### HUMAN RIGHTS

#### Right to Life, Liberty and Security of Person

- **Anti-Bribery:** Procedures in place.
- **Internal review of the GM conducted**, read more: [https://repsa.com.gt/auditoriaexterna/](https://repsa.com.gt/auditoriaexterna/)
- **New guidelines for sexual harassment cases.**
- **0 incidents** of sexual harassment.
- **0 incidents** related to the company’s personal security.

#### Right to Food

- **100% new vendors and suppliers trained and certified in safety handling of equipment.**
- **0 findings of prohibited materials** in all new vendors and suppliers, promoted by RSPO.

#### Right to Education

- **92%** of the workforce trained on the Human Rights due diligence initiative (Engagement for Policy Implementation) aimed at identifying challenges and opportunities to guide the execution of the Plan to Prevent Workplace Accidents.

#### Right to水

- **92%** of the workforce trained on the Human Rights due diligence initiative (Engagement for Policy Implementation) aimed at identifying challenges and opportunities to guide the execution of the Plan to Prevent Workplace Accidents.

### ENVIRONMENT


- **0 complaints** on safety issues.

#### Sustainability Action Plan

- **100%** of new employees examined on health and occupational safety.

#### Sustainable Practices in the Palm Oil Sector

- **2,950 trainings** on HCV (Frequency rate).
- **100% identified and managed** according to the documentation classification.

#### Conservation of Biodiversity

- **100%** of training materials in digital format.
- **100%** of training materials in digital format.

#### Land Use

- **100%** of land in non-arable areas equipped with irrigation systems.
- **100%** of companies in the palm oil sector with irrigation systems.

#### Water Use

- **100%** committed to zero deforestation, read more: [https://repsa.com.gt/auditoriaexterna/](https://repsa.com.gt/auditoriaexterna/)
- **94.14%** efficiency in organic load removal (REPSA II).
- **97.01%** efficiency in organic load removal (REPSA I).

#### Effluents

- **100%** of new employees examined on health and occupational safety.
- **100%** of new employees examined on health and occupational safety.

### HUMAN CAPITAL

#### Governance

- **Creation of a Local Gender Committee** (work in progress).
- **Grievance Mechanism (GM)** communicated to currently participating in Earthworm Foundation’s “EPI” initiative (Engagement for Policy Implementation) aimed at identifying challenges and opportunities to guide the execution of the Plan to Prevent Workplace Accidents.

#### Grievance Mechanism (GM)

- **0 complaints** on safety handling of equipment.
- **0 findings of prohibited materials** in all new vendors and suppliers, promoted by RSPO.

#### Prevention Medicine and Occupational Health: Preventive Medicine

- **100%** of new employees examined on health and occupational safety.
- **100%** of new employees examined on health and occupational safety.

#### Prevention Medicine and Occupational Health: Preventative Medicine

- **100%** of new employees examined on health and occupational safety.
- **100%** of new employees examined on health and occupational safety.

### COMPLIANCE & TRANSPARENCY

#### Sustainability

- **2,250 trainings** on HCV (Frequency rate).
- **100%** of training materials in digital format.

#### Product Sustainability

- **100%** of new employees examined on health and occupational safety.
- **100%** of new employees examined on health and occupational safety.

### 2020 Sustainability Action Plan

- **10,953 MT** of compost produced.
- **100%** of new employees examined on health and occupational safety.
- **100%** of new employees examined on health and occupational safety.

### Report

- **100%** of training materials in digital format.
- **100%** of training materials in digital format.