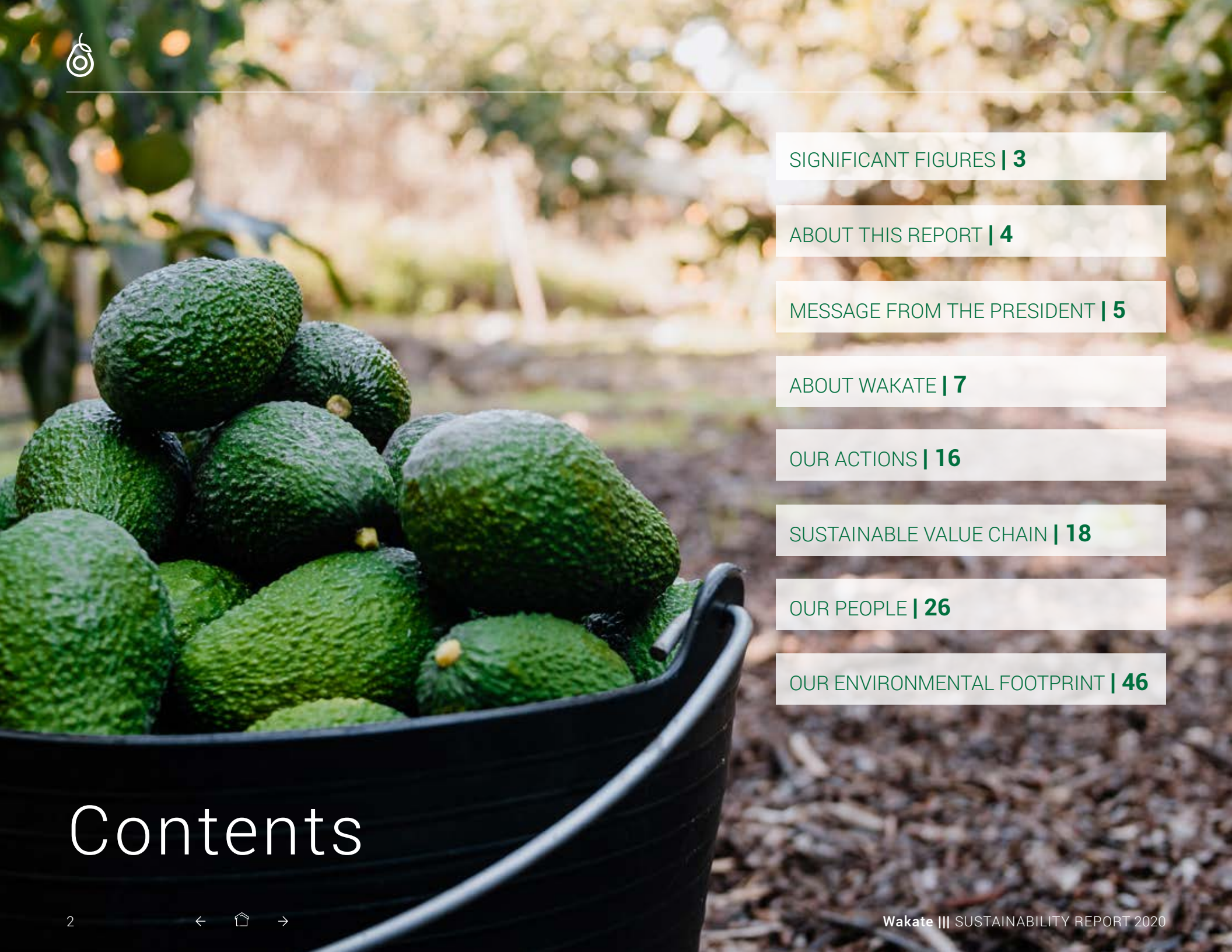




# Sustainability Report

# 2020





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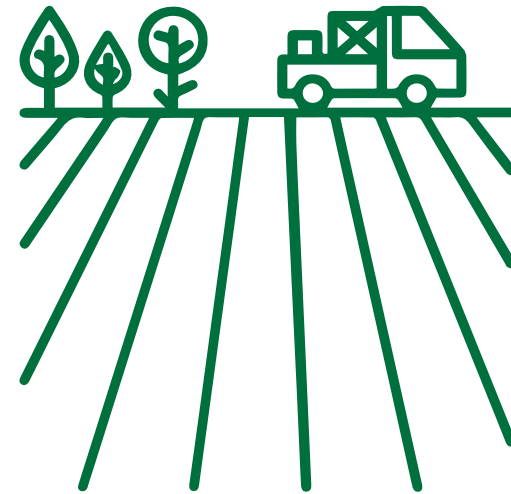
77 employees

**47%**  
women

**53%**  
men



0 fatalities from  
work-related illness



747.3 hectares for  
conservation  
which represent

38% of the  
company's total  
hectares





## About this Report

**(102-48) (102-49) (102-50)** Wakate 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.

**(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](mailto: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**  
Presidente III 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  
V́ctor Manuel Henŕquez Restrepo

### PRINCIPALS



V́ctor Manuel Henŕquez Restrepo



Juan Fernando Correa Retrepo\*



Luis Ignacio Mejía Ángel\*

### SUBSTITUTES



Camilo Molina Uribe



Juan Luis Botero Jaramillo\*



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
- Avocado Production Department
- Avocado Agriculture Department

### Other control bodies

- General Secretary
- SAGRILAF 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:

- III Strategic Committee
- III Sustainability Committee
- III Audit and Finance Committee
- III Coexistence Committee
- III COPASST



## 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
- ✓ SAGRILIFT 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 at Grupo Empresarial GreenLand 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:

- |   |   |   |  |    |   |
|---|---|---|--|----|---|
| 1 | <b>Dignified treatment.</b> WE WILL NOT tolerate discrimination, violence, or harassment under any circumstances.   |   |  |    |   |
| 2 | <b>NO to forced labor,</b> NO to human trafficking, NO to commercial sexual exploitation.   | 6 | <b>We nurture a culture of respect and cooperation,</b> that enables people to develop their full personal and professional potential. | 10 | <b>We acknowledge professional training</b> and guidance as an engine to develop people and capabilities.         |
| 3 | <b>Fluid and respectful communications</b> with all of those with whom we interact.   | 7 | <b>Transparent processes for selection,</b> and for creating opportunities and growth.   | 11 | <b>We are committed to and respectful of local communities</b> and we contribute to their development.            |
| 4 | <b>We respect differences</b> and act according to the principle of equal rights and duties.  | 8 | <b>"The best people in the best place to work".</b>  | 12 | <b>We reject corruption of all types.</b>   |
| 5 | <b>Fair pay.</b> 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, | 9 | <b>We create collaborative spaces for intervention, interaction, and trust</b> that enable constant communications.                    | 13 | <b>We respect confidentiality and the right to privacy</b> of the people with whom we interact.                   |
|   |   |   |  | 14 | <b>We ensure proper use of the information,</b> and that such information is not discriminatory or disrespectful. |





- 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 Grupo Empresarial GreenLand 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 Wakate





## Wakate

A company that produces and commercializes sustainable Hass avocados and their by-products through its plantations and industrial processes. The company focuses on good agricultural practices, social investment, and environmental balance. The company is located in the Department of Caldas, the rural area from which we contribute to the growth of the region and the country.

## 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



# Responsible value chain





**(103-1)** At Wakate 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.

At Wakate we 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.





### III 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.

### III 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.

### III Technological support for our processes.

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



### III 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.

### III 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.

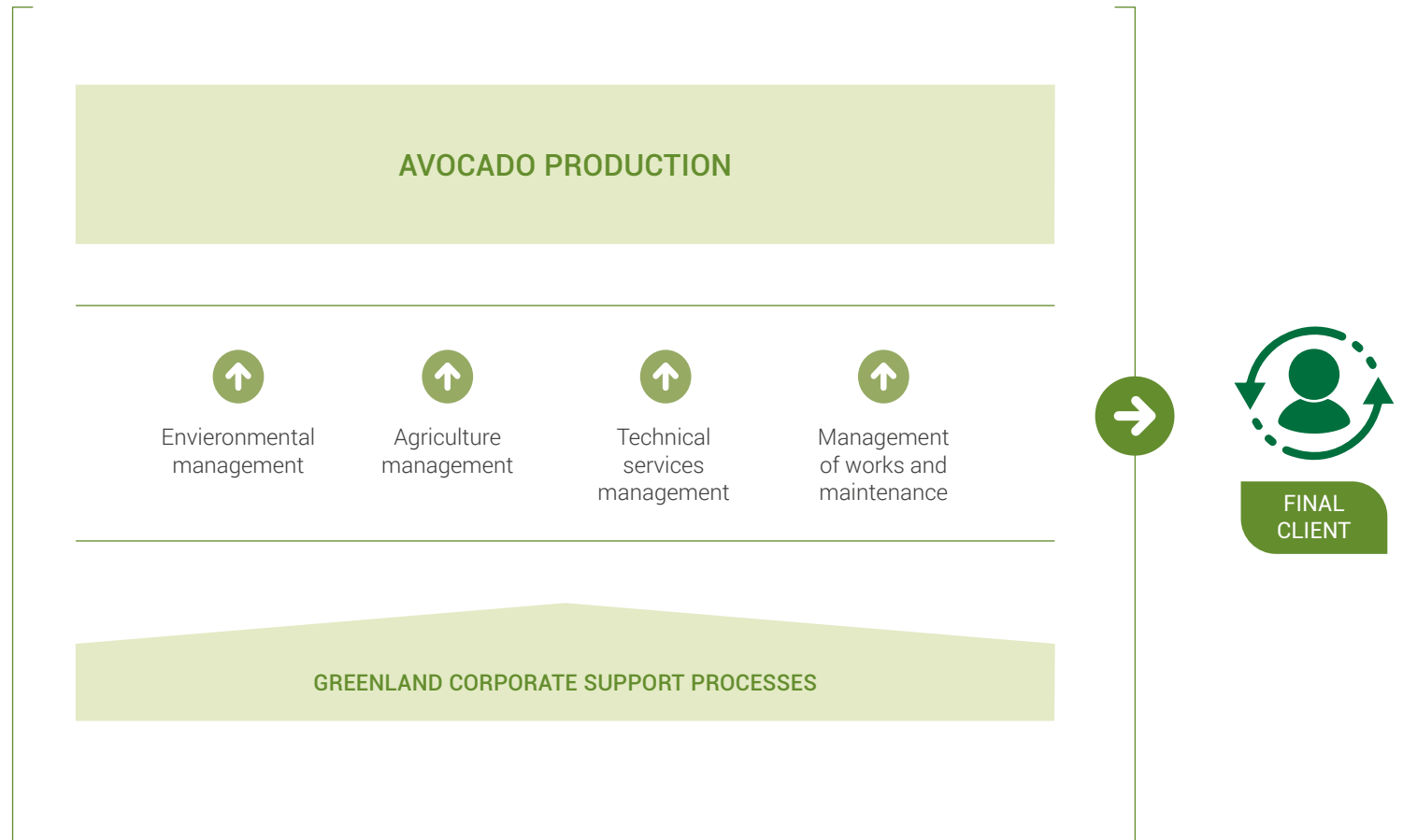




## Mapa de procesos



### General process structure





## 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.»





Since the beginning, Wakate has been a company committed to sustainability and growth in harmony with natural resources, focused on the sustainable production and commercialization of Hass avocado. The production unit is located in Entre Arroyos, in the municipalities of Neira and Aranzazu, in the Department of Caldas.

Wakate has three lines of business:

- **Plant production**

The Wakate Hass nursery, which is located at KM 41 in the jurisdiction of Manizales, has a production capacity of 600.000 Hass avocado trees per year, for its own supply and for sale to third parties.

Administrative processes were carried out with Instituto Colombiano Agropecuario – ICA for the sale of plant material to third parties. The Nursery complied with the applicable agricultural practices, regulations, technical assistance and traceability management for the plant material.

- **Fruit production**

This is carried out in those farms where there are production units for planting and producing Hass avocados, for which the forecast is 2300 productive ha and over 1,000.000 trees.

- **Processing and commercialization of fruit and its by-products**

This is done in a processing plant where fresh Hass avocado will be packed for its own supply and for sale to third parties. The plan is to set up a circular economy by processing the avocado by-products. We expect to receive 78.000 tons of our own and third-party fruit.

## Our presence in Caldas



### Entre Arroyos



Entre Arroyos is located in the municipalities of Aranzazu and Neira, in the Department of Caldas.- This is the first sustainable Hass avocado project. It was brought to this region to produce a positive impact in the territory, and started work hand in hand with local communities and institutions to contribute to sustainable development.



## Wakate sustainable development plan

The plan described below is implemented searching for a responsible value chain, care for and protection of the environment, and the creation of a social footprint by growing wellbeing and sustainable development in the regions where the company operates:

As part of good agricultural practices aimed at the sustainability, there are some interesting practices such as:

- ✓ Weed control.
- ✓ Bio control agents.
- ✓ Apiculture and vermiculture.



### Weed control

There are two classes of weed control:

- **Pre planting weed control:** to set up any crop for production, it is necessary to do weed control, using chemical or mechanical systems or by controlled fires.

When the soil has been used for raising cattle, the use of stoloniferous crops (as is typical for feeding cattle), it is necessary to use higher impact controls, such as agricultural chemical or controlled fires, to change the soil cover to noble plants.

To that end, weed control using herbicides on the Grass cover that is dominant in those areas. It should be noted that such a control is applied only one time during the life of the plantation and is done to decrease the pressure of the pastures in the avocado and to facilitate the growth of noble covers which have a lower rate of growth than grass and, therefore, cannot thrive in a pasture.



- **Permanent weed control:** This is a type of mechanical weed control in strips or streets (weed control on 6 m streets), using scythes to cut the weeds every 8 weeks.





### Pests and plague control

There are many regulations about avocados which determine the type of agricultural chemicals that must be used and the trace amounts by group of other agrochemicals that may be applied or may be found in the avocado fruit; in addition, international certifications also regulate the use of agricultural chemicals to control pests and plagues.



**Good agricultural practices:** list of inputs approved by ICA for avocados.



**Global Gap** is a framework for the developing crops according to good agricultural practices.



**Rainforest Alliance** speaks to the maintenance and protection of natural resources. In addition, it regulates the easements that must be maintained when applying cultural chemicals close to forests and water sources (10 m easement)



### Bio control agents

We are also implementing best and play control using biological methods, producing and releasing insects, fungi, and nematodes for natural control of the avocado pests.



## Circular Economy

### Apiculture

The plan is to set up 1.000 Apis mellifera hives, installing the apiaries in dense forest areas and riparian woods.

The fact that we have a population of bees in the farms requires the implementation of an integral pest and plague management system that needs to provide an appropriate environment for beehive development and growth, using strategies for controlling hors (weeds), release of biological control agents, and the use of agricultural chemicals according to domestic and international requirements.



# Our People: Our work team









## Work Team

**(103-1)** Our human talent is the core of the organization. At Grupo GreenLand 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		
	Administrative employees	33
	Operative employees	44
	Men	41
	Women	36
	Indefinite term contract employees	32
	Fixed term contract employees	45
Total employees		77



**(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 compared to 2019.

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.

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.

In our Wakate operation, we continue with the challenge of attracting the best people. We carried out various socializations, both internally and externally, to promote the benefits that as a Company we are granting and that will allow us to consolidate ourselves in the Caldas region as the best place to work.





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

Percent employees by category	
Administrative	42,86%
Operative	57,14%
Men	53,25%
Women	46,75%
Indefinite term contract employees	41,56%
Fixed term contract employees	58,44%
Employees between 18-28	35,06%
Employees between 29-39	44,16%
Employees between 40-50	18,18%
Employees between 51-60	2,6%
Employees over 60	0%




## Employees by seniority (HS-1)

	Wakate
Less than 1 year	63
%1 to 5 years	11
6 to 10 years	1
11 to 20 years	-
21 years or more	2





## Hiring and contracting (401-1)

New hires	
18-28 years	73
29 -39 years	59
40 and 50 years	17
51 and 60	2
Men	54
Women	97
Caldas region	151
Medellin Metropolitan Area	0
<b>Total new hires</b>	<b>151</b>





### Withdrawals by type

	Wakate
Voluntary	93
Pensioned off	0
With a fair cause	1
Without a fair cause	2
Mutual agreement	0
Expiration of contract	2
Death	0
<b>TOTAL</b>	<b>98</b>

«  
**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

	Wakate
18-28 years	58
29-39 years	33
40-50 years	7
51-60 years	0
Over 60 years	0
Men	77
Women	21
<b>Total withdrawals</b>	<b>98</b>





## Nurturing Well-being

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

Number of employees who benefitted	
Day off on December 24 and/or 31	80
<b>Total time benefits granted to employees</b>	<b>80</b>

Number of employees who benefitted (403-3)	Wakate
Automobile policies	4
Employer life insurance policy	77
<b>Total employees who benefitted from agreements</b>	<b>81</b>

## 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 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.
- ✓ **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.

Women's participation (405-1)	
 wakate The green taste	
Number of director positions (farm administrators, chiefs, directors, managers)	9
Number of women in director positions	2
Percentage of women in management positions	22,22%







## 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	77
Number of accidents	17
Days absent due to accidents	83
Accident rate	2%
Number of occupational illnesses	0
Days absent due to occupational illness	0
Total non-incapacitating accidents	10
Total deaths due occupational accident	0
Total deaths due to occupational illness	0
Number of incapacities due to ordinary diseases	199
Hour worked	178.848
Days worked	22.638
Days lost (not including vacation or union leave)	282
Accident frequency index/K	23
Severity Index of Days Lost / K	111
Incapacitating occupational accident frequency index	9,39
Absences due to health reasons	18
Absenteeism frequency index	24
Absenteeism severity index	378





**(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.





## The results of our actions



**0 fatalities due  
to accident or  
occupational illness**

## SUSTAINABILITY CHALLENGES AND GOALS FOR 2021



### Safe and healthy environment



Reduce workplace accidents by 7%.





# Our People: Communities







## Comunidades

**(103-1)** As part of our corporate philosophy, our purpose at Wakate 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)**





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.







We performed a social diagnostic for Neira and Aranzazu in the Department of Caldas. This allowed us to identify the major challenges and opportunities for the preparation of the social investment plan and the implementation of the social plan, with a focus on rural community development.

The plan was implemented using community participation, helping to build self-confidence, self-management and family, neighborhood and community values in the 10 localities found in the area of influence. The objective was to reinforce the family as the core of society, with a focus on creating values, consolidating associative groups, social innovation, and promotion of self-management to build a culture of citizenship and sustainability.

\$1.002 million were executed for the Caldas Social Plan, of which \$28 million were for social investment by the FGL GreenLand Foundation and \$974 million in alliance with the Group's companies in Caldas.



## Education for life

There were significant actions in education for particularly environment and community development aimed at strengthening communication and alliances between the two municipalities (Neira and Aranzazu) to promote and manage road infrastructure, culture, and mental health, among others.

We were able to articulate with Corpocaldas to set up an agreement to implement school environmental projects (PRAES - Proyectos Ambientales Escolares) in schools.

After performing a social diagnostic, we began the process of assisting 10 nearby localities, serving 480 beneficiaries and 140 of the localities in the expansion area. There, community meetings and workshops were held, dialogues with the social negotiation leaders for the communities, and an rapprochement to needs of the 620 beneficiaries. Topics like environmental protection and caring for the water resources are part of these priorities.

We implemented strategies for meeting the health risks caused by COVID-19, through



humanitarian aid with different community and institutional actors in the municipalities. We provided environmental training for 150 people.

We supported the promotion of culture and mental health through music and reading and, contributing with the publication of the book *Antología de la Escritura Dramática de Caldas* (anthology of dramatic writing in Caldas) by Gilberto Leyton and providing musical instruments to the group Son de mi Tierra.



## Health for family well-being

**We provided benefits for 303 people** through the line of health or family well-being

Some results:

- ✓ **We worked with Instituto Colombiano de Bienestar Familiar – ICBF**, to implement social programs intended to prevent the use of psychoactive substances.
- ✓ **We helped with the activation of support networks** for referring patients from the rural area to the hospitals in each municipality.
- ✓ **We donated four pieces of audiovisual equipment (TV sets)** to Hospital Departamental San Vicente de Paúl in Aranzazu.
- ✓ **We gave 10 potabilization filters to schools in Neira and Aranzazu**, which benefit 303 children alternating schedules due to COVID-19.



## Social and competitive sports, and culture

We managed alliances for high-performance sports such as volleyball, and implemented eight recreation/cultural and sports events in the localities around the area of influence. This benefited 140 children, youths and adults in the localities of those municipalities. This benefited 974 people.

Some results:

- ✓ **We made an alliance with the Caldas volleyball league** for the municipalities of Neira and Aranzazu. In addition, to help with the participation in the national volleyball Copa Pony championship, we made a donation to the volleyball league
- ✓ **We support the sports implementation of the Futuros Neira Football Club**, benefiting 80 players with a donation of 20 soccer balls to promote the appropriate use of free time.
- ✓ **We donated inputs for maintenance of five sports fields in Neira**, accompanied by the design of a Wakate-FGL-type grid.
- ✓ **We joined the reactivation of the tournament of localities community integration championship** through soccer in the locality of Pan de Azúcar, by providing the prizes and uniforms for 72 players from four teams.
- ✓ **We are official sponsors of the Deportivo Once Caldas** soccer team. This alliance is a contribution to promoting sports in the region.





## Housing beyond the walls and community infrastructure

Improvement of the physical infrastructure and equipment for the Pan de Azúcar health center, benefiting 860 people.

Assistance to the community for improving local, departmental and municipal roads. This is a public – private alliance with community participation, which boosts the quality of life for 2000 inhabitants by improving the traffic of goods, groceries, and transportation.

Since we established the baseline, we identify the importance of preserving water resources as a contribution to community well-being. The company will invest approximately \$500 million to build three water clarification plants in the municipal sources of Los Chorros (4 l/sec), Pan de Azúcar (40 l/sec) and La Julia, in the municipality of Aranzazu (7 l/sec), which will benefit approximately 1000 families by improving the quality of water in the region.

The investment in 2020 was  
**\$112 million.**



## 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	\$836 millions
Beneficiaries from infrastructure	3.310



### Housing



Amount invested	0
Beneficiaries from infrastructure	110



### Education for life programs (HS-5)



Amount invested	\$6 millions
Beneficiaries	3.222



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



Amount invested	\$99 millions
Beneficiaries	303



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



Amount invested	\$2 millions
Beneficiaries	974





## SUSTAINABILITY GOALS AND CHALLENGES 2021



### Local and regional development



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

### Education for life



Provide education for defenders of the ecology: **100 children and youths** in Neira and Aranzazu.







# Our environmental footprint





## Our environmental footprint

**(103-1)** For Wakate, 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.



**747.3 hectares dedicated to conservation**

**38% of the total farm area**

**19.712 trees planted**



### **Biodiversidad (304-3)**

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 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 animal sightings and forms. The species we have seen are hawks, stone curlews, owls, hummingbirds, turkeys, wolfhounds, coypus, possums, armadillos, hares.

To continue our plan for reforestation and embellishment inside and outside our farms, we have built small nurseries to help propagate plant material.





## 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.



**3** permits granted for using surface water.

**0** deep wells.

**0,26 m<sup>3</sup>** volume of the concession granted.

**0 m<sup>3</sup>** taken from underground sources.



## Our environmental footprint



### Energy management

Responsible energy use is a fundamental pillar for Wakate. 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.

**9.928 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 fire extinguishers.
- ✓ Use of organic and synthetic fertilizers.
- ✓ Decomposing organic materials in septic tanks.

**382.491 Ton CO<sub>2</sub> eq**

Scope 1: **1,681**

Scope 2: **380.810**

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 CO<sub>2</sub> 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.



## 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 were climate change which project 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 climates – 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.





## SUSTAINABILITY CHALLENGES AND GOALS 2021



### Biodiversity

- ✓ We carried out reforestation programs in water recharge areas, easements, and forest margins contribute to offsetting the carbon footprint and climate change. In this way, we will plant 26,000 trees out of the 40,000 projected in the Caldas region in 2021.
- ✓ By implementing 4000 beehives we will be implementing an apiculture project intended for pollination, and as a strategy for the circular economy of the business.

### Emissions management and climate change

- ✓ Continue measuring our carbon footprint and design programs to reduce emissions.
- ✓ Continue to increase mechanical weed control to decrease the use of agricultural chemicals through the fumiduct.

### Water management

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



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[www.wakate.co](http://www.wakate.co)