



Banacol
Cultivando Bienestar

Sustainability
Report

2020



Contents

SIGNIFICANT FIGURES | **3**

ABOUT THIS REPORT | **4**

MESSAGE FROM THE PRESIDENT | **5**

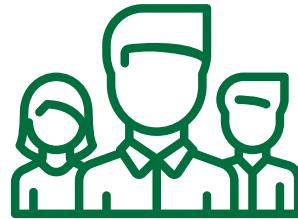
ABOUT BANACOL | **7**

OUR ACTIONS | **16**

SUSTAINABLE VALUE CHAIN | **20**

OUR PEOPLE | **32**

OUR ENVIRONMENTAL FOOTPRINT | **58**



4.792 employees

86% men

14% women



92% of the employees on indefinite term contracts



0 fatalities from work-related illness



36 million cardboard boxes made



11 countries that we reach with our products and services



16 million cases of fruit exported



305 thousand tons of bananas exported



24 thousand tons of plantains exported



4 thousand tons of plastic sold



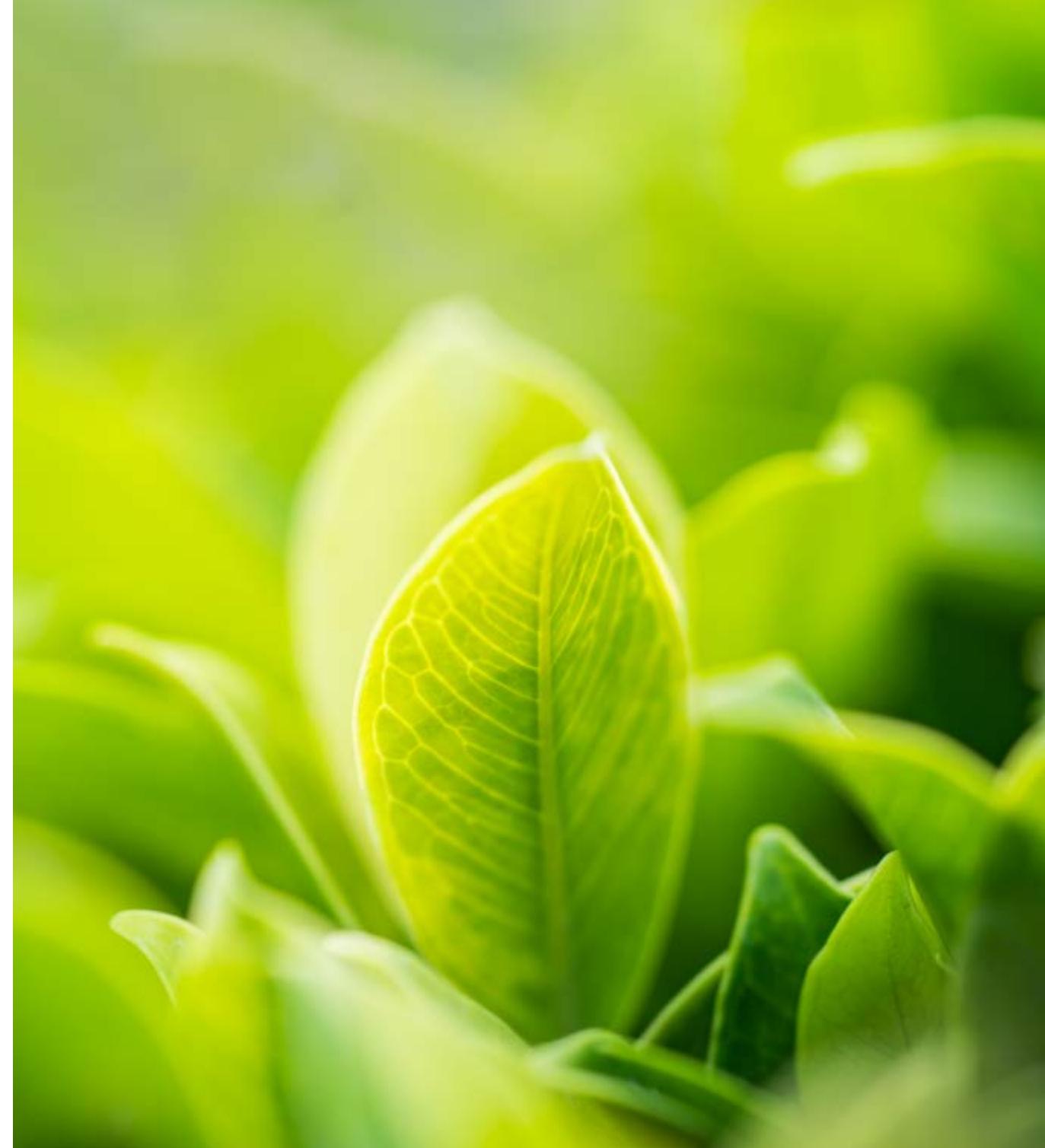
About this Report

(102-48) (102-49) (102-50) Banacol presents the **2020 Sustainability Report** which contains information about our economic, social, and environmental performance between January 1st and December 31st, 2020. 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 and will be published on an annual basis. **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.

(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 ||| Grupo GreenLand



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

SUBSTITUTES



Camilo Molina Uribe



Juan Fernando Correa Retrepo*



Juan Luis Botero Jaramillo*



Luis Ignacio Mejía Ángel*



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
- Logistics Department

Other control bodies

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

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:

<p>1 Dignified treatment. WE WILL NOT tolerate discrimination, violence, or harassment under any circumstances.</p>	<p>age, or nationality, sexual preference, political opinion, or social or ethnic origins.</p>	<p>10 We acknowledge professional training and guidance as an engine to develop people and capabilities.</p>
<p>2 NO to forced labor, NO to human trafficking, NO to commercial sexual exploitation.</p>	<p>6 We nurture a culture of respect and cooperation, that enables people to develop their full personal and professional potential.</p>	<p>11 We are committed to and respectful of local communities and we contribute to their development.</p>
<p>3 Fluid and respectful communications with all of those with whom we interact.</p>	<p>7 Transparent processes for selection, and for creating opportunities and growth.</p>	<p>12 We reject corruption of all types.</p>
<p>4 We respect differences and act according to the principle of equal rights and duties.</p>	<p>8 "The best people in the best place to work".</p>	<p>13 We respect confidentiality and the right to privacy of the people with whom we interact.</p>
<p>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,</p>	<p>9 We create collaborative spaces for intervention, interaction, and trust that enable constant communications.</p>	<p>14 We ensure proper use of the information, and that such information is not discriminatory or disrespectful.</p>



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 Bancol 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.



About Banacol





Our businesses

We are an agro-industrial group, committed to the development of field, which serves the following businesses:



Our business consists of the production and marketing of bananas and plantains, the production and marketing of plastics and corrugated cardboard and the marketing of agroindustrial inputs in the Urabá region.

Banana

More than 95% of the bananas we sell are produced in our own farms, about 7,000 hectares in Colombia, which guarantees excellent control quality and specification compliance tailored to our clients.



Plantain

We commercialize the plantain grown by our producers. Banacol ranks third in Colombian banana exports, a distinction and a product recognized in the world for its sweet taste.



Plastic factory

We cover all the requirements of plastic inputs for the banana industry, banana and other tropical fruits such as sandwich banana, soursop, pineapple, apple guava, among others; from packaging materials that help protect growing fruit to packaging products.

Corrugados del Darién

We produce corrugated cardboard boxes and labels for product packaging. We have first-rate technology, with the capacity to produce more than 63 million boxes and process 83 thousand tons of paper annually.

Agrocentro

We supply the input and material needs of the Colombian agroindustrial sector. Through an economy of scale, we transfer benefits in price, quality and service to our clients.

We offer the inputs that are required for the improvement or construction of farms or houses.

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



Banacol around the world



We are in the agricultural sector. Our clients are mostly companies that distribute agricultural products. »»



Associations

(102-13)

- ANALDEX
- Augura
- Miembro del Consejo Directivo de Corpourabá
- Fenalco
- Asociación de Fundaciones Empresariales (AFE)
- Asociación Nacional de Fondos de Empleados (ANALFE)





Responsible value chain

(103-1) At Banacol 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 Banacol 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.



||| 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.

||| 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.

||| 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.

||| Technological support for our processes.

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

||| 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.

||| 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.

||| 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.

Process Map

General process structure



External Initiatives (102-12)

INITIATIVE	
	<p>RAINFOREST 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>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>TESCO NURTURE This certification is required by Tesco, the British supermarket chain. It promotes clean production processes, care for the environment, recycling, protecting the health, fauna, and flora, and the efficient use of natural resources.</p>
	<p>SA8000 This is a social standard intended to improve our working conditions, our quality-of-life, our well-being and the 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>

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.»



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.**



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.

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.

Economía Circular



«

In 2020 we produced 25 tons of meal, which represented 162.2 of bananas reused, 43.2 tons more than in 2019.»

(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 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.»



RETOS Y METAS DE SOSTENIBILIDAD 2021

Client Management

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

Circular Economy

-  Use of 12.000 tons of non-exported fruit, which produced added value from a new banana meal and puree production and commercialization business.
-  Impacting and benefiting our communities by donating 20 tons of banana meal.
-  Collection of nylon used in the fields for banana production and using it as input for plastic products.



Operational Excellence

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



Our People
Our work team

Work Team

(103-1) Our human talent is the core of the organization. At Banacol 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 Cultivando Bienestar
	Administrative employees	584
	Operative employees	4.145
	Men	4.089
	Women	640
	Indefinite term contract employees	4.363
	Fixed term contract employees	366
Total employees		4.729

(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 word 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.



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

Percent employees by category		Banacol Cultivando Bienestar
Administrative	12,35%	
Operative	87,65%	
Men	86,47%	
Women	13,53%	
Indefinite term contract employees	92%	
Fixed term contract employees	8%	
Employees between 18-28	16,77%	
Employees between 29-39	27,6%	
Employees between 40-50	29,27%	
Employees between 51-60	22,48%	
Employees over 60	3,89%	



Employees by seniority (HS-1)

Banacol	
Less than 1 year	691
%1 to 5 years	1.305
6 to 10 years	241
11 to 20 years	1.191
21 years or more	1.301

Hiring and contracting (401-1)

New hires	
18-28 years	539
29 -39 years	285
40 and 50 years	54
51 and 60	4
Men	704
Women	178
Urabá region	879
Medellin Metropolitan Area	3
Total new hires	882



Hiring rate **18%**

Withdrawals by type

Banacol	
Voluntary	484
Pensioned off	72
With a fair cause	63
Without a fair cause	24
Mutual agreement	5
Expiration of contract	150
Death	17
TOTAL	743

 Voluntary turnover rate **10%**

 Total turnover rate **15%**

«

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	
18-28 years	266
29-39 years	262
40-50 years	90
51-60 years	52
Over 60 years	73
Men	585
Women	158
Urabá	738
Medellin Metropolitan Area	5
Total withdrawals	743

Parental leaves (401-3)

100% of our employees are entitled to parental leaves.

Parental leaves		
	Men who went on paternity leave	118
	Women who went on maternity leave	30
	Men who went back to work at the end of their paternity leave	118
	Women who went back to work at the end of their maternity leave	29
	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
	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
Return to work rate		99,32%
Retention rate		63,51%



Nurturing Well-being

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

Number of employees who benefitted	Banacol Cultivando Bienestar
Special work shifts during Christmas and Holy Week	114
Day off on December 24 and/or 31	265
Free afternoon on the month of their birthday	59
Bereavement leave policy	60
One compensation for every two years of service	262
Total time benefits granted to employees	760

Number of employees who benefitted (403-3)	Banacol
Drugstores discounts	15
Hospitalization discounts in clinics	30
Discounts at opticians	18
Automobile policies	88
Employer life insurance policy	4.730
Voluntary life insurance policy	316
Pre-paid medicine	25
Total employees who benefited from agreements	5.222





Beneficios

Number of employees benefitted	Banacol
Graduations	4
Marriages	27
Births	132
Deaths	18
Orthopedic devices	5
Birthday gift	586
Christmas present	5.000
Total institutional benefits awarded to employees	5.772

Number of employees benefitted	Banacol
Women who joined the pregnancy program	17
Women who joined the breastfeeding program	14
Total	31



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





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.
- Training for certification for** ISO, BASC, NGS, PBIP, SAGRILAFT, SA8000, FAIRTRADE, RAINFOREST ALLIANCE, GLOBAL GAP and TESCO 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 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)

Number of director positions
(farm administrators, chiefs, directors, managers)

67

Number of women in director positions

10

Percentage of women in management positions

14,93%



Collective agreements (102-41) (HS-4)

Our operating employees of banana farms are 100% unionized. We currently have 6 unions: Sintrainagro, Sinaltraifru, Sintraexpobán, Sintracol, Utovascol and Sinatra, with which we maintain permanent communication and harmonious and constructive relationships.

Current legal minimum wage in Colombia is
\$877.083

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

Employees covered by collective agreements	Banacol
Number of employees covered	4.145
Percentage of employees covered	87,65%**

*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.

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

(403-9) (403-10)

Injuries, occupational diseases, days lost, absenteeism, and number of fatalities.

EMPLOYEES

Total employees	4.729
Number of accidents	1.212
Days absent due to accidents	18.599
Accident rate	2%
Number of occupational illnesses	3
Days absent due to occupational illness	36
Total non-incapacitating accidents	121
Total deaths due occupational accident	0
Total deaths due to occupational illness	0
Number of incapacities due to ordinary diseases	60.307
Hour worked	10.284.680
Days worked	1.163.334
Days lost (not including vacation or union leave)	98.731
Accident frequency index/K	28
Severity Index of Days Lost / K	434
Incapacitating occupational accident frequency index	25
Absences due to health reasons	12.345
Absenteeism frequency index	288
Absenteeism severity index	2.304

(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



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

 Reduce workplace accidents by 7%.

Equal opportunities

 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%.

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



Our People: Communities



Comunidades

(103-1) As part of our corporate philosophy, our purpose at Banacol 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.



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) Some results:



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**.



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)

Amount invested	\$4.049
Beneficiaries from infrastructure	32.124

*Figures in millions of pesos



Housing

Amount invested	\$2.641
Beneficiaries from infrastructure	483



Education for life programs (HS-5)

Amount invested	\$968
Beneficiaries	24.712



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

Amount invested	\$1.004
Beneficiaries	22.818



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

Amount invested	\$2.245
Beneficiaries	4.976

SUSTAINABILITY GOALS AND CHALLENGES 2021



Local and regional development

-  **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.
-  **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.
-  **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.
-  **Alliance with CorpoUrbá** for technical assistance and environmental education in the communities of Urabá and Caldas.

Education for life

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



Housing beyond the walls

-  **Provide Support for improving 37 houses** located in the banana growing area, in the internal community.
-  **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

-  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**.
-  **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

-  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.



Biodiversity



Water management



Energy management



Emissions management and climate change



Waste management

(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.

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)

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

6,531 trees planted, twice the goal for 2020

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 of 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 of animal sightings and forms. The species we have seen are hawks, 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.



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.

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.

**2.968.843 kw/h
energy consumption**



Emissions management and climate change

Carbon footprint

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

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**

The commitment to maintain production processes that 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 where climate change projects 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 climate – 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.**

SUSTAINABILITY CHALLENGES AND GOALS 2021



Biodiversity



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.

Emissions management and climate change



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.



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

Energy management

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

 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

 Implementation of actions for the efficient use of water.

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





www.banacol.co