

05

Social context

Well-being for a better social future

Well-being begins and ends with people. That is why we generate better living conditions for our stakeholders, promote formal employment, equal opportunities and both the personal and professional development. Thus, we cultivate well-being for a better social future.

 [Our people - Employees](#)

 [Our people - Communities](#)



5.1 Our people

Employees

(3-3) Our employees are the core of the Organization, as well as the ones who make our purpose of cultivating sustainable well-being a reality by living by our values.

We understand the accountability and the impact we have on their lives and on those of their families, and we work on arranging, promoting and managing the conditions of acknowledgment and respect that enable them to tackle the corporate challenges.



Equal **opportunities**



Development of our people



Cultivating **well-being**



Healthy and safe **environment**



Fundamental **rights** of the human beings



See the numbers





The best people in the best place to work

(2-7) (2-8) This means that, in Wakate, we have a committed human team that works with passion and makes things happen. A resilient and accessible team that devotes their best efforts to fulfill the organizational objectives.

Moreover, everyone in Wakate works every day to offer opportunities in terms of growth, training and personal and professional development in an environment centered on well-being and equal opportunities.



We are a **team** of
240
people focused on
building a stronger
company, region
and **country**.

Information on our people

Employees by category

	Administrative staff	42
	Operational staff	198
	Men	179
	Women	61
	Under indefinite-term contracts	209
	Under fixed-term contracts	31
	Working special shifts	0
	18 to 28 years old	101
	29 to 39 years old	90
	40 to 50 years old	37
	51 to 60 years old	12
	Over 60 years old	0
Total		240



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Percentage of employees by category

	Administrative staff	17.5%
	Operational staff	82.5%
	Men	74.6%
	Women	25.4%
	Under indefinite-term contracts	87.1%
	Under fixed-term contracts	13%
	Working special shifts	0%
	18 to 28 years old	42.1%
	29 to 39 years old	37.5%
	40 to 50 years old	15.4%
	51 to 60 years old	5%
	Over 60 years old	0%

37.5%
are between
29 and 39 years old

Employees by seniority (HS-1)

	Less than one year	174
	1 to 5 years	64
	6 to 10 years	1
	11 to 20 years	0
	20 years or more	1

Equal opportunities

(401-1) Equity and diversity are our way of managing the human talent. A sample of this are our recruitment, hiring and promotion processes characterized by the merits and our salary scales, which are specifically defined for each position without any type of differentiation.

We are committed to increasing women’s participation in agricultural activities, which have been traditionally performed by men. We provide equitable conditions for women to consider us as a formal, dignified and stable employment option.



112% growth of the avocado business team. It grew from 113 employees in 2021 to **240** in 2022.



(406-1)
0 incidents of discrimination.

Employee hiring and turnover in numbers

Withdrawals by type

Volunteers	224
Retirement	0
Just cause	89
Without just cause	0
By mutual agreement	0
Contract maturity or completion	1
Death	0
Total	314

New employees hired

18 to 28 years old	88
29 to 39 years old	58
40 to 50 years old	24
51 to 60 years old	4
Over 60 years old	0
Men	36
Women	138
Total	174

Total employee
turnover rate:
72%



[Click here to see more information](#)



Building skills and capabilities



We are convinced that the integrated development of our people is a driver that enables to achieve the organizational results and align the purposes of both the Corporate Group and its businesses with those of the employees and their families. This is how we build a better company, region and country.



100%
of **Wakate's**
leaders
participated in a **program**
focused on strengthening
their teamwork capabilities
and on the construction
of a common purpose.

Mental
health,
cancer prevention
and healthy
moments programs
were deployed
with the purpose
of learning to take
care of our health
and to “read” the
signs our body
gives us.





Jhonny Alexander Soto

HR Assistant, Wakate.

“ I came in as an operator but with my mind set to look for the **opportunity to move up** and fill another position. I have always had the attitude of **collaborating** with anyone needing help, that is why they asked me to substitute for someone in the administrative department and, two months later, they offered me the possibility to work as an **Administrative Assistant**. I have learned a lot since so far. I pride myself on **being responsible** and accountable. I realize today that my effort has paid off, now I see the results. ”



Watch video





Well-being for our people



In 2022, we launched the program we called **‘Wakate Activo,’** which gives our employees the possibility to **be involved** in recreational, sports, competition and teamwork activities.



After two years with measures limiting the number of people gathered at the same time in an enclosed space, we brought back in 2022

our **Christmas celebrations.**

For us, this meant a **wonderful reunion with our employees** in an environment of healthy fun that allowed us to celebrate

once again as the **family we are.**



Through the initiative

‘Wakate también es tu casa’ (Wakate is your home too),

we promote good administrative and environmental practices, reinforce the adequate use and care for the facilities, and improved the organizational climate.

Parental leave (401-3)

Men who took paternity leave 1

Women who took maternity leave 0

Men who returned to work after the end of their paternity leave 1

Women who returned to work after the end of their maternity leave 0

Men who returned to work after the end of their paternity leave, and who remained in the Company 12 months after returning to work 0

Women who returned to work after the end of their maternity leave, and who remained in the Company 12 months after returning to work 0

Work return rate 100%

Retention rate 0%





Healthy and safe environment

(403-1) In 2022, activities were carried out to promote and protect the health of the employees with the aim of strengthening the standards and safe practices while preventing work-related accidents and illnesses.

Our occupational health and safety peer committee teams identified unsafe conditions to make the corresponding intervention and reinforce among our human team self-care concepts as the best prevention tool.

Additionally, the psychosocial risk measurement was conducted to identify conditions both internal and external to the job that could become a mental health risk factor. These actions allowed strengthening the workstreams and implementing additional measures.



Our yearly evaluation of the **Occupational Health and Safety System** resulted in a compliance average of **96.25%**,  which **demonstrates our commitment to fostering safe environments.**



(403-4) **100%** of the employees have representation in the **occupational health and safety committees.**



Injuries, work-related illnesses, days lost, absenteeism and number of work-related deaths

Number of accidents	90
Days of accident-related absence	189
Accident frequency rate	3
Number of occupational illnesses diagnosed over the year (new)	0
Days of absence due to occupational illnesses	0
Total number of non-disabling accidents	32
Total accident-related deaths	0
Total deaths caused by occupational illnesses	0
Number of sick-leave days due to common illnesses	1,390
Hours worked	511,259
Days worked	71,760
Days lost (not including vacations or union-related leave)	1,606
Accident frequency rate/K	42
Lost days severity rate/K	89
Disabling accident frequency rate	27
Health-related absence events	198
Absenteeism frequency rate	93
Absenteeism severity rate	754

Challenges



- To establish the Equal Opportunity Committee denominated **Equi Wakate**.
- To provide **equal opportunity** training and organize the household chore joint responsibility contest for all the administrative and operational staff.





5.2 Our people

Communities

We cultivate a better social future

(3-3) Our sustainability approach is supported on the philosophical pillar of cultivating well-being for a better social future for our employees, their families, the communities located in the areas where we operate and other strategic actors the Business Group engages.

The GreenLand Foundation (FGL) is in charge of implementing our social management strategy based on a model centered on the strengthening of the family and its decisive role in the social transformation, of the neighborhood as the scenario where the transforming communal processes take place, and of the communities as agents that articulate the actions we carry out in the territories where we operate.



A positive management work

(413-1) Our operation, which includes a 90.09% participation of the local communities, through communal meetings, social co-creation workshops, training and analysis of needs, enables us to tighten our bonds with the purpose of producing results with a deeper positive impact.



Beneficiaries
2,029



On a yearly basis, we monitor the expectations and the impacts of our **Social Management** work through mechanisms of requests, complaints, claims, suggestions and congratulations via our Business Group's **Transparency Hotline**.

The **Social Management work** performed by the GreenLand Foundation (FGL) in 2022 was developed in **collaboration with the communities**, with help provided by local, regional, countrywide and international partners, both private and public.



Four pillars that support the social and territory development management work

Pillar 1

Training for life (HS-5)



Beneficiaries
416

Pillar 2

Health for the well-being of the families (HS-6)



Beneficiaries
844

Pillar 3

Social and competitive sports / culture (HS-7)



Beneficiaries
537

Pillar 4

Housing beyond the walls and community-centered infrastructure (203-1)

(infrastructure and housing)
(associated services)



Beneficiaries
232



Three pathways for cultivating a sustainable social future

The social management work carried out by our GreenLand Foundation (FGL) has the purpose of producing a positive impact on our communities in a transparent and accessible way, in partnership with public, private and international cooperation entities, and in three complementary directions:



(203-1)
100% of the resources we invest are for **social investment**, that is, we put out the money directly in the communities where we operate. **This does not include commercial agreements, in-kind contributions or pro bono work.**

Enabling people to develop **skills for life**, awareness and a mentality shift in favor of their personal projects and the importance of the **role of women** in all aspects of life.



Deliver to each one of the **family members** the **joint responsibility in the training for life**, housing as a right and as everyone's achievement, **the prevention regarding health and sports** as an alternative for occupying free time and as a **social transformation tool**.

Supporting the neighborhood and community **leaders** for them to strengthen their capabilities in terms of **solidarity and collaborative work**, enhance their environmental awareness and **contribute to the development of the communal infrastructure**.



The Organization continued consolidating its social strategy in Caldas through the **Healthcare Festivals, the Football Tournament, the 'Wakate Activo' program, the constant dialog**

with the communities and the training activities for the leaders.



In 2022, our **'Guardianes Ecológicos'**

(Ecology guardians) program benefited **183** children. Additionally, with support by the communities, we

planted **303** trees and conducted a **reconnaissance visit to our estate as a protection practice.**



We worked jointly with the Mayors' offices, the Government Councils and the education institutions **on water resource protection activities.**



Achievements

Creation of a new community infrastructure space, within the framework of the support to the development of the communities, with the improvement and intervention of the communal shed in the El Cardal rural district of the Neira municipality, which benefited

232 people.

Strengthening of the Good Neighbor project in collaboration with **8** Community Action Councils from the municipalities of Neira and Aranzazu, thus enabling the development of the capabilities in the de base communities.

Implementation of the sports training project in **8** education institutions,

benefiting **191** children from rural education centers.

Development of recreational sport activities, such as the Winds Festival, an event promoted in the cultural context, that contributed to strengthening family bonds and the healthy socialization among neighbors. This activity included the participation of

140 children and adults.

Consolidation of **4** partnerships, mainly with public institutions and education entities.

Challenges

Internal community



Health

In-person development of the Healthy Moments initiative.

Sports

Increase by **10%** women's participation in training processes.

Training

20 Ecology Guardians.

Planting of **20** trees.

Neighboring community



Training

150 Ecology Guardians from 8 communities.

Planting of **400** trees.

To implement **4** projects with the neighboring communities to enhance their capabilities within the framework of the GreenLand Foundation's pillars.

