

Sustainability Report 2020



One
the better banana co.®





One
the better banana co.®

**One Banana
Sustainability Report 2020**

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June 2021



Letter from the CEO

GRI 102-14

Dear friends,

The levels of uncertainty we experienced in 2020, as we faced the global pandemic of COVID-19 and two hurricanes in the Central American region, were unprecedented. I can say that ending the year, while safeguarding the health of our customers, of our workers and their families, without interrupting the supply chain to bring high quality food and ingredients to the world, led us to make considerable efforts that are now a source of pride.

This is the seventh sustainability report reflecting One Banana's achievements during the 2020 fiscal year. This report adheres to the Global Reporting Initiative (GRI) standards and complies with the goals of Communication on Progress (CoP), before the United Nations Global Compact, an entity of which we have been a signatory since 2020 and which reflects our commitment to do responsible business and align our business management

with the Sustainable Development Goals.

With this report, we are providing more information about our commitment and daily work to produce food and ingredients for the world in a sustainable way. Additionally, we contribute towards an internal process of continuous improvement and an external effort of communication and alignment with the expectations about the business for our different stakeholders.

We have been producing and commercializing healthy food in a responsible manner for more than sixty years. Our challenge to operate sustainably leads us to innovate in the products and processes we use to produce, distribute and communicate our efforts. In this report, we share our actions to accomplish this purpose.

We are still growing, innovating and improving our management. We are proud of the journey we have made, and we are

excited to meet the challenges ahead. However, we appreciate your feedback on our current efficiency and our planned performance. We are confident in our ability to continue growing and transforming the industry to meet the challenges, with resourcefulness and responsibility.

Fernando Bolaños
CEO
One Banana

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102 GLOBAL COMPACT PRINCIPLES

About this report

GRI 102-1, 102-5, 102-43, 102-49 al 50 al 54

This is the Sustainability Report 2020 for our banana operations. This report has been prepared in accordance with the GRI standards, in its Essential option. Additionally, this report considers the requirements for the United Nations Global Compact for its signatories to submit a Communication on Progress (CoP) report annually.

The report addresses the operations of One Banana, part of AgroAmerica corporation, which brings together a group of companies involved in the production, transportation and commercialization of fresh fruit and natural ingredients.

This report is published annually and covers the period from January 1, 2020 to December 31, 2020. The latest report published corresponds to 2019, using the GRI G4 version. The current document does not include changes in the scope of operations in relation to 2019; instead, it includes data available for 2020 and, in some cases, comparative data from previous years. It is a continuous challenge to improve the management of collecting, analyzing, consolidating and reporting on our management. Under

this scheme, we have established an annual basis for the reporting practice.

The preparation of this report was led by Corporate Direction, with input from the Executive Committee and stakeholders. The process of updating the materiality map was carried out in parallel with the development of this report, which provided a platform for consultation, dialogue and openness with different customers, NGOs and other stakeholders around the company regarding its current and projected sustainability management. The report has been approved by AgroAmerica's CEO. This publication was not subjected to an external review; however, it was developed in cooperation with external advisors, who assisted the internal team in validating and reviewing the accuracy and approach of the data and the information to be included in the report.

The report details the structure, governance, strategy and management of the company with a specific focus on the material issues, as defined on page 15. One of the cross-cutting challenges for the development of this report was the identification and

integration of data and numerical information associated with our operation. In future cycles, we hope to integrate a greater quantity and quality of information to share with our different stakeholders.

The document includes "forward-looking statements" that reflect AgroAmerica and One Banana's expectations regarding future growth, supply and demand, operating results, performance and business opportunities. These statements show the current beliefs about future activities, based on the available information. Neither AgroAmerica nor One Banana can guarantee the performance illustrated in these forward-looking statements.

We appreciate your interest in reading our sustainability report and invite you to share your comments, recommendations or input with us. You can send them to the Corporate Sustainability department at sustainability@onebananas.com

Report comments here:



More information about AgroAmerica and One Banana at:



www.agroamerica.com
www.onebananas.com



AgroAmerica
One Banana



AgroAmerica
One Banana



@onebananaco



1

One Banana
in numbers

One Banana in numbers

United Nations Global Compact Principles:

HUMAN RIGHTS
 FIGHT AGAINST CORRUPTION
 LABOR STANDARDS
 ENVIRONMENT

Sustainable Development Goals:

QUALITY EDUCATION
 CLIMATE ACTION
 DECENT WORK AND ECONOMIC GROWTH
 LIFE ON LAND
 GOOD-HEALTH AND WELL-BEING
 RESPONSIBLE CONSUMPTION AND PRODUCTION
 INDUSTRY, INNOVATION AND INFRASTRUCTURE
 PARTNERSHIPS FOR THE GOALS



OUR GOVERNANCE



OUR OPERATIONS



OUR PLANET



OUR PEOPLE



OUR COMMUNITIES

1
Board of Directors as the supreme body of AgroAmerica: 50% independent board members and 25% of members are women

1
Ethics committee

64
Complaints to the Ethics Line

5,603
Workers were trained in human rights

5,483
Workers were trained on Code of Ethics

100%
Of our operations in Guatemala and Ecuador are Rainforest Alliance certified

100%
Of our operations in Guatemala, Ecuador and Peru are Global Good Agricultural Practices (G.A.P.) certified

100%
Of organic banana production is certified with Fairtrade, Global G.A.P. and USDA

11
International certifications

We export banana and natural ingredients to **24** countries in America, Asia, Africa, Europe and Oceania

31
Banana packing plants

26
Banana packing plants from independent producers in Ecuador and Mexico

1
Natural banana ingredients processing plant

2,810
Small and medium-sized companies that provide us with the supplies and resources required for operations

3
Organic banana operation in Peru, Ecuador and Mexico

975.34
Hectares of conserved forest areas

50%
Reduction in water use due to the irrigation technologies implemented compared to traditional technologies

20
Reservoirs that allow us to capture water during winter season, which is equivalent to 432 Olympic-size swimming pools

186
Million bananas have been processed into food ingredients, under the principle of zero waste

19,098
Hectares were conserved in the Maya Biosphere

12,537
Direct jobs in the United States, Mexico, Guatemala, Panama, Ecuador, Peru and Europe

+60%
Of the workers at the natural ingredients processing plant are women

5,651
Workers were trained in technical, human and institutional topics

101
Worker's children have graduated from elementary school at AgroAmerica's school

44
Communities of influence in the operations of Guatemala, Ecuador and Peru

257
Alliances with stakeholders at the local level to implement sustainable development programs

35,390
Patients were treated at the AgroAmerica's Human Development Center by 2020

3,438
Children and **1,976** women by 2020 have participated in community programs that contribute to reducing mother-child mortality and chronic malnutrition

+13
Million bananas were donated to families during the COVID-19 pandemic to strengthen their immune system

38
Community management projects in health, infrastructure, environment and education were carried out





2

About

One Banana

About One Banana

We are part of AgroAmerica

GRI 102-1 al 3, y 102-16

One Banana and One Banana Ingredients are the companies and brands under which AgroAmerica markets bananas and natural ingredients.

AgroAmerica is a family-owned company, headed by the second generation of leaders in the business. It is a company with competitive positioning, diversified and vertically integrated in the sector of agricultural production, agro-industrial processing, commercialization and distribution of sustainable food of the highest quality.

At AgroAmerica, we seek to transform the agro-industrial sector and maintain competitiveness through sustainable production, mainly from our own farms.

■ Vision

To be a world-class agro-industrial company in terms of quality, productivity, service, profitability and corporate sustainability.

■ Mission

To be a world-class agro-industrial corporation dedicated to providing its customers and the world with quality food of the highest international standards, contributing to the socio-economic development of the region.

■ Values

Our values are a part of an organizational culture that defines and differentiates us in the marketplace. It also allows us to align our sustainability strategy in a consistent and ethical manner, at all levels of our operation.

- **Diligence:** We bring discipline, effort and dedication in our work. We are committed to guaranteeing that our products and services are always of the highest quality.

- **Team work:** We have a team that is committed to the company's objectives.

- **Honesty:** We act with integrity, transparency and ethics.

- **Perseverance:** The key is the willingness and perseverance for what we want to achieve.

- **Responsibility:** We fulfill our obligations and implement a Corporate Sustainability strategy that promotes a responsible produc-



tion towards our people, our communities and the environment.

- **Generosity:** We promote a culture of socioeconomic development in the regions where we operate. We generate benefits for all of our stakeholders.

Mr. Fernando Bolaños Menéndez

Founder of AgroAmerica

We focus on continuing our founder's legacy of doing business responsibly considering people and the environment



Our efforts are focused on four dimensions:

1. Growth
2. Geographic diversification
3. Innovation and added value
4. Differentiation with sustainable practices

AgroAmerica was born as an agricultural undertaking led by Mr. Fernando Bolaños Menéndez, better known as “Don Fer” (Mr. Fer), with the vision of doing business under models that would generate employment and well-being for the communities.

Don Fer was a man who, from a very young age, build what AgroAmerica is today. This was achieved through hard work, perseverance, effort, boldness, determination and social sensitivity.

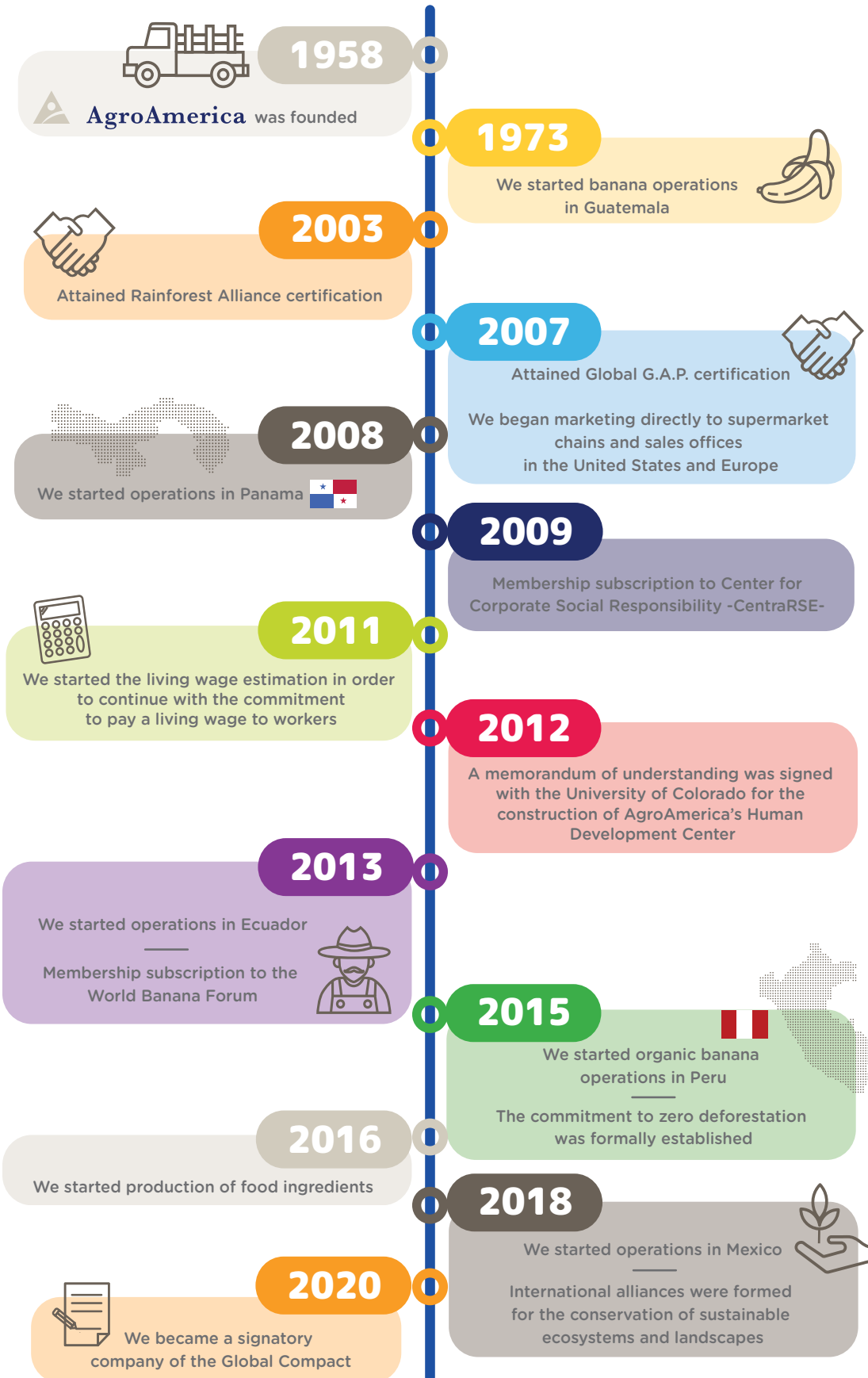
He passed away in 2009; after leading a life dedicated to his family, work and his agricultural vocation. His children now lead

the business. The presence of *Don Fer* is affectionately felt in his family, as well as in the farms where people remember him as a great leader.

Our founder transmitted and promoted the common good in the corporation, and today, we witness the fruits of his vision. AgroAmerica's Human Development Center is an example, which benefits more than 30,000 people in the region and provides school education for the worker's children; answering to his desire for generosity and responsibility towards the most vulnerable sectors.

“Thank you, *Don Fer*, for the humility, esteem and affection you gave us, and for building a place where thousands of men and women fulfill their dreams,” said one worker during a productivity award ceremony held in his honor.

Our inheritance



Our divisions

GRI 102-2 y 102-16

AgroAmerica's main business areas are the production, transportation and distribution of tropical fruits, especially bananas (conventional and organic); as well as the production and processing of natural ingredients, tropical oils and a portfolio of investments in High Tech Agriculture, Plant-Based Food and ingredients, renewable energy companies, restaurants and entertainment.

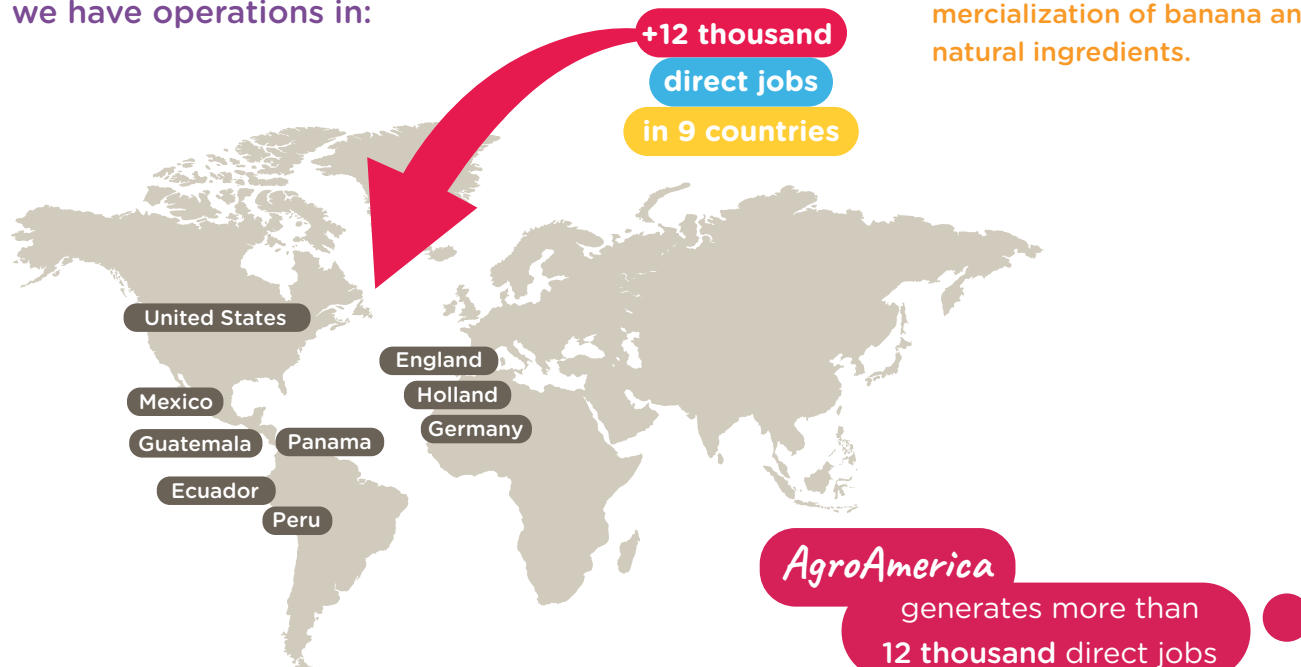


One Banana and One Banana Ingredients are located within the divisions of AgroAmerica, in the production and commercialization of banana and natural ingredients.

AgroAmerica's operations

GRI 102-4 y 102-6 al 7

we have operations in:



Sustainable management

GRI 102-15, GRI 102-19 al 20, GRI 102-29, GRI 102-46 al 47 y GRI 103-2

We take into account the expectations and development of our stakeholders as well as compliance with national and international legal standards. We ensure transparency, ethics and integrity in our actions, which guarantees the differentiation in the market and generates positive impacts in the agroindustry with a long-term vision.

Sustainable management has been the hallmark of our operations from the outset; it sets us apart from our competitors and will enable us to be successful in the future. This management aims to continue growing and, at the same time, increase the generation of employment, the well-being of our workers, communities and customers, while reducing our environmental footprint.



United Nations Global Compact

Our commitment to sustainability is reflected in our letter of commitment to the United Nations Global Compact, signed in 2020. This platform allows us to align our intentions and work with the ten universal principles contained in the Compact, which address labor rights, human rights, environmental and anti-corruption issues.

You can find the table of contents of the report about these principles on page 102.

Global Compact 10 Principles



Sustainability priorities and material issues

In 2020, we conducted a social monitoring with an external company in the operations of Guatemala to update the risk and impact assessment of our operation with the communities and stakeholders.

+100 people were involved in the development of social monitoring:

Community leaders

Workers

Governmental entities

Main impacts of our operations as determined by monitoring:

Health and Education

Cultural values

Sources of livelihood

Environment

Infraestructure and Services



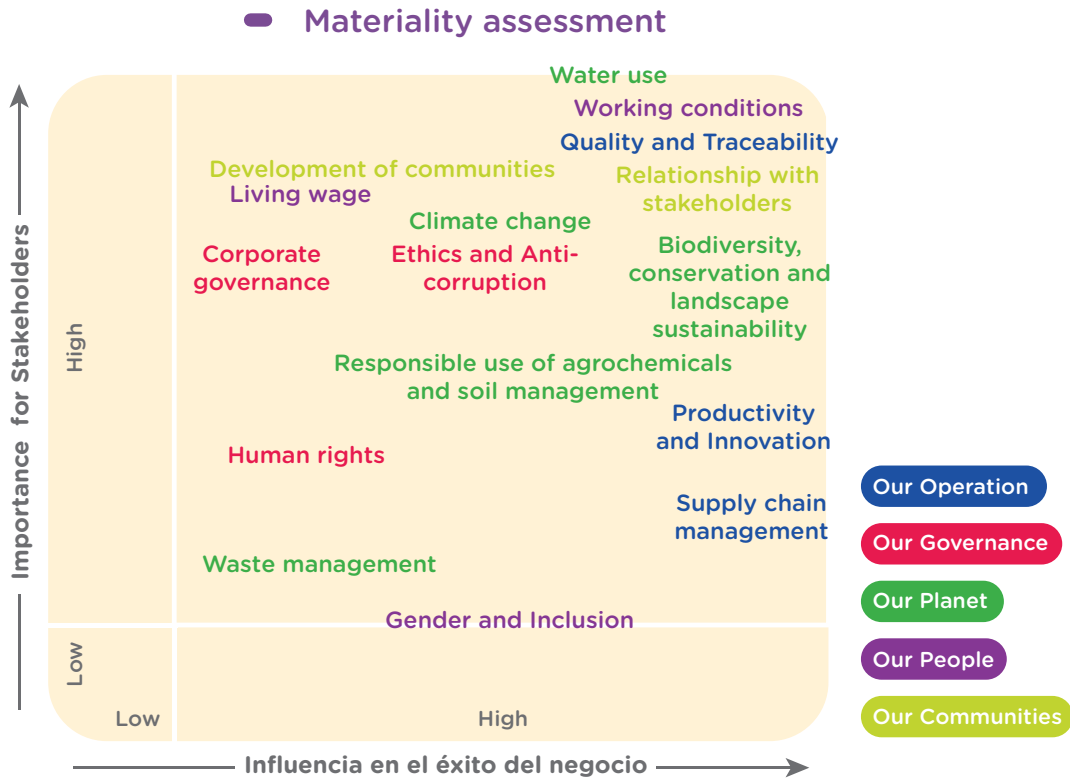
We undertook an effort to update sustainability priorities for the entire AgroAmerica group, based on the materiality methodology stipulated by the GRI. This process entailed interviewing more than **25 people from AgroAmerica's Executive Committee, NGOs, Certifying Bodies and Customers**, as well as input from more than **100 people who completed online surveys**. These audiences included both external and internal AgroAmerica's participants.

This effort entailed research into the priorities of our stakeholders, a benchmark study with industry leaders, surveys and interviews with both internal and external leaders. We updated the calibration of priorities on business sustainability, in participatory workshops with the management teams.



“+25 people from AgroAmerica's Executive Committee, NGOs, Certifying Bodies and Customers were interviewed; and +100 people completed online surveys”.

As a result of these activities, we identified and prioritized 19 topics, which have been set out in the following Materiality Map. This matrix was developed and validated by AgroAmerica’s leadership team:



Sustainability strategy

Our sustainability strategy focuses on working on five pillars. In 2020, we updated these axes considering changes in management and business priorities, as well as changes in the expectations of the stakeholders around us. By 2021 we will be working on refining the objectives and goals for each of these pillars.



AgroAmerica recognizes that companies play an important role in poverty reduction and environmental protection, in alliance with the government and civil society.

We have combined our sustainability priorities with the Sustainable Development Goals, promoted by the United Nations as the roadmap to follow to address the population's biggest problems, at a global scale. From this analysis, we have prioritized eight objectives focused on people, environment and alliances.



In addition, we continue developing other ways to monitor, measure and report on how our work is impacting the goals we have set for 2030.

■ Sustainability team

The Board of Directors has delegated the task of addressing social and environmental topics to the company's Corporate Direction, under the supervision of AgroAmerica's CEO. This team also provides service to the business divisions and it works in a decentralized way with the certification, human resources, compliance and legal, social responsibility and production areas of each operation, to ensure that the strategy, programs, policies and procedures are rigorously enforced.

To ensure the management of the different aspects of sustainability, each operation has an environmental and work manager, an occupational safety and health manager and a social manager, who complement their functions with the different operational areas.



Our sustainability team is composed of 56 people:

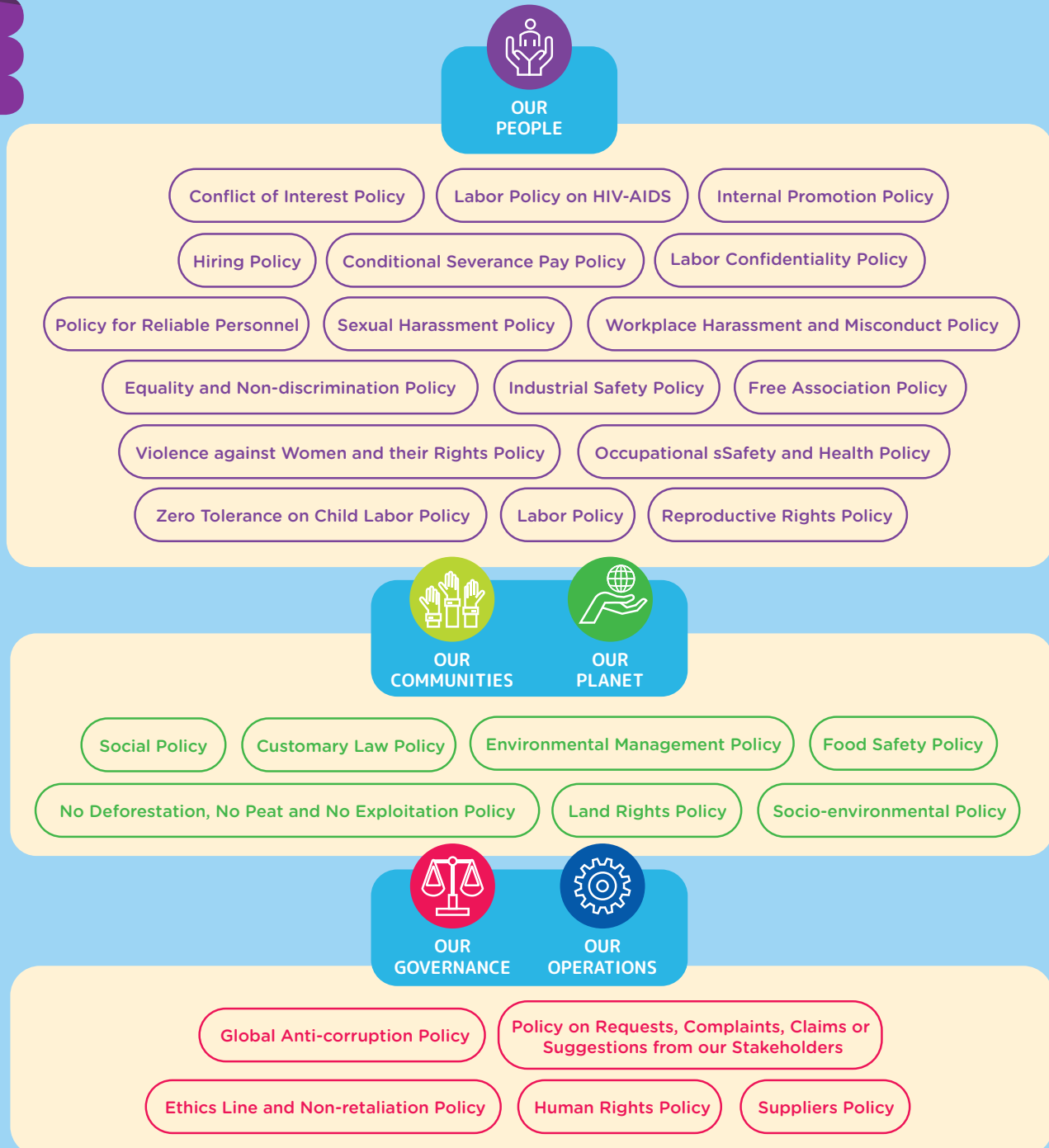
- Corporate Management
- Environmental Management
- Human Resources
- Compliance
- Communication
- Operations
- Social Responsibility

Policies and code of Ethics

AgroAmerica has sustainability policies and a code of ethics, which align the management of divisions with the corporate commitments, customer and civil society requirements, legal compliances, certifications and standards stipulated in the Global Compact and the Sustainable Development Goals.

Review our company policies below: If you would like to learn more about our code of ethics, you can do so in the Our Governance section.

Policies related to sustainability:



Relationship with our stakeholders

GRI 102-12 al 13, 102-40 y 102 42 al 44

AgroAmerica has spaces and channels for communication with its different stakeholders. We constantly seek to provide information and to receive concerns, questions and feedback by third parties to consider their interests in our management.

The identification and relationship with the different groups has a long history, a dialogue culture of dialogue has been applied since the beginning of the company. Currently, we recognize our stakeholders by visualizing the leaders around our operations, groups at the national and international level, to whom we can listen in order to improve our performance in economic, social and environmental terms.

AgroAmerica has a Policy on Requests, Complaints, Claims or Suggestions, through which we reiterate our commitment to listen, consider and respond to any concerns that third parties could have about our operation and its actual or perceived impacts. This is detailed in Our Governance section, on the pages related to the contents of ethics and transparency.



Stakeholders



Communication channels with stakeholders



Alliances and Memberships

GRI 102-12, 13

We believe that working in alliance with others strengthens our ability to have an impact on production, competition and the development of our communities. We collaborate with alliances in the countries where we work, as well as at the international level, to promote commercial, labor and common progress agendas.



Memorandum Of Understanding signed with the Ministry of Agriculture, Livestock and Food for nutrition programs

■ Alliances for economic development purposes in the industry and in the region in which we operate:

American Chamber of Commerce in Guatemala (AMCHAM)	http://amchamguate.com
Guatemalan Exporters' Association	http://export.com.gt
Association of Independent Banana Producers of Guatemala	
Association of Banana Exporters of Ecuador	http://www.aebe.com.ec/
World Banana Forum	http://www.fao.org/world-banana-forum/about-the-forum/en
World Economic Forum	https://www.weforum.org/
Chamber of Industry of Guatemala	https://cig.industriaguatemala.com/
Chamber of Agriculture of Guatemala	https://www.camaradelagro.org/

■ Alliances for corporate social responsibility purposes:

Center for Corporate Social Responsibility in Guatemala (CentraRSE, by its acronym in Spanish)	https://centrarse.org/
National Coordinator for Disaster Reduction	https://conred.gob.gt/
United Nations Development Program	https://www.gt.undp.org
Foundation for Private Education in Rural Areas	http://funcafe.org/ES/
Climate Change Institute	https://icc.org.gt/es/icc-2/
University of Colorado	https://www.colorado.edu/
World Wildlife Fund	https://www.worldwildlife.org/
Wild Conservation Society	https://guatemala.wcs.org/
Solidaridad Network	https://www.solidaridadnetwork.org/
Agricultural Chemical Guild Association (Agreguima, by its acronym in Spanish)	https://agreguima.com.gt/site/
Rainforest Alliance	https://www.rainforest-alliance.org/
Seattle International Foundation	https://seaif.org/es/
Global Compact	https://www.unglobalcompact.org/
RedEamerica	https://www.redeamerica.org/
LandScale	https://www.landscape.org/join-us/#pc

Response to COVID-19

An important challenge for AgroAmerica, as well as for every organization, was the response to the pandemic that began in the region in March 2020. Our team was swift in responding to the different challenges generated for the operation, our people and our communities.

We are proud to report that we are able to continue to operate and safeguard the health of all our stakeholders, and to comply with local government regulations, customer requirements, internally generated protocols

and the agreements we have reached with our workers and communities.

In AgroAmerica

At the internal level, we prioritized the health of our workers, creating the **COVID-19 Response Protocol** for the prevention of cases and the timely response to detect infections in our operations.

Among the different measures taken, information material was placed in each facility, disinfection areas, containers for the collection of bio infectious waste, signs to ensure distancing, provision of personal protective equipment (in compliance with

international standards) and temperature monitoring for workers, contractors and visitors.

We ensured that these measures were complied within farms, plants, workers transportation, administrative offices, dining areas and commercializing areas. Remote work was also applied for those operations that allowed it.

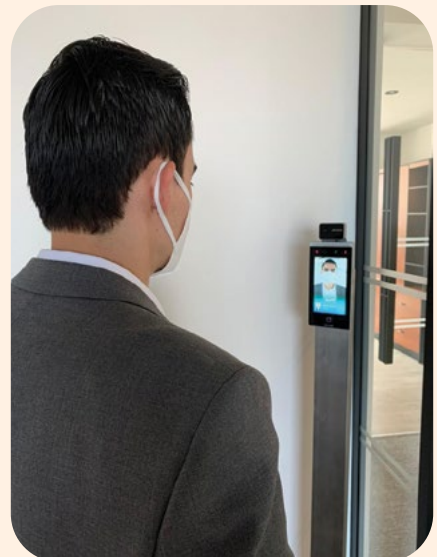
Our business

We have maintained the continuity of our business

Even during mobility restrictions imposed by the authorities in each country where we have a presence, ensuring the compliance with every requirement and, above all, taking care of our workers' health and well-being.

*Occupational
safety and health*

COVID-19
protocols





Preventive health care activities against COVID-19

With the aim of achieving early detection, in alliance with the Guatemalan Social Security (IGSS, by its acronym in Spanish) to identify asymptomatic cases.

A total of **2,455** epidemiological surveys were conducted among workers who voluntarily agreed to participate. According to its results, swabs were performed for possible positive cases.

Once these cases were detected, the Occupational Safety and Health personnel had to isolate the worker and immediately contact the Guatemalan Social Security Institute or with the Ministry of Public Health and Social Assistance for immediate care. In addition, mobility areas and close contacts were determined and control assessments were carried out to detect possible infections.

Throughout this process, we have always ensured the proper follow-up of the COVID-19 positive worker, in alliance with the public health authorities.

“I thank our employees for their commitment and dedication, for giving 110% of their effort for AgroAmerica during the COVID-19 pandemic. I also thank the families of the workers, the communities and all those who trusted that our protocols and processes would safeguard the health of those who interacted with us.”

—Fernando Bolaños Valle, AgroAmerica’s CEO

6,068

WORKERS TRAINED
ON SITE ON COVID-19

2,455

WORKERS PARTICIPATED
IN **EPIDEMIOLOGICAL
SURVEYS** TO IDENTIFY
ASYMPTOMATIC CASES

8

AUDITS WERE CONDUCTED
BY THE MINISTRY OF
HEALTH AND THE MINISTRY
OF LABOR, REGARDING
COMPLIANCE WITH
COVID-19 PROTOCOL



■ Alliances for the benefit of communities

This year, we made more than 167 alliances, focused on responding to the pandemic, with organizations, communities and authorities, through donations that allowed us to react to the various needs that were generated by contingency.

AgroAmerica

contributed directly with the National Government of Guatemala, in alliance with other companies in the area, for the purchase of medical equipment intended for the care of the affected people who required hospital care, mainly in the rural area of Guatemala.

The overall donation amounted to \$297,000

In Ecuador

in alliance with the Association of Banana Exporters of Ecuador

we donated more than 200,000 bananas to the most vulnerable families.

In Guatemala, Ecuador and Perú

13,958 million bananas were donated

to families in the communities, front-line health staff and governmental institutions in action against the pandemic; it was carried out through the coordination with Municipalities, Community Development Councils, Governmental and Non-governmental Institutions, in order to ensure the food safety of many families and strengthen their immune systems.

Donation

supplies were donated to prevent the spread of COVID-19

to governmental institutions, health areas and communities in all countries where we operate.



With our suppliers

We collaborated with our supply chain, sharing our protocols and knowledge. Additionally, we worked hand in hand to refine schedules and fruit delivery times to meet changing logistics and customer requirements.

With our customers

We adapted our processes to adjust product deliveries according to the changes requested by our customers, including schedules, delivery formats, times, etc.

Donations during COVID-19 pandemic

Donation of bananas

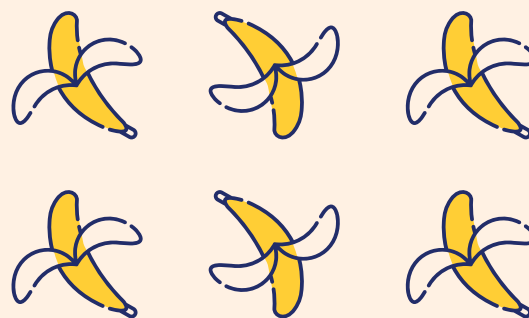
**+ 13 MILLION
BANANAS**

WERE DONATED

BENEFITING

**+ 60,000
FAMILIES**

**FROM GUATEMALA,
PERÚ AND ECUADOR**



Donation of supplies

**+ 4,000 GALLONS
OF BLEACH**

WERE DONATED

**+ 13,000
FACE MASKS**

+ 1,000 SUPPLIES

AMONG THEM, GALLONS OF GEL,
THERMOMETERS AND TRANSPARENT
GLASSES IN GUATEMALA



We are One Banana



Our vision

Be a better banana company.

Not because we have to, but because we want to.

Our mission

We've made it our singular mission to define ourselves by our belief that no matter the business, it all comes down to people.

People are paramount to everything we do, say and believe.

Generation after generation, we can honestly say that we are different.

How we grow our bananas.

How we treat our team members.

How we maintain, cultivate and protect the lands we own and harvest.

It's about people first.

Now, that's different.



Our concept

ONE, small thing can make a difference.

Create change for the better, ONE banana, ONE person at a time.





Premium bananas



Our bananas are delicious!

The balanced taste of our bananas is the result of being cultivated in the fertile and tropical microclimates of Guatemala and Ecuador (where our farms are located), thanks to the volcanic soil of its regions.

Cavendish Bananas
100% Rain Forest Alliance (RFA)
and Global G.A.P. certified in
Guatemala and Ecuador

*We hope that you enjoy
ONE soon!*



Organic bananas



In One Banana, we understand that what you give to your family is one of the most important decisions that you take. With that in mind, we cultivate organic One Bananas, which meet the strict guidelines of the organic food program of the U.S. Department of Agriculture (USDA)

Our bananas, cultivated on our organic farm in Peru, Ecuador and Mexico are carefully selected to meet these high standards. We are committed to provide families with organic products of the highest quality in the world. In Peru the organic production has the Global G.A.P. Fairtrade and USDA certification.

Our organic bananas have a USDA organic label.



Natural banana ingredients



One Banana Ingredients are made with our own premium bananas, cultivated in a sustainable way, in our certified banana plantations in Guatemala.

We operate in accordance with the Good Manufacturing Practice Regulation and under the strictest sanitary conditions. Our product is GMO (Genetically modified organisms) free and complies with all Food and Drug Administration (FDA) and USDA standards. We have Kosher, RFA Identity Preserved, Hazard Analysis and Critical Control Points (HACCP) and British Retail Consortium (BRC) of food safety certifications.

Why Banana Ingredients?

Our focus on the banana ingredients allows us to close the cycle of the surplus that exists on our farms with the production of the highest quality puree, flakes and powder.

One Banana Ingredients:

- Banana puree
- Low acid
- Acidified
- Banana Flakes
- Banana Powder

One Banana's operations

GRI 102-3 y 4 102-6 al 7

Our operations are established in Guatemala, Ecuador, Peru and Mexico. Our commercial headquarters are in Panama City, with offices in the United States and Guatemala.

26 banana packing plants from independent producers in Ecuador and Mexico

31 banana packing plants in Guatemala, Ecuador and Peru.

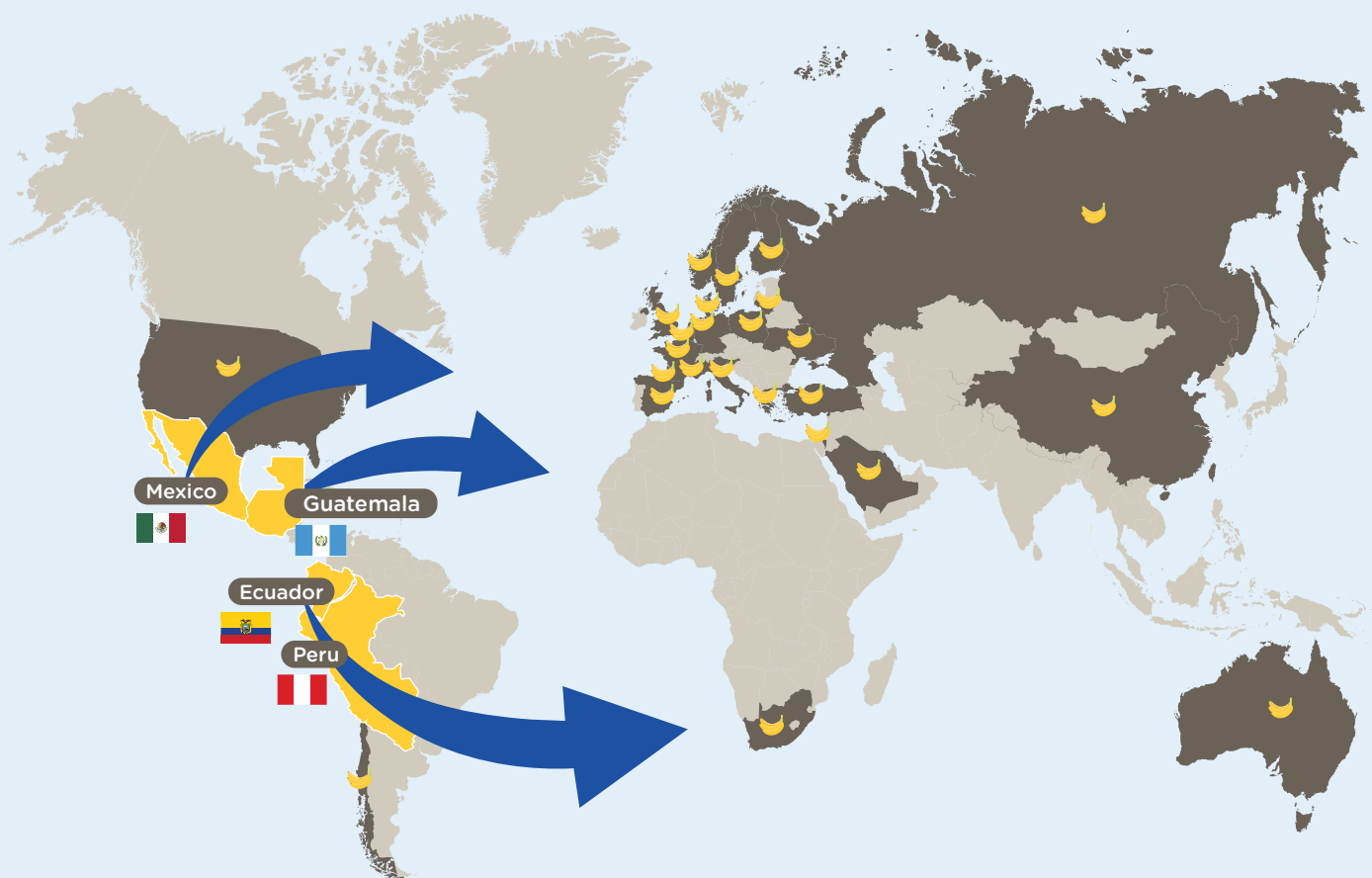
1 natural banana ingredients processing plant in Guatemala

Our customers include wholesalers, distributors, industrial companies that produce food and supermarkets



24 countries where we export bananas and natural ingredients

United States Germany Italy Ukraine
Russia Chile France Norway Israel
Holland South Africa Turkey Netherlands
Australia China England Spain
Saudi Arabia Poland Sweden Greece
Belgium Lithuania Slovenia



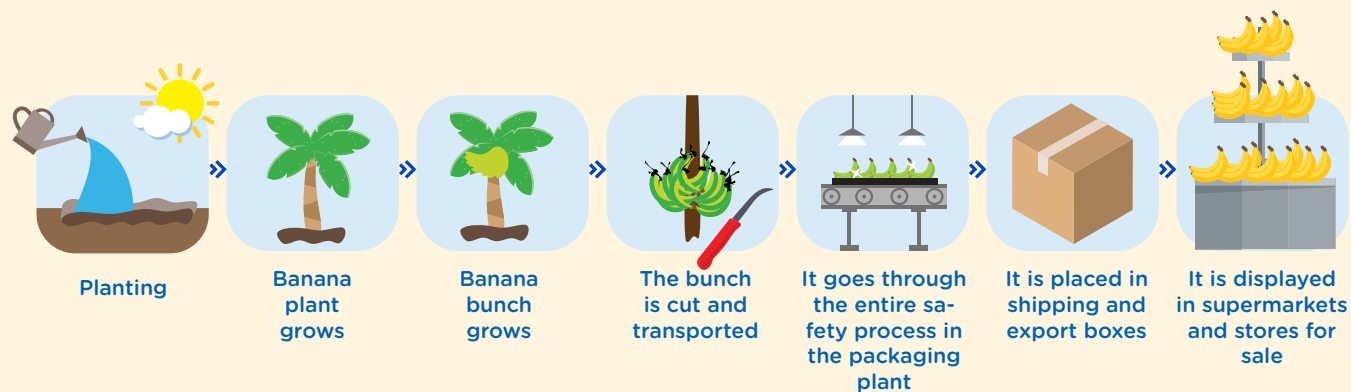
Supply chain

GRI 102-9

One Banana addresses production, processing, transportation and commercialization processes, which seek to guarantee standards of safety, traceability, compliance and quality.

In One Banana, we recognize that our responsibility with the value chain goes beyond our operations. For more information on this point, you can review Our Operations section.

How a banana grows?



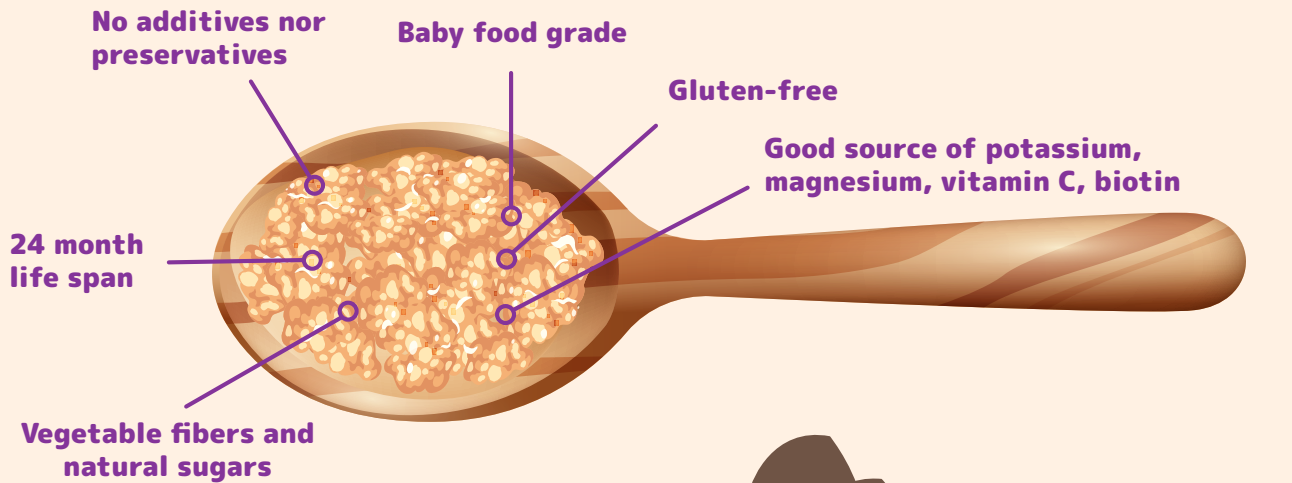
One Banana's supply chain



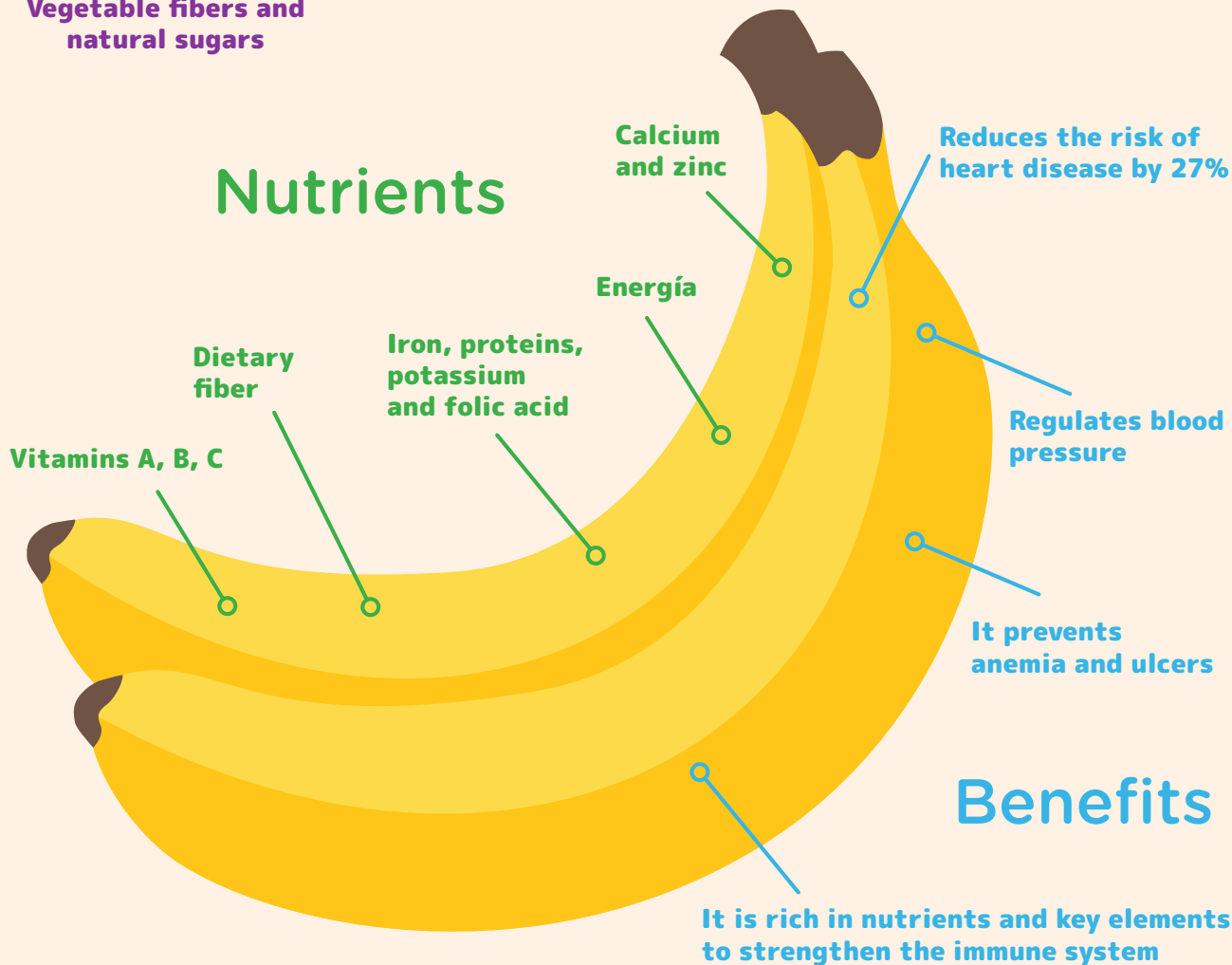
One Banana Ingredients' supply chain



One Banana natural ingredients



Nutrients



Benefits

"We have been an early adopter of social and environmental trends and requirements to demonstrate our commitment to responsible business. Doing this in terms of human rights, conservation and creation of sustainable landscapes, among others."

—GUSTAVO BOLAÑOS, AgroAmerica's COO

Our Governance



3

We designed a business model based on Corporate Sustainability in order to generate value and positive long-term impacts; respecting the balance that must prevail between economic growth, the conservation of natural resources and the complete well-being of our stakeholders. This is reflected in the pillars of our corporate and sustainability strategy, which are implemented at all levels of our operations.

Sustainable Development Goals (SDG):



DECENT WORK
AND ECONOMIC
GROWTH



INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



PARTNERSHIPS
FOR THE
GOALS

Our governance

Governance and Strategy

GRI 103-1 al 3, GRI 102-18, GRI 102-20, GRI 102-22 y GRI 102-26

What we do

One Banana operates under AgroAmerica's corporative governance. AgroAmerica's highest body is the General Shareholders Meeting. The governance structure is integrated by a Board of Directors (50% independent board members and 25% are women), an Ethics Committee, the chairmanships of the business areas and corporate management, which have been delegated responsibilities of managing the administrative, financial, social and environmental areas.

AgroAmerica's directory is responsible for ensuring proper corporate governance, with due diligence, always looking after the company and its shareholders. The Board of Directors determines the mission, vision, values and global strategies for commercial, agricultural and sustainability areas. The leadership team at AgroAmerica is challenged to develop the strategy and programs that allow us to grow and continuously improve.

AgroAmerica is a family-owned company that is currently led by the second generation of the family and is already initiating the incorporation of the third generation.



Fernando Bolaños Arriola: The third generation starts working

The Bolaños family has been creating governance and succession mechanisms and this is how they are currently initiating the integration of the third generation into the family business.

Fernando Bolaños Arriola is the grandson of *Don Fer*. He is an engineer, specialized in business in the United States. He began working in 2020 as the Project Manager of the natural ingredients processing plant.

Ethics and anti-corruption

GRI 103-1 al 3, GRI 102-16 al 17, GRI 205-2 al 205-3, GRI 206-1, GRI 415-1

Why is it important

We firmly believe that transparency, ethics and integrity guarantee our operations and differentiate us in the market. These qualities generate positive impacts in the agroindustry and in the communities where we operate.

The values incorporated in our corporate culture of compliance, define us and allow us to align our actions in a consistent and ethical manner, at all levels of our organization.

31
CODE OF
ETHICS
TRAINING
WORKSHOPS



What we do

One Banana adheres to **AgroAmerica's Code of Ethics, which was updated in 2018**. The code applies to all individuals who are part of the company and to those who are related to it. The code supports the implementation of three corporate policies: Ethics Line and Non-Retaliation Policy, Conflict of Interest Policy and Global Anti-corruption Policy.

The Ethics Committee ensures the proper implementation of such code. This body consists of the Corporate Director, Compliance Officer, Corporate Controller and the Chief Financial Officer (CFO). The Committee meets periodically to review complaints, claims and requests submitted, ensuring an objective and timely response for the requirements received. It receives daily complaints through multiple means, including those that they receive through the Ethics Line, Policy on Requests, Complaints, Claims or Suggestions from our stakeholders.

We have evaluated separating the reception and classification of requirements. However, greater value is identified in the centralization of the reception and management of ethics complaints and reports.

5,483
WORKERS
TRAINED ON
CODE OF ETHICS

"We want to transcend, and the Code of Ethics and our policies ensure that we are able to embody the values and principles that allow us to do business that will last over time."

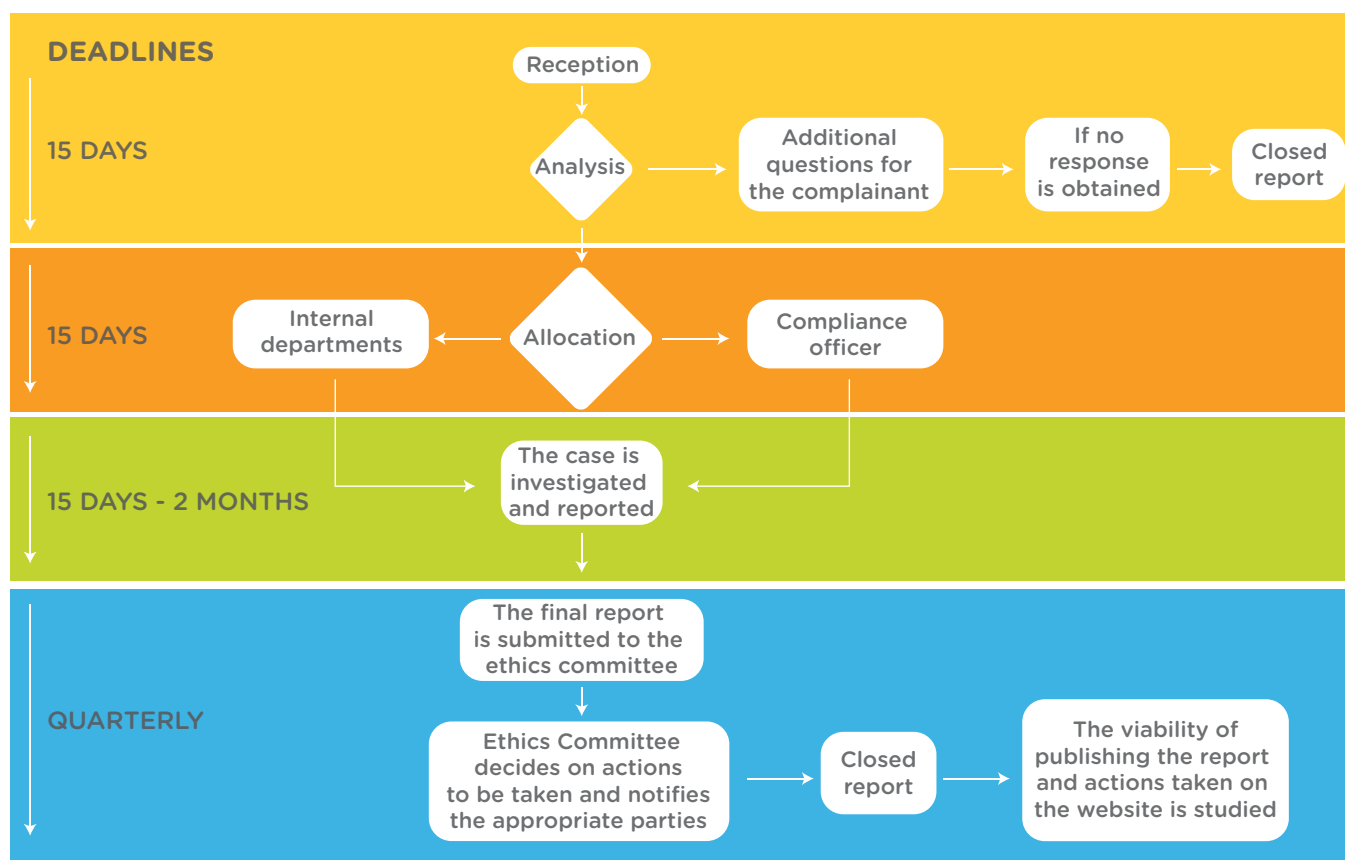
—GERARDO ASTURIAS,
Administrative Manager

Requests, complaints, claims and suggestions

We have a Policy on Requests, Complaints, Claims or Suggestions from our stakeholders, through which we state our commitment to listen, consider and respond to any concerns that third parties could have about our operation and its actual or perceived impacts.

We have developed different mechanisms so that all of our stakeholders are able to express their concerns, either through the open door culture, conversations with their managers, or even through an ethics line for people to express issues of concern with the strictest levels of confidentiality.

INTERNAL PROCEDURE FOR REQUESTS, COMPLAINTS, CLAIMS AND SUGGESTIONS



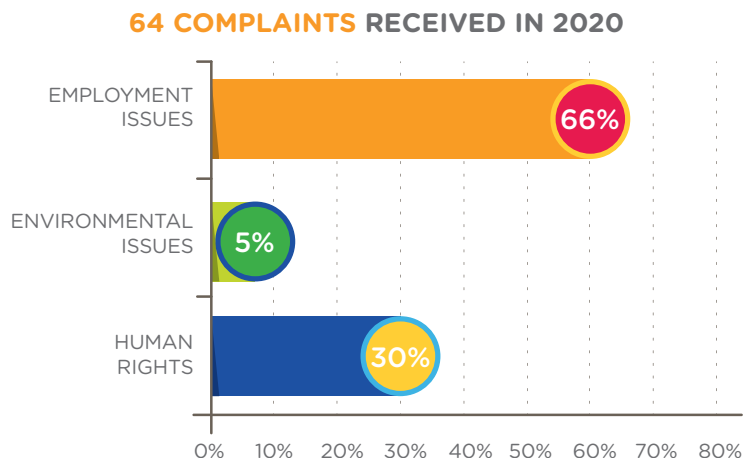
The Ethics Committee will determine if the complaints received will be published, provided that they are already closed and the following criteria are met:

1. The case was received through the Ethics Line either by phone, website or email.
2. The case, after an investigation process, is duly substantiated.
3. The case does not involve state authorities with open investigations.
4. The complainant identified himself and did not expressly request confidentiality.
5. The content of the case is public information in accordance with the law.
6. The case refers to high impact collective or community interests.

If you need more information about our Ethics Program, contact us.

■ Ethics Line

We have implemented a telephone line called “Ethics Line”, aimed at workers, their families, community members, suppliers and customers who can call and express their concerns, comments or suggestions. These calls are completely anonymous and are managed by an independent company.



100% of them were addressed and followed up

Human Rights

GRI 103-1 al 3, GRI 410-1, GRI 411-1 y GRI 412-2

■ Why is it important

Our stakeholders are people with rights, which must be respected at all levels. We fully consider these rights, due to the nature of our organizational culture, which does not allow any action against them. We also believe that respect is the best way to minimize risks that could affect our operations, generate genuine loyalty from our stakeholders, reduce costs and be able to access and serve international markets transparently.

■ What we do

We have a Human Rights Policy that details our commitment to the rights of the people who work with us, our communities and other stakeholders around our business.



Global Anti-corruption Policy

We are committed to the transparency, ethics and integrity standards. In our operations, we encourage compliance with applicable national and international anti-corruption laws. We reject any type of corruption or acts that could be perceived as such. We have a Global Anti-corruption Policy, this tool prohibits improper and corrupt payments in all circumstances, whether in contracts with government officials or with individuals in the private sector.

With this standard, we seek to comply with transparency and anti-corruption laws in the countries where we operate, as well as the laws from which we export our products, specifically the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act.

We can highlight that we have had zero payments to political parties, zero confirmed cases of corruption in the company and zero legal actions against us for unfair competition or monopolistic practices.

Human Rights and Business

In 2020, we reinforced the knowledge in human rights for 23 company leaders in Guatemala, Mexico, Ecuador, Peru and Panama.

Management positions in human resources, social management, compliance, environment and certifications were included to deepen previous training on human rights and how to protect and defend them in the company. This was done through a 16-hour certificate course called "Human rights and business, how to incorporate them into business management?" «*Derechos humanos y empresa ¿cómo incorporarlos en la gestión*

empresarial?», in which the 32 rights proposed by the UN were analyzed.

Recognizing the crucial role that physical security officers have in protecting the human rights of workers and communities; in the future, we look forward to working with this important group to reinforce the trainings they receive annually on the use of force and respect towards people's rights.

During the year, 19 investigations were conducted by the Ethics Committee, which processed and responded to these complaints.

Defending Human Rights

In 2019, AgroAmerica joined the Stand up for Human Rights campaign endorsed and promoted

by the General Assembly of the United Nations and by the Universal Declaration of Human Rights. Since then, this campaign has been publicized in our operations.

In 2020, the communication campaign was limited in its implementation due to the measures and protocols by COVID-19. However, we continue to strengthen our commitment to know, promote and defend human rights, specifically from our role as a company.

Results

0 confirmed human rights violations

0 violations to the rights of indigenous people

19 complaints received related to human rights issues

100% of the complaints were resolved

23 leaders received a 16-hour specialization course in human rights

34 training sessions for workers on Human Rights

5,603 workers trained in Human Rights



■ Customary Law Policy

We have a Customary Law Policy, through which we declare our commitment to respect the different customs, identity, religion, use of language and dialects, traditions, ways of living, social organization, use of traditional clothing, among other aspects to act and express themselves, in accordance with the social organization of the people.

As a company, we ratify the dignified and respectful treatment of all people equally, without discriminating in the implementation of their customs. As part of this policy, we are committed to dialogue with communities to secure free and informed consent for our operations.

This policy applies to workers, communities, NGO, civil society and others who are related to the company. Although the farms are not located in areas of influence of indigenous peoples, they operate in countries with significant percentages of indigenous peoples and nationalities. Thus, in addition to our commitment to respecting customary law, we offer compensations in the event of impacts associated with our management.



Certifications

GRI 103-1 al 3

■ Why is it important

We maintain certifications that prove our quality, sustainability and safety management to customers, fostering a culture of continuous improvement and ensuring the continuity of our operations. With this effort, we have international certifications that endorse our various sustainable practices, within the framework of a responsible operation. Among these recognitions are the certifications of organic production of our product, which allow access to foreign markets.

Ethical Commerce Audit

Annually, we are audited by one of our customers to verify that we comply with Sedex Members Ethical Trade Audit -SMETA- standards, under the SEDEX standard. Our customer seeks to understand the working conditions in its supply chain. This social audit includes a verification of compliance with ethical trade standards and allows for the assessment and monitoring of workers' health and safety, as well as zero tolerance for human rights abuses (child and forced labor).

In 2020, we were audited 8 times by SMETA standards in Guatemala, Ecuador and Peru.



11

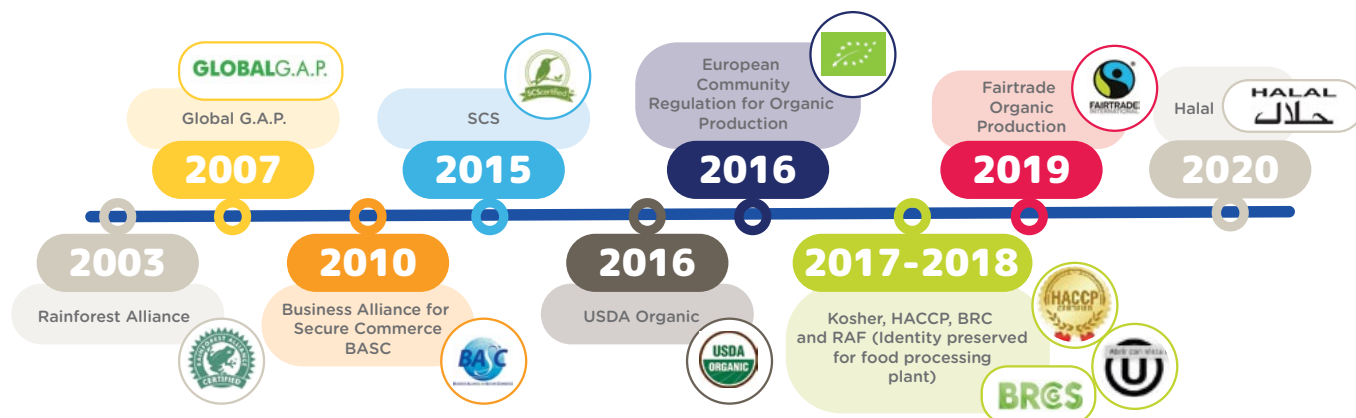
**INTERNATIONAL
CERTIFICATIONS
HAVE BEEN MAINTAINED
DURING 2020**

What we do

We maintain our certifications with continuous work and learning within the organization; supported by all areas and with the experience of our people. In addition, we have created a culture of continuous improvement and training at all levels, so that the management and good results of each certification contribute, in a cross-cutting manner, to the growth of our operations.



International certifications timeline



"We are constantly improving and transforming ourselves to be suppliers of excellence... but always working with the same values and principles of our founder."

—FERNANDO BOLAÑOS ARRIOLA,
Third Generation

6,310

WORKERS WERE TRAINED IN
GLOBAL G.A.P.

5,793

WORKERS WERE TRAINED IN
RAINFOREST ALLIANCE

759

WORKERS WERE TRAINED
IN BASC

1,198

WORKERS WERE TRAINED
IN SCS

195

WORKERS WERE TRAINED IN
FAIRTRADE ORGANIC
PRODUCTION IN PERU

THE PERSONNEL AT THE NATURAL INGREDIENTS FOOD PROCESSING PLANT WERE TRAINED IN SAFETY AND IDENTITY PRESERVED STANDARDS: HACCP, BRC AND RAINFOREST ALLIANCE IDENTITY PRESERVED

CERTIFICATION

TYPE

SCOPE

Obtained in 2007

GLOBALG.A.P.

CERTIFICATION

GLOBAL G.A.P.

www.globalgap.org

GLOBAL G.A.P. standard (Good Agricultural Practices) is a certification for agricultural products, which was established by agreements and partnership between producers and traders, to determine standards of good agricultural practices covering the entire production process.

100% of the farms
in Guatemala, Ecuador and Peru

Obtained in 2019

Global G.A.P. + ADD-ON



GLOBAL G.A.P.

+ADD ON

www.globalgap.org/es/for-producers/globalg.a.p.-add-on/

Since 2017, GLOBAL G.A.P. developed a new voluntary series known as + ADD-ON, which allows certification of safe and sustainable agriculture with better standards. It is implemented in modules.

1. GLOBAL G.A.P. Risk Assessment on Social Practice (GRASP): Commitment to the health, safety and welfare of workers.

2. Biosecurity Tropical Race 4 (TR4) for bananas: a tool that provides producers with a risk mitigation plan, with the intention of preventing the introduction (and/or further spread) of the R4T pathogen affecting the fruit.

3. Tesco Nurture Module: focuses on the management of the list of Plant Protection Products, so that they comply with international environmentally friendly quality standards.

100% of the farms
in Guatemala, Ecuador and Peru

Obtained in 2003



CERTIFICATION

RAINFOREST ALLIANCE

<https://www.rainforest-alliance.org/lang/es>

Rainforest Alliance certification, thorough its Sustainable Agriculture Standard, gives validation that our production is sustainable, with better crops. It prioritizes the conservation of natural resources and biodiversity, as well as the well-being of the people in and around the operation.

100% of the farms
in Guatemala and Ecuador



CERTIFICATION SCS

www.scsglobalservices.com

This certification, obtained in 2015, verifies and validates the company's sustainability, environmental, food safety and quality performance.

In Guatemala and Ecuador,
19% of the operations
are certified

CERTIFICATION

TYPE

SCOPE



CERTIFICATION RAINFOREST ALLIANCE

Identity Preserved

<https://www.rainforest-alliance.org/lang/es>

The Chain of Custody standard establishes the practices that must be implemented during the processing of products, evaluating the following criteria: chain of custody management system, traceability in the use of raw material from certified farms.

This certification guarantees that all fruit entering the plant for processing is 100% Rainforest Alliance Certified.

**Natural ingredients
processing plant in Guatemala**



CERTIFICATION BUSINESS ALLIANCE FOR SECURE COMMERCE -BASC-

www.wbasco.org

Obtained in 2010, this certification endorses the company's use of global security standards to prevent smuggling or crimes in its logistics and international trade chain. It covers everything from shipment to final destination. We are also BASC certified in the transportation and logistics business area.

**13% of operations
in Guatemala and Ecuador
are certified by customer
requirements**



EUROPEAN COMMUNITY REGULATION FOR ORGANIC PRODUCTION

https://ec.europa.eu/info/food-farming-fisheries/farming/organic-farming/organics-glance_en

Obtained in 2016, this European certification, in accordance with EC 834/2007-EC 889/2008 organic production standards, maintains the European Community standards to endorse organic products.

This certification allows us to export to European countries, assuring our organic product.

**100% of the farms in Peru
have this certification**



CERTIFICATION USDA ORGANIC

<https://www.usda.gov/topics/organic>

Since 2016, USDA certification, of the United States Organic Production Standards (National Organic Program-United States Department of Agriculture -NOP-USDA-), issued by the U.S. Department of Agriculture, endorses organic products.

This certification allows us to export our organic product to the United States.

**100% of the farms in Peru
have this certification**

12 audits received from customers regarding food safety, security, work, environmental and social standards, occupational safety and ethical standards.

13 audits received from governmental institutions regarding Good Agricultural Practices, Good Manufacturing Practices, safety, COVID-19 protocols, environmental and work compliance.

CERTIFICATION

TYPE

SCOPE

Obtained in 2019



FAIRTRADE INTERNATIONAL
www.fairtrade.net

FairTrade International certification assesses if the business is complying with fair trade actions, throughout its supply chain.

This process reviews aspects such as fair wages, work conditions, communities development, among other related items.

100% of the farms in Peru
 have this certification



CERTIFICATION HACCP

<https://www.fda.gov/food/hazard-analysis-critical-control-point-haccp/haccp-principles-application-guidelines>

The food processing plant has the HACCP or the Food Safety Management System Certification. Under the LSQA seal, we guarantee the implementation of the Hazard Analysis and Critical Control Points (HACCP) system. This allows the reduction, control or elimination of hazards that could impact food safety.

Natural ingredients
processing plant in Guatemala



GLOBAL FOOD SAFETY STANDARD
<https://www.brcgs.com/>

This standard focuses on the following principles: commitment to management, quality management systems, auditing, good manufacturing practices, development of systems to reduce exposure to food fraud, ensuring consistency in auditing processes and promoting greater resistance, transparency and traceability of the supply chain.

Natural ingredients
processing plant in Guatemala



CERTIFICATION KOSHER
<https://www.ok.org/>

Kosher certification is the verification system to ensure that food complies with the requirements of Judaism and can therefore be consumed by believers.

The main criteria for assessment are quality, good manufacturing practices and traceability in the supply chain. With this certification, it is guaranteed that no animal products are used in the process.

Natural ingredients
processing plant in Guatemala



Obtained in 2020, a Halal certified product means that the product is permissible or acceptable in accordance with Islamic law.

Natural ingredients processing
plant in Guatemala

Organic production



Our operation in Peru achieved double certification for organic cultivation and a Fairtrade certification.

In Peru, our operation has a double certification in organic production since 2016. On the one hand, we achieved the certification of compliance with the organic production standards of the United States Department of Agriculture (USDA) and, on the other hand, certification of organic production under European regulations EC 834/2007 - EC 889/2008, created by the European Economic Community.

Both certifications imply rigorous and strict organic production standards. They are necessary for the export of organic products to the United States and Europe, respectively.

We also have independent organic banana producer operations in Ecuador and Mexico, with which we conduct audits to ensure traceability and compliance with certification standards.

The third certification obtained in the Peru operation refers to "Fairtrade". With it, we guarantee fair trade throughout the supply chain, from the producer to the consumer. Our customers can be assured that our organization complies with fair and

Some examples of the USDA organic production standards

- The soil must be free of application of prohibited substances for at least 3 years.
- Soil fertility and crop nutrients should be managed through cultivation practices such as rotation or cover crops, supplemented with animal or crop waste materials and permitted synthetics.
- In the first place, plagues and pests must be controlled through physical, mechanical and biological control practices. When these practices are not sufficient, a biological, botanical, or synthetic substance approved for use may be used.
- Organic seeds must be used.
- The use of genetic engineering, ionizing radiation and sewage sludge is prohibited.



4

**Organic certifications:
USDA, European Standard,
Fairtrade and Global G.A.P.**

sustainable business practices, including fair pricing and payment of living wages. It also ensures that we support the development of the communities in the area of influence, as well as compliance with international labor and environmental standards.

Environmental benefits of organic agriculture: “improves biological diversity, increases soil biological activity and maintains soil fertility in the long term; recycles plant waste to return nutrients to the system, reducing fertilizer use, climate change mitigation, waste recycling, carbon capture”. Source: Food and Agriculture Organization.

Source: FAO

100%

OF THE PRODUCTION IN PERU HAS:

USDA ORGANIC CERTIFICATION

ORGANIC CE 834/2007-EU
889/2008 CERTIFICATION

FAIRTRADE CERTIFICATION

GLOBAL G.A.P. CERTIFICATION

195

WORKERS WERE TRAINED IN
THREE CERTIFICATIONS

“We are a family-owned company with regional presence, global exportations and with the ability to respond promptly to customer requirements.”

—FERNANDO BOLAÑOS VALLE,
AgroAmerica’s CEO





4

Our Operations

In order to access markets, we must transparently demonstrate the sustainable and responsible origin of our raw materials, which are necessary for the production of our sustainable food. By owning the production chain in Guatemala and leading most of the process in the other countries of operation, we achieve complete traceability from the soil to the shelf where our customers buy it.

Sustainable Development Goals (SDG):



DECENT WORK
AND ECONOMIC
GROWTH



INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



RESPONSIBLE
CONSUMPTION
AND PRODUCTION



PARTNERSHIPS
FOR THE
GOALS

Our Operations

Product quality and Traceability

GRI 103-1 al 3

■ What we do

The bananas and food ingredients we offer our customers are produced on the basis of quality, traceability, sustainability requirements and cost criteria. The sustainability requirements that we integrate in our management have been developed after years of knowing the business and having firm commitments in social and environmental matters, as well as including the considerations and concerns of our customers.

We ensure the traceability of our products by having a vertically integrated supply chain, having a control of the highest international standards, from production to the final customer.



Productivity and Innovation

GRI 103-1 al 3, GRI 102-7

■ Why is it important

As part of our mission to become a world-class agro-industrial company in terms of productivity, innovation takes on material importance as a fundamental means of achieving sustainability with maximum productivity. At the same time, we use resources efficiently, generate employment and contribute to the economic development of the countries in which we have a productive presence. This drives us to contribute to the sustainable development global goals.

We believe in innovating our business and our way to do business. Sustainability is an important motor behind innovation to improve our operations, reduce our environmental footprint and to meet our customers' requirements in order to optimize processes. We listen to our customers who, day by day, require greater quantity and quality of sustainable products and healthy food.



Innovation is a particularly important challenge for the banana industry, because considering that changes in operating costs occur annually and in a differentiated manner by country and even by region, product prices remain the same in the market. Therefore, the challenge is to be able to give greater value to the result and differentiate operations by the labor, social and environmental practices of our operation.

■ What we do

Banana production comes from 31 packing plants located in Guatemala, Ecuador and Peru.

In addition, we have a processing plants in the South coast of Guatemala, where we work with natural banana ingredients. In 2020, the natural food plant was expanded to open a line that produces Banana Flakes and Banana Powder.

Due to the COVID-19 pandemic, distribution and consumption patterns were altered in 2020. Nevertheless, the overall sales level for the year was maintained, due to the hard and collaborative work with customers, logistics agents and other stakeholders that helped us ensure the availability of bananas to the world.



Innovation kitchen for the development of natural ingredients

31 BANANA PACKING PLANTS
26 BANANA PACKING PLANTS
 FROM INDEPENDENT PRODUCERS
1 NATURAL INGREDIENTS PROCESSING PLANT
0 STATE GRANTS FOR THEIR OPERATIONS



A commitment to "zero waste"

Natural banana ingredients processing plant: Promoting food safety



Since 2016, our natural banana ingredients processing plant has been operating on the South Coast of Guatemala, where One Banana was able to innovate the business in two ways.



The second innovation is to process bananas to create higher value-added products

First, it was innovated in terms of sustainability by seeking to achieve zero waste in its production process. This approach promotes food security, allowing maximum utilization of our banana production. "In Guatemala, the majority of the bananas produced are used for export or are processed into natural ingredients. In addition, +13 million bananas were donated for social programs and nutrition," says Fernando Bolaños Arriola, Project Manager of the Natural Ingredients Processing Plant."

The second innovation is in terms of technology. The food production plant processes bananas to create higher value-added products, such as Banana Powder, introduced in 2020, and Banana Flakes, which we expect to launch in 2021.

Our natural ingredients are elaborated without additives or chemical preservatives; the puree can be used as a food flavoring, and even as a raw material for baby food. We have high-tech equipment and ripening chambers that allow us to adapt our product to the needs of the market.



The processing plant has international certifications (HACC, under the LSQA seal, BRC Global Standard, Kosher and Rainforest Alliance - Identity Preserved), which guarantee transparency, safety and security in the operations throughout the production chain.

These innovations led us to create new products and develop the new One Banana Ingredients business line, launched in 2019.



Now, One Banana is studying the challenge of how to add value to banana peels, which are currently used for composting.

2020 Results:

COMMITMENT TO ZERO WASTE, TRANSFORMING MORE THAN 186 MILLION BANANAS INTO NATURAL INGREDIENTS AND, THUS PREVENTING FOOD WASTE IN THE WORLD AND PROMOTING FOOD SECURITY

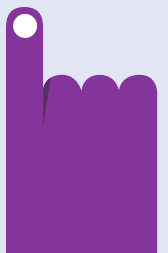
14,900 Tons

PER YEAR OF BANANA PUREE OBTAINED

EXPANSION OF RAW MATERIAL STORAGE: INSTALLATION OF 7 RIPENING CHAMBERS

MICROBIOLOGY LABORATORY

I&D INNOVATION KITCHEN FOR THE INVESTIGATION AND DEVELOPMENT OF NEW PRODUCTS FROM NATURAL INGREDIENTS



Supply chain management

GRI 103-1 al 3, GRI 141-1, GRI 102-9 al 10 y GRI 308-1 al 2

Why is it important

Our culture of corporate compliance drives us to take a sustainability management and assurance approach throughout our supply chain to deliver high quality products to customers that exceed their expectations. The audits we receive, openly and continuously from our customers and other stakeholders, cover not only our production operations, but also the operations of our entire value chain.

“We guarantee traceability of our products, from production to customer.”

—GUSTAVO BOLAÑOS, AgroAmerica's COO

What we do

We recognize that our responsibility with the value chain goes beyond our operations. We are a vertically integrated company, so all the fruit we sell comes from our operations, which allows us to maintain full traceability of our products.

We build long-term alliances going forward in the value chain with our customers and backward, with suppliers and contractors.

With customers, we developed long-term relationships, seeking to exceed their expectations in terms of product and service that they get from us, in terms of sales and the sustainable qualities of our products. We have worked hard over the last few years to reformulate our customer service team to be more responsive to needs and requirements.

With our complementary suppliers, we seek alliances with companies that share our values and principles for doing things right. In the coming years, we will be working on systematizing the management of the environmental and social requirements of suppliers of machinery, services and other supplies. During the last year of operation, we did not change the supplier base.

We also seek to promote small and medium-sized enterprises and the generation of indirect employment in the area.

“Throughout 2020, we worked hard to support our customers in accommodating changes in consumer demand and ensuring that the production chain remained supplied.”

—CRISTINA WOOD, VP of Sales One Banana Ingredients



+2,800

SUPPLIERS

FUEL OUR BUSINESS WITH PRODUCTS AND SUPPLIES REQUIRED FOR OUR OPERATIONS

+16

SUPPLIERS

HAVE BEEN SELECTED UNDER THE ENVIRONMENTAL AND SOCIAL CRITERIA SYSTEM THAT WE ARE IN THE PROCESS OF IMPLEMENTING



5

Our Planet

Our sustainability strategy includes a strong commitment to the environment. We keep an Environmental Policy, whose main objective is to reduce our footprint, maintain the quality of the environment, to ensure the sustainability of biodiversity and natural resources and the involvement of stakeholders, such as communities.

Sustainable Development Goals (SDG):



RESPONSIBLE
CONSUMPTION
AND PRODUCTION



CLIMATE
ACTION



LIFE ON
LAND



PARTNERSHIPS
FOR THE
GOALS

Our Planet

GRI 102-11, GRI 307-1

Our Environmental Policy takes into consideration a precautionary approach, through which we seek to prevent or minimize negative impacts on the environment and we are committed, through a management system, to implement continuous improvement plans in compliance with national legislation and international standards.

We ensure compliance with legal requirements and internal procedures through the management of the environmental managers of each operation, who carry out permanent international follow-up audits, training for workers and suppliers, verification of mitigation measures, permanent support for conservation initiatives and continuous improvement in all processes.

At the operational level, we have integrated an Environmental Management System, which is based on our Environmental Policy and the different plans and programs that allow us to implement the best practices for the care of the environment and natural resources.

"It is a daily challenge for us to produce more with less resources."

—JAVIER AGUIRRE,
Corporate Director, AgroAmerica



21

PEOPLE

INVOLVED IN ENVIRONMENTAL MANAGEMENT

0

PENALTIES

IMPOSED BY THE ENVIRONMENTAL AUTHORITY IN THE COUNTRIES WHERE WE OPERATE

7,789

WORKERS TRAINED

IN ENVIRONMENT (ENVIRONMENTAL POLICY, ENVIRONMENTAL MANAGEMENT PLAN, WASTE MANAGEMENT, GOOD AGRICULTURAL PRACTICES)

9

ENVIRONMENTAL MONITORINGS

PERFORMED BY EXTERNAL PARTIES

Training for workers

We focus conservation efforts in our operations, training our personnel in environmental policy management, waste management, environmental management plan, international certifications and good agricultural practices that contribute to raising awareness of environmental care and the need to promote biodiversity.

7,789 workers were trained in 2020.

Environmental monitoring

We carried out environmental monitoring by external parties to ensure control of the risk and impacts of our operation. During 2020, nine environmental monitorings were carried out.

Climate change

GRI 103-1 al 3, GRI 305-4

Why is it important

We are committed to ensure that our actions contemplate the fight against climate change, with mitigation and adaptation activities, in front of this major global challenge. Although banana crops compensate for emissions as they grow, in terms of their operation and related transportation, they generate emissions that affect the atmosphere.

What we do

We are in the process of estimating our greenhouse gas (GHG) emissions, as a first step, so that we can then create a gas reduction plan. One Banana's calculation should take into account the emissions generated and also the company's compensation through its many conservation and reforestation projects, which continue to increase in size each year. Currently, there is no calculation of the emissions fixed by the growth of the banana plant.



**+7,000
WORKERS**
IN BANANA OPERATIONS
TRAINED
IN ENVIRONMENTAL
CONSERVATION



Carbon footprint

In order to measure carbon footprint, we are participating in two parallel initiatives:



1

First, One Banana collaborates with the World Banana Forum to identify the company's total emissions. The first estimate was made in 2020 in southwestern region of Guatemala, using the "Methodological Guide to Reduce Carbon Footprints in Banana Plantations" developed by the Food and Agriculture Organization of the United Nations (FAO), complying with the level of traceability and assurance of the International Organization for Standardization (ISO) 14064:2006.

2

with the Association of Independent Banana Producers and, in alliance with the Climate Change Institute, a standard methodology is being developed to calculate the industry's emissions.

By 2021, we will be working on refining our carbon footprint measurements, preparing plans to decarbonize our operation and integrating other compensation programs we have into the overall measurement of our business.

According to international carbon footprint studies for banana crops in North America and Spain, as well as studies for Guatemalan banana production developed by the Private Institute for Climate Change, the results show that Guatemala's emissions are 60% lower compared to North America and Europe.

One Banana's carbon footprint measurement, carried out by Green Development in 2020, shows the following results:

One Banana's emissions are almost 50% lower than the national average and 72% lower than emissions in North America and Spain.



OUR ACTIONS



Implementation and follow-up of sustainable agricultural practices



Forest conservation and reforestation on river basins



Initiatives to measure our Greenhouse Gas (GHG) emissions with the FAO



Internal training about climate change



Alliances to achieve climate change goals

Efficient water use

GRI 103-1 al 3, GRI 303-1 al 4

Why is it important

Water is an essential resource in our banana crop, necessary for efficient production in the field as well as in the packing plants. In addition to the importance of the vital liquid for the company, this is a critical resource for the communities in the area of influence.

What we do

In order to have an adequate use of water, at each stage, we manage practices and specific application plans. We have implemented various technologies for irrigation and fruit packing activities; additionally, we control the quality of the wastewater. With the vision that water is a fundamental resource, we are working to improve the measurement of its use and implementing mechanisms to improve our management.

The following systems have been implemented to provide water for our crops in Guatemala, Ecuador and Peru, and to avoid direct water extraction from rivers:

In the field, we apply irrigation according to the seasons, increasing the intensity and frequency in summer and reducing it in winter. In addition, we have implemented several mechanisms and technologies that allow us to ensure optimal quantities for the fruit. We have invested in improving the technology of our irrigation system.

Our packing plants
have a water reuse system

20
RESERVOIRS
THAT ALLOW US TO
CAPTURE WATER
DURING WINTER SEASON
EQUIVALENT TO **432**
OLYMPIC POOLS
AND **384,939,528**
GALLONS OF WATER





Since 2008 we have implemented water-efficient technologies that have allowed us to reduce water consumption by 50% versus traditional irrigation systems.

WE REUSE WATER FOR THE PRODUCTION PROCESS

Technology

Water level meters

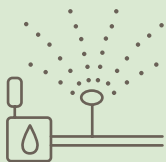
Soil moisture probes that allow the implementation of irrigation programs and direct measurement of moisture content, in real time and in percentage terms.

This makes it possible to identify the amount of water that should be applied for the good development of the plant and, thus, to obtain a high performance in production.



Micro-spraying

Makes it possible to optimize irrigation in plantations, reduce application time, increase production yields and reduce diesel consumption.



Control

Permanent control of equipment.



Technical Basin Committees, a successful model for the rational use of water

An example of public-private strategic alliances for the sustainable and integrated management of the basins of the South Coast and southwestern region of Guatemala



In Guatemala, water resources have been a source of consternation for companies, communities, authorities and civil society.

Since in the dry season and in arid years, it is a collective challenge to ensure an ecological flow in the basins, due to climate change that affects access to natural resources worldwide.

In the absence of a Water Law, Governmental Agreement 19-2021 of the Ministry of Environment and Natural Resources of Guatemala was created, which seeks the rational use of fauna, flora, land and water. Technical working groups were formed to facilitate the meeting of stakeholders at the basins level and the coordination of joint actions for integrated, transparent and participatory basin management.

We actively participate in seven technical working groups, corre-

sponding to the basins in which we have influence. Since its creation in 2016, we have participated to ensure an open and consensual dialogue about conservation and rational use of water, by different stakeholders.

The information generated in the technical working groups is vital to know the availability of water and allows coordination among water users to verify compliance with agreements and commitments to ensure that the rivers reach their mouths. We are also working to ensure that all users have water resources to meet their needs and make rational use of water.

The technical basin committee has been a successful model of water management, which was implemented in 2016 and has made great progress in the reforestation of riverbanks and efficient water use.

Together with governmental entities, community leaders, academy and other private institutions, we coordinate actions aimed at:

- The rational and sustainable use of water resources that form the basins by all of its users.

2020 results of our participation in working groups:

- 7 technical teams formed, in charge of measuring and monitoring basins, and addressing social and political issues
- 13 monitored basins
- 63 monitored rivers
- 390 points located in the basins are monitored
- 3,397 river discharge gauging for monitoring efficient water use
- 32 virtual meetings held with the technical, social and political team
- 182.55 hectares reforested on riverbanks, as a result of joint action among the different stakeholders, of which 28 hectares were a direct result of our work
- The adoption of strategies to prevent and mitigate the impact of our operations in the basins.
- The prevention and mitigation of the effects of floods.

- The improvement of the living conditions for basins inhabitants, by proposing viable solutions.

- The formal mapping of the different stakeholders present in each of the basins.

- To obtain baseline information at the level of each of the basins, which allows focusing integrated management actions.

- To have continuously updated technical information about the flows in the main rivers.

- Reforestation of riverbanks.

- Training of people living in areas near rivers on topics such as climate change, resource conservation, reforestation programs and river capacity measurement.

These are the main stakeholders:

- Public, decentralized and autonomous entities related to basin protection and conservation.

- Private entities involved in basin protection and conservation.

- Public and private universities located in the territory defined as a basin by the Ministry of Environment and Natural Resources.

- Users identified within the basin inventory.

- Civil society representatives, involved in the planning of actions aimed at the social, environmental and productive development of the basin.

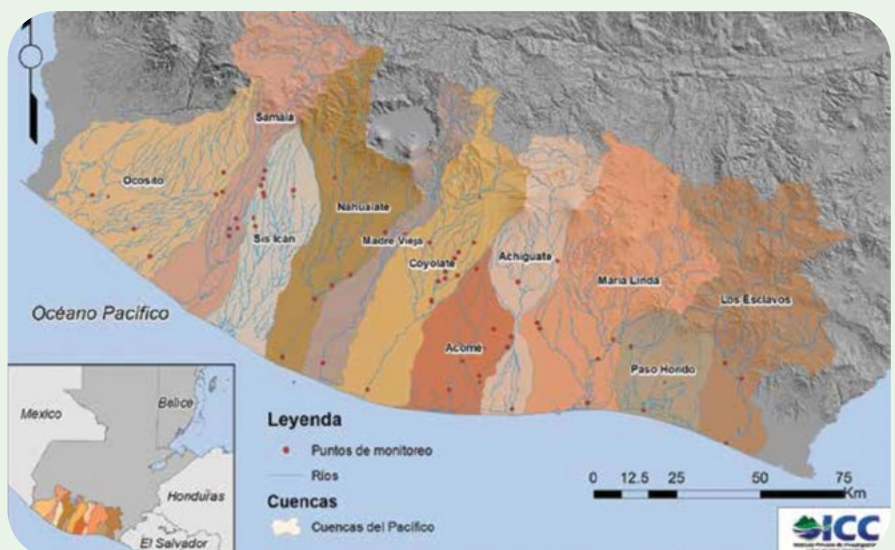
The main objectives of the technical working groups are:

- Basin protection and conservation
- Rational use of water
- Maintain ecological flow to preserve flora, fauna and natural habitats
- To ensure that rivers reach their mouth

We actively participate in
7 Technical Basin Committees



Water quality monitoring points carried out at the Basin Working Group



Source: Climate Change Institute

Mangrove technical working groups in Guatemala

We are part of the mangrove technical working groups in the South Coast of Guatemala, in order to contribute to mangrove conservation through local and regional actions. These spaces, promoted by the National Forest Institute of Guatemala, promote dialogue for the development of a mangrove conservation and restoration plan, as well as the strengthening of conservation, restoration and sustainable management actions for the coastal marine ecosystem.



During 2020, the work of the technical working groups was limited due to the pandemic. However, it is planned to continue with the work promoted in the past, which involved working with six communities in trainings, reforestation, patrolling and identifying more than 160.58 hectares for conservation.

Responsible use of agrochemicals and soil management

GRI 103-1 al 3

Why is it important

The responsible use of agrochemicals is a commitment we have within our operation, to conserve soil characteristics and ensure the sustainability of the land.

Soil is one of the indispensable resources for agricultural production, which is why we make significant efforts to care for and conserve it. As part of our responsibility to the environment, we ensure that we have implemented requirements and procedures for the proper use of agrochemicals in our operations.

Activities carried out jointly with the working groups include:

- Identification of the mangrove areas
- Monitoring and surveillance patrols in alliance with the Nature Protection Division
- Fishpond
- Forest nursery to prevent mangrove logging
- Celebration of International Day for the Conservation of the Mangrove in the communities to raise awareness of its conservation and importance
- Identification of areas to be reforested
- Mangrove reforestation
- Forest fire monitoring
- Training on mangrove conservation, restoration and importance to educational institutions and community leaders

Other participants in the working groups:

- National Forest Institute
- Climate Change Institute
- Association of Independent Banana Producers
- Municipalities
- Neighboring municipalities
- Community leaders in areas surrounding mangrove forests
- Municipal Environmental Management Unit
- Nature Protection Division
- Banana producers and other agro-industrial companies
- Wildlife Conservation Society
- National Protected Area Council

■ What we do

These are some of the activities we do to properly manage agrochemicals and ensure soil conservation:

Activities:

- In training, we constantly train personnel who carry out activities with agrochemicals, to ensure compliance with procedures, safety measures, emergency procedures and appropriate applications on our farms. Personnel in contact with phytosanitary products is also evaluated.

Regarding the application of products, we comply with the national legislation of the countries where we operate and we follow international standards through our certifications.

- **We reuse 80% of the banana plant as a source of organic matter for soils**, which guarantees integrated crop management by maintaining fertility and reducing the use of agrochemicals.

- **In 2003, we implemented Sustainable Agriculture Network (SAN) practices**, which have established a Sustainable Agriculture Framework (SAF) that contains a comprehensive list of good practices for crop protection and appropriate use of agrochemicals.

- **In 2015, we signed a memorandum of understanding (MOU) with the World Wildlife Fund (WWF)**, through which we are committed to implement a series of practices for the use of these agrochemicals, in order to reduce their application, seeking for alternatives that are more beneficial to the environment.

- **We implemented meteorological stations** that allow us to obtain data about rainfalls, humidity and other factors that have an influence on the control of crop diseases, which has allowed us to reduce the use of pesticides. We currently have seven meteorological stations.

- **We use bags to protect the fruit, made of a material that allows us to preserve the product without using agrochemicals**; in addition, we can reuse them 2.5 times in the production of conventional bananas.

- **We have organic banana crops in Peru**, which are characterized by improving soil fertility. No chemicals such as pesticides or fertilizers are used or produced, which guarantees high levels of nutrients and antioxidants.



4,558

WORKERS TRAINED IN RESPONSIBLE USE OF AGROCHEMICALS

80%

OF THE BANANA PLANT IS REUSED AS A SOURCE OF ORGANIC MATTER FOR THE SOIL

7

METEOROLOGICAL STATIONS IN OUR OPERATIONS



The relationship between sustainable soil management and production is part of the constant controls we carry out. We have internal plans that allow us to, through different management actions, ensure that the soil quality is optimal for the fruit. We implement practices to avoid soil degradation and promote preservation and biodiversity, based on current national and international regulations.

Among our actions, we ensure:

Quality control

- Soil quality monitoring
- Soil preparation
- Sustainable use of agrochemicals
- Training for workers

Conservation practices

- Planting of vegetation cover to prevent water accumulation in the soil and erosion
- Reincorporation of 80% of the plant to the soil, as a contribution of organic matter and water absorption
- Implementation of forest barriers in the farms
- Prohibition of herbicide use near water bodies or irrigation canals

A prevention approach for responsible production

We are part of the initiative “Promotion of better social and environmental practices in the banana value chain in Guatemala and Ecuador”, which seeks to make responsible business the new normal

This proposal is led by Rainforest Alliance, with funding from Walmart Foundation

We joined the initiative in 2019 with our operations in south-western Guatemala.

The actions were mainly aimed at implementing a preventive approach to model work on selected farms, so that it can later be replicated at the level of all the organization’s plantations and, if possible, on other producers.

Among the actions we implemented in the pilot farms, the following are mentioned:

- **The introduction of natural buffer barriers** to prevent the spread of the fungus *Fusarium Oxysporum f. sp. cubense Tropical Race 4 (Foc TR4)* and, consequently, avoid the use of fungicides. At the same time, this action works to protect basins, maintaining ecological connectivity.
- **Conditioning of the facilities** to facilitate worker hygiene and, thus, prevent illnesses.
- **Installation of a foot bath and tire bath of the highest level** with roof, sinks and others, allowing total hygiene when en-



Foot bath and tire bath for *Fusarium TR4* prevention through the disinfection of vehicles and hygiene at the entrance of people

tering and leaving the farm, protection against *Fusarium TR4* and prevention of diseases such as COVID-19.

- **Installation of a collection center** for material from the production process, which is reused and/or sent to specialized companies for transformation and recycling.
- **Construction of a forest nursery** with a capacity of 75,000 plants of several native species. 37,000 plants were delivered to producers, municipalities, community leaders, among others. We provide the corresponding training and organize reforestation activities on riverbanks.

With these alliances, we complement our approach and strategy at the basin or landscape level

that we implement in our organization to undertake joint actions with a significant impact on the sustainable development of the region.



Collection center to collect and recycle material

Main outcomes:

- Forest nursery of 75,000 plants
- Model facilities for *Fusarium* protection
- Construction of a collection center for the recycling of material used in production
- Plant infrastructure to promote preventive health among our workers

This initiative joins the “Follow the Frog” campaign launched each year in September to promote the message of sustainability and commitment to the Rainforest Alliance. With this, we seek to make consumers aware of the implications of buying “froggy green” products.



Forest nursery with a capacity of 75,000 trees

See the link of our participation in this initiative:

<http://thefrogblog.es/2021/01/24/hacia-un-sector-de-banano-mejor-para-todos/>



Fusarium Tropical Race 4

Zero cases of Fusarium Tropical Race 4 reported in our operations

Prevention drills, biosecurity protocols and funding have been carried out to investigate alternatives on how to respond in the event of identification of Fusarium Tropical Race 4 disease in the countries where we operate in collaboration with the World Banana Forum.

As a company, we established practices that guarantee crop safety. We have doubled our efforts and taken the necessary preventive measures to avoid the outbreak of TR4 in each of the territories where we operate, responding to the importance of maintaining our positive impact on sustainable production and food security.

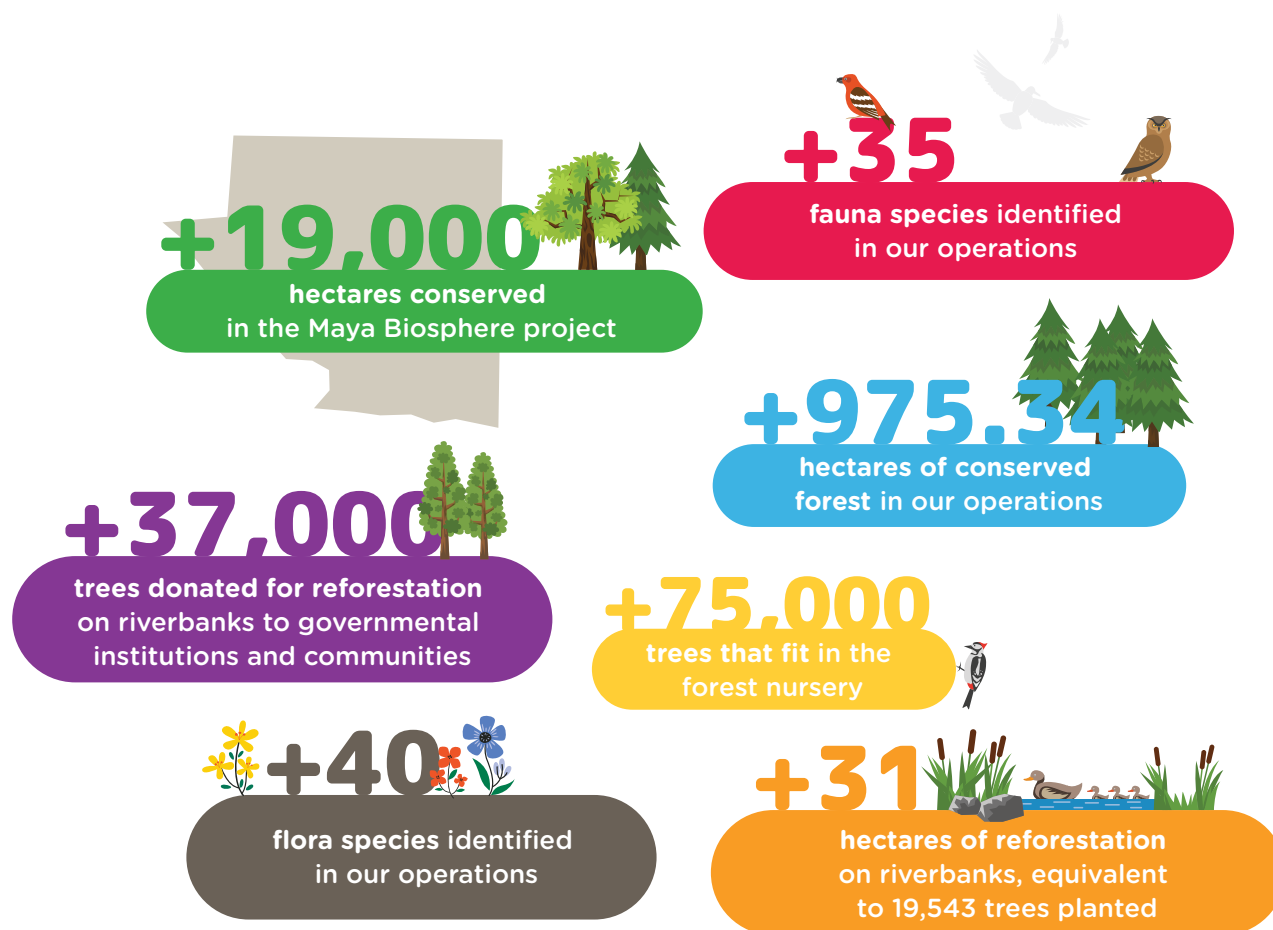
Drill to prevent Fusarium TR4 in our plantations in alliance with the Ministry of Agriculture, Livestock and Food

*Biosecurity
Protocols*
Practices that
guarantee crop safety



Biodiversity

GRI 103-1 al 3, GRI 304-1, GRI 304-2, GRI 304-3



Why is it important

Biological diversity brings richness to the habitat where we operate, providing flora and fauna, including ecosystem services to our operations, as well as to our communities of influence.

What we do

We have a No Deforestation, No Peat and No Exploitation Policy that we have had in place for years to ensure that we do not negatively impact the environment. In addition to this commitment, we seek to restore damaged areas and to create positive impacts in the flora and fauna where we operate, as well as in other high-value habitats. The impacts of our activities on biodiversity are efficient use of water and responsible use of agrochemicals, therefore we are continually looking for ways to minimize our impact.

0 of our operations intercept or border on protection zones or protected areas



Flora and fauna

Within our facilities, the corresponding studies have been carried out and we have identified fauna and flora species considered to be of interest in the List of Threatened Species, the IUCN Red List of Threatened Species and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

The individuals detected are found within the areas of direct and indirect influence of our operation.



Conservation of forest areas

In 2020, we have **975.34 hectares conserved** in our farms and 31 hectares of reforested riverbanks. We are also making conservation efforts in mangroves.

The involvement and creation of alliances have allowed us to grow in terms of conservation and reforestation; therefore, we have been developing initiatives for the environment for several years, with the support of institutions, organizations and academy.

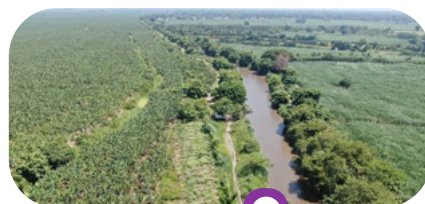
In 2020, alliances were implemented to ensure the greatest positive impact on our reforestation and conservation processes, in which we can highlight the National Forest Institute, Working Groups for basins conservation, the Private Institute for Climate Change, the Ministry of Agriculture, Livestock and Food, the Ministry of Environment and Natural Resources, Community Development Councils and Municipalities.

Several of our on-site reforestation initiatives could not be carried out due to restrictions imposed by the authorities in the countries where we operate in response to the COVID-19 pandemic. However, through donations, the species in our forest nurseries were supported by third parties. We expect to return to and reinforce these activities in 2021 or as soon as the pandemic-related provisions of COVID-19 allow.

+ 20 alliances for reforestation and conservation



975.34 hectares of conserved forest areas in our operations



Reforestation of riverbanks



Donation of 37,000 trees for the reforestation of riverbanks

Biodiversity preservation at Laguna del Tigre National Park, Maya Biosphere Reserve

Our conservation actions are concentrated in the southeastern region of Laguna del Tigre National Park, in the locality of El Perú-Paso Caballos-Peñón de Buena Vista; San Andrés, Petén Guatemala



+19,000
Hectares of
conservation



Location of
the area under
conservation
with our support:
Perú-Paso Ca-
ballos-Peñón de
Buena Vista

As part of our sustainability commitments, we are part of the conservation effort of one of the most important biodiversity areas in Guatemala:

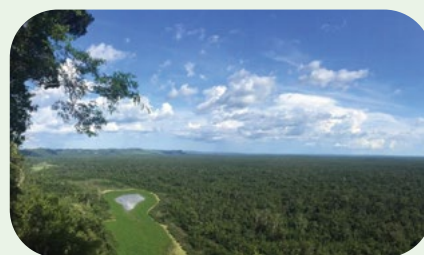
El Perú-Paso Caballos-Peñón de Buena Vista, an area covering 19,098 hectares that holds an exceptional wealth of biodiversity. It is located in the Laguna del Tigre National Park, the largest in Guatemala, which has been recognized as a RAMSAR site, inside the Maya Biosphere Reserve.

Our participation in the conservation project is implemented through a formal signed agreement with **Wildlife Conservation Society (WCS)**, **Solidaridad Network** and the **National Protected Areas Council**. The objective is to preserve biodiversity, natural ecosystems and cultural heritage of the area, through:

- Monitoring the population of endangered species and their habitat
- Protection against threats to natural ecosystems such as forests, wetlands and savannahs
- Strategic alliances for the implementation of socio-environmental management initiatives.

The activities implemented to date have been carried out in accordance with three axes of action:

- **Community participation**
- **Environmental protection**
- **Control and surveillance**



Results in terms of Community Participation:

- Signed Conservation Agreement with the community
- 100% of the population has access to primary health care, 1,457 inhabitants of the Paso Caballos community
- An Early Warning System for Forest Fires was implemented
- 273 controlled agricultural burnings
- 18.2 km of firebreaks were made
- 0 hectares of forest were affected by forest fires
- 144 people from the community have been hired and trained to monitor and clean the fire breaks in the conservation area

Results in terms of Environmental Protection:

- 4 forest fires were managed
- 6 backpack sprayer purchased for the control and suppression of forest fires
- 2 stationary water pumps installed
- Hot spot monitoring, fire control and fire suppression performed
- 26 macaws released after significant efforts to protect the habitat, monitoring and construction of nests for their reproduction and involvement of local communities for their conservation.

It is estimated that there are only 300 Macaws left in the wild in Guatemala, this is one of the species most threatened by poaching for the illegal wildlife trade.

Results in terms of Control and Surveillance:

- 23 control and surveillance patrols were conducted
- 5 overflights made to detect threats
- 30 lb of seized fish
- 1 shotgun seized to avoid illegal hunting
- 10 people engaged in unauthorized activities were arrested
- 6 vehicles assigned to the project



With this project we preserve:

- Total: 19,098 ha
- Forest: 14,038 ha
- Water bodies: 117 ha
- Wetlands: 704 ha
- No forest: 4,239 ha (agricultural areas among others)

Total company investment in the project US\$ 1.2MM

In Laguna del Tigre National Park you will find:

- The largest nesting area for the Scarlet Macaw
- Refuges for species such as the jaguar, jabiru, white turtle, morelet's crocodile and tapir
- Unique natural landscapes such as the Peñón de Bella Vista
- Cultural landscapes made up of the archaeological sites of El Perú and others of great importance



AgroAmerica's Corporate Director with the WCS team in the area of conservation

A landscape perspective for our planet

We partnered with LANDSCALE, an initiative that promotes a standardized approach to measure sustainability performance, on the scale of a landscape

For the past three years, the LandScale initiative, led by the Rainforest Alliance and Solidaridad has been developing a tool

Which offers a holistic approach to assessing the cumulative impact of all activities in a given landscape and identifying an integrated action plan. This –logically– implies joint and coordinated work at the level of all landscape stakeholders to identify coordinated actions aimed at the same overall sustainability objective.

We have been an active partner of LandScale since its beginnings. We were part of the pilot tests of version 0.1 of the tool and contributed with valuable inputs for the development of version 0.2, which is currently in the process of validation. Furthermore, as a result of the tool's test work, the participating stakeholders were able to preliminarily identify certain actions that could be implemented, in a coordinated manner for the comprehensive management of the southwestern region of Guatemala, specifically the Ocosito river basin.

From now on, using the performance indicators and metrics defined with LandScale, we have the challenge of designing an integrated action plan that will promote the implementation of concrete improvements in the sustainability of this river basin.

Among the actions that we have been implementing within the framework of this landscape vision, we can mention the following:

- Forest nursery with a capacity of 75,000 plants
- Donation of 37,000 trees to reforest riverbanks
- The maintenance of a 34.5 ha conservation area in the southwestern region



LandScale provides a holistic view of a landscape

Regarding four pillars directly related to sustainability:

Ecosystem



Human well-being



Governance



Production



LandScale uses:

- To align existing plans and resources
- To monitor progress towards common goals
- To communicate impact to attract more funding and support



Tour with community leaders to promote forest bonds in the southwestern region in alliance with LandScale, Rainforest Alliance, Solidaridad Network and AgroAmerica

Waste management

GRI 103-1 al 3, GRI 306-1 al 2, GRI 306-4

Why is it important

Agricultural food production and other processes in our production chain generate waste throughout their life cycle, including critical waste such as that from chemical products, which must be treated correctly and, as far as possible, reduced.

What we do

We implement a policy and management focused mainly on the re-use, recycling and recovery of organic and inorganic waste, and ultimately on the appropriate treatment according to the type of waste.

As in any activity, our operations generate waste that is managed according to its characteristics, seeking to make the most of its life cycle.

Our procedure begins with the identification of the waste generated by each activity; subsequently, we determine its characteristics and volumes, and establish its best use or management in our own processes or through qualified management companies for this purpose.



Plastic bags are reused 2.5 times to protect the fruit and then sent for recycling.

+186 M

BANANAS ARE PROCESSED INTO NATURAL INGREDIENTS, UNDER THE PRINCIPLE ZERO WASTE

AGROCHEMICAL CONTAINERS ARE RECYCLED

80%

OF THE BANANA PLANT IS RETURNED INTO THE FIELD AS ORGANIC MATTER

2.5 times

ARE PLASTIC BAGS REUSED TO PROTECT THE FRUIT AND THEN SENT TO COLLECTION CENTERS FOR RECYCLING

Entre los desechos de mayor volumen que generamos, aplicamos:

Agrochemical containers

Recycling of agrochemical containers with qualified providers, under the "Campo Limpio" (Clean Field) model in Guatemala, Ecuador and Peru.

Organic matter

We reuse 80% of the organic matter generated on the farms and place it as organic matter in the soil, also reducing the use of other products.

Plastic fruit bags

The plastic bags we use to protect the fruit have characteristics that allow them to be reused up to 2.5 times, and then delivered to a qualified management company.

Paper

The paper generated in administrative offices is recycled.

Management of agrochemical containers

One Banana collaborates with Agrequima in Guatemala.

Since its beginning in 1991, Agrequima's mission has been to promote the unification of the trade for the comprehensive development of agriculture, through communication programs, education, collection and recycling of chemical containers, as well as legal-regulatory and commercial support, working in an ethical and responsible manner. Agrequima is a member of CropLife Latin America since it was founded in Guatemala. Currently, there are 34 companies that are associated.

In Peru, agrochemical containers are collected for recycling by a qualified management company called *Campo Limpio* (Clean field). In Ecuador, agrochemical containers are removed by suppliers with an environmental authorization for the transportation and handling of such waste.



Procedure for recycling agrochemicals:



1

Implementation of a triple washing practice for containers to be classified as non-hazardous and to allow for safe handling and transportation.



2

Container perforation to prevent any type of water or food storage.



3

Concentration in collection centers.



4

Collection of containers at collection, sorting and compacting centers.



5

The recycling company collects them and transforms them into plastic wood, which is used to manufacture profiles, planks, benches, garbage cans, the upper part of brooms (where the broom bristles or hairs are placed), garbage bags and corner pieces for moving loads.



We are part of the *Campo Limpio* (Clean field) model for the recycling of agrochemical containers to be transformed into plastic wood

"It was a tremendous challenge to adapt to Government dispositions, which changed weekly, while keeping our personnel healthy and meeting our customer's needs."

—JAVIER AGUIRRE, Corporate Director



6

Our People

People are fundamental in everything we do, say and believe. Generation after generation, we have differentiated ourselves in how we cultivate our bananas, how we treat our team members and how we maintain, cultivate and protect the land we own and harvest.

Sustainable Development Goals (SDG):


GOOD HEALTH
AND WELL-BEING


DECENT WORK
AND ECONOMIC
GROWTH


PARTNERSHIPS
FOR THE
GOALS

Our People

GRI 103-1 al 3, GRI 102-6, GRI 102-8, GRI 202-1, GRI 401-1, GRI 401-3

Currently, we are more than 7,000 workers in the banana operations, who strive every day to deliver products of international excellence. Our commitment makes this company a good place to work, where we all feel comfortable living our corporate values, while striving to improve our productivity.

We offer permanent jobs and provide a stable income for families throughout the year, unlike other agricultural jobs that have a cyclical production. The majority of our workers are men and we continue to look for ways to implement programs to incorporate more women into the workforce.

To gather information about our employees, we have a program that feeds from each of our farms in the different countries.



Working conditions

GRI 103-1 al 3

Why is it important

Companies with high labor volumes have a greater impact and commitment to ensure proper management of compliance with labor laws and requirements.

What we are doing

The company's Labor Policy stipulates the commitment to provide decent work, complying with national laws, International Labour Organization -ILO- agreements and industry best practices. Our goal is to have a competent team committed to operating in safe work areas.

+7,000
WORKERS
IN BANANA OPERATIONS
PERMANENT
YEAR-ROUND
EMPLOYMENT

During the year, we were audited **7 times by the authorities of the Ministry of Labor** to ensure compliance with labor standards and COVID-19 protocols implemented.



Policies that complement the Labor Policy

- Hiring Policy
- Internal Promotion Policy
- Conditional Severance Request Policy
- Labor Policy on HIV AIDS
- Labor Confidentiality Policy
- Policy for Reliable Personnel
- Reproductive Rights Policy
- Sexual Harassment Policy
- Equality and Non-discrimination Policy
- Occupational Safety and Health Policy
- Workplace Harassment and Misconduct Policy
- Industrial Safety Policy
- Free Association Policy
- Zero Tolerance on Child Labor Policy

Free association and democratic participation

We respect freedom of association and we encourage the democratic participation of workers, creating a culture of individual and collective dialogue. We maintain communication relationships with trade union organizations and entities that promote labor welfare at local, national and international levels.

The dialogue and discussion with the Trade Union in northeastern Guatemala during 2020 sought to strengthen respect for COVID-19 protocols and to adjust operating methods according to customer requirements in order to make deliveries within the estimated delivery times.



400-500 WORKERS

ARE LINKED THROUGH
PRINCIPLES OF

FREE ASSOCIATION AND DEMOCRATIC PARTICIPATION

NORTHEASTERN
OF GUATEMALA

60% WORKERS

ARE MEMBERS OF THE
SAVINGS AND LOAN COOP

Savings and Loan Coop 'Mi Gente' (My People)

Looking for the common good with responsibility, integrity, equity and solidarity, through a social development model that promotes free association and democratic participation in the South Coast and Southwest of Guatemala, since 2007

By being consistent with our comprehensive vision of supporting development, we promoted the founding of a savings and credit union duly legalized and institutionally attached to the principles of the cooperative movement.

More than 60% of our workers are members of *Mi Gente* Coop offering the opportunity to:

- **To save** in a basic account, at an annual interest rate of 8%.
- Access to long-term trust loans.
- Access to small amounts of loans that are delivered quickly to meet immediate needs.
- **To buy** basic needs, household appliances, motorcycle accessories, school supplies, shoes and bazaars, at below-market prices (up to 10% less) and with the possibility of credit.
- **Financing** for the purchase of motorcycles and other needs.

Mission

To provide financial and non-financial services and products that meet the needs of our members in order to improve their quality of life through efficient, supportive and reliable management.

Vision

To be an efficient, solid and reliable saving and loan coop that satisfies the services and product requirements of its members, with a sense of social and corporate responsibility.

The savings and loan coop in numbers for 2020

- 4,370 total number of members
- +60% of workers participate in the Saving and Loan Coop *Mi Gente*
- 12 virtual bazaars, made under catalog, to obtain products at a lower cost
- 32 employees in the Savings and Loan Coop



Inauguration of Saving and Loan Coop agency where workers can buy basic necessities products, and acquire loans and savings accounts; currently there are 17 Saving and Loan Coop agencies

Training and Culture

GRI 103-1 al 3

Why is it important

We believe that everyone can achieve personal and professional success. We operate in regions with low levels of education, which is why training personnel ensures the necessary levels of knowledge to perform functions in the company.



What are we doing

Training and development actions in our operations focus on both professional and personal topics. At the professional level, organizational competencies, leadership, dialogue and effective communication, human talent development, as well as the promotion of specific technical competencies *per se*, are developed. During 2020, there was a drop in global trainings conducted, due to pandemic restrictions. At the same time, there was an increase in training related to health and safety to educate the team about the requirements, protocols and practices to be implemented.

Training topics:

Mission
Vision
Values
Human Rights
Code of Ethics
Labor, social and environmental policies
Ethics Line
Fusarium TR4
International Certifications
Occupational safety and health
Savings and Loan Coop <i>Mi Gente</i> (My People)
Responsible use of agrochemicals
Good agricultural practices
Solid waste management
Corporate social responsibility

5,651

WORKERS WERE TRAINED

54

INTERNAL PROMOTIONS
AT ADMINISTRATIVE AND
OPERATIONAL LEVEL



For 2021, we have the challenge of adjusting methodologies to achieve greater training at the administrative level, and we will continue to innovate in terms of methodologies and approaches to better train our personnel in the field.

In 2020, we partially achieved our work climate measurement goal, due to the provisions and protocols implemented because of the pandemic. **On average, during the year, we evaluated the climate of at least 80% of our operations through surveys applied to more than 2,000 workers.** The results will help us to implement improvement plans that favor a comfortable and healthy environment for our employees.

In addition to the culture of labor compliance that we have, we promote a culture of continuous improvement, both at farm level and in agro-industrial processes, which goes beyond compliance and certifications. We seek to systematize and implement optimizations identified in the certifications processes, which is why we have several working committees at corporate and field level.



Living wage

GRI 103-1 al 3, GRI 202-1

Why is it important

Agricultural wages in rural regions traditionally adhere to the minimum wage stipulated by law and, on several occasions, this does not provide enough to sustain an entire family in a decent manner. Assessing the living wage allow us to identify the fair wage to guarantee a family's survival.

What we are doing

We are committed to go beyond what is required by law, from paying the minimum wage to paying a living wage to all workers, using the living wage methodology to establish the income a person

Continues improvement committees:

Employment issues
Review of complaints and reports
Continuous worker improvement
Vacations
Personal protective equipment
Bus service
Dining room service
Labor prohibitions

64

EMPLOYEES ARE PART OF THE CONTINUOUS IMPROVEMENT COMMITTEES

60

MEETINGS HELD DURING THE YEAR

needs to support his or her family in a specific place and at a specific time, in a decent manner.

It is worth mentioning that there is no official living wage study in Guatemala, Ecuador or Peru for the banana crop. However, at One Banana, we have been developing financial models since 2011 to identify the living wage individually and other times as a trade, as a commitment for those who work in agriculture to receive a wage that not only complies with national laws, but also it is a wage that allows them to support their families by covering all basic expenses.

The living wage study began in 2011, with a third party expert in the subject, and focused on the southwestern region of Guatemala. This study identified local household expenses in order to identify the remuneration necessary to live a decent life in that community. Subsequently, we extrapolated the findings of that study to the other operations and we have made cost and expense updates for other areas of influence.

The actions we are currently implementing to define the living wage, based on international standards are as follow:

Alliance with the Social Progress Institute of Guatemala

To define the social progress index of our workers. The purpose is to improve their quality of life, identify basic needs, welfare fundamentals and opportunities. When carrying out the measurement, we joined the Social Progress in Latin America Network, which comprises 21 initiatives, 10 countries and 107 organizations. In 2020, 540 workers were interviewed in the South Coast and Southwest of Guatemala to begin the measurement process, and the results are expected to be available by 2021.

We participate in the World Banana Forum Working Group

To implement the Salary Matrix, promoted by the Sustainable Trade Initiative. The Platform works to strengthen international alignment to build tangible solutions regarding living wages. The IDH Wage Matrix is developed to support, with practical tools, efforts that can be used to provide transparency in supply chains on the topic of wages. This helps to assess how total compensation (including wages, bonuses, cash and in-kind benefits) compares to relevant living wage benchmarks.



**OUR
WORKERS**
RECEIVE AN
AVERAGE WAGE
THAT IS 77%
ABOVE THE
MINIMUM WAGE
AND IS ABOVE
82%GDP^{PER}CAPITA



Gender and Diversity

GRI 103-1 al 3, GRI 102-8, 405-1

Why is it important

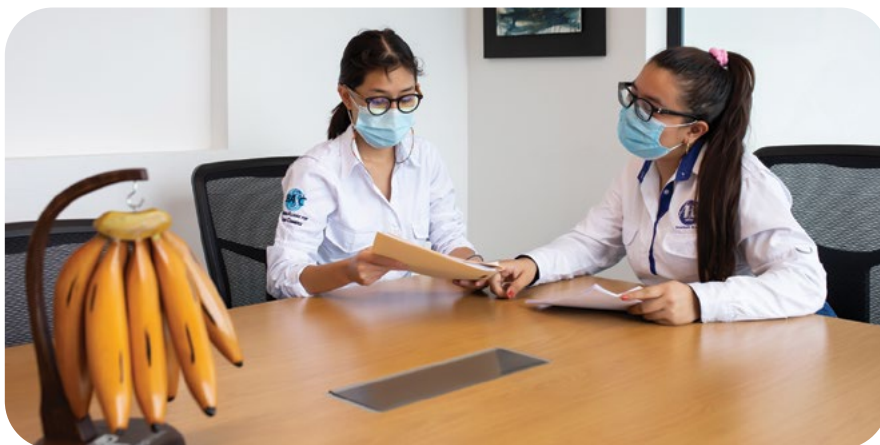
Agricultural work tends to be male-dominated with little representation of women. We operate in areas and countries representing diverse groups of people.



What we are doing

We are committed to attracting, developing and retaining a diverse and inclusive workforce. We work in multiple geographies with different ethnic groups, so we seek to hire diverse people who bring different points of view to the operation of the company.

Culturally, we have included several women in the packing plant, who are in charge of the meticulous processes of handling the fruit, a practice that is not usual in the rest of the industry. We have collaborated with each of our operations, identifying opportunities to hire more women.



17%

OF OUR EXECUTIVE COMMITTEE CONSISTS OF WOMEN

41%

OF THE WORKERS AT THE PACKING PLANTS ARE WOMEN

14%

OF FIELD AND PLANT WORKERS ARE WOMEN

72

WOMEN OBTAINED THE BENEFIT OF THEIR MATERNITY RIGHTS

65%

OF THE WORKERS IN THE NATURAL INGREDIENTS PROCESSING PLANT ARE WOMEN

Irma, an empathic woman with leadership

This is the case of Irma, a hard-working woman who works and leads in an exemplary way

Irma has been working for 18 years at One Banana and she says that she has been able to provide to her household with her wage

Thanks to her work she had the opportunity to give her children an education, build her house and her family has everything they need.

"I have worked as a recruiter in the packing plant, and I am very proud to work in the company, my children have an education, I have been able to buy materials for the construction of my house and I have been able to provide my family with a good living condition."

Irma is a 55 year-old woman and identifies herself as a fighting woman since she has a lower percentage of absenteeism in her work, she is also recognized by her coworkers as a woman of good character, educated and who has a good relationship with everyone, kind above all and when someone needs support she is very helpful in what she can do to support her coworkers.

Irma has been one of the winners of the Order of Labor Excellence in Guatemala, which is a recognition granted by the Ministry of Labor as part of the commemoration framework of the International Women's Day promoted by the United Nations. The award is given to companies from all agricultural, commercial, industrial and governmental sectors that nominate women with an outstanding career in the company and are awarded by the Ministry of Labor and the President of the Republic.



Since 2018, seven workers from One Banana have been awarded by the Order of Labor Excellence in Guatemala at a national level.

"I am motivated to work because that is what I do for a living, I am very proud to work in the company, I have been able to give my children an education and build my house."

Occupational safety and health

GRI 103-1 al 3, GRI 403-1 al 6, 403-7 al 8 al 10

Why is it important

The health, well-being and improvement of the workers' quality of life are important in our culture, inspired by prevention, safety and care for the people who make up the heart of this great organization.

What are we doing

We have a Health, Occupational Safety and Industrial Safety Policy at the corporate level, complementary to our other policies, which commit us to ensure the general conditions of occupational safety and health in all activities carried out by our workers, contractors and suppliers in our facilities and the communities in our areas of influence. We look after people's lives, carrying out control actions and promoting prevention culture. This policy has been implemented in all operations.

This regulation serves as the basis for the management system that integrates all the actions taken to ensure the safety of personnel, contractors and third parties. In 2020, we worked hard to update the risk matrices of all plants. Subsequently, we worked on adjusting programs and system activities to ensure that they address and mitigate the various risks identified.

**We look after people's lives,
carrying out control actions
and promoting
prevention culture**



Occupational Safety and Health Committees

Some of the actions carried out in the management system are to identify occupational risks at each work station, establish controls, provide personal protective equipment, timely primary care, continuous training and education, active participation and representation of workers through the Safety and Health Committees. The functions of these committees are to implement the company's occupational risk prevention management program, statistics on each program, progress in implementation and corrective actions for COVID-19 protocols, emergency and risk management in general.

We have a Corporate Health and Safety Management, a medical consultant and personnel to monitor and identify situations and risk conditions, as well as to report incidents and accidents.

Each operation has a risk identification matrix, which is updated and reviewed at the corporate level and by operation in context.



151
WORKERS ARE
MEMBERS OF THE
SAFETY AND
HEALTH COMMITTEES
WHICH MEET
MONTHLY OR
BIMONTHLY



"We managed to keep people safe in the midst of a global pandemic, two hurricanes and a volcanic eruption in Guatemala!"

—CHRISTIAN MORA, Operations Manager

In 2020, we reinforced the management and action of our committees in each operation. We extended the implementation of software for measuring diseases and accidents in all operations in Guatemala. We created biosafety control programs and indicators related to COVID-19 contingencies and others in general. We continue with on-site training by applying all distancing measures and, in other cases, taking advantage of digital tools for remote training.

The effort to investigate incidents and accidents, with the participatory model of the committees, has allowed us to quickly update internal processes to reduce or eliminate occupational risks.

40
TRAININGS
IN OCCUPATIONAL
SAFETY & HEALTH

5,005
WORKERS WERE
TRAINED

In addition to timely pandemic response and prevention actions, during 2020, we ensured that adequate health and safety measures were in place at every operational and management level. This effort led to an important follow-up and information challenge.

The health of our people

Taking care of our people is a pillar of the organization. We have control and prevention procedures, and we provide access to high standard medical services, which allow the monitoring of health conditions of our workers from the beginning of their activities in the company. We are supported by **14 free-access medical clinics for our workers, with primary care and early detection of common diseases, as well as possible occupational diseases.**

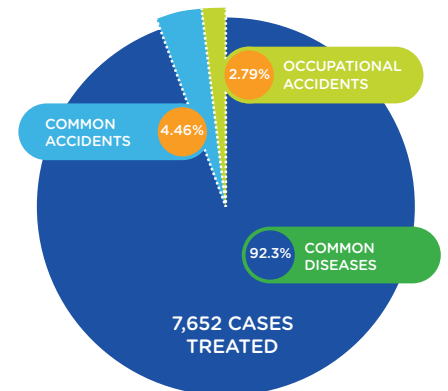
As part of our actions, we maintain health programs with our personnel, always with a preventive focus. In previous years, these programs have been more extensive, but despite the limitations of the pandemic, influenza screening campaigns were carried out in Guatemala, in which **1,406 workers participated in AgroAmerica's Human Development Center Clinic. Also, 2,000+ workers participated in screening campaigns for asymptomatic cases of COVID-19.**

Medical care in the workplace

We ensure that workers are provided with optimal health conditions in their workplace and access to medical services. We have nursing professionals who daily evaluate workers who require it, either for preventive health consultations, first aid and/or common diseases.



In Guatemala, the following results have been obtained:



7,652 cases were treated by our nursing personnel



Preventive health care activities

In the South Coast and Southwest of Guatemala, the following preventive health care activities were carried out:

Activities

75 female workers participated in quick screening and prevention tests for womb cancer and **275 workers** were vaccinated against tetanus in alliance with the Ministry of Health.

1,406 workers participated in the **influenza study** to prevent respiratory infections, led by AgroAmerica's Human Development Center.

2,000+ workers participated in asymptomatic COVID-19 case detection in alliance with the Guatemalan Social Security Institute.



Emergency response

In order to achieve an adequate response and care for emergency situations that may occur in our operations, we have an Emergency Plan that is permanently updated and socialized with our personnel. In addition, we have involved our people in the action to possible emergencies through the formation of 27 brigades, consisting of 208 workers, in the three countries where we operate. Personnel have received training in first aid, hazard and risk identification, brigade duties, use and handling of fire extinguishers and COVID-19 prevention.

As a complement, 10 drills have been carried out, coordinated with local authorities, in order to have a complete exercise that allows us to determine improvements in our protocols.



Drill on Responsible Use of Fire Extinguishers

27
BRIGADES
CONSISTING OF
208
WORKERS
IN THE THREE COUNTRIES
WHERE WE OPERATE

10
EVACUATION
FIRE AND
FIRST-AID DRILLS
CARRIED OUT

One Banana School for worker's children

10 years providing high quality education

With One Banana School, our worker's children have the opportunity to access to a quality school education in the southwestern region of Guatemala.

In 2020, we celebrate 10 years of having launched the private school, a kindergarten and elementary educational center that complies, not only with the Ministry of Education plans, but also offers a school curriculum of su-

perior quality. The teaching staff receives an adequate pedagogical training, teaching supplies and learning materials for the education that is provided. The education is directed to the children of our employees.

The School offers education in two kindergarten levels, as well as in six elementary levels (from first to sixth grade). The percentage of students promoted is noteworthy (98%), in comparison with the national education system. In 2020, the school had 163 students, of which 77 were women.

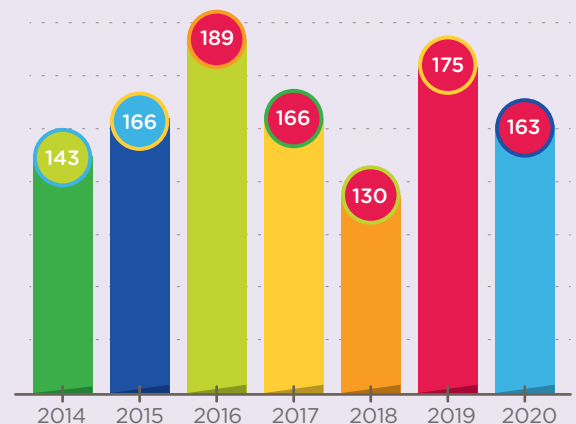
Graduated students 2020-One Banana School

- 30 children ready for the 1st grade of elementary school
- 17 children suitable for middle school
- From 2016 to 2020, 101 students have graduated from sixth grade

The challenge in 2020 was to establish continuity of school learning, despite the situation as consequence of COVID-19. The action plan included the start-up of a remote teaching system, with or without the use of technology, with the necessary monitoring, adapting as the situation required, self-learning guides and educational pamphlets. The students' parents played an important role in the operation of the new methodology. The results obtained by the students make us proud and allow us to look to the future with hope.



Number of students who finish
the school year



National Reading Award

During 2020, 5 students were recognized for winning first places in the “Fifth National Reading Contest” in which 96 schools from all regions of the country participated. The students from the One Banana school exceeded the reading standard established by the Ministry of Education by an average of 20%.

Results achieved by one banana school students in the 2020 national reading contest (carried out virtually)

Student of One Banana School	Grade (elementary)	No. of words read per minute	No. of words a child in this grade should read	Place obtained in the contest
Fredy Edilzar	2nd	74	60-70	First Place
Madelin Vásquez	3rd	92	80-90	First Place
Rolando Morales	4th	127	100-114	First Place
Cristofer García	5th	185	115-124	Second Place
Allan Lugos	6th	180	140-145	First Place



After the strict quarantine and in accordance with the order from the Ministry of Education, we have implemented a hybrid education system, which has the flexibility to migrate to a 100% remote teaching, if necessary.

8 trainings for teachers in 2020, which included topics such as:

- COVID-19 prevention
- Educational indicators
- Team work
- Resilience in the time of pandemic
- Teaching methodology topics

School for parents topics:

- Importance of family
- Personal hygiene
- COVID-19 biosafety workshop and prevention methods
- Resilience in the time of pandemic
- COVID-19 symptoms and its treatment



Our Communities



Our operations impact the rural communities where we cultivate bananas, and our product also impacts millions of consumers seeking healthy, sustainable food. We believe in dialogue and engagement with all those who are impacted by our operations and those who surround us or consume our products. We know that by working together we can address the social and environmental challenges in rural communities, as well as provide alternatives to counteract the low rates of development in the places where we operate, with the aim of producing more bananas with less resources and having a positive impact on people's lives.

Sustainable Development Goals (SDG):



GOOD HEALTH
AND WELL-BEING



QUALITY
EDUCATION



DECENT WORK
AND ECONOMIC
GROWTH



PARTNERSHIPS
FOR THE
GOALS

Our Communities

Relationship with stakeholders

GRI 103-1 al 3

What we do

We work with alliances managed at the local level to facilitate the continuity of operations and development of communities. **The relationship with stakeholders allowed us to have a communication network with over 2,000 local contacts**, which includes community leaders, religious leaders, Community Development Committee members, teachers, school principals, mothers who participate in community programs, government and non-governmental institutions and media outlets. This has allowed us to articulate efforts, to keep a constant dialogue and to manage sustainable development projects.

It is noteworthy that during 2020, we significantly increased our engagement with various stakeholders due to the business and community responses to the pandemic.

In 2019, we collaborated with 123 alliances; while in 2020, with more than 257

In 2020, we participated in 257 alliances, contributing on economic, social and environmental issues in Guatemala, Ecuador and Peru.

318 visits to communities and alliances made by our community relations team, who are responsible for strengthening the relationship, follow-up and project management, as well as resolving any complaints, claims or requests.



We work with each of the **16 municipalities in Guatemala, 2 provinces in Ecuador and 1 province in Peru** where our farms are located.

Local alliances in the regions where we operate in Guatemala, Ecuador and Peru:

GOVERNMENT

Municipalities	Ministry of Public Health and Social Assistance
Departmental Governorships	Municipal Office for Women
Ministry of Agriculture, Livestock and Food	Municipal Office for Comprehensive Protection of Children and Adolescents
Ministry of Environment and Natural Resources	Ministry of Education
National Forest Institute	Guatemalan Social Security Institute
National Coordinator for Disaster Reduction	Ministry of Social Development
Municipal Firefighters	Office of the Human Rights Ombudsman
National Civil Police	Nature Protection Division
Municipal Traffic Police	United Nations program
Municipal health areas	National Protected Area Council
Food and Nutritional Security Secretariat	Municipal Office for Food and Nutrition Security
Municipal Environment and Forest Management Unit	Military Brigade of Parachuting
Secretary of Social Works of the First Lady	Tourism Police
Secretary of Social Works of the Mayor's Wife	Naval Base

NGOs

Association of the Southwest Trifinio
 Red Cross
 Amor Down
 Association for the Prevention and Study of HIV/AIDS
 Volunteer Firefighters
 Youth in Action Association

PRIVATE INSTITUTIONS

Climate Change Institute
 Agro-industrial companies
 Media Outlets
 Association of Banana Producers of Guatemala and Ecuador

CIVIL SOCIETY

Community Development Councils
 Communities
 Local Coordinators for Disaster Reduction

■ Participation in local committees

We participate in multiple committees at the local level, as part of our duty as a responsible citizen. We collaborate to be part of a solution for the communities' challenges in our area of influence. These are some of the committees in which we actively participated in the South Coast and Southwest of Guatemala:

- Municipal Commission for Food and Nutritional Security
- Food and Nutritional Security Working Groups
- Municipal Development Councils
- Municipal Commission for HIV/AIDS Prevention
- South Coast Restoration Network
- Municipal Commission for Violence Prevention
- Responsible Motherhood and Fatherhood Municipal Network

One of our future challenges is to become closely involved with the communities where we operate, in Peru and Ecuador, under similar models to those we use in Guatemala.

7

LOCAL WORKING COMMITTEES WITH LOCAL AUTHORITIES

66

VIRTUAL AND IN-PERSON MEETINGS TO DEVELOP AND CONTRIBUTE TO PREVENTIVE HEALTH AND ENVIRONMENTAL PROGRAMS IN THE SOUTH COAST OF GUATEMALA DURING 2020



■ Training for stakeholders

One of the main communication channels and collaboration mechanisms with our stakeholders at the local level is through trainings. Some of the training is carried out by our own personnel and, on occasions, we outsource the training process to specialists or technicians in the subject matter to be addressed.

We facilitate training on the operational process to raise awareness of its impacts and promote open dialogue. In addition, personal and professional training topics are addressed to facilitate the development of the communities in the area of influence. Training topics, dates and format are defined together with the local authorities, through participative mechanisms.



Presentation of recognition to One Banana by the municipal mayor for its participation in food security programs



Training topics:

- Production of banana flour
- Response plans for natural disasters
- Informative company meetings
- COVID-19 prevention measures
- Company's institutional information: mission, vision, Ethics Line, labor, social and environmental practices, international certifications
- Fusarium TR4 prevention
- Environment
- Preventive health
- Acute malnutrition
- Coordination with Health areas, municipal firefighters and volunteers to train workers
- Corporate social responsibility
- Human Rights
- Mangrove conservation
- Vegetable patch
- Technical courses in bakery



Training on the production of banana flour as a nutritional complement



Training on local response plans for natural disasters

509 STAKEHOLDERS
WERE TRAINED
WORKERS
COMMUNITIES AND
GOVERNMENTAL ENTITIES

Community development

GRI 103-1 al 3

Why is it important

We operate in rural areas of Guatemala, Ecuador and Peru, countries where we have 44 communities of influence due to their proximity and access to our operations and the origin of our workers. The communities where the company operates have high levels of poverty, malnutrition, poor infrastructure, and little presence of authorities, which leads to a series of needs and opportunities with which the company can collaborate, in alliance with the State, civil society and the private sector, to contribute to a sustainable development agenda.



What we are doing

We have a Social Policy where we state our commitment to be development agents, seeking to improve people's living conditions in aspects of inclusion, health, education and decent employment. We make this effort in collaboration with the local authorities, communities, civil society and others. We work with the communities near our operations, with an emphasis on our workers, in order to provide our people with integral development.

Other policies associated with the Social Policy

- Socio-environmental Policy
- Customary Law Policy
- Land Rights Policy

"We make significant efforts to collaborate with central and local authorities around our projects to ensure our support without replacing the role of the State."

—MARIANA DE LA PEÑA,
Manager of Corporate
Social Responsibility
(CSR)

We work in four areas to contribute to the development of our communities: infrastructure, health, environment and education. During 2020, **38 community management projects in health, infrastructure, environment and education were carried out in Guatemala, Ecuador and Peru.** The following table provides an illustrative detail of several projects carried out in 2020, followed by some of the success stories of our management in the communities, in alliance with multiple people and institutions that believe in the improvement of their living conditions.

Infrastructure

- Road maintenance
- Maintenance of soccer fields
- Road repair and maintenance management
- Electric energy and wires repair

Health

Donations of sanitizing supplies to prevent COVID-19:

- 4,000+ gallons of bleach
- 13,000+ face masks
- 1,000+ supplies including gallons of gel, thermometers and clear glasses to communities, health posts and governmental and non-governmental institutions
- Production of banana flour
- Donation of more than 13 million bananas to families during the COVID-19 pandemic

Preventive health care activities:

- Coordination of nebulization to prevent diseases, such as dengue, Zika and malaria, in 3,165 houses, in alliance with the Ministry of Health, in the southwestern region of Guatemala
- Coordination of preventive health care activities for 845 children and adults to prevent gastrointestinal diseases. Vitamins, bananas, medical consultations, vaccinations and medicines were provided in alliance with the Ministry of Health

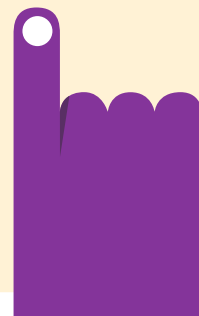
Environment

- Donation of 37,000 trees to communities and governmental institutions for reforestation on riverbanks
- Trainings on natural disaster prevention

Education

- Trainings for community leaders, governmental institutions and mothers on topics of preventive health, environment, entrepreneurship and company information
- Support to schools in the implementation of the COVID-19 protocol

4 AXIS OF WORK
IN SOCIAL DEVELOPMENT



During 2020, the implementation of multiple community programs was limited by company and/or State-imposed restrictions due to the COVID-19 pandemic. For example, the school meal program *Un banana al día cambia tu vida* (One banana a day changes your life) was affected since the schools were closed and there was no capacity to distribute the food to the children. In replacement, we donated bananas and banana flour to townships and communities where the pandemic had affected children's nutrition.

Our contributions in nutrition, education, infrastructure and environmental programs were limited, while support for health and emergency response was enhanced in 2020. We project that, in 2021, we will continue to support communities in the area of health through COVID-19. Support in the other areas of collaboration will also be regularized.

38

SOCIAL DEVELOPMENT PROJECTS

44

AXIS OF WORK WHERE WE HAVE SOCIAL DEVELOPMENT PROGRAMS

Infrastructure



Road maintenance

Health



Environment



AgroAmerica's Corporate Director together with the Vice Minister of Communications, Infrastructure and Housing, community leaders in support of road maintenance management in the communities



Donation of COVID-19 prevention supplies to health institutions and delivery of bananas to strengthen the immune system and ensure food security during the pandemic



Contribution to strengthen forest nurseries and donation of trees to institutions and communities for reforestation of riverbanks

Education



Training for stakeholders

4

AXIS OF WORK IN SOCIAL DEVELOPMENT:

- INFRASTRUCTURE
- HEALTH
- ENVIRONMENT
- EDUCATION

Support for local coordinators for disaster reduction

We joined the communities in our areas of influence, in alliance with the National Coordinator for Disaster Reduction (CONRED, by its acronym in Spanish) to provide support in the accreditation process of their Local Coordinators for Disaster Reduction (COLRED, by its acronym in Spanish) in Southwest of Guatemala

For more than 10 years, we have supported the training of community leaders and managers of the Local Coordinators so that they are able to direct and execute response actions in the event of a natural disaster. In this way, Local Coordinators can achieve the accreditation that they need to be registered in the National Disaster Reduction System. With this registry, the necessary support is made viable at the time of the emergency and constant training is channeled.

In the training process, people identify the hazards and possible natural disasters that may occur in their communities; they learn how to organize when an event occurs and are trained specifically in the role they must play in the event (executive, planning, operations, logistics or administration and finance). A maximum of 15 people

per community are trained to accredit their Local Coordinator.

This support allows us to keep a close and coordinated relationship with community leaders, municipalities, with the National Coordinator for Disaster Reduction and Local Coordinators. A management channel was facilitated to make the community development and direct support project viable in case of emergencies.

Main results:

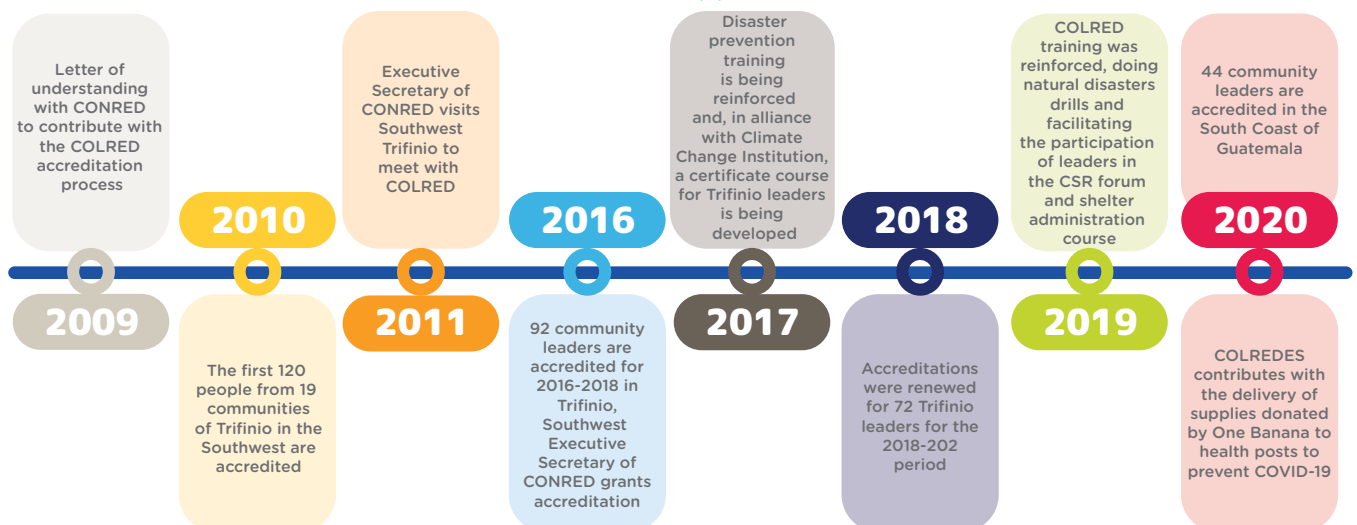
- 328 people (community leaders and company workers) trained in 2010-2020
- 128 training hours between 2016-2019
- The training covered the South Coast and southwestern regions of Guatemala

Next steps:

- Renewal of 2020-2022 accreditations in Southwest Trifinio
- Updating of local response plans for each community
- Trainings on climate change and disaster prevention



Timeline of our support to COLRED



Human Development Center -HDC-

Contributing to the creation of an environment where communities can develop their full potential and lead healthy, productive and creative lives



The concept on which the HDC is based

The HDC is the materialization of the comprehensive vision of contribution to the development that we have as a company. We are convinced that the opportunity to lead a healthy life constitutes one of the basic dimen-

sions of human development, a fundamental basis for the true development of a country.

About HDC and its background

In 2011, the company began collaborating with the University of Colorado to create a health baseline for the area of influence, in order to upgrade the level of a mother-child health program that was already being implemented by the company. As a result of this effort, the need to provide a greater access to health for the inhabitants of this region in terms of mother-child health, malnutrition and other general areas was identified.

In 2012, a memorandum of understanding (MOU) was signed to carry out a strategic alliance with the University of Colorado, creating the Human Development Center in the southwestern region of Guatemala. The HDC has been in operation since 2014, with the objective of providing our workers, their families and communities with an opportunity to access quality comprehensive health services. The center acts with the technical assistance and resident doctors from the University of Colorado, along with Guatemalan doctors and nurses. Currently, the HDC generates employment for 32 people in the area.

The Southwest Trifinio, where the HDC is located, is a point where three departments of Guatemala meet and has about 40 communities and more than 60,000 inhabitants.



By 2020, our investment in the HDC has been \$3.3 million dollars

A before and after: the impact of the HDC

Prior to the installation of the HDC, a community member who needed access to see a doctor had to travel for at least an hour, with the expenses involved in both travel and medical fees. Moreover, if they needed higher level care, they had to go to the hospital in Quetzaltenango or to the capital city, a trip of approximately 3 to 4 hours, which could cost more than a month's wage. Now, with the HDC, the region has access to full health services, through its Medical Clinic, Health Programs and a disease Research Center.

Medical clinic

The medical clinic has a specially equipped infrastructure to provide outpatient general health consultations, dental care, pregnancy and childbirth care and detection of viruses such as COVID-19, Zika and dengue. It also has an analysis laboratory equipped to perform coronavirus tests. The consultation fee for workers and their families is \$1.90 and \$3.50 for the community in general. It has a pharmacy that provides medicines at an affordable price and an ambulance service for emergencies that need to be attended to in the Municipal Health Area or in the main city of the department.

There is a clinic for the exclusive use of adolescents, where medical services and psychotherapy are provided. In 2020, 402 young people were attended.

Additionally, from 2014 to 2020, 24 dental health activities have been carried out, with care provided to 1,400 patients.

Preventive health assessment for our workers

The HDC medical clinic provides care for our employees, where they undergo general health evaluations. During 2020, the following program was initiated:

Impact assessment of respiratory infections

The main objective was to reduce respiratory infections, such as influenza, Respiratory Syncytial Virus and COVID-19.

It consists of the voluntary participation of workers who wish to be part of a general evaluation, monitoring of respiratory infections and personalized medical care.

This program guarantees optimal health conditions for our workers and their families.

People who were attended from 2014-2020:
35,390

Results 2020:

People who were attended	4,377
Number of medical consultations	2,741
Number of procedures	152
Rec-consultations	274
Number of emergencies	7
Number of ultrasounds	395
Number of laboratory tests	8,062
Number of pap smears	61
Number of emergencies handled in ambulance	129

During 2020, 1,406 workers participated, who had an initial evaluation and were constantly monitored for any symptoms they might present in order to be seen at the HDC clinic, undergo laboratory tests, medical consultations and required tests for both influenza and COVID-19, if necessary.



Health programs

The HDC influence region is characterized by high rates of female illiteracy, child malnutrition, stunted growth and mother-child mortality. To deal with these structural conditions, the HDC has implemented different programs such as:

Creciendo Sanos (Growing Up Healthy)

It provides care for children from 0 to 3 years old. Mothers are trained in early stimulation, breastfeeding, nutrition, personal hygiene, accident prevention, vaccinations, healthy eating and preventive child health. Medical care is provided for the children and their growth is monitored. Home visits are the main means of intervention; there are also some workshops, such as the Nutritional Health Fair and the Banana Flour Preparation Workshop.

More than 50% of the children between 0 and 5 years old suffer from chronic malnutrition in Guatemala. The program seeks to contribute to the reduction of this percentage, through a process of nutrition needs assessment, provision of nutritional supplements and the corresponding monitoring and follow-up.

*Children benefited
2014-2020: 3,438
Resultados 2020:*

Children who were attended	694
Health kits delivered	225
Number of trainings	26
Home visits	5,668
Children who successfully completed their stage of growth	97

The rate of chronic child malnutrition in the southwestern area (where the HDC is located), is 4% compared to 50% in Guatemala



Grandes Decisiones (Great Decisions)

Is focused on preventive reproductive health education, to prevent early childbearing and sexually transmitted diseases, in addition to ensuring that adolescents complete their studies. The program works on self-esteem, interpersonal relationships, as well as physical and mental health.

In 2020 there were:
1,290 young participants
11 institutions involved
320 donated kits of COVID-19 prevention supplies

Madre sanas (Healthy Mothers)

is aimed at pregnant mothers and seeks to improve reproductive and mother-child health in the region. Medical check-ups and examinations are performed during pregnancy and local nurses carry out pre- and post-natal monitoring, as well as training for mothers on topics such as: danger signs in pregnancy, prenatal care, nutrition and breastfeeding, among others. The program is reinforced by the reproductive education project, aimed at men, which covers gender equality, the role of fathers in the family and reproductive spacing methods.

Programa de liderazgo juvenil (Young Leadership Program)

Aims to provide opportunities of personal and professional improvement, in addition to organizational tools for young people so they can be promoters of human development in their communities. Scholarships for study and training are provided, which are especially aimed at building leadership skills.

By 2020 Results:

29 scholarships were granted

44% completed their studies satisfactorily

Research center

Research for innovation and development complements the actions of the HDC. The main objective is to scientifically investigate the root causes of the health problems observed in the region. For example, it is intended to measure the incidence of diseases such as dengue, Zika and diarrhea in order to develop action plans to eradicate them. Or to study the causes of a high rate of caesarean section in childbirth.

Transformadores Award 2020

We were one of the four winners of the Fifth Latin American Sustainable Communities Award in the category "Private Social Investment and Sustainable Communities" with the Human Development Center project.

The Latin American Sustainable Communities Award, Transformadores: seeks to recognize experiences highlighting the transformation and innovation efforts that foundations, institutes and companies carry out to generate deep and lasting responses for complex social problems in their territories.

Twelve Latin American countries participated and 69 applications were received. AgroAmerica was one of the 4 winners in the Private Social Investment and Sustainable Communities.



<https://www.redeamerica.org/Transformadores>

*Mothers benefited in
2014-2020: 1,976*

Results 2020:

Mothers in the program	236
Kits delivered	190
Visits carried out	2,167
Trainings carried out	15



Studies conducted:

- Prospective cohort study to describe neurological status, neurodevelopmental and other outcomes in children after Zika virus infection
- Clinical and economic impact of respiratory infections in workers of the agricultural area, and the effectiveness of a vaccination program for workers
- Risk assessment of vector-borne diseases in an agricultural community in Guatemala
- Diarrhea, norovirus, respiratory infections and COVID-19



Response to hurricanes Eta and Iota

Hurricanes Eta and Iota caused floods and destruction in rural communities of Guatemala and Panama, countries where we operate; as well as in other nations of Central America

The communities neighboring operations in the northeastern of Guatemala and the South coast of Panama were affected by its winds and rains, which caused flooding of the homes of our personnel and other members of the communities.

We contributed with the donation of food and basic necessities to the families of our workers. The other areas of operation of the company joined to the cause and it was the employees from other regions who collected part of the donated supplies, which demonstrates the generosity, empathy and team spirit in the company.

We donated bags of food and supplies to **480 families of our workers** and, additionally, **contributed to the donation of food in 11 shelters**, where the communities stayed while the hurricane decreased its intensity level. **1,340 people were benefited with the supplies provided to the shelters** during the storms.



GRI Standards Index



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ESTÁNDAR GRI	CONTENIDO	SECCIÓN DEL REPORTE
101: Foundation	Stakeholder inclusiveness and answering how their expectations have been met	Relationship with our stakeholders
	Sustainability context	Sustainability strategy
	Materiality	Sustainability priorities and material issues
	Completeness - achievement of material issues and their boundaries	
ORGANIZATION PROFILE		
102: General disclosures	102-1 Name of the organization	About this report
	102-2 Activities, brands, products and services	About this report
	102-3 Location of headquarters	One Banana’s operations
	102-4 Location of operations	
	102-6 Markets served	One Banana’s operations
	102-7 Scale of the organization	One Banana’s operations
	102-8 Information about employees and other workers	Our people, One Banana’s operations
	102:9 Supply chain	Our People
	102-10 Significant changes to the organization and its supply chain	Supply chain management
	102-11 Precautionary principle or approach	
	102-12 External initiatives	Our Planet
	102-13 Membership of associations	Alliances and memberships, Relationship with our stakeholders
	102-13 Afiliación a asociaciones	
	STRATEGY	
102: General disclosures	102-14 Statement from senior decision-maker	Letter from the CEO
102-8	102-15 Key impacts, risks, and opportunities	Sustainability priorities and material issues
ETHICS AND INTEGRITY		
102: General disclosures	102-16 Values, principles, standards and rules of behavior	Ethics and anti-corruption
	102-17 Mechanism for advice and concerns about ethics	
GOVERNANCE		
102: General disclosures	102-18 Governance structure	Our governance
	102-20 Executive-level responsibility for economic, environmental and social topics	
	102-21 Consulting stakeholders on economic, environmental and social topics	Sustainability priorities and material issues - relationship with stakeholders
	102-22 Composition of the highest governance body	Our governance
	102-26 Role of the highest governance body in setting purpose, values and strategy	
	102-29 Identifying and managing economic, environmental and social impacts	
STAKEHOLDERS ENGAGEMENT		
102: General disclosures	102-40 List of stakeholders groups	Alliances and memberships-Relationship with actors

ESTÁNDAR GRI	CONTENIDO	SECCIÓN DEL REPORTE
102: General disclosures	102-41 Collective bargaining agreements	Our People
	102-42 Identifying and selecting stakeholders	Alliances and memberships, Relationship with stakeholders
	102-43 Approach to stakeholders engagement	
	102-44 Key topics and concerns raised	
REPORTING PRACTICE		
102: General disclosures	102-46 Defining report content and topic Boundaries	Sustainability priorities and material issues
	102-47 List of material topics	Sustainability priorities and material issues
	102-48 Restatement of information	About this report - No restatement applicable
	102-49 Changes in reporting	About this report
	102-50 Reporting period	About this report
	102-51 Date of most recent report	
	102-52 Reporting cycle	
	102-53 Contact point for questions regarding the report	
	102-54 Claims of reporting in accordance with the GRI Standards	
	102-55 GRI content index	GRI Standards Index
	102-56 External assurance	Índice Estándares GRI
MATERIAL ISSUES		
FAIR WAGE		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Our People
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
202: Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our People
ETHICS AND ANTICORRUPTION		
103: Enfoque de Gestión	103-1 Explanation of the material issues and its Boundary	Ethics and anti-corruption
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
205: Anticorrupción	205-2 Communication and training about anti-corruption policies and procedures	Ethics and anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	
206: Competencia Desleal	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and anti-corruption
WATER USE		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Efficient water use
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
303: Water and effluents	303-1 Interactions with water as a shared resource	Efficient water use
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
BIODIVERSITY, CONSERVATION AND LANDSCAPE SUSTAINABILITY		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Biodiversity
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	

ESTÁNDAR GRI	CONTENIDO	SECCIÓN DEL REPORTE
304: Biodiversity	304-1 Operational sites in or adjacent to protected areas or areas of high biodiversity value	Biodiversity
	304-2 Significant impacts of activities, products, and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 International Union for Conservation of Nature (IUCN) Red List species and national conservation list species with habitats in areas affected by operations	
CLIMATE CHANGE		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Climate Change
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
305: Emissions	305-4 Greenhouse gas (GHG) emissions intensity	Climate Change
WASTE MANAGEMENT		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Waste management
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
306: Waste	306-1 Waste generation and significant waste-related impacts	Waste management
	306-2 Management of significant waste-related impacts	
	306-4 Waste diverted from disposal	
COMPLIANCE WITH ENVIRONMENTAL LEGISLATION		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Our Planet
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
307: Environmental compliance	307-1 Non-compliance with environmental laws and regulations	Our Planet
OCCUPATIONAL SAFETY AND HEALTH		
103: Management approach	103-1 Explanation of the material issues and its Boundary	Occupational safety and health
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
403: Occupation health and safety	403-1 Occupational health and safety management system	Occupational safety and health
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupation health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related illnesses	
	GENDER AND INCLUSION	
103: Management approach	103-1 Explanation of the material issues and its Boundary	Our People
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Our People

ESTÁNDAR GRI	CONTENIDO		SECCIÓN DEL REPORTE
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103: Management approach	103-1 Explanation of the material issues and its Boundary	Human Rights	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
410: Security practices	410-1 Security personnel trained in human rights policies or procedures	Human Rights - None yet	
411: Rights of Indigenous People	411-1 Incidents of violations involving rights of indigenous peoples	Human Rights - None yet	
412: Human Rights Assessment	412-2 Employee training on human rights policies or procedures	Human Rights	
SUPPLY CHAIN MANAGEMENT			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Supply chain management	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	Supply chain management	
PRODUCT QUALITY AND TRACEABILITY			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Product quality and traceability	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
PRODUCTIVITY AND INNOVATION			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Productivity and innovation	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
RESPONSIBLE USE OF AGROCHEMICALS AND SOIL MANAGEMENT			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Responsible use of agrochemicals and soil management	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
WORKING CONDITIONS			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Working conditions	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
401: Employment	401-3 Parental leave	Working conditions	
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103: Management approach	103-1 Explanation of the material issues and its Boundary	Training and culture	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
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103: Management approach	103-1 Explanation of the material issues and its Boundary	Relationship with our stakeholders	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
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103: Management approach	103-1 Explanation of the material issues and its Boundary	Communities development	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
CERTIFICATIONS			
103: Management approach	103-1 Explanation of the material issues and its Boundary	Certifications	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		







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Global Compact

Principles

Global Compact Index

TOPIC	PRINCIPLE	TEXT	REPORT SECTION
 HUMAN RIGHTS	Principle 1	Companies must support and respect the protection of fundamental human rights that are internationally recognized within their scope of influence.	Human Rights
	Principle 2	Companies need to make sure that they are not accomplices in the violation of human rights.	Human Rights
 LABOR STANDARDS	Principle 3	Companies must support freedom of association and the effective recognition of the right to collective negotiation.	Our People
	Principle 4	Companies must support the elimination of all forms of forced labor or work done under coercion.	Our People
	Principle 5	Companies must support the eradication of child labor.	Our People
	Principle 6	Companies must support the abolition of discrimination practices in employment and occupation.	Our People
 ENVIRONMENT	Principle 7	Companies must maintain a preventive approach that favors the environment.	Our Planet
	Principle 8	Companies must promote initiatives that foster greater environmental responsibility.	Our Planet
	Principle 9	Companies must favor the development and dissemination of environmentally-friendly technologies.	Our Planet
 FIGHT AGAINST CORRUPTION	Principle 9	Companies must work against corruption in all its forms, including extortion and bribery.	Fight against corruption



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