

Sustainability report 2022

We cultivate
the present
to ensure a
sustainable
future





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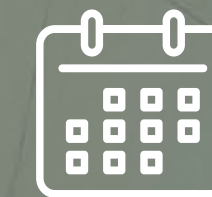
Environmental Context

About this report

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



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.



Report on the **results** of the operation and **target fulfillment** by **CFS Logistics**

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

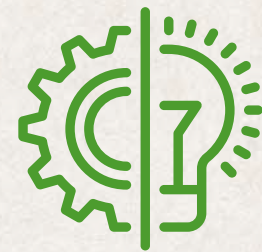
The passionate work of our employees, their closeness, commitment and the constant search for doing things right enable us to **strengthen internal bonds and consolidate the organizational culture that represents us.** That is why, as of the closing of 2022, we are able to state that, working as a team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

Each individual, by performance of their job, gave their best to overcome a challenging context, materialize our strategic goals into 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 GreenLand Group.



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 CFS Logistics.**

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.



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



+ 32,000
containers mobilized.



+ 450 beneficiaries
of social programs.

209 employees



18 countries
reached with our
services.

**CARBON
NEUTRAL**



35 years
of social management work
through the GreenLand
Foundation (FGL).

Relevant facts

Sustainable management: Major challenges for all

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 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).



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, 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.



Our objective is to be drivers of social development

The GreenLand Foundation was acknowledged by Comfama as a **conscious supplier** thanks to our commitment as **drivers of social change.**



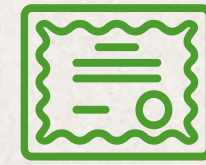


Rural women inspire us

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.

Equal opportunities and gender equality

Our Women’s Committee promoted gender equality through awareness-raising strategies and the acknowledgment of the female essence in the family, social and labor dimensions. The activities that were carried out in 2022 include:



“**Gender equality**” diploma degree course organized jointly with the Women’s Observatory in Cali (Colombia).



The “**El hogar es de todos**” (Home is everyone’s responsibility) contest was launched to stimulate the joint responsibility of home chores.



Through the campaign called “**Women who inspire,**” the committee members were presented along with their work and family contributions.



We experience football in Urabá

With the support from our GreenLand Foundation (FGL), the Fegreen, Employee Fund and Comfama, the Family Compensation Fund organized the fifth edition of the Football Tournament, with the participation of 39 teams and 840 employees. Additionally, the Children Championship was also held with the participation of 80 kids of our employees.

02

About CFS Logistics

We cultivate a sustainable present

CFS Logistics 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 CFSLogistics](#)
- [+ CFS Logistics around the world](#)
- [+ Associations](#)

About CFS Logistics

(2-1) (2-6)



We are a Colombian company formed by **209** 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 CFS Logistics



CFS Logistics 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.



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.

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.

CFS Logistics around the world

Our operations in Colombia

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

Destinations



The shipping lines we service have the following European countries as main destinations:

- **England, Belgium, the Netherlands and Germany.**
- Several Mediterranean countries like **Spain.**
- Also **United States** (both East and West coasts).
- Multiple exotic destinations such as Martinique and Guadeloupe.
- In addition to connections with **Asia**, for which the **Central American countries** are the platform.



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](#)
- + [Strategic pillars](#)
- + [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.



ServiGreenLand's goal

We enable our client's businesses and **deliver services to the market under high standards of quality, safety and reliability.**

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



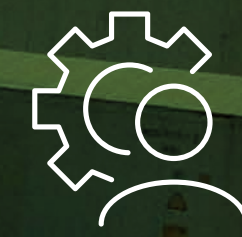
Doing things right



Cost-awareness culture



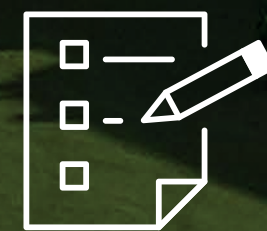
Risk management



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

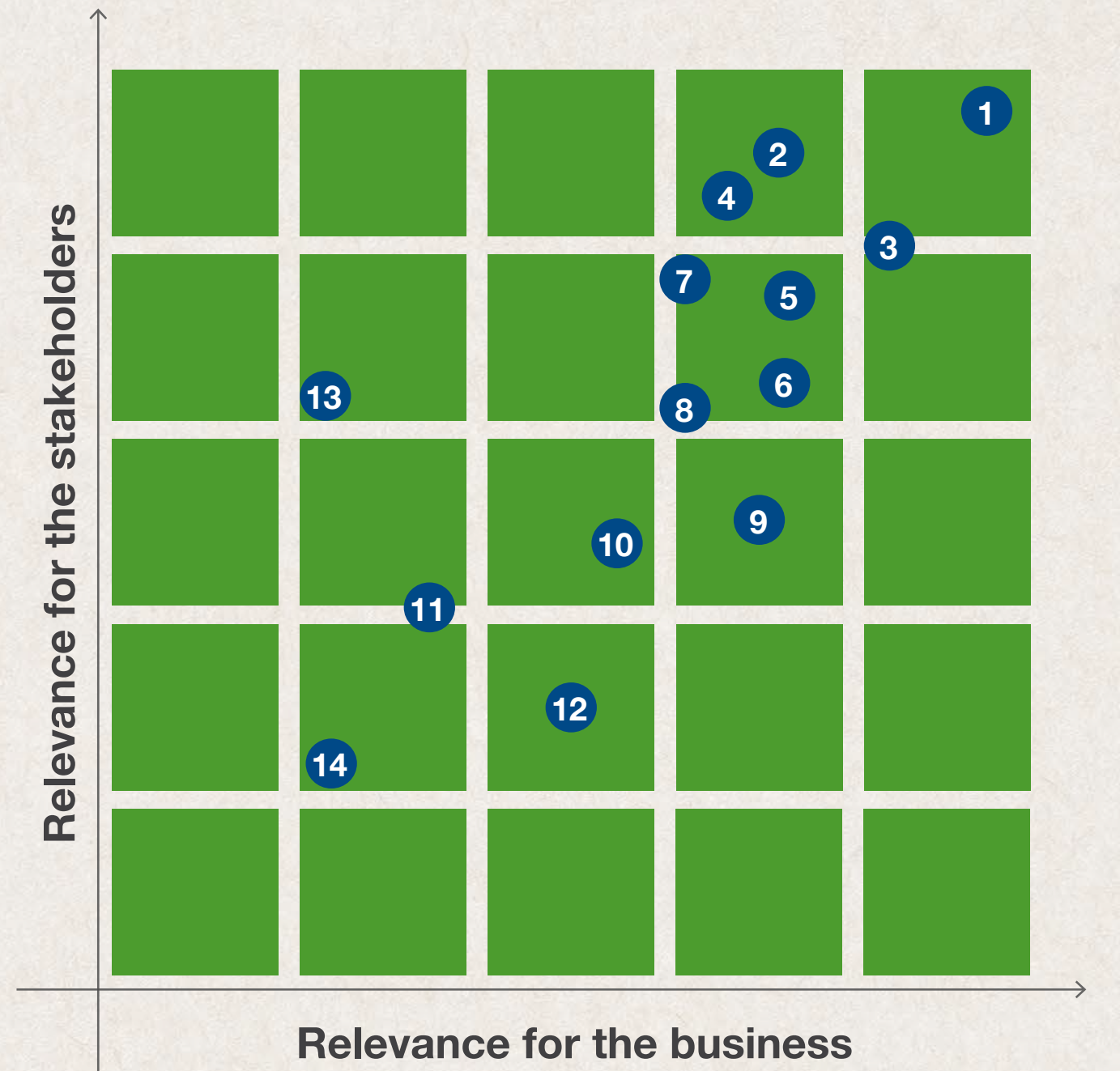
(3-1) (3-2)

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.

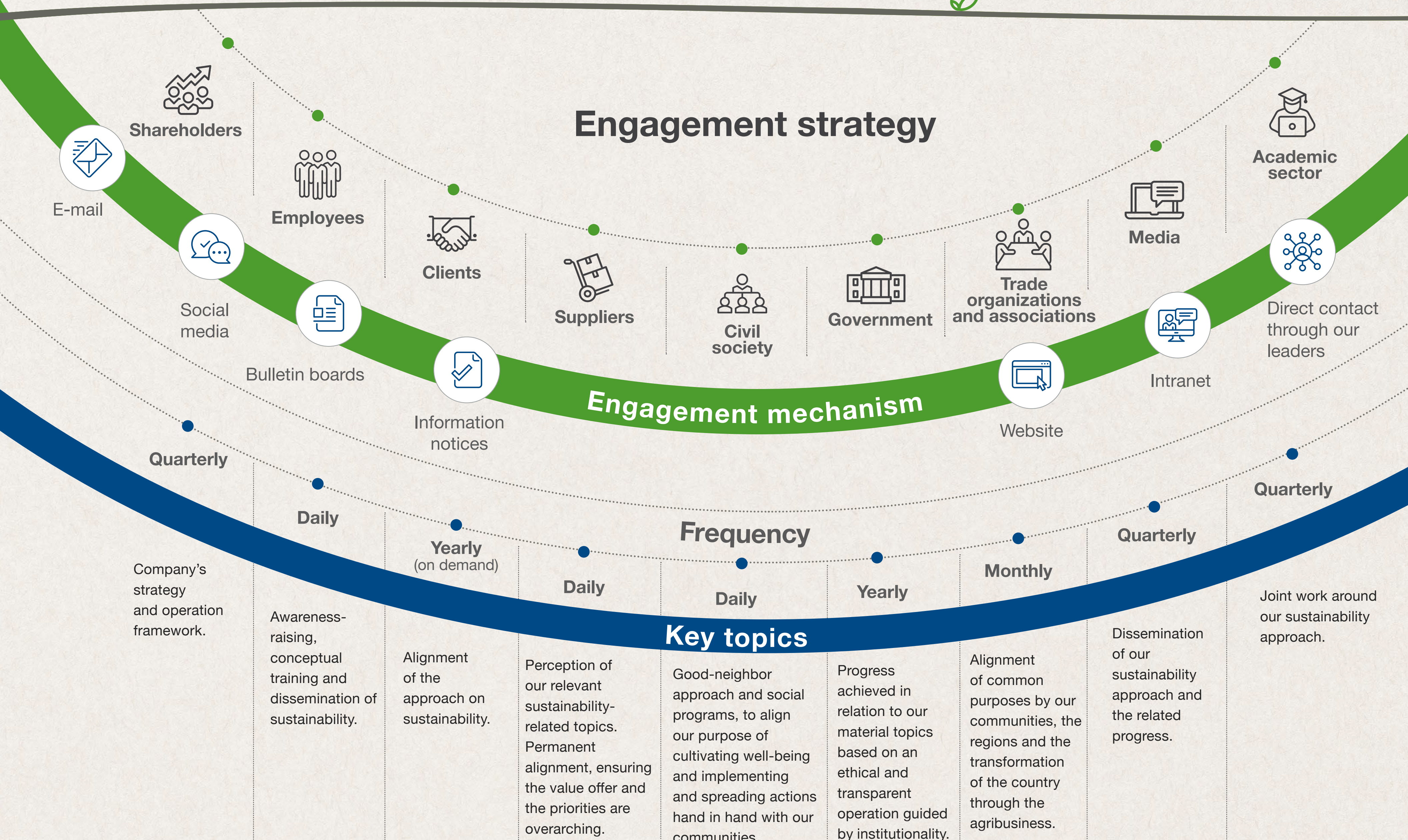
Therefore, we strive to be receptive and we interact organically and constantly with all our stakeholders, with the aim of being aware of their needs, viewpoints and objectives, in order to participate as interdisciplinary teams, design relevant strategies and strengthen communication channels that enable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

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.

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.



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.

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

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

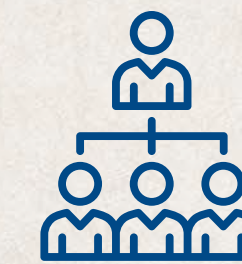
Anti-Corruption Policy

(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.



- **Nutritional recovery aimed at children under 7 years old and pregnant women.**
- **Prevention of chronic malnutrition among children and pregnant women by delivering Bananut (nutritional banana flour).**
- Healthcare promotion and **prevention of occupational risks and home-related risks** through healthcare festivals and pedagogical actions focused on guidance and assistance.
- **Training centered on skills, equity, trades and technical competencies** for the employees and their families.
- 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.

- Access to new housing and to the improvement of current housing based on the pillar entitled **Housing beyond the walls** of our Foundation Greenland (FGL).

Find out more about our communities



- Improvement and **control in the availability of the drinking water supply** at the Company's facilities and at home through the Healthy Housing project.
- **Measurement of the water footprint**, compliance with concessions and development of rainwater collection projects.
- **Installation of septic tanks in the sanitary units of the education campuses** to guarantee and efficient water management, an adequate sanitation and the practice of healthy habits.

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

Find out more about our employees

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.

- + [Our value chain](#)
- + [We strive to get aligned with international standards](#)
- + [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 CFS Logistics's management approach, in addition to the constant benchmarking, analysis and continued improvement, thus ensuring our operational excellence.

In addition, 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



ISPS

Our **Nueva Colonia and Zungo** port facilities have been certified under the **International Ship and Port Facility Security Code (ISPS)**, which is intended to generate and implement **adequate safety conditions** for all port terminal employees. This certification was granted in 2021 and it will be valid until 2025.

NGS

NGS Validates the **operating safety levels** of not only our vessels and naval artifacts, but also the **operational processes** and the **communication protocols** that we deploy to prevent the contamination of the cargo we transport.



BASC

Our logistics operation has been **certified under the standards of the BASC** (Business Anti-Smuggling Coalition), **an international business alliance** that promotes a **secure commerce in cooperation** with governments and international bodies.



Our business performance

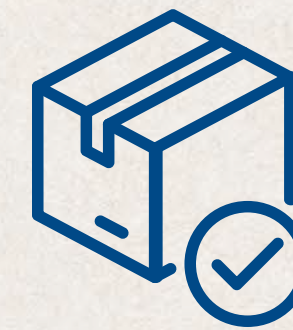


Our presence in the Urabá region (2-6)



Overview

This was a significantly challenging year due to the climate conditions and the global market circumstances, which affected the volume mobilized through our terminals. Nevertheless, the results were positive.



31.1 million banana and plantain boxes exported.



0.8 million cargo crates filled with other products were exported.



32,810 containers mobilized throughout 2022.

Achievements



Implementation of the equipment operator yard **movement recording systems.**



As part of the **transformation** process of CFS Logistics, we continued working on the evaluation of the transportation of fruit and supplies with the aim of improving the safety and the handling conditions for these products.



Availability of equipment for the project focused on the **diversification** of our **logistics service.**



Challenges

To expand and diversify the scope of our **logistics services** in our vertical integration and for third parties.

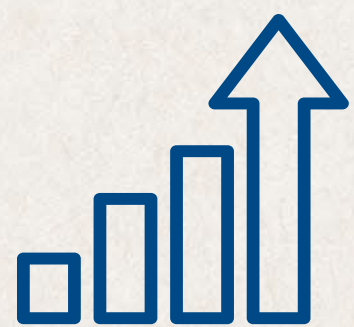
To start executing the **equipment operator yard** movement recording system.



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.

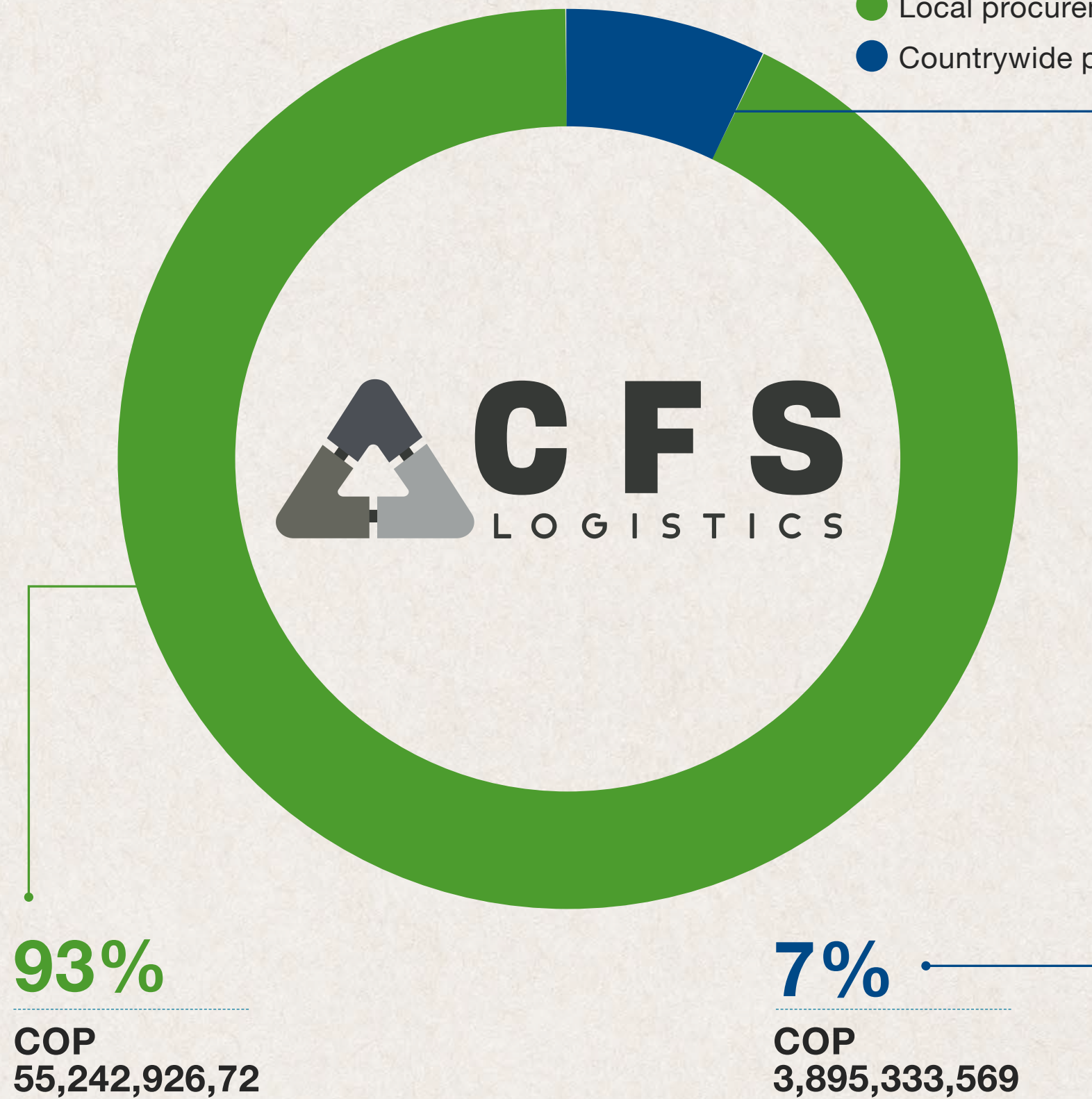


We dynamize the economy of the **regions** where we operate.

Procurement from local suppliers (204-1)

Countrywide and local procurement

- Local procurement
- Countrywide procurement



Total COP 59,138,260,289





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
Total		209



[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
Total	31

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
Total	32

Total employee turnover rate:

15%

Voluntary employee turnover rate:

10%

Hiring rate:

15%



[Click here to see more information](#)



Building skills and capabilities

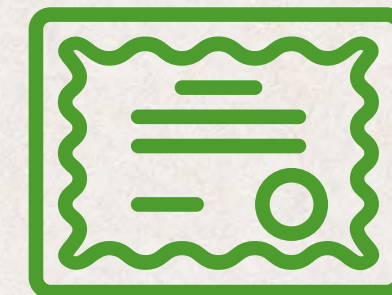


We are convinced that the integrated development of our people is a driver that enables to achieve the organizational results and align the purposes of both the CFS Logistics with those of the employees and their families. This is how we build a better company, region and country.

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

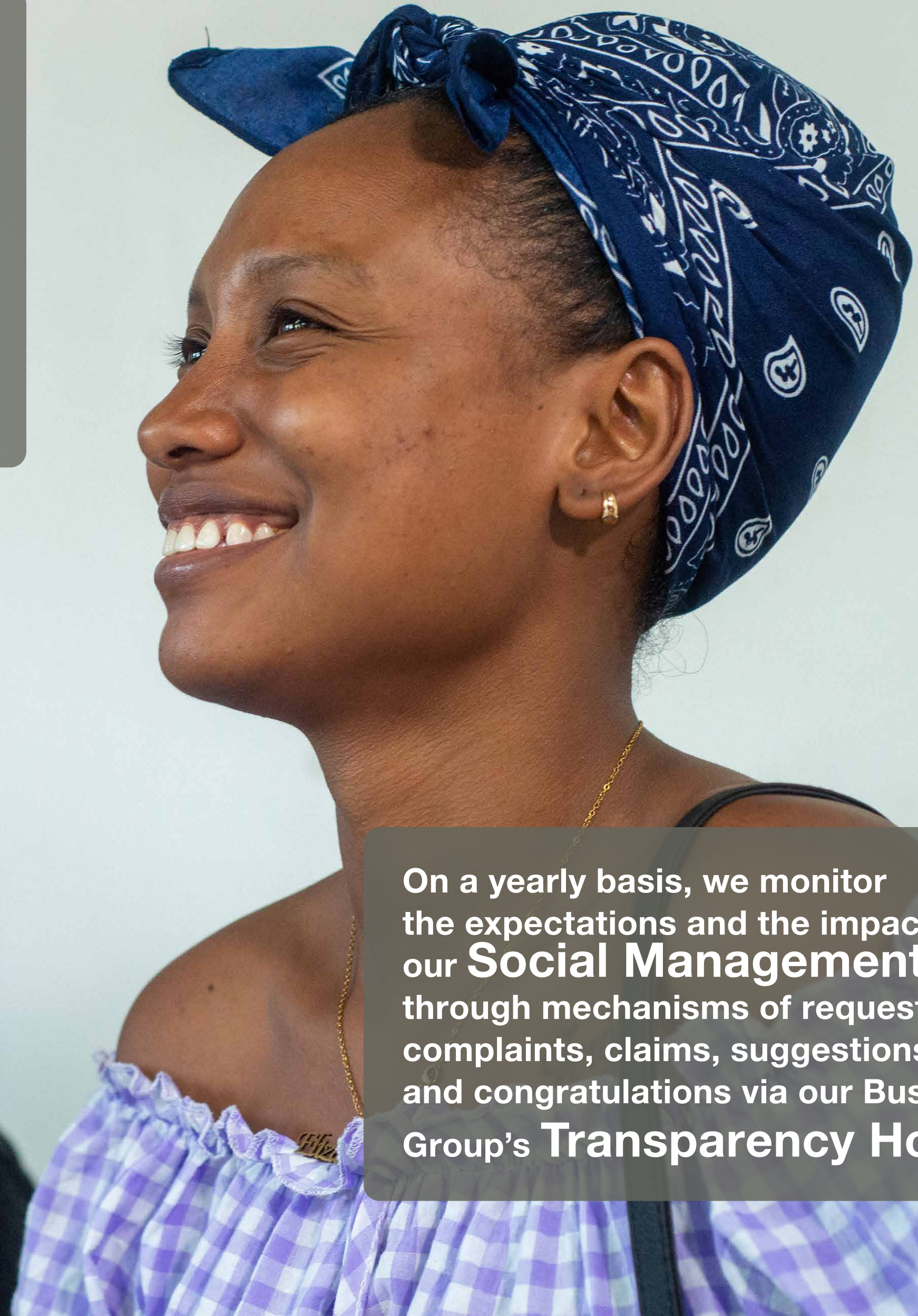
(413-1) Our operation, which includes a 90.09% participation of the local communities, through communal meetings, social co-creation workshops, training and analysis of needs, enables us to tighten our bonds with the purpose of producing results with a deeper positive impact.



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

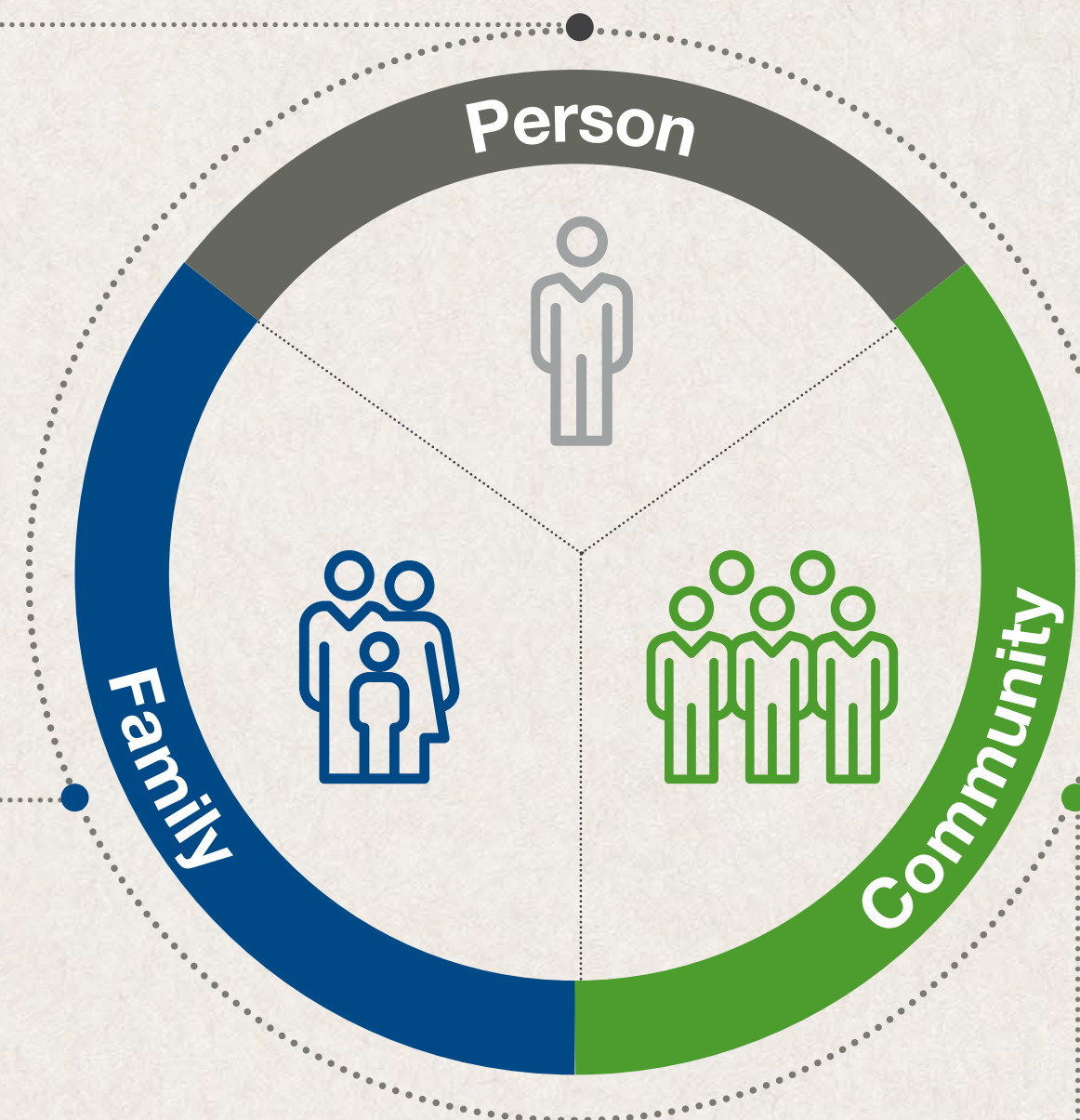
The social management work carried out by our GreenLand Foundation (FGL) has the purpose of producing a positive impact on our communities in a transparent and accessible way, in partnership with public, private and international cooperation entities, and in three complementary directions:



(203-1)

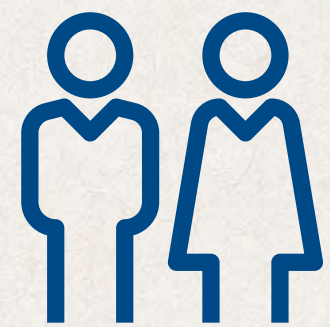
100% of the resources we invest are for **social investment**, that is, we put out the money directly in the communities where we operate. **This does not include commercial agreements, in-kind contributions or pro bono work.**

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.

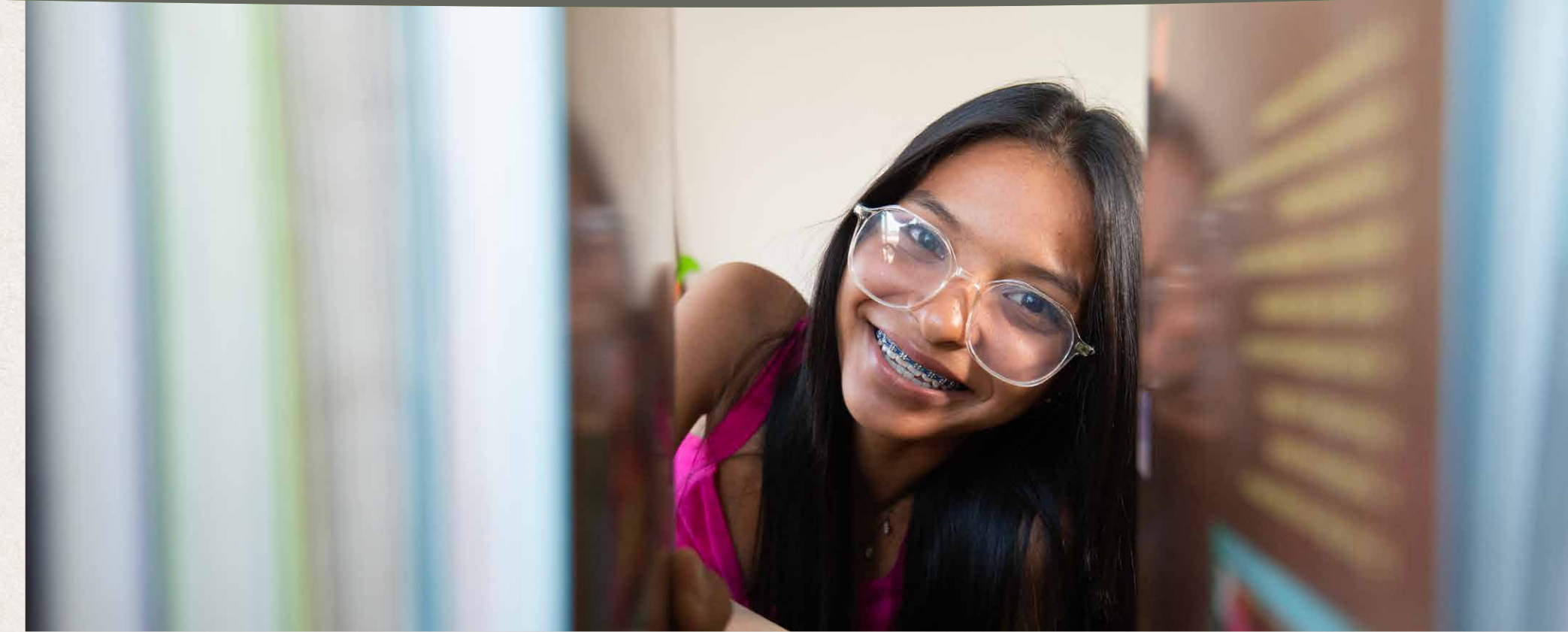
Training

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.



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 CFS Logistics, it is part of both our strategic management approach and our DNA.

-  Management of emissions and climate change
-  Energy management
-  Water resource management
-  Waste management

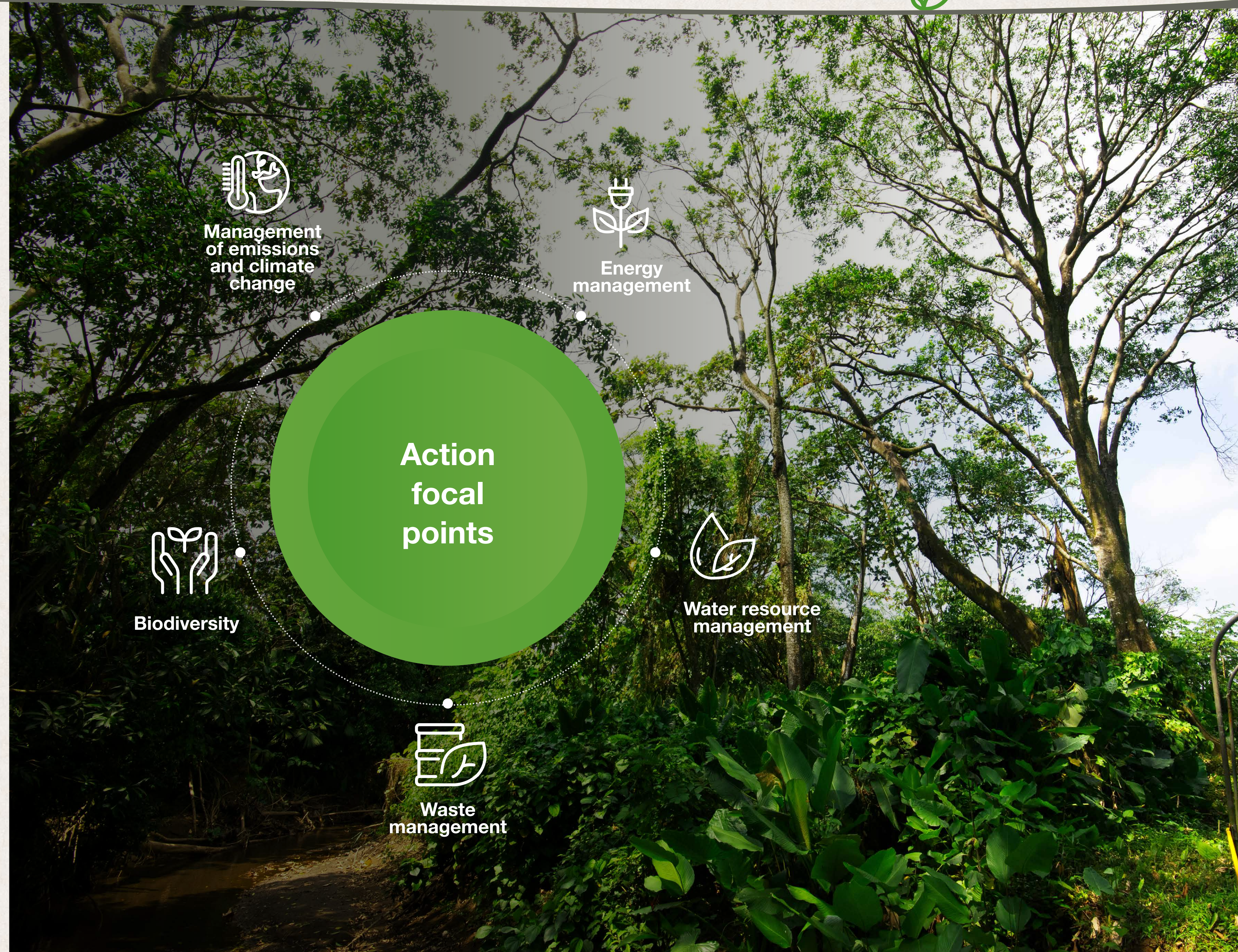




We are a Company with environmental awareness

(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.



Management of emissions and climate change



Energy management



Biodiversity



Water resource management



Waste management



Action focal points

A pressing commitment

Management of emissions and climate change

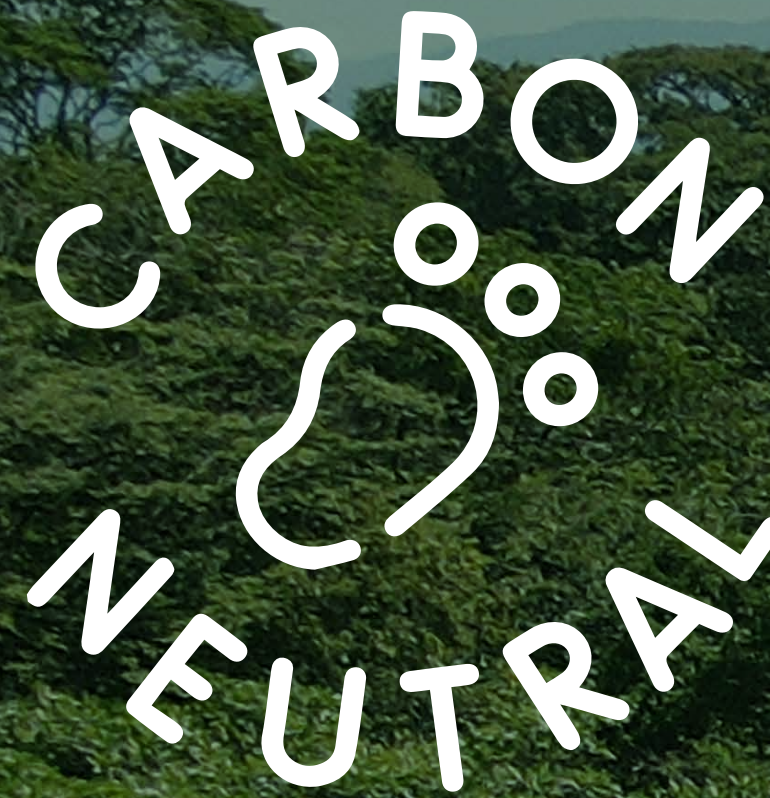
(305-1) (305-2) (305-4) Although the global standards on these issues that companies need to meet are becoming increasingly higher, CFS Logistics has integrated them to its culture. This is why, the Organization has been responsibly measuring its footprint since 2018, fully determined to implement actions 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	Tons of CO ₂ eq		
	SCOPE 1	SCOPE 2	TOTAL
CFS Logistics	4,545.497	677.625	5,223.122

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 risk reduction and the utilization of opportunities arising from the availability of energy resources and their proper use.



Energy consumption

(kWh)

6,050,226.16



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 as a CFS Logistics.

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.**



Deep wells **3**

- **Total consumption of underground water**

25,909 m³

- **Supplied by third parties (aqueduct system)**

3,647 m³

- **Supplied by third parties (tank truck)**

267.6 m³



[See more figures here.](#)



Responsible final disposal

Waste management

(306-3) (306-4) (306-5) The collection, disposal, recycling and reuse of hazardous and non-hazardous materials and waste are actions we undertake as part of our environmental management work in all our businesses. Thus, we are able to guarantee an optimal final disposal and to use materials recovered from industrial transformation processes, including packaging materials, bags and cardboard.



Non-hazardous waste

Total: 22.2 t.

Waste recycled: **0.4 t.**

Waste sent to landfill: **21.8 t.**



Hazardous waste

Total: 24.43 t.

Disposal methods:

Stored in security cells: **0 t.**

Waste recycled and/or transformed: **16.99 t.**

Waste incinerated: **7.44 t.**



[See more figures here.](#)



Achievements



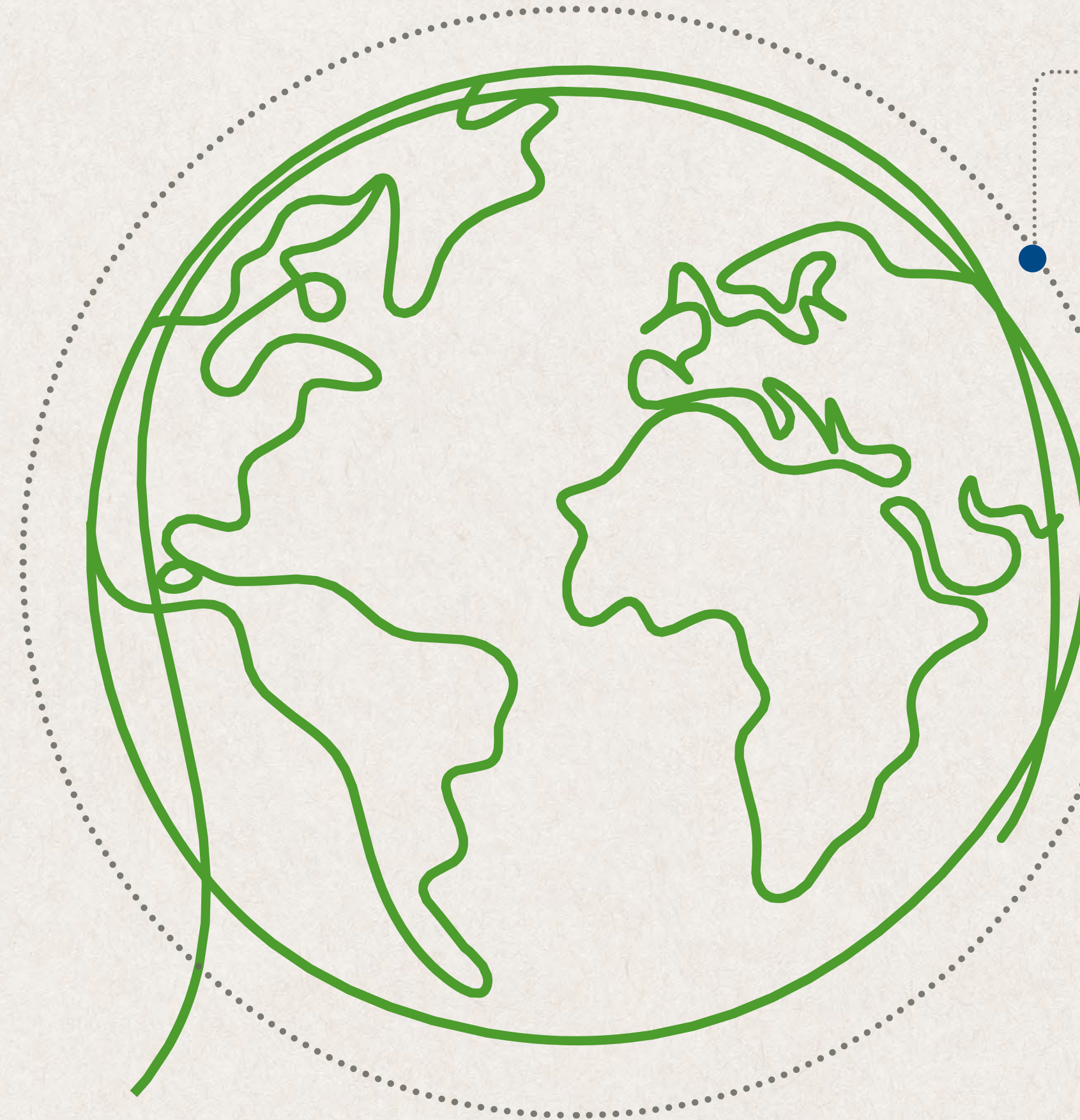
Carbon
**Neutral
Certification**



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



Challenges



- To guarantee the **renovation of 100% of conventional lighting systems**, depending on their service life or on the need of replacing them with LED lights.
- To guarantee a **100% gas recovery** when conducting repairs, and to guarantee an adequate final disposal.



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

www.cfslogistics.co