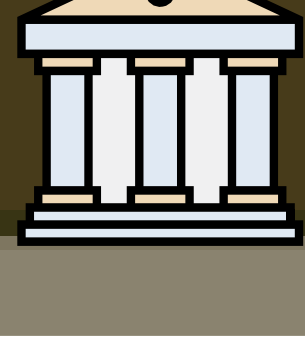


January-April
2023

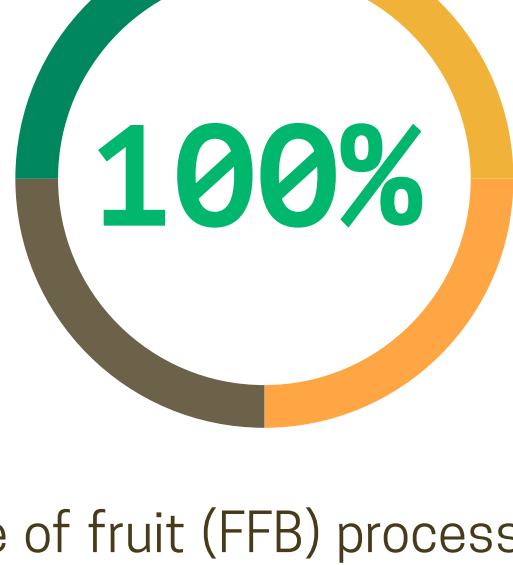
SUSTAINABILITY DASHBOARD

PALM OIL UNIT



Governance

Traceability



Percentage of fruit (FFB) processed in Grupo HAME's mills is traceable to plantation.

Suppliers sustainability **Development self-assessments** **Program:** to evaluate suppliers' practices and level of compliance with sustainability regulations and standards (work in progress).



Of suppliers assessed.



Human Rights

Human Rights Due Diligence

- Forced Labor Evaluation: designed methodology and tools to **identify** and **manage risks** in the operations, aligned to the International Labor Organization (ILO)'s 11 indicators of **forced labor**.
- Workplace Environment: completed the **anthropological study** of "Labor Context" which will be used as the starting point to design a **comprehensive program**.

Impact Mitigation Plans:

Goal : >92%



Updating of the **2023-2025 Environmental and Social Impact Assessments (EISA)** of REPSA, El Triunfo and Atlántida using a participatory approach and in consultation with stakeholders (work in progress).

Confirmed cases resolved through the Grievance Mechanism:

(Total cases of all the operations of the Palm Oil Unit)

Community impacts:	3
Discrimination:	0
Labor rights and conditions:	36
Harassment and intimidation:	22
Sexual harassment:	1

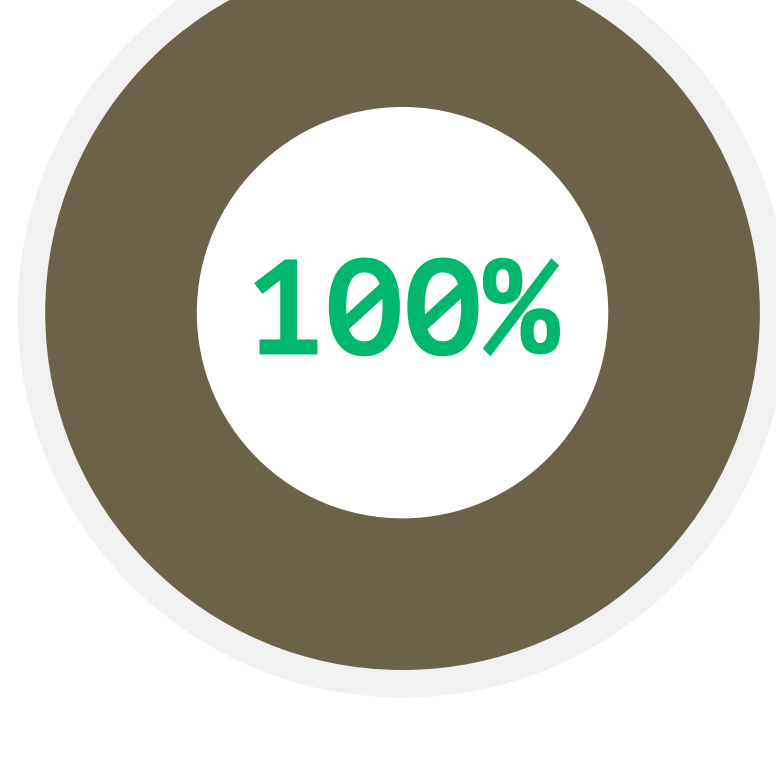
100% of the cases were resolved according to internal policies and procedures.

New employees in all operations of the Palm Oil Unit received a copy of their **working contract** and were **trained** on sustainability and **Human Rights**.



Administrative employees trained on the Group's Human Rights training program: "*Working together to build a place of respect and opportunities, achieving exceptional results*" through our virtual learning platform *Escuela HAME*.

- Currently working to close the gap and reach 100% of administrative employees.
- Content consists of 5 modules addressing the relation between business and human rights, labor rights, conducts in the workplace that violate human rights, environment and human rights, communities, and human rights.



Of **right-of-way** permits working.

Complaints in all the operations of the Palm Oil Unit were addressed and resolved within the **timeframe** established by the **Grievances Mechanism procedure**.



*Read case study of the Group's Grievance Mechanism commissioned by Rainforest Alliance (RA): [A study on the implementation of grievance mechanisms](#) (page. 88, 7.5.3)



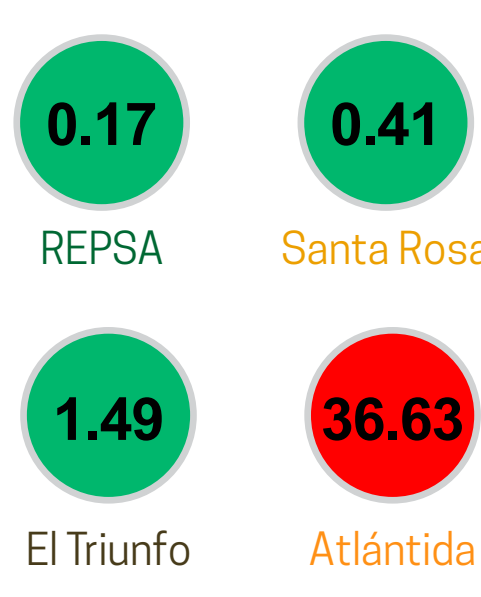
Execution of REPSA's **Local Employment Plan**.

Findings of **minors** working in the operations (on site and remote internal audit).



REPSA Santa Rosa
El Triunfo Atlántida

Disabling Injury Rate (DIR)



A fatality occurred during this period. The company followed its institutional procedure to address the issue and took preventive measures.

Occupational Illness Rate (OIR):



Gender Action Plan.

Employees training on **maternity rights** and **reproductive health** (safe handling of agrochemicals and heavy lifting).



Environment

Percentage of areas that used fire for conditioning and/or renewal.



100% of own and third-party plantations were **verified deforestation free (VDF)** through external satellite monitoring carried out by Satelligence: see January-March 2023 report.



Environmental **impacts mitigated** according to legal requirements and commitments.

Our plantations were part of the study "Assessment of existing biodiversity in the oil palm plantation system in Guatemala", carried out by the Center for Environmental Studies and Biodiversity of Universidad del Valle de Guatemala (CEAB-UVG) in coordination with the Guatemalan Palm Oil Growers Association -GREPALMA-, which reveals the contribution of sustainable palm oil plantations to the conservation of biodiversity and ecosystem services.

- See report:** <https://drive.google.com/file/d/1qNiVXDuhYSLp6QL8wae1KTlzaN24fbuP/view>



Proactive and leading role in the technical meetings of the **7 watershed committees** of the rivers in the area of influence promoting best practices for the comprehensive management of water.



Mills in **compliance** with the applicable **regulations** for **wastewater treatment** (Guatemalan Government Agreement 236)

* According to external evaluations carried out by an independent laboratory.

Indicator	REPSA	Santa Rosa	El Triunfo	Atlántida
Water consumption in plantations. m³ de agua por Hectárea al mes (sprinkler irrigation). * N/A = irrigation is not applied.	N/A*	1,102.31	1,545.28	1,418
Water consumption in plantations. m³ de agua por Hectárea al mes (capillary irrigation). * N/A = This type of irrigation is not applied.	N/A*	4,087.2	N/A*	N/A*
Water consumption in mills. m³ de agua por TM de RFF.	R1: 1.28 R2: 1.61	1.71	1.78	1.76

At Grupo HAME, we sow with passion to cultivate prosperity and leave our mark for future generations.