

05

Social context

Well-being for a better social future

Well-being begins and ends with people. That is why we generate better living conditions for our stakeholders, promote formal employment, equal opportunities and both the personal and professional development. Thus, we cultivate well-being for a better social future.

 [Our people - Employees](#)

 [Our people - Communities](#)

5.1 Our people

Employees

(3-3) Our employees are the core of the Organization, as well as the ones who make our purpose of cultivating sustainable well-being a reality by living by our values.

We understand the accountability and the impact we have on their lives and on those of their families, and we work on arranging, promoting and managing the conditions of acknowledgment and respect that enable them to tackle the corporate challenges.



Equal **opportunities**



Development of our people



Cultivating **well-being**



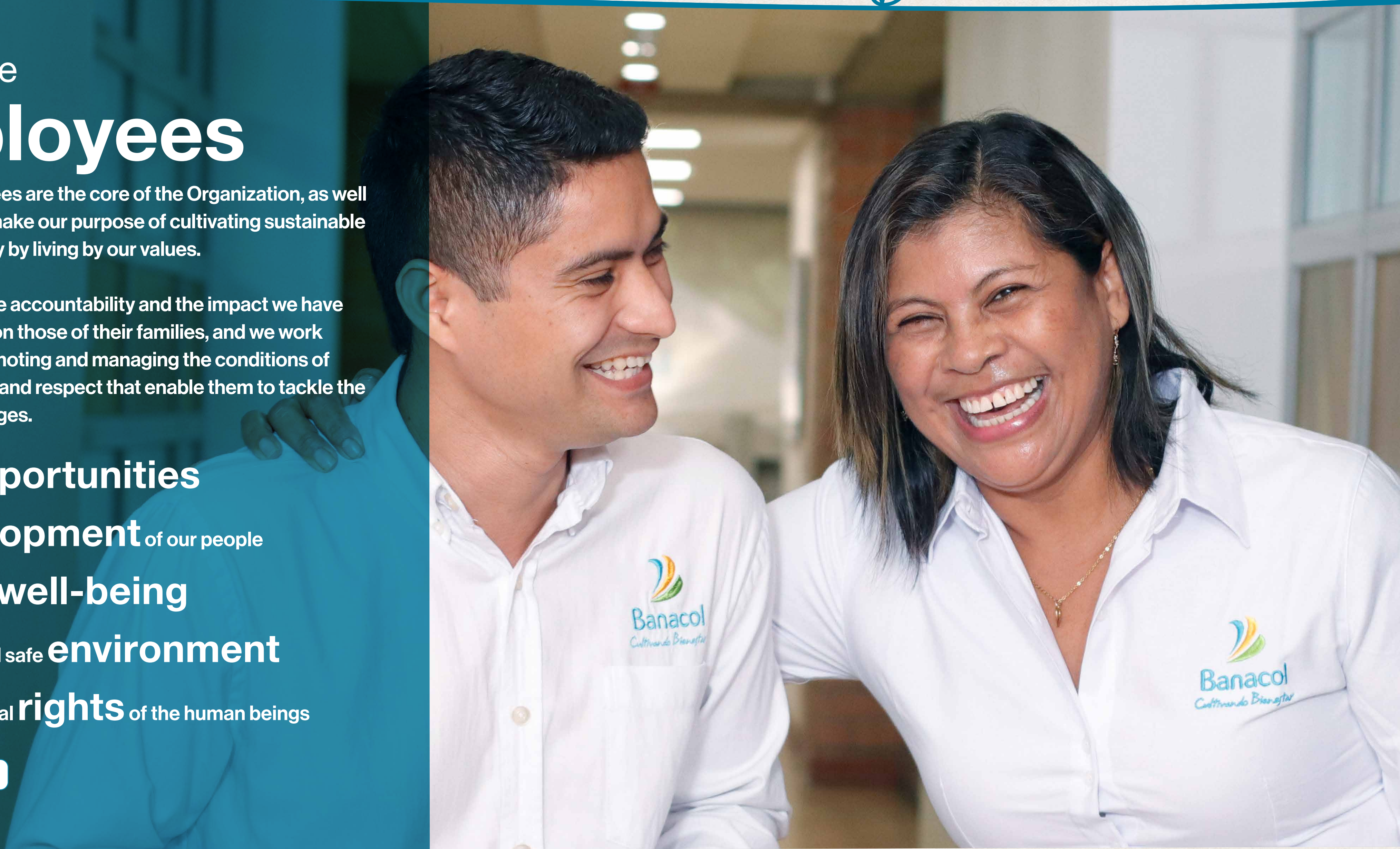
Healthy and safe **environment**



Fundamental **rights** of the human beings



[See the numbers](#)





The best people in the best place to work

(2-7) (2-8) This means that, in Banacol, we have a committed human team that works with passion and makes things happen. A resilient and accessible team that devotes their best efforts to fulfill the organizational objectives.

Moreover, everyone in Banacol works every day to offer opportunities in terms of growth, training and personal and professional development in an environment centered on well-being and equal opportunities.

We are a team of **4,106** people focused on building a stronger company, region and country.



Information on our people

Employees by category

	Administrative staff	398
	Operational staff	3,708
	Men	3,524
	Women	582
	Under indefinite-term contracts	2,421
	Under fixed-term contracts	246
	Working special shifts	1,439
	18 to 28 years old	616
	29 to 39 years old	1,101
	40 to 50 years old	1,191
	51 to 60 years old	1,056
	Over 60 years old	142
Total		4,106



Click here to see more information






Percentage of employees by category

	Administrative staff	9.7%
	Operational staff	90.3%
	Men	85.8%
	Women	14.2%
	Under indefinite-term contracts	59%
	Under fixed-term contracts	6%
	Working special shifts	35%
	18 to 28 years old	15%
	29 to 39 years old	27%
	40 to 50 years old	29%
	51 to 60 years old	25.7%
	Over 60 years old	3.5%

27%
are between
29 and 39 years old

90.3%
operational staff.

Employees by seniority (HS-1)

	Less than one year	334
	1 to 5 years	1,277
	6 to 10 years	302
	11 to 20 years	959
	20 years or more	1,234

Equal opportunities

(401-1) Equity and diversity are our way of managing the human talent. A sample of this are our recruitment, hiring and promotion processes characterized by the merits and our salary scales, which are specifically defined for each position without any type of differentiation.

We are committed to increasing women's participation in agricultural activities, which have been traditionally performed by men. We provide equitable conditions for women to consider us as a formal, dignified and stable employment option.



12.67%

was the share of women working at the banana plantation estates in 2022. **Our challenge for 2023 is to increase such share to 20%**



138

young people were hired to work at our banana plantation estates.





María Claudina Gómez
Complementary tasks staff at Banacol's
'Durazno' Estate.

“ I am one of the lucky ones who are part of the **400-women** program where they taught us how to select and sort the fruits, and where I also learned about **cohabitation, teamwork and positive work attitude**. I have economic stability to ensure food and education for my children, and I have been able to make home improvements little by little. All of that guarantees a **better quality of life** for me and my family. ”



[Watch video](#)


Employee hiring and turnover in numbers

Withdrawals by type

Volunteers	562
Retirement	69
Just cause	42
Without just cause	33
By mutual agreement	65
Contract maturity or completion	246
Death	4
Total	1,021

New employees hired

18 to 28 years old	179
29 to 39 years old	123
40 to 50 years old	31
51 to 60 years old	1
Over 60 years old	0
Men	60
Women	274
Region - Urabá	334
Region - Metropolitan Area	0
Total	334

 [Click here to see more information](#)

Total employee turnover rate:
24%

Voluntary employee turnover rate:
14%

Hiring rate:
8%





An integrated approach

In 2022, **Urabá** was the stage of a **training program** for all the employees that was designed and deployed collaboratively with our **Women's Committee**. It was intended to **raise awareness** and **educate** about the meaning of **gender equality**. We also got the **families** involved through a contest related to the joint responsibility in **household chores**.

(406-1)



Throughout 2022, there were

0 incidents of discrimination in Banacol.



The average **salary** of our operational employees in the **banana plantation estates** was

1.7 times the **minimum salary** in Colombia for 2022.

Building skills and capabilities



We are convinced that the integrated development of our people is a driver that enables to achieve the organizational results and align the purposes of both the Corporate Group and its businesses with those of the employees and their families. This is how we build a better company, region and country.

What made us proud



The Organization supported

302

people in their certification process regarding capabilities related to **harvest work, pest control, selection and packaging** at our

banana plantation estates.

Mental health, cancer prevention and healthy moments programs were deployed with the purpose of learning to take care of our health and to “read” the **signs** our body gives us.



Well-being for our people



Through the initiative **‘Mi finca, mi casa’ (My estate, my home)**, we promote good administrative and environmental practices, reinforce the adequate use and care for the facilities, and improved the organizational climate.



Within the framework of the **Health Week**, in the Urabá region, we organized a **sporting hike**.



After two years with measures limiting the number of people gathered at the same time in an enclosed space, we brought back in 2022 our **Christmas celebrations**. For us, this meant a **wonderful reunion with our employees** in an environment of healthy fun that allowed us to celebrate once again as the **family we are**.



In Urabá, we played the **Football Tournament** with **840** participants of **39 teams** from the **Business Group’s Urabá-based companies**.

Parental leave (401-3)

Men who took paternity leave	120
Women who took maternity leave	47
Men who returned to work after the end of their paternity leave	116
Women who returned to work after the end of their maternity leave	30
Men who returned to work after the end of their paternity leave, and who remained in the Company 12 months after returning to work	94
Women who returned to work after the end of their maternity leave, and who remained in the Company 12 months after returning to work	28
Work return rate	87.4%
Retention rate	73%


Healthy and safe environment

(403-1) In 2022, activities were carried out to promote and protect the health of the employees with the aim of strengthening the standards and safe practices while preventing work-related accidents and illnesses.

Our occupational health and safety peer committee teams identified unsafe conditions to make the corresponding intervention and reinforce among our human team self-care concepts as the best prevention tool.

Additionally, the psychosocial risk measurement was conducted to identify conditions both internal and external to the job that could become a mental health risk factor. These actions allowed strengthening the workstreams and implementing additional measures.



Within the framework of the **'Fincas de Bienestar'** (Well-being estates) program, deployed in **12 banana plantation estates**, we achieved a reduction of **8.4%**  in the accident frequency rate.



(403-4) **100%** of the employees have representation in the **occupational health and safety committees**.



Our yearly evaluation of the **Occupational Health and Safety System** resulted in a compliance average of **96.25%**,  which demonstrates our commitment to fostering **safe environments**.



Injuries, work-related illnesses, days lost, absenteeism and number of work-related deaths

Number of accidents	1,437
Days of accident-related absence	16,140
Accident frequency rate	2.92
Number of occupational illnesses diagnosed over the year (new)	3
Days of absence due to occupational illnesses	652
Total number of non-disabling accidents	105
Total accident-related deaths	0
Total deaths caused by occupational illnesses	0
Number of sick-leave days due to common illnesses	72,617
Hours worked	10,267,285
Days worked	1,007,862
Days lost (not including vacations or union-related leave)	87,297
Accident frequency rate/K	33.6
Lost days severity rate/K	377.3
Disabling accident frequency rate	31.1
Health-related absence events	14,989
Absenteeism frequency rate	350
Absenteeism severity rate	2,041



Challenges

- To design and structure accordingly the Calisthenics Program in two estates.
- To continue working jointly with the occupational risk insurance administrator on the '**Fincas de Bienestar**' (Well-being estates) program in the estates with the highest accident frequency rate.
- To strive for an **increased participation of women** in the banana production sector until reaching a 20% share by means of the '**Mujeres AgrOrgullosas**' (Agri-proud women) program.
- To embrace the generational replacement by hiring **100 young people** without prior experience in the cultivation processes.



5.2 Our people

Communities

We cultivate a better social future

(3-3) Our sustainability approach is supported on the philosophical pillar of cultivating well-being for a better social future for our employees, their families, the communities located in the areas where we operate and other strategic actors the Business Group engages.

The GreenLand Foundation (FGL) is in charge of implementing our social management strategy based on a model centered on the strengthening of the family and its decisive role in the social transformation, of the neighborhood as the scenario where the transforming communal processes take place, and of the communities as agents that articulate the actions we carry out in the territories where we operate.

A positive management work

(413-1) Our operation, which includes a 90.09% participation of the local communities, through communal meetings, social co-creation workshops, training and analysis of needs, enables us to tighten our bonds with the purpose of producing results with a deeper positive impact.



Beneficiaries

49,294

The Social Management work performed by the GreenLand Foundation (FGL) in 2022 was developed in **collaboration with the communities**, with help provided by local, regional, countrywide and international partners, both private and public.

On a yearly basis, we monitor the expectations and the impacts of our **Social Management** work through mechanisms of requests, complaints, claims, suggestions and congratulations via our Business Group's **Transparency Hotline**.

Four pillars that support the social and territory development management work

Pillar 1

Training for life (HS-5)



Beneficiaries

15,683



Yulitza David

GreenLand Talents program participant.

“My whole life I’ve found it really difficult to socialize but, **thanks to this program** and both the tutors and my classmates, I have learned to loosen up a little in public and **to do teamwork.**”

To support the **youth** is to make a safe bet on **SUCCESS** because when we are young, we are open to **new knowledge** and learnings for our future and the **future of our region.**”

[Watch video](#)



Yulman Rodríguez

Beneficiary of the program entitled Health for the well-being of the families

“It feels gratifying that, in a stage of our life as special as it is the pregnancy, you get all the support you need by actually showing us the path we must take, teaching us how we should nourish our bodies, for example. I am incredibly proud of being part of this Company.”



Pillar 2

Health for the well-being of the families (HS-6)



Beneficiaries

21,903

Pillar 3

Social and competitive sports / culture (HS-7)



Beneficiaries
5,180



Sofía Rodríguez

Footballer and participant of the Social and Competitive Sports Program

“ I come from Capurganá. I decided to tell my mom to let me come to **Urabá** because I want to move forward with **this sport**, and I have improved a lot. My dream is to be like Cristiano Ronaldo because he is incredibly **disciplined**, he always is in great shape, he has really good control and scores so many goals. I would like to thank the **GreenLand Foundation (FGL)** because my future in football is **looking brighter and brighter.**”

Watch video




Pillar 4

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



Beneficiaries
6,528

 [See more figures here.](#)

Three pathways for cultivating a sustainable social future

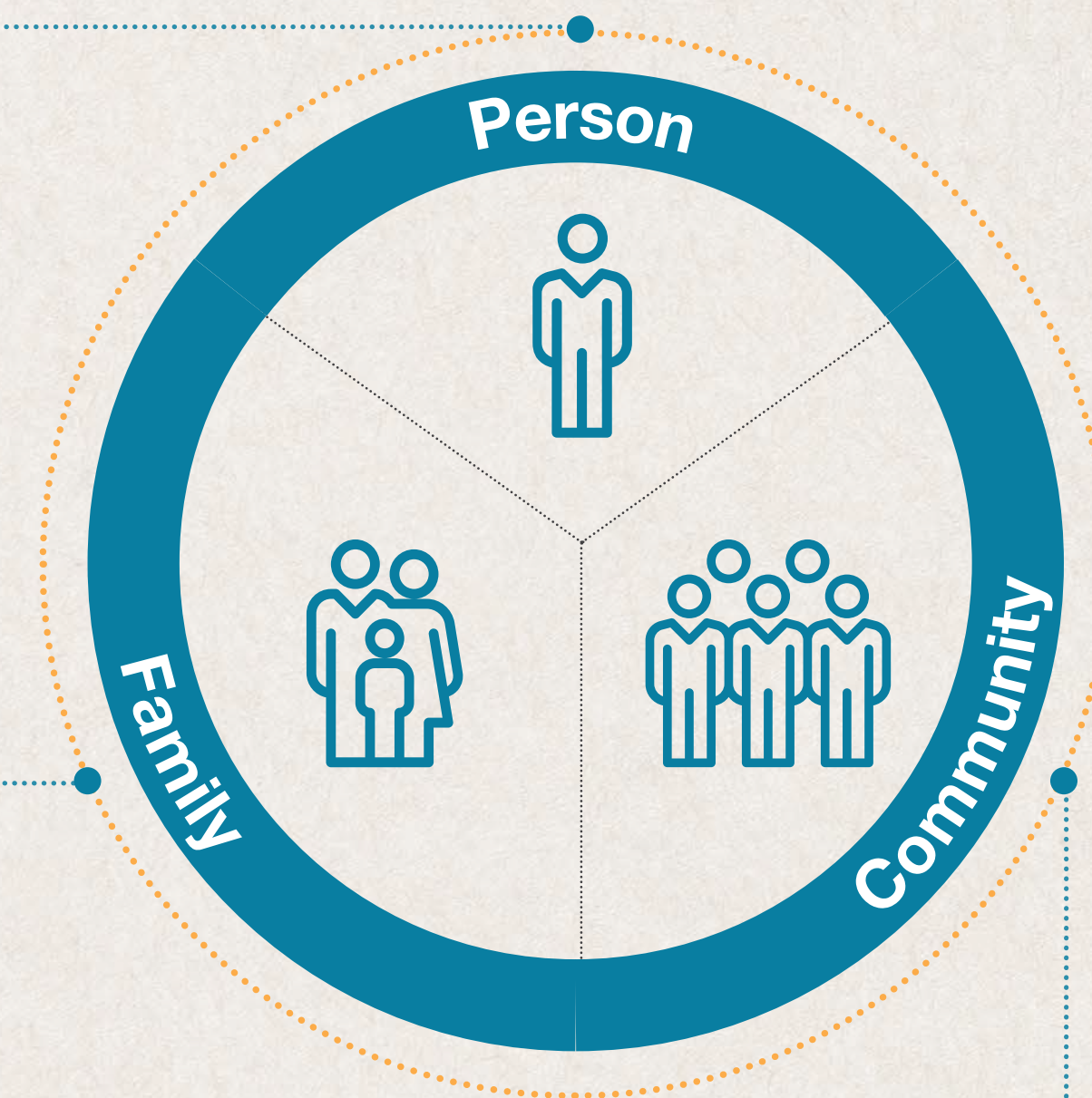
The social management work carried out by our GreenLand Foundation (FGL) has the purpose of producing a positive impact on our communities in a transparent and accessible way, in partnership with public, private and international cooperation entities, and in three complementary directions:



(203-1)

100% of the resources we invest are for **social investment**, that is, we put out the money directly in the communities where we operate. **This does not include commercial agreements, in-kind contributions or pro bono work.**

Enabling people to develop **skills** for life, awareness and a mentality shift in favor of their personal projects and the importance of the **role of women** in all aspects of life.



Deliver to each one of the **family members** the **joint responsibility in the training for life**, housing as a right and as everyone's achievement, **the prevention** regarding health and sports as an alternative for occupying free time and as a **social transformation tool**.

Supporting the neighborhood and community **leaders** for them to strengthen their capabilities in terms of **solidarity and collaborative work**, enhance their environmental awareness and **contribute to the development of the communal infrastructure**.

This is how we did it

The Social Management work performed by the GreenLand Foundation (FGL) in 2022 was carried out in collaboration with the communities, with help provided by local, regional, countrywide and international partners, both private and public.



We have implemented the strategy known as “**Feria de servicios y formación**” (Fair of services and

training) to **100%** of the estates, bringing us closer to the agricultural production employees through

training in healthy finance and sexual and reproductive health, which was

supported by the Women’s Committee with its training focused on equity.



We brought back the neighborhood health festivals to bring specialized services to the employees and their

families, totaling **6,741**

healthcare services and **897** players in the Football Tournament, as an interrelation mechanism between

the **company and the communities.**

By means of the ‘**Buen Vecino**’ (Good Neighbor) project, we contributed to maintaining good relationships with the communities, working hand in hand with **66 Community Action Councils and their leaders**, by strengthening their management capabilities, undertaking **projects that improve people’s quality of life** and participating in the development of the territories.



We have started the development of the

GreenLand Talents program,

which included the participation of and benefited **252 youth from the Urabá region**, thus allowing us to manage and tackle our **generational replacement challenge.**



We worked jointly with the **Mayors’** and Governors’ offices, and with the education institutions on activities focused on building their

collaborative work capabilities

to achieve and improve their sustainable environments.

We continued **raising awareness** and providing preventive training about **Fusarium TR4**

in the neighboring communities.

We continued cultivating the awareness of the community’s children and youth about the protection and enrichment of the environment. In 2022, we had a positive impact on **182** children and youth through our

‘Guardianes Ecológicos’

(Ecology guardians) program and on the neighboring communities through tree-planting activities.

We started the deployment of the **Home Improvement** project for banana plantation workers by means

of subsidies assigned to **75** employees, **28** of whom have already renovated their homes.

Achievements

Consolidation of the 'Guardianes Ecológicos' (Ecology guardians) project in the neighboring communities and reforestation activities that consisted in planting 852 trees, 50 of which are endemic and/or endangered.

852 trees were planted, including 50 endemic and/or endangered species.

Strengthening of our relationships with the communities by means of our Good Neighbor initiative.

Organization of **6** Healthcare Festivals, benefiting **6,741** people.

Implementation of the Sports introduction and training center project, serving **245** children, in the age range of 6 to 15 years

old, and **400** kids from Vigía del Fuerte.

Strengthening the strategy of the Training pillar of the GreenLand Foundation (FGL).

Consolidation of **11** partnerships with public and private entities, as well as local and international cooperation organizations.





Challenges

Internal community



Health

250 nutritional advisory sessions.

Increase by **10%** the coverage of the **Healthy Habitat** program.

Sports

Integrated Family and Sports Center: **200** children.

20 high-performance sports talents supported.

Increase by **10%** women's participation in training processes related to football, volleyball and athletics.

Training

Personal finance training for: **100** families and 50% of the estates.

100 Ecology Guardians and **200** trees planted.

200 youths participating in the **GreenLand Talents** program.

Housing and infrastructure

30 home improvements built or applied for.

Improvement or construction of 1 community integration center.



Neighboring community



Health

100 nutritional advisory sessions.

Increase by **10%** the coverage of the **Healthy Habitat** program.

Sports

Integrated Family and Sports Center: **100** children.

Training

100 Ecology Guardians from 4 communities.

800 trees planted.

To implement **30** projects with the neighboring communities to enhance their capabilities within the framework of the GreenLand Foundation's pillars.