

One

the better banana co.®



Sustainability Report 2019



Bananas

Are the best-selling fruit in supermarkets and the fourth most important crop in the world. (Food and Agriculture Organization of the United Nations)

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“We are committed to offer our customers products that meet the highest quality standards while remaining competitive and promoting sustainable production.”

I AM PLEASED TO PRESENT the sixth sustainability report of our major accomplishments during 2019. Each report gives us the opportunity to reaffirm our commitment to implement practices to help build a better world and to measure progress in the objectives that we set.

Since the establishment of AgroAmerica in 1958, we have worked towards common good, and have generated value for our stakeholders: clients, workers, shareholders, suppliers and communities by implementing labor, social and environmental practices that contribute to our company's sustainability.

Our sustainability report is based on initiatives globally-recognized by United Nations proposals: the Global Compact and Sustainable Development Goals, that focus on respect for standards on Human Rights, Labor practices, Anti-corruption, Health and Wellbeing, Living Wage, Innovation, Community Development, Climate Action and Strategic Partnerships.

2019 was a year of challenges, and I can assure you that a culture of sustainable production is the engine for continuous improvement, since the positive impacts that we generate as a company will make us stand out as different in the marketplace.

Today more than ever, the world needs to produce and commercialize healthy food products with the least environmental impact; so that, we can be proud to distribute and provide food that is good for your health and good for the planet.

Fernando Bolaños
CEO AgroAmerica

“

At AgroAmerica we have an exceptional work team. We are efficient and continuously implement improvement actions to secure our position and ensure our competitiveness in the market.”



Our heritage

~~~~~  
AgroAmerica is a leading diversified family owned company; and a vertically integrated food agricultural corporation. We are committed to a sustainable production with less resources and reducing our environmental foot print.

WE PARTICIPATE IN COMMUNITY DEVELOPMENT SINCE 1958:

|             |            |                                                                      |
|-------------|------------|----------------------------------------------------------------------|
| <b>1958</b> |            | <b>AgroAmerica was founded</b>                                       |
| <b>1973</b> | we started | <b>banana operations in Guatemala</b>                                |
| <b>1994</b> | we started | <b>the development of the tropical oil business</b>                  |
| <b>2008</b> | we started | <b>operations in Panama</b>                                          |
| <b>2013</b> | we started | <b>operations in Ecuador and the organic plantations development</b> |
| <b>2015</b> | we started | <b>the organic banana production in Peru</b>                         |
| <b>2016</b> | we started | <b>operations to produce banana ingredients</b>                      |
| <b>2018</b> | we started | <b>our refinery operations of tropical oil</b>                       |



**We offer decent wages to more than 13,000 men and women**



**We aim to transform the agro-industrial sector, to differentiate ourselves in the market and to maintain competitiveness through sustainable production.**

WE HAVE OPERATIONS IN:





## ARE MAJOR BUSINESS AREAS ARE:



- Production, transportation and distribution of tropical fruits, particularly bananas (conventional and organic). We have our own transportation and logistics company.



- Production and milling of tropical oils.
- Production and processing of natural ingredients.



- An investment portfolio in leading high-tech agricultural companies, in renewable energy, in restaurants and entertainment.

## OUR VISION

To be a world-class agro-industrial Corporation in quality, productivity, profitability and Corporate Sustainability Strategy.

## OUR MISSION

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

## OUR VALUES

Our values have become an organizational culture that defines and differentiate us in the marketplace. They also enable the alignment of our sustainability strategy consistently and ethically at every level of our operation.

## SUSTAINABLE PRODUCTION

At AgroAmerica we developed a business model based on Corporate Sustainability Strategy where we **generate value** and balance among economic growth, natural resource conservation and our stakeholders wellbeing.

At AgroAmerica, we are committed to the success of all of our stakeholders, striving to achieve responsible and sustainable production.

We seek to **comply with national and international legal standards, ensuring transparency, ethics, and integrity** in our actions.

## OUR VALUES

### Diligence

We seek discipline, effort and dedication in our work.



### Team work

Our team is fully committed to the company's objectives.



### Honesty

We behave with integrity, transparency and ethics.



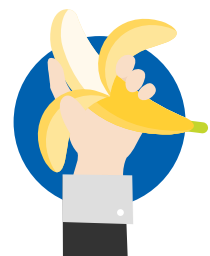
### Perseverance

Determination in what we are committed to accomplish.



### Responsibility

We engage to fulfill our obligations and promote a responsible production based on a Corporate Sustainability Strategy towards our people, our communities and the environment.



### Generosity

We seek for socio-economic development in the regions where we operate and benefit our stakeholders.



For this reason, we built pillars that allow us to implement a **Corporate Sustainability Strategy** at every level of our operations:

## OUR CORPORATE SUSTAINABILITY STRATEGY



Our  
people



Our  
communities



Our  
planet



International  
certifications



Ethics and  
compliance





# Sustainable investment



~~~~~  
At AgroAmerica we aim to contribute to common good by implementing actions that allow us to be sustainable in the long-term, based on the initiatives promoted by the United Nations.

SUSTAINABLE DEVELOPMENT GOALS

OUR ACTIONS FOCUS ON THE SUSTAINABLE DEVELOPMENT GOALS promoted by the United Nations' Assembly General through resolution **70/1: Transforming our world: Agenda 2030 for Sustainable Development**. The goals represent an action agenda for the next eleven years, where the countries that make up the United Nations System are committed to intensify efforts to put an end to poverty in all its form, reduce inequality and fight climate change.

Sustainable Development Goals



<https://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

We have prioritized **seven Sustainable Development Goals** and we acquired the commitment to intensify efforts and contribute to the following goals:



3 Good health and well-being

Ensure a healthy life and promote wellbeing for all at all ages.

4 Quality education

Ensure inclusive, quality education and promote lifelong learning opportunities for all.

8 Decent work and economic growth

Promote, inclusive and sustainable economic growth, productive employment and decent work for all.

9 Industry, innovation and infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation.

11 Sustainable cities and communities

Make cities and human settlements safe, resilient and sustainable.

13 Climate action

Take urgent actions to combat climate change and its impacts.

17 Peace, justice and strong institution

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

UNITED NATIONS' GLOBAL COMPACT PRINCIPLES

At AgroAmerica we have aligned our sustainability strategy to the ten Global Compact principles of the United Nations on Human Rights, Labor Standards, the Environment and the Fight Against Corruption:

United Nations' Global Compact Principles



CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS AND UNITED NATIONS GLOBAL COMPACT

SOCIAL DEVELOPMENT



GOOD HEALTH
AND WELL-BEING



QUALITY
EDUCATION



DECENT WORK AND
ECONOMIC GROWTH



INDUSTRY, INNOVATION
AND INFRASTRUCTURE



PARTNERSHIPS
FOR THE GOALS



Our people

Living Wage

AgroAmerica's salary exceeds the Living Wage by 16% and the legal minimum wage by 77%

6,835

Workers have received training on technical, human and institutional topics

84

Students, have graduated from from Agroamerica's Elementary School

46%

Of the workers at the packing plants are women

67%

Of our workers belong to the Savings and Loans coop; during 2019 workers from the banana food processing plant and headquarters joined the Coop for the first time.

Our communities

1,740

mothers

Have participated in mother-child mortality reduction programs between 2014 and 2019

31,013

Workers and community members have received medical care at AgroAmerica's Human Development Center between 2014 and 2019

2,744

children

2,857

children

Have participated in the nutritious meal program

331

Community leaders participated in certification courses promoted by AgroAmerica

13

schools

ENVIRONMENTAL SUSTAINABILITY



CLIMATE
ACTION



972.66

Hectares of forest areas are conserved in our plantations

50%

Reduction in water use per hectare through technologies implemented

19,098

hectares

In the Mayan Biosphere Reserve we contributed to the conservation

136M

millions of
bananas

Have been processed for food ingredients to promote "zero waste", optimize the use of banana fruit and offer products that are good for you and the planet.

28

hectares

Have been reforested on river banks

100%

of our organic
banana producing

Plantations are certified by: Fairtrade, USDA Organic and European Community Regulation for Organic Production

3rd.

Drill in Guatemala was conducted to contain and prevent Fusarium TR4 (Foc TR4)

9

Meteorological stations to provide climate information and reduce the use of agro-chemicals

INNOVATION AND INFRASTRUCTURE



INDUSTRY, INNOVATION AND INFRASTRUCTURE

31 Banana packing plants in Guatemala, Ecuador and Peru

1 Food processing plant in Guatemala with state-of-the-art technology for manufacturing banana ingredients. The plant which is certified in food safety and Identity Preserved, guaranteeing traceability in the supply chain

100%

Of producing plantations are Rainforest Alliance-certified in Guatemala and Ecuador

100%

Of producing plantations are Global G.A.P. certified in Guatemala, Ecuador and Peru

we export to

22

Countries of America, Asia, Africa, Europe and Oceania

BUSINESS INTEGRITY



DECENT WORK AND ECONOMIC GROWTH



3,463

Workers trained on the environmental, social and labor policies of the company

Anti-corruption Policy

Based on Foreign Corrupt Practices Act -FCPA- of the United States and the UK Bribery Act

3,508

Workers trained on the use of the ethics hotline

3,472

Workers trained on the Code of Ethics

47
times

We have been audited by government agencies and customers on labor, social, environmental, food safety, legal standards and security in the supply chain

Productivity and innovation



At AgroAmerica we cross borders and export our products with the highest quality and security standards.

We contribute to:



DECENT WORK AND
ECONOMIC GROWTH



INDUSTRY, INNOVATION
AND INFRASTRUCTURE

GLOBAL PRESENCE

One Banana, the Better Banana Co. we are on a mission to grow great tasting high quality and delicious bananas in a socially and environmentally responsible manner.

“ONE BANANA CAN MAKE A CHANGE”

One Banana Co. is AgroAmerica's commercial brand for the distribution of bananas and banana ingredients in the largest global retail chains and food producers, which brings economic development to create jobs and growth in small and medium-size enterprises.



www.onebananas.com



22 Countries that we export bananas and banana ingredients to:

United States • Canada • Poland • Lithuania • Japan
Belgium • Germany • United Kingdom • China • Chile
Argentina • Holland • Australia • Turkey • Israel • Italia
France • South Africa • Spain • Russia • Ukraine • Syria

10,000 } we offer in our banana operations during the entire year in Guatemala, Ecuador and Peru.
direct jobs

2,805 } small and medium-sized local companies supply us with different resources and inputs required by our operations

31 } banana packing plants located in Guatemala, Ecuador and Peru.

1 } banana food processing plant in Guatemala with state-of-the-art technology for manufacturing banana ingredients.



BANANA MARKET REVIEW

The Value Chain Team, responsible for the Trade and Markets Division of the Food and Agriculture Organization of the United Nations (FAO) produced a study called “BANANA MARKET ANALYSIS AND ITS PRODUCTION AND TRADE PERSPECTIVES BETWEEN 2019 AND 2028.”



Banana Market Review



“

Bananas are the fourth most important food crop in the world, due to their economic impact and nutritional contribution; it is also the most sold product in supermarkets.”
(FAO)



<http://www.fao.org/3/ca7567en/ca7567en.pdf>

SOME OF THE MOST SALIENT FINDINGS OF THE STUDY ARE:

5%
grew
Global banana exports

Peru



represents
3%
of the world's organic banana production

Ecuador



accounts for over
40%
of Latin American exports

Is one of the 3 most important countries that provide

80%
of the European Union's banana imports

Guatemala



is the second leading exporter in Latin America with an estimated production growth of

6%

3rd.

leading exporter of bananas globally, behind Ecuador and the Philippines

accounted for
41%
of supplies to the US



EMPLOYMENT GENERATION



IN GUATEMALA the banana sector generates over **40,000 direct jobs** and **150,000 indirect jobs**, which boosts local economies.*

*Source:
Association of
Independent
Growers of
Guatemala

**Source:
United Nations
Organization
for Food (FAO)

ECUADOR is the largest banana exporter of the world; its production and trade offer direct jobs to approximately **380,000 persons**.*



NUTRITIONAL VALUE OF BANANAS

Most important nutrients

- Potassium
- Energy
- Protein
- Dietary fiber
- Iron
- Zinc
- Calcium
- Vitamin A
- Vitamin B
- Vitamin C
- Folic acid



Regulates
blood
pressure

Reduces the
risk of heart
disease by
27%

Prevents
anemia and
ulcers

Rich in
nutrients to
strengthen
immune
system

Social development

At AgroAmerica, we contribute to social development improving quality of life through inclusion, health, education, and decent work. We promote the wellbeing and the development of communities to contribute to a society where common good prevails.

Living Wage: The average salary at AgroAmerica exceeded the living wage by

16%

and above Guatemala's GDP by 82%

6,835

Workers

trained on technical, human, and institutional topics

31,013

Workers and community members

have received medical care at AgroAmerica's Human Development Center between 2014 and 2019

1,740

Mothers

2,744

Children

have participated in mother-child mortality reduction programs between 2014 and 2019

We contribute to:



GOOD HEALTH
AND WELL-BEING



QUALITY
EDUCATION



DECENT WORK AND
ECONOMIC GROWTH



INDUSTRY, INNOVATION
AND INFRASTRUCTURE



PARTNERSHIPS
FOR THE GOALS



OUR PEOPLE

BELOW IS A LIST OF THE MAJOR PROGRAMS we have in place for our workers, to help in their personal and professional development. We contribute with the Sustainable Development Goals that focus on health, wellbeing, quality education, and a living wage. We also contribute to the Labor Standards and Human Rights Principles of the United Nations' Global Compact.

We contribute to:



GOOD HEALTH
AND WELL-BEING



QUALITY
EDUCATION



DECENT WORK AND
ECONOMIC GROWTH



Living Wage

AgroAmerica average wages
exceed the Living Wage by

16%

AgroAmerica salaries are above
Guatemala's GDP by

82%

LIVING WAGE CALCULATION

AgroAmerica promotes the payment of decent salaries through the measurement of the Living Wage, which is measured by estimating the income needed for a worker to meet his/her basic needs and achieve a dignified life for their families.

The Living Wage was calculated with the assistance of a specialized firm that collected worker income data, and combined it with information on the cost of living in the communities where they live (the data is affected by variables such as inflation). The study was performed in the South-western region of Guatemala.

The method employed was to analyze the amount and quality of their expenses to determine if workers receive a salary that allows them to live decently.

The results of the 2019 confirmed that AgroAmerica workers who work the number of days required by the Law receive sufficient pay to live decently with their families:

- AgroAmerica average wages exceed the living wage by 16% and are above minimum wages in Guatemala by 77%
- AgroAmerica salaries are above Guatemala's GDP, established by Bank of Guatemala, by 82%

This research effort and its outcomes have made it possible for us to better understand the sociocultural reality of our workers and their families to determine the direction and approach of our sustainable development projects.



<http://www.banguat.gob.gt>

SOCIAL PROGRESS INDEX

The Social Progress Institute of Guatemala was hired in 2019 to estimate the social progress index of our workers, to improve their quality of life, and create a favorable environment for them to reach their full potential.

By calculating the social progress index, **we became part of the Social Progress Network of Latin America**, formed by 21 initiatives to improve social progress, 10 countries, and 107 organizations, that develop metrics and implement strategic plans to improve the life quality of people.

The Social Progress Index will help us to implement sustainable development programs for our workers and their families; once we know their basic needs and wellness.

Social Progress Institute

The Social Progress Institute of Guatemala's mission is to accelerate social change to solve basic needs, promote social mobility, and create opportunities for all Guatemalans, and thus accomplish the country's social progress.

By calculating the social progress index, we became part of the Social Progress Network of Latin America, formed by 21 initiatives to improve social progress, 10 countries, and 107 organizations.



<https://progresosocial.org.gt/>

Social Progress Index



Partnerships:

Cisco: <https://www.cisco.com/>

Compartamos: www.compartamos.com

Deloitte: <https://www2.deloitte.com/>

The Rockefeller Foundation:

<https://www.rockefellerfoundation.org/>

Skoll Foundation: <https://skoll.org/>

IGNIA: <https://www.ignia.mx/>

INCAE: <https://www.incae.edu/es>

Harvard: <https://www.harvard.edu/>

Massachusetts Institute of Technology: <http://www.mit.edu/>

University of Oxford: <http://www.ox.ac.uk/>

Social Progress Imperative: <https://www.socialprogress.org/>

Viva Trust: <http://www.viva-trust.org/>

Viva Idea: <https://www.vivaidea.org/>



Saving and Loan Coop

SAVING AND LOAN COOP

A cooperative is a group of people that have their own organization with legal status, and that works to meet the common objectives and the fulfill the aspirations of its members.

In the Southwestern and South Coast regions of Guatemala, we promote a savings and Loan Coop called “Mi Gente” (My people), to which 67% of our workers belong to, offering the following services.

Under the principles of freedom of association and democratic participation, the coop contributes to the wellbeing of workers and their operations lead to better use and yield of their income, which makes it possible for workers, their families and communities to lead a decent life.

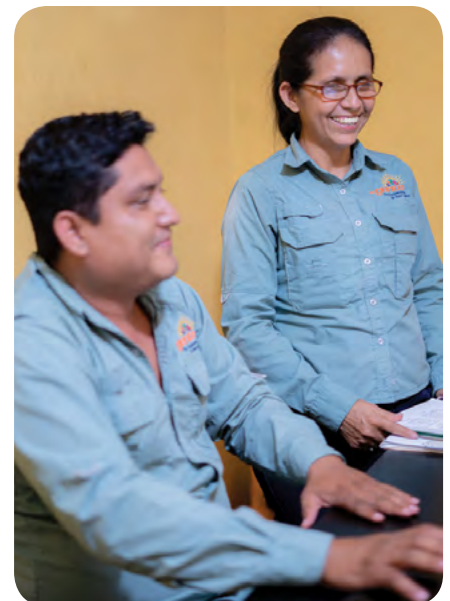
Our services:

- Savings and loans with better interest rates than market rates
- Funeral service benefits
- Food and basic products sold with prices 15-25% lower than the market

66
Training
sessions

About benefits and services
of the coop were held in 2019
to 3,415 members

During the year, 10 events were organized and different products were sold to the members of the coop: motorcycles, school materials, household appliances and mobile phones at lower prices than the market.



TRAININGS

At AgroAmerica, we strive to train our workers and provide them with an opportunity to do a better job, accomplish personal growth, and promote their sense of belonging in the company. One of the objectives of the training is to help them to develop the skills that they need to grow personally and professionally.



Trainings

6,835

Workers were
trained

We have a training
program for technical, human
and institutional topics

The main topics on which we have provided training are:

- Mission, vision and values of the company
- Human rights
- Code of ethics
- Labor, social and environmental policies
- Fusarium Tropical Race 4 Disease
- Hotline
- Disciplinary guide
- HIV/AIDS
- Work terms and conditions
- Occupational Health and Safety
- Personal Protection Equipment
- Good agricultural practices
- Solid waste management
- Environmental conservation
- Efficient use of natural resources
- Responsible use of agrochemicals
- Standard Operating Procedures
- Occupational Health and Security Committee
- Continuous improvement Committee
- Hygiene
- Saving and loan coop “Mi Gente”
- International Certifications
- Corporate Social Responsibility



OCCUPATIONAL HEALTH AND SAFETY TRAINING

At AgroAmerica, we have an Occupational Health and Safety policy through which we offer a safe workplace and preventive practices:

Medical care in the workplace

At AgroAmerica, we make sure that we provide our workers optimal health conditions in their workplace, as well as access to medical services. We have professional nurses that examine workers for preventive health, first aid and/or common illness.

Occupational Health and Safety Software

We have a software updated every month, which makes it possible to identify the most common illnesses, accidents and injuries, which in turn allows us to implement corrective and preventive action.

Occupational Health and Safety Committees

We have Occupational Health and Safety Committees formed by **266 workers**. Their task is to implement the occupational risk prevention management program of the company. During 2019, we had **31 Committees**; they met every month to address the following topics:

- Correct use of Personal Protection Equipment
- Maintenance of infrastructure in field and packing plants
- Solid waste management
- Landscape improvement
- Safety signs and symbols
- Risk analysis and corrective actions plan
- Prevention practices of Fusarium Tropical Race 4 Disease
- Work related accident prevention
- Good Manufacturing Practices
- First aid
- Accidents
- Evacuation and accident drills
- Respiratory infections
- Government resolution on Occupational Health and Safety
- Burns, fractures, accidents



We have 14 clinics to give our workers medical care in their workplace. During 2019, these clinics evaluated 19, 836 cases, of which 94% were common illnesses; 0.14% were work related illness; 1.85% common accidents; 3.48% work related accidents; 0.16% were from maternity

266

Workers from
31 Committees



Occupational Health and Safety training

Emergency brigades

We have brigades formed by **178 workers**, who are trained to respond to emergencies, and to identify and minimize risk. The brigades conducted **41 emergency evacuation drills** for fire, earthquake, flooding, and first aid at the company operations.

The duties of the brigades include evacuation, first aid, logistics and emergency response planning.



Evacuation drills



Evacuation drills

Occupational health and safety training

At AgroAmerica we are committed to ensuring a risk-free workplace through internal controls to avoid hazards, injuries, risks or illnesses.

The main Occupational Health and Safety topics that we provided training were:

- Use of Personal Protection Equipment
- Personal protection rules
- Emergency brigades
- First aid
- Correct use of fire extinguishers
- Emergency manual
- Evacuation drills
- Ergonomic hazards
- Correct use of work tools
- Order and cleanliness in the workplace

5,325 workers participated in 33 Occupational Health and Safety events training held during 2019

33

Occupational Health and Safety trainings

5,325

Workers were trained



Workers received training on correct use of fire extinguishers

HIV/AIDS PREVENTION IN THE WORKPLACE

At AgroAmerica we are committed to the prevention and fight against HIV/AIDS. As of 2011, we implemented a disease prevention policy in all our operations, to benefit workers and their families.

We offer our workers the opportunity to train in raising awareness and preventing HIV encouraging them to replicate the training sessions in all the productive units of the company, in their communities and with their families.

The training program includes:

- Awareness of HIV
- Technical concepts
- Human Values
- HIV transmission
- Respect for and tolerance of HIV-infected patients

The main emphasis of this policy is to raise awareness about HIV/AIDS and help our workers have a greater understanding of their sexuality so they can make free, informed and responsible decisions.

Commission to follow up the implementation of the HIV/AIDS policy

We have a commission in each operation, formed by workers who are in charge of training and replicating the content of HIV/AIDS policy during the year.

The commission receives training provided by the Association of Independent Banana Growers on HIV awareness, mode of transmission, and prevention.




2,062
Trained workers
on HIV/AIDS
during 2019



GENERATING JOBS FOR WOMEN

Agroamerica advocates the inclusion and empowerment of women by creating jobs for them to grow professionally and take development to their families and communities.

Gender equality

Gender equality in the workplace

Below are the percentages of women who work in the company and statistical data that reflects full compliance with their rights and our implementation of Equity and Non-discrimination policy:

- 46% of the packing plant workers are women
- 4% of the field workers are women
- 15% of our field and packing plant workers are women
- 17% of our Executive Committee members are women
- 74 female workers made use of their maternity rights
- 24% of internal promotions during 2019 were for women-held positions

ORDER OF LABOR EXCELLENCE 2019

In the framework of International Women's Day promoted by the United Nations, the Ministry of Labor and Social Welfare of Guatemala established the "Order of labor excellence" through Ministerial Resolution 124-2004.

Companies from the agricultural, commercial, industrial, service, agro-industrial and government sectors, submit their nominations for women to participate in the contest to recognize their work effort.

The President of the Republic of Guatemala, the First Lady, and the Minister of Labor and Social Welfare presented the "Order of labor excellence 2019" recognition medals to 20 female workers from the

agricultural, commercial, industrial and service sectors of the country.



We promote the active participation and development of women, who hold positions at the executive, administrative and operation level



7

AgroAmerica's workers received the Order of Labor Excellence in 2019

Seven workers received the "Order of Labor Excellence from 2018 to 2019" for their initiative, capacity, discipline, efficiency, effectiveness, seniority, effort, customer service, punctuality, fellowship, and solidarity.

Order of Labor Excellence in 2019



President of the Republic of Guatemala presents the Order of Excellence 2019 award

OPENNESS TO PRINCIPLES OF FREEDOM OF ASSOCIATION AND DEMOCRATIC PARTICIPATION



At AgroAmerica, we maintain a relationship of dialogue with national and international trade union organizations, and with various global organizations that oversee labor and social wellbeing, with the aim to remain open and to disclose the sustainable business model that we implement.

Currently, 5% of our workers are in labor union that follows the principles of free association and democratic participation.

We've signed 5 collective bargaining agreements with that organization in order to promote sustainable freedom of association.

We have carried out the following activities to maintain the relationship with Guatemalan and internationally trade union organizations:

- Guided visits to familiarize trade union organizations with our labor and sustainability practices in AgroAmerica facilities.
- Agreements to provide trade union training aimed at achieving sustainable development.
- Participation in international trade union meetings to present labor impact projects.

SCHOOL FOR AGROAMERICA'S WORKERS CHILDREN

In 2010 AgroAmerica opened a school in the Southwestern region of Guatemala for our worker's children, where we seek to give them high-level education and generate more development for their families.



Parent programs

We established parent programs in order to educate and involve them in comprehensive development activities through training efforts carried out during the year.

The main topics covered in the School for Parents were:

- We have 175 students in preschool and primary school grades
- We also promote gender equality: 47% of the students enrolled were girls.
- 84 students have graduated from AgroAmerica's elementary School
- 9 years providing high level education
- On average 139 students attend our school every year



participation of students as well as innovative creative and pedagogical experiences.

Training for teachers

We constantly provide training for the teachers of the school on grading tools, teaching methods, reading standards and techniques, planning workshops, teamwork, effective communications, self-esteem and leadership.

2 training courses were offered in 2019 for teachers to reinforce the teaching methodology and new practices.

- The importance of family
- Education in values
- Children education, communication and insight techniques
- Preventive health: prevention of dengue, malaria and chikungunya, personal hygiene, the importance of clean water, sanitation and responsible family planning methods.

Foundation for Private Education in Rural Areas

AgroAmerica has a partnership with the Foundation for Private Education in Rural Areas to acquire school advisory, management, monitoring and operation services.

The Foundation has vast experience in the use of a methodology that enhances active



The parent program held 7 training sessions during 2019

Forest nursery at AgroAmerica School

We have built a forest nursery in partnership with the Climate Change Institute inside the AgroAmerica's school facilities, to instill in students the importance of reforestation in river banks.



Academic methodology transfered to public schools

We organized guided visits to teachers of public schools to share with them the reading methodology, the learning guides, and the innovative teaching activities implemented by AgroAmerica's school; so they can replicate with their students and upgrade the academic level of the area.

Regional reading contest

The fifth regional reading contest took place in 2019; private and public schools of rural areas from the entire country participate in this contest, along with the Ministry of Education representatives, who recognized the top 3 students of each grade for their reading precision, expression, and speed.

6

students from AgroAmerica's school were among the top three contestants in the southwestern region of Guatemala



They exceeded the standard established by the Ministry of Education.

Student government

The school has a student government that is elected by the students every year, with the aim to promote a civic, democratic culture, and build leadership and fellowship attitudes. They are in charge of planning, with teachers, recreational and environmental activities.

Guided visits to AgroAmerica School

During 2019, the school received the visit of 15 different entities that became acquainted with the academic methodology implemented in our school:

- Departmental office of the Ministry of Education
- Directors of the Foundation for Private Education in Rural Areas
- Teachers from public schools of the area to learn the academic methodology
- Internal auditors
- External company consultants
- AgroAmerica customers
- Auditors of international certifications

AgroAmerica school



HUMAN RIGHTS PROMOTION

At AgroAmerica we joined the campaign “*Stand up for human rights*” endorsed by the General Assembly of the United Nations and by the Universal Declaration of Human Rights.

The campaign started to commemorate the 70th Anniversary of the Universal Declaration of Human Rights -HDHR- every December 10th, since 1948.



AgroAmerica trained 2,889 workers of all the organizational levels to raise awareness and to respect Human Rights

BUSINESS AND HUMAN RIGHTS

At AgroAmerica we protect, remediate and respect the Universal Rights that were ratified by the General Assembly of the United Nations Organization (Resolution 217 A III). We address eleven Rights in view of our ability to manage them comprehensively and responsibly in our operations through labor, social and environmental practices:

- Right to adequate living standards
- Right to a healthy environment
- Right to decent work
- Right to transparency
- Right to equality and freedom from discrimination
- Right to social security
- Right to freedom of association
- Right to freedom of expression
- Rights of persons with HIV/AIDS and other diseases
- Right to education
- Right to mental and physical health

**STAND UP
FOR HUMAN
RIGHTS**

#STANDUP4HUMANRIGHTS

The main objectives of the campaign are:

- To accomplish the participation of the largest number of persons globally
- To promote understanding on how the Universal Declaration of Human Rights empowers us all
- To reflect on the ways in which each one of us can defend rights in daily life

Human Rights Respect Policy

We participated in the launch of the “*Human Rights Respect Policy of the Agricultural industry*” by the Chamber of Agriculture of Guatemala for the purpose of participating actively and implementing the good practices of the Governing Principles of the United Nations on Business and Human Rights.

LABOR AUDITS FROM GOVERNMENTAL AGENCIES

During 2019 we were audited 11 times by the Ministry of Labor to guarantee compliance with national standards.

ACADEMIC DEVELOPMENT FOR WORKERS

LITERACY PROGRAM

A literacy program has been implemented for field operation workers in the South-western area of Guatemala in order to reduce illiteracy rates and provide workers access to enhance their academic level, thus improving their opportunities for personal and professional development.

This program was carried out in partnership with the National Literacy Committee to build reading and writing skills. This organization is the national literacy program agency, and is in charge of coordinating, promoting, organizing and regulating it through innovative and comprehensive processes with ethnic, cultural and language pertinence, in compliance with international mandates and commitments.

The workers received a certificate approved by the Ministry of Education for the initial literacy phase at elementary level

35 workers participated in the literacy program and received 224 hours of schooling provided by the National Literacy Committee.



PAID STUDY LEAVE PROGRAM

As a company, we promote the academic specialization of our workers that permit them to grow personally and professionally. Therefore, the company implemented a program where the workers received a paid study leave that allows them to continue studying and complete their elementary, high-school, and university education.

59 workers participated in the program; 37% graduated from elementary school, high-school and university; 63% are still attending school

CONTINUOUS IMPROVEMENT COMMITTEES

AgroAmerica has implemented continuous improvement committees, formed by our workers from all the organization levels (management, administrative and operational). They have committed voluntarily to propose improvement opportunities, being a part of the change and progress of the company.

Committees address topics related to occupational health and safety, labor conditions, and complaints. In every committee meeting, the company's code of ethics, hotline and labor and socio-environmental policies are reinforced.

The main objective of these efforts is to identify, analyze and improve company processes, to find solutions and implement changes.

Continuous improvement committees met 19 times during 2019; this promotes effective communications and transparency to meet their objectives



OUR COMMUNITIES

At AgroAmerica we make sure that we build local capabilities for communities to allow them to self-manage sustainable development projects and improve their quality of life.

Below are the main projects and programs developed by AgroAmerica, which contribute to the Sustainable Development Goals with a focus on Health, Wellbeing, Decent Work, Quality education and Strategic Partnerships and Community Progress.

We contribute to:



Nutritious Meal Program

NUTRITIOUS MEAL PROGRAM

What is this program all about?

Its objective is to help improve the nutrition and food security of children in school. The program consists of the donation of bananas to schools near our plantations in Guatemala, Ecuador and Peru as a nutritious supplement to the school meal.

With this program, AgroAmerica offers a comprehensive alternative to reduce malnutrition in children, that also includes medical activities, training for mothers, teachers and children on nutritious and balanced diets and preventive health. We also monitor growth and development of children in schools.

Partnerships

With the meal program called “*Un banano al día cambia tu vida*” (One banana a day

changes your life) the common good of the community is sought through the active participation of social actors: company, community and government. In the program, specialized local and governmental partnerships are established to carry out preventive health activities.

We required the participation and organization of teachers, community leaders and mothers to ensure the expected success.





<https://agroamerica.com/agroamerica-awarded-big-tick-business-communitys-responsible-business-awards/>

Parents and community leaders organize to pick up and collect bananas from the Packing Plants

Nutrition

Access to nutritious foods is assured through the high nutritional content of bananas.

Big Tick Award

Through the implementation of the meal program, AgroAmerica received the Big Tick award from Unilever in Bristol, Great Britain. The award is given to companies that make a positive difference in society.

Memorandum of Understanding with Ministry of Agriculture

We signed an MOU with the Ministry of Agriculture, Livestock, and Food of Guatemala, a governmental agency that promotes food safety and sovereignty. They will contribute with technical assistance to implement the program and accomplish a greater impact in eradicating chronic child malnutrition; through the transformation of bananas into a variety of meals, preserving its nutrients.



<https://agroamerica.com/es/convenio-maga-unbananoaldia/>

Minister of Agriculture, Livestock and Food of Guatemala, in partnership with AgroAmerica signed a Memorandum Of Understanding to promote Nutritious Meal Program

Meal program results:

From 2013 to 2019



20,505

children have participated in the program

During 2019 the program took place in



13 schools

of Guatemala, Peru and Ecuador



2,857

children participated

The program included banana donations to institutions and communities, to help with the health and nutritional food security of the region.

345,800 bananas were donated to organizations such as:

- Municipalities
- Hospitals
- Health post
- Volunteer Firefighters
- Ministry of Agriculture
- Livestock and Food
- Community Development Councils
- Food and Nutrition Security Secretariat

AgroAmerica's Human Development Center

The Human Development Center is part of our comprehensive vision to provide access and health coverage in the area of influence of our operations; is located in the Southwestern region of Guatemala.

HDC opened in 2014 and its available to our employees, their families and the communities that surround us to contribute to the development of the area. We provide access to high quality medical services at very low prices.

Partnership with the University of Colorado in the United States

In order to make this project possible, we signed a memorandum of understanding with the University of Colorado in the United States that provides us with technical assistance and resident doctors for patient care, alongside with Guatemalan doctors and nurses.

Medical center and health care programs implemented by the HDC:

1. Medical center
2. Preventive health care activities
3. Strategic partnerships
4. Research and trainings by the University of Colorado
5. Preventive health care programs for our workers
6. Teenagers Program
7. Mother and Child Programs

1. Medical Center

HDC has medical clinics with a high quality equipment to provide medical services to community. A medical consultation has a price of \$3.50 for the community and \$1.90 for workers of the company and their families.



<http://www.ucdenver.edu/academics/colleges/medicalschoo/administration/alumni/CUMedToday/features/global-health/Pages/Guatemala-Clinic.aspx>

31,013
patients

were treated at the Human Development Center since 2014 to 2019



The HDC provides Laboratory test services

The Human Development Center opened in 2014 and offers the following services:

- Medical consultation
- Ultrasound exams
- Lab tests
- Drugstore
- Ambulance
- Dental clinic
- Research center
- Child delivery care
- General medical evaluation for workers



Below is the number of services provided during 2019:

Services	
Persons treated	6,498
Medical consultation	2,994
Procedures	158
Response to emergencies	15
Ultrasound tests	293
Lab tests	7,057
Number of purchases in the drugstore	3,249
Total number of Pap smear tests	84
Number of emergencies responded to by ambulance	134
Number of repeat visits	376
Total number of services provided	14,360

A childbirth center was opened to offer delivery care and evaluation of cases that require to be transferred to the nearest hospitals in the ambulance of the Human Development Center.



The HDC provides ultrasound services



The HDC provides medicines and medical consultations at a low cost



2. Preventive health care activities

During the year we carried out preventive health care activities to help our communities to prevent diseases that they might have for not having received appropriate treatment. It also provides access to affordable prices.

1,030
Adults and children

Received dental, cardiological, nutrition and neurological care at the Human Development Center in partnership with doctors of Colorado University and local health institutions.

3. Strategic partnerships

The Human Development Center has different partners to have a greater scope and impact:

Private institutions:

- **University of Colorado in the United States, Center of Global Health, and Children's Hospital of Colorado:** they provide medical advice and community programs, research, training and donation of medical equipment.
- **Private Universities in Guatemala:** provide medical nutrition services
- **Hospitals in the area** provide care for patients who require more follow-up

NGO:

- **Project Cure:** Donation of medical equipment

Government:

- **Ministry of Health and Social Welfare**
- **Municipalities**
- **Secretariat of Nutritional Food Safety and Health**



<https://projectcure.org/>

4. Research and trainings by the University of Colorado

Research Center

The University of Colorado built a research center in the facilities of the AgroAmerica medical clinic in order to measure the prevalence of diseases such as dengue, zika, diarrhea, among others, with the aim to generate action plans to eradicate them.

To carry out the research work, we have a Consultative Committee formed by 35 community leaders from 12 communities. They meet 3 times per year to discuss health issues affecting the region and determine what studies to perform to eradicate the diseases. The Consultative Committee also cooperates with the University of Colorado to gather information for each research project.

Training provided by University of Colorado to HDC workers

The Human Development Center currently has 35 workers in the following areas: physicians, researchers, community programs, nurses and pharmacy.

Doctors of the University of Colorado have offered 7 training sessions during 2019 to the staff of the medical clinic on topics related to medicine and nutrition.

Training provided by University of Colorado to local institutions

Doctors from the University of Colorado have trained 20 people from private and governmental health institutions in the area about hemorrhages and dengue.

5. Preventive health care programs for our workers

In the Human Development Center we promote preventive activities to ensure optimal health conditions for our employees.

6. Teenagers Program

AgroAmerica developed a program aimed at teenagers between 12 and 18 years old, implemented by workers from the Human Development Center with the guidance of the University of Colorado.

The main objective is to offer teenagers the opportunity to have a comprehensive development to excel personally and professionally, as well as being agents of positive change in their families and communities.



www.ucdenver.edu



Consultative Committee Meeting with University of Colorado

1,258

workers

have taken
general health
and blood tests



The program includes the following activities:

- Training program
- Scholarship program
- Medical care

A. Training Program:

Training is being carried out in educational establishments for teenagers of middle school and high school, so that they can develop successfully in their studies and their personal growth.

1,194 Teenagers from 12 school participated during 2019

The main topics taught were:

- Sex education, so that they can make free informed and responsible decisions
- Human values
- Self-esteem
- Life Project, to establish personal goals
- Leadership
- Changes in adolescence
- Personal hygiene
- Preventive health

B. Scholarships program:

The program aims to reduce dropout levels among teens, between the ages of 16-18, by providing scholarships for them to complete High School level.

The students participating in the program are part of a Leadership Project taught at the Human Development Center, where they commit to generate actions to promote change and development for their communities.



28 scholarships have been awarded in the Comprehensive Development Program for teenagers from 2017 to 2019

C. Medical care:

A clinic has been opened, at the Human Development Center, for the exclusive use of the Comprehensive Development Program for Teenagers; to provide medical services that guarantee the well-being and health of the teens.

7. Mother and Child Programs

We partnered with the University of Colorado in the United States to provide technical assistance and training for the implementation of the Mother and Child programs called: “*Creciendo Sanos*” (Growing Up Healthy) and “*Madres Sanas*” (Healthy Mothers). The main objective of these programs is to reduce mother-child mortality and to contribute to the growth and development of children in the zero to three year-of-age stage in the Southwestern region of Guatemala.

Both programs include training and household visits to regularly monitor participating mothers and children, thus ensuring the efficacy of the program. The Human Development Center of AgroAmerica has a team of nurses that specialize in community relations that works in the coordination, implementation and monitoring of the program.



During 2019, general medical surveys and evaluations were conducted on more than 1,100 teenagers to establish a standard baseline of their physical and psychological health, and be able to provide them with adequate medical care.

MOTHER AND CHILD PROGRAMS

- Mother and Child Mortality at Southwestern region has been reduced to 0.56% compared to Guatemala's 34%.*
- Child Malnutrition at Southwestern region is at a record low 4% compared to Guatemala's 50%.*

*Source:
UNICEF News

Below we describe each program:

“Creciendo Sanos” (Growing Up Healthy Program):

- Serves children from zero to three years of age.
- Trains mothers to recognize danger signals in newborn babies, on early stimulation techniques, breastfeeding, nutrition, personal hygiene, accident prevention, healthy food, vitamins, illnesses and vaccines, dental care, signs of illness and preventive care for children.
- Children's weight and height measured to implement corrective actions.
- Control and medical examinations to children in the Human Development Center of AgroAmerica.
- Home visits to provide training and to monitor the development and growth of children.

During 2019, 109 children completed the care process under the program as they reached three years of age, with satisfactory growth and nutritional development indicators

“Mujeres Sanas” (Healthy Mothers Program):

- Aimed at pregnant women
- Teaches mothers to recognize danger signs during pregnancy, pre-natal care, anemia, post-partum blues, signs of danger in newborn babies, family planning, adequate nutrition and breastfeeding
- Control and medical examinations during pregnancy in the Human Development Center of AgroAmerica.
- Home visits to provide training and monitor pregnancy through medical exams

6,602 household visits were carried out in 2019 for monitoring and to train mother and children who participate in the program

Programs since
2014 to 2019



1,740

mothers



2,744

children

have participated
in the programs



The mothers and children participating in the programs receive medical attention at the AgroAmerica HDC; to provide a comprehensive health service



<https://www.unicef.org/guatemala/movimiento-por-la-infancia>



The HDC team present the methodology of the Mother and Child Programs at the National Symposium

UNICEF Movement for Children

With the implementation of mother and child programs, we joined UNICEF's Movement for Children in Guatemala to help eradicate Chronic Child Malnutrition.

Symposium "Integrating impact actions for comprehensive development in early childhood"

According to UNICEF, early childhood is the first window of opportunity to support brain and body development and child skills through comprehensive interventions. Despite this evidence, too many boys and girls are deprived of three essential elements for their brain development: *"to eat, play and love"*.

A symposium was held for the first time in Guatemala in 2019 which focused on early childhood. AgroAmerica was invited as a participant to present the accomplishments and methodology implemented in the Mother and Child Programs developed by The Human Development Center, which contribute to the comprehensive development of children and mothers, to eradicate chronic child malnutrition and to reduce mother-child mortality.



The symposium consisted of conferences and workshops to share experiences, and had the participation of Government agencies, non-governmental organizations, private organizations and civil society.

The main objective of the symposium was to identify cooperation opportunities, start platforms for the implementation of new projects and to visualize and analyze successful programs to replicate them in different sectors and regions of the country. Working in partnership with government and private sectors is critical to comprehensive early childhood interventions and thus make a contribution towards adequate human development.

The conferences were offered by international organizations and physicians, some of the participants were:

The Social Impact Studio:

<https://www.socialimpact.studio/>

Pan American Health Organization:

<https://www.paho.org/en>

World Health Organization:

<https://www.who.int/home>

COMMUNITY MANAGEMENT PROJECTS

Through our personnel responsible for community relations, we support initiatives from stakeholders who request our involvement in community management projects.



OUR OPERATIONS have an impact on 52 communities located in the Southwestern and Southern regions of Guatemala, Ecuador and Peru.

137 community management projects were carried out in partnership with AgroAmerica, agro-industrial companies, community and government agencies in order to build local self-management capacity for their own development, in partnership and with the active participation of social actors from the region.

The projects carried out focus on infrastructure, health, education and environment:

Infrastructure:

- Road maintenance
- Donation of construction materials for community infrastructure
- Support in highway management with the Ministry of Communications, Infrastructure and Housing

Education:

- Donation of construction materials, paint, and workforce to improve school infrastructure
- Student and teacher transportation for academic and recreational activities
- Contribution with sports activities
- Donation of textbooks
- Donation of bananas as a nutritious complement to the school meal



Road maintenance



AgroAmerica and community leaders in the Ministry of Communications, Infrastructure, and Housing in a meeting to coordinate road maintenance projects



School classroom opening, in which AgroAmerica contributed with construction materials



Donation of bananas to schools as a nutritious supplement to the school meal



Reforestation on river Banks

Health:

- Provision of diesel fuel for firefighters
- Improvement of health post infrastructure
- Donation of bananas for sports activities, health events, schools and communities to help with children's nutrition
- Contribution in solid waste cleaning activities in communities
- Awareness campaigns and pest control activities to prevent diseases such as zika, malaria and dengue; this benefited 1,327 families in partnership with the Ministry of Health
- **826 children were treated in health care events** to address intestinal problems and give them vaccination, in order to prevent gastrointestinal diseases, measles, mumps and rubella, in partnership with the Municipal Food and Nutrition Security Committee.

Environment:

- Reforestation of river banks
- Training on environmental topics
- Training on mangrove conservation
- Donation of inputs for forest nurseries
- Contribution to segregate solid waste
- Promote landscape conservation in alliance with LandScale initiative

ACTIVE PARTICIPATION IN DEVELOPMENT COMMITTEES

AgroAmerica participates actively in development committees where business, government and civil society have an active participation. The purpose is to identify and promote actions to improve social, health, community management, education and environmental conditions in communities.

We are members of the following committees:

- **Municipal Development Council:** The objective of the Council is to promote organization and effective participation of communities and their organizations
- **Department HIV/AIDS Prevention Commission**
- **Responsible Motherhood and Fatherhood Municipal Network**
- **Municipal Commission for Violence Prevention**
- **Clean beach committee**
- **Basin committees for efficient use of water**
- **Southern coast restoration network**
- **Municipal Food and Nutrition Security Commission**

LOCAL PARTNERSHIPS

To carry out community management efforts, we work in partnership with government and non-governmental entities, private companies and with local community leaders to increase our impact. Thus, we achieve sustainable development and involve all social actors.

We have **123 partnerships** involving the following actors in the municipalities where we operate in the Southwestern and Southern Coast regions of Guatemala.



DEVELOPMENT COMMITTEES

During 2019 we participated actively in 60 meetings of the development committees in the Southern Coast of Guatemala

Government

Ministry of Health | Ministry of Education | Ministry of Natural Resources and Environment | Ministry of Agriculture, Livestock, and Food | Ministry of Communications, Infrastructure, and Housing | Ministry of Social Development | Members of the National Congress | Municipalities | Nutritional Food Security Secretariat | National Coordinating Unit for Disaster Reduction | National Institute of Forests | National Literacy Committee | Departmental Office of the Human Rights Ombudsman | Departmental Governments | Municipal Environmental Management Unit | Office of the Solicitor General of the Nation | Secretary of Social Work of the Mayor's Wife | Guatemalan Social Security Institute | Municipal Office for Women | Women's Organization | Nature Protection Division | Municipal Office for Child and Adolescent Protection | Municipal Office for Food and Nutrition Security | National Civil Police | Tourism Police | Municipal Traffic Police | National hospitals | Unit for Community Prevention of Violence | Presidential Human Rights Commission | Association of Natural Private Reserves of Guatemala | Guatemalan Defense Ministry | National Protected Area Council | Municipal Food and Nutrition Security Office

Society

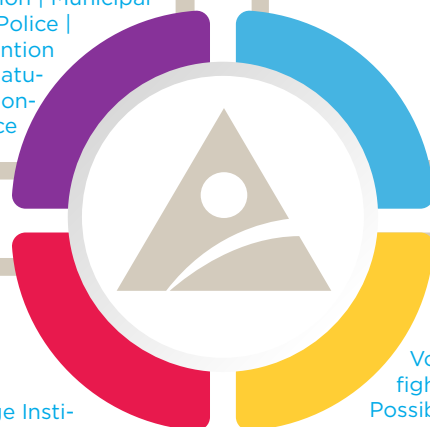
Community Development Councils | Community leaders | Civil society | Local media | Churches

Private institutions

Banana producing companies and other agro-industrial companies | Climate Change Institute | Association of Independent Banana Producers | Banana Foundation | University of Colorado | Sugar Association of Guatemala

NGOs

Volunteer fire-fighters | World Possible | Seeds from the Ocean





We promote strategic partnerships with government agencies, NGO's, Private Institutions, and Civil Society



<https://worldpossible.org/>
<https://www.semillasdeloceanos.com/>

TRAINING FOR STAKEHOLDERS

We seek to build local capabilities through courses for community leaders and local institutions to help them expand their knowledge and achieve better impact, for the benefit of society.

Training topics offered in the Southwestern and Southern Coast regions of Guatemala:



Training for stakeholders, coordinated by AgroAmerica

- Guided visits in our plantations to show our labor, agricultural and sustainable production process
- Company induction: Code of Ethics, company hotline, international certifications, labor, social and environmental policies, vision, mission and values
- Corporate Social Responsibility
- Climate change
- National Disaster Prevention and Reduction
- Human Rights
- Mangrove benefits and conservation
- Management of solid waste
- Social network management
- Sexual and reproductive health
- Food security and health
- Tropical Race 4 Fusarium
- Organic fertilizer
- Sustainable dialogue and conflict transformation
- Zika, dengue, chikungunya and malaria



Community Leaders guided visit to our banana operations.

2,139 stakeholders in the Southwest and Southern Coast regions of Guatemala were trained during 2019. Teachers, school students, government agencies and community leaders participated.



CERTIFICATE COURSES FOR STAKEHOLDERS

AgroAmerica has a program in place to offer stakeholders certificate courses in partnership with private, government and non-governmental organizations, in order to build the skills and knowledge that stakeholders can replicate in their communities to promote social and environmental development projects.

The certification courses offered were:

1. Certification course on climate change adaptation
2. Local Coordinators for Disaster Reduction
3. Certification course on Sustainable Dialogue and Conflict Transformation
4. Certification course on Baking, Sewing, and Car Mechanics

1. Certification course on climate change adaptation

The main objective of the certification course is to build capabilities for climate change adaptation and awareness.

.....
195
 hours of training
 were given in 2019 to

411
 community leaders in
 certification courses
 promoted by AgroAmerica,
 in partnership with government
 and non-governmental
 organizations in the
 Southern Coast and
 the Southwestern region
 of Guatemala

40 hours of climate change training were provided during 2019 to 58 persons.

160 hours of training on climate change have been taught from 2016 to 2019.

The following modules were part of the course:

- Integrated basin management
- Adaptation to climate change
- Disaster reduction



www.icc.org
www.conred.gob.gt
www.marn.gob.gt

Partnerships

The course was offered in partnership with the Climate Change Institute, the National Coordinator for Disaster Reduction and the Ministry of Environment and Natural Resources.



MINISTERIO
DE AMBIENTE
Y RECURSOS
NATURALES



**Certification
course on
Climate Change**

Graduation of the Certification course on climate change



2. Local Coordinators for Disaster Reduction

In partnership with the National Coordinator for Disaster Reduction, 14 Local Coordinators for Disaster Reduction have been created in vulnerable communities located near to our operations. The main objective is to define mechanisms, procedures and standards that promote disaster reduction in communities.

Some of the main roles of the Local Coordinators for Disaster Reduction:

- To organize, train and oversee communities locally to build a disaster reduction culture;
- To develop emergency plans
- To develop coordinated plans and strategies with agencies to recover utilities and essential services in the case of disasters.



34 hours of training were provided in 2019 to 154 persons to create 14 Local Coordinators for Disaster Reduction in the vulnerable communities that are close to our operations

A flood drill was performed with the participation of 101 persons from 10 communities in order to practice the roles of the Local Coordinators for Disaster Reduction.

The following activities were performed during the drill: evacuation, first aid, community organization, identification of risk-free areas, rescue, food distribution, shelters and collection centers.



AgroAmerica invited the directors of the Local Coordinators for Disaster Reduction to participate in the training given by the Japanese International Cooperation Agency about the “*Japanese methodology on shelter simulation*”.

The training session lasted 8 hours and involved a participatory and proactive workshop, as part of the capacity building effort to manage natural disaster risks in Central America.



Flooding drill in alliance with Municipal Firefighters and AgroAmerica



Training on Japanese Methodology on Shelter Simulation, provided by the Japan International Cooperation Agency

128 hours of natural disaster reduction training have been provided since 2016 in partnership with the National Coordinator for Disaster Reduction

The certification course was carried out in **48 hours of training**, divided into 6 sessions, in which **50 people were trained**, including community leaders, workers from companies of the agro-industrial sector, and government entities to strengthen processes of dialogue and community relations.

The certification course modules were:

Module I:

Communications

Module II:

Dialogue and competencies

Module III:

Conflict and negotiation

Module IV:

Sustainable dialogue methodology



73 hours of training were given in 2019 to 149 persons to promote personal growth and business entrepreneurship in car mechanics, baking and sewing.



www.intecap.edu.gt

3. Certification course on Sustainable Dialogue and Conflict Transformation

The main objective of this certification course is to strengthen dialogue and community relation processes in areas of influence of the agro-industrial sector in the Southern Coast.

We aim to promote preventive management of social impact, and the creation of a sustainable dialogue with local stakeholders.



**Course
Sustainable
Dialogue**

Partnerships

The course was offered in partnership with the German International Cooperation Agency in Guatemala, the sugar mills of the region and the Social Responsibility Center of Guatemala CENTRARSE.



4. Certification course on Baking, Sewing, and Car Mechanics

The course was offered to promote personal and professional development and to create entrepreneurship projects that generate an income for families and communities.



**Entrepre-
neurship**

Partnerships

The course was offered in partnership with the Training Institute of Guatemala, INTECAP, and the Ministry of Agriculture, Livestock and Food.

DIGITAL GAP REDUCTION

In partnership with the Association of Independent Banana Producers, AgroAmerica implemented the educational program called: *"Digital Gap Reduction"*.

The main objective is to provide rural schools access to technological tools and implement an innovative and efficient academic methodology.



The program consists of the donation of tablets among the schools where worker's children attend, near our operations in Guatemala. Digital Gap reduction program includes a training plan for teachers during the year, so they can implement the new tools in their academic program improving the learning process.



23 schools and 5,943 children participate in the Digital Gap Reduction program

ONE COMMITMENT FOR HEALTH AND SECURITY CORONAVIRUS (COVID-19) PANDEMIC

AgroAmerica is actively implementing practices for the prevention and quick response to the Coronavirus (COVID-19) outbreak, a respiratory illness first identified in Wuhan, China.



We have implemented actions that contribute to our commitment to promote the health and safety of our clients, workers, and communities and thus guarantee top quality food supplies to the world.

Below is a list of the practices implemented to prevent and contain the pandemic:

1. Taking care of our people

Our greatest concern is our people's welfare; therefore, we comply with government guidelines and follow the recommendations of the health authorities, implementing new occupational hygiene and health practices.

We have trained 100% of our workers on how to prevent COVID-19 propagation, symptoms, and have given them information on what measures to adopt..



2. Together we are stronger

AgroAmerica, in partnership with the Association of Independent Banana Producers of Guatemala, made a significant donation of \$297,000 to the government of Guatemala, destined for temporary hospital infrastructure and equipment, in order to fight the COVID-19 pandemic in the country.



3. Contributions to families affected by the economic impacts of COVID-19

We continue to contribute to the wellbeing of the communities surrounding our operations by donating bananas to shelters, villages municipalities, and other government entities to distribute among those in need.

**We contribute to the
conservation of
19,098 hectares
of Maya Biosphere**





Environmental sustainability

AgroAmerica invests in practices that have a positive impact on the conservation of natural resources like water, soil, animal and vegetable species wealth.

972.66

Hectares of forest

areas are conserved in our plantations

19,098

Hectares

conserved through the Maya Biosphere Reserve project

50%

Reduction in water use

per hectare through technologies implemented

100%

Of our organic banana

producing plantations are certified USDA Organic, European Community Regulation for Organic Production and Fairtrade

We contribute to:



CLIMATE
ACTION



PARTNERSHIPS
FOR THE GOALS



BELOW WE PRESENT THE MAIN PROJECTS AND PROGRAMS that we've developed for the conservation of ecosystems and the efficient use of natural resources, all of which are carried out in strategic partnerships with social actors, government agencies, and non-governmental organizations that promote environmental sustainability.

We also make contributions to the environmental principle of the United Nations' Global Compact.

Environmental sustainability

EFFICIENT USE OF WATER

At AgroAmerica we ensure efficient use of water to guarantee its sustainability and availability. Water is essential to sustain life, development and the environment.



The implementation of these technologies leads to a 50% reduction in use of water per hectare versus traditional irrigation technologies

TECHNOLOGIES

Below we describe the investment in different techniques that have led us to save not only water but also energy and have contributed to improve the productive performance of plantations.

Technologies implemented by AgroAmerica in the efficient use of water are:

- **TDR:** To sample soil moisture in order to implement irrigation programs
- **Micro-spraying:** Makes it possible to optimize irrigation in plantations, reduce application time, increase production yields and reduce diesel consumption
- **Probes:** They measure directly the content of soil moisture in real time which helps to implement irrigation programs

We also have efficient techniques in place that favor the conservation of water:

- **Reservoirs:** They capture water during the rainy season to use for irrigation when climate conditions require it. Currently we have **18 reservoirs** with storage capacity of **1,463,000 m³; 386,260,733 gallons; 1,462,155,930 liters.**
- We have **47 drilled** wells that provide the following benefits:
 - Avoid the use of river basin water
 - The depth of the drilled wells allows collection of underground water, which accumulates below the ground in the deepest layer of the soil
 - Underground water is free from solid matter, preventing contamination



Reservoir

TECHNICAL BASIN COMMITTEES

At AgroAmerica, we believe that responsible water management needs to be based on a participatory approach which involves all the users and regulatory agencies.

AT AGROAMERICA WE PARTICIPATE ACTIVELY IN SEVEN TECHNICAL BASIN COMMITTEES IN THE SOUTH AND SOUTHWEST OF GUATEMALA.

What are Technical Basins Committees?

Technical basin committees were created to mitigate the effects of water scarcity; they are the result of goodwill agreements among the main users of rivers basins to make rational use of water through transparency, communication, and coordination among business, government, and civil society users.

We have **100% water reutilization** systems in packing plants.



Objectives of Technical Basin Committees:

- They produce information to know levels of water availability and guarantee the compliance of water use commitments made by each user.
- Ensure that rivers reach their mouths.
- Ensure water access to all users, so they can cover their needs.

11 River basins in the Southern Coast and the Southwestern region:

- Ocosito
- Samalá
- Siscán
- Nahualate
- Madre Vieja
- Coyolate
- Acomé
- Achiguate
- María Linda
- Paso Hondo
- Los Esclavos

Ministerial Resolution 335-2016 of the Ministry of Environment and Natural Resources of Guatemala backs the creation of these technical basin committees to guarantee rational use of fauna, flora, land and water, to prevent predatory use.

Technical basin committees are formed by the registered users, of each watershed, in the “*Water resource user inventory*” of the Ministry of Environment and Natural Resources.

Technical basin committees focus their efforts on 11 river basins in the Southern Coast and the Southwestern region of Guatemala:



Commitments of Technical Basin Committees

Technical basin committees meet regularly with all users to monitor the following commitments:

- Rational and sustainable use of river water resources by all users
- Adoption strategies to mitigate the impact of floods
- Promote a dialogue of transparency and coordination among the users of rivers
- Improve the living conditions of the communities and propose economically, socially and environmentally viable solutions
- Mapping of social actors and users of river basins



- Obtaining basic flow information throughout major rivers
- Consolidation of basin information
- Reforestation of river banks
- Training persons who live next to rivers on topics such as climate change, resource conservation, reforestation programs and river capacity measurement

Technical basin committees are formed by three committees that are responsible for monitoring compliance with the commitments:

- **Technical Business Committee:** Formed by company engineers in charge of monitoring the commitments and ensure rational use of water, suggest agreements, update and submit water use inventories, and contribute to the conservation of natural resources.
- **Social Business Committee:** Formed by company technicians in charge of ensuring corporate social responsibility practices, and maintain the dialogue among the users and members of technical basin committees.
- **Political Business Committee:** Formed by company executives in charge of establish public-private partnerships to ensure greater impact on the rational use and conservation of water.

AgroAmerica has trained a technical team who participate in meetings and perform the following roles:

- Monitoring the sustainable use of water
- Coordination of reforestation activities and training
- Maintain the dialogue among the users of the basin
- Planing flow measurement and monitoring

Accomplishments of Technical Basin Committees during 2019:

- **7 technical teams** formed that are in charge of monitoring basin measurement, social and political issues
- **13 basins** monitored
- **52 rivers** monitored
- **340 locations** in the basins are monitored
- **2,553 river flows** measured to monitor efficient water use
- **44 meetings** held with technical, social and political committees to promote water conservation and efficient use



182.55 hectares have been reforested in river banks by the Technical Business Committee, of which AgroAmerica is a member; we contributed with 28 hectares of reforestation in our plantations



www.icc.org

The members of Technical Basin Committees

Technical basin committees have been organized by departmental Governors, the Ministry of Environment and Natural Resources, government agencies, private sector and civil society. Their aim is to promote transparent dialogue and coordinate for the rational use of water in river basins of the Southern Coast and the Southwestern region of Guatemala.

The Climate Change Private Institute is in charge of coordinating cooperation and dialogue among civil society, the private sector, and government agencies. It has also developed strategies for rational and coordinated use of water, and has promoted its financing and coordinated its implementation.

Below is a list of the main participants.

Government:

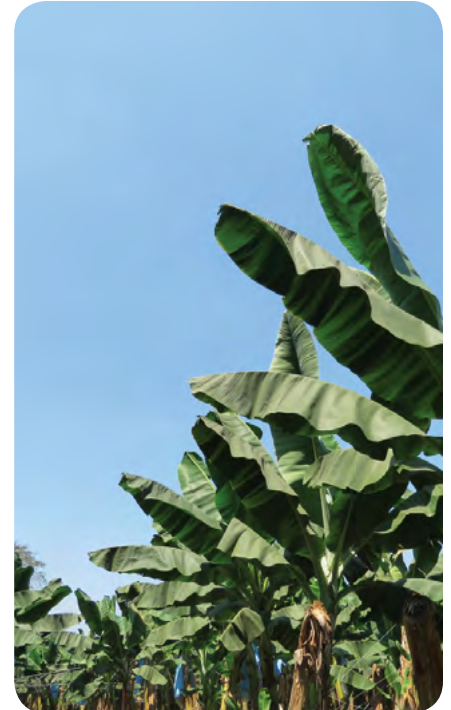
- Ministry of Agriculture, Livestock, and Food
- Departmental Government
- Municipalities
- Department of Water Resources and Watersheds
- Territorial State Reserve Control Offices
- Presidential Commission for the Coordination of Executive Policy on Human Rights
- National Coordinator for Disaster Reduction
- National Council for Protected Areas
- Municipal Environmental Management Unit
- National Institute of Forests
- National Seismology, Volcanology, Meteorology and Hydrology Institute
- Human Rights Ombudsman
- Ministry of Environment and Natural Resources
- Nature Protection Division

Private organizations:

- Agro-industry companies
- Association of Independent Banana Producers
- Climate Change Institute
- Hydroelectric Power Plants
- Association of Sugar Growers of Guatemala
- Palm Growers Association

Community:

- Community leaders
- Community Development Councils
- Citizens of communities



ECOSYSTEM CONSERVATION

Ecosystem Conservation



Reservoir located in Peru

MANGROVE TECHNICAL WORKING GROUP

The technical working groups for mangrove are an opportunity for dialogue, promoted by the National Forest Institute of Guatemala to strengthen conservation, restoration and sustainable management of the mangrove in the Southern Coast in Guatemala.

AGROAMERICA PARTICIPATES IN THE MANGROVE TECHNICAL WORKING GROUP IN THE SOUTHERN COAST OF GUATEMALA, CONTRIBUTING TO MANGROVE CONSERVATION THROUGH LOCAL AND REGIONAL ACTIONS.



Mangroves contribute to water quality and mitigate climate change because they act as carbon reservoirs.”

The activities carried out in partnership with the mangrove technical working group:

- Identification of mangrove areas
- Monitoring and surveillance in partnership with the Nature Protection Division
- Fishponds
- Forest nurseries to prevent mangrove felling
- Celebration of Mangrove International Day in communities to raise awareness of its conservation and importance
- Identification of areas for reforestation
- Mangrove reforestation
- Forest fire monitoring
- Training on mangrove conservation, restoration and importance to schools and community leaders





12 meetings were held during 2019 with all partners involved, to plan activities to promote mangrove conservation in the Southern Coast of Guatemala

Members Mangrove Technical Working Group

The working group is led by community leaders who live near mangrove ecosystems and work in partnership with government agencies and private companies to carry out activities that focus on coastal marine ecosystem conservation, restoration, and sustainable management.

- National Forest Institute
- Climate Change Institute
- Association of Independent Banana Producers
- Municipalities
- Community leaders
- Environmental Management Unit of the Municipality
- Nature Protection Division DIPRONA
- Banana producers and other agro-industrial companies
- Wildlife Conservation Society
- National Protected Area Council



Accomplishments of Mangrove technical working group during 2019:

- Participation of **6 communities** near from mangrove areas
- Identification of **160.58 hectares of mangrove** for conservation
- **6 training sessions** on mangrove conservation carried out at schools
- Organization of community parades to celebrate International Day for the Conservation of the Mangrove
- **0.34 hectares** of mangrove reforested
- **10 patrol activities** in the mangrove area to monitor its conservation in partnership with the Nature Protection Division, Wildlife Conservation Society, National Forest Institute, National Protected Area Council, Agro-industrial companies and communities
- Implementation of an on line system to measuring permanent sample plots to monitoring mangrove forest



AgroAmerica, community representatives and National Forest Institute monitoring Mangrove Conservation projects

REFORESTATION



We establish partnerships with government agencies, communities, and private institutions to reforest the banks of the rivers to promote water, flora, and fauna, and ecosystem conservation, reducing floods and greenhouse effect gas emissions.

During 2019 we have reforested 28 hectares in river banks



Reforested areas are monitored by the National Forest Institute and the Climate Change Institute



More than 10 native tree species planted during reforestation activity. They have reached an average height of 3.8 meters

The institutions that we have established partnerships with in the Southwestern and Southern Coast areas of Guatemala are:

Government:

- Local governmental agencies
- National Forest Institute
- Municipalities

Private institutions:

- Climate Change Institute
- Agro-industrial companies

Community:

- Community schools
- Presidents of Community Development Councils
- Community citizens

Non-governmental organizations:

- Rainforest Alliance



AgroAmerica has carried out reforestation activities on river banks within the banana plantations

LANDSCAPE SUSTAINABILITY

A landscape is defined as a territory where explicit objectives are defined to implement a development strategy through activities based on social, economic and environmental Projects. Landscape conservation is essential to face growing pressures over land, water, forest, and other resources.

AgroAmerica has joined to the following initiative to promote landscape conservation:

LandScale



It is a tool that aims to promote sustainability in countries where commodities are produced. LandScale provides reliable information to design more effective landscape management policies, programs, and investments to protect ecosystems, promote human wellbeing, improve governance, and optimize productivity at a landscape scale.

LandScale has identified six productive landscapes to work with in Costa Rica, Ghana, Guatemala, Mexico and Peru: AgroAmerica has been invited to participate in landscape conservation of the Southwestern region of Guatemala through the use of the tool, that will provide information to implement conservation measures with the support of Rainforest Alliance and Solidaridad Network.



Representatives of AgroAmerica, LandScale, Rainforest Alliance, Solidaridad Network, and Community Leader in the forest nursery

In coordination with LandScale we financed a forest nursery with a capacity of 100,000 tree in AgroAmerica facilities, to promote ecosystem conservation in the Southwestern region of Guatemala through the reforestation in river banks

LandScale partnerships

Secretariat members:

- **Rainforest Alliance:** <https://www.rainforest-alliance.org/>
- **Verra (Standards for a sustainable future):** <https://verra.org/>
- **Climate, Community & Biodiversity Alliance:** <http://www.climate-standards.org/>

Global Partners:

- **International Union for Nature Conservation:** <https://www.iucn.org/es>
- **EcoAgriculture Partners:** <https://ecoagriculture.org/>
- **Solidaridad Network:** <https://www.solidaridadnetwork.org/>
- **Nature Conservation Research Centre:** <https://www.ncrc-ghana.org/>
- **Proforest:** <https://proforest.net/en>

Donors:

- **BHP Foundation:** <https://www.bhp.com/?switch=1>
- **International Climate Initiative supported by the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety of the German Bundestag:** https://www.international-climate-initiative.com/en?iki_cookie_check=1



<https://www.landscape.org/>
www.rainforest-alliance.org
www.solidaridadnetwork.org

FLORA AND FAUNA DIVERSITY

At AgroAmerica we conserve biological diversity and have identified the species that live in our plantations through environmental studies:



FOREST AREAS

We promote the conservation of forest areas to prevent floods and erosion and to protect flora and fauna.

BIODIVERSITY CONSERVATION PROJECT IN SOUTHEAST “LAGUNA DEL TIGRE NATIONAL PARK” MAYA BIOSPHERE RESERVE PETÉN, GUATEMALA

At AgroAmerica, we signed a Memorandum of Understanding -MOU- with Solidaridad Network and Wildlife Conservation Society for the implementation of international commitments on climate change, biodiversity and soil conservation, with the forest landscape restoration approach for the conservation of *Laguna del Tigre National Park*.

Laguna del Tigre National Park is the largest national park in Guatemala, with a 25-year conservation horizon; is recognized within the “*Maya Biosphere Reserve Master Plan*” as a crucial biological diversity conservation site within the “Guatemala Protected Area System”, and has been designated a RAMSAR site, (a wetland of international importance because of its biological wealth). The RAMSAR Convention is the intergovernmental treaty that provides the framework for national action and international cooperation for the conservation and wise use of wetlands and their resources.

40
flora, forest
and ornamental
species

35
species of
aquatic and ter-
restrial animals



We currently preserve
972.66 hectares of forest
in AgroAmerica's
plantations

**19,098
hectares**



The project area encom-
passes **19,098 hectares** that
includes:

Broadleaf forest **73.51%**
Wetlands, flooded savannas
3.69%

Water bodies like rivers,
creeks, marshes, lakes,
ponds **0.61%**

Non-forest areas: fallow
fields, agriculture, and the
community near from the
project **22.20%**

General objective

The general objective of the project is to conserve the biodiversity, natural ecosystems, and cultural heritage of the *Laguna del Tigre National Park*.

Specific objectives

- Protect and monitor populations of endangered species and their habitat
- Protect natural ecosystems (forests, wetlands, savannas) from threats
- Promote dialogue and community participation to implement socio-environmental policies.



AgroAmerica Corporate Director, representatives of the Wildlife Conservation Society and the National Council of Protected Areas; at Maya Biosphere Reserve conservation Project.

Accomplishments of the Biodiversity Conservation Project during 2019:

- Implementation of the Forest Fire Early Warning System
- None of the forest cover in the project area or community area was affected by forest fires in the last fire season.
- **18.2 kilometers of fire breaks** to prevent forest fires.
- Improvement of security checkpoints for control and vigilance patrols to counter detected threats.
- **Biological monitoring** through camera trap networks established on trails, waterholes, and other important species transit sites (Jaguar, anteater and wild pig, Scarlet Macaw, Central American river turtle, Whitelipped peccary) to determine their population and define and conservation initiatives.
- **23 joint control and surveillance patrols** with security forces to counter detected threats.
- **5 flyovers** to detect threats in the project's geographic area.
- The **arrest of 10 persons** who attempted banned hunting.
- **12 monitoring visits** to Scarlet macaw nesting site to generate a conservation plan and promote successful reproduction
- **100% of the neighboring community** has access to a first-level health center where 516 persons have received medical care and 77 children have been vaccinated.
- **144 members of the community** were hired and trained to monitor and clean the fire breaks of the conservation area. This brings an income to their families.
- **Signature of a "Laguna del Tigre National Park" Conservation Agreement** among: the neighboring community, Wildlife Conservation Society and the National Protected Area Council to promote a partnership and work together in biological monitoring, environmental protection and community development.



CONSERVATION PROJECT “LAGUNA DEL TIGRE NATIONAL PARK” MAYA BIOSPHERE RESERVE, PETEN, GUATEMALA

CERTIFICATION COURSE ON ECOSYSTEM RESTORATION IN THE SOUTHERN COAST OF GUATEMALA

AgroAmerica participates in the **Southern Coast Restoration Network**, which aims to strengthen forest landscape restoration in the south of the country. It is formed by representatives of municipalities, civil organizations, private companies, community leaders. It is led by the National Forest Institute and the Private Climate Change Research Institute -ICC-, with the support of World Resource Institute -WRI-(<https://www.wri.org/>).

AgroAmerica workers participated in the Ecosystem Restoration certification course promoted by the Southern Coast Restoration Network. The purpose was to replicate the lessons learned in work areas and build public-private and non-governmental organization partnerships for the conservation and restoration of forest landscapes. The following modules were taught

- Riparian forest restoration
- Dry forest restoration
- High mountain forest and mangrove restoration



The certification course lasted 29 hours and 20 persons from government agencies and non-governmental organizations, private sector and communities participated in the training sessions

◀ **AgroAmerica Corporate Director and members of the community benefited from the conservation Project**

TRAINING FOR WORKERS ON ENVIRONMENTAL CONSERVATION

At AgroAmerica, we train our workers to become an active part in environmental conservation. This training is aimed at giving them the knowledge to adopt climate change adaptation and natural resource conservation measures.

The main topics covered in the training sessions are:

- Good Agricultural Practices
- Good Manufacturing Practices
- Environmental policy: no contamination, no fishing, any type of burning and deforestation is banned, continuous improvement and environmental legislation
- Solid waste management
- Environmental and natural resources conservation
- Environmental management plan
- International certifications

8,721 workers were trained during 2019 on environmental conservation

RESPONSIBLE USE OF AGROCHEMICALS

Environmental protection



TRAINING WORKERS ON RESPONSIBLE USE OF AGROCHEMICALS

Training has been given to **4,591 workers on responsible use of agrochemicals, and on crop nutrition**; to promote the personal safety and environmental protection.

The major topics were:

- Correct use, mixes and classification of phytosanitary products
- Correct use of Personal Protection Equipment
- Calibration of application equipment
- Triple-Rinsing of agrochemicals containers after the product has been used

“The reference and basis for us at AgroAmerica is the list of pesticides of the Sustainable Agriculture Network”.

MEMORANDUM OF UNDERSTANDING WITH WWF

In 2015 we signed a Memorandum of Understanding with WWF to improve farming practices and reduce the use of agrochemicals. The objectives of this agreement are:

- To reduce pesticides used, specifically fungicides, insecticides and herbicides used in the production of bananas and tropical oil, in areas close to the Mesoamerican reef and with a high level of contamination.



- To reduce the use of fertilizers per ton in basic crops and to reduce water use in processing plants.
- To ensure the implementation of the Best Agricultural Practices.
- Prevent the loss of organic matter in soils and/or increase it by 3%.

METEOROLOGICAL STATIONS

In the Southern Cost and Southwestern region of Guatemala and Ecuador we have meteorological stations that provide the following climate information: moisture, relative humidity, temperature, wind speed and direction, rainfall, solar radiation evapotranspiration, atmospheric pressure and other variables.

We have a partnership with WWF and the Climate Change Institute to install experimental meteorological stations connected to information systems to implement sustainable practices.

Climate information collected by meteorological stations allow us to make decisions and reduce the use of pesticides that control the Sigatoka disease in plantations.

PROTECTION OF FRUIT TO REDUCE THE USE OF AGROCHEMICALS

We use bags to protect fruit; the bags are made of a material that can be reused and protect fruits without the use of agrochemicals.

FUSARIUM TROPICAL RACE 4 (FOC TR4)

Guatemala, Peru and Ecuador, where our operations are located, are free from the Fusarium Tropical Race 4 disease. We implement practices to guarantee crop safety and sustainable production.

AgroAmerica adopts measures to prevent Fusarium Tropical Race 4:

1. Drill to protect Banana Crop

In Guatemala we contributed by performing the third national drill in partnership with the Ministry of Agriculture, Livestock, and Food, and with the International Regional Agricultural Sanitation Body to contain and prevent Fusarium TR4 (Foc TR4).

The drill began with training provided by the Ministry of Agriculture, Livestock and Food on the disease, on internal and external symptoms, as well as on various practices to contain and prevent it.



We currently have 9 meteorological stations in our plantations, which are comprehensively monitored for efficient resource use and to reduce the use of agrochemicals



“We have taken the necessary measures to maintain the health of our crops and prevent the outbreak of diseases in all our producing plantations; thus, we can ensure a sustainable production with the high quality you already know”.

Luis Falcón, VP
Banana Division, AgroAmerica



The National Drill was executed in Alliance with:



ORGANISMO INTERNACIONAL
REGIONAL DE SANIDAD
AGROPECUARIA

Por una región libre de plagas transfronterizas



GOBIERNO de
GUATEMALA

DR. ALEJANDRO GUAMAYAT

MINISTERIO
DE AMBIENTE
Y RECURSOS
NATURALES



AgroAmerica



Drill to prevent Furarium Tropical Race 4



The objective was to build technical capabilities to respond and contain to possible outbreaks of the Foc TR4; and promote the implementation of operation procedures to detect, confine or eradicate this destructive disease, considered to be one of the 10 more lethal pests for these fruits.



120 persons participated: company workers and plantain growers from the Southwestern region of Guatemala

2. Biosafety protocol

We have established the following prevention systems in our production plants:

- Visitor Instruction Guide, to publicize the security measures that must be complied within the facilities
- Biosanitary declaration (from the visitor), confirming that he/she understood the Instruction Guide and has not been to any country where the disease is present and that he/she undertakes to comply with the given instructions.
- If the visitor has been in a contaminated country, we carry out biosecurity protocol, providing complete equipment for entry to the farm.
- If the visitor is a foreigner, they are provided with adequate footwear before entering the farm.

We have established procedures to ensure food safety within our producing plantations, such as:

- Fusarium Wilt Tropical Race 4 (TR4) Management Plan.
- Risk assessment and management.
- Risk sources mapping.
- Training plan for our workers, including topics related to the prevention of TR4.
- Disinfection of tools, shoes, hands and means of transport before entering the plantation through foot baths and tire baths which contains an environmentally-friendly disinfectant solution to sterilize.



Shoes disinfection



Transport disinfection



Drill to prevent Fusarium TR4

3. Financing to research alternatives

AgroAmerica has partnered with major Australian growers as well as with multinational companies to provide funds to FHIA (Honduran Foundation for Agricultural Research). The objective of this program is to develop new TR4-resistant Musaceae hybrids. FHIA is the only organization that has been able, to date, to develop those hybrids.

4. Cooperation with the World Banana Forum (WBF)

We are members of the Steering Committee, a group of representatives nominated by the banana stakeholders, in charge of coordinating the ongoing work of the World Banana Forum and its Working Groups.



Among the actions proposed by World Banana Forum we can find a list of elements for a sector-wide action plan:

1. Awareness raising campaigns on the inherent risks of TR4 and dissemination of prevention / quarantine measures wherever Cavendish bananas or other susceptible cultivars are cultivated;
2. Adoption of appropriate early warning systems based on rapid diagnostic techniques of the disease and risk assessments;
3. Training programs aiming at improved understanding of the epidemiology of the disease;
4. The development of control and management practices under field conditions through capacity development; and
5. The development of alternative banana cultivars that eventually can replace the current Cavendish types.



This allows us to participate actively and be part of the efforts made by the World Banana Forum against the Fusarium wilt Tropical Race 4 (TR4)

In the face of this action plan, the TR4 Task Force of the WBF is in the process of defining its role and priorities, and presently suggests the following provisional objectives:

- To encourage/ensure a series of prevention strategies to delay or avoid the long distance spread of the disease, agreed on a global basis and properly executed;
- To ensure the availability and dissemination of relevant information to WBF partners and where possi-

- ble to other parties concerned with and affected by TR4;
- To support existing initiatives, and to avoid duplication of efforts;
- To encourage global collaboration among interested parties, including access to funding opportunities.

5. Global G.A.P. Certification

At the forefront of recent events, we have adopted all the necessary preventive measures to avoid the outbreak of TR4 in each of the territories in which we have operations, responding to the importance of maintaining our positive impact on sustainable production and food safety.

This certification included specific biosafety measures to prevent TR4. We are happy to announce that 100% of our plantations are Global G.A.P. certified and, therefore, our safety measures meet global standards.

In 2017, this certification developed the “*TR4 Biosafety Add-on*”, a tool that gives farmers a risk mitigation plan to prevent the introduction (and/or propagation) of the TR4 pathogen to, within and from Global G.A.P. certified farms.

ORGANIC PRODUCTION

Organic agriculture improves soil fertility; chemicals such as pesticides or artificial nitrogen fertilizers are not used, and this also ensures higher levels of nutrients and anti-oxidants.

Environmental benefits of organic agriculture:*

- Improve the biological diversity of the system
- Maintain the fertility of the soil in the long term
- Recycle vegetable waste to return nutrients to the system, thus reducing the use of fertilizers
- Water management and pollution reduction thanks to organic fertilizers
- Climate change mitigation
- Encouragement of biodiversity: the maintenance of natural areas allows the diversification of species in and around the cultivated area.
- Ecological services, including soil forming and conditioning, soil stabilization, waste recycling, carbon sequestration, nutrients cycling, predation, pollination and habitats

*Source: UN Organization for Food and Agriculture.



Organic agriculture is a holistic system of production which promotes and improves the agro-ecosystem health, including biodiversity, biological cycles and soil biological activity, taking into account that regional conditions require locally adapted systems, which is achieved by using, when possible, cultural, biological and mechanical methods as opposed to synthetic inputs.”

According to the UN Organization for Food and Agriculture



<http://www.fao.org/home/es/>



ONE BANANA, THE BETTER BANANA CO. (ORGANIC PRODUCTION)

To add value to our One Banana, Co. brand, we have an organic banana farm in Peru a country that represents 3% of the world's organic banana production.



Our mission includes being a major organic grower and distributor in industry.”



Our operations in Peru have international standard certifications from the U.S. Department of Agriculture through its organic food program, as well as European and other International standards that ensure sustainable production:

- FAIRTRADE
- USDA ORGANIC
- European Community Regulation for Organic Production
- Global G.A.P.



One Banana organic Packing Plant



RECYCLING AND REUSING

AgroAmerica aims to accomplish the ecologically rational management of chemicals and of all waste throughout their life cycle.

Recycling

AgroAmerica's central office in Guatemala has a 100% paper recycling program in partnership with "Red Ecológica" (Ecological Network), which is a certified company for the recovery and recycling of paper under the concept of reduce, reuse and recycle.

Reuse

- Soil conservation is essential for food security and a sustainable production. **In AgroAmerica we reuse 80% of the banana plants as organic matter for soils**, which guarantees integrated crop management by maintaining fertility and reducing the use of agrochemicals.
- We use bags to protect bananas; **they are reused 2.5 times** in conventional banana production, and **5 times** in organic banana production.



International standards

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Our key to success is the differentiation and competitiveness in the market; operating with international standards that focus on agricultural, labor, environmental and social practices.

**100%**  
Of our producing estates

are Rainforest Alliance certified in Guatemala and Ecuador

**100%**  
Of our producing estates

are Global G.A.P. certified in Guatemala, Ecuador and Peru

**100%**  
Of our organic banana

Producing plantations are certified by: Fairtrade, USDA Organic and European Community Regulation for Organic Production



WE HAVE A CONTINUOUS IMPROVEMENT CULTURE through which we self-assess constantly under international standards; that guarantee sustainable and responsible production and go beyond the audits requirements.



## RAINFORREST ALLIANCE CERTIFICATION

The Sustainable Agriculture Standard is rooted in the following sustainability principles:

- Effective planning and management system
- Biodiversity conservation
- Natural resource conservation
- Improved livelihoods and human well-being
- Sustainable cattle production

In Guatemala and Ecuador 100% of our producing estates are certified and 6,925 workers were trained on the criteria evaluated by Rainforest Alliance during 2019.

[www.rainforest-alliance.org/es](http://www.rainforest-alliance.org/es)

## GLOBALG.A.P.

### G.A.P. GLOBAL CERTIFICATION

This certification is based on the best practices to guarantee product quality, the health of employees and environmental protection.

GLOBALG.A.P. Certification covers:

- Food safety and traceability
- Environment (including biodiversity)
- Workers' health, safety and welfare
- Includes Integrated Crop Management (ICM)
- Integrated Pest Control (IPC),
- Quality Management System (QMS)
- Hazard Analysis and Critical Control Points (HACCP)

In Guatemala, Ecuador and Peru 100% of our producing estates are certified 8,145 workers were trained in the criteria evaluated by Global Gap during 2019.



[https://www.globalgap.org/uk\\_en/index.html](https://www.globalgap.org/uk_en/index.html)



**GLOBAL G.A.P.  
+ ADD ON**

We added the Global G.A.P. + Add On complement that gives customers the assurance of sustainable production.

AgroAmerica has implemented the following Add On modules from Global G.A.P.:

**1. GRASP, Social Practices:** This module is developed to assess social practices on the farm, addressing specific aspects of workers' health, safety and welfare. It offers buyers added assurance, and it helps protect one of the farm's most important resources: its people.

**2. TR4 Biosafety:** The Global G.A.P. Secretariat has developed the TR4 Biosecurity Add-on module, a tool that provides farmers with a risk mitigation plan to prevent the introduction (and/or further spreading) of the TR4 pathogen to, within, and from their GLOBAL G.A.P. certified farms. This add-on is innovative since it is designed to help raise awareness about the seriousness of the disease at a global scale by means of informative annexes

**3. Nurture Module:** The Nurture Module focuses on Plant Protection Product List (PPPL) management; which meet environmentally-friendly international quality standards.

[https://www.globalgap.org/uk\\_en/for-producers/globalg.a.p.-add-on/](https://www.globalgap.org/uk_en/for-producers/globalg.a.p.-add-on/)



## BUSINESS ALLIANCE FOR SECURE COMMERCE -BASC- CERTIFICATION

The BASC certification allows the administration of global security standards and procedures, applied to international trade logistics chains.

**AgroAmerica is the first banana grower in the region to be BASC certified.**

The main topics that are audited by BASC are:

- Container and cargo security
- Physical access control
- Personnel safety
- Security procedures
- Physical security
- Technological security
- Training on security and threats
- Security assessment

10% of the packing plant operations in Guatemala are certified, and 352 workers have been trained on the BASC standard during 2019.

We are also BASC certified in the transportation and logistics business area.



<http://www.wbasco.org/>



## CERTIFICATION SCS

SCS Global Services (SCS) SCS is an international leader in third-party certification and standards development in environmental, sustainability, and food safety and quality performance claims.

**In Guatemala 19% of our producing estates are certified and 164 workers were trained in the criteria evaluated by SCS during 2019.**

[www.scsglobalservices.com](http://www.scsglobalservices.com)



## C-TPAT FROM THE CUSTOMS AND BORDER CONTROL OFFICE OF THE UNITED STATES

In AgroAmerica we are audited by the US Customs and Border Protection Office, which conducts a process of evaluation and protection of the supply chain and the implementation of security practices against terrorism.

<https://www.cbp.gov/border-security/ports-entry/cargo-security/c-tpat-customs-trade-partnership-against-terrorism>



## CERTIFICATIONS FOR ORGANIC PRODUCTION

AT AGROAMERICA WE HAVE INTERNATIONAL CERTIFICATIONS that ensure our organic production based on soil quality requirements, water management, climate change mitigation and biodiversity conservation:



### EUROPEAN COMMUNITY REGULATION FOR ORGANIC PRODUCTION

The European organic certification is based on Organic Production Standards: EU 834/2007 - EU 889/2008, created by the European Economic Community.

This certificate is necessary to export organic production to Europe. To obtain the certificate, a company must comply with these standards, and be certified by an ISO 65 compliant certifier, and that is accredited by a European regulator such as the RVA of the Netherlands.

100% of the organic banana producing estates in Peru are certified and 182 employees were trained in the criteria evaluated by European Community Regulation for Organic Production.

<http://www.organicresearchcentre.com/?go=Policy%20and%20debates&page=Organic%20regulations>



### USDA ORGANIC CERTIFICATION

This certification is aimed at agricultural, livestock and products collected in the wild under the USDA National Organic Program for the US market.

It is based on the Organic Production Standards for the USA (NOP-USDA), created by the Department of Agriculture of the United States. This certificate is necessary for clients who wish to export their organic production to the United States, even if they have certificates for other countries.

100% of the organic banana producing estates in Peru are certified, and 182 workers were trained in the criteria evaluated by USDA Organic.

<https://www.ams.usda.gov/about-ams/programs-offices/national-organic-program>



### FAIRTRADE INTERNATIONAL

Our sustainable family-owned organic farms located in Peru, is certified under the Fair Trade international standard, benefiting all those involved in the supply chain, from producers to final consumers.

By certifying our operations under the Fair Trade standard, ONE Banana reassures its commitment to international fair and sustainable trade practices, promoting the payment of a fair price and in consequence a fair wage for workers, as well as compliance with international labor and environmental standards.

100% of the organic banana producing estates in Peru are certified, and 182 workers were trained in the criteria evaluated by Fairtrade International during 2019.

<https://www.fairtrade.net/>

“

**Our organic banana producing plantations are also Global G.A.P. certified.”**

# Innovation and technology

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At AgroAmerica, we believe that investing in infrastructure and innovation is an essential engine for growth and economic development.

31

Banana packing plants

in Guatemala, Ecuador and Peru

1

Food processing plant

plant in Guatemala with state-of-the-art technology for manufacturing banana ingredients

We export to

22

countries of America, Asia, Africa, Europe and Oceania

We contribute to:



**DECENT WORK AND
ECONOMIC GROWTH**



**INDUSTRY, INNOVATION
AND INFRASTRUCTURE**

BANANA PACKING PLANTS

31 packing plants

We have **31 packing plants** in Guatemala, Peru and Ecuador, that carry out the packing process with state-of-the-art technology.



In packing plants:

46%
of the workers
are women

We meet the **quality and safety standards** required by environmental government agencies and international certifications.

Every year we are **audited by clients** on topics of supply chain, safety and security, human rights, standard packaging, Good Manufacturing Practices, hygiene, quality, and labor and occupational safety standards. These audits help us to continually assess our practices and to meet international standards.

FOOD PRODUCT PROCESSING PLANT

PRODUCT LINE EXTENSION

To add value to our One Banana, Co. brand, in 2016 we opened a food processing plant in Guatemala with state-of-the-art technology to promote “zero waste” and optimize the use of banana fruit, by transforming it into aseptic banana puree which is used as raw material for food products.



One Banana ingredients

Our banana puree products are made from bananas grown in our own Guatemalan plantations, under ideal climate conditions (79°F), using sustainable production processes, and allowing the fruit to ripen naturally.

We use ripening rooms, where we can freely adapt our products to the needs of our customers. The puree made without additives or chemical preservatives, has a creamy color and the natural aroma and flavor of real bananas.

One banana, co. puree is available in three presentations:

- Banana puree
 - Low acid
 - High acid
 - Natural banana puree
- Banana flakes
- Banana powder

BANANA PUREE CAN BE USED FOR

- Bakery products (breads and cakes)
- Drinks (juices, smoothies, nectars, cocktails and carbonated drinks)
- Dairy products (ice cream, fruit bars and pudding)
- Sauces (ketchup, chutney and fruit sauces)
- Baby food
- Food ingredients



136 millions of bananas have been processed for food ingredients to promote “zero waste”, optimize the use of banana fruit and offer products that are good for you and the planet



NUTRITIONAL VALUE OF PUREE

Banana puree is a great source of essential vitamins and minerals, including potassium, magnesium, phosphorus, vitamins C, A1, B6, B12, and more. It also contains sucrose, fructose, glucose, and fiber.

All these nutrients help increase energy, improve digestion, relieve gastritis and constipation, maintain a regular heart rate and balance the body's water content, lower blood pressure, bones absorb calcium more easily, and prevent muscle cramps; it also contains antioxidants that help prevent breast and kidney cancer, intestinal disorders, depression, obesity, stress, stroke, and also help smokers avoid cigarette smoking, among other properties.



COMMERCIALIZATION OF BANANA PUREE

One Banana, Co. exported its puree to the following countries during 2019:

Holland	South Africa
Australia	Canada
Germany	Spain
Turkey	Russia
United States	Ukraine
Israel	Chile
Italy	Syria
France	



OUR PEOPLE

During 2019 we provided 43 training sessions to 100% of our workers on the following topics:

- Good Manufacturing Practices
- Food Safety
- Induction program of the company:
 - Mission, Vision, Values
 - Labor, social and environmental policies
 - Code of Ethics
 - Hotline
 - Team work
- Chain of Custody traceability
- Personal Protection Equipment
- Personal hygiene
- Food handling



**We have 134 workers
at the processing plant;
66% are women**

- Global food security standard
- Risk management
- Good laboratory practices
- Occupational health and safety
- Standard Operating Procedures
- Human Rights



WORLD HAND WASHING DAY

We have joined the campaign promoted by the World Health Organization to promote among our

workers the importance of hand washing, through training in order to raise awareness on safety, sanitation and hygiene and also as a preventive health measure.

The slogan in 2019:

"Clean Care for all, it's in your hands"

COMPLIANCE AND INTERNATIONAL STANDARDS

International certifications: The food processing plant has international certifications that assure that we have safety and transparency practices in our supply chain.



One Banana, Co. Puree is made from our own sustainably grown premium bananas, from our certified plantations in Guatemala.

-HACC- Certification Food safety management system: Under the LSQA seal we guarantee the implementation of the Hazard Analysis and Critical Control Points (HACCP) system which allows reducing, controlling or eliminating the hazards that may impact food safety.



-BRC- Certificate Global Food Safety Standard: This standard focuses on the following principles: commitment to management, quality management systems, good manufacturing practice audits, development of systems to reduce exposure to food fraud, ensure consistency in audit processes and promote greater resistance, transparency and tracking of the supply chain.



82% of our workers participated in the vaccination effort as practice of preventive health



Kosher Certification

Kosher certification is the verification system for food to comply with the prescriptions of Judaism whereby food is suitable for consumption by believers.

The main criteria which are assessed are: quality, good manufacturing practices and supply chain traceability.

This certification guarantees that products of animal origin are not involved in the process.



Rainforest Alliance – Identity Preserved

The Chain of Custody model standard establishes the practices that must be implemented during product transformation, and evaluates the following criteria:

- Chain of Custody management system
- Traceability in the use of raw materials from certified estates

This standard guarantees that all the banana ingredients manufactured come from Rainforest Alliance Certified plantations.

Our banana ingredients are made from our own premium ripe bananas, sustainably grown in our own plantations in Guatemala, Rainforest Alliance, Global G.A.P and SCS certified

AUDITS

During 2019 the plant was audited 5 times by clients and government agencies that evaluated the following criteria:

- Food safety
- Good Manufacturing Practices
- Thermal treatment
- Traceability
- Central American Good Manufacturing Technical Regulations
- Labor regulations



Business integrity



At AgroAmerica, we ensure ethical and transparent behavior involving every organization level of the company.

We contribute to:



DECENT WORK AND
ECONOMIC GROWTH



SUSTAINABLE CITIES
AND COMMUNITIES

COMPANY COMPLIANCE

OUR COMPLIANCE CULTURE HAS ENABLED US TO IMPLEMENT a mechanism that identifies, warns, and monitors our performance, to achieve a successful compliance process; through practices that ensure ethically and integrity practices with our workers, suppliers, and communities.

This contributes to UN Global Compact Principles on labor and anti-corruption topics and to Sustainable Development Goals about decent work and sustainable communities.

Internal Policies

INTERNAL POLICIES

Internal AgroAmerica policies are standards and guidelines design to help us make decisions based on the objectives of the company in labor and social-environmental areas.

Our major corporate policies are:

- **Prevention of HIV/AIDS in the workplace:** Sensitization of HIV/AIDS based on the dignity of the person, responsibility, solidarity, respect and trust.
- **Freedom of association:** The principle of freedom of association and democratic participation by our workers is recognized and respected.
- **Human Rights:** We promote compliance with working conditions based on respect for human rights.
- **Equity and Non-discrimination:** We offer the same opportunities for work and improvement, respecting gender, race, religious beliefs, ideology, sexual orientation, physical abilities; we recognize the same rights for every person.
- **Labor:** We comply with labor obligations and rights under the law and promoting a work environment without labor harassment and forced labor.



**40 training sessions
were held during 2019
on internal policies
for 3,463 workers**



Training on Corporate Policies

23 training sessions on the use of the ethics hot line were held in 2019 for 3,508 workers

During 2019 we received 68 calls from the Ethics hotline



3,472 workers were trained in 2019 on the content of the Code of Ethics

- **Occupational Health and Safety:** We promote a safe work environment for all workers through prevention practices in the workplace.
- **Global anti-corruption:** We promote a culture of zero tolerance for corruption based on national, European and international treaties.
- **Social:** We aim to contribute to the wellbeing of our workers, their families and communities.
- **Environmental management:** Contributes to the conservation of natural resources, complies with applicable environmental laws and protection of the environment.
- **No deforestation and exploitation:** We are aware that deforestation and other unsustainable practices have consequences for people and the environment.

ETHICS HOTLINE

We have a hot line which is available to workers, their families, community members, suppliers and customers, who may call and state their concerns, comments or suggestions. These calls are completely anonymous and are managed by an independent company.

ON-LINE ETHICS

We have a section in our web page to submit complaints or suggestions, as well as an e-mail address where more personal communications can be exchanged.

This on-line mechanism was created to give access to any stakeholders which the company influences, to have open communication channels throughout the whole world.

CODE OF ETHICS

The Code of Ethics of AgroAmerica reaffirms our commitment to guide our corporate decisions on values and transparency in order to guarantee good quality products, ensure competitive and profitable businesses in today's demanding markets.

The scope for our Code of Ethics reaches out to our directors, workers, customers and suppliers.

ETHICS COMMITTEE

We create The Ethics Committee to address and investigate the submitted complaints or suggestions sent to our communication platforms (such as the ethics hot line, working climate surveys, focus groups, etc.) to ensure a harmonious relationship among company, workers and communities.

At AgroAmerica we have a systematic procedure in place to address complaints and suggestions received: <https://agroamerica.com/es/linea-etica/>

ANTI-CORRUPTION

We have an anti-corruption policy that promotes compliance with domestic and international laws applicable to fighting corruption.

Any action that violates our policy may be reported through any of the following means: ethics hot line, on-line ethics, our compliance officer, and the legal department of the company.

We have a training program based on the anti-corruption law guidelines of each country where we operate, and on the Foreign Corrupt Practices Act -FCPA- of the United States, and the UK Bribery Act.

During 2019, our corporate compliance officer trained 90 workers of the executive level, middle managers and other human resources on the implementation of anti-corruption policies in each work area.

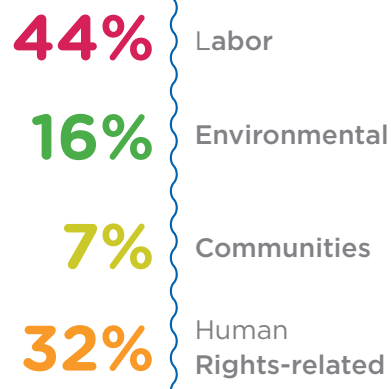
INTERNAL AND EXTERNAL AUDITS

As part of our continuous improvement plan, we have implemented an internal and external audit program, to constantly self-assess, fulfill, and go beyond the audits requirements.

We created a management system that allows us to comply with internal audit requirements as well as with requirements from clients, governments, and from the Association of Independent Banana Producers.

Results:

In 2019 the Ethics Committee resolved 100% of 68 most relevant cases received from the ethics hotline, among which the matters heard were:



Client audits

We promote responsible production to ensure the implementation of international standards and guarantee our competitiveness in the market that allows us to supply a high-quality product.

During 2019 our clients audited us 17 times and 3,331 workers were trained on the topics and criteria assessed in each audit.

The main criteria that the audits focused on were:

- Chain of custody
- Human Rights
- Standard packaging
- Code of Ethics
- Quality
- Integrated management systems
- Compliance with national standards
- Occupational Health and Safety
- Labor practices
- Food Safety
- Anti-corruption
- Work conditions
- Fair wages
- Ethical standards
- Good Manufacturing Practices
- Good Hygiene Practices
- Good Agricultural Practices

Government audits

During 2019 we were audited **32 times** by government agencies. The criteria on which we were evaluated were:

- Food safety
- Sanitary practices
- Good Agricultural Practices
- Good Manufacturing Practices
- Labor and social practices
- Environmental monitoring



Audit by the Association of Independent Banana Producers of Guatemala

AgroAmerica is a member of the Association of Independent Banana Producers of Guatemala, that has an audit system to assess the business management of labor and environmental aspects including the compliance of national laws and international certifications. **During 2019 the Association audited us 14 times.**

“ETHICAL, LEGAL AND SUSTAINABILITY COMPLIANCE PROGRAM”

AgroAmerica participated in the “Corporate program for ethical, legal and sustainability compliance” promoted by the Center for Corporate Social Responsibility of Guatemala.

Business executives participated who are in charge to implement the Corporate Social Responsibility and Compliance strategy.



The modules of the program were:

Module I:

Compliance program: Compliance culture, governance, compliance personnel, policies and procedures, monitoring and evaluation, complaints, training and communications

Module II:

Legal compliance department: Compliance system

Module III:

Compliance officer: Profile, roles, activities and responsibilities of a compliance officer.

Internal audits

We have an internal management system to continually audit our compliance with national and international standards. **During 2019, we conducted 52 internal audits on labor, social, and environmental criteria of our operation.**



www.centrase.org

AgroAmerica's compliance officer was invited as speaker about the role of Compliance Officer in the company

Doing well by doing good



A Corporate Sustainability strategy is regarded as voluntary corporate commitment to exceed the explicit and implicit obligations. The positive impacts that we generate as a company will make us stand out as different in the marketplace.

PARTNERSHIPS TO PROMOTE CORPORATE SOCIAL RESPONSIBILITY

Doing well by doing good

1. CENTRAL AMERICA DONORS FORUM 2019



AgroAmerica was invited to be a sponsor of the Central America Donors Forum that took place in Tegucigalpa, Honduras with the participation of 120 panelists and speakers and almost 400 attendees including government leaders, media outlets, private sector and organizations that promote Social Responsibility from Central

America, Mexico, the United States and Europe.



<http://cadonorsforum.org/>
<https://seaif.org/es/>

The Central America Donors Forum (CADF) is the premier networking and learning space to discuss priority issues and successful models of development, and explore co-investment for social impact

The forum is organized by the Seattle International Foundation with the support of its local partners and sponsors.

The IX edition of the forum was held in 2019 and **has become one of the main multi-sector forum to discuss challenges and opportunities in Central America.** The topics of Central American Donors Forum were economic development, youth, feminist movements, corruption, migrant populations, human rights promotion, democracy, rule of law and public-private partnerships. Panels were presented by experts from INCAE Business School, UNICEF, USAID and the Inter-American Development Bank (IDB).



30 speakers and 18 business cases were presented at the National Forum.

2. XII NATIONAL CORPORATE SOCIAL RESPONSIBILITY FORUM 2019



XII National 2019 Forum in Guatemala City

The National CSR Forum is a platform that every year brings together companies, civil society organizations, public institutions, academia and international organizations to share initiatives on issues of Corporate Social Responsibility and to propose solutions for corporate and national sustainability.

In 2019, we contributed to the XII National 2019 Forum on Corporate Social Responsibility organized in Guatemala City by the National Center for Social Responsibility for Guatemala from which we are members.

The forum prioritized the importance of promoting common good, compliance with the law, ethically practices, leadership, citizen participation, and reinforcing the commitment towards sustainable development through corporate social responsibility management.

XII National 2019 Forum in the Western region of Guatemala

The XII forum was replicated in the Western region of Guatemala; we contributed to it and invited 50 of our stakeholders: community leaders, government sector representatives, and workers.



2019 FORUM IN THE WESTERN REGION OF GUATEMALA

AgroAmerica invited 50 of our stakeholders to the National Forum: community leaders, workers, and government agencies



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Strategic partnerships

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At AgroAmerica we seek to build national and international partnerships in order to accomplish Sustainable Development.

We contribute to:



PARTNERSHIPS  
FOR THE GOALS



## STRATEGIC PARTNERSHIPS



Guided visit of United Nations Development Program -UNDP- representatives to AgroAmerica's facilities.

AgroAmerica believes in building positive relationships with our stakeholders through active and constant communications based on dialogue, which becomes a path towards development.

The close relationship that we maintain with our stakeholders, led us to establish a networking platform with over 2,011 contacts that includes community leaders, religious leaders, members of Community Development Committees, teachers, school principals, mothers who participate in community programs, government agencies, NGOs and the media.

We manage strategic partnerships with national and international organizations focus on labor, business and CSR practices.

## Relationship with stakeholders for trade purposes, in order to promote economic development projects in industry and in the region where we operate:



**Association of Independent Banana Growers**  
We are members of the Board of Directors



**Chamber of Industry of Guatemala**  
We are members of this association that promotes competitiveness and trade-fair in the industry  
<https://cig.industriaguatemala.com/>



**AmCham Guatemala**  
Promote commercial relations between Guatemala and the United States by strengthening economic activities, the free enterprise, and to move ahead the legitimate interests of its members while encouraging Corporate Social Responsibility.  
<https://amchamguatemala.com/>



**Guatemalan Exporters' Association**  
We are members of this association that promotes competitiveness through the implementation of quality systems in the exports production chain.  
<https://export.com.gt/>



**World Economic Forum**  
The World Economic Forum is the International Organization for Public-Private Cooperation. The Forum engages the foremost political, business and other leaders of society to shape global, regional and industry agendas.  
<https://www.weforum.org/>



**Agricultural Chamber of Guatemala**  
We are members of the Chamber that is committed to transform agriculture as an industry to significantly impact rural development, food safety and competitiveness.  
<https://www.camaradelagro.org/>

## Relationship with stakeholders in the area of corporate social responsibility: To implement sustainable projects that have a positive impact on persons, society and the environment:



**National Disaster Reduction Coordinator**  
We work with CONRED to establish a Local Coordinators for Disaster Reduction in the vulnerable communities that are close to our operations.  
<https://conred.gob.gt/site/index.php>



**USAID ALIANZAS / RTI INTERNATIONAL**  
USAID has given us a grant to raise the impact of our Corporate Social Responsibility programs  
<https://www.usaid.gov/documents/1880/alanzas-guatemala>



**Center for Corporate Social Responsibility in Guatemala**  
We are members of the Board of Directors that promotes Corporate Social Responsibility initiatives in Guatemala.  
<https://centrarse.org/>



#### **FUNCAFÉ: Foundation for Private Education in Rural Areas**

We signed a Memorandum of Understanding with this organization to receive technical assistance and implement an education method for the Agroamerica's school located in Southwestern region of Guatemala

<http://funcafe.org/ES/>



#### **Colorado University**

We signed a Memorandum of Understanding with University of Colorado who provides technical, medical and research assistance at our Human Development Center

<https://www.colorado.edu/>



#### **Food and Nutrition Security Secretariat**

We work with the Secretariat to provide training on preventive health in rural communities of Guatemala.

<http://www.sesan.gob.gt/>



#### **Ministry of Social Development**

We provide cooperation to MIDES to carry out social development programs jointly.

<http://www.mides.gob.gt/>



#### **Ministry of Education**

We have a partnership with the Ministry of Education to provide and support education in Southern and South coast of Guatemala.

<http://www.mineduc.gob.gt>



#### **World Banana Forum**

We are members of the World Banana Forum, which is a space where the main stakeholders of the global banana supply-chain work together to achieve consensus on best practices for sustainable production and trade.

<http://www.fao.org/world-banana-forum/about-the-forum/en>



#### **WWF Wildlife Fund**

In January 2015 we signed an MOU with WWF to conserve natural resources and promote sustainable practices.

<https://www.worldwildlife.org/>



#### **Climate Change Institute**

We are member of Climate Change Institute; this institution promote actions that facilitate climate change mitigation and adaptation in the region based on technical and scientific guidelines as well as economic feasibility.

<https://icc.org.gt/es/icc-2/>



#### **Agrequima**

We have carried out training programs on the responsible use of agrochemicals and on plastic container recycling.

<https://agrequima.com.gt/site/>



#### **Ecological Network**

We work with this organization to recover and recycle the paper used in the central office of Guatemala

<http://redecologica.com.gt/>



#### **Ministry of Environment and Natural Resources**

Institution that regulates environmental management and promotes sustainable development in Guatemala

<http://www.marn.gob.gt/>



**Solidaridad****Solidaridad Network**

We signed a Memorandum of Understanding to promote soil productivity, improve food security, conserve biodiversity and combat desertification.

<https://www.solidaridadnetwork.org/>

**Wild Conservation Society**

We signed a Memorandum of Understanding to promote soil productivity, improve food security, conserve biodiversity and combat desertification.

<https://guatemala.wcs.org/>

**National Institute of Forest**

It aims to promote the country's forest development through sustainable management of forests, reduce deforestation of forest land, promote the reforestation of forest areas currently without forests, and increase their productivity.

<http://www.inab.gob.gt/>

**Rainforest Alliance**

We have worked together to the conservation of landscapes. RA promotes the fight against deforestation and climate change, and in favor of creating economic opportunities for rural populations.

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

**Ministry of Agriculture, Livestock and Food**

We have worked together to promote projects that contribute to Food and Nutrition Security and health of communities, and to reduce chronic child malnutrition.

<https://www.maga.gob.gt/>

**Association of Banana Exporters of Ecuador (AEBE)**

We are members of the banana association, created to promote the integral development of the Ecuadorian export sector through collaboration.

<https://www.aebe.com.ec/>

# Global Reporting Initiative



This sustainability report has contents from the Global Reporting Initiative -GRI- guide for preparing reports. ([www.globalreporting.org](http://www.globalreporting.org)). GRI is an independent international organization since 1997, is a pioneer of sustainability reporting that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social well-being.

Using this guide has been useful to reflect the economic, environmental and social impacts of our operations. We will improve on the use of this guide in order to produce a concrete, relevant and standardized report.

Bellow you will find a list of report items promoted by GRI:

## GENERAL BASIC CONTENT

### Strategy and Analysis

G4-1: Statement from the top-level officer responsible for the relevance of sustainability for the organization, and his strategy

### Organizational Profile

G4-3: Name of the organization

G4-4: Major brands, products and services

G4-5: Location of the organization's head office

G4-6: Number of countries in which the organization operates

G4-8: Markets served

G4-9: Size of the organization

G4-10: Breakdown of the workers of the organization by sex

G4-16: Main associations to which it belongs and/or national and international agencies supported by the organization

### Stakeholder participation

G4-24: Relationship of stakeholders included by the organization

### Profile of the Report

G4-28: Period covered by the information contained in the Report

G4-29: Date of the most recent previous Report

G4-30: Reporting cycle

G4-31: Point of contact for matters related to the Report or its contents

G4-32: GRI table of indicators

### Ethics and integrity

G4-56: Mission, values and Code of Conduct Statements

G4 -57: Describe the internal and external consultation mechanisms in favor of ethical and lawful conduct, and to consult the matters related to the integrity of the organization, such as telephone help lines or consultation.

G4-58: Describe the internal and external mechanisms for reporting unethical or illicit behaviors and matters related to the integrity of the organization, such as escalated notification to management, mechanisms for reporting irregularities or helplines

## SPECIFIC BASIC CONTENT

### Category: Economics

#### Aspect: Indirect economic consequences

G4-DMA: Information on management approach

### Category: Environment

#### Aspect: Water



G4-DMA: Information on management approach

G4-EN10 Percentage and total volume of recycled and reused water

**Aspect: Biodiversity**

G4-DMA: Information on management approach

**Category: Social performance**

**Subcategory: Labor practices and decent work**

**Aspect: Employment**

G4-DMA: Information on management approach

G4-LA3 Rates of reincorporation to work and retention after maternity or paternity leave broken down by sex

**Aspect: Health and safety in the workplace**

G4-DMA: Information on management approach

**Aspect: Training and education**

G4-DMA: Information on management approach

**Aspect: Diversity and equal opportunities**

G4-DMA: Information on management approach

**Aspect: Mechanisms to file labor practice complaints**

G4-LA 16 Number of labor practice complaints filed, addressed and resolved through formal complaint mechanisms

**Subcategory: Human Rights**

**Aspect: Investment**

G4-HR2 Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

**Aspect: Non-discrimination**

G4-DMA: Information on management approach

**Aspect: Child labor**

G4-DMA: Information on management approach

**Aspect: Forced labor**

G4-DMA: Information on management approach

**Aspect: Human Rights complaint mechanisms**

GR-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms

**Subcategory: Society**

**Aspect: Local communities**

G4-DMA: Information on management approach

**Aspect: Fight against corruption**

G4-S04 Communications and training on anti-corruption policies and procedures

**Reference contact for questions about this report:**

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