



## **CORPORATE SUSTAINABILITY POLICY BIOCOSTA GROUP.**

### **1. DECLARATION.**

In Biocosta Group, we generate value to the palm oil agroindustry through solid, reliable and long-term relationships with our customers, suppliers, stakeholders and interest groups. We promote an agroindustry of the palm oil that is sustainable through its responsible actions in the social, environmental and productive areas.

This is how we promote a system of production and commercialization of sustainable palm oil throughout the chain value, framed in the demands of market sustainability, as well as the international RSPO and ISCC standards and all the sustainability standards that the company adopts. We develop programs and actions based on the culture of continuous improvement of all our processes and the promotion of good agricultural practices in the palm sector.

### **2. RANGE.**

Biocosta Group are following this policy by the business group, which are conformed by C.I. Biocosta S.A., Operadores Logísticos S.A.S., Biocosta Green Energy S.A.S., and Biocosta Servicios Agroindustriales S.A.S, which operate in Colombia or in any other country where operations are opened.

Likewise, this policy must be fulfilled by all our suppliers of palm oil, large, medium and small producers, and in general the entire supply chain.

Our policy is focused on ensuring environmental, social and economic sustainability in the following pillars and that become mandatory compliance standards

### **3. PROTECTION OF HUMAN RIGHTS COMMUNITIES AND WORKERS.**

**3.1. Human rights:** We recognize the civil, political, religious, economic, cultural, collective, and sexual rights of our workers, contractors, associates, communities in the area of influence, and other interested parties, in order to comply with the International Declaration of Human Rights. We commit ourselves to:

- a) We pay a decent and fair salary based in Colombian legislation for the establishment of a valid legal minimum valid.
- b) Prohibit child labor, as well as forced labor in companies
- c) Prohibit any type of violence, physical, sexual or psychological intimidation.
- d) Avoid discriminatory practices or any practice that affect dignity of people.
- e) Protect health and security of our workers.
- f) Recognize the basic right to procreate, the customs and cultures of workers and contractors.
- g) Promote peace and security in our actions

We guarantee respect for human rights as well as respect for employees, contractors, suppliers, partners, and communities in our area of influence.

**3.2. Respect for land ownership rights:** We respect the legal ownership of land as well as the forms and modalities of ownership and tenure of lands established in the Constitution in national laws (legal and customary rights), international laws, Likewise, we respect the rights of indigenous and local communities in the framework of ILO No. 169.

**3.3 Workplace health and safety:** We promote a safety and well-being culture among all of our employees, while staying committed to all of the ILO standards.

- We are committed to the identification of hazards, evaluation and assessment of risks by determining the respective controls for their mitigation
- We develop activities based on promoting the quality of working life, the prevention of occupational diseases, the prevention of accidents and damage to property.
- We fulfill with the legal requirements concerning health and safety at work.
- We have human, physical, technical and financial resources for the design, implementation and improvement of Workplace Health and Safety environment management systems.
- We promote a culture of prevention of accidents and occupational diseases, allocating resources for development of training plans, training and training for officials, mitigation of accidents and occupational diseases, and compliance with legal requirements in Occupational Safety and Health at Work.

Each person working in the companies of the group is responsible for demonstrating safe behavior and reporting on the possible risks to which they are exposed in the organization.

**3.4. Communication Mechanism (FAQ's):** We have a grievance and complaints mechanism in order to strengthen our relationships with workers, suppliers, contractors and stakeholders that intervene in our areas of influence.

**3.5. Social responsibility with our workers and communities:** We are committed to improving the quality of life employees, individuals and communities. We build relationships with our workers and communities, based on ethics and compliance with the Law.

#### **4. PROTECTION OF THE ENVIRONMENT.**

We are an environmentally and ecologically responsible business group. Our priority is to protect the environment and conserve the ecosystem, as well as our natural resources in our operations. The environmental commitment includes compliance with the applicable legal requirements, implementing actions that favor the prevention of pollution and the continuous improvement of our operations and processes.

It is our responsibility to promote the protection of the environment in the cultivation of palm oil:

- Zero deforestation.
- Zero burning or any use of fire at plantations, new plantings, sourcing and replanting.
- Protection of all rare, threatened and in danger of extinction species, in accordance with the IUCN red list.
- No plantations in high Carbon Stock (HCS) areas.
- No plantations on peat soils, regardless of its depth and whenever studies to consider restoration activities should be carried on.
- We are committed on applying only the best practices for plantations management in peat soils, according to RSPO standards
- DO NOT burn or use fire in the preparation of new plantings
- Protect rare, threatened and endangered species as well as biodiversity in general

- NO to hunting and / or fishing
- Protect high Conservation values (HCV)
- Identify and mitigate greenhouse gas emissions in our production process
- DO NOT alter systems with high carbon reserves such as peat bogs.
- Do not plant in peat
- Protect water sources
- Manage solid waste and reduce pollution on farms


**5. Development of new plantations:** the palm oil mills will ensure that their oil commercialization does not come from new plantings that have led to deforestation and / or damage to local communities. Our commitment is on no deforestation.

In the same way, the company is committed to following the sustainable regulations established worldwide for the development of new plantations, setting the methodology to develop social and environmental studies, protecting the ecosystems and involving the communities of the projects, through the methodology of Free Prior Informed Consent.

## **6. Code of ethics.**

The behavior of the business group and our collaborators are based on the established code of ethics. through which we commit ourselves, to respect the rights and freedoms of employees, without distinction of race, ethnic origin, sex, language, religion, physical capacity, political affiliation or any other, national or social origin, economic position or any other condition.

We respect and comply with national and international laws applicable to our operations, likewise, we expect and encourage our employees to comply with applicable laws, regulations and governmental regulations.



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