

Sustainability
report 2022



**We cultivate
the present
to ensure a
sustainable
future**



Contents

About this report

01

Message from Management

02

About Wakate

03

Strategy and Sustainability

04

Economic Context

05

Social Context

06

Environmental Context

About this report

(2-2) (2-3) (2-4)



Report on the **results** of the operation and **target fulfillment** by the Wakate.



Based on the standards of the **Global Reporting Initiative (GRI)**, under the “with reference to” option.



Information appertaining to the term ranging from **January 1** and **December 31, 2022**.

01

Message from Management

We cultivate the present to harvest a sustainable future

We are a company in constantly learning, consolidating and growing. We remain steady and resilient while facing the challenges brought about by nature, the market and the global context because we are committed to the purpose of being drivers of change and cultivating well-being for our stakeholders and the planet.

 [Highlights in numbers](#)

 [Relevant facts](#)

Our team is the engine that drives us forward

The passionate work of our employees, their closeness, commitment and the constant search for doing things right enable us to **strengthen internal bonds and consolidate the organizational culture that represents us.** That is why, as of the closing of 2022, we are able to state that, working as a team with all our employees, we left a significantly positive social footprint through the actions we carried out.

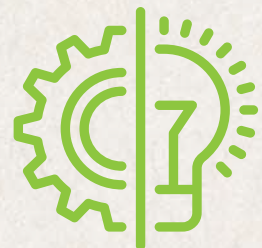
Each of them, by performing their job at the farms, administrative areas or corporate support operations, **gave their best to overcome a challenging context,** materialize our strategic goals producing results that become the source of pride for all of us, and harvest **a sustainable future together.**



Our business in 2022

The difficulties caused by the climate conditions and the high market volatility with its corresponding impact on the prices of commodities directly affected the production and, consequently, all other businesses throughout the second half of 2022. This entailed a drop regarding the goals and projections of the companies of the GreenLand group.

Therefore, in Wakate we faced high demands not only in terms of infrastructure and regional adaptation but also **in preparation that came with the first harvest.**



The changes the **Organization** is currently undergoing are the outcome of a **strategic definition centered** on our operating dynamic, which is a source of constant **challenges.**



We are Carbon Neutral

In 2022, we achieved the goal Colombia set for 2050: being carbon neutral. The country's challenge became our own because we are convinced that it is a major responsibility as a business entity to leave a positive footprint for future generations.

Based on this premise, we paved our way to the certification granted by the Colombian Institute of Technical Standards (ICONTEC) in recognition of our commitment to sustainability and to the execution of a **plan centered on the reduction of emissions in Wakate.**

To secure the certification, the Organization deployed **environmental awareness-raising campaigns among its work teams,** acquired bonds in forestry projects through the Energy Efficiency Program.



This **certification** is the result of our **employees' commitment to sustainability as a culture** and as the pathway to producing a **positive footprint on the planet.**

We are committed to human and social development

Through the GreenLand Foundation (FGL), which in 2022 celebrated its **35th anniversary working jointly with the neighboring communities of our operations**, we deployed social programs supported on the pillars of Training for life, Housing beyond walls, Health and nutrition, Social and competitive sports, and culture.

Additionally, our Human Resources team actively promotes **equal opportunities for women and the youth**, improved the employability index and strengthened the generational replacement.

It is also worth highlighting that, throughout the year, **we enhanced our organizational culture in an overarching manner**, with an outcome that is key for us when it comes to fulfilling our corporate objectives: the cohesion of the teams.

We've come this far, and we'll continue striving to:



Generating development and looking for new business in Colombia.



Our crop investing strategy.



Focusing on overcoming the challenges of the social, political and economic contexts to achieve the expected competitiveness, generate well-being and quality of life for the people we engage, and contribute to both the regional and countrywide transformation.



Working with the institutions, public and private organizations, and the communities in order to materialize our purpose of Cultivating well-being to harvest a sustainable future.



Highlights in numbers



1,083.3 hectares
of productive avocado
plantations.



240 employees



+ de 23,000
trees planted
in 3 years.



**1,414.55
hectares**
allocated to conservation efforts.



+ 2,000
beneficiaries
of social programs.

Relevant facts

Sustainable management: Major challenges for all



Economic context

Sustainable agricultural production company

The Colombian Ministry of Agriculture and Rural Development granted us an acknowledgment for our excellence and our contribution to the country's economic, social and environmental growth and development.

Committed to Private Social Investment

For our social contributions to the communities from the regions where we operate, we were acknowledged as one of the companies with the best performance in the dimension of Focus on vulnerable and rural populations of the Private Social Investment Index (abbreviated IISP in Spanish).

Additionally, we participated in the first Private Social Investment Summit as panelists in the Forum of Sustainable Agri-Food Systems, with the participation of the Colanta Cooperative Organization, Mondelēz International, Juan Valdez Café and Ecopetrol.



We bring Colombia's flavor to Europe

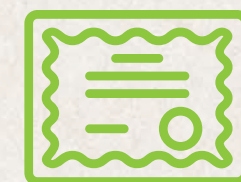
Our first Hass avocado harvest was exported to the Netherlands in the third quarter of 2022.

Social context



35 years of social management work

The GreenLand Foundation (abbreviated FGL in Spanish) celebrated its 35th anniversary cultivating a better social future based on four pillars: Training for life, Health for the well-being of families, Social and competitive sports, Culture and housing beyond walls, and Community-centered infrastructure.



This work was acknowledged by Camacol Antioquia and the Apartadó Mayor's Office as a result of the contributions we make to the development of our communities.

Cultivating well-being is our priority

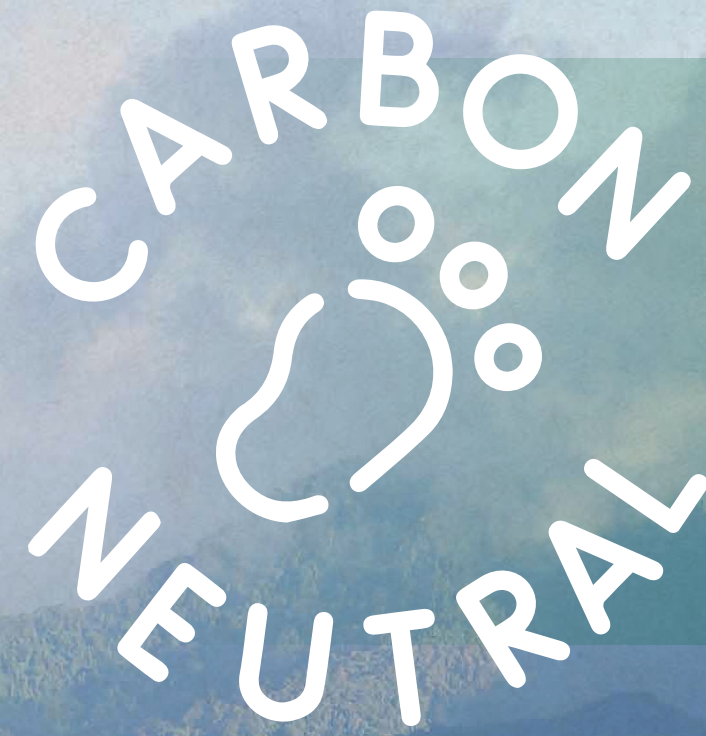
Our employees and their families enjoyed the Healthcare Festival, which benefited more than 540 people, who had access to medical consultations with specialists and to the delivery of medications, and also had the chance to participate in recreational and pedagogical activities.





Rural women inspire us

The Organization supported ten female agro-entrepreneur projects through our participation in the ‘#InviertaMujerRural’ (Invest in rural women) forum, which was led by Women in connection and the International Colombian Corporation (abbreviated CCI in Spanish). Our commitment consists in generating **equitable labor conditions**, opportunities of access to **formal jobs** and social programs that allow **transforming the lives of the families** in the regions where the Organization operates.

 CARBON
NEUTRAL

We are a Carbon Neutral company. We set this **sustainability goal for 2022**, which is aligned with the Colombia’s sustainable goals for 2050, and we were granted the **Carbon Neutral company certification** by the **ICONTEC** (Colombian Institute of Technical Standards).



02

About Wakate

We cultivate a sustainable present

Wakate cultivates the present to harvest a better future. That is why we work with passion, closeness, transparency and excellence. We embrace such values every day in all the actions we take through our business operations.

[About Wakate](#)[Wakate around the world](#)[Associations](#)

About Wakate

(2-1) (2-6)



We are a Colombian company formed by **240** employees.



We contribute to the **transformation**, development and improvement of the **quality of life** of the communities from the **territories** where we **operate**.



We promote **sustainability**.

About Wakate

GreenLand

AgroGreenLand

At our plantations, we harvest natural, healthy and fresh fruits that contribute to a healthy lifestyle. Our commitment and experience in the agricultural sector have enabled us to develop the necessary capabilities to operate multiple crops and create value through them.



Production and commercialization of bananas by means of 36 company-owned estates and 3 third-party estates, and commercialization of plantains produced by local farmers.



Production and commercialization of sustainable Hass avocados.

InduGreen

The experience and knowledge we have gained through our business operations have driven us to develop more opportunities to become vertically integrated and add value to the production chain of both our companies and future partners.



Factory of plastic supplies for the agricultural industry.



Manufacturer of corrugated cardboard boxes, corners and self-adhesive labels.

Wakate is part of GreenLand. In this way, each one of the enterprises that are part of our business group is focused on the purpose of Cultivating well-being. We are united around the same philosophy and the spirit of contributing to the construction of the country we all want to achieve.



ServiGreenLand

Building trust is an essential pillar and we materialize it through safe solutions and by creating value for the agro-industrial and logistics sectors.

CONTROL B

We contribute to the health of crops and plantations through the aerial application using airplanes and drones. Additionally, coming soon, at our laboratory, we will develop beneficial microorganisms for agriculture.



We contribute to the creation of transcending connections thanks to our experience as seaport operators specialized in handling refrigerated cargo, bulk cargo and containerized cargo, with infrastructure and capacities suitable for crossdocking, ship loading and unloading, and river and maritime transport operations.

GreenLand Foundation (FGL)



We establish value-based relationships with the communities in the GreenLand Business Group's areas of influence through 4 strategic pillars: Training for life, Sports and culture, Housing beyond the walls, and Health and nutrition.

Wakate around the world



Destinations

By means of our operations in Colombia, we reach multiple locations around the world with our products and services.



The Netherlands



Our operations in Colombia

- 1. Neira (Caldas)
- 2. Aranzazu (Caldas)

Associations

(2-28) We are members of multiple organizations and institutions that are focused on the strengthening of the activities related to the business performed by our Company and that contribute, based on their philosophy, to creating opportunities and to the progress of both the country and the communities with which we work to build a better future collectively.



03

Strategy and Sustainability

We cultivate the present to ensure a sustainable future

Due to our essence as farmers, our mission is to cultivate the land, harvest the fruits and take care of the country as one of the main sources of food security in the world, with a clear purpose: generating well-being conditions for the people from the regions and communities where we operate.

- + [People are the core](#)
- + [An environment in balance](#)
- + [We are inspired by a purpose](#)
- + [Values](#)
- + [Our sustainability approach](#)
- + [To act uprightly is to cultivate well-being](#)
- + [Contribution to the SDGs for 2030](#)

People are the core



We promote **equal opportunities** through **dignified employment** for everyone.



We are **drivers** of change and generator of **well-being**.



People are at the **core** of all our actions.



We acknowledge our **employees** and the **communities** as the engine of our Organization.



We **preserve** and take care of the environment.



An environment in balance

We are a Carbon-Neutral company. This means that we need to have a plan for mitigating the emissions of our operation and managing the natural resources according to such standard.



We implement actions to mitigate and reduce the impacts of

climate change.



Water is the **life of the ecosystems.**



That is why we manage it in a responsible way.



We are committed to the

protection of biodiversity.



We manage waste

responsibly.



We are inspired by a purpose

We cultivate well-being to ensure people's positive transformation, create value in the regions where we operate and preserve the environment.

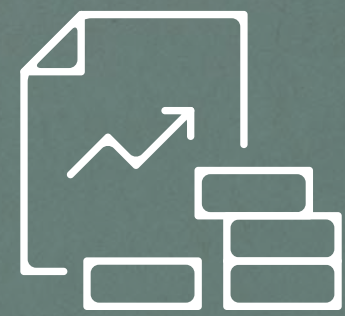
AgroGreenLand strives to add

We strive to make the rural countryside a better place to live, with opportunities for everyone and with the possibility of harvesting healthy produce that nourish the world.



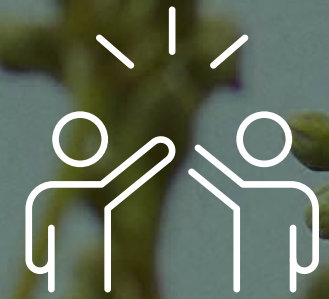
Values

What makes us different



We are **accountable**

We are **transparent,**
resilient and
accessible



We **make**
things happen

We work with
passion



Strategic pillars

The support of our operations



Understanding
the needs of both the
market and the clients
while focusing on
providing an easily
accessible service



Sustainability
as an integrated part
of business
responsibility



Risk
management



Doing
things
right



Cost-
awareness
culture



Productivity
and efficiency



Optimization



Compliance
with internal and external
regulations, and respect
for the institutions



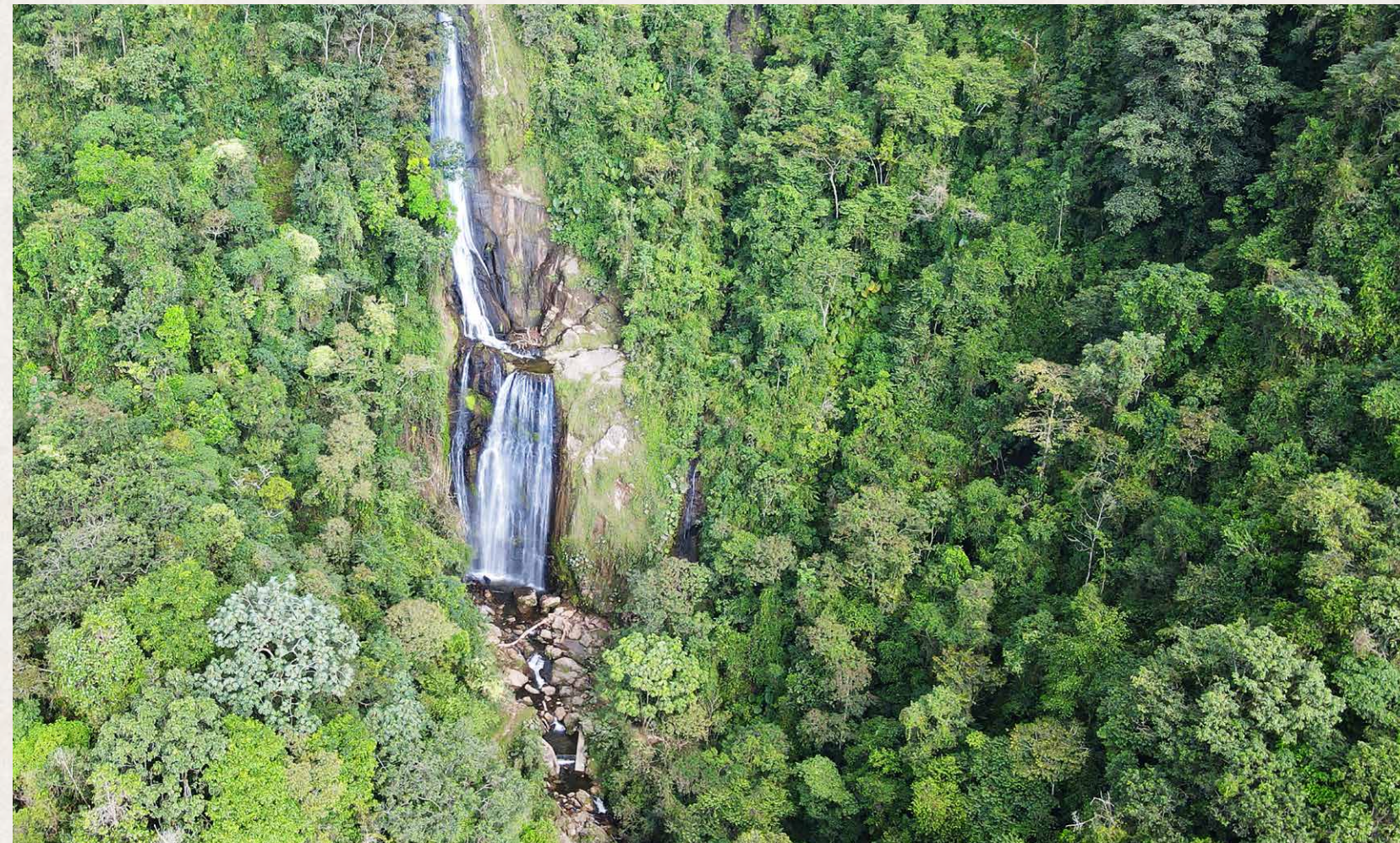
The **best** people
in the best place
to work



Our approach on sustainability

(2-22)

Sustainability is embedded in our corporate strategy. We translate this approach into sustainable economic, social, environmental and corporate governance actions. We are convinced that team management must be focused on contributing to the Sustainable Development Goals for 2030 based on each one of the material topics we have identified jointly with the stakeholders involved in our operations.



Thinking about the future

We have determined the most relevant material topics for our Organization since 2020, but we check and confirm them on a yearly basis according to the general setting, the sector dynamics and the expectations of our stakeholders based on the standards of the Global Reporting Initiative (GRI) and the AA1000 Accountability standard. This is how we constantly produce significant positive impacts and add value in the medium and long term.

Materiality

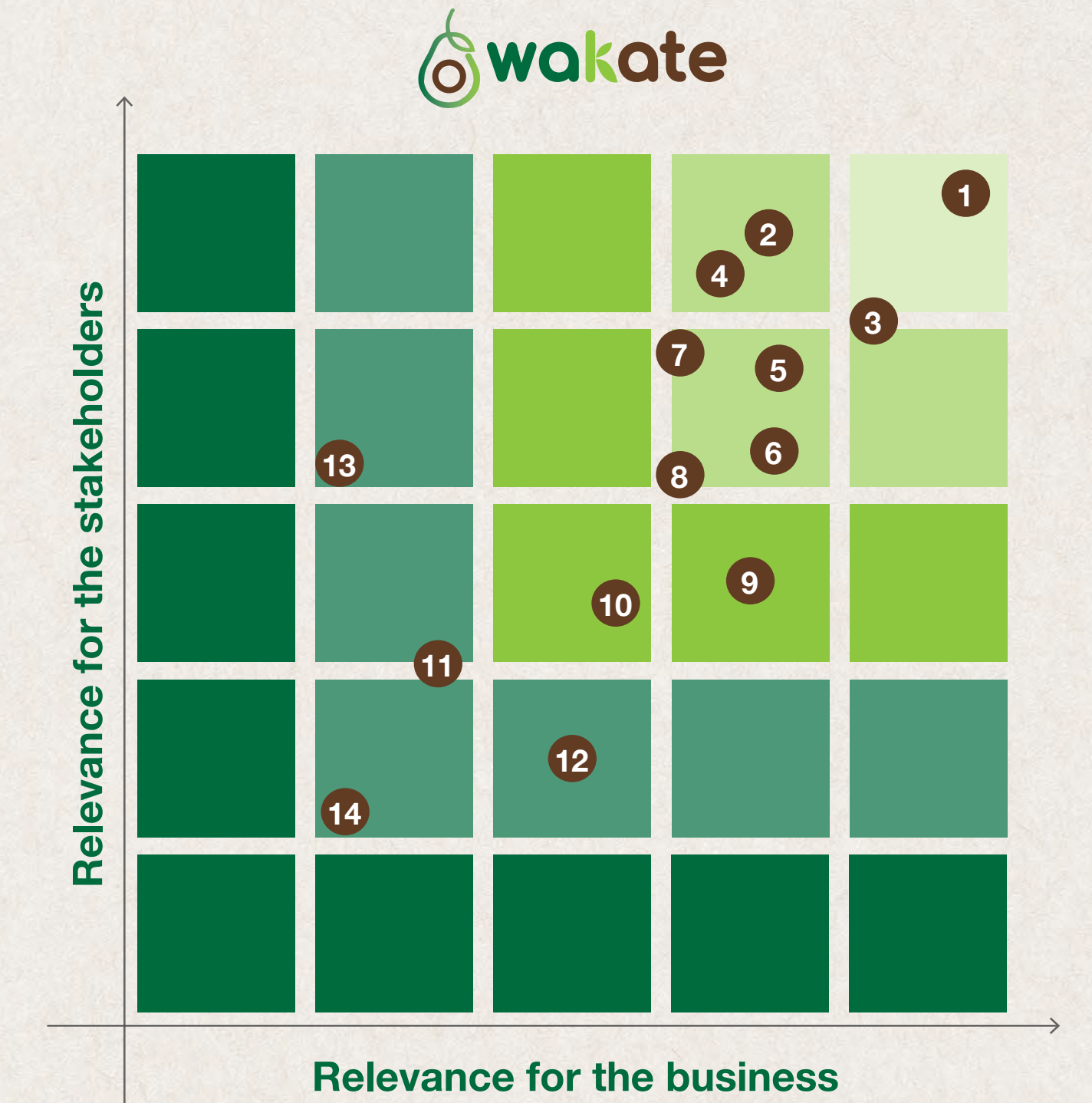
(3-1) (3-2)

Material topics

- 1 Our people: Work team
- 2 Healthy and safe environment
- 3 Our people: Communities
- 4 Emissions management and climate change
- 5 Operational excellence
- 6 Water management
- 7 Energy management

Management and monitoring topics

- 8 Client management
- 9 Waste management
- 10 Biodiversity
- 11 Supply management
- 12 Corporate governance
- 13 Circular economy
- 14 Innovation





Close and trustworthy relationships

(2-29) Our relationships are respectful, transparent and close. We believe that is the way to create long-lasting bonds that enable the fulfillment of objectives, making decisions, working as a team efficiently and having constructive conversations that add to our purpose and enrich it beyond the business, all of this based on our responsibility as corporate citizens and agents of change within our society.

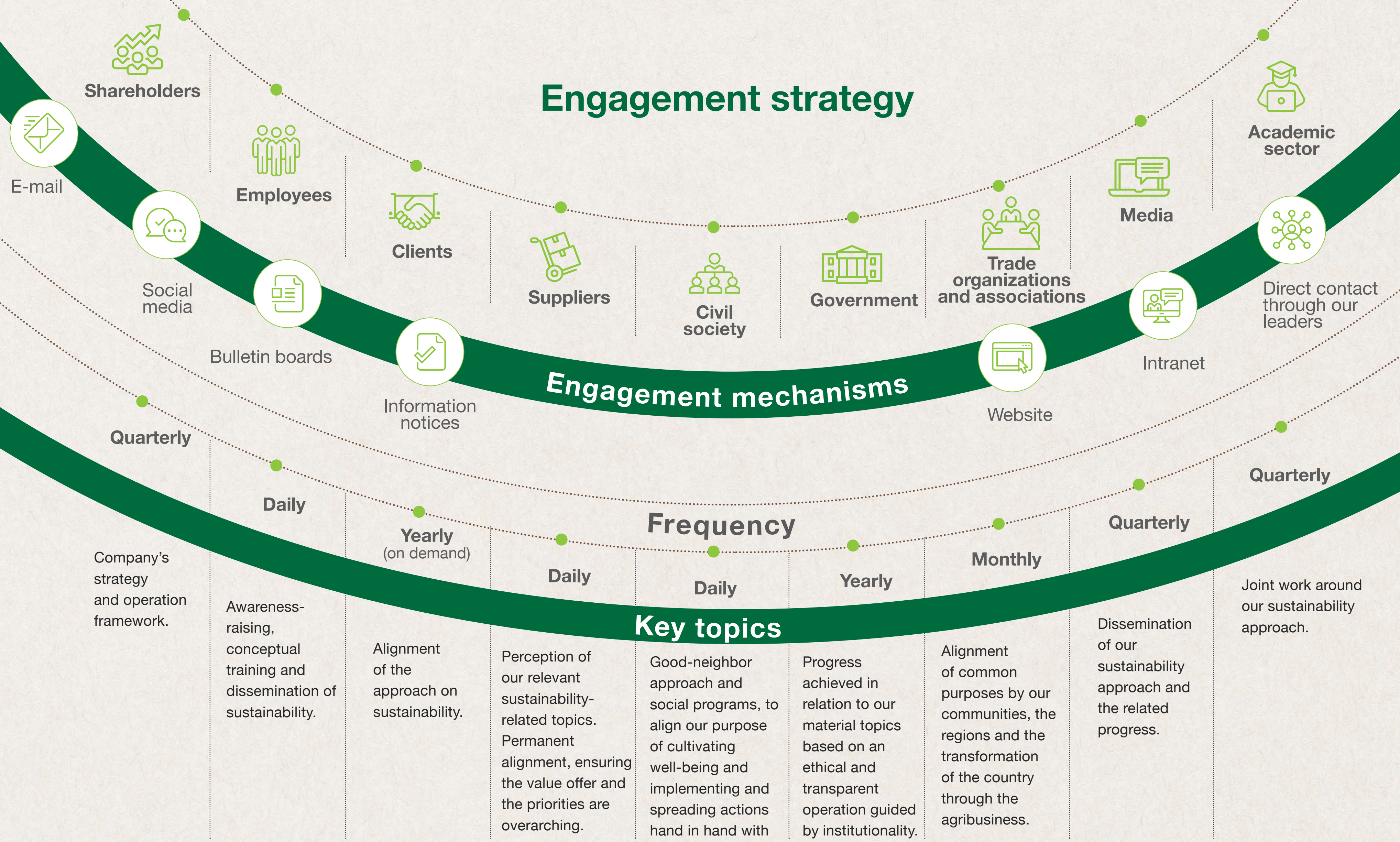
Therefore, we strive to be receptive and we interact organically and constantly with all our stakeholders, with the aim of being aware of their needs, viewpoints and objectives, in order to participate as interdisciplinary teams, design relevant strategies and strengthen communication channels that enable the exchange of information, knowledge and initiatives.



Strategic bonds

Our steering committee defines the priorities, the objectives and the feasibility of the challenges and the goals set with the purpose of ensuring they are framed within our higher purpose and the corporate values that identify us as an organization.

The leaders of each one of our businesses are the ones in charge of managing the engagement with the stakeholders based on such strategic provisions.



A way of being and doing business

GreenLand's sustainability policy is our method for managing the business and promoting a culture where all employees share the business group purpose through their day-to-day actions.

[Read our Sustainability Policy](#)



To act uprightly is to cultivate well-being

We are upright and transparent

(3-3) We know that trustworthiness is the basis of sustainability and that to gain and maintain it, our actions must be transparent at all levels, in every sense and in each one of the companies of the business group. Therefore, our leaders contribute to ensuring that the decision-making process is conscious and reflects our integrity, and to making sure the information we deliver to our stakeholders is both timely and accurate.

Our executive teams are in charge of getting the Organization aligned and steer it towards the leading management practices and the fulfillment of the goals we set each year.

The two governance and decision-making bodies of our business group are responsible for defining, leading and monitoring the achievement of such strategic goals in the short, medium and long term.

1. GreenLand's General Shareholders Assembly

(2-9) (2-10) (2-11) (2-12) (2-13) (2-14)
The General Shareholders Assembly is our main governance body. Its function is to steer the business group and decide on its most relevant matters.

We focus on teamwork

GreenLand is constantly evolving to do things better every day, always prioritizing the continued improvement to generate well-being for the people and to preserve the environment.

2. GreenLand's Executive Management

The Executive Management implements the strategy, manages the fulfillment of the objectives and looks after the direct engagement with our stakeholders.

Moreover, the overarching corporate support leaders steer and execute the processes that support the management of both the business and the enterprise group as a whole, always striving for operational excellence and high service standards.

Other Corporate Support Management Bodies

Ledis García, Human Resources; Carlos Lopera, IT Management; Efraín Rodas, Business Control Management; Óscar Rivas, Project Management.

 <p>Douglas Abaunza</p> <p>Agricultural Production Management</p> 	 <p>Santiago Echeverri</p> <p>Avocado Agricultural and Environmental Management</p> 	 <p>Alberto Fernández</p> <p>CFS Logistics Management</p> 	 <p>Pedro Pablo Correa</p> <p>Control B Operation Management</p> 	 <p>Juan Felipe Laverde</p> <p>GreenLand Foundation (FGL) Management</p> 	 <p>Juan Diego Trujillo</p> <p>Legal Department</p> 	 <p>Carolina Correa</p> <p>General counsel</p> 	 <p>Janeth Quiroz</p> <p>Administrative and Technology Management</p> 	 <p>Carlos Mesa</p> <p>Business Management</p> 	 <p>Javier Ochoa</p> <p>Planning and Project Management</p> 
---	---	--	--	--	---	--	---	--	---

GreenLand's Corporate Committees

(2-23) The Corporate Committees are formed by employees of the business group who watch over the organization's interests and workers with support from the senior management.



Strategic Committee



Cohabitation Committee



COPASST



Women's Committee



Sustainability Committee

The Sustainability Committee establishes the guidelines for our social and environmental operation, and for the management of a responsible value chain. With the support from a sustainability implementation committee and a communications team, it guides the Organization in the context of the multiple local and international standards related to corporate sustainability.



Audit and Finance Committee

This Committee supports the Board of Directors in reviewing the integrity of the Company's financial statements, the compliance with the legal and regulatory requirements applicable to the Business Group, the qualification and independence of the external auditors, the application of the internal audit and risk management procedures, and the effectiveness of the internal control system, thus fostering a

continued improvement and the adequate implementation of the policies.

Ethics and transparency: to act uprightly is to cultivate well-being

We always do things thinking about the well-being and the positive impact we can produce around us, with honesty, consistency and honoring the truth. Our actions are based on high standards of human and professional excellence.

In 2022, we deployed the communication campaign entitled "Actuar bien es cultivar bienestar" (To act uprightly is to cultivate well-being), which is intended not only to raise awareness and tie our higher purpose to the way we operate, but also to explain in a very accessible manner the elements that make up our Transparency and ethics management model.

Transparency and ethics management model

We promote an exemplary conduct to build transparent relationships with all stakeholders.



See about our Transparency and ethics management model



See about our Transparency Hotline

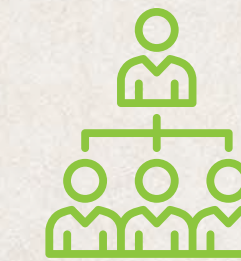
Anti-Corruption Policy

(205-2) (205-3)

We communicate our anti-corruption policies and procedures to the entire administrative and operational staff, and to the members of the Corporate Governance Body.

In this regard, there were no confirmed corruption cases.

Informed employees



6 members of the Corporate Governance Body.



671 administrative employees.



4,892 operational employees.

We keep working to fulfill the SDGs by 2030

We decidedly contribute to achieving the Sustainable Development Goals (SDGs).

Overarching

- Participation in partnerships with public, private, social and international-cooperation institutions in the context of multiple topics with the aim of consolidating the sustainability strategy in the regions where we operate.



- Healthcare promotion and **prevention of occupational risks and home-related risks** through healthcare festivals and pedagogical actions focused on guidance and assistance.

- Promotion of **education inclusion** with clear policies and procedures focused on **fighting the discrimination against women and vulnerable groups**.
- Adherence to **regional partnerships that improve the quality of the education** for the youth.

- Centered on **equal opportunity as one of our sustainability premises**, we work in favor of women's participation in the agro-industrial processes by providing formal jobs based on equity, a dignified treatment and the assurance of no discrimination.
- Promotion of the **participation channels focused on community and gender-based leadership**.



- Promotion of **training, participation and community leadership activities** to encourage harmonious cohabitation and ensure the respect for the fundamental rights of human beings.

- **Carbon Neutral Certification.**
- **Maturity strategies** along the entire value chain with regard to water and energy management, as well as the use of waste in circular economy projects.

- **Implementation of leading production practices** to ensure an efficient management of the natural resources and an **adequate disposal of pollutant waste at the sites designated for such purpose.**

- Creation of direct and indirect jobs.
- **Local development in the regions** where we make presence with our businesses.

Find out more about our employees

- Improvement and **control in the availability of the drinking water supply** at the Company's facilities.
- **Measurement of the water footprint**, compliance with concessions

04

Economic context

We cultivate progress

Operational excellence, productivity, cost control, quality, optimization, service and sustainability are part of the strategic goals we aim to fulfill with the purpose of transforming and cultivating well-being through each one of our business operations.

- + [Our value chain](#)
- + [We strive to get aligned with international standards](#)
- + [Our production](#)
- + [Our value proposition](#)
- + [We always aspire to improve for our clients](#)
- + [Our business performance](#)
- + [We create development-driven partnerships](#)

[See the numbers](#)

Our value chain

(3-3) Planning, executing and controlling the processes and resources based on competitive quality standards are the three components of Wakate's management approach, in addition to the constant benchmarking, analysis and continued improvement, thus ensuring our operational excellence.

We implement technological programs and auditing schemes to understand and monitor business indicators, reacting promptly to correct what is not working and maintain productivity, quality, and cost control as sources of added value and generating trust and security.



We have **focused and committed teams** that have clarity regarding their responsibilities in the constant search for optimal **results** that enable us to **fulfill our promise** to our clients and stakeholders.



We are passionate about and characterized by a **firm but relatable leadership**, which allows us to have, within our Organization, the best people **in the best place to work.**



We strive to get aligned with international standards



Global G.A.P. V 5.4
 Standard with a **sustainable focus** based on three pillars: **safety** of the fruit, **protection** of the environment and **protection** of the workers.



Colombian Institute of Agriculture and Livestock (abbreviated ICA in Spanish) Registration as **land of vegetables** for fresh-produce **exports** with a validity term of ten years.

Global Grassp Well-being and **working conditions** of our employees.

Our production



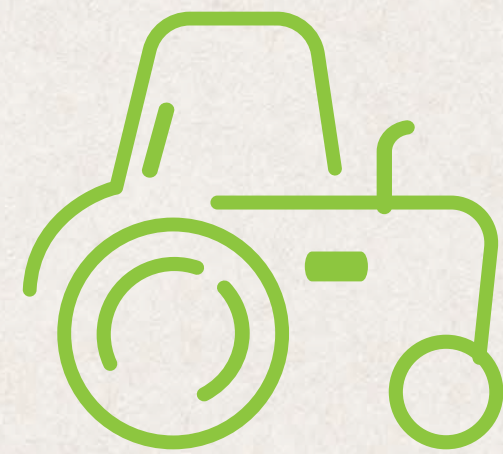
Total hectares producing
avocado

1.083,3

Our Value Proposition



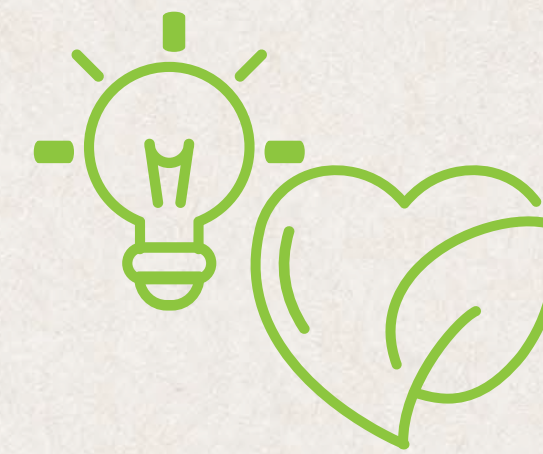
Production with **operating excellence**, process control and **flexibility** to understand the **requirements** of our clients.



Balanced **production curve** throughout the **year**.



Agility in terms of **reaction, efficiency and timeliness** in the **response** of the **work teams**.




Initiatives focused on **environmental, labor** and social sustainability.



New diversification projects that will allow us to offer a **more varied** product portfolio.

We always strive to do things better from our clients' viewpoint



01

Stable offer distribution.

Differentiated and consistent quality supported on a socially, occupationally and environmentally sustainable approach.




02



03

Guided, customized and efficient service.

Diversification of the portfolio with products such as avocados.



04



05

Agile, effective and flexible response to their requirements.

Constant communication to evaluate and improve the current products and processes, receive feedback on opportunities and finding out perceptions regarding the service delivered.

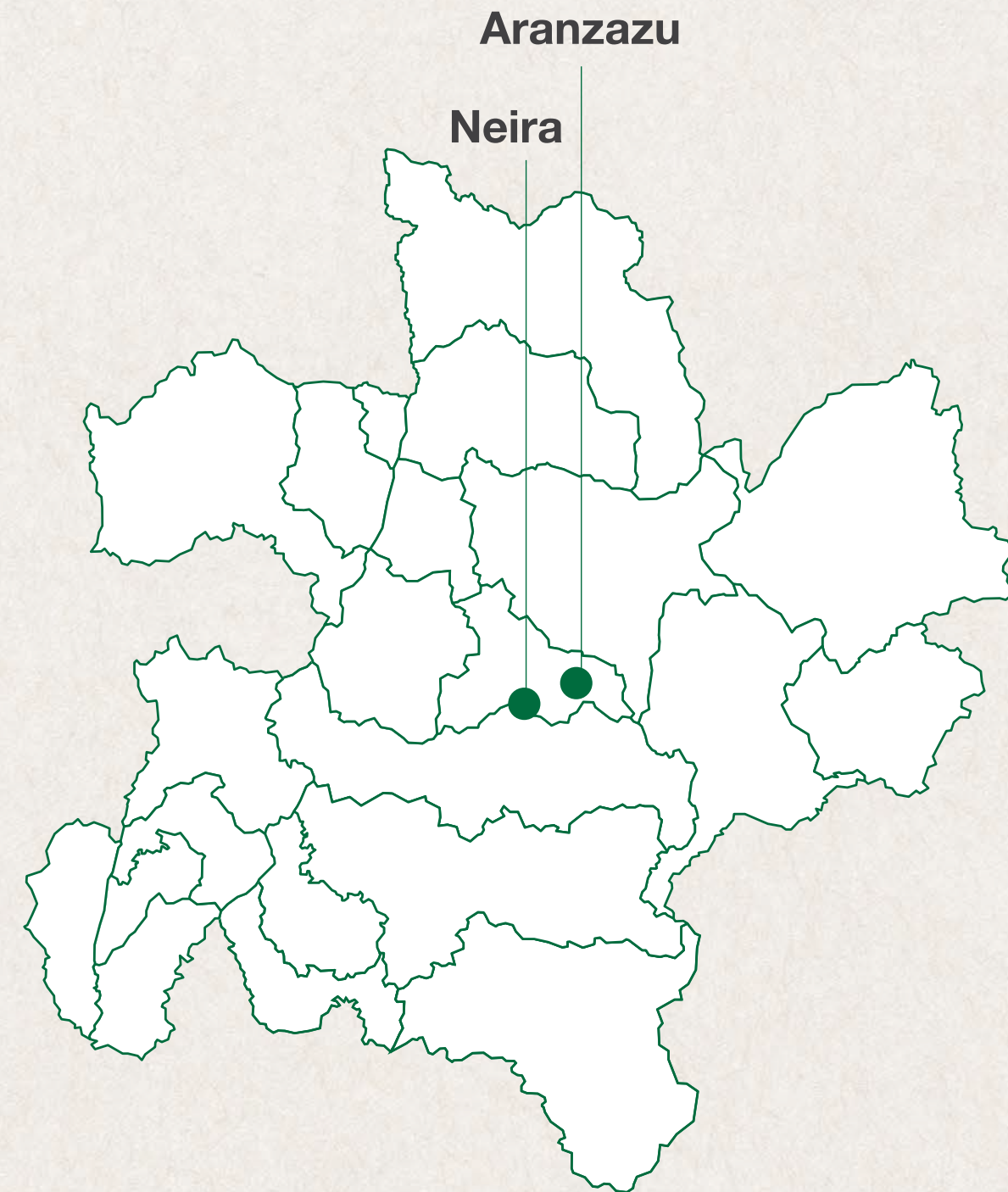


06

Our business performance



Our presence in Caldas
(2-6)



Overview



In the first **1,600** hectares acquired, we completed the planting process and, for 2023, we added more than **700 hectares** of newly acquired land at 'Entre Arroyos' for planting.



Our first harvest was fruit for exports.



We unified **405** hectares certified as exporting estates (by the Colombian Institute for Agriculture and Livestock -ICA) and under the Global G.A.P. standards V 5.4 by the end of 2022.



In the first **850** hectares, we completed the construction and implementation of the fumigation piping system that will start operating in 2023 to ensure the phytosanitary control at 'Entre Arroyos.'

Achievements



Consolidation of the initial production block with **962** productive hectares.



Planting consolidation with **545,825** plants.



Acquisition of **121.3** productive hectares for planting.



405 hectares certified under the Global G.A.P. standards V 5.4.



Delivery of **850** hectares with fumigation piping systems.



First harvest of the **13** initial plots planted.

Challenges



Implementing the **efficient plots** program on the **55** of the estate, seeking the technical development and **the well-being of our people** through the **polyfunctionality of jobs**.



Certifications under the **Global Gap, Grasp and Rainforest** standards at all the cores.



We create development-driven partnerships

Suppliers

The shared value inspires the relationships we have today with our suppliers. Each one of the figures related to the businesses we conduct together, which have an impact on our corporate strategy and the development of our partners, showcase the soundness of these bonds that we have built over the years and that benefit all parties involved.

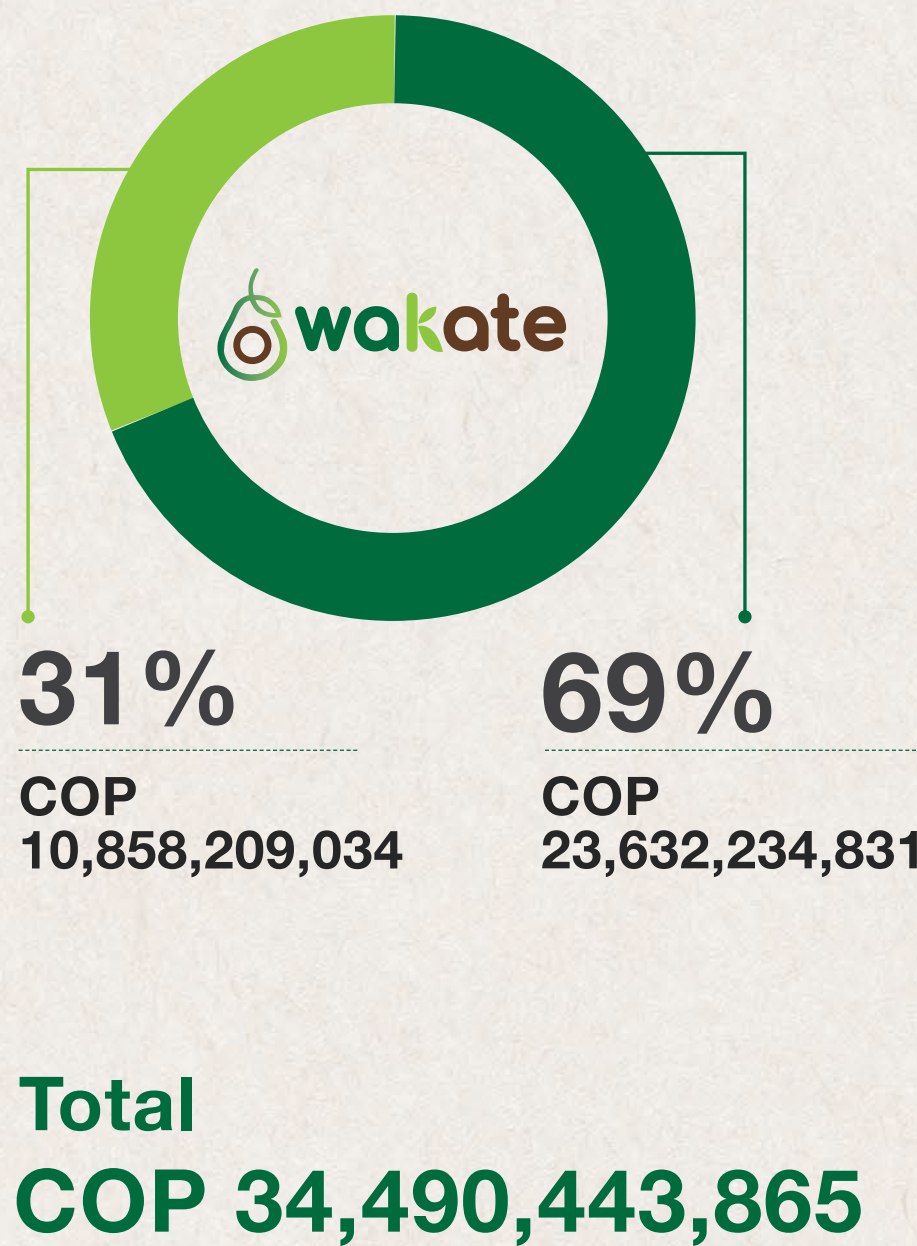


We dynamize the economy of the regions where we operate.

Procurement from local suppliers (204-1)

Countrywide and local procurement

● Local procurement ● Countrywide procurement




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



Click here to see more information





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

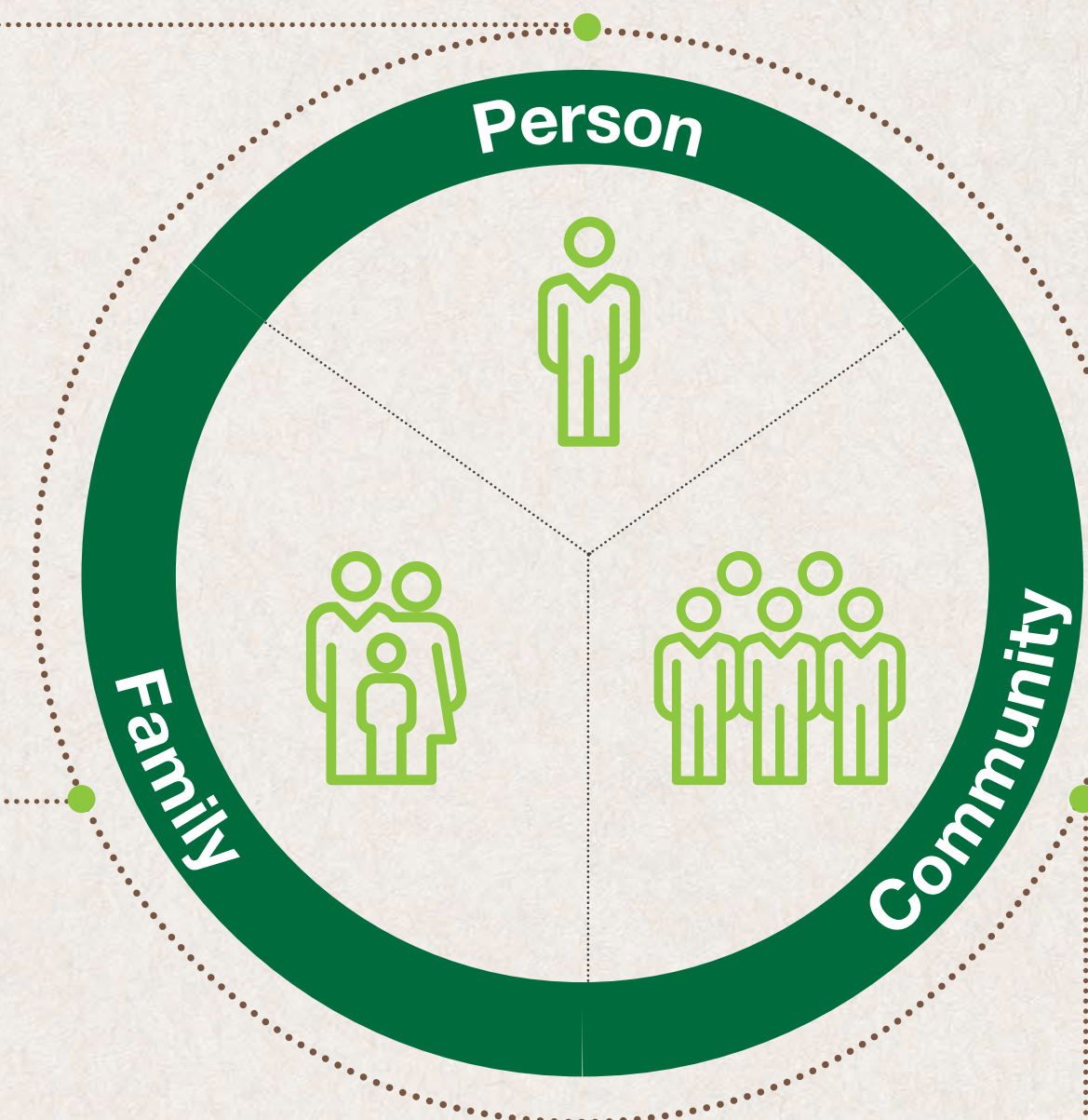
Three pathways for cultivating a sustainable social future

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.



06

Environmental context

We cultivate the planet

Our commitment to the planet is relentless and evolving. In each one of the territories where we operate, we implement strategies focused on protecting the natural resources. We carry out this work in collaboration with our employees, the neighboring communities and the environmental, social and education institutions from the areas of influence. Mitigating climate change concerns everyone and, in Wakate, it is part of both our strategic management approach and our DNA.

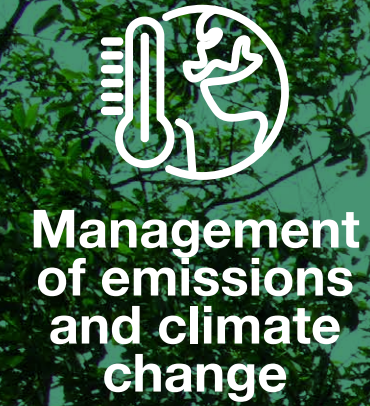
-  [Management of emissions and climate change](#)
-  [Energy management](#)
-  [Water resource management](#)
-  [Biodiversity](#)

[See the numbers](#)

We are a Company with environmental awareness

(3-3) Within our processes, we have integrated sustainable environmental practices, and to enhance our environmental culture, we have developed internal campaigns and programs.

The protection, preservation and enrichment of the ecosystems are the action focal points on which we have concentrated our efforts, enabling us to expand the scope and joint work with our stakeholders in the regions.



A pressing commitment

Management of emissions and climate change

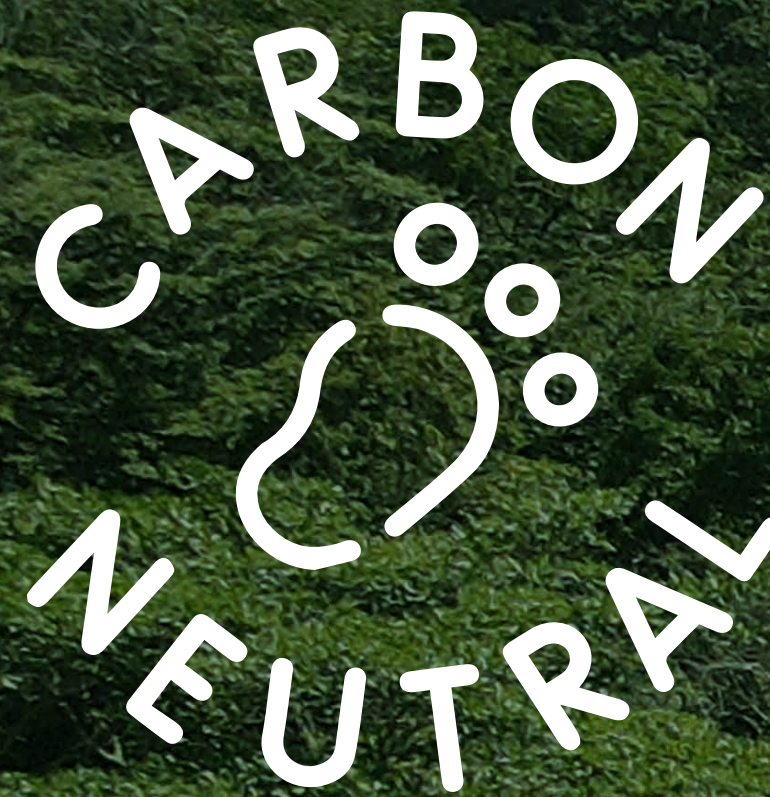
(305-1) (305-2) (305-4) Although the global standards on these issues that companies need to meet are becoming increasingly higher, Wakate has integrated them to its culture. This is why, the Organization has been responsibly measuring its footprint since 2018, fully determined to implement actions to mitigate their impact further each passing year.

One of our objectives is to reduce the greenhouse gas emissions through responsible sustainability practices, by taking actions that do not affect the quality, productivity or efficiency of our products and services.

Carbon footprint measurement

We calculate our carbon footprint using the GHG Protocol methodology for scope 1 (fuels, gases, fire extinguishers, lubricants, fertilizers and water treatment) and scope 2 (electric power) emissions.

▶ The calculation of the footprint was certified by the



In 2022, we were granted the **Carbon Neutral certification** due to our **good agricultural practices** and **firm commitment** to protecting and conserving forests and nature reserve areas, as well as our **implementation of projects** focused on energy efficiency, refrigerant and fuel management, and the **offsetting of our footprint**.

Operation	Ton CO ₂ eq		
	SCOPE 1	SCOPE 2	TOTAL
Wakate	1,051.204	8.009	1,059.213

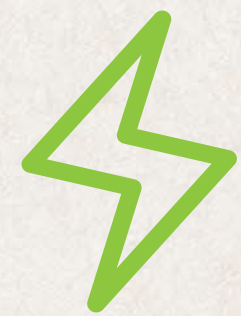
See more figures here.

Energy that takes care of the planet

Energy management

(302-1) (302-3)

We work on eco-efficiency processes, aiming for lower energy intensity. We manage strategies for reducing risks and harnessing opportunities derived from the availability of energy sources and their proper utilization.



Energy consumption
(kWh)

71,316



Energy intensity
(kWh/t)

2,784



A priority natural resource

Water resource management

(303-1) (303-3) Water is the source of life, and it is a staple supply along our entire value chain. Making rational use of it is a paramount responsibility we have undertaken in Wakate.

We maintain our compliance with the requirements established by legal environmental agencies, as well as those set forth in **environmental, social and good-practice certification standards.**

3 license secured for withdrawing surface water

Deep wells 0

● Water withdrawn from surface sources
1,573,000 m³

Concession granted
12 m³



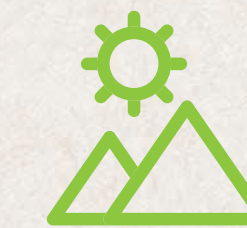
See more figures here.



Healthy ecosystems

Biodiversity

(304-3) The ecosystems in the territories of our operations are the spaces we inhabit, but they also become good places to live, as well as a challenge we take on for the future of our planet. Therefore, we invest in its conservation, enrichment and reforestation.



1,414.55

hectares allocated for conservation

56.4%

of the total area of the estates.



+ 23,000

trees planted in 2 years.



See more figures here.



Achievement



Carbon
**Neutral
Certification**



Conservation and/or
renewal of our
**social and
environmental
certifications.**



+23,000
trees planted
in 2 years.



Environmental culture programs
such as **Wakate también
es tu casa (Wakate
is your home too).**



Challenges

- To measure **water quality and quantity on a regular basis to make efficient use of it** (including water generated, kept/evaporated, rainwater collected or used for processes or domestic needs).
- **To protect the hydrological sources.**
- To recover and use **rainwater**, thus contributing to the efficient use of **water resources.**
- To continue executing the **native-tree reforestation plan.**
- To implement the **apiculture project**, which will contribute to the **protection of bees** and the development of **circular economy.**
- To produce biocontrol agents that contribute to **soil and crop health.**
- To monitor the **fauna and flora of our estate** in order to devise plans that contribute to its preservation and enhancement.
- To develop the **waste management and disposal plan.**





**We cultivate
the present
to ensure a
sustainable
future**

www.wakate.co

