

PROGRESS REPORT

Q2 - 2020 Sustainability Action Plan

Indicators



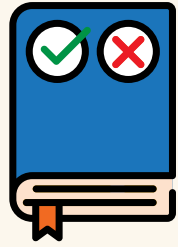
100%

compliance with:

- Local workers recruited through company's **Local Employment Procedure**.
- Commitment to ensure 3.8 m2 of **minimum living space** (per person) for each worker in REPSA's 9 housing sites.
- Execution of the **Impact Mitigation Plan** (activities programmed for Q2).
- Parameters established by national regulation (Governmental Agreement 236-2006) for the **reuse of treated wastewater** in fertigation: evaluation conducted by independent laboratory in 2 sites of the wastewater treatment system in each mill.

100% of:

- Security personnel received training on **human rights**.
 - Average score: 93/100.



98%

of workforce trained on the company's **Code of Conduct**.

77%

of grievances resolved within the timeframe established by the **Grievance Mechanism** procedure.

- Incidents related to the company's private security.



- Deaths (fatality rate).

- Agrochemical related incidents.

- Findings regarding child labor (internal audits).

Industrial
water use
mills

(m3 / MT / FFB processed)

REPSA I

0.62

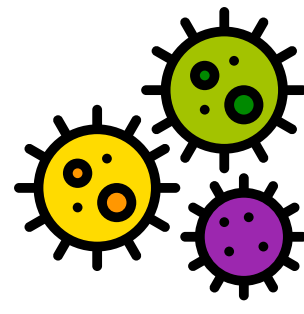
REPSA II

0.36



HUMAN CAPITAL

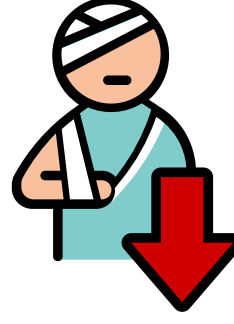
- Incorporation of **Covid-19 risks and biosafety protocols** in Occupational Risk matrix.
- 85/100** (average result) in Occupational Health and Safety (OHS) internal audit conducted in plantations, warehouses, mechanical workshops and mills.
- 2** meetings of the OHS Committee held.
- 1,628** PPE -Personal Protective Equipment- inspections (73% execution of the program).
- 100%** new vendors and suppliers trained and certified in safety protocols.

Preventive Medicine and **Occupational Health Program**:

- 100% new workers examined.
- 56% permanent workers examined.

Plan to Prevent Workplace Accidents:

- 2,751 trainings on safe work practices imparted to 95% of plantation workers.
- 1,431 trainings on Covid-19 prevention carried out.
- Workplace accident frequency rate: 7.94 accidents per million man-hours worked.
- Lost Time Injury Frequency Rate (LTIFR): 55.37 days lost due to incidents per million man-hours worked.



Progress



HUMAN RIGHTS

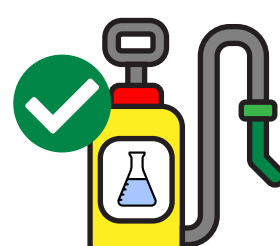


- 95%** of workforce trained on the Policy on Responsible and Sustainable Production.
 - Average score: 87/100 (10% of trained employees evaluated).
- Grievance Mechanism communicated to **95%** of the workforce.
- 100%** of security guards trained on the guidelines and regulations established by the National Department of Private Security Services (DIGESSP).
 - Average score: 90/100.



ENVIRONMENT

- High Conservation Value (HCV)** areas: maintenance of 85 mounds (HCV6), monitoring of water sanitation in El Caldero stream (HCV 4 & 5).
- 100%** of plantations and mills workforce informed and trained on the company's commitment to avoid the use of fire and burning.
- 100%** of solid waste adequately managed (classification and final disposal).



- Responsible use of agrochemicals: **100%** of warehouses inspected, **0** findings of prohibited products.

- Wastewater (POME) treatment system in mills:
 - REPSA I, 98.09% efficiency in organic load removal.
 - REPSA II, 98.42% efficiency in organic load removal.

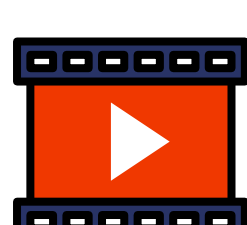
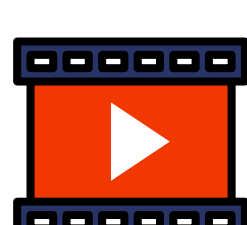
*Measured by internal laboratory.

COMPLIANCE & TRANSPARENCY



- 97%** execution of the **Anti-Bribery Management System** action plan.
- 100% traceability** to plantation (Fresh Fruit Bunches -FFB-).
- 4** sustainability press/media **releases**.

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El Periódico
"Héroes sin capa"Video
"No paramos por ti"Clip
Tratamiento de aguas
residualesFichas informativas
Implementación de
protocolos de salud y
bioseguridad