(GRI 401-1, 103-1, 103-2, 103-3) (405-1, 103-1, 103-2, 103-3)



The recruitment and selection process establishes a key point for our organization as we need to have the ideal talent for the right development of our activities. We consider that our collaborators are our most valuable asset and, therefore, we invest in their training, provide them with an optimal work climate and give them benefits.

Likewise, as the larger percentage of our workers are laborers that work at plants or in the field, many of our neighbors that have experience in these working areas are positively impacted because there is a constant work demand in all our operations.

To manage talent, we use an integrated set of processes that are designed to attract, manage, develop, motivate and retain collaborators. It is currently under the management of the Talent and Culture Vice-Presidency at a corporate level and within the Human Resources Managements in each operation. Likewise, it is based on the following policies and procedures:

- Internal work regulations
- Compensation policy
- Sexual harassment prevention, investigation and sanction policy
- Social dialogue

The main responsibilities of the area are organized in six points:

- Collaborator's experience: improving the employee's and laborer's experience to attract and retain them.
- Compensations: constantly updating the incentive systems to promote productivity.
- Leadership: redefining the supervisor's profile and enhancing his/her capabilities by prioritizing effective treatment.
- Recognition: promoting recognitions to both employees and laborers and spreading them out at every level.
- Work climate: fostering a good work environment to increase the workers' motivation.
- Working conditions: constantly looking after optimal conditions and tools for both employees and laborers.

During 2021, we conducted several improvements for our field and plant workers:

- We installed communication systems for our laborers.
- We implemented a productivity model in which workers change functions according to their capabilities.
- Field trainings, in which the company's culture is transmitted to the laborers, were implemented. Then they pass to the training parcels where they are evaluated for two weeks, and the supervisors are defined.

(GRI 102-7, 102-8) (GRI 401-1, 103-1, 103-2, 103-3) (405-1, 103-1, 103-2, 103-3)

- To reduce the quantity of people in the field and so decrease the contagion probability, workers were grouped, and a supervisor was assigned to them. In this model, the best team receives higher earnings. This has resulted in the increase of motivation and productivity.
- A variable bonus model, which is a productivity bonus, was implemented. A weekly goal is set. This new system increased our productivity by 400%.

Likewise, in order to improve the collaborator's experience and enhance the work climate, we have several channels to receive grievances or claims:

- Ethical line: it is managed by a third party (Ernst & Young). Receives complaints and/or claims by telephone or email. It is sometimes necessary for the labor relations area to investigate these complaints.
- Committee Against Sexual Harassment: the members of this committee can receive any type of complaint for their investigation.
- Human management: there are representatives from this area in every farm and plant to receive grievances and claims. There are also personnel service offices in Agromás, Human Management offices at plant and offices in Piura.
- Labor relations: this area receives letters about workers' or unions' claims, grievances and requests.
- Cocola: it is focused on preventing and intervening behaviors that may be catalog as workplace harassment<sup>7</sup>.

To verify that we are performing an efficient management, we assess it by monitoring the following indicators:

- Staffing



- Turnover
- Work climate measurement
- Measurement of the level of satisfaction with the internal processes of Human Resources and different working conditions such as canteen, transportation and other basic conditions that the company offers.
- Follow-up and control of the weekly wage cost

<sup>7</sup> Only in our operation in Colombia.

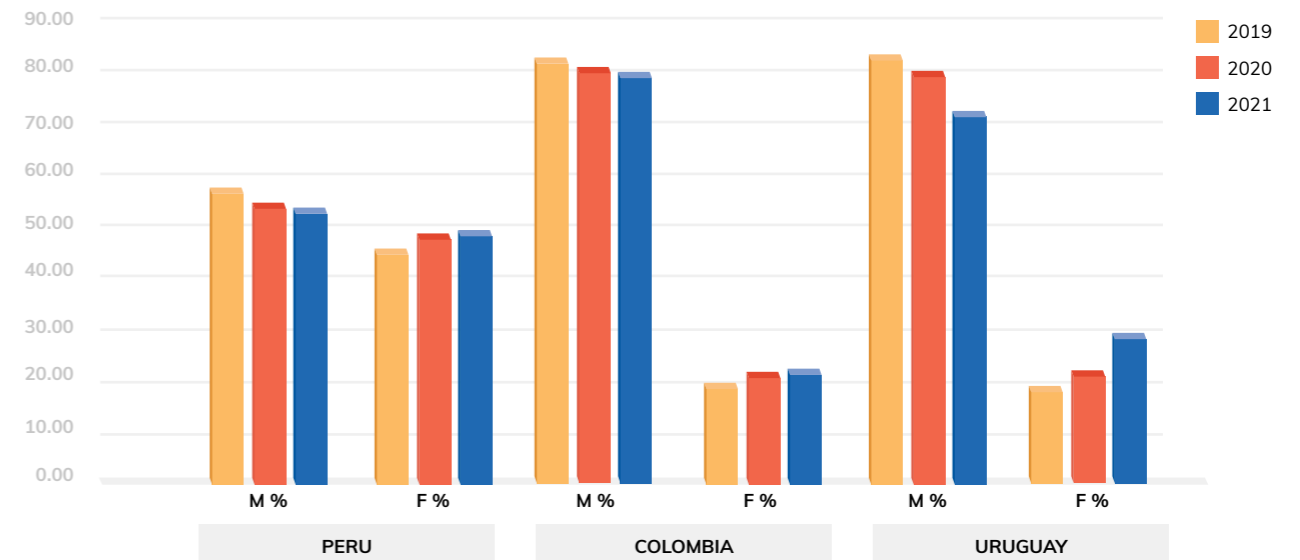
## 1. INFORMATION ON COLLABORATORS

### a. Comparative analysis of collaborators by region and gender

	Peru	Colombia	Uruguay
2019	29801	242	89
2020	29660	388	154
2021	26467	415	263

	Peru				Colombia				Uruguay			
	M	M %	F	F %	M	M %	F	F %	M	M %	F	F %
2019	16689	56.00	13112	44.00	196	81.00	46	19.00	73	82.00	16	18.00
2020	15720	53.00	13940	47.00	307	79.00	81	21.00	122	79.00	32	21.00
2021	13869	52.40	12598	47.60	324	78.07	91	21.93	188	71.48	75	28.52

Comparative rate of collaborators by gender and country

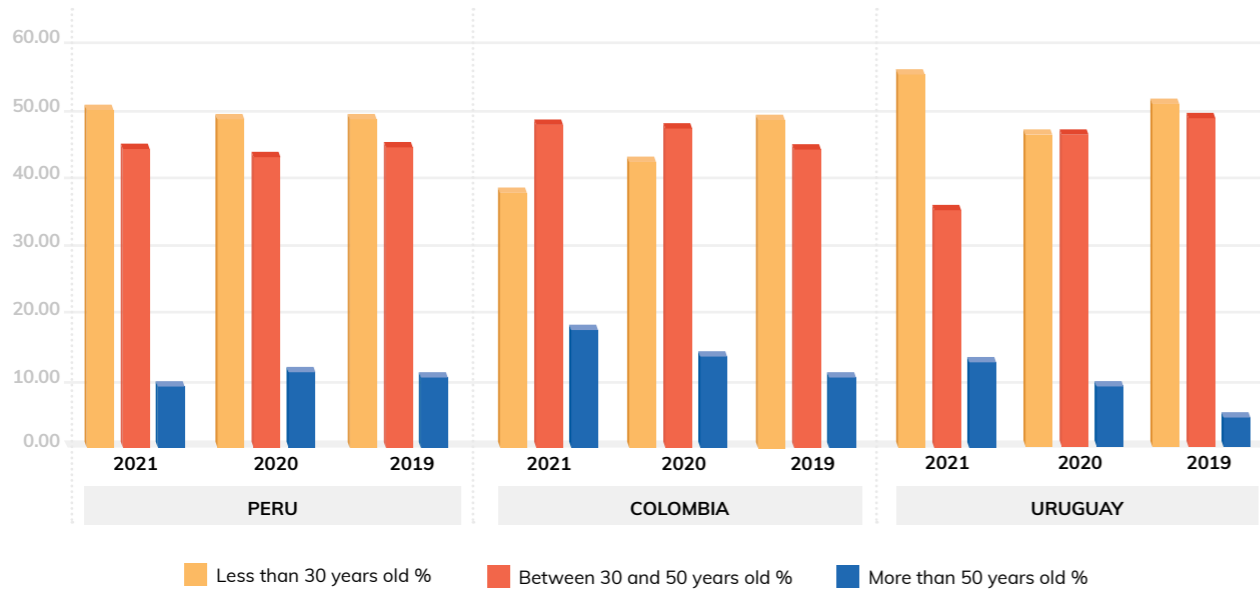


(GRI 102-7, 102-8, 401-1, 405-1)

**b. Collaborators by age group and gender**

	Peru			Colombia			Uruguay		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Less than 30 years old %	48.53	47.00	47.00	36.39	41.00	47.00	53.61	45.00	49.00
Between 30 and 50 years old %	42.68	42.00	43.00	46.75	46.00	43.00	34.22	45.00	47.00
More than 50 years old %	8.79	11.00	10.00	16.87	13.00	10.00	12.17	9.00	4.00

Comparative rate of collaborators by age group and country



**c. Collaborators and directors by position and age group**

	< 30			30 - 50			> 50		
Directors				5			4		

	Peru			Colombia			Uruguay		
	< 30	30 - 50	> 50	< 30	30 - 50	> 50	< 30	30 - 50	> 50
Managers		15			4	3		1	2
Coordinators	20	133	12	9	22	0			
Administrative staff	121	162	9	68	52	3	17	18	2
Operating staff	12704	10986	2305	74	116	64	122	71	30
Total	12845	11296	2326	151	194	70	139	90	34

**d. Collaborators and directors by position and gender**

	M		F	
Directors	8		1	

	Peru		Colombia		Uruguay	
	M	F	M	F	M	F
Managers	9	6	3	4	3	
Coordinators	134	31	20	11	23	9
Administrative staff	174	118	75	48	1	5
Operating staff	13552	12416	226	28	78	58
Total	13869	12598	324	91	188	75



(GRI 102-7, 102-8, 401-1, 405-1)

**e. Collaborators by contract and gender**

	Peru		Colombia		Uruguay	
	M	F	M	F	M	F
	Indefinite contract	2717	1453	280	75	78
Temporary contract	11152	11145	44	16	110	51
<b>Total</b>	<b>13869</b>	<b>12598</b>	<b>324</b>	<b>91</b>	<b>188</b>	<b>75</b>

**f. Collaborators by type of contract and gender**

	Peru		Colombia		Uruguay	
	M	F	M	F	M	F
Full-time	13869	12598	324	90	188	75
Part-time				1		
<b>Total</b>	<b>13869</b>	<b>12598</b>	<b>324</b>	<b>91</b>	<b>188</b>	<b>75</b>

*There is a slight trend to increase the number of female workers in our operations. This is due to the trend towards hiring more women and terminating contracts of a larger quantity of male workers.*



**g. New hirings by gender**

	Peru					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	18542	62.22	16467	55.52	19409	73.33
F	14741	49.46	15699	52.93	18167	68.64

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	187	77.27	316	81.44	324	78.07
F	42	17.36	83	21.39	91	21.93

	Uruguay					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	25	28.09	22	14.29	60	22.81
F	8	8.99	9	5.84	19	7.22



*In Colombia, the larger quantity of workers belongs to the 30-to-50-year-old group.*

(GRI 401-1)

**h. New hirings by age group**

	Peru					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	18721	62.82	11313	38.14	22445	84.80
Between 30 and 50	12393	41.59	19374	65.32	13135	49.63
More than 50	2169	7.28	1479	4.99	1996	7.54

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	70	28.93	124	31.96	151	36.39
Between 30 and 50	123	50.83	209	53.87	194	46.75
More than 50	36	14.88	66	17.01	70	16.87

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	16	17.98	18	11.69	40	15.21
Between 30 and 50	15	16.85	10	6.49	25	9.51
More than 50	2	2.25	3	1.95	14	5.32

**i. Turnover by gender**

	Peru					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	15007	50.36	13617	45.91	16003	60.46
F	10726	35.99	11701	39.45	14191	53.62

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	40	16.53	92	23.71	116	27.95
F	2	0.83	26	6.70	55	13.25

	Uruguay					
	2019		2020		2021	
	Q	%	Q	%	Q	%
M	98	110.11	155	100.65	195	74.14
F	29	32.58	50	32.47	53	20.15



(GRI 401-1)

**j. Turnover by age group**

	Peru					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	9263	31.08	14870	50.13	17663	66.74
Between 30 and 50	1515	5.08	9061	30.55	10519	39.74
More than 50	14955	50.18	1387	4.68	2012	7.60

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	18	7.44	44	11.34	74	17.83
Between 30 and 50	18	7.44	62	15.98	85	20.48
More than 50	6	2.48	12	3.09	12	2.89

	Colombia					
	2019		2020		2021	
	Q	%	Q	%	Q	%
Less than 30	52	58.43	116	75.32	109	41.44
Between 30 and 50	55	61.80	69	44.81	106	40.30
More than 50	20	22.47	20	12.99	33	12.55

**Conclusions**

- The number of collaborators in our Peruvian operation has decreased. This is due to our productivity strategy that was implemented during 2021, which, through the increase in productivity, we have reduced the number of field people.
- Our operations in Colombia and Uruguay showed and increased in the number of collaborators because these operations are still starting up. Therefore, as it is growing, there is a larger number of hirings and smaller number of termination of contracts.
- There is a slight trend to increase the number of female workers in our operations. This is due to the trend towards hiring more women and terminating contracts of a larger quantity of male workers.
- In Peru and Uruguay, most workers belong to the less-than-30-year-old age group because most of the operating staff is within this age range. As there are periods that are called harvest campaigns, they require a larger number of workers, but, at the end of the campaign, their contract is also terminated and, therefore, there is a considerable number of hirings and termination of contracts in this age group.
- In Colombia, the larger quantity of workers belongs to the 30-to-50-year-old group.
- The smallest quantity of collaborators has more than 50 years old.
- In all our operations, the largest quantity of our collaborators is under temporary contract because there are high labor demand seasons during harvest in the agricultural sector.

(GRI 401-2, 103-1, 103-2, 103-3)

**2. BENEFITS**

To maintain a good work climate and improve the staff retention, we provide several mandatory benefits and other additional. All our collaborators have the following mandatory benefits:

- Vida Ley insurance since the first day of the employment relationship
- Health insurance
- Family allowance payment
- Maternity and paternity leave
- Leave due to seriously ill direct relative
- Leave due to direct relative death
- Breastfeeding leave
- Vacations
- Profit sharing

We do not have part-time personnel anymore. The aforementioned mandatory benefits are provided without any different to all our collaborators. Furthermore, we also provide the following types of benefits:

- Staff transportation that the company covers at 100%
- Subsidized canteen service
- 100%-covered private health insurance and cancer insurance premiums
- Nursery service (Wawawasi) that the company provides
- Educational and training courses
- Loans to our workers (due to personal, health and school reasons, among others)
- Delivery of school implement packs
- Christmas baskets

We also have two programs that we created to support our workers:

- Acknowledgement program Madre Tierra





(Mother Earth): it intends to inform industrial and agricultural workers about how important they are for the organization. The workers that represent this program are an example for all the other workers.

- Marverde real estate project: its purpose is to provide a decent housing with basic services at a low cost in the district of Chao.

As workers that are not our employees conduct an important part of the activities in our organization, we provide them with a lodging service that we cover at 100%. The activities they perform correspond to the security area, canteen service, and cleaning.

(GRI 102-41)

### 3. COLLECTIVE BARGAINING AGREEMENTS

We closed a milestone in the history of unions this year. We entered the collective agreements for three more years with our three unions.

UNION	N°
Field union	957
Plant union	357
SITECASA union	1384
<b>TOTAL</b>	<b>2698</b>

(GRI 404-3, 103-1, 103-2, 103-3)

### 4. PERFORMANCE ASSESSMENT

The performance assessment allows us to help the personal and professional development of our collaborators. It also allows us to contribute to the management of knowledge as it gives us information on the weak points that have to be reinforced.



Most assessed collaborators are in the work category of heads of area, coordinators or supervisors, followed by the category of administrative staff and managers and deputy managers. The least-assessed work category belongs to operating staff.

It is worth mentioning that there is a not formal assessment that supervisors conduct to their laborers for the tasks performed, which establishes that they indeed can take up more responsibilities.

	Peru				Colombia				Uruguay			
	M	M %	F	F %	M	M %	F	F %	M	M %	F	F %
Managers, Deputy Managers	7	77.78	3	50.00	1	25.00	1	33.33	3	100	0	0
Heads of area, Coordinators, Supervisors	115	85.82	23	74.19	7	35.00	2	18.18	20	86.96	7	77.78
Administrative Staff	142	81.61	90	76.27	14	18.67	14	29.17	0	0	0	0
Operating Staff	255	1.88	293	2.36	0	0.00	0	0.00	0	0	0	0
<b>Total</b>	<b>566</b>	<b>4.08</b>	<b>374</b>	<b>2.97</b>	<b>22</b>	<b>6.77</b>	<b>17</b>	<b>18.89</b>	<b>23</b>	<b>12.23</b>	<b>7</b>	<b>9.33</b>

## 5. HEALTH AND SAFETY

(GRI 403-1, 103-1, 103-2, 103-3)

We have an Occupational Health and Safety Management System (OHSMS), which is deployed in view of the requirements that the following bodies of law provide for:

#### In Peru:

- Law No. 29783, Occupational Safety and Health Law and its amendment, Law 30222.
- Civil Defense System Law (Legislative Decree (D.L., in Spanish) No. 19338).
- Regulations of Law No. 28806, General Labor Inspection Law.
- Law No. 28048, “Law for protecting pregnant women that perform tasks that may risk their health and/or the normal development of the embryo and fetus.”
- Law 26790: Social Security of Health Modernization Law.
- Law No. 30102, “Law that provides for preventive measures against harmful effects on health due to prolonged exposure to solar radiation.”
- Law No. 28806, General Labor Inspection Law.
- Law 26842: General Health Law

#### In Colombia

- Decree 1072 from 2015: “Consolidated Regulatory Decree of the Labor Sector,” Title 4 “Occupational Risks,” Chapter 6 “Occupational Safety and Health Management System.”
- Resolution 0312 from 2019: “Through which the minimal standards on Occupational Safety and Health Management System (SG-SST, in Spanish) are defined.”

Taking into consideration the aforementioned regulations, the scope of our Occupational Safety and Health Management System covers all our activities and all our own and contract personnel

located in all our field and plant locations and administrative offices in our operations in Peru, Colombia and Uruguay, without exclusion.

It is also worth mentioning that we obtained the ISO 45001:2018 certification thanks to the fact that, during the first quarter of 2021, we complied with the OHSAS 18991 standard.

Our system uses the Plan-do-check-act (PDCA) continuous improvement cycle to solve problems and foster the continuous optimization.

**a. Risks, hazards and accidents**  
(GRI 403-2, 103-1, 103-2, 103-3)

Regarding the hazard identification and risk assessment, we have processes (detailed in the Hazard Identification and Risk Assessment (HIRA) matrix) and conduct the risk assessment update at least once a year or if a change in the working conditions takes place.

Based on those processes, we perform an operational control hierarchy (removal, substitution, engineering controls, administrative controls, and personal protection equipment). Therefore, we prepare a list of all inherent hazards and risks and assess their probabilities and consequences. We set up control measures by analyzing the root causes of previous accidents, reviewing the findings of inspections and generating a culture of prevention that guarantees the optimal performance of the operations.

For instance, when a worker identifies a Hazard, he/she must report it to the Occupational Health and Environment System (SSOMA, in Spanish) area to take its corrective measure. If the collaborator decides to leave the work environment as he/she considers that it is unsafe, such situation must be

identified through the SJA (Safe Job Analysis) or Individual Hazard and Risk Analysis records. The SSOMA is immediately informed, and the collaborator's activities are so prevented from taking place.

We also have the following accident and incident investigation procedure:

Neither the hazard and risk identification processes through business relations nor the control hierarchy that is applied to eliminate or minimize hazards and risks through business relations are applicable for our line of business.

Regarding our Colombian operations, we identify our occupational hazards and assess the risks with the

Occupational Risk Factor Identification Procedure, which is based on the Colombian Technical Guide "Identification of hazards and appraisal of risks," a guide the Colombian Institute of Technical Standards validated. Through this validation and with our annual work plan, inspection plan and training plan, all the system's activities are guaranteed to be properly conducted.

Responsible person	Action
Workers	Inform the affected area responsible person (direct supervisor) or immediate supervisor of the work accident as mild as it might be.
Supervisor/Head of area	Assess what happened and verify if it is necessary to give first aid to the worker and send the patient to the Military Emergencies Unit (UME, in Spanish).
Physician/Nurse/Technician	Give medical care to the injured worker and inform the SSOMA.
SSOMA Senior Analyst	Take the first investigation data, take the statement from the accident witnesses, and register it. Go to the accident area and check its occurrence with the statements. Take immediate control measures that are necessary to prevent the occurrence of a similar accident.
Technical team for investigation of accidents	Conduct the accident investigation, analyze the collected information to determine the immediate and basic causes of the accident, which may have been caused by substandard acts and/or conditions, and register it in the work accident investigation form within 10 days at the most. Determine the control measures, make agreements on them and submit the report to the persons responsible for the area and other people requiring it for specific purposes. Note: To investigate accidents, the causation method proposed by Frank Bird, the 5 whys strategy and/or the SCAT table will be used.
Head of area	Take the control measures determined in the accident investigation report.
SSOMA Senior Analyst	The SSOMA team will conduct the follow-up of the established control measures until guaranteeing their compliance. Once the control measures have been taken, their efficacy will be verified in order to prevent similar accidents through the risk management embodied in the Hazard identification, risk assessment and control determination (IPERC, in Spanish) matrix.
Supervisor / Head of area	The supervisor or immediate head will inform his/her personnel of the accident that took place, the causes and the actions the personnel must carried out to prevent similar occurrences.



If an incident or accident takes place, Camposol Colombia investigates it according to the “Work incident or accident management procedure” and in the forms “Work incident or accident care service report” and “Work incident or accident investigation report.” The cause analyses prepared as a result of the investigations are taken into account to update the hazard identification matrices

**b. Workplace health services**

(GRI 403-3, 103-1, 103-2, 103-3)

We have medical units in all our locations. The main functions of our health services are the following:

- Reviewing the identification of environmental hazards, risks, aspects and impacts according to the activities that are developed and supporting the implementation of operational controls.
- Scheduling, conducting and safeguarding the occupational medical examinations.
- Performing occupational health surveillance activities, such as the Occupational Medical Examination Compliance Program and the Occupational Health Programs (hearing conservation, respiratory protection, musculoskeletal prevention, and protection to pregnant workers), and keeping the corresponding records.
- Taking care of and managing the outpatient visits, urgencies and follow-up of the unit workers within the framework of the medical surveillance programs together with their work team.



*We guarantee that all workers are affiliated with a health promotion entity according to the legal regulations in force. We also give them paid permits to go to their medical appointments.*

- Generating and conducting surveillance activities regarding common diseases.

Moreover, we put at the disposal of all collaborators and workers the email [prevencioncovid@camposol.com.pe](mailto:prevencioncovid@camposol.com.pe) and a call center through which we give them access to our health services.

At Camposol, we recognize the importance of minimizing to the maximum the contagions the Covid-19 pandemic has caused, so that our health services and non-work-related health care offer Covid-19 prevention programs together with our Covid-19 vaccination campaign. Furthermore, we provide easy-access information and understanding through infographics.

We currently have an occupational physician at workplace in our Colombian operation. The health services are outsourced and comply with the “Occupational medical examination protocol” procedure, which includes:

- Pre-employment or pre-entry medical examination.
- Complementary tests as required.
- Regular occupational medical examinations (scheduled or due to occupation changes).
- Post-employment of final medical examination.
- Post-disability medical examination.

Likewise, we guarantee that all workers are affiliated with a health promotion entity according to the legal regulations in force. We also give them paid permits to go to their medical appointments. The contracted health safeguard all the information regarding the workers’ health histories. To guarantee the quality of our health services, we comply with the guidelines set forth in the “Booklet on occupational safety and health, social ethics, public health and environment for service suppliers,” as well as with the internal audit that is conducted every year.

**c. Participation of workers in the OHSMS**  
(GRI 403-4, 103-1, 103-2, 103-3)

We are aware that our processes can only have the necessary efficacy if they meet the needs of our stakeholders. In this regard, the participation and consultation of workers for the development, application and assessment of the Occupational Health and Safety Management System are indispensable.

Therefore, through the Occupational Health and Safety Committee (OHSC), our workers participate in workgroups, where we gather suggestions, and in the implementation and improvement of our policies. Likewise, we keep an active communication with our workers through several platforms and applications such as “Camposol informa” (Camposol informs).

Our OHSC consists of 12 regular members, 6 representatives of workers, and 6 employer’s representatives. In this sense, the main functions of the OHS committee are:

- Knowing the documents and reports regarding working conditions that may be necessary for complying with its functions, as well as those resulting from the occupational safety and health service activity.
- Approving the employer’s Internal Safety and Health Regulations.
- Approving the Annual Occupational Safety and Health Program.
- Knowing and approving the Annual Occupational Safety and Health Service Schedule.
- Participating in the preparation, approval, implementation and assessment of policies, plans and programs regarding occupational safety and health promotion, prevention of accidents, and occupational diseases.
- Approving the annual occupational safety and health training plan for workers.

- Promoting all new workers to receive an appropriate training, instruction and guidance on risk prevention.
- Monitor the compliance of legislation, internal regulations and technical specifications of work related to safety and health at the workplace, as well as the Internal Regulations on Occupational Safety and Health.
- Ensuring that workers know the regulations, instructions, technical specifications of work, notices and other written or graphic materials regarding the prevention of occupational risks.
- Promoting the commitment, cooperation and participation of all workers regarding the prevention of occupational risks through effective communication, participation of workers in solving safety problems, induction, training, contests, and drills, among others.
- Performing regular inspections in the administrative areas, operational areas, facilities, machinery and equipment to reinforce the preventive management.
- Considering the circumstances and investigating the causes of all incidents, accidents and occupational diseases that take place at workplace, and issuing the corresponding recommendations to prevent their recurrence.
- Verifying the compliance and efficacy of their recommendations to prevent the accident recurrence and the occurrence of professional diseases.
- Making appropriate recommendations to improve the working conditions and environment, safeguarding that all taken measures are carried out, and assess their efficiency.
- Analyzing and issuing reports on statistics of occupational incidents, accidents and diseases that took place at work, which record and assessment must be constantly updated by the employer’s organizational unit of occupational safety and health.



*Promoting the commitment, cooperation and participation of all workers regarding the prevention of occupational risks.*

- Cooperating with the medical and first-aid services.
- Supervising the occupational safety and health services and the assistance and counselling to employer and worker.
- Reporting to the employer’s maximum authority: fatal accident or hazardous incident immediately; and quarterly statistics of occupational accidents, incidents and diseases.
- Meeting monthly and regularly to analyze and assess the progress of the objectives set forth in the annual program, and extraordinarily to

analyze accidents that imply severity or when circumstances so require.

It is also worth mentioning that Camposol’s Piura location has an Occupational Health and Safety Subcommittee, which consists of 12 regular members, 6 representatives of workers, and 6 employer’s representatives.

Camposol Colombia has four operational areas, each of which has its corresponding Occupational Safety and Health Joint Committee, which is the body to

*We consider that is essential for our collaborators to have information that allow them to take the corresponding precautions and actions in case of emergencies.*

which any worker can report hazards and unsafe acts and conditions. Every committee is made up of representatives of the workers and company, meets monthly to make decisions regarding the improvement of the working conditions in each area, and has the following responsibilities:

- Suggest taking measures and developing activities that procure and maintain the health in the working places and environments.
- Regularly visit the workplaces and inspect the settings, machinery and equipment, as well as the operations that the personnel perform.
- Study and consider the workers' suggestions on industrial medicine, hygiene and safety.
- Propose and participate in occupational health training activities.
- Collaborate in the analysis of the causes of occupational accidents and professional diseases and suggest the employer the corrective measures that may have to take to prevent their occurrence.

In Uruguay, we have an Occupational Health and Safety Bipartisan Commission that consists of representatives of workers and representatives of the employer, and has the following functions:

- Receives the suggestions and opinions of our collaborators.
- Offers guidance to collaborators to be able to withdraw from situations that they deem hazardous.

- Regularly reports on highly relevant issues for the Occupational Health and Safety.

(GRI 403-5, 103-1, 103-2, 103-3)

**d. Occupational Health and Safety trainings**

Aside from the access to health services, we consider that is essential for our collaborators to have information that allow them to take the corresponding precautions and actions in case of emergencies. Therefore, we conduct Occupational Health and Safety trainings in cooperation with our training and development area. The trainings provided are part of our annual program of mandatory trainings that are addressed to all personnel, in both general and specific matters, as appropriate.

The main objective of our trainings is to sensitize workers about the risks to which they are exposed during the development of their activities and provide the necessary tools or means to face them. During 2021, the annual training plan was fully (100%) complied with.

The general subjects developed in the internal trainings are mainly distributed in the following:

- Concepts of safety and health in the working area and job position.
- Preparation and response to emergencies.

- Personal protection equipment.
- Hazard identification.
- Hazards and risks in the working area and job position.
- Firefighting.

In Colombia, every training module that is included in the annual training plan is designed according to the requirements of the Colombian legislation and the operation needs. Furthermore, the internal training coaches are OHS professionals and specialists; the external trainings are developed with institutions that are legally certified to give this type of specialized trainings. The courses we offer are completely free and are developed within the workday.

In Uruguay, we give several OHS training courses for our collaborators every year. These courses can be accessed for free, and their subject matters address their interests.

**e. Covid-19 management**

(GRI 403-6, 403-7, 103-1, 103-2, 103-3)

Our Covid-19 prevention program is being implemented in a complementary manner with the remote surveillance of our call center, through which our health staff makes telephone calls to our collaborators not only to follow up those who could have gotten or been exposed to Covid-19 but also for those collaborators that are within the higher risk groups.

As a prevention measure due to the increase of contagions, we have cooperated with the vaccine promotion application in such a way that we have bought vaccines privately. However, since September 2021, we started to develop vaccination journeys inside our facilities with the strategic support of the Ministry of Health.

We must specify that, as a company that is part of the agro-industrial sector, we have not stopped the development of our activities and, therefore, we have kept active our tasks, both in person and blended, with the exception of those collaborators that are within the risk groups.

For detecting Covid-19 positive cases, we have a surveillance plan through which it is indicated that, once a case is detected, the infected person is isolated and we proceed to establish a quarantine period for the collaborators that may have had contact with him/her according to their traceability.

**f. Occupational illnesses and diseases (GRI 403-10)**

During 2021, there were neither deaths due to an illness or disease nor cases of recordable occupational illnesses and diseases for both the direct personnel and the contractual personnel.



# Human rights

(GRI 103-1, 103-2, 103-3) (GRI 102-13) (406-1)



*We recognize, respect and avoid the violation of internationally recognized human rights; therefore, we are aligned with the United Nations Global Compact for Sustainable Development and Corporate Social Responsibility.*

We recognize, respect and avoid the violation of internationally recognized human rights; therefore, we are aligned with the United Nations Global Compact for Sustainable Development and Corporate Social Responsibility.

Furthermore, safeguarding human rights allow us to positively impact our value chain, but also allows us, due to our good practices, to obtain commercial benefits such as investments, acquisitions, and recruited high quality personnel, among others.

The conduction of this matter is under the management of the Human Management Vice-Presidency. Likewise, we have a Human Rights Policy at a corporate level that our CEO has approved. However, as we have also to safeguard the human rights protection in our value chain (suppliers, logistics and distribution), a large part of this management is conducted in our Costa Rican offices to guarantee that there is no risk of child labor or forced labor.

It is important to take into account that the human rights management works hand in hand with the compliance, anticorruption and ethics management, as well as with human management, which safeguards gender equality, non-discrimination, sexual harassment prevention, and collective association right. For any complaint regarding human rights, the same claim channels for ethical complaints can be used.

In our operations in Uruguay and Colombia, the country management, which provides the necessary resources for the approval, broadcasting and commissioning of procedures and policies based on the compliance of human rights, is responsible for the human rights management.

To achieve an efficient management, we conduct several actions, discuss the impact of our operations

on human rights, promote a human rights protection culture, and comply with the legal regulations in every place where we operate. Likewise, we have internal and external audits that verify the compliance with the international standards based on global agreements such as Global Compact, ILO, RFA, and Smeta, which conduct an assessment every year.

We support and broadcast the right to freedom of association and collective bargaining of all our workers, which is made publicly evident in our code of ethics and conduct and our internal regulations. Likewise, it is broadcasted and informed in the trainings our Human Management area gives that Camposol supports free association initiatives.

Moreover, to prevent child labor, we have implemented procedures during the recruitment and selection process that guarantee the non-hiring of child labor; all our workers must be 18 years old or older to be hired. Likewise, our service suppliers must sign a self-declaration of ethical standards and NON-hiring of child labor.

During 2021, we do not receive discrimination complaints in our operations or from third parties.

# About this report

(GRI 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56)

This sustainability report has been prepared according to the Global Reporting Initiative Standards - GRI, "Essential" option, provides information on year 2021, and has not been verified by an external auditor. The previous edition was from year 2020 and was published in the April 2021. There were neither changes nor information re-expression. The periodicity of this document is annual.

document. Likewise, it is worth highlighting that some stakeholders have the same impacts as a considerable number of workers is also part of the community and could also be or have been suppliers.

The ten (10) identified large stakeholders are shown below.

(GRI 102-40)

## 1. IDENTIFICATION OF STAKEHOLDERS AND MATERIAL ISSUES

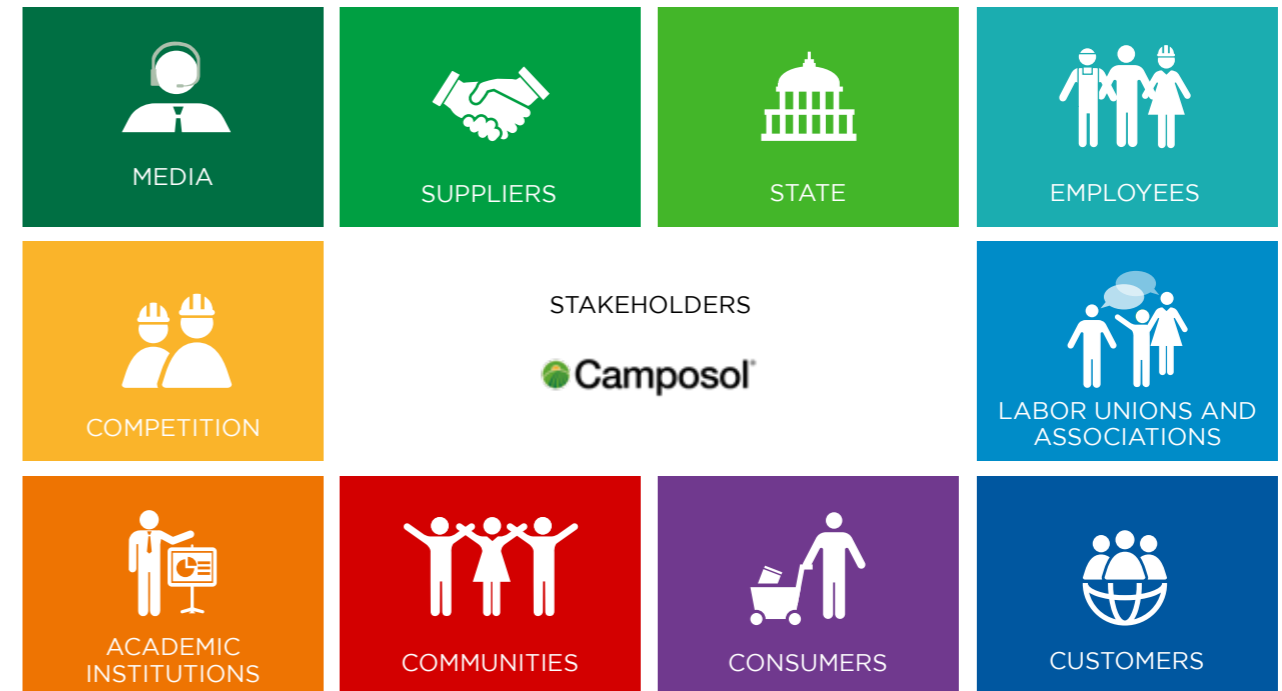
(GRI 102-42, 102-46)

We work with stakeholders that were identified, classified and prioritized in the materiality study conducted at the end of 2018 by an external consultant through the Mitchell, Agle & Woods' methodology, better known as "power-legitimacy-urgency", and the AA1000 standard.

Seven focus-group-like meetings and ten personal interviews were conducted at Camposol's different offices and plants both in Lima and in Trujillo and Piura, as well as conference calls with Colombia and Uruguay. There were identified ten large stakeholders and were classified into up to 3 subcategories.

Key issues and concerns are shown in the materiality matrix and were developed throughout this

### Stakeholders



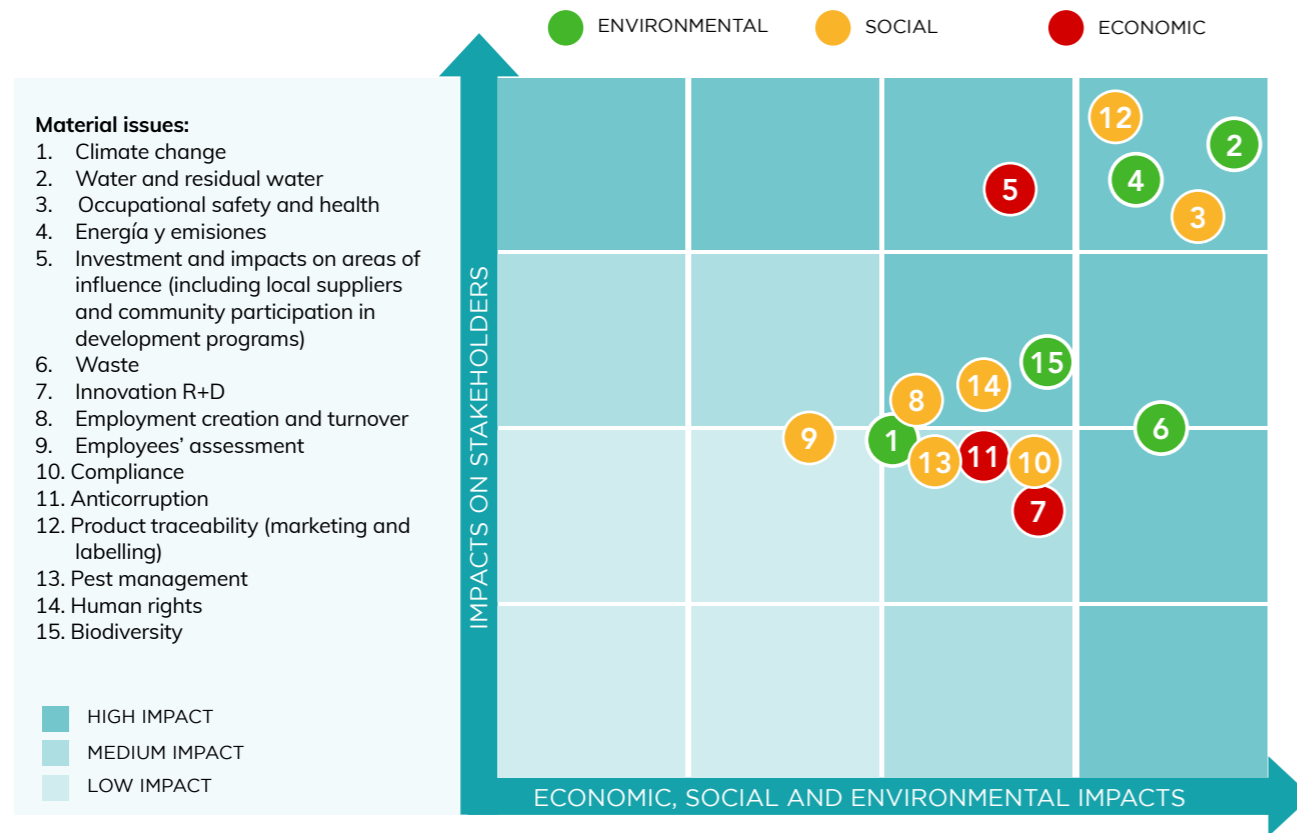
(GRI 102-44, 102-46, 102-47)

Regarding material issues, we continue working with the materiality matrix of the Sustainability Report 2019. The Marketing, Communications and Sustainability Management defined these issues at the end of 2018 and revised them at the beginning of 2020. Likewise, we applied the results

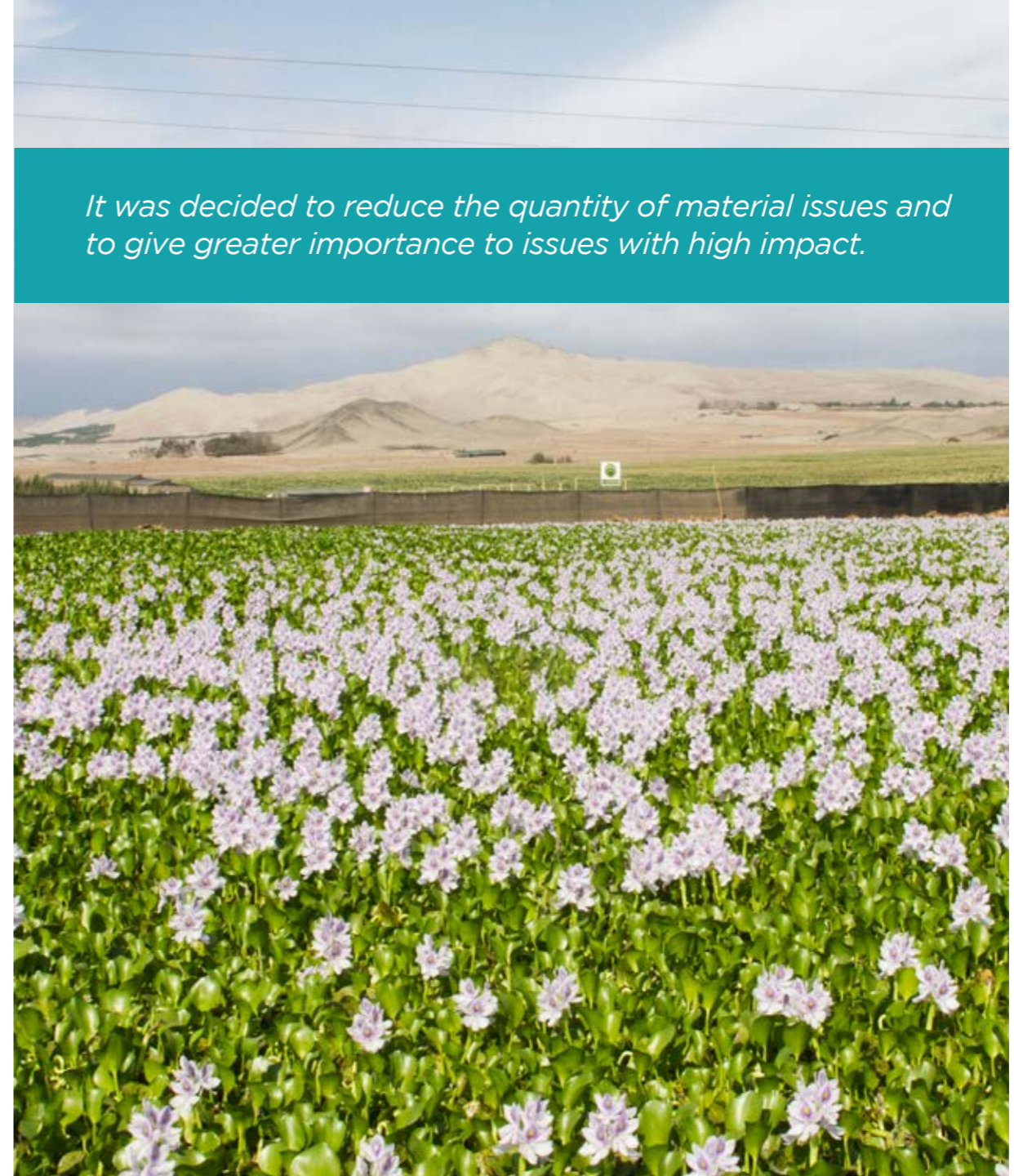
of a benchmark conducted to the agro-exporting sector worldwide and analyzed large transnational companies that are similar to Camposol and were chosen basing on the type of product they offered. After the corresponding analysis, it was decided to reduce the quantity of material issues and to give greater importance to issues with high impact, as shown in the following chart.

*It was decided to reduce the quantity of material issues and to give greater importance to issues with high impact.*

**Identification of material issues • Revised materiality matrix (2020)**



It is worth mentioning that the Covid-19 impact was added to the issues in the shown materiality matrix.





## 2. RELATIONSHIP WITH STAKEHOLDERS

(GRI 102-43)



STAKEHOLDER	COMMUNICATION CHANNEL	REGULARITY
Employees	Physical: wall newspapers, corporate POP material, brochures, and informative flyers	Permanent
	Human: integration and recognition events, communication cascading, in-person meeting	Permanent
	Digital: corporate mail, virtual catalogs, WhatsApp, web page, social networks (Facebook, Instagram, LinkedIn, Facebook group)	Permanent
	Campaigns	On request
Laborers	Physical: wall newspapers, corporate POP material, brochures, and informative flyers	Permanent
	Human: integration and recognition events, communication cascading, in-person meeting	Permanent
	Digital: WhatsApp, web page, social networks (Facebook group), ads in print media, radio or television (local)	Permanent
	Campaigns: Employer Branding, acknowledgements, etc.	On request
Costumers	Physical: ads, brochures and informative flyers, boxes, and labels, among others	On request
	Human: in-person meeting, field visits, fairs	On request
	Digital: corporate mail, brochures, catalogs, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Consumers	Physical: ads, brochures and informative flyers, boxes, and labels, among others	Permanent
	Human: sponsorships, fairs	On request
	Digital: web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Investors	Human: in-person meeting, field visits	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Suppliers	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	On request
Communities	Physical: adds in print media, radio or television (local), ads, corporate POP material, brochures, informative flyers	On request
	Digital: web page, social networks (LinkedIn, Facebook group)	Permanent
Media	Physical: ads, advertising reports, press releases	On request
	Human: interviews	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Government	Human: in-person meeting, field visits	On request



  
**COLOMBIA**  
 (GRI 102-43)

STAKEHOLDER	COMMUNICATION CHANNEL	REGULARITY
Employees	Physical: wall newspapers, corporate POP material	Permanent
	Human: integration and recognition events, communication cascading, in-person meeting	Permanent
	Digital: corporate mail, WhatsApp, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
	Campaigns	On request
Laborers	Physical: wall newspapers, corporate POP material, informative brochure, bulletin	Permanent
	Human: communication cascading, in-person meeting	Permanent
	Digital: WhatsApp	Permanent
	Campaigns: Employer Branding, acknowledgements, etc.	On request
Costumers	Physical: brochures and informative flyers, boxes, and labels, among others	On request
	Human: in-person meeting, field visits, fairs	On request
	Digital: corporate mail, brochures, catalogs, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Consumers	Physical: ads, brochures and informative flyers, boxes, and labels, among others	Permanent
	Human: sponsorships, fairs	On request
	Digital: web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Investors	Human: in-person meeting, field visits	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Suppliers	Digital: intranet	
Communitie	Physical: presentations, ad in print media, radio or television (local), ads, corporate POP material, brochures, informative flyers	Permanent
	Digital: web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Media	Human: interviews	On request
	Physical: ads, advertising reports, press releases	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	On request
Government - Regional Autonomous Corporations (CAR, in Spanish)	Physical: corporate POP material, brochures, informative flyers	On request
	Human: events, in-person meeting, field visits	On request
	Digital: web page, social networks (Facebook, Instagram, LinkedIn)	On request
Social and environmental leaders	Human: events, in-person meeting, field visits	On request
	Digital: corporate mail, WhatsApp	On request





## URUGUAY

(GRI 102-43)

STAKEHOLDER	COMMUNICATION CHANNEL	REGULARITY
Employees	Physical: wall newspapers, corporate POP material, brochures, and informative flyers	Permanent
	Human: integration and recognition events, communication cascading, in-person meeting	Permanent
	Digital: corporate mail, WhatsApp, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
	Campaigns	On request
Laborers	Physical: wall newspapers, corporate POP material, brochures, and informative flyers	Permanent
	Human: communication cascading, in-person meeting	Permanent
	Digital: WhatsApp	Permanent
	Campaigns	On request
Customers	Physical: ads, brochures and informative flyers, boxes, and labels, among others	On request
	Human: in-person meeting, field visits, fairs	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Consumers	Physical: ads, brochures y informative flyers, boxes, and labels, among others	On request
	Human: sponsorships, fairs	On request
	Digital: web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Investors	Human: in-person meeting, field visits	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	Permanent
Suppliers	Digital: intranet	
Communities	Physical: adds in print media, radio or television (local), ads, corporate POP material, brochures, informative flyers	On request
	Human: in-person meeting, field visits	On request
	Digital: web page, social networks (LinkedIn)	Permanent
Media	Physical: ads, advertising reports, press releases	On request
	Human: interviews	On request
	Digital: corporate mail, web page, social networks (Facebook, Instagram, LinkedIn)	On request
Government	Human: in-person meeting, field visits	On request



### 3. ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

(GRI 102-3, 102-45)

Camposol S.A. belongs to Camposol Holding Limited, which consists of several subsidiaries and traders that are detailed below:

COMPANY	LOCATION	ACTIVITY
Camposol S.A.	Lima, Peru	Business office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmlands
Muelles y Servicios Paita S.R.L	Paita, Piura, Peru	Farmlands
Inversiones Agrícolas inmobiliarias S.A.C	Peru	Farmlands
Camposol Europa S.L.	Spain	Trader
Camposol Fresh B.V.	Netherlands	Trader
Grainlens S.A.C	Peru	Holding
Blacklocust S.A.C	Peru	Holding
Persea, Inc.	USA	Holding
Camposol Fresh U.S.A, Inc.	USA	Trader
Camposol Foods Trading (Shangai) Co Ltd.	China	Trader
Camposol Fresh Foods Trading Co Ltd.	China	Trader
Asociación para la certificación de Prod. Agrícolas proveedores de Camposol	Peru	
Camposol Colombia S.A.S	Colombia	Subsidiary
Camposol Uruguay S.R.L. (*)	Uruguay	Subsidiary
Camposol Chile S.P.A	Chile	Subsidiary
Camposol Cyprus Limited	Cyprus	Holding
Camposol Switzerland GmbH	Switzerland	Trader
Camposol Trade España S.L	Spain	Trader
Aliria S.A.C	Peru	
Arándanos Camposolinos S.A.P.I. de C.V	Mexico	
Camposol I&D S.A.C	Peru	
Camposol Corp. (US	USA	

Camposol S.A.'s legal domicile is Avenida El Derby 250, Urbanización El Derby de Monterrico, Santiago de Surco, Lima, Peru. Its operating and commercial office is located at Carretera Panamericana Norte Km 497.5, Chao, Viru, La Libertad region, Peru. In this same highway, there are three productive facilities or agricultural lands located at Panamericana Norte Kms. 510, 512 y 527 in the La Libertad region, Peru. Camposol S.A. also operates an administrative office in the department of Piura.

It is worth mentioning that this report includes the field and plant operations in Peru, Colombia and Uruguay.

#### ***i. Contact point***

(GRI 102-53)

Lieneke Schol Calle  
lschol@camposol.com



**APPENDIX I:**

Proximity of Camposol Colombia's operations regarding Protected Natural Areas

Farm	Operational area	Nearby Protected Natural Areas
La Moravia	101.06	Central Forest Reserve Protecting Forest Reserve El Diamante
Las Delicias	102.43	None
La Ondina	143.31	Natural Reserve of the Civil Society El Vergel
El Paraíso	76.40	None
Cristalina	210.51	Regional Protecting Forest Reserve Natural Reserve of the Civil Society Central Forest Reserve of Law 2 from 1959
Pradera	34.00	None
Primavera	57.72	None
Santa Inés	30.53	None
El Bosque	154.02	Regional Protecting Forest Reserve Central Forest Reserve of Law 2 from 1959
El Carmelo	32.58	None
El Recreo	29.11	None
Los Cristales	27.74	Regional Protecting Forest Reserve Central Forest Reserve of Law 2 from 1959
Navarco	158.05	Regional Integrated Management District - Upper reaches of the Quindío river (Salento)
San Luis	142.27	Areas of interest for water resource conservation

(GRI 304-1)

Farm	Operational area	Nearby Protected Natural Areas
La Palmera	197.00	Natural Reserve of the Civil Society El Oriente Natural Reserve of the Civil Society Campo Hermoso
Mateguadua	210.00	Natural Reserve of the Civil Society La Suiza
La Bretaña	37.77	Regional Protecting Forest Reserve Los Bosques de La Chec Central Forest Reserve of Law 2 from 1959
El Castillo	124.19	None
El Parnaso	156.20	None
La Gloria	108.00	Central Forest Reserve of Law 2 from 1959
La Edelmira	102.00	Regional Protecting Forest Reserve Los Bosques de La Chec

Farm	Location regarding the protected natural area
La Moravia	Inside the Central Forest Reserve of Law 2 from 1959 (area A and B)
	Close to the Protecting Forest Reserve El Diamante
	Very far away from the National Natural Forest Los Nevados
El Paraíso	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Cristalina	Outside the Regional Protecting Forest Reserve
	Far away from the Natural Reserve of the Civil Society
	Outside the Central Forest Reserve of Law 2 from 1959
Pradera	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Primavera	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Santa Inés	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
El Bosque	Outside the Regional Protecting Forest Reserve
	Outside the Central Forest Reserve of Law 2 from 1959
	Very far from Páramo de Sonsón
El Carmelo	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.

Farm	Location regarding the protected natural area
El Recreo	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Los Cristales	Outside the Regional Protecting Forest Reserve
	Outside the Central Forest Reserve of Law 2 from 1959
	Very far from Páramo de Sonsón
La Bretaña	Outside the Regional Protecting Forest Reserve Los Bosques de La Chec
	Inside the Central Forest Reserve of Law 2 from 1959
El Castillo	Very far from the Protecting Forest Reserves, soil conservation districts
El Parnaso	Very far from Protecting Forest Reserves
La Gloria- La Edelmira	Inside the Central Forest Reserve of Law 2 from 1959
	Outside the Regional Protecting Forest Reserve Los Bosques de La Chec
Navarco	Inside the Regional Integrated Management District of upper reaches of the Quindío river (Salento)
Las Delicias	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
La Ondina	Very far from the Natural Reserve of the Civil Society Las Nieves
	Very far from the Natural Reserve of the Civil Society El Guadual
	Very far from the Natural Reserve of the Civil Society La Esneda
	Very far from the Natural Reserve of the Civil Society El Flamenco
	Very far from the Natural Reserve of the Civil Society Villa María y La Marina
	Outside the Natural Reserve of the Civil Society El Vergel
San Luis	Partially within the areas of interest for water resource conservation
	Outside the Natural Reserve of the Civil Society La Suiza
	Very far from the National Natural Forest Las Hermosas



(GRI 304-1)

Farm	Location regarding the protected natural area
Mateguadua	Very far from the Natural Reserve of the Civil Society Manga Bonita
	Very far from the Natural Reserve of the Civil Society Patio Bonito
	Very far from the Natural Reserve of the Civil Society La Divisa de Guillermo
	Very far from the Natural Reserve of the Civil Society La Parcela 9
	Very far from the Forest Reserve of the Civil Society El Silencio
	Very far from the Forest Reserve of the Civil Society El Cedral
	Very far from the Natural Reserve of the Civil Society El Porvenir
	Very far from the Natural Reserve of the Civil Society Las Golondrinas
	Very far from the Natural Reserve of the Civil Society El Tesoro
	Very far from the Natural Reserve of the Civil Society La Paila
	Very far from the Natural Reserve of the Civil Society El Arrayan
	Very far from the Natural Reserve of the Civil Society La Vuelta
	Very far from the Natural Reserve of the Civil Society Peñas Blancas
	Very far from the Natural Reserve of the Civil Society La Parcela 2
Far from the Natural Reserve of the Civil Society La Suiza	
La Palmera	Very far from the Natural Forest Páramo El Duende
	Outside the Natural Reserve of the Civil Society El Oriente
	Outside the Natural Reserve of the Civil Society Campo Hermoso





GRI standard	Content	Page(s)	Omission
<b>GRI 101: Rationale 2016</b>			
<b>GENERAL CONTENTS 2016</b>			
	102-1 Organization's name	4	
	102-2 Activities, brands, products, and services	4	
	102-3 Location of head office	44	
	102-4 Location of operations	4	
	102-5 Property and legal form	4	
	102-6 Served markets	4, 10	
	102-7 Size of organization	28, 29	
	102-8 Information on employees and other workers	28, 29	
	102-9 Supply chain	10, 11	
	102-10 Significant changes in the organization and its supply chain	10	
	102-11 Precaution principle or approach	17, 18, 19, 20, 24, 25, 26	
	102-12 External initiatives	12	
	102-13 Affiliation to associations	38	
	102-14 Statement of senior executives responsible for the decision making.	3	
	102-16 Values, principles, standards and rules of conduct	4	
	102-18 Governance structure	5, 6, 7	
<b>GRI 102:</b>	102-40 List of stakeholders	39	
<b>General Contents 2016</b>	102-41 Collective bargaining agreements	33	
	102-42 Identification and selection of stakeholders	39	
	102-43 Approach for participation of stakeholders	41, 42, 43	
	102-44 Mentioned key issues and concerns	40	
	102-45 Entities included in consolidated financial statements	44	
	102-46 Definition of contents in reports and issue coverages	39, 40	
	102-47 List of material issues	40	
	102-48 Re-expression of information	39	
	102-49 Changes in the preparation of reports	39	
	102-50 Period subject matter of the report	39	
	102-51 Date of the last report	39	
	102-52 Reporting preparation cycle	39	
	102-53 Contact point for questions about the report.	44	
	102-54 Statement on preparation of report according to GRI standards	39	
	102-55 GRI table of contents	48, 49, 50, 51, 52	
	102-56 External verification	39	







GRI standard	Content	Page(s)	Omission
<b>MATERIAL ISSUES</b>			
<b>Investment and impacts on the area of influence</b>			
<b>GRI 103: Management approach content</b>	103-1 Explanation about material issue and its coverage	13, 14, 15, 16	
	103-2 Management approach and its components	13, 14, 15, 16	
	103-3 Assessment of management approach	13, 14, 15, 16	
<b>GRI 203: : Indirect economic impacts 2016</b>	203-1 Investments in supported infrastructures and services	13, 14, 15, 16	
<b>Anticorruption and Compliance</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	8	
	103-2 Management approach and its components	8	
	103-3 Assessment of management approach	8	
<b>GRI 205: Anticorruption 2016</b>	205-1 Operations assessed for risks related to corruption	8	
	205-2 Communication and education on anticorruption policies and procedures	8, 9	
	205-3 Confirmed corruption cases and measures taken	9	
GRI standard	Content	Page(s)	Omission
<b>Energy and emissions</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	20, 21	
	103-2 Management approach and its components	20, 21	
	103-3 Assessment of management approach	20, 21	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption inside the company	20, 21	
	302-3 Energy intensity	21	
<b>Water and residual water</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	17, 18, 19, 20	
	103-2 Management approach and its components	17, 18, 19, 20	
	103-3 Assessment of management approach	17, 18, 19, 20	
<b>GRI 303: Water and effluents 2018</b>	303-1 Interaction with water as a shared resource	17, 18, 19, 20	
	303-2 Management of impacts related to residual water	19	
	303-3 Water collection	18, 19, 20	
	303-4 Water discharge	19, 20	





GRI standard	Content	Page(s)	Omission
<b>Biodiversity and pest management</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	24	
	103-2 Management approach and its components	24	
	103-3 Assessment of management approach	24	
<b>GRI 304: Biodiversity 2016</b>	304-1 Operations centers at property, leased or managed that are located inside or next to protected areas or areas that are highly valuable for biodiversity outside the protected areas.	24, 26, 45, 46, 47	
	304-2 Significant impacts of activities, products and services on biodiversity	24	
	304-3 Protected or restored habitats	24	
	304-4 Species appearing in IUCN's red list and in national conservation lists which habitats are within the areas affected by operations.	24, 25, 26	
<b>Waste</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	22, 23	
	103-2 Management approach and its components	22, 23	
	103-3 Assessment of management approach	22, 23	
<b>GRI 306: Effluents and waste 2020</b>	306-1 Generation of waste and related significant impacts	22, 23	
	306-2 Management of significant impacts related to waste	22, 23	
	306-3 Generated waste	22, 23	
	306-4 Waste which elimination has been prevented	22, 23	
	306-5 Waste led to their elimination	22, 23	
<b>Employment creation and turnover</b>			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	27, 28, 32	
	103-2 Management approach and its components	27, 28, 32	
	103-3 Assessment of management approach	27, 28, 32	
<b>GRI 401: Employment 2016</b>	401-1 Hiring and turnover of collaborators	27, 28, 29, 30, 31, 32	
	401-2 Benefits for all full-time employees that are not given to part-time or temporary employees	32	





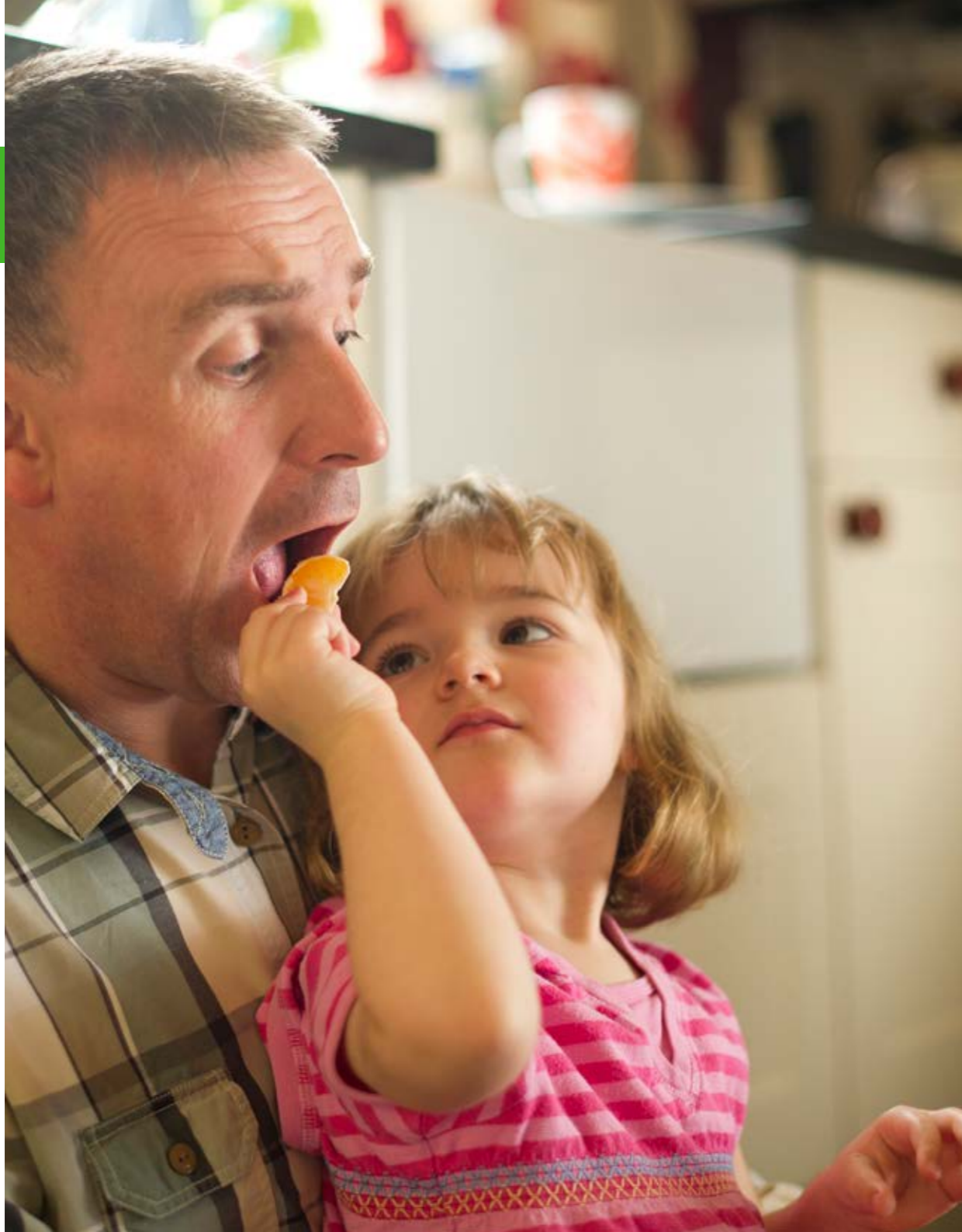
Occupational health and safety		
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	33, 34, 35, 36, 37
	103-2 Management approach and its components	33, 34, 35, 36, 37
	103-3 Assessment of management approach	33, 34, 35, 36, 37
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	33
	403-2 Hazard identification, risk assessment and incident investigation	34
	403-3 Occupational health services	35
	403-4 Communication, consultation and participation of employees regarding OHS	36
	403-5 Education of employees on occupational health and safety	37
	403-6 Promotion of employees' health	37
	403-7 Prevention and mitigation of impacts on health and safety of employees directly related through commercial relations	37
	403-10 Occupational diseases	37
Assessment of workers		
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	33
	103-2 Management approach and its components	33
	103-3 Assessment of management approach	33
<b>GRI 404: Education and teaching 2016</b>	404-3 Percentage of employees that are submitted to regular performance and professional development evaluations	33
Human rights		
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	27, 28
	103-2 Management approach and its components	27, 28
	103-3 Assessment of management approach	27, 28
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity in governance bodies and employees	28, 29, 30
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	38
	103-2 Management approach and its components	38
	103-3 Assessment of management approach	38
<b>GRI 406: Non-discrimination 2016</b>	406-1 Cases of discrimination and corrective actions taken	38





Investment and impacts on the area of influence			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	13, 14, 15, 16	
	103-2 Management approach and its components	13, 14, 15, 16	
	103-3 Assessment of management approach	13, 14, 15, 16	
<b>GRI 413: Local communities 2016</b>	413-1 Operations with participation of local community, impact assessments and development programs	13, 14, 15, 16	
Product innovation and traceability			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	10, 12	
	103-2 Management approach and its components	10, 12	
	103-3 Assessment of management approach	10, 12	
<b>GRI 416: Customers' health and safety 2016</b>	416-1 Assessment of impacts on the health and safety of the product or service categories	10, 12, 25, 26	
<b>GRI 417: Marketing and labelling 2016</b>	417-1 Requirements for information and labelling of products and services	10, 12	
Compliance			
<b>GRI 103: Management approach contents</b>	103-1 Explanation about material issue and its coverage	9	
	103-2 Management approach and its components	9	
	103-3 Assessment of management approach	9	
<b>GRI 419: Compliance 2016</b>	419-1 Noncompliance of laws and regulations in the social and economic fields.	9	





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