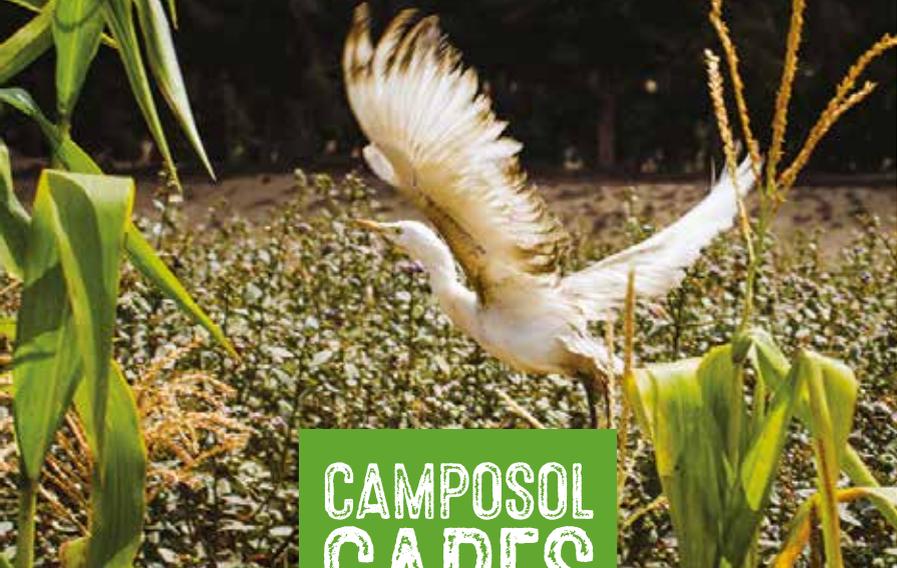




2019 SUSTAINABILITY REPORT



**CAMPOSOL
CARES**
FROM FARM
TO FAMILY



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LETTER TO OUR STAKEHOLDERS

(GRI 102-14)



To our stakeholders,

As every year, we present our sustainability report. This time we are proud of presenting the 2019 report. We have the sound belief that we must increasingly commit to respecting human rights, as well as taking care of the environment.

The safety and health of our employees and people working in our facilities have always been our highest priorities, together with the health and nutrition of our customers and consumers all over the world.

Along these lines, we launched our new image "From farm to family" during 2019 and monitored all our value chain. We also reinforced our new

strategy Fresh Produce 365 by strengthening our operations in Uruguay and Colombian and making us become a "year-round supplier."

Regarding our employees, we ratify our commitment by continuously improving their working conditions to guaranty their safety. It is worth mentioning that we continue to contribute to the economic development in areas where we operate by increasing the number of our personnel (average in 2019 grew 23% regarding the 2018 average) and improving their household income by taking into consideration women' and men' participation in labor force for field and plant activities; we have closed the year with a total of 30,132 employees.

This does not mean we forget about the relationship with the communities that surround our operations, with which we have an ongoing relationship that is not only job-related in many cases but also constantly supportive of their social development.

About environmental care, we have focused on using water responsibly through always using new technologies to reduce our consumption and searching for its efficiency. Likewise, we continue protecting biodiversity through the management of species in the influence area of our operations in Peru, Colombia and Uruguay. With the same intensity, we maintain an efficient use of energy

and proper management of our waste and effluents by using a biological treatment for wastewater.

Complying with our commitment to the United Nations Global Compact, we continue focusing on the respect to human rights, reinforcing the freedom of association and right to collective bargaining through the three labor unions Camposol has. We also work for eradicating forced and mandatory labor, child labor, and employment and occupation discrimination.

We invite you to read below in greater detail Camposol's sustainability report 2019 according to the Global Reporting Initiative – GRI, essential option.

1

CAMPOSOL, FROM FARM TO FAMILY

We cultivate our products with love for earth, water, our employees, and our allies, to be sure to supply our consumers and their families with the best food nature could provide us with.



a. FROM FARM TO FAMILY

(GRI 102-1, 102-2, 102-3, 102-6, 102-7, 102-9)

We are a Peruvian multinational company which purpose is to provide the families of the world with healthy food. We cultivate our products with love for earth, water, our employees, and our allies, to be sure to supply our consumers and their families with the best food nature could provide us with.

We have operations in Peru, Colombia, and Uruguay, as well as commercial offices called traders in the United States, Europe and Asia. We also have customers in more than 45 countries. Our work has allowed us to be the largest Peruvian exporter of Hass

avocado to the American market, as well as the largest independent producer of blueberries. Since 2017, we acquired lands in Colombia to produce avocado and in Uruguay to produce mandarins in order to be able to offer our products all 365 days of the year.

We are continuously growing and, by the end of 2019, the total of our sales amounted to a total of 326,638 thousand dollars. Fifty-three percent (53%) of these were to the United States, 35% to Europe, 9% to Asia, and the remaining 2% to the rest of the world. Likewise, we have almost 20,553 hectares,

8,925 hectares of which have been cultivated and 60% of these are operating at the high-performance stage. Furthermore, we employ approximately 14,000 collaborators.

Our product portfolio includes blueberries, avocados, mandarins and others, which represent 61%, 22%, 3% and 14% of our sales, respectively. In the same way, the result of our sales has been due to the strong relationship we have developed with our customers such as Walmart, Lidl, Costco, Publix, Alibaba, Olé, and Edeka, among others.

(GRI 102-1, 102-2, 102-3, 102-6, 102-7, 102-9)

Our growth is mainly due to our strategy, which considers the vertical integration of our operations, i.e., we are involved throughout the cultivation, processing, and marketing of high-quality products such as avocados, blueberries, grapes, mangoes, and mandarins. We can see our value chain below:

Finally, our success is also due to being a company with a strong moral purpose, which provides job opportunities with great benefits and higher-quality products without genetically modified organisms, without stopping being good managers of our human and natural resources.



Our growth is mainly due to our strategy, which considers the vertical integration of our operations, i.e., we are involved throughout the cultivation, processing, and marketing of high-quality products.

i. Mission and vision

(GRI 102-16) (SDGs 16-3)

Our vision is being the best and preferred fresh food supplier for the families around the world. Likewise, our mission is to supply healthy food to consumers around the world through operational excellence, innovation, sustainability practices, generation of long-term positive impacts on the communities where we operate, and long-term value creation for all stakeholders.

Furthermore, our value proposition is to offer highly consistent products and services by complying with quality, traceability and delivery times, while maintaining a sustainability model and socially responsible production.

ii. Values

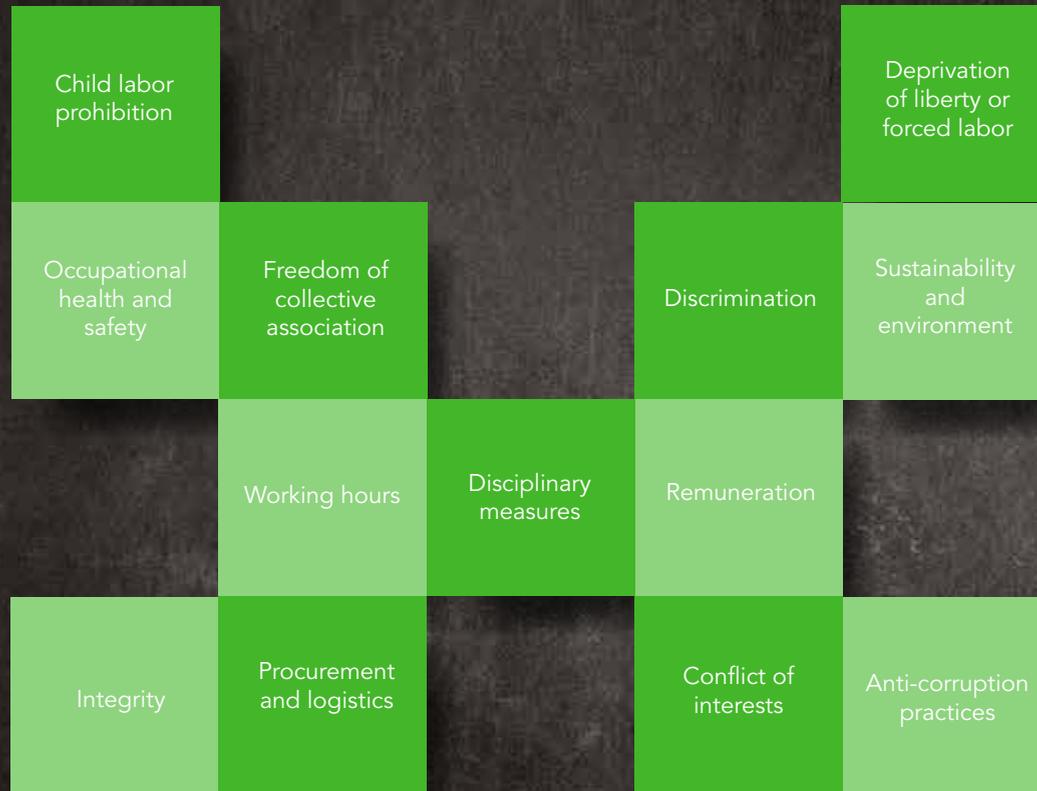
(GRI 102-16) (SDGs 16-3)

- Human development and administration
- Health and safety
- Social development and networking
- Quality
- Ethics
- Environment

iii. Code of ethics¹

(GRI 102-16) (SDGs 16-3)

Our code of conduct respects the rights of our employees and is in accordance with the highest corporate governance and ethical standards. This document includes the following subjects:



Our code of conduct respects the rights of our employees and is in accordance with the highest corporate governance and ethical standards.

iv. Corporate governance

(GRI 102-18)

We are committed to good corporate governance practices, which strengthen our trust and, as a result, contribute to the best possible value for shareholders, employees and other stakeholders. The objective of our corporate governance is to control the division of roles among shareholders, board of directors and management in a more comprehensive manner compared with that required by the legislation in force.

Committees

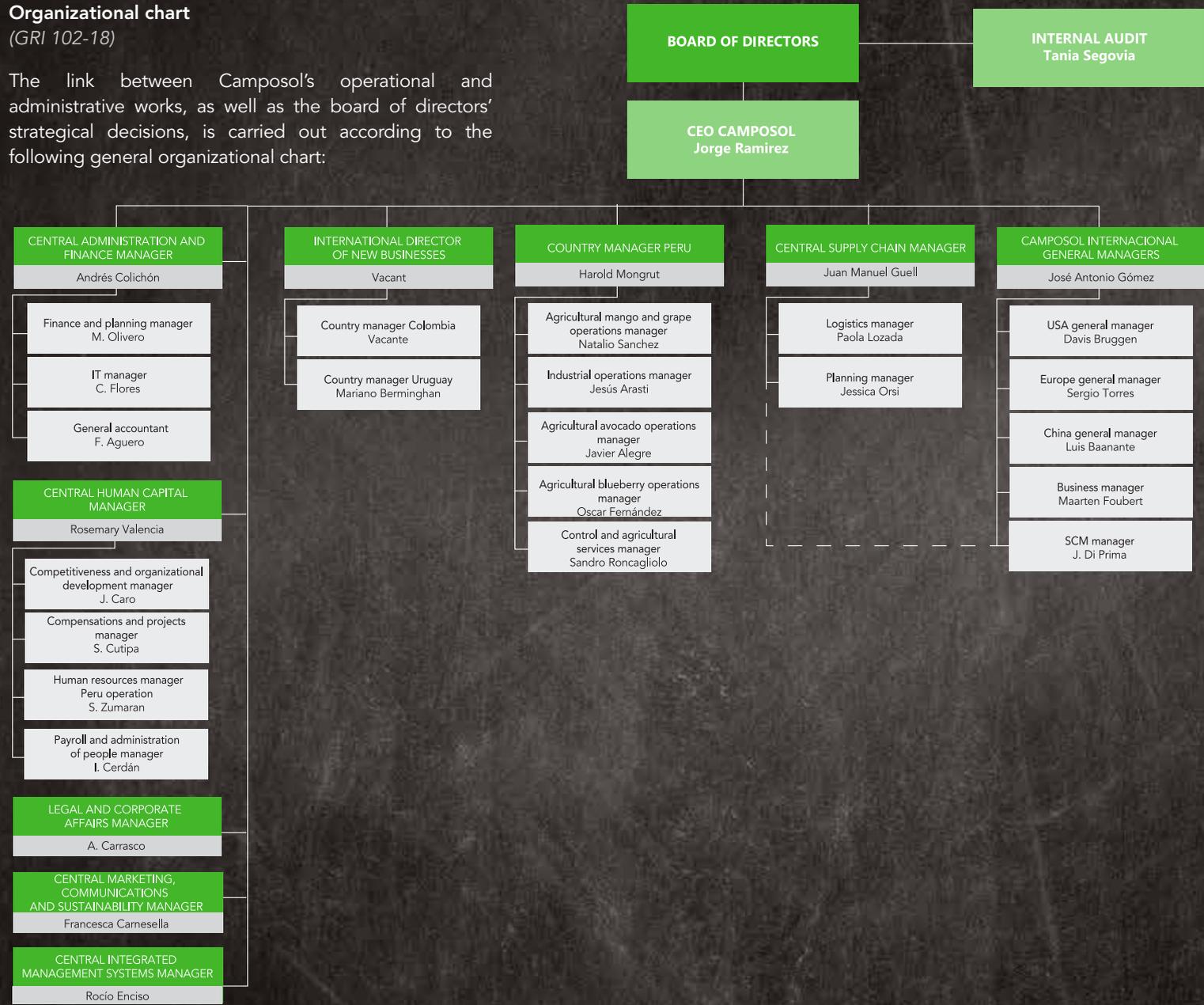
- Governance, Executive Compensation and Social Responsibility Committee
- Auditing, Internal Control and Risks Committee
- Strategy and Investments Committee
- Innovation and Technology Committee

¹ <https://www.camposol.com.pe/en/code-of-ethics/>

Organizational chart

(GRI 102-18)

The link between Camposol’s operational and administrative works, as well as the board of directors’ strategic decisions, is carried out according to the following general organizational chart:



v. Main changes during the period

(GRI 102-10)

During 2019, there was a reorganizational process of the legal structure in order to separate the agricultural business from the aquafarming ones to attract new investments to the agricultural operation, simplify the corporate governance, and isolate the risks related to each one of them. Due to this, the process for transferring all agricultural businesses to Csol Holding Limited began.

Furthermore, we continue the expansion process in Colombia throughout the year. In 2019, the sown area in Colombia increased to 1,721 hectares, 79% of which are in the investment stage (unproductive), 6% in average yield, and 15% in high yield.

Finally, we are currently focused on adding value to our customers through commercial, marketing and service initiatives to strengthen our value proposition, particularly regarding the increase of production weeks to be able to better serve the same customers and to guarantee, at the same time, the total traceability of our products. One of the ways we have to achieve this is through Information Technology, as it allows us to reduce costs and improve key processes in our operations.

b. FRESH PRODUCTS 365: YEAR-ROUND SUPPLIER

(GRI 102-9)

As we have previously mentioned, a part of our value proposition is to guarantee that our products are available 365 days of the year. To achieve this, we have a business strategy based on reinforcing the development through geographical “windows” for blueberry, mandarin, and avocado.

To understand this, it is important to know that fruits are traditionally seasonal and are usually harvested during summer. The biggest market is the Northern hemisphere’s, where flowers and fruits in summer are abundant to choose from. When summer finishes and winter begins, there is shortage, but is exactly the time when summer begins in Southern hemisphere countries. Therefore, due to weather and location, the same fruits can be produced, but in different times of year. Between summer in the Northern hemisphere and summer in the Southern hemisphere, there were six months of the year covered; however, there were still windows (0 months in the year) that were difficult to complete. Furthermore, there are productive areas, such as areas near the cold Humboldt current, which cause a greenhouse effect in this fringe where weather is early enough to replicate the Northern and Southern hemisphere weathers.

The challenge of offering a fresh product 365 days of the year forced us to get out of Peru and look for other locations to complement the supply we have in the country. That was how the idea to purchase lands in Colombia in 2017 was born; that is how we, with the sown hectares of avocado, different altitudes, and areas in this region, were able to have a perfect complement to offer this fruit throughout the year.

Furthermore, we purchased lands in Uruguay in 2018 to complement the production of mandarin. The next step is to search a place to produce blueberry and be, therefore, covered all 12 months of the year.

i. Location of our operations

(GRI 102-3, 102-4, 102-5, 102-45)

Likewise, our holding is made up of several subsidiaries and traders. Csol Holding Limited was incorporated as it currently operates on October 22, 2019. The company’s legal address is Pindou 4, Engomi, 2409 Nicosia, Chipre.

The subsidiaries and traders are detailed below:

COMPANY	LOCATION	ACTIVITY
Camposol S.A.	Lima, Peru	Business office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmlands
Muelles y Servicios Paita S.R.L	Paita, Piura, Peru	Farmlands
Inversiones Agrícolas inmobiliarias S.A.C	Peru	Farmlands
Camposol Europa S.L.	Spain	Trader
Camposol Fresh B.V.	Netherlands	Trader
Grainlens S.A.C	Peru	Holding
Blacklocust S.A.C	Peru	Holding
Persea, Inc.	USA	Holding
Camposol Fresh U.S.A, Inc.	USA	Trader
Camposol Specialties, Inc.	USA	Trader
Camposol Foods Trading (Shangai) Co Ltd.	China	Trader
Camposol Fresh Foods Trading Co Ltd.	China	Trader
Camposol Colombia S.A.S	Colombia	Subsidiary
Camposol Uruguay S.R.L. (*)	Uruguay	Subsidiary
Camposol Chile S.P.A	Chile	Subsidiary

OUR OFFICES:

- Camposol Peru / **Lima**
- Camposol Europe / **Rotterdam**
- Camposol USA / **Florida**
- Camposol China / **Shangai**



Camposol S.A.’s legal address is Avenida El Derby 250, Urbanización El Derby de Monterrico, Santiago de Surco, Lima, Peru. Its operational and commercial office is located at Carretera Panamericana Norte Km 497.5, Chao, Viru, region of La Libertad, Peru. Three production facilities or agricultural lands are in this same highway at Panamericana Norte km 510, 512 and 527 in the region of La Libertad, Peru. Camposol S.A. also operates an administrative office in the department of Piura.

It is worth mentioning that this report includes the field and plant operations in Peru, Colombia and Uruguay.

ii. Vertical integration

(GRI 102-9) (GRI EX FP4) (GRI 416-1, 103-1, 103-2, 103-3) (Global Compact – Principle 9)

Vertical integration allows us to have full internal control of our supply chain from our fields to the supermarket shelves, which is fundamental for our success. We thoroughly manage every growth, harvest and distribution stage since the seed is sown until the final product is sent to our consumers throughout the year. To guarantee this, we assess 100% of our products.

Aside from generating value for the business itself, this structure allows to make negotiations with supermarkets and guarantee our products are consumed in different seasons and places around the world, so preventing food losses.

Vertical integration also allows us to establish the precise origin of our products. This means that we have the control of the following::

- **Land:** as we own it.
- **Seeds:** control in developing them and introduction of new seeds through our research and development program.
- **Employees:** full-time workers who render high-quality services.
- **Processing and packing plant:** an agro-industrial complex in Chao, La Libertad, with capacity to process, freeze and pack.
- **Traders:** commercial offices in Florida, Rotterdam, and Shanghai, which allow us to develop close commercial relations with the retail trade centers.

iii. Our products

(GRI 102-2)

It is worth mentioning that our products have a great quantity of nutritional benefits:



Blueberries

They are low in calories, fat, and sodium. They do not contain cholesterol and are rich in fiber and minerals, especially vitamin C. Likewise, their antioxidant properties are very well known.



Mandarins

They are rich in vitamins A, B1, B2, B3, B6, and C. They also contain minerals as potassium, calcium, magnesium, and phosphorus. These fruits are also a good source of folate, beta-Carotene, and antioxidants. They are ideal for people who want to lose weight.



Avocados

They contain a type of monounsaturated fats that helps to reduce the bad cholesterol (LDL) and maintain the good cholesterol (HDL). Furthermore, avocados contribute important nutrients, including vitamin C and E, and minerals as potassium, aside from fiber. Regular consumption of avocado may help to prevent diabetes, cardiovascular diseases, obesity, and prostate cancer.



Grapes

They contain vitamin C and B6. They are also a good source of potassium, copper, iron, and phosphorus. Their glucose and fructose provide a natural and healthy source of sugar. Eating grapes is an excellent way of keeping hydrated.



Mangoes

They contain a great quantity of nutrients, vitamins, minerals, and antioxidants. They also contain an enzyme with digestive properties. An average mango contains 40% of the recommended consumption of fiber. If you have an active lifestyle, mangoes are an excellent source for recovering potassium.

Even though our main business is “fresh products,” we also have a frozen product business, which has a small participation in our entire production. This activity gains great importance in line with the company’s values, as, if any of our products do not comply with the high-quality standards required for export, they are classified and have several ways of positively impacting people and the planet. Some of them are donated to vulnerable people through authorized institutions; other are processed to be sold as frozen products or offered to third parties to make pulp, juices, or jams.



We develop new crops with high commercial impact that allow to widen the portfolio of supplied products and then be able to be scaled up to increase the annual margin.

iv. Quality and R+D: the basis of our strategy and brand

(GRI 416, 103-1, 103-2, 103-3) (GRI Ex FP4)

Always committed to the health of our consumers, we constantly work the following investigation approaches that are aligned with our strategical plan:

Agricultural technologies

We suggest and validate alternative technologies, mainly agricultural, which apply to different processes in the company to impact productivity and operational efficiency through strategical agreements with leading companies in the technological and agricultural sustainability areas.

New crops

We develop new crops with high commercial

impact that allow to widen the portfolio of supplied products and then be able to be scaled up to increase the annual margin. We assess and select geographical areas to develop the company's existing and future crop portfolio.

Conservation technologies

We suggest and validate alternative conservation technologies applied to the packing process to create an impact on the quality and lifespan of our products. These technologies are also focused on environmental sustainability to reach the "clean label" concept.

Genetic improvement

We develop new varieties and, for this, we comply with the high-commercial-impact product profile, which, after adjusting to the conditions in the

production areas, may be scaled up to increase the company's annual margin. We develop in vitro propagation protocols of different crops that are of commercial interest for the company.

Nutraceuticals

We develop special metabolites from subproducts the food industry generates. They have a high commercial impact due to their functional capability against global health problems, which allow to widen the portfolio of products the company supplies and may then be scaled up to increase the annual margin.

Likewise, to maintain our products as healthier and freer of pesticides as possible, we constantly work with a correct pest management plan.

v. Pest management

(GRI 416, 103-1, 103-2, 103-3) (GRI Ex FP4)

We have an integrated crop pest and disease management plan, which uses sustainable agriculture systems that consider the use of different disease and insect-pest mortality control techniques and their environmental impact. This is carried out to reduce the populations to levels that do not cause economic damages to obtain high-quality, harmless and economically profitable products, as well as to promote environmental conservation and biodiversity. Likewise, this system must allow to develop the traceability process from field to family and vice versa.

In this line, our policy intends all our crops to develop a package for managing natural enemies. The use of natural enemies such as beneficial insects, fungi and antagonists, among others, contribute to maintaining the environment and decreasing the use of pesticides.

We guarantee the plantation and fruit sanity by taking care the environment, being socially responsible for the wellbeing and safety of collaborators through the continuous improvement and innovation.



Our policy intends all our crops to develop a package for managing natural enemies. The use of natural enemies such as beneficial insects, fungi and antagonists, among others, contribute to maintaining the environment and decreasing the use of pesticides.

c. ANTI-CORRUPTION MANAGEMENT

(GRI 205-2, 103-1, 103-2, 103-3)
(Global Compact – Principle 10)

As integrity is part of our corporate culture, an indispensable condition for developing our activities is to comply with the applicable anti-corruption regulations.

We begin with Peru, as it is the oldest and main operation. However, our values apply to every jurisdiction with certain adjustments according to the applicable regulations. Our management focus is mainly preventive and is projected to promoting positive impacts. Likewise, we have several policies and procedures to support our ethical and anti-corruption management:

- Code of ethics and conduct
- Anti-fraud, bribery & corruption policy
- Conflict of interest policy
- Gift policy
- Donation policy
- Third-party integrity due diligence policy
- Risk matrix
- Annual work plan goals

To guarantee their compliance, we monitor and assess this management through the following:

- The Compliance Officer reports to the Governance Committee, a body assessing their annual plan progress.
- Claims through the Ethical Line.
- Ethics Committee.
- Internal Audit



As part of our management, at the beginning of 2019 we conducted the updating of the risk and control matrix that corresponds to the corruption and compliance risk assessment in Peru. This matrix was reported to the Governance Committee and approved by the Board of Directors. According to the results, two new policies that were worked and put forth to the managements in charge of these processes were implemented and, at the end of 2019, only their spreading to the rest of employees was pending. These policies are the following:

- Third-party integrity due diligence policy: To identify, assess and mitigate the corruption risk before initiating business relations with third parties, which are understood as: (i) companies or individuals involved in purchasing or selling assets, (ii) potential partners, consortia or joint ventures, and (iii) third parties related to foreign trade processes.
- Donation policy: To provide assessment and authorization criteria to perform charitable donations to third parties. The Marketing, Communications and Sustainability Management oversees this policy.

As relevant facts in the anti-corruption management during 2019 we may highlight the following:

- We conduct Third-Party Due Diligence processes on anti-corruption matters for the new operation in Colombia. From that experience, we develop the Third-Party Integrity Due Diligence Policy.
- The Board of Directors' Regulations was approved, which included Camposol's Prevention Model, and reinforced with that the governance body as part of the Prevention Model.

The main changes in the anti-corruption management during 2019 have been the following:

- The Compliance Officer position was made official.
- The training of all employees in anti-corruption matters started and was accompanied with an assessment. For this, an online course was implemented. Its contents explained Camposol's Prevention Model, applicable rules, and main concepts, among others.

The most significant risks we have identified are the following:

- Purchase of assets or lands.
- Acquisition of new companies.
- Rendering of maquiladora services.
- Hiring of third parties for services related to customs.
- Hiring of public officers, former public officers, or politically exposed people.
- Use of special services for hiring intermediaries.
- Donations to third parties.



i. Communication and training

(GRI 205-2) (Global Compact – Principle 10)

To reinforce the company's ethical and integrity values, the Corruption Prevention Course for employees was implemented and a small group of people was trained at Centrum PUCP Business School as a "Train the Trainer" mode in order them to train then the other employees.

The number of people communicated and trained in anti-corruption matters can be seen below:

	# TOTAL PEOPLE	#COMMUNICATED PEOPLE		# TRAINED PEOPLE	
Directors	7	1	14%	1	14%
Managers, assistant managers	36	39	108%	39	108%
Heads, supervisors, coordinators	320	419	131%	419	131%
Employees	531	362	68%	362	68%
Workers	28,914	3,765	13%	3,765	13%
Total	29,808	4,586	15%	4,586	15%

Note: In cases where percentages exceed 100%, this is due to some termination of employment during year 2019.

ii. Ethical line

(Global Compact – Principle 10)

We have an ethical line with the following characteristics:

Totally reliable and free of retaliations

Camposol's Ethical Line

CHANNELS TO ACCESS THE ETHICAL LINE:

- Telephone exchange:** 0-800-2-0820 (FREE call from any cellular or fixed-line telephone)
- Mailing address:** Provide physical copy of information, send to P.O. box 27A – 012, Reference: Camposol's Ethical Line.
- Personal interview:** Go to Av. Victor Andrés Belaúnde 171, Piso 3, San Isidro, Lima – Peru. Ask for: Mr. Rafael Huamán. From Monday to Friday from 8:30 a.m. to 6:30 p.m. or only by appointment outside these hours.
- Web page:** www.lineaeticacamposol.com
- Email box:** reporte@lineaeticacamposol.com

What is Camposol's Ethical Line?

It is a means where a person can report any suspicion of bad or illegal behaviors such as:

- Discrimination, harassment, retaliation, verbal or physical abuse.
- Payment or request of bribes.
- Robbery, forgery of documents or bad use of the company's equipment or assets.
- Conflict of interests
- Noncompliance of policies, rules of the Code of Conduct or Internal Labor Regulations (ILR).
- Other illegal or unethical activities or activities that go against the company's values.

100% CONFIDENTIAL

Every information reported through the Ethical Line will be assessed by Camposol's Ethical Line, which will take the corresponding actions for each case.

2

WE ARE A PART OF NATURE

Aware that every productive process can generate environmental aspects and impacts of diverse importance, we carried out a proper management of our solid waste and generated effluents.



How can we define the significance of environment for Camposol?

This can only be performed through a holistic² approach because, through the development of our environmental chapter in this report, we will see how biodiversity is relevant in our operations, as the ecosystem-based component represents a vital element for the proper conservation of the agricultural soil. At the same time, there are species that support us with pest control and, as a result, we have excellent quality products that we could take to the table of every family with the trust we provide.

Likewise, we cannot stop mentioning elements as water resource, but we go beyond the management of water consumption management indicators or ratios. We are a fervent defender of water as a

shared resource and, in that sense, our operations in Colombia have a body of water protection plan, so reinforcing our commitment to ecosystem-based care and our respect to stakeholders that use these bodies of water.

Aware that every productive process can generate environmental aspects and impacts of diverse importance, we carried out a proper management of our solid waste and generated effluents, together with the compliance of regulations in the country where we are working.

We guarantee the total traceability of our products through using a sustainable production model,



complying with environmental and social aspects, providing our customers with better products and services, and offering a sound and strong value proposition.

In summary, this report wants to communicate the way in which the elements related to environment play a fundamental role for the quality commitment with our stakeholders.

² Holism is a methodological and epistemological position that postulates how the systems and their properties must be analyzed as a whole and not only through the parts that make them up.

Environmental management plan and ISO 14001

Our approach is to offer consumers the highest quality products based on environmentally sustainable management. This implies a rational and efficient use of natural resources (water), conservation of local flora and fauna, reforestation, and an Environmental Adaptation and Management Program (PAMA, in Spanish), which includes all our actions perceived as strengthening environmental problems.

Our PAMA details our commitments with the State and Peruvian authorities, as well as the society, to improve environmental indicators and conduct environmental monitoring programs for air, water, effluents, soil, noise, meteorological parameters and atmospheric emissions, sustainable solid waste management, wastewater treatment, and control of our environmental management.

In December 2018, our Environmental Management System (SGA, in Spanish) was certified under the international standard ISO 14001 at Camposol's industrial plant in Chao, La Libertad, Peru, which scope is "Productive Processes of Fresh and Frozen Fruits." Through the SGA, Camposol tries to improve its environmental performance in processes that are part of its operations. A proper management of its environmental issues will allow business sustainability to be conducted by considering the need of the relevant interested parties.

It is important to mention that, even though this report includes data on the operations in the three countries where Camposol operated during 2019, the works in Colombia and Uruguay have recently started and, therefore, there is more information about Peru.

a. WATER RESOURCE MANAGEMENT

(GRI 303, 103-1, 103-2, 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)

Water is a scarce nonrenewable resource and, as such, we look forward to guaranteeing its proper use and ensure its sustainability in agricultural campaigns through the proper forecast of its consumption, a permanent control of indicators that feedback the decisions on its use, and an efficient technical support with an appropriate maintenance and investments for its optimization.

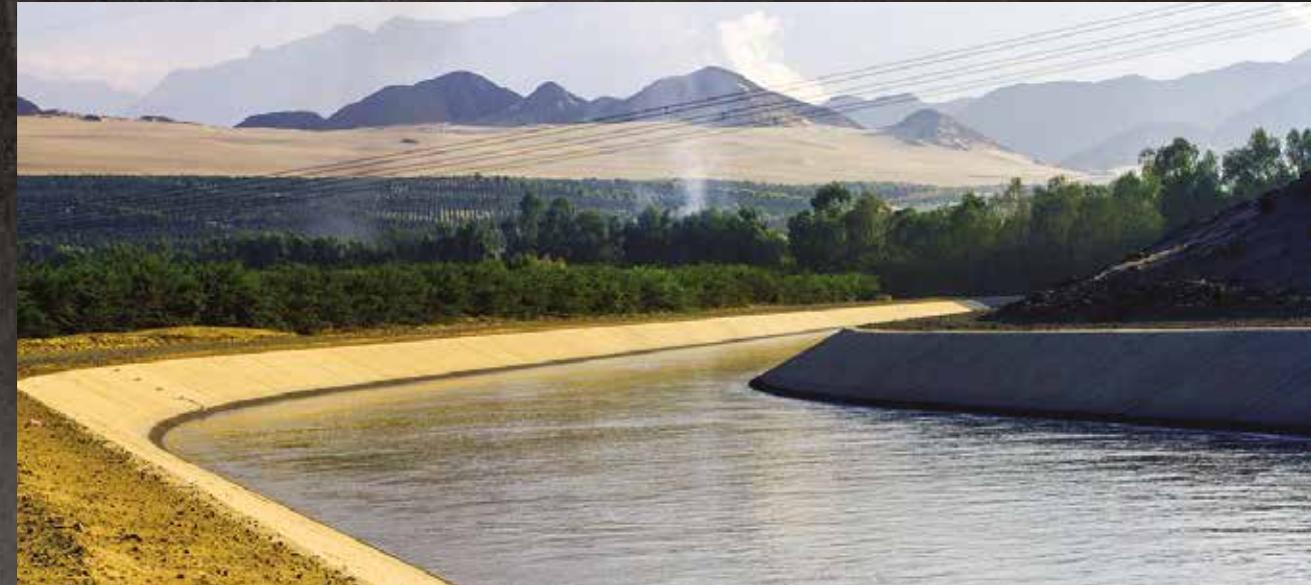
i. Camposol Peru

To understand how water management works in agriculture in Peru, we must first know about the Chavimochic Special Project, the Board of Pressurized Irrigation Users in the Moche-Virú-Chao Irrigation District, and the Association of Agro-Exporting Farmers with Lands in Chavimochic.

Chavimochic project and agro-exporting sector

(GRI 303-1, 103-1; 103-2; 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGs 6 and 12)

The works of the Chavimochic special project have been conceived for taking advantage of the water potential in the Santa river considering the demands



of irrigation water of 144,385 hectares in the Chao, Virú, Moche and Chicama valleys; the solution regarding drinking water shortage for Trujillo, located in La Libertad region; and the generation of electric power. This project consists of three stages. The execution of the 1st and 2nd stage works, irrigation in 28,263 hectares has improved and there is likely to be the incorporation of new areas with 46,665 ha in the Chao, Virú and Moche valleys and intervalleys, which are being progressively incorporated.

The development of agricultural activity in La Libertad depends on water availability. This restriction has been faced with the Chavimochic project, which is a multipurpose project aiming at providing regulated irrigation. Therefore, when incorporating new areas to agriculture, the agroindustry revitalizes and so

allows to obtain competitive crops, which also require a large quantity of labor, input materials and machineries and cause the influence areas of the project to enliven and generate positive social and economic impacts.

As Camposol, we obtained a direct benefit, as the first stage of the project provides water to the Virú and Chao valleys, where our operations in La Libertad are. Therefore, the water resource supply for agricultural use is guaranteed and it is normally supplied thanks to the professionals and technicians working in the project.



As aforementioned, the CHAVIMOCHIC project is on the coast of La Libertad. This project is a technical effort for transforming the desert into an agricultural area with high production technology where pressurized irrigation, mainly by dripping, is practiced. However, it is considered as an agroecosystem³ that is under formation and where no historical development of biological stability exists. Therefore, it is relatively common new pests to appear as a result of their migration from other places. However, many of the biological control agents that are found are also the result of natural migrations. All crops are for export, and those that highlight are asparagus, avocado, pepper, and other crops on a smaller scale or under development. To this extent, they are medium (hundreds of hectares) to large properties (thousands of hectares) and their owners were organized in the Association of Agro-Exporting Farmers with Lands in Chavimochic (APTCH) to which Camposol belongs. (GRI 102-13)

Board of Pressurized Irrigation Users in the Moche-Virú-Chao Irrigation District

(GRI 102-13) (GRI 303-1, 103-1, 103-2, 103-3)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6 and 12)

Although the CHAVIMOCHIC Special Project is the one supplying water to different areas of La Libertad through a technified management system, the water resource requires an effectively managed administration. For this, the Board of Pressurized Irrigation Users in the Moche-Virú-Chao Irrigation District was created.

The Board of Users was set up on March 03, 2004, and currently represents 55 users from the jurisdiction of the Moche-Virú-Chao Irrigation District, which has a

total extension of 39,340.04 hectares and 22,027.60 hectares installed as of November 2016.

The purpose of the Board of Users is to achieve an active and permanent participation of water users from their territorial jurisdiction in the operation and maintenance of irrigation and drainage infrastructure, as well as in the development, conservation, conservation and efficient use of the water resource according to the legislation in force and promoting and executing agricultural development programs.

The main objective of the Board of Users is to reinforce irrigation works, distribute water equally to farmers for their corresponding crops, and use water efficiently. To this end, the Board of Users regularly organizes trainings about improvement in crops,

efficient use of water, improvement of irrigation, knowledge of legal provisions, and agricultural irrigation.

Every month, a representative from Camposol meets with the Board of Pressurized Irrigation Users to debate and reach conclusions about relevant issues according to an established agenda. Some of the issues reviewed in these meetings are costs, water quality, actions before deviations, and conflicts with the CHAVIMOCHIC project, among others.

Association of Agro-Exporting Farmers with Lands in Chavimochic (APTCH, in Spanish)

(GRI 102-13) (GRI 303-1, 103-1, 103-2, 103-3)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6 and 12)

This association has provided support to national agriculture with actions such as financing of technical committees on agricultural sanitation, an enteropathogenic fungi production lab, and the insectarium to raise and breed *Encarsia pergandiella*, a species of wasp that parasites the pests attacking agricultural crops. Likewise, the APTCH sponsors multiple agricultural training courses, such as integrated irrigation management, integrated crop management, and integrated pest management, which are addressed to professionals related to such area.

³ The agroecosystem or agricultural ecosystem can be characterized as an ecosystem that is continuously submitted by man to modifications of its biotic and abiotic components for food and fiber production.

Water consumption management

(GRI 303-5, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 6 and 13)

Farm water consumption

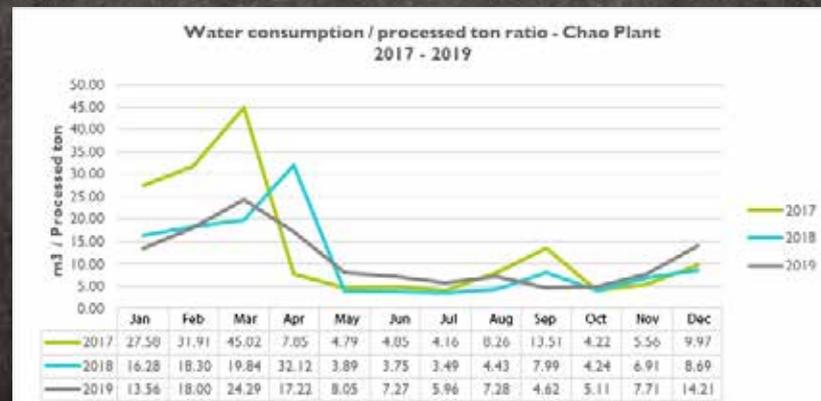
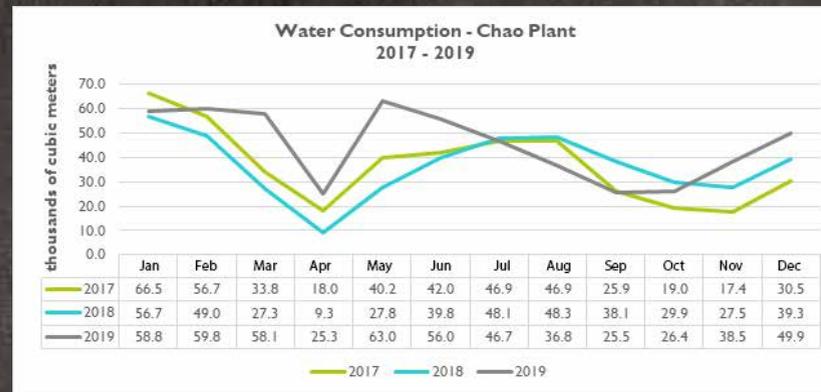
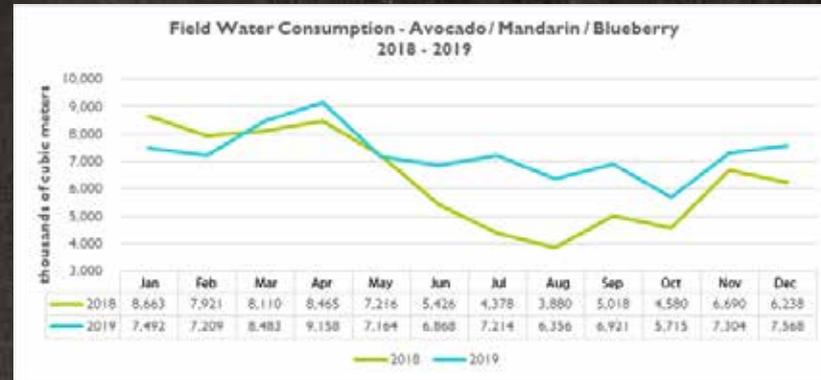
Since its beginning, we chose to implement dripping irrigation as the best option for an efficient water management. We use this method to optimize the use of water in all operations. Furthermore, we conducted assessments of our water footprint and improvements in water management with the support of the Swiss Cooperation (COSUDE⁴).

Water consumption at the Chao Plant, La Libertad - Peru

Camposol has a processing plant in Chao, which has an average water consumption larger than previous years.

However, it is important to highlight that we manage the water consumption per processed product ton at our processing plant in Chao. Through the historical analysis of this indicator, we have been able to see that March is one of the months with a significant increase in water demand at our processing plant.

The process that consumes the largest quantity of water and has this consumption identified as a significant environmental aspect is the “freezing” process. In this line we see that water consumption at plant increases from January to March due to the frozen mango campaign and from May to July



Since its beginning, we chose to implement dripping irrigation as the best option for an efficient water management. We use this method to optimize the use of water in all operations. Furthermore, we conducted assessments of our water footprint and improvements in water management with the support of the Swiss Cooperation.

due to the frozen avocado campaign. Likewise, it is worth mentioning that the largest consumption in May is because the frozen avocado and fresh avocado processes concur.

The reuse of treated wastewater (which complies with the Peruvian standard on quality of water for irrigation of green areas) is one of the actions that represent a decrease in water consumption. Furthermore, it is important to mention that certification ISO 14001 encouraged us to identify our significant environmental aspects. As a result of this, we have worked on mitigation strategies such as staff awareness regarding reasonable water consumption and the fact that, during the verification of processes, the Integrated Management Systems (IMS) team verifies if there is any water leak or if any excessive use of water is being conducted during the productive processes.

4 Swiss Cooperation in Peru

Residual water management

Biological water treatment

(GRI 303-2, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9) (SDG 6)

It is worth mentioning that the residual water in our operations is treated through a biological system that uses water hyacinths (*Eichornia crassipes*). This is an aquatic plant that works as a biofilter and removes both biodegradable and non-biodegradable substances, as well as nutrients such as nitrogen and phosphorus. It does all these through a system of roots that has microorganisms related (they work symbiotically⁵) to this plant that favor the “water hyacinth” clearing action. Likewise, it can remove some organic compounds, such as phenols, colorants and pesticides, and decreases the levels of BOD⁶ (biochemical oxygen demand), COD⁷ (chemical oxygen demand), and suspended solids.

This biological system results to be profitable and sustainable for our water purification process, so we do not affect the receiving water bodies. Likewise, 100% of treated industrial water is reused for irrigation of a eucalypt forest near our Wastewater Treatment Plant (PTAR, in Spanish).

Reduction and shared value initiatives and projects – Blue Certificate

(GRI 102-12) (GRI 303-1, 103-1; 103-2; 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 6 and 12)

In August 2017, we filed a request with the National Water Authority to obtain the Blue Certificate. Prior to this, we prepared our first Water Footprint measurement report, together with a reduction plan



100% of treated industrial water is reused for irrigation of a eucalypt forest near our Wastewater Treatment Plant (PTAR, in Spanish).

and a water shared-value plan. To reduce our water footprint, we submitted the following projects:

Domestic and industrial wastewater treatment system (PTAR) improvements

(GRI 102-11) (GRI 201-2, 103-1, 103-2, 103-3) (GRI

303-1, 103-1; 103-2; 103-3)

(Global Compact – Principles 7, 8 and 9) (SDGs 6, 12 and 13)

Regarding the domestic wastewater treatment, this project included:

- **Improvements to the water treatment system:** consisted in a monthly settler maintenance and cleaning program by a solid waste operating

company, as well as the installation of a sodium hypochlorite dosing pump.

- **Industrial wastewater treatment:** this project involved the installation of a manifold⁸, implementation of a filtering system, and maintenance of aerators.
- **Water footprint reduction plan:** the domestic and industrial wastewater quality parameters such as: biochemical oxygen demand, chemical oxygen demand, oils and fats, thermotolerant coliforms, and total suspended solids, have been reduced according to the Supreme Decree No. 004-2017-MINAM (ECA 3).

5 Close association of organisms from different species to mutually benefit in their vital development.

6 The BOD is “the amount of oxygen microorganisms, especially bacteria, fungi and plankton, consume during degradation of organic substances contained in the sample.”

7 The COD is “the amount of oxygen required for oxidizing organic matter through chemical means and convert it to carbon dioxide and water.”

8 In hydraulics, a manifold is a block with a built-in hydraulic circuit with its corresponding valves, already embedded or inserted, and responds to one or several specific functions.

The aforementioned improvements had an investment valued at 99,262.87 soles.

It is worth mentioning that the reduction of parameters such as the Biochemical Oxygen Demand is a particularly important element to be taken into consideration as part of our efforts to fight against climate change. This is due to the existence of a relation between the concentration of BOD the waters to be treated at a PTAR has and the greenhouse gases. When organic matter breaks down (this can be measured through the water BOD analysis), it generates methane (CH₄), which is a greenhouse gas 20 times more harmful than the carbon dioxide (CO₂). Therefore, the economic investment for the domestic and industrial wastewater treatment system improvement project does not only contribute to reducing water footprint, but also constitutes a financial implication regarding climate change.

Shared value plan

(GRI 303-1, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 6 and 12)

Regarding the shared value plan, we brought forward a project called “Improvement of restructuration and leisure conditions of the Special Education Center Divino Tesoro and Early Childhood Education Center Divino Pastor”. The special education center “Divino Tesoro” is a center that shelters children with special conditions in its development workshops. The

early childhood education center “Divino Pastor” shelters children younger than 5 years old. The project is conducted in partnership with the Valle – Nuevo Chao municipality as a strategic ally for the population development.

The objective of this project was to create healthy hygiene culture conditions in the educational centers located in Valle - Nuevo Chao through the promotion of good practices and connection to the public water and sewage service supply.

Regarding the water shared-value project, the established goals were achieved, and the following activities were conducted in the Educational Center Divino Tesoro: i) installation of an elevated tank with a capacity of 2500 liters of water; ii) construction with a concrete support for the storage system maintenance; and iii) workshops for sensitizing about hand washing and recommendations for the efficient use of water. Additionally, the sensitization workshops about the efficient water management were conducted at the COAR⁹ Trujillo, Wawa Wasi “Rayito de Sol”, and Nuevo Chao Health Center.

These improvements had an investment of 42,512.26 soles.



The objective of this project was to create healthy hygiene culture conditions in the educational centers located in Valle - Nuevo Chao through the promotion of good practices and connection to the public water and sewage service supply.

⁹ High Performance Schools (COAR, in Spanish)

ii. Camposol Colombia

Conservation of bodies of water

(GRI 303-1, 303-2, 103-1, 103-2, 103-3)
(Global Compact – Principles 7, 8 and 9)
(SDGs 6 and 12)

One of the highly relevant issues for Camposol Colombia is the care and conservation of bodies of

water as we are aware of the significance of this shared natural resource. In this regard, we have developed environmental management plans for each farm or association of farms, which include, within their development, approaches and recommendations that must be carried out to prevent, mitigate, correct and compensate the environmental impacts that may be caused due to the avocado crop activity. The PAMAs are the following:



DEPARTMENT	MUNICIPALITY	FARM	BODY OF WATER
Caldas	Aranzazu	La Moravia	Tapia river
	Villamaría	La Bretaña	Chinchina river
		El Castillo	
		El Parnaso	
		La Gloria	
		La Edelmira	
	Pacora 1	El Paraíso	Totoro river
		Cristalina	
		Pradera	
		Primavera	
		Santa Inés	
	Pacora 2	El Bosque	Tapia river
		El Carmelo	
		El Recreo	
Los Cristales			
Valle Del Cauca	Sevilla	San Luis	Totoro river
	Trujillo	La Palmera	Cuancua river
	Versalles	Mateguadua	Maravelez, Patuma y La Catalina ravines
	Caicedonia	Las Delicias	La Carmelia microwatershed
	El Dovio	La Ondina	El Castillo ravine
Quindío	Salento	Navarco	Quindío river

It is through these conservation plans that we establish management measures that allow to mitigate the impact land preparation and avocado crop implementation cause on water-collecting areas. Likewise, we implement a protection and conservation program for drainages that contribute to the bodies of water within the influence area of every farm. Furthermore, we have isolated some collecting areas or natural drainages from sown seedling to influence the spontaneous restoration processes.

That is the reason why we aim at generating a positive effect on the bodies of water' collecting areas (rivers and ravines) to minimize the impacts that may be caused as a consequence of the crop implementation. We also look for contributing to the conservation and protection of the bodies of water through forest enrichment actions and, finally, generating optimum conditions promoting the resilient capacity of these protected areas.

Water consumption management

(GRI 303-5, 103-1; 103-2; 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 6 and 13)

Farm water consumption

We feel gifted to have a very generous weather for our water demand in Colombia, as we cover the water need of our crops with constant rains in the areas where we operate, which is enough for our water need without water extraction processes. Rainwater is then addressed to our irrigation systems.

Moreover, we have a water record for the application of plant protection substances, which are products that protect plant sanitation and, therefore, the food we take to families. Although these substances can minimize or prevent the damage pests can cause to crops, they require water to be applied.

Moreover, we have an efficiency record for water applied for phytosanitary purposes per cultivated avocado hectare, where we can see a trend showing a decrease of water consumption per hectare, the months with larger consumption being January, February and March.

Residual water management

(GRI 303-2, 103-1, 103-2, 103-3)

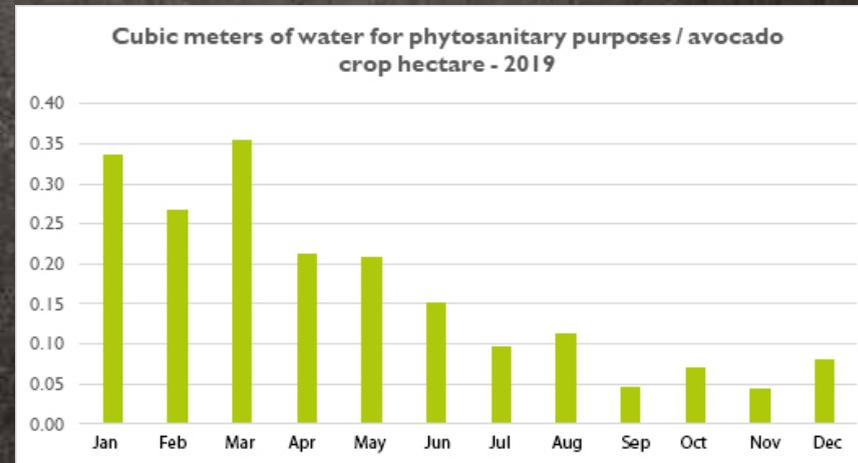
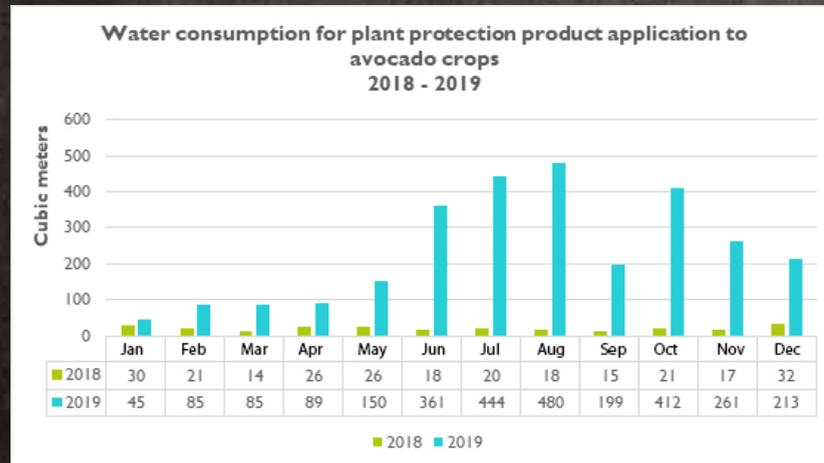
(Global Compact – Principles 7, 8 and 9) (SDG 6)

We have a residual water disposal management program for protecting the quality of water, which

looks for preventing and mitigating the damage to the physicochemical and microbiological characteristics of the bodies of water at farms due to the effects of their domestic and industrial activities. Likewise, we treat wastewater before being disposed of into the bodies of water to guarantee that the treated effluent discharges comply with the described guidelines on water quality for disposals into surface sources in compliance with Decree 1076 from 2015¹⁰, Resolution 631 from 2015, Resolution 883 from 2018 or that amending or replacing it. Therefore, we look for preventing the incorporation of contaminants into previously untreated bodies of water, which

can increase the eutrophication processes of nearby sources and deteriorate their quality and the quality of the affluents of aquifers and wells.

We feel gifted to have a very generous weather for our water demand in Colombia, as we cover the water need of our crops with constant rains in the areas where we operate, which is enough for our water need without water extraction processes.



Note: It is worth mentioning that the record of water consumption for plant protection product application began in 2018, year when we began our operations in Colombia.

¹⁰ <https://www.funcionpublica.gov.co/eva/gestornormativo/norma.php?i=78153>

iii. Camposol Uruguay

Water management – Camposol Uruguay

(GRI 303, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

We are constantly worried about environmental care and the development of neighboring communities. Therefore, we have developed a Sustainable Water Management Plan (PGA, in Spanish), which is focused on planning and implementing all processes that are conducted in the fruit and vegetable production so as to guarantee the water resource sustainability.

The PGA is a strategic document that includes several actions that respond to follow-up, revision, interpretation, prevention and correction measures for the proper use of water and environmental care to guarantee the project productivity and sustainability.

Farm water consumption

(GRI 303-5, 103-1, 103-2, 103-3) (Global Compact – Principles 7, 8 and 9) (SDGs 6 and 13)

The entire estate is systematized with multileveled curves and cleared natural sewage to favor the normal water runoff and minimize the risk of erosion. Water speed on the furrow does not have greater erosion risks as they are controlled and low-speed flows. Soil management is zero tilling (effort, work) with turfed belts between rows and band with control of weed with herbicides.

At Camposol Uruguay we have a hosepipe irrigation system, which is effectively used. This is thanks to the definition of irrigation times according to water



The short-term development and implementation of drip irrigation systems will allow to improve water use efficiency, as well as to apply nutrients and other necessary products to crops.

balance and through optimization of this resource by calibrating floodgates, as well as taking care that hosepipes have no leaks. This method has several advantages regarding free conveyance: decreases water expense by about 10%, improves water control at estates, and allows a more uniform water distribution as it has floodgates per furrow.

Moreover, the short-term development and implementation of drip irrigation systems will allow to improve water use efficiency, as well as to apply nutrients and other necessary products to crops.

Likewise, we are concerned about frequently analyzing the chemical, physical and microbiological

quality of water. We conform to all the National Water Management (DINAGUA, in Spanish)¹¹ provisions and regulations and conduct a transparent management according to the country's regulations.

¹¹ https://app.mvotma.gub.uy/informacion_hidrica/index.html

Our water application procedures and methodologies are based on the FAO¹² recommendations. Following these guidelines, the procedure regulating the quantity of water to be applied guarantees that such quantity is correct and that the spans adjust to the crop needs according to their phenological stage, type of soil, irrigation system conditions, and climate variables. Furthermore, this determination intends to prevent excesses due to lixiviation¹³, run-off and high drainages, as well as minimize evaporation losses. The process is complemented with measurements of climatological variables.

2018 - 2019 PERIOD		
Irrigated hectares	Consumed cubic meters of water	m ³ /ha
43,52	7555	174

It is also important to take into consideration that Camposol Uruguay uses dams (water reservoirs) that can be filled with river water or rainwater.

DAM (WATER RESERVOIR) STORAGE VOLUME	
Dam C	Dam B
26 640 m ³	13 504 m ³

We have permanent records on climate variables recorded through a Weather Station and a network of pluviometers distributed in different spots of the agricultural fields. Historical behavior curves will be generated with the accumulation of data and, aside from this, we have a study that summarizes the main climatological variables in Salto during the last 10 years.

We consider that the development of people is a key milestone. In this regard, we conduct training to personnel in sustainable water and irrigation management. The program is focused on knowing the irrigation process, as well as the objectives of this activity. Likewise, basing on the technification level of our agricultural projects, we reinforce the knowledge about equipment and irrigation system in general. Finally, we have the authorization to use water from the main water intake and from all water intakes located inside their facilities:

- Public water extraction and use permit.
- Well 2 water use permit.

Residual water management

Generated effluents are driven to a septic tank. The company Barométrica El Raval is responsible for extracting the domestic effluent volumes every month. Fourteen (14) cubic meters per month is extracted on average.



It is also important to take into consideration that Camposol Uruguay uses dams (water reservoirs) that can be filled with river water or rainwater.

12. The FAO (Food and Agriculture Organization) is the United Nations agency that leads the international effort to end hunger.

13. In general, a leachate is the liquid resulting from a fluid percolation process through a solid. The leachate generally drags a great quantity of compounds that are in the solid it crosses over.

b. ENERGY MANAGEMENT

i. Camposol Peru

Management of combustibles

(GRI 302-1, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 7, 8, 12 and 13)

We measure our net electric power consumption and combustible consumption, the latter being an important issue as, since 2018, we migrated from bunker petroleum to liquefied petroleum gas (LPG) in 100% for our Chao plant processes. About the LPG we use, it is worth mentioning that we manage an efficiency indicator regarding this gas, "LPG gallons / Produced ton," which has provided us with a value of 4.85 LPG gallons / Produce ton for 2019.

It is important to mention that we only have records on LPG consumptions since 2018, as LPG was implemented during such year.

About the LPG we use, it is worth mentioning that we manage an efficiency indicator regarding this gas, "LPG gallons / Produced ton," which has provided us with a value of 4.85 LPG gallons / Produce ton for 2019.

Electricity management

(GRI 302-1, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 7, 8, 12 and 13)

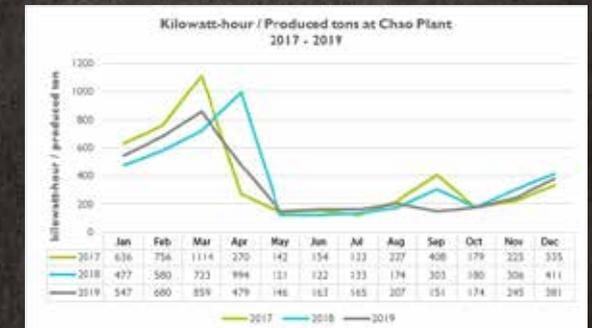
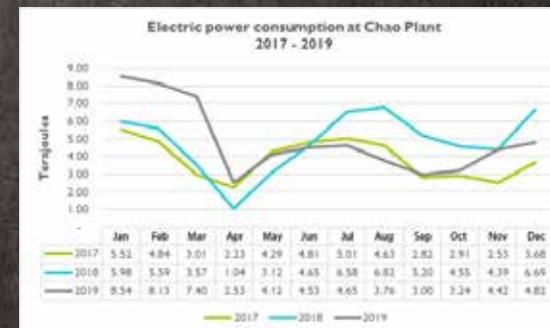
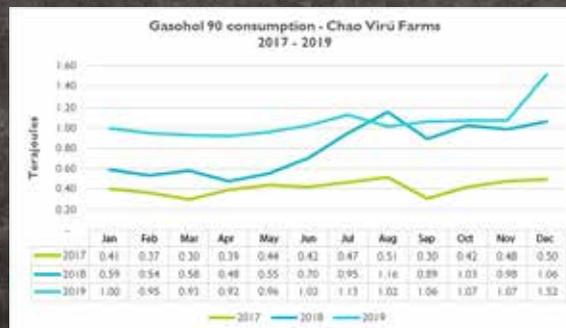
We have several processes that require to cover an energy demand to operate efficiently. Without an electric power supply, our operations at plants and fields could not work effectively and/or efficiently. In response to this, we manage efficiency ratios such as "kilowatt-hour / Produced ton," which allow us to review the electric power consumption required to generate products every month and, from this review, we may make decisions on electric power management.

In 2019, we implemented solar panels in power stations and irrigation areas in our farms in Chao-

Virú and Piura to charge batteries for operating the irrigation system equipment. With this implementation, we have reduced the use of non-renewable energy, which we have partially replaced with the use of solar energy. We currently continue working to implement new projects that maintain our line of innovation.

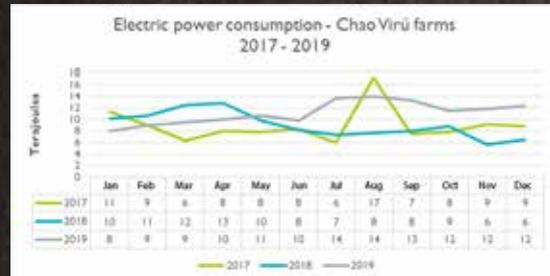
Regarding the electric power consumption at our Chao Plant, we have recorded a lower consumption regarding 2018 from June to December.

As aforementioned, we manage a "kilowatt-hour / produced ton" indicator and, in this regard, we have recorded that, during May to December, low values of this indicator are reported, as can be seen in following graph.



(GRI 302-3, 103-1, 103-2, 103-3) (Global Compact – Principles 7, 8 and 9) (SDGs 7, 8, 12 and 13)

The importance of electric power consumption for our farms lies in the significant need of this resource for water injection pumps at field, as well for external lighting of security and control elements such as lookout posts and lighting of the maintenance workshop.



TERAJOULES	2017	2018	2019
TOTAL ELECTRIC POWER	152,99	165,73	192,13
TOTAL ENERGY COMBUSTIBLES	8,35	13,05	16,67
TOTAL ENERGY	161,34	178,78	208,80

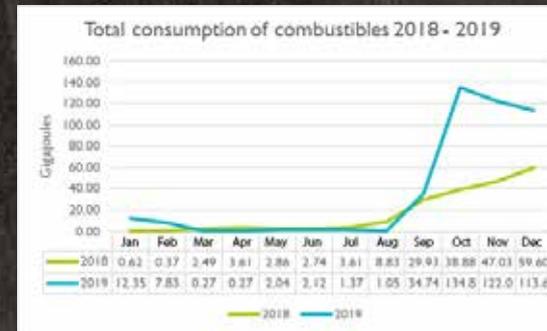
The importance of electric power consumption for our farms lies in the significant need of this resource for water injection pumps at field, as well for external lighting of security and control elements such as lookout posts and lighting of the maintenance workshop.

ii. Camposol Colombia

Management of combustibles
 (GRI 302-1, 103-1; 103-2; 103-3)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 7, 8, 12 and 13)

The combustible consumption management is essential for our operations at Camposol Colombia, as it requires vehicular transportation to perform an appropriate operational and administrative supervision of our crop fields. Likewise, it is worth highlighting that, during this year, the use of combustibles (we use gasoline since the beginning of operations in 2018 and diesel oil since 2019) has markedly increased since September 2019 due to the diesel oil incorporation.

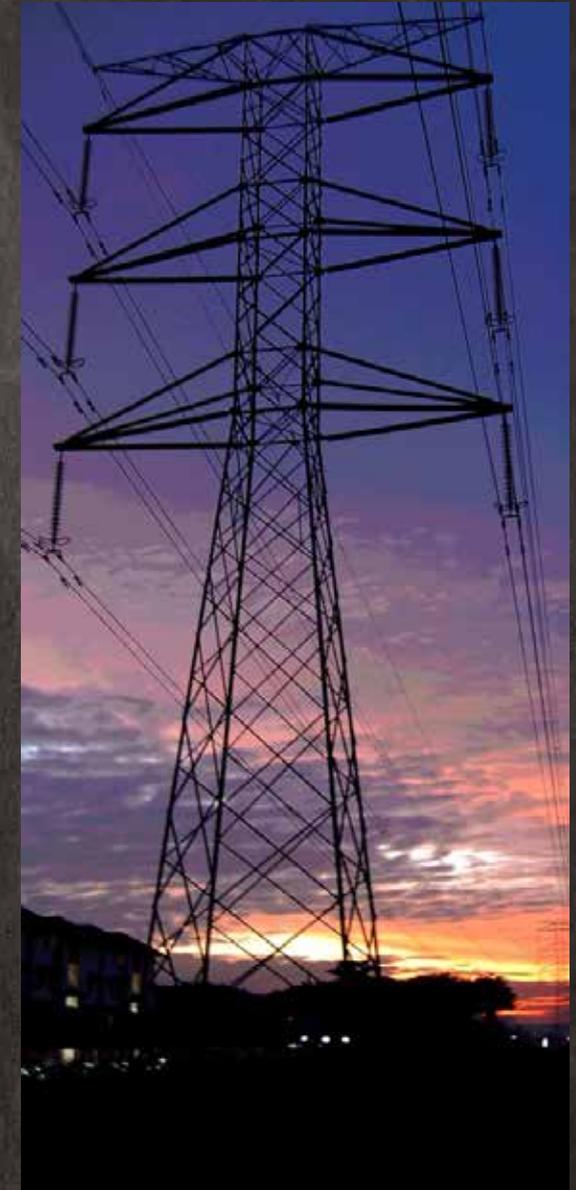
Regarding our electric power consumption, we began operations under electricity consumption, which increased in 2019. Its increment became stable since September due to the increase in operations.



GIGAJOULES	2018	2019
ENERGY – DIESEL OIL	-	336,73
ENERGY GASOLINE	200,58	95,81
TOTAL ENERGY - COMBUSTIBLES	200,58	432,54



GIGAJOULES	2018	2019
ELECTRIC POWER	6,07	64,10
ENERGY - COMBUSTIBLES	200,58	432,54
TOTAL ENERGY	206,65	496,64



iii. Camposol Uruguay

Management of combustibles

(GRI 302-1, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 7, 8, 12 and 13)

We do not currently use electric power from the electric power grid. However, we are managing the connection to it. For that reason, we need combustibles to operate the generating sets that may cover our electricity demand. Furthermore, the combustible is also used to operate machineries such as tractors and backhoes, as well as vehicles such as motorcycles and four-wheelers that allow us



GIGAJOULES	2019
Total energy	12 283,75

to go through the extensive crop areas and timely manage any operational need. Finally, thanks to the generating sets we can bring into operation our water pumps, which are essential for water transportation and crop field irrigation processes.

c. MANAGEMENT OF EMISSIONS

i. Camposol Peru

(GRI 305-7, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)

(SDGs 3, 12, 14 and 15)

We are aware that all industrial activity has environmental aspects and impacts and, according to our Environmental Adaptation and Management Program, approved through the General Management’s Resolution No. 655-2016-MINAGRI-DVIDIAR-DGAA and with Technical Report No. 1386-2016-MINAGRI-DVIDIAR-DGAAA-DGAA. These aspects and impacts have been properly identified and controlled according to their significance.

In this regard is that we conduct semi-annual measurements of the air quality parameters and our gas emissions such as nitrogen dioxide, sulphur dioxide, carbon monoxide or hydrogen sulphide, which do not reach concentrations that exceed the limit imposed in the Environmental Quality Standards (ECA, in Spanish)¹⁴, as well as the 2.5 to 10 micra particulate matter.

This can be proved in the last results of air quality monitoring that the Peruvian company SGS developed from December 13 to 18, 2019. The results obtained were as follows:

Monitoring Station Code	Station Name	PM10 ug/m3	PM2.5 ug/m3	ug/m3			
				NO2	SO2	CO	H2S
PC - 1	Above the restrooms, in front of the boiler area.	28	12	10	< 13	1918	< 3
PC - 2	On the ceiling of the Sodexo dining hall, in front of the main lookout post at the entrance to the plant’s farm.	29	12	13	< 13	1297	< 3
PC - 3	In front of the maintenance area at the plant’s farm.	39	20	13	< 13	1825	< 3
CA-01	In front of the checkpoint at the Agricultor farm.	27	12	13	< 13	723	< 3
CA-02	In front of the checkpoint at the Settler Tank # 24 in the Agricultor farm.	28	14	24	< 13	882	< 3
CA-03	In front of the checkpoint at the Yakuy Minka farm.	24	11	14	< 13	618	< 3
CA-04	Entrance to Mar Verde farm in front of the entrance lookout post.	35	17	17	< 13	768	< 3
CA-05	Entrance to Frusol farm, in front of the entrance of the Mar Verde farm.	43	19	18	< 13	596	< 3
CA-06	Located in lot 7 "C" at the Mar Verde farm.	27	13	18	< 13	699	< 3
CA-07	In front of the entrance of the irrigation water treatment center at the Mar Verde and Frusol farms.	32	15	11	< 13	756	< 3
ECA Supreme Decree No. 003-2017-MINAM		100	50	200	250	10000	150

In this same line, the inspection SGS conducted made evident that all results obtained during the corresponding monitoring in the second semester of 2019 comply with the ECA set forth in the Supreme Decree No. 003-2008-MINAM “Approval of Environmental Quality Standards (ECA) for Air,” as well as the Supreme Decree No. 074-2001-PCM “Regulations for the National Environmental Air Quality Standards” for our Chao – Virú farms, which are the farms where we significantly produce our avocados, blueberries and mandarins.

14 <https://sinia.minam.gob.pe/normas/aprueban-estandares-calidad-ambiental-eca-aire-establecen-disposiciones>



As part of our management plant for implementing the avocado crop, we have an air quality protection program focused on the management of atmospheric pollution.

ii. Camposol Colombia
 (GRI 305-7, 103-1, 103-2, 103-3)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 3, 12, 14 and 15)

As part of our management plant for implementing the avocado crop, we have an air quality protection program focused on the management of atmospheric pollution. Through is program, we look for identifying the possible particulate matter and gas generation sources to minimize them and comply with the limits required by the environmental regulations in force.

We have identified that the development of the adaptation and installation process generates movement of machinery and use of materials and

products that may specifically impact air quality. This may be the following:

- Clearing and adaptation of areas.
- Surface excavations.
- Disposal of remnants and excavation.
- Transporting and hauling.
- Adaptation and operation of access roads.
- Application of herbicides and pesticides.
- Handling of utilized vegetable matter.

In this sense, the identified impacts to be controlled in each farm were the following:

- Decrease of air quality.
- Impact on workers' health.

- Disturbance of relations between community and company.
- Impact on fauna populations.

The activities we take into consideration at Camposol Colombia to minimize the impacts on air in the adaptation and installation of avocado crops at our farms are described below:

- We do neither carry out open-pit burning of garbage to prevent alterations in air quality nor burning of waste, vessels or containers with artificial or synthetic material such as rubber, plastic, polyurethane, and cardboard, among others.
- The sources of fixed emissions in the area (unimproved roads) are submitted to preventive

and corrective maintenance to guarantee the appropriate traffic flow. Likewise, they must be sufficiently humidified and special care must be given to not achieving the saturation point to prevent the vehicular rolling and wind from lifting and dragging particulate matter.

- Point mobile sources of emissions must have the corresponding emission control certificate in force.
- The sources of fugitive emissions must be minimized through preventive maintenance programs.
- The control teams must guarantee the operability, efficiency (according to the particle size) and efficacy in control tasks. The collected material must be handled according to the case: recovery or final disposal. They must be stabilized for their appropriate handling, packing, transportation, and disposal. In case of washing, the depleted solutions must be treated as a spill, and the obtained solid materials/sludges must guarantee the conditions for their final disposal. If materials do not have the specifications for their final disposal, special waste management tasks must be carried out and the strategies to be followed for their treatment must be defined: casehardening / solidification, biological treatment, thermal processes.
- A maximum speed limit of 30 km/h has been established to maintain the road humidification longer and minimize the generation and hauling of particulate matter by the tires of vehicles circulating through the project roads, so preventing the increase of respiratory diseases in employees and nearby populated centers.
- It must be verified an initial calibration of the combustion systems in each equipment and machinery operating with fossil fuel is conducted and, for this, the compliance with the emission standard must be guaranteed. The equipment operation conditions (altitude) must be taken into



consideration, as the system must be calibrated to such conditions (especially in diesel oil vehicles).

- To control the suspension of particulate matter, the traffic of vehicles near working areas, where may be excavation or construction material on the roads, must be restricted. When vehicular traffic in these areas is unavoidable, this material must be constantly irrigated with water, especially in dry seasons.
- In works subject to particles or gases, employees must use an appropriate face protection. In areas with particulate matter, contaminant gases or oxygen deficiency, special breathing equipment must be used.

- The burnings for forestry management must be conducted under the parameters set forth by specialists.

No air quality monitoring has been conducted in 2019; however, the quality protection program is implemented and, in 2020, there must be evidence regarding this program's results.

iii. Camposol Uruguay

(GRI 305-7, 103-1, 103-2, 103-3)

(Global Compact – Principles 7, 8 and 9)
(SDGs 3, 12, 14 and 15)

Regarding our operation at Camposol Uruguay and according to the results of our Environmental Impact Study (EIS) about the existence of air quality impact factors, population's health damage, ecosystems by emissions to atmosphere, it was concluded that, as no significant emissions to atmosphere are neither produced nor will be produced, this impact will be of low significance, admissible in this environment, and in line with the national regulations.

d. WASTE MANAGEMENT

i. Camposol Peru

(GRI 306-2, 306-3, 103-1, 103-2, 103-3) (GRI 102-11)
(PGlobal Compact – Principles 7, 8 and 9)
(SDGs 3, 6 and 12)

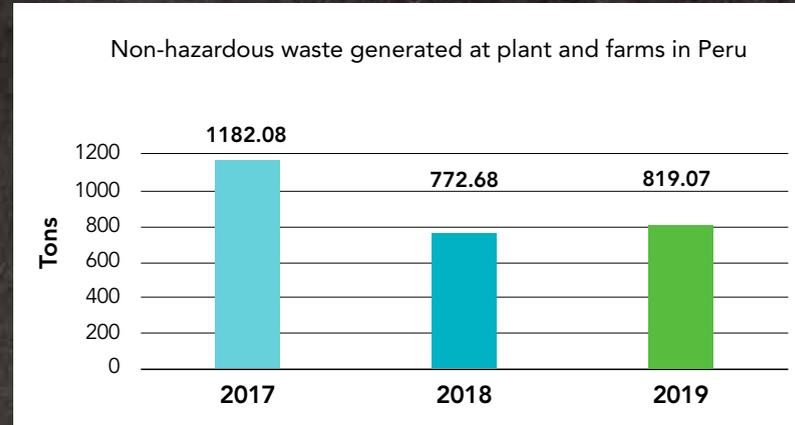
Camposol Peru has a solid waste management procedure, which has been developed according to our national regulations. Furthermore, it is constantly monitored and used in a protocolary manner.

As shown in the following graphs, we have detailed information on the quantity of solid waste produced at our Chao plant in our crop fields in Virú – Chao and in our farms in Piura. This information allows us to generate manageable information in all our operating offices in our country.

It is important to highlight that, as part of our solid waste disposal strategy, all non-hazardous waste such as cardboards are marketed with Trupal S.A.; metals, plastics, and wood are marketed with solid waste operating companies (EO-RS, in Spanish) that must be properly authorized by the pertinent entity, while general or common waste are disposed of in a landfill site. We also market 16 cylinders of non-hazardous waste oil at our operations in Peru and 13 cylinders of waste oil at our operations in Chao – Virú.

It is worth highlighting that our comprehensive solid waste management strategy is established as follows:

- Non-hazardous waste such as cardboards are marketed with Trupal S.A. (leading cardboard production company in our region).
- Non-hazardous waste such as metals, wood, and



plastics are marketed with EO-RS that are properly authorized by the pertinent entity.

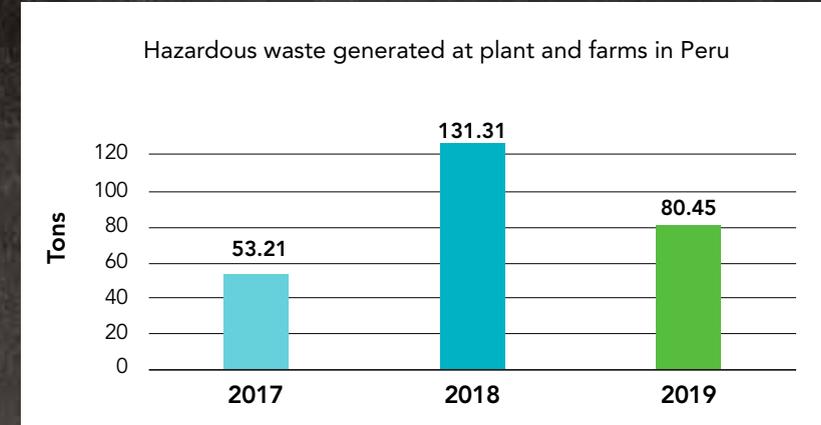
- Non-usable hazardous and non-hazardous waste are totally disposed of in an authorized landfill site.

It is worth mentioning that the solid waste segregation is carried out both at source and waste warehouses. Spaces there are optimized, overloading of landfill sites are prevented, and commercialization is maximized.

Furthermore, it is important to mention that, during this period, no significant spills have taken place in our operations in Peru.

Recycled material – drawers

We have not been using virgin materials for cardboards for more than three years. A percentage of recycled materials are used for cardboard drawers. A symbol under the cardboard drawers shows the recycling feasibility of these objects.



Camposol Peru has a solid waste management procedure, which has been developed according to our national regulations. Furthermore, it is constantly monitored and used in a protocolary manner.

Industrial fruit destinations

Industrial fruit are those that have different esthetic properties than our fresh products, but that, in terms of nutritional quality, are exactly equal. This fruit, which cannot be exported, is separated, and a percentage is drifted to the frozen product line, another percentage is given to Camposol Peru's personnel, and a final percentage is for national sale

(local markets and supermarkets). This is commonly applied to blueberry, as 100% of avocado and mango is drifted to the frozen product line. There is also internal sale of blueberries at much more economical prices than the local market.

ii. Camposol Colombia

(GRI 306-2, 306-3, 103-1, 103-2, 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGs 3, 6 and 12)

As part of our management plan for the avocado crop implementation, we have a comprehensive management program for common, biodegradable, recyclable and hazardous solid waste that applies to each of our farms.

This plan includes procedures and activities for managing domestic, industrial, special and hazardous solid waste that were generated during the project construction. This is developed to prevent contamination of natural resources such as water and soil. The first step was to implement environmentally sustainable processes that decrease the generation of waste and favor their appropriate final disposal and use through their recovery, recycling and reuse according to the case.

Our purpose is to ensure that generated non-hazardous domestic and industrial solid waste are effectively managed in each of the stages: generation, separation from source, internal movement, storage, collection and external transportation, treatment and final disposal. For this, we will also develop activities that guarantee and ease the reuse or appropriate final disposal by complying with the environmental regulations in force.

As the Camposol Colombia operation is new, we have with detailed information about the registered consumption of hazardous and non-hazardous solid waste. This is because, during the acquisition and transfer of farms, the quantification of solid waste was not exhaustively carried out. However, we are

We report that no significant spills have been taken place at our operations in Colombia during 2019.

committed to having such management information for the 2020 period.

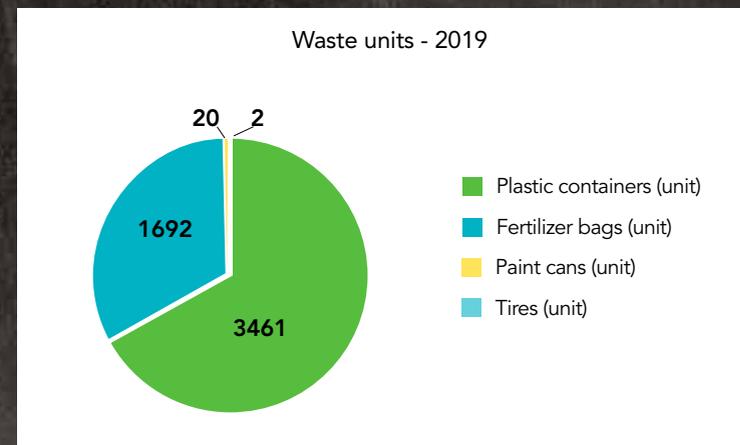
Finally, we report that no significant spills have been taken place at our operations in Colombia during 2019.

iii. Camposol Uruguay

(GRI 306-2, 306-3, 103-1, 103-2, 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGs 3, 6 and 12)

At Camposol Uruguay we have a solid waste management procedure, which establishes the waste management guidelines in order them to be potentially environmentally usable. To this regard, we support the following rules:

- Decree 182/013 Regulations on industrial solid waste and similar.
- Decree 349/005 Regulations on environmental impact assessment and environmental authorizations.



Plastic containers (unit)	3461
Fertilizer bags (unit)	1692
Paint cans (unit)	20
Tires (unit)	2

- Decree 152/013 fruit and vegetable activity waste.
- Catalogue of industrial solid waste and similar.

The common waste generated in the different farming activities are temporarily stored in differentiated garbage cans (with defined colors).

Types of generated waste

Common residues: all those generated in different human activities that do not entail hazardous characteristics for human health or environment (e.g., bags and plastic bottles).

Plastics: are included in plastic bottles, disposable glasses, plastic bags, PVC, buckets, drums, plastic part of pens, and nylon.

Papers and cardboards: (bond paper, newspaper, corrugated cardboard, paper towel).

Metal waste: (wires, metal containers, copper wires, metal scraps, metal elements of obsolete equipment, wire brushes, and nails, among others).

Waste pick-up and transportation system from field to temporary storage

Pick-up is directly related to waste generation volumes. For small volumes, the waste pick-up may be conducted every 15 days; for large volumes (e.g., harvest seasons or another critical stage), the pick-up must be every week or as needed.

Minimization of waste

If, among the identified waste, there is any waste that can be used (reuse, recovery or recycling), we proceed to complete the Waste Use Record UR-OP20-004, where the final waste form and management.

It is worth mentioning that, in 2019, 14,000 septic waste litters were generated and disposed of every month through a company responsible for the disposal of such waste.

We have also a chemical product spill protocol, which goal is to control every spilled product that may cause any type of environmental contamination and health damage. This procedure must be complied with by all personnel that is exposed to chemical products during their operation (fertilizer and pesticide warehouse, combustible provision, premix, dosifiers, etc.).

To this regard, we report that no significant spills have been taken place at our operations in Uruguay during 2019.



Cardboard (kg)	243
Plastic and nylon (kg)	23,01
Junk (kg)	0,015

e. BIODIVERSITY

(GRI 304, 103-1, 103-2, 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)

Biological diversity or biodiversity is defined as “the variability of living organisms from any source, including land, water and marine ecosystems.” This encompasses the diversity within species (genetic diversity), between species (diversity of organisms) and of ecosystems (ecological diversity).

The soil is one of the most complex nature ecosystems and one of the most diverse habitats on earth: it shelters an infinity of different organisms that interact between themselves and contribute to the five global cycles that make life possible.

Soil quality and health greatly condition agricultural production and sustainability, as well as environmental quality, and, because of both, they affect vegetal, animal and human health.

i. Chao-Virú farms (Peru)

(GRI 304-1, 103-1, 103-2, 103-3)
(Global Compact – Principles 7, 8 and 9)

Within the global context, Peru is recognized as the most biogeographically diverse country in the world and as one of the countries that has the largest diversity of wild flora and fauna due to the geological, climatic and physiographic complexity it has. Furthermore, Peru is considered an important center of speciation in the Neotropics¹⁵ and one of the 12 largest centers of origin of cultivated plants.

Camposol Peru hankers after preserving and protecting the biodiversity we shelter in our farms. Therefore, we have prepared the Comprehensive Conservation Plan 2019 -2020”, which mentions the different activities we perform for the benefit of biodiversity. The plan’s guidelines are prepared by a multidisciplinary group made up of professionals from different areas of the company. Its implementation abides by legal regulations such as law No. 27308¹⁶, and forestry and wild fauna law.

It is worth mentioning that Camposol’s operational area in La Libertad does not develop activities

in subsurface and underground lands. Likewise, there are no protected areas within the operation. However, we contribute to protecting biodiversity through conservation and reforestation areas for preserving species.

Conservation areas: Mar Verde Huaca (landscape)

(GRI 304-3, 103-1; 103-2; 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGs 6, 14 and 15)

The landscape called Mar Verde Huaca is located at the farm, which bears the same name. Such Huaca is protected by a screen of trees sown around it and shelters populations of owls, small lizards, and Peruvian thick-knees. The Mar Verde Huaca is located at plot 27 in the farm that has the same name and is adjacent to the blueberry and avocado crops.

¹⁵ The Neotropics is a term used in biogeography to identify the tropical region of the American continent.

¹⁶ <https://www.osinfor.gob.pe/wp-content/uploads/data/articulo/Ley-N-27308---Ley-Forestal-y-de-Fauna-Silvestre.pdf>

Camposol Peru hankers after preserving and protecting the biodiversity we shelter in our farms. Therefore, we have prepared the Comprehensive Conservation Plan 2019 -2020”, which mentions the different activities we perform for the benefit of biodiversity.



Strategies for preserving the fauna biodiversity
(GRI 304-3, 103-1, 103-2, 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGs 6, 14 and 15)

Within each of our farms, we have developed artificial niches and ecosystems. They have become the habitat of birds such as turtledoves, West Peruvian doves, and kestrels, which make their establishment easier as they have nesting and feeding sites for granivores and insectivorous birds that feed on field pests. Strategies for increasing fauna biodiversity are designed for each farm; they take into consideration the crop and species there. Among the actions proposed in the Comprehensive Conservation Plan are the following:

- Annual assessment of avifauna present at the farms.

- Bird management strategies in the different crops.
- Conservation area protection and identification programs.
- Biodiversity care training and sensitization programs.

Strategies for incrementing flora biodiversity
(GRI 304-3, 103-1; 103-2; 103-3) (GRI 102-11)
(Global Compact – Principles 7, 8 and 9)
(SDGs 6, 14 and 15)

- Implementation of arborization plans
- Triple-purpose scenic landscaping of trees
- Implementation of shelter areas
- Expansion and maintenance of hedges
- Conservation area protection programs
- Training programs

Strategies for managing beehives in avocado crops
(GRI 304-3, 103-1; 103-2; 103-3) (GRI 102-11)
(Global Compact - Principles 7, 8 and 9)
(SDGs 6, 14 and 15)

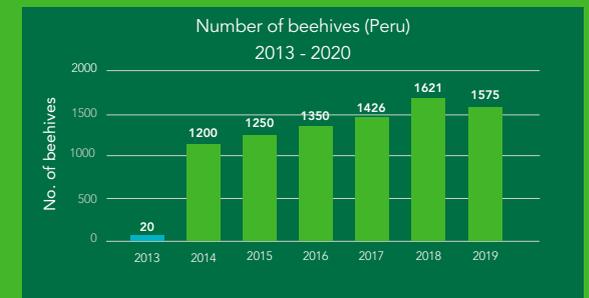
A bee is an insect that has an important role in avocado pollination, a process through which pollen goes from male parts to female parts.

Bees are very sensitive to chemical applications and other factors. Therefore, as they are an important and key part in avocado productivity, the following beehive management plan is established:

- Not to apply a chemical product, fungicide, acaricide or other near beehives or when bees are performing their pollinizing activity.
- Design strategic points between roads for

maintaining beehives when they are not needed or are not in flowering period. Crops in these areas may be a forest of Eucaliptos sp or any other tree that provide them with the necessary conditions for their conservation and habitat.

- Place signs that identify the beehive location site to avoid transit of people.
- Design a strategic plan for installing beehives per hectare according to flowering.



Flora biodiversity at Chao-Virú farms

(GRI 304-4, 103-1; 103-2; 103-3) (GRI 102-11)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6, 14 and 15)

The most representative species in the area is the carob tree, which is a native species distributed throughout the northern coast of the country. The sapodilla and desert flower are regularly seen. We have a great diversity of tree species, such as plantations of *Prosopis pallida* (carob tree), *Eucalyptus* sp, (eucalyptus) and beefwoods, among others, in our boundaries.

We have seen hedges inside the boundaries and their main species is the huarango –*Acacia huarango*.

Likewise, at the crop fields we see planting of herbaceous species, which are called shelter areas. These areas shelter populations of beneficial insects, which purpose is to look for the natural regulation of pest insects.

Finally, regarding the registered diversity, a very small number of native herbaceous species that are very easily colonized in arid areas and within plots are located at the most remote and dry areas. Among these species highlight: *Portulaca oleracea* “common purslane,” *Bidens pilosa* “black-jack” and *Eleusine indica* “goosegrass” around wells, and the *Tessaria integrifolia* “bobo stick,” *Scirpus californicus* “giant reed, southern bulrush” and *Scirpus olneyi* “club-rush” are near the fences. **(See Appendix 2 for more information.)**

Fauna biodiversity at Chao-Virú farms

(GRI 304-4) (GRI 102-11)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6, 14 and 15)

The following chart shows the species of Reptiles and Amphibians, Birds and Mammals that are found in one of the threat categories of the IUCN Red List¹⁷.



Farms	AMPHIBIANS AND REPTILES					BIRDS					MAMMALS				
	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR
Chao - Virú	10	1	3	0	0	47	0	0	0	0	0	1	0	0	0

Note: LC = Least Concern; NT = Nearly Threatened; VU = Vulnerable; EN = Endangered; and CR =Critically endangered.

The most representative species in the area is the carob tree, which is a native species distributed throughout the northern coast of the country.

¹⁷ The International Union for Conservation of Nature (IUCN) is an international organization engaged in the conservation of natural resources.

ii. Biodiversity – Piura farms (Peru)

(GRI 304; 103-1; 103-2; 103-3) (GRI 102-11)
 (Global Compact – Principles 7, 8 and 9)

The commitment to conservation of biological diversity, and aware that all agricultural investment has as natural reasons a strong relation to environment, has taken us to prepare the “Comprehensive Conservation Plan,” which mentions the different activities performed for the benefit of biodiversity. In this case, this plan materializes in the wild fauna assessment, which results we summarize below.

Fauna and flora biodiversity at farms in Piura

(GRI 304-1,304-4, 103-1, 103-2, 103-3) (GRI 102-11)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6, 14 and 15)

The wild fauna assessment at the Terra and Agroalegre farms was conducted. These farms are located in the district, province and department of Piura. The assessment area, according to the Peruvian biogeography, is typified within the Desert Province in the Andean Domain of the Neotropics, which is located between 0 and 600 MASL.

The landscape is characterized by the presence of agricultural plots, hedges, water sources, and tree communities such as vetch plantations, and consists of the Prosopis, Capparis, Acacia, Bursera, Scutia, and Cercidium genera, among others of great importance for the local environment.

The following chart shows the species of Reptiles and Amphibians, Birds and Mammals that are found in one of the threat categories of the IUCN Red List ¹⁸.



Farms	AMPHIBIANS AND REPTILES					BIRDS					MAMMALS				
	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR
Terra and Agroalegre	6	1	1	0	0	48	0	0	0	0	1	1	0	0	0

Note: LC = Least Concern; NT = Nearly Threatened; VU = Vulnerable; EN = Endangered; and CR = Critically endangered.

The commitment to conservation of biological diversity, and aware that all agricultural investment has as natural reasons a strong relation to environment, has taken us to prepare the “Comprehensive Conservation Plan,” which mentions the different activities performed for the benefit of biodiversity.

¹⁸ The International Union for Conservation of Nature (IUCN) is an international organization engaged in the conservation of natural resources.

iii. Colombia

(GRI 304-1, 103-1, 103-2, 103-3) (GRI 102-11)
 (Global Compact – Principles 7, 8 and 9)
 (SDGs 6, 14 and 15)

Our operations at Camposol Colombia cover 21 farms dedicated to avocado crop, which are distributed in the departments of Caldas, Quindío and Valle del Cauca. Each farm manages a particular operational area, which are detailed in the following chart (see **Appendix I** for more information):

FARM	OPERATIONAL AREA	CLOSE PROTECTED NATURAL AREAS
La Moravia	101,06	Central Forest Reserve Protecting Forest Reserve El Diamante
Las Delicias	102,43	None
La Ondina	143,31	Natural Reserve of the El Vergel Civil Society
El Paraíso	76,40	None
Cristalina	210,51	Regional Protecting Forest Reserve Natural Reserve of the Civil Society Central Forest Reserve of Law 2 from 1959
Pradera	34,00	None
Primavera	57,72	None
Santa Inés	30,53	None
El Bosque	154,02	Regional Protecting Forest Reserve Central Forest Reserve of Law 2 from 1959
El Carmelo	32,58	None
El Recreo	29,11	None
Los Cristales	27,74	Regional Protecting Forest Reserve Central Forest Reserve of Law 2 from 1959
Navarco	158,05	Regional Integrated Management District of upper reaches of the Quindío river (Salento)
San Luis	142,27	Areas of interest for the Water Resource Conservation
La Palmera	197,00	Natural Reserve of the Civil Society El Oriente Natural Reserve of the Civil Society Campo Hermoso
Mateguadua	210,00	Natural Reserve of the Civil Society La Suiza
La Breña	37,77	Regional Protecting Forest Reserve Los Bosques de La Chec Central Forest Reserve of Law 2 from 1959
El Castillo	124,19	None
El Parnaso	156,20	None
La Gloria	108,00	Central Forest Reserve of Law 2 from 1959
La Edelmira	102,00	Regional Protecting Forest Reserve Los Bosques de La Chec

Likewise, an important element at our operations in Colombia is the presence of numerous protected areas. Colombia has also Areas of Environmental Significance, which correspond to strategic ecosystems that guarantee the offer of essential environmental goods and services for the sustainable human development in the country. The most important ecosystems for the country that are defined as strategic by the Colombian Ministry of Environment and Sustainable Development (MADS, in Spanish) are the following: wastelands, wetlands, mangroves, water springs, water recharge areas, dry tropical forests, seagrasses, and coral reefs.

A series of roles the fauna performs in the complex network of ecological processes that constitute the dynamics of forests, savannas and continental aquatic environments may be identified. These roles include dead matter decomposition and recycling of nutrients, herbivory and seedling destruction, pollination, seed dispersal and predation, carnivorism and control of herbivores; i.e., they play a fundamental role as nature farmers and that has a price we have to value.

Flore biodiversity at farms

(GRI 304-4, 103-1, 103-2, 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGs 6, 14 and 15)

Appendix 3 provides a detailed list of farms and flora species related to them and to the red list of the IUCN.

Fauna biodiversity at farms

(GRI 304-4) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGs 6, 14 and 15)

The following chart shows the species of Reptiles and Amphibians, Birds and Mammals that are found in one of the threat categories of the IUCN Red List¹⁹:

Farm	AMPHIBIANS AND REPTILES					BIRDS					MAMMALS				
	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR
Navarco	23	0	3	0	0	74	0	0	0	0	18	3	0	0	0
San Luis	27	0	1	0	1	30	0	0	0	0	55	0	0	0	0
La Palmera	89	0	0	3	0	21	0	1	0	0	21	1	1	3	0
Mateguadua	11	1	4	1	2	54	1	4	1	2	13	0	0	0	0
Las Delicias	36	1	1	1	1	51	0	0	0	0	18	1	1	0	0
La Ondina	9	3	4	1	0	51	0	1	0	0	18	2	1	0	0
La Moravia	13	0	1	0	0	50	6	2	1	0	16	0	1	0	0
La Bretaña	17	2	2	1	0	74	0	0	0	0	72	0	5	2	0
El Castillo	24	0	1	2	0	69	0	1	0	0	67	0	5	2	0
El Parnaso	29	0	0	2	0	79	0	1	0	0	77	0	0	4	0
La Gloria La Edelmira	18	1	2	1	0	31	0	1	0	0	72	0	5	2	0
El Paraíso Cristalina Pradera Primavera Santa Inés	3	0	1	0	0	37	0	0	0	0	30	0	1	3	0
El Bosque El Carmelo El Recreo Los Cristales	12	0	1	0	0	42	0	0	0	0	30	0	1	3	0

Note: LC = Least Concern; NT = Nearly Threatened; VU = Vulnerable; EN = Endangered; and CR = Critically endangered.

Note: Farms El Paraíso, Cristalina, Pradera, Primavera and Santa Inés were assessed as one single unit called "Pacora 1." Farms El Bosque, El Carmelo, El Recreo and Los Cristales were assessed as one single unit called "Pacora 2." Farms La Gloria and La Edelmira were assessed as one single unit called "La Gloria – La Edelmira."

iv. Uruguay

Flora biodiversity at El Tero farm

(GRI 304-1, 304-3, 103-1, 103-2, 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGs 6, 14 and 15)

SA biological monitoring was conducted at El Tero farm, which has non-productive areas that form a potential conservation source and are very closely related to the flora and fauna resources, so we have "eucalyptus" forests (especially as an avifauna shelter and habitat and windbreaks) and hedges of Eucalyptus and robust Grevillea are of interest for fauna. Regarding the backwash slabs (small artificial wetlands) and breakwaters, they are part of the water source and amphibian habitat.

The farm neither have areas declared as "Special Scientific Interest," "Monuments," "Natural

Reserves," "Areas of Exceptional Beauty" and "Vulnerable Nitrogen Areas" nor has any other national or international initiative. Furthermore, it does not have habitats with environmental interest (such as field margins, irrigation ditches, ponds and pools, wetlands, scrublands, wastelands, and natural grazing areas), except for streams: Arapey river. Some castle crossings, mount crossings and wild animals are seen in the farm.

Fauna biodiversity at El Tero farm

(GRI 304-4, 103-1; 103-2; 103-3) (GRI 102-11) (Global Compact – Principles 7, 8 and 9) (SDGs 6, 14 and 15)

The following chart shows the species of Reptiles and Amphibians, Birds and Mammals that are found in one of the threat categories of the IUCN Red List²⁰.

Farm	AMPHIBIANS AND REPTILES					BIRDS					MAMMALS				
	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR	LC	NT	VU	EN	CR
El Tero	11	0	1	0	0	7	3	2	2	0	7	2	1	0	0

Note: LC = Least Concern; NT = Nearly Threatened; VU = Vulnerable; EN = Endangered; and CR = Critically endangered.

19 The International Union for Conservation of Nature (IUCN) is an international organization engaged in the conservation of natural resources.

20 The International Union for Conservation of Nature (IUCN) is an international organization engaged in the conservation of natural resources.

3

SAFETY OF OUR EMPLOYEES

(GRI 401-2, 103-1, 103-2, 103-3) (SDGs 3, 5, 8)

We are a company committed to labor social responsibility that always looks for going beyond the compliance with labor laws, promoting the development of a culture of peace, transparency and labor promotion between the employee and the company. We have been acknowledged by the Company Monitor on Corporate Reputation (MERCOR, in Spanish) as the most attractive company in the agro-industrial sector and among the 50 top companies in attracting and retaining talent in Peru in 2019²¹. This study has taken into consideration several variables such as quality of work life,

employer's brand, and internal reputation, among others.

(GRI 102-12)

Regarding the benefits of full-time employees as compared with part-time or temporary employees, it is important to know how employability is working in our sector. Likewise, we must consider that more than 98% of all our employees are under the agricultural regime, since, as Camposol is an agro-industrial company, we are ruled under Peruvian law²² N° 27360.

²¹<https://www.camposol.com.pe/en/news/camposol-is-recognized-as-the-most-attractive-company-in-the-sector-for-appealing-and-retaining-talent-in-peru/>

²² Ninety-nine percent (99%) of employees at Camposol are in Peru.



Special regime for farm employees in Peru

A differential characteristic of this regime is the fact of working with living beings, both animals and vegetables. That is why there is a great difference in manufacturing production or mining, where there is no production cycle interruption as such, except for exceptional cases. Fruit cultivation generates idle times due to its life cycle, which takes place between sowing and the later harvest.

The legal benefits of this regime are the following:

- Daily pay
- 30-day vacation
- Affiliation to EsSalud

This regime has been coped with by the International Labor Organization – ILO in order to regulate its special situation and establish best labor conditions based on the particular nature of its execution and the demanding effort it requires.

The legal international framework on labor and employment sets forth that the decent work concept consists of at least four essential dimensions:

- Full exercise of labor rights.
- Appropriate employment opportunities.
- Access to social security.
- Social dialogue and right of employee to be unionized to dialogue and negotiate the conditions to have a decent work.

a. TOTAL EMPLOYEES

(GRI 102-7, 102-8) (Global Compact – Principle 6)

At the end of 2019, we have had 30,132 employees at our operations in Peru, Colombia and Uruguay. Taking into consideration that during 2019 we have an increase of approximately 34% in the blueberry production, our average of personnel in 2019 increased by 23% regarding the average of personnel in 2018.

i. Employees per gender

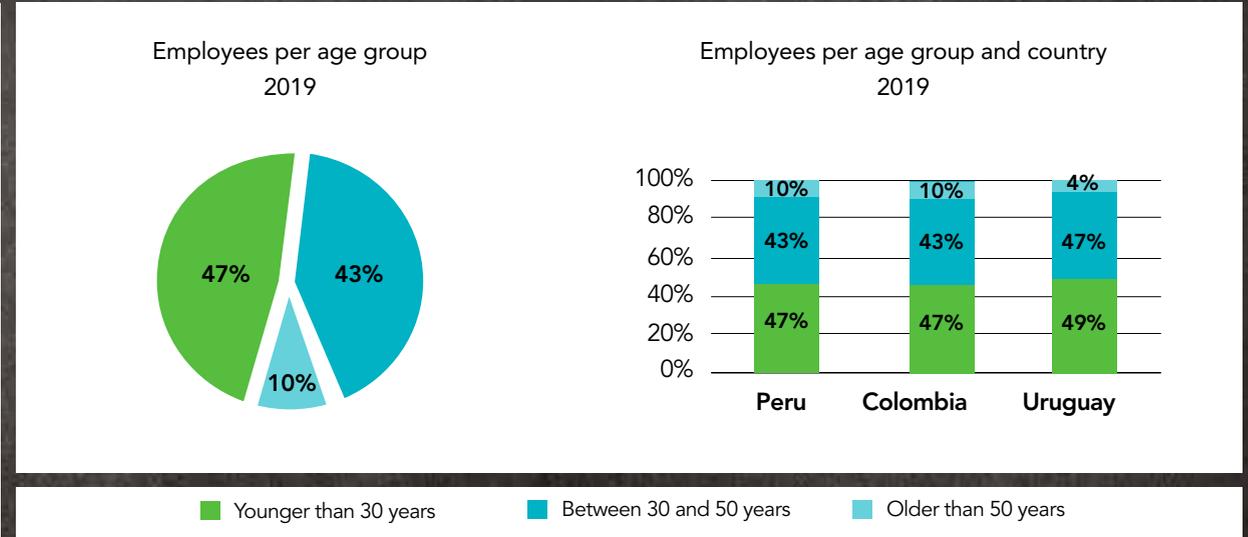
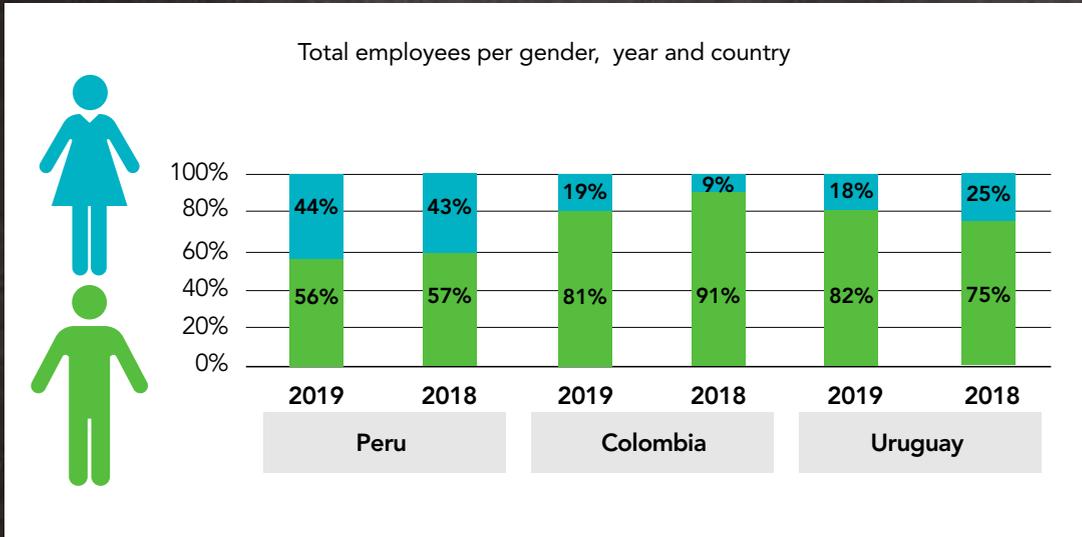
During 2019 the percentage of female collaborators increased by 1% at the operations in Peru and, in Colombia, the percentage of women increased by some 10% regarding the previous period. However, in Uruguay, the percentage of women decreased by 7% as compared with 2018.

ii. Employees per age group

Forty-seven percent (47%) of our employees are within the age range of younger than 30 years. The following group, from 30 to 50 years, includes 43% of our employees. Finally, 10% of employees belongs to the age group of older than 50 years.

and Colombia; however, in Uruguay, they slightly very, the largest age group being the one of employees younger than 30 years, the following one and in equal percentage is that of 30 to 50 years, and only a small percentage are in the age group of 50 years and more.

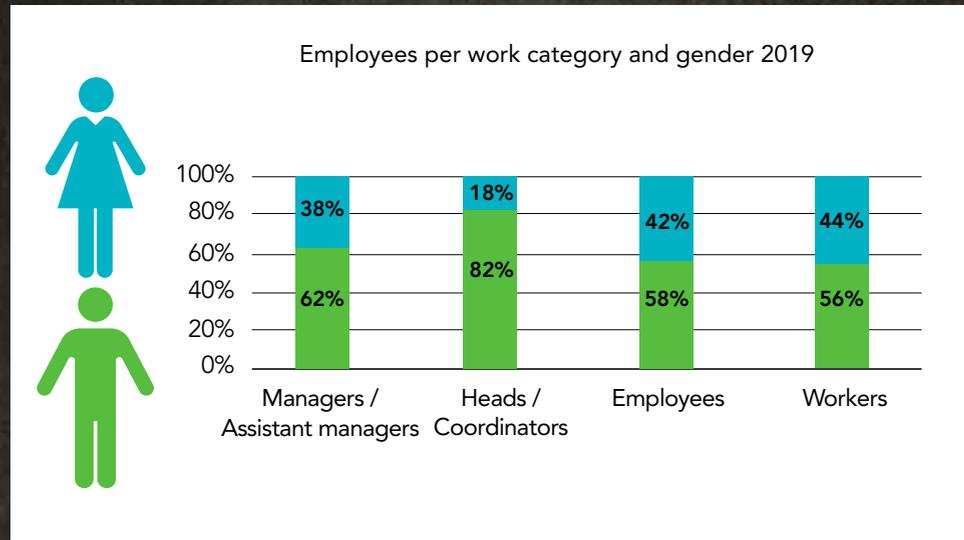
If we compare the age groups per country, we can see that the percentages are almost equal in Peru



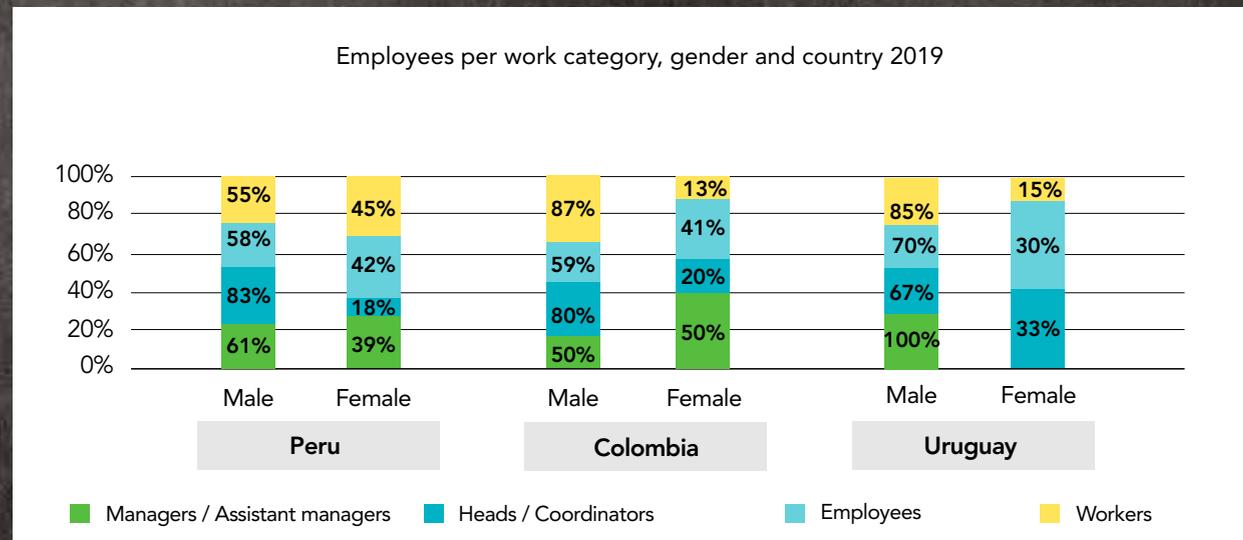
iii. Employees per work category

(GRI 102-7, 102-8) (Global Compact – Principle 6)

The chart below shows our employees divided by work category and gender. The largest quantity of male employees is in the category of heads and/or coordinators, while the largest quantity of female employees are in the category of workers, followed by the category of Employees and Managers and/or Assistant managers.



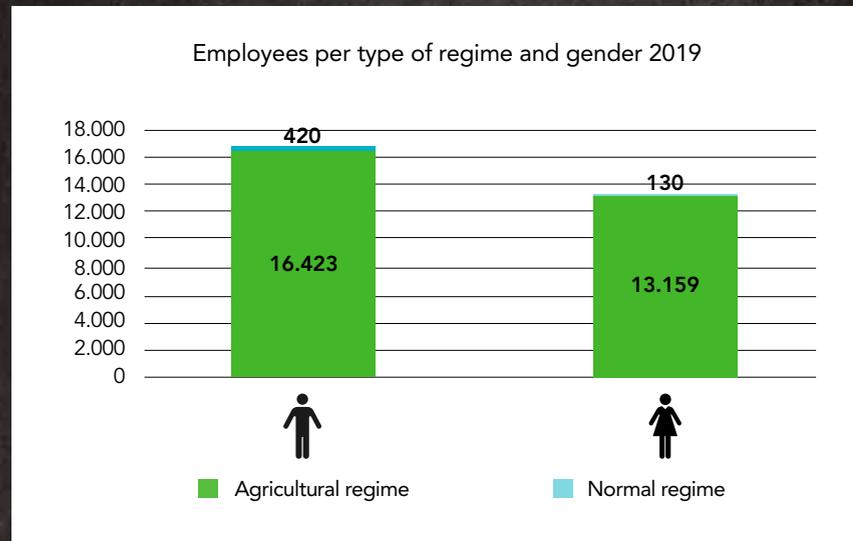
As we can see below, in Peru the categories of Workers and Employees has similar percentage of male and female employees. Furthermore, in Colombia, it can be seen the same percentage of men and women in the Manager and/or Assistant manager category. However, in Uruguay, it cannot be seen a similar quantity of male and female employees in the same category. The details can be seen below:



iv. Employees per type of regime

(GRI 102-7, 102-8) (Global Compact – Principle 6)

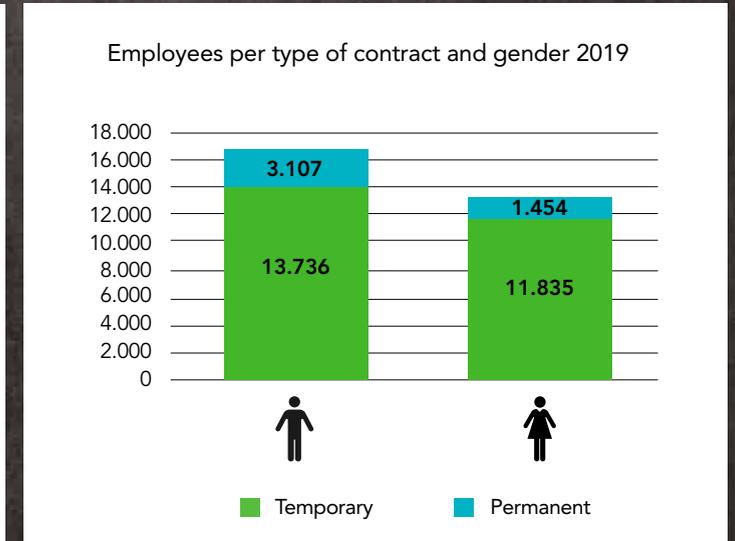
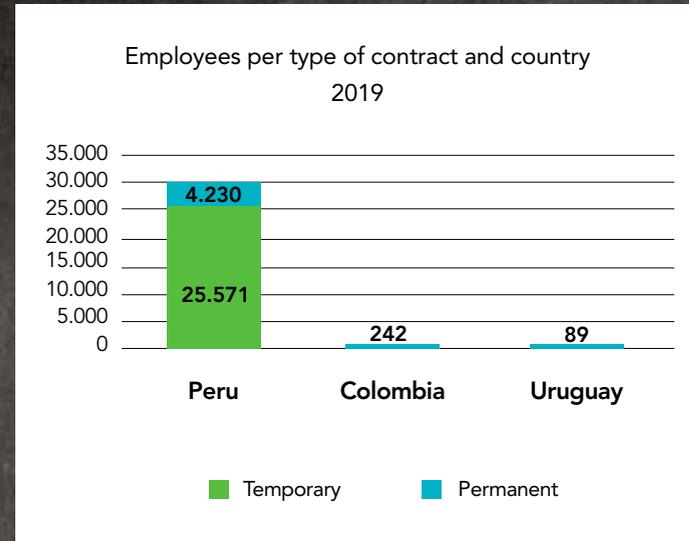
As can be seen in the graph below, the largest quantity of our employees belongs to operations of Camposol – Peru and are under the agricultural regime. It is worth mentioning that this type of regime does not apply to our operations in other countries.



v. Employees per type of contract

(GRI 102-7, 102-8) (Global Compact – Principle 6)

Likewise, as can be observed in the chart below, the largest part of employees is under the temporary labor contract type in Peru. However, in our operations in Colombia and Uruguay, all our collaborators are under a permanent labor regime.



b. COMMITTED TO HUMAN RIGHTS

(GRI 408-1, 409-1, 103-1, 103-2, 103-3)
(Global Compact – Principles 1, 3, 4, 5, 6)

All the senior management's commitment and dedication to implementing and provide continuity for the good practices that characterize us are focused on respecting the "fundamental principles and rights at work," which comprise the freedom of association and right to collective negotiation, elimination of forced and mandatory labor, eradication of child labor, and elimination of employment and occupation discrimination. These four right categories are mutually reinforced.



To understand our commitment to human rights, especially those of our employees, it is important to understand the entire hiring process, benefits and safety conditions we provide our employees with.

Therefore, it is worth mentioning that neither child labor nor forced labor exist in our operations. In the first case, all our employees are older than 18 years old and, as per the second case, we have established schedules and an idoneous control, aside from having a fluid communication for any complaint, grievance or claim, which can also be filed through our ethical line and/or established mail for such purpose.

To understand our commitment to human rights, especially those of our employees, it is important to understand the entire hiring process, benefits and safety conditions we provide our employees with. Likewise, it is worth mentioning that we are working on a Human Rights Policy, which will be available as from the following year.

i. Recruitment and hiring

(GRI 401-2, 103-1, 103-2, 103-3) (SDGs 3, 5, 8)

The recruitment we conduct has its most critical moment for the blueberry campaign in Peru, which is the company's largest crop and the season when we hire a great quantity of people. This process begins with the forecast conducted by the user area and starts using the Employer Branding process, which we manage together with the communications area. This process focuses on communicating or "selling" the main attributes and/or benefits we can offer as company to be attractive regarding other companies in the sector. An important input for developing the recruitment campaign is the result of the survey conducted to personnel after the end of

the season to know their perception and how they have felt regarding the different benefits such as the dining hall, transportation and basic conditions the company offers them.

We identify this way the positive or favorable aspects and what they liked the most about working at the company. Basing on these results, the Employer Branding concept is drawn up. This concept is generally based on spreading the main attributes, among which the following highlight:

(GRI 401-2, 103-1, 103-2, 103-3) (SDGs 3, 5, 8)

- Good treatment by supervisors and harvest heads.
- Possibility of working a larger quantity of months per year (campaign from June to February).

We always start calling and recruiting people from the area (Virú - Peru), as they are closer to our operations, so that we prepare radio spots in some stations, place banners on lookout posts, have two external panels (in Virú and Chao), distribute fliers, and perform loudspeaker advertising in strategic points and at certain times knowing where we are going to find the largest number of people.

Spreading the Employer Branding has as objective to invite people to work in every year's harvest. Every campaign has a concept, and we invite them to rejoin or come for the first time to work with us. Spreading fliers are designed in order a person that does not know anything about the company to quickly understand who Camposol is and which the benefits or attributes we grant are. Furthermore, they are offered to be on the payroll, as well as everything that correspond to them under the agricultural labor regime.

It is important to consider that the turnover level of workers is high, which is a typical characteristic of the agricultural sector; therefore, we have been conducting a series of actions to diminish it. One of these actions is to grant bonuses and benefits, beyond what law requires, for all employees complying with the following:

- Perfect attendance (a person who does not fail to assist not a single day of the week).
- Productivity (while more is harvested, a larger income, without limit, can be generated). These last bonuses were only applied to operations in Peru in 2019.

Likewise, we look for optimizing processes and reduce hiring process time year after year. Therefore, a platform was developed with the Information Technology area during 2019, which intends to make the experience of an applicant (new or re-entrant) increasingly more expeditious and simpler in terms of the hours they must stay at the office filling in registration forms and/or diverse forms required.

One main point, which is a fundamental aspect throughout this recruitment and hiring process, is the team that makes it up, which is constantly trained and made aware of providing quality service with much patience, dedication, and vocation to serve.

ii. Productivity bonuses

(GRI 401-2, 103-1, 103-2, 103-3) (SDGs 3, 5, 8)

An important point to be taken into consideration is quantifying each employee's production, which consists in scanning on field the pots (containers) that are being collected; every time they scan their pots, the system indicates them how their progress is and how close to their goal they are. These productivity bonuses only take place at the operations in Peru.

The production area validates people's productivity information to make the corresponding calculation to process the payment properly. The same happens when the payment is by function. Production approves all rules and/or parameters to be implemented in the computer system.

Several bonuses are managed according to the type of crop, additionally to the productivity bonuses, and intend to differentiate from other companies in the sector to be able to attract the largest number of personnel from the area.

A relevant fact has been the automation of staff attendance record (tareo²³) through a platform

that loads by an interface the information for the calculation, as it marks the beginning and end of the worker's labor. This is helping us to have a more efficient management in the area processes. (GRI 102-10)

TYPE OF BONUS	FIELD	PLANT	PIURA
Activity	x	x	x
Campaign	x	x	x
Condition		x	
Transportation	x		x
Productivity	x	x	
Responsibility		x	x
Labor union	x	x	x

One main point, which is a fundamental aspect throughout this recruitment and hiring process, is the team that makes it up, which is constantly trained and made aware of providing quality service with much patience, dedication, and vocation to serve.

²³ Activity that allows to record each worker's worked hours to make the corresponding calculation for his/her payment.



iii. Wellbeing of our employees in Peru
(GRI 401-2, 103-1, 103-2, 103-3) (SDGs 3, 5, 8)

Employee service managers

This program is a human channel for service on field that is available 24 hours a day, 7 days a week. It consists of a team of 60 women strategically located in the more than 10 thousand hectares that we have in Piura and Libertad in Perú. The Employee Service Managers have several roles, all aligned to the purpose of collaborating to the employee's wellbeing. The roles are the following:

- Actively listening to the collaborator, understanding his/her needs, and taking care of his/her complaints.
- Advising and providing him/her with the appropriate, real, transparent information following the same speech.

- Answering to all his/her concerns, doubts or inquiries and being the connection between other areas and field teams.
- Providing the best guidance during the new collaborator's integration stage.
- Granting visibility to each equipment and farm.
- Aligning one single message and speech.
- Being a corporate communication channel both downwardly and upwardly.
- Being responsible for the follow-up of the collaborator's inquiries.

Obstetric psychoprophylaxis and prenatal stimulation program

Approximately 50% of Camposol's employees are women, so we pay special attention to their needs and create programs specifically aimed at them. Our female employees have several benefits such as health controls, psychoprophylaxis classes, which

are given by the own collaborators of the Corporate Medical Unit (UME, in Spanish), facilities to attend the prenatal controls, maternity courses, and delivery of food. Four hundred sixteen women were benefited during this period. (GRI 403-6)

Wawawasi Rayito de Sol

To be able to help single mothers and our female employees, we have a Wawa Wasi (nursery) that offers care service for the children of employees. Since its creation in 2007, more than 1,000 children have been taken care of.

The aim of this program is to provide parents with a safe place where they can leave their children and improve their quality of life. This Wawa Wasi provides educational programs, as well as physical and mental health prevention and nutritional guidance programs.

Marverde project

This project is located at the district of Chao, province of Virú, department of La Libertad, Peru. The objective of the Marverde housing development is to provide the families that work on fields and people from the area with a built space, i.e., to provide citizens in general with a decent housing with essential services at a low cost.

The program also includes several workshops addressed to the neighbors of the organization, citizens, and advisory board. The workshops aim at teaching living-together habits, solid waste management, citizens' rights and obligations, and conflict resolution, among others.

(GRI 401-2, 103-1, 103-2, 103-3) (ODS 3, 5, 8)

Educational programs

- **Summer courses:** this program includes education in verbal and logical-mathematical reasoning and other workshops such as modern dance, theater, handicrafts, drawing and painting, karate, football, and volleyball. Five hundred and twenty (520) children were benefitted during 2019.
- **School loans:** we provide school loans to all collaborators with 3-to-18-year-old children that are receiving early childhood, elementary or secondary education. It is important to highlight that this loan is not subject to any type of interest or rate. Seventeen hundred and fifty-nine (1,759) loans were granted in this period.
- **Pack of school supplies:** all our collaborators with 3-to-17-year-old children receive a pack of school supplies. Twelve thousand two hundred and seventy-three (12,273) packs were given during 2019.

Holidays

The celebration of important dates allows us to create a space to share with our collaborators, as well as to celebrate their hard work. One of the most beloved holidays is the Christmas celebration for the 0-to-10-year-old children of the employees. This celebration includes several children's shows and children receive gifts.

Diverse programs

- **Personal loans:** these loans are granted to all our collaborators that may need them due to some health problem, death of a relative, improvements

required at home to guarantee the health and safety of those living there. This loan is not subject to any interest rate.

- **Permits:** to be able to support employees that are going through the loss or serious disease of a direct family member, they are given a paid permit to be able to take care of their family.
- **Elderly employment program:** thanks to the blueberry crop, we can hire more than 200 elderly people during high season. Doing this, we can integrate these older-than-65-year-old elderly people who have very few possibilities to be locally employed into the working population.
- **Paid leave:** for scheduled medical treatment, which consists in using a paid leave pocket of 16 days per year.
- **Christmas baskets:** they are directly delivered in the area where the employee works. This is due to the fact that several of our employees are not from the area surrounding our operations, but from other provinces and/or departments.
- **Private agencies:** we work with Interbank bank, with which we have implemented agencies and ATMs at plant and at one of the farms, so our employees may safely collect their payment inside our facilities as these agencies are exclusively for the company's personnel.

iv. Social dialogue

(GRI 102-41) (Global Compact – Principle 3)

We ratify our respect to freedom of association and, due to that, we are committed to actively collaborating to the development of means in order communication to be effective and transparent. We also take as reference the implementation principles and the basic code of the Ethical Trading Initiative – ETI.

We have 3 labor unions, which, upon the closing of year 2019, consolidated a total of 1,663 affiliated workers, which represents 6% of the payroll in Peru. Likewise, the total affiliated workers have had an increase of 41% regarding the number of affiliates in 2018.

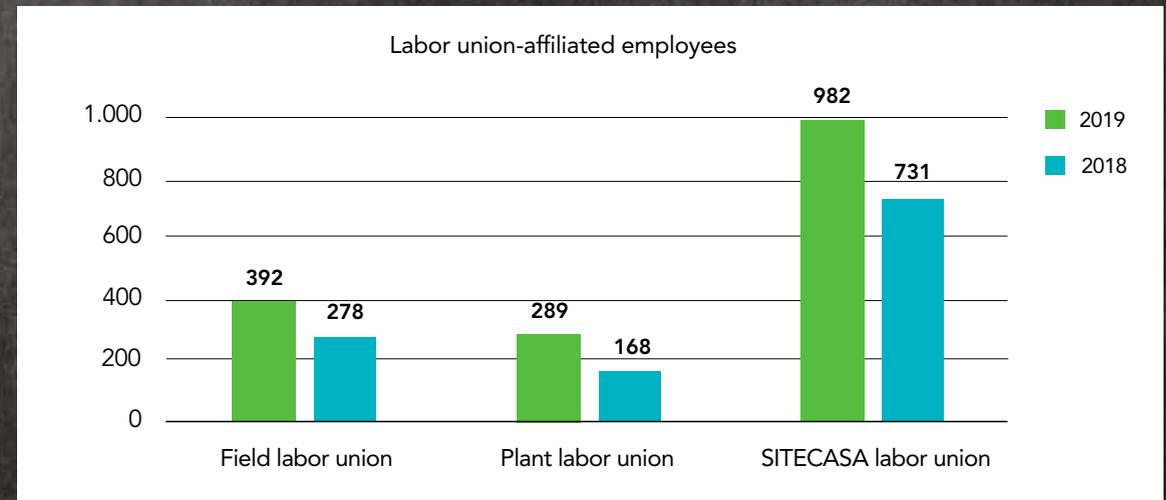
The reached collective agreements have a duration of 3 years, which expire in 2021. These agreements focus on maintaining the already agreed conditions and improving those aspects both parties has so considered. It is important to take into consideration that these agreements cover issues regarding health, economics, education, family, acknowledgements, and work conditions, among others.

Our project "Camposol's Social Dialogue Model" ranked second in the ProActivo 2019 Awards in the category of institutions related to the mining-energy

sector. The ProActivo awards aim at spreading multisectoral projects that contribute to creating wellbeing in the population through sustainable development. (GRI 102-12)²⁴

The "Camposol's Social Dialogue Model" considers the development of capabilities that ease the understanding and solution of controversies in a direct, efficient and sustainable manner between the company and labor unions by creating a relationship that benefits the collaborators, company and society as a whole.

²⁴ <https://www.camposol.com.pe/en/news/the-proactivo-awards-2019-give-camposol-a-recognition/>



c. OCCUPATIONAL HEALTH AND SAFETY

(GRI 403-1, 103-1, 103-2, 103-3)

We have as premise to consider that the wellbeing of employees and the safety in the working area are reference points for the constitutional and legal human right regarding the social responsibility in a modern and responsible company.

Our Occupational Health and Safety Management System (OHS) involved the compliance with the Occupational Health and Safety Law – 29783²⁵, its regulations and its amendments, supreme decrees, and related ministerial resolutions, as well as the compliance with the OHSAS 18001²⁶, standard, on which we have a certification in force. (GRI 102-12)

The objectives of our OHS Management System for our operations in Peru, Colombia and Uruguay are the following:

- Implementing control systems at source to efficiently administer the potential risks to which all employees of the organization are exposed.
- Protecting and promoting the employees' safety and health through safe and healthy working environments.
- Implementing and optimizing the OHS management system based on law 29783 and its regulations, as well as technical standards on voluntary adherence, collective agreements, and other requirements.
- Improving the OHS management system performance.
- Raising employees' awareness through induction, trainings and coaching that allow to develop their functions safely and healthy.

- Promoting a labor risk prevention culture through the continuous improvement of the OHS management system.

Part of our commitment is to become responsible for preventing risks, work accidents and occupational diseases within the Occupational Health and Safety Law framework through our Internal Regulations on Occupational Health and Safety (RISST, in Spanish), our Occupational Health and Safety Policy, and our Annual Plan on Occupational Health and Safety.

Our Annual OHS Plan consists of three stages:



(GRI 403-8)

The scope of our system is all over our activities, as well as over the personnel located at our facilities (field, plant and administrative offices), without exceptions, which are subject to internal and external audits and supervisions by governmental regulatory bodies when applicable.

We have as premise to consider that the wellbeing of employees and the safety in the working area are reference points for the constitutional and legal human right regarding the social responsibility in a modern and responsible company.



²⁵ https://cdn.www.gob.pe/uploads/document/file/349382/LEY_DE_SEGURIDAD_Y_SALUD_EN_EL_TRABAJO.pdf

²⁶ OHSAS 18001 is a certifiable standard that sets forth the requirements for implementing an Occupational Health and Safety Management System. This standard is oriented to risk identification and control and to taking the necessary measures for preventing the emergence of accidents.

i. Hazard identification

(GRI 403-2, 403-7)

The significant hazards and risks are detailed in the Hazard Identification and Risk Assessment matrix (IPER, in Spanish) and, basing on them, we implement control plans. We carry out the risk assessment update at least once per year or if there is a modification in the working conditions. This allows to value the applied controls and determine if the preventive measures are enough through continuous improvement in order to enhance our employees' safety and health protection level.

Likewise, we have a risk map, which is a plane of working conditions that can use several techniques to identify and locate the risks and actions for promoting and protecting the health of employees in the organization.

The guidelines and/or rules the employees must follow in case they perceive working situations that they deem unsafe are detailed for each type of activity (operating and administrative) in our Occupational Health and Safety Policy, as well as the Internal Regulations on Occupational Health and Safety (RISST).

Furthermore, we have an accident and incident investigation procedure that contains the guidelines and methodology for their report, classification, and investigation. We thus can identify the causes originating them and, therefore, establish and implement the necessary measures that prevent the event from happening again.

Finally, we promote an occupational risk prevention culture and a management system that allow to



prevent locative, mechanical, physical, chemical, ergonomic and psychosocial risks according to the pertinent regulations and their amendments.

ii. OHS committee

(GRI 403-4)

Our employees participate in the OHS management through a Central Committee for Occupational Health and Safety (CCSST, in Spanish) located in La Libertad and two Occupational Health and Safety Subcommittees (SCSST, in Spanish) located in Piura and Lima.

The purpose of these committees is promoting the occupational health and safety, and counselling and watching over the compliance with the RISST and national regulations, so to favor the labor welfare and support the employer's development.

To choose the employees' representatives for both the CCSST and SCSST, an electoral process is called according to the regulations in force. Regarding the election of the company's representatives, the senior management is free to choose and appoint them. Their responsibilities are detailed in the RISST.

iii. Occupational health and safety trainings

(GRI 403-5)

We give constant training and/or educational courses to all our employees. These courses are identified in the annual training program, which includes a schedule. According to our training matrix, these courses are assigned depending on the risks. Other factors such as job changes and reinforcement of a subject due to high frequency of certain type of accident, among others, are also taken into consideration. These courses are given by internal

and/or external personnel according to article 27 of Supreme Decree 005-2012 TR.

In trainings that are mandatory according to law, we develop subjects such as:

- Occupational health and safety rules.
- Occupational health and safety concepts.
- Safety and health in the area and job position.
- Preparation for and answer to emergencies.

Likewise, we give specific trainings, among which we develop several subjects such as:

- Work accident and incident investigation.
- Hazard identification, risk assessment and control determination (IPERC, in Spanish).
- First aids.
- Firefighting.
- Hazardous materials (MATPEL I).

iv. Health care and promotion

(GRI 403-3, 403-6) (Global Compact – Principle 6)

We have an occupational physician that is part of the OHS team. His/her function is to monitor the health of employees and his/her activities are to preventively manage and monitor health and to handle occupational health management with indicators and complying with an established program.

To promote healthy lifestyles in our collaborators and their families, we have carried out a number of free medical campaigns such as: Papanicolaou sampling and breast cancer prevention, where we took care of women of childbearing age at our facilities in Chao and Piura.

Furthermore, at the Wawa Wasi, seven teachers, who are responsible for taking care of children, participated in the first aid and cardiopulmonary resuscitation course that was given by the Institute of Medical Competences and Skills of the Antenor Orrego Private University (UPAO, in Spanish). With this new training, our teaching team is certified and ready to act in case of any emergency.

Likewise, Camposol, aligned to its social commitment, inaugurated a new clinical lab at the Nuevo Chao Health Center (district of Chao, province of Virú) for the benefit of its collaborators and the community in general.

The new clinical lab will provide the following medical services:

- 1) Beta-hCG (serum)
- 2) Total cholesterol
- 3) Creatinine
- 4) Complete urine test
- 5) Blood group and RH factor
- 6) Hemoglobin
- 7) Parasite test (x3)
- 8) Lipid profile
- 9) Graham patching test
- 10) Triglycerides
- 11) Urea
- 12) Glucose

d. OUR OHS SYSTEM AT THE REST OF OUR OPERATIONS

As per our operations in other countries, we are replicating the OHS management system (all respectively adjusted protocols and procedures that are managed in Peru) according to the legal requirements in each country.

i. Colombia

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6)

(Global Compact – Principle 6)

The OHS management system complies with Resolution 0312-2019²⁷, which is the legal framework of the OHS management system and has a certificate issued by the labor risk administrator that mentions the compliance percentage.

Camposol, aligned to its social commitment, inaugurated a new clinical lab at the Nuevo Chao Health Center (district of Chao, province of Virú) for the benefit of its collaborators and the community in general.



27 https://id.presidencia.gov.co/Documents/190219_Resolucion0312EstandaresMinimosSeguridadSalud.pdf

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6)
(Global Compact – Principle 6)

Being a new operation, the entire OHS system is still under implementation, for which we have a Standardized Operational Plan (PON, in Spanish), which allows us to know the actions to be taken for evacuations, earthquakes, flooding, atmospheric effects, stings and bites, personnel accidents, traffic accidents, thefts and robberies, electric shocks, fires, structural failures, and chemical spills. Likewise, we have the Procedure for Identification of Labor Risk Factors (IPVRDC, in Spanish), which identifies and values the existing hazards and risks in the areas and/or job positions that may cause occupational accidents and diseases.

We also have an Occupational Health and Safety Joint Committee (COPASST, in Spanish) and the Work Coexistence Committee, both made up according to Resolution 032-2019.

Furthermore, we have an annual training plan addressed to all our employees according to the issues and characteristics of each position. Always focused on health and safety, we also developed assessments on physical load per job and the psychosocial risk checklist for the wellbeing of employees.

Occupational medical tests are conducted. We also have brigade members that are properly trained to provide emergency assistance (primary support), as well as an occupational risk administrator, which



means that, when an employee goes to receive medical care due to an accident that took place inside the company, this service covers all employees regardless of their work level or category.

ii. Uruguay

(GRI 403-1, 403-2, 403-3, 403-4, 403-5)

Year 2019 was focused on performing the implementation of all guidelines, policies and legal

regulations. The occupational health and safety management system has as legal basis Decree No. 321/009²³, which comprises the regulations for agricultural and fishing activities and the Global GAP's Integrated Farm Assurance (IFA) standard.

We have safety delegates who are elected by employees and meet with farm heads and OHS counselor. Quarterly meetings where OHS-related matters and/or proposals by employees or the

company are dealt with are generated. After each meeting, the corresponding minutes, which are signed by participants and then sent by email to each of them, are prepared.

Furthermore, to begin with their tasks, all employees must previously have a health carnet, which has a 2-year validity and is set up by the country rules, that is equivalent to the occupational medical test. In this line of health care and prevention, all supervisors have a mobile first-aid kit, which they take with them every day. In case of emergency, the corresponding transfer to the polyclinics in the locality close to field or, if required, directly to the hospital in the El Salto department will be firstly conducted. Care in those centers is carried out according to the National Integrated Health System.

Likewise, a training to personnel about the hazards and risks of the task or activity at the workplace, which is included in the annual training plan, as well as in the Safe Work Analysis (ATS, in Spanish), which complements the IPERC matrix to reduce or eliminate hazards.

28 <https://www.impo.com.uy/bases/decretos/321-2009>

4

OUR COMMUNITIES

(413-1, 103-1, 103-2, 103-3)

We, at Camposol, firmly guarantee the future sustainability regarding ethical principles, wellbeing of our employees, and environmental care. Along this line, we operate according to our social responsibility guidelines, Sustainable Development Goals, and the Principles of the United Nations Global Compact, of which we have been members since 2008.

We were the first Peruvian agro-industrial company in preparing the sustainability report by using the GRI indicators. Our commitment to quality, consistency, responsibility, freshness and sustainability continues to win the respect and trust of our industry, as well as of the families from the entire sector that enjoy our products.

Our social responsibility mainstays are the following:

We understand social responsibility as one way of doing business.



Our commitment to consumers, our planet, the community and our employees include to offer products without Genetically Modified Organisms (GMO).



We understand the 21st-century challenges in terms of climate change and water quality and availability and are committed to reducing impacts through responsible production, technology and innovation.



Our social responsibility concerns include the wellbeing of our collaborators inside and outside work. We provide a wide series of programs that cover occupational health and safety, training and social benefits, among others.

Environmental care is also part of our corporate DNA. Our methods and strategies are carefully chosen to reduce environmental impacts



Our community participation actions work for the permanent building of value for the company, social development of communities surrounding us, mitigation of impacts and risks, and compliance with sustainable development goals.



Since 2008, we are active members of the United Nations Global Compact and we submit our performance reports according to the GRI indicators. We also monitor our daily practices as we comply with globally recognized standards on quality, environment, work, health and safety, and safe trading.

(GRI 413-1, 103-1, 103-2, 103-3)

Likewise, the plans and programs cooperate to the compliance with 13 Sustainable Development Goals (SDGs). It must be taken into account that, due to nature of our operations, the programs for communities also involve our employees and vice versa, as they are also a great part of the community.

a. CAMPOSOL PERU (AVOCADO, BLUEBERRY, MANDARIN)

(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (SDGs 5.4)

The number of communities that are in the surroundings of our operations have increased throughout the years due to the development and growth of our organization and the country. Therefore, we have collaborated to local employment development over the years by providing a formal employment source and promoting education, formalization and development of businesses that become an important part of our value chain.

Furthermore, we closely work with leaders of the surrounding communities to be able to create sound bonds and build long-term relationships based on trust, commitment and ethics, which revalidates our commitment to supporting the wellbeing of these communities.

In Peru we have several programs specially designed for our area of influence. Specifically in the region of La Libertad, we work with the communities of Chao, Nuevo Chao, San José, and Víctor Raúl. Furthermore, in Piura we work with El Cerezal, Olivares, San Juan



de Curumuy, Lágrimas de Curumuy, San Vicente de Piedra Rodada, Santa Rosa de Piedra Rodada, Villa Huangalá, and Parkinsonia.

i. Nuevo Chao health center

The Nuevo Chao health center was able to be built through an alliance established in 2009 between the Nuevo Chao Development Committee and Camposol. Eighteen thousand (18,000) medical visits during 2019, mostly for children and pregnant women. Likewise, we continue investing in infrastructure and equipment for this health center throughout the years.

Likewise, since in 2018 a new strategic alliance was signed between the Ministry of Health, local authorities and Camposol, a clinical lab, which is a great support for the community people care and needs, was implemented and inaugurated in February 2019.

ii. Ophthalmological campaign

Eye health is key for children in the areas where we operate to be able to successfully function at school. Therefore, as part of the social commitments to community, we have developed a community program for diagnosing and correcting the most common eye problems. Since 2017, we have

conducted several free campaigns in different educational centers that have benefitted more than 2,000 people.

iii. Social housing

We have an alliance with Comunidar, a real estate group for social housing, and 300 houses were built and delivered to the project, which will have a total of 2,000 finished houses. This will provide the community with the possibility of accessing a decent housing that is subsidized by the government within the framework of the "Techo Propio" (Own Housing) program.

(GRI 102-12)



(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (SDGs 5.4)

iv. Yachay program

We participate in a program together with the government to be able to give jobs to parents of children who work in the streets. The purpose is for children to stop working and return to school. This program is supervised and monitored by the Ministry of Development and Social Inclusion. (GRI 102-12)

v. Blue certificate

As part of the shared value creation under which the "Blue Certificate" is found, we carried out several

actions to improve water availability and accessibility in the community, specifically in the "Divino Tesoro" childcare and the "PRONOEI Divino Tesoro" educational institution. More than 25 thousand soles were invested to provide them with sanitary facilities and water tanks. (GRI 102-12, 102-13)

Finally, to complement this program, we develop a training to educate teachers, parents and students in the efficient water use and care.

vi. Self-supporting economic development program – Laundry

We promote several types of workshops to identify opportunities to develop entrepreneurship that are

self-supporting over time. An example of this is a laundry that promotes economic development in the influence area; it has been operating since 2009 and was part of one of the social responsibility programs in our organization.

The objective of the self-supporting programs is to promote the creation of entrepreneurship among youth, as well as guiding and training them to be able to develop small companies that will allow them to develop socially and economically.

Regarding this laundry, it became independent in 2015 and, since then, it has become an exclusive supplier of the production area.

vii. Chao cinema

The Chao cinema is a cultural space that intends to provide the community families with healthy entertainment. With this program, we look for having safe spaces that allow the community to interact. The aforementioned cinema is jointly led with the district municipalities. To date, we have displayed 8 shows in the communities of Chao, Nuevo Chao, and Valle de Dios, and 560 people were benefited during this period.

viii. Food bank

CCamposol started to donate to the Food Bank in 2018 and, by 2019, it had already donated more than 40 tons of products. This could take place through an alliance with the Peruvian Food Bank, which allows to distribute fresh fruits to children and adults who

live in poverty. This initiative has favored more than 14,115 people in cities of Lima and Huancavelica. (GRI 102-13)

ix. Donations

- Donations to Telethon: granting of solidary contribution to the San Juan de Dios Telethon Foundation for a value of S/. 50,000.
- Fruit donation to Junior Achievement International Peru: granting of fresh fruit for the MINEDU Youth event that was jointly organized with the Ministry of Education. In this event, well-known figures in the digital world inspire and motivate schoolchildren about how technology is changing and revolutionizing the world and the way of working. A total of 100 kilograms of blueberries was donated to 530 schoolchildren.
- Donation of 20 cement bags to CEBE Mi Mundo Feliz, Victor Raul Hay and Virú: granting of cement bags for improving school infrastructure, which benefits 50 students.

b. CAMPOSOL URUGUAY (MANDARIN)

(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (SDGs 5.4)

In Uruguay, our work with communities is carried out in the area surrounding the citrus farming of mandarins in the department of El Salto, Paraje Espinillar. We have 1,000 hectares, half of which is used for mandarin production and the other 500 hectares are areas to be developed.

The nearest community to our operations is Villa Constitución, with which we have a greater relationship. Furthermore, even though the communities of Belén and El Salto are a little more remote, we are also working in our relationship with them.

Villa Constitución is located in the department of El Salto, which is between the Uruguay river and the Ceibal Chico stream, 35 km to the north of El Salto, the department capital. It was created due to the need to have a port that would allow the trading traffic between El Salto and the Argentinian provinces. However, inhabitants engaged in agriculture, an activity that allowed the locality to have a great development and generated economic and social growth for the population. It is worth mentioning that the hydroelectric dam in Salto Grande was built in 1979; this made relocate the locality as its reservoir flooded the previous location. The creation of this reservoir brought development in other economic activities.

At the same time, Belén is located in the northwest of the department of El Salto, over the coasts of the



Uruguay river, at the mouth of the Yacuy stream. Like in Villa Constitución, the construction of the dam made relocate the locality in 1979. The inhabitants work on tourism and agriculture.

Finally, El Salto city is located in the department of the same name, on the left side of the Uruguay river. After Montevideo, it is the city with the largest population. It is known as the thermal tourism capital of Uruguay. Its citrus production also highlights.

As aforementioned and as the closest community is Villa Constitución, we have made efforts to supply certain goods to improve the population's quality of

life. In this line, donations during 2019 consisted of the following:

1. Two air-conditioning equipment for an early childhood education classroom. This donation amounted to USD \$282.78. It had an impact on 15 children and 2 teachers directly and 180 children indirectly.
2. Four 1,100 l containers for household waste for the Constitución municipality. It implied an investment of USD \$1,347 and had an impact on 2,800 inhabitants.

Furthermore, we also benefitted the area where we operate as we offered employment to the community

inhabitants. We have 120 employees from Villa Constitución and 50 employees from Belén. We are also working on developing local suppliers, so impacting their economies. This can be seen in the chart below:

ORIGIN	2019
Uruguayan suppliers	191
Salto	93
Rest of Uruguay	98
Foreigners	12
Total	203

c. CAMPOSOL COLOMBIA (AVOCADO)

(GRI 203-2, 103-1, 103-2, 103-3; 413-1, 103-1, 103-2, 103-3) (SDGs 5.4)

Our work with the community is developed at the Hass avocado single-crop settlement in 19 farms located in three of the most important departments of the country's central western area (Caldas, Quindío and Valle del Cauca), specifically the nine municipalities mentioned below:

DEPARTAMENT	MUNICIPALITY
Caldas	Aránzazu
	Pácora
	Villamaría
Quindío	Salento
Valle del Cauca	Caicedonia
	Sevilla
	Versalles
	El Dovio

It is worth mentioning that our productive activities are developed in seven municipalities that are declared as Coffee Cultural Landscape (PCC, in Spanish). Therefore, we must develop good socioenvironmental practices to conserve, preserve and maintain the landscape tools that can be seen from one of our farms.

We directly have a positive impact through our environmental activities. These activities are the following:



- Reciprocal Water Agreements (ARA, in Spanish), which frame strategies that contribute to conservation and recovery of forests, forest strips and water; they also help to decrease agriculture and fishing activities that may negatively impact natural resources and environment.
- CVC Agreement for the Protection of Rural Aqueducts of Las Delicias Production Unit and Isolation for Water Resource Protection of La Palmera Production Unit. They allow to preserve forests and bodies of water to guarantee a healthy

environment and the best quality of water for the inhabitants in the area of influence of the production units.

- Ecological restoration of the Navarco Production Unit.

Likewise, we have created a proposal for reinforcing the social communications area, as we could determine that the population had a mistaken perception on the project.

Similarly, we tried to consolidate the social responsibility management, as we require to strengthen participation and feedback spaces with the communities within the area of influence of the operations. Therefore, we can generate trust towards our organization and facilitate the knowledge we require about the community needs. We have also planned to generate strategic alliances that directly influence productivity and good social relations with the different players in the area. This also favors the solution of possible conflicts.

We carried out several infrastructure works to support the community during this period, such as building of dining halls, adaptation of sanitary units, and adaptation of sanitation area, among others. Investments on these can be observed below:

CAMPOSOL OPERATION AREAS	
AREA 1 - PACORA - CALDAS	
Quantity of works	9
Value USD\$	48 321
AREA 2 - VILLAMARÍA - ARANZAZU - CALDAS	
Quantity of works	39
Value USD\$	96 779
AREA 3 - SUR QUINDIO AND VALLE DEL CAUCA	
Quantity of works	3
Value USD\$	127 071
Quantity of works	51
Value USD\$	272 171

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ABOUT THIS REPORT

(GRI 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56)

This sustainability report has been prepared according to the Global Reporting Initiative Standards - GRI, "Essential" option, provides information on year 2019, and has not been verified by an external auditor. The previous edition was from year 2018 and was published at the beginning of 2000. The periodicity of this document is annual.

Regarding changes and restatement of information, we must report that there are no significant changes other than those mentioned in the materiality approach used, which is detailed below.

a. IDENTIFICATION OF STAKEHOLDERS AND MATERIAL ISSUES MATERIALES

(GRI 102-43, 102-44)

The stakeholders with which we constantly relate were identified in the materiality study conducted at the end of 2018 by an external consultant. The Mitchell, Agle & Woods' methodology, better known as "power-legitimacy-urgency", and the AA1000 standard were used. Both qualitative and quantitative analyses were conducted to identify, classify and prioritize Camposol's stakeholders, as well as to identify their main needs and expectations.

Seven focus-group-like meetings and ten personal interviews were conducted at Camposol's different offices and plants both in Lima and in Trujillo and Piura, as well as conference calls with Colombia and Uruguay. There were identified ten large stakeholders and were classified into up to 3 categories.

Key issues and concerns are shown in the materiality matrix and are developed throughout this document.

Likewise, it is important to highlight that, as per Camposol, some stakeholders correspond, as there are employees who are part of the community and, at some point, might be or have been suppliers, so the impacts could be the same.

(GRI 102-40, 102-42)

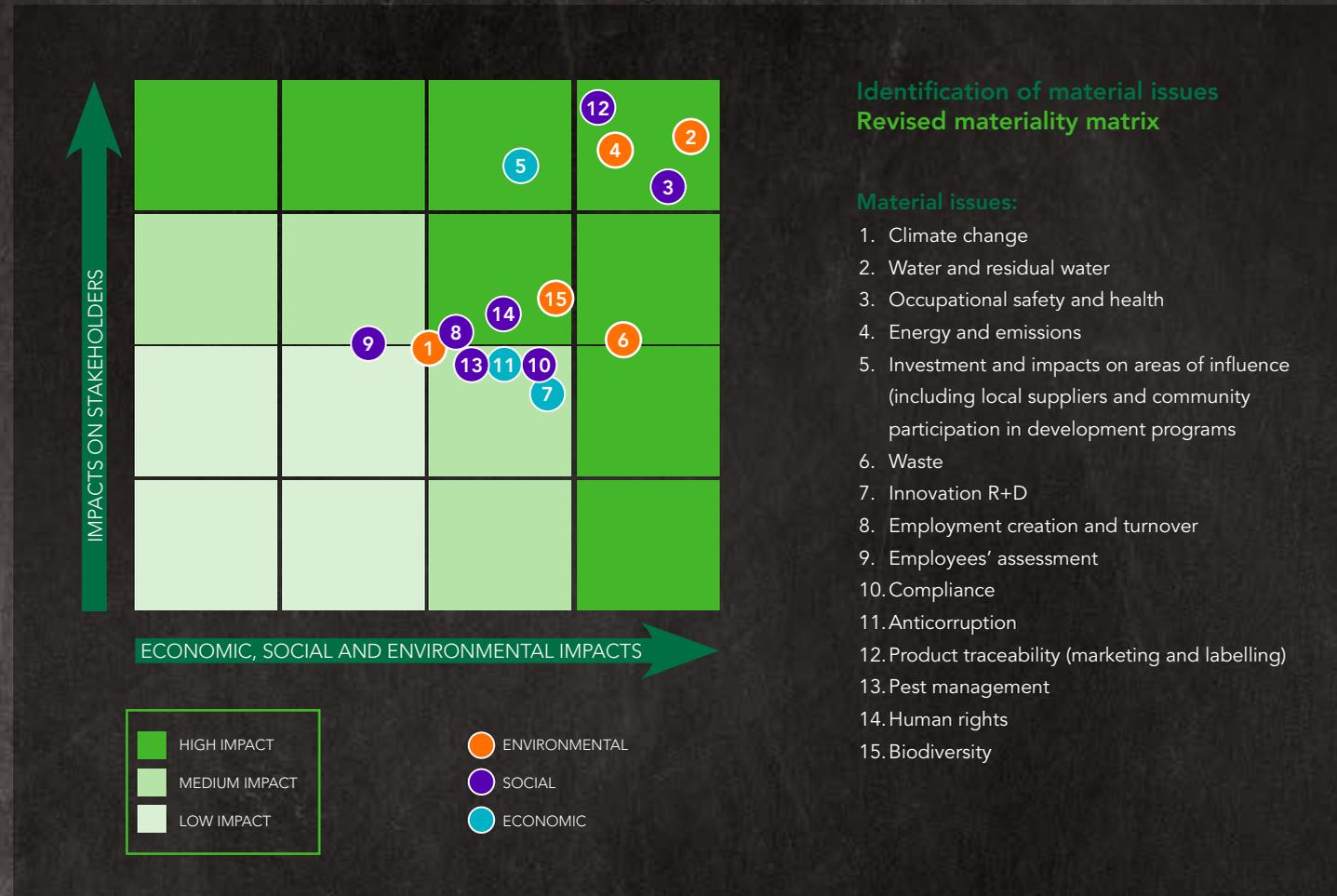
The ten (10) identified large stakeholders are shown below.



b. MATERIALITY

(GRI 102-46, 102-47)

Regarding material issues, the Marketing, Communications and Sustainability Management, together with the consulting team that prepared the previous study at the end of 2018, reviewed them in 2019. Likewise, a benchmark with large agro-exporting transnational companies that are similar to Camposol and were chosen basing on the type of product they offered was carried out. After the corresponding analysis, it was decided to reduce the approach and give more relevance to a lesser quantity of chosen issues that have a larger impact as shown in intense green color in the following materiality matrix, which we have used to prepare this report 2019.



c. CONTACT POINT

(GRI 102-53)

Francesca Carnesella Figuerola
fcarnesella@camposol.com.pe

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GRI INDEX

(GRI 102-55)

GRI standard	Content	Page(s)	Omission
GRI 101 Rationale 2016			
General contents 2016			
GRI 102: General Contents 2016	102-1 Organization's name	5, 6	
	102-2 Activities, brands, products, and services	5, 6, 10	
	102-3 Location of main office	5, 6, 9	
	102-4 Location of operations	9	
	102-5 Property and legal form	9	
	102-6 Served markets	5, 6	
	102-7 Size of organization	5, 6, 39, 40, 41	
	102-8 Information on employees and other workers	39, 40, 41	
	102-9 Supply chain	5, 6, 9, 10	
	102-10 Significant changes in the organization and its supply chain	8, 43	
	102-11 Precaution principle or approach	16, 19, 30, 31, 32, 33, 34, 35, 36, 37	
	102-12 External initiatives	19, 38, 45, 46, 51, 52	
	102-13 Affiliation to associations	17, 52	
	102-14 Statement of senior executives responsible for the decision making.	4	
	102-16 Values, principles, standards and rules of conduct	6, 7	
	102-18 Governance structure	7, 8	
	102-40 List of stakeholders	55	
	102-41 Collective negotiation agreements	45	
	102-42 Identification and selection of stakeholders	55	
	102-43 Approach for participation of stakeholders	55	
	102-44 Mentioned key issues and concerns	55	
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	102-47 List of material issues	56	
	102-48 Restatement of information	55	
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	102-50 Period subject matter of the report	55	

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201: Economic performance 2016	201-2 Financial implications and other risks and opportunities coming from climate change	19, 20	
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GRI 103: Management approach contents	103-1 Explanation about material issue and its coverage	51, 52, 53, 54	
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GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	51, 52, 53, 54	
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GRI 103: Management approach contents	103-1 Explanation about material issue and its coverage	13	
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GRI 205: Anticorruption 2016	205-2 Communication and education on anticorruption policies and procedures	13, 14	
GRI standard	Content	Page(s)	Omission
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	103-2 Management approach and its components	25, 26, 27	
	103-3 Assessment of management approach	25, 26, 27	
GRI 302: Energy 2016	302-1 Energy consumption inside the company	25, 26, 27	

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GRI 103: Management approach contents	103-1	Explanation about material issue and its coverage	16, 17, 18, 19, 20, 21, 22, 23, 24
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	304-4	Species appearing in IUCN's red list and in national conservation lists which habitats are within the areas affected by operations.	34, 35, 37
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GRI 103: Management approach contents	103-1	Explanation about material issue and its coverage	30, 31, 32
	103-2	Management approach and its components	30, 31, 32
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GRI 306: Effluents and waste 2016	306-2	Waste per type and method of elimination	30, 31, 32
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GRI standard	Content	Page(s)	Omission
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	403-2 Hazard identification, risk assessment and incident investigation	47, 48, 49	
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GRI 103: Management approach contents	103-1 Explanation about material issue and its coverage	42	
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	Principle 4: Companies must support the elimination of any form of forced or under coercion labor.	42
	Principle 5: Companies must support eradication of child labor.	42
	Principle 6: Companies must support the abolition of employment and occupation discrimination practices.	39, 40, 41, 42
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Goal 16 Peace, justice and sound institutions	Promoting fair, pacific and inclusive societies.	6, 7

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APPENDICES

APPENDIX I: Closeness of Camposol Colombia's operations regarding protected natural areas

Farm	Location regarding the protected natural area
La Moravia	Inside the Central Forest Reserve of Law 2 from 1959 (area A and B)
	Close to the Protecting Forest Reserve El Diamante
	Very far away from the National Natural Forest Los Nevados
El Paraíso	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Cristalina	Outside the Regional Protecting Forest Reserve
	Far away from the Natural Reserve of the Civil Society
	Outside the Central Forest Reserve of Law 2 from 1959
Pradera	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Primavera	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Santa Inés	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
El Bosque	Outside the Regional Protecting Forest Reserve
	Outside the Central Forest Reserve of Law 2 from 1959
	Very far from Páramo de Sonsón
El Carmelo	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
El Recreo	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.
Los Cristales	Outside the Regional Protecting Forest Reserve
	Outside the Central Forest Reserve of Law 2 from 1959
	Very far from Páramo de Sonsón
La Breña	Outside the Regional Protecting Forest Reserve Los Bosques de La Chec
	Inside the Central Forest Reserve of Law 2 from 1959
El Castillo	Very far from the Protecting Forest Reserves, soil conservation districts
El Parnaso	Very far from Protecting Forest Reserves
La Gloria- La Edelmira	Inside the Central Forest Reserve of Law 2 from 1959
	Outside the Regional Protecting Forest Reserve Los Bosques de La Chec
Navarco	Inside the Regional Integrated Management District of upper reaches of the Quindío river (Salento)
Las Delicias	It is not close to a SINAP's ecosystem, areas of environmental significance or complementary areas.

La Ondina	Very far from the Natural Reserve of the Civil Society Las Nieves
	Very far from the Natural Reserve of the Civil Society El Guadual
	Very far from the Natural Reserve of the Civil Society La Esneda
	Very far from the Natural Reserve of the Civil Society El Flamenco
	Very far from the Natural Reserve of the Civil Society Villa María y La Marina
	Outside the Natural Reserve of the Civil Society El Vergel
San Luis	Partially within the areas of interest for water resource conservation
	Outside the Natural Reserve of the Civil Society La Suiza
	Very far from the National Natural Forest Las Hermosas
Mateguadua	Very far from the Natural Reserve of the Civil Society Manga Bonita
	Very far from the Natural Reserve of the Civil Society Patio Bonito
	Very far from the Natural Reserve of the Civil Society La Divisa de Guillermo
	Very far from the Natural Reserve of the Civil Society La Parcela 9
	Very far from the Forest Reserve of the Civil Society El Silencio
	Very far from the Forest Reserve of the Civil Society El Cedral
	Very far from the Natural Reserve of the Civil Society El Porvenir
	Very far from the Natural Reserve of the Civil Society Las Golondrinas
	Very far from the Natural Reserve of the Civil Society El Tesoro
	Very far from the Natural Reserve of the Civil Society La Paila
	Very far from the Natural Reserve of the Civil Society El Arrayan
	Very far from the Natural Reserve of the Civil Society La Vuelta
	Very far from the Natural Reserve of the Civil Society Peñas Blancas
	Very far from the Natural Reserve of the Civil Society La Parcela 2
	Far from the Natural Reserve of the Civil Society La Suiza
La Palmera	Very far from the Natural Forest Páramo el Duende
	Outside the Natural Reserve of the Civil Society El Oriente
	Outside the Natural Reserve of the Civil Society Campo Hermoso

APPENDIX 2: Detail of flora diversity at Chao – Virú farms (Camposol Peru)

N°	Common name	Scientific name	Classification
1	Carob	<i>Prosopis pallida</i>	Native
2	Palo verde	<i>Parkinsonia aculeata</i>	Introduced
3	Casuarina	<i>Casuarina stricta</i>	Introduced
4	Cedar	<i>Cedrela odorata</i>	Introduced
5	Australian pine tree	<i>Casuarina equisetifoli</i>	Introduced
6	Cinnamon	<i>Melia azedarach L</i>	Introduced
7	Eucalyptus	<i>Eucalyptus sp</i>	Introduced
8	Pink cedar	<i>Acrocarpus fraxinifolius</i>	Introduced
9	Pigeon pea	<i>Cajanus cajan</i>	Introduced
10	Long-spine acacia	<i>Acacia macracanta</i>	Introduced
11	Fennel	<i>Foeniculum vulgare</i>	Introduced
12	Huacatay	<i>Tagetes minuta</i>	Introduced
13	White leadtree	<i>Leucaena leucocephala</i>	Introduced
14	Mandarin	<i>Citrus reticulata</i>	Introduced
15	Peruvian peppertree	<i>Shinus molle</i>	Introduced
16	Brazilian peppertree	<i>Shinus terebentifolius</i>	Introduced
17	Bobo stick	<i>Tessaria integrifolia</i>	Introduced
18	Avocado	<i>Persea americana</i>	Introduced
19	Milkweed	<i>Asclepias sp</i>	Introduced
20	Royal ponciana	<i>Delonix regia</i>	Introduced
21	Rain tree	<i>Saman samanea</i>	Introduced
22	Tara	<i>Caesalpinia spinosa</i>	Introduced
23	Smooth crotalaria	<i>Crotalaria pallida</i>	Introduced
24	Blueberry	<i>Vaccinium corimbosum L.</i>	Introduced
25	Palo overo	<i>Chloroleucon chacoense</i>	Introduced
26	Chinaberry tree	<i>Melia azedarach L.</i>	Introduced
27	Cypress	<i>Cupressus sempervirens</i>	Introduced
28	Kaki persimmon	<i>Diospyros kaki</i>	Introduced
29	Lemon	<i>Citrus limon (L.</i>	Introduced

APPENDIX 3: Flora in IUCN's red list – Camposol Colombia farms

Navarco	Species <i>Cedrela odorata</i> is globally characterized as vulnerable (VU), but it is considered, for the country, an endangered species (EN) because, according to the corporations' reports, about 60% of its populations are located in intensive exploitation regions.
San Luis	Luckily, from the 153 species reported under the study conducted to the San Luis estate, only 2.61% (four species) are under the threat categories that require actions for caring and maintaining their populations. This is not only in this estate, but at national level.
La Palmera	The Environmental Management Plan did not have reports on the estate's flora conservation status.
Mateguadua	Regarding the flora conservation status of this vegetable coverage according to the International Union for Conservation of Nature (IUCN), most recorded flora specimens are not assessed or some are of low concern (LC).
Las Delicias	As per the threatening status of reported species, according to IUCN (2019), none of these plants are under any considerably threatened category. Some species are classified as of low concern (LC) or non-evaluated (NE), which does not suggest that these plants do not require protection and care, as a decay in plant populations that make up Las Delicias production unit may be easily generated due to different factors such as anthropic factors (deforestation, pathological agents, and burning, among others).
La Ondina	Once the information corresponding to the degree of threat of all species was revised, it became evident that, from the plant species assessed by the IUCN, only <i>C. angustifolia</i> was found under considerably threatened category. This is due to the fact that this plant is threatened by transformation and loss of its habitat, as it is usually found in conservation areas of lowland tropical forests, its greater stressing agent being livestock farming.
La Moravia	As per the conservation status measured by threat categories established according to the International Union for Conservation of Nature (IUCN) regarding species recorded in the -Br coverage, species <i>Oreopanax peltatus</i> (Araliaceae) and <i>Brunellia boqueronensis</i> (Brunelliaceae) are each categorized as (VU) due to threats such as use of biological resources for tree felling, in case of <i>O. peltatus</i> . Furthermore, although the IUCN (2019) reports <i>B. boqueronensis</i> as a VU species, it has a general lack of information on this species; therefore, it does not mention the factor or factors that locate this species under this category. All other species are under the low concern category or have not been yet classified under any threat category.
La Bretaña	Just one of the 57 reported plant species is classified within one of the most worrying categories according to the International Union for Conservation of Nature – IUCN. This species is the Andean walnut or <i>Juglans neotropica</i> and is under the endangered (EN) category.
El Castillo	There are no reports regarding the flora conservation status at the estate. It is presumed that they are under the low concern (LC) category.
El Parnaso	It should be noted that <i>R. rospigliosii</i> is a species classified according to the IUCN (2020) as vulnerable (VU), as the species is very affected by deforestation and felling of its mature specimens. The other species were under the low concern (LC) category or have not been classified under any threat category.
La Gloria	One (1) species under endangered (EN) category, which was <i>Wettinia cf. hirsota</i> , and 1 species under vulnerable (VU) category, which was <i>Brunella subsessilis</i> , were identified. The other species were under the low concern (LC) category or have not been classified under any threat category.
La Edelmira	

El Paraíso	<p><i>Juglans neotropica</i>, the plant species known as Andean walnut, is classified as an endangered (EN) species at both global and national level since 52% of its populations has faced and intensive logging process in Colombia and, therefore, this has caused a decrease of its population. Finally, it seemed to be the species <i>C. odorata</i> (pink cedar), which is globally classified as vulnerable (VU) but, for the country, it is considered as an endangered (EN) species.</p>
Cristalina	
Pradera	
Primavera	
Santa Inés	
El Bosque	<p>Only species <i>Cedrela odorata</i> (pink cedar) is classified under the threat category of vulnerable (VU) as main threats for this species is the unsustainable wood harvesting, deforestation and loss of habitat.</p>
El Carmelo	
El Recreo	
Los Cristales	

