

OUR PURPOSE IS TO CULTIVATE WELL-BEING

Sustainability Report 2021



wakate
The green taste



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RESULTS OF SUSTAINABLE MANAGEMENT

Main figures and good news 2021



44% employees
under indefinite term
employment contracts



113 employees
39% women 61% men



COP 131 million
in social investment



6,809 trees
planted in 2021



980 hectares
for conservation



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WE DO IT RESPONSIBLY

About the report

(102-48) (102-49) (102-50) Wakate presents our **Sustainability Report**. The report includes information about our economic, social, and environmental performance for 2021 which covers from January 1 to December 31, 2021. Clarifications, exceptions to the information covered, and changes in the figures are explained throughout the report.

(102-32) (102-51) (102-52) This report has been formally reviewed and approved by the company's Directive Committee and is published every year. This is the second report presented. **The first version was published in March 2021** and showed the activities and results for 2020.

(102-54) (102-56) Each chapter contains **information about the actions, the goals, and the results, according to the Global Reporting Initiative (GRI) under the "essentials" option** which is identified using the appropriate code for each indicator. Furthermore, the contents are structured according



to the corporate strategy and the definition of materiality for sustainability, based on the premise of Operational Excellence.

(102-53) For questions or additional information, please contact the Communications department at **comunicacionesgreenland@greenland.co**



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OUR PURPOSE IS TO CULTIVATE WELL-BEING

Message from the President

We at Wakate till the soil from which we transform the world. We produce change and feed millions of people. This way we contribute to the sustainable development of the country and to the well-being of those around us. We took the first step more than three years ago, and we have been evolving ever since to create more and better opportunities.

Maintaining our clear aim of 2022 well-being, in 2021 we overcame an environment fraught with uncertainty, volatility, and major challenges. In addition, we mitigated the impact of the situation and its economic impact with a view to the sustainability and durability of our business.

All of this is the result of three key factors that reflect collective management with a great sense of responsibility, focused on a shared purpose:



- Our ability to reinvent, to be resilient, and our Operational Excellence, enable us to deal with obstacles as opportunities.
- Build a relationship based on trust with our stakeholders.
- Our team's commitment and passion, who know how to read and foresee market conditions to anticipate them and to be proactive.



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At Wakate we are convinced that **sustainability is the right path to leave a positive footprint on the world.**

It is our way of being and acting to endure and transcend by taking care of the planet and creating well-being for those around us.

During this time, we consolidated our business, we promoted and reinforced our sustainable culture and DNA, we carried out activities based on the strategic values and pillars we have defined, we became consolidated as a good place to work, and we were recognized as a company that contributes to the progress of the communities and protects the environment together with the best people who help us make it a reality.

Our commitment to economic, social, and environmental sustainability

We are committed to sustainable development. This is why we are constantly striving to promote a responsible value chain, environmental care, and protection, making and maintaining a social footprint, and a good corporate governance approach. This way we achieve the expected economic results and have a positive impact on our employees, on the communities where we operate, and on the ecosystems.



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We are facing major challenges in 2022, with an economic environment defined by high prices and input shortages, as well as an election process in Colombia. During this time, we will continue to support the institutions and shared construction, and to reaffirm our commitment to the transformation of the country. We will face this year with enthusiasm to continue our consolidation as an agri-industrial group that creates value for its shareholders, clients, vendors, employees, and communities.

Good practices for the future of the planet

We are committed to implementing practices that will enable us to make our operations carbon-neutral to get in line with the country's emissions reduction goal and respond to the global challenges in terms of climate change. In addition, we promote circular economy practices and we will strive to optimize resources, thereby reducing the consumption of raw materials and the proper use and disposal of waste materials.



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People are the focus of our corporate strategy

We will continue to offer working conditions that enable our people to develop their talents. We want to be recognized as the best place to work through the creation of decent employment, equal opportunities, capabilities development, life balance, and a culture of self-care.

We will also continue to leave our footprint on the communities through all the business of Grupo Empresarial and by strengthening the lines of action of our GreenLand Foundation- FGL: Training for life, Health for family well-being, Social and competitive sports, Housing beyond the walls, and Community infrastructure.



VÍCTOR MANUEL HENRÍQUEZ RESTREPO

President, Grupo GreenLand



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WE ARE A SUSTAINABLE BUSINESS

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In our nursery, we produce and commercialize plants, sustainable Hass avocados and their by-products, through our cultivars and industrial processes, based on good agricultural practices, social investment, and environmental balance working hand-in-hand with the communities and institutions to become a reference for the industry as the Sustainable Hass Avocado Industry for the country.



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CORPORATE SUPPORT

We are a team made up by several areas that provide business support and specialized services, promoting the competitiveness and sustainability of our businesses, and supported by our Operational Excellence pillar and complying with strict service levels.

These are the areas that our corporate support covers:



Sales



Legal



Social



Commercial and logistics



Administrative and technological



Financial and Projects



Controllership and Auditing



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OUR ECONOMIC, ENVIRONMENTAL, AND SOCIAL PURPOSE

Strategy and sustainability



VALUE PROPOSITION (102-16) (102-17)

MISSION

- » We are farmers and we provide solutions to meet our clients' needs.
- » We are passionate in our search for excellence and sustainability.
- » We cultivate well-being for our families and the communities where we operate.
- » We establish close relationships.
- » We are the GreenLand family.

Values

-  We are accountable.
-  We make things happen.
-  We are transparent, resilient, and close.
-  We work with a passion.

Strategic pillars

-  Financial strengthening and creation of surpluses.
-  Compliance with a differential and adequate value proposition.
-  Operational Excellence with consistent execution.
-  Business growth and projection.
-  The best people in the best place to work.
-  Sustainability.

VISION

- » To be recognized as an agri-industrial group that creates value for its clients and shareholders, in a sustainable and reliable way, and promote well-being for their families and the community.



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OUR SUSTAINABILITY POLICY

We implemented our sustainability policy in 2021. This is the framework for our way of doing business, and where we promote our organizational culture in which all employees share and internalize our sustainability challenges in their daily activities. We understand that our actions go beyond agricultural production and commercialization in the provision of Agri-industrial services in a responsible manner. We are constantly seeking the well-being of those who walk with us on this path, in the regions where we operate hand-in-hand with the communities to build the country, create a better social future and contribute to the Sustainable Development Goals.

Our sustainability represents the actions that we have taken in the social, environmental, and economic areas and is the result of an integrated work under a common corporate approach and guidelines, carried out by different businesses that make up Grupo Empresarial GreenLand.

We integrated this policy into our corporate strategy and made a commitment to become aware of and internalize it.



Click here
to read our
Sustainability
Policy.



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WE ARE ETHICAL AND TRANSPARENT

The way we act



HOW WE ACT

Corporate governance

(103-1) We at Wakate have a corporate governance framework that is aligned with high standards and are framed by transparency, integrity, and good conduct. We seek a balance among the government, management, and control bodies for appropriate decision-making and the publication of timely and accurate information as the key elements to strengthen our stakeholders' trust in us.

We have our Code of Governance and Corporate Ethics through which we promote exemplary behaviors. This code provides the structure for and gathers all the policies, norms, and ethical principles that everyone related to the organization must follow in order to preserve the integrity of the business and maintain transparent relations with the stakeholders.



(102-18) Governance Structure

The leadership at Grupo Empresarial GreenLand is focused on guiding the organization towards good management practices, Operational Excellence, and product quality throughout the entire value chain and, at the same time it is

constantly seeking the well-being of everyone throughout the value chain. Three governance and decision bodies plan, define, implement, and monitor the short, medium, and long-term strategic objectives.



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(102-22) (102-23) (102-24) (102-25)
(102-26) (102-29) (102-30) (102-34)

General shareholders assembly and Board of Directors

This is our highest corporate governance body whose function is directing and deciding the most important issues for the organization. The Board of Directors, appointed by the shareholders assembly, is the highest administrative body in the organization and its functions include approving and supervising top management's

implementation of the strategic objectives, the governance structure, and the corporate culture. In addition, the Board of Directors defines the sustainability parameters that are implemented and participates in identifying and understanding the main economic, environmental, and social impacts and risks.

PRINCIPALS



VÍCTOR MANUEL
HENRÍQUEZ RESTREPO



JUAN FERNANDO
CORREA RESTREPO*



LUIS IGNACIO
MEJÍA ÁNGEL*

ALTERNATES



CAMILO
MOLINA URIBE



JUAN LUIS
BOTERO JARAMILLO*



LUZ STELLA
ORTIZ FRANCO

*Independent members

Executive President
Víctor Manuel
Henríquez Restrepo



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BOARD OF DIRECTORS

(102-22)



	Víctor Manuel Henríquez Restrepo	Juan Fernando Correa Restrepo	Luis Ignacio Mejía Ángel	Juan Luis Botero Jaramillo	Luz Stella Ortiz Franco	Camilo Molina Uribe
	Executive	Not executive	Not executive	Not executive	Not executive	Not executive
Independent?	NO	YES	YES	YES	NO	NO
Seniority in the Board of Directors	2	2	2	2	2	2
Board meetings attended	11	11	11	11	11	11
Percent attendance	100	100	100	100	100	100



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(102-18) (102-19)
Steering Directorate

This is the administrative body in charge of implementing the strategy, achieving the proposed objectives, and direct relationships with the stakeholders. The directorate consists of:

- President
- Chief Legal Officer
- Chief GreenLand Foundation- FGL Officer
- Chief Administrative and technology Officer
- Chief Commercial Officer
- Chief Sales Officer
- Chief Controller Officer
- Chief Financial and Project Officer
- Chief Agricultural Production Officer
- Chief Avocado Agriculture Officer

(102-20) (103-3)
Corporate Committees

We have different bodies that consist of employees in charge of watching out for the interests of the organization and of the employees. These include:

- Strategic committee
- Sustainability committee
- Auditing and financial committee
- Peaceful coexistence committee
- COPASST
- Women's committee

Other control bodies

- Secretary-General
- ML/TF (SAGRILIFT) compliance officer
- Data protection compliance officer



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ETHICS AND TRANSPARENCY POLICIES AND GOOD PRACTICES

(102-16) (102-17) (103-2)

We at Wakate have implemented different mechanisms, policies, and procedures for managing information and communications at all levels in areas such as culture, philosophy, and institutional principles and values in such a way that the company take into consideration the risks and the control activities in their actions.

- ✓ Code of business ethics and conduct
- ✓ Corporate declaration of respect for fundamental human rights
- ✓ Corporate responsibility policies
- ✓ Policy of legal compliance
- ✓ Anti-fraud and anticorruption policy
- ✓ Confidential information management policy
- ✓ Manual for managing the self-control and ML/TF risk (SAGRILAFT)
- ✓ Policy for admitting and creating third parties
- ✓ Security policy
- ✓ Conflicts of interest policy
- ✓ Policy for the use of information resources
- ✓ Donations policy



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We have created the code of governance and business ethics as an approach to set for the principles that guide our day-to-day behavior in the organization. They are consistent with the corporate strategy, good sustainability practices, and compliance with applicable laws. This is the basis to deploy internal policies and procedures to promote transparent, harmonious, and sustainable relationships between the company and its stakeholders.

As part of the program to implement the transparency and business ethics program, the Board of Directors created the compliance officer for the program, and an institutional commitment was signed to prevent cross-border bribery, and the code of good governance and business ethics as well as the antifraud and anti-corruption policy, to cover all companies in the Business Group.

In 2021 we implemented the plan to communicate the code of governance and business ethics. The objective was to dive off the group's commitment to ethics and to live by the principles and values through a framework to guide people's behaviors.



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In addition, we strengthen the implementation of the self-control and management of money laundering and terrorist financing risk system (SAGRILAFT - Sistema de Autocontrol y Gestión del Riesgo Integral de Lavado de Activos y Financiación del Terrorismo).

The following actions were carried out under this framework:

- Working sessions with business managers to determine the new risks to which the organization could be exposed.
- Hiring a substitute compliance officer.
- Implementing the Sherlock system is a technological tool to help with SAGRILAFT, Software risk management, and third-party segmentation.
- Project for updating third parties using an external consultant: Carvajal Tecnología y Servicios S.A.S.
- Annual training for employees about SAGRILAFT and PTEE.
- Updated the third-party creation policy, and training for the employees who take part in this process.
- Preparation of the single third-party creation form for all companies in the group, in two versions: one for individuals, and one for legal entities.
- Adjustments to the SAGRILAFT and presentation for approval by the Board of Directors.

In addition, as an objective tool for our actions, the organization has its transparency hotline, communication channel which provides advice and assistance with behaviors that involve the integrity of the business group.



Phone



Web Form



Email

In 2021 we implemented the communication plan to reactivate the transparency hotline. The plan is intended to remind stakeholders about the existence of this channel, the steps to be followed, and the events that can be reported there as part of living our principles and values.



Click here
to find out more about
our transparency hotline.



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WE MOVE FORWARD IN SAFETY

Evaluation of corporate risks (103-3)

Risk management is an enabler to achieve the goals of the business and strengthen the company's endurance over time. Identifying and managing risks and opportunities makes it possible to create value for the stakeholders and gives each process in the company the necessary criteria for making informed decisions.

In the organization, we manage risks following these steps:



Context of the risk

This is the first stage where the situations that have been identified reflect the reality of Grupo Empresarial GreenLand. By putting the risks and opportunities in context, it is easy to develop the ensuing activities.



Risk identification

This is the stage that allows the organization to list, understand, and define the risks.



Risk analysis

After the risks have been identified, they need to be associated with information about their frequency, i.e., how often does the identified event occur, and the consequences it might have in economic, human, reputational, and environmental impact for the organization. The probability of occurrence must also be determined.



Risk treatment

This is part of the risk assessment and analysis and where the individuals responsible, actions and strategies are defined to prevent, mitigate, transfer, or accept the risks that have been identified.



Monitoring and evaluation

The risks and their ratings are recorded and updated, and the risk management actions implemented by each area in the company are reported on a regular basis.



Communication

The mechanisms are defined and the proper flow of this information inside the organization is insured, and the information is managed by the upper echelons (President and Board of Directors). The available information must be clear, timely, up-to-date, accurate, readily available, and verifiable.



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OPERATIONAL EXCELLENCE

Responsible value chain





(103-1) We at Wakate have internalized a management approach that starts with planning, execution based on competitive quality standards, and process and resource control, with continuous reference to analysis and improvement aimed at operational maturity and excellence.

We have committed and focused team, with clear responsibilities, dedicated to the continuous search for results that enable us to keep the promises we make to our clients and stakeholders and always highlighting an identity that defines us and fills us with passion, and a firm but close leadership with "the best people in the best place to work". All of this in strict compliance with the law, hand-in-hand with the institutions, and in line with a code of good corporate governance.

Our activities include developing and implementing technology programs and audit and control schemes that provide us with online information about the business indicators, and timely reactions to implement effective corrective measures, maintain productivity and quality, and control costs to build trust and value for our clients.



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In the agricultural production business, our approach is to the socio environmentally conscious, agriculturally sustainable production of healthy, high-quality foods, which is the result of working with love for the earth and using good agricultural practices.

To achieve these objectives, we have support areas such as Agriculture, Control of Pests and Diseases such as Technical Services, Integrated Process Management, Environment, and Corporate Support. Together, they monitor, measure, and assess on a weekly basis our agricultural work and programs, the

pre-harvest, harvest, and post-harvest processes, and compliance with international standards, to provide the business with feedback, anticipation, timely reactions, ongoing training, and adjustments to the implementation to achieve our objectives. This enables us to meet our clients' expectations, within our philosophy of being good neighbors and with the purpose of contributing to the growth of our internal and external communities by acting as agents for change in those regions where we operate, to help transform the country.



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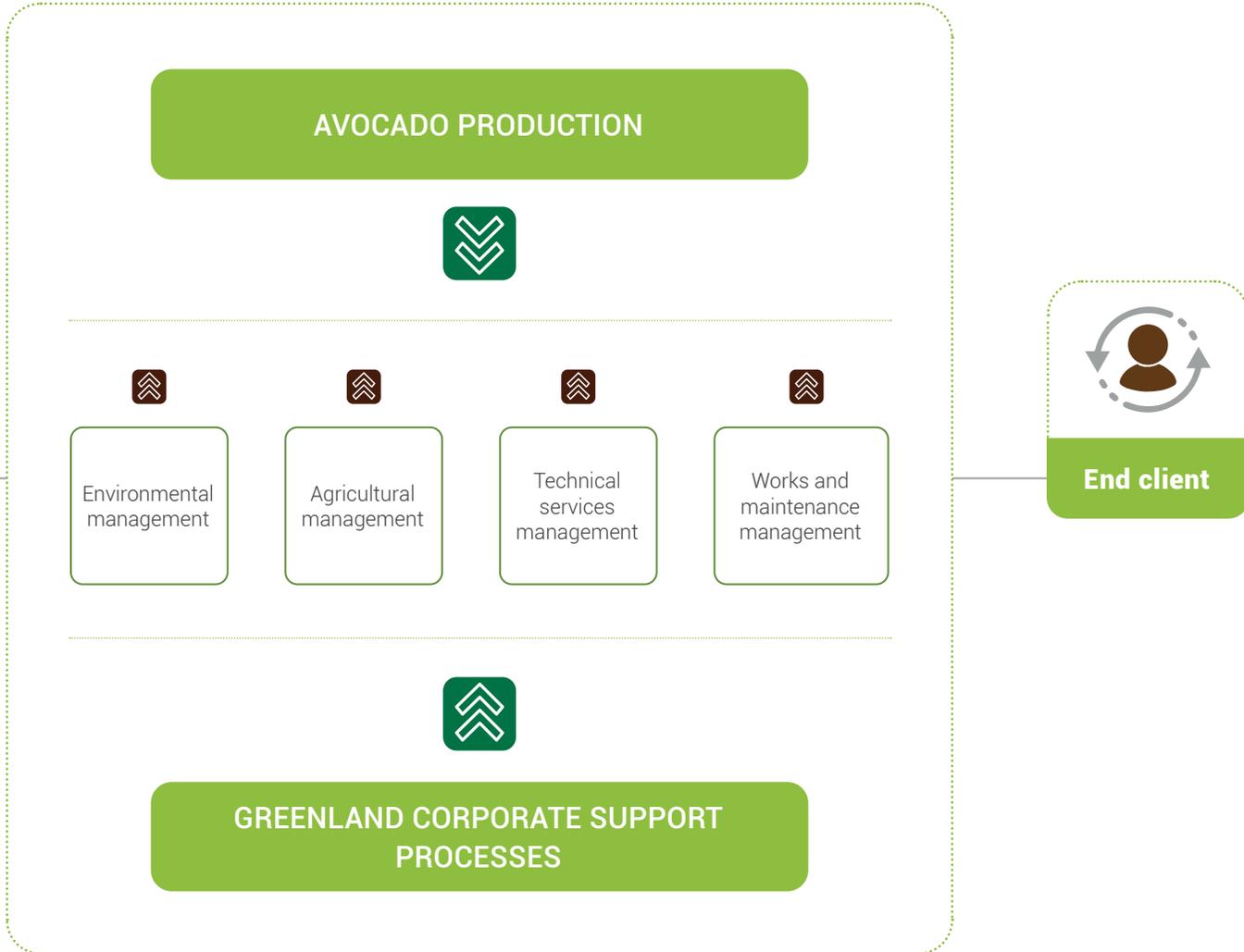
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PROCESS MAP



General process structure



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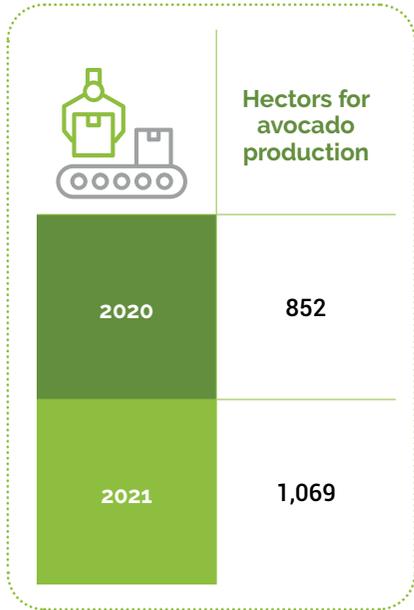
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PRODUCTION



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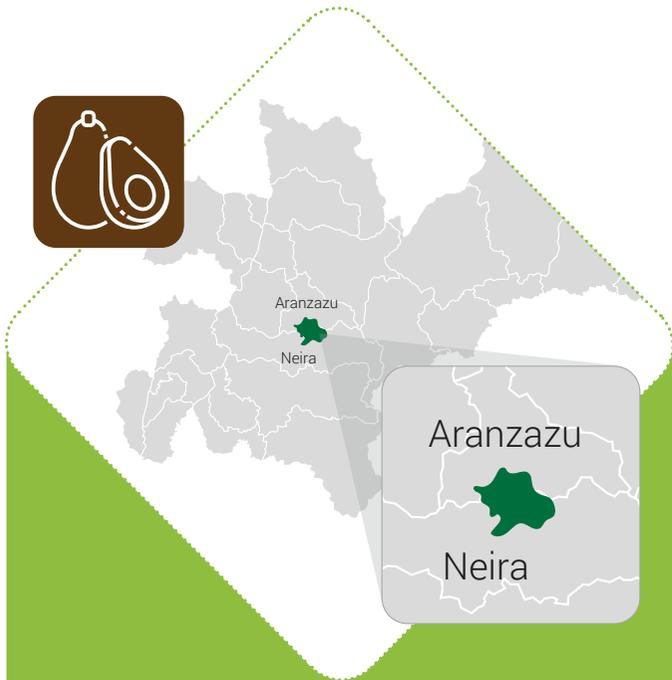
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Our presence in Caldas, Colombia (102-7)



Entre Arroyos

Entre Arroyos, located in the municipalities of Aranzazu and Neira in the Department of Caldas, Colombia, is the first Sustainable Hass Avocado project. The project came to the region to make a positive impact on the territory and started its activities together with local communities and institutions in a shared effort to promote sustainable development.

Wakate is our Sustainable Hass Avocado -and its byproducts- production and commercialization business, which was created with the aim of contributing, through responsible management, to the sustainable development of the Caldas region, based on our belief in the country's potential.

We are constantly working on our production process to achieve operational excellence using planning to manage the business and achieve the expected results. We use information technology that includes precision agriculture, compliance with the tasks and inputs, and efficient use of our resources.

We look for the balance between the responsible value chain, care and protection of the environment, and the construction of social fabric and footprint to cultivate the well-being

and sustainable development of the regions where we operate. As a result, we have made a commitment to the conscientious and limited use of agrichemicals, the implementation of biological controls, manual and mechanical weed control, and mitigation of carbon emissions.

Based on our premise of operational excellence, we manage the quality of our products, starting by selecting the plants in the nursery, the implementing and maintaining of agricultural practices during the growth period, and monitoring and following up, to define action plans, and make any necessary adjustments in a timely manner.

In 2021 we advanced in planting of the cultivar, and in 2022 we are preparing for our first crop. We also bought new acreage to expand our production area from our farm in Entre Arroyos.



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We have three lines of business:

Plant production

Our Wakate Hass avocado nursery is located in Manizales, Colombia, where we take care of our process by selecting the best raw materials and following every step during germination and growth. This enables us to give our clients trees that have the necessary conditions to yield excellent quality fruits. Our annual production capacity is 600,000 trees of Hass avocado, that is licensed by the Colombian Agricultural Institute (Instituto Colombiano Agropecuario – ICA) for commercialization.

Fruit production

Production takes place in a farm that has production units for planting and producing Hass avocado in a gross area of 2,050 ha, of which 1,070 are in production with 530,000 trees planted.

Fruit and byproduct processing and commercialization

We will pack fresh Haas avocado in a plant where we expect to process 80,000 tons of fruit for commercialization. We are also focused on strengthening the circular economy to produce the least waste possible in our operations. For this, we are planning on processing avocado byproducts and other initiatives in the production chain.



Some indicators



We planted **160,000 hass avocado trees.**



We bought an additional **340 ha for cultivation.**



We implemented a fumiduct system for **850 ha.**



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WE LOOK FOR THE BEST ALLIES

Supply chain management (102-9)

We value and recognize the importance of building trust and long-term relationships with our allies. This will enable us to optimize purchases, manage and mitigate risks, and maximize opportunities in our supply chain. Closeness, joint work, and the creation of shared values have allowed us to build relationships with two-way benefits.



We work with our suppliers to achieve:

- Efficiency in the processes.
- Cost reductions.
- Reduced risk when selecting suppliers.

By promoting the development of our suppliers, we assure our success through the continuous improvement of administrative, commercial, technical, environmental, productive, and financial competencies.

Our supply chain consists basically of all fruit producers, national and international suppliers of goods and services, port operators, transporters, and labor contractors.

Main products

Fruit, paper, resins, fertilizers, agrichemicals, and others

Main services

Advice and consulting services, works and maintenance, administrative and technological services, among others.



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OUR CHALLENGES



Supply chain

- Strengthen our socioenvironmental connection with our suppliers of national and international goods and services, sharing with them the principles of sustainability, and promoting their implementation and application.

Client management

- Strengthen close ties with our clients, sharing the principles of sustainability and measuring their perception and satisfaction with our service.

Operational excellence

- Finish planting 150,000 avocado trees in the Entre Arroyos farm, in 172 hectares for new production.
- Implement the second production bloc by planting 250,000 trees in 450 hectares for production.
- Start operation of the fumiduct for the first 850 hectares and implement the system for 387 hectares of production.
- We will harvest 143,000 trees planted during 2020.



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OUR PEOPLE

Our Team





(103-1) Our people are the core of the Organization. They work every day to give life to our purpose to create well-being by experiencing our values, making things happen, working with passion, transparency, and resilience. All with a leadership that is approachable and accountable to reach our goals and our sustainability premise.

We are aware of the responsibility and impact we have on their lives and on their families. That is why we work to provide, promote, and manage the conditions needed so our team can meet the challenges while we acknowledge and respect the person per se.

Our work is focused on the following:

-  Equal opportunities
-  Developing our people
-  Cultivating well-being
-  Healthy and safe work setting
-  Fundamental human rights



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(102-7) (102-8) Information about our people

	
Total Employees	113
Male	61%
Female	39%
Administrative	29%
Operations	71%
Indefinite Contracts	44%
Fixed Contracts	56%
Special Work Shifts	0%
18 - 28 years old	35%
29 - 39 years old	40%
40 - 50 years old	19%
51 - 60 years old	5%
Older than 60 years	0%



 Click here to find out more about our indicators.



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(103-2) Very early on in our attraction, recruitment, and selection process, we have policies and strategies that ensure equal opportunities and allow hiring suitable talents not solely for their technical skills but because they share our principles and corporate values – and above all, they are excellent human beings. Indeed, we are proud to have the human talent which has led the Company to think and act differently, with top performance standards, a huge commitment, and resourcefulness – focused on creating value for our stakeholders.

(401-1) Hiring and Turnover Process

Reasons for Termination	
Voluntary	201
Pension	-
With just cause	30
Without just cause	-
Mutual agreement	-
Contract expiration	1
Death of employee	1
Total Dismissals	233

New Hires	
Persons 18 - 28 years old	33
Persons 29 - 39 years old	22
Persons 40 - 50 years old	12
Persons 51 - 60 years old	4
Persons older than 60	0
Male	45
Female	26
Caldas	71
Greater Area	0
Total	71



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Our priority still focuses on the safety and health of our employees. In 2021, we were not complacent to biosafety protocols, and we promoted vaccination as a strategy for collective protection.

Working at home, office work at home, alternation, work attendance, are still in force in 2021, showing that we have a team that is competent and resilient, facing challenges every day yet still connected to our business and persons in every work scheme.

To avoid the spread of Covid 19, we continue making tests paid by the Company as part of our business protocol. We also established settings for the isolation of employees, and follow-up and management with HMOs to serve the cases.

During the year, we reaffirmed why We Add Together ("JuntoSumamos"). Through an emotional campaign and different activities, we had the chance to reaffirm that working together leads to reaching our personal and organizational goals and building regions and the country.

Due to our biosafety protocols, still, during the pandemic, no Labor Wellbeing activities were promoted physically which could represent a hazard. Nonetheless, we did not stop from being present on special dates to show our admiration, respect, and feelings for our employees. The Week of Health was



promoted with online activities and the firm purpose of building awareness of self-care and good habits targeting physical and mental health.



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Several of our benefits are listed below:



Conventional aids: maternity, seniority premium, Christmas bonus, death of relatives, elementary and high school scholarships, among others.



Extralegal benefits: vacations premium, aid for disabilities, bonus for compliance of corporate goals.



Template of benefits in time: special working hours in Christmas and Holy Week, day off on December 24th and/or 31st, an afternoon off during the birthday month, free days for seniority.



Agreements with drugstores for discounts.



Agreements with educational facilities for discounts for employees and relatives.



Agreements with health facilities for copayments.



Collective car policy.



Employer life insurance policy.



Voluntary life policy.



Agreements for pre-paid medical plan.

(401-3) Parental Leave

100% of our employees are entitled to parental leave.

Parental Leave 2021	
Men that enjoyed parental leave	-
Women that enjoyed parental leave	2
Men that returned to work after completing their parental leave	-
Women that returned to work after completing their parental leave	1
Men that returned to work after their parental leave – and are still employees 12 months after returning to work	-
Women that returned to work after their parental leave – and are still employees 12 months after returning to work	-
Return to work rate	50%
Retention rate	0%

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(406-1) No case related to work or sexual discrimination and/or harassment was displayed in 2021.



(404-2) Wakate continues the challenge of attracting the best people. We work to enhance our occupational health system as a fundamental pillar to develop our activities. We trained the steering team in transformational leadership and our mid-level employees in enhancing managerial and directive skills – all with the purpose of maintaining a leadership that is firm but close, and a team that creates synergies.



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PROTECTING EVERYBODY'S INTEGRITY

Occupational Health and Safety is fundamental for the business' sustainability – and this is why we constantly work to enhance a culture focused on turning safety into a lifestyle. Hence, every employee focuses, in turn, on self-care. We are convinced that investing in safety and health creates development, opportunities, and competitiveness thanks to the actions that contribute to change and improve the quality of life of our employees.

(403-3) To create proper conditions in the work setting for the prevention of risks, the promotion of mental and physical care of employees, and the generation of perceptions and real conditions of security at work are all part of our mission. This is achieved by identifying and intervening risks, training processes, assistance, communications, and meeting the regulations – promoting a culture of self-care.



We conducted our annual assessment of Occupational Health and Safety with a 97% result on average, which shows our commitment to procure safe settings.

(403-4) 100% of the employees are represented in the Occupational Health and Safety Committees.

(403-9) We regret to report the death of one person from our Wakate team in a traffic accident and implement the safety measures needed to avoid its re-occurrence.



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(403-9) (403-10)

**Injuries, work-related diseases, days lost, absenteeism,
and death toll**

Employees	
Total number of workers	113
Accident toll	37
Days of absence due to accidents	99
Accident rate	2.73
Number of work-related diseases diagnosed in the year	0
Days of absence due to work-related diseases	0
Total non-disabling accidents	8
Death toll per accident	1
Death toll due to work-related diseases	0
Number of absences due to common diseases	123
Hours worked	197,038
Days worked	35,256
Days lost (excluding vacations or union-related permissions)	1,973
Accident frequency index/K	45
Lost days severity index/K	121
Disabling work-related accidents frequency index	35
Absence due to health causes	123
Absenteeism frequency index	150
Absenteeism severity index	2,403



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OUR CHALLENGES



Protecting Everybody's Integrity

A healthy and safe work setting

 **(403-5)** To enhance self-care in Occupational Health and Safety targeting preservation through education, and to prevent and control health and risk conditions. To encourage activities that boost physical and mental health.

 To decrease work-related accidents by 7%.

Growing With You

Developing our people

 To enhance the culture of sustainability by sensitizing and training our own team.

 To boost the culture of firm but approachable leadership with leaders of the Company in 2022.



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OUR PEOPLE

Communities





Cultivating a better social future

(103-1) Stemming from our philosophy and focus on sustainability, our purpose is to cultivate the social future and wellbeing of our employees, families, and communities close to our areas of influence, and other strategic communities. We implement social development strategies in said communities through our GreenLand Foundation- FGL.

Our social investment model centers on acknowledging families as the core of social changes, the neighborhood as a community booster, and the community as the center of social processes, while we consolidate our social responsibility strategy in the regions.

We hold strong to 4 strategic pillars that address early childhood, boys and girls, teenagers and young adults, women, adults, and senior citizens:



Training for life



Health for families' wellbeing



Social and competitive sports, and culture



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



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INVESTMENT



COP \$131*

* Figures in millions of Colombian Pesos

In 2021, we kept on consolidating our intervention model using 6 types of mechanisms: proceedings, home visits, advisory services, remissions, meetings and training courses. The purpose was to enhance the communities with whom we interact, seeking social development in each of the population groups alongside GreenLand’s Foundation- FGL focus.

We continue building trust with the three communities we work with: internal community, neighboring community, and strategic community – directly contributing to the strategic focus of the Business Group.

Moreover, the trust of families and communities in our GreenLand Foundation- FGL led to enhancing our social work methodology, turning into reality our strategy of being a good neighbor focused mainly on environmental and community dimensions; on the improvement of housing, promotion of nutrition, and devoting free time to sports. The strategic project



of Green Guardians (“Guardianes Ecológicos”) was launched. The purpose thereof is to promote the care and conservation of the environment as well as make good use of time off.

In addition, our SIISCOR information system has enabled us to have a cleared baseline not only of the population’s data but also to monitor and control projects. This has allowed us to have better information for our criteria of the Foundation’s benefits.



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(203-2) We participated for the first time in an international study with the OECD (Organization for Economic Cooperation and Development) on Philanthropy and Gender-equality in Colombia promoted by the AFE (Association of Corporate Foundations).

Said international study allowed us to compare our social investments during the 5 years it took with 54 other foundations of Colombia. Our GreenLand Foundation-FGL provided open data and to conclude, and as part of our contribution to SDG 17 and our philosophy, we are part of Colombian foundations that make good use of their strong network based on trust – being part of the AFE and to transparency by publishing our data beyond legal reporting requirements.

We conducted an analysis of indirect positive and negative economic impacts on the 4 pillars of GreenLand Foundation- FGL.

All of our projects kept on adapting to the pandemic caused by Covid-19 in alliance with our strategic partners, benefitting every population group with online and physical assistance.

(413-1) Our operation takes into account 100% of the local community. Our work involves community meetings, co-creation workshops, education, and analysis of needs. Besides, we have partners that allow us to create results with higher impacts.



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We hold ongoing dialogues with our stakeholders about the FGL Foundation's social investment in 2021 as well as our participation with communities applying social impact assessments, including those of gender in terms of participative processes. Public contents also shared environmental and social impact assessments with the OECD study.

Our work includes development programs based on the needs of local communities, such as the Social Plan of Wakate, Plans of neighboring communities, and Collective AFE, among others; this also includes plans to participate with determined stakeholders and we conducted the survey of perception. We also held meetings and workshops with the community, accountability halls, acts of project inaugurations, and completions – physically and online.

We held committees and consultations with local communities alongside trade associations and public officials of the municipalities. We met the Hiring Policy of the Business Group



with our vendors in which we held the comprehensive hiring committee. In addition, our partners have their own assessment policy to guarantee comprehensive management.

We have technical, strategic, and assessment committees covering the execution of investments made; work advice, occupational health, and safety committees, and other bodies that represent the workers.

In 2021, we developed formal grievances processes in local communities by implementing the PQRSF Policy. We also have the Transparency Line of Grupo Greenland to address situations that go against our principles and values – with a chapter of communities.

We made a baseline in 2020 using SIISCOR involving internal and external communities, which led us to follow up and assess the implementation and continuity of our initiatives.



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SEVERAL OF OUR RESULTS

(103-2) (103-3)



Training for Life (HS-5)

Training cuts across the processes we manage through our GreenLand Foundation- FGL for the comprehensive development of people, families, neighborhoods/villages, and communities. We focus on different subjects for family circles and for the rest of the stakeholders – tied to each project that we execute and seeking the development of training for life and social management.

Beneficiaries as of December 2021

805



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We carry on with the processes to get to know territories, and hence, identify the main challenges and opportunities to create social investment and to implement the intervention plan – all focused on rural community development.

The plan was launched using community participation processes and helped build self-trust, self-management, and to develop family and community values. We seek to enhance families as the core of society, guided to train on values, the consolidation of associative groups, social innovation, and encouraging self-management to build the culture of citizenship and sustainability.

- ✔ We built awareness among boys, girls, and young adults on the importance of keeping areas clean and preserving natural resources – all through courses, games; taking care of the environment with neighboring communities through the group of *Green Guardians*. In 2021, a total of 180 boys and girls, and 7 Rural Education Centers benefitted, being one of the major projects with the most outreach in the region.

As far as community development, we assisted 625 beneficiaries with the following social outreach actions:

- ✔ We developed a community practicum at Entre Arroyos farm, to learn how to take care of the environment in the business. This was done with leaders of the rural area of influence of Neira and Aranzazu, Caldas; 25 people from 8 Community Action Boards attended.
- ✔ We held community forestry courses in key points close to water sources or deforested zones of Neira and Aranzazu; 600 trees were planted by 250 participants.
- ✔ We contributed to promoting art and culture in La Isabela neighborhood of Neira, supporting a group of 25 children who are motivated to use their free time properly.
- ✔ 10 Christmas gatherings were held in the prioritized villages in the area of influence, providing spaces for the cohesion and social interaction of rural families. A total of 350 boys and girls benefitted, and we contributed to Christmas initiatives with municipal actors to hand out gifts, benefiting 350 people.



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Health for families' wellbeing

With this Pillar, our purpose is to create good habits framed in building family ties, health and nutrition, family economics, self-care, child rearing guidelines, and emotional management.

Beneficiaries

170



- ✓ We developed with the internal community the training processes of 30 families on Healthy Housing. The purpose is to develop healthy habits through different training phases.
- ✓ In alliance with public and private institutions, we held 4 health brigades for 140 persons. We began this process in Caldas, providing social aid to the communities that benefitted and enhanced new public and private partners.
- ✓ We assisted the healthcare services provided by the Hospital of Aranzazu, by promoting healthy life habits through health brigades in the rural and urban areas, benefiting 77 people.
- ✓ We provide healthcare services to meet the need of rural areas of influence, by providing improvements to the quality of life rural families. This involved the first Health Day that benefitted 63 people.



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Social and Competitive Sports, and Culture

A truly comprehensive development needs to have access to complementary aspects of human beings, such as those enhanced by sports and culture. Both lead to consolidating life projects, developing skills, and encouraging values within communities.

Training sessions involve modules, technical assessments, monitoring and follow-up strategies, and programs to assist techniques.

Beneficiaries

550



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✔ We launched the project CER, Sports Training for 185 children in nearby villages, in 10 schools of the area of influence of Neira and Aranzazu.

for Coexistence of the Hospital of Aranzazu providing 50 medals and 3 trophies; and the Second Volleyball Tournament of Neira with 30 medals and 4 trophies.

✔ We provided sports gear to the schools in the areas of influence of the municipalities of Neira and Aranzazu.

✔ We held 4 recreational-sport events and 8 Christmas gatherings benefitting 500 children from rural areas.

✔ We handed out 286 uniforms and awarded the teams that participated in the first FGL Semifinals with 4 teams of 12 persons each.

✔ We supported different sports organizations from the municipalities.

✔ We held the first soccer semifinals with 48 participants.

✔ We provided economic aid for the logistics of Tapatón Salsera 2021- Fundación Melao, which had 50 attendees.

✔ We supported rural and urban tournaments providing uniforms to the teams. We provided Torneo la esperanza of Neira 120 uniforms; Campeonato Nacional de Fútbol Club Futuros Neira 38 uniforms. We supported the Tournament

✔ We handed out 24 bibs and 2 balls to the community of Aguacatal.

✔ We provided uniforms to the Band of Neira to participate in the national music contest, for 30 beneficiaries.



✔ We provided economic aid to the dance group Mariale, with 15 beneficiaries.

✔ We provided transportation to the dance group The Team Meax, with 10 beneficiaries.



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(203-1)

Housing beyond the walls and community infrastructure- Investments in infrastructure and supportive services

Inversiones en infraestructura	110
Servicio de apoyo público	0
Total	110

We manage the possibility for communities to have an infrastructure where they can develop optimal, nearby, and accessible conditions. One of the main positive impacts is job creation through these constructions, the benefits for children with access to sanitary units in their schools, the possibility of having a decent space for high-quality learning in infrastructure such as the ICC, improve the convenience when carrying out recreational, cultural, sports, or study activities, and the consolidation of public-private alliances to generate public spaces.

The negative impacts can be described as the lack of budget and priorities from the public sector to implement this type of investment, the length of time it takes to go through the processes to obtain public support services, and the families' financial difficulties for buying their houses.

The Housing line brings positive impact for the people, such as axis to a better place to live, basic sanitation, savings related to leases or temporary housing, integrated financing, and assistance for the families through the processes of education for life, among others.



100% of the resources we invest are for social investment. This means that the monies are invested directly in the communities where we operate, but this does not constitute commercial arrangements, contributions in kind, or pro bono.



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✔ 110 will benefit from community infrastructure work with the diagnostic and start of the work.

✔ During the implementation of the social Plan, we made an agreement with the communities to carry out community improvements, prioritizing some investments for 2021 and others for 2022.



NUESTROS RETOS



Training for life

- Consolidate Guardianes Ecológicos (Green Guards), should promote environmental education in the communities with 350 boys, girls, and youths between 5 and 15 years of age, and planting 350 trees in neighboring communities.
- Design and implement 1 route of the generational connection project for youths and women, promoting skills for life and methodologies using a disruptive approach for 18-year-old women and youths.



Health for a family well-being

- Reactivate the health drives or brigades with the projected 350 family members in total.



Social and competitive sports, and culture

- Reactivate the GreenLand Foundation-FGL soccer tournament.



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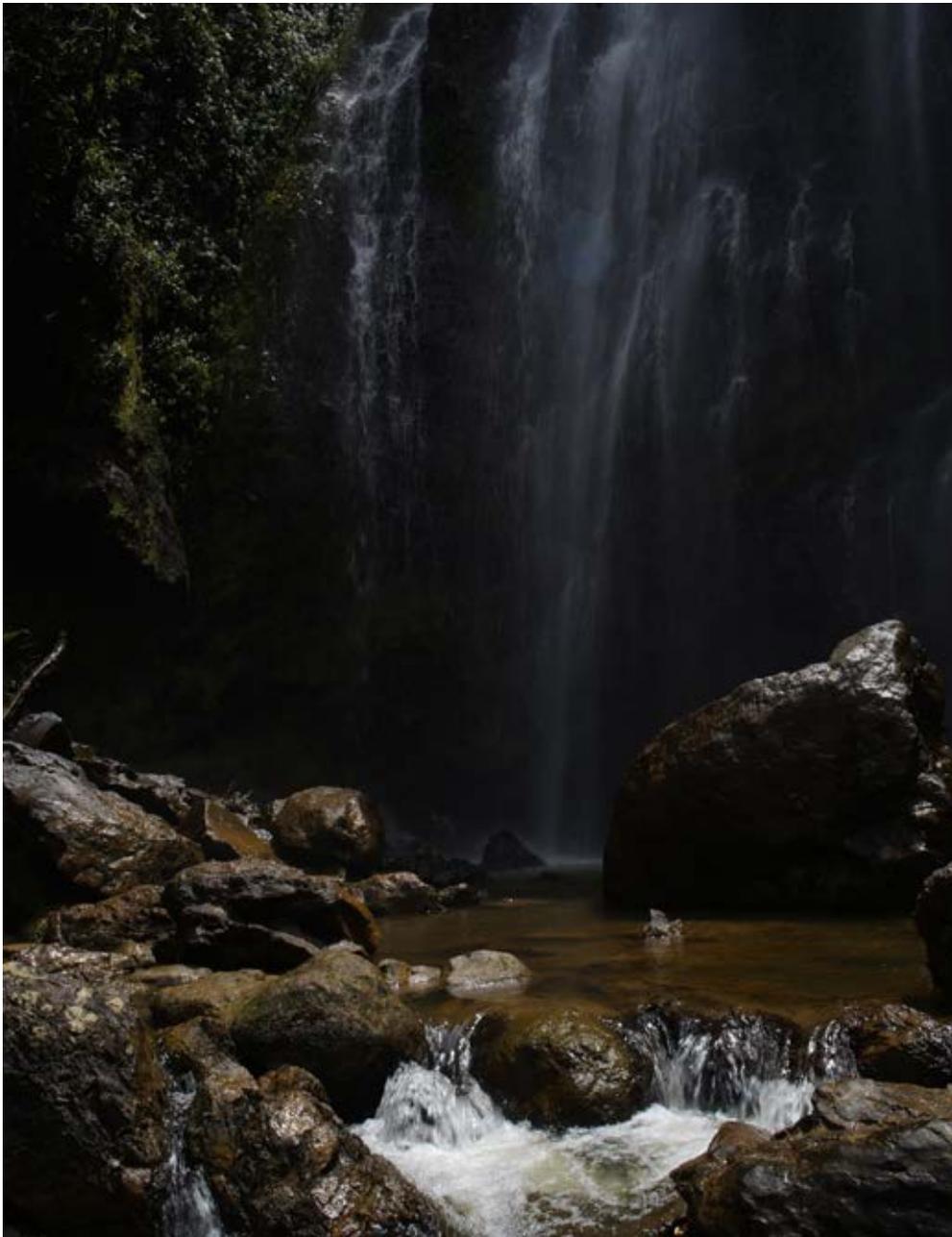
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WE PRESERVE, REFOREST, AND MITIGATE

Our environmental footprint



(103-1) We understand that our planet must be inhabited in a responsible manner. We promote coexistence between our production activities and care for the environment. This is a commitment that prioritizes ecosystems by thinking about a sustainable activity and the awareness of the fact that each element in nature is a source of life, and that it is our duty to care for and protect it to leave a positive footprint on the world. We use our environmental responsibility approach to guide our actions and create awareness about the care for the environment in each activity along our productive chain.

As citizens of this earth, we act in a responsible manner, and acknowledge that we depend on the environment for our survival as human beings and agricultural producers. This is why, using the premise of respect, we use good practices, and we implement prevention and mitigation actions.

As an agri-industrial company, the main source of our products and services are natural resources. Taking care of our ecosystems is an integral part of our production chain. We protect, preserve, and make efficient use of those resources to guarantee, not only the sustainability of our businesses, but also the sustainability of the territories and communities where we operate.



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(103-2) Because we are aware of the impact that our activities can have, we identify and measure them, and set up prevention, action, and mitigation plans. To lower the impact, we implement actions, such as measuring our carbon footprint, which leads to short- and medium-term plans and strategies, caring for sources of water, protecting preservation areas, using renewable energy, and proper waste management.

We rely on creating awareness to drive changes in our planet. This is why we make people aware of the efficient use of water, protecting the fauna, proper waste separation, and disposal. In 2021 we carried out the campaign “Utiliza tu eco-lógica” (Use your eco-logic) which was intended to create awareness about caring for the environment by using simple informational messages, and practical tips for our employees to implement in their daily lives and with their families. Through this campaign, we dealt with topics such as biodiversity, efficient energy management, efficient use of water, and proper waste management.

The main areas of our work are:



Biodiversity



Water management



Energy management



Emissions management and climate change



Waste management



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WE CARE FOR
THE ECOSYSTEMS
Biodiversity (304-3)

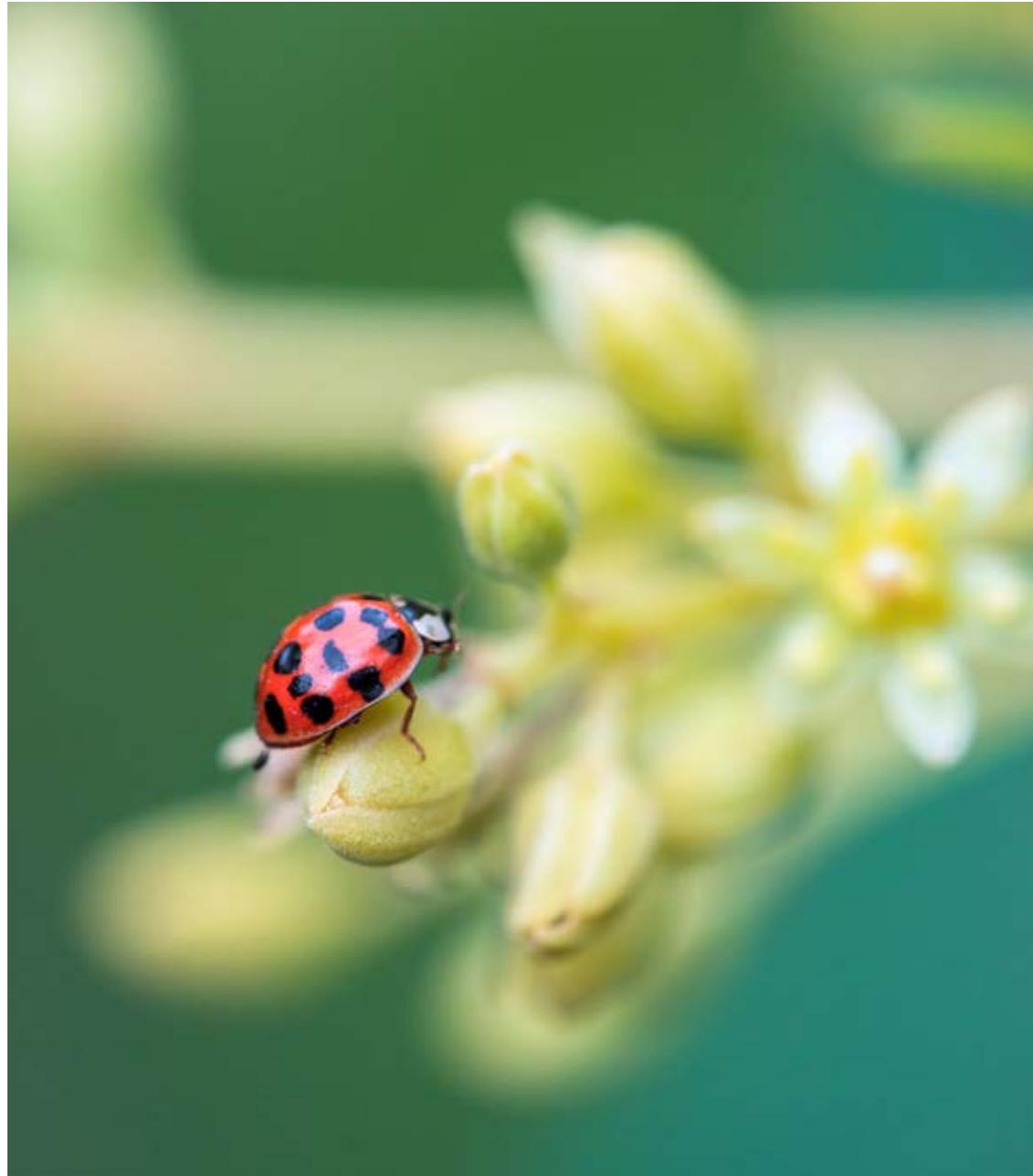
We at Wakate are committed to promoting the preservation, recovery, and enrichment of natural habitats.



980 hectares

dedicated to conservation,
equivalent to **48%** of the total
farm area

6,809 trees
planted in 2021



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WE PRESERVE WATER SOURCES

Water management (303-1) (303-3)

We use our water management strategy to contribute to the preservation of the quantity, quality, and availability of this valuable resource for the ecosystem and for the neighboring communities.

At Wakate, together with government entities, we were able to build and donate 2 clarification plants, which reduce the turbidity problems inherent to these 2 supply micro basins.

Water withdrawal

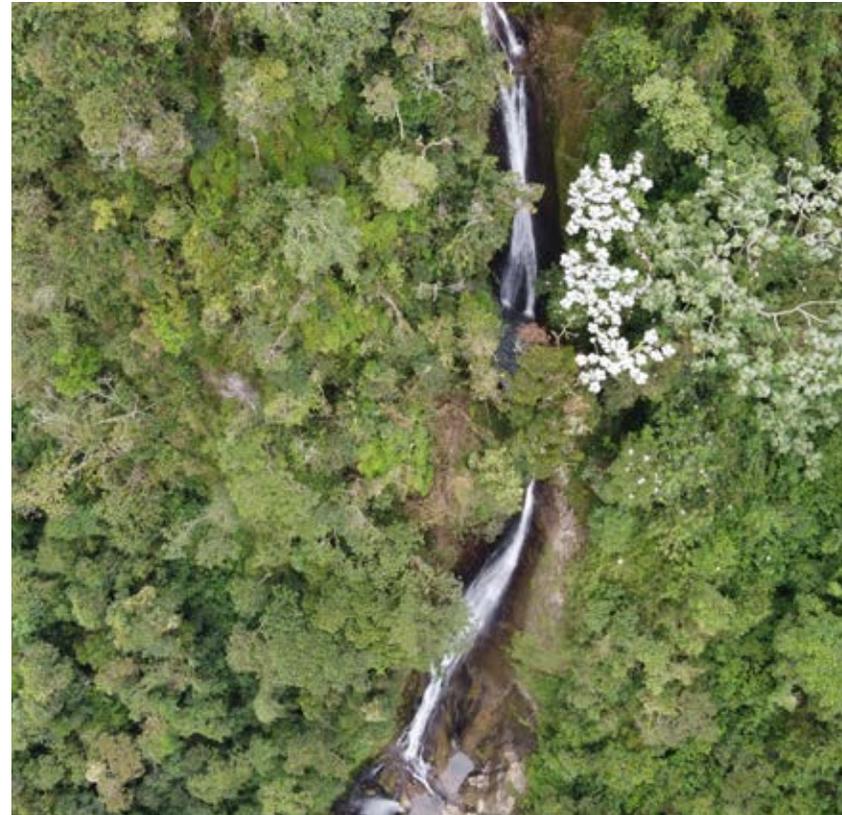


3 permits granted
for surface water intake.

0 deep wells.

1.57 l/sec is the volume of the concession.

We are currently in the process of measuring
the water taken in from surface waters.



Water footprint

At Wakate we have been working with the Caldas Territorial Health entity (Territorial de Salud) to implement semi-annual water analysis drives to detect possible traces of agri-chemicals in the water. The latest analysis showed a positive result, indicating that there were no traces of agri-chemicals in the water analyzed. This shows the extent of our commitment to protect all environmental resources, in line with the rational use of agri-chemicals in the field.



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WE USE NONCONVENTIONAL ENERGY

Energy management
(302-1) (302-3)

We are working on eco-efficiency projects, searching for the lowest energy intensity at the best price. We manage strategies to reduce risks and take advantage of the opportunities presented by the availability of energy sources and their appropriate use, and we promote the use of renewable energy.

43,248 kw/h
power use



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WE MANAGE OUR CARBON FOOTPRINT

Emissions management and climate change
(302-1) (305-1) (305-2) (305-4)

Because we are aware of the greenhouse gas emissions from our activities, we are constantly taking measurements and implementing mitigation actions. Our firm intention is to get certified as carbon neutral in 2022.

Carbon footprint methodology

We estimate our carbon footprint based on the GHG Protocol. The Tier 1 and Tier 2 emissions include measuring the following sources:

- Fuel consumption (diesel, gasoline, propane gas, marine diesel, gasoline for airplanes). 320,279.75 gallons.
- Refrigeration gas consumption (R404A, R134A, R410A, R141B, R123).
- Use of conventional electrical energy.
- Use of lubrication oils.
- Consumption of welding gases.
- Use of fire extinguishers.
- Use of organic and synthetic fertilizers.
- Decomposition of organic material in septic tanks.
- Other gases (CH4, N2O).



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	2020	2021
Total Tons CO2 eq	433.33	522.29
Tier 1	431.65	517.41
Tier 2	1.68	4.88

*The carbon footprint information for each business was calculated by Gaia and verified by Icontec.



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OUR CHALLENGES



Biodiversity

- Implement reforestation programs in water recharge, easements, and forest edges to offset the carbon footprint and climate change. Thus, in 2022 we will plant 20,000 of the 40,000 trees scheduled for the Caldas region.



Emissions management and climate change

- Continue to increase mechanical weed control to reduce the use of agrichemicals.
- Continue measuring our carbon footprint and defining and monitoring the plan to mitigate the environmental impact of our operations. We will try to be carbon neutral in 2022.



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