

# SUSTAINABILITY DASHBOARD

## PALM OIL UNIT 2022

*Sustainability Action Plan*



### Governance

#### Target variation

● Up to 2.5%

● 2.51 - 5%

● 5.01% and onwards

| COMMITMENT & TARGET |                                                                                                                 | RESULT                                                                                                                                                  | COMMITMENT & TARGET |                                                                                                                                                         | RESULT                                                                                 |
|---------------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| 1.1                 | <b>100%</b><br>Of the sustainability governance structure operating at the local level.                         | <b>94%</b><br>Operations Managers meet monthly with the heads of HR, Environmental Management, OHS and Social Management to review sustainability KPIs. | 1.3                 | <b>100%</b><br>Management of the inherent risks of bribery at a moderate, critical and extreme level.                                                   | <b>96%</b><br>Of the inherent risks managed at a controlled residual level (or lower). |
| 1.2                 | <b>&gt;80%</b><br>Of satisfaction from stakeholders regarding the quality and quantity of information received. | <b>98%</b><br>Of satisfaction from stakeholders.                                                                                                        | 1.4                 | <b>100%</b><br>Traceability of FFB suppliers.                                                                                                           | <b>100%</b><br>Traceability in all of the palm oil operations.                         |
| 1.3                 | <b>90%</b><br>Execution of the <i>Legal Compliance Plan</i> (implementation of the monitoring system).          | <b>* The implementation of a Legal Compliance Monitoring System was put on hold while the company defines internal structural matters.</b>              | 1.4.1               | <b>80%</b><br>Of suppliers are participating in the Suppliers Development Program and are evaluated regarding compliance and sustainability management. | <b>65%</b><br>Of suppliers completed self-assessments.                                 |

| <div>  <h1>Human Rights</h1> </div> |                                                                                                                                                      | Target variation                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                    |                                                                                                                                                      | <div> <span>Up to 2.5%</span> <span>2.51 - 5%</span> <span>5.01% and onwards</span> </div>                                                                                                                                                                            |                                                                                                                                                                                                                                                          |
| COMMITMENT & TARGET                                                                                                |                                                                                                                                                      | RESULT                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>&gt;90%</b><br>Execution of Impact Mitigation Plans.                                                                                              | <b>97%</b><br>Execution of the Plans.                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>0</b><br>Confirmed cases regarding community impacts.                                                                                             | <b>16</b><br>Confirmed cases resolved through the Grievance Mechanism (GM).                                                                                                                                                                                           |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>100%</b><br>Of communities in the area of influence informed of the Grievance Mechanism.                                                          | <b>100%</b><br>Of communities informed.                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>&gt;80%</b><br>Of operative staff trained on Human Rights.                                                                                        | <b>* The Human Rights training program for operative staff was reprogrammed to be launched in 2023.</b>                                                                                                                                                               |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>&gt;90%</b><br>Of administrative and managerial staff trained on Human Rights.                                                                    | <b>94%</b><br>Of administrative personnel participating in the company's Human Rights Training Program: <i>"Building a place of respect and opportunities together, achieving exceptional results."</i><br><br><b>+2,300</b> employees enrolled (Total of Grupo HAME) |                                                                                                                                                                                                                                                          |
| 2.1.1                                                                                                              | <b>100%</b><br>Of new employees receive training on sustainability and Human Rights.                                                                 | <b>99%</b><br>Of new employees in all palm oil operations received training.<br><br>1 operation was delayed conducting this training and delivering working contracts on time, the gap was closed in January 2023.                                                    |                                                                                                                                                                                                                                                          |
| 2.1.2                                                                                                              | Guarantee respect for customary rights:<br><b>100%</b> of valid passing permits working.                                                             | <b>100%</b><br>Of right-of-way permits working                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                          |
| 2.1.3                                                                                                              | <b>100%</b><br>Of compliance with the procedure to address, resolve and record cases.                                                                | <b>* The Grievance Mechanism Audit was reprogrammed to be carried out in 2023.</b>                                                                                                                                                                                    |                                                                                                                                                                                                                                                          |
| 2.1.3                                                                                                              | <b>100%</b><br>Of complaints addressed and resolved according to the timeline of the Grievance Mechanism procedure.                                  | <b>91%</b><br>Of complaints addressed and resolved according to the timeline of the Grievance Mechanism procedure.                                                                                                                                                    |                                                                                                                                                                                                                                                          |
| 2.1.3                                                                                                              | <b>100%</b><br>Of the sanctions applied to resolve cases are based on the Disciplinary Procedure.                                                    | <b>100%</b><br>Of the cases followed the Disciplinary Procedure.                                                                                                                                                                                                      |                                                                                                                                                                                                                                                          |
| 2.1.5                                                                                                              | <b>0</b><br>Confirmed cases related to human rights defenders.                                                                                       | <b>0</b><br>Confirmed cases reported to the Grievance Mechanism.                                                                                                                                                                                                      |                                                                                                                                                                                                                                                          |
| 2.2.1                                                                                                              | <b>0</b><br>Confirmed cases of discrimination.                                                                                                       | <b>3</b><br>Confirmed cases resolved through the Grievance Mechanism (GM).                                                                                                                                                                                            |                                                                                                                                                                                                                                                          |
| 2.2.2                                                                                                              | <b>0</b><br>Findings of presence of minors in the operations.                                                                                        |                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                          |
| 2.2.3                                                                                                              | <b>0</b><br>Confirmed cases of labor rights and conditions.                                                                                          |                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                          |
| 2.2.4                                                                                                              | <b>100%</b><br>Execution of the Action Plan to address findings of the 2021 labor due diligence.                                                     |                                                                                                                                                                                                                                                                       | <b>97%</b><br>Execution.<br>Gap will be closed during the first semester of 2023.                                                                                                                                                                        |
| 2.2.4                                                                                                              | <b>100%</b><br>Implementation of the <i>"Plan to standarize working conditions and services."</i>                                                    |                                                                                                                                                                                                                                                                       | <b>100%</b><br>Execution.                                                                                                                                                                                                                                |
| 2.2.4                                                                                                              | <b>100%</b><br>Of new employees receive a copy of their labor contract.                                                                              |                                                                                                                                                                                                                                                                       | <b>99%</b><br>Of new employees received a copy of their working contract.<br><br>1 operation was delayed conducting this training and delivering working contracts on time, the gap was closed in January 2023.                                          |
| 2.2.5                                                                                                              | <b>7% decrease</b><br>In the Disabling Injury Rate (average).<br><br>REPSA: <0.38<br>Santa Rosa: <1.26<br>El Triunfo: <2.37<br>Atlántida: <1.76      |                                                                                                                                                                                                                                                                       | REPSA: <b>3.86</b><br>Santa Rosa: <b>0.29</b><br>El Triunfo: <b>1.85</b><br>Atlántida: <b>1.8</b><br><br>*Based on ANSI Z.16 1-1967.                                                                                                                     |
| 2.2.5                                                                                                              | <b>10% decrease</b><br>In the Occupational Illness Rate (average).<br><br>REPSA: <1.38<br>Santa Rosa: <0.86<br>El Triunfo: <0.72<br>Atlántida: <1.30 |                                                                                                                                                                                                                                                                       | <b>✓</b> The OIR of all operations was lower than expected according to the maximum values (goals) established.                                                                                                                                          |
| 2.2.6                                                                                                              | <b>100%</b><br>Of palm operations have gender assessments and Action Plans.                                                                          |                                                                                                                                                                                                                                                                       | <b>100%</b><br>Carried out a gender assessment and developed an Action Plan to address the following: <ul style="list-style-type: none"> <li>Sexual harassment</li> <li>Discrimination</li> <li>Maternity rights</li> <li>Reproductive rights</li> </ul> |
| 2.2.7                                                                                                              | <b>&gt;80%</b><br>Knowledge of the awareness/communication campaign.                                                                                 |                                                                                                                                                                                                                                                                       | <b>97%</b><br>Knowledge of the Human Rights awareness and communications campaigns.                                                                                                                                                                      |
| 2.2.7                                                                                                              | <b>0</b><br>Confirmed cases of harassment and intimidation.                                                                                          |                                                                                                                                                                                                                                                                       | Confirmed cases resolved through the Grievance Mechanism: <ul style="list-style-type: none"> <li>Harassment and intimidation: <b>37</b></li> <li>Sexual harassment: <b>7</b></li> </ul>                                                                  |

| <div><div></div><div>Environment</div></div> |                                                                                                                                                                                                                                                      | Target variation                                                                                                                                                                                                                                                                                                                                                     |                                 |                                         |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------------------------|
|                                                                                                                            |                                                                                                                                                                                                                                                      | <div><div></div>Up to 2.5%</div>                                                                                                                                                                                                                                                                                                                                     | <div><div></div>2.51 - 5%</div> | <div><div></div>5.01% and onwards</div> |
| COMMITMENT & TARGET                                                                                                        |                                                                                                                                                                                                                                                      | RESULT                                                                                                                                                                                                                                                                                                                                                               |                                 |                                         |
| 3.1.1                                                                                                                      | <b>100%</b><br>Of the new developments are carried out following the Internal Procedure for New Plantations.                                                                                                                                         | No new developments in 2022.                                                                                                                                                                                                                                                                                                                                         |                                 |                                         |
|                                                                                                                            | <b>0%</b><br>Loss /deterioration of HCV areas.                                                                                                                                                                                                       | <b>0%</b><br>Loss /deterioration.                                                                                                                                                                                                                                                                                                                                    |                                 |                                         |
|                                                                                                                            | <b>0%</b><br>Loss /deterioration of HCV areas.                                                                                                                                                                                                       | <b>100%</b><br>Verified deforestation free (VDF): own plantations and supply chain producers verified through independent satellite monitoring, Satelligence: <a href="#">SEE REPORTS.</a>                                                                                                                                                                           |                                 |                                         |
|                                                                                                                            | <b>0%</b><br>Plantations in fragile soil.                                                                                                                                                                                                            | <b>0%</b><br>Plantations in fragile soil (new plantations).                                                                                                                                                                                                                                                                                                          |                                 |                                         |
| 3.1.4                                                                                                                      | <b>0%</b><br>Areas use fire for continioning, renovation, or for any other purpose.                                                                                                                                                                  | <b>0%</b><br>Use of fire for conditioning.                                                                                                                                                                                                                                                                                                                           |                                 |                                         |
| 3.2                                                                                                                        | <b>100%</b><br>Of the operative impacts included in the environmental commitments are mitigated.                                                                                                                                                     | <b>100%</b><br>Of environmental impacts mitigated in all the palm oil operations.                                                                                                                                                                                                                                                                                    |                                 |                                         |
| 3.2.1                                                                                                                      | Establish the baseline to assess soil loss by water erosion.                                                                                                                                                                                         | Water erosión rate: conducted a study and created base line (MT / ha / year).                                                                                                                                                                                                                                                                                        |                                 |                                         |
| 3.2.2                                                                                                                      | <b>Reduce waste in 5%.</b><br><br>(baseline year, 2021)                                                                                                                                                                                              | Waste reduction:<br><br>REPSA: <b>5%</b><br>Santa Rosa: <b>0%</b><br>El Triunfo: <b>42%</b><br>Atlántida: <b>6%</b>                                                                                                                                                                                                                                                  |                                 |                                         |
| 3.2.2                                                                                                                      | <b>Increase recycling in 7%.</b><br><br>(baseline year, 2021)                                                                                                                                                                                        | Recycling and reuse of residues:<br><br>REPSA: <b>4.1%</b><br>Santa Rosa: <b>29.8%</b><br>El Triunfo: <b>75%</b><br>Atlántida: <b>79%</b>                                                                                                                                                                                                                            |                                 |                                         |
| 3.2.3                                                                                                                      | <b>1% Reduction</b><br>of total GHG emissions.                                                                                                                                                                                                       | REPSA: <b>1%</b><br>Santa Rosa: <b>10%</b><br>El Triunfo: <b>1%</b><br>Atlántida: <b>1%</b>                                                                                                                                                                                                                                                                          |                                 |                                         |
| 3.2.4                                                                                                                      | Generate renewable energy (biomass and biogas) based on the annual production of each operation.                                                                                                                                                     | <b>Biomass: consumption of Kw/h per MT of FFB processed</b><br>REPSA: <b>22.6</b><br>Santa Rosa: <b>16.79</b><br>El Triunfo: <b>24.43</b><br>Atlántida: <b>22.18</b><br><br><b>Biogas: Kw/h generated per m3 of treated POME</b><br>REPSA: (does not generate energy from biogas)<br>Santa Rosa: <b>20.12</b><br>El Triunfo: <b>21.37</b><br>Atlántida: <b>31.18</b> |                                 |                                         |
| 3.2.5                                                                                                                      | Calculate the water footprint of all palm oil operations.                                                                                                                                                                                            | Water footprint: created baseline for all palm oil operations.                                                                                                                                                                                                                                                                                                       |                                 |                                         |
| 3.2.5                                                                                                                      | <b>WATER CONSUMPTION IN PLANTATIONS</b><br><br><b>Sprinkler irrigation</b><br>(m3 / has / month)<br><br>Santa Rosa: <1700<br>El Triunfo: <1700<br>Atlántida: <1700<br><br><b>Capillary irrigation</b><br>(m3 / has / month)<br><br>Santa Rosa: <5300 | <b>Sprinkler irrigation</b><br>(m3 / has / month)<br><br>REPSA: (does not irrigate)<br>Santa Rosa: <b>984</b><br>El Triunfo: <b>638</b><br>Atlántida: <b>644</b><br><br><b>Capillary irrigation</b><br>(m3 / has / month)<br><br>Santa Rosa: <b>4,107</b> (only Santa Rosa applies this type of irrigation)                                                          |                                 |                                         |
| 3.2.5                                                                                                                      | <b>WATER CONSUMPTION IN MILLS</b> (m3/TM/RFF)<br><br>Santa Rosa: < 2.10<br>El Triunfo: <2.10<br>Atlántida: <2.10<br>REPSA 1: 1.90<br>REPSA 2: 1.90                                                                                                   | <b>WATER CONSUMPTION IN MILLS</b> (m3/TM/RFF)<br><br>Santa Rosa: <b>2</b><br>El Triunfo: <b>1.94</b><br>Atlántida: <b>1.77</b><br>REPSA 1: <b>1.04</b><br>REPSA 2: <b>1.02</b>                                                                                                                                                                                       |                                 |                                         |
| 3.2.5                                                                                                                      | <b>100%</b><br>Compliance with commitments on water use in the Nahualate, Madre Vieja and Ocosito river committees.                                                                                                                                  | <b>100%</b><br>Of palm oil operations complied and verified by the Private Institute of Climate Change Research (ICC in Spanish).                                                                                                                                                                                                                                    |                                 |                                         |
| 3.2.5                                                                                                                      | <b>100%</b><br>Compliance with the applicable regulations for wastewater treatment -AG 236- (ongoing goal).                                                                                                                                          | <b>100%</b><br>Of palm oil mills are in compliance with the applicable regulations (verified by external monitoring evaluations conducted by independent laboratories).                                                                                                                                                                                              |                                 |                                         |
| 3.2.6                                                                                                                      | <b>Reduction of agrochemical use (pesticides)</b><br><br>REPSA: 2%<br>Santa Rosa: 2%<br>El Triunfo: 7%<br>Atlántida: 3%                                                                                                                              | <b>Baseline year, 2021</b><br><br>REPSA: <b>38%</b><br>Santa Rosa: <b>10%</b><br>El Triunfo: <b>48%</b><br>Atlántida: <b>15%</b>                                                                                                                                                                                                                                     |                                 |                                         |
| 3.2.6                                                                                                                      | <b>0 ml</b><br>Of paraquat and type 1A or 1B pesticides used.                                                                                                                                                                                        | <b>0</b><br>Of paraquat and type 1A or 1B pesticides used in all the operations                                                                                                                                                                                                                                                                                      |                                 |                                         |

En Grupo HAME sembramos con pasión para cultivar prosperidad y dejar huella en las generaciones futuras.



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