



## 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**



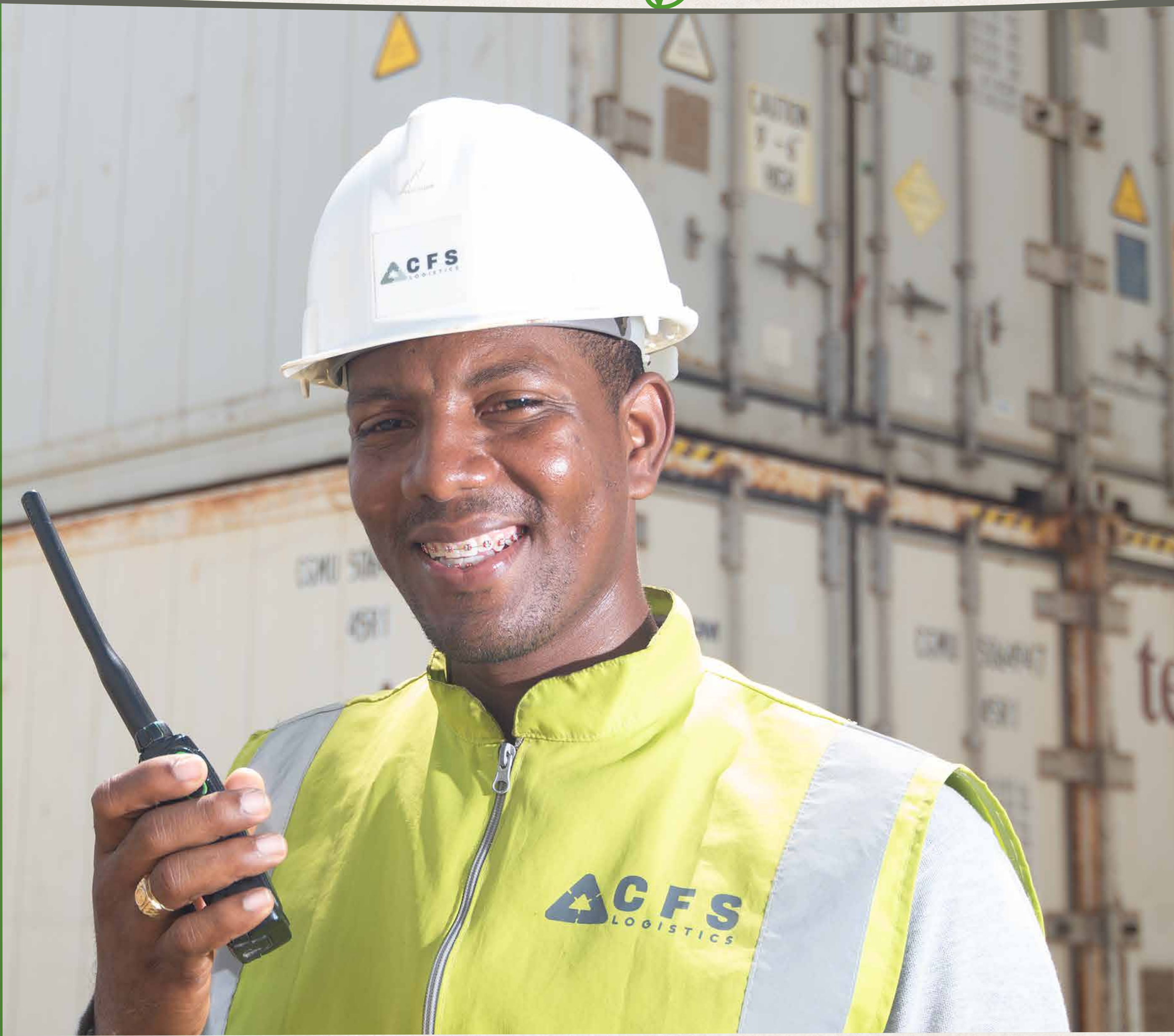
Healthy and safe **environment**



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 CFS Logistics, 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 CFS Logistics 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

# 209

people focused  
on building a stronger  
company, region  
and country.

# Information on our people

## Employees by category

|              |                                 |            |
|--------------|---------------------------------|------------|
|              | Administrative staff            | 209        |
|              | Operational staff               | 0          |
|              | Men                             | 180        |
|              | Women                           | 29         |
|              | Under indefinite-term contracts | 209        |
|              | Under fixed-term contracts      | 0          |
|              | Working special shifts          | 0          |
|              | 18 to 28 years old              | 44         |
|              | 29 to 39 years old              | 92         |
|              | 40 to 50 years old              | 38         |
|              | 51 to 60 years old              | 26         |
|              | Over 60 years old               | 9          |
| <b>Total</b> |                                 | <b>209</b> |



[Click here to see more information](#)





### Percentage of employees by category

|  |                                 |       |
|--|---------------------------------|-------|
|  | Administrative staff            | 100%  |
|  | Operational staff               | 0%    |
|  | Men                             | 86.1% |
|  | Women                           | 13.9% |
|  | Under indefinite-term contracts | 100%  |
|  | Under fixed-term contracts      | 0%    |
|  | Working special shifts          | 0%    |
|  | 18 to 28 years old              | 21%   |
|  | 29 to 39 years old              | 44%   |
|  | 40 to 50 years old              | 18.2% |
|  | 51 to 60 years old              | 12.4% |
|  | Over 60 years old               | 4.3%  |

**44%**  
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.

(406-1)

Throughout 2022,  
there were



**0 incidents**  
of discrimination in  
CFS Logistics.





# Employee hiring and turnover in numbers

## Withdrawals by type

|                                 |           |
|---------------------------------|-----------|
| Volunteers                      | 22        |
| Retirement                      | 0         |
| Just cause                      | 4         |
| Without just cause              | 5         |
| By mutual agreement             | 0         |
| Contract maturity or completion | 0         |
| Death                           | 0         |
| <b>Total</b>                    | <b>31</b> |

## New employees hired

|                            |           |
|----------------------------|-----------|
| 18 to 28 years old         | 15        |
| 29 to 39 years old         | 13        |
| 40 to 50 years old         | 4         |
| 51 to 60 years old         | 0         |
| Over 60 years old          | 0         |
| Men                        | 29        |
| Women                      | 3         |
| Region - Urabá             | 32        |
| Region - Metropolitan Area | 0         |
| <b>Total</b>               | <b>32</b> |

Total employee turnover rate:

**15%**

Voluntary employee turnover rate:

**10%**

Hiring rate:

**15%**



[Click here to see more information](#)



# Building skills and capabilities

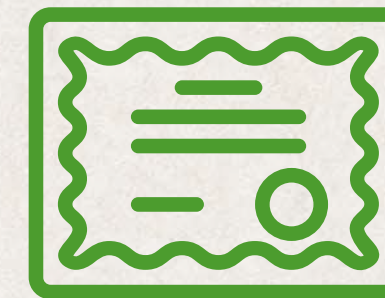


We are convinced that the integrated development of our people is a driver that enables to achieve the organizational results and align the purposes of both the CFS Logistics with those of the employees and their families. This is how we build a better company, region and country.

## 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.



**40** employees **obtained certifications** in labor competences and task control.



## CFS Logistics

developed a program with the participation of

**45** leaders to address subjects such as **communication, leadership, empowerment, task planning and control.**





## Well-being for our people



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.**



In Urabá, we played the **Football**

**Tournament**

with **840** participants

of **39 teams** from the **Business Group's Urabá-based companies.**



Within the framework of the **Health Week,**

in the Urabá region, we organized a **sporting hike.**



## Parental leave

(401-3)

|  |       |
|--|-------|
| Men who took paternity leave   | 8     |
| Women who took maternity leave   | 1     |
| Men who returned to work after the end of their paternity leave  | 8     |
| Women who returned to work after the end of their maternity leave  | 1     |
| Men who returned to work after the end of their paternity leave, and who remained in the Company 12 months after returning to work   | 5     |
| 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   | 55.6% |

# 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.**

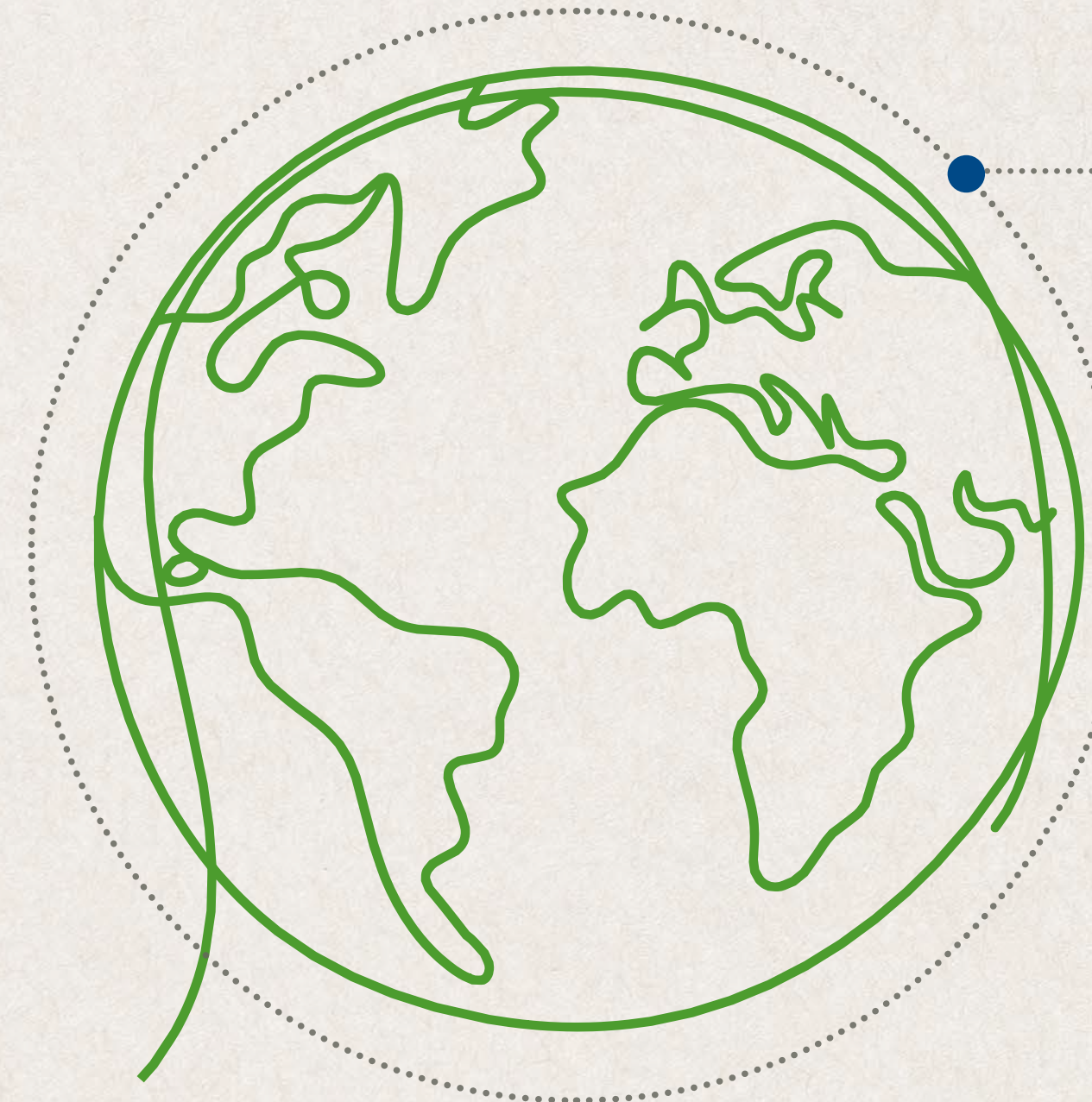


## Injuries, work-related illnesses, days lost, absenteeism and number of work-related deaths

|  |         |
|--|---------|
| Total number of workers  | 209     |
| Number of accidents  | 20      |
| Days of accident-related absence                               | 297     |
| Accident frequency rate  | 0.8     |
| Number of occupational illnesses diagnosed over the year (new) | 0       |
| Days of absence due to occupational illnesses                  | 0       |
| Total number of non-disabling accidents                        | 2       |
| Total accident-related deaths                                  | 0       |
| Total deaths caused by occupational illnesses                  | 0       |
| Number of sick-leave days due to common illnesses              | 1,290   |
| Hours worked   | 690,763 |
| Days worked  | 65,208  |
| Days lost (not including vacations or union-related leave)     | 1,419   |
| Accident frequency rate/K                                      | 7       |
| Lost days severity rate/K                                      | 103     |
| Disabling accident frequency rate                              | 6       |
| Health-related absence events                                  | 245     |
| Absenteeism frequency rate                                     | 85      |
| Absenteeism severity rate                                      | 493     |



# Challenges



- To secure the certification of 60 employees in labor competence fields such as welding and crane operation, as well as in positions such as vessel captain and tugboat assistant.
- To obtain the C3 license for 12 employees.

## Transversely



- To organize activities focused on promoting equal opportunities in Banacol, CFS Logistics, Agriplast and Control B with support by the **Women's Committee.**



- **To decrease by 7% the work-related accidents** over the 2021-2024 period in all our companies.

## 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 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

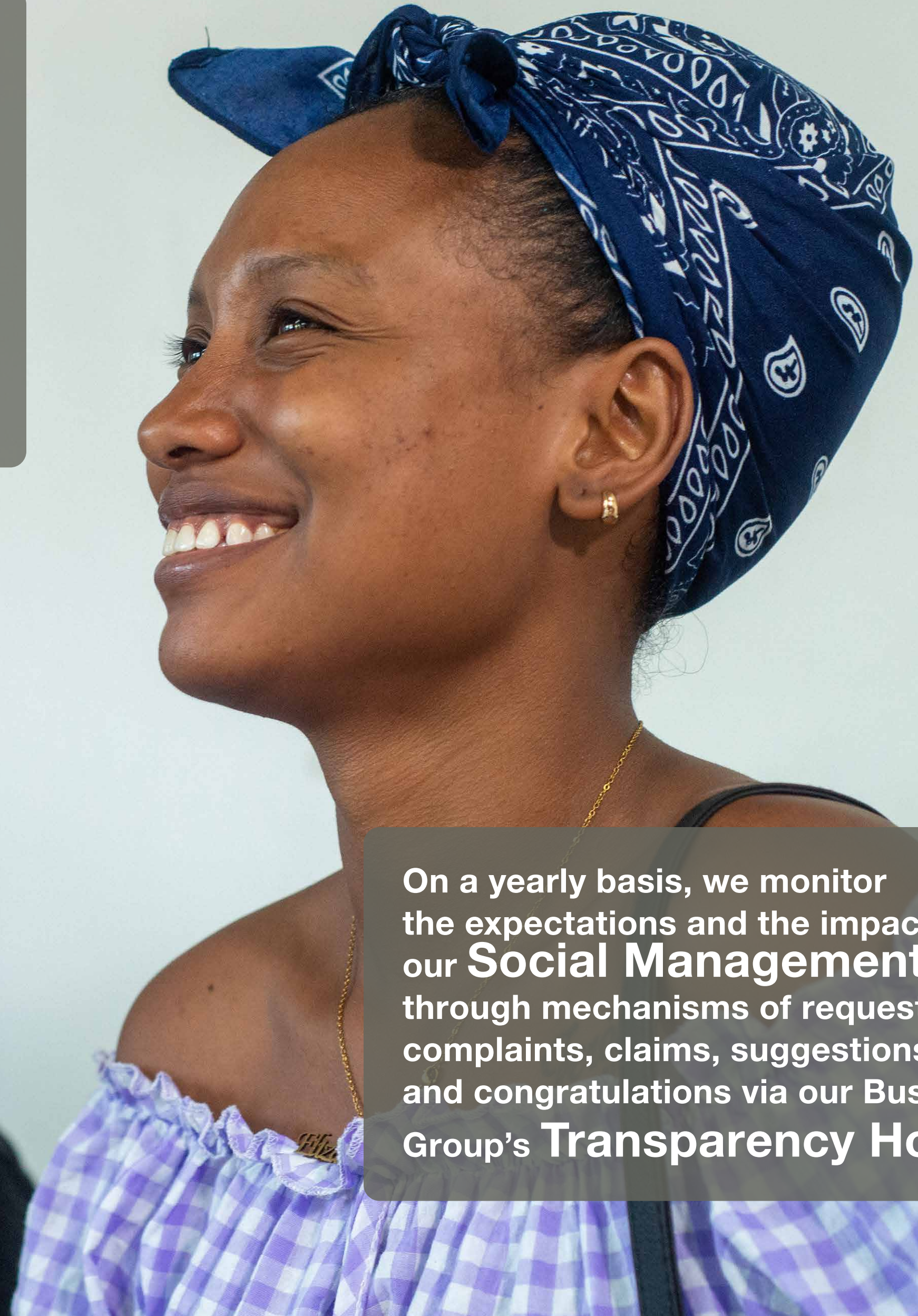
(413-1) Our operation, which includes a 90.09% participation of the local communities, through communal meetings, social co-creation workshops, training and analysis of needs, enables us to tighten our bonds with the purpose of producing results with a deeper positive impact.



Beneficiaries

# 467

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.



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.

# Four pillars that support the social and territory development management work

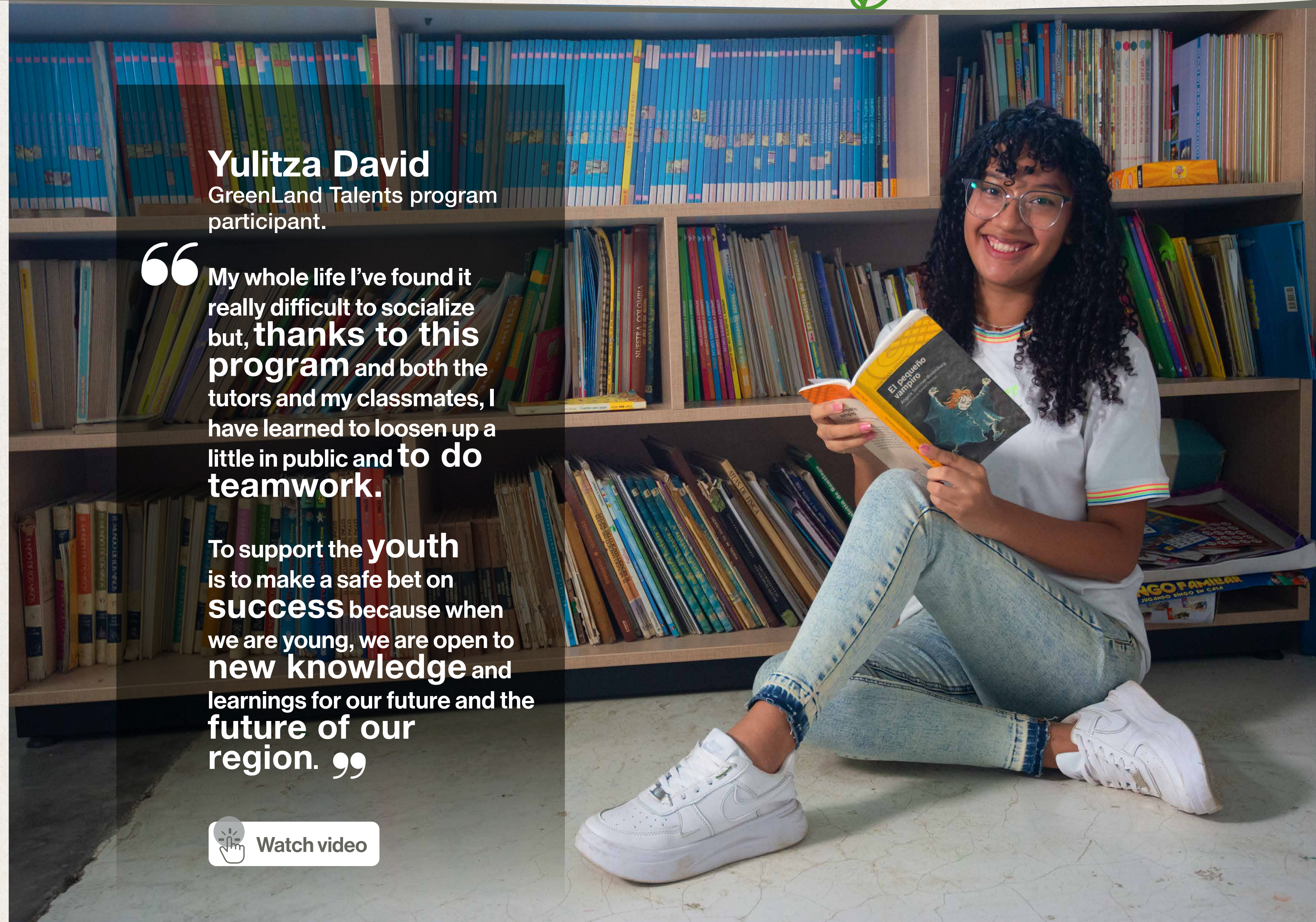
## Pillar 1

### Training for life (HS-5)



Beneficiaries

# 126



## Yulitza David

GreenLand Talents program participant.

“My whole life I’ve found it really difficult to socialize but, **thanks to this program** and both the tutors and my classmates, I have learned to loosen up a little in public and **to do teamwork.**”

To support the **youth** is to make a safe bet on **SUCCESS** because when we are young, we are open to **new knowledge** and learnings for our future and the **future of our region.**”

Watch video



**Pillar 2**

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



**Beneficiaries**

**86**





Pillar 3

Social and competitive sports / culture (HS-7)



Beneficiaries

34



### Sofía Rodríguez

Footballer and participant of the Social and Competitive Sports Program

“ I come from Capurganá. I decided to tell my mom to let me come to **Urabá** because I want to move forward with **this sport**, and I have improved a lot. My dream is to be like Cristiano Ronaldo because he is **incredibly disciplined**, he always is in great shape, he has really good control and scores so many goals. I would like to thank the **GreenLand Foundation (FGL)** because my future in football is **looking brighter and brighter.** ”

Watch video




**Pillar 4**

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



**Beneficiaries**

**221**

 [See more figures here.](#)

# Three pathways for cultivating a sustainable social future

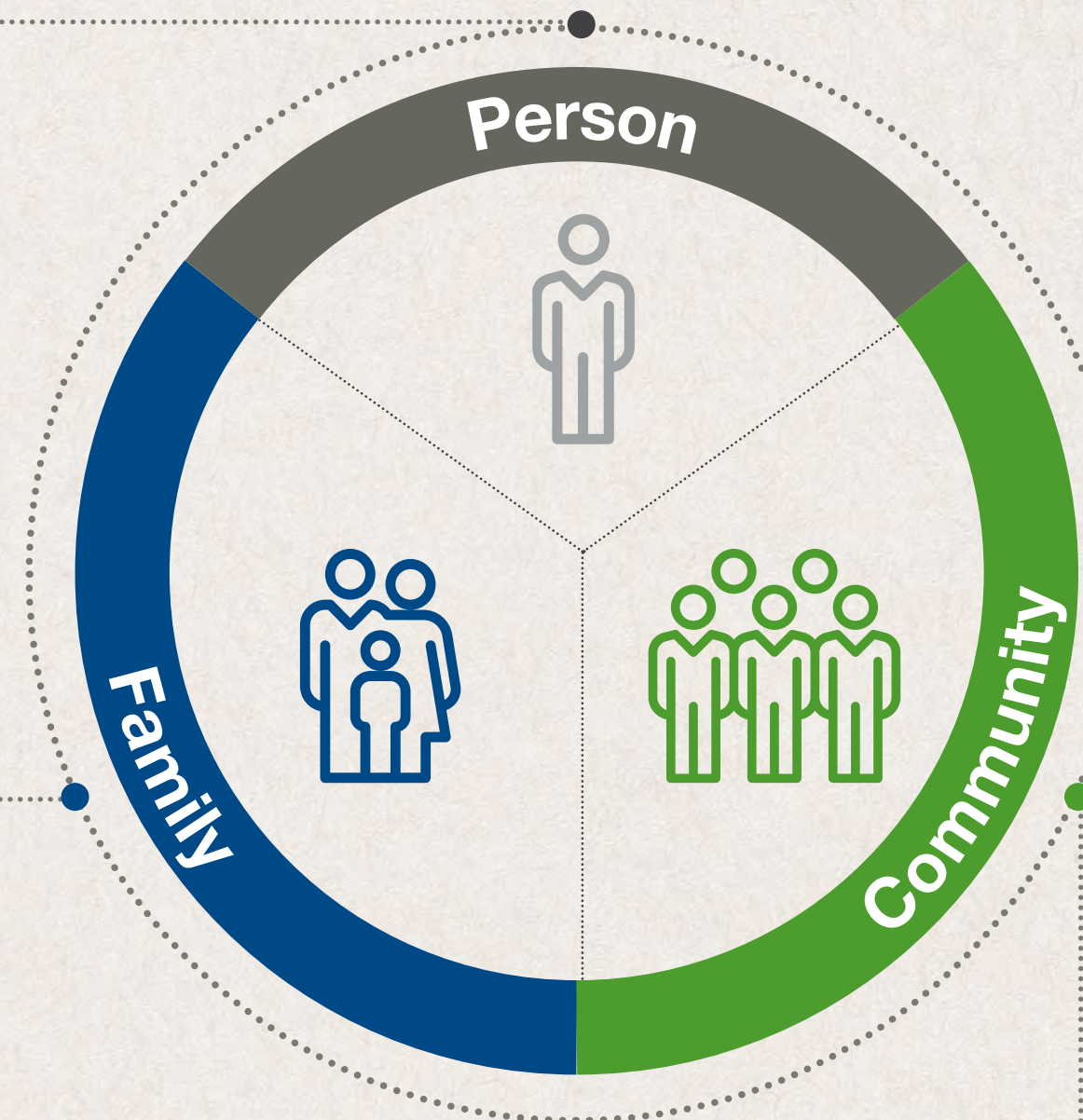
The social management work carried out by our GreenLand Foundation (FGL) has the purpose of producing a positive impact on our communities in a transparent and accessible way, in partnership with public, private and international cooperation entities, and in three complementary directions:



(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**.



Through the **Colombian Family Welfare Institute (ICBF)**, the Organization executed the second stage of the

## ‘Generaciones Sacúdete’

program, which brought us

closer to **180** youth and adolescents from the Nueva Colonia rural sub-district, who are in the age range of **14 to 28** years old, based on **disruptive methodologies for supporting** processes and formulating life projects.

With the **resilient youth**

project, we intend to enhance the **psycho-emotional, leadership and free time use**

skills of **125** youths from Nueva Colonia, in addition to supporting them through **protective environment initiatives** and giving them access to economic opportunities.



# Achievements



Home improvements for  
1 employee.

Strengthening of  
the ‘Guardianes  
Ecológicos’ (Ecology  
guardians) project  
in the neighboring  
communities.

Strengthening  
by means of our  
Good Neighbor  
initiative.

**60** attendees to the Healthcare Festivals,  
who benefited from medical assistance  
provided by specialists from fields such as  
pediatrics, dentistry, gynecology, optometry,  
nutrition, oral hygiene and vaccination, in  
addition to recreational activities.



# Challenges

## Internal community



### Health

**25** nutritional advisory sessions.

Increase by **10%** the coverage of the **Healthy Habitat program.**

### Sports

**Integrated Family and Sports Center:**  
**50** children.

**1** high-performance sports talent supported.

Increase by **10%** women's participation in training processes related to football, volleyball and athletics.

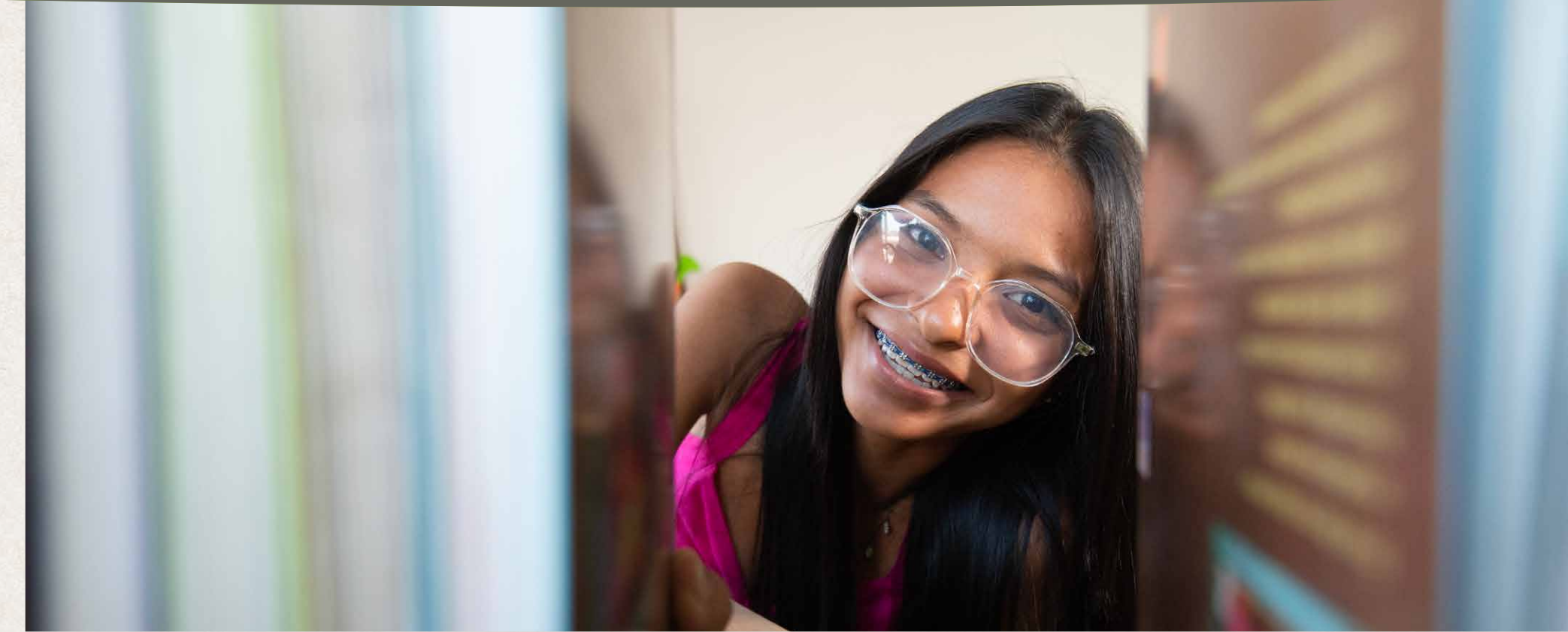
### Training

**20** Ecology Guardians.

**20** youths participating in the **GreenLand Talents program.**

### Housing and infrastructure

**5** home improvements built or applied for.



## Neighboring community



### Health

**15** nutritional advisory sessions.

Increase by **10%** the coverage of the **Healthy Habitat program.**

### Sports

**Integrated Family and Sports Center:**  
**25** children.

### Training

**50** Ecology Guardians from 1 community.

Planting **50** trees.

To implement **1** project with the **neighboring communities** to **enhance their capabilities** within the framework of the GreenLand Foundation's pillars.