**CSR pillars in Agroamérica**

**Our People**
- World class labor standards
- Training programs
- Education and Health Programs
- Human Development Programs
- Cooperative of savings, credits, and welfare for employees

**Community Development: Empowering**
- Happy Families Program
- Partnerships with universities and NGO’s
- Public and private education
- Relationship with stakeholders
- Medical journeys
- Training programs
- Recreational activities

**Care and optimization of natural resources**
- Reducing the water footprint / Measuring carbon footprint
- Renewable energy
- Use of agrochemicals
- Preservation of natural resources / Recycling Programs

**Compliance and measurement with international standards**
- Certifications:
  - Rainforest Alliance
  - Global G.A.P.
  - BASC
Our people

Haga clic para modificar el estilo de subtítulo del patrón
Living wage for our people

To implement and determine the lives of families living in the areas where we are, we held:

300 home visits to households to determine consumption and real expenditure per family

Agroamérica is the 1st nationwide company that pays a living wage and thus promotes the welfare of its employees, their families and their communities.
## Living wage for our people

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>TOTAL in Q</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly (with IGSS+CSR)</td>
<td>4,725</td>
</tr>
<tr>
<td>Monthly (without IGSS) monetary income</td>
<td>4,421</td>
</tr>
<tr>
<td>Minimum wage</td>
<td>2,324</td>
</tr>
<tr>
<td>Domestic consumption observed</td>
<td>2,002</td>
</tr>
<tr>
<td>Living Wage with 40% nourishment</td>
<td>3,255</td>
</tr>
<tr>
<td>Revenues of our employees as the Living Wage, exceed:</td>
<td>1,166</td>
</tr>
<tr>
<td>Product</td>
<td>Percentage</td>
</tr>
<tr>
<td>--------------</td>
<td>------------</td>
</tr>
<tr>
<td>Cereals</td>
<td>50.50%</td>
</tr>
<tr>
<td>Legumes</td>
<td>11.80%</td>
</tr>
<tr>
<td>Fat</td>
<td>11.10%</td>
</tr>
<tr>
<td>Sugar</td>
<td>7.60%</td>
</tr>
<tr>
<td>Meat</td>
<td>4.90%</td>
</tr>
<tr>
<td>Others</td>
<td>4.50%</td>
</tr>
<tr>
<td>Dairy</td>
<td>2.90%</td>
</tr>
<tr>
<td>Fruits</td>
<td>2.10%</td>
</tr>
<tr>
<td>Eggs</td>
<td>2.10%</td>
</tr>
<tr>
<td>Vegetables</td>
<td>2.50%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Producto</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cereals</td>
<td>30%</td>
</tr>
<tr>
<td>Legumes</td>
<td>5.7%</td>
</tr>
<tr>
<td>Fat</td>
<td>7.8%</td>
</tr>
<tr>
<td>Sugar</td>
<td>12%</td>
</tr>
<tr>
<td>Meat</td>
<td>14%</td>
</tr>
<tr>
<td>Others</td>
<td>9.06%</td>
</tr>
<tr>
<td>Dairy</td>
<td>4%</td>
</tr>
<tr>
<td>Fruits</td>
<td>1.76%</td>
</tr>
<tr>
<td>Eggs</td>
<td>9.7%</td>
</tr>
<tr>
<td>Vegetables</td>
<td>5.98%</td>
</tr>
</tbody>
</table>

**Source:** The basic food basket in Central America, Panamerican Health Organization (OPS), Institute of Nutrition of Central America and Panama (INCAP)
Although the wages of our employees exceed Q1,166 according to the Living Wage, their families receive only a portion of the salary they earn...

**Family Income**

**Reported by housewives of employees**
AIDS Prevention

- We published a HIV AIDS policy for employees.
- We conducted a campaign of education and AIDS prevention (posters, brochures, text messages)
- Agroamérica organized 43 training an hour-long, for all the staff (more than 4 thousand people), given by foreign experts in the field of AIDS Education and Prevention of AIDS
- Over 400 AIDS HIV testing done for employees
Gender Equality

- In Agroamérica, 14% of the workforce is female
- We are the regional agribusiness that has the higher percentage of women
- Our women have the same rights as men
- No discrimination against pregnant women
- We have several cases of women who have worked in the business for over 10 years, who are distinguished for their work and have been promoted without discrimination.
Community Development: Empowering
Happy Families Program

- **11,800** people benefited from the program
- More than **60** instructors and **750** mothers participating
- More than **880** participating children, ages 0-5
- **12** communities
- **64** rounds of anthropometry (weight and height)
The mission is to provide opportunities for integral development of individuals, families and poor communities located in the southwest of the country, to achieve well-being and improve their quality of life.

To achieve this, we signed an MOU with the University of Colorado to work with the communities and create a community center to contribute to the achievement of the Millennium Development Goals.
<table>
<thead>
<tr>
<th>General Objective</th>
<th>Specific Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achieving human integral development in education, health, and values</td>
<td></td>
</tr>
</tbody>
</table>
- Improve the projects developed since 2005 in terms of scope, impact and benefit.  
- Measured the variables criticism of interventions given with each project.  
- Develop strategic alliances to potentiate what has been done.  
- Achieving sustainability in each of the projects to achieve the desired, durable and multiplicative development, that transcends to the next generations. |

We will benefit more than **20 communities** where more than **6 thousand** families live, which translates to **30 thousand** of persons in the area
Closely relationship with community leaders

- Currently we have an agenda of **600** contacts with community leaders with the ones we meet regularly in various activities such as the days of cleaning and fumigation in the communities where they get involved.
Care and optimization of natural resources
In Agroamerica we protect more than **50,000** iguanas

- We have one of the largest iguana reserves in the region of Puerto Barrios, Izabal, which protects more than 50,000 iguanas and provides them with the necessary care during their growth and development. Spiny-tailed iguanas are protected under The Convention on International Trade in Endangered Species of Fauna and Flora (CITES).

- This special reserve is a sanctuary for the spiny-tailed iguana as well as a tourist site that educates the public about the preservation of the species and the surrounding flora and fauna.

- For more information visit: http://www.iguanamission.com/
Water Efficiency

- We are one of the first companies in the region to invest in the latest technology for precision agriculture for over 11,000 hectares of our plantations, thus reducing water usage by 20% while maintaining yields, by implementing the Time Domain Reflectometry System—TDR—.

- We’ve implemented the use of environmentally friendly materials for the protection of bananas. Agribon bags can be re-used up to 3 times versus plastic bags, which can only be used once. This results in a 66% savings of bags per year.
Water Conservation and Reforestation Program

- To conserve water, we maintain a reservoir that covers an area of **14 hectares**. During the rainy season, we capture 13 million gallons of rainwater that we use to irrigate **950 hectares** of our plantations throughout the dry months.

- **Reforestation**: Thousands of trees have been planted to improve air quality, groundwater, and to create a protective barrier against erosion and flooding.

- We reforested **450 hectares** with native plant species and we have declared these forests as private reserves in the region. Since 2011, we have been members of the Private Natural Reserves of Guatemala Association - ARNPG-. We have more than 1,000 hectares of forest registered as private forest reserves. This land may not be used for agricultural production in order to preserve the existing wildlife.
Compliance and measurement with international standards
We implement good environmental practices and hold certifications with global standards that improve the supply chain and care for the environment.

**Certification**

- Rainforest Alliance
- Walmart Ethical Standards & CFPAT
- Global Gap
- Business Alliance for Secure Commerce

**Logo**

We always comply with the requirements of our customers.

- All of our banana farms are certified RAC, and in 2010, Agromerica became the first palm oil company in the world to become Rainforest Alliance certified.

- All of our banana farms are certified Global Gap. We are always minimizing the detrimental environmental impacts of our operations.

- The first banana company certified in the region.
Strategic Alliances

- **WBF:** Agroamérica was part of the World Banana Forum and a member of the Steering Committee since its founding in 2009.

- **UNEP:** Agroamérica supports United Nations Environment Programme and has been invited as a speaker at the annual activity engaged.

- **BSR:** We work with them in the Communication Strategy of CSR and organized a workshop for employees called “Constructive dialogue between the union and management company”.

- **WEF:** Agroamérica a member of the World Economic Forum and the Global Growth Company.

- **CENTRARSE:** We are members of the Association for the implementation of CSR in Guatemala.
With our creative and innovative projects, we will produce MORE while using LESS

The greatest benefits within a supply chain are derived by extending one’s focus as far as possible upstream toward the raw materials, downstream toward the consumer, and then back again as the product and its wastes are recycled.
Always one step ahead!
Agroamérica is actively involved in events dedicated to Sustainability and Environmental topics

Article published in *Climate Action*, 2011-2012

Agroamerica invited community leaders to participate in a CRS National forum about environmental issues.

Participación de Bernardo Roehrs en Cumbre de Rio+20, y Artículo publicado en Revista RioPlus Business, Junio’12

Fernando Bolaños, CEO of Agroamerica, participated in the Global Dialogue of UNEP.
Thank you!