

OUR PURPOSE IS TO CULTIVATE WELL-BEING

Sustainability Report 2021





03	Results of sustainable management <i>Main figures and good news for 2021</i>	16	We are ethical and transparent <i>The way we act</i>
04	We do it responsibly <i>About the report</i>	25	Operational Excellence <i>Responsible value chain</i>
05	Our purpose is cultivate well-being <i>Message from the President</i>	37	Our people <i>Our team / Communities</i>
09	We are a sustainable agri-industrial group <i>About Banacol</i>	61	We preserve, reforest, and mitigate <i>Our environmental footprint</i>
13	Our economic, environmental, and social purpose <i>Strategy and sustainability</i>		



RESULTS OF SUSTAINABLE MANAGEMENT

Main figures and good news 2021



4,649 employees

14% women 86% men



15 million boxes
of bananas exported



823 thousand boxes
of plantain exported



18 is the number
of countries we reach with
our products and services



60% employees
under indefinite term
employment contracts



588.33 hectares
for conservation



13,064 trees
planted in 2021



COP 11,911 million
in social investment



4 thousand tons
of plastic sold



36 million cardboard
boxes made



>> **Main figures and
good news for 2021**

About the report

Message from
the President

About Banacol

Strategy and
sustainability

The way we act

Responsible
value chain

Our people

Our environmental
footprint



WE DO IT RESPONSIBLY

About the report

(102-48) (102-49) (102-50) Banacol presents our **Sustainability Report**. The report includes information about our economic, social, and environmental performance for 2021 which covers from January 1 to December 31, 2021. Clarifications, exceptions to the information covered, and changes in the figures are explained throughout the report.

(102-32) (102-51) (102-52) This report has been formally reviewed and approved by the company's Directive Committee and is published every year. This is the second report presented. This is the third report presented. **The previous version was published in March 2021** and showed the activities and results for 2020.

(102-54) (102-56) Each chapter contains **information about the actions, the goals, and the results, according to the Global Reporting Initiative (GRI) under the "essentials" option** which is identified using the appropriate code for each indicator. Furthermore,



the contents are structured according to the corporate strategy and the definition of materiality for sustainability, based on the premise of Operational Excellence.

(102-53) For questions or additional information, please contact the **Communications department at comunicacionesgreenland@greenland.co**



Main figures and good news for 2021

» **About the report**

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint



OUR PURPOSE IS TO CULTIVATE WELL- BEING

Message from the President

(102-14) (102-15)

We at Banacol till the soil from which we transform the world. We produce change and feed millions of people. This way we contribute to the sustainable development of the country and to the well-being of those around us. We took the first step more than four decades ago, and we have been evolving ever since to create more and better opportunities.

Maintaining our clear aim of 2022 well-being, in 2021 we overcame an environment fraught with uncertainty, volatility, and major challenges. In addition, we mitigated the impact of the situation and its economic impact with a view to the sustainability and endurance of our business.

All of this is the result of three key factors that reflect collective management with a great sense of responsibility, focused on a shared purpose:



- Our ability to reinvent, to be resilient, and our Operational Excellence, enable us to deal with obstacles as opportunities.
- Build a relationship based on trust with our stakeholders.
- Our team's commitment and passion, who know how to read and foresee market conditions to anticipate them and to be proactive.



Main figures and good news for 2021

About the report

>> **Message from the President**

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint



At Banacol we are convinced that **sustainability is the right path to leave a positive footprint on the world.** It is our way of being and acting to endure and transcend by taking care of the planet and creating well-being for those around us.

During this time we consolidated our businesses as a Business Group, we promoted and reinforced our sustainable culture and DNA, we carried out activities based on the strategic values and pillars we have defined, we became consolidated as a good place to work, and we were recognized as a company that contributes to the progress of the communities and protects the environment together with the best people who help us make it a reality.

Our commitment to economic, social, and environmental sustainability

We at Banacol are committed to sustainable development. This is why we are constantly striving to promote a responsible value chain, environmental care, and protection, making and maintaining a social footprint, and a good corporate governance approach. This way we achieve the expected economic results and have a positive impact on our employees, on the communities where we operate, and on the ecosystems.



Main figures and good news for 2021

About the report

>> **Message from the President**

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint



We are facing major challenges in 2022, with an economic environment defined by high prices and input shortages, as well as an election process in Colombia. During this time, we will continue to support the institutions and shared construction, and to reaffirm our commitment to the transformation of the country. We will face this year with enthusiasm to continue our consolidation as an agri-industrial group that creates value for its shareholders, clients, vendors, employees, and communities.

Good practices for the future of the planet

We are committed to implementing practices that will enable us to make our operations carbon-neutral to get in line with the country's emissions reduction goal and respond to the global challenges in terms of climate change. In addition, we promote circular economy practices and we will strive to optimize resources, thereby reducing the consumption of raw materials and the proper use and disposal of waste materials.



Main figures and good news for 2021

About the report

>> **Message from the President**

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint



People are the focus of our corporate strategy

We will continue to offer working conditions that enable our people to develop their talents. We want to be recognized as the best place to work through the creation of decent employment, equal opportunities, capabilities development, life balance, and a culture of self-care.

We will also continue to leave our footprint on the communities through by strengthening the lines of action of our GreenLand Foundation- FGL: Training for life, Health for family well-being, Social and competitive sports, Housing beyond the walls, and Community infrastructure.

VICTOR MANUEL HENRÍQUEZ RESTREPO

President, Grupo GreenLand



Main figures and good news for 2021

About the report

>> **Message from the President**

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint

WE ARE A SUSTAINABLE AGRI-INDUSTRIAL GROUP

About Banacol



This business is dedicated to the production and commercialization of bananas, as well as the commercialization of plantains nurtured by local producers, the production of agricultural plastics, corrugated cardboard, and the sale of those agri-industrial inputs. Over 95% of the bananas that we commercialize are produced in our own plantations – 6000 hectares in Colombia – which guarantees excellent quality control and compliance with the specifications agreed on with the clients.

CONTROL B

Compañía de aspersiones

We are in charge of planning the sigatoka control program, a fungus that affects banana crops. We provide integrated, tailored solutions for aerial and ground spraying, starting with the definition of a competitive plant health program and including air spraying, aeronautical maintenance, and ground support with a differential technology, operational safety, and control value offer.

agiplast

With all the needs for plastic industries, inputs for the banana, plantain, and other tropical fruits such as soursop, pineapple, guava apple, and any other agricultural products that require it, starting with bag materials that help protect the growing fruit, to the packaging products that go with the final product to the market and the consumer.

FruBaTec

This is a circular economy initiative where we use the bananas not fit for exports but of excellent quality, to transform them into banana purée and banana flour. This is an added value product and a key raw material for the food and beverage industry. Our plant, which started production in 2021 as the first industrial plant in the region using state-of-the-art technology and certified quality, hopes to become a benchmark at the national and South American levels.

Cordarién

We produce corrugated cardboard boxes, cardboard corner pieces, and stickers for packaging the products. This provides added value for the fruit and produce industry. We have leading edge technology to produce 90 million boxes a year, 2,500,000,000 stickers and 8 million corner pieces a year.



Main figures and good news for 2021

About the report

Message from the President

>> **About Banacol**

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint



CORPORATE SUPPORT

We are a team made up by several areas that provide business support and specialized services, promoting the competitiveness and sustainability of our businesses, and supported by our Operational Excellence pillar and complying with strict service levels.

These are the areas that our corporate support covers:



Sales



Legal



Social



Commercial and
logistics



Administrative and
technological



Financial and Projects



Controllershship and
Auditing



Main figures and good
news for 2021

About the report

Message from
the President

>> About Banacol

Strategy and
sustainability

The way we act

Responsible
value chain

Our people

Our environmental
footprint



BANACOL AROUND THE WORLD

- Germany • Belgium
- Slovenia • Sweden
- Spain • Greece
- The Netherlands
- England • Italy
- Portugal
- United States
- Turkey • Libya



ASSOCIATIONS (102-13)

- ANALDEX
- Augura
- Corpourabá, Members of the Board of Directors
- Fenalco
- Asociación de Fundaciones Empresariales (AFE)
- Asociación Nacional de Fondos de Empleados (ANALFE)



Main figures and good news for 2021

About the report

Message from the President

>> **About Banacol**

Strategy and sustainability

The way we act

Responsible value chain

Our people

Our environmental footprint

OUR ECONOMIC, ENVIRONMENTAL, AND SOCIAL PURPOSE

Strategy and sustainability



VALUE PROPOSITION (102-16) (102-17)

MISSION

- » We are farmers and we provide solutions to meet our clients' needs.
- » We are passionate in our search for excellence and sustainability.
- » We cultivate well-being for our families and the communities where we operate.
- » We establish close relationships.
- » We are the GreenLand family.



Strategic pillars



Financial strengthening and creation of surpluses.



Compliance with a differential and adequate value proposition.



Operational Excellence with consistent execution.



Business growth and projection.



The best people in the best place to work.



Sustainability.

Values



We are accountable



We make things happen



We are transparent, resilient, and close



We work with a passion

VISION



- » To be recognized as an agri-industrial group that creates value for its clients and shareholders, in a sustainable and reliable way, and promote well-being for their families and the community.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

>> **Strategy and sustainability**

The way we act

Responsible value chain

Our people

Our environmental footprint



OUR SUSTAINABILITY POLICY

We implemented our sustainability policy in 2021. This is the framework for our way of doing business, and where we promote our organizational culture in which all employees share and internalize our sustainability challenges in their daily activities. We understand that our actions go beyond agricultural production and commercialization in the provision of Agri-industrial services in a responsible manner. We are constantly seeking the well-being of those who walk with us on this path, in the regions where we operate hand-in-hand with the communities to build the country, create a better social future and contribute to the Sustainable Development Goals.

Our sustainability represents the actions that we have taken in the social, environmental, and economic areas and is the result of an integrated work under a common corporate approach and guidelines, carried out by different businesses that make up Grupo Empresarial GreenLand.

We integrated this policy into our corporate strategy and made a commitment to become aware of and internalize it.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

>> **Strategy and sustainability**

The way we act

Responsible value chain

Our people

Our environmental footprint

WE ARE ETHICAL AND TRANSPARENT

The way we act



HOW WE ACT

Corporate governance

(103-1) We have a corporate governance framework that is aligned with high standards and are framed by transparency, integrity, and good conduct. We seek a balance among the government, management, and control bodies for appropriate decision-making and the publication of timely and accurate information as the key elements to strengthen our stakeholders' trust in us.

We have our Code of Governance and Corporate Ethics through which we promote exemplary behaviors. This code provides the structure for and gathers all the policies, norms, and ethical principles that everyone related to the organization must follow in order to preserve the integrity of the business and maintain transparent relations with the stakeholders.



(102-18) Governance Structure

The leadership at Grupo Empresarial GreenLand is focused on guiding the organization towards good management practices, Operational Excellence, and product quality throughout the entire value chain and,

at the same time it is constantly seeking the well-being of everyone throughout the value chain. Three governance and decision bodies plan, define, implement, and monitor the short, medium, and long-term strategic objectives.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> **The way we act**

Responsible value chain

Our people

Our environmental footprint



(102-22) (102-23) (102-24) (102-25)
(102-26) (102-29) (102-30) (102-34)

General shareholders assembly and Board of Directors

This is our highest corporate governance body whose function is directing and deciding the most important issues for the organization. The Board of Directors, appointed by the shareholders assembly, is the highest administrative body in the organization and its functions include approving and supervising top management's implementation of the strategic

objectives, the governance structure, and the corporate culture. In addition, the Board of Directors defines the sustainability parameters that are implemented and participates in identifying and understanding the main economic, environmental, and social impacts and risks.

PRINCIPALS



VÍCTOR MANUEL
HENRÍQUEZ RESTREPO



JUAN FERNANDO
CORREA RESTREPO*



LUIS IGNACIO
MEJÍA ÁNGEL*

ALTERNATES



CAMILO
MOLINA URIBE



JUAN LUIS
BOTERO JARAMILLO*



LUZ STELLA
ORTIZ FRANCO

*Independent
members

Executive President
Víctor Manuel
Henríquez Restrepo



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

Strategy and
sustainability

>> The way we act

Responsible
value chain

Our people

Our environmental
footprint



BOARD OF DIRECTORS

(102-22)



	Víctor Manuel Henríquez Restrepo	Juan Fernando Correa Restrepo	Luis Ignacio Mejía Ángel	Juan Luis Botero Jaramillo	Luz Stella Ortiz Franco	Camilo Molina Uribe
	Executive	Not executive	Not executive	Not executive	Not executive	Not executive
Independent?	NO	YES	YES	YES	NO	NO
Seniority in the Board of Directors	2	2	2	2	2	2
Board meetings attended	11	11	11	11	11	11
Percent attendance	100	100	100	100	100	100



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> The way we act

Responsible value chain

Our people

Our environmental footprint



(102-18) (102-19)

Steering Directorate

This is the administrative body in charge of implementing the strategy, achieving the proposed objectives, and direct relationships with the stakeholders. The directorate consists of:

- President
- Chief Legal Officer
- Chief GreenLand Foundation-FGL Officer
- Chief Administrative and technology Officer
- Chief Commercialization Officer
- Chief Sales Officer
- Chief Controller Officer
- Chief Financial and project Officer
- Chief Agricultural Production Officer
- Chief Sigatoka Control Officer

(102-20) (103-3)

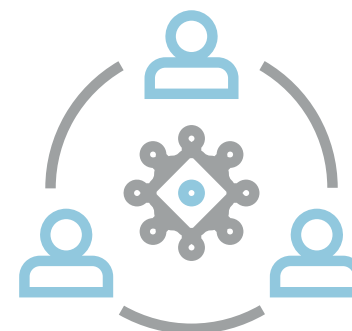
Corporate Committees

We have different bodies that consist of employees in charge of watching out for the interests of the organization and of the employees. These include:

- Strategic committee
- Sustainability committee
- Auditing and financial committee
- Peaceful coexistence committee
- COPASST
- Women's committee

Other control bodies

- Secretary-General
- ML/TF (SAGRILIFT) Compliance Officer
- Data Protection Compliance Officer



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> The way we act

Responsible value chain

Our people

Our environmental footprint



ETHICS AND TRANSPARENCY POLICIES AND GOOD PRACTICES

(102-16) (102-17) (103-2)

We at Banacol have implemented different mechanisms, policies, and procedures for managing information and communications at all levels in areas such as culture, philosophy, and institutional principles and values in such a way that the company take into consideration the risks and the control activities in their actions.

- ✓ Code of business ethics and conduct
- ✓ Corporate declaration of respect for fundamental human rights
- ✓ Corporate responsibility policies
- ✓ Policy of legal compliance
- ✓ Anti-fraud and anticorruption policy
- ✓ Confidential information management policy
- ✓ Manual for managing the self-control and ML/TF risk (SAGRILIFT)
- ✓ Policy for admitting and creating third parties
- ✓ Security policy
- ✓ Conflicts of interest policy
- ✓ Policy for the use of information resources
- ✓ Donations policy.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> The way we act

Responsible value chain

Our people

Our environmental footprint



We at Banacol have created the code of governance and business ethics is an approach to set for the principles that guide our day-to-day behavior in the organization. They are consistent with the corporate strategy, good sustainability practices, and compliance with applicable laws. This is the basis to deploy internal policies and procedures to promote transparent, harmonious, and sustainable relationships between the company and its stakeholders.

As part of the program to implement the transparency and business ethics program, the Board of Directors created the compliance officer for the program, and an institutional commitment was signed to prevent cross-border bribery, and the code of good governance and business ethics as well as the antifraud and anti-corruption policy, to cover all companies in the Business Group.

In 2021 we implemented the plan to communicate the code of governance and business ethics. The objective was to dive off the group's commitment to ethics and to live by the principles and values through a framework to guide people's behaviors.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> **The way we act**

Responsible value chain

Our people

Our environmental footprint



In addition, we strengthen the implementation of the self-control and management of money laundering and terrorist financing risk system (SAGRILAF - Sistema de Autocontrol y Gestión del Riesgo Integral de Lavado de Activos y Financiación del Terrorismo).

The following actions were carried out under this framework:

- Working sessions with business managers to determine the new risks to which the organization could be exposed.
- Hiring a substitute compliance officer.
- Implementing the Sherlock system is a technological tool to help with SAGRILAF, Software risk management, and third-party segmentation.
- Project for updating third parties using an external consultant: Carvajal Tecnología y Servicios S.A.S.
- Annual training for employees about SAGRILAF and PTEE.
- Updated the third-party creation policy, and training for the employees who take part in this process.
- Preparation of the single third-party creation form for all companies in the group, in two versions: one for individuals, and one for legal entities.
- Adjustments to the SAGRILAF and presentation for approval by the Board of Directors.

In addition, as an objective tool for our actions, the organization has its **transparency hotline**, communication channel which provides advice and assistance with behaviors that involve the integrity of the business group.



Phone



Email



Web form

In 2021 we implemented the communication plan to reactivate the transparency hotline. The plan is intended to remind stakeholders about the existence of this channel, the steps to be followed, and the events that can be reported there as part of living our principles and values.



Click here
to find out more about our
transparency hotline.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> **The way we act**

Responsible value chain

Our people

Our environmental footprint



WE MOVE FORWARD IN SAFETY

Evaluation of corporate risks (103-3)

Risk management is an enabler to achieve the goals of the business and strengthen the company's endurance over time. Identifying and managing risks and opportunities makes it possible to create value for the stakeholders and gives each process in the company the necessary criteria for making informed decisions.

In the organization, we manage risks following these steps:



Context of the risk

This is the first stage where the situations that have been identified reflect the reality of Grupo Empresarial GreenLand. By putting the risks and opportunities in context, it is easy to develop the ensuing activities.



Risk identification

This is the stage that allows the organization to list, understand, and define the risks.



Risk analysis

After the risks have been identified, they need to be associated with information about their frequency, i.e., how often does the identified event occur, and the consequences it might have in economic, human, reputational, and environmental impact for the organization. The probability of occurrence must also be determined.



Risk treatment:

This is part of the risk assessment and analysis and where the individuals responsible, actions and strategies are defined to prevent, mitigate, transfer, or accept the risks that have been identified.



Monitoring and evaluation:

The risks and their ratings are recorded and updated, and the risk management actions implemented by each area in the company are reported on a regular basis.



Communication:

The mechanisms are defined and the proper flow of this information inside the organization is insured, and the information is managed by the upper echelons (President and Board of Directors). The available information must be clear, timely, up-to-date, accurate, readily available, and verifiable.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

>> The way we act

Responsible value chain

Our people

Our environmental footprint

OPERATIONAL EXCELLENCE

Responsible value chain





(103-1) We at Banacol have internalized a management approach that starts with planning, execution based on competitive quality standards, and process and resource control, with continuous reference to analysis and improvement aimed at operational maturity and excellence.

We manage each business independently and we are vertically integrated through all the internal efficiencies that we have implemented. In addition, we provide mutual support in cross corporate processes, attempting to align the group with the concentration and specialization of each line of business. Thus, we have committed and focused team, with clear responsibilities, dedicated to the continuous search for results that enable us to keep the promises we make to our clients and stakeholders and always highlighting an identity that defines us and fills us with passion, and a firm but close leadership with "the best people in the best place to work". All of this in strict compliance with the law, hand-in-hand with the institutions, and in line with a code of good corporate governance.

Our activities include developing and implementing technology programs and audit and control schemes that provide us with online information about the business indicators, and timely reactions to implement effective corrective measures, maintain productivity and quality, and control costs to build trust and value for our clients.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

» **Responsible value chain**

Our people

Our environmental footprint



Our approach is to the socio environmentally conscious, agriculturally sustainable production of healthy, high-quality foods, which is the result of working with love for the earth and using good agricultural practices.

To achieve these objectives, we have support areas such as Agriculture, Control of Pests and Diseases such as Sigatoka, Technical Services, Integrated Process Management, Environment, and Corporate Support. Together, they monitor, measure, and assess on a weekly basis our agricultural work and programs, the pre-harvest, harvest, and post-harvest processes, and compliance with international standards, to provide the business with feedback, anticipation, timely reactions, ongoing training, and adjustments to the implementation to achieve our objectives.

This enables us to meet our clients' expectations, within our philosophy of being good neighbors and with the purpose of contributing to the growth of our internal and external communities by acting as agents for change in those regions where we operate, to help transform the country.

In addition, in our agri-industrial business for the manufacture of plastics and cardboard, plus the added value of the bananas, we use an approach of good manufacturing practices, quality, and continuous improvement. We aim for effective planning, connected to the agricultural business and the needs of the sector. Constant follow-up of quality and waste control, meeting international standards, as well as productivity, proper performance by and compensation of our employees, which has an impact on the region's economic development. We are operationally excellent and are constantly creating sustainable lines of business that reflect our Group's circular economy, to close our integrated chain and create value for all our stakeholders.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> **Responsible value chain**

Our people

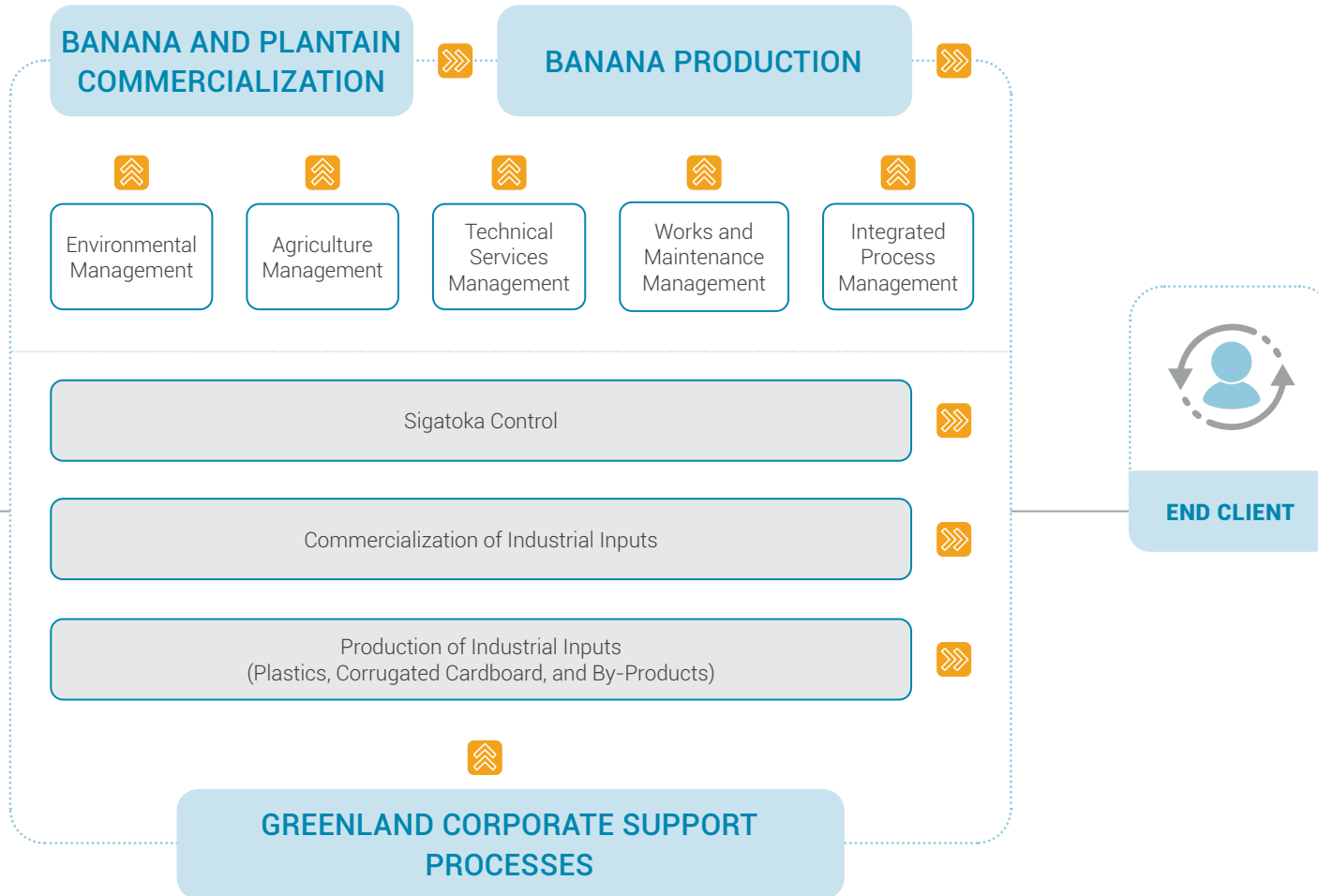
Our environmental footprint



BANACOL
PROCESS MAP



General process
structure



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> **Responsible value chain**

Our people

Our environmental footprint



OUTSIDE INITIATIVES

(102-12)



RAINFOREST ALLIANCE

Certifies our activities to protect the ecosystems and natural resources (flora, fauna, soil, and water), and our use of good environmental and social practices, the use of phytosanitary products, and proper waste disposal.



GLOBALG.A.P

Certifies our integrated pest and cultivar management within the agricultural production framework. Our commitment to our clients is to provide excellent products that meet their standards for consumption.



SA8000

A social standard that promotes improving work conditions, quality of life, and the well-being of our team and their families. Banacol's corporate policy is to not hire minors, and not to discriminate by reason of races, sex, age, origin, nationality, religion, sexual orientation, or political affiliation, among others.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act


>> **Responsible value chain**

Our people

Our environmental footprint



PRODUCTION

	Unit of measurement	2020	2021
Cases of bananas exported	#	15,108,742	14,863,616
Cases of plantain exported	#	941,151	823,053
Plastic sold	Ton	4,004	4,188
Cardboard boxes manufactured	#	36,538,564	35,665,524
Hectares for banana production	Ha	6,021	6,015



Click here
to find out
more about our
indicators.



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

Strategy and
sustainability

The way we act

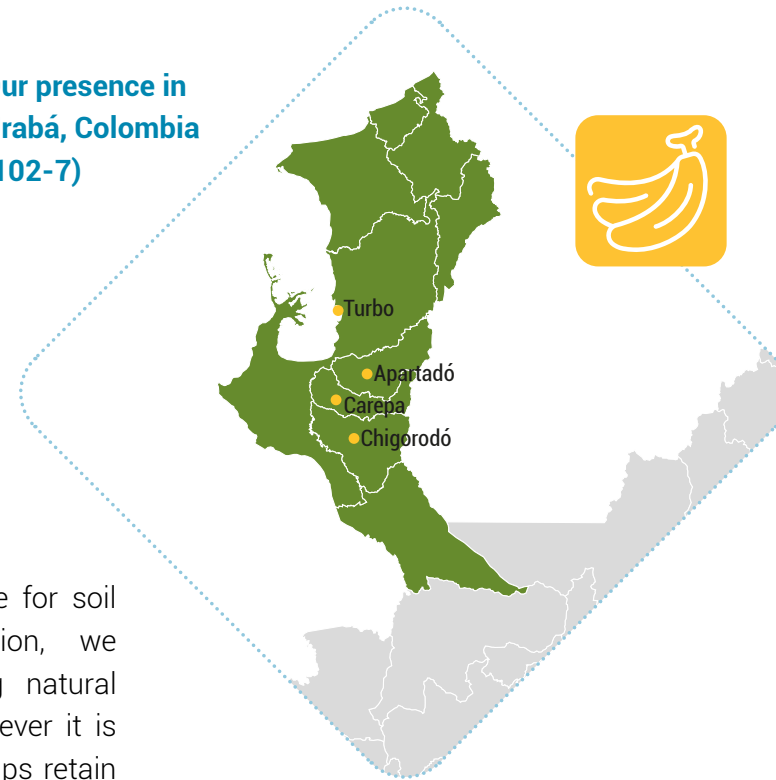
>> Responsible
value chain

Our people

Our environmental
footprint



Our presence in Urabá, Colombia (102-7)



We work hand-in-hand with our more than 4000 employees to meet the expectations of our clients, with a carefully grown and harvested, high quality products, that enables us to be competitive and maximize our results. This is achieved through our production process.

Managing growing and harvesting, implementing cultural activities, an agronomic nutrition plan, integrated pest and disease control, and monitoring, allow us to provide effective control of any deviations, control costs, and constantly look for operational excellence. Through responsibility, follow-up, and control, we always try to do things correctly and optimize our processes and results.

(CV-1) (CV-4) As a measure for soil protection and conservation, we have implemented planting natural covers in the cultivars wherever it is technically possible. This helps retain humidity in the soil, decreases the use of agrichemicals, prevents diseases that could affect plant development, increases the microbiological content, and mitigate the loss of soil through runoff.

We do our Sigatoka control based on phytosanitary formulas, together with good practices applied in all our cultivars. Through quality, efficiency, operational safety, and precision technology we promote the stability

and survival of the cultivar while being environmentally responsible. Our challenge is to decrease the chemical load by gradually migrating from systemic programs to organic and protective programs to protect natural resources and the well-being of our communities.

(CV-5) Our products are constantly being evaluated, from the time they are



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> **Responsible value chain**

Our people

Our environmental footprint



planted until the bunch is harvested, to guarantee the promised volumes within the time frames established. This information, together with the verification of consistency in the tasks, the analysis of weather conditions, the aggressiveness of the pathogen being analyzed, and the constant monitoring by the support teams that audit these parameters, is used to implement control strategies.

Thus, in the post-harvest period we implement monitoring and control activities that enable us to verify our quality and ensure that we keep our value promise to the client.

In 2021, we had positive results. We had production difficulties during the first quarter due to adverse weather and the presence of pests and diseases that affected our cultivars. However, we recovered in the following quarters and were able to meet the expected volumes and agreed quality standards, as well as caring for our employees and their families in this context of global pandemic.



We transform our products

Circular economy

(CV-6) We continue to advance with the production of banana purée and flour – Bananut– to produce the lowest amount of waste in our operations. Thus, we reintroduced the non-exportable bananas into the production cycle. In 2021 we benefited 9028 people from the communities in our areas of influence by providing a highly nutritious food. For 2022 we plan to produce 14,507 tons of purée and 622 tons of banana flour. In addition,

we will benefit 11,000 people with banana flour donations.

We are also working on strengthening our circular economy practices using materials from the production chain. During 2021, 98% of the plastic used for bagging the harvest, and 98% of the polypropylene rope used in the farms, was recycled. In addition, 20% of the raw materials used to produce the polypropylene rope was recycled in our Agriplast plant.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> Responsible value chain

Our people

Our environmental footprint



We fulfilled our value proposition

We are permanently looking for ways to improve our value proposition to the clients by distributing our offer in a more stable manner throughout the year, and by providing differential and consistent quality, with an approach that is sustainable using a social, labor, and environmental approach.

In terms of the process to evaluate how we maintain and improve our current clients and products, we implemented processes to manage ongoing communications and interactions intended to ratify the client's satisfaction, the compliance with the agreed specifications, to receive feedback for improvements and adjustments, and to align common objectives.

In 2021 we did a survey to find out our stakeholders' perception about the actions of Grupo GreenLand and its companies. The clients interviewed perceive the companies as sound, strong, and innovative. They also have a high rating of corporate values such as respect, transparency, and commitment. They see the business group as a great place to work, and emphasize the company's contribution to the region, and its social actions towards the community through Fundación FGL. There is a positive perception about our responsibility towards the environment.

There is an opportunity to move towards more open and detailed communications that will enable our clients to know more about what all the business units offer, and also about leadership, social impact, and good environmental practices.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

» **Responsible value chain**

Our people

Our environmental footprint



Highlights of our value proposition

- ✓ Production based on our own farms, with strict quality standards, and control of processes and results.
- ✓ Flexibility to meet our clients' needs.
- ✓ Fast and efficient teams to anticipate and react on a timely basis.
- ✓ Employment, social, and environmental sustainability initiatives.
- ✓ New diversification projects that will enable us to offer a broader and more varied product portfolio.

Some indicators: (CV-1)



As part of our quality assurance strategy, we made our process more technical looking for greater efficiency in the **post-harvest camera operations.**



56 electronic scales to determine the net weight of fruits in trays were installed for all our farms, thus ensuring that we keep our promise to the clients.



Fertilizer consumption:

Organic fertilizers: **30,227,056 kg**

Organic liquid fertilizers: **657 L**

Synthetic fertilizers: **29,266,540 kg**

Liquid synthetic fertilizers: **38,638 L**



In 2021 we planted **1,248 ha of noble cover.**



In our **aerial spray operations for Sigatoka control**, we provided training to the crews which, together with optimized processes and precision technology, helped us save materials and increase the number of hectares per hour for the planes, and fuel per hectare, as part of our effort to mitigate carbon emissions and environmental impact.



The characteristics of our soil make it possible to use a large amount of cover, which helps reduce the use of herbicides.

Total herbicide consumption: 75.1 m³



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> **Responsible value chain**

Our people

Our environmental footprint



WE LOOK FOR THE BEST ALLIES

Supply chain management (102-9)

We value and recognize the importance of building trust and long-term relationships with our allies. This will enable us to optimize purchases, manage and mitigate risks, and maximize opportunities in our supply chain. Closeness, joint work, and the creation of shared values have allowed us to build relationships with two-way benefits.



We work with our suppliers to achieve:

- Efficiency in the processes.
- Cost reductions.
- Reduced risk when selecting suppliers.

By promoting the development of our suppliers, we assure our success through the continuous improvement of administrative, commercial, technical, environmental, productive, and financial competencies.

Our supply chain consists basically of all fruit producers, national and international suppliers of goods and services, port operators, transporters, and labor contractors.

Main products:

Fruit, paper, resins, fertilizers, agrichemicals, and others.

Main services:

Advice and consulting services, works and maintenance, administrative and technological services, among others.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

>> **Responsible value chain**

Our people

Our environmental footprint



OUR CHALLENGES



Supply chain

- ❖ Strengthen our socioenvironmental connection with our suppliers of national and international goods and services, sharing with them the principles of sustainability, and promoting their implementation and application.

Circular economy

- ❖ Use 26,000 tons of fruit that was not exported to create added value for our new business of production and commercialization of banana flour and purée, Frubatec.
- ❖ Benefit 11,000 people in our communities by donating banana flour.
- ❖ 98% of the material we collect in our field work will be recycled in the plastics factory. In addition, 30% of the propylene for producing rope will be recycled.

Client management

- ❖ Strengthen close ties with our clients, sharing the principles of sustainability and measuring their perception and satisfaction with our service.

Operational excellence

- ❖ Implement a system to densify irrigation for 200 ha of banana plants.
- ❖ Decrease the chemical load in our crops. For next year, increase by 5% the native noble cover, equivalent to 500 ha. Mechanical weed control will be used for this purpose.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

» **Responsible value chain**

Our people

Our environmental footprint



OUR PEOPLE






Our Team



(103-1) Our people are the core of the Organization. They work every day to give life to our purpose to create well-being by experiencing our values, making things happen, working with passion, transparency, and resilience. All with a leadership that is approachable and accountable to reach our goals and our sustainability premise.

We are aware of the responsibility and impact we have on their lives and on their families. That is why we work to provide, promote, and manage the conditions needed so our team can meet the challenges while we acknowledge and respect the person per se.

Our work is focused on the following:

-  Equal opportunities
-  Developing our people
-  Cultivating well-being
-  Healthy and safe work setting
-  Fundamental human rights



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



(102-7) (102-8) Information about our people



Total Employees	4,649
Male	86%
Female	14%
Administrative	11%
Operations	89%
Indefinite Contracts	60%
Fixed Contracts	7%
Special Work Shifts	33%
18 - 28 years old	18%
29 - 39 years old	27%
40 - 50 years old	29%
51 - 60 years old	23%
Older than 60 years	3%



Click here
to find out
more about our
indicators.



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

Strategy and
sustainability

The way we act

Responsible
value chain


>> **Our people**


Our environmental
footprint

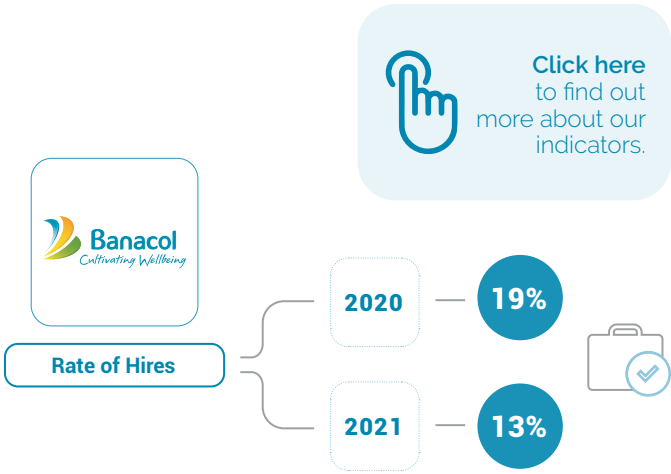
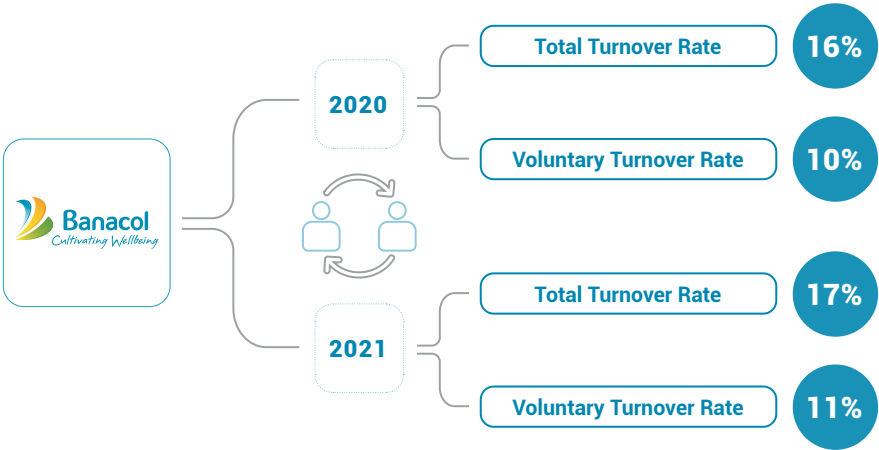


(103-2) Very early on in our attraction, recruitment, and selection process, we have policies and strategies that ensure equal opportunities and allow hiring suitable talents not solely for their technical skills but because they share our principles and corporate values – and above all, they are excellent human beings. Indeed, we are proud to have the human talent which has led the Company to think and act differently, with top performance standards, a huge commitment, and resourcefulness – focused on creating value for our stakeholders.

(401-1) Hiring and Turnover Process

Reasons for Termination	
Voluntary	506
Pension	90
With just cause	36
Without just cause	21
Mutual agreement	13
Contract expiration	100
Death of employee	6
Total Dismissals	772

New Hires	
Persons 18 - 28 years old	348
Persons 29 - 39 years old	210
Persons 40 - 50 years old	37
Persons 51 - 60 years old	2
Persons older than 60	0
Male	442
Female	155
Urabá	597
Greater Area	0
Total	597



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



Our priority still focuses on the safety and health of our employees. In 2021, we were not complacent to biosafety protocols, and we promoted vaccination as a strategy for collective protection. Our campaign “Those Vaccinated Gain Life” promoted at our operations in Urabá the application of the vaccine for our employees and their families. To meet the purpose, agreements were entered with healthcare facilities to apply vaccinations at the job site and different contests between the areas.

Working at home, office work at home, alternation, work attendance, are still in force in 2021, showing that we have a team that is competent and resilient, facing challenges every day yet still connected to our business and persons in every work scheme.

To avoid the spread of COVID19, we continue making tests paid by the Company as part of our business protocol. We also established settings for the isolation of employees, and follow-up and management with HMOs to serve the cases.

During the year, we reaffirmed why We Add Together (“JuntoSumamos”). Through an emotional campaign and different activities, we had the chance to reaffirm that working together leads to reaching our personal and organizational goals and building regions and the country.



Due to our Biosafety protocols, still, during the pandemic, no Labor Wellbeing activities were promoted physically which could represent a hazard. Nonetheless, we did not stop from being present on special dates to show our admiration, respect, and feelings for our employees. The Week of Health was promoted with online activities and the firm purpose of building awareness of self-care and good habits targeting physical and mental health.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» **Our people**

Our environmental footprint



Several of our benefits are listed below



Conventional aids: maternity, seniority premium, Christmas bonus, death of relatives, elementary and high school scholarships, among others.



Extralegal benefits: vacations premium, aid for disabilities, bonus for compliance of corporate goals.



Template of benefits in time: special working hours in Christmas and Holy Week, day off on December 24th and/or 31st, an afternoon off during the birthday month, free days for seniority.



Agreements with drugstores for discounts.



Agreements with educational facilities for discounts for employees and relatives.



Agreements with health facilities for copayments.



Collective car policy.



Employer life insurance policy.



Voluntary life policy.



Agreements for pre-paid medical plan.

(406-1)

In 2021, there were no cases of discrimination in Banacol.



[Click here](#)
to find out
more about our
indicators.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> **Our people**

Our environmental footprint



Keeping up with our breastfeeding program Drops of Life ("Gotitas de Vida") and seeking proper conditions to aid pregnant and breastfeeding women in their process – which contributes to the wellbeing of mothers and to the nutrition of the children of our employees – we opened 8 breastfeeding halls in the region of Urabá.

(401-3) Parental Leave

100% of our employees are entitled to parental leave.



[Click here](#)
to find out
more about our
indicators.



Equal Opportunities

Our focus on equal opportunities includes our work at the banana operation called "400 Women" which seeks to train and/or hire with or without experience in the packing processes. Early on in November 2019, we have hired a total of 400 women with a 65% retention rate. The entire teams of two of our packaging plants (Durazno and Negritos) are female.



Main figures and good news for 2021

About the report

Message from the President

About Banacol


Strategy and sustainability

The way we act

Responsible value chain

>> **Our people**

Our environmental footprint

Parental Leave 2021	
Men that enjoyed parental leave	127
Women that enjoyed parental leave	39
Men that returned to work after completing their parental leave	124
Women that returned to work after completing their parental leave	31
Men that returned to work after their parental leave – and are still employees 12 months after returning to work	92
Women that returned to work after their parental leave – and are still employees 12 months after returning to work	15
Return to work rate	93%
Retention rate	64%



On the other hand, our program on bananas promoted labor inclusion, hiring 271 young adults 18 to 28 years old on growing, packaging, and harvesting tasks.

Moreover, along with GreenLand Foundation- FGL, we began an online and interactive 20-hour training course on gender equality attended by 36 employees of which 15 are part of our Committee of Women. The purpose of this course is to learn about gender in different contexts and agents and to create tools that will enable the Organization in the future to continue enhancing this matter in its processes. Said course has included concepts related to gender equality, gender and diversity, gender-based violence, domestic life and working to care for others, work and gender, social indicators based on gender, gender-related to community work, and the Sustainable Development Goals, among others.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» **Our people**

Our environmental footprint



(406-1) No case related to work or sexual discrimination and/or harassment was displayed in 2021.

(404-2) Alongside our GreenLand Foundation-FGL a course was given called We All Can ("Todas Podemos") aimed to develop skills for life with an outlook and inclusion in the job setting. The course was attended by 206 young women, mostly single moms, who were preparing to find a formal job with the Company. The women were training on positive labor attitudes, values, healthy and conscious sexual health, sports, and healthy nutrition, among others. This course provided tools to better adapt to their setting and team.



(404-2) With regards to education, we graduated 105 employees from our banana farms along with SENA (National Learning Service) on skills to grow and harvest bananas. At Agriplast, along with ASTIN SENA of Cali, we provided a technical course on manufacturing processes for 17 young employees. The purpose is to develop skills to support, manage and improve highly-competitive manufacturing processes to improve production levels – which lead to determining and managing the critical variables of the process and making a positive impact on productivity.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» **Our people**

Our environmental footprint



(404-2) We reinforced among our operations and administrative employees the purpose of our Transparency Line as well as our Corporate Governance and Business Ethics Code – to promote their use to report situations that go against our principles and values.



Harmonious collective bargaining with the unions of our banana farms was carried out, with terms in effect for two years.



Click here
to find out
more about our
indicators.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



PROTECTING EVERYBODY'S INTEGRITY

Occupational Health and Safety is fundamental for the business' sustainability – and this is why we constantly work to enhance a culture focused on turning safety into a lifestyle. Hence, every employee focuses, in turn, on self-care. We are convinced that investing in safety and health creates development, opportunities, and competitiveness thanks to the actions that contribute to change and improve the quality of life of our employees.



(403-3) To create proper conditions in the work setting for the prevention of risks, the promotion of mental and physical care of employees, and the generation of perceptions and real conditions of security at work are all part of our mission. This is achieved by identifying and intervening risks, training processes, assistance, communications, and meeting the regulations – promoting a culture of self-care.

In 2021, we reactivated our Emergency Brigade in Urabá and continued creating proper conditions in terms of

occupational health and safety within the framework of our system.

(403-5) Likewise, we trained 36 leaders on work accidents to continue enhancing the culture of self-care.

We conducted our annual assessment of Occupational Health and Safety with a 97% result on average, which shows our commitment to procure safe settings.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» **Our people**


Our environmental footprint



Click here
to find out
more about our
indicators.

Along with the Workers Compensation System (or ARL) we held the program Farms of Well-being ("Fincas de bienestar") at the nine (9) banana farms with the highest accident rates. This program focused on finding social-cultural trends that impact the frequency and relapse of work-related accidents, using a cultural interpretation system to exhibit patterns that have an impact on new risk trends. It also identifies local culture drivers to impact the behavior of our people, to boost the work setting, to optimize the empowerment of leaders within the organization, to provide new social-educational workshops to decrease work-related accidents, and develop settings that recognize persons that encourage the worker's retention.

(403-4) 100% of the employees are represented in the Occupational Health and Safety Committees.

Injuries, work-related diseases, days lost, absenteeism, and death toll	
Total number of workers	4,649
Accident toll	1,411
Days of absence due to accidents	21,820
Accident rate	2.53
Number of work-related diseases diagnosed in the year (new)	0
Days of absence due to work-related diseases	1,648
Total non-disabling accidents	32
Death toll per accident	0
Death toll due to work-related diseases	0
Number of absences due to common diseases	74,839
Hours worked	10,638,651
Days worked	1,143,654
Days lost (excluding vacations or union-related permissions)	107,176
Accident frequency index/K	32
Lost days severity index/K	492
Disabling work-related accidents frequency index	31
Absence due to health causes	16,950
Absenteeism frequency index	382
Absenteeism severity index	2,418



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint






OUR CHALLENGES






Protecting Everybody's Integrity

A healthy and safe work setting

-  **(403-5)** To enhance self-care in Occupational Health and Safety targeting preservation through education, and to prevent and control health and risk conditions. To encourage activities that boost physical and mental health.
-  To continue, alongside the worker's compensation system (or ARL) with the program Farms of Wellbeing ("Fincas de bienestar") at those banana farms with the highest accident toll.
-  To decrease work-related accidents by 7%.


We Have a Place for You

Equal opportunities

-  To increase female participation in the banana productive sector, reaching 20% through our "400 Women" program.
-  To focus on successions by hiring and training 100 young adults that have no experience in banana growing processes.
-  To enhance its Committee of Women by increasing the number of participants to 50 and carrying out annual work plans.

Growing With You

Developing our people

-  To enhance the culture of sustainability by sensitizing and training our own team.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> **Our people**

Our environmental footprint



OUR PEOPLE

Communities



Cultivating a **better social future**

(103-1) Stemming from our philosophy and focus on sustainability, our purpose is to cultivate the social future and wellbeing of our employees, families, and communities close to our areas of influence, and other strategic communities. We implement social development strategies in said communities through our GreenLand Foundation- FGL.

Our social investment model centers on acknowledging families as the core of social changes, the neighborhood as a community booster, and the community as the center of social processes, while we consolidate our social responsibility strategy in the regions.

We hold strong to 4 strategic pillars that address early childhood, boys and girls, teenagers and young adults, women, adults, and senior citizens:



Training for life



Health for families' wellbeing



Social and competitive sports, and culture



Housing beyond the walls and community infrastructure (203-1)



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



SOCIAL INVESTMENT



COP \$11,911*

* Figure in millions of Colombian Pesos.



In 2021, we kept on consolidating our intervention model using 6 types of mechanisms: proceedings, home visits, advisory services, remissions, meetings and training courses. The purpose was to enhance the communities with whom we interact, seeking social development in each of the population groups alongside FGL's focus.

We continue building trust with the three communities we work with: internal community, neighboring community, and strategic community – directly contributing to the strategic focus of the Business Group.

Moreover, the trust of families and communities in our GreenLand Foundation- FGL led to enhancing our social work methodology, turning into reality our strategy of being a good neighbor focused mainly on environmental and community dimensions; on the improvement of housing, promotion of nutrition, and devoting free time to sports. The strategic project of Green Guardians ("Guardianes Ecológicos") was launched. The purpose thereof is to promote the care and conservation of the environment as well as make good use of time off.

In addition, our SIISCOR information system has enabled us to have a cleared baseline not only of the population's data but also to monitor and control projects. This has allowed us to have better information for our criteria of the Foundation's benefits.

We were awarded by the Aurelio Llano Posada Foundation - in the Development Research category - for Bananut, a nutritional banana that contributes to the nutritional recovery of children, breastfeeding mothers, and senior citizens.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



(203-2) We participated for the first time in an international study with the OECD (Organization for Economic Cooperation and Development) on Philanthropy and Gender-equality in Colombia promoted by the AFE (Association of Corporate Foundations).

Said international study allowed us to compare our social investments during the 5 years it took with 54 other foundations of Colombia. Our GreenLand Foundation- FGL provided open data and to conclude, and as part of our contribution to SDG 17 and our philosophy, we are part of Colombian foundations that make good use of their strong network based on trust – being part of the AFE and to transparency by publishing our data beyond legal reporting requirements.

We conducted an analysis of indirect positive and negative economic impacts on the 4 pillars of the GreenLand Foundation- FGL.



[Click here](#)
to find out
more about our
indicators.



All of our projects kept on adapting to the pandemic caused by Covid-19 and to the biosecurity program Fusarium R4T, in alliance with our strategic partners, benefitting every population group with online and physical assistance.

(413-1) Our operation takes into account 100% of the local community. Our work involves community meetings, co-creation workshops, education, and analysis of needs. Besides, we have partners that allow us to create results with higher impacts.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

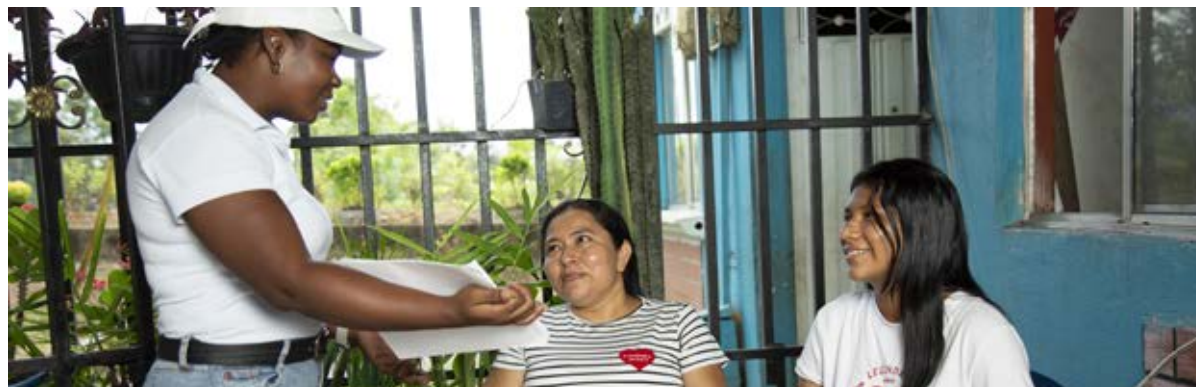
>> **Our people**

Our environmental footprint



We hold ongoing dialogues with our stakeholders about the FGL Foundation's social investment in 2021 as well as our participation with communities applying social impact assessments, including those of gender in terms of participative processes. Public contents also shared environmental and social impact assessments with the OECD study, and we participated as advisors of Corpourabá (the Environmental Autonomous Corporation).

Our work includes development programs based on the needs of local communities, such as the Social Plan of Montecarlo, Nueva Colonia, Plans of neighboring communities, and Collective AFE, among others; this also includes plans to participate with determined stakeholders and we conducted the survey of perception of our complementary School Term; we made assessments of satisfaction with "Jóvenes Sacúdete", the "Todas Podemos" project, CIFD Vigía del Fuerte and "Nutrición con afecto", among others. We also held meetings



and workshops with the community, accountability halls, acts of project inaugurations, and completions – physically and online.

We held committees and consultations with local communities alongside trade associations such as AFE, Augura and public officials of the municipalities. We met the Hiring Policy of the Business Group with our vendors in which we held the comprehensive hiring committee. In addition, our partners have their own assessment policy to guarantee comprehensive management.

We have technical, strategic, and assessment committees covering the

execution of investments made; work advice, occupational health, and safety committees, and other bodies that represent the workers.

In 2021, we developed formal grievances processes in local communities by implementing the PQRSF Policy. We also have the Transparency Line of Grupo Greenland to address situations that go against our principles and values – with a chapter of communities.

We made a baseline in 2020 using SIISCOR involving internal and external communities, which led us to follow up and assess the implementation and continuity of our initiatives.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» Our people

Our environmental footprint



Training for Life

Training cuts across the processes we manage through our GreenLand Foundation- FGL for the comprehensive development of people, families, neighborhoods/villages, and communities. We focus on different subjects for family circles and for the rest of the stakeholders – tied to each project that we execute and seeking the development of training for life and social management.

Beneficiaries as of December 2021

14,543

We continued providing training courses to encourage families and promoted educational tools with disruptive methodologies to reach our communities through video calls, advice by phone, group conferences, visits, workshops, among others. The milestones that stand out in this pillar are listed below:

- ✓ We benefitted 18,246 people by training them on environmental subject matters, 142 Green Guardians, a Comprehensive Social Plan at Papagayo residences, with the CIC we benefitted 1,458 people and their families from the municipality of Carepa, with CIC de Serranía we benefitted 6,393 people in the three community spaces, 824 people in the Social Plan of Montecarlo in Chigorodó – seeking to develop community ties for the new construction of affordable housing units that will be built in the next two years.
- ✓ A total of 1,315 people from 32 neighboring communities from the farms of Banacol attended the socialization process of Fusarium R4T, community environmental management, and processes in their rural communities as well as the good neighbor strategy.
- ✓ In alliance with the collective AFE Antioquia and 17 corporate foundations, social processes were enhanced for the sixth year in a row to support 1,090 people from the municipalities of San Juan de Urabá and San Luis.
- ✓ 2,600 children from the municipality of Carepa benefitted from the ERA Alliance (Alianza ERA) which sets out to improve the quality of rural education; our GreenLand Foundation- FGL is a partner of this agreement.
- ✓ We co-created and launched the course We All Can (**Todas Podemos**) with 205 women to develop their being, and to have a healthy and responsible sex life.
- ✓ We handed out 52 scholarships for high school and 2 for universities through our partners.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» Our people

Our environmental footprint



Health for families' wellbeing

With this Pillar, our purpose is to create good habits framed in building family ties, health and nutrition, family economics, self-care, child rearing guidelines, and emotional management.

Beneficiaries

6,484



- ✓ We carried on enhancing good hygiene, health, and wellbeing habits mainly of children, breastfeeding mothers and teenagers. We provide nutritional and psycho-social support to 400 children from Vigía del Fuerte, consolidating the School of Parents and the role of the family at home.
- ✓ 517 attendees of the health promotion processes and 103 families kept on improving their healthy habits.
- ✓ 1,267 children from daycare centers improved their nutritional conditions with the hand out of Bananut Plus, and its educational process was made with COMFAMA (Family Compensation Bureau).
- ✓ We aided in institutional routes a total of 24 children and adults with cognitive and physical capabilities.
- ✓ We backed 1,186 families from the complementary school courses providing psycho-social assistance through Mundo Familia – a program that allows them to tune their family developments with 2 sessions a year to support the psycho-social team.
- ✓ 341 children and pregnant women were part of the nutritional recovery project of Nutrition with Affection (“Nutrición con Afecto”).
- ✓ 951 children devoted to sports received psycho-social assistance and guidelines to enhance their technical and competitive skills.
- ✓ With the CIC, 118 children and adults learned better nutritional habits through CUNA- Culinaria Nativa.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



Social and Competitive Sports, and Culture

A truly comprehensive development needs to have access to complementary aspects of human beings, such as those enhanced by sports and culture. Both lead to consolidating life projects, developing skills, and encouraging values within communities.

Training sessions involve modules, technical assessments, monitoring and follow-up strategies, and programs to assist techniques.



Beneficiaries

4,573

- ✓ We took up the free time of 196 children from project CIFD or Centers of Sports Initiation and Formation for Urabá – a special project for the workers' children to promote sports.
- ✓ 89 children began their sports initiation process in order to participate in Baby Volleyball, Baby Athletics, and Baby Soccer.
- ✓ 182 children were part of the soccer group from our school in alliance with Club Atlético Nacional. The purpose is to improve and project their technical conditions.
- ✓ 898 children from rural schools of 2 regions improved their mobility with the project of Sports in Classrooms.
- ✓ 200 people benefitted from the interest of trade associations in holding a soccer tournament to improve relations with base communities and to enhance them as leaders in their territories.
- ✓ 2,186 children participated in the project Inspiration with Comfama. Our GreenLand Foundation- FGL played a pivotal role in the region, seeking to develop sports and the culture of these children through their physical education process.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» Our people

Our environmental footprint




(203-1)
**Housing beyond the walls
and community infrastructure -**
Investments in infrastructure
and supportive services



We manage the possibility for communities to have an infrastructure where they can develop optimal, nearby, and accessible conditions. One of the main positive impacts is job creation through these constructions, the benefits for children with access to sanitary units in their schools, the possibility of having a decent space for high-quality learning in infrastructure such as the ICC, improve the convenience when carrying out recreational, cultural, sports, or study activities, and the consolidation of public-private alliances to generate public spaces.

The negative impacts can be described as the lack of budget and priorities from the public sector to implement this type of investment, the length of time it takes to go through the processes to obtain public support services, and the families' financial difficulties for buying their houses.

The Housing line brings positive impact for the people, such as axis to a better place to live, basic sanitation, savings related to leases or temporary housing, integrated financing, and assistance for the families through the processes of education for life, among others.

	
investments in infrastructure	5,980
Public support service	1,518
Total	7,498

100% of the resources we invest are for social investment. This means that the monies are invested directly in the communities where we operate, but this does not constitute commercial arrangements, contributions in kind, or pro bono.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

>> Our people

Our environmental footprint



We work on community improvement of spaces for the community. All these community works serve to consolidate us and project a continuous social action with our prioritized communities.

- ✓ We deliver the second stage of the Papagayo Park (Carepa) which benefited 194 people.
- ✓ We improved the sports courts, benefiting 154 people in the region.
- ✓ We improved the bathrooms in seven schools in Carepa which benefited 2,406 children.
- ✓ We carried out viability studies for the Montecarlo and Santa María La Antigua residential communities to benefit 1,117 people.
- ✓ We benefited 40 people with electrical grids in the El Silencio school.



- ✓ Designs and liability for the ICC – Integrated Community Center in Carepa for 3,191 people.
- ✓ 450 families who had access to a service in the Housing pillar, 153 of which obtained a housing solution. 53 received housing improvement solutions, 43 property deeds, and 48 credits from the five matching funds for housing through an agreement with Comfama.
- ✓ 280 families in the group applied for housing subsidies, 63 of which received them for improvements.
- ✓ In the Papagayo housing development we work to establish the administration board for the development and the neighborhood as a condominium, with the basic peaceful coexistence rules.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

» **Our people**

Our environmental footprint



OUR CHALLENGES



Training for life

- Implementing the pilot for education in personal finance for 50 families in the banana-growing belt, internal community, using a methodology that is more pedagogical and applicable as a pilot for evaluation.
- Consolidate Guardianes Ecológicos (Green Guards), should promote environmental education in the communities with 350 boys, girls, and youths between 5 and 15 years of age, and planting 350 trees in neighboring communities.
- Design and implement 1 route of the generational connection project for youths and women, promoting skills for life and methodologies using a disruptive approach for 40 women and youths.



Health for a family well-being

- Continue promoting the beneficiaries of the Nutrición con Afecto program: 400 children, and gestating and lactating mothers of the internal community in the banana-growing belt.
- Continue with integrated nutritional assistance for 40 gestating and lactating women in the banana-growing belt, and Envigado Corporate Support, of the internal community.



Social and competitive sports, and culture

- Increase the number of beneficiaries in our CIFD Integral: 400 boys, girls, and youths in the banana-growing belt, of the internal community.



Housing beyond the walls and community infrastructure

- Support the improvement of 30 housing units located in the banana-growing belt, of the internal community.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

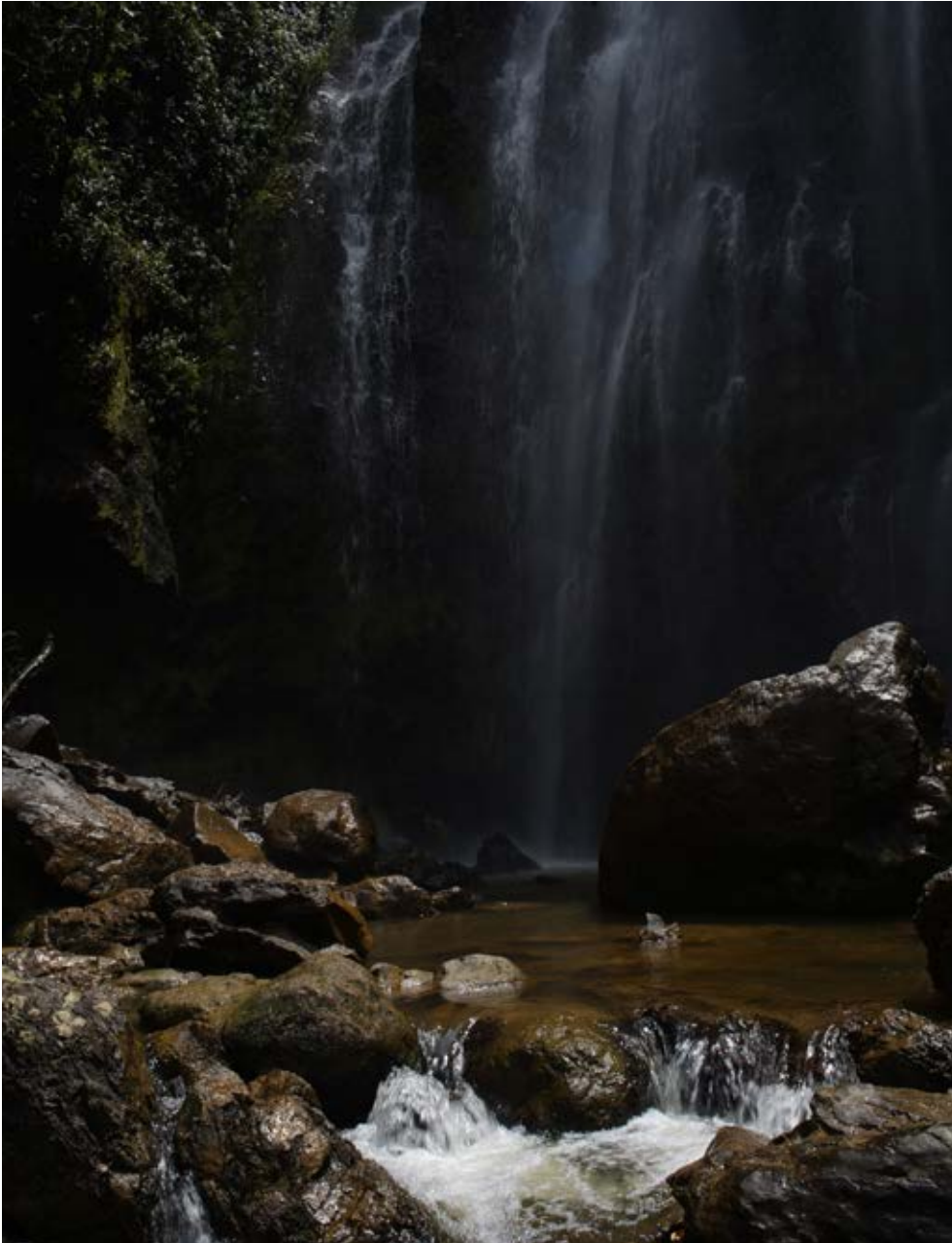
>> **Our people**

Our environmental footprint



WE PRESERVE, REFOREST, AND MITIGATE

Our environmental footprint



(103-1) We understand that our planet must be inhabited in a responsible manner. We promote coexistence between our production activities and care for the environment. This is a commitment that prioritizes ecosystems by thinking about a sustainable activity and the awareness of the fact that each element in nature is a source of life, and that it is our duty to care for and protect it to leave a positive footprint on the world. We use our environmental responsibility approach to guide our actions and create awareness about the care for the environment in each activity along our productive chain.

As citizens of this earth, we act in a responsible manner, and acknowledge that we depend on the environment for our survival as human beings and agricultural producers. This is why, using the premise of respect, we use good practices, and we implement prevention and mitigation actions.

As an agri-industrial company, the main source of our products and services are natural resources. Taking care of our ecosystems is an integral part of our production chain. We protect, preserve, and make efficient use of those resources to guarantee, not only the sustainability of our businesses, but also the sustainability of the territories and communities where we operate.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

» **Our environmental footprint**



(103-2) Because we are aware of the impact that our activities can have, we identify and measure them, and set up prevention, action, and mitigation plans. To lower the impact, we implement actions, such as measuring our carbon footprint, which leads to short- and medium-term plans and strategies, caring for sources of water, protecting preservation areas, using renewable energy, and proper waste management.

We have several certifications that reflect our good practices. Furthermore, our corporate philosophy promotes a culture of sustainability where getting the certification is just a consequence of internalizing our purpose and living our environmental culture.

We rely on creating awareness to drive changes in our planet. This is why we make people aware of the efficient use of water, protecting the fauna, proper waste separation, and disposal. In 2021 we carried out the campaign "Utiliza tu eco-lógica" (Use your eco-logic) which was intended to create awareness about caring for the environment by using simple informational messages, and practical tips for our employees to implement in their daily lives and with their families. Through this campaign, we dealt with topics such as biodiversity, efficient energy management, efficient use of water, and proper waste management. For example, we used the program "Mi Finca Mi Casa", (My Farm, My House) in the banana business, to reinforce our environmental culture and promote living our lives by applying our good practices.

The main areas of our work are:



Biodiversity



Water management



Energy management



**Emissions management
and climate change**



Waste management



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

>> Our environmental footprint



WE CARE FOR THE ECOSYSTEMS

Biodiversity (304-3)

We at Banacol are committed to promoting the preservation, recovery, and enrichment of natural habitats. In our farms, we saw animals such as red-tailed squirrels (*Sciurus granatensis*), Common vireo (*Pitangus sulphuratus*), iguana (*Iguana*), howling monkey (*Alouatta palliata*), and black cormorant (*Phalacrocorax brasilianus*).



588.33 hectares
for preservation, equal to
8% of the total farm area

13,064 trees
planted in 2021



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

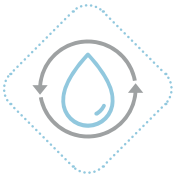
Strategy and
sustainability

The way we act

Responsible
value chain

Our people

>> **Our environmental
footprint**



WE PRESERVE WATER SOURCES

Water management (303-1) (303-3)

We use our water management strategy to contribute to the preservation of the quantity, quality, and availability of this valuable resource for the ecosystem and for the neighboring communities.

At Banacol we renewed our permits for discharges and concessions, programs for the use and efficient water saving. Through the programs for water reduction and efficient use of water in the packing plants, we achieved a 17% reduction over to the concession granted by the environmental authorities.



Water withdrawal



48 deep wells

Total water extraction:
2,789,842 m³

Total groundwater extraction:
2,459,431 m³

Total water extracted
from third parties:
9,877.52 m³

Total extraction
of water produced:
320,534.51 m³



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

Strategy and
sustainability

The way we act

Responsible
value chain

Our people

>> **Our environmental
footprint**



Reuse

We carry out water recirculation processes for efficient use of this resource for our production. Our production and administration processes apply the best practices for the proper use of discharge waters.



199,007 m³
of water recycled in
banana plantations.



120,570 m³
of rainwater stored
in the reservoirs.

Water footprint

The methodology used to calculate the water footprint is as specified in ISO 14046. We determine the water footprint based on the direct use of this resource, and we determine the impact of its ecotoxicity, eutrophication, scarcity, toxicity for humans, and availability.

Total annual impact related to water use and degradation

Category of total annual impact	Value of the impact (Total for the year)	Indicator per box (Total for the year)
Scarcity	413,793,828.54 m ³ e	107.08 m ³ e/box
Toxicity for humans (TH)	0 CTUh	0 CTUh/box
Ecotoxicity	573,860.04 CTUh	0.146 CTUh/box
Eutrophication	79,482.195901 Kg Pe	0.020 Kg Pe/box
Water consumption	15,497,896.2 m ³	4.01 m ³ /box
Volume of degrading water	377,612.58 m ³	0.09 m ³ /box



Main figures and good news for 2021

About the report

Message from the President

About Banacol

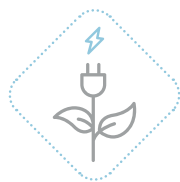
Strategy and sustainability

The way we act

Responsible value chain

Our people

>> **Our environmental footprint**



WE USE NONCONVENTIONAL ENERGY

Energy management (302-1) (302-3)

We are working on eco-efficiency projects, searching for the lowest energy intensity at the best price. We manage strategies to reduce risks and take advantage of the opportunities presented by the availability of energy sources and their appropriate use, and we promote the use of renewable energy.



6,252,445 kw/h

power use

10,037.55 kw/Tons

energy intensity

We announced the start of three (3) energy transition projects by installing solar panels in our administrative offices in Envigado and Urabá, and in our aerial spray operations, Control B. It is estimated that in the Apartadó facilities 91,000 Kw/h will be generated, equivalent to 22% of the power provided by the system. For Control B, it is estimated that the first year will generate 96,385 Kw/h, representing 39% of the power needed for the operation.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

>> **Our environmental footprint**



WE MANAGE OUR CARBON FOOTPRINT

Emissions management and climate change

(302-1) (305-1) (305-2) (305-4)

Because we are aware of the greenhouse gas emissions from our activities, we are constantly taking measurements and implementing mitigation actions. Our firm intention is to get certified as carbon neutral in 2022.

Carbon footprint methodology


We estimate our carbon footprint based on the GHG Protocol. The Tier 1 and Tier 2 emissions include measuring the following sources:

- Fuel consumption (diesel, gasoline, propane gas, marine diesel, gasoline for airplanes). 320,279.75 gallons.
- Refrigeration gas consumption (R404A, R134A, R410A, R141B, R123).
- Use of conventional electrical energy.
- Use of lubrication oils.
- Consumption of welding gases.
- Use of fire extinguishers.
- Use of organic and synthetic fertilizers.
- Decomposition of organic material in septic tanks.
- Other gases (CH₄, N₂O)



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	2020	2021
Total Tons CO₂ eq	20,005.90	19,838.31
Tier 1	19,519.01	19,012.99
Tier 2	486.89	825.32

*The data for corporate support - Envigado are included in the results for Banacol.

*The carbon footprint information for each business was calculated by Gaia and verified by Icontec.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

>> Our environmental footprint



WE DISPOSE OF OUR WASTE IN AN APPROPRIATE MANNER

Waste management (306-2)

Collection, disposal, recycling, and reuse processes are ongoing practices used to collect, dispose, recycle, and reuse materials in our activities. In 2021 we continued to implement good waste collection and disposal practices.

Hazardous and nonhazardous waste is turned over to properly incorporated companies which have the necessary environmental permits to ensure proper final disposal and/or transformation processes.



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indicators](#)



NONHAZARDOUS WASTE

Total: **143,944.03 Tons**

Recycled waste:
143,801.823 Tons

Waste sent to landfills:
142.20 Tons



HAZARDOUS WASTE

Total: **148.89 Tons**

Disposal methods:

Stored in security cells:
0.01 Tons

Recycled and/or transformed
waste: **148,628 Tons**

Incinerated waste:
0.252 Tons



Main figures and good
news for 2021

About the report

Message from
the President

About Banacol

Strategy and
sustainability

The way we act

Responsible
value chain

Our people

>> **Our environmental
footprint**



OUR CHALLENGES



Biodiversity

- Continue our reforestation program by planting 10,000 additional trees in the Urabá region.



Emissions management and climate change

- As part of our activities for the control of sigatoka, we will migrate the control to protective products, and use a strategy to reduce the chemical load of the crops using bio stimulant products.
- Continue measuring our carbon footprint and defining and monitoring the plan to mitigate the environmental impact of our operations. We will try to be carbon neutral in 2022.



Energy management

- Install solar panels in our administrative facilities in Envigado and Urabá (Banacol and Control B). This will enable us to generate approximately 268,644Kw/h. This will represent, for our Envigado facilities, 27% of the power supplied by the system, 22% of the power supplied by the system for the Apartadó facilities, and 39% of the power needed for the operations at Control B.



Water management

- A project to use rainwater from the roofs of the packing plants in our farms will be designed and built.



Main figures and good news for 2021

About the report

Message from the President

About Banacol

Strategy and sustainability

The way we act

Responsible value chain

Our people

>> **Our environmental footprint**



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