Sustainability Report 2020

CAMPOSOL CARES FROM FARM TO FAMILY

Camposol®

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Letter to **our stakeholders**

(GRI 102-14)

I would like to begin this report thanking all who, from our operations, have allowed us to maintain our collaborators and crops healthy. Thanks to all of you, as, during this year of crisis, we have been able to maintain our commitment to being a healthy and fresh food supplier for the families of the world, as well as to maintain our quality, traceability and delivery times.

During 2020, our energies have been focused on the important thing: guaranteeing the health of our collaborators, taking care of our plantations and facilities, and contributing to the wellbeing of the neighboring communities. That is why, during this juncture, we create alliances with the different stakeholders in our surroundings and, for this purpose, we establish protocols, provide safety to our employees and neighboring communities, and make donations to keep them healthy, among many other activities that we continue performing.

Furthermore, we also continue with the management of our environmental indicators, which is focused on guaranteeing a sustainable and respectful behavior towards natural resources. It is, in this sense, that one of our fundamental pillars in environmental management is the efficient use of water, a process that is reflected in our water footprint reduction and water care projects as a "shared value element."

Being aware that a quality product must also reflect the care of the environment where it was produced, the ecosystem care is a vital element in our value chain as representatives of a country with a so complex and rich biodiversity. An excellent example is the activities conducted under our Conservation and Sustainable Agriculture Plans; one of these activities is the assessment of our flora and fauna, which is complemented with our integrated pest management processes that use biological agents.

Likewise, we persist in our purpose of providing safety for our employees, so that we have succeeded in reducing our cumulative accident frequency rate by 50% regarding the previous year. We also continue demonstrating our respect to human rights and, among them, the increase of 3 percentage points in the number of women in our company, 30% of which being heads of area and managers, has to be highlighted.

I am happy and proud of all we have achieved, even in a so complicated juncture, thanks to the effort and dedication of all our employees. We will continue facing this volatile and uncertain environment with the same optimism and dedication as always and will focus our energy to health and implementation of the work priorities set forth. I am convinced that this crisis is going to get the best out of us and will strengthen us as company.

We will below, such as more than 10 years ago, renew our commitment by presenting a new edition of our sustainability report, which will, this time, correspond to year 2020 according to the Global Reporting Initiative – GRI standards and complying with the 10 principles of the United Nations Global Compact.

Francesca Carnesella Figuerola
Central Marketing, Communications and Sustainability Manager[1]

1 On behalf of Jorge Ramírez, Camposol's CEO.

1. We are **Camposol**

We are Camposol, a vertically integrated producer of fresh, healthy and high-quality foods for consumers around the world.

a. Who we are

(GRI 102-1, 102-2, 102-3, 102-6,102-7, 102-9)

We are Camposol, a vertically integrated producer of fresh, healthy and high-quality foods for consumers around the world. Our product portfolio includes superfoods, such as blueberries, avocados, and mandarins, among others. We have a commercial platform that is responsible for marketing our products and has offices in the United States, Netherlands, and China. Our value proposition has allowed us to establish long-term commercial relations with the most important supermarket chains in the world and work directly with them.

Being vertically integrated, we guarantee the traceability of our products and are committed to our sustainable development and that of our stakeholders through our social and environmental responsibility policies.

The Covid-19 crisis has accelerated our digital transformation plans and boosted our initiatives for optimizing processes and using technology, as well as applying innovative methods to reduce costs, improve key controls and strengthen the customer service level.

Commercial offices in the United States, Netherlands and China.

i. Mission

(GRI 102-16) (SDG 16-3)

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

ii. Vision

(GRI 102-16) (SDG 16-3)

Being the reference and leading-age supplier of healthy and fresh food for the families worldwide.

iii. Our culture
(GRI 102-16) (SDG 16-3)

EXCELLENCE
- We permanently assess the performance of our teams.
- We know the detail of the processes we are in charge of.
- We promote innovation and accept disruptive ideas.
- We plan and execute it right the first time.

ACCOUNTABILITY
- We take up total responsibility for our actions and decisions.
- We comply with the scope, time and budget of the made-up commitments.
- We make sure to have all information for decision making.
- We delegate and share tasks, not responsibilities.

TEAM SPIRIT
- We passionately transmit a clear and shared strategy.
- We discuss our differences directly and straightforwardly.
- We guarantee the understanding of information.
- We look for synergies and leverage, with trust, on the capabilities of others.

INTEGRITY
- We make sure that our actions thoroughly comply with Camposol's principles and codes.
- We are consistent between what we say and what we do.
- We are obliged to raise alerts and express dissent, regardless of our hierarchical level.
- We make decisions that strengthen Camposol's value proposition.

iv. Code of ethics and conduct[2]
(GRI 102-16) (SDG 16-3)

Our new Code of Ethics and Conduct expresses the commitment we have at Camposol to acting honestly and with integrity. This document is the result of an update of our Code of Ethics and Conduct (2015) and Fraud, Bribery and Corruption Prevention Policy (2017), which we have also incorporated in one single mandate that constitutes today the fundamental basis of our Prevention Model.

2 https://www.camposol.com.pe/en/code-of-ethics/

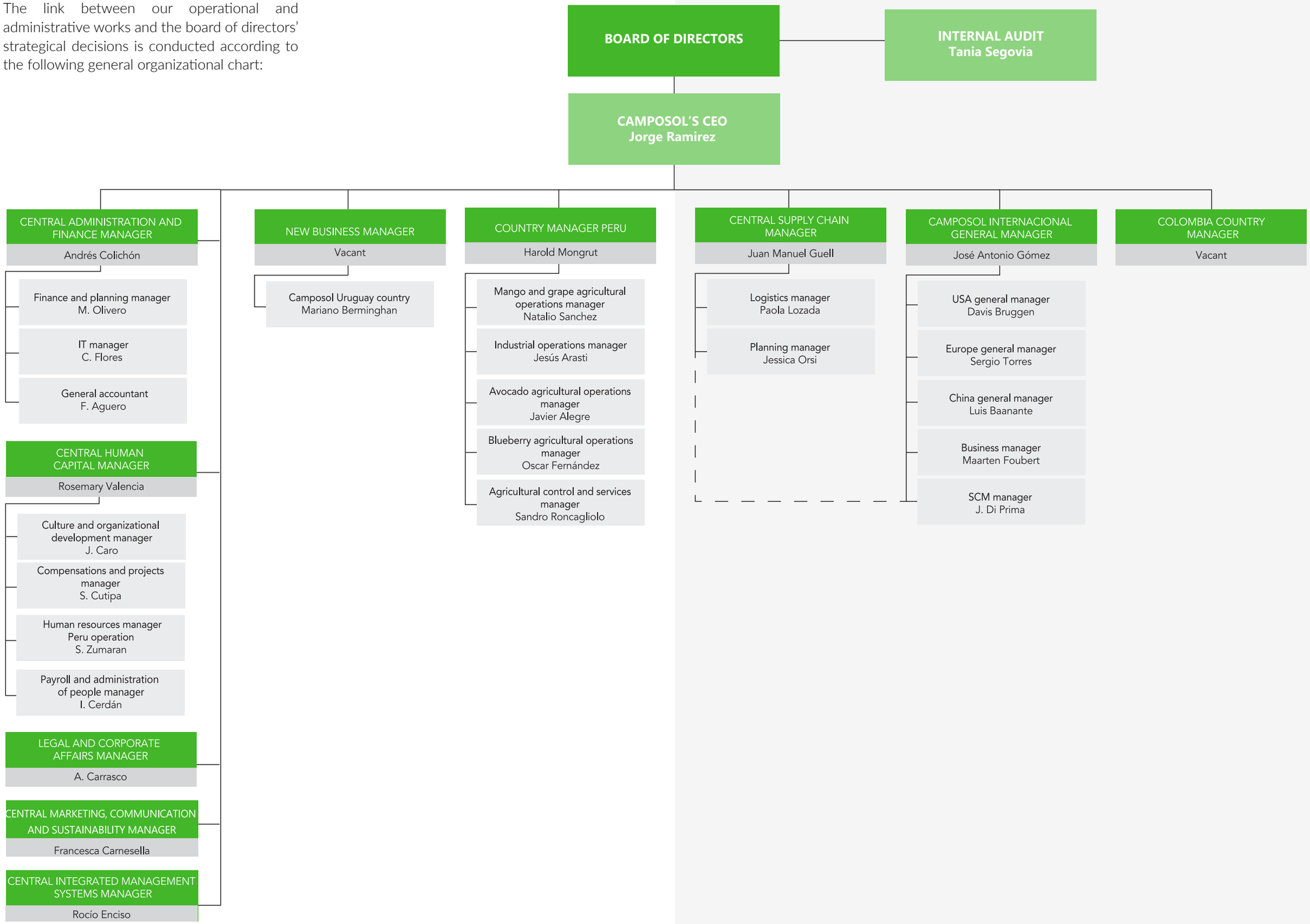
v. Corporate governance
(GRI 102-18)

We have proved, year after year, our commitment to the good corporate governance practices in order to strengthen the trust with our stakeholders. The purpose of our corporate governance is to integrally control the division of roles between the Board of Directors, shareholders and management regarding the legislation in force.

COMMITTEES

ORGANIZATIONAL CHART
(GRI 102-18)

The link between our operational and administrative works and the board of directors' strategical decisions is conducted according to the following general organizational chart:

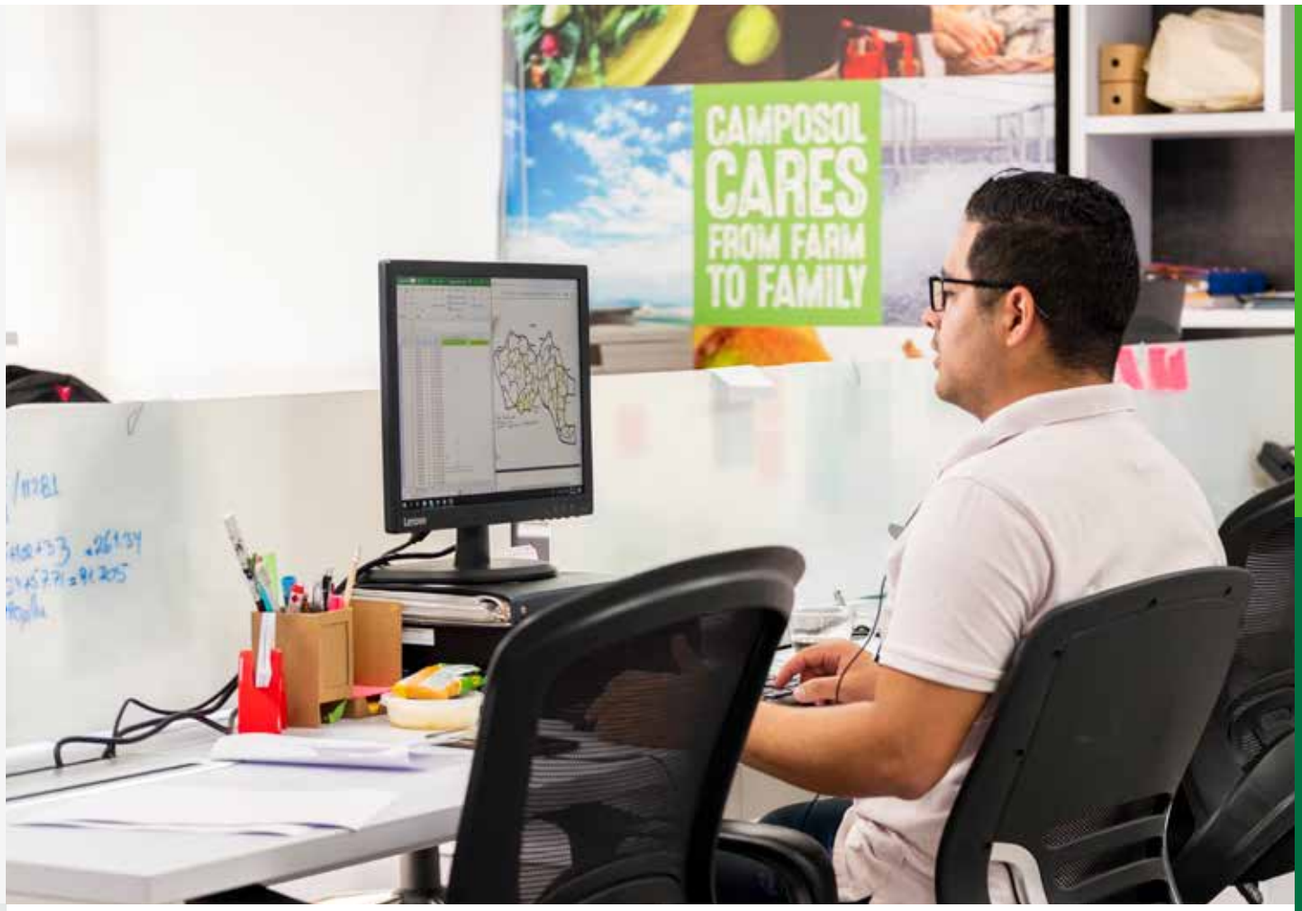


vi. Anti-corruption management
(GRI 205, 103-1, 103-2, 103-3) (Global Compact – Principle 10)

As we previously mentioned, during 2020 we published Camposol's new Code of Ethics and Conduct, which declares the following regarding anti-corruption matters:

"We categorically reject all kind of corruption (as bribery is). No Camposol employee or intermediary acting on behalf of Camposol is allowed to receive, offer, promise or hand in anything of value to third parties (public or private) to gain advantages illicitly. When we refer to "something of value", we not only consider cash money, but also another type of benefits such as gifts, travels or other rewards that might be interpreted as a form of legal influence."

During 2020 we focused on updating policies, procedures and controls, as well as revised the Code of Ethics and Conduct, the Third-Party Integrity Due Diligence Policy, the Gift and Fine Gesture Management Policy and the Conflict-of-Interest Policy, which revision involved the relevant areas and the Board of Directors.



Furthermore, we formalized the appointment of a new Compliance Officer at the beginning of the year and also developed a specific training on the Foreign Corrupt Practices Act (FCPA), U.S. Office of Foreign Assets Control (OFAC) and Free Competition based on the United States, Europe and China regulations.

We also hired, at the end of 2020, the World-Check-One service to verify third parties within the integrity due diligence process framework and are coordinating changes in the internal system for reviewing contracts. Improvements will be implemented in 2021.

Our management approach is mainly preventive and aims to promoting positive impacts. Likewise, we have several policies and procedures to support our ethical and anti-corruption management and keep them also updated with the following policies:

- Code of Ethics and Conduct
- Anti-Fraud, Bribery & Corruption Policy
- Conflict of interest policy
- Gift policy
- Donation policy
- Third-party integrity due diligence policy
- Risk matrix

(GRI 205, 103-1, 103-2, 103-3)
(Pacto Global – Principio 10)

It is also worth mentioning that, if any procedure set forth in our Codes or Policies contradicts the applicable law, the latter shall prevail over the code.

Faced with non-compliances, corrective measures that may vary from a verbal warning call and monitoring of infringers' behavior to their dismissal from the company are applied. The Human Resources and Development Management will apply the sanctions at the Ethical and Compliance Committee's request.

As per risks, the assessment is scheduled for the work plan 2021. This task plans not only to update the Peruvian risk matrix, but to create a corruption risk matrix for the Colombian, Uruguayan and Mexican operations.

COMMUNICATION

When joining our company, every employee must sign the "Adherence Commitment", through which employees ratify having read the Code of Ethics and Conduct and accept to comply with the provisions therein.

ETHICAL LINE
(GRI 205-3, 103-1, 103-2, 103-3)
(Global Compact – Principle 10)

Our ethical line is a service, which is operated by an independent company and was created to channel our employees' and third parties' doubts, concerns and complaints on possible non-compliances of the Code.

The ethical line can be accessed through the following means:

- Web page: www.lineaeticacamposol.com
- Email box: reporte@lineaeticacamposol.com
- Call center: 0-800-2-0820 option 1 – Free and anonymous call (at national level) or option 2 – Voice mail box.
- Mail address: If you want to provide a physical copy of any information, send it to the following PO box at Víctor Andrés Belaunde 171, San Isidro, Lima 15073. Reference: CAMPOSOL's Ethical Line. Available at any time.
- Personal interview

Furthermore, our ethical line has the following characteristics:

- Anonymity
- Confidentiality and reserve
- No retaliation
- Prevention of false complaints.
- Investigations with participation of employees.

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CORRUPTION CASES
(GRI 205-3) (Global Compact – Principle 10)

During 2020, the ethical line and internal channels received 13 complaints related to corruption cases. Each of these cases has been investigated and, based on collected information and evidence, they were assessed, and a result was issued with the preventive and corrective measures regarding the identified control weaknesses, as applicable.

The results were submitted first to the Ethical Committee and then to the Auditing Committee, where they were analyzed and, according to their severity, the decisions to be applied were taken. Afterwards, the follow-up of each complaint was conducted in order to verify the compliance with the defined actions.

The number of cases reported during the last 3 years is mentioned below. These complaints mostly correspond to bribery and conflict-of-interest cases.

Year	Number of cases
2018	4
2019	6
2020	13

2. Our strategy to Covid-19

(GRI 102-10)

Our CEO represented a fundamental role to develop the protection strategies regarding our collaborators within the pandemic context and proved, once again, his great commitment and leadership by acting resiliently. His words, quoted, are the following:

"...We all know how the world changed in a few weeks. A "Black Swan," as the author of the book of same name Nassim Taleb[3] explains, is a highly unlikely and apparently unpredictable event that has a very high impact. It triggers a temporary chaos where volatility and ambiguity prevail in the environment, the pressure of stakeholders multiplies and, therefore, the traditional management models stop working. Recognizing this, we rapidly decided to set up the crisis committee for: analyzing the little information available from different angles, speeding up the decision making, and guaranteeing the entire company's focus on the execution of the most important..."

The Covid-19 crisis has accelerated our digital transformation plans and boosted our initiatives for optimizing processes and using technology, as well as applying innovative methods to reduce costs, improve key controls and strengthen the customer service level.
During 2020, going through the Covid-19 pandemic, we have been able to keep up the commitments to our stakeholders. We have taken all measures required to guarantee the safety of our employees, take care of our goods, minimize the impact of our financial results, and maintain an optimal service for our customers worldwide.

3 Nassim Nicholas Taleb is a Lebanese essayist, researcher and financier. He considers himself a «skeptical empiricist» and thinks that scientists and financiers overestimate the value of rational explanations on past data and undervalue the weight randomness has on these data. Perpetuator of a long line of skeptical philosophers such as Sextus Empiricus, Al-Ghazali, Pierre Bayle, Montaigne and David Hume as he considers that the past cannot be used to predict future.

Camposol

What is Covid-19?

The COVID-19 is a disease caused by the new coronavirus known as SARS-CoV-2 (severe acute respiratory syndrome coronavirus 2). The World Health Organization (WHO) first knew about the existence of this new virus on December 31, 2019, when it was informed of a group of «viral pneumonia» cases that were declared in Wuhan (People's Republic of China).

The COVID-19 is an infectious and extremely contagious disease caused by the coronavirus that has been recently discovered. Both the new virus and the disease were unknown before the outbreak in Wuhan (China) broke out in December 2019.

A person may get the COVID 19 after coming into contact with another one that is infected with the virus. The disease mainly spreads from person to person through droplets flying off the nose or mouth of an infected person when coughing, sneezing or talking. A person may contract COVID-19 if he/she breathes in the droplets from a person infected with the virus. Therefore, it is important to keep at least a two-meter distance from other people.

a. Commitment to our employees

(GRI 403-3, 403-6) (GRI 102-10)

From the beginning, when the statement from Wuhan was released at the beginning of January 2020, we had a far-seeing attitude as it would be probable for the disease to come to Peru. It was then when we began to make contingency plans, prepare the probable suspicion procedures, and began to envisage everything the WHO started to say and/or point out. We generated requirements for great quantities of N95 face masks and alcohol to provide all the company's personnel with.

We created the Covid Management, which had under its responsibility the Covid Operations Committee. This Committee works on the cascade replication of updated mandates and procedures in all areas and performs the corresponding monitoring initially all days, then every 2 days and, after that, once a week. We identified 10 critical points that all areas have to have and comply with without exception. In this line, we additionally implemented the verification by the Integrated Management Systems (SIG, in Spanish) team to assess the weekly compliance with each of the 10 critical points.

In March when the disease arrived in South America, we have already made progress in our protocols and processes on how to react before a person that shows symptoms and how to activate the medical unit by triggering all alarms and protection equipment to be able to provide him/her with care. After that, these procedures were being adjusted according to the national regulations that started to be published. Among the prevention measures we took, we conducted two drills (long before the regulations forbade them), as at that time the knowledge about the virus was almost zero.

Our premise was always to comply with all the legal provisions that were published and go a step further by being more demanding in our protocols and procedures. Our main management tool to face this health crisis was our Covid Surveillance Plan, which includes the Covid risk matrix (additional risk matrix prepared due to the situation). It is worth mentioning that the aforementioned plan was digitalized and was made available to all our employees through a QR code.

We establish three strategic mandates for all our sites: guaranteeing the health of our collaborators, taking care of our plantations and facilities, and supporting the wellbeing of the neighboring communities. During this crisis, we have been the only Peruvian industry with a so high number of people that continued working during the Covid-19 (there was no other activity that had then 4,000 people). We had absolute traceability of the people entering our operations; every time we detected an infected person, the entire group was isolated (what we called the minimum traceable unit). Furthermore, we implemented contact follow-up and mapping protocols at work and family level to be able to identify the likelihood of other cases inside the company or among the coworkers' family members in order to take the ruling-out test.

As part of the early detection, we started to conduct quantitative tests. At the beginning, the health staff was tested every 7 days and the rest of the personnel was tested according to their exposure. Since August, we started to take molecular tests; the health staff was tested every 15 days, the medium-risk people every 21 days, certain groups every 30 days, and the rest of the personnel were tested according to exposure, probable suspect or cases that arise.

We built a predictive model regarding how many our infected people would be if we followed the national trend and if we followed the Virú trend, which was our benchmark. Therefore, what we finally built is a model that allowed us to predict the number of infected people and helped us then to see how our practices enabled us to keep under the average in the area.

Being Camposol a company involved in good agricultural practices and concerned about the extreme care of its products' safety, it was not difficult to intensively adopt cleaning and hygiene practices due to Covid-19 in our field personnel.

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i. Covid-19 management – Colombia
(GRI 403-3, 403-6) (GRI 102-10)

At Camposol Colombia, we establish a Covid-19 Prevention Biosafety Protocol at each of our worksites. This was prepared in order to protect the health and safety of all our employees, minimize the effects from the health crisis, and guarantee the continuity of operations insofar as possible.

This protocol sets forth the guidelines and preventive measures for returning and reincorporating to work, as well as the follow-up and execution of surveillance, prevention and control measures that are taken to prevent the virus transmission in our operations. It reaches to all personnel working at the operational and administrative sites, as well as to third parties and visitors during their stay at the organizational facilities.

Likewise, we prioritize the care and isolation of employees older than 60 years and with underlying pathologies, who were sent home during the months of April to July 2020. They were 28 collaborators, who also received their normal salary and legal benefits. The detail is shown below:

Area	Municipality	# Persons in isolation	Remarks	Total per area
North	Villa María	7	6 older than 60	11
	Pacora	4	Older than 60	
South	Sevilla	2	Older than 60	17
	Dovio	2	Older than 60	
	Versalles	8	3 older than 60 4 with restricted mobility 1 in Nariño without being able to travel	
	Salento	2	Older than 60	
		3	Older than 60	
			Total Colombia	**28**

...we prioritize the care and isolation of employees older than 60 years and with underlying pathologies, who were sent home during the months of April to July 2020.

Among other measures, we gave 11,319 face masks and protection shields to all our collaborators, disinfected all vehicles entering our facilities, established hand washing and disinfection protocols, and took the temperature, among others.

ii. Covid-19 management – Uruguay
(GRI 403-3, 403-6) (GRI 102-10)

As in the rest of our operations, we also created in Uruguay a "Covid-19 Prevention Procedure," which purpose is to establish control, prevention and action measures to face the Covid-19. The scope of this procedure is all employed personnel and suppliers.

As first measure, all employees were trained on the disease characteristics and risks and received hygiene and disinfection materials. Furthermore, the temperature of all people entering the facilities was taken, among other actions.

Likewise, we produced several procedures and protocols such as:

- Covid-19 New Entries' Health Form
- Field Common Area and Surface Cleaning and Disinfection Procedure
- Covid-19 Prevention Protocol
- Personnel Bus Disinfection Procedure
- Personnel Transportation Vehicle Sanitization Procedure
- Regulations on Harvesting Personnel

b. Commitment to our neighboring communities

i. Covid-19 management in Peru

(GRI 203-1, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (GRI 102-10)

We made up a team of scientists to advise us to prepare our strategy to face the pandemic the Covid-19 has caused. This team consisted of Dr. Aquineli, Dr. Gotuzzo and Dr. Escalante, the public sector and even other players, such as our competitors.

Team spirit was at all levels (internal and external). We shared much information with the competition and talked with the companies from the competition weekly, where we shared our experiences. This cooperation was crucial to take forward our projects to face the Covid-19. We had two significant projects:

First of all, we purchased an PCR[4] test equipment. We made this decision due to the low reliability regarding the so-called "rapid tests." To achieve this, we allied with companies in northern Peru and Dr. Ernesto Escalante[5] to fit out a lab that may take these tests. It is important to emphasize that, thanks to this project, people in the cities of La Libertad, Piura and Tumbes can have access to this type of tests. It is worth mentioning that Camposol takes on the costs of the tests applied to our employees and used in campaigns addressed to the communities in our area of influence.

At the same time, as vice presidents of the Association of Agro-Exporting Farmers with Lands in Chavimochic (APTCH, in Spanish), we made a community plan since the beginning of the pandemic, which included donation of materials, expansion of hospitals, support in the construction of an oxygen plant in Virú and Chao, and expansion of the Virú health hospital. All our investment as Camposol amounted to a total of S/. 537,253.16.

This project was created because of our commitment to and concern about the neighboring communities and our employees from the adjacent communities, as it was highly required to strengthen the hospital capacity in the area. We were responsible for safeguarding the protection of physicians and nurses from the place, so we took charge of their transportation and provide them with protection implements.

These actions allowed the population to have the hospital capacity required to hold back the Covid-19 cases that came up. This area had only 10 beds in the Intensive Care Unit (ICU); we increased it to 50 additional beds.

We were also in charge of disinfecting the neighborhoods and created a campaign called "I take care of myself" (*Yo me cuido*) through which free Covid-19 detection tests were conducted. Furthermore, free medical care and delivery of medications were provided in different districts of the area.

Other equally important donations were the following:

- We made an important donation of medications to the Social Security – EsSalud. The donated medications were delivered to the Hospital Víctor Soles García and EsSalud's Social Service in the region of La Libertad. We also delivered medications for the Covid-19 health emergency care. Laboratorios Siefgried S.A.C. supplied these medications to Camposol, an investment that amounted to S/. 17,769.59.
- We donated 15,000 N95 face masks to the Virú, Chao and Piura communities. Among the beneficiaries, there were police stations, municipalities, health centers, health posts, hospitals, infantry brigade, and inhabitants from the Marverde urbanization and Chequepe community, among others. We also donated 1,900 surgical masks to the Chao and Virú communities.
- We donated 2 infrared thermometers to control the temperature of all people from the Chao and Virú communities.
- We made an important donation of fruits to the Chao and Virú communities. One point nine (1.9) tons of fresh mango was delivered to the police station in Chao, 1.4 tons to the District Municipality of Chao, and 1.4 tons to the Provincial Municipality of Virú.
- During April and due to the state of emergency the Covid-19 caused, some baskets of essential goods were given to the families from our communities. A total of 104 baskets were given to the families from the Virú communities.

4 The PCR, 'Polymerase chain reaction', is a diagnostic test that allows to detect a fragment of genetic material of a pathogen. In the coronavirus pandemic, as in many other health crises related to infectious diseases, this test is being used to determine if one person is infected or not with coronavirus.
5 Biologist, with wide experience in public administration, has a doctor's degree with mention in "Environmental Biology" and a master's degree with mention in "Environmental Management, Auditing and Stewardship." Specialist in managing natural resources in the Manú National Park responsible for the biological monitoring and control and surveillance. He has more than 15-year work experience in different environmental conservation and protection projects, especially in Protected Natural Areas.

ii. Covid-19 management in Colombia
(GRI 203-1, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (GRI 102-10)

Being aware of the social and humanitarian crisis the health emergency triggered, we accompanied the most vulnerable communities of each of our operational areas with donations of supplies and essential goods such as hygiene items and family basket of goods. We invested almost $ 4,000 in total in donations of supplies and food bank. The detail can be seen below:

Authority	USD	Donation
Pacora	800	Markets, alcohol and face masks
Aguadas	250	Markets
Aranzazu	250	Diapers
Villamaria	375	Markets
Versalles	250	Markets
Salento	250	Diapers
Circacia	250	Markets
Dovio	250	Markets
Sevilla	250	Markets
Trujillo	250	Markets
Food bank	1000	4 tons of industrial avocado
Total Donations	**4175**	

iii. Covid-19 management in Uruguay
(GRI 203-1, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (GRI 102-10)

At Camposol Uruguay, we took the necessary control and prevention measures to protect the company employees, as well as the fruit we harvest. The constant cleaning and disinfection of the personnel transportation and the distance at farm have been key elements to prevent contagions. It is worth mentioning that no cases of Covid-19 were recorded in Camposol Uruguay.

c. Commitment to our customers and consumers

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

The risk area conducted an assessment of emerging risks due to the Covid-19 pandemic and identified 15 additional risks. To mitigate their possible impact, 37 control actions, which were the responsibility of different managements, were defined and implemented. Furthermore, this area participated in the Covid Committee in order to monitor the emergence of new events that were unfavorable for our operation during the pandemic development.

During the first months of the pandemic, our most affected product was the avocado as it was the most consumed product outside the home, so that its purchase decreased when restaurants had to close. Luckily, the supermarket and consumer sector took on part of the incremental volume. It is worth mentioning that, together with the avocado demand, the citrus and blueberry demand also increased, as many consumers choose them to keep healthier, even more during the current crisis, because they are considered "superfoods."

Our blueberry division was also affected by the pandemic. However, this has not prevented Peru from continue being consolidated as the main blueberry exporter in the world. According to the ProArandanos Association, blueberry exports reached 160,000 tons in 2020, which was a significant increase.

As per the logistical aspect, faced with the difficulties caused by the pandemic, we focused our supply in low-risk channels and customers. Besides this, we looked for new options of transportation routes, packing plants, destination ports, distribution centers, and delivery routes.

At the same time, our expansion plans through the purchase of lands in Colombia remained adjourned until 2021 due to the uncertainty the Covid-19 caused. However, we have ventured into cherry crops and have finished sowing 150 hectares of this fruit in August in Chile. Furthermore, we recently cultivated 180 new hectares of grapes in Piura and 100 hectares of new products in Chao (La Libertad).

Finally, as part of our strategy during the pandemic, we have reinforced our commercial and logistical platform in the United States, Europe and China. We planned to progressively incorporate ripening services, special packages and new channels, such as online by way of example.

3. The health of our employees

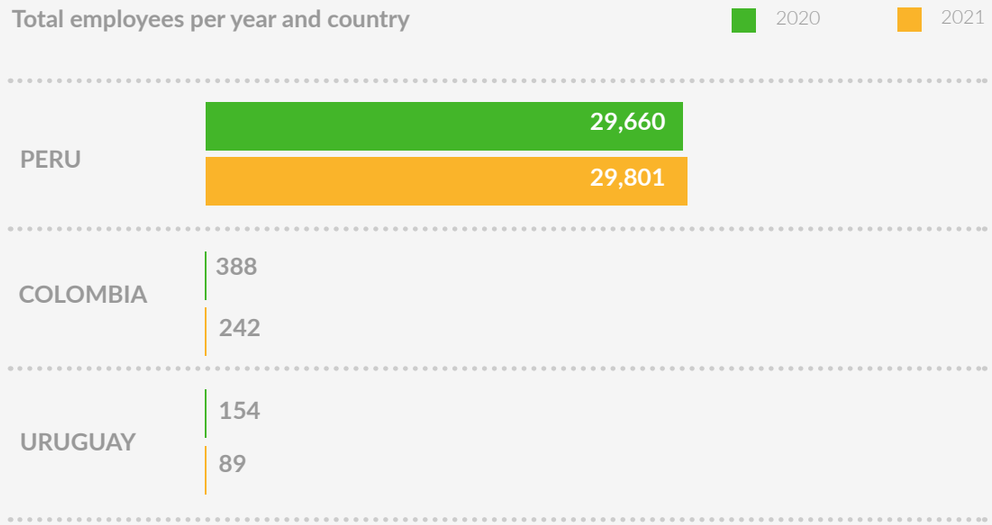
(SDG 3, 5, 8)

We are a company aware of the importance of our employees' wellbeing. It is, therefore, that we always try to go further than laws and look forward to providing the best benefits that are within our scope.

a. Characteristics of our employees

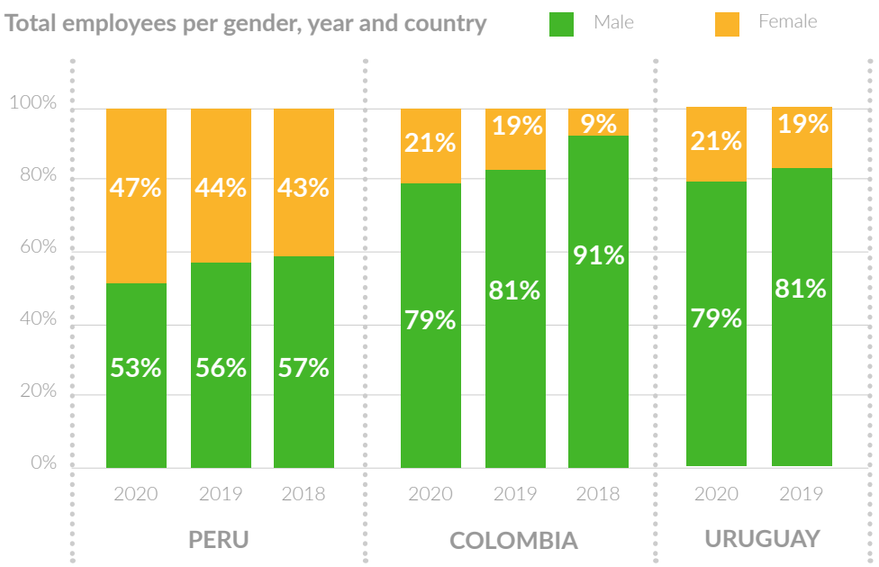
(GRI 102-7, 102-8) (Global Compact – Principle 6)

At the end of 2020, we have had 30,202 employees at our operations in Peru, Colombia and Uruguay. This figure is quite similar to the one in 2019, with 30,132 people at the end of this year. The following chart shows that more than 98% of our employees are located in Peru.



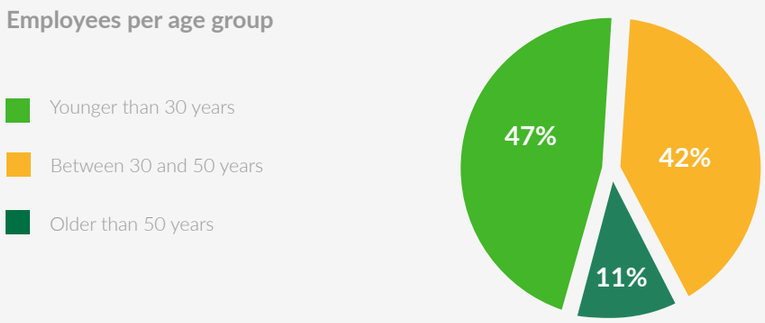
i. Employees per gender
(GRI 102-7, 102-8) (Global Compact – Principle 6)

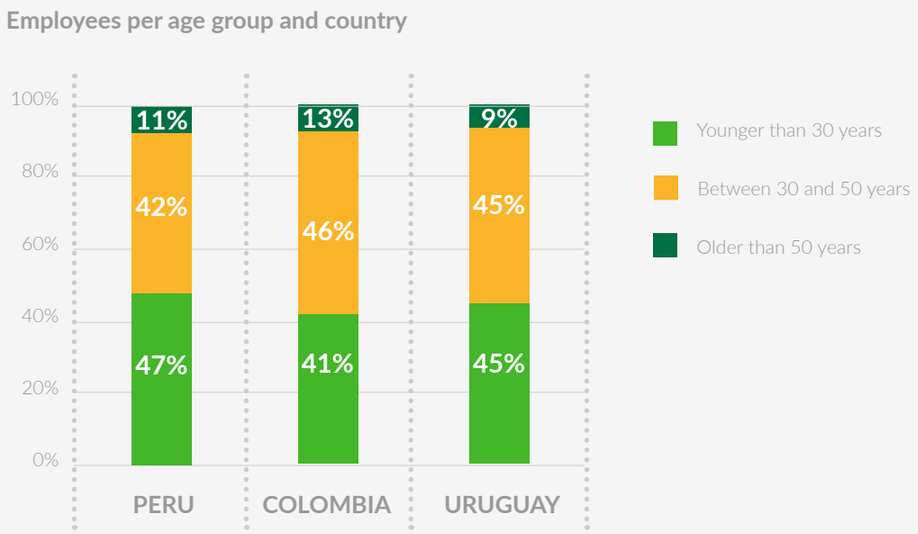
As we can see in the chart below, 47% of the employees in our main operation in Peru were female. This percentage represents 3 percentage points of improvement regarding last year.



ii. Employees per age group
(GRI 102-7, 102-8) (Global Compact – Principle 6)

Forty-seven percent (47%) of our employees are within the younger-than-30-year age range. The following group, 30 to 50 years, includes 42% of our employees. Finally, 11% of employees belongs to the older-than-50-year age group. These figures are quite similar to those of the previous year.



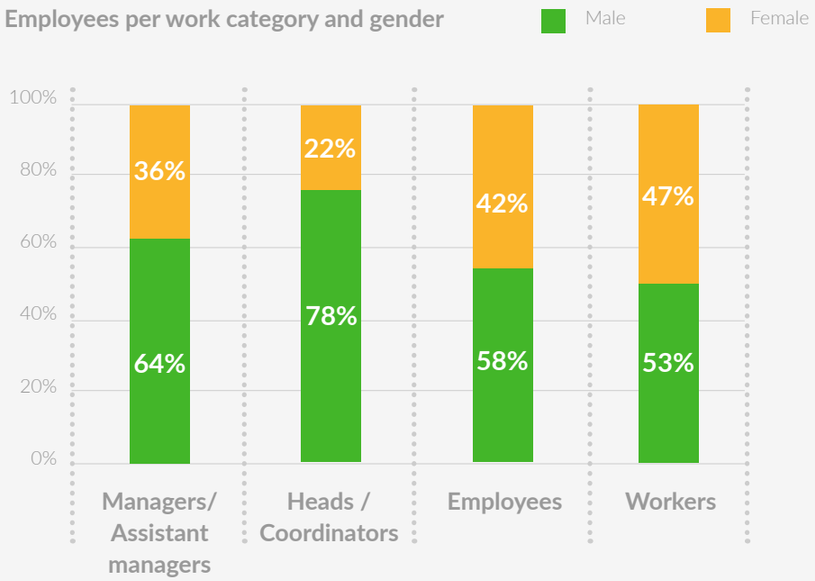


If we compare the age groups per country, we can see that the percentages are maintained in a similar way.

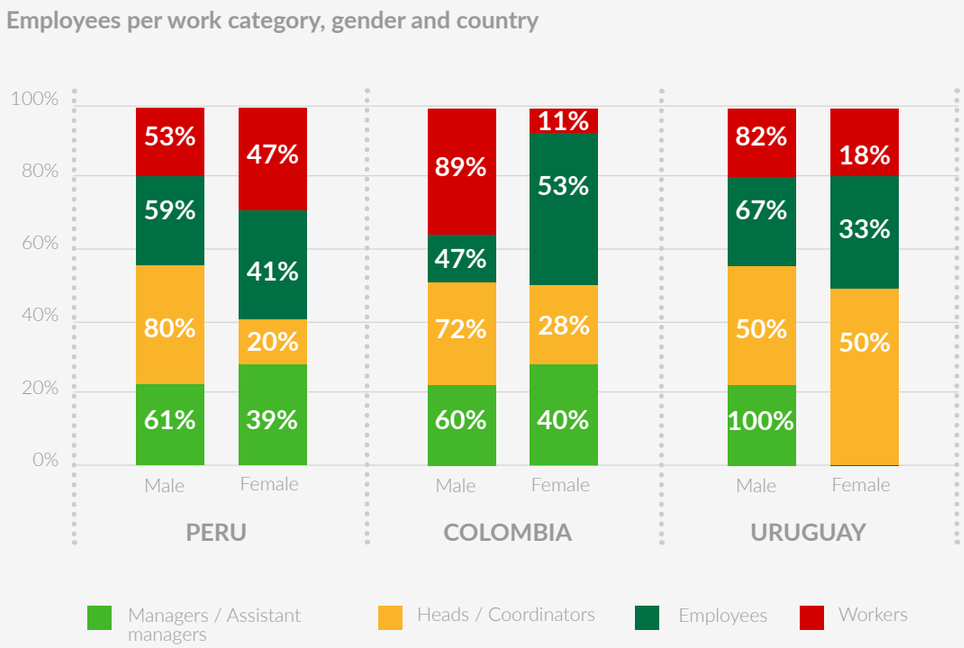
iii. Employees per work category

(GRI 102-7, 102-8) (Global Compact – Principle 6)

It can be noted in the chart below that our employees are divided by work category and gender. The largest number of male employees are in the category of heads and/or coordinators, while the female employees are in the category of workers, followed by the category of salaried employees and managers and/or assistant managers.



As we can note below, the categories of workers and salaried employees in Peru have a similar percentage of male and female employees. On the other hand, the same percentage of men and women in the category of salaried employees can be noted in Colombia, but many more males work on field (workers). Both Colombia and Peru have a little more than 30% of women in positions of heads and managers; however, women only work as workers in Uruguay. The detail is shown below:

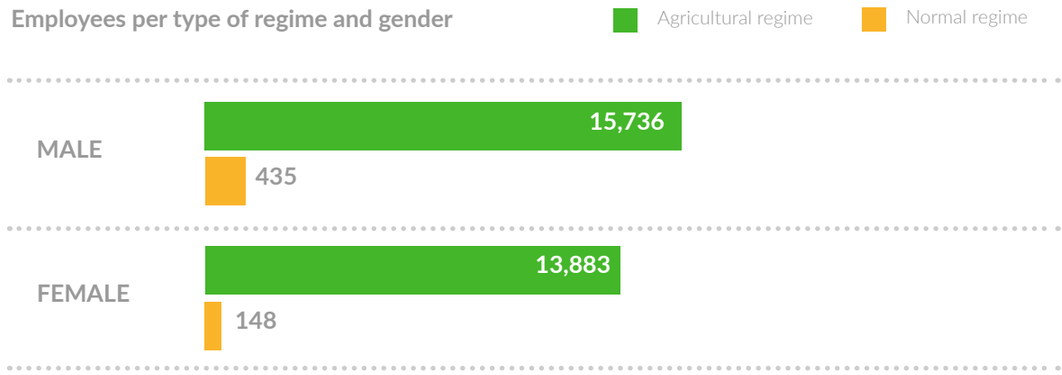


iv. Employees per type of regime

(GRI 102-7, 102-8) (Global Compact – Principle 6)

As can be seen in the chart below, the largest number of our employees work at our operations in Peru, so they are under the Peruvian agricultural labor regime. More information about this regime is in our report that corresponds to year 2019[6].

Colombia does not currently have an agricultural regime, so every employee in this country is governed by Substantive Labor Code[7], which regulates what must be paid and the rights every employee has.



6 https://www.camposol.com.pe/wp-content/uploads/2021/01/camposol-sustainability-report2019.pdf, page 38
7 http://www.suin-juriscol.gov.co/viewDocument.asp?ruta=Codigo/30019323

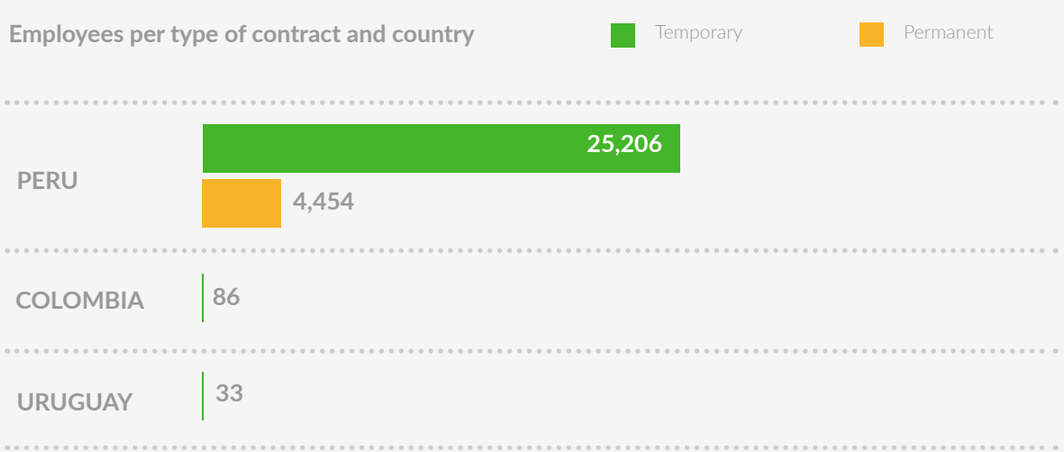
(GRI 102-7, 102-8) (Global Compact – Principle 6)

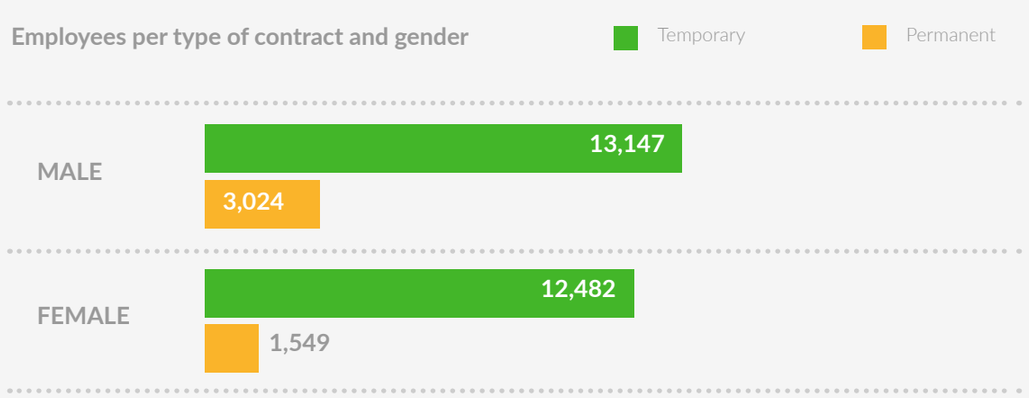
There is neither an Agrarian Law or similar in Uruguay; however, there are indeed tax benefits and exemptions and laws that impact the rural production. Some we can highlight are the following:

- Contributions to Social Security by employers: special regime whose tax base is the exploited land, which is affected by a national productivity coefficient, unlike the General Regime that imposes the tax base on the companies' payroll. This is a benefit estimated in 12% of the payroll.
- Wealth taxes: Part of the equity may be exempted from this tax according to the type of exploitation it is submitted to. In our case, the planted hectares with citrus do neither pay this tax nor the municipal real-estate tax.
- Land tenure by natural persons: Demand of identification of the final beneficiary of the rural property ownership, when acting through legal persons.

v. Employees per type of contract
(GRI 102-7, 102-8) (Global Compact – Principle 6)

Likewise, as can be observed in the chart below, the largest part of employees is under the temporary labor contract type in Peru due to the Peruvian agricultural labor regime in force. However, in our operations in Colombia and Uruguay, all our collaborators are under a permanent labor regime.





b. Benefits to permanent personnel vs temporary personnel

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

Regarding the benefits for full-time personnel compared to part-time or temporary personnel, 98% of our employees are under the agrarian regime, as Camposol is an agro-industrial company and, therefore, is ruled by the Peruvian Law[8] No. 27360.

i. Wellbeing of our employees in Peru

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

MADRE TIERRA (MOTHER EARTH) PROGRAM

We implemented the recognition program "*Madre Tierra*" (Mother Earth) to award our employees who are committed to their work. This program intends to make the industrial and agricultural employees know how important they are for the organization. Likewise, it helps to promote high productivity, decrease turnover rates, and create a pleasant and competitive work environment.

Employees who are representatives of this program are an example for all other employees.

EMPLOYEE SERVICE

The program of employee service promoters was changed in 2020 to "Monitor Program", which objective is to provide close and customized service for our field workers in order to timely manage their labor inquiries and verify the compliance with appropriate working conditions, so that high motivation is maintained, labor disputes are reduced, and maximum productivity is guaranteed.
In 2020, we had 10 monitors distributed through the farms and, with that, the percentage of field inquiries dealt with increased, the paperwork management and compliance with good working conditions improved, and the permanent measurement of field work satisfaction was implemented.

PREGNANT WOMAN PROTECTION PROGRAM

The purpose of this program is to sensitize pregnant employees on the importance of preventing pregnancy complications, mother-child care, prenatal controls, nutritious diet, labor preparation, and breastfeeding. It also included the delivery of nutrition packs to every pregnant woman that was recorded in the Medical Business Unit (UME, in Spanish). There were 222 female beneficiaries in total in the localities of Piura and Virú.

WAWAWASI RAYITO DE SOL

To provide support to our female employees and single mothers from the neighboring communities, we have a nursery called "Wawawasi Rayito de Sol". This Wawawasi offers educational programs, physical and mental health prevention programs, and nutritional guidance.
During 2020, the Wawawasi was closed since March due to the Covid-19 pandemic, the "Day against anemia" being the last activity that was conducted.

MARVERDE PROJECT

The objective of this project is to provide the families working at our fields and families from neighboring communities with decent housing with essential services, at low cost. Marverde is in the district of Chao, in the department of La Libertad, where one of our most important operations is found.

The program also includes several workshops addressed to neighbors of the organization, citizens and the governing council. The purpose of these workshops is to teach cohabitation habits, solid waste management, rights and duties of citizens, and conflict resolution, among others.

EDUCATIONAL PROGRAMS

- Summer courses: This program contributed to the development of the children of our collaborators as it conducts activities and provides healthy spaces for recreation to more than 198 children. Some workshops of handicrafts, dance, little chef and five-a-side football were also conducted.

DONATION OF FRUIT TO EMPLOYEES

- Throughout the year, a donation of 1,193.5 kilos of blueberry and 4,856 kilos of avocado to our collaborators was made.

SEVERAL PROGRAMS

- School loans: In 2020, an amount of up to S/. 750 per collaborator was granted in order to promote the wellbeing of their families. A total of 1,964 collaborators were benefitted.

- Packages of school supplies: Delivery of a school pack to each of the children of the employees that are of school age. A total of 9,096 students from the localities of Piura, Virú and Arequipa were benefitted.

8 99% of Camposol employees are located in Peru.

c. Committed to human rights

(GRI 408-1, 409-1, 103-1, 103-2, 103-3)
(Global Compact – Principles 1, 2, 3, 4, 5, 6)

We are respectful of the Universal Declaration of Human Rights and signatories of the Global Compact. The commitment to respecting human rights have served as benchmark to develop our new Code of Ethics and Conduct. The rules of conduct mentioned in the aforementioned document apply to all our employees, including our directors and subsidiaries globally. We are also responsible for safeguarding that third parties with ability to act on behalf of the company have also similar standards of conduct.

HUMAN RIGHTS POLICY

CAMPOSOL S.A. is an agricultural company which activities are related to the culture and post-harvest of fresh and frozen fruits for export. This company acknowledges that human rights must be protected and respected and, therefore, it establishes the following commitments:

- Respecting and recognizing the principles of the internationally recognized Human Rights, treating people with dignity and respect according to the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labor Organization (ILO) Declaration on the Fundamental Principles and Rights at Work, the United Nations Global Compact, and the Ethical Trading Initiative, and taking specific care of the Human Rights directly related to private companies.

- Acting according to criteria detailed in our Code of Ethics and Conduct that are related to: Prohibition of child labor, deprivation of freedom and forced labor, occupational health and safety, freedom of association and collective bargaining, discrimination, disciplinary measures, work schedules, salaries, sustainability and environment, purchases and logistics, integrity in the company, and conflict of interests and anti-corruption practices.

- Dealing with the impact on Human Rights by understanding how activities within Camposol's Value Chain may positively or negatively impact on its stakeholders. Therefore, we will establish mechanisms that help to identify, deal with and correct the adverse impacts on human rights, and to reinforce those that have a positive influence.

- Promoting a culture of Human Rights through raising awareness and/or training all Camposol employees on this matter.

- Complying with national legal regulations in force with regard to Human Rights, as well as voluntary adherence regulations and other guidelines CAMPOSOL has embraced.

- Continuously improving the performance of the commitments in this policy by setting objectives, goals and serious action plans, as well as conducting a regular review to assess the follow-up.

- Integrating this Human Rights policy with CAMPOSOL's other management systems in general.

CAMPOSOL'S CODE OF ETHICS AND CONDUCT

CAMPOSOL and the people that are part of the company must always act according to the following criteria:
(GRI 102-16) (Global Compact - Principles 1, 2, 3, 4, 5, 6)

Prohibition of child labor
CAMPOSOL forbids child labor. Camposol employees must be 18 years or older to be hired.

Deprivation of freedom and forced labor
CAMPOSOL forbids any type of enslaving conduct or any form of imposition of forced labor.

Occupational health and safety
CAMPOSOL has systems to face possible risks to the safety and health of all its collaborators. The employee could reject any unsafe work or any work that risks his/her life.

Freedom of association and collective bargaining
CAMPOSOL respects the decisions of its collaborators and the right of association and collective bargaining.

Discrimination
CAMPOSOL forbids discrimination of people based on race, religion, gender and sexual orientation, age, physical capabilities or any other legally forbidden condition.

Disciplinary measures
CAMPOSOL treats all its collaborators with dignity and respect. No use of corporal or psychological punishments, threats or any other form of abuse are practiced or tolerated as disciplinary and control method.

Work schedules
CAMPOSOL is responsible for guaranteeing that its collaborators work according to applicable laws and labor standards regarding the number of working hours and days.

Salaries
CAMPOSOL provides its collaborators with salaries and benefits that comply with applicable laws and corresponding collective agreements.

Sustainability and environment
CAMPOSOL develops good production practices and has as priority the appropriate use of resources in all its operations, especially by caring about the use of water and energy. Furthermore, Camposol makes constant efforts in order the development of the company to also impact on the development of neighboring communities, suppliers and other stakeholders of the company.

Purchases and logistics
CAMPOSOL will guarantee that its suppliers are informed about its Code of Conduct, its terms and conditions, its meaning and what its implementation implies.

Integrity in the company
CAMPOSOL will demand all its employees to act with integrity. This includes the veracity of the data they state in documents such as control and attendance records, record of expenses, reports, etc. No signature or document forgeries are not accepted. Furthermore, it is expected each employee to properly care and use the goods that have being given to him/her for his/her work.

Conflict of interest
Camposol will make sure that the personal activities and relationships of its employees do not interfere with the proper performance of their functions. This applies, for instance, to employees that have family members that are suppliers of the company and that must be informed to the Ethical Committee or the Human Resources Management in order to break this conflict.

Anti-corruption practices
CAMPOSOL does not accept any kind of practices that include briberies or attempts of bribery of any public or private officer to obtain some benefit. Likewise, all employees must have the same behavior in their personal actions.

Therefore, it is important to highlight that there is no child labor or forced labor in our operations. Regarding the child labor, all our employees are older than 18 years and, as per forced labor, we have established working hours and an ideal control, aside from having an ethical line where any complaint can be made.

It is worth mentioning that one of the main characteristics of our employing brand is the concern about the good treatment that is given to the employees from their hiring, as well as the constant review of benefits that can be granted to them.

i. Social dialogue

(GRI 102-41) (Global Compact – Principle 3)

We ratify our respect to freedom of collective association and, therefore, our commitment to actively collaborating in the development of the means in order the communication to be effective and transparent. In this regard, we have "Camposol's Social Dialogue Model", which promotes good relations between the company and its employees.

In our operations in Peru, the agreed-upon collective agreements, which include economic, health, educational and family matters, recognitions and working conditions, among others, will remain valid until 2021. Towards the end of 2020, we had three trade unions, which added up 2,161 unionized employees.

On the other hand, until the end of 2020, we did not have any collective bargaining agreements in our operations in Colombia and Uruguay; however, we respect the right our employees have to associate if they decide to do it in the future.

AGRARIAN STRIKE

At the end of 2020, the city of Chao, Peru, was affected by public demonstrations and blockades of the transportation routes in the surroundings of this area. These blockades took also place in the areas of Virú and Víctor Raúl.
The blockades were carried out by different groups of farmers who demanded the repeal of the Agrarian Law, which took place some weeks later.
It is worth mentioning that these blockades obstructed the operation of our fields, plant and transportation services, which caused more than 15,000 employees not to be able to work during the days when the demonstrations took place. This had an impact on our production, specially losing part of the collected fruits and risking the blueberry campaign.
However, it is important to mention that we respect the right to demonstrate, provided that such right does not result in acts of violence that may affect our employees, their families or the community in general.

d. Occupational health and safety (OHS)

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

"We, at Camposol, value to the utmost people's life. Therefore, we keep a safe and healthy working environment for our employees, suppliers, visitors and customers. We promote an occupational health and safety culture based on preventing and managing risks. To this effect, we do not only comply with the legislation in the place where we operate and Camposol's internal policies on this matter, but also take on the highest international standards to prevent work-related accidents, occupational diseases and violent situations. We constantly train our employees and share with our suppliers the safety and health measures and standards that are necessary to work with us".

The objectives of our occupational health and safety system are the following:

- Guaranteeing safety conditions and safeguarding life, physical integrity and wellbeing of our employees through the prevention of work-related accidents and occupational or professional diseases.
- Promoting an occupational risk prevention culture in our employees, contractors, suppliers and all those rendering services to CAMPOSOL S.A. in order to guarantee the occupational health and safety conditions.
- Favoring the continuous improvement of the occupational safety, health and environment conditions to avoid and prevent damages to health, facilities or processes in the different activities carried out, as well as make easier the identification of existing risks and their assessment, control and correction.
- Protecting the company's facilities and property in order to guarantee the source of work and improve productivity.
- Stimulating and fostering a larger development of prevention awareness with the Occupational Health and Safety Management System among our employees, suppliers and contractors.

We focus on complying the legal guidelines through our Annual Occupational Health and Safety Plan, which is based on the safety policy we have as a company. Our main objective during 2020 was to reduce the accident rate regarding 2019, which was achieved by 15%.

Occupational health and safety
Which are the important aspects to be complied with?

SOURCE:
Estudio Philippi Prietocarrizosa, Ferrero DU & Uria

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

Our OHS system considers the compliance with the following legal requirements:

- Law No. 29783, Occupational Safety and Health Law.
- Amendment of law 29783; law 30222.
- Supreme Decree No. 005 - 2012 – TR, which passes the Regulations of Law 29783.
- Civil Defense System Law (Legislative Decree No. 19338).
- Supreme Decree that amends the Regulations of Law No. 29783, Occupational Safety and Health Law, regulations of Law No. 28806, General Labor Inspection Law, Supreme Decree No. 017-2012-TR, and Supreme Decree No. 007-2017-TR: Supreme Decree No. 020-2019-TR.
- Supreme Decree 42 F, Industrial Safety.
- Ministerial Resolution No. 214-2011-MEM-DM, "Passes the National Electricity Code (Supply 2011)."
- Ministerial Resolution No. 312-2011-MINSA, "Protocols for occupational medical examinations and diagnosis guides for mandatory medical examinations per activity."
- Ministerial Resolution No. 313-2011/MINSA: Passes the technical regulation that sets forth the occupational medical examinations for land stevedores and manual carriers.
- Ministerial Resolution No. 375-2008-TR: "Passes the basic standard on ergonomics and disergonomic risk assessment procedure."
- Ministerial Resolution No. 374-2008-TR: "Passes the list of physical, chemical, biological, ergonomic and psychosocial agents that generate risks for the health of pregnant women and/or normal development of embryo and fetus, their corresponding intensities, concentrations or levels of presence and periods when pregnancy is affected; the list of activities, processes, operations or labors, high-risk equipment or products; and the guidelines for the companies to be able to conduct the assessment of their risks."
- Ministerial Resolution No. 480-2008-MINSA, "Technical Health Standard that establishes the List of Occupational Diseases."
- Supreme Decree No. 015-2005-SA, "Regulations on permissible limit values for chemical agents in the working environment."
- Supreme Decree No. 009-2004-TR, "Dictates the regulatory standards of Law No. 28048, Law for Protection of Pregnant Women that perform tasks that risk their health and/or the normal development of the embryo and fetus."
- Law No. 28048, "Law for Protection of Pregnant Women that perform tasks that risk their health and/or the normal development of the embryo and fetus."
- Ministerial Resolution 374 – 2008/TR: "List of occupation risks for pregnant women."
- Supreme Decree No. 003-98-SA, "Technical Standards of the Supplementary Insurance for Hazardous Work."
- Law 26790: Law for the Modernization of the Social Security on Health.
- Supreme Decree 009-97-SA "Regulations of the Law for the Modernization of the Social Security on Health."
- Supreme Decree 043 – 2016 – SA "Update of Appendix 5 of the Regulations of the Law No. 26790, Law for the Modernization of the Social Security on Health.
- Law No. 30102, "Law setting forth preventive measures against harmful effects on health due to the long exposure to solar radiation."
- DS-011-2019-TR, Supreme Decree that passes the regulations on occupational safety and health for the construction sector.
- Law No. 28806, General Labor Inspection Law.
- Law 26842: General Health Law 26842 Chap. VII on hygiene and safety in working environments.

We also comply with the OHSAS 18001 standard and have its certification in force and, due to the health crisis of the Covid-19, the migration to ISO 45001:2018 was postponed (GRI 102-12).

The assessment of our OHS system has been conducted through an outsourced service, our supplier being the company MEDJOB. Basing on these assessments, we made the following improvements during 2020:

- Training of new brigades for emergency response.
- Implementation of nonslip shoes.
- Training of our employees on high risk works.
- Third-party document control.
- Implementation of a 5-minute talk program.
- Training of agricultural work personnel (works at height).

Likewise, as relevant facts we can mention the following:

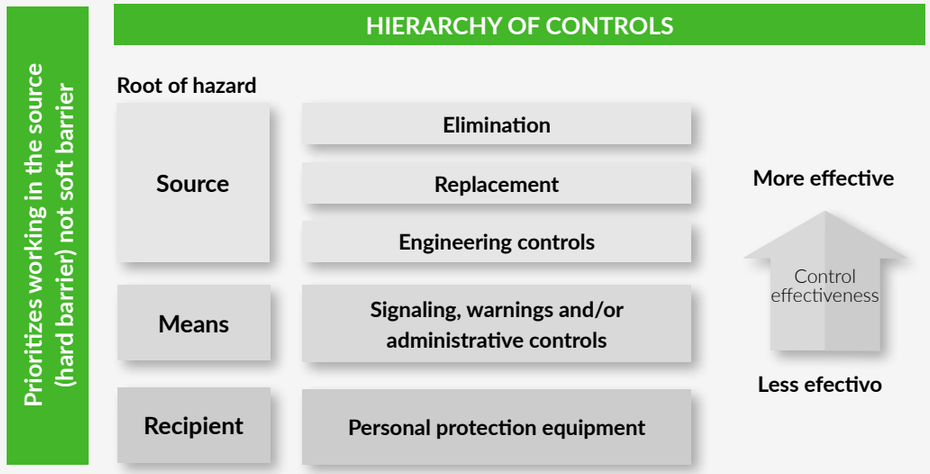
- Camposol Peru's cumulative frequency rate decreased by 50% regarding the frequency rate in the previous year.
- The result of ZERO disabling work accidents for 3 months was able to be obtained at the Chao plant.
- We are delivering face shields to employees for their transportation in bus. We give them textile face masks quarterly (based on RM-135-2020-MINSA), for which we have consumed a value of US$ 475,000 during 2020.

It is worth mentioning that our system has far-reaching effects on all our activities, on all the personnel that works in all our facilities (field, plant and administrative offices) without exceptions, which are submitted to internal and external audits and supervisions by governmental regulatory bodies when applicable.

i. Identification of hazards
(GRI 403-2, 403-7)

The significant hazards and risks are detailed in the Hazard Identification and Risk Assessment matrix (IPER, in Spanish) and, basing on them, we implement control plans. We carry out the risk assessment update at least once per year or if there is a modification in the working conditions.

To eliminate or mitigate risks, we apply an operational control hierarchy. To do this, we prepare a list of all inherent hazards and risks and assess their probabilities and consequences. We set control measures by analyzing the root causes of previous accidents, reviewing the findings of inspections, and generating a prevention culture that guarantees the optical functioning of the operations.



Through announced and unannounced inspections of different processes and/or areas, we guarantee the quality and effectiveness of these protocols, as well as the competences of people in charge of the OHS system.

When an employee identifies a hazard, he/she reports it to the Occupational Health and Environment System (SSOMA, in Spanish) area in order it to take the corrective measure; if the employee decides to leave any work situation he/she considers unsafe, it is identified through the Work Safety Analysis (ATS, in Spanish) records and it is immediately reported to the SSOMA, without regard to the performance of his/her activities.

To investigate accidents, there is the following protocol:

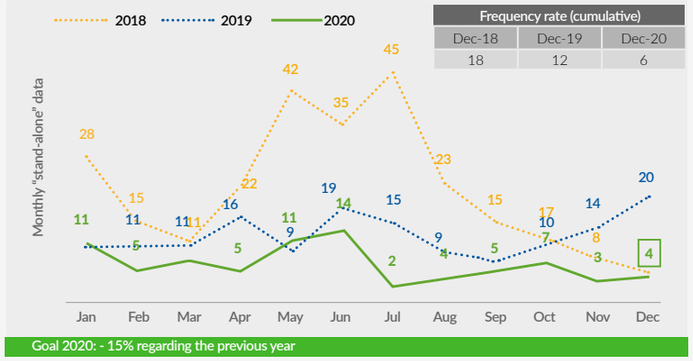
RESPONSIBLE PERSON	ACTION
Employee	• Inform the affected area responsible person (direct supervisor) or immediate supervisor of the work accident as mild as it might be.
Supervisor / Head of area	• Assess what happened and verify if it is necessary to give first aid to the employee and send the patient to the UME.
Physician / Nurse / Technician (health professional)	• Give medical care to the injured employee and inform the SSOMA. • Take a sworn statement from the accident victim.
SSOMA Senior Analyst	• Take the first investigation data, take the statement from the accident witnesses, and register them in the sworn occupational accident statement form (SG50-010-version). • Go to the accident area and verify with the statements its occurrence. • Take immediate control measures that are necessary to prevent the occurrence of a similar accident. • Prepare the accident report, report the work accident to the head of area and determine the causes and immediate controls.
Technical team for investigation of accidents	• Conduct the accident investigation, investigate the accident / incident where the compiled information is analyzed 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 (SG50-007-version) within 10 days at the most. • Determine the control measures and make agreements on these measures, which look for trying to solve all accident causes.The report is submitted 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 are used.
Head of area	• Take the control measures determined in the accident investigation report. The head of area takes the control measures set in the Accident Investigation.
SSOMA Senior Analyst	• Conduct the follow-up of the control measures. 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	• Inform employees. The supervisor or immediate head will inform his/her personnel of the accident that took place, the causes and the actions the personnel must take to prevent similar occurrences.

(GRI 403-2, 403-7)

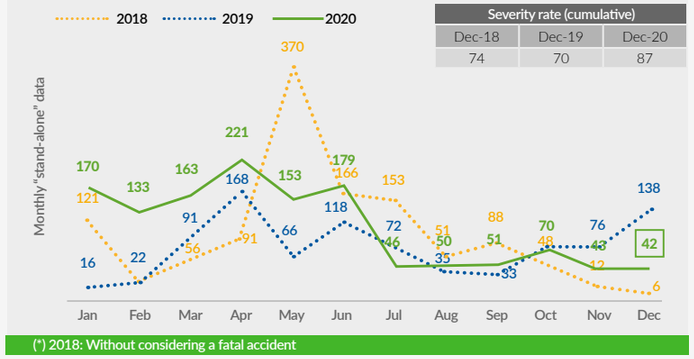
Although having had a very complicated year due to the Covid-19 health crisis, we have had good results, which are shown through the following indicators:

Camposol's cumulative work accident frequency rate (IFAT, in Spanish) up to Dec 20 decreased 50% regarding Camposol's cumulative IFAT up to Nov 19. Camposol's cumulative work accident severity rate (ISAT, in Spanish) up to Dec 20 increased 24.3% regarding Camposol's cumulative ISAT up to Dec 19.

Camposol Peru's frequency rate



Camposol Peru's severity rate

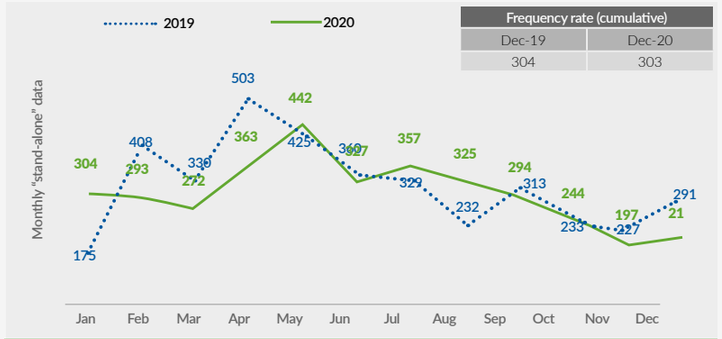


COMMENTS:

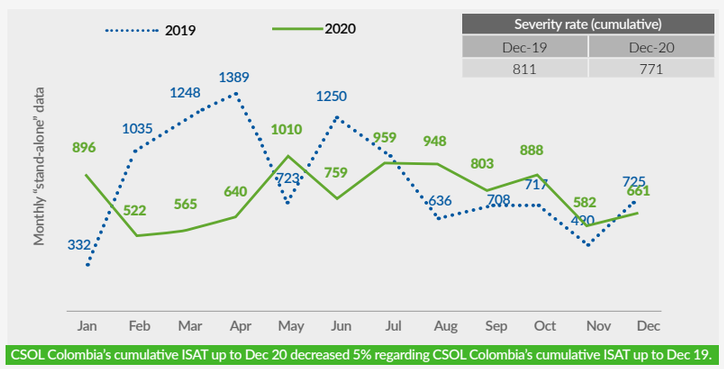
- We are within the goal 2020 in the frequency rate.
- We have achieved the goal of 0 disabling accidents in three months at plant.
- The severity rate has increased (due to the severity of the accidents that took place in Piura), while it is under previous years at plant and field.
- The LTI will be handled for 2021. For statistical purposes, the day when the accident took place will not be taken into consideration according to Law 19783.

Camposol Colombia's safety indicators have as goal to be decreased by 15% regarding the previous year.

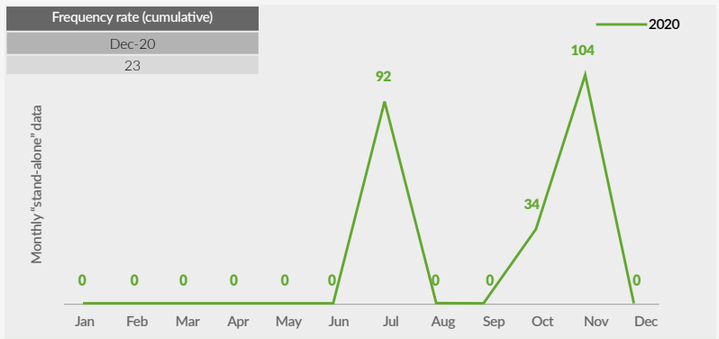
Camposol Colombia's frequency rate



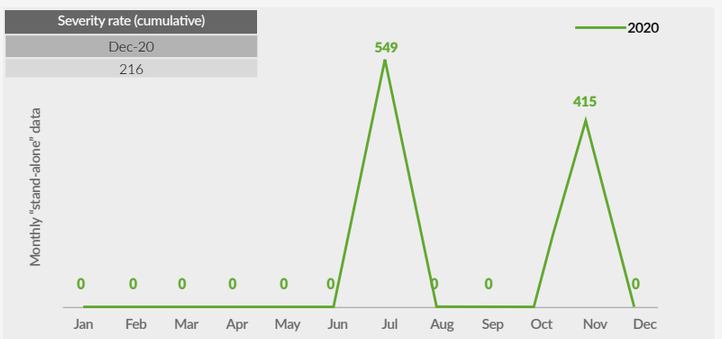
Camposol Colombia's severity rate



Camposol Uruguay's frequency rate



Camposol Uruguay's severity rate



ii. OHS committee
(GRI 403-4)

Employees participate through the workshops the Occupational Health and Safety Committee (CSST, in Spanish) conducts. Likewise, we maintain an active communication with our employees through diverse platforms and applications, such as “Camposol Informa” (Camposol Informs).

The process for electing the CSST members is as follows:

- We appoint regular and alternate representatives before the Occupational Health and Safety Committee among the management and trustworthy personnel.
- We send a letter requesting the majority trade union or the most representative union to call the election of the employees’ regular and alternate representatives before the CSST.
- The majority / most representative union must call the election of employees’ representatives before the CSST.
- Aside from the majority / most representative union, we appoint the members of the Electoral Board (president, secretary, member 1 and member 2) to conduct the CSST election process.
- The Electoral Board must register the candidates from the working party before the CSST.
- The Electoral Board must verify that the registered candidates are competent, i.e., they comply with the requirements article No. 47 of Supreme Decree 005-2012-TR requires.
- The appointment of candidates must be conducted fifteen working days before calling the elections in order to verify that they comply with the legal requirements.
- Furnish the ballots.
- The Electoral Board brings the list of Electoral Process participants, where voters stamp their signature and fingerprint after voting.
- Once the voting process has finished, the Electoral Board proceeds to draw up the minutes where leaves record of the number of people participating in the election and the ballots used; it also proceeds to begin the process for counting votes and determining the chosen candidates.
- After the Electoral Process, the establishment of the elected OHS committee is summoned, and they meet to draw up the minutes.
- At the end of each CSST meeting, the corresponding minutes are drawn up.
- The election, incorporation and establishment act, as well as every CSST meeting, agreement or event, are exclusively registered under a minute book for these purposes.

The responsibilities of CSST members are the following:

- Participating in the CSST and introducing the subjects that, for their consideration, must be dealt with at this level or that are not being properly dealt with at the level of the specific area.
- Maintaining a constant communication with their coworkers and acting as link with the Occupational Safety and Health and Environment (SSOMA) area to inform their concerns.
- Demonstrating constant commitment to safety and taking on the additional responsibility in their working area to deal with the OHS matters.
- Suggesting measures that allow to correct risk conditions that could cause work incidents and/or accidents.
- Participating in the OHS trainings given by the organization or other competent institutions in order to strengthen their capabilities as representatives.

It is worth mentioning that the CSST has represented a key role in the Covid-19 health crisis, as all approaches issued by the Covid Committee end in the CSST, as all official documents reported to the Ministry of Labor must be approved by the CSST.

iii. Occupational health and safety trainings
(GRI 403-5)

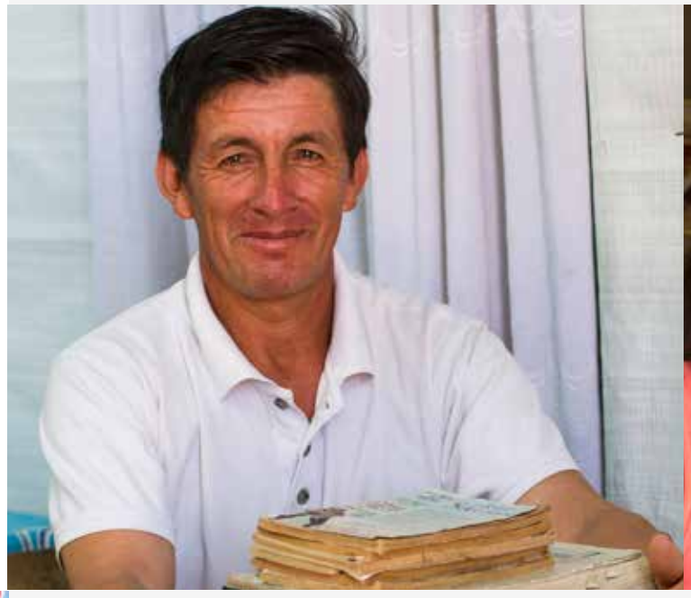
We conduct OHS trainings in coordination with the training and development area, and we have our own annual program that encompasses the mandatory (for all personnel) and specific trainings:

Annual occupational health and safety training program

N°	SUBJECT	ADDRESSED TO	AREA GIVING TRAINING	DURATION (MIN)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
1	Personal protection equipment	All personnel	SSOMA / Organizational Training and Development	45	X	X	X	X	X	X	X	X	X	X	X	X
2	Occupational health and safety concepts	All personnel	SSOMA / Organizational Training and Development	45	X	X	X	X	X	X	X	X	X	X	X	X
3	Safety and health in the working area and position	All personnel	SSOMA / Organizational Training and Development	45	X	X	X	X	X	X	X	X	X	X	X	X
4	Emergency preparation and response	All personnel	SSOMA / Organizational Training and Development	45	X	X	X	X	X	X	X	X	X	X	X	X
5	High risk work procedures	Personnel that perform high risk works	Supplier	480		X	X	X	X	X						
6	Defensive management	Specific personnel assigned to vehicles	Supplier	240	X	X	X	X				X				
7	Basic concepts on occupational safety and health	OHS committee	SSOMA	60	X											
8	Law 29783, occupational safety and health law and its regulations, Supreme Decree 005-2012-TR	OHS committee	SSOMA	60		X										
9	Functions and responsibilities of the OHS committee	OHS committee	SSOMA	60	X											
10	Identification of hazards, assessment of risks and determination of controls - IPER-C	OHS committee	SSOMA	120		X										
11	Investigation of work accidents and incidents	OHS committee	SSOMA	60			X									
12	Planning and execution of occupational safety and health inspections	OHS committee	SSOMA	60			X									
13	Evacuation in case of emergency	Squad members	Supplier	240										X		
14	First aids	Squad members	Supplier	240										X		
15	Firefighting	Squad members	Supplier	240										X		
16	Hazardous materials	Squad members	Supplier	240										X		

4. The safety of **our neighbors**

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



To manage our relations with the community, we have a Community Relations Policy, which purpose is to establish the mechanisms and guidelines to generate wellbeing and sustainable development in the surrounding communities, as well as to favor a fluid and constant dialogue environment between the parties to exchange knowledge, prioritize the social and environmental challenges, and carry out projects together for improving the quality of life of the people that form our closest communities.

"We act in a socially responsible way within the framework of the laws, customs and traditions of the communities where we operate and promote open, sincere, constructive and mutually beneficial relations. We recognize that our responsibility with the society goes further than generating economic value. Therefore, we prepare initiatives for social development and charitable gifts to improve people's capabilities and quality of life."

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

Likewise, our policy mentions the Community Relations Plan, which mentions the following:

- A Community Plan will be prepared every two years and will be annually revised, together with the company's Strategical Plans, to guarantee the proper inclusion and alignment.
- The Community Plan will take into consideration the following activities:
  - Description of communities affected by the company.
  - Development and maintenance as a result of the baseline assessments of the communities.
  - Incorporation of the results obtained from public consultations.
  - Prioritization of activities related to the company and community.
  - Budget detail, involved personnel and contingencies.
  - Main conclusions of internal discussion with the Social Responsibility and Communications team.

We also assess our plan to document the significant changes in our management, as well as the relevant information about the company-community management. The assessment includes:

- Identification of communities that are directly affected by our company.
- Detail of key social, environmental and economic factors that are decisive for the quality of life of the identified communities.
- Description of the use of land, employment, leadership and decision-making processes.
- Incorporate demographic indicators and personal and family wellbeing, as well as the rates and scope of poverty in the area.
- Identification of key factors for social change and assessment of trends that may result in significant changes with or without the company presence.
- Identification of risks and opportunities of communities toward our company, including the mitigation matrix.

Furthermore, we have another tool to manage our work with the communities, a Donation Policy, which is an initiative promoting the community self-reliance. It mentions the following:

- Supporting educational, health or family support initiatives of the communities.
- Enabling and strengthening the development of capabilities in strategic partnership with institutions and companies from the area, including regional and local governments.

Finally, through the ethical line, we also register, analyze and store suggestions, comments or complaints of the community members and follow up the commitments taken on.

a. Camposol Peru

(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (ODS 5.4)

Aside from the aforementioned projects to face the pandemic, we also conduct other projects to improve the quality of life of the community:

i. Improvement of the Chao Mental Health Center

During December, we performed several chores, works and improvements that were valued at 42,500 dollars in the Chao Mental Health Center infrastructure. These activities amounted to S/. 153,000 in total.

ii. Day against anemia

A campaign developed together with EsSalud for the Wawawasi children that is focused on fighting anemia. Forty-seven (47) families from the Chao community were benefitted in total.

iii. Self-sustainable economic development program - "Queneto" laundry

This micro-enterprise project gathers the youth from Chao and Nuevo Chao to guide and train them to be able to develop micro-enterprise entrepreneurships and create economic and social development opportunities.

iv. Blue certificate

According to that requested by the National Water Authority (ANA, in Spanish) for renewing or issuing the Blue Certificate, the Water Shared-Value Project must include the voluntary and irrevocable commitment of the requestor to implement actions that will enable any of the following purposes: improving the water resource supply (quantity and opportunity), improving the access to drinking water, sanitation and hygiene, improving the quality of water and reducing the contamination in natural bodies, promoting the implementation of integrated management of water resources, protecting and restoring the ecosystems related to water, and strengthening the participation of local communities in water management.

Likewise, the water shared-value projects will be aligned to the compliance with the Sustainable Development Goals and will be conducted for the benefit of a local population, farming community or native community. We have currently brought forward two projects, which are explained in detail in Chapter 5, and are expecting the answer from the ANA.

The water shared-value projects will be aligned to the compliance with the Sustainable Development Goals and will be conducted for the benefit of a local population, farming community or native community.

(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (ODS 5.4)

b. Camposol Colombia

We initiated the Social Responsibility area in Colombia since October 2020 as part of our responsibility strategy in our headquarters in Peru. Our social responsibility actions are developed in three departments, which include 9 agricultural operation municipalities where 19 Hass avocado cultivation farms of Camposol are located. The municipalities are Aránzazu, Pácora, Villamaría, Salento, Caicedonia, Sevilla, Versalles, El Dovio, and Trujillo.

As we mentioned in the previous report, our operation area is within the Coffee Cultural Landscape; therefore, we must understand and follow the provisions on environmental regulations. In previous decades in Colombia, the coffee cultivation prevailed, which marked the Colombian coffee culture. The soil use capability has been currently modified and has cleared a larger way to agriculture. Our duty must be to maintain the landscape tools that are visible from each of our farms.

We were able to make an impact with the delivery of 266 small Christmas gifts for children from the neighboring communities in 7 of the 9 municipalities where we operate. Our activities implied an investment of 380 USD, which benefitted 236 children and 30 grandparents from the elderly wellbeing center in the Municipality of Salento.

c. Camposol Uruguay

In Uruguay, our work with communities is performed in the area surrounding the mandarin citrus farm located in the department of El Salto, Paraje Espinillar. The community that is closer to our operations is Villa Constitución, to which we are more related. Furthermore, even though the communities of Belén and El Salto are a little farther, we have been also working in our relationship with them.

As we previously mentioned and as the closest community is Constitución, we have made efforts to supply certain goods in order to improve the quality of life of the population.

Likewise, we conducted 2 own infrastructure projects that meant an investment of USD 3,000,000 through which we also hired 80 workers from the locality. These projects are the following:

1. Installation of drip irrigation system (in process)
2. Implantation 400 new mandarin hectares

We also conducted 4 community support projects, which implied an investment of USD 5,919 and benefitted 500 people. These projects were the following:

1. Repairs in the El Espinillar school, which benefitted 12 children, 2 teachers and rural families.
2. Repairs in the children's football stadium for the Baby Football league in Villa Constitución, which benefitted 150 children and their families.
3. Soup kitchen in the Departmental Emergency Coordination Center (CECOED, in Spanish)[9] in Constitución, which benefitted more than 150 people during July and August.
4. Maintenance of the local road between the farm and the access to the route to Constitución. This work has meant a benefit for our operations and the adjacent communities.

9 It is an organization that coordinates all local efforts before emergencies; it is articulated by the National Emergency System (SINAE, in Spanish) and integrates into authorities from diverse state agencies and local municipalities.

5. The safety of our products

a. Location of our operations

(GRI 102-3, 102-4, 102-5, 102-45)

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

Camposol is made up of several subsidiaries and traders. Csol Holding Limited was incorporated as it currently operates on October 22, 2019. The subsidiaries and traders are detailed below:

Company	Principal activity	Country of incorporation
Camposol S.A.	Agribusiness	Peru
Nor Agro Perú S.A.C.	Farmland owner	Peru
Muelles y Servicios Paita S.R.L.	Farmland owner	Peru
Inversiones Agrícolas Inmobiliarias S.A.C.	Farmland owner	Peru
Camposol Europa S.L.	Distribution	Spain
Camposol Fresh B.V.	Distribution	Netherlands
Grainlens S.A.C	Holding	Peru
Blacklocust S.A.C.	Holding	Peru
Persea, Inc.	Holding	USA
Camposol Fresh U.S.A., Inc.	Distribution	USA
Camposol Foods Trading (Shangai) Co Ltd.	Distribution	China
Camposol Fresh Foods Trading Co Ltd.	Distribution	China
Camposol Colombia S.A.S.	Agribusiness	Colombia
Camposol Uruguay S.R.L. (*)	Agribusiness	Uruguay
Camposol Chile SPA	Agribusiness	Chile
Camposol Cyprus Limited	Holding	Cyprus
Camposol Switzerland GmbH	Distribution	Switzerland
Camposol Trade España S.L.	Distribution	Spain
Aliria S.A.C.	Project Development	Peru
Arándanos Camposolinos S.A.P.I. de C.V.	Agriculture	Mexico

It is worth mentioning that this report includes field and plant operations in Peru, Colombia and Uruguay. It does neither include operations in other countries nor the following operations in Peru: Nor Agro Perú S.A.C., Muelles y Servicios Paita S.R.L., Inversiones Agrícolas Inmobiliarias, Grainlens S.A.C., and Blacklocust S.A.C.

(GRI 102-9, 102-12, 102-13) (GRI EX FP4)
(GRI 416-1, 103-1, 103-2, 103-3)
(Global Compact – Principle 9)

b. Our “superfoods”

As we have mentioned in our previous sustainability reports, our growth has been mainly due to the vertical integration strategy in our operations. This means that we are involved and committed throughout the process of cultivation, processing and distribution of our products. Furthermore, as part of our value proposition, we must guarantee that our products are available 365 days a year; to do this, we have a strategy based on geographical “windows” for blueberry, mandarin and avocado crops. That is why we are expanding our operations in other countries outside Peru and acquiring lands in Colombia, Uruguay and Chile[10]. This way, we focus on covering our supply during the 12 months of the year.

The vertical integration has allowed us to have the entire internal control of our supply chain, from our fields to the supermarket shelves, something fundamental for our success. We thoroughly manage every stage of growth, harvesting and distribution of our “superfruits.” As a result, we are leaders in the industry as we deliver high-quality products during the entire year.

We assess the quality of 100% of our products thanks to our vertical integration, which allows us to determine their precise origin. This means that we have the control of lands and seeds, processing and packing plant, and commercial offices worldwide, as well as the commitment of our employees.

Aside from generating value for the business, this structure allows to negotiate with supermarkets and, therefore, guarantee the consumption of our products in different seasons and places of the world, so preventing food losses.

The result is products with high quantity of nutritional benefits that also obtain the following certifications:

10 The operation in Chile is not part of the scope of this report.

The vertical integration has allowed us to have the entire internal control of our supply chain, from our fields to the supermarket shelves, something fundamental for our success. We thoroughly manage every stage of growth, harvesting and distribution of our “superfruits”.

- ISO14001 certification: Chao plant
- OHSAS18001 certification: Chao plant
- SMETA auditing - SEDEX membership: Virú farms, Chao plant, and Piura farms
- Rainforest Alliance certification: crops of mango (Piura), avocado (Piura and Chao), blueberry, mandarin and grape (Terra farm)
- GRASP auditing - Global Gap Risk Assessment: Virú farms, Chao plant, and Piura farms
- USDA Organic: blueberry (Virú)
- EU Organic Program: blueberry (Virú)
- Global G.A.P: Virú and Piura farms
- IFS/BRC Food
- BASC
- OEA
- KOSHER
- FSMA - Preventive controls for human food and produce safety rule: Chao planta, Virú and Piura farms
- Albert Heijn Protocol: grape, mango and avocado
- Tesco Nurture: grape, mango and avocado

As mentioned in chapter 2 hereof, some of our products have suffered in various ways the impact of the pandemic the Covid-19 virus caused. However, we continue working and finding solutions to carry on operating in a sustainable manner. Today we are focused on strengthening our commercial and logistic platforms in the United States, Europe and China. Furthermore, we are increasingly integrating ripening services, special packaging options, and new distribution channels such as online sale. We are also assessing opportunities to increase our market penetration in the West Coast of the United States, United Kingdom and Spain, among others.

c. Biological pest management

(416-1, 103-1, 103-2, 103-3)
(GRI EX FP4)

The implementation of the biological control has allowed the reduction of losses in agricultural production, the reduction in costs for controlling pests, and the reduction or elimination of damages to the health of people.

At Camposol Peru and Camposol Colombia, our biological control strategy uses natural enemies (predators, parasitoids, entomopathogens, etc.) to control pest populations that produce damages to blueberry and avocado. This method prevents pest resistance to conventional pesticides; moreover, when conducting a permanent control, we also have as an additional benefit the reduction of costs, as well as the prevention of an outbreak or re-emergence of secondary pests. It is worth mentioning that this strategy does not contaminate the environment.

We implemented the Integrated Pest Management (IPM), which is based on phytosanitary assessments of pests and diseases that are captured from field through real-time mobile applications, so achieving a better information control.

The Plant Health (pest and disease control) area keeps procedures, policies, strategies and indicators where the reduction of liters/kg of pesticides applied to fields is evidenced. We use, in Peru, organisms such as *Isaria fumosorosea*, a fungus that attacks the fruit fly and, therefore, protects the blueberry crops, as well as *Trichoderma viride*, which attacks pathogenic fungi that harm the avocado and blueberry crops.

At Camposol Colombia, we work with *Metarhizium* and *Beauveria fungi*, which attack the coleopteran eggs, pests that attack avocado, as well as with *Trichogramma* wasps, which attack insects that impact avocado crops negatively. We conduct the recognition of pests, and damages and symptoms they can cause through samplings in order then to assess the type of damage and suggest alternative solutions regarding their cost and efficiency. After that, we bring up the management strategy and its implementation.

At Camposol Uruguay, we have a management plan regarding the integrated pest and disease management of citrus crops, which includes the identification process for pests such as the aphid (*Toxoptera aurantii*), rust mites (*Phyllocoptruta oleivora*) and red scale (*Aonidiella aurantii*). After that, the treatment to be used according to the pest characteristics is studied, and an assessment is conducted to determine if a biological treatment (handling of biological corridors), culture treatment (irrigation, weeding and pruning) or chemical treatment (use of phytosanitary products that are in the lists of pesticides the quality assurance area authorized).

The implementation of the biological control has allowed the reduction of losses in agricultural production, the reduction in costs for controlling pests, and the reduction or elimination of damages to the health of people.

6. Minimizing the **impacts on nature**

(GRI 302, 103-1, 103-2, 103-3; 303, 103-1, 103-2, 103-3; 304, 103-1, 103-2, 103-3; 305, 103-1, 103-2, 103-3; 306, 103-1, 103-2, 103-3)

"We understand the importance of the environment for current and future generations and for the sustainability of our business. Therefore, we promote a culture for protecting our environment and invest in innovation and technology that promote the efficient use of resources, the priority being the care of water and energy. As part of our management systems, we measure, assess and report transparently our environmental performance, which allows us to identify risks, determine gaps, and be accountable to our investors and society".

As a company solely devoted to agriculture, our activities are related to the cultivation and processing of fresh and frozen fruits for their export. Therefore, we are committed to minimizing environmental impacts through the prevention of possible related risks; for this, we perform the corresponding risk assessment and set up preventive controls in the production processes.

Likewise, we fully comply with the environmental standards and their regulations in force, as well as internal rules related to our activities. Likewise, we regularly establish and review the goals of our Environmental Management System (SGA, in Spanish), which maintains a process of continuous improvement and integration into other management systems of the company. It is worth mentioning that this system is drawn out from our headquarters in Peru and must be complied with in all our subsidiaries.

We also promote, among our stakeholders, a better environmental awareness. For this, we responsibly manage our wastes and always seek to use our resources in a rational and efficient way to guarantee our organization's sustainability.

a. Water

i. Water management – Camposol Peru

CHALLENGES AND CURRENT WATER SITUATION
(GRI 303-1,103-1, 103-2, 103-3)
(Global Compact – Principle 7, 8 y 9)
(SDGS 6 y 12)

Several international entities consider Peru as a country that suffers water stress. In fact, the World Resources Institute (WRI) puts Peru in a medium-high level of water stress. The fundamental aspect of the housing development is the fast growth of the population, together with an inappropriate planning, contamination, poverty, and demands that compete for the resource. All this contributes to the water stress and, therefore, it is probable that the water consumption in urban areas doubles up for year 2025. So much so that, in a more focused manner, the National Water Authority (ANA) declared last year that the region of La Libertad was a water stress area.

To face these challenges, strategies, such as the construction of storage reservoirs and new water supply sources, technified irrigation strategies and appropriate use of water resources, were used. Likewise, we consider that the challenges that grow near must be faced through the shared-value policie[11].

A good water strategy provides us with positive impacts such as significant economic savings, committed employees and adjacent communities loyal to the ideals of the companies. Furthermore, it would provide an extension of agricultural boundaries, increase of development projects, increase of job positions, and improvement of quality of life.

Regarding governmental and corporate influence, we can mention that the (currently unfinished) megaproject of the third stage of the Special Chavimochic Project[12] Canal (which we described in our Sustainability Report 2019) will significantly improve the social status.

AVAILABLE TECHNOLOGY AND CHALLENGES IN WATER RESOURCE MANAGEMENT
(GRI 303-1,103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 y 9)
(SDGS 6 y 12)

Generally speaking, the irrigation technology is still relatively expensive for a large number of farmers. However, we have, at Camposol, drip irrigation in all our crops and have taken the use of this resource to values above 90% efficiency when directly dosing the plant base and root, which is supplied by the special Chavimochic project.

A good water strategy provides us with positive impacts such as significant economic savings, committed employees and adjacent communities loyal to the ideals of the companies.

Among the challenges for the water resource management, we can mention the following:

- Water shortage per low-water season.
- The El Niño event, which causes the activation of watercourses in some spans of the Chavimochic canal.
- Interruption of water supplies due to preventive and corrective maintenances. It has to be remembered that the “mother canal” has a 150-km extension and is 25 years old approximately. Several watercourses pass close to it or are crossed by this canal.
- High turbidity in periods of floods with high quantity of total suspended solids when more water treatments are included.
- Low water due to climate change.
- Increase of cultivated areas.
- Construction of reservoirs that may supply the resource needs for agricultural lands.

11 Creating shared value (CSV) consists in the capacity of a company to go further than meeting the customer’s needs and tackle fundamental social needs through its business model.
12 http://www.chavimochic.gob.pe/iii-etapa

STRATEGY FOR MINIMIZING IMPACTS DUE TO THE EL NIÑO EVENT

(GRI 201-2) (Global Compact – Principles 7, 8 and 9) (SDG 13)

The "El Niño" event (FEN, in Spanish) implies an increase in the Pacific Ocean temperature, which generates changes in the atmosphere causing large-scale social, environmental and productive impacts on global weather.

At the beginning of 2017, the Peruvian coast was the scene of the coastal El Niño event, which featured exceptional rainfalls that caused the increase in river flows and, therefore, overflowing and flooding. At least 30 thousand hectares of sown fields were damaged in the Piura region and 15 thousand hectares in the Lambayeque region, and 15 thousand hectares could not be harvested in the La Libertad region.

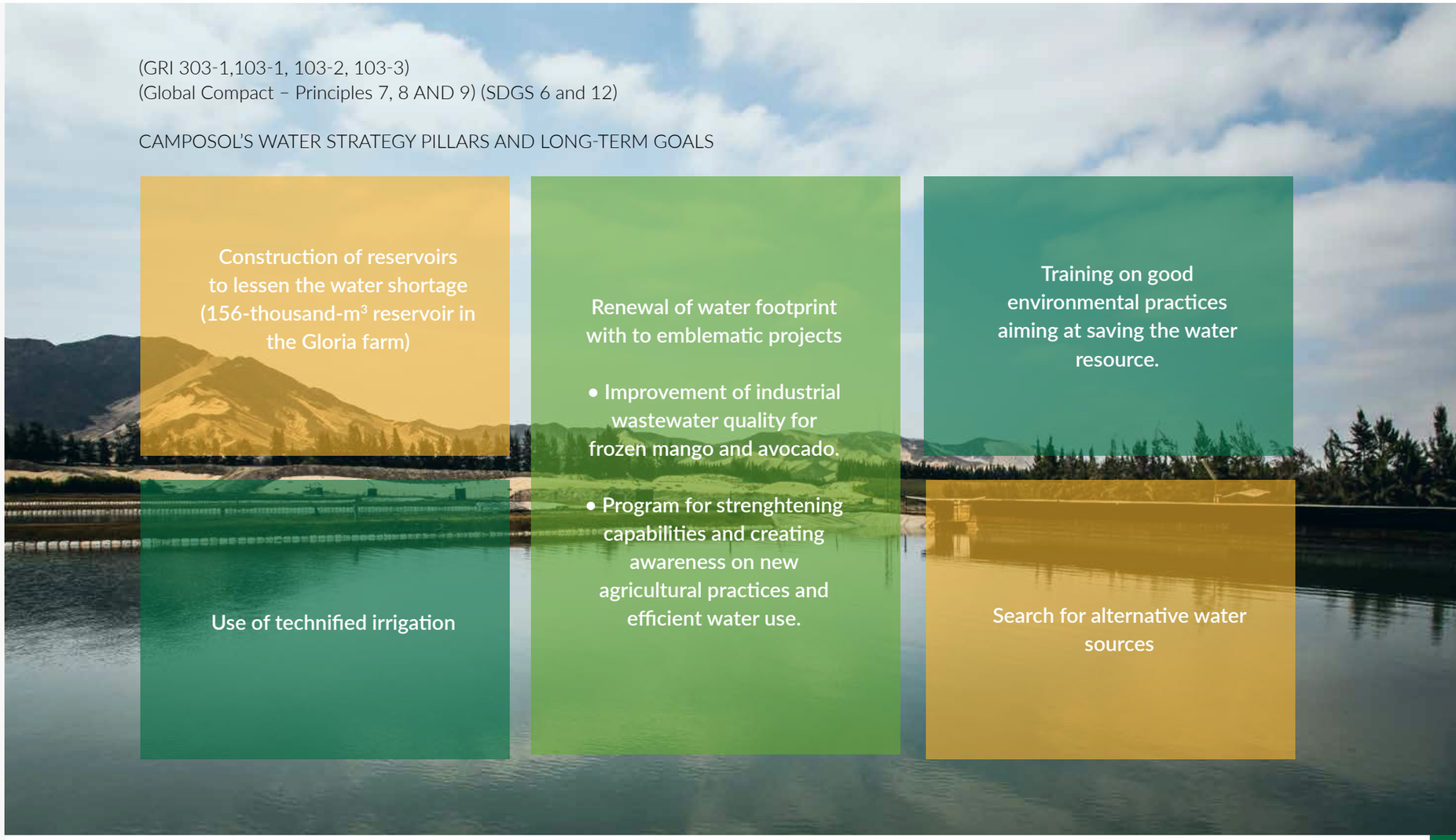
Camposol's water supply plan of the FEN contingency plan currently includes the use of the 156-thousand-m3 reservoir to face the impact of a next FEN, as this will imply a low-water possibility. However, we cannot stop highlighting the importance that works, such as the Palo Redondo dam (part of the Special Chavimochic Project) and a mega structure that will allow to control the irrigation of new cultivated areas and would improve the water use efficiency for already installed and new fields, are finished. At the same time, this would represent a support to the contingency strategies in the face of a low-water period caused by a next FEN. The amount of investment for the 156-thousand-m3 reservoir project at the Gloria farm was $ 1.6 million.

Along these lines, we aim at the following:

- Gradually reducing water consumption through preventive maintenance of broken dies and worn drip valves, change of hoses, greater awareness on water use, preservation of water use and wastewater disposal parameters, compliance with goals regarding water footprint, and our Environmental Adaptation and Management Plan.

(GRI 303-1,103-1, 103-2, 103-3)
(Global Compact – Principles 7, 8 AND 9) (SDGS 6 and 12)

CAMPOSOL'S WATER STRATEGY PILLARS AND LONG-TERM GOALS



- Optimizing the use of water through measurement tools and techniques such as tensiometers, dendrometers, lysimeters, trial pits, weather stations, etc.
- Reducing water use for the blueberry crops through the management of cultures in bags, which may decrease the use of water by approximately 20%, compared with direct transplant on soil[13]. For this reason, we estimate that, by the end of January 2021, we will have approximately 50 hectares (2%) of our area in bags and, therefore, we will be able to assess whether it is the best to continue with this method.
- As a supplementary measure, we took the following measures:

- Our technified irrigation system is regularly checked through an annual preventive program. All equipment that may cause an environmental impact are gauged at least once per year. Information on maintenances conducted are stored in our company's SAP system.
- Valid permits and licenses are available for all water extraction in our fields, the water storage infrastructure and its use. The hectare-field consumption is recorded and stored in our SAP information system that allows to store information to make decisions with the consumption history.

13 A transplant is a very old agronomic technique that is used to reproduce and propagating plants through seeds as an alternative to direct sowing. It consists in placing seeds in garden beds or seedbeds to produce seedlings (small plants) that will be then sown.

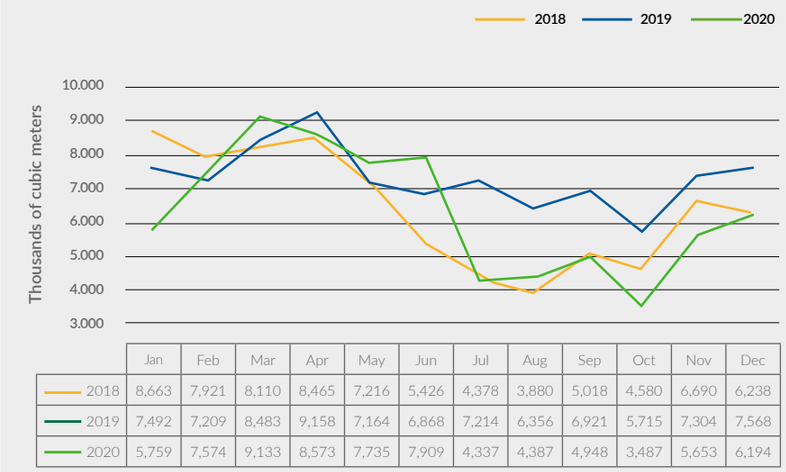
WATER USE MANAGEMENT AT CAMPOSOL PERU
(GRI 303-5, 103-1, 103-2,103-3)
(Global Compact – Principles 7, 8 and 9) (SDGS 6 and 13)

Water is one of the most important resources for Camposol as it is the most used for our activities. Water is collected through the Special Chavimochic Project canal after being physically and chemically treated to be then fed in fields through drip irrigation.

It is worth mentioning that the COVID-19 context caused an increase of water consumption in 2020.

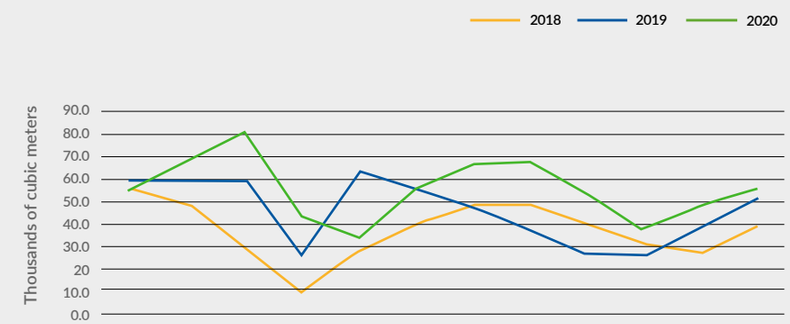
Farm water consumption

Field water consumption 2018 - 2020



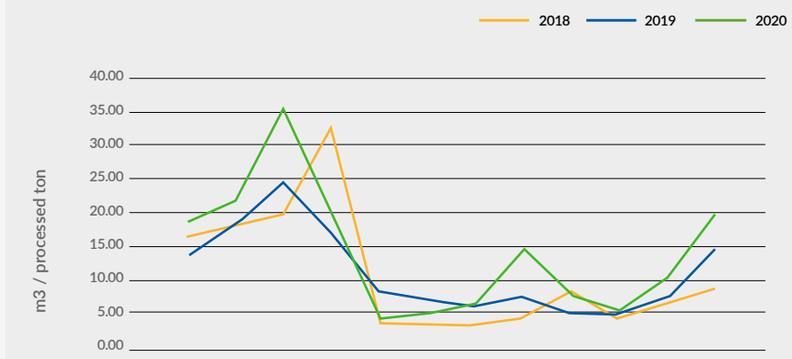
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	8,663	7,921	8,110	8,465	7,216	5,426	4,378	3,880	5,018	4,580	6,690	6,238
2019	7,492	7,209	8,483	9,158	7,164	6,868	7,214	6,356	6,921	5,715	7,304	7,568
2020	5,759	7,574	9,133	8,573	7,735	7,909	4,337	4,387	4,948	3,487	5,653	6,194

Water consumption – Chao plant 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	56.7	49.0	27.3	9.3	27.8	39.8	48.1	48.3	38.1	29.9	27.5	39.3
2019	58.8	59.8	58.1	25.3	63.0	56.0	46.7	36.8	25.5	26.4	38.5	49.9
2020	55.7	68.7	80.3	43.7	33.7	55.2	67.2	68.5	53.8	36.8	48.2	56.1

Water consumption per processed ton
Chao plant 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	16.28	18.30	19.84	32.12	3.89	3.75	3.49	4.43	7.99	4.24	6.91	8.69
2019	13.56	18.00	24.29	17.22	8.05	7.27	5.96	7.28	4.62	5.11	7.71	14.21
2020	18.48	22.01	35.07	18.02	4.20	5.00	6.88	14.26	7.36	5.53	10.32	19.87

RESIDUAL WATER MANAGEMENT

Biological water treatment
(GRI 303-2, 103-1, 103-2, 103-3)
(Global Compact –Principles 7, 8 and 9) (SDG 6)

It is very important to highlight that 100% of treated industrial residual waters are reused for field irrigation; however, we, at Camposol, conduct strict controls to maintain the quality of the treated water within that set forth in the Environmental Quality Standards and Maximum Permissible Limits. In that respect, in October 2020 SGS[14] made the last effluent quality assessment in 8 stations or monitoring points: industrial residual effluents (from drains[15]), 4 for industrial residual effluents (from black lagoons[16]), and 2 for domestic residual effluents.

All results obtained in industrial residual effluents (from drains) for parameters on potential of hydrogen (pH), sulfide, biochemical oxygen demand, chemical oxygen demand, oils and greases, total coliforms, thermotolerant coliforms and Escherichia coli complied with the ECA values set forth in Supreme Decree No. 002-2008-MINAM.

Likewise, all results obtained in industrial residual effluents (from black lagoons) for parameters on potential of hydrogen (pH) and biochemical oxygen demand complied with the IFC/WB standards: World Bank (Guide on Inorganic Chemical Industry of Great Production Volume), 2007 and the IFC/WB guide: World Bank: General Environmental Guideline, 2007.

However, the "biochemical oxygen demand" parameter surpasses the aforementioned standards. This is because COVID-19 implied a challenge for the industrial effluent quality maintenance, which was finally not compromised. Nevertheless, we develop a rapid response to it through the "forthcoming" implementation of a calcium hypochlorite dosifier and the increase in solid trap cleaning frequency. Furthermore, monthly monitoring will be performed until the next semiannual monitoring to measure the efficiency of controls. It is worth concluding that the quality of irrigated crops did not suffer any negative modification.

14 SGS S.A. is a Swiss multinational company that, together with its subsidiaries (among which is SGS Peru) and joint ventures, renders inspection, verification, trial and certification services.
15 Drains are trenches dug with backhoes to channel the water from wetlands.
16 Black lagoons are geomembrane-waterproofed ponds where the anoxygenic (absence of oxygen) process is conducted to decompose organic matter to reduce contaminants.

PROJECTS AND INITIATIVES

Reduction and shared-value projects – Blue Certificate
(GRI 303-1, 103-1, 103-2, 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 6 and 12)

Within the framework of its competences, the National Water Authority (ANA) grants the Blue Certificate as a recognition to hydrologically responsible users that participate in the Water Footprint Program since 2016. In November 2020, we requested the renewal of the Blue Certificate granted through Administrative Resolution No. 120-2019-ANA and submitted new projects within the "water footprint reduction" and "shared-value" categories.

The water footprint reduction project consists in "improving the quality of industrial wastewater from frozen mango and avocado," which aims at decreasing the impacts related to water or its consumption.

Water footprint reduction project – "Quality improvement of industrial wastewater from frozen mango and avocado"
(GRI 303-1, 103-1, 103-2, 103-3)
(Global Compact – Principles 7, 8 and 9) (SDGS 6 and 12)

The packing processes at the frozen mango and avocado processing plant currently generate liquid effluents with presence of oils and fats that are typical of these fruits. On that line, the project intends to improve the treatment system of the Wastewater Treatment Plant from the implementation of a dissolved air flotation (DAF) system and a filter press dehydration system. These actions will allow to improve industrial wastewater quality, i.e., decrease the water quality parameters (total suspended solids, and oils and greases). With a duration of 12 months, the project began in November 2020 and implied an investment amount of S/ 498,376.62. This project intends to diminish the oil and grease values to 100 mg/l and total suspended solids to 150 mg/l.

Water shared-value project – "Program for strengthening capabilities and awareness on good agricultural practices and efficient use of water"
(GRI 303-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9) (SDGS 6 and 12)

The program for strengthening capabilities looks for sensitizing about the appropriate use of pesticides and efficient management of water resource. The intervention includes brigade members' training workshops and campaigns for raising awareness in inhabitants of the Chao community.
This project seeks to foster an improvement in using pesticides that, if irresponsibly used, could cause an impact on the phreatic zone. Likewise, at the same time the project will promote good agricultural practices and efficient use of water resource.
With a duration of 12 months, the project began in November 2020 and implied an investment amount of S/ 17,000. Seven (7) brigade members' training workshops, 3 campaigns for raising awareness in communities, training of 7 environmental brigade members and training of 10 inhabitants of communities will be conducted.

ii. Water management – Camposol Colombia

PRESERVATION OF BODIES OF WATER
(GRI 303-1, 303-2, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 6 and 12)

At Camposol Colombia, we look for guaranteeing the sustainable and viable use of water resource through time. Therefore, we use planning and control in all agricultural and cleaning tasks required for every farm as part of our water management. Within this line of management, we have processed water concessions following national standards to guarantee their protection. We have also implemented maintenance procedures for water application machinery, storage tanks and intakes. Furthermore, we have installed flowmeters, volume calibration and verification of application nozzles, and have the application records per plot, farm and area and the water quality monitoring in order to guarantee the resource supply and quality.

Likewise, we conduct the control of phytosanitary applications and guarantee the protection of conservation areas, fauna, existing flora, aquatic ecosystems, and surface waters. We also conduct preventive maintenances and calibrations of all foliar pesticide and/or fertilizer application equipment. Furthermore, we guarantee the protection of groundwater through the implementation of deactivation wells, which receive the water that may contain pesticide substances.

We continue carrying out Environmental Management Programs to preserve bodies of water related to our farms.

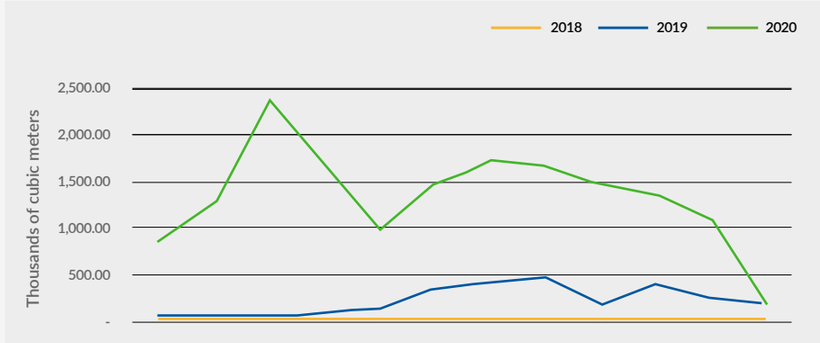
During the Covid-19 situation, a larger consumption and frequency of water resource was reported to comply with the Covid-19 prevention standards (hygiene procedure) as, for instance, personnel's handwashing, disinfection of cars, tools and dining rooms, etc.

FARM	BODY OF WATER
La Moravia	Tapia River
La Bretaña	Chinchina River
El Castillo	
El Parnaso	
La Gloria	
La Edelmira	
El Paraíso	Totoro River
Cristalina	
Pradera	
Primavera	
Santa Inés	
El Bosque	Tapia River
El Carmelo	
El Recreo	
Los Cristales	
San Luis	Totoro River
La Palmera	Cuancua River
Mateguadua	Maravelez, Patuma and La Catalina Ravines
Las Delicias	Microwatershed
La Carmelia	
La Ondina	El Castillo Ravine
Navarco	Quindío River

WATER CONSUMPTION MANAGEMENT AT CAMPOSOL COLOMBIA
(GRI 303-5,103-1, 103-2, 103-3) (Global Compact – Principles 7, 8 and 9)
(SDGS 6 and 13)

Farm water consumption

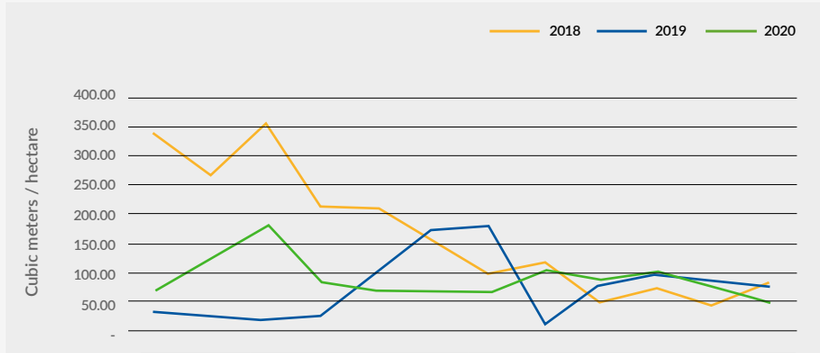
Water consumption for plant protection product application to avocado crops 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	29.59	20.92	13.80	25.78	26.01	17.82	19.58	18.33	14.60	21.23	16.73	32.25
2019	45.03	85.04	85.24	89.36	149.9	361.1	443.9	479.7	198.7	411.9	260.9	213.1
2020	847.9	1,261	2,359	1,671	1,004	1,456	1,715	1,655	1,488	1,339	1,110	188.0

Note: It is worth mentioning that the record of water consumption for plant protection product application began in 2018, year when we began our operations. Likewise, we have an efficiency record of applied water for phytosanitary purposes per cultivated Hass avocado hectare, where we can see a trend to diminish water consumption per hectare, the months with larger consumption being February, March and April.

Cubic meters of applied water / crop hectare 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	336.2	268.1	353.9	213.0	208.0	152.2	97.43	113.1	47.11	71.74	43.57	81.85
2019	30.94	27.04	19.29	26.22	98.85	173.3	175.4	11.48	80.71	94.94	85.67	75.02
2020	66.25	127.5	181.9	84.32	68.26	69.01	66.99	105.2	88.82	100.5	77.09	48.64

RESIDUAL WATER MANAGEMENT
(GRI 303-2, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDG 6)

We treat our residual effluents before being disposed of into the bodies of water, so preventing their contamination by substances that increase the contents of phosphorus and nitrogen in the receiving bodies of water. The wastewater treatment is developed in pursuance of Decree 1076 from 2015, Resolution 631 from 2015, and Resolution 883 from 2018.

This is the strategy defined in our residual water management program, which intends to control impacts such as the deterioration of aquatic habitats and areas listed as water collectors, involvement of hydrobiological communities, and decrease of surface water availability, among other related impacts. The implemented treatment systems are the following:

For domestic water:
- Construction of grease traps
- Installation of settler tank or septic tank
- Construction of anaerobic filter
- Construction of dry well

To treat industrial water:
Installation of systems that include the operations framed in pretreatments and at primary and secondary levels, such as roughing, sedimentation, flotation, coagulation-flocculation, and biological treatments. These activities are mandated by Decree 4741 from 2005.

iii. Water management – Camposol Uruguay
(GRI 303; 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)

At Camposol Uruguay, we have developed a Sustainable Water Management Plan (PGA, in Spanish), which is focused on planning and implementing all processes that are conducted in the fruit and vegetable production so as to guarantee the water resource exploitation sustainability at the El Tero farm.

The PGA is a strategic document that includes several actions that respond to follow-up, revision, interpretation, prevention and correction measures for the proper use of water and environmental care to guarantee the project productivity and sustainability. It also refers to having an attitude, philosophy and commitment to develop the aforementioned actions, as well as the compliance with all necessary standards and regulation for guaranteeing the good use of water.

WATER CONSUMPTION MANAGEMENT AT CAMPOSOL URUGUAY

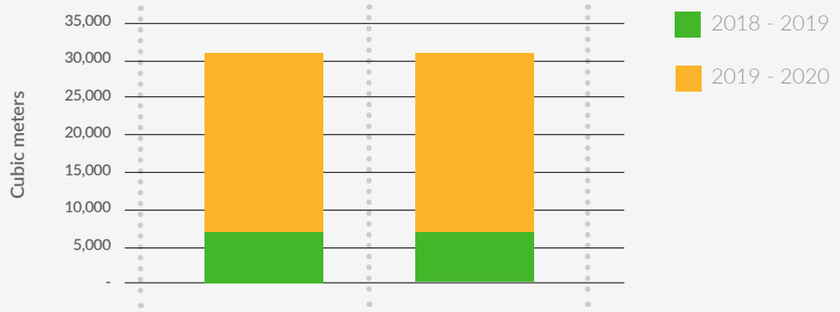
Farm water consumption
(GRI 303-5, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 6 and 13)

We have a Ministerial Resolution that gives permit for water extraction from the Arapey river intake. Therefore, this sustains the legal irrigation coverage for the declared hectares.

We work on the compliance with our commitment through the optimization of the water use and hydric state of the crop. Furthermore, we are focused on the search, assessment and implementation of new strategies, methodologies and raw materials for optimizing and making water consumption profitable. Such activities are materialized in the PGA, the "UR-SG10-MN01-014-CT" protocol to assess risks for physical and chemical contamination of the water used in preharvest, and the "UR-SG10-MN01-024-CT" protocol to access the preharvest risk – handwashing and application water.

We recently installed the drip irrigation system, which has hydrometers in every filtration slab that allow to have the exact volume of water consumption. We previously had a hosepipe irrigation system, which volume estimate was obtained by calibrating irrigation gates.

Water extraction and consumption 2018 - 2020

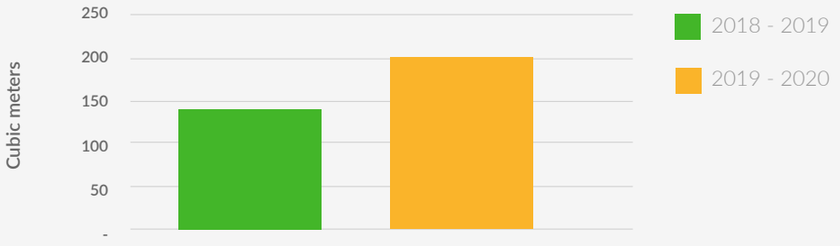


	Water consumption (m3)	Water extraction (m3)
2019-2020	24,141	24,141
2018-2019	7,555	7,555

Through an efficient use of the water resource, all extracted water is used for mandarin agro-industrial processes and for the personnel's domestic use.

Residual water management
For wastewater management and extraction, we have cesspits, which are evacuated through the service rendered by the company Barométrica El Raval, which is a barometric company [17].

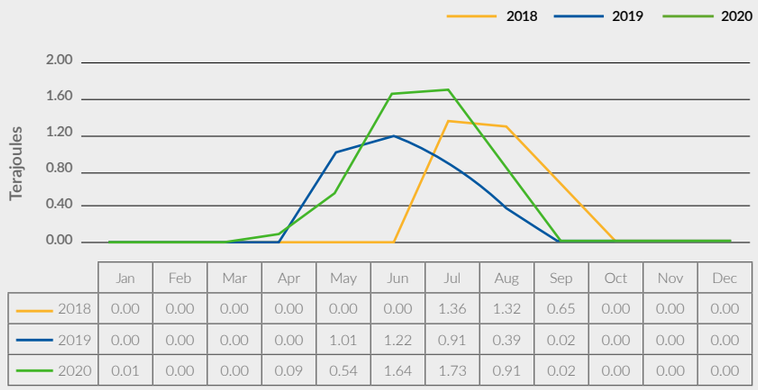
Disposed domestic residual waters 2018 - 2020



	Disposed domestic residual waters (m3)
2018-2019	140
2019-2020	200

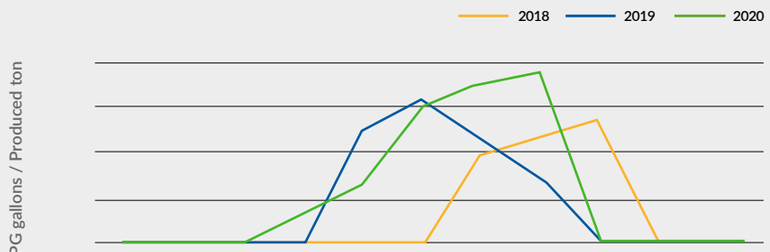
17 A barometric company is a company that renders the drainage and sanitation service in buildings located in areas where no sewage system or drainage system exists.

LPG gallons / produced ton at Chao plant 2018 - 2020



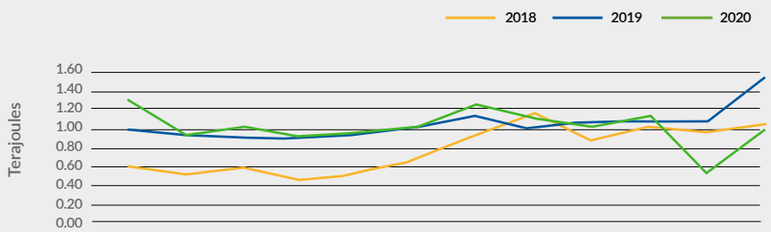
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	0.00	0.00	0.00	0.00	0.00	0.00	1.36	1.32	0.65	0.00	0.00	0.00
2019	0.00	0.00	0.00	0.00	1.01	1.22	0.91	0.39	0.02	0.00	0.00	0.00
2020	0.01	0.00	0.00	0.09	0.54	1.64	1.73	0.91	0.02	0.00	0.00	0.00

LPG gallons / produced ton at Chao plant 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	0.00	0.00	0.00	0.00	0.00	0.00	1.36	1.32	0.65	0.00	0.00	0.00
2019	0.00	0.00	0.00	0.00	1.29	1.59	0.91	0.39	0.02	0.00	0.00	0.00
2020	0.03	0.01	0.02	0.36	0.68	1.49	1.73	0.91	0.02	0.00	0.00	0.00

Gasohol 90 consumption at Chao - Virú farms 2018 - 2020



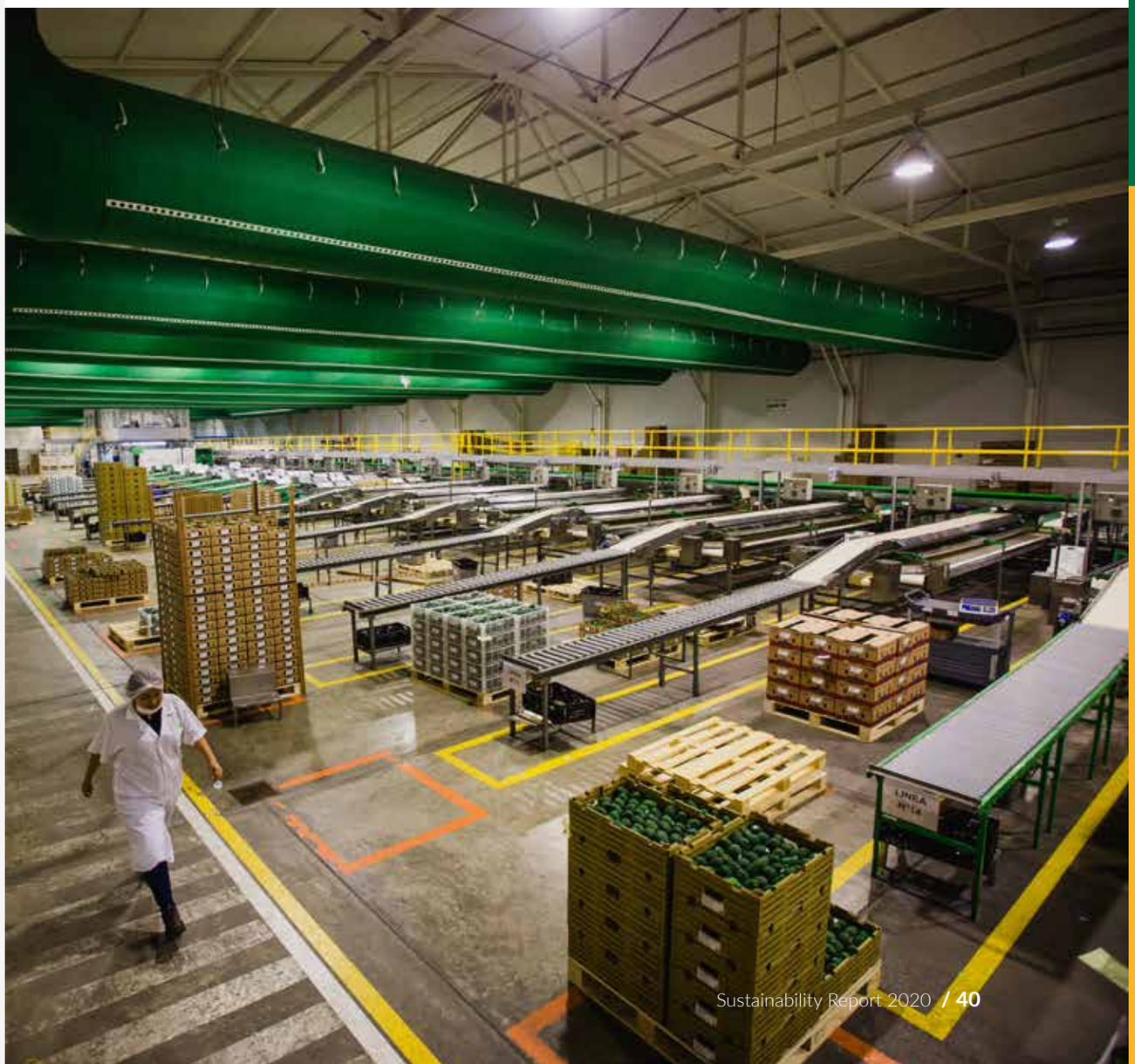
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	0.59	0.54	0.58	0.48	0.55	0.70	0.95	1.16	0.89	1.03	0.98	1.06
2019	1.00	0.95	0.93	0.92	0.96	1.02	1.13	1.02	1.06	1.07	1.07	1.52
2020	1.29	0.99	1.02	0.92	0.96	1.01	1.25	1.12	1.04	1.11	0.55	1.01

b. Energy

i. Energy – Camposol Peru

MANAGEMENT OF COMBUSTIBLES AT CAMPOSOL PERU
(GRI 302-1, 103-1; 103-2; 103-3) (Global Compact – Principles 7, 8 and 9) (SDGS 7, 8, 12 and 13)

Since 2018, we, at Camposol, are using liquefied petroleum gas (LPG) in 100% of our Chao plant processes. It is also worth mentioning that we manage an efficiency indicator regarding this energy resource, which is monthly managed. It is the same with the Gasohol 90 plus combustible, which is required in our farms in Chao – Virú, region of La Libertad.



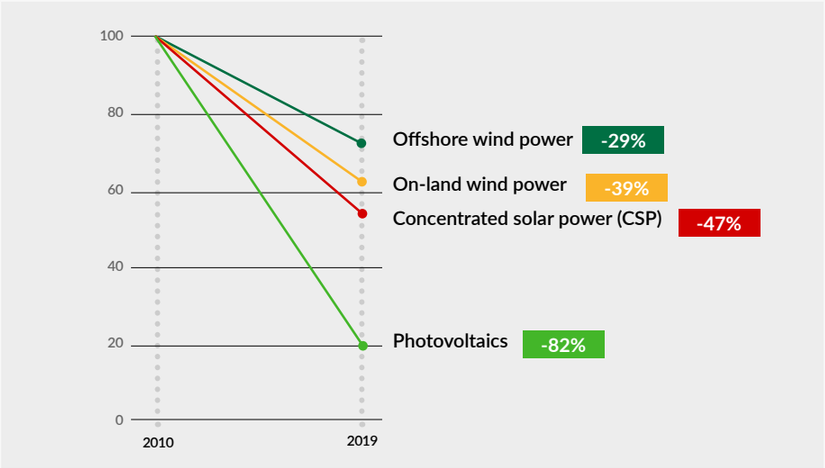
ELECTRICITY MANAGEMENT AT CAMPOSOL PERU
(GRI 302-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 7, 8, 12 and 13)

At Camposol, we require a continuous power supply to be able to boost water through the drip irrigation system for irrigating crops, as well as for the proper operability of electronic systems at fields and farms. Hidrandina and the Special Chavimochic Project are currently providing our power supply. The measurement of our power consumption is conducted through the regular record from the electric control panel and from the payments made to the previously mentioned power supply entities. We assess the electricity consumption of our monthly production through efficiency rates such as “Kilowatt-hour / Produced ton”. This way we make sure of maintaining an efficiency energy management for our production.

Furthermore, we have implemented a photovoltaic array plant that supplies energy to the Terra farm in Sullana, Piura, since 2019. The objective of this photovoltaic solar plant is to improve the quality of the power supply to electric charges that represent the set of irrigation pumps installed in the irrigation slab 1 of the farm. The implementation project represented an investment of US$ 365,758.

At Camposol, we require a continuous power supply to be able to boost water through the drip irrigation system for irrigating crops, as well as for the proper operability of electronic systems at fields and farms.

Photovoltaics has positioned as a reliable option from the technical and financial view due to the decrease of production costs, marketing of photovoltaic modules throughout the years, and technological improvement of control and power systems that allow to condition the generated energy. We have now much lower prices ($/MWh) than the traditional options (diesel generating sets) and, in many cases, they are very close to the cost of the power grid, as the IRENA (International Renewable Energy Agency) study explains in its report on Renewable Power Generation Costs– 2019[18].

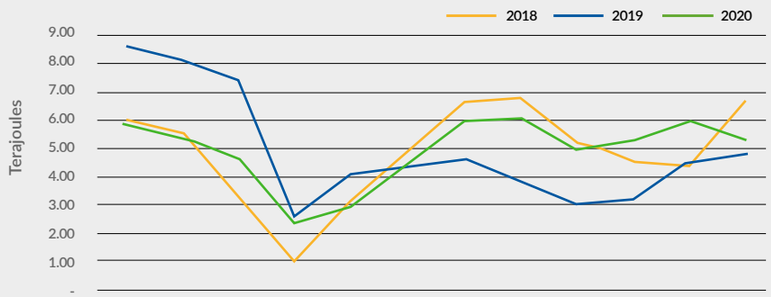


Decrease of renewable energy costs in 2 decades (IRENA, 2019)

18 https://www.irena.org/publications/2020/Jun/Renewable-Power-Costs-in-2019

(GRI 302-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 7, 8, 12 and 13)

Electric power consumption at Chao Plant 2018 - 2020



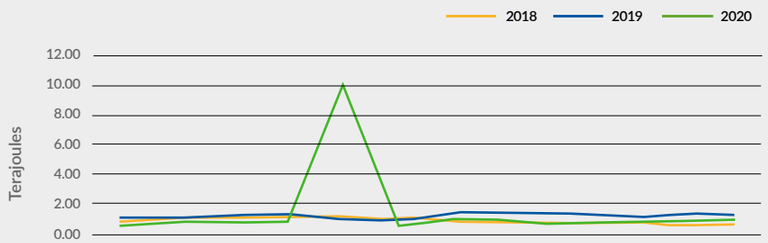
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	5.98	5.59	3.57	1.04	3.12	4.65	6.58	6.82	5.20	4.55	4.39	6.69
2019	8.54	8.13	7.40	2.53	4.12	4.53	4.65	3.76	3.00	3.24	4.42	4.82
2020	5.96	5.41	4.67	2.33	2.98	4.64	5.97	6.09	4.97	5.31	5.91	5.36

Kilowatt-hour / Produced ton consumption at Chao Plant

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2020	0.55	0.48	0.57	0.27	0.10	0.12	0.17	0.35	0.19	0.22	0.35	0.53

The follow-up of electric power consumptions for both plants and farm lands is a crucial element for the electric power consumption management, as having both an electric power consumption history and a kilowatt-hour per production ton consumption ratio at plant will allow to plan energy efficiency strategies that get to reduce the electric power consumption and maintain, at the same time, the productivity.

Electric power consumption - Chao - Virú farm 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	1.01	1.06	1.24	1.27	0.98	0.82	0.73	0.77	0.79	0.87	0.56	0.64
2019	0.80	0.90	0.95	0.99	1.05	0.97	1.35	1.40	1.32	1.15	1.17	1.24
2020	0.61	0.82	0.80	0.84	9.94	0.46	1.06	0.78	0.68	0.76	0.89	0.83

	2018	2019	2020
Total electric power	68 946,28	72 439,54	78 076,74
Total energy combustibles	12 850,55	16 187,53	17 204,08
Total energy in gigajoules	**81 796,83**	**88 627,07**	**95 280,82**

ii. Energy – Camposol Colombia

MANAGEMENT OF COMBUSTIBLES AT CAMPOSOL COLOMBIA
(GRI 302-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 7, 8, 12 and 13)

The combustible consumption is essential for the operational and administrative supervision of crop fields. We have compiled the consumption of the vehicles used for transporting through the Softland system. These vehicles are used in farm operation. Furthermore, for applying phytosanitary solutions (to prevent and treat several diseases that our crops may suffer), we depend on the diesel fuel.

We control the performances and consumptions per type of combustible source in order to draw up reduction plans and define the consumption efficiency. Likewise, we compiled and analyzed the combustible uses and consumptions by identifying opportunities for energy efficiency improvement.

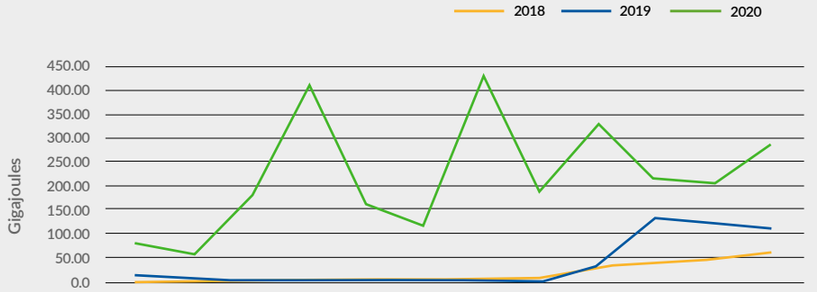
Within the Covid-19 context, we have identified a larger consumption of combustibles, which implied a larger generation of CO2 emissions due to the increase in the service of vehicles for transporting workers in order to comply with safety standards such as social distancing. For instance, we previously used 3 vehicles and we currently use 5 for transporting workers.

ELECTRICITY MANAGEMENT AT CAMPOSOL COLOMBIA
(GRI 302-1, 103-1; 103-2; 103-3) (Global Compact – Principles 7, 8 and 9)
(SDGS 7, 8, 12 and 13)

The electric power consumptions are compiled from the public utility receipts of all farms, which arrive every two or three months depending on the area. The appropriate management of the energy resource generates a reduction in consumption, a higher energy efficiency, and a reduction in CO2 emissions. To do this, we measure, document and issue reports. We also analyze the energy uses and consumptions every two or three months by identifying opportunities for improving the energy efficiency.

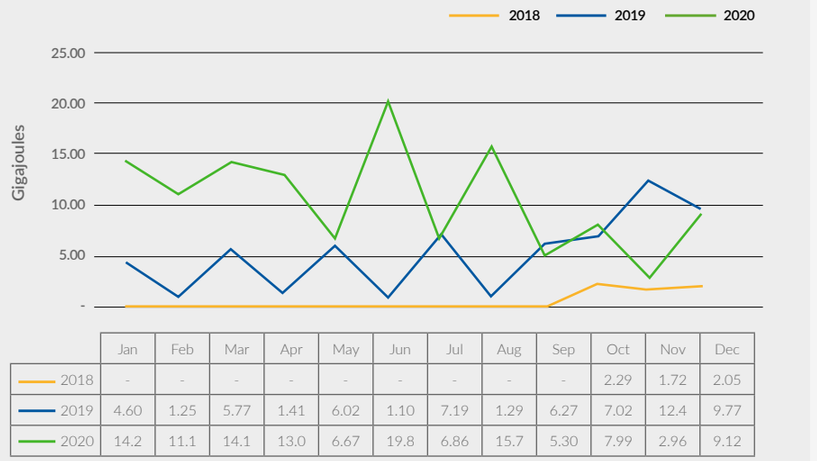
Our electricity consumption is low because we currently consume only through technological and electronic equipment for the lighting of some points / farms that are controlled by public utilities.

Total consumption of combustibles 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	0.62	0.37	2.49	3.61	2.86	2.74	3.61	8.83	29.93	38.88	47.03	59.60
2019	12.35	7.83	0.27	0.27	2.04	2.12	1.37	1.05	34.74	134.86	122.04	113.60
2020	81.29	56.43	180.55	409.91	160.65	116.71	428.15	186.42	327.09	217.66	204.65	287.57

Electric power consumption at farms 2018 - 2020



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	-	-	-	-	-	-	-	-	-	2.29	1.72	2.05
2019	4.60	1.25	5.77	1.41	6.02	1.10	7.19	1.29	6.27	7.02	12.4	9.77
2020	14.2	11.1	14.1	13.0	6.67	19.8	6.86	15.7	5.30	7.99	2.96	9.12

Gigajoules	2018	2019	2020
Energy – diesel fuel	-	336,73	1 308,01
Energy - gasoline	200,58	95,81	1 349,08
Total energy - combustibles	**200,58**	**432,54**	**2 657,09**

Note: No diesel was used in 2018.

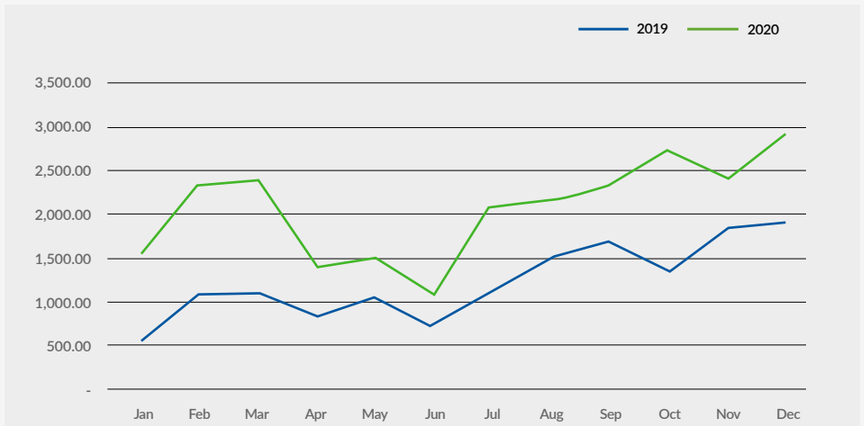
	2018	2019	2020
Total electric power	6,07	64,10	127,13
Total energy - combustibles	200,58	432,54	2 657,09
Total energy in gigajoules	**206,65**	**496,64**	**2784,22**

iii. Energy – Camposol Uruguay

MANAGEMENT OF COMBUSTIBLES AT CAMPOSOL URUGUAY
(GRI 302-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 7, 8, 12 and 13)

At Camposol Uruguay, we are currently managing the connection to the electric power grid and, therefore, we depend to the 100% on the use of combustibles for operating motor pumps that allow irrigation action in our crop fields. Likewise, the combustible is also used for operating operational machinery and personnel transportation vehicles around our extensive crop areas.

Energy consumption of combustible 2019 - 2020



	2019	2020
Total energy in Gigajoules	**14 726,54**	**24 844,76**

c. Management of emissions

i. Management of emissions – Camposol Peru

(GRI 305-7, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGS 3, 12, 14 and 15)

The company SGS del Perú is in charge of conducting environmental monitoring every year and, for 2020, it was also conducted. Among the mentioned inspections, the air quality assessments were performed in 10 strategic points, which are detailed in the chart below.

It is worth mentioning that all results obtained during the monitoring that correspond to the first semester of 2020 comply with the Environmental Quality Standards (ECA, in Spanish) set forth in Supreme Decree No. 003-2008-MINAM "Environmental Quality Standards (ECA) for Air are passed" and Supreme Decree No. 074-2001-PCM "Regulations on National Environmental Air Quality Standards."

The assessment of components emitted into atmosphere is very important for us as we understand that some environmental aspects and impacts are included in our operations and, according to the ISO 14001 standard, they must be measured and then managed for their control within the terms of the national regulations.

The assessment of components emitted into atmosphere is very important for us as we understand that some environmental aspects and impacts are included in our operations

(GRI 305-7, 103-1; 103-2; 103-3) (Global Compact – Principles 7, 8 and 9) (SDGS 3, 12, 14 and 15)

During the monitoring conducted in the first semester of 2020[19] and according to the monitoring program Camposol established, the following reliable and representative results that reflect the actual conditions of the monitored environment were obtained:

Monitoring Station Code	Station Name	PM10[20] ug/m3[21]	PM2.5[22] ug/m3	ug/m3			
				NO2	SO2	CO	H2S
PC - 1	Above the restrooms, in front of the boiler area.	27	15.8	31	< 13	1713	< 6.1
PC - 2	On the ceiling of the Sodexo dining hall, in front of the main lookout post at the entrance to the plant's farm.	17.7	10,8	25	< 13	1593	< 6.1
PC - 3	In front of the maintenance area at the plant's farm.	72.9	15,1	37	< 13	1694	< 6.1
CA-01	In front of the checkpoint at the Agricultor farm.	14.2	<6	39	< 13	1771	< 6.1
CA-02	In front of the checkpoint at the Settler Tank # 24 in the Agricultor farm.	23.9	11,8	25	< 13	1553	< 6.1
CA-03	In front of the checkpoint at the Yakuy Minka farm.	48.7	12	31	< 13	1619	< 6.1
CA-04	Entrance to Mar Verde farm in front of the entrance lookout post.	24.6	9,2	48	< 13	1368	< 6.1
CA-05	Entrance to Frusol farm, in front of the entrance of the Mar Verde farm.	17.8	8,1	41	< 13	1451	< 6.1
CA-06	Located in lot 7 "C" at the Mar Verde farm.	44.8	15,1	53	< 13	1368	< 6.1
CA-07	In front of the entrance of the irrigation water treatment center at the Mar Verde and Frusol farms.	8	<6	46	< 13	1477	< 6.1
ECA Supreme Decree No. 003-2017-MINAM		100	50	200	250	10000	150

19 No environmental monitoring report has been issued for the second semester of 2020 since, as it is performed in person, the monitoring could not be conducted due to the pandemic.
20 Particulate matter with an aerodynamic diameter smaller than or equal to 10 micrometers is referred as PM10.
21 ug/m3 means micrograms of particle per cubic meter.
22 Particulate matter with an aerodynamic diameter smaller than or equal to 2.5 micrometers is referred as PM 2.5.

d. Waste management

i. Solid waste – Camposol Peru

(GRI 306-2, 306-3, 103-1, 103-2, 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 3, 6 and 12)

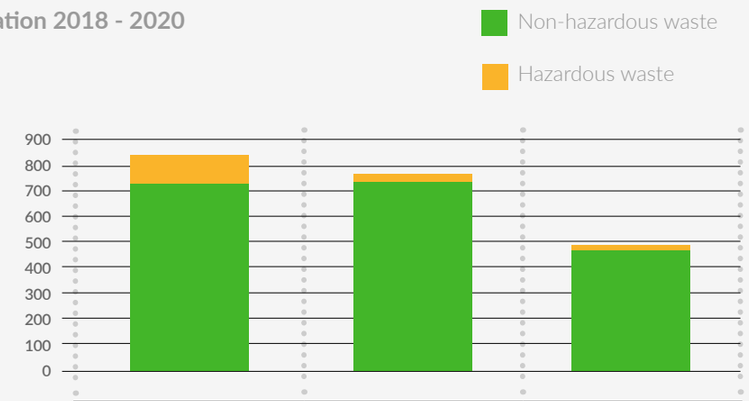
The appropriate environmental management in handling solid waste is one of our pillars, as it manages the last stage of generation of the goods our organization produces. To manage this issue, we have our solid waste management procedure, which was prepared in compliance with the national laws.

Likewise, we keep a control record of the quantity of vehicles that transport waste. We also have a total of 11 solid waste warehouses in the Chao operations and 2 warehouses in the Terra y Agroalegre farms in Sullana, region of Piura.

Basing on the pandemic context, we declare all waste that have been in contact with a person's mucus, such as a hazardous, biologically contaminated waste, and, for this, we base on the prevention principle. In that regard, we prepare a procedure for the waste to be disposed of in appropriate, red-colored containers, at both farm and plant, in order to be a better control before the segregation process.

Regarding the spills caused, we declare that no incident of that nature has been taken place in our operations in Peru during 2020.

Waste generation 2018 - 2020



	2018	2019	2020
Hazardous waste	112.22	25	21.92
Non-hazardous waste	714.83	732.476	457.22

ii. Solid waste – Camposol Colombia
(GRI 306-2, 306-3, 103-1; 103-2; 103-3)
(GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 3, 6 and 12)

Our objective is to minimize the environmental impacts caused in each operational process that comes from waste management and, therefore, we look for improving working conditions by properly managing waste and preventing water, air and soil contamination.

We conduct trainings on waste management and minimization plans for the entire operation so as to minimize the quantity and dangerousness of solid waste by using them according to the 3 R (reduce, reuse and recycle) strategy. Furthermore, we have made an agreement and service order with an authorized company for hazardous waste transportation and final disposal.

Among our specific actions for managing solid waste are: Minimization Plan, trainings for employees, implementation of assembling points at farms, and implementation of ecological points. Finally, we conducted the monitoring of our waste through waste generation indicators and internal audits that were in charge of inspecting the agricultural processes.

Within the Covid-19 context, an increase in the generation of solid waste (disposable face masks), which was offset by giving employees reusable face masks that were approved by the SIG team and complied with the World Health Organization's directions.

As per the spills caused, we declare that no incident of that nature has been taken place in our operations in Colombia during 2020.

iii. Solid waste – Camposol Uruguay
(GRI 306-2, 306-3, 103-1; 103-2; 103-3)
(GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 3, 6 and 12)

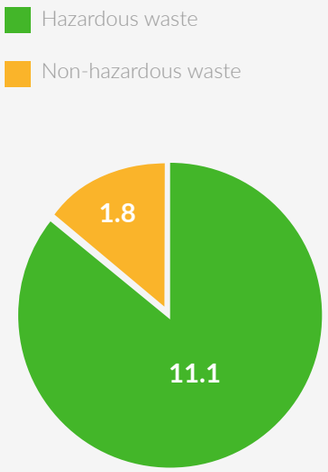
To manage our solid waste, we have an environmental policy and the UR-SIG-MN01-008-PR Waste Management Procedure at Camposol Uruguay. We conduct an appropriate waste management to be able to maximize the efficiency of resources when producing our products. The coverage of the solid waste management comprises the activities in El Tero and El Zorzal activities.

We practice segregation and separation of solid waste for recycling or disposal. We avoid burning solid waste, store separately the empty containers of our phytosanitary products, and have bins that are distinguished by colors according to their nature. Furthermore, we have a temporary stockpiling warehouse for hazardous and non-hazardous waste. We keep a commitment, from country management to operational area, to reducing the waste generation. It is worth mentioning that the waste the suppliers generate are manage by themselves.

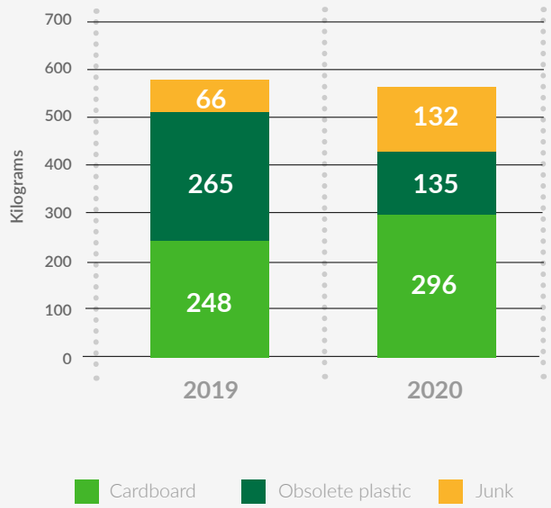
To comply with this commitment, we have trained personnel, transportation units, 200-liter cylinders for reusing oil, and a procedure for reusing foliar packages and fertilizers. Furthermore, we work with the *Campo Limpio* (Clean Field) program, which is approved by the Uruguayan government. *Campo Limpio* provides us with a waste disposal documentary proof or certificate every time they are managed, and we have established, for that, an annual program where the solid waste exit frequency is set.

Regarding the spills caused, we declare that no incident of that nature has been taken place in our operations in Uruguay during 2020.

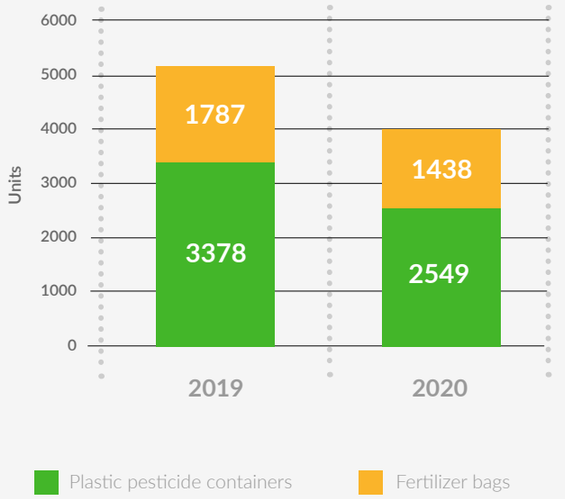
Generation of solid waste - 2020
Camposol Colombia (tons)



Generation of non-hazardous solid waste 2019 -2020
Camposol Uruguay



Generation of hazardous solid waste 2019 -2020
Camposol Uruguay



e. Biodiversity

(GRI 304; 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9)

Our goal as responsible company is to protect and conserve the existing biodiversity and we manage to maintain the wild flora and fauna species, with greater emphasis on endemic species that are within some conservation category[23]. For this, we have the Sustainable Agriculture and Environment Policy, the Comprehensive Conservation Plan[24] (with guidelines and strategies for flora and fauna conservation) and guidelines such as:

- Procedure for installation of shelter areas (corridors).
- Arborization procedure.
- Procedure for conserving and maintaining conservation areas.
- Hedge maintenance procedure.
- Flora and fauna monitoring procedure.

To manage pests, we have the Sustainable Agriculture Policy and the Integrated Pest Management Policy, which involve the use of biological control agents. The biodiversity assessment methodology is conducted through the annual flora and fauna census in order to be aligned with the indicators of every component. Information is saved in spreadsheets and the biological control area keeps the traceability of information.

Regarding the Covid-19 context, the biodiversity management was affected as measures were taken to reschedule the census and internal audit to comply with the new guidelines on health care (medical test and training).

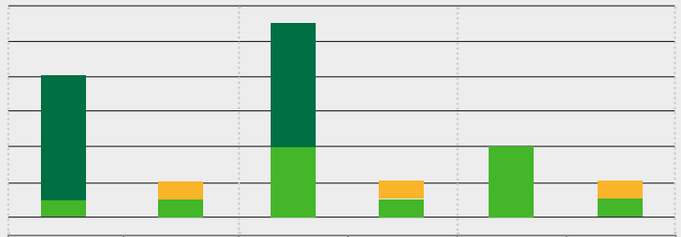
23 The International Union for Conservation of Nature (IUCN) Red List categories and criteria are an easy-to-understand system for classifying globally endangered species.

24 In order to conserve and protect the biodiversity that are sheltered in its farms in the districts of Virú and Chao in La Libertad region, the agricultural company CAMPOSOL S.A. has prepared the "Comprehensive Conservation Plan", which mentions the different activities that are conducted for the benefits of biodiversity.

i. Biodiversity – Chao-Virú farms (Peru)

(GRI 304-4) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

Species on the Red List (IUCN)



	LC	NT	LC	NT	LC	NT
	2018		2019		2020	
Mammals	0	1	0	1	0	1
Birds	7	0	7	0	0	0
Reptiles	1	1	4	1	4	1

Note:
LC = Least Concern
NT = Near Threatened

Our goal as responsible company is to protect and conserve the existing biodiversity and we manage to maintain the wild flora and fauna species, with greater emphasis on endemic species that are within some conservation category.

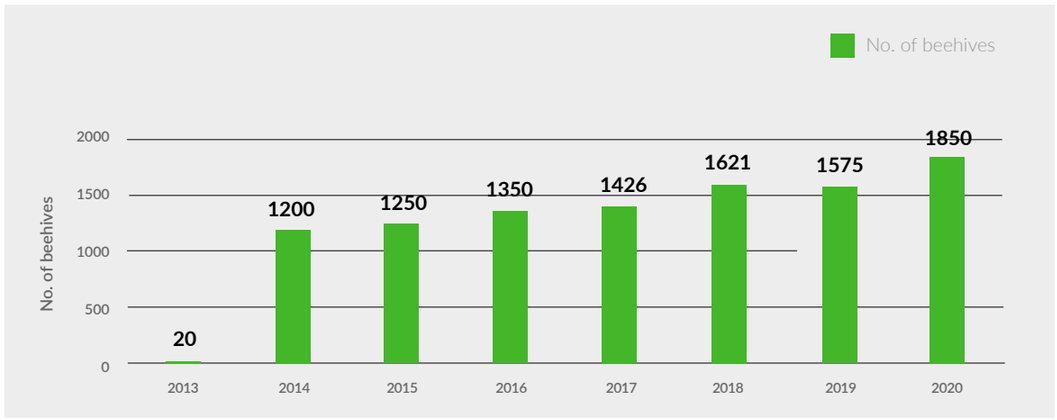
(GRI 304-1) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

Operaciones Chao - Virú	2020									
	Chao plant	Agricultor	Marverde	Agromas	Gloria	Frusol I	Frusol II	Yakuyminka	Oro Azul	San Jose
Geographical location	Region: : La Libertad, Province: Viru, District: Chao, sector: 1, Panamericana norte Km 510, Altitude: 95 – 170 m.a.s.l.									
Chao - Virú operations	**Marverde**				**Gloria**			**Yakuyminka**		
Size of protection, conservation or shelter areas (ha).	1,97				0,54			4,91		
Location of protection, conservation or shelter areas.	P27				P18			P162		

STRATEGIES FOR MANAGING BEEHIVES IN AVOCADO CROPS
(GRI 304-3) (GRI 304; 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

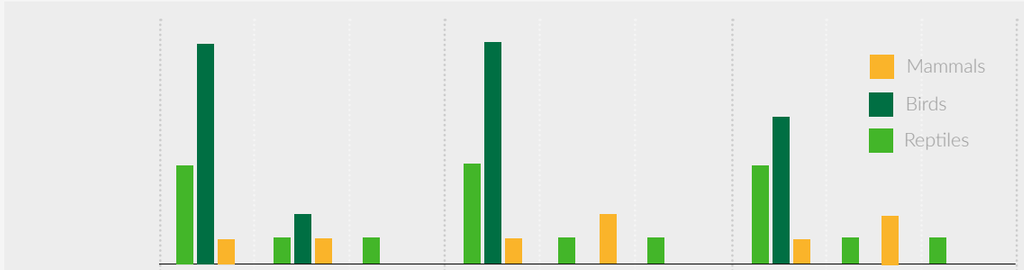
Keeping up with our commitment to conservation of key species for developing a sustainable development, we have increased the number of beehives for the year of this report. Furthermore, we continue applying our roadmap and, therefore, we are avoiding using pesticide products near the beehive area and keep strategic points for maintaining the beehives when their use is not required or when we are in the flowering season in the crops. Finally, beehive identification signs help us to keep them isolated from employees' or other personnel's transit.

Number of beehives (Peru) 2013 - 2020



ii. Biodiversity – Piura farms (Peru)
(GRI 304-4) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

Species on the Red List (IUCN)



	LC	NT	VU	LC	NT	VU	LC	NT	VU
	2018			2019			2020		
Reptiles	4	1	1	4	1	1	4	1	1
Birds	9	0	0	9	0	0	6	0	0
Mammals	1	1	0	1	2	0	4	1	0

Note: LC= Least Concern; NT = Near Threatened; VU = Vulnerable
Refer to Appendix 2 to review the detail of flora at Camposol Peru.

(GRI 304-1) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

Piura operations	2020	
	Terra	Agroalegre
Geographical location	Region: Piura, Province: Sullana (Terra farm).	Region: Piura, Province: Sullana, District: Bella vista (Agroalegre farm).

iii. Biodiversity – Colombia

(GRI 304-1, 103-1; 103-2; 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGS 6, 14 and 15)

At Camposol Colombia, we look for maintaining and/or improving the biodiversity in order to guarantee the supply of raw materials and natural resources. Therefore, we have implemented the performance of environmental management plans per farm and conducted trainings on environmental regulations and environmental care and protection for the entire operation. The management purpose is to sustainably use diversity components, mitigate negative impacts on environment, promote environmental care and protection, and maintain the balance in ecosystems.

In this regard, we can summarize our biodiversity management on prevention, counterbalancing and control of activities that cause negative impacts on environment and on the generation of its sustainable management and use culture.

To achieve our goals, we conduct flora and fauna recognition inventories through weekly inspections per area, farm, which a third-party environmental company leads.

Twenty-one (21) estates or farms comprise Camposol Colombia's operational unit, which are distributed in 3 Colombian departments: Valle del Cauca, Caldas and Quindía. Every farm has also a different site and operation area (*for more details, see Appendix 1*).

Colombia operations	2020						
	La Moravia	Las Delicias	La Ondina	Pacora 1	Pacora 2	Navarco	San Luis
Geographical location	Municipality of Aranzazu 75°27'38.805"W 5°14'32.428"N	Municipality of Caicedonia-Valle 75°50'15.604"W 4°17'47.196"N	Municipality of Dovio-Valle 76°11'10.724"W 4°30'30.914"N	Municipality of Pacora-Caldas 5°31′33″N 75°27′32″W	Municipality of Pacora-Caldas 5°31′33″N 75°27′32″W	Municipality of Salento-Quindio 75°34'26.819"W 4°37'12.789"N	Municipality of Sevilla-Valle 75°54'41.494"W 4°16'33.221"N
Colombia operations	**La Moravia**	**Las Delicias**	**La Ondina**	**Pacora 1**	**Pacora 2**	**Navarco**	**San Luis**
Size of conservation areas	42.66 ha	35.7 ha	58.46 ha	183.34 ha	99.32 ha	135.82 ha	41.75 ha
Remarks – protection and shelter figures	Second law (central): 160.3 ha	N/A	Second law (Pacific): 235.72 ha	N/A	N/A	Second law (central): 4.85 ha Single Registry of Protected Areas (RUNAP, in Spanish): 315.74 ha	N/A

Colombia operations	2020					
	La Palmera	Mateguadua	La Bretaña	El Castillo	El Parnaso	La Gloria - La Edelmira
Geographical location	Municipality of Trujillo-Valle 76°19'8.155"W 4°15'53.221"N	Municipality of Versalles-Valle 76°10'55.823"W 4°34'26.332"N	Municipality of Villamaria-Caldas 75°27'19.729"W 5°0'10.71"N	Municipality of Villamaria-Caldas 75°31'21.415"W 4°59'22.216"N	Municipality of Villamaria-Caldas 75°30'25.175"W 4°58'29.099"N	Municipality of Villamaria-Caldas 75°27'2.266"W 4°59'31.677"N
Colombia operations	**La Palmera**	**Mateguadua**	**La Bretaña**	**El Castillo**	**El Parnaso**	**La Gloria - La Edelmira**
Size of conservation areas	68.94 ha	188.2 ha	157.21 ha	115.83 ha	163.13 ha	178.88 ha
Remarks – protection and shelter figures	N/A	Second law (Pacific): 476.44 ha	Second law (central): 121.77 ha Agreement 008: 53 ha	N/A	Marmato microwatershed which supplies the aqueduct: 11 ha	Second law (central): 415.46 ha Protecting forest reserve: 39.15 ha Agreement 008: 111 ha

FARM	OPERATIONAL AREA	Close 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 El Vergel Civil Society
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 of upper reaches of the Quindío river (Salento)
San Luis	142,27	Areas of interest for the Water Resource Conservation
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

iv. Biodiversity at Camposol Colombia farms

(GRI 304-4, 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 6 and 14)

Species on the Red List (IUCN)

	NE	DD	LC	NT	VU	EN	CR	NE	DD	LC	NT	VU	EN	CR
	2019							2020						
Mammals	11	16	273	25	18	4	0	1	14	163	10	12	4	0
Birds	11	0	486	7	4	1	0	7	0	172	1	3	1	0
Reptiles	32	2	41	2	0	1	0	10	5	56	1	0	3	1
Amphibians	9	3	75	6	17	6	7	6	1	62	7	13	9	11

Note: LC = Least Concern; NT = Near Threatened; VU = Vulnerable; EN = Endangered and CR =Critically endangered
Refer to Appendix 3 to review the flora detail at Camposol Colombia

v. Biodiversity – Uruguay

FLORA BIODIVERSITY AT THE EL TERO FARM
(GRI 304-1, 304-3, 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGS 6, 14 and 15)

A biological monitoring at the El Tero farm, which has non-productive areas that constitute a potential conservation source and are also closely related to the flora and fauna resources, was conducted. So we have the "eucalyptus" forests (as shelter and habitat of avifauna, especially, and windbreakers) and hedges of Eucalyptus and Grevillea robusta that are of fauna interest. Regarding the backflushing slabs (small artificial wetlands) and breakwaters, they are part of the water source and habitat of amphibians.

Furthermore, some cattle crossings, mount crossings and wild animals are seen in the farm.

At the farm, there are no areas declared as special scientific interest, monuments, natural reserves, exceptional beauty areas and vulnerable nitrogen areas, and any other national or international initiative. There are neither habitats of environmental interest (such as field borders, irrigation ditches, ponds and pools, wetlands, scrublands, moorlands, and natural grazing areas), except for streams: Arapey river.

FAUNA BIODIVERSITY AT THE EL TERO FARM
(GRI 304; 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9)

In 2020, we planned to hire a consultant biologist to create a conservation plan, which is a point the "Global Gap" standard recommends; however, this initiative could not be conducted during 2020. Nonetheless, we have an environmental impact study from 2019, but we do not have a flora and fauna monitoring for 2020.

7. About **this report**

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

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.

This sustainability report has been prepared according to the Global Reporting Initiative Standards - GRI, "Essential" option, provides information on year 2020, and has not been verified by an external auditor. The previous edition was from year 2019 and was published in the last quarter of 2020. The periodicity of this document is annual.

Regarding changes and restatement of information, we must report that the significant changes refer specifically to the impacts and actions that were generated due to the Covid-19.

a. Identification of stakeholders and material issues

(GRI 102-43, 102-44)

We continue working with the stakeholders that were identified 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. We also used both qualitative and quantitative analyses to identify, classify and prioritize Camposol's stakeholders, as well as to identify their main needs and expectations.

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 are developed throughout this document. Likewise, it is important to highlight that, as per Camposol, some stakeholders coincide, as there are employees who are part of the community and, at some point, might be or have been suppliers, so the impacts could be the same.
(GRI 102-40, 102-42)

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

Stakeholders

i. Materiality
(GRI 102-46, 102-47)

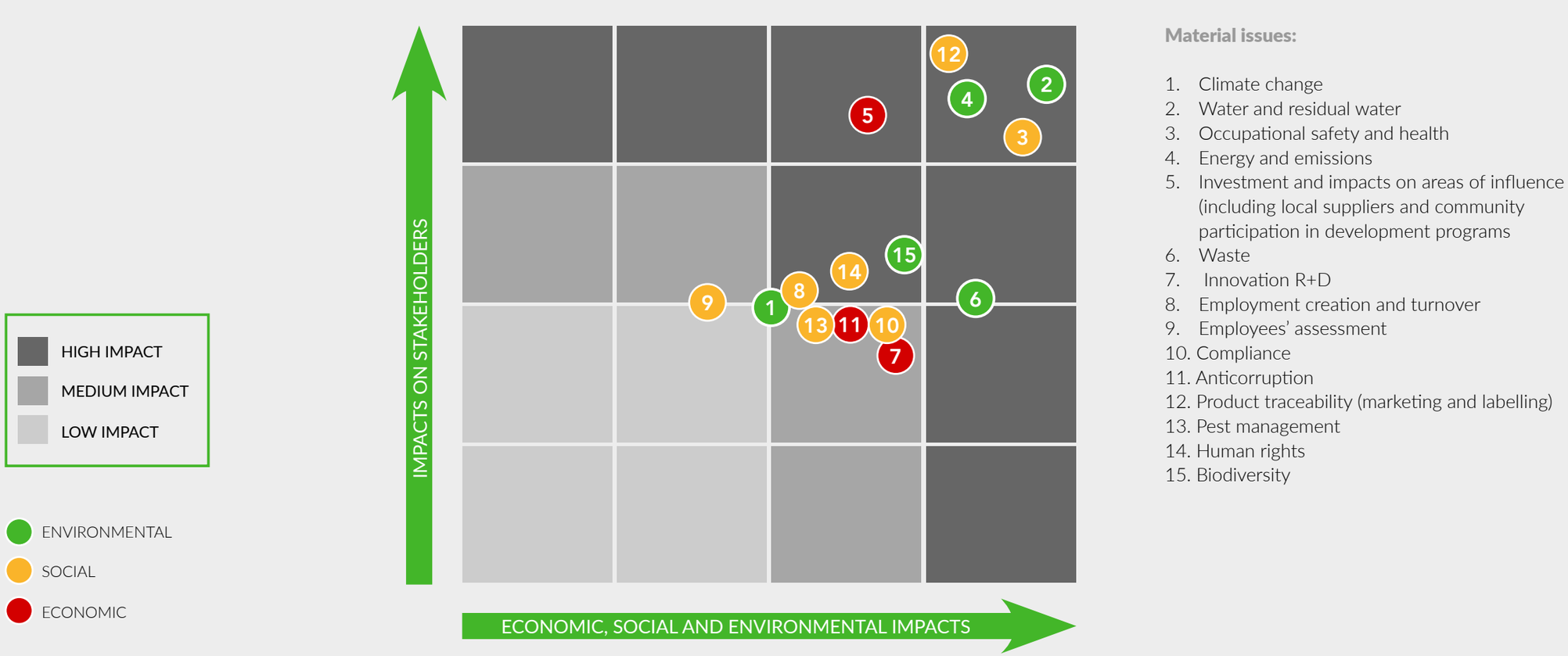
Regarding material issues, we continue working with the materiality matrix of the Sustainability Report 2019 the matters that the Marketing, Communications and Sustainability Management defined at the end of 2018 and revised at the beginning of 2020. Likewise, we applied the results of a benchmark conducted 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 larger impact, as shown in the following chart.

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

ii. Contact point
(GRI 102-53)

Francesca Carnesella Figuerola
fcarnesella@camposol.com.pe

Identification of material issues
Revised materiality matrix 2020



Material issues:

1. Climate change
2. Water and residual water
3. Occupational safety and health
4. Energy and emissions
5. Investment and impacts on areas of influence (including local suppliers and community participation in development programs
6. Waste
7. Innovation R+D
8. Employment creation and turnover
9. Employees' assessment
10. Compliance
11. Anticorruption
12. Product traceability (marketing and labelling)
13. Pest management
14. Human rights
15. Biodiversity

8. GRI Index

(GRI 102-55)

GRI standard GRI 101: Rationale 2016	Content	Page(s)	Omission
GENERAL CONTENTS 2016			
GRI 102: General Contents 2016	**102-1** Organization's name	4	
	102-2 Activities, brands, products, and services	4	
	102-3 Location of main office	4, 30	
	102-4 Location of operations	30	
	102-5 Property and legal form	30	
	102-6 Served markets	4	
	102-7 Size of organization	4, 14, 15, 16, 17	
	102-8 Information on employees and other workers	14, 15, 16, 17	
	102-9 Supply chain	4, 31	
	102-10 Significant changes in the organization and its supply chain	9, 10, 11, 12, 13	
	102-11 Precaution principle or approach	45, 46, 47,48, 49, 50	
	102-12 External initiatives	22, 31	
	102-13 Affiliation to associations	31	
	102-14 Statement of senior executives responsible for the decision making.	3	
	102-16 Values, principles, standards and rules of conduct	4, 5, 20	
	102-18 Governance structure	5, 6	
	102-40 List of stakeholders	51	
	102-41 Collective negotiation agreements	21	
	102-42 Identification and selection of stakeholders	51	
	102-43 Approach for participation of stakeholders	51	
	102-44 Mentioned key issues and concerns	51	
	102-45 Entities included in consolidated financial statements	30	
	102-46 Definition of contents in reports and issue coverages	52	
	102-47 List of material issues	52	
	102-48 Restatement of information	51	
	102-49 Changes in the preparation of reports	51	
	102-50 Period subject matter of the report	51	
	102-51 Date of the last report	51	
	102-52 Reporting preparation cycle	51	
	102-53 Contact point for questions about the report.	52, 53	
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	102-55 GRI table of contents	53, 54, 55, 56	
	102-56 External checking	51	

(GRI 102-55)

GRI standard	Content	Page(s)	Omission
MATERIAL ISSUES			
Climate change			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	35	
	103-2 Management approach and its components	35	
	103-3 Assessment of management approach	35	
201: Economic performance 2016	**201-2** Financial implications and other risks and opportunities coming from climate change	35	
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	103-2 Management approach and its components	12, 13, 27, 28, 29	
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GRI 203: Indirect economic impacts 2016	**203-2** Significant indirect economic impacts	12, 13,27, 28	
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GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	7, 8	
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GRI 205: Anticorruption 2016	**205-2** Communication and education on anticorruption policies and procedures	8	
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GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	33, 40, 41, 42, 43, 44	
	103-2 Management approach and its components	33, 40, 41, 42, 43, 44	
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GRI 303: Water and effluents 2018	**303-1** Interaction with water as a shared resource	33, 34, 35, 37, 38	
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GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	47, 48, 49, 50	
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GRI 304: Biodiversity 2016	**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.	47, 49, 50	
	304-3 Protected or restored habitats	48, 50	
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GRI standard	Content	Page(s)	Omission
Energy and emissions			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	44, 45	
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GRI 305: Emissions 2016	**305-7** Nitrogen oxide (NOx), sulphur oxides (SOx) and other significant emissions to the air	44, 45	
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GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	45, 46	
	103-2 Management approach and its components	45, 46	
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GRI 306: Effluents and waste 2016	**306-2** Waste per type and method of elimination	45, 46	
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GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	18	
	103-2 Management approach and its components	18	
	103-3 Assessment of management approach	18	
GRI 401: Employment 2016	**401-2** Benefits for all full-time employees that are not given to part-time or temporary employees	18	
Occupational health and safety and training			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	21, 22	
	103-2 Management approach and its components	21, 22	
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GRI 403: Occupational health and safety 2018	**403-1** Occupational health and safety management system	21, 22	
	403-2 Hazard identification, risk assessment and incident investigation	23	
	403-3 Occupational health services	10, 11	
	403-4 Communication, consultation and participation of employees regarding OHS	25	
	403-5 Education of employees on occupational health and safety	26	
	403-6 Promotion of employees' health	10, 11	
	403-7 Prevention and mitigation of impacts on health and safety of employees directly related through commercial relations	23	
Human rights			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	19	
	103-2 Management approach and its components	19	
	103-3 Assessment of management approach	19	
GRI 408: Child labor 2016	**408-1** Operations and suppliers with significant risk of child labor cases	19	
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	19	
	103-2 Management approach and its components	19	
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GRI 409: Forced labor 2016	**409-1** Operations and suppliers with significant risk of forced or mandatory labor cases	19	

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GRI standard	Content	Page(s)	Omission
Investment and impacts on the area of influence			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	12, 13, 27, 28, 29	
	103-2 Management approach and its components	12, 13, 27, 28, 29	
	103-3 Assessment of management approach	12, 13, 27, 28, 29	
GRI 413: Local communities 2016	**413-1** Operations with participation of local community, impact assessments and development programs	12, 13, 27, 28, 29	
Product innovation and traceability			
GRI 103: Management approach contents	**103-1** Explanation about material issue and its coverage	13, 31, 32	
	103-2 Management approach and its components	13, 31, 32	
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GRI 416: Clients' health and safety 2016	**416-1** Assessment of impacts on the health and safety of the product or service categories	13, 31, 32	
Product innovation and traceability			
GRI ExFP4	Healthy and affordable food	31, 32	

Global Compact Index

	GLOBAL COMPACT PRINCIPLES	PAGE N°
Human rights	**Principle 1:** Companies must support and respect the protection of universally recognized fundamental human rights.	19, 20
	Principle 2: Companies must guarantee that they are not accomplices of violation of human rights.	19, 20
Labor standards	**Principle 3:** Companies must support the freedom of association and the effective acknowledgement of the collective negotiation right.	19, 20, 21
	Principle 4: Companies must support the elimination of any form of forced or under coercion labor.	19, 20
	Principle 5: : Companies must support eradication of child labor.	19, 20
	Principle 6: Companies must support the abolition of employment and occupation discrimination practices.	14, 15, 16, 17, 19, 20
Environment	**Principle 7:** Companies must maintain a preventive approach that favors the environment.	34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50
	Principle 8: Companies must promote initiatives that foster a greater environmental responsibility.	34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50
	Principle 9: Companies must favor the development and spreading of technologies that respect environment.	34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 62
Anticorruption	**Principle 10:** Companies must work against all forms of corruption, including extortion and bribery.	7, 8

SDG index

SUSTAINABLE DEVELOPMENT GOALS		PAGE N°
Goal 3 **Health and wellbeing**	Guaranteeing a healthy life and promoting the wellbeing for everyone of all ages.	14, 44, 45, 46
Goal 5 **Gender equality**	Achieving equality between genders and empowering all women and girls.	14, 28, 29
Goal 6 **Clean water and sanitation**	Guaranteeing water availability and its management and sanitation for everybody.	15, 34, 35, 36, 37, 38, 39, 45, 46, 47, 48, 49, 50
Goal 7 **Affordable and non-polluting energy**	Guaranteeing the Access to affordable, safe, sustainable and modern energy for everybody.	40, 41, 42, 43, 44
Goal 8 **Decent work and economic growth**	Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for everybody.	14, 40, 41, 42, 43, 44
Goal 12 **Promotion and responsible consumption**	Guaranteeing sustainable consumption and production modes.	34, 35, 36, 40, 41, 42, 43, 44, 45, 46
Goal 13 **Action for climate**	Taking urgent measures for fighting the climate change and its effects.	35, 38, 39, 40, 41, 42, 43, 44
Goal 14 **Submarine life**	Sustainably conservating and using oceans, seas and marine resources for sustainable development.	44, 45, 47, 48, 49, 50
Goal 15 **Life in terrestrial ecosystems**	Sustainably managing the forests, fighting against desertification, stopping and reversing land degradation, and stopping biodiversity loss.	44, 45, 47, 48, 49, 50
Goal 16 **Peace, justice and sound institutions**	Promoting fair, pacific and inclusive societies.	4, 5

Appendices

Appendix 1:
Closeness of Camposol Colombia's operations regarding protected natural areas

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.
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	Muy lejos de la Reserva Natural de la Sociedad Civil Las Nieves
	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

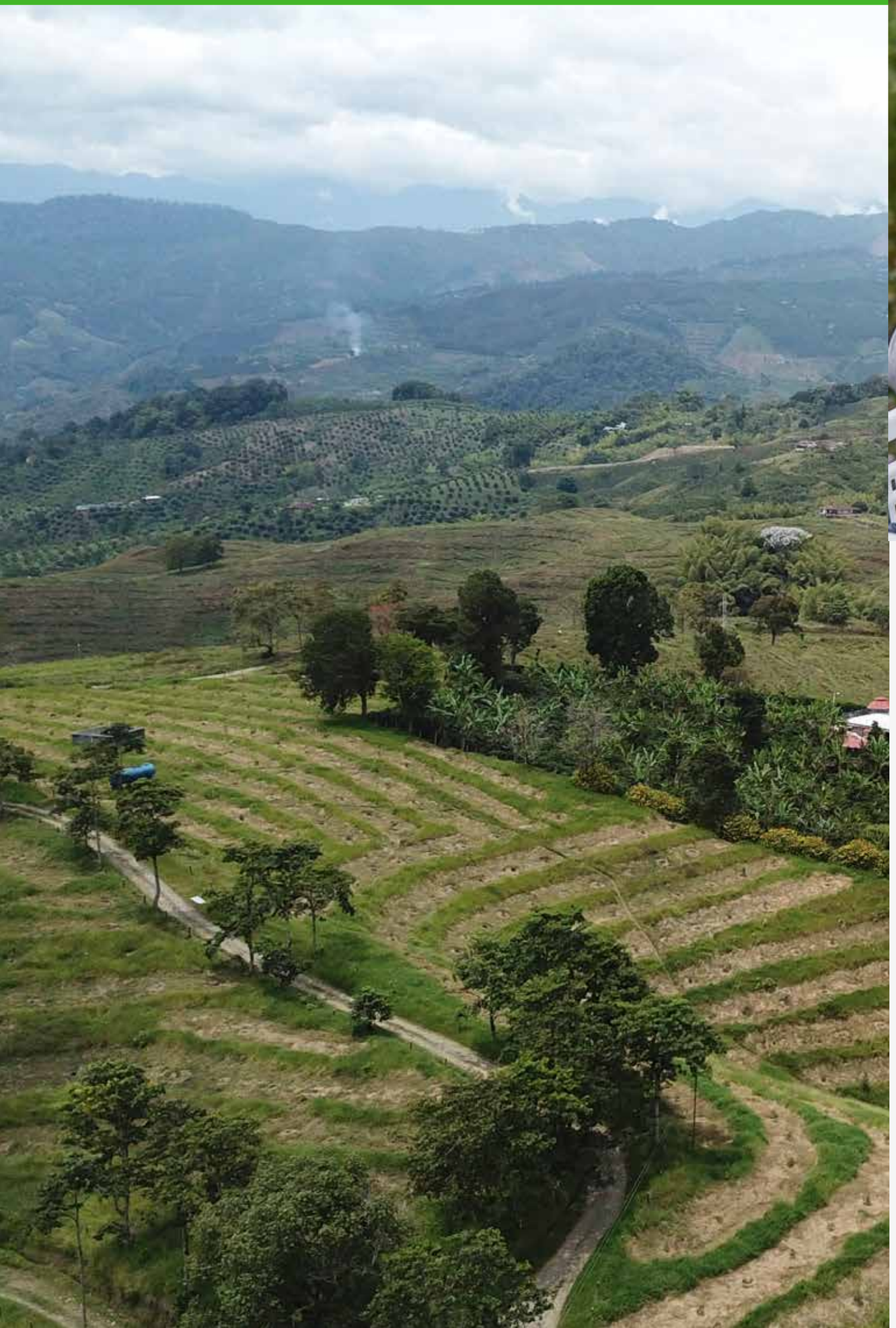
FARM	LOCATION REGARDING THE PROTECTED NATURAL AREA
San Luis	Partially within the areas of interest for water resource conservation
	Outside the Natural Reserve of the Civil Society La Suiza
	Very far from the National Natural Forest Las Hermosas
Mateguadua	Very far from the Natural Reserve of the Civil 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

Appendix 2:
Detail of flora diversity at Chao – Virú farms (Camposol Peru)

Nº	COMMON NAME	SCIENTIFIC NAME	CLASSIFICATION
1	Carob	*Prosopis pallida*	Native
2	Palo verde	*Parkinsonia aculeata*	Introduced
3	Casuarina	*Casuarina stricta*	Introduced
4	Cedar	*Cedrela odorata*	Introduced
5	Australian pine tree	*Casuarina equisetifoli*	Introduced
6	Cinnamon	*Melia azedarach L*	Introduced
7	Eucalyptus	*Eucaliptus sp*	Introduced
8	Pink cedar	*Acrocarpus fraxinifolius*	Introduced
9	Pigeon pea	*Cajanus cajan*	Introduced
10	Long-spine acacia	*Acacia macracanta*	Introduced
11	Fennel	*Foeniculum vulgare*	Introduced
12	Huacatay	*Tagetes minuta*	Introduced
13	White leadtree	*Leucaena leucocephala*	Introduced
14	Mandarin	*Citrus reticulata*	Introduced
15	Peruvian peppertree	*Shinus molle*	Introduced
16	Brazilian peppertree	*Shinus terebentifolius*	Introduced
17	Bobo stick	*Tessaria integrifolia*	Introduced
18	Avocado	*Persea americana*	Introduced
19	Milkweed	*Asclepias sp*	Introduced
20	Royal ponciana	*Delonix regia*	Introduced
21	Rain tree	*Saman samanea*	Introduced
22	Tara	*Caesalpinia spinosa*	Introduced
23	Smooth crotalaria	*Crotalaria pallida*	Introduced
24	Blueberry	*Vaccinium corimbosum L.*	Introduced
25	Palo overo	*Chloroleucon chacoense*	Introduced
26	Chinaberry tree	*Melia azedarach L.*	Introduced
27	Cypress	*Cupressus sempervirens*	Introduced
28	Kaki persimmon	*Diospyros kaki*	Introduced
29	Lemon	*Citrus limon (L.*	Introduced

Appendix 3:
Flora on IUCN's red list – Camposol Colombia farms

Navarco	Species Cedrela odorata is globally characterized as vulnerable (VU), but it is considered, for the country, an endangered species (EN) because, according to the corporations' reports, about 60% of its populations are located in intensive exploitation regions.
San Luis	Luckily, from the 153 species reported under the study conducted to the San Luis estate, only 2.61% (four species) are under the threat categories that require actions for caring and maintaining their populations. This is not only in this estate, but at national level.
La Palmera	The Environmental Management Plan did not have reports on the estate's flora conservation status.
Mateguadua	Regarding the flora conservation status of this vegetable coverage according to the International Union for Conservation of Nature (IUCN), most recorded flora specimens are not assessed or some are of low concern (LC).
Las Delicias	As per the threatening status of reported species, according to IUCN (2019), none of these plants are under any considerably threatened category. Some species are classified as of low concern (LC) or non-evaluated (NE), which does not suggest that these plants do not require protection and care, as a decay in plant populations that make up Las Delicias production unit may be easily generated due to different factors such as anthropic factors (deforestation, pathological agents, and burning, among others).
La Ondina	Once the information corresponding to the degree of threat of all species was revised, it became evident that, from the plant species assessed by the IUCN, only *C. angustifolia* was found under considerably threatened category. This is due to the fact that this plant is threatened by transformation and loss of its habitat, as it is usually found in conservation areas of lowland tropical forests, its greater stressing agent being livestock farming.
La Moravia	As per the conservation status measured by threat categories established according to the International Union for Conservation of Nature (IUCN) regarding species recorded in the -Br coverage, species *Oreopanax peltatus* (Araliaceae) and *Brunellia boqueronensis* (Brunelliaceae) are each categorized as (VU) due to threats such as use of biological resources for tree felling, in case of *O. peltatus*. Furthermore, although the IUCN (2019) reports *B. boqueronensis* as a VU species, it has a general lack of information on this species; therefore, it does not mention the factor or factors that locate this species under this category. All other species are under the low concern category or have not been yet classified under any threat category.
La Bretaña	Just one of the 57 reported plant species is classified within one of the most worrying categories according to the International Union for Conservation of Nature – IUCN. This species is the Andean walnut or *Juglans neotropica* and is under the endangered (EN) category.
El Castillo	There are no reports regarding the flora conservation status at the estate. It is presumed that they are under the low concern (LC) category.
El Parnaso	It should be noted that *R. rospigliosii* is a species classified according to the IUCN (2020) as vulnerable (VU), as the species is very affected by deforestation and felling of its mature specimens. The other species were under the low concern (LC) category or have not been classified under any threat category.
La Gloria **La Edelmira**	One (1) species under endangered (EN) category, which was *Wettinia cf. hirsota*, and 1 species under vulnerable (VU) category, which was *Brunella subsessilis*, were identified. The other species were under the low concern (LC) category or have not been classified under any threat category.
El Paraíso **Cristalina** **Pradera** **Primavera** **Santa Inés**	*Juglans neotropic*, the plant species known as Andean walnut, is classified as an endangered (EN) species at both global and national level since 52% of its populations has faced and intensive logging process in Colombia and, therefore, this has caused a decrease of its population. Finally, it seemed to be the species C. odorata (pink cedar), which is globally classified as vulnerable (VU) but, for the country, it is considered as an endangered (EN) species.
El Bosque **El Carmelo** **El Recreo** **Los Cristales**	Only species *Cedrela odorata* (pink cedar) is classified under the threat category of vulnerable (VU) as main threats for this species is the unsustainable wood harvesting, deforestation and loss of habitat.



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