



DAABON



“From the soil to the market”



From Santa Marta to the world

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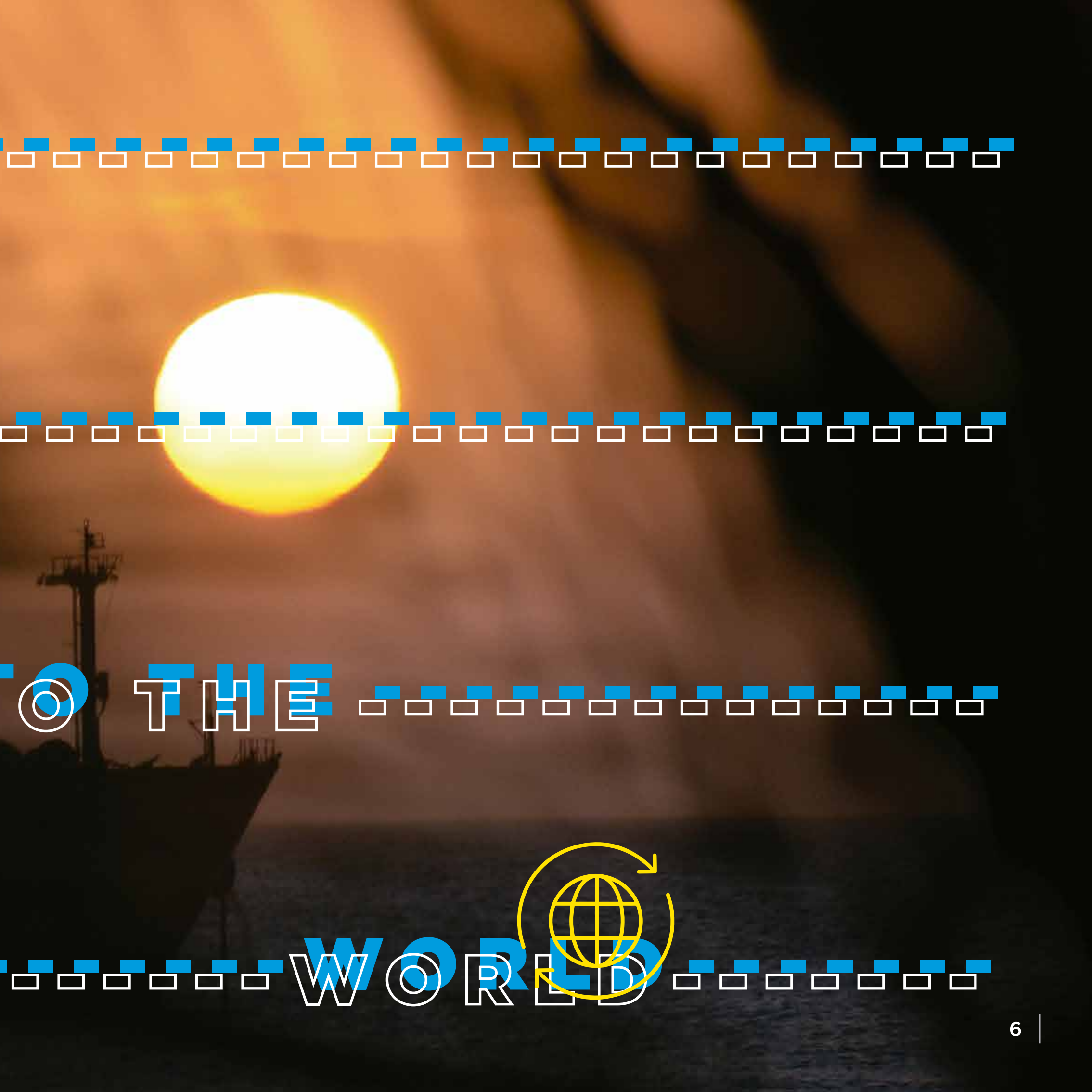
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FROM

SANTAMARTA



© THE

WORLD



1.1 *"We are a united family creating sustainable development,
from our hearts to the world"*



*Message from our CEO
Manuel Julian Dávila Abondano*

The period of 2012-2018 was a positive one. As a result of our internal management efforts we have achieved many important accomplishments in our various regions of operation, demonstrating the experience we have gained in our broad trajectory and our tireless commitment to a responsible and sustainable operation.

Thanks to our ongoing search for creative and innovative solutions we have transformed our operations; we have not only developed solutions that mitigate our impact, but also solutions that enable us to adapt to ongoing changes.

Over the last few years we have independently developed significant additional capacity; expanding the scope of our operations by integrating an industrial cluster, opening two new production plants, and commissioning the biggest oil refinery in Latin America (with a capacity of 1,200 tons per day).

In addition, we have optimized our processes, decreasing our consumption of natural resources and preventing pollution by using waste as an input; reusing it in our operations. For example, the palm oil milling process at our Tequendam extraction mill uses waste fibers (seeds and husks) for compost and effluents (a blend of oil, water and sludge) to generate energy.

Our vision and quality standards have enabled us to consolidate our company in the B2B (Business to Business) market, with an important portfolio of ingredients for the global food, pharmaceutical and cosmetic industries. In addition, by the end of 2018, we have extended our business model to engage the B2C (Business to Consumer) market, offering products to the end consumer in the confectionary (chocolates) and personal hygiene (soap bars) segments. This was made possible by the acquisition of manufacturing companies, including the latest addition to our supply chain; Soapworks Ltd, the largest manufacturer of soaps in the United Kingdom with more than 30 years of experience.

We also just relaunched our consumer-facing brand, Organic Mountain, with a new look that highlights the Sierra Nevada mountain range of Santa Marta and the ancestral people who used sustainable and organic methods to produce their crops. The brand has a vast portfolio of organic and sustainable products in more than six categories; beverages, sweeteners, grains and flours, oils, bakery products and snacks. The brand will first be launched in the Asia Pacific market.

Through the various advancements we have made over the last several years, our Group has learned that people are the driving force of our growth. In which case we understand the importance of supporting and enhancing the wellbeing of our workers. With this in mind we have promoted an organizational culture based on self-care and the protection of others, under one slogan: "I take care of you, I take care of myself and we take care of each other."

Also, we recognize that to achieve a better future we must depend on people who are committed to finding more and better solutions to the challenges faced by our businesses, therefore our goal is to provide the tools necessary to increase the skills of our workforce through on-the-job training programs, an incubator for young talent, professional plans and educational aid.

We also understand that given the nature of our business and the vulnerability of agribusiness systems to climate change, we must increasingly understand and manage our impact and strive to adapt to this challenge while maintaining our focus on sustainable and responsible production.

We are committed to strengthening sustainable development, abiding by globally recognized voluntary standards through which we have learned strategies to empower small producers, reinforce each level of our value chain, and ope-

rate under fair, responsible and respectful trade criteria with high conservation values of our land. We are continuously searching for opportunities to support our community, mainly for those located in areas of conflict or for those that are highly vulnerable. Our commitment to sustainable development is evidenced by the fact that the Daabon Group is the first RSPO Next-certified company worldwide.

In addition to the strategies required by our standards, we have developed our own initiatives, focused on granting benefits to the families in our local communities. From 2012-2018, we implemented various community development programs in the areas of education, entrepreneurship, food safety, sports and recreation.

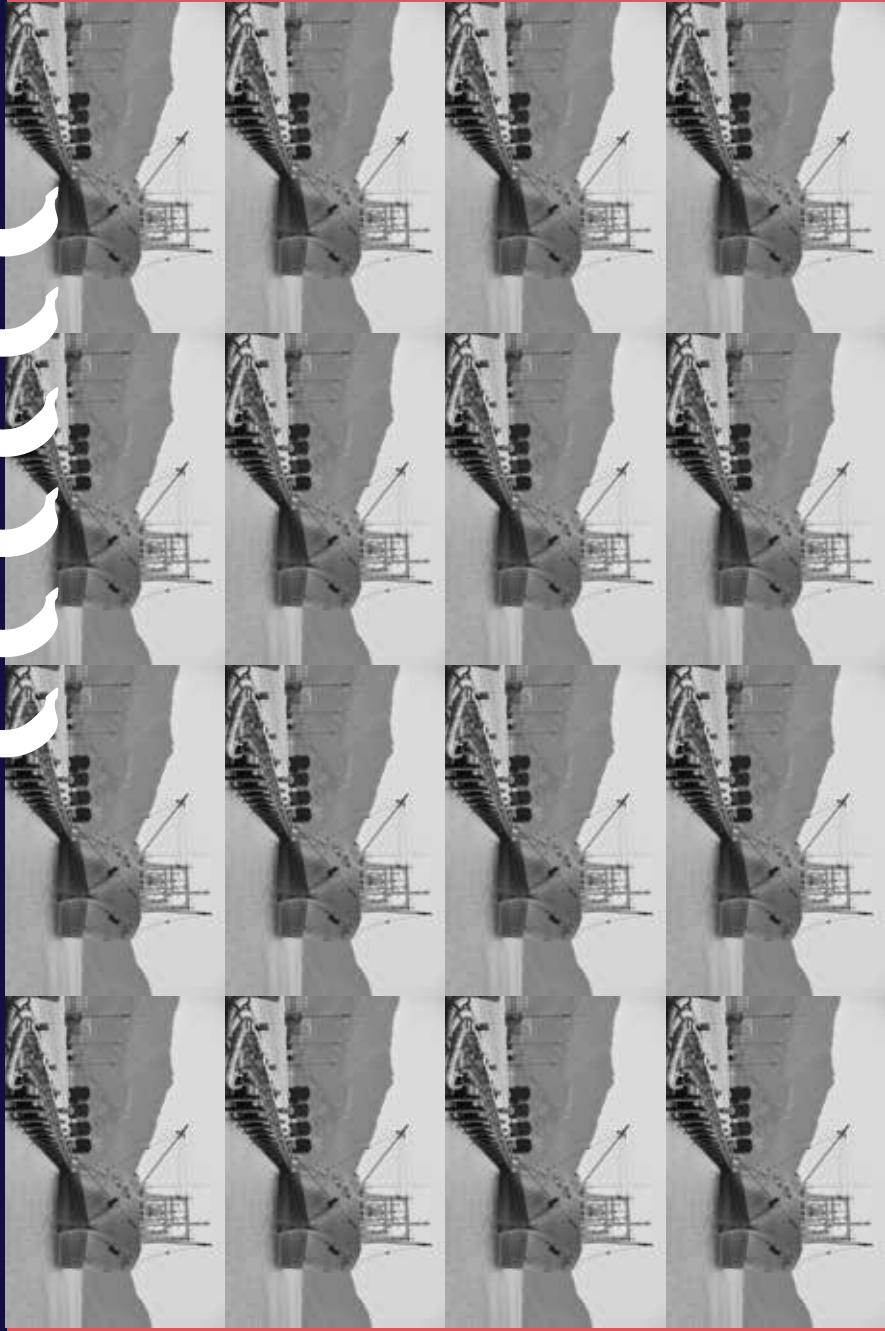
In the future we plan to reinforce this approach towards sustainable development in our businesses, including investing in the development of renewable energies to achieve greater energy efficiency with the potential use of solar power on our Caribbean Coast. We also strive to prevent greenhouse gas emissions through the capture and use of biogas, and to extend this process to all of our mill operations.

Looking ahead, we are developing several new projects. First, in our logistics unit we plan to expand our Free Trade Zone through the acquisition of the Tayrona Free Trade Zone and the construction of Las Americas port . This will allow us to be more efficient in our port operations, as well as optimize the transport of goods via pipes, reducing the dependence on mobile transport and the resulting environmental impact. Additionally, we will work to carry out a multimodal logistics revolution by actively participating in the implementation of the Santa Marta - La Dorada rail service.

A handwritten signature in black ink, appearing to read 'Shelli', with a horizontal line underneath the final letter.



”””””





Our heritage

The Daabon Group was founded based on the family vision of working the land in a responsible way. The company name is a combination of the last names of the founding couple; Mr. Alberto Davila Diaz Grandados and Mrs. Carmen Abondano Alzamora, who have built DAABON on a foundation of Respect, Integration, Sustainability and Love (RISA), an acronym that means “laughter” in Spanish.

The Group anticipates market trends, and as such it has positioned itself as a pioneer in the establishment of a production, transformation and trade model for vertically integrated organic agricultural and sustainable products; always based on its company motto: “from the soil to the market”.

“As a family, we have seen three generations grow united with the same purpose in mind, caring for people”

*For the purposes of this document, ‘Daabon Group’ or ‘Group’ is understood as the set of the 12 companies: CI Tequendama SAS, CI Samaria SAS, Terlica, Construproyec, Zona Franca Las Americas, AFD, Voltaje Empresarial, Ecobio.

HISTORY

Family activities that gave rise to the Daabon Group more than 100 years ago started in the state of Magdalena with cotton crops. Since it was founded, Daabon has become a well-known international brand established in more than ten countries; we have been leaders in quality and transformation of organic and sustainable agricultural products.



1.3

Integral business operation with global vision.

The operation of the DAABON Group is based on strong client relationships built on trust and on a long-term vision. This operation model, which requires strict crop planning and innovation in the industrial area, enables the development of a trade strategy that defines effective logistics processes and new brands or sustainable products.

We have identified four areas of business that frame these operations:

AGRICULTURE

OILSEEDS

Palm oil production

FRESH FRUITS

Banana and Hass avocado production

COFFEE

Coffee production

LIVESTOCK

Beef and milk production

SERVICES

OIL EXTRACTION

Processing of oil palm fresh fruitbunches to obtain crude palm oil, crude palm kernel oil and palm kernel.

OIL REFINING AND FRACTIONATION

Refining of vegetable crude oils for direct consumption or the separation into stearin (solid part of the oil used for baking) and olein (liquid part used as a cooking oil)

ENERGY PRODUCTION

Renewable energy production from unconventional sources (methane gas and biomass)

LOGISTICS

STORAGE OF LIQUID BULK OILS

Temporary storage for loading and unloading of large volumes of liquid oils to ships anchored outside the Port of Santa Marta.

PORT OPERATIONS

Export procedures and logistics at the maritime port of Santa Marta

CARGO TRANSPORTATION

Land transportation in containers (perishables and non perishables), non containerized and tanks (liquid bulk)

MACHINERY AND EQUIPMENT OPERATION

Handling of heavy equipment for the development of Civil Works Projects.

REAL ESTATE

CONSTRUCTION OF CIVIL WORKS PROJECTS

Development of civil and architectural works

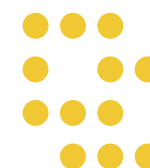
FREE TRADE ZONE

Management of areas with tax benefits for the development of new investments and commercial projects.

TOURISM

Services related to the Santa Marta International Marina and alliances with hotel chains.


The DAABON Group is made up of diverse companies created to satisfy market demands, with a focus on vertical integration. Some companies were incorporated to carry out transformation processes and others assume the role of offering logistical or service support. This leads to a high specialization that results in more competitiveness and effective movement of resources.



The main products and services (by business area) produced between 2012-2018 were as follows:

COMPANIES BY BUSINESS AREA	AGRICULTURE AND LIVESTOCK	INDUSTRIAL	LOGISTICS	REAL ESTATE
AFD Corporation	Bovine Livestock			
La Samaria	Fresh fruit: Banana			
Tequendama	Oilseeds	Milling plant Vegetable oil and byproduct refinery		
Construproject			Machinery and equipment Cargo transportation	Civil and architectural works.
ECO BIO	Coffee Fresh fruits: Hass avocado			
Oleoyuma	Oilseeds			
Palma y Trabajo		Extraction Mill		
Superportuaria			Port Operator	
Terlica			Liquid bulk oil storage terminal Liquid bulk port terminal	
Voltaje Empresarial		Energy		
Zona Franca Las Américas				Free trade zone operations

[Table page 173 - 176]



The DAABON Group's headquarters are located in Santa Marta, Colombia and it serves its customers through commercial allies located around the world:





B.

A.



Our strategic allies provide information about the needs and preferences of their customers through this international commercial network, allowing DAABON to provide just-in-time products and services based on their expectations. Being close to the social and regulatory context of those buying DAABON products guarantees timely responses; during times in which market conditions are favorable, as well as in periods in which some potential risk exists in the supply chain.



D A A B O N

C O L O M B I A

U N I T E D S T A T E S

J A P A N

G E R M A N Y

A U S T R A L I A

U N I T E D K I N G D O M



DAABON COMPANIES SERVE THE FOLLOWING MARKETS:



AFD Corporation

Colombia

La Samaria

Colombia,
Japan, France, Italy
United States

Tequendama

Colombia, United States,
Canada, Japan, Germany, Austria,
Australia, Ecuador, United Kingdom,
Holland, Switzerland, China

Construproject

Colombia

ECO BIO

Colombia, Japan, France

Oleoyuma	Colombia
Palma y Trabajo	Colombia
Superportuaria	Colombia
Terlica	Colombia
Voltaje Empresarial	Colombia
ZFA	Colombia

The Group has grown thanks to the diversification of its services and products, as can be seen in recent years' revenues.

[Table page 176]

The highest performing business units in terms of revenues for the DAABON Group are agribusiness and their processing units. Other business opportunities stem from this main axis.

[Tabla página 177]





OUR PRODUCTS





A close-up photograph of two green banana leaves. The leaves are covered in numerous small, clear water droplets, giving them a fresh and dewy appearance. The lighting is soft, highlighting the texture of the leaves and the glistening of the water.

ORGANIC BANANA



A close-up photograph of coffee leaves, showing their vibrant green color and detailed vein structure. The leaves are slightly curved and appear to be part of a branch. The background is dark and out of focus, emphasizing the texture and color of the leaves.

ORGANIC COFFEE



The image features six Hass avocados arranged on a dark blue, textured background. Each avocado has a small, oval, light-colored sticker with the words "Organic Mountain" printed on it. The avocados are positioned in a roughly circular pattern around the central text. The lighting is soft, highlighting the bumpy texture of the avocados' skin.

HASS AVOCADO







VEGETABLES OILS

SHORTENING

FRESH PRESS





SOAP BASES







USP GLYCERIN



Wild
Candy
FRAGRANCED
SOAP

BERGAMOT & NECTARINE
FRAGRANCED LUXURY SOAP

SOAPWORKS
FINE SOAPS AND AROMATICS

White Hyacinth
Fine Hand Soap

20%
FISH
Mild & Gentle Baby Soap
Laminated Unscented Baby Soap (Unscented Baby)



SOAP - SHOWN
HONEYMANIA™
150g



PINK GRAPEFRUIT
150g

La Source
MOISTURISING SOAP WITH SHEA BUTTER
SAVON HYDRATANT AUX BEURRE DE KARITE



BATH CARE

PURE BATH SOAP
2x100g

ENGLAND

WILD ARGAN OIL

LUXURY SOAP AND BATH FIZZER COLLECTION
2 x 100g (3.5oz. net.) | 2 x 20g (0.7oz. net.)

TEA TREE OIL
HUILE D'ARBORE
20 ml (0.7 fl. oz.)

SHAVE SOAP
IN A BOWL
NET WT 100g (3.5oz)

soapworks
FINE SOAPS AND AROMATICS

Organic
Aloe Vera
Soap

HEMP

SOAP CHAIRONE
WITH THE BATH CODE
150g (5.2 oz.)

SOAPS

SOAP - SAVON

150g

Sustainably farmed and traceable
to the region where it was grown
organicmountain.com.au

Organic
Mountain

PANELA
Evaporated Organic Cane Juice

Sustainably farmed and traceable
to the region where it was grown
organicmountain.com.au

Organic
Mountain

Premium Organic
QUINOA FLOUR

GLUTEN
FREE

High in Fibre
Protein
Non-GMO

Sustainably farmed and traceable
to the region where it was grown
organicmountain.com.au

Organic Mountain
Certified Organic
DRIED BANANAS

- ✓ No Added Sugar
- ✓ A Healthy Snack
- ✓ Non-GMO
- ✓ A Source of Potassium

ACO
Certified
Organic

125g



Organic Mountain

Organic Mountain

First banana and livestock crops for the first generation of the Davila Family
<https://organicmountain.com.au/>

1.4



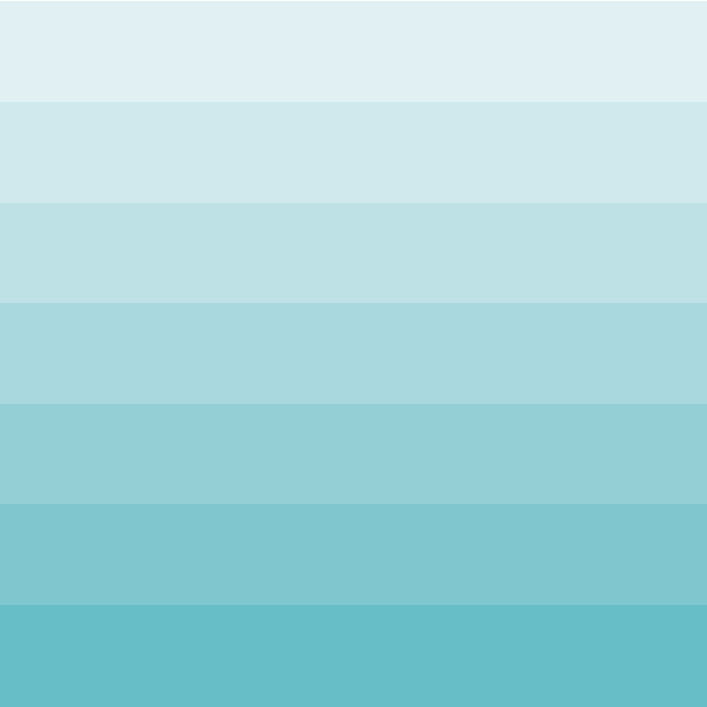
HIGH

STANDARDS

IN

CORPORATE

GOVERNANCE



The Group's corporate governance management guarantees the cross-sectional integrity of all of its companies, aligned under the same principles, standards and values. Our mission is to grow, transform and sell organic and sustainable products of the highest quality, based on an ongoing research process for innovation and framed within corporate policies that guarantee the wellbeing of our employees, environmental protection and economic profitability.

We focus on worldwide recognition as leaders in the production, transformation and export of organic and sustainable products, with the highest quality and innovation standards, aimed at customer satisfaction, human development of employees, workers, communities and financial consolidation of its business units.

The Group's ongoing commitment is articulated for all companies in the Ethics Code and Business Commitment, which identifies respect as the core principle in all corporate relationships, and goes hand-in-hand with seven additional values that consolidate a healthy and harmonious relationship with all of our stakeholders.



RESPECT

For every human being, their culture, their community. Assess the differences between, and the potential of, each person to ensure the fair and equitable growth of employees, partners, communities and customers.

Equity

Give each person what corresponds to him/her based on his/her needs, merits, capabilities or attributes.

Solidarity

Recognize the common good, a sense of a successful life for all.

Loyalty

A behavior that guarantees maximum fidelity.

BUSINESS INTEGRATION

Ensure a productive and sustainable cycle that, by fully integrating the operation from cultivation to commercialization, guarantees product quality and reduces waste, prevents contamination and promotes reuse in the production of biofuel and renewable energy.

Efficiency

Use less resources to achieve the same goal, or to achieve more goals with the same or less resources.

SUSTAINABILTY

Through an economically viable, environmentally sustainable and socially responsible productive system, we are committed to contributing to the prosperity of not only this generation, but the generations to come.

Generosity

Being available and offering help.

LOVE WHAT IS DONE

Achieving results is the result of working hand-in-hand with our people, doing work we enjoy, and being the best at doing what we love.

Leadership

A process of incentives and aid to help others to go after their own

Responsibility

Ability to assume the consequences of our actions when complying with our commitments and labor competencies acquired at the personal and team level and orient them towards the achievement of institutional goals

“These are our **“R.I.S.A”** values, they **identify us as a family”**

Moreover, we have designed three additional commitments that apply to the entire Group to help integrate universal societal values and principles:

With Shareholders

Invest what's necessary to comply with social and economic objectives.

With the Government

Carry out each one of our activities or operations according to the regulations applicable in the country where business is conducted and make sure shareholders, employees, customers, suppliers and/or contractors adhere to those regulations.

Against Corruption and Money Laundering

Carry out operations with transparency and integrity and reject any type of illegal activity.

The Group has a Security Policy, aligned with the implementation of a Control and Security Management System, according to the BASC standard, version 3 from 2008.

The objective of this system is to identify risks and minimize vulnerabilities in light of illegal activities (drug trafficking, smuggling, money laundering and/or terrorism).

ALBERTO PIO
DÁVILA ABONDANO



MANUEL JULIAN
DÁVILA ABONDANO



JUAN CARLOS
DÁVILA ABONDANO



ALFONSO DÁVILA
ABONDANO



ROSA PAULINA
DÁVILA ABONDANO



ALBERTO DÁVILA
DÍAZ GRANADOS
(FOUNDER)



CARMEN A.
DE DÁVILA
(FOUNDER)



THE DAABON GROUP



BOARD CORPORATE

The Corporate Board is the main administrative body of the Daabon Group. The Board's decisions factor into the entire corporate structure, by way of guidelines that become operational in the companies, backoffice areas and strategic departments.

The Corporate Board is chaired by Carmen Abondano de Dávila and includes the CEO, the Vice Presidents (such as Agroindustrial, Operations, Production, Commercial and Public Affairs). Additionally, the Board includes four external consultants: members who are well respected and whose accomplishments are well known in the business world.



Chair of the Corporate Board	Mrs. Carmen Abondano de Dávila
Chief Executive Officer	Mr. Manuel J. Dávila
Agribusiness Vice President	Mr. Alfonso Dávila
Production Vice President	Mr. Juan C. Dávila
Commercial Vice President	Mr. Alberto Dávila
Public Affairs Vice President	Mrs. Rosa Paulina Dávila
External Advisors	Mr. Alvaro Jaramillo Mr. Jose Alberto Velez Mr. Jeroen Douglas Mr. Martin Acero
Secretary General	Mr. Jose E. Barreneche
Internal Advisors	Mr. German Zapata Mr. Raul Arenas Mr. Ernesto Ritzel Mr. Sergio Espinosa





MISSING: MARTIN ACERO / ALVARO JARAMILLO / SERGIO ESPINOSA

INVESTORS ASSEMBLY

The Investors Assembly is the highest decision-making body for each of the DAABON companies. It consists only of Davila Abondano family members.

VICE PRESIDENTS

Vice Presidents provide feedback to the President on business development and strategy. They participate in the decision-making process and contribute technical, economic and relevant analysis through the Company's political guidelines.

MANAGEMENT

The highest operational and administrative position for each Daabon company. Its decisions are based on the guidelines given by the Board of Directors. The Management Committee is the body used by the Board of Directors and Management to give their feedback related to the each company's performance.

DEPARTMENTAL DIRECTORS

The departments support the management of all the companies. They include: Sustainability, Health and Safety, Human Resources, Certifications, Exports, IT, and Legal.

FAMILY GOVERNMENT

FAMILY COUNCIL

The Family Council, the overarching body of the family, is composed of the first and second generation members. The Council addresses all aspects of the family that have an impact on the company, such as formation of future members who will enter the business, communication and conflict resolution.

FAMILY ASSEMBLY

The Family Council meets once a year during the Family Assembly to be informed about the results of investments, within the framework of the DAABON group of companies, as well as investments outside the group. This same meeting is used to cover topics related to profit management and to new family members interested in assuming positions within the companies (generational relay).

FAMILY PROTOCOL

The Family Protocol is an agreement assumed by the Family Council, determining their rights and obligations. The following decisions are part of this protocol: the minimum age at which the new family members can be part of the Council (the moment at which the generational replacement process shall begin), and requirements to hold a position within the companies, among others. The Family Observer is the Council's external member, in charge of verifying compliance with the Protocol.

FAMILY FUND

The Family Fund manages the family's exclusive investments, and is managed by an external agent (Inversiones FDF S.A.S.). Three percent (3%) of all of the company's profits are transferred to the family members through this Fund.

THE FAMILY OFFICE

The Family Office manages the family's properties and also schedules and coordinates the generational replacement processes of the younger generations.

BOARD OF DIRECTORS

CEO

Planning and Project
Development VP

Project coordinator

Administrative Assistant

International VP

Daabon Organic

- Germany
- Australia
- Japan
- United State
- United Kingdom
- Soapworks

Agroindustrial VP

- Terlica
- Superportuaria
- C.I Tequendama Mills
- Strategic Alliances
- Palmed
- Oleoyuma
- Palma y Trabajo
- Progreso Palmero
- Export
- Las Americas Port

Production and Operations VP

- Air operations
- C.I. Tequendama Refinery
- Construproyec
- Superlogistic
- Las Americas Free Zone
- Voltaje Empresarial

Corporate Financial VP

- Comptroller
- Treasury
- Accounting
- Costs and Budgets
- Billing and Portfolio
- Purchase
- Business Intelligence
- Systems
- Internal Auditor

Executive Corporate VP

- Certifications
- Human Resources
- Security
- Legal
- Sustainability
- Occupational Safety and Health
- Integrated Management System
- Eco Bio
- C.I. La Samaria
- Trade
- Marketing

SUSTAINABILITY FOR PROSPERITY

“The certifications that accredit us become a motivation to continue increasing our quality standards”



<http://www.sustainablepalmoil.org/companies>



GLOBALG.A.P.



The competitive advantage of our Group's companies, in markets that are increasingly segmented and demanding products that exceed quality expectations, are based on the compliance of standards that transfer trust to consumers in the areas of sustainability, best agricultural practices, traceability, safety, physical security, fair trade and corporate social responsibility, among others. This has become the basis for our companies to achieve and incorporate the following certifications into their technical and administrative management.

In addition, DAABON is a founding member of the Palm Oil Innovation Group, "POIG." This organization is comprised of palm oil producers and was launched in November 2013 with the goal of promoting innovation and responsible development in palm oil production, focusing on three different areas: environmental, social, and supply chain. POIG is supported by renowned international NGOs.

The United Nations has stipulated 17 Sustainable Development Goals (SDGs), some of which the Daabon Group has chosen to incorporate through different activities, listed below:



- Entrepreneurship
- Income diversification
- Minimum wage according to LWC (Living Wage Coalition)



- Entrepreneurship throughout our supply chain
- Inclusion of peace and entrepreneurship in school



- Clean Development Mechanism (CDM) 3.5 mW biogas plant



- Directly hired personnel
- Wages in line with the LWC (Living Wage Coalition)



- Productive lands
- Local products throughout the supply chain



- Methane gas emissions capture
- Organic agriculture
- Compost process (1700 tons/month)



- United Nations environment program

[Table page 179 - 180]



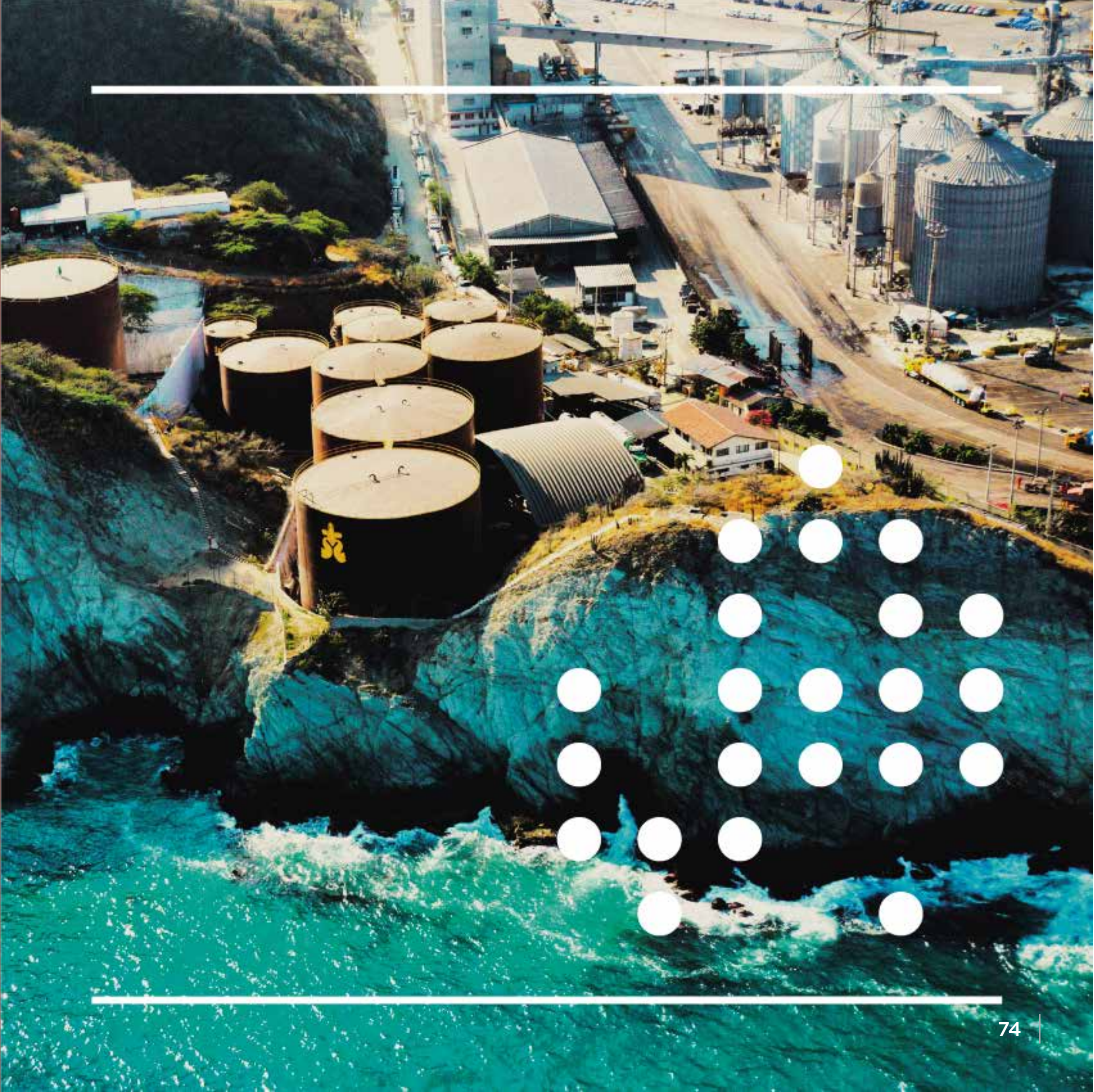




**SUSTAINABLE
VALUE CHAIN
MANAGEMENT**



2.



VALUE CHAIN SUSTAINABLE MANAGEMENT

Our business management is regulated by our Social Corporate Responsibility Policy, framed within Colombian legislation and our principles and values, and it is focused on three main areas:

- Market management
- Supplier management
- Human rights in the value chain





MARKET MANAGE- MENT

Our Fair Trade Policy guarantees responsible management in every single link of the productive and value-added chain. This policy ensures that, the Group's companies will do everything possible to avoid interacting with vendors and customers, individuals or companies involved in illegal processes related to smuggling, terrorism, human rights violations, drug trafficking, human trafficking, smuggling of weapons and/or wild fauna, and illegal transportation of toxic or highly pollutant substances, in addition to other illegal activities, attempting to infiltrate the commercial and/or administrative structure of the DAABON Group.

107 of our vendors are local or use local labor

SUPPLIER MANAGEMENT

We have more than 2,000 suppliers, therefore responsible management of each and every one is crucial for our sustainability.

[Table page 175]

Independent processes are used at each company to manage suppliers. All new suppliers go through a regulatory evaluation according to a risk matrix, which is adapted to each company's requirements based on their products, services and level of critical operations. Moreover, certifications required from suppliers depend on the project's objective and/or context.

Below are some requirements used to evaluate suppliers, as appropriate:

- Environmental permits, licenses and/or concessions for the use of, or effects on, natural resources.
- Approval of contingency plans by the relevant environmental authority.
- INVIMA sanitary registry.
- Sanitary certification issued by the health authority.
- Compliance with national regulations regarding the operation of machinery and/or driving of vehicles.
- ISO/PAS 17712 Certification



IN 2018, 73 NEW VENDORS WERE EVALUATED AGAINST ENVIRONMENTAL CRITERIA.

As part of the Procurement Policy, the Group's companies have implemented unified procurement processes for goods and services, through the SAP (Systems, Applications, Products in Data Processing) IT system. The following steps must be met in every case:

Creation of suppliers

process by which an individual or a company is added to the list of suppliers, after having been audited and verified to meet the existing conditions for registration.

Service Order

document issued to the supplier to proceed with the purchase of a good or the provision of a service.

Release Strategies

process by which an authorized vice president processes the service order and enables the system to submit it to the supplier.

HUMAN RIGHTS IN THE SUPPLY CHAIN

Throughout its value chains, the Group ensures there are no attitudes or decisions that endanger the rights each person has to be treated on equal terms and with equal rights. This is what the The Policy of Human Rights states:

“DAABON understands and embraces with responsibility its social role of looking after the full respect for human resources. The Company understands that its compliance does not distinguish nationality, place of residence, sex, national or ethnic origin, color, creed, language or any other condition.

It also assumes that one of its greatest efforts must be aimed at preventing the violation of human rights and promoting the same achievement in all our productive activities”

As an on-going commitment, every organization within the DAABON Group must adhere to a due diligence process to assume the necessary responsibility for the Human and Customary Rights of those communities in the shared territory.

Our aim is to identify and prevent impacts related to:

- Possession of property on the land
- Presence, use and habits of ethnic groups or traditional communities settled in the territory (Customary Rights).
- Presence of communities declared in conditions of vulnerability.
- Natural resources of local, regional or national importance.

This process includes the consultation of institutional sources and a series of participative dialogues and diagnostic activities, geared towards the mutual knowledge and understanding of the parties involved.



DAABON

from the soil to the market



C.I. TEQUENDAMA S.A.S.
FINCA TEQUENDAMA 216



ENVIRONMENTAL RESPONSIBILITY



Operations related to value chains are based on respect towards the environment, understanding that it is a dynamic system; one in which the aim is to seek interactions in balance with natural resources and the environment.

The Group is aware of its responsibility to future generations, therefore the focus is not only on an adequate use of resources (to produce high-quality products), but also on ensuring that operations are based on goals and objectives structured within a productive system that is economically feasible, environmentally sustainable and socially just.



The commitments resulting from the Environmental Policy encompass the following principles:

1

Ensure compliance with the environmental legislation and voluntary commitments entered into within the scope of its actions.

2

Prevent, mitigate and reduce negative environmental impacts, and encourage positive impacts by means of:

Increase in energy efficiency;

Use of cleaner fuels;

Reduction of greenhouse gas emissions;

Rational and efficient use of natural resources, mainly water and energy;

Proper liquid and solid waste disposal.

3

Lead the development of projects and/or activities towards the protection of High Conservation Value (HCV*) and High Conservation Value Forests (HCS*).

4

Preserve rare, threatened and endangered fauna and flora species included in national and international red books or lists (UICN, CITES and others); as well as the banning of hunting, captivity and trafficking of wild animals

5

Make sure burning is not used in the preparation of land, waste management, or for any other reason; except for justified cases of phytosanitary emergencies, with prior consent of competent authorities.

6

Verify the NON use of Genetically Modified Organisms (GMO*) within the productive chain of the Group's various companies.

7

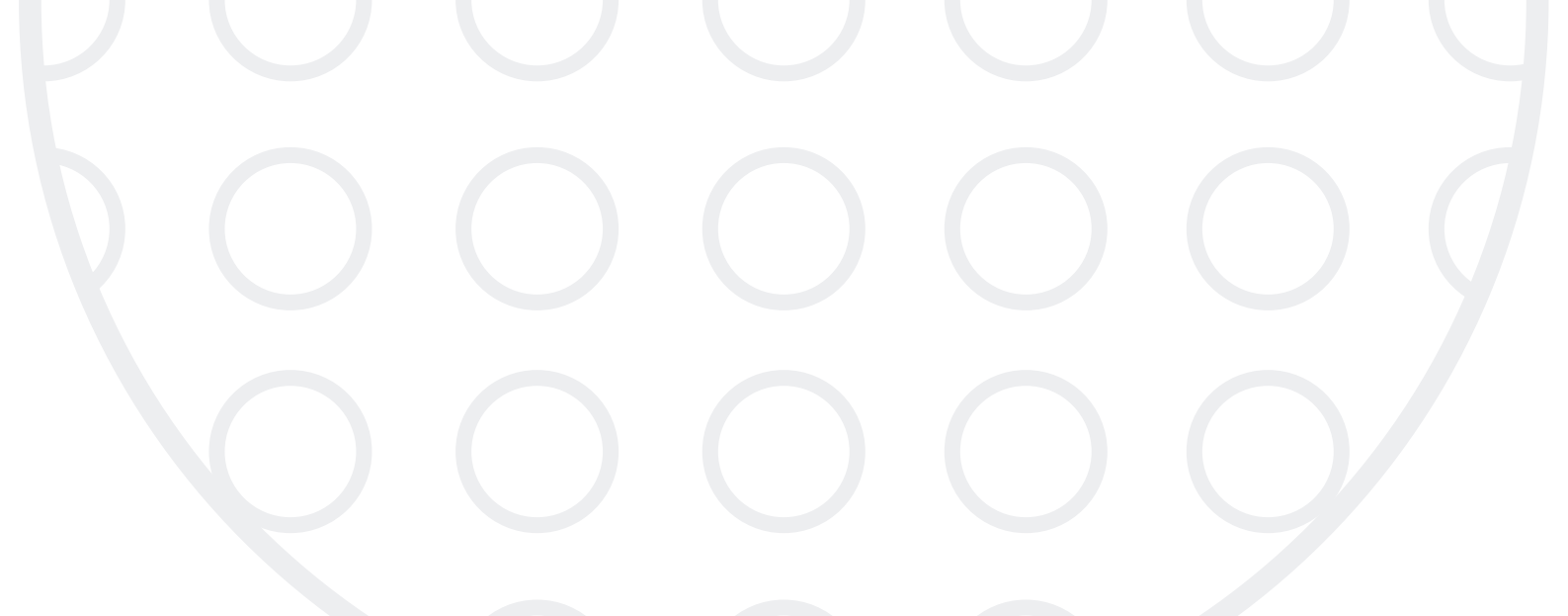
Make sure that the DAABON Group's products, as well as the inputs used, have never been tested on animals.

8

Ban the use of Paraquat, Pesticides 1A/1B (OMS) or any other substances listed in the Rotterdam or Stockholm Conventions.

9

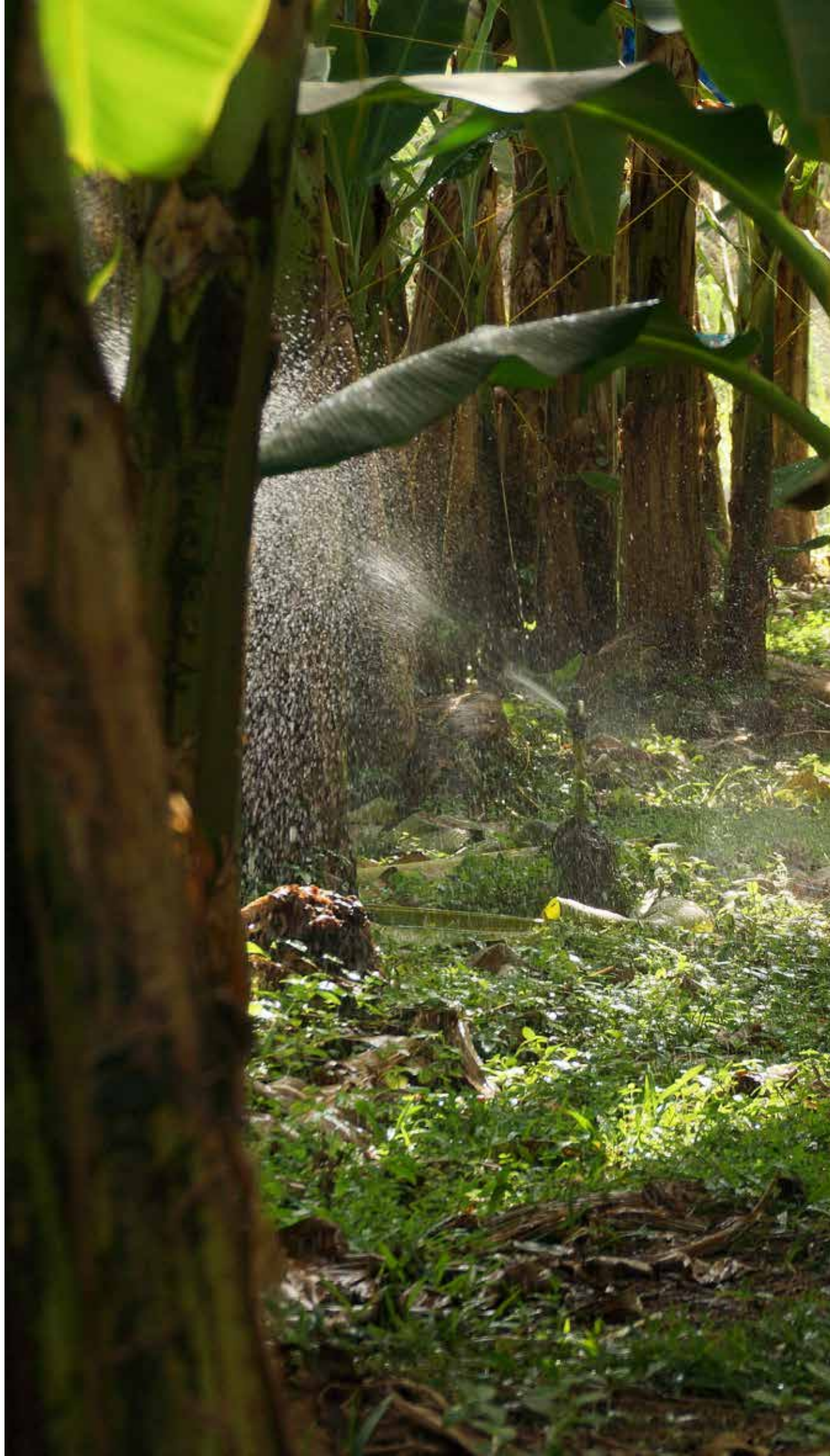
Development of cultural respect for the environment with our stakeholders that can be transmitted to all of our employees and communities.



The Group seeks an efficient and sustainable value chain productive cycle, implementing strategies to prevent and mitigate pollution resulting from the reutilization or recycling of resources, wastes and by-products; it also focuses on the reduction of emissions and effluents. The Group's aim is to guarantee cleaner and environmentally-friendly agricultural and industrial processes.

To ensure adequate management, companies have included the development of an Environmental Management Plan - EMP, which includes at least the following:

- Detailed description of procedures and/or activities needed for operational reasons.
- Theoretical and legal framework for the execution.
- Physical, biotic and socio-economic characterization of the operation's area of influence.
- Identification and assessment of aspects and impacts.
- Design of management measures to prevent, mitigate, correct and/or offset identified negative impacts and potential positive ones.
- Continuous improvement plan.
- Risk management plan.
- Emergency and contingency plan.

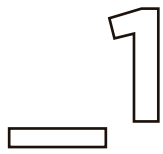




WATER RESOURCE PROTECTION

Water is widely used in DAABON companies productive processes, therefore the Group depends on the availability of water resources from surface, underground and rainfall sources.

[Table page / 182 - 183]



Most of the Company's waste water volumes result from oil processing and fresh fruit milling.

PRODUCTION OF WASTE WATER

Based on the data above, the Tequendama Extraction Mill generated 46,88 % of the total waste water volume during the years covered in this report, or 665.195 cubic meters cumulatively.

It is important to note that this volume is quantified before the effluents run through a treatment phase. This process is an integral part of the Group's water resource management, which reutilizes the total existing amount.

The waste water produced by the mill (known in English as POME) goes through a stabilization process: biodigestion in covered pools and aeration. This system enables the biological decomposition of the organic matter present in the water and captures the biogas produced, which is used for the production of clean energy.

[Table page 184]

The final disposal of other treated effluents is done by discharging them in water bodies according to permits granted by the relevant environmental authority, or they are delivered to third parties that have the appropriate licences for final disposal.

[Table page 184]



ENERGY_2

EFFICIENCY AND EMISSIONS REDUCTION

The Group's companies' energy consumption depends on three main energy sources:

- Non renewable resources. Mainly fossil fuels.
- Renewable resources through suppliers
- Own cogeneration

[Table page 184 - 186]

We have defined the following strategies to achieve an efficient use of energy that optimizes the execution of our processes and operations. Some of the strategies have already been put into place and others are considered future opportunities:

- Efficient energy use and savings plan
- Control of fuel consumption
- Auto-generation of alternative energies:
 - Biomass combustion obtained from oil extraction by-products (current development)
 - Use of biogas produced in oxidation lagoons utilizing effluents from the palm oil extraction process (current development)
 - Solar energy generation (at the feasibility stage)
 - Wind energy generation (at the pre-feasibility stage)

CDM



CLEAN
DEVELOPMENT
MECHANISM



***THE GROUP HAS
SUBSTITUTED 10% OF
THE OVERALL ENERGY
CONSUMPTION OF ITS
COMPANIES WITH
RENEWABLE
SOURCES.***



In Tequendama, we are planning to develop different proposals for renewable energy for the short- to medium-term, in order to avoid greenhouse gas emissions, to achieve self-sufficiency in our business units, and to sell energy to the public grid.

Our organization has a Greenhouse Gas Policy, which requires the measurement of, and compensation for, the greenhouse gasses that result from all of our operations, in order to mitigate the impact on atmospheric conditions.

Consequently, all of our companies have made the commitment to invest in technologies and/or adopt strategies that minimize emissions, according to the regulations applicable to each business area:

- Capture and reutilize methane gas
- By-products composting
- Identification of areas devoted to conservation
- Use of alternative energy sources
- Reforestation of important conservation areas
- Maintenance and conservation of of vegetation coverage in cultivation areas.

[Table page 187]

We have committed to measuring and publishing the PalmGHG Summary Report, under the guidelines of the RSPO standards and the RSPO PALM GHC Calculator v3 calculation tool for all of our business units devoted to agribusiness, mainly the oilseed line (Tequendama and Palma y Trabajo).

[Table page 187 - 188]

Our Group's most successful strategy in the reduction of greenhouse gas emissions is the use of biogas (Carbon dioxide and methane) resulting from our operation's wastewater degradation, as a source of alternative energy.

We developed this project under the framework of the Clean Development Mechanism - CDM, from the United Nations Convention on Climate Change. Emissions reduction is the result of capturing gases during the biodigestion process, from the water effluents resulting from our palm oil milling process.

We dump wastewater into large pools for its stabilization and de-oiling. The water is then transferred to a biodigestor (covered pool) in which an anaerobic environment is created, where millions of bacteria interact with the organic matter load to degrade it. Then the waste-free water goes back to its natural environment through the irrigation system.

WE ALSO PRODUCE NOX AND SOX EMISSIONS IN OUR PROCESSES FROM OUR OPERATION'S FIXED AND MOBILE SOURCES:

FIXED SOURCES

Terlica, Tequendama, Palma y Trabajo (machinery and equipment).

MOBILE SOURCES

Construproyec (transportation).

- Emissions depend on the quality of the fuel supplied by a third party supplier (Terpel).

For control purposes we have enacted preventative and corrective maintenance plans for our machinery, equipment and vehicles, which allows us to keep our emissions within the parameters set forth in the current regulation.



BIODIVERSITY PROTECTION AND CONSERVATION

— 3

Biological diversity represents every single level of life on the planet, from genetic variability, to the richness of species from different taxons, to the configuration of ecosystems in each region.

To protect and conserve biodiversity with regards to the most significant potential negative impacts, we have implemented measures through our Environmental Management Plans - EMP-, mainly for the agribusiness sector, to avoid the following:

- Ecosystem fragmentation and habitat reduction.
- Risks for the conservation of vulnerable species vulnerability.
- Loss of species that benefit biological control.
- Inadequate use of renewable natural resources.
- Pollution of natural areas resulting from discharges or overdose of phytosanitary products that affect populations of beneficial organisms.
- Changes in the quality of water resources
- Changes in the availability of soil nutrients given the use of agricultural inputs.

THE MAIN MANAGEMENT MEASURES ARE BASED ON BIOLOGICAL CONTROL AND PLANT HEALTH:

- Planting and maintenance of arvense plants (cover plants and management of reservoirs of native plants) for the protection of water sources and conservancy of natural areas.
- Crop agronomical management: pruning, short-cycle harvesting, balanced nutrition, contributions of organic matter, composting and earthworm fertilizers, soil decompacting, selective management of manual and/or mechanical weed.
- Non use of agricultural inputs of chemical synthesis.
- Biological controls with fungi, bacterias and virus.
- On-site monitoring of pests, with the use of traps.

In addition, and as a primary strategy for the protection of ecosystems and habitats, we have carried out several studies during the period of this report to identify High Conservation Value Areas, related to our operations, according to the guidelines and standards set forth by the Forest Stewardship Council - FSC - and the HCV Resources Network, the most appropriate tool available worldwide for this topic.





We have identified, assessed and defined management and monitoring activities in our studies, as applicable:

AVC 1

Concentrations of biological diversity that include endemic or rare threatened or endangered species, which are of utmost importance at the global, regional or national scale.

AVC 2

Ecosystems and mosaics of large-size ecosystems at landscape scale and important at the global, regional or national scale, which contain viable populations of most species present in a natural form under natural distribution and abundance patterns.

AVC 3

Rare, threatened and endangered ecosystems, habitats or shelters.

AVC 4

Basic ecosystem services in critical situations, such as the protection of water capturing areas and control of soil erosion and vulnerable hillsides.

AVC 5

Fundamental sites and resources to satisfy basic needs (food and water supply) or local communities or indigenous towns, previously identified through dialogues with population.

AVC 6

Sites, resources, habitats and landscapes that are relevant because of cultural, historical and archeological reasons, at global or national scale, or of cultural, ecological, economic, religious or sacred reasons for the traditional culture of local communities or indigenous communities.



In addition, we utilize a public declaration; LANDSCAPE APPROACH, DEFORESTATION AND FIRE MONITORING, through which we commit to the eradication of deforestation and burns as agricultural practices in our value chain; including the company's areas as well as those of small farmers who are part of our supplier network.

As of 2017 we have been using tools provided by the World Resources Institute - WRI - to monitor and control deforestation and fire risks. This encompasses monthly reviews and registries by the Group's Sustainability Department.

To date we have not experienced any incident and our risk is indeed low. Nevertheless, each business unit has a fire response plan that includes community training and incident and equipment management.

MONITORING OUTREACH INCLUDES:

- North Coast (Magdalena, Cesar, Guajira): 13,800 ha.
- Central Area (Santander): 3400 ha.

In our Group we have divided the land surfaces related to our productive systems into effective crop areas, conservation areas, livestock and other specific areas. We have done so according to the guidelines and methodologies defined by Golden Agri-Resources - GAR -together with Greenpeace and TFT, based on the High Carbon Stock Approach within the Non Deforestation and Natural Forests Conservancy framework.

[Table page 189]



Moreover, we have also identified protection or restoration areas, related to our operation in the following companies:

La Samaria	Conservation Area: 256,65 ha
Tequendama	Conservation Area: 1012,31 ha Restoration or Reforested Area: 18 ha
ECO BIO Colombia	Conservation Area: 90 ha
Oleoyuma	Conservation Area: 243,38 ha



As part of our commitment to a responsible and environmentally sustainable process, regarding our oilseeds production (palm oil), we have conducted research projects to identify High Conservancy Values in the states of Magdalena and Cesar, mainly related to the Group's plantations and to those of our suppliers.

This project started as a study under the framework of the GEF Project, Biodiverse Oil Palm Landscape or Biodiversity Conservancy in Oil Palm Areas in Colombia, ATN/FM-13216-CO, signed by the Interamerican Development Bank (IDB) and the Colombian Federation of Oil Palm Growers (Fedepalma) with the support of public and private insitutions.

Its main objective is to contribute to the identification, protection and restoration of High Conservancy Value Areas (HCVA) and to sustainable management of oil palm agricultural ecosystems, by means of better planning and the adoption of agroecological practices in oil palm expansion areas.



RESPONSIBLE ₄ USE OF INPUTS

The responsible use of inputs by our Group's companies is based on three principles:

- 1.** Elimination of chemical products in our crops (organic agriculture).
- 2.** Guarantee of a clean supply chain.
- 3.** Ban the use of Genetically Modified Organisms - GMO.

Organic crops allow the protection of native forests and promote the presence of wild fauna that use plantations as shelter and/or as ecological corridors.


Controlled use of biological products for pests and diseases allows the reduction of damage caused by agrochemicals to the biodiversity present inside crop areas and/or through transfer in the area of influence.

The non-use of GMO allows us to avoid negative side effects, such as: toxicity in human consumption and repercussions on other natural species.



INTEGRATED WASTE_5 MANAGEMENT

We have included the following measures within the Group's companies' cross-sectional Environmental Management Plans for integrated management of hazardous and non hazardous solid wastes, as well as for all of the value chain levels (employees, customers, suppliers and contractors):

- 
- Selection and classification of solid waste at the source to determine uses and final disposal.
 - Construction and assembly of the necessary infrastructure for the adequate management of each type of waste.
 - Promotion of recycling, reutilization and recovery.
 - Development of technologies that lead to minimizing the production of waste at source.
 - Development of educational campaigns.
 - Reduction of the use of input with pollutant characteristics until totally eradicated.



COMMITMENT TO THE COMMUNITY



***“REACHING OUR GOALS IS THE
RESULT OF WORKING HAND-IN-HAND
WITH OUR PEOPLE”***



BUILDING PEACE_1

We recognize that every human environment is subject to be altered or affected by conflict, with repercussions that could be unpredictable to the parties involved. Hence, our aim is to attack the roots of the conflict by working on the relationships with individuals in their communities and families.

We focus on potentiating the capability of human beings to create caring and respectful relationships.

***“MUTUAL RESPECT IS OUR
KEY TO SUCCESS”***

RELATIONSHIP WITH THE COMMUNITY _2

We acknowledge the fact that having a “two-way” and open dialogue with neighboring communities is a basic strategy to become a legitimate party in the territories we are engaged in and to assume our role as economic agents in those communities. We fully understand the broad concept of a “neighbor” and we believe that being a good neighbor allows us to channel positive feelings towards the company, to understand local dynamics that determine interactions and to adjust our Corporate Social Responsibility proposal based on real problems.

A transparent relationship between our Group’s companies and their nearby social environment is a way to mitigate the risk that usually exists in carrying out our activities, and thus avoid negative feedback from our stakeholders.

We constantly strive to have an honest dialogue with the communities or the people that are part of our area of influence, always with a common language and in spaces and moments they consider appropriate.

We utilize a Stakeholders Service Manual and through our Questions, Claims and Complaints Manual, we offer an adequate procedure that facilitates a two-way and direct communication. The latter is available in our web page:

<http://www.daabon.com/daabon/es/contact.php#x>

IN 2018 WE RESOLVED AND CLOSED 90 COMMUNICATIONS WITH OUR NEIGHBORING COMMUNITIES

We have quite a challenge ahead of us with the Taganga community, which still has fresh memories of the 2008 palm oil spill. In spite of complying with the actions set forth in the Environmental Management Plan and the Mitigation and Compensation Plan, we have not yet been able to establish a fluent relationship with this community.

In addition to this, there are several uninformed perceptions about the new Puerto de las Americas Project, which have had a negative effect on the Group’s relationship, mainly between Terlica and the Taganga community. In spite of this, we continue to strengthen our actions until a fluent communication is attained.





_3

COMMUNITY DEVELOPMENT PROJECTS

Part of our commitment with neighboring communities is crystallized through community development projects, designed to address various issues:

- Formal education (educational quality)
- Entrepreneurship
- Food Security
- Education for peace
- Alliances with small producers

*IN 2018, 728 FAMILIES OF THE LOCAL COMMUNITY
BENEFITED FROM COMMUNITY DEVELOPMENT
PROGRAMS.*







EDUCATION:

The company provides educational institutions with coaching for managing situations that jeopardize retention levels in the schools.

“KIDS, ONE STEP TO THE MIDDLE” PROJECT

The aim of this project is to create a proper school environment for the education of children and adolescents. This project is in place at the “Institucion Educativa Centro Pedagógico del Caribe” (educational center) in Pelechua and Puente Bomba in the municipality of Riohacha - Guajira. It is conducted through three components:

- Psycho-social orientation: school for parents.
- For children: artistic and literary creation focused on respect, care and healthy coexistence topics.
- Biodance of the Rolando Toro System: strengthen the creative potential of mothers and teachers

CHILDREN THAT READ, WRITE AND DREAM” PROJECT

This project was implemented with the objective of supporting the Reading Plan, which is part of the Ministry of National Education policy with the purpose of creating peaceful environments in educational institutions.

ENTREPRENEURSHIP ENTREPRENEURSHIP ENTREPRENEURSHIP ENTREPRENEURSHIP



Entrepreneurship is developed through three programs:

- Adolescents + entrepreneurs •
- DAABON microcredit fund •
- Inclusive businesses •

ADOLESCENTS + ENTREPRENEURS

This program is aimed at strengthening the mission of public educational institutions to contribute to the creation of an entrepreneurial culture. The idea is for schools to become capable of creating an educational environment that will reinforce in students their ability to become entrepreneurs in productive areas, whether by working freelance or as employees. This has been currently implemented in educational institutions in the Santa Marta school district.



DAABON MICROCREDIT FUND

This is a tool designed to strengthen the initiatives of nearby communities and of the families of DAABON's employees. In addition to financing, the fund provides managerial consulting to strengthen the productive unit, and to the extent required, it also offers technical assistance.

INCLUSIVE BUSINESSES

This program is carried out with women of working age that are part of the worker's immediate family (wives, sisters, daughters, etc.). Its main goal is to identify goods and services that could be manufactured or provided by small, local enterprises in order to foster the creation of new business units that could become vendors for our supply chain.

As part of this program, new companies were established and they now manufacture work uniforms required by our oil palm and banana plantations.



FOOD SECURITY:

One of our main goals is to promote the availability of crops cultivated in backyards and in small areas that could be used as part of the family's food security, mainly in rural areas.


This program becomes an opportunity to train people on a healthy diet, that is, to include in their diets low-cost products of a high nutritional value.

This program is carried out in neighboring communities and in public schools, at the school garden level. Likewise, productive areas are created at the company-owned farms to facilitate access and promote vegetable consumption by our workers.



A lush green forest with a thatched-roof hut in the foreground. The text "EDUCATION FOR PEACE" is overlaid in white, bold, sans-serif font.

EDUCATION FOR PEACE

A photograph of a dense, green forest. In the center, a traditional hut with a thatched roof is partially visible through the branches and leaves. The text is overlaid on the left side of the image.

Tequendama has implemented a reading program and sport academies as part of the Education for Peace project, which uses sports and creative centers for children to promote human values directly related to a healthy coexistence.



ALLIANCES WITH **SMALL PRODUCERS**

Our company Tequendama was the first Colombian palm oil company that engaged in the “Productive Alliances for Peace” program as a framework to incorporate small organized producers into our supply network.

Below is information regarding the alliances with small producers as of 2018:

- Number of families linked to productive alliances: 125
- Number of established hectares 2,330.00 and in production 1,752.76
- Annual production volume obtained by small producers: 27,967,884 kilograms equivalent to 27,967.88 tons.



5.

HUMAN DEVELOPMENT





It is extremely important for our Group to maintain proper working conditions in our companies, through activities focused on labor wellbeing.





1

HUMAN RESOURCES

With more than 2,000 employees, our goal is to depend on well-trained and committed human talent as the foundation for our sustainability.

[Table page 190]

IN 2018 WE HAD **546 NEW HIRINGS** **IN OUR COMPANIES**

We utilize a Corporate Policies Manual for our human resource management, which applies to all of the Group's companies and provides the base guidelines for hiring, protection of minors, respect for reproductive rights, as well as total detection and eradication of discriminating attitudes and judgements.

Moreover, we have developed a competencies-based management model to monitor each worker using the following tools:

- Job profile
- Education and training
- Periodic evaluation processes

A centralized human resources reporting and follow-up system was established through an online platform, which helps us unify the desired human capital training support processes and provide a timely response to the requirements identified by organizational climate and performance evaluation measurements.



BY 2020, WE HAVE IDENTIFIED THE FOLLOWING GOALS:

- Attain adequate competency in 90% of the plant's staff through job descriptions and performance evaluations.
- Less than 5% index in psycho-social risk factors.
- A staff turnover of less than 2%.
- Compliance with the generational replacement process for the third generation of the Davila Abondano family.

A new program that was given the name of R.I.S.A. (for its acronym in Spanish) was established to create an organizational culture based on corporate principles: Respect, Integration, Sustainability and Love. Collective and integrated awareness and motivational activities, based on informed and shared goals were developed within this same framework.

DEFINITION OF CORPORATE VALUES

□ **RESPECT** □

Respect towards human beings, their culture and their community. Value the differences and the potential of each person to guarantee fair and equitable growth of our workers, allies, communities and clients.

□ **INTEGRATION** □

Ensure an effective and productive cycle which, through a complete operational integration of the brand, from the soil to the market, guarantees product quality and enables waste reduction, avoids pollution and allows the reutilization of waste in fuel production and renewable energies.

□ **SUSTAINABILITY** □

For us, sustainability is not only satisfying the needs of our generation without affecting its future, because through an economically viable, environmentally sustainable and socially responsible productive system, we are committed towards a contribution to the prosperity of future generations.

□ **LOVE** □

Attaining our goals is the result of working hand-in-hand with our people, of doing what we like most, devoting the time it deserves and to be the best at doing what we love.

_2

**HEALTH
AND SAFETY**

The commitment of our Group's companies is to carry out every single activity in a safe environment, always protecting our employees, contractors, customers, the environment and our visitors. We work on the continuous improvement of working conditions to avoid accidental losses, doing our best to identify, assess and control operation-related risks, in order to operate within regulatory parameters, and to identify improvement opportunities.

We strive to guarantee our employees' health, safety and wellbeing, thus ensuring the proper conditions for the development of their functions and constantly working on follow-up to prevent any conditions with risk.

We utilize an Industrial Safety Policy and Health and Safety Committees in most of the work units of the companies that comprise DAABON Group, according to applicable laws and certifications. Our companies' supervisors are in charge of looking after the compliance of values and principles and replicating them within our staff.

[Table page 195 - 196]

We use different indicators for each company to assess our management in this area:

During the last 7 years we have had one fatality per labor accident and labor diseases in all of our companies.

[Table page 196 - 197]

We have developed a risk matrix (risk scenario) to identify jobs with significant risks and to adopt preventive and corrective actions whenever necessary. AROS, named for its acronym in Spanish (Risk Analysis based on Trades), which is based on the accident rate characterization from 2015 and 2016, helped define strategic plans that started being implemented in 2018.

Below are the most significant risks identified in our companies:

[Table page 198]

We have established different initiatives and programs in our companies to guarantee our employees' wellbeing and health based on the context and needs of each work site, such as:

Monthy Zumba classes
Active breaks at the offices
Breaks during agricultural production activities
Physical fitness with the support of ARL (Labor Risk Association) physical therapists
Supervision program
Chemical risk management program
Preventive medicine program
Hygiene and industrial safety program
Training program
Emergency preparedness and response plan
Alcohol and drug prevention program
Epidemiological Psycho-social Supervision Program
Epidemiological program for Visual Conservancy
Musculoskeletal supervision program
Order, cleanliness and best practices in HSE
Infrastructure and equipment maintenance
Management program to avoid falls from heights
Program for the prevention and protection against falls from heights
Drivers' assessment program
Road safety program

[Table page 198]

Data on accident rate records is managed and reported according to the guidelines of the management system under the following channels:

- SIG management indicators for the Board of Directors (monthly)
- Results Assessment Committee (monthly)
- Accountability (yearly)
- SST self-assessments: cross-sectional in all the companies
- Management reports

Research project

Ionizing measurements in oil palm cultivations

- **Solar radiation intensity per worker in his/her shift.**

The radiation measurement project was conducted in two periods of 3 months each, from October to January 2018, excluding part of December and January because those were rainy months, starting again on February 5, 2018 to April, when the measurement cycle was completed. Our strategic ally, SURA is currently analyzing the data given that the measurements were submitted in November 2018 by 3 additional companies that are part of the target study.

- Identify potential impacts resulting from the prolonged exposure to ionizing radiation.

Group's cross-sectional campaign

I take care of myself, I take care of you, we take care of each other:

- **Work of the holistic being.**
- **Culture around one's protection and of those around me.**
- **Training of Prevention Leaders:** Employees are trained to prevent occupational accidents within the Group. In 2018, 80 leaders were trained and this activity is expected to continue in the future.
- **50 Hour Course on Work Safety and Health:** for Copasst, Cocol, Emergency Leaders and Process Leaders, around 300 workers have received a course certificate.
- **Physical Fitness Program:** quarterly organization of marathons by work centers, bike routes for palm oil workers every 5 months, warming-up before starting labor activities for workers of Agrícolas de Palma, leaders of active breaks in industrial park's companies.

TRAINING_3

Development efforts favoring work teams guarantee adequate labor environments which result in higher productivity, thanks to a motivated labor force. It also ensures human talent retention and attraction of new talent.

In 2018 **11,402** training **hours were offered** to our employees

[Table page 199]

A training plan is designed every year, geared towards bridging the gaps between job profiles and personal and labor competencies required. In addition, we aim at supporting formal education through career plans and educational aid with commitment clauses.

This plan is adjusted based on performance evaluation results, which are conducted at every level of the organization.

[Table page 199]





ABOUT THIS REPORT

6.





TK 7 B-100



6.1 SCOPE

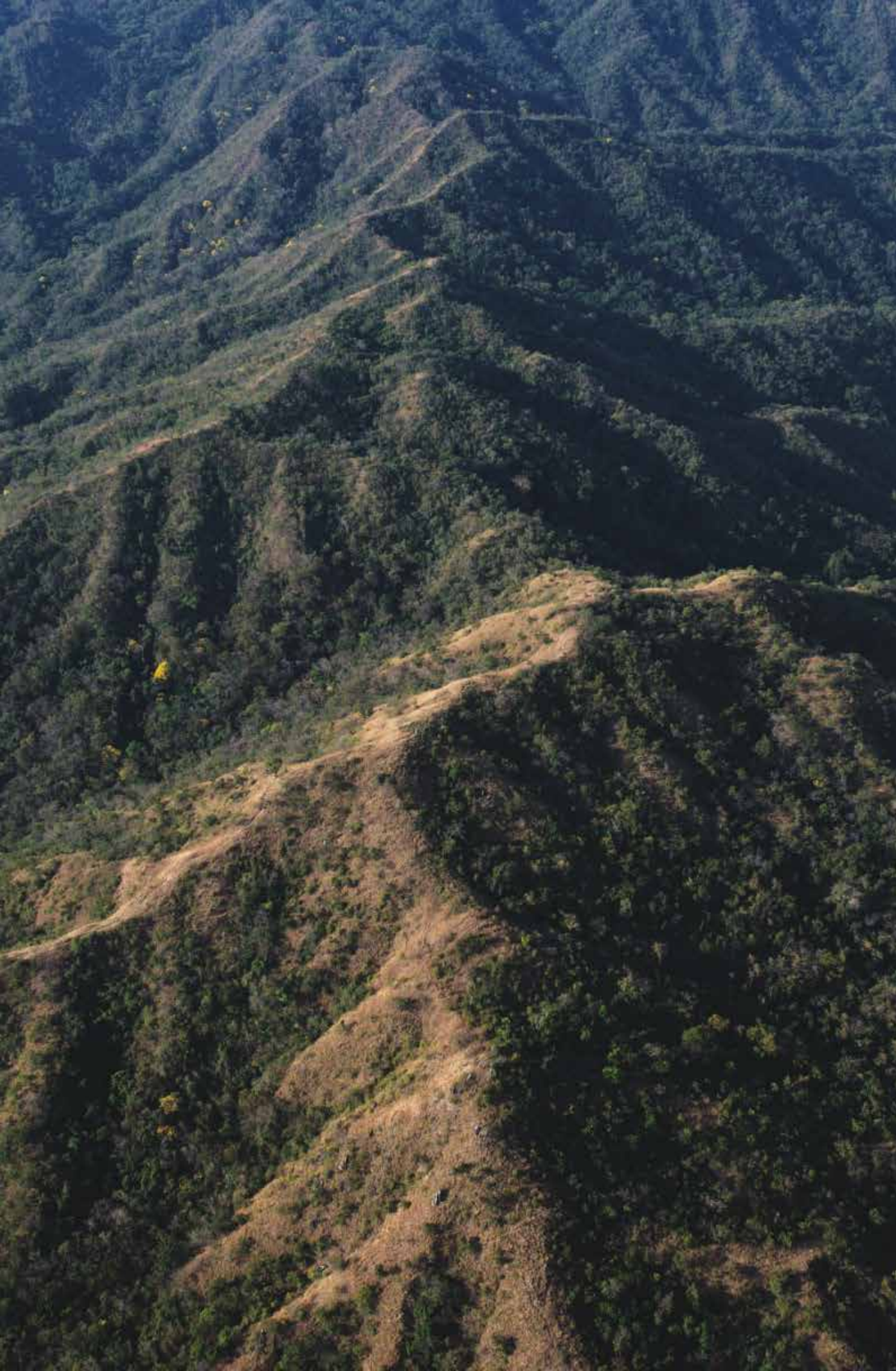
This report has been prepared according to GRI Standards: Essential Option, and it covers the operations of twelve (12) DAABON Group companies, for the period between January 1, 2012 to December 31, 2018. Some of the data does not cover all of the companies.

STAKEHOLDERS

It is of utmost importance as a Group to have long-lasting and trustworthy relationships with our stakeholders. This implies having clear communication through which our stakeholders will have access to accurate and timely information about the business.

The following table lists the DAABON Group's stakeholders, the most important topics identified through the development of our ongoing communication structure and the different channels through which the relationships take place.

[Table page 200 - 201]



6.2 MATERIALITY

6 2



2

For the preparation of this report, materials were reviewed and selected based on the DAABON Group's (and its companies') business strategy, the impacts of this strategy, and accountability needs of our key stakeholders. Internal interviews, trends and best practices analyses were conducted with an external consultant to identify and validate the most relevant topics for the DAABON Group's sustainability management. Moreover, the issues addressed by the various certifications help the Group's companies with regards to social, environmental and corporate governance were also taken into account.

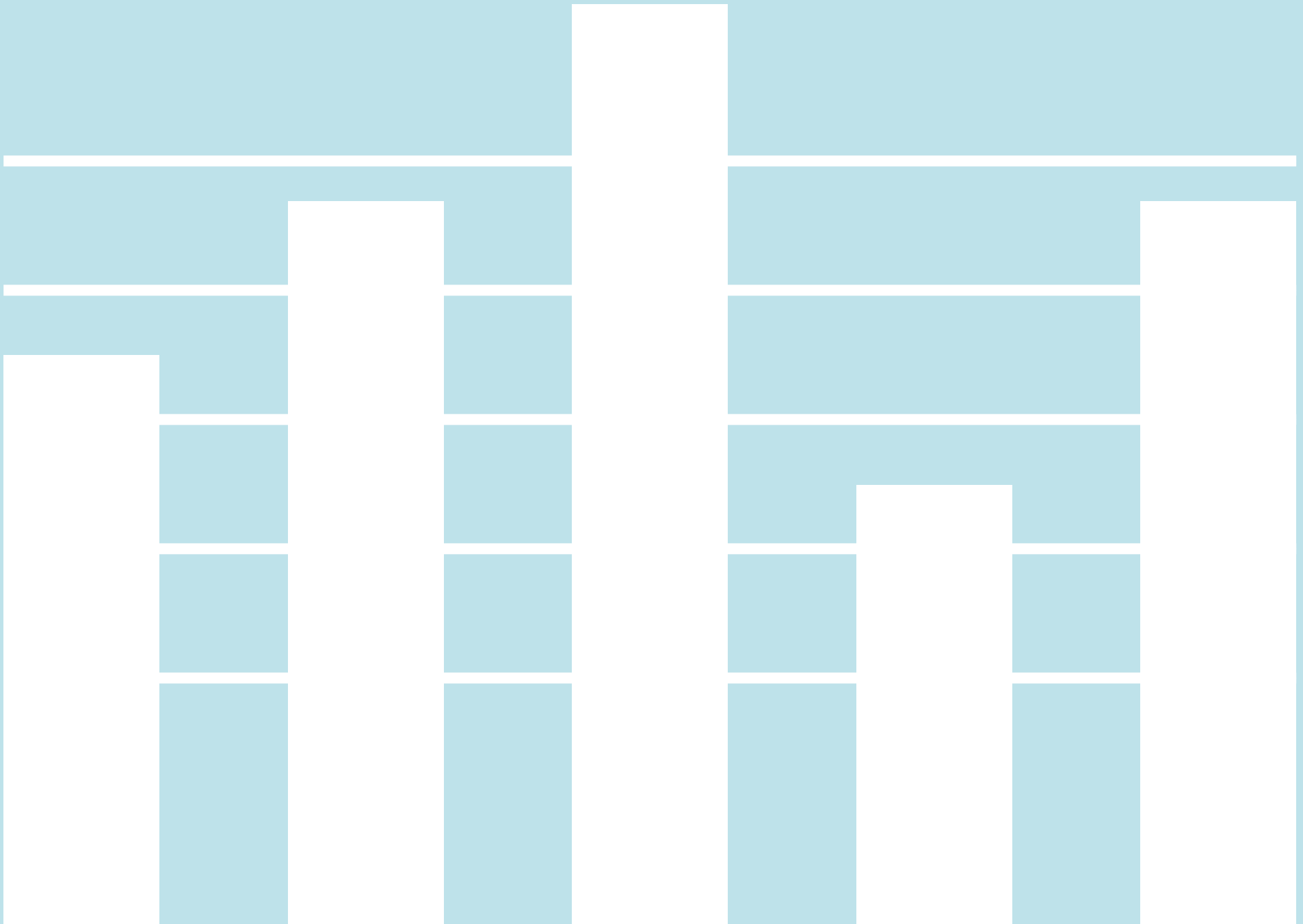
Once this process was completed, the various materials were placed into four categories: Value Chain Sustainable Management, Environmental Responsibility, Commitment to the Community and Human Development. Two topics that apply to the entire operation were also identified: High corporate governance standards and Sustainability for prosperity.

[Table page 202]

INDEX



GRI



GRI Index Contents				
GRI Standard	Content	Chapter No.	Subchapter No.	Page or comment N°
General Contents				
GRI 102: 2016 General contents	Organizational profile			
	102-1 Organization name	1	1.2	Page No. 17
	102-2 Activities, brands, products and services	1	1.3	Page No. 15-17-18
	102-3 Venue location	1	1.3	Page No. 19
	102-4 Operations location	1	1.3	Page No. 19
	102-5 Property and legal structure	1	1.4	Page No. 51
	102-6 Markets served	1	1.3	Page No. 25
	102-7 Organization size	1.5	1.3 - 5.1	Page No. 18-26-132
	102-8 Information on employees and other workers	5	5.1	Page No. 132
	102-9 Supply chain	2	n.a.	Page No. 69
	102-10 Significant changes in the organization and its supply chain	n.a.	n.a.	No significant changes to be reported
	102-11 Warning principle or approach	3	n.a.	DAABON counts on an environmental policy and a risk matrix within its warning principle.
	102-12 External initiatives	1	1.5	Page No. 64
	102-13 Membership in associations	1	1.5	Page No. 64
	Strategy			
	102-14 Statement of top managers responsible for decision making	1	1.1	CEO message
	Ethics and integrity			
	102-16 Values, principles, standards and code of conduct	1	1.4	Page No. 45
Governance				
102-18 Governance structure	1	1.4	Page No. 52	

GRI 102: 2016 General contents	Participation of Stakeholders			
	102-40 List of stakeholders linked to the organization	6	6.1	Page No. 149
	102-41 Collective Bargaining Agreement	6	6.1	Page No. 149
	102-42 Stakeholders identification and selection	6	6.1	Page No. 149
	102-43 Approach for stakeholders participation	6	6.1	Page No. 149
	102-44 Key topics and concerns mentioned	6	6.1	Page No. 149
	Practices for report preparation			
	102-45 Entities included in consolidated financial statements	1	1.3	Page No. 26
	102-46 Definition of reports content and their coverage	6	6.2	Page No. 154
	102-47 List of material aspects	6	6.2	Page No. 154
	102-48 Re-expression of information	n.a.	n.a.	There was no information re-expression for this report's target period.
	102-49 Changes in report preparation	n.a.	n.a.	No significant changes in report preparation
	102-50 Report target period	6	6.1	
	102-51 Date of last report	n.a.	n.a.	Periodo January to December 2011
	102-52 Report preparation cycle	n.a.	n.a.	This report includes the 2012-2017 period. It is expected to prepare yearly reports as of next year.
	102-53 Contact to ask questions on the report	n.a.	n.a.	Felipe M. Guerrero Sustainability Director f g Guerrero@daabon.com.co
	102-54 Report preparation statement according to GRI Standards	6	6.1	Page No. 148
	102-55 List of GRI Contents	7	n.a.	Page No. 155
	102-56 External verification	n.a.	n.a.	This Report has not been subjected to External Verification

Material Aspects				
Indirect economic impacts				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	4	4.3	Page No. 44
GRI 203: 2016: Indirect economic impacts	203-2 Content: Significant indirect economic impacts	4	4.3	Page No. 116
Procurement Practices				
GRI 103:2016 Management approach	103-1 Explanation on the material aspect and its coverages 103-2 Management approach and its components 103-3 Assessment of management approach	2	2.2	Page No. 44
GRI 204:2016 Procurement practices	204-1 Share of expenses in local suppliers	n.a.	n.a.	DAABON does not count on this data for the period subject of this report
Anticorruption				
GRI 103:2016 Management approach	103-1 Explanation on the material aspect and its coverages 103-2 Management approach and its components 103-3 Assessment of the management approach	2	2.1	Page No. 44
GRI 205: 2016 Anticorruption	205-3 Confirmed corruption cases and measures adopted	n.a.	n.a.	No corruption cases were found during the period under review.
Energy				
GRI 103:2016 Management approach	103-1 Explanation on the material aspect and its coverages 103-2 Management approach and its components 103-3 Assessment of management approach	3	3.2	Page No. 44
GRI 302:2016 Energy	302-1 Energy consumption within the organization 302-4 Energy consumption reduction	n.a.	n.a.	Page No. 87

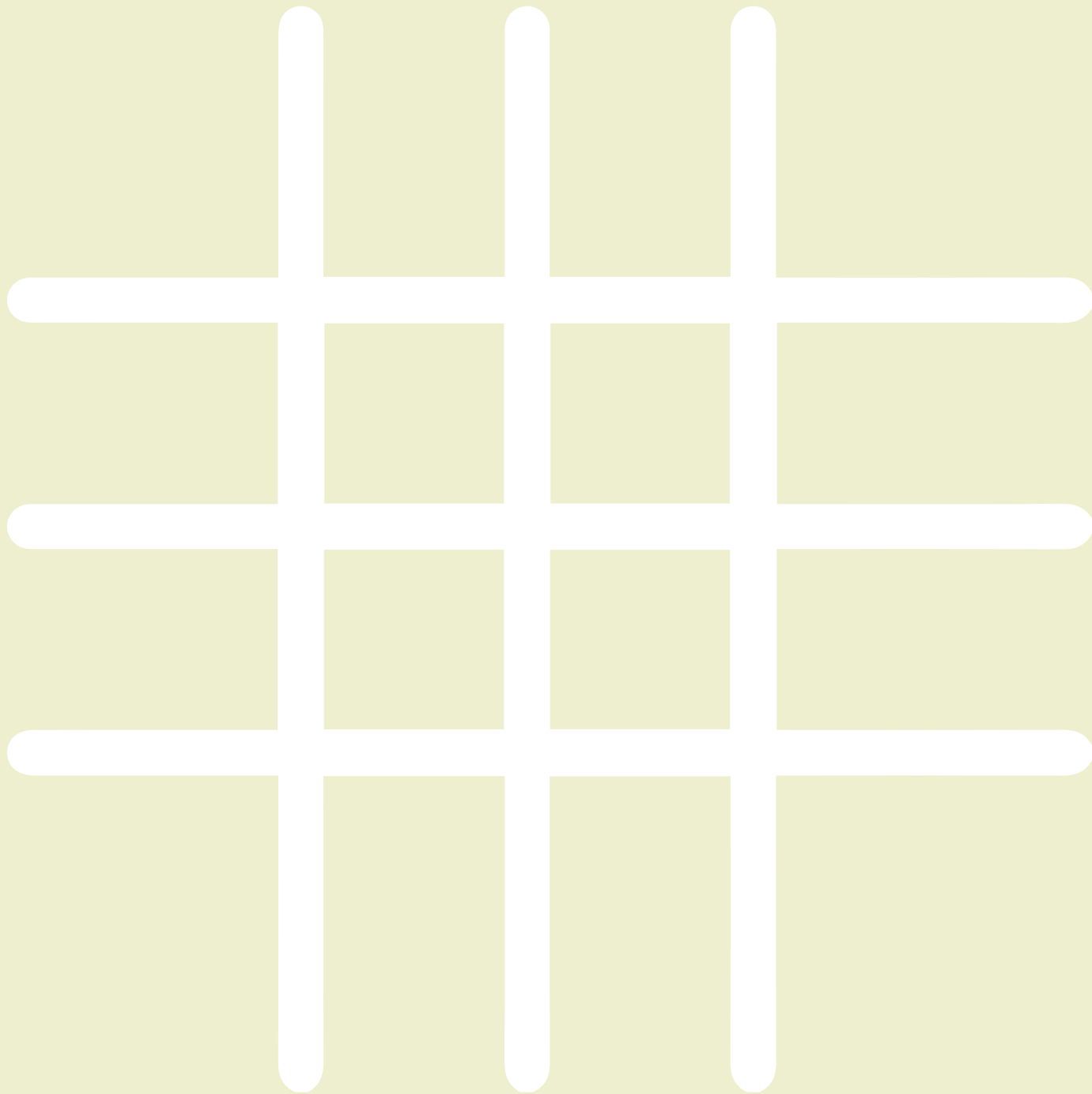
Water				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	3	3.1	Page No. 44
GRI 303: 2016 Water	303-1 Water extraction by source	3	3.1	Page No. 82
	303-2 Significantly affected water sources by water extraction	3	3.1	Page No. 82
	303-3 Recycled and reutilized water	3	3.1	Page No. 83 - 84
Biodiversity				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	3	3.3	Page No. 44
GRI 304: 2016 Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	3	3.3	Page No. 97-103
	304-3 Protected or restored habitats	3	3.3	Page No. 97-98
Emissions				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	3	3.2	Page No. 44
GRI 305: 2016 Emissions	305-1 Direct Greenhouse gases emissions (scope 1)	3	3.2	Page No. 93
	305-5 Reduction of greenhouse gases emissions	3	3.2	Page No. 87
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions into the atmosphere	3	3.2	Page No. 95

Effluents and waste				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	3	3.1-3.5	Page No. 83
GRI 306: 2016 Effluents and waste	306-1 Water emissions based on its quaity and destination	3	3.1	Page No. 85
	306-2 Waste by type and disposal method	3	3.5	Page No. 107
	306-5 Water bodies affected by water emissions and/or runoffs	2	3.1	Page No. 82
Environmental compliance				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	3	n.a.	Page No. 78
GRI 307: 2016 Environmental compliance	307-1 Non-compliance of legislation and environmental regulation	n.a.	n.a.	No cases of non-compliance have been identified during the period under review.
Environmental evaluation of suppliers				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	2	2.2	Page No. 71
GRI 308:2016 Environmental evaluation of suppliers	308-1 New suppliers that have passed the evaluation and selection filters according to environmental criteria	2	2.2	Page No. 71
Employment				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	5	5.1	Page No. 132
GRI 401: 2016 Employment	401-1 New employees hiring and staff turnover	5	5.1	Page No. 134

Employee - Company relationships				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	5	5.1	Page No. 137 - 138
GR 402: 2016 Employee - Company relationship	402-1 Minimum notification terms on operational changes	n.a.	n.a.	It is included under the communications protocol of the Corporate Policies Manual
Health and safety at work				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	5	5.2	Page No. 140
GRI 403: 2016 Health and safety at work	403-1 Representation of employees in formal employees-company committees on health and safety	5	5.2	Page No. 140
	03-2 Types of accidents, accident rate, occupational diseases, lost days, absenteeism and number of occupational fatalities or diseases.	5	5	Page No. 140
Training and teaching				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	5	5.3	Page No. 140
GRI 404: 2016 Training and teaching	404-1 Mean of training hours per year per employee	5	5.3	Page No. 143
	404-3 Percentage of employees receiving periodic performance and professional development evaluations	5	5.3	Page No. 144

Rights of indigenous communities				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	2	2.3	Page No. 113
GRI 411: 2016 Rights of indigenous communities	411-1 Cases of violations of indigenous communities rights	n.a.	n.a.	No indigenous communities rights violations identified during the period under review.
Assessment of human rights				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	2	2.3	Page No. 73
GRI 412: 2016 Human rights assessment	412-1 Operations subject to impact on human rights reviews or assessments	2	2.3	Page No. 73
Local communities				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	4	4.2	Page No. 116
GRI 413: 2016 Local communities	413-2 Operations with significant, real and potential negative impacts on local communities	4	4.2	Page No. 116
Social evaluation of suppliers				
GRI 103:2016 Management approach	103-1 Explanation of the material aspect and its coverages. 103-2 Management approach and its components 103-3 Assessment of the management approach	n.a.	n.a.	No suppliers have been assessed with social criteria during the period under review
GRI 414: 2016 Social evaluation of suppliers	414-1 New suppliers that have passed evaluation and selection filters according to social criteria	n.a.	n.a.	

TAB LLES



1.AGRICULTURE

A. AGRICULTURAL PRODUCTS: OIL PALM FRUIT, HASS AVOCADO, ORGANIC COFFEE AND ORGANIC BANANA.							
	2012	2013	2014	2015	2016	2017	2018
Palm oil fruit (kg)	138.190.060	120.351.105	155.249.745	208.712.963	187.680.699	238.579.010	222.345.709
Avocado (kg)	0	0	0	0	0	4.439	6.421
Coffee (kg)	43.845	84.066	46.702	221.000	106.972	62.977	64.250
Banana (Boxes 20 kg-13 kg)	763.851	1.216.506	763.460	724.504	826.374	723.824	867.094

B. LIVESTOCK							
	2012	2013	2014	2015	2016	2017	2018
Milk (liters)	207.888	98.598	83.543	85.844	60.450	115.591	92.502
Calves (kilograms)	372.411	339.345	199.222	319.984	207.345	133.710	116.172
Livestock (kilograms)	187.826	212.669	70.535	145.639	177.923	157.292	172.623

2.INDUSTRY

A. PALM OIL (IN KG)							
Palm oil product	2012	2013	2014	2015	2016	2017	2018
Natural crude palm oil	14.627.840	13.452.674	38.834.071	50.960.187	65.002.364	58.279.274	47.910.500
Organic crude palm oil	10.869.972	6.211.450	7.027.454	11.285.652	6.491.060	5.791.670	6.405.980
Natural stearin	7.113.490	330.540	8.980	44.040	42.740	50.210	72.450
Organic stearin	1.535.780	1.174.340	1.329.620	2.084.818	1.390.030	1.471.980	1.647.180
Natural olein palm oil	25.584.356	23.238.165	29.627.207	24.365.655	24.644.257	18.534.491	18.628.939
Organic olein palm oil	4.883.198	2.754.790	3.978.021	5.152.045	3.436.349	4.257.205	4.035.040
Natural RBD	28.626.050	28.980.367	34.287.231	37.168.864	47.104.879	64.795.799	77.303.506
Organic RBD	7.410.027	9.232.021	12.268.567	11.395.013	12.240.598	13.945.341	15.177.919
Natural shortening	567.552	965.408	630.240	726.072	961.188	1.148.164	1.869.712
Organic shortening	3.718.842	4.555.634	5.588.726	6.407.940	8.249.989	8.731.063	9.551.754

B. PALM KERNEL OIL (IN KG)							
Palm Kernel oil product	2012	2013	2014	2015	2016	2017	2018
Kernel cake	1.813.750	1.973.140	2.794.730	6.865.300	5.284.010	7.801.630	7.198.101
Natural palm Kernel stearin	-	-	500.300	718.410	1.110.660	1.188.980	1.250.240
Organic palm Kernel stearin	-	294.480	243.800	578.955	479.170	397.110	562.635
Palm Kernel olein	142.650	-	11.760	25.780	1.804	5.510	-
Natural crude palm Kernel oil	97.550	-	930.030	2.338.315	4.546.480	6.726.516	4.106.203
Organic crude palm Kernel oil	-	43.980	-	35.080	-	-	41.200
Natural RBD palm Kernel oil	176.910	417.492	317.972	398.155	1.740.301	425.360	402.792
Natural RBD palm Kernel oil	192.809	409.122	182.568	44.196	62.900	69.160	788.955

C. BLEND OF VEGETABLE OILS (IN KG):							
Blends of vegetable oils	2012	2013	2014	2015	2016	2017	2018
Natural Blend vegetable oils	-	570.242	1.131.813	5.305.876	8.161.453	10.701.093	15.307.217
Organic Blend vegetable oils	1.109.998	1.182.423	1.414.881	3.117.557	2.587.636	2.832.628	2.930.750

3.LOGISTICS

A.TRANSPORTATION							
	2012	2013	2014	2015	2016	2017	2018
Containerized cargo	-	53.176	31.589	28.744	36.654	36.835	40.213

B. LIQUID BULK OIL STORAGE							
Volume of liquid bulk stored	2012	2013	2014	2015	2016	2017	2018
Metric tones	156.676	52.804	67.469	242.846	334.295	438.993	386.652
Cubic metric	0	76.070	135.325	69.768	0	0	434.440

4.REAL ESTATE

A. CONSTRUCTION PROYECT, CIVIL AND ARCHITECTURAL WORK							
	2012	2013	2014	2015	2016	2017	2018
Construproject	1	2	3	15	113	1.002	625

AFD Corporation	Colombia
La Samaria	Colombia, Japan, France, Italy, United States
Tequendama	Colombia, United States, Canada, Japan, Germany, Austria, Australia, Ecuador, United Kingdom, Holland, Switzerland, China
Construproject	Colombia
ECO BIO	Colombia, Japan, France
Oleoyuma	Colombia
Palma y Trabajo	Colombia
Superportuaria	Colombia
Terlica	Colombia
Voltaje Empresarial	Colombia
ZFA	Colombia

	2012	2013	2014	2015	2016	2017	2018
Annual incomes	272.963.206	244.388.812	296.784.935	397.433.144	483.703.420	491.771.505	531.321.312
*thousand of millions (COP)							

Gruop companies incomes	2012	2013	2014	2015	2016	2017	2018
C.I. Tequendama	222.566.303	180.771.424	235.207.218	291.701.414	364.162.048	346.528.678	391.854.299
Palma y Trabajo Palmatra	-	-	16.600.360	40.317.965	39.931.855	55.439.084	58.916.329
C.I. La Samaria	15.285.208	22.054.444	14.553.921	18.414.001	24.063.705	22.456.326	25.302.913
Construproject	9.052.080	12.396.868	12.925.917	18.621.643	22.022.638	29.510.550	23.481.227
Terminal de Graneles Líquidos del Caribe - Terlica	23.841.304	26.819.823	12.969.973	15.165.000	17.985.145	20.852.860	16.913.117
Oleaginosas del Yuma Oleoyuma	-	-	1.322.397	6.819.948	7.607.785	8.440.062	6.976.454
Zona Franca Las Américas - ZFA	1.027.376	1.263.647	2.245.393	3.730.537	3.620.131	4.154.792	4.156.726
Superportuaria	743.084	624.898	777.960	999.933	1.515.200	1.868.624	1.828.733
AFD Corporation	-	-	-	731.416	1.466.902	1.281.701	1.255.307
ECO BIO Colombia	447.851	457.707	168.127	904.094	950.613	702.920	476.221
Voltaje Empresarial	-	-	13.669	27.193	377.398	535.909	159.985

GROUP COMPANIES INCOMES	
C.I. Tequendama	74,8%
Palma y Trabajo - Palmatra	7,8%
C.I. La Samaria	5,2%
Construproject	4,7%
Terminal de Graneles Líquidos del Caribe - Terlica	4,9%
Oleaginosas del Yuma - Oleoyuma	1,1%
Zona Franca Las Américas - ZFA	0,7%
Superportuaria	0,3%
AFD Corporation	0,2%
ECO BIO Colombia	0,2%
Voltaje Empresarial	0,1%

Chair of the Corporate Board	Mrs. Carmen Abondano de Dávila
Chief Executive Officer	Mr. Manuel J. Dávila
Agribusiness Vice President	Mr. Alfonso Dávila
Production Vice President	Mr. Juan C. Dávila
Commercial Vice President	Mr. Alberto Dávila
Public Affairs Vice President	Mrs. Rosa Paulina Dávila
External Advisors	Mr. Alvaro Jaramillo Mr. Jose Alberto Velez Mr. Jeroen Douglas Mr. Martin Acero
Internal Advisors	Mr. Jose E. Barreneche
Secretary General	Mr. Geman Zapata Mr. Raul Arenas Mr Ernesto Ritzel Mr. Sergio Espinosa

ORGANIC CERTIFICATIONS

TEQUENDAMA	EU/Europe - Reg. 834/2007 y 889/2008	NOP / USA	JAS / Japan	Bio Suisse / Switzerland	Korea (FIPA) / Agricultural Production) and Korea (EAFA) / Processing / Korea	CHINA / China	Resolutions 0187/2006 and 0199/2016 / Colombia
TEQUENDAMA (Smallholders)	EU/Europe - Reg. 834/2007 and 889/2008 (Alliances Group)	NOP / USA (Alliances Group)	JAS / Japan (Alliances Group)	Bio Suisse / Switzerland			
LA SAMARIA	EU/Europe - Reg. 834/2007 and 889/2008	NOP / USA	JAS / Japan	Resolution 0187- Colombia	Bio Suisse / Switzerland		
TERLICA	UE/Europa - Reg. 834/2007 y 889/2008	NOP / USA	JAS / Japón	Bio Suisse / Suiza			
ECOBIO COLOMBIA	UE - Reg. 834/2007 y 889/2008	NOP / USA	JAS / Japón				
SUPER PORTUARIA	EU/EuroeE - Reg. 834/2007 and 889/2008	NOP / USA	JAS / Japan	Bio Suisse / Switzerland			

QUALITY AND FOOD SAFETY, SOCIAL/ENVIRONMENTAL, SECURITY, CUSTODY CHAINS CERTIFICATES

	HACCP (Refinery)	Kosher OU / (Processing)	Rainforest Alliance: (Agricultural Production)	Rainforest Alliance Custody Chian (Traceability / processes)	RSPO P&C (Agricultural Production)	RSPO SCCS (Traceability)	RSPO Next	POIG	BASC	FAIR TRADE USA	ISO 9001	ISO 14001	OSHAS
TEQUENDAMA													
LA SAMARIA	Global Gap	Rainforest Alliance	Fair Trade Bio Tropico	BASC									
TERLICA	Rainforest Alliance - Custody Chian	Kosher OU	RSPO SCCS Trazabilidad	ISO 9001	ISO 14001	BASC	OSHAS						
ECOBIO COLOMBIA	Rainforest Alliance												
SUPER PORTUARIA	BASC												
COSTRUPROYEC	RUC (Uniform Contractors Registry)	ISO 9001	ISO 14001	OSHAS	BASC								

TOTAL NUMBER OF EXISTING SUPPLIERS PER YEAR IN EACH COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation				59	77	36	220
C.I. La Samaria	119	151	112	108	107	109	135
C.I. Tequendama	350	611	571	636	652	668	661
Construproject	194	203	214	216	249	292	250
ECO BIO Colombia	13	18	19	21	28	25	22
Oleaginosas del Yuma - Oleoyuma			29	70	78	79	72
Palma y Trabajo Palmatra			268	315	327	335	333
Superportuaria		14	15	16	30	30	45
Terminal de Graneles Líquidos del Caribe Terlica	141	105	103	123	131	137	154
Voltaje Empresarial			8	16	31	16	11
Zona Franca Las Américas - ZFA		35	44	48	51	51	58
TOTAL	962	1236	1537	1795	1947	2021	2048

MOST SIGNIFICANT SURFACE AND UNDERGROUND WATER SOURCES USED BY THE GROUP'S OPERATIONS

COMPANIES	WATER SOURCES
AFD Corporation	Underground water, San Francis aquifer, Santa Marta, Magdalena
La Samaria	Tapias and Corual Rivers (basins of the Sierra Nevada of Santa Marta mountain area, Department of La Guajira)
	Buritaca and Guachaca Rivers, (basins of the Sierra Nevada of Santa Marta mountain area, Department of La Guajira)
Tequendama (áreas de cultivo y planta extractora)	Fundación and Aracataca Rivers(basins of the Sierra Nevada of Santa Marta mountain area, Department of La Guajira),
	Ariguani River, (basins of the Sierra Nevada of Santa Marta mountain area, Department of Cesar Tapias River, basn of the Sierra Nevada of Santa Marta mountain area, Department of La Guajira).
Tequendama - Refinería	Underground Waters, Saint Francis aquifer, Santa Marta, Magdalena
ECO BIO	Tributary of Piedras River, Trasjordania Path, Santa Marta, Magdalena
Oleoyuma	Tributary of the Sogamoso River, Municipality of Puerto Wilches, Department of Santander.
Palma y Trabajo	Tributary of the Sogamoso River, Municipality of Puerto Wilches, Department of Santander.
Terlica	Water supply system, Santa Marta, Magdalena
Zona Franca Las Américas	Underground Waters, Saint Francis aquifer, Santa Marta, Magdalena
Construproyec	Water supply system, Santa Marta, Magdalena

REGISTRIES ON SURFACE WATER USE

	2012	2013	2014	2015	2016	2017	2018
C.I. Tequendama	19.998.243	69.089.296	2.869.927	2.089.750	2.055.209	1.561.817	1.727.869
ECO BIO	11.664	11.529	10.231	10.446	22.468	23.320	
Oleaginosas del Yuma					54.546	2.365	1.883
Palma y Trabajo					100.248	117.226	154.293
*Measurement Unit: cubic meters							

REGISTRIES ON UNDERGROUND WATER USE

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	160	150	150	125	110	60	150
CI Tequendama SAS	203.108	203.108	67.050	204.000	111.807	93.396	98.725
Zona Franca Las Americas	190	55	75	120	270	290	18.510

CONSTRUPROYEC AND TERLICA ARE THE ONLY COMPANIES THAT RELY ON THE SANTA MARTA WATER SUPPLY SYSTEM

	2012	2013	2014	2015	2016	2017	2018
Construproyec				1.876	1.231	998	1.537
Terlica	14.160	13.701	14.172	12.852	11.894	26.100	11.864
*Measurement Unit: cubic meters							

PRODUCTION OF WASTE WATER

	2012	2013	2014	2015	2016	2017	2018
CI Tequendama Extractora	13.320	115.723	108.414	118.568	88.245	93.482	127.442
Palmatra					80.198	170.112	211.712
CI Tequendama Refineria	55.000	5.000	42.000	38.000	31.882	29.549	34.914
Zona Franca Las Americas	190	55	75	120	270	290	4.024
Terlica		142	23	67	84	117	202
AFG Corporativo	50	40	55	40	35	30	45

CONSTRUPROYEC Y TERLICA SON LAS ÚNICAS DE EMPRESAS QUE CUENTAN CON SUMINISTRO DE AGUA A PARTIR DE LA RED DE ACUEDUCTO DEL DISTRITO DE SANTA MARTA.

	2012	2013	2014	2015	2016	2017	2018
C.I. Tequendama Extractora y Cultivos	10.923	106.465	88.900	112.639	76.773	84.134	12.005

VOLUME OF TREATED WASTE WATER, DUMPED INTO WATER BODIES EVERY YEAR BY EACH COMPANY

	2012	2013	2014	2015	2016	2017	2018
Palmatra					80.198	57841	57841
Terlica		142	23	67	84	117	202
*Measurement Unit: cubic meters							

VOLUME OF TREATED WASTE WATER THAT IS DELIVERED TO A THIRD PARTY FOR ITS FINAL DISPOSAL PER COMPANY PER YEAR

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	50	40	55	40	35	30	45
CI Tequendama Refinería	55.000	60.000	42.000	38.000	31.882	29.549	34.914
Zona Franca Las Americas	190	55	75	120	270	290	4.024
*Measurement Unit: cubic meters							

ENERGY COMING FROM NON RENEWABLE SOURCES

AFD Corporation	Diesel, Gasoline
C.I. La Samaria	Diesel, Gasoline, Natural gas
C.I. Tequendama Extractora	Diesel, Gasoline, Natural gas
C.I. Tequendama Refinería	Diesel, Gasoline, Natural gas, steam
Construproject	Diesel, Gasoline, Natural gas
Terminal de Graneles Líquidos del Caribe - Terlica	Natural Gas
Zona Franca Las Américas - ZFA	Diesel, Gasoline

ENERGY COMING FROM NON RENEWABLE SOURCES

AFD Corporation	Electric power (hydro)
C.I. La Samaria	Electric power (hydro)
C.I. Tequendama Extractora y Cultivos	Biomass Combustion
C.I. Tequendama Refinería	Electric power (hydro)
Construproject	Electric power (hydro)
Terminal de Graneles Líquidos del Caribe - Terlica	Electric power (hydro)
Zona Franca Las Américas - ZFA	Electric power (hydro)

Empresa	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	1.200	1.100	900	900	500	500	104
C.I. La Samaria	79.244	88.494	122.113			62.832	
C.I. Tequendama Extractora	-	2.021	2.932	2.680	3.488	4.573	3.635
C.I. Tequendama Refinería	7.668.365	7.265.982	6.054.689	4.676.496	4.384.654	4.398.790	5.855.578
Construproject	No hay registro			110.440	124.080	118.360	119.001
ECO BIO Colombia	No hay registro						
Oleaginosas del Yuma - Oleoyuma	No hay registro						
Palma y Trabajo - Palmatra	No hay registro						
Superportuaria	No hay registro						
Terminal de Graneles Líquidos del Caribe - Terlica	No hay registro						
Voltaje Empresarial	No hay registro						
Zona Franca Las Américas - ZFA	5.280	14.520	100.040	100.040	100.040	100.040	240.400
Comentarios:	*Measurement Unit: kWh						

Company	Energy type	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	ACPM	2	2	2	2	2	2	24.000
	Gasoline	2	2	2	2	2	2	0
C.I. La Samaria								
C.I. Tequendama Extractora y Cultivos	Natural Gas (mil m3)	-	-	-	202.422	110.658	1.789.309	2.917.641
	Gasoline (mil galones)	-	4.088	4.440	4.867	5.433	6.449	6.742
	ACPM (mil galones)	-	83.536	76.216	120.080	115.201	108.466	62.676
	Energy (mil kWh)	-	61.764	56.281	103.855	80.956	92.382	88.521
C. I Tequendama Refineria	Natural Gas (mil m3)	7.668.365	86.181.710	87.730.710	7.729.538	16.311.280	14.732.049	17.144.950
	ACPM	632.167	379.716	345.558	389.746	408.846	429.746	157.672
	Gasoline	2.196	2.196	2.196	2.196	2.196	2.196	-
	Steam	63.778.174	56.253.391	5.616.000	60.260.309	29.251.536	17.957.186	23.319.564
Construproject				222.225	191.554	216.070	278.638	
ECO BIO Colombia								
Oleaginosas del Yuma - Oleoyuma	Gasoline						2.366	3.200
	ACPM						2.921	2.329
	Natural Gas (mil m3)						-	875
	Electric energy (kWh)						28.853	32.040
Palma y Trabajo Palmatra	Gasoline						843	1.468
	ACPM						9.795	1.270
	Electric energy (kWh)						20.495.000	2.370.109
Superportuaria								
Terminal de Graneles Líquidos del Caribe Terlica	Electric energy (kWh)	270.240	332.780	277.200	288.200	294.800	343.200	336.600
	Natural Gas (mil m3)	7.095.460	7.115.280	4.073.230	1.287.396	10.500.000	8.049.564	34.933.585
Voltaje Empresarial		No hay registro						24.000
Zona Franca Las Américas - ZFA	ACPM	5	5	5	5	5	5	10
	Gasoline	439	439	439	439	439	439	241

DIRECT EMISSIONS GENERATION SOURCES RELATED TO THE GROUP'S PROCESSES

AFD Corporation	Livestock development in open or in semi-stables areas
C.I. La Samaria	Application of fertilizers, use of fuels, cargo transportation and waste production
C.I. Tequendama Extractora	Application of fertilizers, use of fuels waste water treatment, cargo transportation and waste production
C.I Tequendama Refinería	Energy cogeneration, waste production
Construproject	Cargo transportation
ECO BIO Colombia	Waste production
Oleaginosas del Yuma - Oleoyuma	Application of fertilizers, use of fuels, cargo transportation and waste production
Palma y Trabajo	Application of fertilizers, use of fuels waste water ,treatment, cargo transportation and waste production
Superportuaria	Port logistics development, transportation activities
Terminal de Graneles Líquidos del Caribe - Terlica	Waste production, logistics development
Zona Franca Las Américas - ZFA	Waste production

Tequendama Extraction Mill	Own	Group	Outgrowers
Field Emissions (total)	-6694	-7925.1	-3526
Extraction Emissions (total)		6274	
Palma y Trabajo Extraction Mill	Own	Group	Outgrowers
Field Emissions (total)	-1212	N/A	N/A
Extraction Emissions (total)		1497	

	(ha)	Total Area	Conservation Areas	Crop	Others	Cattle	Planting Years
Palm Oil	Ariguaní	1632.9	115.4	986.2	1.5	529.6	1970
	Tequendama	1898.5	100.1	1013	16	769.3	1970
	Gavilan	922.8	79.3	765	1.5	76.9	1980
	Oleoyuma	3331	165	3002	4	160	1970
	Las Mercedes	1846.5	200	357.2	3	1286.2	1980
	Santa Marta	1022	104.2	342	2	573.8	1970
	El Jayo	693	20	460	2	211	1980
	Alianzas	3647.5	556.3	3091.1	7	0	1970
Banano Cocoa	Rosa Paulina	270	30	224.8	1	14.1	1980
	DC/DA	436	81.7	267.9	2	84.3	1980
	Don Diego	123	4	118	1	0	1970
	Bonanza	139.5	38.7	23.2	1	76.5	1970
	Platanal	19.1	1	18.1	0.1	0	1970
	Can Cun	96.2	14	61.2	1	20	1970
	Los Mares	112	0	0	0	112	1970
Coffe Avocados	Tolima	734	569	164	1	0	1950
	Kyoto	128	25	102	1	0	1950
	La Sierrita	28	21	6	1	0	1950
TOTAL		17080	2124.7	11001.7	46.1	3913.7	

Company	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	0	0	0	48	43	39	37
C.I. La Samaria	477	698	404	456	472	469	559
C.I. Tequendama	793	764	771	880	922	961	1003
Construproject	75	77	84	93	103	96	112
ECO BIO Colombia	7	7	6	6	7	6	6
Oleaginosas del Yuma - Oleoyuma	0	0	27	59	70	90	105
Palma y Trabajo - Palmatra	0	0	25	29	46	61	51
Superportuaria	13	12	13	14	18	14	15
Terminal de Graneles Líquidos del Caribe - Terlica	57	57	41	45	45	56	62
Voltaje Empresarial	0	0	1	1	1	1	1
Zona Franca Las Américas - ZFA	12	9	15	15	17	27	29
TOTAL 2018							2.093

EMPLOYEES PER AGE GROUP

	2012			2013			2014			2015			2016			2017			2018		
	<30	31-50	>51	<30	31-50	>51	<30	31-50	>51	<30	31-50	>51	<30	31-50	>51	<30	31-50	>51	<30	31-50	>51
AFD Corporation	0	0	0	0	0	0	0	0	0	12	24	12	10	21	12	8	22	9	8	20	9
C.I. La Samaria	128	301	48	256	383	59	113	243	48	136	263	57	144	264	64	145	254	70	206	278	75
C.I. Tequendama	215	470	108	198	446	120	195	450	126	253	486	141	281	481	160	276	529	156	297	536	170
Construproject	15	51	9	14	50	13	18	53	13	19	59	15	17	70	16	16	63	17	26	72	14
ECO BIO Colombia	1	4	2	0	5	2	0	4	2	1	4	1	2	4	1	1	4	1	2	3	1
Oleaginosas del Yuma	0	0	0	0	0	0	9	16	2	15	36	8	15	45	10	29	50	11	35	64	6
Palma y Trabajo	0	0	0	0	0	0	12	10	3	12	11	6	25	17	4	33	22	6	25	21	5
Superportuaria	6	6	1	4	7	1	4	8	1	6	7	1	8	9	1	6	8	0	5	10	0
Terlica	15	36	6	14	38	5	12	24	5	14	26	5	13	25	7	17	29	10	21	31	10
Voltaje Empresarial	0	17	3	0	16	4	0	18	3	0	24	4	0	55	4	0	53	5	0	57	7
Zona Franca Las Américas	3	8	1	2	7	0	8	7	0	6	9	0	7	10	0	9	17	1	9	19	1

TOTAL NUMBER OF ANNUAL EMPLOYEES BY GENDER IN EACH COMPANY

		2012	2013	2014	2015	2016	2017	2018
AFD Corporation	Man	0	0	0	46	42	38	36
	Woman	0	0	0	2	1	1	1
C.I. La Samaria	Man	434	617	347	407	416	397	476
	Woman	43	81	57	49	56	72	83
C.I. Tequendama	Man	717	692	692	791	824	859	875
	Woman	76	72	79	89	98	102	128
Construproject	Man	72	74	79	84	92	86	98
	Woman	3	3	5	9	11	10	14
ECO BIO Colombia	Man	7	7	6	6	7	6	6
	Woman	0	0	0	0	0	0	0
Oleaginosas del Yuma - Oleoyuma	Man	0	0	24	48	55	70	87
	Woman	0	0	3	11	15	20	18
Palma y Trabajo - Palmatra	Man	0	0	22	24	38	49	45
	Woman	0	0	3	5	8	12	6
Superportuaria	Man	12	12	13	14	18	14	14
	Woman	1	0	0	0	0	0	1
Terminal de Graneles Líquidos del Caribe - Terlica	Man	49	48	34	38	37	47	54
	Woman	8	9	7	7	8	9	8
Voltaje Empresarial	Man	0	0	1	1	1	1	1
	Woman	0	0	0	0	0	0	0
Zona Franca Las Américas - ZFA	Man	12	9	15	14	15	26	28
	Woman	0	0	0	1	2	1	1

TOTAL NUMBER OF ANNUAL EMPLOYEES BY GENDER IN EACH COMPANY

		2012	2013	2014	2015	2016	2017	2018
AFD Corporation	Fixed term	0	0	0	0	2	8	5
	Unlimited term	0	0	0	4	48	40	31
	Full day	0	0	0	4	50	48	36
	Half a day	0	0	0	0	0	0	0
C.I. La Samaria	Fixed term	10	393	424	345	332	374	173
	Unlimited term	801	455	322	209	241	194	303
	Full day	811	848	746	554	573	568	476
	Half a day	0	0	0	0	0	0	0
C.I. Tequendama	Fixed term	27	61	88	171	232	353	153
	Unlimited term	834	745	724	738	734	672	722
	Full day	861	806	812	909	966	1025	875
	Half a day	0	0	0	0	0	0	0
Construproject	Fixed term	3	5	8	7	10	24	50
	Unlimited term	80	88	89	103	90	88	48
	Full day	83	93	97	110	100	112	98
	Half a day	0	0	0	0	0	0	0
ECO BIO Colombia	Fixed term	0	0	0	0	0	0	1
	Unlimited term	23	9	7	8	7	7	5
	Full day	23	9	7	8	7	7	8
	Half a day	0	0	0	0	0	0	6
Oleaginosas del Yuma - Oleoyuma	Fixed term	0	0	20	61	52	36	63
	Unlimited term	0	0	4	4	6	43	24
	Full day	0	0	24	65	58	79	87
	Half a day	0	0	0	0	0	0	0
Palma y Trabajo - Palmatra	Fixed term	0	0	19	24	39	55	9
	Unlimited term	0	0	4	6	8	8	36
	Full day	0	0	23	30	47	63	45
	Half a day	0	0	0	0	0	0	0
Superportuaria	Fixed term	0	0	0	0	1	6	4
	Unlimited term	13	12	13	14	17	17	10
	Full day	13	12	13	14	18	23	14
	Half a day	0	0	0	0	0	0	0
Terminal de Graneles Líquidos del Caribe - Terlica	Fixed term	0	0	1	0	2	19	10
	Unlimited term	62	56	53	53	44	36	44
	Full day	62	56	54	53	46	55	54
	Half a day	0	0	0	0	0	0	0
Voltaje Empresarial	Fixed term	0	0	0	0	0	0	0
	Unlimited term	0	0	1	1	1	1	1
	Full day	0	0	1	1	1	1	1
	Half a day	0	0	0	0	0	0	0
Zona Franca Las Américas - ZFA	Fixed term	1	0	0	0	5	12	6
	Unlimited term	13	12	17	18	20	13	22
	Full day	13	12	17	18	25	25	28
	Half a day	0	0	0	0	0	0	0

TOTAL NUMBER OF ANNUAL FEMALE EMPLOYEES PER TYPE OF CONTRACT IN EACH COMPANY

		2012	2013	2014	2015	2016	2017	2018
AFD Corporation	Fixed term	0	0	0	0	0	0	0
	Unlimited term	0	0	0	1	3	1	1
	Full day	0	0	0	1	3	1	1
	Half a day	0	0	0	0	0	0	0
C.I. La Samaria	Fixed term	1	61	62	48	38	61	31
	Unlimited term	84	45	31	28	31	26	52
	Full day	85	106	93	76	69	87	83
	Half a day	0	0	0	0	0	0	0
C.I. Tequendama	Fixed term	6	7	12	13	15	34	42
	Unlimited term	80	81	79	86	99	86	86
	Full day	86	88	91	99	114	120	128
	Half a day	0	0	0	0	0	0	0
Construproject	Fixed term	1	1	2	1	4	4	4
	Unlimited term	4	3	6	8	9	9	10
	Full day	5	4	8	9	13	13	14
	Half a day	0	0	0	0	0	0	0
ECO BIO Colombia	Fixed term	0	0	0	0	0	0	0
	Unlimited term	0	0	0	0	0	0	0
	Full day	0	0	0	0	0	0	0
	Half a day	0	0	0	0	0	0	0
Oleaginosas del Yuma - Oleoyuma	Fixed term	0	0	0	7	13	15	7
	Unlimited term	0	0	3	3	3	6	11
	Full day	0	0	3	10	16	21	18
	Half a day	0	0	0	0	0	0	0
Palma y Trabajo - Palmatra	Fixed term	0	0	4	8	9	12	0
	Unlimited term	0	0	0	0	1	1	6
	Full day	0	0	4	8	10	13	6
	Half a day	0	0	0	0	0	0	0
Superportuaria	Fixed term	1	0	0	0	0	0	0
	Unlimited term	0	1	0	0	0	0	1
	Full day	1	1	0	0	0	0	1
	Half a day	0	0	0	0	0	0	0
Terminal de Graneles Líquidos del Caribe - Terlica	Fixed term	0	0	2	1	0	0	1
	Unlimited term	8	9	10	7	8	8	7
	Full day	8	9	12	8	8	8	8
	Half a day	0	0	0	0	0	0	0
Voltaje Empresarial	Fixed term	0	0	0	0	0	0	0
	Unlimited term	0	0	0	0	0	0	0
	Full day	0	0	0	0	0	0	0
	Half a day	0	0	0	0	0	0	0
Zona Franca Las Américas - ZFA	Fixed term	0	0	0	1	1	2	0
	Unlimited term	1	0	0	0	1	2	1
	Full day	1	0	0	1	2	4	1
	Half a day	0	0	0	0	0	0	0

ANNUAL TURNOVER RATE PER COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	0	0	0	3	10	12	4
C.I. La Samaria	472	313	468	211	194	235	119
C.I. Tequendama	206	207	213	178	195	246	168
Construproject	19	21	23	26	18	27	40
ECO BIO Colombia	17	4	1	3	1	1	1
Oleaginosas del Yuma - Oleoyuma	0	0	0	17	10	16	8
Palma y Trabajo - Palmatra	0	0	3	8	16	19	14
Superportuaria	0	0	0	0	0	3	2
Terminal de Graneles Líquidos del Caribe - Terlica	19	11	17	20	15	12	12
Voltaje Empresarial	0	0	0	0	0	0	0
Zona Franca Las Américas - ZFA	2	2	3	7	7	6	1

COMMITTEES BY COMPANY

Company	Safety and health committee at work (COPASST, acronym in Spanish)	Coexistence Committee (COCOL, acronym in Spanish)	Road Safety Committee	Joint committee on health and safety
AFD Corporation	X	X		
C.I. La Samaria				
C.I. Tequendama Extractora	X	X		
Construproject	X		X	
C.I Tequendama Refinería		X		X
ECO BIO Colombia		X		X
Oleaginosas del Yuma - Oleoyuma		X		X
Palma y Trabajo - Palmatra		X		X
Superportuaria	X	X		
Terminal de Graneles Líquidos del Caribe - Terlica	X	X		
Voltaje Empresarial				
Zona Franca Las Américas - ZFA				

PERCENTAGE OF WORKERS REPRESENTED IN FORMAL WORKERS-HEALTH AND SAFETY COMMITTEES PER YEAR PER COMPANY

		2012	2013	2014	2015	2016	2017	2018
AFD Corporation								
C.I. La Samaria		3.4%	2.3%	3.9%	3.5%	3.3%	3.4%	3.4%
C.I. Tequendama	COPASST	6.67%	6.61%	6.61%	6.61%	6.61%	6.61%	4.8%
	COCOL	6.61%	6.61%	6.61%	6.61%	6.61%	6.61%	4.8%
Construproject	COPASST	5.33%	8.24%	8.24%	7.77%	7.77%	7.84%	6.8%
	SEGURIDAD VIAL	0	0	0	6.8%	6.8%	6.8%	6.8%
ECO BIO Colombia	COPASST	28%	28%	28%	28%	28%	28%	28%
	COCOL	7%	7%	7%	7%	7%	7%	7%
Oleaginosas del Yuma - Oleoyuma		N/A	N/A	0%	13%	24%	24%	7%
Palma y Trabajo - Palmatra		N/A	N/A	25%	38%	46%	33%	9%
Superportuaria						10%	12.5%	12.5%
Terminal de Graneles Líquidos del Caribe - Terlica	COPASST	6.90%	7.1%	7.8%	8.89%	8.70%	8.00%	8%
	COCOL	6.90%	7.1%	7.8%	8.89%	8.70%	8.00%	8%
Voltaje Empresarial								
Zona Franca Las Américas - ZFA	COPASST	36.36%	36.36%	36.36%	36.36%	36.36%	36.36%	36.4%
	COCOL	36.36%	36.36%	36.36%	36.36%	36.36%	36.36%	36.4%

ANNUAL ACCIDENT FREQUENCY RATE PER YEAR PER COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation				2.5	10.00	15.00	
C.I. La Samaria	13.6%	85%	12.6%	11.6%	27.3%	25.2%	19.8%
C.I. Tequendama Extractora	20.46	15.18	11.75	9.60	12.68	13.07	9.23%
C.I. Tequendama Refinería	4.96%	7.50%	4.17%	3.33%	7.50%	13.33%	5.10%
Construproject	13.13	12.99	8.33	5.43	14.56	7.37	17.82%
ECO BIO Colombia	0%	0.00%	0.00%	0.00%	0.00%	7.15%	0%
Oleaginosas del Yuma - Oleoyuma	-	-	-	4%	3%	3%	2%
Palma y Trabajo - Palmatra	-	-	-	4%	3%	4%	4%
Superportuaria	-	-	-	6.25%	5.88%	10.88%	0%
Terlica	12.07%	8.93%	13.73%	11.11%	13.04%	19.61%	12.90%
Voltaje Empresarial	-	-	-	-	-	-	-
Zona Franca Las Américas - ZFA	9.09%	0%	10%	0%	19%	0%	0%

LOST DAYS RATE PER YEAR PER COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	-	-	-	0.11	0.40	0.74	
C.I. La Samaria	2.2%	3.6%	5.5%	4.2%	3.6%	21.3%	17.9%
C.I. Tequendama Extractora	1.64	1.01	0.87	0.57	1.31	1.14	
C.I. Tequendama Refinería	0.2%	0.1%	0.36%	0.36%	1.49%	0.30%	0,23%
Construproject	15.34	26.03	6.58	5.21	40.55	12.6	27.7%
ECO BIO Colombia	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%
Oleaginosas del Yuma - Oleoyuma	-	-	0%	7%	3%	2%	2.01%
Palma y Trabajo - Palmatra	-	-	0%	3%	2%	6%	3.16%
Superportuaria	0%	0%	0%	0%	0%	0%	0%
Terminal de Graneles Líquidos del Caribe Terlica	1.32%	1.21%	0.81%	0.81%	0.12%	0.38%	0%
Voltaje Empresarial	-	-	-	-	-	-	-
Zona Franca Las Américas - ZFA	0.050%	0%	0.153%	0%	0.279%	0%	0

LABOR ABSENTEEISM RATE PER YEAR PER COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	-	-	-	0.87	1.68	3.26	
C.I. La Samaria	-	-	-	-	-	-	
C.I. Tequendama Extractora	8.84	10.11	14.46	11.70	14.83	13.87	
C.I. Tequendama Refinería	1.5%	2.1%	2.77%	3.69%	5.01%	1.81%	2.54%
Construproject	119	215	232	172	248	218	311
ECO BIO Colombia	4.9%	0.4%	0.52%	1.20%	0.92%	1.10%	
Oleaginosas del Yuma - Oleoyuma	-	-	0%	5%	1%	1%	
Palma y Trabajo - Palmatra	-	-	0%	0%	0%	3%	
Superportuaria	0.95%	0.19%	1.06%	3.99%	1.05%	0.88%	1.35%
Superlogistics						0,68%	0,58%
Terminal de Graneles Líquidos del Caribe Terlica	2.18%	3.88%	6.33%	3.92%	3.11%	3.41%	3.82%
Voltaje Empresarial	-	-	-	-	-	-	
Zona Franca Las Américas - ZFA	1.833%	1.068%	1.249%	3.458%	2.197%	1.489%	

SITE RISKS	MECHANICAL RISKS	CHEMICAL RISKS	THERMAL RISKS
Level falls and fall of objects	Extra muscular effort by cargo manipulation	Exposure or contact with hazardous	Exposure or contact with extreme

ATTENDANCE PERCENTAGE (BASED ON THE TOTAL NUMBER OF EMPLOYEES) TO ANNUAL PROGRAMS PUT IN PLACE FOR PREVENTION AND/OR AWARENESS BY COMPANY

	2012	2013	2014	2015	2016	2017	2018
AFD Corporation	-	-	-	-	100%	-	
C.I. La Samaria	-	-	-	-	-	-	
C.I. Tequendama Extractora	-	-	-	-	70%	75%	80%
C.I. Tequendama Refinería	80%	85%	80%	85%	85%	95%	95%
Construproject	100%	100%	100%	80%	80%	90%	95%
ECO BIO Colombia	0%	0%	0%	0%	0%	0%	0%
Oleaginosas del Yuma - Oleoyuma	-	-	-	69%	85%	85%	90%
Palma y Trabajo - Palmatra	-	-	-	69%	74%	85%	87%
Superportuaria	80%	85%	90%	91%	82%	85%	85%
Superlogistics	-	-	-	-	-	90%	90%
Terminal de Graneles Líquidos del Caribe Terlica	82%	80%	85%	90%	82%	83%	82%
Voltaje Empresarial	-	-	-	-	-	-	-
Zona Franca Las Américas - ZFA	90	90	90	90	90	90	90

NUMBER OF TRAINING HOURS FOR MEN AND WOMEN (YEARS 2016, 2017 Y 2018)

Company	Year 2016		Year 2017		Year 2018	
	Man	Woman	Man	Woman	Man	Woman
AFD Corporation	-	-	985.5	13.5	362	49.5
C.I. La Samaria	31	7	5106	1305	782	711
C.I. Tequendama	42	27	31433.91	4037.81	3355	1735
Construproject	8587	1	1335.75	-	451	459
ECO BIO Colombia	-	-	281	-	10	0
Oleaginosas del Yuma - Oleoyuma	370	2295	96.25	766.25	298	259
Palma y Trabajo - Palmatra	253	45.75	1628	671.5	255	85
Superportuaria	4	-	207	5.5	58.75	5.5
Terlica	57	10	1386	322.08	425	307
Voltaje Empresarial	3.5	-	-	-	1	0

PERFORMANCE EVALUATIONS IN 2016 AND 2017

Company	Year 2015		Year 2016		Year 2017		Year 2018	
	Man	Woman	Man	Woman	Man	Woman	Man	Woman
AFD Corporation	6	-	51	1	33	1	33	1
La Samaria	408	46	441	58	86	19	429	67
Tequendama	680	73	813	94	892	100	834	107
Construproject	72	11	99	10	87	13	92	15
Eco Bio Colombia	6	-	5	-	6	-	1	0
Oleoyuma	49	9	57	16	51	15	104	18
Palma y Trabajo	14	5	42	9	52	13	41	6
Superportuaria	13	-	18	-	13	-	1	13
Terlica	34	8	39	10	39	7	48	8
ZFA	12	2	13	4	24	2	25	1

Stakeholders	Topics of interest for the relationship	Communication channels
Employees	<p>New labor sector's provisions (Ministry of Labor) and their implications in the company's relationships.</p> <p>Changes in internal regulations and disciplinary measures.</p> <p>Knowledge about work safety and health plans.</p> <p>Workers' wellbeing program and Corporate Social Responsibility Program.</p> <p>Changes in production activities' processes or procedures.</p> <p>Information on certification processes.</p> <p>Organizational climate</p> <p>Claims, complaints and suggestions</p>	<p>Web page</p> <p>Radio advertising</p> <p>Policy, procedures and protocols distribution</p>
Suppliers and contractors	<p>Timely information on price, changes in procurement policy; developments directly related with collection, transportation and receipt processes.</p> <p>Learn about certification processes and changes in the standards being applied.</p> <p>Information and participation in technical committees.</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in places visited by community members</p> <p>Policies, procedures and protocols distribution</p>
Community	<p>Social, labor and environmental performance.</p> <p>Projects of interest in their communities.</p> <p>Company's management capability before government agencies.</p> <p>Communities' social-environmental conditions.</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in places visited by community members.</p> <p>Policies, procedures and protocols distribution</p>
International Offices	<p>Learn about processes being conducted at headquarters.</p> <p>Harmonize local programs with global trends</p> <p>Communication and contact with markets.</p> <p>Consumer's preferences;</p> <p>Forms to access the product;</p> <p>Influence on buying decisions produced by moving different origins or trends</p> <p>Potential market opportunities</p> <p>Risk situations.</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in areas visited by community members.</p> <p>Policies, procedures and protocols distribution.</p>

<p style="text-align: center;">Academia</p>	<p>Strengthen academia with profesional practice.</p> <p>Professional training</p> <p>Job opportunities to the areas of influence</p> <p>Exchange spaces for knowledge transfer.</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in places visited by community members.</p> <p>Policies, procedures and protocols distribution.</p>
<p style="text-align: center;">Public Administraiton</p>	<p>Training for work</p> <p>Environmental performance</p> <p>Regulatory compliance</p> <p>Social responsibility programs</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in places visited by community members.</p> <p>Policies, procedures and protocols distribution.</p>
<p style="text-align: center;">Property and Corporate governance</p>	<p>Definition of corporate policies</p> <p>Business strategic framework.</p> <p>Business development: achievements, difficulties; definition of new goals, budget allocation.</p> <p>Job creation</p> <p>Changes in the suppliers' network</p> <p>Certification processes</p>	<p>Web page</p> <p>Policies, procedures and protocols.</p>
<p style="text-align: center;">Employees' families</p>	<p>Compliance with labor law</p> <p>Company's corporate social responsibility programs that could benefit the families. It is important for the Group to learn about the employee's family perception on the company's corporate performance.</p>	<p>Web page</p> <p>Radio advertising</p> <p>Posters located in places visited by community members.</p> <p>Policies, procedures and protocols distribution.</p>

VALUE CHAIN SUSTAINABLE MANAGEMENT	ENVIRONMENTAL RESPONSIBILITY
Market management Supplier management Human rights in the value chain	Water resource protection Energy efficiency and emissions reduction Biodiversity protection and conservancy Responsible use of inputs Integrated waste management
COMMITMENT TO THE COMMUNITY	HUMAN DEVELOPMENT
Building peace Relationships with the community Community development projects	Human talent Safety and health Training
High corporate governance standards	
Sustainability for prosperity	

**DESIGN AND
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