



Sustainability Report 2009



CAMPOSOL



ROSA MARIA RUIZ ZAVALA, WORKER OF PACKING AREA
- CANNED ASPARAGUS





CAMPO



Sustainability Report **2009**



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1 Letter from the General Manager





I am pleased to present the first Camposol Sustainability Report, which establishes the basis for the evaluation and measurement of our performance in economic, social and environmental matters. We are the first Peruvian company in the sector to publish a report of this nature.

For Camposol, a sustainable business is that which increases value for the shareholders in the long term, satisfying the needs of its stakeholders and adding economic, social and environmental value. In 2008, thanks to our collaborators and the advice of PricewaterhouseCoopers (PwC)– we managed to perform an initial diagnosis of Camposol's Social Responsibility performance followed by the development of our SR strategy to finish with the preparation of the first Sustainability Report corresponding to 2009.

We are aware of the responsibility implied by employing approximately 10 thousand collaborators in the high season which is why we consider it our duty to contribute to their personal development and that of their families and the community.

The Yakuy Minka Project –the country's most important private irrigation project–the involvement in, research and development of new crops and products and our entry into the World Pact, permits us to be confident that we will continue to lead exports in this very important sector of the Peruvian economy. Today we have more than 20 thousand hectares of our own land; we export to 32 countries, manage a network of more than 150 clients around the world and hold international certificates that accredit the quality and safety of our products. In this way we project ourselves as a solid, profitable and sustainable company, of international level.

Having achieved the distinction of being the largest agro-industrial company in the country, the largest exporter of asparagus in the world and being on route to becoming the largest producer of avocado on the planet encourages us to continue improving. We are optimists and believe that, with the efforts and perseverance of all the company's collaborators, Camposol's long term future is assured, given the strength of our operations, the capacity of our human resources and the company's solid values.

Encouraging you to follow us along this exhilarating road towards excellence I close.

Cordial greetings

Fabio Matarazzo di Licosa
General Manager (CEO)

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The Camposol profile

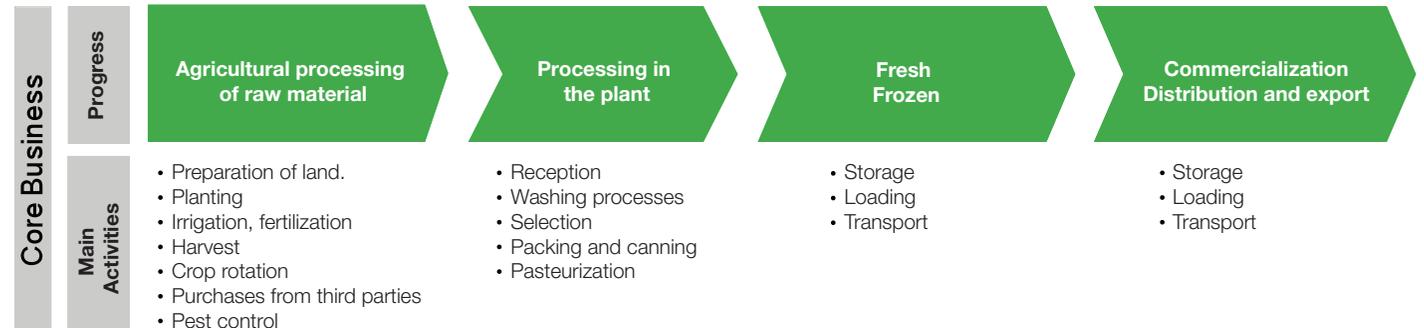




...it was decided to extend the area for the avocado crop to 1,600 hectares and plant the first 100 hectares of grape and 101 hectares of mandarins in 2009.

Camposol is the leading agro-industrial company in Peru, the largest exporter of asparagus in the world and will soon be the world's first exporter of avocado. The company employs more than ten thousand workers during the busiest seasons and owns the greater part of the fields where it plants and cultivates, controlling the phases of growth, harvest and packaging of the final products, guaranteeing the highest standards in the quality and traceability of its products. The CAMPOSOL product list includes: asparagus, sweet pepper, avocado, mangos, mandarins and grapes, that are packed fresh or frozen or as canned products and exported to our wide portfolio of clients on every continent

The company operates in the Chao and Viru valleys, in the department of La Libertad, where it integrates the Chavimochic Irrigation Project, as well as in Sullana in the Department of Piura, both these locations are in the north of Peru and there is a total area farmed of more than 22 thousand hectares. The administrative headquarters are located in Lima, the country's capital. Marinazul is a subsidiary of CAMPOSOL involved in the production of shrimp that operates in the city of Tumbes, also in the north of Peru where we can find 600 hectares in operation and the most advanced Research and Development Laboratory in the region.





Our History.

CAMPOSOL is an agro-industrial company that began operating in 1997 with the purchase of the first land in the northern region of Peru (La Libertad). In the same year more land was acquired in the Chavimochic Special Project by means of a public auction.

The Chavimochic irrigation Project supplies water to more than 47,000 hectares of desert on the northern coast of Peru, generating more than US\$ 1,000 million in investment. At present, as a consequence of this project, more than 15,000 hectares have been developed in its zone of influence by several companies.

En 1998 the company began to acquire and develop land in the region of Piura with 2,800 hectares in this first stage. CAMPOSOL established its headquarters in Chavimochic, where its first agricultural operations began.

At the end of 1999 agricultural exports were initiated. These are processed today in the Chao industrial complex, located in the Viru Province in La Libertad.

La vision and the commitment of everyone involved made it possible

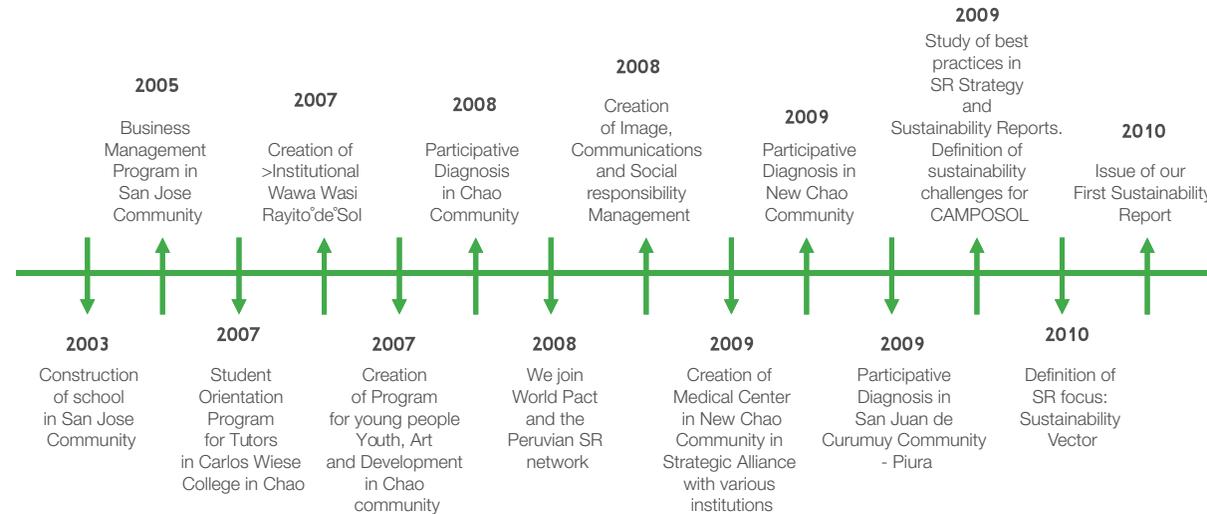
for CAMPOSOL to rapidly become the leading agro-industrial company in Peru, annually occupying the first place in agro-exports and generating more than 10,000 jobs directly during the high seasons.

Today the company has more than 25,000 hectares in the zones of Chao, Viru and Piura, land located in the northern part of Peru. The CAMPOSOL agro-industrial complex

consists of six processing plants three of which are for preserved products, two for fresh and one for frozen products. Additionally the company produces mangoes at our offices in Piura. In 2006, CAMPOSOL began a shrimp business in the north of Peru which has grown consistently ever since occupying today more than 600 operating hectares, as well as having the most modern R&D installations in the region.

In 2009, Camposol worked successfully on the revision of its plans and strategies with the objective of adapting to the new market conditions. As a result, CAMPOSOL has decided to concentrate on increasing its palta crop and introducing new products such as the red table grape and mandarins. In this way the company is focused on increasing operational efficiency, as well as the research and development, of new products.

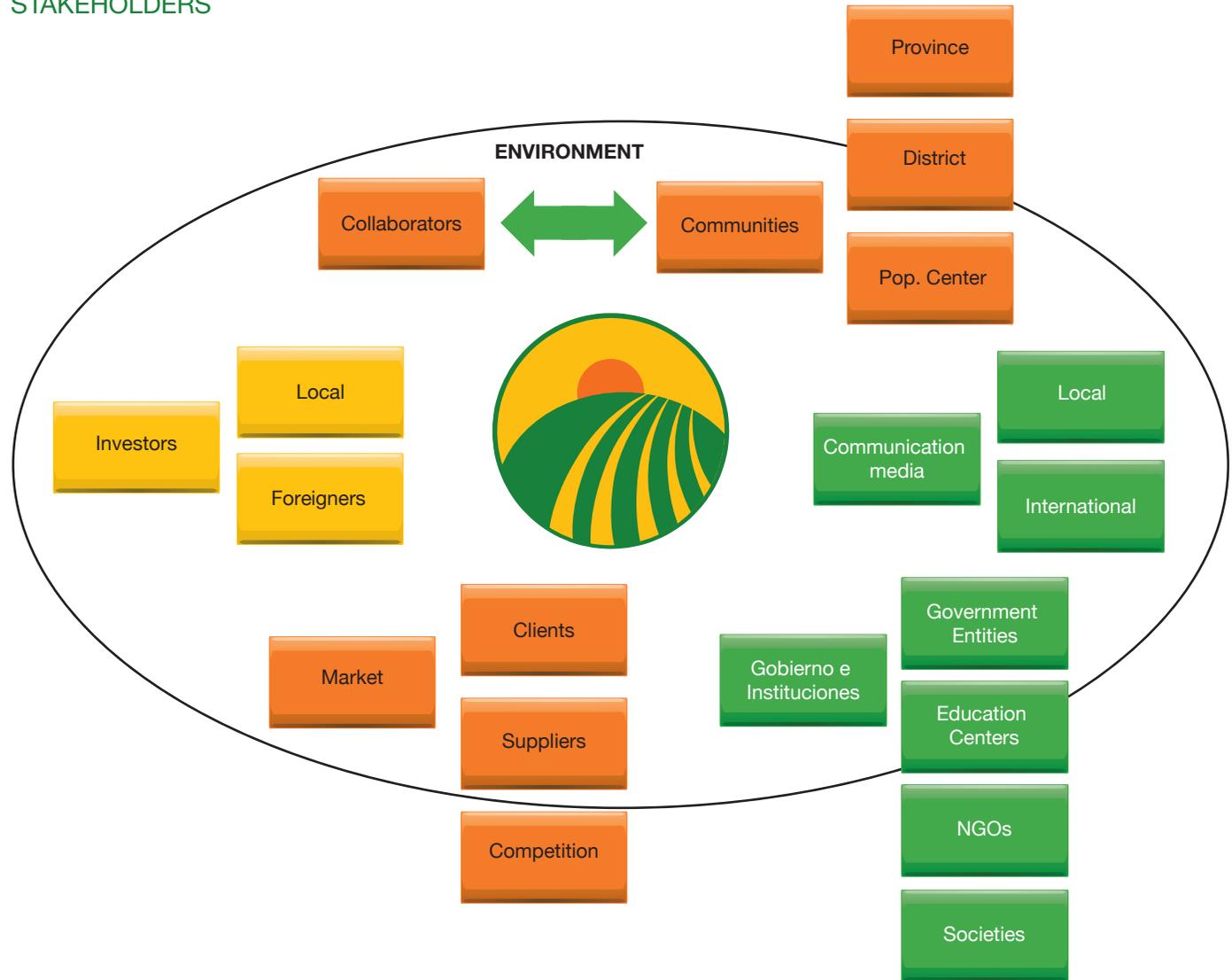
MAIN SR LANDMARKS IN CAMPOSOL



At present, Camposol is the largest exporter of asparagus in the world and appears to soon be the greatest producer of avocado on the planet. Additionally there are 450 hectares of grape production 100 hectares of citrus fruit and the Yakuy Minka Project (7-A) the largest irrigation program in Peru has finalized successfully and Hill permit the irrigation of 1,500 hectares in the first stage and 2,000 more in a second stage.

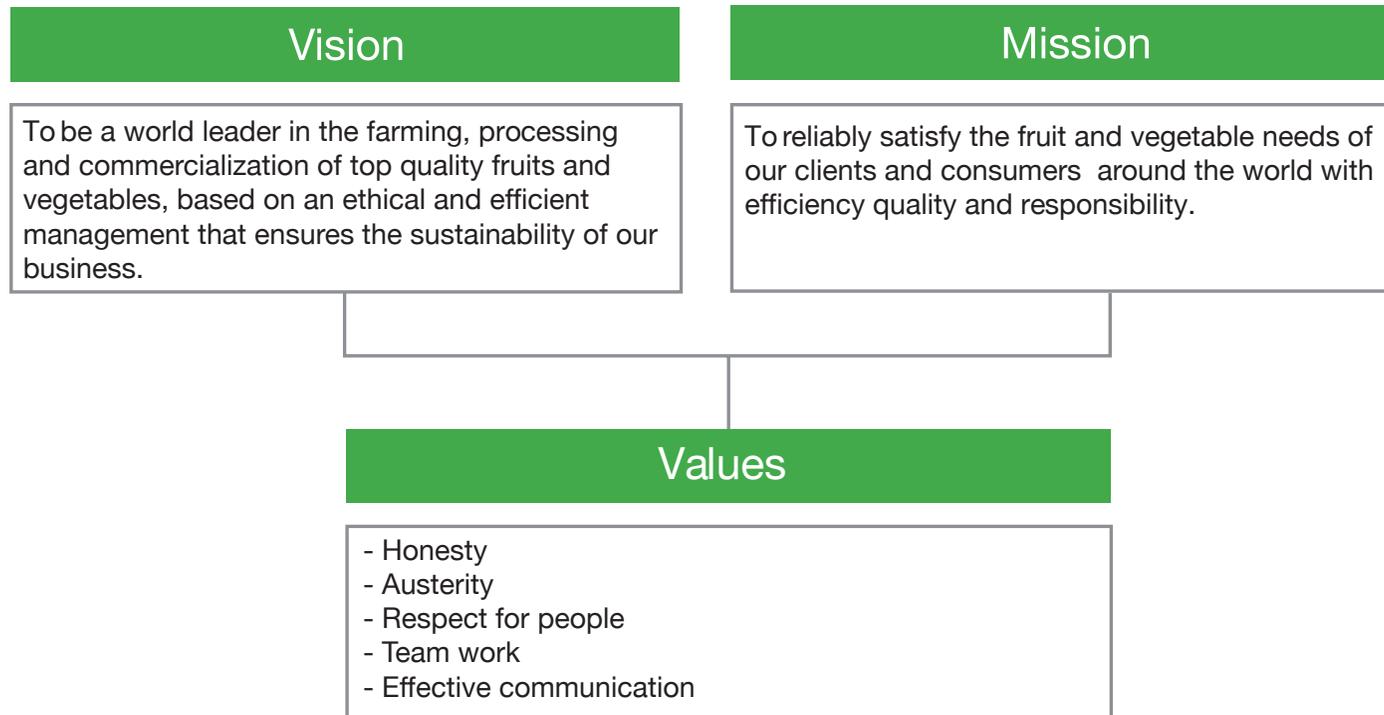
As a more mature company, Camposol is orienting its efforts towards innovation. At the same time, Camposol is looking to increasing its habilitéis in the marketing programs by means of ever greater internacional presence as well as alliances with companies that have good experience and coverage around the world. Given the performance observed in the last decade, the company can look towards the future with optimism, supported fundamentally on the strength and solidarity of its operations.

STAKEHOLDERS





2.1 VISION, MISSION AND VALUES



2.2 CAMPOSOL IN FIGURES

Due to the financial and economic crisis; both in terms of exchange rates, international demand for national products, traditional products exports and specially non-traditional; there was a significant sales contraction of more than 15% in 2009 compared to the previous year. Notwithstanding, traditional products showed greater dynamism than non-traditional products which includes asparagus, avocado and piquillo pepper, permitting us to close the year with a positive balance trade of US\$ 5,426 million.

Non traditional exports at country level reached a total of approximately US\$ 6,427 million, Camposol participated with US\$ 116,163 million.

¹ The figures are expressed in dollars and the Official Exchange Rate in the Tax Offices for December 31 show S/2.88 per US dollar <http://www.sunat.gob.pe/cl-atittpcam/tcS01Alias>.

The recovery of the world's economy is expected to be slow for the agro-industrial sector, but Camposol has established strategies to ease the situation, carrying out large investments to promote the diversity of non traditional products offered to the external market, permitting us to increase our global market share.

Taking advantage of the Free Trade Agreements established by Peru, Camposol plans to Project its participation towards new markets. To be able to do this it was decided to extend the area for the avocado crop to 1,600 hectares and plant the first 100 hectares of grape and 101 hectares of mandarins in 2009.

Through the commercialization of these products Camposol will generate value and distribute it to its stakeholders.

| | Direct economic value generated and distributed (in thousands of US\$) 2009 |
|---|---|
| Direct Economic Value | 114,878 |
| Earnings | 114,878 |
| Distributed Economic Value | 113,055 |
| Payments to Suppliers | 69,933 |
| Payroll | 31,223 |
| Social Benefits | 1,393 |
| Dividends paid to all types of shareholder. | - |
| Payment of interest to suppliers of funds (financial expenses). | 9,996 |
| Payments to the Government | 510 |
| Retained Economic Value | 1,823 |
| Economic value generated less distributed economic value. | 1,823 |



Asparagus field in Agricultor Farm, Chao



Through Camposol's different programs, implemented projects, and activities, the different Stakeholders benefit economically, in the case of the collaborators and above all the communities this is by non economic means like the Health and education Centers, Useful holidays, Prevention Campaigns and others .

In this way, Camposol generated value or income in 2009 through:

Earnings:
\$114,878



Collaborators
- Remunerations and social benefits
: 32,616 US\$ (thousands)



Communities
- Investment in Health Center
: 598 US\$ (thousands)



Investors
- Yakuy Minka Project
: US\$18,000,000



Government & Institutions
-Taxes paid to Government
: US\$510,000



Environment
-Investment in Oxidation pond
: US\$ 207 (thousand)
-Integrated Systems & Environment
: US\$4,122,778



3

Sustainable Development for Camposol







Harvest White Asparagus, Mar
Verde Farm, Viru

3.1 3.1 OUR FIRST SUSTAINABILITY REPORT

The sustainability of a business is attained by closely analyzing the opportunities that can be found to ensure the continuity of the same and the conservation of the resources in the medium and long term, considering economic, social and environmental aspects. The performance and the progress of these are presented transparently and clearly in the Sustainability Report, so that this information can be analyzed, discussed and enriched by the main stakeholders of Camposol.

In recent years a working plan was defined that consisted of three stages:

- In the first stage a Social Responsibility (RS) diagnosis was performed in 2008, including a mapping of the different stakeholders, an analysis of the gaps that appeared between Camposol RS practice and the principles of the World Pact and the Millennium Development Objectives.
- The second stage consisted of developing a RS Strategy bearing in

mind the structure, the processes, the human factor, technology and tax aspects.

- In the third stage, Camposol presented its first Sustainability Report for the year 2009 under the methodology of the Global Reporting Initiative (GRI).

Camposol's RS Management System is based on six action lines:

1. Contribute to the personal development of collaborators, of their families and of the community as a whole, by means of actions that will provide them with a better quality of life.
2. Protect the environment by means of the rational use of natural and energy resources, as well as through the execution of strategies to reduce environmental contamination.
3. Ensure quality and traceability, providing innovative products that satisfy consumer needs, taking responsibility for each phase of the supply chain through to the final consumer.
4. Develop products and markets.
5. Create shared value through the



integration of the stakeholders' needs to the corporate strategic plan. This is carried out through workshops held during several months in the San Jose Camp in CHAVIMOCHIC.

6. Reputation management, which is attained by obtaining optimum performance in the previous challenges and by compliance with intergovernmental standards, such as the Universal Declaration of Human Rights and those determined by the ILO. Additionally, Camposol has joined the World Pact, incorporating into its daily practice a series of values related to human rights, labor standards, the conservation of the environment and the fight against corruption.

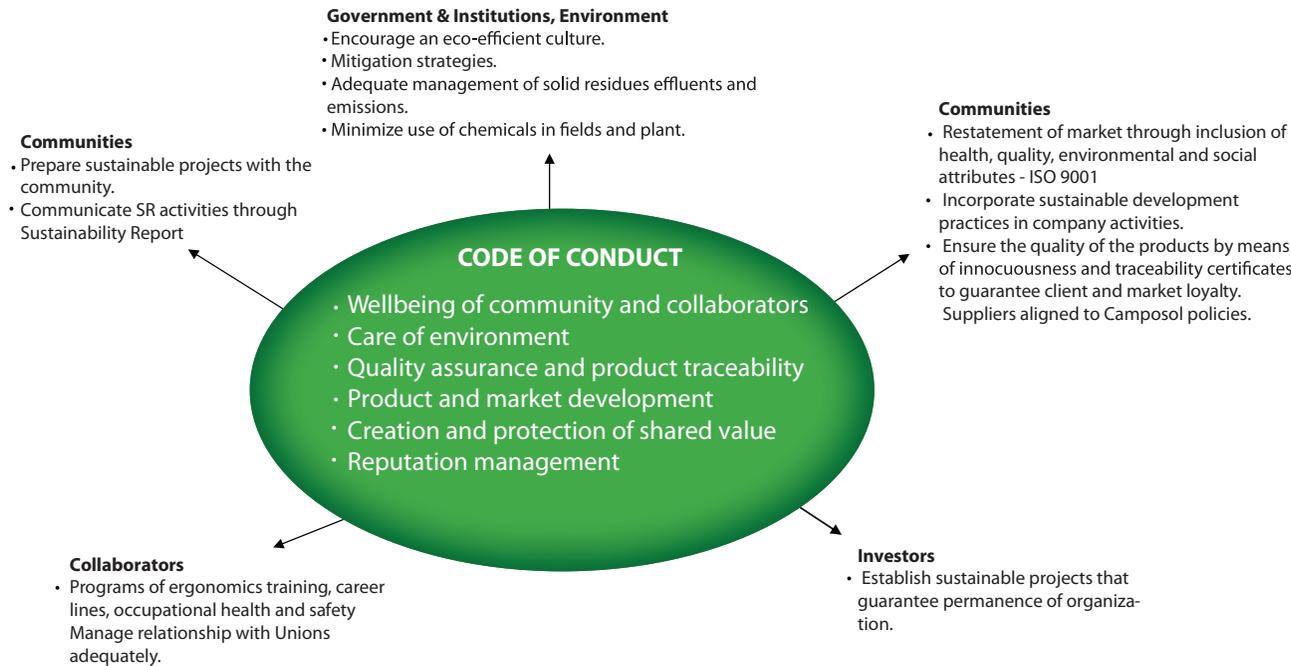
The main projects and activities planned in the year on the basis of the RS challenges and priorities for Camposol, were:

| Main Main Challenges in the Industry carried out | Main activities carried out |
|--|--|
| Welfare of the community and collaborators | <ul style="list-style-type: none"> Community • Nuevo Chao center • Institutional Wawa Wasi "Rayito de Sol" and useful holiday program • Support to SENATI students and the "hands of solidarity laundry" Collaborators • Reinforcement of Code of Conduct and protection of human rights • Development of recruitment practices, talent development, granting of labor benefits and care in aspects of occupational health and safety. • Reinforcement of relationship with the unions. Suppliers • * Homologation of suppliers |
| Care of the environment | <ul style="list-style-type: none"> • Adoption of measures due to activities that could cause environmental risks • Recycling of used materials • Treatment of residual water • Yakuy Minka irrigation system • Environmental and biodiversity conservation plan and IPM techniques. |
| Quality Assurance and Product Traceability | <ul style="list-style-type: none"> • Compliance with legal norms and current regulations • Qualify for international standard certificates • Client audits • Internal Audits • Client satisfaction study |
| Product and Market Development | <ul style="list-style-type: none"> • Implement Market development strategies • Product development • Market penetration • Diversification |
| Creation and protection of shared value | <ul style="list-style-type: none"> • Creation of value through projects that aim to generate and distribute wealth by means of Sustainable Development. (Yakuy Minka, New Chao Health Center, etc.). • Development of local economy through time, thanks to the creation of new stores, pharmacies, street stands, restaurants and other different businesses |
| Reputation Management | <ul style="list-style-type: none"> • Recognition of the best workers in the pepper area. • Recognition in the fresh products area • Camposol participated in the expo-fair on Social Responsibility Peru 2021 • Camposol is member of different associations such as : ADEX, COMEX, IPEH, APEM, among others.. |

It is important to stress that the data shown in the report is linked to those activities in which CAMPOSOL has management control and comes from the information systems of the farms in La Libertad (Viru) and the offices in Lima. The Piura farms will not be considered in this document.

Dialogue with the Stakeholders

An optimum relationship with the Stakeholders is a key factor for sustainability. As a result all the activities and studies required to satisfy the needs of each Stakeholder were performed with the main Camposol challenges. The conclusions of this study is presented below:



3.2 CORPORATE GOVERNANCE

Camposol is a public limited company that complies with the principles of the Norwegian Code of Practice for Good Corporate Government. As a company listed on the Oslo Stock Exchange we are required to issue an annual summary of our policy and its

relationship to the current version of this code published on October 21, 2009, which can be found at www.ncgb.no.

The management and control of Camposol are directed by the maximum authority which is the company Board of Directors, the mission of which is to protect the interests of the shareholders and ensure that company strategies are applied in order to achieve the established objectives. The management and control of the company are shared by the Shareholders – represented in the General Meetings-, the Board and the General Manager, in accordance with company legislation applicable in Peru, as well as the standards demanded by the Oslo Stock Exchange (Oslo Axess). There is a nominations committee charged with proposing members for said Board who satisfy all the requirements and expectancies of the organization.

This Board comprises 7 Directors:

- Sr. Samuel Dyer Ampudia – Chairman of the Board
- Sr. Walter Chumbez
- Sr. Samuel Dyer Coriat
- Sra. Mimi Berdal



- Sr. Christopher Yetter
- Sr. Gianfranco Castagnola
- Sr. Frixos Savvides

The objective of Corporate Government is to regulate the roles placed by the Shareholders and Management to effect the conduction of the company in the most complete way possible, as demanded by current legislation. In this sense Camposol believes that good, solid corporate government creates value, in addition to growth and contributes to a reduction in spending on capital goods. Corporate Government in our company is based on ensuring transparency and clarity within the business, guaranteeing fair treatment for all shareholders and demonstrating responsibility in our communications. This is possible due to the rigorous supervision applied by the Board and Management, that maintains and strengthens confidence among the shareholders, providing them with clear and relevant information. To reinforce this point the company has Auditing, Human Resources and Strategy Committees that collaborate with the compliance of the Board's responsibilities; as well as an independent auditor and an Internal

Auditing Team that reports on risks, compliance with principles and standards.

Camposol has communications, monitoring and incentive systems that maximize the yield of the company's resources. (More information can be found on our web page: www.camposol.com.pe.)

3.3 RISK MANAGEMENT

In line with the Corporate Government practices, Camposol employs Risk Management based on the Code of Conduct that commits all stakeholders to preserve the integrity, ethical values and reputation of the company. Some elements of inappropriate conduct include:

- Dishonest acts such as harassment, partiality, discrimination, and abuse.
- Non compliance with legal standards including aspects related to the environment.
- Deliberate provision of incorrect financial information or that related to the company's operations, as well as unauthorized dissemination.

During 2009 Camposol personnel were made aware of our Risk and Fraud Management and the organization's strategies to prevent, detect and respond to incidents of this nature. All personnel, both white and blue collar, have been informed of the stop of the Code of Conduct and the Denouncement Channel through our web page.

A Denouncement Channel was implemented by means of which clients, suppliers, and third parties may accede to present consultations, complaints or denouncements regarding a violation of the Code of Conduct or any other activity that requires special attention by the Camposol Ethics Committee. On accessing this page the information supplied will be revised and validated by an executive who will be independent of the company and the identification of the person making the denouncement will be kept in complete reserve, guaranteeing therefore that reprisals cannot be taken nor will any investigation process be initiated against anyone who decides to denounce any act that contradicts the Camposol Code of Conduct.

The important claims or reports and those that involve executives will be presented immediately to the Audit Committee, comprising the members of the Camposol Board, for the application of the pertinent corrective actions.

Additionally, Camposol is concerned with the minimizing of risk, establishing training programs for the fight against corruption. For this, during 2009 a risk analysis was carried out on both suppliers as well as clients, it showed a 100% conformity permitting the generation of mutual trust. These anticorruption programs were communicated to 868 people involved in the BASC certification, of whom 64% were trained while the remaining 34% were programmed for training in the following year. A risk analysis was carried out on aspects connected to corruption in the main processes of the organization such as selection of personnel, payroll, purchasing, accounts receivable and collections. In 2010 the company increased the scope of processes to be analyzed under the risk focus as well as implementing the Function Segregation Project in the SAP ambience.





Avocado

(*Persea americana*)

Avocado (from Nahuatl A guacatl: agua-kah-tl, also known as palta, aguacate, butter or alligator pear) is a rich, creamy and buttery fruit, nutrient-dense and heart-healthy, full of good news for the body.

The oils in an avocado are predominantly monounsaturated - the kind that lowers bad cholesterol (LDL) but maintains good cholesterol (HDL). Avocado provides important nutrients including folate, vitamins C and E and potassium, as well as fiber. Avocado can help to prevent diabetes cardiovascular disease obesity and prostate cancer, and also to improve overall fitness.

Avocados can be a healthy substitute for butter or cream cheese. For every ounce of butter replaced with avocado, you will save about 150 calories and 18 grams of fat. Mash an avocado and spread it on bread, coast, bagel or English muffins. It is not only healthy - it is delicious!

Presentations

Fresh

- 4kgbox
- 10 kg plastic box
- 11 kg carton box
- Netting packaging

Frozen

- IQF Halves
- IQF Slices
- IQF Dices (15 x15 mm,20 x 20 mm)

Variety

- Hass
- Ettinger
- Fuerte

Process Calendar

| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AGU | SET | OCT | NOV | DEC |
|--------|-----|-----|-----|---|---|---|---|---|---|-----|-----|-----|
| Fresh | | | |  |  |  |  |  |  | | | |
| Canned | | | | | |  |  |  |  | | | |

4

Challenges in Sustainable Development





Camposol is taking great steps to implement a RS Management System with the support of specialist organizations under a Strategic Alliance scheme.

As part of the process, and based on the sustainability challenges described in the chapter Sustainable Development, this year we have worked with all our stakeholders taking into consideration the needs, risks and opportunities that were identified.

Risks:

- Social Conflict.
- Non compliance with quality specifications by third parties.
- Low investment due to contractual disagreements.
- Little availability of personnel in the zone.
- Increase in the cost of labor.
- Change in agricultural regulations.
- Scarcity of water.
- Climate changes.

- Greater frequency of “El Niño” phenomenon.
- Appreciation of the local currency (New Sol).
- Aftermath of the world economic crisis
- New competitors from other countries.
- Negative image of the market / stakeholders.
- Volatility in prices of the main production consumables.

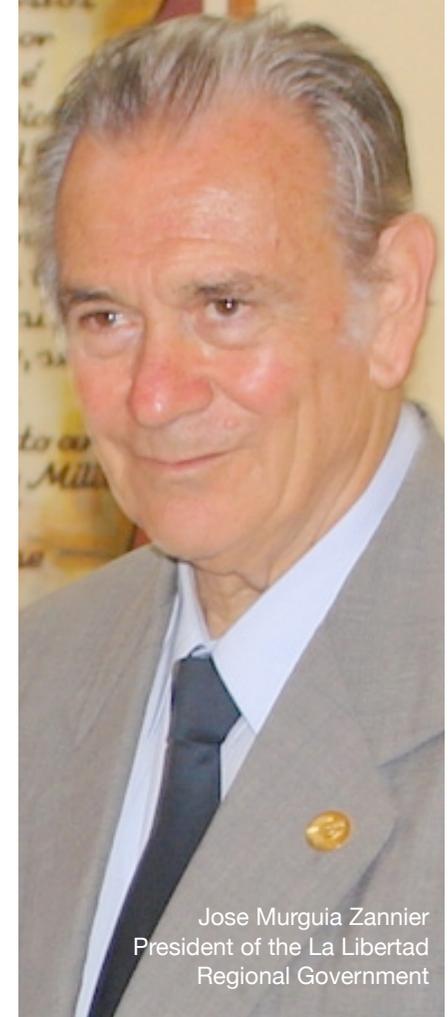
Opportunities:

- Support in projects for solid residues.
- Encouragement of product development.
- Establish education links and share good agricultural practices with third parties.
- Sustainable Agriculture Certification.
- Strategic Alliances with Educational Institutions.

- Development of new markets.
- Worldwide tendency to consume fresh healthy products.
- Climatic advantages that allow us to benefit from temporary windows.
- Use of new technologies to increase shelf life of products.
- Acquisition of new land.
- Acquisition of companies affected by the world economic crisis.

Once the risks and opportunities that affect, in different measure, all our stakeholders, activities and programs were defined. Then we proceeded to establish activities to face the challenges.

Within the implementation process of the RS Management System we developed a series of actions aligned to the challenges by means of which the organization could significantly reduce any negative impact that its activities could produce on its stakeholders. Ideally these activities should be focused on preventing the impact rather than its correction.



Jose Murguia Zannier
President of the La Libertad
Regional Government



Camposol in recent years has refocused its social responsibility strategies moving onto a path that modernity imposes on all large and responsible companies

In the high season Camposol employs some ten thousand people and this obliges the company to have high levels of efficiency in social responsibility. The areas where this has started to become evident are health and education. I have reports that at the beginning, Camposol helped in improving the schools' perimeter fences and recently has made a notable contribution to the building of the Nuevo Chao health center. The greatest number of Camposol workers lives in this urban center and this is why the company chose, as a priority task, to coordinate with the Management of the Regional Health Service, the Antenor Orrego University and the community, the construction of this health center. We believe that these activities identify the company with its surroundings. These surrounding are not only the working environment but also the social one. These activities contribute to peace in the area and we are sure that Camposol will continue to strengthen its position and become the people's company in the district of Chao.

Camposol has formed part of a very strong movement that began in 1995, generating jobs between the Chao and, as a result, around 40 thousand permanent positions have been opened with workers on payroll, with social security, all of which is very important for the region.

The fact that Camposol is the leader in these activities has contributed to the economic development of the Viru and Trujillo provinces during recent years. The generation of positions of assured employment and the generation of wealth for the families of the workers means that Camposol is one of the most important actors in the economic development of the region.

Jose Murguia Zannier
President of the La Libertad Regional Government



4.1 WELL BEING OF THE COMMUNITY AND COLLABORATORS

4.1.1 COMMUNITY

One of the principal challenges Camposol faces is that of working with the neighboring communities of Chao, New Chao and San Jose in order to increase their development as far as possible. To do this, studies were carried out that permitted the identification of the main problems perceived and the reasons that explain the presence of these problems.

Taking said results as a base, we proceeded to define the programs to carry out with the communities. It is important to stress that each program expected to be implemented is discussed previously and agreed with the community, so that they themselves become the beneficiaries through the value generated, avoiding conflicts among our stakeholders.

To date we have the following programs:

New Chao Health Center

Camposol's intention is to strengthen the relationship with the New Chao population, a community that concentrates nearly 80% of the company's collaborators. One of the main programs on the agenda has been the implementation of a modern health center in this population.

At present the cover provided to the 3,524 inhabitants assigned by the Ministry of Health is focused on the integral health attention in the different stages of life, the priorities being maternal attention- prenatal and in children under 5 years of age. To meet the demands the center has a doctor in general medicine and four nurses and performs the following activities:

- Growth and development of the child on supporting breast feeding, providing supplementary food and promoting the social development of the children.
- Integral nutrition program for expectant and suckling mothers.
- Immunization program (vaccination according to the calendar to children under 5).

| Main problems | Reasons that explain presence of the problems |
|--|--|
| Lack of infrastructure and implementation of equipment in health | • Little management capacity in authorities. |
| Family violence | • Lack of economic resources for investment |
| Limited access to education | • Lack of support from central/regional government |
| Gangs and delinquency | • Lack of organization in the population |
| Lack of housing | |
| Lack of recreational facilities. | |



- Pre-natal control.
- Orientation on different anti conception methods.
- Program for the older adults focused on their care, nutrition, self-esteem and prevention of sickness.
- Program for the prevention and treatment of tuberculosis.
- Metaxenic disease program, preventing dengue, malaria, etc.

The projection activities to the community are also a concern for the Health Center. In this sense a health program for school children and adolescents with students from the Abraham Valdelomar school and a sectorization program is being executed that will permit the definition of the socio-demographic characteristics of the New Chao population, in order to define specific health programs. At the same time a program to improve the quality of the water by means of chlorination is under way, this is linked to a education campaign to teach the inhabitants to use chlorine tablets that are provided free of charge. Domiciliary inspection visits are performed in order to identify

possible sources of transmissible diseases such as dengue and malaria.

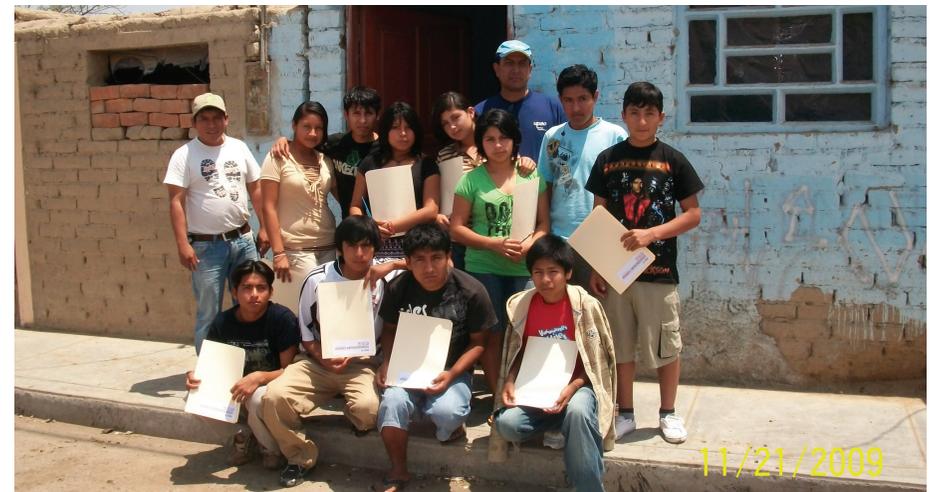
These services are being carried out thanks to a strategic alliance between several institutions: The Regional Health Management, The Antenor Orrego Private University (UPAO) and the Chao Municipality.

It is important to point out that the health Center does not attend all the population ((3,524), because a large percentage are covered by Public Health Insurance and are attended by other centers. This center is directed at the 40% of the population that does not have the government coverage.

The health center required an investment of US \$64,583, almost 80% of which was contributed by Camposol for the purchase of construction material and finishings, the remaining 20% was labor which was provided by the community.

Main indicators of the New Chao Health Center

| Benefit | Beneficiaries |
|--|---------------------------------|
| General Attention | 1,397 members of the population |
| Attention to expectant women– prenatal control | 62 women |
| Attention to expectant women– | 12 mothers |
| Vaccination | 434 children under the age of 5 |
| Senior citizens | 30 |
| Student health | 20 |
| Adolescent health | 14 |
| Implementation of nutrition program | 33 monthly rations for children |





When we formed the committee, the idea was to set up a health center even though it was of mud bricks, because the town's needs were great. We knocked on many doors and, thank God, Camposol listened to us.

Camposol committed itself to building a centre of sound material and we proposed to achieve it. It was a commitment of our company and the population that had to supply the labor. In effect this is what happened, we worked hard and Camposol didn't let us down. Now we have our health center and it is going very well.

The New Chao Health Center means a lot to all of us. I feel proud to have contributed a little for this town to grow a little more in that sense. I feel happy and will always be grateful to Camposol because they opened their doors to us. What we needed most was attention for the children in the treatment of diarrhea and stomach infections and attention to expectant mothers. Those sicknesses that cannot be treated here are derived to another hospital.

At this time the town was a little disunited but thanks to it becoming united again we managed to make this project a reality which is for us all. We all played our part to get the center off the ground, now our aim is that the center have complete medical attention and our sick can get better here whenever possible. We now have the Integral Health Insurance and we hope that soon we will have doctors to attend diverse sicknesses as they have in Chao.

Reyna Trujillo Bonifacio
President of the Multi-sector Health Committee of New Chao.



2. All Hands Together Laundry

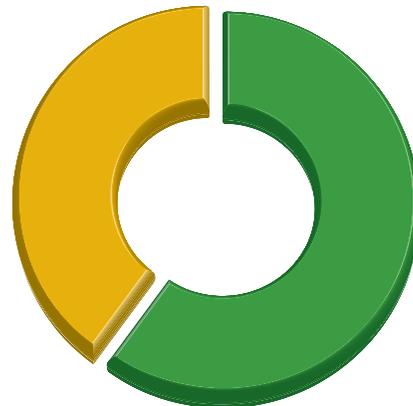


The objective of this project is to promote activities that encourage enterprise in the young people, guiding and training them so that they can form a small individual or associated company and run it successfully, helping in their personal and collective development.

The small company “All Hands Together Laundry” provides a service of washing, sewing, uniform repair or dressmaking for Camposol, as well as the Chao community. Three young people from low income backgrounds are charged with the administration and functioning of the laundry.

This small company offers a total of 7 services to the public, it has operated since April 2009 and at the end of the year had an income of more that US\$2,500. From the beginning and due to the demand and supply in the market the initial price suffered a reduction of 25%, the sewing service recorded the greatest reduction with a 57% drop.

With regard to the variation in the income and, as can be seen in the following chart, the services are concentrated to a greater degree in the Laundry, representing 60% of the income, while the remaining 40% belong to the services of repair and dressmaking. We note that towards the middle and end of the year there is a greater demand for the laundry services, at the same time in the month of June there was a greater income for the repair service.



60% Laundry
40% Repair and dressmaking

I think that the young people who form part of it find this association very good as by participating they find many solutions to their problems and the goals they expect to reach. Through the support we provide to the community people become conscious of the support each one has to provide for the development of everyone. The other aspect is the assistance in producing projects because in this way we can focus on several businesses that will help us progress.

The part played by Camposol is very important, because it drives our association and places professionals at our disposal who assist us in several activities and in training all of which benefits the young people.

Through the association we now have have business projects such as the laundry Hands of Solidarity which is very important as it is a source of work so that we can pay for our studies. Our main client is Camposol but we are also thinking of focusing on other clients such as the community or Camposol collaborators.

This year we are aiming at building the “House mof Youth in New Chaoto have a place to get together and convoke more young people to carry out more training, give talksand all kinds of events in favor of the young people.

We alos carry out voluntary work, helping in the cleaning of the healthy center, as well as other cleaning campaigns .

Another of our projects is the implementation of a library in the “Abrahan Valdomar” school, as well as a bakery min New Chao. In this way we are going to generate more employment for young people to be able to study and continue growing..

Eduardo Soles Carbajal
President of the Youth Association, Art and Development of New Chao.

The main objective of this project is to contribute to the integral formation of the children, developing their physical, cognitive and psychological stimulation,

3. Integral Development of Children in the Institucional Nursery or Wawa Wasi “Little Sunbeam”.

The main objective of this project is to contribute to the integral formation of the children, developing their physical, cognitive and psychological stimulation, providing them with adequate nutrition.

At present a series of improvements are being implemented in connection with this project, one of the most relevant being the subject of training for the tutors of the children in diverse educational methodologies aimed at improving the development of cognitive abilities of children under the age of 4.

The actions implemented include sessions with the parents, with training talks addressed to the early stimulation and the development of abilities in their children, because the education at home is transcendental, in the formation of the infant. Additionally there is a program of home visits to become aware of the family surroundings of the children and identify their psychological and social needs which will permit the orientation and strengthening of the education. This work is monitored by a specialist in early education in order to provide teaching advice to the personnel in our Wawa Wasi.

A priority subject for the users of “Little Sunbeam” are the physical conditions in which the children develop and for this we have implemented other actions to perfect the physical infrastructure of the installations as well as the quality of the food.

Annually there are exhaustive medial check-ups on the children in the Wawa Wasi conducted by professionals from Imunosalud (immune health).

Camposol is an example to follow so that other private companies to consider it a priority to invest in young boys and girls, by means of day care services, which are very necessary when the mothers and fathers work and do not have a place or a person to whom they can entrust the care of their younger children, exposing them often to situations of risk for several hours.

To be able to offer these to the company’s working families contributes to strengthening the links of working identity and improvements in production, to which we can add humanization, value and importance on the part of the company, on identifying with one of the biggest problems faced by the workers, the care of their young children.

It is very important to continue attending to the demand and to analyze the possibility of growing in the cover, continue organizing and planning their intervention with the active participation of all concerned.

Being important to continue with the economic investment, the sustainability of the project is complemented by showing tangible results of the quality and the attention. I refer to the transcendental contribution and the impact of recovering, improving and /or maintaining the boys and girls with an adequate nutritional level and an infant development in accordance with their age.

Giovanna Cerrso Bendezu
Representative of the National Wawa Wasi Program of Mindes



4. Useful Holidays

The Useful Holidays 2009 program was successfully organized and gathered more than 1050 children aged between 7 and 12. They were able to choose between handicrafts, dance and karate but in all they received academia support in Integral Communication and Mathematical Logic.

5. Support for SENATI students.

Camposol contributes to the formation of thousands of future professional technicians in La Libertad by providing continuous support to SENATI (the National Training Service in Industrial Work). As a result the company has received recognition from said institution.

We should point out that a large number of the students graduating from SENATI join Camposol's team of collaborators.

4.1.2 COLLABORATORS

Camposol's collaborators are the most important resource in the organization, the ones who will guide the company towards sustained growth. In order to strengthen to the maximum level the capabilities and possibilities of each



Wawa Wasi "Little Sunbeam".

of its collaborators, in 2009 there was a particular interest in attending to the following topics:

- Insertion of the Code of Conduct in the daily routine.
- Protection of human rights.
- Recruitment and development of talent.
- Strengthening of operational health and safety practices.
- Granting of labor benefits.
- Strengthening of internal and external communications
- Strengthening of the relationship with the Unions.

During the 2009 administration, Camposol underwent a transition and change process joined to the the reglamentation of the Agricultural Law; however the continuation of the development of the internal and external abilities of our collaborators with different training programs.

As a result a program of Managerial Abilities and Continuous Improvement

held for managers, heads of department and superintendents permitting the strengthening of the production processes and the innovation and development of middle management in the work team.

The first labor census was also carried out at all levels of the company, with the objective of knowing the socio-economic characteristics of the workers and being able to implement programs that respond to their needs.

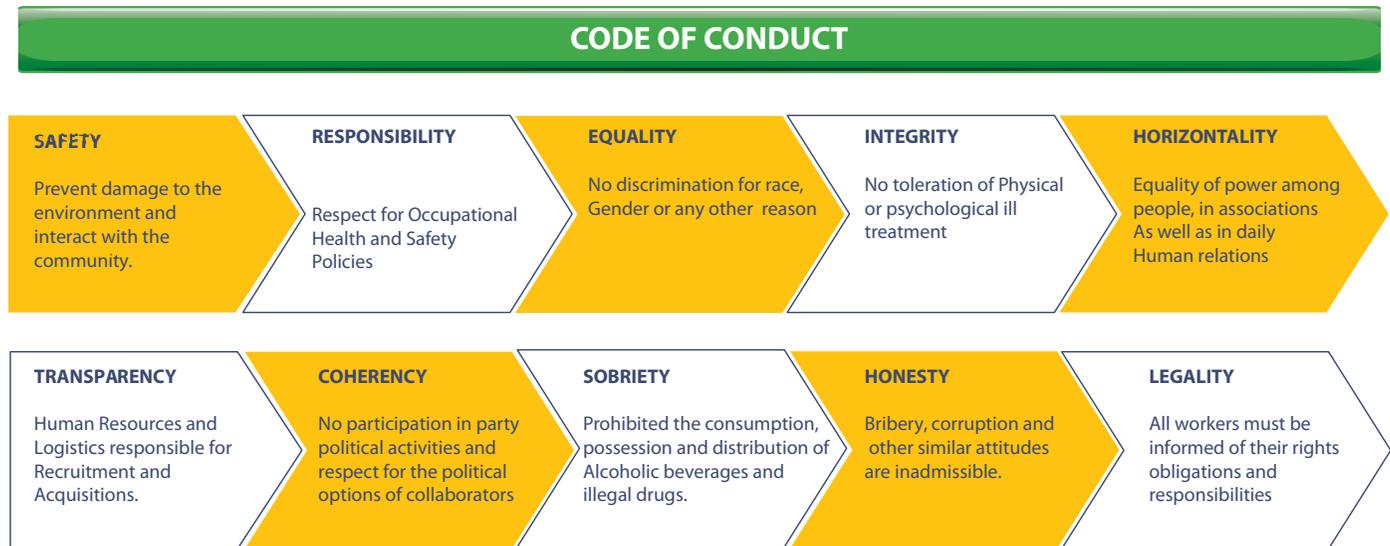
Code of Conduct

Camposol has a Code of Conduct which is given to all our collaborators on their entry into the organization.

Protection of Human Rights

As a member of the World Pact, Camposol complies with the support and respect for the protection of human rights proclaimed internationally.

We are committed to supporting the freedom of affiliation and the effective recognition of the right to collective bargaining, the elimination of all forms of forced labor, the eradication of child labor and the abolition of discrimination at work.





Recruitment and development of talent.

Recruitment Practices

Camposol has established internal policies for new collaborator contracting procedure. At Line Management level, General Management coordinates with Human Resources Management which, in turn uses the services of a head hunter to identify and evaluate candidates who fit the established profile. Subsequently there is a final interview with the Board and Management. Camposol recommends that the head hunters consider professionals from the influence zone providing they fit the profile required.

Every requirement for new collaborators is published in the universities in the zone and on our Bulletin Boards, in order to give preference to people from Camposol's zone of influence.

In the following charts we show the total number of Camposol's collaborators under the main categories:

| Distribución of Collaborators | |
|-------------------------------|-------------|
| Categoría | Nº |
| MANAGER | 11 |
| HEAD | 161 |
| WHITE COLLAR | 407 |
| BLUE COLLAR | 8525 |
| TOTAL | 9104 |

| Diversity by Gender in Camposol | | |
|---------------------------------|---|---|
| Indicators |  |  |
| Percentage of workers by gender | 28% | 11 |
| MANAGER (11)(1F/10M) | 9% | 161 |
| HEAD (161)(19F/142M) | 12% | 407 |
| WHITE COLLAR (407)(116F/291M) | 29% | 8525 |
| BLUE COLLAR(8525)(2429F/6096M) | 28% | 9104 |

| Distribution by Age | | | | |
|---------------------|-------------|-------------|------------|---------------|
| Titles | [-30] | [31-50] | [+51] | Total general |
| MANAGER | 2 | 8 | 1 | 1 |
| HEAD | 57 | 97 | 7 | 161 |
| WHITE COLLAR | 217 | 181 | 9 | 407 |
| BLUE COLLAR | 5338 | 2888 | 299 | 8525 |
| TOTAL | 5614 | 3174 | 316 | 9104 |



“One feels content working in Camposol. The integration is what stands out in the company.”

Marco Pinzón



“What I feel most is the team work that exists in the company. We have to give the best of ourselves for the company to progress.”

Celso Gil

Development of professional abilities

In 2009 the program of management skills was implemented through an agreement with SENATI, this was designed with a view to strengthening and fortifying the management abilities of the company’s executives and

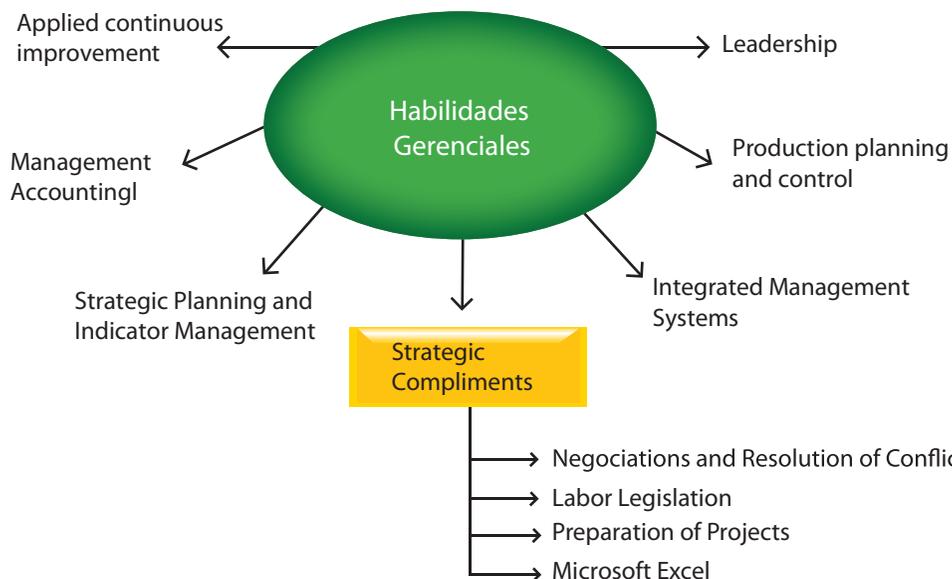
involved Managers, Superintendents, Heads of Plant Areas, of the Fields and at Administrative level. The program ran for 6 months and consisted of 6 modules with a total of 246 class hours.

Additionally since 2009 we have had a program of continuous improvement

that has a partial Post Graduate perspective, designed and oriented to middle management; Supervisors and Coordinators. The leaders involved in this program are formed and trained to develop quality methodologies.

We should stress that 90% of technical maintenance staff in Camposol have graduated from SENATI.

With regard to plant employees, the following number of training hours was programmed:



| TOTAL | |
|-----------------------------|-------|
| Total hours | 183 |
| N° of Trained Collaborators | 1,486 |

These training hours were addressed principally to the following courses:

- Occupational Health and Safety
- Product quality assurance
- Product traceability
- Good agricultural practices



- Crop management in other leading countries in the world
- Vector management
- Preparation of monitoring and control measures and methods
- Continuous improvement and application of the 5S
- Service to the client
- Information on the productive process
- Compliance with international standards
- Prevention of fraud, corruption and theft.

Camposol promotes cognizance of policies related to Human Rights that must be satisfied and are strictly ruled by them during their activities. One of them is related to the topic of sexual harassment to blue collared workers both in the plant as well as in the field. In terms of the procedure to manage these matters, Human Resources Management should receive the complaints and initiate actions set out in the rules. However if the person denounced is the Human Resources

Manager the General Manager will responsible for receiving the complaint and investigating the case.

| | Field | Plant |
|---|-------|-------|
| Total hours of talks related to sexual harassment | 89 | 27 |
| N° workers made aware | 741 | 1686 |

In 2009, Camposol Managers, executives and employees were trained in Value Stream Mapping by specialists from the United States food company, General Mills. This permitted them to develop a continuous improvement process along the whole production chain. The aspects with added value were identified in order to enhance them and on the other hand reduce all those that represent expenses and no not supply value.

Another activity was the 2nd Course of Formation of Fire Brigade volunteers, addressed to personnel from the different areas of the Agricultor Farm that was supported by the Trujillo Fire Brigade. The purpose of the training was obtain in the short term highly

trained personnel who were prepared and specialized to act quickly in an emergency.

During the 2009 Administration, an average of nearly 2.97 hours of

training per capita was supplied, this should reflect in greater efficiency in the operations, better working team make-ups and improved results in the economic, environmental and social performance indicators.



“Camposol is a company full of opportunities. People who normally conform with something may say the opposite; however, I have managed to enjoy all the benefits offered because according to what you what you deliver you will receive. I feel I have grown personally and professionally in the company. I hope that Camposol continues to grow as this will provide more employment opportunities to people”.

Freddy Asmat Cedeño

| Benefit | Detail |
|---|--|
| Transport to and from the plant every day. | Transport is provided both to white and blue collares workers from the zone where they live to the field or plant. In the case of blue collared workers the bus stops are established for their pick up and in the case of white collared workers this is in the transport agency. |
| Subvention in food supplied | All the plant workers' food is subsidized at 1 new sol per day. The real cost of the daily menu per person is 3.5 new soles and the worker only pays 2.5 new soles or 29% less. |
| Private medical insurance. | A collective insurance policy is offered to all employees with more than two years' service in the company and are covered by the agrarian regime. Under this 80% of the cost is covered by the company and 20% is covered by the worker. Should the worker be in the regular regime he is offered the Social Security Insurance from the first day of work. |
| Health prevention and promotion activities | Development of activities that benefit the worker and his family, such as health and prevention campaigns. |
| Advice clinics for sexual and family education. | Sexual education, contraceptive methods, the prevention and treatment of STDs, advice before conception and during pregnancy. |

Labor Benefits

Camposol complies with offering all the labor benefits dictated by the law and additionally the company offers other benefits in order to obtain the well being of all its collaborators.

We apply a policy of collaboration to expectant mothers, as there is a medical unit that permanently supports and conducts campaigns to help the pregnant women. The expectant mother has the opportunity of moving to a position within the company which

requires less effort and permits her to continue working.

These benefits are applied from the day the workers begins work until the day of his/her leaving the company.

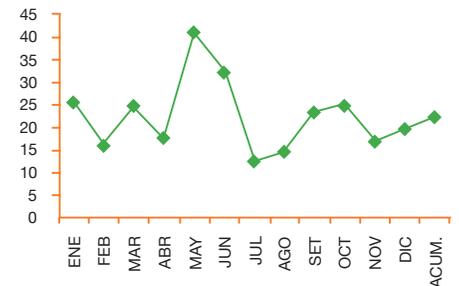
With regard to the remuneration policy of the company, the scheme of the Agrarian Law and current legislation regarding remuneration matters it has been confirmed that the minimum remuneration in Camposol is 17% higher than the minimum established by the Peruvian State which is US\$ 191.

Health and Safety

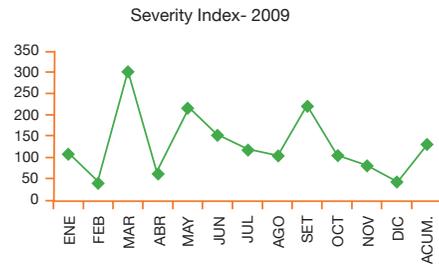
The Health and Safety At Work Committee comprises a multidisciplinary team that includes the Operations Manager, the Plant Production Manager, The Asparagus Agricultural Manager, the Avocado Agricultural Manager, The Manager of Human resources, the Head of Occupational Health and Safety, three plant representatives and three field representatives. It is important to mention that the collaborators elect their own representatives for the Committee through a vote that has the logistical support of the company and the supervision of the Regional Labor Management.

The main indicators for measuring performance in health and safety at work are the accident frequency and severity indexes. Both indexes dropped in the last months of 2009, due to the fact that agricultural activity dropped temporarily as a result of the world economic-financial crisis and the contingency plans implemented by the company to mitigate these.

Frequency Index - 2009



In the months of May and June the highest frequency figures appear due to the increase in the number of workers as a result of the Pepper Campaign in May and the increase in Avocado harvest in June.



In March 2009 the highest severity index where registered due to two accidents with injuries that generated more days of medical rest than other months.

We should point out that in both indexes we have had a significant reduction regarding the previous year.

For Camposol, the education and health programs are essential commitments with the collaborators. There are internal and external campaigns addressed for the collaborators to adopt adequate measures on exposure to the various vector attacks.

Collaborators are also trained in subjects like hygiene and health at work, because it is necessary that the procedures and the Certified Standard be complied with completely. Internally the following health campaigns have been developed for the collaborators:

| | Number |
|---|--------|
| Filed and Plant personnel trained in hygiene and health topics. | 6,429 |
| Training hours | 93.3 |

For Camposol, the education and health programs are essential commitments with the collaborators.



It is important to indicate that there has been no identification of operations that lead to forced work or potential risks that this could be created.

| | |
|--|---|
| <p>Family Planning Campaign in the Plant and the Fields</p> <p>The Medical unit carried out the Reproductive Health Campaign addressed to field and plant operatives duly accredited</p> <p>This activity was supported by health professionals from EsSalud and the cost for the company was nothing. EsSalud also collaborated with the materials needed for the campaign.</p> | <p>Ophthalmologic Campaign</p> <p>The Medical unit and the Welfare Office organized an ophthalmologic campaign directed at all personnel, with the objective of achieving early and timely prevention and detection of eye diseases.</p> <p>The campaign was supported by Rojas Opticians who provided specialized attention in the form of computerized tests of vision and the ruling out of astigmatism, myopia and other conditions. More than 800 workers were attended free of charge.</p> |
| <p>Hygiene and Health Campaign</p> <p>In order to promote healthy life styles, Camposol organized an education campaign related to health and hygiene matters. It was addressed to all workers.</p> <p>With this in mind a visual method was used that consisted of mime and clown workshops, the efficacy of which has been reflected in the habit changes in the target population. At present the hygiene services are seen to clean and the incidence of infectious and contagious diseases, associated with the season, has fallen considerably.</p> | <p>Reproductive Health Campaign</p> <p>Camposol conducted the 2nd Annual reproductive Health Campaign addressed to all company personnel aimed at creating awareness of the advantages of adopting and adequate conduct and lifestyle.</p> <p>The campaign was conducted on two dates for the plant and the fields and consisted of talks of orientation and advice on matters of family planning; sexually transmitted diseases and contraceptive methods.</p> |

The Camposol Medical Unit also carried out an internal study to determine the main muscular and skeletal problems suffered by its collaborators in order to begin a program of Labor Gymnastics, that consists of executing exercises

before and during the working day to prepare and compensate the corporal structures in the work. The program began in the area of canned asparagus and is being extended to all the production areas.

Reinforce internal communication

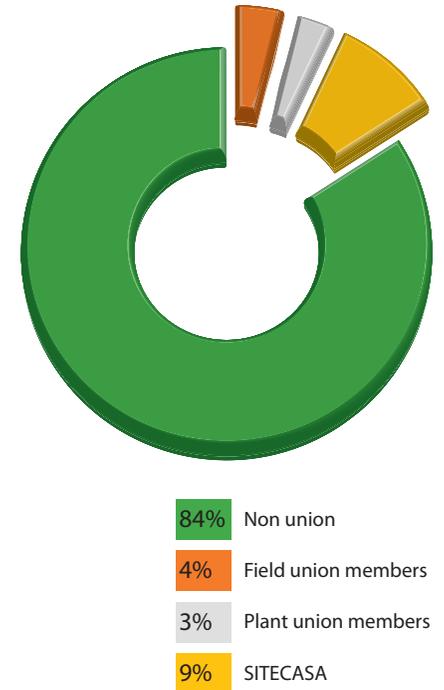
A fundamental objective is that of reinforcing internal communications. This is why various activities are taking place like the workshops on internal communications, and the formation of spokespeople. Internally the development of communications will permit the formation of more cohesive and integrated work teams, permitting greater formative effectiveness at all levels of the organization.

Relationship with the unions

Camposol considers dialogue with the unions to be an opportunity to draw closer to its stakeholders and improve the relationship with them. As a consequence free association is encouraged providing facilities and open spaces open to dialogue of all collaborators, union members or not.

In 2009, collaborators who were union members numbered 1,119.

Camposol has three Unions related to the Plant, the Fields and another affiliated to The General Central of Peruvian Workers (CGTP), called SITECASA.



| Collaborators in Unions | |
|-------------------------|--------|
| Men | 78.11% |
| Women | 21.89% |



A “Work Table” has been installed to deal directly with the concerns of its workers. This allows for better understanding between the company and its unionized collaborators, given that in this atmosphere the labor relations inside the company are permanently analyzed and possible conflicts are anticipated. A clear example of this can be seen by the installation of the “Work Table” of the SITECASA Union.

The head of Labor Relations declared that, in this way, Camposol reaffirms once again its commitment to open and permanent dialogue with the workers, in order to achieve a better labor climate that strengthens the sustained growth and development of the company.

Important Figures.

| Internal Social Indicators | Amount USD |
|--|---------------------|
| Food Subsidy to workers | 1'021,189.87 |
| Social Contributions | 1'210,756.66 |
| Medical, accident insurance, others. | 188,229.68 |
| Occupational Health and Safety (medicines, doctors, among others.) | 98,030.17 |
| Training and professional development of collaborators | 33,170.38 |
| Wawa Wasi Project | 57,352.52 |
| Attention to personnel | 17,989.09 |
| Gifts to personnel | 28,667.28 |
| Uniforms for personnel | 329,526.84 |
| Transport for personnel | 970,344.96 |
| Total | 3,955,257.45 |



Medical Unit in
processing plant



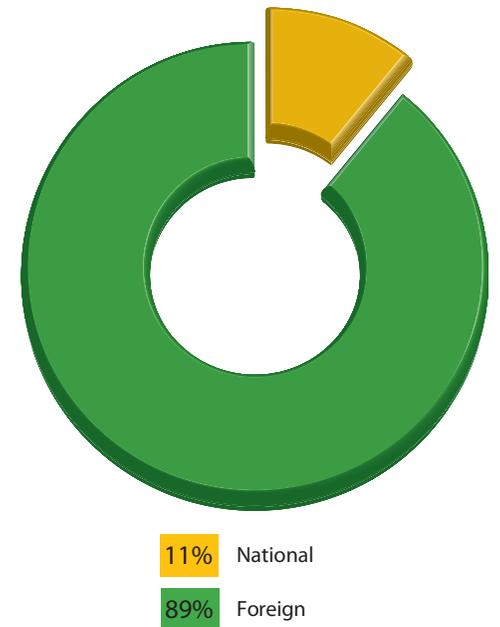
Wawa Wasi
"Little Sunbeam".

4.1.3 SUPPLIERS

Within the administration of suppliers, Camposol maintains practices united to its policy, which seeks to count on solid suppliers in the market (low financial risk and good commercial references) and with adequate quality standards that guarantee the good quality of our final product. In order to administer this better we have divided suppliers into categories, A, B and C, in relation to the amount spent in a year with each. Consequently A includes suppliers with a high volume of sales and greater incidence in our processes and included in this group are the suppliers of cans and flasks, packaging, fertilizers and pesticides.

The main suppliers are generally given guided tours to the plant and fields so that they can see in greater detail our current situation and feel themselves part of our continuous improvement process.

Our suppliers are conformed in the following manner:

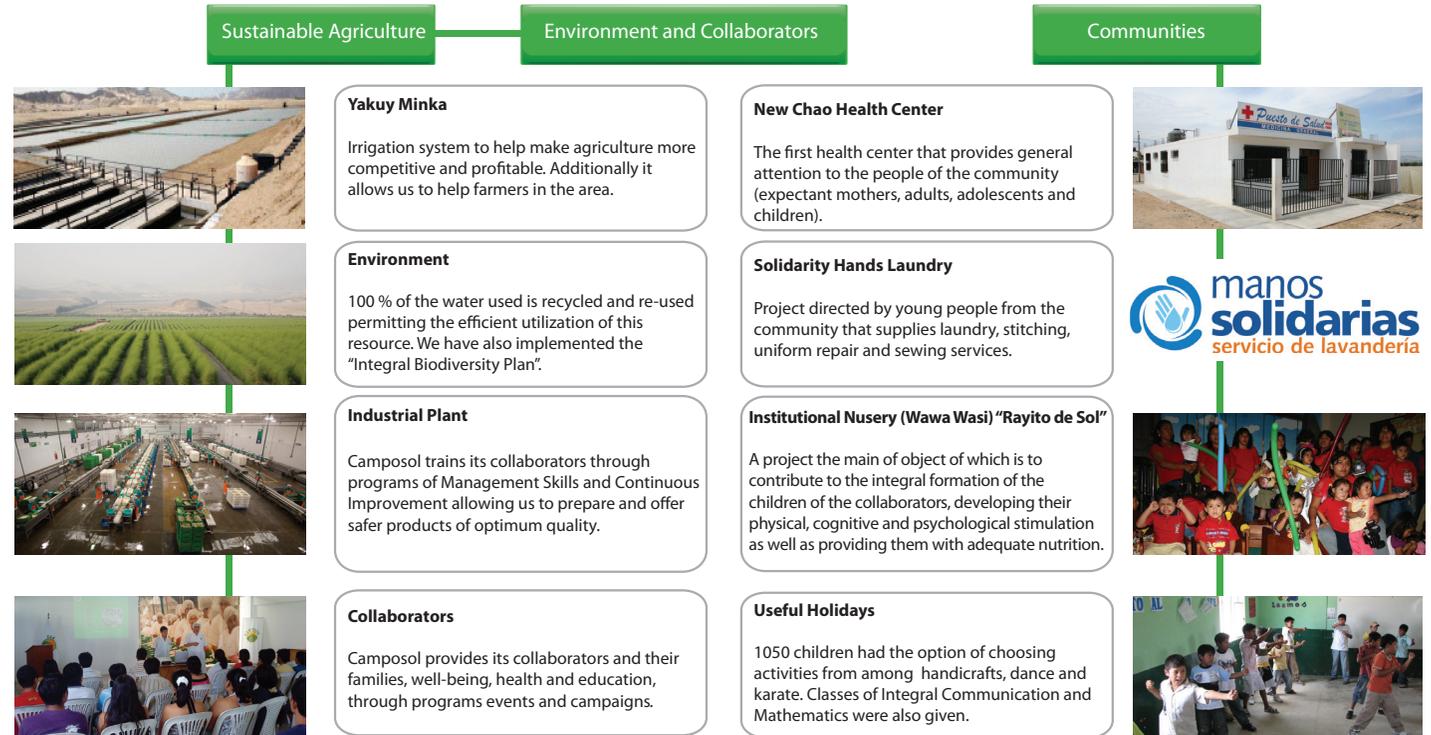




4.2 CREATION AND PROTECTION OF SHARED VALUE

Camposol believes in the creation of value by means of projects that aim at the generation and distribution of wealth on the way to Sustainable Development. In this sense, the company values the contribution of its stakeholders and strives to guarantee satisfaction of the expectancies created by our operations.

As a result, Camposol creates and shares value through its principle projects:





Notwithstanding the fact that Camposol cannot offer employment to all the community, throughout its activities it has identified the direct generation of income and the development of the local economy with time. One can see new pharmacies, street stands, restaurants, stores and several other businesses. This development has been measured in 2009 and the number of licenses given by the Chao District Municipality during this period was the following:

It should be pointed out that these different businesses have been developed mainly in the Chao district even though new employment is being generated in San Jose as well as New Chao.

Additionally value has been created and shared directly society by means of the following activities:

Camposol is very concerned for the care of the environment, as this will permit a sustainable growth in our operations

| Business Type | Number |
|--|-----------|
| Clinical Laboratory | 1 |
| Veterinarian | 1 |
| Restaurants | 2 |
| Distributor Agricultural Products (sale of Fertilizers and others) | 3 |
| Food Stores | 20 |
| Financial Entities | 1 |
| Internet | 1 |
| Agro-industry | 1 |
| Bazaars | 2 |
| Electrical Goods Store | 1 |
| Hardware Store | 1 |
| Hostel | 1 |
| Total Licenses Given | 35 |

| External Social Indicators | Amount USD |
|--|------------------|
| Health and Security | 51,666.4 |
| The fight against hunger and food safety | 11,754.64 |
| Total External Social Indicators | 63,421.04 |

| Environmental Indicators | Amount USD |
|---|---------------------|
| Investments related to the company's production | 4,329,511.10 |
| Total Environmental Indicators | 4,329,511.10 |



4.3 ENVIRONMENTAL CARE

Camposol is very concerned for the care of the environment, as this will permit a sustainable growth in our operations

In 2009 the main environmental risks associated to operations were identified. En Based on this it was decided to calculate the amount of material consumed and define the treatment. It was also decided to calculate the principal materials consumed, the energy consumed, the greenhouse gases generated (measured in CO₂e) and the quantity of water consumed. At the same time, actions have been taken relating to the habitat care in the influence zone. All this will permit the establishment of management practices to reduce the impact of operations on the environment.

The achievement of operational goals both in the plant as well as the field is long term, as it requires a great effort, investment and a change in operational culture. For this different measures will be adopted to minimize the emission of gases. At the same time the efficient use of consumables and water for production processes is a priority.

Finally, Camposol bases its constant product innovation in processes that do not lead to significant contamination as they are friendly and carry a Sustainable Development Focus.

4.3.1 ENVIRONMENTAL RISKS

Camposol is a company that is dedicated to agro-industrial activities and, as such, within its productive activity, generates a series of environmental impacts. The organization is committed to identifying these impacts and act on them to mitigate and correct them.

With regard to the modernization of the fleet, in 2009 Camposol acquired 29 tractors with the following characteristics:

- 04 tractors MF 283
- 04 tractors MF 292
- 21 tractors MF 297

Thanks to these acquisitions there was a reduction in costs due to lower corrective maintenance expenses and performing programmed field activities with the company's machinery.

For the contamination by the toxic gases of the diesel engines of these tractors, a preventive maintenance plan was prepared in order to reduce emissions of gases and contaminating particles, in accordance with the manufacturers instructions.

During 2009, US\$ 4,122,778.09 was invested in Integrated Systems and the Environment:

- Integrated systems of crop quality management: US GAP, GLOBALGAP, TNC TESCO, SYSCO, IPM, LEAF (Third party service by certification)
- Integrated Systems Maintenance and implementation of controls.
- Implementation and Maintenance MIP
- Implementation of Environmental Programs: PAMA, Solid Residue Management, energy audits and environmental controls.

This certificate is related to Sustainable Agriculture committed to the Environment. It is a system a system of Quality Control that permits the application of procedures for the sustainable use of resources in a

| Practices with environmental risks. | Medidas adoptadas |
|--|---|
| | Measures adopted. |
| Use of pesticidas and fertilizers | Reational use based on water, soil and plant análisis. |
| Management of solid and semi-solid residues. | Practice of segregating at source and working with residue handlers authorized by DIGESA |
| Management of industrial effluents | The industrial water treatment plant has been modernized permitting the re-use of these effluents for irrigation in the fields of crops.. |
| Contamination by agricultural machinery | The fleet has been modernized. Now the engines are more efficient and the emissions of gases are lower. |

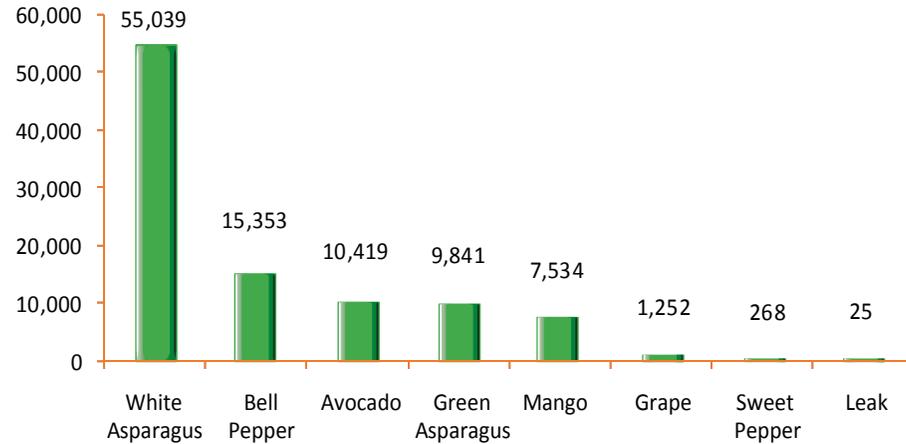
responsible way for the environment. This system permits work to be done in a preventive manner implementing mitigation measures with regard to environmental impacts which are applied through hazard evaluations performed in each of the agricultural production processes.

On the plant side the oxidation lagoon was Developer which implied an investment of US\$ 206,733.

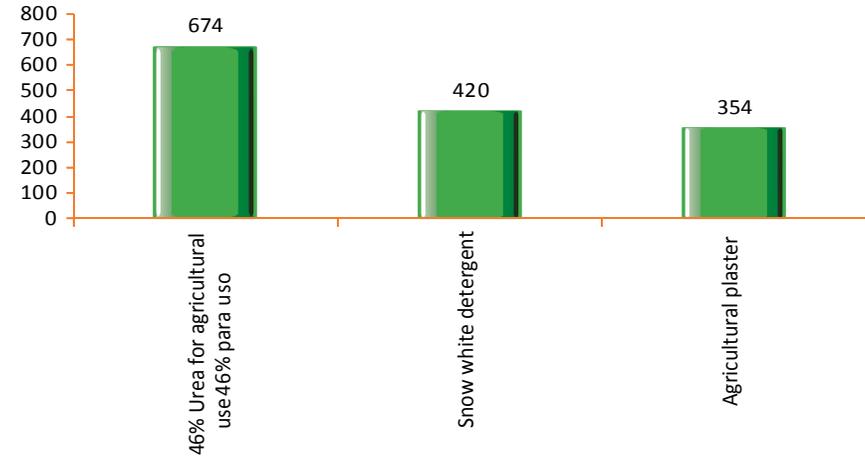
4.3.2 USED MATERIAL MANAGEMENT

To perform its activities Camposol uses different types of materials, classified in the following manner:

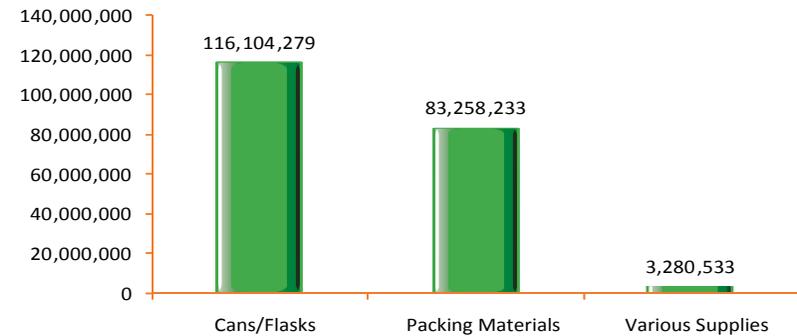
Raw material



Major Fertilizer and Pesticide



Materials used in the process



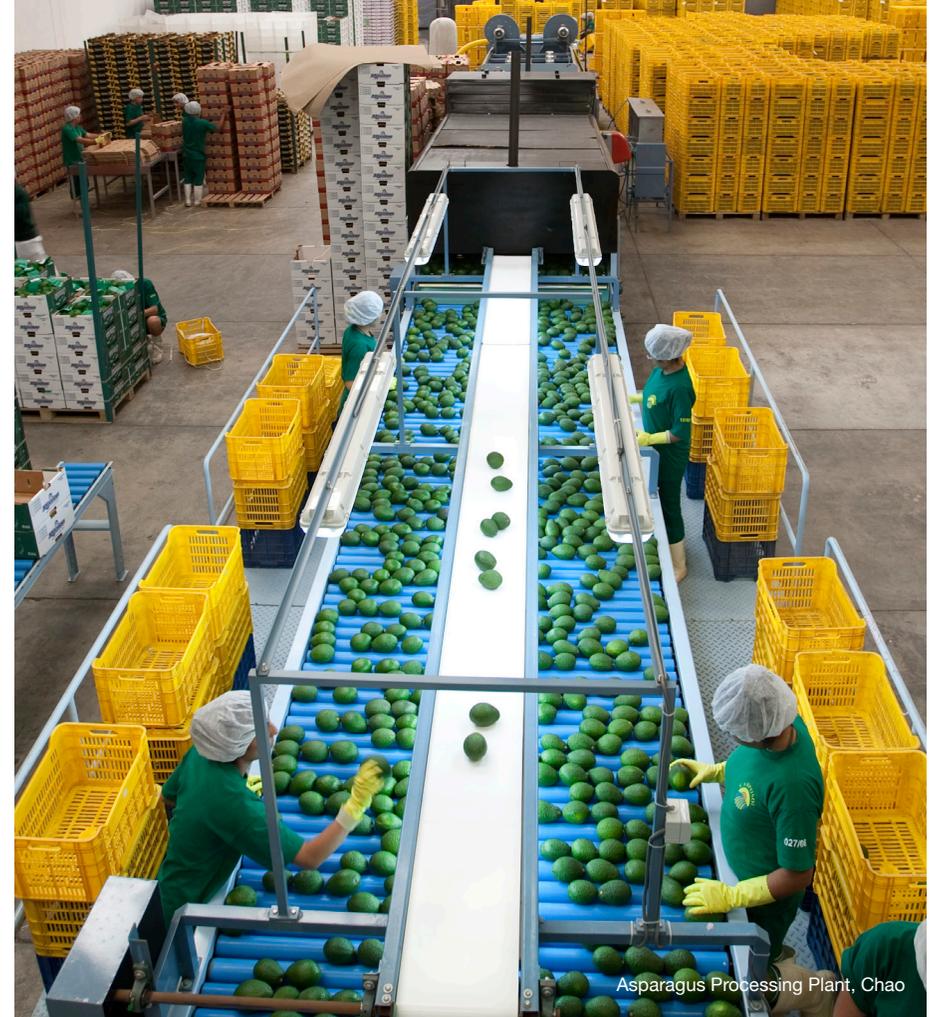


The residues associated with this consumption are:

| Hazardous and Non Hazardous Residues | | | |
|--------------------------------------|----|-------|--|
| Hazardous residues | UN | 8,249 | |
| Non Hazardous Residues | TN | 614 | |
| Others | | | |
| Thin pallets | UN | 7,083 | |
| Wooden Frames | UN | 5,071 | |

We also recycle and re-use all material possible. The main residues are treated as follows:

| Residues | Handling |
|----------------------------------|--|
| Crates | The defective ones are returned and recycled by the supplier. |
| Pallets | In some cases they are sold for firewood or given back to the suppliers in return for new ones |
| Cardboard, scrap iron, burnt oil | Sold to the EPS, who issue a DIGESA certificate |
| Pesticides | Generally they are stored although processes are being created to handle them better. |
| Stretch film | Not sold nor destined for anything |
| Batteries | They are buried. |



Asparagus Processing Plant, Chao

| Residues | Handling |
|------------------------------------|---|
| Plant discards (asparagus, pepper) | Sold to companies as animal feed. |
| Plant medicines | There is an elimination procedure. |
| Ink cartridges | They are not refilled, Hewlett Packard delivers a certificate of care for the environment. |
| Rotting leaves, chaff | They are composted and then used as fertilizer for the fields. In 2009 we obtained approximately 112,445 TN of compost. |

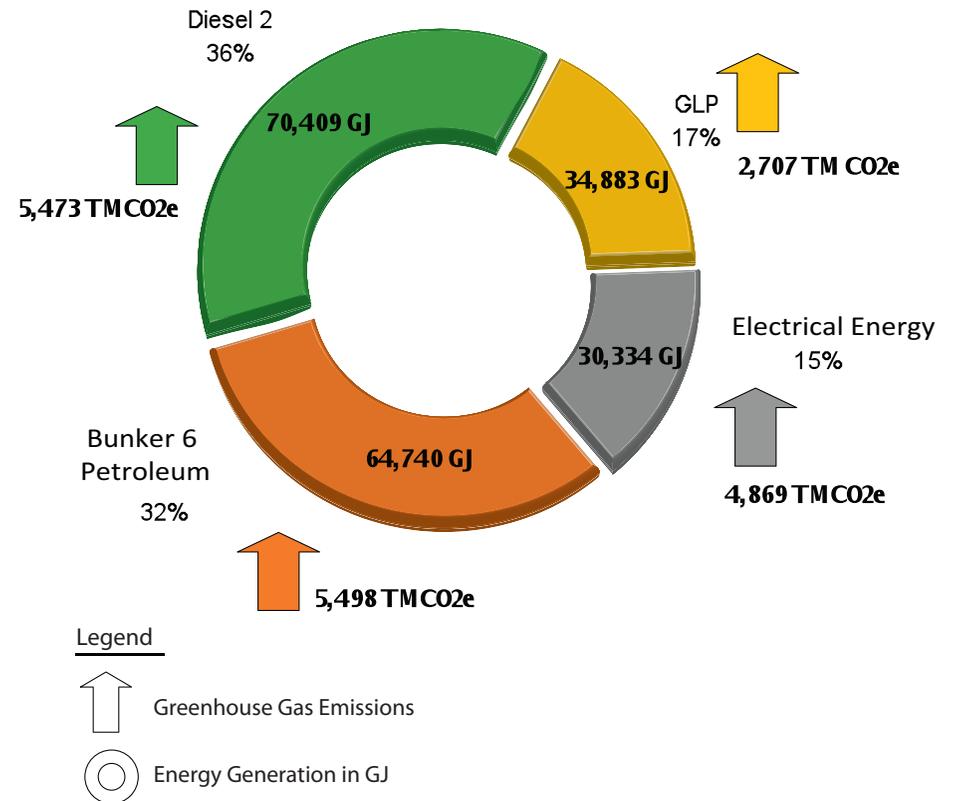
We should point out that, thanks to the systems and the care taken in its activities, Camposol does not generate any significant spillage.

4.3.3 MANAGEMENT OF ENERGY CONSUMPTION

Camposol is conscious of the environmental impact caused by the consumption of fossil fuels and is concerned with taking steps to minimize energy consumption in all its operations, in order to reduce costs and contribute to environmental sustainability.

One of the main fuels used is diesel in the functioning of plant and field equipment and machinery. Bunker is used mainly for the boilers in the processing plant while Gas is only used for the ovens in the Sweet Pepper Plant.

Energy Consumption (GJ)





As can be observed in the previous chart, the greatest consumption of energy is in Diesel 2 with 70,409 GJ equivalent to 5,473 TMCO_{2e}, followed closely by Bunker 6 with a consumption of 64,740 GJ which represents 5,498 TMCO_{2e}. The increase in CO_{2e} emissions in the use of Bunker 6 is due mainly to the higher calorific power and carbon concentration than Diesel 2.

In addition to the fuels described previously, gasoline is used for private cars and for transport of the workers to the field. This consumption compared to the others is minimum, consuming 54,010 gallons per year, equivalent to 500 TMCO_{2e} approximately.

The electrical energy used in Camposol comes from the Chavimochic irrigation project and is utilized mainly in machinery, pumps, motors and illumination as well as for the freezing in frozen products operations, in the fresh products plant and in the offices. Consumption during 2009 was 8,426,008 Kw/h or their equivalent 30,334 GJ.

The emission of greenhouse gases generated by the consumption of fuel negatively affects the environment. However this effect is compensated by the processes of photosynthesis that are beneficial for the biosphere in

the agricultural process. Additionally various activities are undertaken bearing in mind the best practices and latest technology

4.3.4 MANAGEMENT OF WATER CONSUMPTION

Camposol is aware of the importance of taking care of the water resources and uses advanced technologies to carry out its processes efficiently.

Use of water in the Fields

The water used in the agricultural operations comes from the Chavimochic canal. Physical-chemical controls are performed and sedimentation treatment with flocculation to achieve the adequate turbidity levels for irrigation of the agricultural areas, the water is then stored in a reservoir for later distribution. In these agricultural operations residual water is not generated.

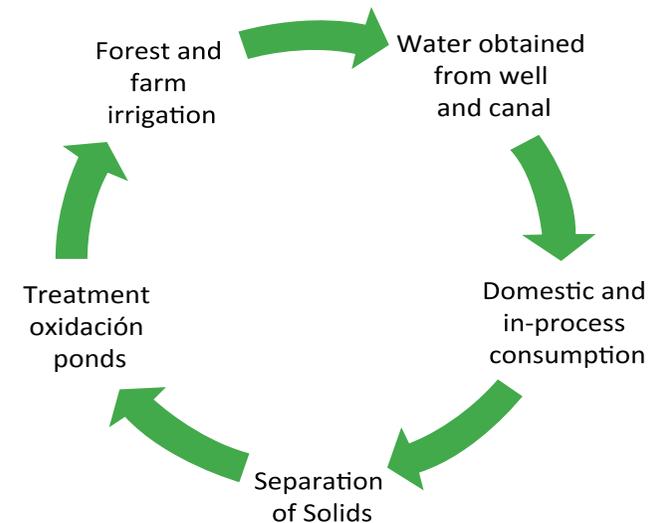
Use of water in the Plant

The water used in plant operations comes from the Chavimochic canal, is treated beforehand and is used for the cleaning and processing of asparagus,

avocado and dried fruit. Well water, previously treated is also used and pumped for the processing of pepper. All residual water for industrial use that is generated in the operations is directed to an oxidation lagoon after the solid residue has been separated, that used domestically goes directly to the lagoon to be used subsequently to irrigate crops or to be given other uses in the fields.

Previously the residual water was sent through the drains but, due to the concern over the impact of the final destination of the residues and the great opportunity of re-use, six oxidation lagoons were implemented, with the capacity to treat all the water from the plant which when depurated is used to irrigate the forests and farms.

All the water consumed is recycled and re-used in Field and Plant operations.



All the water consumed is recycled and re-used in Field and Plant operations.

Sistema de Irrigación Yakuy Minka

Camposol, on knowing how to use this resource efficiently, has inaugurated the most important private irrigation Project in the country: Yakuy Minka, that has required an investment of US\$ 18 million in the first stage, of which US\$ 10 million pertain to infrastructure work and irrigation systems; while the remaining US\$ 8 million are being used on preparation of the land, pipeline installation, machinery, labor, organic material and seeds.

In the long term this will permit the creation of a large quantity of direct and indirect labor, which will bring better standards of living and well-being for the population.

The Yakuy Minka Project is located in the district of Chao in the Viru Province. The canal has a length of 12 kilometers and a maximum transportation capacity of three m³/sec. of water. This will permit the irrigation of the asparagus, pepper, mandarin and avocado crops on the faro.

4.3.5 ENVIRONMENTAL AND BIODIVERSIDAD CONSERVATION PLAN

Within its environmental conservation plan, Camposol presents a scheme for adherence to the sustainable agriculture certification and for this it has identified certain adjacent land located within the scope of our operations.

In the chart we can find numbered all the farms belonging to the La Libertad department, Trujillo province and the Viru and Chao districts, which meet the minimum Standard required for areas of afforestation.

For the sustainable agricultura audit. (LEAF certification), the standard requires a minimum of 5% of the areas destined to conservation, afforestation, non farmed areas and curtains. Through these results it has been shown that Camposol has much more than the minimum required with 20.68% of these areas.

Within and around its area of operation, Camposol has natural protected spaces and areas of un protected biodiversity. These are:

- In the Pur-Pur farm there is a dune

protected by the National Culture Institute.

- In the faro Agricultor and Sincromax I and II, there are archeological sites with marked guideposts but without any denomination. Only the Sincromax farm is rented.

Información de los Mapas

| Fundo | Porcentaje |
|--------------------|------------|
| Gloria 1 | 20.8 |
| Gloria 2 | 11.9 |
| Gloria 1A | 19.5 |
| Gloria 3 | 17.8 |
| San José | 16.7 |
| Pur Pur | 12.9 |
| Agricultor 3 | 26.2 |
| Agricultor 2 | |
| Agricultor 1B | |
| Agricultor 1A | |
| Oasis | |
| Sincromax | |
| Mar Verde I | 14.16 |
| Mar Verde II | 11.5 |
| Frusol I | 10.1 |
| Frusol II | 11.3 |
| Frusol III | 37.3 |
| Agromás Palto | 11.1 |
| Agromás Espárrago | |
| Yacuy Minka | 29.5 |
| Promedio Ponderado | 20.68 |



Camposol has a policy of conservation of biodiversity; to maintain and improve the landscape, the diversity of the wild flora and fauna within the company's agricultural systems. To comply with this the following measures have been adopted:

Landscape

- Implementation of conservation standards for Historic Sites and zones of landscape character: Huaca Mar Verde, Sincromax, Bosque Seco, Duna Pur-Pur

Biodiversity of Flora (Carob, cedar, cypress, Asparagus, Eucalyptus among others.)

- Establishing afforestation plans.
- Implementation of biological corridors
- Extension and maintenance of lives hedges.
- Protection programs for sensitive ecological zones.
- Training Programs.

Biodiversity of Fauna (mice, foxes, pigeons, buzzards, swallows, lizards, snakes, iguanas, among others)

- Programs of protection of sensitive ecological zones
- Training programs.
- Installation of roosts, water holes and nests.

Within the fauna, the birds are the largest number of species followed by reptiles and by mammals and amphibians. Indirectly all these animals help the harvest as they tend to feed of the vectors consisting of insects that are prejudicial for the crops. The species of fauna to be found on the faros exist, generally, thanks to the fact that the sands of this desert became agricultural land and this generated a nutritional chain with a greater diversity than that which existed before and which was limited due to the few species capable of living in the middle of the desert.

Through the study carried out at Camposol's initiative, no species in danger of extinction have been identified near or around the areas of operation. As part of the integral conservation plan, it has been decided to carry out an inventory of fauna with emphasis on birds, reptiles and coastal foxes that are the animals with greater presence in the zone.



Camposol has afforestation procedures developed by the Agricultural Operations Manager, especially for the cutting down of trees with the objective of increasing the biodiversity of the flora in the different faros and includes the re-establishment of native species.

At the same time within the results of the on-site evaluation, zones of life and existing biotypes were identified such as:

- Aquatic environments (reservoirs and backwash wells)
- Crops (asparagus, avocado, mandarin, strawberry, pomegranate)
- Living hedge (plantings of myrrh, acacia)
- Filter wells, reservoirs (filter slabs that serve as a source of water for the birds, insects and transit for rodents and amphibians)
- Hills (hills located within the limits of Camposol that constitute the habitat for owls.)
- Duna Pur-Pur (classified as the “largest Dune on the northern coast“)

- Historic Monuments (located within the Camposol boundaries)
- Dry Forest (natural formations with no human intervention)

4.3.6 INTEGRATED PEST MANAGEMENT TECHNIQUES (IPM)

Camposol Works in field operations with the focus on maintaining a sustainable agricultural activity. As a result, within the area of vegetable health strategies have been developed for the management of the company’s fields, because the main function is that of seeking and adopting sustainable agricultural systems that contemplate the use of different IPM, in order to reduce these pests to levels that do not cause economic damage to the crops, promoting the conservation of the environment and biodiversity. The Superintendent of Vegetable Health is responsible for the breeding of different insects for field tests and of handling the consumption of biological controllers.

“The area of vegetable health is strategic for company field management, because the main function is to seek and adopt sustainable agriculture systems that contemplate the use of different elimination techniques of insect plagues in order to reduce the populations to levels that do not cause economic damage to the crops, promoting the conservation of the environment and biodiversity.

Through this area, we develop an Integrated Plague Management (IPM), which is the use of different repression and elimination techniques to reduce plague populations and crop diseases, reducing, in this way, the use of pesticides.

In Camposol we are using a diversity of plague elimination techniques in the different crops, such as syrup traps, plastic panels with glue or oil, sexual pheromones, light traps, chili extracts, benevolent insects (predators and parasitoidal entomopathogenic fungi), and the collection of spoilt fruit. The total grouping of these repression techniques constitutes IPM.

Vegetable health consists of a human team that performs key functions. It is made up of plague evaluation operatives, phito-sanitary application operatives, health supervisors, machinery supervisors and heads of health, who are supported by the area of Biological Control and Biodiversity that is responsible for breeding different types of insects for field trials as well as managing the consumption of the biological controllers.

The whole team is completely committed with the other areas of the company which permits them to find timely solutions to the problems that appear.

“Vegetable Health, “working for sustainable agriculture”



4.4 QUALITY ASSURANCE AND PRODUCT TRACEABILITY

Within the framework of its Integrated Management Policy, based on validated procedures, prevention methods, training programs, commitments with its workers, suppliers and other Stakeholders; Camposol complies with the guidelines of occupational health, quality and care for the environment, industrial safety, fair commercial security (BASC) and relations with the communities; ensuring the innocuousness and sanitary quality of the products, controlling the risks that impact on the health and safety of the workers, preventing any illicit act in its processes, protecting the environment and the wellbeing of the communities.

Camposol complies with the requirements of the legal standards and current regulations related to the activities it develops, as well as the internal standards established by top management..

Products are supplied that comply with the requirements of the clients, with timely delivery, at competitive prices and with profit for Camposol. Camposol endeavors to attend the clients in the best way possible, receiving any

complaint or inconformity they have, by mail or personally and resolving the matter immediately.

In the Quality Assurance area if Camposol, has to deal with any complaint or claim from a client, a corrective and preventive action is recorded in order to communicate to all areas involved the actions to be taken to correct, prevent or eliminate any non conformity observed, for example, in an internal audit, complaints or claims of clients, observed products, etc.

Traceability is a system employed in Store Administration that permits the appropriate location of a batch produced and the recognition of the raw material and consumables used in its preparation, should a problem of quality arise or should the client request it.

The traceability flow of raw material, containers and packing and consumables, consists of the following stages: in the first place the date of production is established, in second place the entry of the finished product is validated. Lastly, the exit of each of the products is controlled and the detailed report of the same is issued.

Camposol is continually evaluating its processes and procedures, by



Frusol Farm

jeans of multidisciplinary teams that carry out internal and external audits. These latter are conducted by independent and accredited third party organizations. The whole contributes to the continuous improvement of the integrated quality system.

In 2009 several standards or certification norms were incorporated as required by the market or some clients, these include conformity by DIGESA and SENASA, national institutions that certify the safety and healthy state of the products.

Finally the Organization, by its adherence to the guidelines of the United Nations World Pact complies with the clients' requirements, continually improving the efficacy of the Integrated Management System.

Camposol holds the following certifications:

| Standard | Description |
|---|---|
| DIGESA (General Direction of Health) | Sanitary qualification and HACCP validation |
| BRC (British Retail Consortium) | Verification of food quality and innocuousness |
| IFS (International Food Standard) | Verification of food innocuousness |
| HACCP (Hazard Analysis and Critical Control Points) | Verification of food innocuousness |
| SGS (Société Generale de Surveillance) | Verification of chlorine free product |
| USGMP (United States Good Manufacturing Practices) | Verification of manufacturing process |
| Cook and Thurber | Verification of food innocuousness |
| Chlorine Free Product | Verification of chlorine free product |
| Kosher | Verification of food Standard demands from the Jewish community |
| BASC (Business Alliance for Secure Commerce) | Verification of anti-narcotics and anti-terrorism security |
| BPA-s (Good Agricultural Practices) | Verification of agricultural processes in crop fields |
| IPM (Integrated Pest Management) | Verification of pest control strategies. |
| Global GAP | Verification of agricultural and cattle processes |
| TNC (Tesco Nature's Choice) | Verification of triple count of results in fresh products |
| USGAP (United States Good Agricultural Practices) | Verification of agricultural processes in crop fields |
| LEAF (Linking Environment and Farming) | Verification of Sustainable Agriculture |



The Management System is also audited for clients, which provides more confidence as to the quality of our products. We should point out that Camposol obtained certification in the B Category of the Code “Initiative Clause Sociale” (ICS), with a score of 98%, after an evaluation performed by SGS.. This evaluation consisted in a detailed analysis, both in the plant and the field, of aspects related to labor matters, payroll, unions, industrial safety, among others, as well as the work in social responsibility carried out by our company. In the same way we passed the social audit. related to the environment industrial safety , occupational health, human resources and payroll and the social audit by STR – Responsible Sourcing Peru, related to the compliance of social and safety standards.

In the same way as done in the external audits, internal audits are also performed in the different areas and processes throughout the year such as:

- Classification Process – Fresh Asparagus and Quality Management System in this area.
- Freezing Process and Quality Management System in this area.
- Canned Asparagus/ Mango in Syrup Process and Quality Management System in this area.
- Fresh Fruit Process and Quality Management System in this area.
- Water Treatment Process and Quality Management System in this area.
- Maintenance
- Employee welfare: Formation of personnel, health.
- Logistics.
- General Stores and Quality Management System in this area.
- Laboratories.
- Agricultural production processes
- External suppliers of raw material.
- Suppliers of consumables
- Service suppliers.

The area of Plant and Field Quality Assurance is responsible for carrying out these audits, although those responsible for the area involved also participate when dealing with a specific matter. The audit team is multidisciplinary.

Generally there are one or two audits per year but in critical processes the frequency is greater. On finalizing the audit a report is produced detailing the findings.

4.5 PRODUCTS, CLIENTS AND MARKETS

Camposol is positioned in the health foods segment that is experimenting a growing demand worldwide: fruits and vegetables, being the biggest producer and exporter worldwide of asparagus and the biggest producer of avocado en Peru. It is the leading Peruvian agro industrial exporter with the most diverse offer of products that generate value by means of its ability to offer fruit and vegetables in a wide range of presentations that satisfy an ever growing group of clients, managing to place its products with more than 150 clients in 31 countries in Europe, America and Asia, in comparison to the 24 countries it exported to in 2008.

Camposol is positioned in the health foods segment that is experimenting a growing demand worldwide

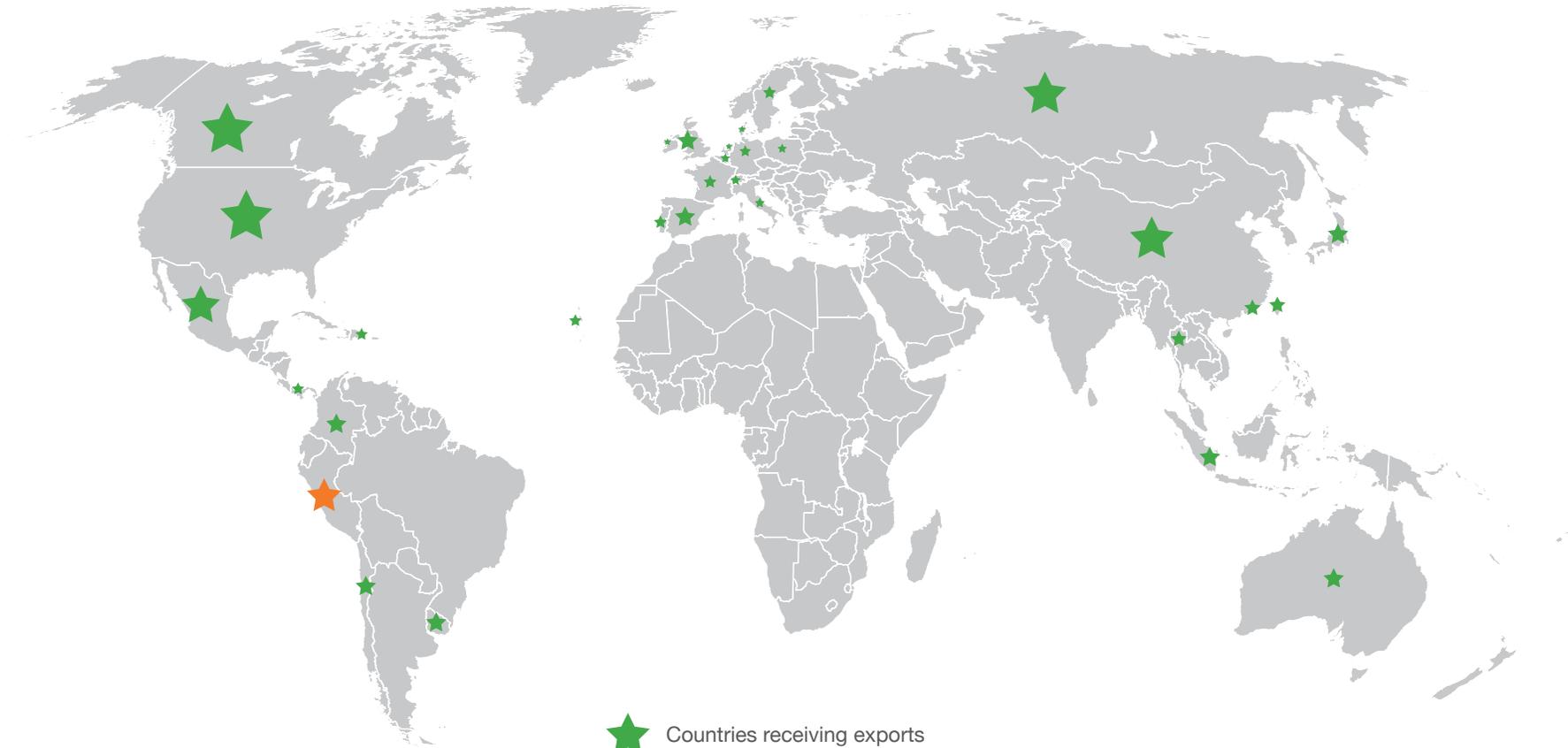


It also has a production center of farmed shrimp (Marinazul) that exports frozen shrimp in several presentations.

| Products | Hectares | TM Cosechadas | Categorías | Principales Mercados |
|-----------------|------------|---------------|----------------|----------------------------------|
| Planted | MTs | 34,828 | Fresh | Germany, Holland, USA |
| Harvested | Categories | Main Markets | Canned | Spain, Germany, France |
| Green Asparagus | | | Frozen | Japan, Germany |
| | | | Fresh | USA, Europe |
| | | | Canned | USA |
| | | | Frozen | USA, Europe |
| Avocado | 2,278 | 11,499 | Fresh | France, Spain, UK |
| | | | Frozen | USA, Spain |
| Mango | 415 | 6,004 | Fresh | USA, Holland, UK |
| | | | Canned | Germany |
| | | | Frozen | USA, Europe, Japan |
| Peppers | 466 | 15,171 | Canned | Spain, Germany |
| Grapes | 100 | 1,411 | Fresh | Russian Federation, Europe, Asia |
| Shrimps | 482 | 1948 | Frozen | USA |
| Mandarins | 101 | | Beginning 2011 | |



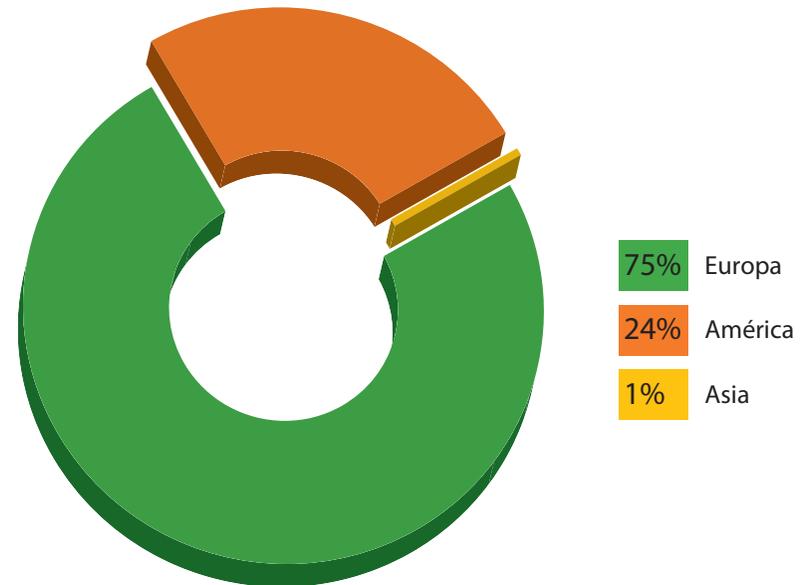
Export Map



- ★ Countries receiving exports
- ★ Operations Headquarters



Sales by geographical area



Camposol bases its vertically integrated activities in products that offer relevant advantages in terms of convenience, versatility, consistency, reliability and availability, and that are nutritional and safe for the health and the environment. . In 2009 it was again the leading company in non traditional agro industrial exports with total sales of USD 122.7 million, of which 50% correspond to canned products, 31% to fresh a products, 8% to frozen product and 11% to shrimps and other products.



4.5.1 FRESH PRODUCTS

In this category, Camposol offers fruit and vegetables of prime quality, completely fresh and natural and of a constant aspect and taste. Our products are naturally free of fat and are packed according to strict protocols of food safety; they receive special care in the management of quality and in the cold chain to achieve a longer shelf life. 21.5 thousand net MTs of white and green asparagus, mangos, avocados and grapes were sold constituting 31% of the company's total income. This is a dynamic market where post harvest and logistics play an important role and the demand windows are opportunities where we must focus the supply. We cultivate good relationships with our logistics partners and we are always seeking new and innovative alternatives. Our distribution chain includes wholesale markets, food service

chains, companies of fresh products and retailers.

Asparagus: Camposol was the second largest exporter from Peru with the highest volume of fresh, white and green asparagus, totaling 6,908 MTs exported and total income of USD 18,8 million. 77% of the volume was white asparagus and 23% was green placing our company as the main exporter of fresh white asparagus in Peru.

Avocado: Our avocado season was 48% less than 2008 due to the natural alternate production of the trees. Camposol was the second largest exporter of fresh avocado in Peru in 2009 with a total of 8,647 MTs exported and total income of USD 12.2 million.

Mango: Camposol occupied the second place in the list of Peruvian exporters

with a total of 4,273 MTs exported and total income of USD 5,6 million.

Uvas: 2009 was the first year in the market for Camposol with this product and we managed to achieve the twelfth place in the classification of exporters of Peruvian grapes. We exported the Red Globe variety to 10 countries in Asia,

Europe and America. The total income from this product reached USD 1,9 million with an exported volume of 1,025 MTs.

4.5.2 Canned/Bottled Products

This category of product represented 50% of the company's income in 2009 with a total volume of 32.4 thousand MTs net sold.. The main product was conserved asparagus followed by peppers, mangos and artichokes. The canned products market is mature and stable where the long term programs predominate and the key is volume. Camposol has the ability to react to changes in the market and suplí its clients with regularity, thanks to the availability of its raw material during the greater part of the year. Multiple



packing types are offered in formats to supply the various market segments. All the processes comply with the strict protocols of food safety and our distribution chain includes retailers, food services, “cash and carry” and food distributors.

Asparagus: In 2009 Camposol was the largest exporter of preserved white and green asparagus with sales of 12,000 MTs representing 38% of Peruvian exports of this product.

Peppers: Camposol was the largest exporter of canned peppers in Peru with 9,000 MTs of peppers, representing 43% of Peruvian exports of this product.

4.5.3 Frozen Products

This category of product includes fruit and vegetables harvested in their

prime state of maturity and freshness and rapidly frozen (IQF) to retain the complete nutritional value of fresh products and in this way maintain their various health benefits. Top quality products with homogeneous taste and appearance are harvested and offered in convenient multiple presentations (complete, halves, diced, pre-cut slices, ready to eat, easy re-sale bags, vacuum sealed bags, industrial presentations, etc.) All the processes comply with strict food safety protocols. The finished products are tested for micro clearance and metal detection and are stored at optimum temperatures to maintain their “recently picked” flavor, their recently cut appearance and guarantee a long shelf life. There were sales of 4 thousand MTs net of white and green asparagus, mangos, avocados and peppers that make up 8% of Camposol’s total income. This is

a specialized dynamic growing market with technological barriers where programs predominate. Our distribution chain includes food processors, food services and retailers.

Avocados: Camposol was the largest exporter of IQF avocados from Peru with sales of 1,344 MTs. that represent 63% of Peruvian exports of this product.

Mangos: Camposol was the largest exporter of IQF mangos from Peru with sales of 1,900 MTs. that represent 27% of Peruvian exports of this product.

Asparagus: Camposol was the third largest exporter of white and green IGF asparagus from Peru with sales of 933 MTs, that represent 10% of Peruvian exports of this product. 7% of the volume was white while the remaining 93% was green.

Other sales

Shrimps: Marinazul has participated in this market since 2007 and already occupies second place in the classification of Peruvian exporters of shrimp with 13% of the total total value sold reporting an income of USD 8,3 million.

Others: In addition Camposol had other sales for USD 5 million, comprising mainly organic material, and remnants used in other agricultural processes or as feed for cattle.

4.5.4 Commercial Development Strategies

The client, the distribution and the brand are the pillars of Camposol’s chain of value. The consideration of the value of the client constitutes the fundamental basis for the success of our commercial strategy.

The Camposol commercial team comprises 26 widely experienced people, the sales executives maintain constant contact (even daily in campaign periods) with our clients, many of whom have a relationship going back several years with Camposol. In 2009 diverse communication channels were maintained with our clients:





attention by telephone and digital, personal meeting, visits to our fields and processing plants and visits to our offices, distribution centers and sales points, surveys as well as participation in the most important international and national food fairs. In Camposol we strive to cultivate a relationship of trust with our clients, we interest ourselves in their business in order to develop plans together and develop the growth of both. We also evaluate the best way to satisfy their preferences and needs through satisfaction studies, market analysis and client service in order to develop products that create value for society and are preferred by consumers.

In 2009, Camposol began operations with 2 new subsidiaries in Europe: in February CAMPOSOL EUROPA began to function in La Rioja, Spain and in May CAMPOSOL FRESH began in Rotterdam, Holland. Both offices are located in our main markets for canned and fresh products respectively and

among their objectives is that of being constantly up to date in a market of constant change and evolution, to improve our service to the client with a closer and more constant presence, and identify new opportunities in order to extend our client base. In 2009, Camposol Europa sold canned products for USD 1.8 million and Camposol Fresh sold fresh products for USD 7.1 million.

Camposol products are sold by the leading retailers of Europe, America and Asia with private labels but also with registered brands such as Camposol™, Andes™, Amazonas™, Solproduce™, Tumi™, Del Huerto™ and Huerta del Sol™.

In accordance with the company vision of becoming world leaders and in order to ensure long term profitability and sustainability, our commercial development strategy was supported by two strategic elements in 2009:

- To increase the participation of fresh products in our portfolio, especially in freshly packed white asparagus: 32% of the total production of white asparagus was sold as a fresh product. The company achieved a volume of 5,3 million tons, that represents an increase of 43% compared to 2008. The market for preserved products was the one that most affected by the international crisis, both in volume as well as

price, due to the high inventory levels throughout the distribution chain at the end of 2008 and at the beginning of 2009. Camposol considers the preserved products market to be a mature one, while that for fresh products is growing due to the global tendency of consumption of fresher and healthier products.

- Diversify geographic and client / product risk:



- ❖ Reduction in the dependency on the largest client, which in 2008 represented 15% of total sales while in 2009 it represented 11%.
- ❖ New subsidiaries in Europe to strengthen our presence in the market.
- ❖ The first harvest of Red Globe Table Grapes began in November 2009: this product was exported to 10 countries.
- ❖ Reduction in the collection risk backing almost 100% of our sales by Letters of Credit, credit insurance or payment beforehand.
- ❖ Research and Development of potential new products such as berries and pomegranates.

4.5.5 Client Satisfaction Study:

In order to know how and how much our products and services satisfy our clients, in 2009 a Client Satisfaction Study was carried out based on the following objectives:

- Know the level of satisfaction of the clients.
- Know the evaluation of our company in relation to its main competitors.

- Know the dynamics of the clients' interaction with Camposol.
- Identify Camposol's elements of interest and development as well as the risks that could damage its image.

This study was performed by means of qualitative methods, through telephone interviews directed at Camposol's main clients in the Fresh, Preserved and Frozen areas who have worked with us between 2 and 12 years. The

Solvency and solidity

- ❖ Solvency is linked to the size of the company and the way prices are agreed.
- ❖ Camposol is seen as a company that can dispatch large volumes of diverse products and that permits the establishment of competitive prices.

information on the contacts was provided through a data base that included companies from different countries of America, Europe and Asia. The sample consisted of 16 interviews with executives of different companies united with Camposol.

The results show that Camposol is seen as a solvent and reliable company with the capacity to adopt to new markets and to respond with efficacy to the demands of its consumers, with good participation in all the stages of the production value

Complies with market demands

- ❖ Camposol has positioned itself successfully in the European and North-American markets.
- ❖ Not only does the company comply with product demands and requirements, but also with items like:
 - ❖ The development of an optimum organizational culture.
 - ❖ A satisfactory labor climate and
 - ❖ Environmental protection.
- ❖ However, the information available on the social responsibility programs and Camposol's role in the economy and development of Peru is still reduced.

chain and a great variety of products, that offer competitive prices in the agro-export sector. Camposol enjoys a good reputation in the market thanks to the quality of its products and the professionalism of its collaborators. The relationship with clients is quite good, as they perceive that Camposol is concerned with offering good products and a good service.

The main positive aspects that clients stress in terms of the image projected by Camposol are:

Vertical control of production

- ❖ The clients negotiate the amount and variety of products required with only one supplier.
- ❖ It is important:
 - ❖ To show ourselves as a company that has the vertical and integral control of production and distribution.
 - ❖ The benefit is that transaction costs are reduced.
- ❖ Being a direct producer facilitates negotiations, as one has a better control of the prices and field and plant procedures.



With regard to the evaluation by product areas, in the case of frozen products clients, it can be concluded that integral control of production, the quality of the products and the technical requirements in the field and the plant are aspects to be highlighted in Camposol service. Opportunities have also been identified for improvement in the communication system for the dispatch of products. The results of the frozen products study are shown:

Benefits expected by our clients

- **Company attributes:**
 - ✓ Financial solvency.
- **Product:**
 - ✓ Quality control and volume.
 - ✓ Competitive prices.
 - ✓ Adaptability to technical requirements such as “food safety” programs (hygienic aspects of the products).
- **Distribution and service:**
 - ✓ Comply with agreements on production volume and parameters.
 - ✓ Rapid communication flow.

Camposol Evaluation

ADDED VALUE

- ✓ Camposol “leads the field” in terms of plant and field certifications and vertical control of production.

Camposol enjoys a good reputation in the market thanks to the quality of its products and the professionalism of its collaborators

For preserved products clients, Camposol is perceived as a company that has improved in integrity and in fulfilling its commitments, identifying opportunities for improvement in terms of the speeding up of its capacity to respond to demand and in the dispatch of products. The results of the preserved products study are shown:

Benefits expected by our clients

- **Company attributes:**
 - ✓ Financial solidity.
 - ✓ Company size.
 - ✓ Reputation (integrity, honesty, reliability)
- **Product:**
 - ✓ Production volume.
 - ✓ Optimum health conditions of product for commercialization.
- **Distribution and service:**
 - ✓ Comply with established agreements on product production and delivery.
 - ✓ Immediate response to consultations on orders.

Camposol Evaluation

ADDED VALUE

- ✓ Offers many jobs, generates employment.
- ✓ Complies with technical specifications and has good operating knowledge.
- ✓ Offers data on campaigns and information on product quality.
- ✓ Is present in many markets.
- ✓ Has its own distribution and firm clients.

Benefits expected by our clients

- **Company attributes:**
 - ✓ Economic solvency.
 - ✓ Adaptability and good market knowledge.
 - ✓ Open mind and global vision.
 - ✓ Vertically integrated.
 - ✓ Competitive prices.
- **Product:**
 - ✓ Programs of product health.
 - ✓ Regular supply and volume.
- **Distribution and service:**
 - ✓ Good understanding between the company and the client.

Camposol Evaluation

ADDED VALUE

- ✓ Knows European market requirements.
- ✓ Participates in stock market and enjoys high credibility.
- ✓ Has own system of marketing.
- ✓ Offers a diversity of products.
- ✓ Proactive and innovative attitude always investing in new products..

Fresh products clients consider that the diversification of production and the knowledge of the market are highly valued in this segment. At the same time the plantations impressed them favorably and they consider that the level of satisfaction with the service is comparatively higher than other segments, although they highlight opportunities for improvement in terms of speed of reaction to the conditions and needs of the client. The results are shown for the study of fresh products:

The study also permitted Camposol to evaluate the forma and frequency of communication with the clients in order to find improvement opportunities in this aspect.

Communication ways and frequencies with clients

Communication between clients and Camposol occurs relatively frequently, general every other day or weekly. Conversation topics are usually about proposals, order and other commercial matters.

- The most frequent forms of communication are telephone and electronic mail.
 - On occasions this contact may be more direct, including visits to the plant and the fields. This last one is especially valued by the clients.
- Communications tend to increase during campaign times when the contact may even be on a daily basis.

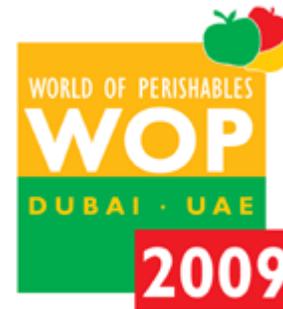
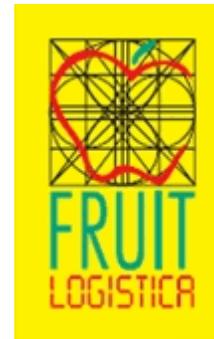


Lastly it is very important to point out that during the period analyzed, there were no complaints, which indicates that their products are being dealt with in the best way and obtain the best standards of certified food quality and safety, for which there are traceability procedures incorporated into quality management.

4.5.6 Participation in Food Fairs

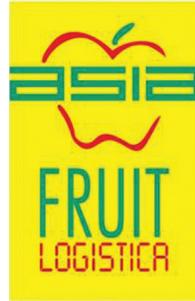
The international food fairs are an efficient form of presenting Camposol and promoting its image globally, attracting new clients and reinforcing existing commercial relationships, sealing commercial agreements and promoting products as well as obtaining a global view of the market in which the company does business. As a result, Camposol participated in the world's most important food fairs in 2009:

- Fruit Logistica – Berlin, Germany – February 4 to 6, 2009: Camposol presented its products in this important fair of fresh products which enjoyed the participation of 2,283 exhibitors from 80 countries and around 50 thousand visitors from 120 countries. Camposol has participated in Fruit Logistica since 2004.
- World of Perishables (WOP) – Dubai, United Arab Emirates – March 3 to 5 2009: Camposol was present among 80 exhibitors from 18 countries that participated in the first edition of the WOP DUBAI, showing their products and services to the 1686 visitors coming mainly from the Arabian Gulf, the Middle East, Iran, India and Pakistan as well as Asia and Europe.



Participación en ferias internacionales.

- Asia Fruit Logistica - Hong Kong – September 2 to 4, 2009 : This is the most important fresh fruit and vegetable fair in Asia. In its 3rd edition in 2009 it attracted more than 3,400 visitors from 52 countries. The Camposol stand stood out among the 224 exhibitors proceeding from 31 countries.



- Expoalimentaria - Lima, Perú – September 9 to 11 2009 : Camposol exhibited the quality of its products which convoked 180 exhibitors, including national and foreign producers, processors, exporters and distributors who attend the demand from the food industry sector and received visitors from Latin America, USA, Europe and Asia.





- Anuga – Cologne, Germany – October 10 to 14, 2009 : Camposol was present as an exhibitor in this fair that had 6,000 exhibitors from more than 100 countries and 160,000 visitors. There were 10 specialized shows among them the Anuga Fine Food, in which Camposol had an outstanding participation.



4.6 REPUTATION MANAGEMENT

Camposol's objective is to maintain an optimum reputation in the eyes of our main Stakeholders.

One of the achievements obtained was to be admitted as a member of the World Pact, the greatest initiative of social responsibility in the world, led by the United Nations, with the main principles of the defense of human rights and labor rights, care for the environment and the fight against corruption.

Being a member of the World Pact since the middle of 2008 obliges the company to respect and defend said internationally recognized principles within our sphere of influence, as well as ensuring that we are not accomplices in the violation of these. All this helps to improve the relationship with the Stakeholders and strengthen the company's image.

Additionally, with the aim of encouraging good practices within the organization, those teams that have generated outstanding results are publically recognized.

We should point out that Camposol is seeking to increase its presence in the

main social responsibility and food fairs held around the world.

4.6.1 INTERNAL RECOGNITION

Recognition of the best workers in the Pepper area

The pepper area finalized its production campaign, rewarding the workers for their excellent work done during the same. "One of the objectives set in this campaign was to have quality and productivity indicators and, for this, controls were implemented in each process stage, in order to measure the performance of the workers on a daily basis".

According to the work stage, standards were established to achieve the productivity desired by each collaborator and together the quality of the work was evaluated.

On this first date recognition was given to the effort, dedication and commitment of those collaborators, who stood out in each process phase, obtaining in this way the highest classification of the 2009 campaign so far.

The stages rewarded were: stem separation, canning, sub-product line, closing, general services, the best supervi-

sor was also recognized. We congratulate the pepper area for this initiative which should be a motivation for other workers to improve their work in order commit ourselves more to Camposol's objectives.

Recognition of the Pepper Area for the increase in productivity

Camposol recognized the Superintendent of Pepper Area's team as part of the Continuous Improvement Program that the company is implementing and that has permitted a better yield from the raw material, that is increase the levels of productivity.

"In the area of pepper we have an indicator with which we can verify the grade of efficiency in the yields of the raw material. With

The improvements implemented we have managed to significantly increase this yield which means that with the same amount of raw material, we can produce a greater quantity of product, in other words greater volume for sales".

The Operations Manager stressed that the company is seeking to develop the increase in productivity in all the lines, which means cost reductions and also improvements in the living conditions and work of our people.

Recognition of the Fresh Products Area

The good performance shown by the team that makes up the Fresh Production Area , after achieving the proposed targets meant a deserved recognition by Operations Management which presented certificates of recognition to the team led by the Production Superintendent of Fresh Products which Developer a joint task together with Fresh Products Quality Assurance Superintendence.

"It is a recognition we present for a job that goes beyond what we ask people to do. We are convinced that when people go beyond their duties they deserve to be recognized", The Operations manager expressed.

The recognition is due to series of improvements developed in the cold chain for the treatment of fresh products, acknowledging the input of all the participating human team, including the commercial area. "The improvements are based on the management of the times from the harvest until the product is processed and cooled. We are managing to extend the useful life of the product obtaining excellent results".

4.6.3 ASSOCIATIONS TO WHICH CAMPOSOL BELONGS

It is very important to indicate those associations to which Camposol belongs or those in which it participates actively, because this is another means that also assists in improving our reputation creating a difference with other companies and allowing it to continue as leader in the national and international market.

Associations to which Camposol belongs:

- ADEX (Association of Exporters).
- COMEX (Peruvian Foreign Trade Society).
- IPEH (Peruvian Institute of Asparagus and Vegetables).
- APTCH (Association of Farmers Agro-exporters Owners of Land in Chavimochic).
- Lima Chamber of Commerce.
- La Libertad Chamber of Commerce.
- Peruvian Chinese Chamber of Commerce (CAPECHI).
- PROVID (Association of Grape Producers of Peru).
- PROHASS (Association of Avocado Hass Producers of Peru).
- PROCITRUS (Association of Citrus Producers of Peru).
- APEM (Peruvian Association of Mango Producers and Exporters).



Reconocimiento al equipo
de Pimiento – Planta.



“For this campaign we developed quality and productivity indicators and implemented controls to measure the performance of each worker, day by day, during the whole process”.

Teresa Albañil
Head of Pepper Production
Recognition for the Plant-Pepper team





Piquillo pepper

(*Capsicum annuum*)

Piquillo is a type of red triangular pepper, flavorful, slightly sweet and not spicy. Likewise it is high in vitamin C, E, A, and B complex. It is also high in fiber, low in calories and contains as much carotenes as carrots. Piquillo is consumed to improve medical treatments such as gout tymanitis and paralysis.

Having a diameter of 3-5 cm and length of 5-10 cm, Piquillo pepper is roasted and canned in jars or tins, or individually quick frozen. The oven roasting process enhances its delicious natural flavor. The warm and low humid weather in our growing area are key factors to intensify its red color and length.

The Piquillo pepper is becoming a perfect alternative for different dishes around the world due to its unique shape and flavor. Enjoy it stuffed with meat, cheese or vegetables or use it as appetizer for snacks and biscuits.

Presentations

Frozen

- IQF Whole
- IQF Strips

Canned

- Whole
- Pieces
- Strips

Process Calendar

| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AGU | SET | OCT | NOV | DEC |
|--------|-----|-----|-----|-----|-----|-----|---|---|---|---|---|---|
| Fresh | | | | | | | | |  |  |  |  |
| Canned | | | | | | |  |  |  |  |  |  |

5

Index of Basic contents
in the Report





Considerations related to the indicators reported

| Indicator | Pages | Scope of Indicator | Observations | | |
|---|-----------|--------------------|--|------------------------------|----------------------|
| | | | Additional explanation | Related World Pact Principle | Millenium Objectives |
| Strategy and analysis | | | | | |
| 1.1 | 3 | ● | - | Principle 8 | |
| 1.2 | 14 | ● | - | | |
| Informing organization's profile | | | | | |
| 2.1 | 4 | ● | - | | |
| 2.2 | 58 | ● | - | | |
| 2.3 | | ● | - | | |
| 2.4 | 1 | ● | - | | |
| 2.5 | | ● | Camposol possesses significant operations with respect to sustainability only in Peru. | | |
| 2.6 | 4 | ● | - | | |
| 2.7 | 52 | ● | - | | |
| 2.8 | 6-8-25-57 | ○ | - | | |
| 2.9 | | ● | There are no significant changes during the period covered | | |
| 2.10 | | ● | - | | |



| Memoir Parameters | | | | |
|-------------------|------|---|--|-------------|
| 3.1 | 9 | ● | - | |
| 3.2 | 9 | ● | | |
| 3.3 | | ● | The memoir presentation cycle will be annual | |
| 3.4 | 1 | ● | - | |
| 3.5 | 7-11 | ● | - | |
| 3.6 | 4 | ● | | |
| 3.7 | 10 | ● | | |
| 3.8 | | ● | | |
| 3.9 | | ● | For the development of the indicators presented in this Report measuring techniques from the Global Reporting Initiative (GRI) were used | |
| 3.10 | | ● | This is the first sustainability reports that Camposol has published. | |
| 3.11 | | ● | This is the first sustainability reports that Camposol has published. . | |
| 3.12 | 52 | ● | | |
| 3.13 | | ● | The information contained in the report was not verified by an independent third party. | Principle 7 |

| Government, commitment and participation of stakeholders | | | | |
|--|-------|---|---|-------------|
| 4.1 | 10 | ● | - | |
| 4.2 | | ● | The Chairman of the Board does not hold an executive position within the organization. | |
| 4.3 | | ● | None of the members of the maximum governing organ hold an executive position. | |
| 4.4 | 13 | ● | - | |
| 4.5 | 12 | ● | The General Shareholders Meeting is the maximum body in the company and each year it decides the remuneration corresponding to the Directors, bearing in mind the economic, environmental and social performance of the maximum governing organism. | |
| 4.6 | 12 | ● | - | |
| 4.7 | 12 | ● | - | |
| 4.8 | 5 | ● | - | |
| 4.9 | 12 | ● | - | |
| 4.10 | | ● | The General Shareholders Meeting evaluates the economic, environmental and social performance of the maximum governing organism. | |
| 4.11 | 13,14 | ● | - | |
| 4.12 | 60 | ● | - | |
| 4.13 | 64 | ● | - | Objective 8 |



| Government, commitment and participation of stakeholders | | | | |
|--|-------------|---|--|-------------|
| 4.14 | 10 | ● | - | |
| 4.15 | 10 | ● | - | |
| 4.16 | | ● | - | |
| 4.17 | 17 | ● | | |
| GRI PERFORMANCE INDICATORS | | | | |
| <i>Economic performance indicators</i> | | | | |
| EC1 | 7-8 | ● | - | |
| EC2 | | ● | - | Principle 7 |
| EC3 | | ● | - | |
| EC4 | | ● | There has been no financial assistance from the National Government. | |
| EC5 | 29-26 | ● | | Principle 1 |
| EC6 | 33 | ● | - | |
| EC7 | 25 | ● | - | Principle 6 |
| EC8 | 17-23,34,35 | ● | One executive is from the city of Trujillo. | Objetivo 1 |
| EC9 | 34,35 | ● | - | Objetivo 1 |
| - | | | | |

| Environmental performance indicators | | | | | |
|---|----------|---|---|---------------|------------|
| EN1 | 37-39 | ● | - | Principle 8 | Objective7 |
| EN2 | 38,39 | ● | - | Principle 8,9 | Objective7 |
| EN3 | 40 | ● | - | Principle 8 | Objective7 |
| EN4 | 41 | ● | - | Principle 8 | Objective7 |
| EN5 | | ● | - | | |
| EN6 | | ● | - | Principle 8,9 | Objective7 |
| EN7 | | ● | - | Principle 8,9 | Objective7 |
| EN8 | 41-43 | ● | - | Principle 8 | Objective7 |
| EN9 | | ● | | Principle 8 | Objective7 |
| | | | No water source has been significantly affected by water storage. | | |
| EN10 | 40-42 | ● | - | Principle 8,9 | Objective7 |
| EN11 | 43 | ● | - | Principle 8 | Objective7 |
| EN12 | | ● | | Principle 8 | Objective7 |
| | | | There have been no significant impacts derived from Camposol's activities within the areas of biodiversity. | | |
| EN13 | 43-45-41 | ● | - | Principle 8 | Objective7 |
| EN14 | 43,44 | ● | | Principle 8 | Objective7 |
| | | | There is a Biodiversity and environment conservation plan, created and implemented by the company. | | |
| EN15 | 41 | ● | - | | |



| Environmental performance indicators | | | | | |
|---|-------|---|---|-----------------|------------|
| EN16 | 41 | ● | The methodology used was obtained from the GRI protocols | Principle 8 | Objective7 |
| EN17 | | ● | There are not other indirect greenhouse gas emissions. | Principle 8,9 | Objective7 |
| EN18 | | ● | - | | |
| EN19 | | ● | - | | |
| EN20 | | ● | - | | |
| EN21 | 41,42 | ● | - | Principle 8 | Objective7 |
| EN22 | 38,39 | ● | - | Principle 8 | Objective7 |
| EN23 | 39 | ● | - | Principle 8 | Objective7 |
| EN24 | | ● | - | | |
| EN25 | | ● | - | | |
| EN26 | 42,44 | ● | - | Principle 7,8,9 | Objective7 |
| EN27 | | ● | - | | |
| EN28 | | ● | There have been no significant fines or non monetary sanctions regarding environmental laws | Principle 8 | Objective7 |
| EN29 | | ● | No significant environmental impacts have been recorded that were generated by the transport of goods or personnel. | Principle 8 | Objective7 |
| EN30 | 37 | ● | - | Principle 7,8,9 | Objective7 |

| Labor Indicators | | | | | |
|--------------------------------|-------------|---|---|-----------------------|-------------------|
| LA1 | 23 | ○ | - | | |
| LA2 | | ● | - | Principle 6 | |
| LA3 | 28,29,31,32 | ● | - | Principle 3 | Objective 5 |
| LA4 | 29 | ● | - | Principle 1,3 | |
| LA5 | | ● | - | | |
| LA6 | 29 | ● | | Principle 1 | Objective 6 |
| LA7 | 31 | ● | | Principle 1 | |
| LA8 | | ● | - | | Objective 2,4,5,6 |
| LA9 | | ● | - | | |
| LA10 | 26 | ○ | - | Principle 6 | |
| LA11 | 27 | ○ | - | Principle 6 | |
| LA12 | | ● | - | | |
| LA13 | | ● | - | | |
| LA14 | | ● | - | | |
| Human rights Indicators | | | | | |
| HR1 | | ● | - | | |
| HR2 | | ● | - | | |
| HR3 | 27 | ● | - | Principle 1,2,3,4,5,6 | Objective 2,3,6 |



| Human rights Indicators | | | | | |
|--------------------------------|----|---|---|--------------------------------|-------------------|
| HR4 | - | ● | No incidents of discrimination have been reported. | Principle 1,2,6 | Objective 3 |
| HR5 | | ● | - | | |
| HR6 | 25 | ● | - | Principle 1,2,5 | |
| HR7 | | ● | - | | |
| HR8 | - | ● | - | | |
| HR9 | | ● | | | |
| Social Indicators | | | | | |
| SO1 | 15 | ● | - | | Objective 1,4,5 |
| SO2 | 14 | ● | - | Principle 10 | |
| SO3 | 13 | ● | - | Principle 10 | |
| SO4 | | ● | No incidents of corruption have been reported. | Principle 10 | |
| SO5 | | ● | There is no position on public policies or participation in the development of the same or lobbying activities. | Principle 1,2,3,4,5,6,7,8,9,10 | Objective 1,2,4,6 |
| SO6 | | ● | Payments are not made to political parties or related institutions. | Principle 10 | |
| SO7 | | ● | There has been no monopolistic practice or any other that could affect free competition. | | |
| SO8 | | ● | 458,943 new soles have been paid for delayed payments and fines; and 477,766 new soles in interest. | | |

| Indicadores de responsabilidad de producto | | | | |
|---|-------|--|---|---|
| PR1 | | | ● | - |
| PR2 | | | ● | No incidents for non compliance with legal regulations have been reported. |
| PR3 | | | ● | - |
| PR4 | 49-52 | | ● | There have been no reports of non compliance with regulations and voluntary codes related to the information and the labeling of the products and services. |
| PR5 | 46 | | ● | - |
| PR6 | | | ● | - |
| PR7 | | | ● | There were no significant incidents due to non compliance with regulations related to marketing communications, including publicity, promotion and sponsorship. |
| PR8 | 49 | | ● | There were no complaints regarding privacy and the leakage of clients' personal information. |
| PR9 | | | ● | There were no significant fines due to non compliance with the standard related to the supply and use of the organization's products and services. |



References

- The requirement or indicator is reported completely.
 - The requirement or indicator is presented partially, or only qualitative information is presented.
 - No information is presented on the requirement or indicator.
- N/A The requirement or indicator does not apply to the type of organization or to the present report.

Note: The Millennium Objectives are the following:

- 1.- Eradicate extreme poverty and hunger.
- 2.- Universal education.
- 3.- Equality among sexes.
- 4.- Reduce infant mortality.
- 5.- Improve maternal health.
- 6.- Combat el HIV/AIDS.
- 7.- Environmental Sustainability.
- 8.- Encourage a Global Association .



6

Glossary









| Término | Significado |
|--------------|---|
| SENASA | Servicio Nacional de Sanidad Agraria |
| Head Hunters | Especialistas en identificar talentos gerenciales, ejecutivos senior ó junior con alto potencial y eficacia en el desarrollo de su gestión, a través de procesos que incluyen la búsqueda, evaluación, persuasión e inducción de personas con intelecto que suelen saber su valor y que estén dispuestos a reubicarse laboralmente. Todo en un marco de estricta confidencialidad y de acuerdo al perfil y calificaciones del candidato para el puesto. |
| HP | Hewlett-Packard Company |
| Stretch film | Cintas estirables |
| EPS | Entidades Prestadoras de Salud |
| MINCETUR | Ministerio de Comercio Exterior y Turismo |
| SENATI | Servicio Nacional de Adiestramiento en Trabajo Industrial |
| EsSalud | Empresa de Servicios de Salud |
| UIT | Unidad Impositiva Tributaria |





Table Grapes (*Vitis vinifera*)

Grapes are one of the oldest edible plants to be cultivated along with olives. Fossils indicate that the cultivation or at least the consumption of grapes possibly goes back as far as 5,000 BC.

Table grapes are rich in vitamin C and are a good source of 86, potassium, copper, iron, phosphorus and thiamine. The skins and seeds are high in magnesium and dietary fiber. Grapes are also rich in phytonutrients, such as resveratrol, quercetin, anthocyanin and catechin. Evidence indicates that these powerful antioxidants prevent heart disease by inhibiting the buildup of plaque in coronary arteries, as well as inhibiting cancerous tumour growth. Glucose and fructose, the good sugars in grapes provide a great natural source of energy. A 100g serving of grapes contains approximately 65 calories and only 0.1gm of fat! And because they constitute approximately 80% water, grazing on grapes is also a great way to keep hydrated throughout the day.

Presentations

- 4.5 Kg box
- 11 Kg box
- 8.2 Kg box

Varieties

- Red Globe
- Flame Seedless

Process Calendar

| | JAN | FEB | MAR | APR | MAY | JUN | JUL | AGU | SET | OCT | NOV | DEC |
|----------------|---|-----|-----|-----|-----|-----|-----|-----|-----|---|---|---|
| Red Globe |  | | | | | | | | | |  |  |
| Flame Seedless |  | | | | | | | | |  |  |  |

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