

Sustainability Index


Below, we detailed the objectives and actions identified as key aspects in the Sustainability Strategy - PlanetA - according to its three pillars. We invite you to review PlanetA [here](#).

1. STRATEGIC PILLAR: REGENERATING THE EARTH		
1.1. STRATEGIC AREA: Natural Capital		
ACTIONS	INDICATORS	TARGET
1.1.1. Conservation and restoration of ecosystems		
1.1.1.1. Preserving forests and riparian zones within or adjacent to corporate areas to conserve ecosystems.	Ensuring the preservation of forest and riparian areas in our tropical oil and banana operations	Maintain the preservation of nearly 1,000 hectares by 2030 at full capacity
1.1.1.2. AgroAmerica Forest Nursery Program: Actions to conserve and restore forest areas and riverfronts to improve water quality and people's well-being in southwestern Guatemala.	Number of forest seedlings donated	Double the capacity of forest nurseries by 2030, potentially generating 150,000 plants per year
1.1.1.3. Active engagement and financial support for the conservation initiative of the Maya Biosphere Reserve: This includes conserving ecosystems in the southeastern region of the Laguna del Tigre National Park, in El Peru-Paso Caballos-Peñón de Buena Vista, San Andrés, Petén, Guatemala.	Number of hectares conserved	Commitment to maintaining the 19,000 hectares conserved by 2040
1.1.2. Active collaboration in the mangrove ecosystem restoration project within the Manchón Guamuchal wetland, in partnership with the Rainforest Alliance	Number of hectares conserved	250 by 2025 500 by 2030
1.1.3. Conservation of biodiversity through our Pollinator Project	Percentage of own forested areas retrofitted for pollinators	Restore or establish pollinator habitats on at least 30% of our corporate forested areas by 2030

1.2. STRATEGIC AREA: Climate Change		
ACTIONS	INDICATORS	TARGET
1.2.1. Corporate Greenhouse Gases Emissions		
1.2.1.1. Conducting a comprehensive measurement of corporate Greenhouse gases emissions (GHG), to set science-based reduction targets	Measurements and commitment to science-based reduction targets	Corporate GHG inventory by 2024 Reduce Scope 1 & 2 emissions by 15% from our base line 2023 by 2030 Achieve Net Zero emissions by 2050
1.3. STRATEGIC AREA: Regenerative Agriculture		
ACTIONS	INDICATORS	TARGET
1.3.1. Giving back to regenerate the Soil		
1.3.1.1. Evaluation of soil health and quality	Percentage of soils in our lands that have undergone a comprehensive soil health assessment (Soil Health Assessment)	Identification of optimal soil management practices by 2024
1.3.1.2. Action plan for soil conservation	Percentage of our own farms implementing soil health improvement actions	Development of a Soil Health Management Plan incorporating soil quality information aligned with the GRI 13.5 standard
1.3.1.3. Scanning our regenerative potential: pilot project with key allies from academia and civil society	Pilot projects carried out in our plantations	Development of a pilot project in one of our plantations to study and implement regenerative practices by 2025
1.3.1.4. Use of own organic matter to improve soil health and reduce the use of agrochemicals	Percentage of organic matter used / Percentage of farms in which it is applied	Ensure that 100% of our farms maintain the contribution of organic matter to the soil by 2030
1.3.1.5. Empowering our Employees: Training Programs for our team.	Number of workers trained in key topics	Ensure all employees in farms are trained on key topics (use of agrochemicals, environmental practices, etc.)

1.3.2. Leading the Way in Responsible Water Resource Management		
1.3.2.1. Sustainable Water Resource Management: Harvesting and Irrigation Systems	Percentage of collected rainwater used in operations	Utilization of all collected rainwater in all of our operations during the dry season by 2024
1.3.2.2. Minimizing Water Consumption Across Farms and Facilities	Percentage of reduction in water consumption	Achieve 50% reduction in water consumption in all of plantations through smart irrigation systems – compared to traditional systems by 2027
		Ensure the implementation of the smart irrigation system across all plantations by 2030
		Implementation of a responsible water resource management plan for all our operations by 2030
1.3.2.3. Water Reuse: Using wastewater for irrigation to provide a second life to resources	Percentage of wastewater treated and used in fertigation	All viable treated water will be used for fertigation across all our plantations by 2030
1.3.2.4. Water governance: Active participation in Technical Committees for River Basin Management	Number of work groups/initiatives in which we participate	Maintain active involvement in all established water governance mechanisms within the basins where our operations are located (water committees) by 2030
1.3.2.5. Training and awareness	Number of employees trained in water conservation practices	All farm employees trained in best practices related to water resources by 2030
1.3.3. Elevating Standards: Responsible Supply Chain		
1.3.3.1. Supply chain mapping	Percentage of palm oil and crude palm oil suppliers mapped	All CPO and CPKO suppliers monitored according to Risk Assessment and traceability criteria to plantation by 2030

<p>1.3.3.2. Audit non-certified suppliers</p>	<p>Percentage of audited and trained suppliers</p>	<p>All fresh fruits suppliers properly trained and audited by 2030</p>
<p>1.3.3.3. Enhance traceability across our Supply Chain, to ensure a deforestation-free sourcing</p>	<p>Percentage of Third-Party suppliers monitored by high-resolution satellite technology and verified compliance with EUDR</p>	<p>All our agricultural operations, including fresh fruits monitored using satellite technology by 2026 All suppliers, monitored using satellite technology by 2030</p>
<p>1.3.3.4. Ensure RSPO certification of FFB, CPO and CPKO suppliers</p>	<p>Percentage of suppliers with RSPO certification Percentage of independent producers trained annually</p>	<p>All CPO and CPKO suppliers RSPO-certified by 2030</p>
<p>1.3.3.5. No Deforestation Governance: AgroAmerica's pledge</p>	<p>Ensure Corporate Policies and commitments are aligned with international standards</p>	<p>No Deforestation, No Peat and No Exploitation corporate policies updated by 2024</p>
		<p>Ensure implementation of customized supplier code of conducts in all business units by 2030</p>
<p>1.3.4. Zero Waste for a Regenerative Operation</p>		
<p>1.3.4.1. Waste Separation at source</p>	<p>Percentage of facilities and farms with a waste separation system at source</p>	<p>Implement a waste separation process at the source in all our facilities and farms by 2025</p>
<p>1.3.4.2. Waste-to-Energy: Revaluation of plastic waste into energy</p>	<p>Percentage of plastic waste utilized for energy generation</p>	<p>Repurpose 100% of all discarded Personal Protective Equipment (PPE) by 2030</p>
<p>1.3.4.3. Reuse and recycling practices across the production chain</p>	<p>Percentage of recycled plastic containers</p>	<p>Ensure that all of plastic containers for agricultural inputs are recycled by 2030</p>

<p>1.3.4.4. Employee Empowerment: Training employees on solid waste management and associated risks</p>	<p>Percentage of trained employees</p>	<p>Ensure that all of farm employees receive training on agricultural plastic waste management by 2026</p>
<p>1.3.5. Corporate Footprint</p>		
<p>1.3.5.1. Evaluation of soil quality and health</p>	<p>Percentage of soils in our lands that have undergone a comprehensive soil health assessment (Soil Health Assessment)</p>	<p>Conduct health and quality assessment of soil on all our farms by 2025</p>
<p>2. STRATEGIC PILLAR: PEOPLE FIRST</p> 		
<p>2.1. STRATEGIC AREA: Living wages and Employee Well-being</p>		
<p>ACTIONS</p>	<p>INDICATORS</p>	<p>TARGET</p>
<p>2.1.1. Analyze, monitor and ensure living wage</p>	<p>Base-line reference for living wages</p>	<p>Conduct an annual gap analysis concerning living wages by 2025</p>
	<p>Percentage of employees receiving a living wage according to the IDH Salary Matrix</p>	<p>Ensure all employees receive a living wage according to the IDH Salary Matrix by 2025</p>
<p>2.1.2. Complete a gender-based wage gap reference analysis for pay equity</p>	<p>Women’s average labor earnings compared to men’s average labor earnings</p>	<p>Develop an action plan to address each root cause of the gender pay gap by 2026</p>
		<p>Zero gender pay gap by 2030</p>

2.2. STRATEGIC AREA: Impactful Corporate Social Responsibility		
ACTIONS	INDICATORS	TARGET
2.2.1. Bana-Nutrition Program		
2.2.1.1. Contribute to the fight against malnutrition	Number of rural communities benefited from the program	All rural communities in the areas where we operate in Guatemala benefit from the program by 2027
	Percentage of children monitored and successfully recovered from acute malnutrition	Achieve a 65% recovery rate for children monitored for acute malnutrition by 2027
		Achieve a 75% recovery rate for children monitored for acute malnutrition by 2030
	Quantity of parents with malnourished children trained in preventative nutrition and nutritious meal preparation	The parents of children monitored for acute malnutrition receive training in preparing highly nutritious foods using banana flour by 2030
2.2.2. Zero Food Waste in Our Operations		
2.2.2.1. Identify and address food waste within our operations	Percentage/Quantity of food waste in our operations	Conduct a reference analysis to identify and address food waste within our operations by 2025
		Develop an Action Plan to ensure zero food waste in our operations by 2025
		Decrease food waste in our operations by 50% compared to the baseline established in the reference analysis by 2027
		Decrease food waste in our operations by 90% compared to the baseline established in the reference analysis by 2030

2.2.3. Local Economic Development		
2.2.3.1. Strengthen local knowledge and entrepreneurial skills while fostering diversification in local capabilities and business ventures	Quantity of entrepreneurship workshops and completion rate	90% completion rate among participants by 2026
2.2.3.2. Empower women by enhancing their knowledge and entrepreneurial skills, thereby creating greater opportunities for women-led ventures.		Achieve at least 50% participation of women in entrepreneurship workshops
2.2.3.3. Generate sustainable employment opportunities within the communities impacted by AgroAmerica	Number of sustainable employment opportunities created in rural communities	Generate 1,000 new permanent jobs with Living Wages in rural communities by 2027, establishing year 2022 as our baseline
2.2.3.4. Stimulate job creation within local Small and Medium Enterprises (SMEs) that serve as suppliers to AgroAmerica	Number of local businesses (SMEs) that supply AgroAmerica	Increase local supply chain sourcing from small and medium-sized businesses in prioritized sectors (transport of personnel, spare parts, specialized services) by 2030
	Number of initiatives for supplier development and capacity building	Enhancing partnerships with our local suppliers through long-term contracts, joint capacity building programs, and supplier development initiatives by 2030
		Significantly strengthen our local supply chain, fostering innovation, quality improvement, and sustainability practices, with a focus on achieving tangible growth in local sourcing

3. STRATEGIC PILLAR: DOING BUSINESS FOR GOOD



3.1. STRATEGIC AREA: Governance Structure and Processes

ACTIONS	INDICATORS	TARGET
<p>3.1.1. Maintain our commitment to sustainability and our alignment with global sustainability frameworks</p>	<p>Compliance with leading global regulations</p>	<p>Establish an integrated framework of corporate policies for responsible business conduct, sustainability, and due diligence, aligning with leading global regulations such as EUDR, EUDDD, CSDDD, and CSRD among others by 2025</p>
		<p>Implement a sustainability risk supervision mechanism to assess environmental, economic, and social risks by 2030</p>
<p>3.1.1.1. Uphold gender equality in decision-making structures to enhance strategic leadership performance</p>	<p>Women’s participation rate on the Board of Directors</p>	<p>Maintain gender diversity by ensuring 50% representation of women on the Board of Directors by 2025</p>
<p>3.1.1.2. Integrate sustainability considerations into AgroAmerica’s decision-making processes to ensure sustainability as a core part of our overall business strategy</p>	<p>Percentage of Board of Directors and Senior Managers trained and actively engaged in addressing critical material sustainability issues within the industry</p>	<p>Ensure all Board of Directors and Senior Managers members undergo sustainability training</p>
		<p>Establish the Sustainability performance evaluation policy applicable to all Directors and Senior Managers</p>

<p>3.1.1.3. Uphold the highest standards of integrity, transparency, and accountability in all our business units and operations</p>	<p>Participation in anti-corruption initiatives and programs</p>	<p>Actively participate in the Anti-corruption and Transparency Initiative (ACT) with Transparency International and Partnership for Central America (PCA)</p>
	<p>Number of employees who receive regular anti-corruption and compliance training sessions annually</p>	<p>Conduct ethics and compliance training for all Directors, employees, and business partners</p>
	<p>Percentage of reported incidents investigated and addressed within specified timeframes</p>	<p>Ensure the effective resolution of all ethics and compliance occurrences</p>
	<p>Number of business operations conducting double materiality assessments and identification analyses</p>	<p>Conduct annual analysis of double materiality and identification of stakeholder expectations</p>