



GreenLand

Sustainability
Report

2020



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5.119 employees

85% men

15% women



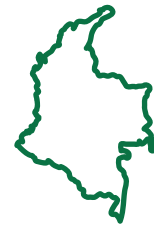
92% of the employees on indefinite term contracts



0 fatalities from work-related illness



20 countries that we reach with our products and services



95% of our suppliers are domestic



\$11.797 million in social investment



321 social allies



86 projects implemented with Fundación GreenLand





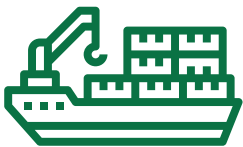
16 million cases
Of fruit exported



305 thousand tons
of bananas exported



24 thousand tons
of plantains exported



35 thousand
containers moved



36 million
cardboard
boxes made



1.379
hectares for
conservation
which represent



4 thousand
tons of plastic
sold

15% of the
company's total
hectares



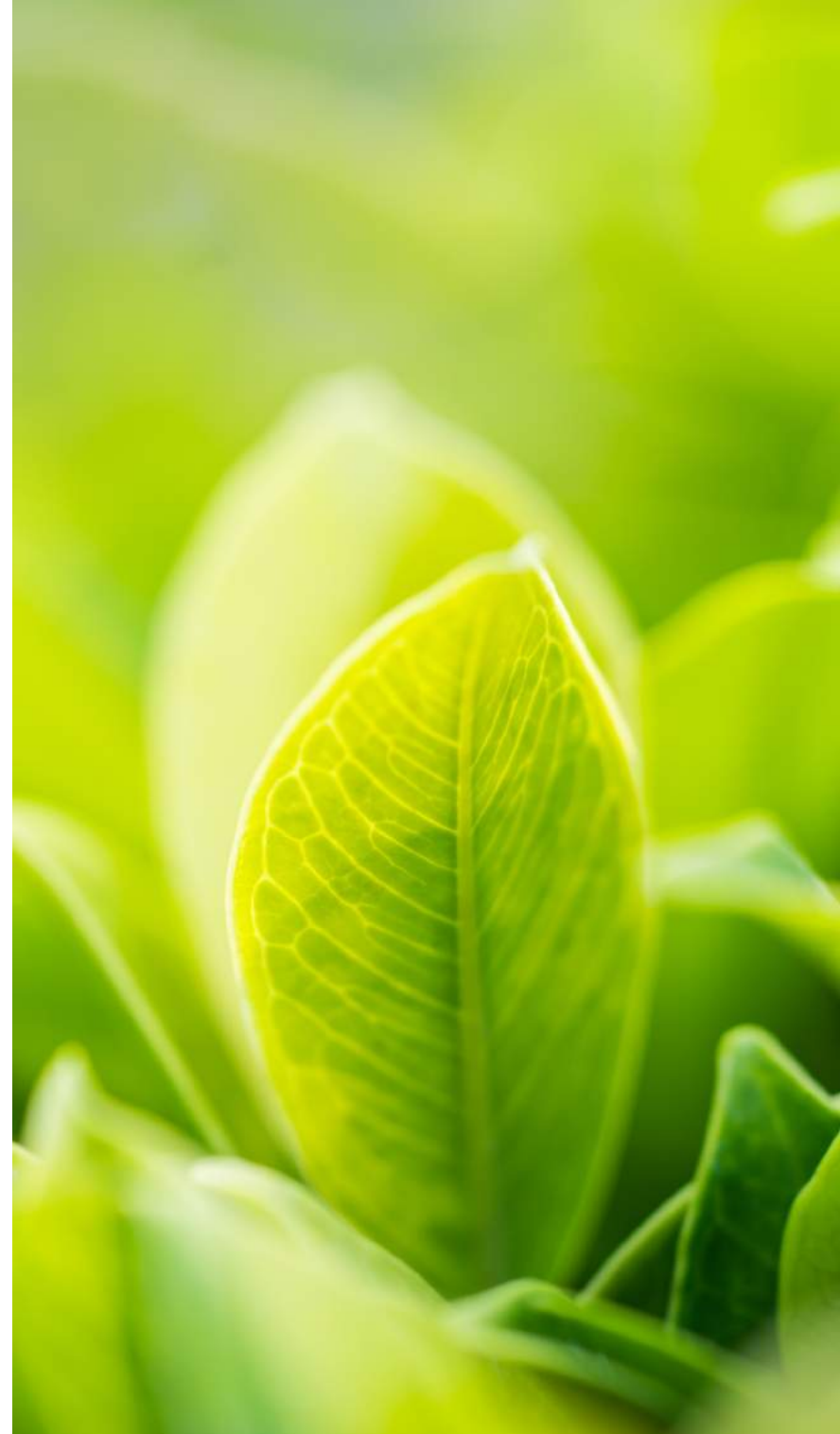
About this Report

(102-48) (102-49) (102-50) Grupo Empresarial GreenLand presents the **2020 Sustainability Report** which contains information about our economic, social, and environmental performance between January 1st and December 31st, 2020. The report includes the companies that make up Grupo GreenLand: Banacol, Wakate, and CFS Logistics. Clarifications and exceptions to the information included is explained throughout the report.

(102-32) (102-51) (102-52) (102-56) This report has been formally reviewed and approved by the company's Management Committee which also requested third-party verification, and will be published on an annual basis. This is the first report submitted as Grupo Empresarial GreenLand. In previous years, we have presented the sustainability report for the company Banacol. **The latest version of this report was published in March 2020 and explains the activities and results for 2019.**

(102-54) (102-56) Each chapter includes **information about management, results, and goals. This report has been prepared according to the Essential Option of GRI Standards**, which is identified using the respective code for each indicator. In addition, the contents are structured according to the materiality analysis and corporate strategy. Finally, the report has been verified by an independent third party not related to other Company processes. The verification was carried out by Deloitte Asesores y Consultores Ltda. Due to policies for contracting with suppliers, the Group requested 3 quotes, and the verification company was chosen based on the best proposal.

(102-53) For questions or additional information, you may contact the **Communications Department at: comunicaciones@greenland.co**





Message from the President

(102-14)



« **GreenLand was established** through an integration, consolidation, and growth approach to our business, with a focus on sustainability. »

||| **This Sustainability Report**

presents the actions taken during 2020 on environmental, social, and economic issues. It is the result of an integrated work performed by the various companies that make up Grupo Empresarial GreenLand, which arose thanks to 40 years of experience and the support of our shareholders, consolidating itself into the new Colombian Holding.

GreenLand was established through an integration, consolidation, and growth approach to our business, with a focus on sustainability, based on operating excellence, with a social, and environmental sense and purpose, to create value for all our stakeholders.

We are betting on and are committed to sustainable development, Doing things well through responsible execution to achieve

a positive economic impact on our people, communities, and ecosystems. We identify and are aligned with the global purpose of caring for the environment and with social management.

We recognize that our employees are creators of value because they are the engine of our organization.

We are also aware of our responsibility as





agents of change and creators of wellbeing for the company, the communities, and the entire country, by being a source of decent work and contributing to the progress of the communities.

We are highly committed to caring for our ecosystems so we can leave a better planet to future generations. We help protect the water and implement good practices to protect and safeguard the fauna and flora in our regions, because we recognize that earth is our home and our future.

2020 was a challenging year during which we continue to meet our commitments, reaching out, and growing in spite of difficulties, joining the efforts of the national, regional, and local

governments to help protect the health of our employees, their families, and our communities.

Once again, we reaffirmed our agri-industrial vocation and our unwavering commitment to Colombian agri-industry, with a company that is for and by everyone, where we all count.



We are betting on and are committed to sustainable development, doing things well, and being responsible in our execution. **»»**

This report was prepared according to the GRI (Global Reporting Initiative) methodology and includes the context for our sustainability. It also includes the perceptions and expectations of our stakeholders to continue working according to the highest standards and to achieve our Sustainable Development Goals – SDG's.

Víctor Manuel Henríquez Restrepo

President III Grupo GreenLand





About GreenLand





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

GreenLand integrates **banana business**, headed by C. I. Banacol S. A. S., which includes the banana plantations, the Plastics Factory, Sigatoka Control B operation, Corrugados del Darién, and the new Frubatec industrial plant; the **logistics business** represented by CFS Logistics; and a **Hass avocado business**, a project born thanks to the shareholders efforts which is currently in the planting stage.



Our businesses

We are an agri-industrial group committed to developing the land that operates the following businesses:



Banacol

Our businesses consists of the production commercialization of bananas and plantains, the production commercialization of corrugated plastic and cardboard, and the commercialization of agri-industrial inputs in the Urabá region.



CFS Logistics

As a port operator, the company offers maritime, river, and port operations for the companies in the group and for third parties. This includes several kinds of cargo services: perishable, general, palletized, containerized, project, or oversized. We serve a broad and sound client portfolio, including several shipping companies, global coverage, and other actors involved with international trade in Urabá.



Wakate

A company that produces and commercializes sustainable Hass avocados and their by-products through its plantations and industrial processes. The company focuses on goos agricultural practices, social investment, and environmental balance. The company is located in the Department of Caldas, the rural area from which we contribute to the growth of the region and the country.

Corporate support

We are a team made up of different business services and with specialized knowledge in the group's businesses, which allows us to promote the productivity, competitiveness and sustainability of each business, leveraged on Operational Excellence.

Our corporate support provides the following services:



Administration and technology



Financing and Projects



Internal and external auditing



Commercial and Logistics



Legal



Social



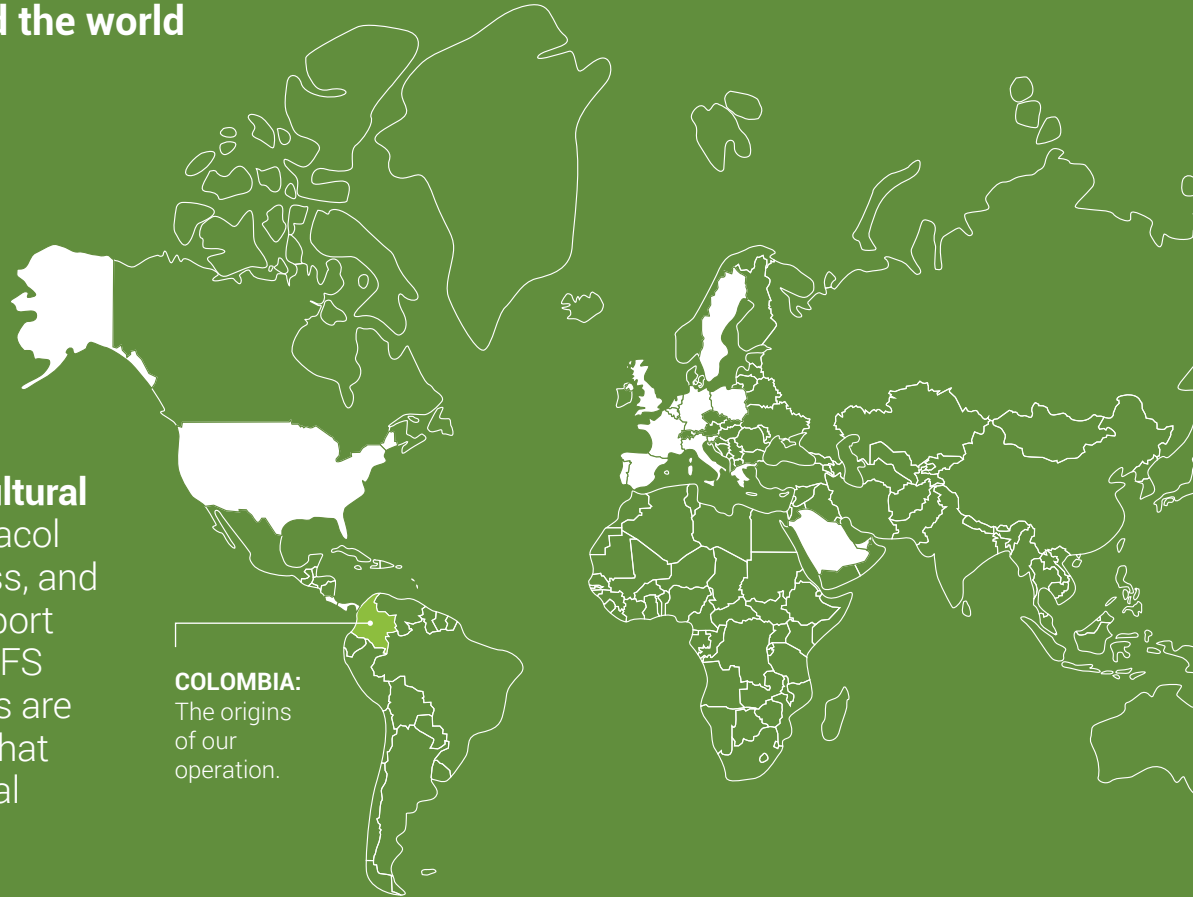
Commercialization



GreenLand around the world

« **We are in the agricultural sector** with our Banacol and Wakate business, and in the logistics and port services thorough CFS Logistics. Our clients are mostly companies that distribute agricultural products. »»

COLOMBIA:
The origins
of our
operation.



Banacol Destinations

Germany • Belgium
• Slovenia • Sweden
• Spain • Greece •
Netherlands • England •
Italy • Portugal • United
States

CFS Logistics Destinations

Unite states • Costa
Rica • Panama •
Belgium • Martinique •
Guadeloupe • France •
England • Spain • Malta
• Italy • Netherlands •
Germany • Portugal •
Saudi Arabia • UAE •
Poland

Associations (102-13)

- ANALDEX
- Augura
- Member of the Corpourabá Mangement Council
- Fenalco
- Asociación de Fundaciones Empresariales (AFE)
- Asociación Nacional de Fondos de Empleados (ANALFE)





Strategy and Sustainability





(102-16) The corporate principles, standards and values are the result of our corporate philosophy produced during regular meetings of the Strategic Planning Committee. This committee, based on the organizational strategy, sector trends and corporate behavior, defines the focus of the organization, as a parent company, and defines the guidelines for the finding the goals for each business.

Our philosophy and corporate DNA is based on our vision of sustainability as a framework for our actions and our work plans for each company that make up the group. However, our agri-industrial vocation drives us to believe in farming, in developing the regions where we operate, and working constantly to bring this corporate philosophy to every corner of our organization.



Mission

- We are farmers and we provide solutions to our customer's needs.
- We are passionate in our search for excellence and sustainability.
- We promote well-being for our families and the communities where we interact.
- We build close relationships. We are the GreenLand family.



Vision

To be recognized as an agri-industrial group that generates value for its clients and shareholders in a reliable and sustainable way, and promote well-being for their families and communities.

Strategic pillars



Financial strength and surplus production.



Operating excellence through consistent execution.



The best people in the best place to work.



Delivery of a differential inadequate value proposition.



Business growth and projection.



Strengthening our social and environmental responsibility .

Our values



We are accountable.



We make things happen.



We are transparent, resilient, and close by.



We work passionately.





Materiality

(102-46) At Greenland we are aware of the changes in the environment, the dynamics of the sector, and the expectations of our stakeholders. This is why we try to adapt and regularly update our risk and impact management so we can face these challenges in the most responsible and transparent manner vis-à-vis all those with whom we interact.

In 2020 we reviewed our materiality analysis to identify the way to align our strategic objectives with the needs and expectations of our stakeholders and to ensure that our business will endure over time.

The process included the following stages:

1. Identify the issues: we started by analyzing the various sources of information identifying topics of the world agenda, sector practices and initiatives, and reviewing current corporate definitions and the components of corporate strategy. This process was carried out in various levels in the organization.

2. Identifying stakeholders to be consulted: we identified a group of key actors to be consulted and defined a specific methodology to carry out the dialogue.

3. Consultation: we surveyed our stakeholders in order to identify and prioritize together the most important topics on



which the company should focus during the next few years. We talked to shareholders, suppliers, clients, employees, and communities. These issues are covered throughout this report. **(102-44).**

4. Prioritization: based on the input obtained from this process, we clarified and prioritized each material issue.





(102-47)

Issues

Material issues

1. Our people: our work team
2. Healthy and safe environment
3. Our people: communities
4. Emissions management and climate change
5. Operating excellence
6. Water management
7. Energy management

Management and monitoring issues

8. Client management
9. Waste management
10. Biodiversity
11. Supply management
12. Corporate governance
13. Circular economy
14. Innovation





Stakeholders (102-40)



At GreenLand we build transparent, respectful, and mutually beneficial relationships with our stakeholders. We believe that these relationships are the basis to create value and endure over time.

(102-43) (102-44) (102-21) The Board of Directors and the Management Committee define the guidelines for our relationships with stakeholders and each business leader

defines and manages their understandings with those actors based on strategies that meet their specific needs and expectations.

During the year, dialogues were carried out with the different interest groups in order to find out the relevance and perception of the various corporate issues, specifically those related to with sustainability and that the Group should have.





Some testimonials from our stakeholders:

Clients



« The company has been able to cope during difficult times by developing and implementing strategies, taking advantage of new opportunities, and contributing to people's wellbeing »»

Suppliers



« GreenLand are on the right path, they are at the forefront of the agricultural sector »»

Employees



« We are a company that cares for the development of current generations and we are committed with future generations »»

Civil society



« The company is constantly involved with the communities through its social projects »»

(102-42) At GreenLand we implemented a project to identify and prioritize our stakeholders with the aim of to know them better and to design appropriate relationship strategies, strengthening the information we provide them, and getting their feedback. The stages of this exercise are detailed below:

1

Identification: The purpose of this stage is to map the stakeholders that can be impacted by or might have an impact on the Organization. This process was implemented through an internal analysis with various Group teams.

2

Characterization: The objective of this stage is to identify variables that lead to a detailed knowledge of each group, to being able to respond accurately to their expectations and requirements. This characterization defined the key relationship variables (mechanisms, frequency, and issues).

3

Prioritization: Prioritization is the stage in which the level of importance of each stakeholder of the Organization is defined, according to the influence and dependency variables.





Our contribution to the 2030 SDG's

Within the framework of the work and the challenges faced by Grupo GreenLand and Fundación FGL, we recognize the alignment and contributions we make in terms of Sustainable development to the achievement of the Sustainable Development Goals – SDG – of the international agenda for 2030 led by the United Nations -UN- since 2015.

The 17 SDG's are divided into four groups: people, planet, prosperity, and alliances. Through the various efforts we make as a Business Group and Social Foundation, we have made direct contributions to most of the objectives associated with those groups and have had a direct impact on our employees, their families, and the communities in the areas of influence.

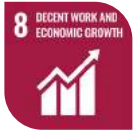


First, we approach the objectives of the **People group**. Considering that our social investment model is focused on **the recognition of the family as the basis of all social changes**, the **2nd SDG: Zero Hunger**, with implemented actions that strengthen families from the inside through nutrition programs and innovative projects using bananas (Bananut Meal), to prevent chronic malnutrition in children and the gestating mothers. Also, under the **3rd SDG: health and well-being**, a strategic pillar for the organization, we promote health and prevent risks for the employees and their homes by providing pedagogical guidance and care actions. Along the same lines, we emphasize the business group's commitment to provide a different types of information to improve the skills, traits, and technical competencies of our employees as indicated by the **4th SDG: ODS 4: quality education**. In addition, we promote inclusion through clear policies of non-discrimination against women or vulnerable groups, as stated in the **5th SDG: Gender Equality**.



Under the **Planet pillar**, we emphasize **the neighborhood as a factor for community development**. This is why it is important to maintain a healthy and sustainable environment as proposed by the **6th SDG: clean water and sanitation**, by increasing the availability of potable water at the company's headquarters and farms, and in the homes, through the Healthy Home program which ensures water and sanitation management. Also, for the **12th SDG: Responsible Production And Consumption**, we ensure good practices and production systems, especially through the efficient management of natural resources and the process to eliminate pollutants in areas around the activity as a key way to achieve this objective.





We also have the **Prosperity** pillar, where the company as a whole deals with two issues that are fundamental for the economic development of our beneficiary population groups. The first refers to creating decent jobs in our area of influence, promoted by an increase in productivity and technological innovation, leading to the achievement of goals framed in **8 SDG: dignified work and economic growth**. The second issue corresponds to the **11 goal: segundo: sustainable cities and communities** facilitating access to new housing and improving the settlements through sports and recreation equipment for all.



We are also looking to implement alliances with other public, private, social, and international cooperation entities to achieve their various objectives and consolidate the strategy of social, environmental, and economic responsibility in the regions, and achieving the **17 SDG: alliances to achieve the objectives**.





Our Actions



Corporate Governance

(103-1) (103-2) (103-3) For the Business Group and each of its businesses, the premises are transparency, integrity and good conduct, respect, compliance with the regulations, clear guidelines management, risks identification and mitigation, and consistent operational excellence in the processes that apply to each operation. This is why we strive to promote it and internalize it through our Corporate Governance Code, to promote and exemplary behavior and have a positive impact on the organization reputation to benefit all our stakeholders and to have a firm basis in value creation and corporate culture.

Governance Structure

(102-18)

The leadership at Grupo Empresarial GreenLand focuses on leading the organization towards good management practices, operational excellence, and product quality throughout its value chain, seeking the well-being of those who make it up. Three areas of governance and decision-making plan, define, implement, and monitor our short, medium, and long-term strategic objectives.



General shareholders assembly and Board of Directors

(102-22) (102-23) (102-24) (102-25)
(102-26) (102-29) (102-30) (102-34)

The Board of Directors is our highest-level instance of corporate governance, its function is to direct and decide on the most important issues to the Organization and it is appointed by the Shareholders Meeting.

The General Shareholders Assembly is the highest administrative instance of the Organization which has, among other functions, the approval and supervision of the implementation by senior management of the strategic objectives, the governance structure, and corporate culture, and the. Likewise, the General Assembly defines the parameters of sustainability to implement and participates in the identification and understanding of the main economic, environmental and social impacts and risks.

* External members

President
Víctor Manuel Henríquez Restrepo

PRINCIPALS



Víctor Manuel Henríquez Restrepo



Juan Fernando Correa Retrepo*



Luis Ignacio Mejía Ángel*

SUBSTITUTES



Camilo Molina Uribe



Juan Luis Botero Jaramillo*



Luz Estella Ortíz Franco

Executive Management (102-19)

The administrative body is for the execution of the strategy, the fulfillment of the proposed objectives, and the direct relationship with the stakeholders. The structure is as follows:

- Presidency
- Legal management
- Social Foundation Department
- Administrative Department
- Commercial Department
- Internal Control and Audit Department
- Financial and Project Department
- Marketing Company Department
- Banana Production Department
- Avocado Production Department
- Avocado Agriculture Department
- Logistics Department

Other control bodies

- General Secretary
- SAGRILAF Compliance Officer
- Personal Data Protection Officer (Habeas Data)

Corporate Committees (102-20) (103-3)

We have different bodies made up by employees that protect the interests of the Organization and the employees. These include:

- ||| Strategic Committee
- ||| Sustainability Committee
- ||| Audit and Finance Committee
- ||| Coexistence Committee
- ||| COPASST
- ||| Women's Committee
- ||| Fair Trade Committee
- ||| Employee Fund - FeGreen

Policy of good ethical practices and transparency

(102-16) (102-17) (103-2) Grupo Empresarial GreenLand have implemented different mechanisms, policies, and procedures to manage information and communication at every level and on the topics of institutional culture, philosophy, principles, and values, so the Company can consider the risks and control activities in all its processes.

- ✔ Corporate Governance Code
- ✔ SAGRILAF T Self-control and Comprehensive Risk Management System Manual
- ✔ Corporate declaration of respect for the fundamental rights of the human being
- ✔ Third-party admission and creation policy
- ✔ Corporate responsibility policy
- ✔ Security policy
- ✔ Legal compliance policy
- ✔ Conflicts of interest policy
- ✔ Anti-fraud and anticorruption policy
- ✔ Information resources use policy
- ✔ Sustainability policy
- ✔ Donation policy
- ✔ Confidential information handling policy

At GreenLand we have established the Corporate Governance Code as our approach to framing the principles that guide our day-to-day behavior in the Organization, consistent with the corporate strategy, good sustainability practices, and compliance with current legislation. This is the basis of the internal policies and procedures intended to promote transparent, harmonious and sustainable relations between the Company and its stakeholders.

In addition, as an objective tool for our actions, the organization has the Transparency Hotline, a communication channel through which advice can be received and/or assistance can be requested on behaviors that have to do with the Group's integrity. This is the reason why, and to be consistent with the purpose of the hotline, an external supplier receives the cases presented up by our stakeholders, who can make their reports anonymously if they want to.



Transparency hotline

We at Grupo Empresarial GreenLand are responsible for our legal, social and environmental commitments, and we want to be recognized as an Organization that creates value in a reliable and sustainable manner. This is why we have the **Transparency Hotline 018000-11-11-00** for reporting any actions that might affect our relationships and commitments with our stakeholders.



Safety hotline

We at Grupo Empresarial have set up a Safety Hotline to receive information about situations that might affect or have affected the live and physical safety of the people, facilities, assets, imports, and/or exports.
Our employees can call: 339 6262 ext. 6260 o 828 0422 ext. 6260.

Anticorruption (205-2)

Number of members of governance bodies, employees and business partners that have received notices about the Organization's anticorruption policies and procedures:

Members of governance bodies and employees who have receive notices and training about the organization's anticorruption policies and procedures	Number
Members of governance bodies informed and trained	6
Members of governance bodies informed and trained / Total of governance bodies	100%
Administration employees informed and trained	930
Administrative employees informed and trained / Total administration employees	100%
Operations employees informed and trained	4.189
Operations employees informed and trained / Total operations employees	100%



(205-1) No evaluation of fraud or corruption risks was performed in 2020; however, based on an analysis and recommendations by fraud and risk consultants performed in 2017, we have been working to reinforce the controls by establishing an antifraud and anticorruption policy and setting up protocols for appropriate implementation and socialization with our stakeholders.

Declaration of Respect for Fundamental Human Rights

Respect for people is the basic principle that guides all actions in the Group. We are proud to have a diverse human team. We believe in diversity and equality as pillars to build a social fabric, and mechanisms that enrich the experience of the employees and of the organization itself. Our strategic pillars and to corporate policies are consistent with our values and principles. Grupo GreenLand is undertakes and declares to act under the following principles:

- 1 **Dignified treatment.** WE WILL NOT tolerate discrimination, violence, or harassment under any circumstances.
- 2 **NO to forced labor,** NO to human trafficking, NO to commercial sexual exploitation.
- 3 **Fluid and respectful communications** with all of those with whom we interact.
- 4 **We respect differences** and act according to the principle of equal rights and duties.
- 5 **Fair pay.** Our salaries are set on a scale and/or prizes that are defined according to the task, but never on the basis of gender, race, color, religion, age, or nationality, sexual preference, political opinion, or social or ethnic origins.
- 6 **We nurture a culture of respect and cooperation,** that enables people to develop their full personal and professional potential.
- 7 **Transparent processes for selection,** and for creating opportunities and growth.
- 8 **"The best people in the best place to work".**
- 9 **We create collaborative spaces for intervention, interaction, and trust** that enable constant communications.
- 10 **We acknowledge professional training** and guidance as an engine to develop people and capabilities.
- 11 **We are committed to and respectful of local communities** and we contribute to their development.
- 12 **We reject corruption of all types.**
- 13 **We respect confidentiality and the right to privacy** of the people with whom we interact.
- 14 **We ensure proper use of the information,** and that such information is not discriminatory or disrespectful.



- 15 **We contribute to the progress** of current and future generations.
- 16 **The family is the most important creator of values.**
- 17 **We support the eradication of violence against women, intra-family violence and gender violence.**
- 18 **We believe that children and youths are the hope of the world.** NO to child labor.
- 19 **Our policies and actions are based on sustainability concepts.**
- 20 **We respect the law.**
- 21 **We believe in work-life balance.**
- 22 **Together with our stakeholders, we form a strong front in favor of respect for people through our actions.**



Evaluation of Corporate Risks

(103-3) (102-15)

Risk evaluation contributes to the achievement of the strategic objectives of Grupo Empresarial GreenLand and includes identification, analysis, treatment, monitoring, and communication of the various risks to which the companies in the group might be exposed. Those risks are related to strategy, processes, projects, and the protection of physical and human resources, as well as those related to sustainability and business continuity.

The identification and management of risks is a disciplined and ongoing process in the company because it allows us to evaluate any direct or indirect impact on our strategic objectives and business continuity.

For this reason, the company leaders are constantly searching and identifying any risks that might require the implementation of preventive and/or corrective measures for planning and execution of the operation plans.

At the Organization, we manage risks comprehensively, through the following stages:



Context of the risks: this is the first stage in which the situations that are identified reflect the reality of Grupo Empresarial GreenLand. By putting these risks and opportunities into context it is easier to implement the activities that follow.



Risk identification: this is the stage in which the organization lists, understand and define its risks.



Risk analysis: after the risks have been identified it is necessary to associate them with information about frequency, i.e., how often the risk occurs, the severity, and the consequences that it might have on the organization in economic, human, reputational, and environmental terms and the probability of occurrence.



Risk treatment: it is part of the risk analysis and evaluation stage and is where those responsible, actions and strategies are defined to avoid, mitigate, transfer or accept the identified risks.



Monitoring and evaluation: recording and updating the risks and their rating, and provide regular reports about the risk management actions performed by each area in the Company.



Communication: defining the mechanisms and ensuring that the information from this process flows appropriately within the organization company and is managed by the upper levels (presidency and Board of Directors). The information available must be clear, timely, up-to-date, accurate, and verifiable.



SUSTAINABILITY CHALLENGES AND GOALS FOR 2021



Corporate Governance

- ✓ Create awareness of our sustainability by participating in regional and national media with local and national authorities and trade associations.
- ✓ Promote a culture of sustainability by internalizing practices until they become habits.
- ✓ Create awareness and make our actions visible by sharing the Corporate Governance Code with our stakeholders.

Relations With Stakeholders

- ✓ Permanent communication with our stakeholders to align ourselves with the concept of sustainability, analyzing shared priorities, and promoting the implementation of joint actions.





Responsible value chain



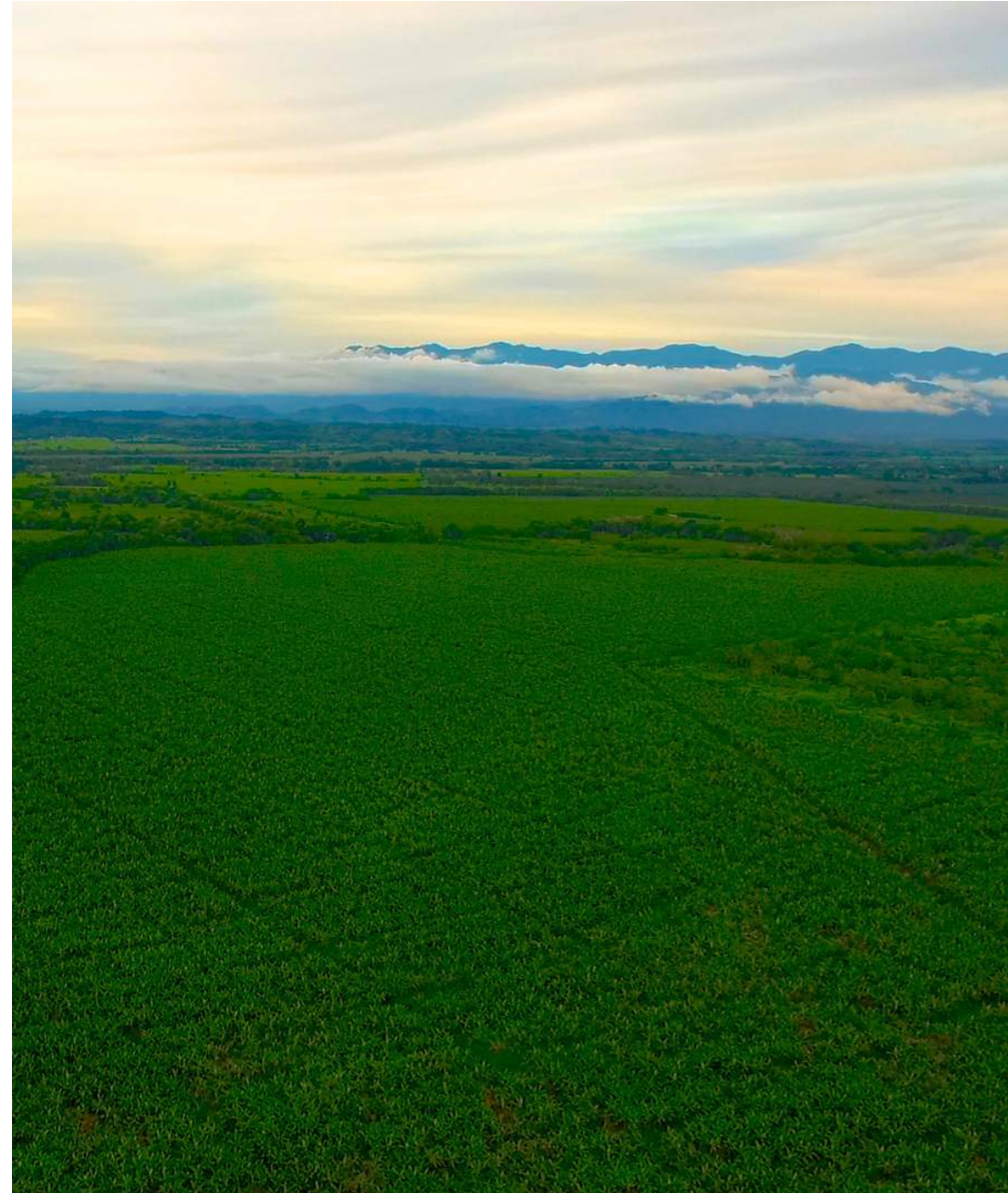


(103-1) At GreenLand we went to create value for our stakeholders throughout the entire chain of points of contact, to make a positive impact on the social, environmental, and economic spheres. We want to have a responsible value chain to meet our corporate objectives, with a focus on the pillar of **Operating Excellence** and consistent execution that will allow us to be recognized as an agri-industrial group that creates value in a reliable and sustainable manner.

(103-2) We are working on the continuous improvement of our processes by referring and adopting best domestic and international practices, constant training, and their evaluation and control. Thus, we make it possible to have sustainable development and ensure the continuity of our businesses.

In our permanent search for Operational Excellence one of our principles is to build trust and provide satisfaction to our clients, ensuring the traceability of our products up to their final destination. To that end, we make decisions intended to create a consistent value proposition, improving productivity and ensuring quality of each stage of the chain, starting with soil preparation and ending with delivery of our product to the client.

We at GreenLand have a competitive management model that is based on best practices and high-quality standards. This enables us to work on our Operational Excellence and to be reliable in meeting our clients specifications and the expectations of our stakeholders.





III Best practices are part of our organizational culture

We define our processes and use domestic and international best practices as a benchmark that help us to adjust our actions to what the market requires and so meet our objectives.

III Training and feedback to adjust the processes

We have continuous training processes to achieve the expected results. We are constantly doing evaluations, feedback, and implementation of actions, for the adjustment of the management system.

III We have product traceability

We have traceability of our products. We do follow-up and identify those parts of the chain where there might be areas for improvement.

III Technological support for our processes.

Using technology as a premise for management allows us to have online information and react quickly.

III We live the certifications.

Best labor, social, environmental, manufacturing, and safety practices are an inherent part of our daily work. Thus, certifications become a validation of the processes we have internalized.

III Commitment to the people to a close leadership.

We know the needs of our people, we are committed to provide a safe environment, to care for our employees, and we provide equal opportunities.

III Respect for the environment

We ensure that the processes along the chain include recycling, reuse, and care for resources. This reinforces our focus on sustainability.



We have teams in production, agriculture, integrated process management, quality, technical services, and corporate responsibility that are in charge of weekly monitoring, evaluating, and measuring the tasks in our plantations so we can have high quality products that meet the environmental requirements accepted by best agricultural practices and backed by international certifications that help us meet the requirements of the market, receive permanent feedback, meet our productivity and returns goals, all with the support of high-technology.



Grupo Greenland Process Map

GreenLand General process structure



BANANA BUSINESS



LOGISTICS BUSINESS









AVOCADO BUSINESS



External Initiatives

(102-12)

INITIATIVE		COMPANY
	<p>RAINFORREST ALLIANCE This standard certifies that we protect ecosystems and natural resources (flora, fauna, soil and water), we apply good environmental and social management practices, we optimize the use of plant protection products, and we implement appropriate waste disposal.</p>	<p>Banacol</p>
	<p>GLOBAL GAP This standard certifies that we do integrated pest implant control within the framework of agricultural production. Our commitment with the client is to deliver excellent quality products that meet the standards for consumption.</p>	<p>Banacol</p>
	<p>SA8000 This is a social standard intended to improve our working conditions, our quality-of-life, our well-being and their well-being of our families. Banacol's corporate policy is to abstain from hiring minors, not to discriminate by race, sex, age, origin, nationality, religion, sexual orientation, or political affiliation, among others.</p>	<p>Banacol</p>
	<p>BASC Our logistics operation is certified under the BASC standard (Business Association for Safe International Commerce). this certification gives confidence to the domestic and international community, gives credibility to domestic and international authorities, as a company that meets safety standards in all its processes.</p>	<p>CFS Logistics</p>
	<p>PBIP Our port facilities in Nueva Colonia and Zungo are certified under the international SPFP standard (Ship and Port Facility Protection), intended to ensure appropriate safety conditions for anyone working at our port facilities.</p>	<p>CFS Logistics</p>
	<p>NGS This certification validates the operating safety levels of our ships and maritime devices as well as the operating processes and the communication protocols that we apply to prevent contamination of the cargo we handle.</p>	<p>CFS Logistics</p>



Operating Excellence

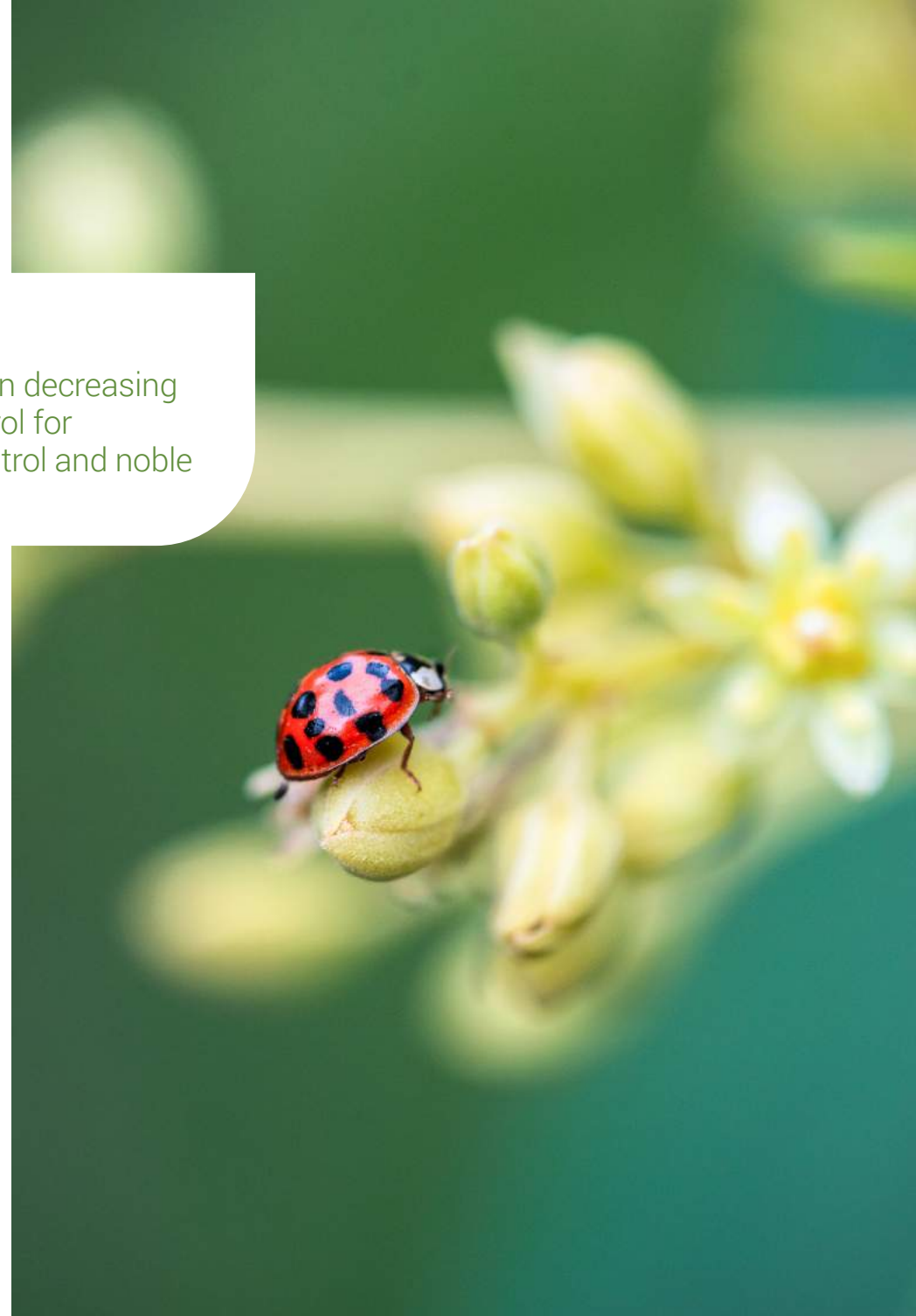
(103-3)



We have a commitment as an Organization, that focuses on decreasing the chemical loads we apply to the crops, trading pest control for epidemiologic control, and weed control for mechanical control and noble crops. **»»**

Banacol

Production	Unit of measurement	2019	2020
Cases of fruit exported	#	14.611.641	16.196.473
Tons of crude exported	Ton	255.381	305.000
Tons of plantain exported	Ton	15.733	24.000
Cardboard boxes made	#	34.663.312	36.538.564
Containers moved	#	33.442	35.860
Plastic sold	Ton	3.577	4.004
Gross hectares in production	Ha	6.628	6.791





Using fertilization programs and drainage and irrigation systems we seek to improve the cultivation areas to make them increasingly more productive. »

(CV-1) For soil management and conservation we have established the system of planting natural cover in our cultivars. This helps retain solubility and prevents diseases that might affect plant development, and increase microbiological elements thus reducing the loss of soil due to run off and the use of agrochemicals.

The controls implemented regularly in our crops to guarantee stability and survival, include weed control, integrated pest and plague controls, with an emphasis on black Sigatoka, for our banana plantations. Our challenge is to decrease the chemical load and migrate to organic products to carry out the controls.



(CV-5) Monitoring, and control of agricultural tasks

Monitoring diseases that might affect our banana crops is done on a weekly basis to maintain trends over time. This allows to adapt the decision-making process according to the historical records of four previous weeks.

We have a quality control and auditing team for evaluation, and the team rejects any products that do not meet the clients' specifications. This is a function carried out in every one of our farms.

Our presence in Urabá





(CV-4) Weed control using natural cover and soil improvement

With respect to noble covers, we have soils whose characteristics make it possible to use covers over large areas. This reduces the use of herbicides and, by absorbing humidity, provide natural protection from pests, in a natural way, avoiding the use of agrochemicals.

However, are forms of other types of soil in which the weeds are more aggressive and do not allow the use of noble covers. In those cases, we make use of differentiated agricultural chemicals to promote the development of the cultivar.

To control the Sigatoka, there are areas where we have 2000 mm of rainfall and others where the rainfall is 4000 mm approximately. For the areas with 2000 mm we can work with thirty fumigation cycles (approximately), and for the areas with 4000 mm, the job can be done with forty fumigation cycles. The important thing is to ensure in an efficient manner, and most importantly with a low environmental impact, the quality and satisfaction for our clients using the good practices implemented in our farms.

• **Nutrition plan in Banacol's plantations**

Our fertilization programs consist of providing all the nutrients required by the crop in order to optimize yields. To do that we have the application of physical mixtures and lime fertilization to meet the requirements defined on the basis of soil and leaf an analysis.

The nutrition plan was implemented In Banacol's 39 plantations using edaphic fertilization, foliar fertilization, bio stimulation, bio fertilization, and lime fertilization. One of the tools used to design a nutrition plan is soil and foliar analysis. The samples for these analyses were collected in all the plantations in mid-July to be able to make the necessary adjustments before the end of the year and make the nutrition plans for the following year.

To meet the needs of some production areas due to weather conditions, we have irrigation systems in some farms that need it. For that, there are two measurements related to rainfall, evaporation, temperature, and depth of the water table.

These records are used to prepare water balances with humidity additions and losses, and decisions are made to define the drainage or irrigation cycles.

The irrigation system has been shifted from fossil fuels to electrical components to decrease fuel use and be more environmentally friendly.



Biosafety system to protect the crops from Fusarium R4T

Fusarium oxysporum f. sp. cubense tropical strain 4 is an easily propagated fungus in banana and plantain plantations. The fungus causes the cultivar to become sterile for up to 30 years. Its presence in Colombia was reported in June 2019. Banacol took immediate actions aimed at creating awareness and the culture to prevent the fungus from entering the farms.

During 2020, the Fusarium control program focused on preventing the pathogen from entering the country. Therefore, all the Company strategies were focused on that objective.

We replicated the strategy to prevent the disease in 37 out of the 39 plantations by implementing a pilot plan that started in 2019 and is projected to end by January 2021.

In addition, all the Fusarium biosafety protocols designed in 2019 were implemented:

- ✓ Biosafety policy and protocol for employees and permanent contractors entering the farms.
- ✓ Protocol for the preparation of the disinfectant mixture, waste use and management.
- ✓ Protocol for visitors entering and leaving the farms.
- ✓ Protocols for disease identification and treatment.
- ✓ Protocol for recording and control of the biometric system.
- ✓ Protocol for disinfecting vehicles.

« **With an investment of close to \$6 thousand million** we made improvements to the infrastructure for farms when employees and visitors enter and leave the facilities, setting up an access control and enclosing the farms to prevent Fusarium R4T. »

Some indicators: (CV-1)

- **In twenty nineteen there were 375 ha of native cover, and for 2020 that increased to 435 which represents an increase of 60 ha of noble cover.**
- **There was of the percent reduction in the use of agricultural chemicals for weed control.**
- **262 ha were completely prepared for planting (improving the drainage network, change of varieties and density, denser irrigation).**
- **The plan for next year is to reach 1000 ha of noble cover and maintain the 2% decrease in the use of herbicides.**
- **We continue to decrease the area fumigation cycles by using bio stimulants. This has made it possible to decrease the use of agricultural chemicals, and use processes that are cleaner for the environment.**



Wakate

Since the beginning, Wakate has been a company committed to sustainability and growth in harmony with natural resources, focused on the sustainable production and commercialization of Hass avocado. The production unit is located in Entre Arroyos, in the municipalities of Neira and Aranzazu, in the Department of Caldas.

Wakate has three lines of business:

- **Plant production**

The Wakate Hass nursery, which is located at KM 41 in the jurisdiction of Manizales, has a production capacity of 600.000 Hass avocado trees per year, for its own supply and for sale to third parties.

Administrative processes were carried out with Instituto Colombiano Agropecuario – ICA for the sale of plant material to third parties. The Nursery complied with the applicable agricultural practices, regulations, technical assistance and traceability management for the plant material.

- **Fruit production**

This is carried out in those farms where there are production units for planting and producing Hass avocados, for which the forecast is 2300 productive ha and over 1,000.000 trees.

- **Processing and commercialization of fruit and its by-products**

This is done in a processing plant where fresh Hass avocado will be packed for its own supply and for sale to third parties. The plan is to set up a circular economy by processing the avocado by-products. We expect to receive 78.000 tons of our own and third-party fruit.

Our presence in Caldas



Entre Arroyos

Entre Arroyos is located in the municipalities of Aranzazu and Neira, in the Department of Caldas.- This is the first sustainable Hass avocado project. It was brought to this region to produce a positive impact in the territory, and started work hand in hand with local communities and institutions to contribute to sustainable development.





Wakate sustainable development plan

The plan described below is implemented searching for a responsible value chain, care for and protection of the environment, and the creation of a social footprint by growing wellbeing and sustainable development in the regions where the company operates:

As part of good agricultural practices aimed at the sustainability, there are some interesting practices such as:

- ✔ Weed control.
- ✔ Bio control agents.
- ✔ Apiculture and vermiculture.



Weed control

There are two classes of weed control:

- **Pre planting weed control:** to set up any crop for production, it is necessary to do weed control, using chemical or mechanical systems or by controlled fires.

When the soil has been used for raising cattle, the use of stoloniferous crops (as is typical for feeding cattle), it is necessary to use higher impact controls, such as agricultural chemical or controlled fires, to change the soil cover to noble plants.

To that end, weed control using herbicides on the Grass cover that is dominant in those areas. It should be noted that such a control is applied only one time during the life of the plantation and is done to decrease the pressure of the pastures in the avocado and to facilitate the growth of noble covers which have a lower rate of growth than grass and, therefore, cannot thrive in a pasture.



- **Permanent weed control:** This is a type of mechanical weed control in strips or streets (weed control on 6 m streets), using scythes to cut the weeds every 8 weeks.





Pests and plague control

There are many regulations about avocados which determine the type of agricultural chemicals that must be used and the trace amounts by group of other agrochemicals that may be applied or may be found in the avocado fruit; in addition, international certifications also regulate the use of agricultural chemicals to control pests and plagues.



Good agricultural practices: list of inputs approved by ICA for avocados.



Global Gap is a framework for the developing crops according to good agricultural practices.

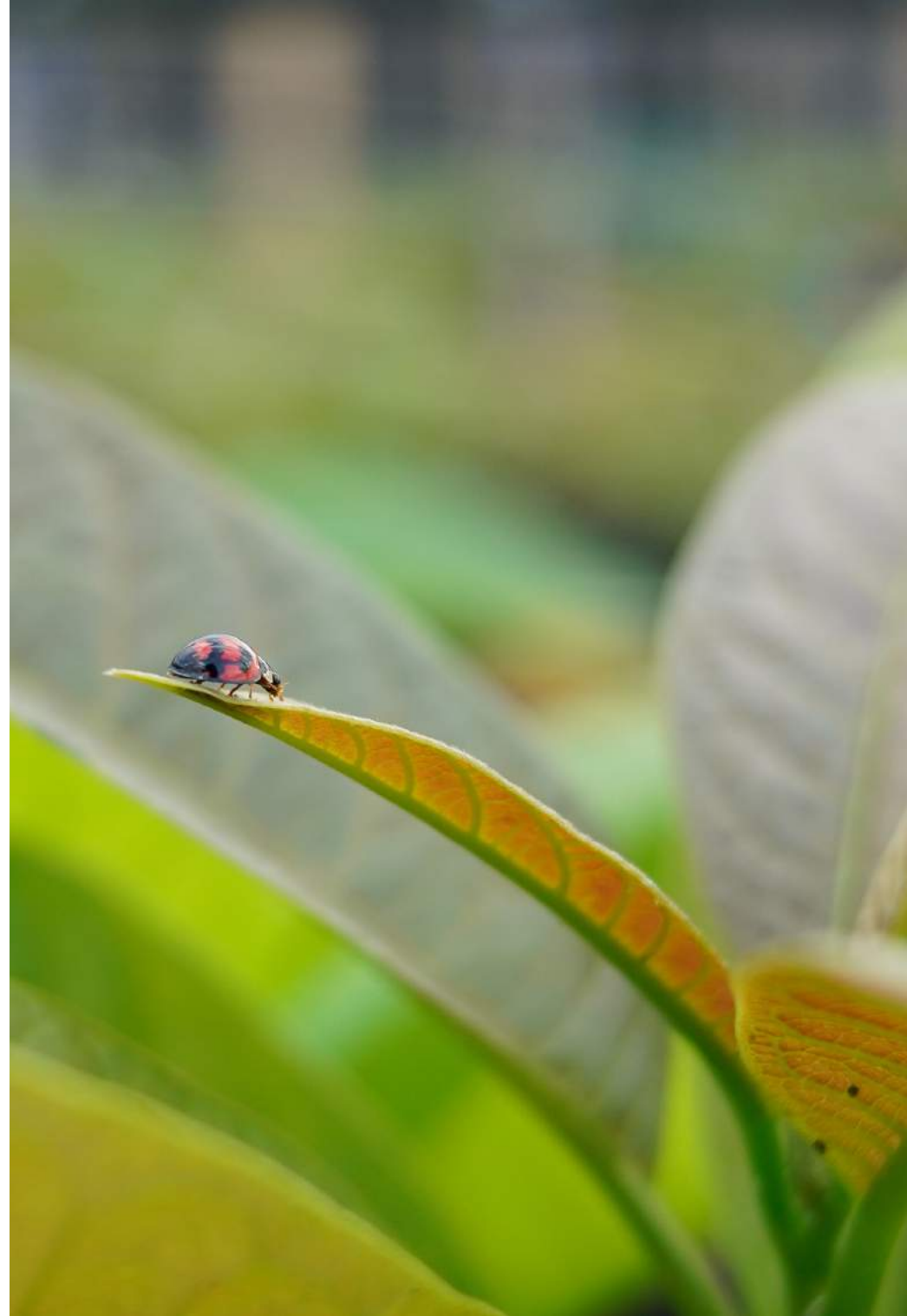


Rainforest Alliance speaks to the maintenance and protection of natural resources. In addition, it regulates the easements that must be maintained when applying cultural chemicals close to forests and water sources (10 m easement)



Bio control agents

We are also implementing best and play control using biological methods, producing and releasing insects, fungi, and nematodes for natural control of the avocado pests.





Client Management (103-3)

We try to establish close relationships with our clients based on our compliance with the standards of quality and on building confidence as a business principle.

« **We have close relationships** and provide prompt responses to the clients' concerns and needs. »

The perception survey carried out last year, from the point of view of the client, where an organization that focuses on providing the best quality products and services, demonstrated by complying with international standards. Furthermore, continuous communication and environmental and social management to compensate the impact of our operations are also highlighted.

Banacol

In terms of client retention, we are always trying to improve our value proposition by offering a more stable supply during the year and the differential and consistent quality, with sustainable social, work, and environmental approach.

With respect to the process to evaluate the way to maintain and improve our current clients and products, we are in constant communication with the clients, interacting over the phone, virtual conferences, emails, and personal visits to the market, and the clients visiting our farms, receiving feedback about the opportunities for improvement or recognizing our work and services to them. We have strong trust relationships with our current clients and this enables us to interact with them all the time.

In addition, we have regular reviews of the results about the quality of our fruit so we can check compliance with the specifications we have agreed for the product. These quality and trend measurements are carried out on the quality of the fruit that we measured at the origin, the quality assessments, not by the clients at their destination, and the claims or monetary discounts granted for quality reasons. All this information tells us not only how our clients perceive our product but also how we can be proactive and react promptly, with decisions that help us ensure that we meet our commitments and correct any problems and act on the opportunities for improvement.





Our presence in Urabá



CFS Logistics

In 2020 we began to include client perception management in our system with respect to the quality of our service and its social and environmental impact. This would be the starting place the place to start setting up a course of action to comply with the regulations, and meet their needs and recommendations.

Using our business orientation is a basis, we sought the clients' opinions as an initial parameter to define the path towards an

administration more focused on meeting their requirements at every level; to do this, we designed a sustainability survey which we socialized with our main stakeholders – our clients – it did the to get feedback about how they see our actions in their social, environmental, and economic spheres. The idea was to articulate their needs with our priorities and create an alternative that would guarantee them better service.



In 2020 we moved **35.860 containers**

The result is that all our clients are satisfied with the service we give them and, in addition, we are having a positive impact on their business and their value chain.





Circular Economy



Banacol

(CV-6) We continue to move forward with the production of banana meal – Bananut to produce the least waste possible in our operations. This way we reuse the bananas that are not fit for export into the production cycle. In 2020 we produced 25 tons of meal, which represented 162.2 of bananas reused, 43.2 tons more than in 2019. This way we close the production cycle and benefit the communities in our area of influence with a nutrition component.

We are also working to reinforce circular economy practices using other materials from our processes. In 2020 98% of the plastic used to bag the crops, 25% of the nylon produce in the plastics factory, and 97% of the nylon used in the farms was recycled.

Wakate Apiculture

The plan is to set up 1.000 *Apis mellifera* hives, installing the apiaries in dense forest areas and riparian woods.

The fact that we have a population of bees in the farms requires the implementation of an integral pest and plague management system that needs to provide an appropriate environment for beehive development and growth, using strategies for controlling hors (weeds), release of biological control agents, and the use of agricultural chemicals according to domestic and international requirements.



Managing the Supply Chain (102-9)

Supplier management is one of the pillars of our organization used to optimize purchases and to manage and mitigate risks, and maximize opportunities in our supply chain. Our focus is on reinforcing the relationships with the suppliers for all the businesses.

Trust, shared work, and the creation of shared values are relevant for us so we can establish two-way benefits. These are some of the areas we are working on:



Process efficiency.

All of this lets us differentiate ourselves and build sustainable growth over time. In addition, by developing our suppliers we ensure Sustainability through continuous improvement of administrative, commercial, technical, production, and financial competencies.



Cost reduction.



Mitigating risks in supplier selection.

We provide Support for the various businesses of Grupo Empresarial GreenLand providing inputs, goods, and services using the best negotiation and logistics strategy, ensuring timely deliveries, optimal quantities, the required quality, and the best price.



Decrease dependence.



Transparent hiring processes.

Our supply chain consists mainly of fruit suppliers, domestic and International goods and services suppliers, port operator, shippers, and labor contractors.

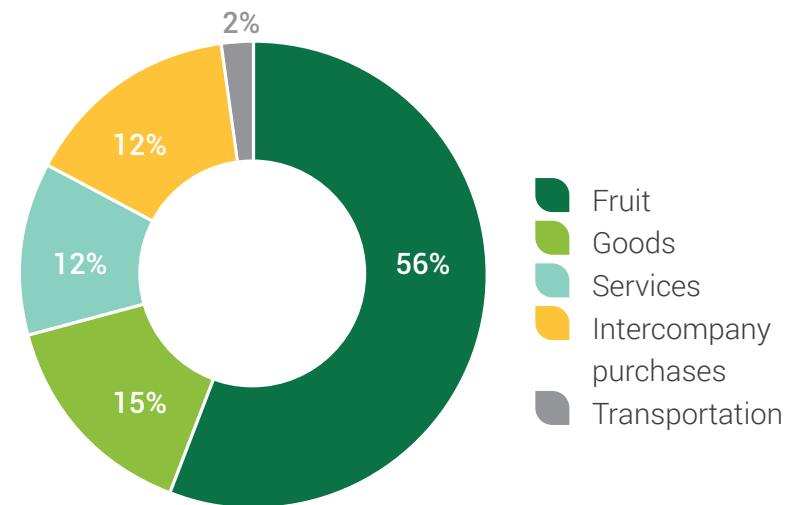
Main products:

Resins, fertilizers, paper, fruit, etc.

Main services:

Consulting and advise service, works and maintenance, administrative and technology services, etc.

Purchases from suppliers



\$31.033 million purchased from banana produces in the Urabá region. **This represents 921.282 cases of bananas purchased.**



SUSTAINABILITY CHALLENGES AND GOALS FOR 2021

Supply Chain



GreenLand

Reinforce our social and environmental connection with our domestic and international suppliers of goods and services, sharing with them the principles of sustainability and promoting their implementation and application.

Client Management



Banacol and CFS Logistics

Reinforce close relationships with our clients, sharing common sustainability principles, and measuring their satisfaction and perception with our services.

Circular Economy



Banacol and Frubatec

Use of 12.000 tons of non-exported fruit, which produced added value from a new banana meal and puree production and commercialization business.



Banacol and Frubatec

Impacting and benefiting our communities by donating 20 tons of banana meal.



Banacol

Collection of nylon used in the fields for banana production and using it as input for plastic products.

Operational Excellence



Banacol

In our constant search for Operational Excellence, we installed technology in the banana packing business that will make it possible to have information in real-time and will help with the decision-making process.



Banacol

We implemented a fertilization and irrigation system for 1000 hectares of banana fields.



GreenLand

Continuous search for efficiency in corporate support processes to serve all the businesses in the Group.





Our People Our work team















Work Team

(103-1) Our human talent is the core of the organization. At Grupo GreenLand our employees are our biggest asset. People are a key factor in achieving our organizational objectives and carrying out our business. We are constantly making new and improved practices in the organization so we can have a trained, committed, high-quality team, in which we can cultivate well-being, generating a balance in their lives.

Our approach to work focuses on the following issues:

- ✓ Equal opportunities
- ✓ Developing our people
- ✓ Nurturing wellbeing
- ✓ Healthy and safe environment
- ✓ Fundamental human rights

Employee information (102-7) (102-8)

Employees by category		 Banacol <i>Cultivando Bienestar</i>	 wakate <i>The green taste</i>	 CFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
	Administrative employees	584	33	199	144	930
	Operative employees	4.145	44	-	-	4.189
	Men	4.089	41	176	46	4.352
	Women	640	36	23	68	767
	Indefinite term contract employees	4.363	32	199	113	4.707
	Fixed term contract employees	366	45	-	1	412
Total employees		4.729	77	199	114	5.119





(103-2) Starting with the first interaction with people, in the attraction, recruitment, and selection process, we have policies and strategies that ensure equal opportunities and allow us the linking of suitable talents who not only have technical skills, but who share our corporate principles and values and, above all, it guarantees that they are excellent human beings.

We are proud to have the human talent that has led the company to think and act differently, with high-performance standards, great commitment, and great resourcefulness, focused on creating value for our stakeholders. In 2021 we will continue to have the best people and will continue to be the best place to work.

« 2020 was an unprecedented year. The COVID-19 reinforced the belief that our strategic plan: **“the best people in the best place to work”**, is the key driver to overcome the biggest challenges, including those of a pandemic. . »

In light of this new world reality, our priority was the health and safety of all our employees. Implementing the appropriate protocols, socializing them, internalizing them, and ensuring a self-care culture, has enabled us to continue operating in a safe environment. Furthermore, maintaining our Work Health and Safety Management System enables us to decrease the frequency and severity of work-related accidents by 13.11% compared to 2019, in our Urabá and Envigado operations.

We have always talked about maintaining a safe and healthy environment, but the pandemic brought huge challenges because environments that used to be safe became vulnerable, and the implementation of additional practices captured all our attention and priorities.

We broke paradigms and advanced in the development of practices such as working from home, which due to our culture of closeness would have taken a few years to implement. However, we were prepared, in technological and labor terms because we have a competent and resilient team that faces challenges every day.



Working at home, alternation, and physical working; modalities that showed us that, even without sharing the same physical space or ensuring a minimal physical distance due to a protocol, we can maintain our connections to the business and the people.

We miss many things about the way we used to live our human relations before the pandemic, but our employees have done their best to face the challenges posed by each work method, together with the practices we have been implementing in the company to assist and maintain our organizational culture, maintaining a healthy physical and mental environment.





Virtual training, celebrations, and meetings, face-to-face training with a limited number of attendees, are some of the practices and even challenges worth mentioning. These were accelerated due to the pandemic and “forced us” to implement them in a more agile and general manner. This confirmed and taught us as individuals and as a company that we can do things differently.

We trained our top leaders in long-distance leadership to give them the tools they need to manage their teams remotely, maintaining their closeness and productivity.

The pandemic brought out even more creativity to celebrate special occasions for our employees and for the organization. We were there to show, once more, that in spite of the circumstances, we are the GreenLand Family.

COVID-19 became a constant factor when it came to implement our work plans and, we have to say that there are plans that have not been completed, but we have learned a lot. The priority given to health and safety at work forced us to suspend programs, adjust others, others which, due to the restrictions, did not achieve the desired goals. But the ongoing challenge is to keep thinking of ways to do things differently.





Within the context of equal opportunities, implemented training to employ inexperienced people in different business units. In our banana operations, the program was aimed at women and youth to work both in the cultivation and packing work. In the plastic factory, we hired them to operate industrial equipment. In the logistics operation, it was for lifting and transporting cargo. We also worked on training young men and women from the Cartagena Maritime Academy to teach them the skills to operate maritime and fluvial transportation equipment.

Our agreement with the UITA and the unions for hiring 400 women was one of the plans that suffered delays because of the pandemic, but we are firmly convinced and committed to achieve our goal.

The Womens' Committee carried out four activities: celebration of African – Latin Women, promotion of breast-feeding, awareness campaign about breast cancer, and the end of activities with a Creative Festival (handicrafts, astronomy, painting and drawing, artistic demonstrations, decoration and beauty, etc.) the Festival helps to identify and value the talents of women in the organization and their work as a team, always following the required protocols.



A new business challenge: Frubatec. Our meal plant in Nueva Colonia, where the creation of awareness with the people around the area of influence, training for their first job, and findings personnel for the operation, working activities during 2020.





In our Wakate operation, we continue with the challenge of attracting the best people. We carried out various socializations, both internally and externally, to promote the benefits that as a Company we are granting and that will allow us to consolidate ourselves in the Caldas region as the best place to work.





(103-3)

Information about our employees (102-8) (103-3)

Percent employees by category	 Banacol <i>Cultivando Bienestar</i>	 wakote <i>The green taste</i>	 CFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
Administrative	12,35%	42,86%	100%	100%	18,17%
Operative	87,65%	57,14%	0%	0%	81,83%
Men	86,47%	53,25%	88,44%	40,35%	85,02%
Women	13,53%	46,75%	11,56%	59,65%	14,98%
Indefinite term contract employees	92%	41,56%	100%	99,12%	92%
Fixed term contract employees	8%	58,44%	0%	0,88%	8%
Employees between 18-28	16,77%	35,06%	21,61%	16,67%	17,23%
Employees between 29-39	27,6%	44,16%	44,72%	36,84%	28,72%
Employees between 40-50	29,27%	18,18%	12,56%	25,44%	28,36%
Employees between 51-60	22,48%	2,6%	14,07%	20,18%	21,8%
Employees over 60	3,89%	0%	7,04%	0,88%	3,89%







Employees by seniority (HS-1)

	Banacol	Wakote	CFS Logistics	GreenLand corporate support	Total GreenLand	
Less than 1 year	691	63	25	16	795	16%
%1 to 5 years	1.305	11	108	43	1.467	29%
6 to 10 years	241	1	17	10	269	5%
11 to 20 years	1.191	-	35	23	1.249	24%
21 years or more	1.301	2	14	22	1.339	26%





Hiring and contracting (401-1)

New hires	 Banacol <i>Cultivando Bienestar</i>	 wakate <i>The green taste</i>	 CFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
18-28 years	539	73	12	7	631
29 -39 years	285	59	12	5	361
40 and 50 years	54	17	4	3	78
51 and 60	4	2	0	1	7
Men	704	54	25	6	332
Women	178	97	3	10	745
Urabá region	879	0	28	0	907
Medellin Metropolitan Area	3	0	0	16	19
Caldas region	0	151	0	0	151
Total new hires	882	151	28	16	1077



Hiring rate **21%**





Withdrawals by type

	Banacol	Wakate	CFS Logistics	GreenLand corporate support	Total GreenLand
Voluntary	484	93	11	2	590
Pensioned off	72	0	0	1	73
With a fair cause	63	1	4	0	68
Without a fair cause	24	2	14	2	42
Mutual agreement	5	0	0	0	5
Expiration of contract	150	2	0	0	152
Death	17	0	0	0	17
TOTAL	743	98	29	5	875

Voluntary turnover rate **11,76%**

Total turnover rate **17,45%**



Our corporate philosophy is governed by the principle of equal opportunities, reflected in the selection, training, hiring and compensation policies. »

Withdrawals by age and by region











	Banacol	Wakate	CFS Logistics	GreenLand corporate support	Total GreenLand
18-28 years	266	58	4	1	331
29-39 years	262	33	3	0	308
40-50 years	90	7	3	2	108
51-60 years	52	0	0	2	54
Over 60 years	73	0	1	0	74
Men	585	77	9	0	687
Women	158	21	2	5	188
Urabá	738	0	11	0	767
Medellin Metropolitan Area	5	0	0	5	10
Caldas región	0	98	0	0	98
Total withdrawals	743	98	11	5	875





Parental leaves (401-3)

100% of our employees are entitled to parental leaves.

Parental leaves	 Banacol <i>Cultivando Bienestar</i>	 wakote <i>The green taste</i>	 ACFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
 Men who went on paternity leave	118	0	7	0	125
 Women who went on maternity leave	30	1	0	3	34
 Men who went back to work at the end of their paternity leave	118	0	7	0	125
 Women who went back to work at the end of their maternity leave	29	0	0	3	32
 Men who went back to work at the end of their paternity leave and were still in their jobs 12 months after returning to work	88	0	5	0	93
 Women who went back to work at the end of their maternity leave and were still in their jobs 12 months after returning to work	6	0	3	1	10
Return to work rate	99,32%	0%	100%	100%	98,74%
Retention rate	63,51%	0%	100%	33,33%	64,78%





Nurturing Well-being

Number of employees who received time benefits (401-2)

Number of employees who benefitted	 Banacol <i>Cultivando Bienestar</i>	 wakate <i>The green taste</i>	 CFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
Special work shifts during Christmas and Holy Week	114	0	17	28	159
Day off on December 24 and/or 31	265	80	29	69	443
Free afternoon on the month of their birthday	59	0	18	27	104
Bereavement leave policy	60	0	52	11	123
One compensation for every two years of service	262	0	16	157	435
Total time benefits granted to employees	760	80	132	292	1.264



Number of employees who benefitted (403-3)	Banacol	Wakate	CFS Logistics	GreenLand corporate support	Total GreenLand
Drugstores discounts	15	0	0	0	15
Hospitalization discounts in clinics	30	0	0	0	30
Discounts at opticians	18	0	2	0	20
Automobile policies	88	4	13	44	149
Employer life insurance policy	4.730	77	201	115	5.123
Voluntary life insurance policy	316	0	80	51	447
Pre-paid medicine	25	0	0	21	46
Total employees who benefitted from agreements	5.222	81	296	231	5.830





Benefits

Number of employees benefitted	Banacol	Wakate	CFS Logistics	GreenLand corporate support	Total GreenLand
Graduations	4	0	1	2	7
Marriages	27	0	0	3	30
Births	132	4	5	1	142
Deaths	18	3	0	2	23
Orthopedic devices	5	0	0	0	5
Birthday gift	586	40	204	140	970
Christmas present	5.000	0	0	140	5.140
Total institutional benefits awarded to employees	5.772	47	210	288	6.317

Number of employees benefitted	Banacol	Wakate	CFS Logistics	GreenLand corporate support	Total GreenLand
Women who joined the pregnancy program	17	0	1	1	19
Women who joined the breastfeeding program	14	0	1	1	16
Total	31	0	2	2	35

Banafé changed its image and is now **FeGreen**



Employee fund	2020
Number of members	3.605
% members	76%
Number of loans issued	6.589
Amount of loans issued	\$9.541.887.139
Savings received	\$5.110.747.314

Cash benefits

Amount of benefits (in millions of pesos)	GreenLand Total
Conventional benefits*	\$ 1.492.599.550
Vacation bonus	\$ 2.178.164.277
Achievement of corporate objectives	\$ 2.220.311.548
Disability assistance	\$ 83.067.770
Interest free bereavement loan	\$ 116.414.696
Total	\$ 6.090.557.841

* Conventional benefits include Elementary, secondary, and university scholarships, maternity assistance, and bereavement assistance, etc.





Developing Our People (404-2) (HS-2)

Due to the measures implemented to prevent contagion and spread of COVID-19, which included banning large employee gatherings, the Company went to virtual training, connecting with universities and specialized entities to continue training our people through meetings, seminars, workshops, etc. Training focused on the following topics:

- ✔ **Technical training on how to use Microsoft Teams**, for team communication and team collaboration.
- ✔ **Training on Eurodoc SAP ERP** to make the transition from physical to digital invoicing.
- ✔ **Training on COVID-19 policies and protocols** to prevent contagion and spread of the virus. Intended to educate on the warning symptoms, means to report them, and self-care.
- ✔ **Traning for certification for** ISO, BASC, NGS, PBIP, SAGRILAFT, SA8000, FAIRTRADE, RAINFOREST ALLIANCE and GLOBAL GAP standards to guarantee their implementation in the different work centers in which it applies.
- ✔ **Training of methodologies for TPM and 5S** continuous improvement methods in all applicable work centers.
- ✔ **Training on updates to technical regulations**, among others, to keep reinforcing the technical skills of our people.



- ✔ **Training on soft skills** for supervisors and coordinators to improve their ability to effectively manage work teams.
- ✔ **Leadership skills training**, aimed at first-level employees, to manage teams remotely and remotely, given the context of the COVID-19 health emergency
- ✔ **Training at all levels of the organization** on topics such as team work, cohesion and connection of employees to the business, to continue carrying out their activities in a productive manner and generating value remotely and at a distance.





Youth Employment

The company took steps to hire and train 111 young men for fieldwork bagging, deflowering, and tying. The young men were accompanied by a full-time instructor for one week and afterwards by an expert operator for an additional week. They received training on occupational health and safety, banana plant and morphology, field movements, tasks, banana diseases, and fruit quality care. They also received instruction on corporate policies, internal work rules, payroll, and business knowledge, among other topics.

400 women

The company took steps to hire and train 117 young women in selection, classification and packing. They young women were accompanied by a full-time instructor for two weeks and then gradually joined the packing program. They received assistance and training on the technical specifications of the job for two additional weeks. The women were trained on occupational health and safety, task implementation, banana defects, and fruit quality care. They also received instruction on corporate policies, internal work rules, payroll, and business knowledge, among other topics.







« **During the year, there were 5.934 hours of training given,** during 1.395 training sessions attended by 47,308 people from the Business Group. »





We make special note of the role of women in the agri-industrial sector which historically has had a low rate of participation of women in this industry.

We value and highlight women's skills, such as fine motor ability, and the attention to detail which are key aspects when handling fruit. We value the role of women in the family, in society, in the company, as a key factor in making the economy more dynamic.

Women's participation (405-1)	 Banacol <i>Cultivando Bienestar</i>	 wakate <i>The green taste</i>	 CFS LOGISTICS	GreenLand corporate support	 GreenLand TOTAL
Number of director positions (farm administrators, chiefs, directors, managers)	67	9	9	27	112
Number of women in director positions	10	2	2	12	26
Percentage of women in management positions	14,93%	22,22%	22,22%	44,44%	23,21%

Current legal minimum wage in Colombia is **\$877.083**

Average salary for the operators is **1.7 the Colombian current legal minimum wage***.

*This amount does not include extralegal bonuses.

*Applies to the entire banana operation








Safe and Healthy Environment

(403-7)

Occupational Health & Safety are essential for business sustainability. This is why we are constantly working to reinforce a culture focused on making safety a way of life, so that every employee has self-care as a line of action. We are convinced that investing in health and safety produces development, opportunities, and competitiveness through actions that help transform and improve the quality of life of our employees and contractors.

(403-3) Helping to create appropriate conditions in the work environment for promotion and risk prevention, mental and physical care of our employees, and creating the perception and real conditions of safety at work are part of our mission. This is achieved by complying with rules and regulations through the use of training, assistance, and communications processes.

(403-9) (403-10)

Injuries, occupational diseases, days lost, absenteeism, and number of fatalities.	 Banacol Cultivando Bienestar	 wakate The green taste	 CFS LOGISTICS	GreenLand corporate support
EMPLOYEES				
Total employees	4.729	77	199	114
Number of accidents	1.212	17	20	0
Days absent due to accidents	18.599	83	148	0
Accident rate	2	2	1	0,00
Number of occupational illnesses	3	0	1	0
Days absent due to occupational illness	36	0	5	0
Total non-incapacitating accidents	121	10	8	0
Total deaths due occupational accident	0	0	0	0
Total deaths due to occupational illness	0	0	0	0
Number of incapacities due to ordinary diseases	60.307	199	855	320
Hour worked	10.284.680	178.848	656.207	259.123
Days worked	1.163.334	22.638	72.583	27.588
Days lost (not including vacation or union leave)	98.731	282	1.584	596
Accident frequency index/K	28	23	7	0
Severity Index of Days Lost / K	434	111	54	0
Incapacitating occupational accident frequency index	25	9,39	4	0
Absences due to health reasons	12.345	18	176	53
Absenteeism frequency index	288	24	64	49
Absenteeism severity index	2.304	378	579	552

Note: the indicators were calculated using a constant of 240,000 hours according to Colombian regulations.





(403-6) In 2020 we took on, learned, and dealt with a major challenge to prevent and protect the health of our employees by implementing staged activities that counteracted the risk of Covid 19 contagion among the employees, and also to maintain the continuity of the business.

The first phase of this challenge was to define a bio security policy aligned with the regulatory framework, accompanied by the respective protocols against Covid 19 to provide the tools for orientation, promotion and adoption of measures to reduce the risk of exposure and, at the same time, offer some peace of mind to the community at large.

We must understand that protocols do not develop themselves. Therefore, we created and trained an evaluation team to carry out weekly reviews in order to monitor compliance with the security policies and regulations in the work centers.

The second phase was based on updating the working environments and awareness campaigns to motivate among the employees the culture of self-care at work and outside work. We installed washbasins at the entrances of work centers, and strategic disinfection points using antibacterial gel, ventilation systems, and protective barriers to prevent contagion in the production lines that carry a risk. Additionally, the Company initiated and has maintained during the pandemic the supply of face masks, signage, demarcation and an active information campaign.

The third phase was to set up an epidemiological monitoring program to identify, and follow-up the health status of individuals with symptoms, suspected or confirmed disease.



We also maintained an active communication with the EPS and Secretaries Of Health in the territory for a timely attention, medical services, and releases for employees who have been isolated due to symptoms, positive diagnosis, or lockdowns, to return to work. The mitigation of contagions and business continuity was the product of all the measures taken at the Company level, especially the timely identification and evaluation of cases reported by the different communication channels established such as: the internal line that is exclusively used for COVID issues, email or pop-up notices issued directly from the payroll system, which allowed us to establish preventive isolations, raise narrow fences of positive cases, set up logistics and carry out rapid antigen testing practices through a provider IPS service and disinfect all work centers where the positive case occurred.





On the results of our actions



(403-4) 100% of the employees are represented in the occupational health and safety committees.



We carried out 680 occupational health and safety inspections



0 fatalities due to accident or occupational illness



We invested 865 million in personal protection equipment – PPE – and equipment for the emergency brigade



We invested 6.558 million pesos on COVID-19 management

(cleaning supplies, personal protection equipment transportation, facility improvements, awareness campaigns, and contributions to society and the trade gremial, among others)

SUSTAINABILITY CHALLENGES AND GOALS FOR 2021



Safe and healthy environment



GreenLand

Strengthen the self-care culture in terms of Occupational Health & Safety to preserve, prevent, and control risks and health conditions.



Banacol, Wakate and CFS Logistics

Reduce workplace accidents by 7%.

Equal opportunities



Banacol

Increase the participation of women in the banana production sector achieving our goal of hiring an additional 400 women during 2020 and 2021, increasing their participation from 10% to 20%.



Banacol

Betting on replacement, we will hire and train inexperienced young men and women for the banana growing process.

Developing our people



GreenLand

Create a sustainability culture by promoting awareness and training our human resources.





Our People: Communities





Communities

(103-1) As part of our corporate philosophy, our purpose at GreenLand is to nurture a social future and well-being for our employees, their families, and the communities in our area of influence and in other strategic communities, through our Fundación Social.

Our social investment model focuses on recognizing the family as the key to social changes, the neighborhood has a community developer, and the community as a center for social processes to consolidate our social responsibility strategy in the regions.

We are focused on four strategic and integrated pillars which deal with early childhood, adolescence and youth, adults, and the elderly, with a focus on the family, the neighborhood, and the community. Those pillars are:



Education for life



Health for family well-being



Social and competitive sports, and culture



Housing beyond the walls and community infrastructure (203-1)



In 2020 we changed from Corbanacol to FGL Fundación GreenLand, changing our brand and corporate name. This allowed us expand our scope and have a bigger impact on each of our pillars.



Some highlights

Social investment for **\$11.797 million***

We provided **71.102 social services** to people in the areas where we work

We worked with **321 organizations** through public – private alliances on 86 projects

*Figures in millions of pesos COP





We consolidated our intervention model using six kinds of actions (paperwork, home visits, advising, referrals, meetings, and education) which, due to the COVID-19, required more effort to work virtually to remain close to the communities. We implemented digital mechanisms from the different pillars: training videos, social networks, videoconferencing, telephone consultations, syllabi for self-care at home, etc.

We also doubled humanitarian aid through food baskets for the most vulnerable populations in Urabá and Caldas and support for FGL employees (working from home, connectivity relief, airtime for cell phones, and continuous training. We make special note of our adaptability through technology and telecommunications, moving on with our social work in a conscious and responsible manner.

The trust placed on the Foundation by families and communities on our work to be carried out virtually and semi-virtually on most projects, following all the bio security protocols when there was physical presence with the food baskets and when delivering Bananut. This strengthened even further our pillar of education for the family, and resilience in these complex times for the country in the world.





(413-1) (103-2) (103-3) Some results:

Banacol



Education for life

We designed new digital, disruptive and innovative strategies so that each pillar of FGL could go on in the midst of the COVID-19 pandemic. We adapted education processes to motivate families through assistance via video calls, telephone counseling, and group conferences, among others, through which we benefited 24.712 persons.

We implemented strategies such as the Sacúdete program in Nueva Colonia, with 150 youths in over 2500 indirect users, and the biosafety plan for Fusarium R4T around the 39 farms with communities, and 13 educational institutions with 2,000 students.

We carry out designs and studies for the Community Integration Center (Centro de Integración Comunitaria - CIC Integral) in Nueva Colonia, Turbo and CIC in Carepa, for 2021. with the aim of improving the education processes of the inhabitants. With the CIC that we currently have as community venues, we benefit 7,889 people.

We are partners and members of the Board of Directors of Alianza Pro – Urabá, the Board of Directors of Corpourabá, the Asociación de Fundaciones Familiares y Empresariales – AFE, and the Liga Antioqueña Voleibol. We also participate in the PINCEL (Plan Integral de Nueva Colonia) alliance, we signed the agreements with the Office of the Governor of Antioquia, to benefit the water in the schools of Urabá, and the promotion of the environment, among others.

Some results:

- ✓ **With our training processes we support 1500 people** from the Nueva Colonia communities.
- ✓ We held a Christmas campaign where **we reached 1050 children.**
- ✓ **We implemented the social biosafety plan,** with 1815 people in 47 communities.
- ✓ **We implemented the integrated social plan (Plan Social Integral) in the Papagayo housing** benefiting 48 people and their families from the municipality of Carepa with environmental education, tree planting, and social assistance in the housing development.
- ✓ We provided support **for 2590 people** during the COVID-19 crisis.
- ✓ **We awarded 62 scholarships to children of the military in Urabá,** at the Instituto Unibán, and another two higher education scholarships to youths from Corporación Centenario.
- ✓ **With the Swiss embassy we provided training on housing issues for 76 people.**
- ✓ **We supported two youths from Nueva Colonia** during Youth Week.
- ✓ **We provided training in accounting and projects** at five FairTrade which benefited 100 people.





Health for family well-being

We continue to create healthy and nutritious habits as part of the relationship between the family, the family economy, and self-care. In addition, during the Covid 19 pandemic we deliver 12,099 food baskets to the families, neighboring and strategic communities to which we provided benefits for 22.828 people.

We have the project Tejiendo Lazos, to provide psychosocial assistance and promote skills for life among families, children, and youths. In 2020 we mobilized food security through a forum in conjunction with the AFE, to promote it through the social networks.

With promoted self-care with healthy habits and nutrition:

- ✔ **200 families in the healthy housing program.**
- ✔ **Provided home assistance and nutritional recovery to 350 families.**
- ✔ **We provided advise to 120 families on nutrition related issues.**
- ✔ **We donated Bananut and Bananut plus meal, benefiting 18.621 families.**
- ✔ **In terms of health we developed booklets with recipes for Bananut plus and skills for life.**



Social and competitive sports, and culture

We benefited 4976 children and youths through the following projects:

- ✔ **Soccer school** (Atlético Nacional).
- ✔ **Sports initiation and training center** (Vigía del Fuerte) with Fundación Fraternidad Medellín.
- ✔ **Sports training at rural education centers** together with Fundación Fraternidad Medellín.
- ✔ **Additional school sessions through home inspiration**, in an alliance with Comfama.
- ✔ **We developed a Learning Guide** based on the projects and physical education roadmap.





We provided complete support for **16 high-performance athletes in the categories of soccer, volleyball, and track**, with participation in local and national events, **and we continued our sports nursery with 322 players.** »

Club FGL Voleibol

We won the tournament organized by Fundafrut, in Medellín.

We participated in the Super Women's League in which two players were called for the Colombian sub 18 preselection team, two players in the Colombian sub 16 preselection team, and three players in the Antioquia selection.

Club FGL Track

We participated in the first regional interclub festival for children in minor track event. One player was included in the national preselection team to classify for the Tokyo Olympics, appointed by Federación Nacional de Atletismo.

Club FGL soccer

One player was called to the Colombian selection and two players were called up for the Antioquia children's selection.



Housing beyond the walls and community infrastructure

We delivered low income housing (Interés Social-VIS) to 48 families in block 27 of the Papagayo development. This included a social plan with education on healthy housing, peaceful coexistence, and household finance.

In 2020 we invested **\$2.506 million.**

We also provided maintenance for the sports fields, and with Universidad Pontificia Bolivariana – UPB we help with the proposed design for a park in the Papagayo development which will benefit 1280 people.

Through the revolving banana loan, **we benefit 145 small banana producers in the Urabá region.**

Some results in housing

- ✔ **We helped 483 families with the air legalization paperwork and credits.**
- ✔ **We were able to nominate 305 families for new and improved housing subsidies from Comfama**, and were able to secure 69 subsidies and, for the first time, we obtained 35 housing improvement subsidies new or improved housing for internal communities within the Business Group.





Through our community infrastructure we provided benefits for 9479 people

- ✓ **Delivery to 48 people** from Banacol of the Papagayo development.
- ✓ Improvements to the Serranía and Carepa CIC's **which benefited 7885 people.**
- ✓ We repaired 2 sports complexes **which benefited 198 children.**
- ✓ We improve the road in Urbanización Santa María La Antigua, **which benefited 68 people.**

The business group companies:

- ✓ We improve the road in Zungo and Nueva Colonia, **which benefited 15,000 inhabitants.**
- ✓ We designed the Jesús Correa school, **supporting 241 children.**
- ✓ We improve the Nueva Colonia bridge, **which is used by approximately 1500 people.**





Wakate

We performed a social diagnostic for Neira and Aranzazu in the Department of Caldas. This allowed us to identify the major challenges and opportunities for the preparation of the social investment plan and the implementation of the social plan, with a focus on rural community development.

The plan was implemented using community participation, helping to build self-confidence, self-management and family, neighborhood and community values in the 10 localities found in the area of influence. The objective was to reinforce the family as the core of society, with a focus on creating values, consolidating associative groups, social innovation, and promotion of self-management to build a culture of citizenship and sustainability.

\$1,011 million were executed for the Caldas Social Plan, of which \$ 28,303 million were for social investment by the FGL GreenLand Foundation and \$ 983 million in alliance with the Group's companies in Caldas.



Education for life

There were significant actions in education for particularly environment and community development aimed at strengthening communication and alliances between the two municipalities (Neira and Aranzazu) to promote and manage road infrastructure, culture, and mental health, among others.

We were able to articulate with Corpocaldas to set up an agreement to implement school environmental projects (PRAES - Proyectos Ambientales Escolares) in schools.

After performing a social diagnostic, we began the process of assisting 10 nearby localities, serving 480 beneficiaries and 140 of the localities in the expansion area. There, community meetings and workshops were held, dialogues with the social negotiation leaders for the communities, and an rapprochement to needs of the 620 beneficiaries. Topics like environmental protection and caring for the water resources are part of these priorities.



We implemented strategies for meeting the health risks caused by COVID-19, through humanitarian aid with different community and institutional actors in the municipalities. We provided environmental training for 150 people.

We supported the promotion of culture and mental health through music and reading and, contributing with the publication of the book *Antología de la Escritura Dramática de Caldas* (anthology of dramatic writing in Caldas) by Gilberto Leyton and providing musical instruments to the group Son de mi Tierra.





Health for family well-being

We provided benefits for 303 people through the line of health or family well-being

Some results:

- ✓ **We worked with Instituto Colombiano de Bienestar Familiar – ICBF**, to implement social programs intended to prevent the use of psychoactive substances.
- ✓ **We helped with the activation of support networks** for referring patients from the rural area to the hospitals in each municipality.
- ✓ **We donated four pieces of audiovisual equipment (TV sets)** to Hospital Departamental San Vicente de Paúl in Aranzazu.
- ✓ **We gave 10 potabilization filters to schools in Neira and Aranzazu**, which benefit 303 children alternating schedules due to COVID-19.



Social and competitive sports, and culture

We managed alliances for high-performance sports such as volleyball, and implemented eight recreation/cultural and sports events in the localities around the area of influence. This benefited 140 children, youths and adults in the localities of those municipalities. This benefited 974 people.

Some results:

- ✓ **We made an alliance with the Caldas volleyball league** for the municipalities of Neira and Aranzazu. In addition, to help with the participation in the national volleyball Copa Pony championship, we made a donation to the volleyball league
- ✓ **We supported the sports implementation of the Futuros Neira Football Club**, benefiting 80 players with a donation of 20 soccer balls to promote the appropriate use of free time.
- ✓ **We donated inputs for maintenance of five sports fields in Neira**, accompanied by the design of a Wakate-FGL-type grid.
- ✓ **We joined the reactivation of the tournament of localities community integration championship** through soccer in the locality of Pan de Azúcar, by providing the prizes and uniforms for 72 players from four teams.
- ✓ **We are official sponsors of the Deportivo Once Caldas soccer team**. This alliance is a contribution to promoting sports in the region.





Housing beyond the walls and community infrastructure

Improvement of the physical infrastructure and equipment for the Pan de Azúcar health center, benefiting 860 people.

Assistance to the community for improving local, departmental and municipal roads. This is a public – private alliance with community participation, which boosts the quality of life for 2000 inhabitants by improving the traffic of goods, groceries, and transportation.

Since we established the baseline, we identify the importance of preserving water resources as a contribution to community well-being. The company will invest approximately \$500 million to build three water clarification plants in the municipal sources of Los Chorros (4 l/sec), Pan de Azúcar (40 l/sec) and La Julia, in the municipality of Aranzazu (7 l/sec), which will benefit approximately 1000 families by improving the quality of water in the region.

The investment in 2020 was **\$112 million.**





CFS Logistics



Health for family well-being

We benefit 7 people, 5 through healthy housing projects and 2 through nutrition projects.



Social and competitive sports, and culture.

Through Club Deportivo FGL we support the son of one of our employees during his training process at a competitive level at Atlético Nacional.



Housing beyond the walls and community infrastructure

We benefit 15 families with the application and allocation of new housing and home improvement subsidies. We also supported 6 employees to participate in the Papagayo housing project, and they already received their (Interés Social-VIS) houses.



Areas of GreenLand corporate support



Education for life

We carried out two health education events during Health Week with 120 participants, and we began, with the management of the partners, to promote sport and access to the scholarship route for young people who have said programs in its strategic lines.



Housing beyond the walls and community infrastructure

We helped with nominations to obtain new and improved housing subsidies from Comfama. We were able to get three nominations. Also, through the system, we were able to secure the subsidy for one person from Caja de Compensación. We supported 9 people, through the management of their housing loans.





Significant economic impacts (203-2)

An analysis was carried out on the positive and negative impacts of all the operations of the Foundation and Grupo Empresarial GreenLand, which included accessibility for communities with road projects, improvement of health conditions, accessibility to educational quality of children, improvement of health conditions due to eating and nutritional habits, among others.

« Percentage of participation of the communities.

All our operations have participation from the local communities. » (413-1)

Investment and beneficiaries

Investments in infrastructure and related services (203-1)	FGL FUNDACIÓN GREENLAND	Banacol Cultivando Bienestar	wakote The green taste	CFS LOGISTICS	GreenLand corporate support	GreenLand TOTAL
Amount invested	\$2.641	\$1.408	\$5.600	0	0	\$4.050
Beneficiaries from infrastructure	9.479	22.645	3.310	0	0	35.434

*Figures in millions of pesos en millones de pesos

Housing	FGL FUNDACIÓN GREENLAND	wakote The green taste	CFS LOGISTICS	GreenLand corporate support	GreenLand TOTAL
Amount invested	\$2.641	0	0	0	\$2.641
Beneficiaries from infrastructure	483	110	15	22	630

Education for life programs (HS-5)	FGL FUNDACIÓN GREENLAND	wakote The green taste	CFS LOGISTICS	GreenLand corporate support	GreenLand TOTAL
Amount invested	\$968	\$6	0	0	\$975
Beneficiaries	24.712	3.222	0	120	28.054





Health programs for people's well-being
(HS-6)

	FGL FUNDACIÓN GREENLAND	wakate The green taste	CFS LOGISTICS	GreenLand corporate support	GreenLand TOTAL
Amount invested	\$1.004	\$2	0	0	\$1.006
Beneficiaries	22.818	303	7	0	23.128



Social and competitive sports, and culture programs
(HS-7)

	FGL FUNDACIÓN GREENLAND	wakate The green taste	CFS LOGISTICS	GreenLand corporate support	GreenLand TOTAL
Amount invested	\$2.245	\$2	0	0	\$2.247
Beneficiaries	4.976	974	1	0	5.951



FGL

FUNDACIÓN GREENLAND

For FGL Fundación GreenLand, the constant relationship with suppliers, mostly small and medium-sized companies, has been fundamental, because thanks to this closeness, bonds of trust, loyalty and credibility are generated in relation to their work.

52.31% of the purchases is made by the foundation **were from local suppliers.** (204-1)

We closed 2020 with purchases for **\$2.356 million of 320 suppliers.**











SUSTAINABILITY GOALS AND CHALLENGES 2021



Local and regional development

-  **GreenLand**
Alliance for port development in Urabá, with support from PINCEL, led by several regional entities and whose priority is to implement a master social plan.
-  **GreenLand**
Alliance with the ICBF to operate the SACÚDETE project in Nueva Colonia, in the Municipality of Turbo and projection to other locations with a focus on green and orange industries.
-  **GreenLand**
Alliance for the collective development of 17 foundations in the communities of the AFE Antioquia. This will benefit 391 families from the municipalities of San Juan and San Luis, in Antioquia.
-  **GreenLand**
Alliance with CorpoCaldas and CorpoUrabá for technical assistance and environmental education in the communities of Urabá and Caldas.



Education for life

-  **Banacol and CFS Logistics**
Provide personal finance education for 88 families in the banana growing area, from the internal community.
-  **Banacol, CFS Logistics and Wakate**
 Provide education for defenders of the ecology: **100 children and youths** in Neira and Aranzazu, neighboring communities, and Urabá.


Housing beyond the walls

-  **Banacol and CFS Logistics**
Provide Support for improving 37 houses located in the banana growing area, in the internal community.
-  **Banacol and CFS Logistics**
Complete our Community Integration Center Project in Nueva Colonia - Turbo, which is under construction, and will benefit the internal and neighboring community.

Health for family well-being

-  **Banacol and CFS Logistics**
 increase the number of beneficiaries in the Nutrición con Afecto program: **400 children, youths, and mothers in the banana growing area, of the internal community**.
-  **Banacol and CFS Logistics**
Complete nutritional assistance for 50 gestating and lactating women from the banana growing area and Envigado support, of the internal community.

Social and competitive sports, and culture

-  **Banacol and CFS Logistics**
 Increase the number of beneficiaries from the CIFD Integral: **200 children and youths in the banana growing area, of the internal community**.





Our environmental footprint





Our environmental footprint

(103-1) For Grupo Empresarial GreenLand, respect for the environment and responsible use of natural resources are part of our premises focus on protecting and preserving biodiversity through good agricultural practices which allow the maintenance ecosystems and, at the same time, provide integrated development of our production activities.

This is why we put into effect actions to protect, preserve, and provide integrated management of environmental impacts. These actions will ensure that the company will endure over time, taking into account the expectations of our stakeholders and the timely management of risks.

(103-2) As part of our environmental actions, we defined guidelines which show the objectives we want to achieve in the medium and long term, and we implemented responsible actions to decrease our environmental impact. We are committed to the protection and restoration of the habitat to have better environmental conditions in those territories where we operate, and to develop the business in an integrated manner.



To achieve the reduction of impacts, we carry out responsible actions, such as measuring the carbon footprint, from which plans and strategies are derived in the short and medium term; the care of water sources, the use of renewable energies and the proper management of waste.

(103-3) Our environmental commitment is in force and we continue to comply with the requirements of the legal environmental authorities. We renew or permits for discharges and concessions. We create awareness among our employees about the efficient use of water, the protection of fauna, the proper waste separation and disposal.



Biodiversity



Water management



Energy management



Emissions management and climate change



Waste management

We fulfill our commitments and follow the principles to keep our certifications. We received our environmental, social, and best practices audits. More than just complying with the regulations and certifications, we live, internalize and work committed to our Good practices to help us achieve continuous improvement, with a focus on maintaining a responsible value chain.





Biodiversity (304-3)

Our Operations are located in ecosystems that include low, dense, floodplain forests, riparian forests, and fragmented forests. Due to their rich biodiversity they must be preserved to guarantee the sustainability of the territories and, therefore, of the organization that uses these ecosystems.

We are committed to raising the level of knowledge, conservation, and enrichment of these natural habitats.

Some the species we planted to protect the ecosystems are: Weinmannia tormentosa, yellow guaiacum, Cedar, native Bayberry, Dragon tree, oak, tibouchina lepidota, Chagual, Mimosa, Bucaro, carbonaria, and willow, among others.

There have been sightings animal sightings and forms. The species we have seen are hawks, stone curlews, owls, hummingbirds, turkeys, wolfhounds, coypus, possums, armadillos, hares, ant eaters, boa constrictor, sloths, titi monkeys, blue crabs, iguanas, howler monkeys, and others.

To continue our plan for reforestation and embellishment inside and outside our farms, we have built small nurseries to help propagate plant material. Additionally, we are constantly providing training for our teams on the topics of fauna and flora protection and conservation.



588,33 hectares dedicated to conservation, 8% of the total farm area

6.531 trees planted, twice the goal for 2020



44 hectares dedicated to conservation



747.3 hectares dedicated to conservation, 38% of the total farm area

19.712 trees planted





Water management (303-1) (303-3)

We careful control of water resources, we ensure the long-term survival of the business and the availability of water for those stakeholders located near our operations.

Through our water management strategy, we contribute to the preservation of the quantity, quality and availability of this valuable resource for the ecosystem, as well as for neighboring communities.



Consumption

Groundwater is the main source of supply and it is extracted using well concessions. On a monthly basis, the environmental authorities monitor the impact of water extraction.



48 deep wells.

6.682.543 m³ of water taken from the source.

6.345.068 m³ taken from underground sources.

On a monthly basis, the efficient use of water is monitored and measured at every production location. This is analyzed according to the water concessions granted by Corporación Autónoma Regional. The volume of water used in the implementation and all farms of water recirculation plants, help meet the standards of the market and reduce water usage at the farms.



3 deep wells.

71.283 m³ of water taken from the source.

77.438 m³ taken from underground sources.



3 permits granted for using surface water.

0 deep wells.

0,26 m³ volume of the concession granted.

0 m³ taken from underground sources.





Reuse

We use a water recycling process in order to efficiently use the water resource in our production.

For our productive and administrative processes, we use the best practices for appropriate management of discharged water.



202.834 m³
of recycled water.

123.168 m³
Rain water stored in
the reservoirs.

Water footprint

The method used to calculate the water footprint is standard ISO 140 46. To use this for Banacol, in 2020, we determined the blue, green, and gray footprints, from the water consumption of each of the headquarters. This took into account the source of the resource: aqueduct, ground water uptake, rain water, water supplied using tanker trucks, and recycled water, in addition to the waste water discharge.



Footprint	Absolute footprint m ³ /year	Total footprint m ³ /box of bananas
Blue WF	6.157.394	0,43
Green WF	29.021.057	2,05
Gray WF	625.810	0,04
Total Direct WF	35.804.260	2,52
Total indirect WF	138	0,0000097
Total WF	35.804.398	2,52





Energy management

(305-1) (305-2) (305-4) (302-1) (302-3) (302-4)

Responsible energy use is a fundamental pillar for Grupo GreenLand. We are constantly working with equity efficiency processes trying to use less energy and improve costs. We manage strategies to reduce risks and take advantage of opportunities derived from the availability of energy and its proper use.



Together with EPM we have access to clean electricity service, we are part of a select group of companies that work with green energy, i.e., produced using 100% renewable sources, and this is supported through international renewable energy certificates (I-REC). We have EPM's green energy seal as part of our environmental commitment by promoting the generation of electrical energy based on renewable sources.



Emissions management and climate change

Carbon footprint

One of our challenges is to **mitigate greenhouse gas emissions.**



2.968.843 kw/h
energy
consumption



9.807.730 kw/h
energy
consumption



9.928 kw/h
energy
consumption





Carbon footprint methodology

Scope 1 and Scope 2 carbon footprint emissions include measurements of the following sources of emissions:

- ✓ Fuel use (diesel, gasoline, propane gas, marine diesel, jet fuel).
- ✓ Use of refrigeration gases (R404A, R134A, R410A, R141B, R123).
- ✓ Use of conventional electricity.
- ✓ Use of fuel oils.
- ✓ Use of welding gases.
- ✓ Use of fire extinguishers.
- ✓ Use of organic and synthetic fertilizers.
- ✓ Decomposing organic materials in septic tanks.



20.004,361 Ton CO₂ eq
 Scope 1: **19.517,471**
 Scope 2: **486,890**



8.517,290 Ton CO₂ eq
 Scope 1: **6.908,822**
 Scope 2: **1.608,468**



382.491 Ton CO₂ eq
 Scope 1: **1,681**
 Scope 2: **380.810**

The commitment to maintain production processes that are protect the environment, in which the gasses emitted directly, for example, by using fossil fuels in the organization’s equipment or vehicles, and those who work for us, or from loss of refrigeration gases, or chemical reactions in the organization’s production processes, carried out using technology and selecting lower emission inputs, attempting to harmonize and synchronize the value generation activities with the raison d’être of the business and the environment.

Our vision of reducing our carbon footprint focuses on the following activities:



Reducing the use of synthetic fertilizers that produce higher emissions, and increase the amount of organic fertilizers, considering that they have less impact on greenhouse gas emissions.



Reduced the use of refrigerant gases which have higher impact on the footprint and start using friendlier gases in terms of tons of CO2 equivalents.



Lower the use of electricity - set up efficient processes to save energy, and increase the amount of energy obtained from sources that have lower greenhouse gas emissions.



Look into the possibility of renewing the fleet of vehicles and/or make more efficient logistics processes because the emissions from Diesel fuel are significant in terms of the corporate carbon footprint.





Climate Change (201-2)

In 2020, we started the identification of risks we needed to claim a change so we could manage them. We started this analysis based on a study of scenarios for climate change published by IDEAM. The study estimated an increase in average temperature of around 0.13°C per decade for the period 1971 – 2000, and presented scenarios were climate change which project that the average air temperature in the country will increase compared to the. In reference as follows: 1.4°C for the period 2011-2040, 2.4°C for the period 2041-2070 and 3.2°C for the period 2071-2100.

According to this study, the agricultural sector would be vulnerable, especially due to the increase in desertification. However, agricultural production not only depends on the climates – weather relationship but also on the relationship between climate and pests, climate and diseases, and the influence of climate on agricultural practices.

The impact of climate change on agriculture and human well-being include:

- 1 **Biological effects on crop yields.**
- 2 **The consequences of their impact on results (including prices, production, and consumption).**
- 3 **Impacts on per capita consumption of calories, and child malnutrition.**

Biophysical changes produced by climate change on agriculture lead to changes in production and prices that are reflected in the economic system as farmers and other market participants make their own adjustments, changing their mix of crops, use of inputs, production levels, food demand, food consumption, and trade.

It is estimated that the Urabá and Caldas regions will be among the affected areas. Some of the expected impacts are:

- ✓ **Changes in behavior:** these changes referred to changes in the reduction capacity of the soil, due to the change in thermal floors.
- ✓ **Shoreline erosion:** it is expected that the shoreline erosion processes will increase due to the rise in sea level.
- ✓ **Degrees of the cultural productivity and loss of biodiversity.**

Based on this analysis, we are designing a strategy that will enable us to identify risks and opportunities related to climate change, and set up adaptation and mitigation plans.





Waste management (306-2)

We are using our waste in a responsible manner. Thus, we can minimize the impact associated with waste disposal. The process of collection, disposal, recycling, and reuse of materials are everyday practices in Grupo Empresarial GreenLand. During 2020 we continue with our good waste collection and disposal practices.



126.541 Kg of ordinary waste delivered to landfills.

1.630 Kg of hazardous waste delivered to landfills.



1.251 Kg of ordinary waste delivered to landfills.

1.496 Kg of hazardous waste delivered to landfills.



SUSTAINABILITY CHALLENGES AND GOALS 2021

Biodiversity



Banacol

We continued with the reforestation programs along the easements from water sources to offsetting carbon footprint and climate change, for this purpose 6,000 trees were planted in the region of Urabá for this purpose.



Wakate

We carried out reforestation programs in water recharge areas, easements, and forest margins contribute to offsetting the carbon footprint and climate change. In this way, we will plant 26,000 trees out of the 40,000 projected in the Caldas region in 2021.



Wakate

By implementing 4000 beehives we will be implementing an apiculture project intended for pollination, and as a strategy for the circular economy of the business.

Emissions management and climate change



We will continue with the measurement of our carbon footprint and the definition and monitoring of the mitigation plan for the impacts generated to the environment by our operation.



Banacol

We will replace the chemical load of protection products with agricultural sustainable solutions and bio stimulants for treatment and control of the black Sigatoka plague.





Wakate

Continue measuring our carbon footprint and design programs to reduce emissions.



Wakate

Continue to increase mechanical weed control to decrease the use of agricultural chemicals through the fumiduct.



Banacol

We will be implementing a mechanical weed control process and increasing the amount of global cover to decrease the use of herbicides by 5%.



CFS Logistics

We will be carrying out a diagnostic and a plan to recover the refrigerant gas used to prepare containers in our port terminals to minimize our impacts generated on the carbon footprint.



GreenLand

Promote and implement sustainable mobility actions.

Energy management

To contribute to energy efficiency and help climate change, we will implement:



Banacol and Soporte Corporativo Envigado

We will implement a project to replace the air-conditioning units in our administrative offices in Banacol and Corporate Support - Envigado, which means energy efficiency that contributes to a lower energy consumption reflected by 45%, compared to the current one.



We will install solar panels in our production and administration facilities. This will represent 424 MWh of bars applied by the solar system, which represents 13% of the energy consumed by the headquarters from the start date of the photovoltaic system.

Water management



Banacol

Implementation of actions for the efficient use of water.



CFS Logistics

Measurement of water consumption in critical processes of our logistics and port operations and so define future efficiency actions.



Banacol and Wakate

Give continuity to the reforestation plan in the protection strips of the water sources, present in our crops.





Attachments



Independent Review Memorandum

Independent Review of the 2020 Sustainability Report

Responsibilities of the Greenland Business Group and Deloitte's

The preparation of the 2020 Sustainability Report of Greenland Business Group, which includes the period from January 1 to December 31, as well as its content, is responsibility of the organization, which is also responsible for defining, adapting and maintaining the systems of management and internal control from which the information is obtained.

Our responsibility is to emit an independent report based in the applied processes in our revision.

This Report has been prepared exclusively in the interest of the organization in accordance with the terms of our service proposal. We do not assume any responsibility towards third parties other than the Company's Management.

We have done our work in accordance with the independence standards required by the Code of Ethics of the International Federation of Accountants (IFAC).

The scope of an independent review is substantially less than that of an audit. Therefore, we do not provide an audit opinion on the Sustainability Report.

Scope of our revision.

We have performed the revision of the content's adaptation of the Sustainability Report of 2020 of Greenland Business Group based on the Consolidated Set of GRI standards for the sustainability reports making, hereinafter "GRI Standards".

Standards and revision processes.

We have performed our work according to the ISAE 3000 - International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standard Board (IAASB) of the International Federation of Accounts (IFAC).

Our revision work has consisted in the formulation of questions to the management team and to several areas of operations of the Greenland Business Group that have participated in the 2020 Sustainability Report's making process and in the execution of certain analytic procedures and revision tests by sampling, that are described below:

- VideoInterviews with employees of the Business Group Banacol in a corporative level and in some selected production plants, with the objective of knowing the principles, systems and management focuses applied when making the report.
- Analysis of how, starting from the materiality determination, are the contents and the structure defined, according to what is suggested by GRI standards.
- Analysis of the processes to collect and verify the data presented in the report.
- Assurance, through review tests based on the selection of a sample of the quantitative and qualitative information corresponding to the GRI and own contents included in the Sustainability Report and its adequate compilation from the data provided by the Greenland Business Group's sources of information.

It is confirmed that the Greenland Business Group Sustainability Report 2020 is prepared in accordance with the Essential option of the GRI Standards.

General basic contents:

It was confirmed that the Report is presented in accordance with the GRI Standards: Core option regarding the general basic contents.

Specific

basic contents:

We review the management approach and GRI content of the following material matters:

Banacol	CFS Logistics	Greenland	Wakate	Corporativo
404.1	404.1	404.1	404.1	205.1
302.1				205.3
		403.9 - 2018		403.9 - 2018
		403.10 - 2018		403.10 - 2018
406.1	406.1	404.2	404.2	
401.1	401.1			
CV1. Productos agroquímicos				
306.2 - 2016	306.2 - 2016	404.2	404.2	
HSS. Formación para la vida	HSS. Formación para la vida	HSS. Formación para la vida	HSS. Formación para la vida	
303.5 - 2018	303.5 - 2018	303.5 - 2018	303.5 - 2018	
203.1	203.1	203.1	203.1	
203.2	203.2	203.2	203.2	
413.1	413.1	413.1	413.1	

Conclusions

Based on the work done, described in this report, the procedures carried out and the obtained evidence, we haven't found any matter that leads us to think that the indicators within the review's scope, included in the 2020 Sustainability Report of the Greenland Business Group for the period from January 1st to December 31st of 2020, have not met all the requirements for the preparation of reports, in accordance with the GRI Standards: Core option. For those indicators of the GRI Standards where Business Group Banacol did not report quantitatively (numbers), only the qualitative information that included procedures, policies, evidence of activities carried out, among others, was reviewed.

Action alternatives

Deloitte has provided the Greenland Business Group with a report with the most significant alternatives of action for the future preparation of Reports, which do not modify the conclusions expressed in this report; In addition to a series of observations that will strengthen the consolidation, management, measurement and communication processes of the organization's sustainability performance.

Declaration of independence

We confirm our independence from Greenland Business Group. All our employees make annual updates to the Ethics Policy where we promptly declare that we have no conflicts of interest with Banacol Business Group, its subsidiaries and its interest groups.



Deloitte Asesores y Consultores.
Jorge Enrique Múnera D.
 Partner
 Medellín, march 2021

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GRI Index | GreenLand 2020 | Essential Option

GRI Standard	GRI Reference		Location	Omission
BASIC GENERAL CONTENT				
Organizational profile				
102-1	Name of the organization	Pág. 9	About GreenLand	
102-2	Activities, brands, products and services	Pág. 9	About GreenLand	
102-3	Headquarters of the organization		Calle 26 Sur, Av. Las Vegas #No. 48-12, Envigado	
102-4	Names of the countries where the organization operates or has significant operations	Pág. 9	About GreenLand	
102-5	Nature of ownership and legal form	Pág. 9	GreenLand Investments S.A.S.	
102-6	Markets served (broken down by sector, and by type of customers and recipients)	Pág. 9	About GreenLand	
102-7	Size of the organization: (employees, operations, sales, capital structure, products and services offered)	Pág. 48	Our People - Work Teams	
102-8	Employee information	Pág. 48 Pág. 52	Our People - Work Teams	
102-9	Organization's supply-chain	Pág. 45	Responsible value chain	
102-10	Significant changes that have taken place during the reporting period with respect to the organization's size, structure, stock ownership, or supply-chain		There were no changes with respect to the previous year because this is the first report submitted as Grupo Empresarial GreenLand.	
102-11	Precautionary principle or approach		The objective of the precaution principal is to guarantee the protection of a healthy environment and environmental sustainability for future generations. The purpose is to guide people's behavior to prevent or avoid environmental damage. In order to make rational use of natural resources with an holistic concept of sustainable development, and the country's social and economic strengthening, we apply this precaution approach or principle as a reference for our environmental management, legal compliance, and compliance with the corporate policies, being aware of the importance of implementing and maintaining processes that take into consideration environmental aspects and the rational and efficient use of natural resources in all our activities. The company is constantly striving to develop innovative solutions for continuous process improvement and to prevent, mitigate, correct, or compensate the environmental impact or risk inherent to our processes, avoiding pollution and trying to have a positive impact on our environment, by guaranteeing actions that are transparent and responsible towards the environment and our communities.	
102-12	External initiatives	Pág. 34	Responsible value chain	
102-13	Associations	Pág. 11	About GreenLand	

GRI Standard	GRI Reference		Location	Omission
Strategy				
102-14	Statement from the chief decision maker of the organization on the importance of sustainability to the organization	Pág. 6	Message from the president	
102-15	Major impacts, risks and opportunities	Pág. 28	Mensaje del Presidente Nuestro Actuar	Not included in the list of strategic risks because this is considered confidential information
Ethics and integrity				
102-16	Organizational values, principles, standards, and rules of behavior	Pág. 13 Pág. 24	Strategy and sustainability Our actions	
102-17	Internal and external mechanisms for consulting about ethics	Pág. 24	Our actions	
Government				
102-18	Organizational governance structure, including committees of the highest governance body	Pág. 21	Our actions	
102-19	Describe the process through which the highest governance body that delegates its authority on top management and selected employees on economic, environmental, and social issues	Pág. 23	Our actions	
102-20	Executive positions or positions with responsibility for economic, environmental and social issues	Pág. 23	Our actions	
102-21	Describe the process for consultation among stakeholders and the highest government body with respect to economic, environmental, and social issues	Pág. 16	Strategy and sustainability	
102-22	Composition of the highest governance body and its committees	Pág. 22	Our actions	
102-23	Indicate whether the Chair of the highest governance body is also an executive officer	Pág. 22	Our actions	
102-24	Describe the appointment and selection processes for the highest governance body and its committees	Pág. 22	Our actions	
102-25	Processes through which the highest governance body prevents and manages possible conflicts of interest	Pág. 22	Our actions	

GRI Standard	GRI Reference	Location		Omission
102-26	Functions of the highest government body and top management in the development, approval, and updating of the purpose, values, mission statements, strategies, policies, and objectives related to the organization's economic, environmental, and social impact	Pág. 22	Our actions	
102-29	Impact identification and management by the Board of Directors	Pág. 22	Our actions	
102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes with respect to economic, environmental, and social issues	Pág. 22	Our actions	
102-32	Indicate which is the most important committee or position that reviews and approves the organization's sustainability report and ensures that all the material issues are included	Pág. 5	About the report	
102-34	Significant topics submitted to the Board of Directors with respect to sustainability issues. In addition, describe the mechanisms used to approach and evaluate them	Pág. 22	Our actions	
Relations with stakeholders				
102-40	List of the stakeholders in the organization	Pág. 16	Strategy and sustainability	
102-41	Employees covered by collective agreements		87.45% of our employees in Banacol are covered by collective agreements. There are no collective agreements in Wakate or CFS Logistics	
102-42	Identification and selection of stakeholders	Pág. 17	Strategy and sustainability	
102-43	Organizational approach to stakeholder participation	Pág. 16	Strategy and sustainability	
102-44	Key questions and problems that have arisen from stakeholder relations	Pág. 14 Pág. 16	Strategy and sustainability	
Reporting practices				
102-45	Companies included in the organization's consolidated financial statements, or equivalent documents, and which are not included in the scope of the current report		GreenLand SAS	
102-46	Process followed to determine the contents of each report and the coverage of each issue	Pág. 14	Strategy and sustainability	
102-47	Material issues of the organization	Pág. 15	Strategy and sustainability	
102-48	Re-expression of information from previous reports, and reasons therefor	Pág. 5	About the report	

GRI Standard	GRI Reference	Location		Omission
102-49	Significant changes in the scope and coverage of each aspect compared to previous reports	Pág. 5	About the report	
102-50	Reporting period	Pág. 5	About the report	
102-51	Date of most recent report	Pág. 5	About the report	
102-52	Reporting cycle	Pág. 5	About the report	
102-53	Contact to answer any doubts that arise about the contents of this report	Pág. 5	About the report	
102-54	GRI standard compliance option	Pág. 5	About the report	
102-55	GRI contents		Attachments	
102-56	External verification	Pág. 5	About the report	
SPECIFIC CONTENTS - MATERIAL ISSUES				
Our actions				
103-1	Explanation of the material issue and its limits	Pág. 21	Our actions	
103-2	Management approach and its components	Pág. 21	Our actions	
103-3	Evaluation of the management approach	Pág. 21	Our actions	
205-1	Operations assessed for risks related to corruption	Pág. 25	Our actions	
205-2	Communications and education about anticorruption policies and procedures	Pág. 25	Our actions	
205-3	Confirmed corruption incidents, and actions taken	Pág. 25	Our actions during 2020 there were no confirmed cases of corruption in GreenLand or its businesses.	
Responsible value chain				
103-1	Explanation of the material issue and its limitations	Pág. 31	Responsible value chain	
103-2	The management approach and its components	Pág. 31	Responsible value chain	
103-3	Evaluation of the management approach	Pág. 35	Responsible value chain	
CV-1	Agrochemical management and control	Pág. 36	Responsible value chain	
	% Reduction of agricultural chemicals			
	% Natural cover			
	Soil preparation			
	#Of renovated hectares			
CV-4	Compliance with agronomy programs	Pág. 37	Responsible value chain	
	Development and progress in the Fusarium R4T control programs			
	Sigatoka control process			

GRI Standard	GRI Reference	Location		Omission
CV-5	Monitoring and control of agricultural tasks	Pág. 36	Responsible value chain	
CV-6	Tons of Bananut banana meal produced	Pág. 44	Responsible value chain	
	Tons of reject bananas used			
Our environmental footprint				
103-1	Explanation of the material issue and its limitations	Pág. 79	Our environmental footprint	
103-2	The management approach and its components	Pág. 79	Our environmental footprint	
103-3	Evaluation of the management approach	Pág. 79	Our environmental footprint	
201-2	Implications, risks and opportunities due to climate change	Pág. 85	Our environmental footprint	
302-1	Energy consumption within the organization	Pág. 83	Our environmental footprint	
302-3	Energy intensity	Pág. 83	Our environmental footprint	
302-4	Reduction of energy consumption	Pág. 83	Our environmental footprint	
303-1	Water withdrawal by source	Pág. 81	Our environmental footprint	
303-3	Recycled and reused water	Pág. 81	Our environmental footprint	
304-3	Protected or restored habitats	Pág. 80	Our environmental footprint	
305-1	Tier 1 emissions	Pág. 83	Our environmental footprint	
305-2	Tier 2 emissions	Pág. 83	Our environmental footprint	
305-4	Intensity of greenhouse gas emissions	Pág. 83	Our environmental footprint	
306-2	Recycled inputs	Pág. 86	Our environmental footprint	
Our People - Work Teams				
103-1	Explanation of the material issue and its limitations	Pág. 48	Our People - Work Teams	
103-2	Management approach and its components	Pág. 49	Our People - Work Teams	
103-3	Evaluation of the management approach	Pág. 52	Our People - Work Teams	
401-1	New employee hires and employee turnover	Pág. 53	Our People - Work Teams	
401-2	Employee benefits	Pág. 56	Our People - Work Teams	
401-3	Paternity and maternity leaves	Pág. 55	Our People - Work Teams	
403-1	Occupational Health & Safety management system		Our Occupational Health & Safety management is governed by decree 1027 of 2015, chapter 6, addressed to "Occupational Health and Safety Management System". All our activities are covered by this Occupational Health & Safety management.	



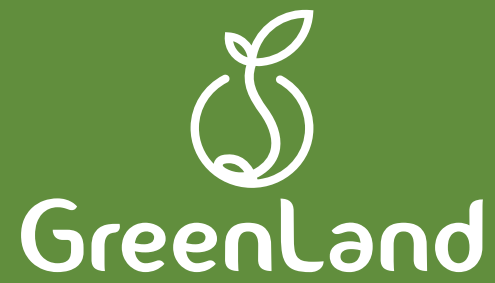
GRI Standard	GRI Reference	Location		Omission
403-2	Hazard identification, risk evaluation, and incident investigation		To identify risks and hazards, the respective evaluation and assessment is carried out using a risk and hazard matrix under a 4 x 4 analysis scale. This is done on an annual basis or whenever there is a change in the processes. Risk and hazard identification is made easier because of the familiarity with the process. We have a COPASST in operation that helps to identify the hazards through inspections; we have close contact with the people in charge of the Occupational Health & Safety with the contractor. The Occupational Health & Safety leaders are competent and licensed to provide these services. After the risks and hazards have been identified by the employees, they are reported to the immediate superior, via email or WhatsApp messages to notify occupational health and safety area for the appropriate procedure.	
403-3	Occupational health services		Helping to create appropriate conditions in the workplace to promote and prevent risks, for mental and physical care of the employees, and to generate the perception and reality of safety at work, are part of our mission. This is done by complying with the rules and regulations that were used to promote a culture of self-care, through education, assistance, and communications. <ul style="list-style-type: none"> - Performing medical controls of entry, periodic and retirement through the company's occupational physician or IPS - Environmental measurements and safety inspections accompanied by the ARL - Blood-alcohol tests - Benefits of company doctor's consultations - Quick antigen tests 	
403-4	Worker participation, consultation and communications on Occupational Health & Safety	Pág. 63	Our People - Work Teams	
403-5	Employee education on Occupational Health & Safety		All our employees receive training on Occupational Health & Safety which will enable them to do their job and protect their health and their lives. This training includes general education and specific training courses about occupational risks, dangerous activities, or dangerous situations. The occupational health and safety management system covers all employees, regardless of their work contracts, and is subject to continuous improvement to comply with the regulatory framework	
403-6	Employee health promotion	Pág. 56 - 62	Our People - Work Teams	
403-7	Prevention and mitigation of health and safety impacts on employees directly tied to commercial relations	Pág. 61	Our People - Work Teams	
404-2	Programs to improve employee skills, and transition assistance programs	Pág. 58	Our People - Work Teams	
405-1	Diversity in governance bodies and employees	Pág. 60		
HS-1	Number of employees according to years of service	Pág. 52	Our People - Work Teams	
HS-2	Training	Pág. 58	Our People - Work Teams	



GRI Standard	GRI Reference	Location		Omission
403-9	Work-related injuries	Pág. 61	Our People - Work Teams	<p>1. Indicators are calculated using a constant of 240,000 hours, according to Colombian regulations.</p> <p>2. No information is reported for contractors.</p> <p>3. Main types of lesion due to occupational accidents: impact, wounds, foreign bodies, or eye irritation. In these cases, we identify the risk, the social the danger, and the consequence, and then we determine an action plan.</p>
403-10	Occupational illnesses and diseases	Pág. 61	Our People - Work Teams	<p>1. No information is reported for contractors.</p>

Our People - Communities

GRI Standard	GRI Reference	Location		Mandatory indicator (Essential Option)
103-1	Explanation of the material issue and its limitations	Pág. 65	Our People - Communities	
103-2	Management approach and its components	Pág. 67	Our People - Communities	
103-3	Evaluation of the management approach	Pág. 67	Our People - Communities	
203-1	Investments in infrastructure and supported services	Pág. 75	Our People - Communities For the level of development of significant investments in infrastructure and supported services, see title: Housing beyond the walls and community infrastructure.	No current or foreseeable impact is reported in local communities and economies, including positive or negative impacts.
203-2	Significant indirect economic impacts	Pág. 75	Our People - Communities	
413-1	Operations with local community participation impact assessments and development programs	Pág. 67 Pág. 76	Our People - Communities	
204-1	Proportion spending on local suppliers	Pág. 77	Our People - Communities	
HS-5	Investment and beneficiaries of the Education for life programs	Pág. 75	Our People - Communities	
HS-6	Investment and beneficiaries of health promotion and prevention programs	Pág. 76	Our People - Communities	
HS-7	Investment and beneficiaries of sports and culture programs	Pág. 76	Our People - Communities	



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