

# INTEGRAL CORPORATE RESPONSIBILITY POLICY



The Banacol Group is a group of agricultural, industrial and logistics companies engaged in the international production and distribution of fruits and vegetables, production and marketing of materials and logistics services.

Aware of the importance and need to be socially sustainable, environmentally responsible and ensure quality and safety in goods and services, the Group's companies focus their work according to the following guidelines:

- Comply with Colombian legislation on environmental and occupational safety and health aspects, as well as assume and respect international requirements and standards that the Group companies assume and establish.
- Prohibit child labour and forced labour. Allow our employees to train and have access to unionization systems of their choice.
- Identify, prevent and reduce environmental and occupational safety and health impacts, as well as physical and public security risks, that may arise in the Group's companies activities.
- Ensure the maritime safety of ships or naval elements and prevent personal injury or loss of human life, as well as damage to the environment and property.
- Offer professional well-being, through decent, fair work and respect for our employees.
- Avoid discrimination in all its forms, through the principles of equality.
- Comply with Colombian laws and industry standards, in relation to working hours and remuneration.
- Strengthen good agricultural and production practices with quality as a tool that guarantees our customers, fresh, healthy, safe and excellent quality products.
- Incorporate continuous improvement into all activities, through clear objectives, concrete goals and a management system, ensuring the reliability, quality and integrity of our products and services to meet the needs of customers and other interested parties; also ensuring the monitoring and permanent feedback of social, environmental and sustainable production practices.
- Working to achieve the objectives and values defined by Fair Trade: promote equal opportunities, sustainable growth, peaceful and inclusive societies and fight climate change.
- Communicate, train and raise awareness in our employees, contractors and suppliers about the importance of this policy and the compliance of its actions.

**VÍCTOR HENRÍQUEZ**  
President



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