

PROGRESS REPORT

Q4 (october-december 2020) Sustainability Action Plan



HUMAN CAPITAL

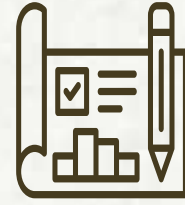
- Update of the **Procedure for Recruitment, Selection and Hiring of Personnel** (work in progress).
- 100%** local employees recruited using company's Local Employment Procedure.
- Execution of ULULA project**, promoted by RSPO and buyers in partnership with Proforest LATAM: survey on working conditions and automated complaints line (these will support the continuous improvement of our **employee engagement strategy**).
- 100%** compliance with the commitment to ensure 3.8 m2 of **minimum living space** per person in all housing sites.
- 0** findings of **child labor** according to internal audit.
- 3** meetings of the Occupational Health & Safety (OHS) Committee.
- 89 / 100** in Occupational Health and Safety (OHS) internal audit conducted in plantations, warehouses, mechanical workshops and mills.
- 753 PPE** -Personal Protective Equipment- inspections (65% execution of the program).
- 100%** new vendors and suppliers trained and certified in safety protocols.



- Preventive Medicine** and Occupational Health Program
 - 100% new employees examined.
 - 100% employees handling agrochemicals examined.

Plan to Prevent Workplace Accidents

- 4,909 trainings** on PPE, occupational risks, and hygiene.
- 516 trainings on Covid-19 prevention.
- 6.7 accidents per million man-hours worked (frequency rate).
- 85 days lost** due to incidents per million man-hours worked (LTIFR).
- 0 deaths.**
- 0 agrochemical incidents.



HUMAN RIGHTS

- 95%** of the workforce trained on the company's Code of Conduct.
- 93%** of the workforce trained on the labor and environmental commitments within the Policy on Responsible and Sustainable Production: average test score of 93 / 100 (10% sample).
- Local Gender Committee** created.
- 56% of the grievances resolved within the timeframe of the GM: action plan to close gap defined.
- Execution of the **Impact Mitigation Plan**: 95%.
- 100%** security personnel received training on human rights and on the National Department of Private Security Services (DIGESSP) guidelines: average test score: 95/100.
- 0 incidents** related to the company's private security.



ENVIRONMENT

- 33% reduction** in the emission of Greenhouse Gases (GHG) compared to 2019.
- 9% reduction** in **waste** generation comparted to 2019.
- HCV plans:** maintenance of 85 archeological mounds (HCV6) and riparian zones (HCV 4 & 5).
- 100%** plantations and mills' employees informed of the commitment to prohibit the use of fire and burning.
- 100%** of waste adequately managed (classification and final disposal).
- Reuse of solid and liquid waste from industrial process as organic matter: **1,400 MT of compost** applied to 95 hectares.
- Responsible use of agrochemicals: **100% of warehouses inspected**, 0 findings of prohibited products.
- Wastewater (POME) treatment systems (internal lab results)
 - REPSA I, 97.84% efficiency in organic load removal.
 - REPSA II, 98.63% efficiency in organic load removal.
- Industrial water use (mills):**
 - REPSA I, 0.74 m3 / MT / FFB processed.
 - REPSA II, 0.27 m3 / MT / FFB processed.



- 100% compliance** with the parameters of the Governmental Agreement 236-2006 for the reuse of wastewater in fertigation, according to external monitoring by independent laboratory in both mills and 12 surface water bodies.
- Action Plan for the Comprehensive Management of La Pasión River:** definition of the team within the Municipality of Sayaxché to lead the development of the comprehensive management plans for the prioritized micro river-basins; resuming of the technical committee for territorial ordering that will serve as the framework to structure this project.



TRANSPARENCY & COMPLIANCE



- 100%** execution of the **Anti-Bribery Management System** action plan.
- 100% traceability** to plantation (own plantations and suppliers).
- 11** sustainability press / media releases.
- 7 bi-weekly newsletters** on the implementation of health and biosafety protocols shared with mayors and governors in the areas of operation.

Success Stories



Conservación Reserva Finca Tamarindo.



Desde el campo hacia el mundo.



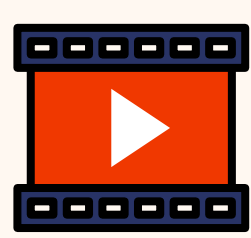
Escucharte nos ayuda a ser mejores.

Press Release



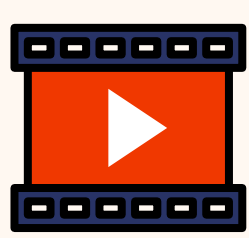
Prensa Libre, diciembre 2020.

Videos



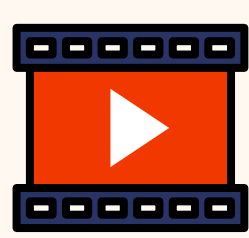
Video

"Aún en momentos difíciles, seguimos haciendo historia"



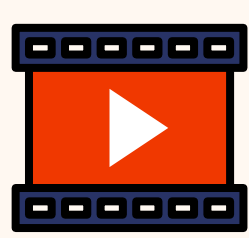
Video

"Seguimos adelante"



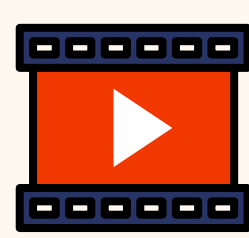
Clip

"Impacto del aceite de palma sobre PIB en el país"



Clip

"Producción de aceite de palma"



Clip

Clip "El cultivo de palma en Guatemala"