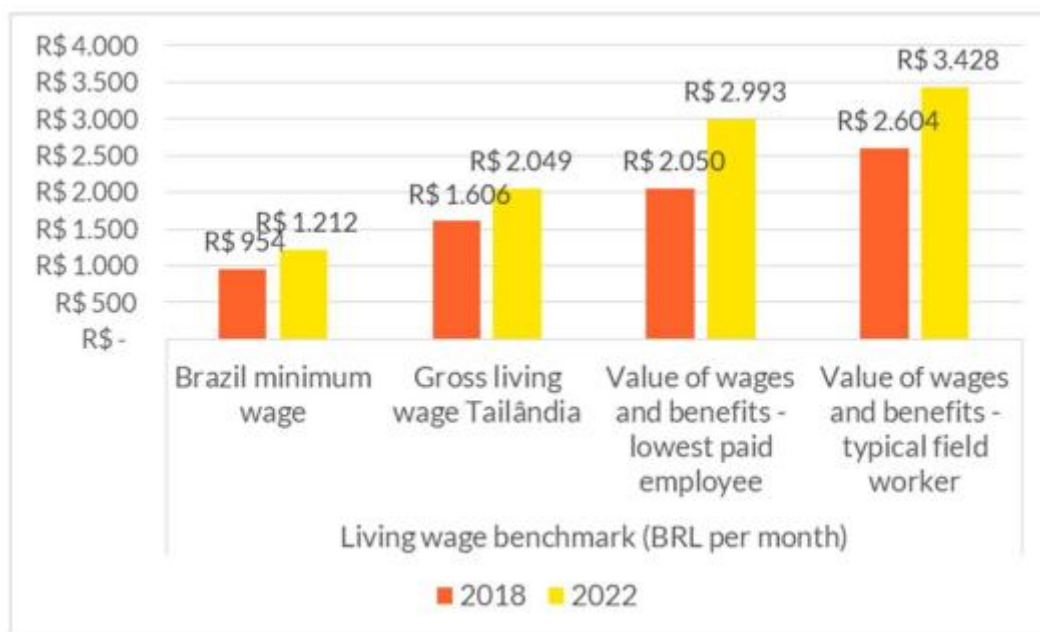


## ASSURING DECENT LABOR CONDITIONS

(UPDATED IN SEP 2022)

### Wages

Agropalma is fully committed to comply with Brazilian labor law and International Labor Organization (ILO) core labor standards and the POIG Charter. We also follow the principles of the NGO-led Fair and Free Labor in Palm Oil Production.



We must continue to provide excellent jobs that allow our employees to build stable livelihoods and provide for their families. As part of this ongoing commitment and to meet our obligations as a POIG member, in 2018, we completed a detailed living wage review.

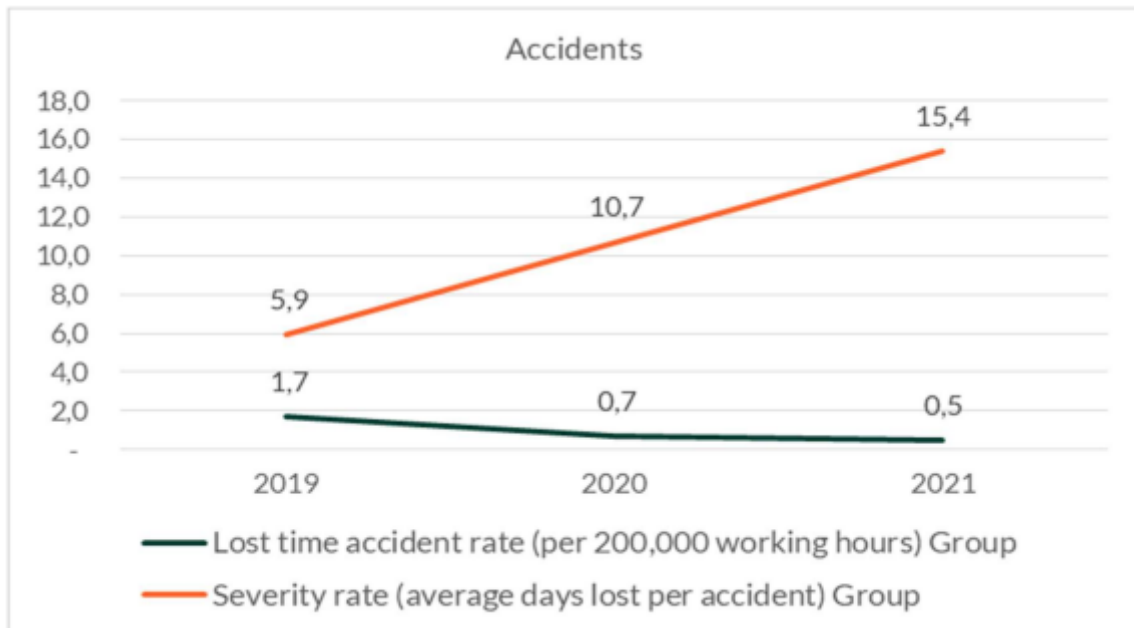
Using the ANKER living wage methodology, we surveyed the wages of the lowest paid direct and indirect employees operating on our plantations and the cost of living in the areas surrounding our plantations in Pará in Northern Brazil. We believe this was one of the industry's first and most detailed assessments. A detailed overview of the methodology can be found in our 2018-19 Sustainability Report.

In 2022, we have updated the living wage figures by applying the official inflation index and the earnings received by our employees, by applying the current values of wages and benefits actually paid by Agropalma).

## Workplace health and safety

Our ultimate responsibility is to ensure that we provide a safe workplace with a high level of monitoring, reporting, and constant improvement.

Over the last years, we have witnessed a significant reduction in accidents. We believe this is primarily due to more stringent reporting and monitoring with our Safety Performance Index (SPI), developed and implemented few years ago. The SPI tracks all safety behavior deviations by type, severity, and location, giving us better insight into weak areas, and allowing us to take preventive actions.



Coupled with a reduction in total accidents, we have also seen an increase in severity rates. This is mainly because minor accidents have largely been eliminated, leaving a small number of more severe and more complicated-to-prevent accidents.

Sadly, we recorded a fatal accident in 2020 when an employee on a motorcycle stopped at a blind spot outside our plantation and was run over by a fertilizer truck. To prevent similar accidents, we launched an investigation involving employee representatives and safety engineers. Consequently, we have banned motorcycles from guiding trucks, posted road warning signs, and launched a new transit safety campaign. We take the opportunity to register that no fatal accidents happened in 2021.

We have established separate corporate health and safety and environment departments to provide a stronger focus on operational safety. Through our agriculture mechanization and innovation program, we have eliminated several factors that traditionally caused high levels of minor accidents.