

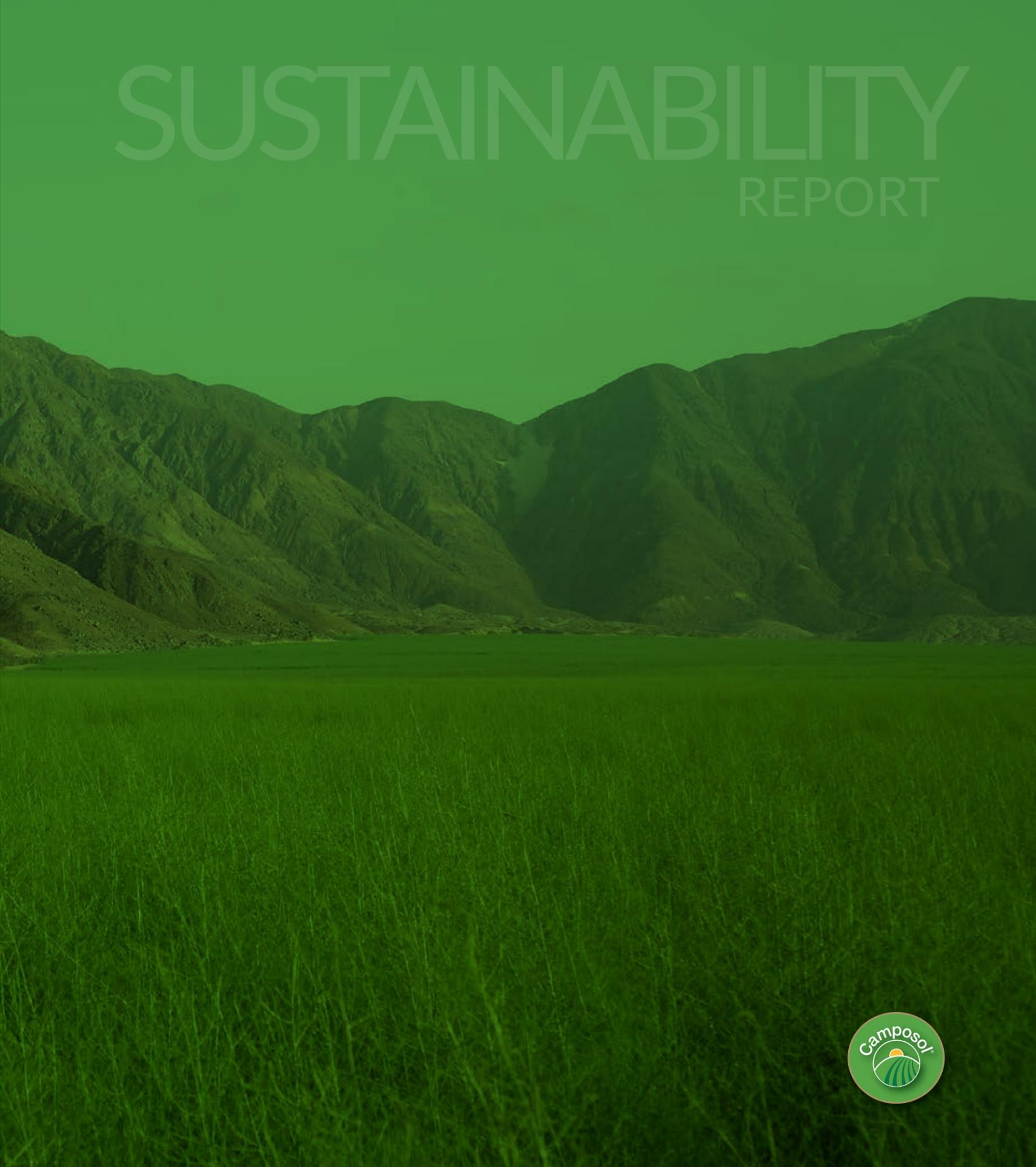
2014 SUSTAINABILITY REPORT





SUSTAINABILITY

REPORT



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1. Letter from the Chairman



This is Camposol's sixth sustainability report, the second to be prepared in accordance with the guidelines of the Global Reporting Initiative's G4 methodology. We purport to continue addressing transparency regarding our sustainability practices with our markets and stakeholders. This document covers the most significant issues of our performance in 2014.

We are proud to be the first agro-industrial company in Peru to present a Sustainability Report and we are the first in the sector to use version G4 to generate the creation of value for both our company and our stakeholders. This way, we align our position as leader in non-traditional exports along with our commitment to sustainability.

Among the important issues in this report is the confirmation that Camposol will soon be one of the major employers in the country, and we are one of the companies with the largest labor-intensive female inclusion. This reality implies enormous challenges to contribute to the development of thousands of families in the North of the country.

These challenges have their origin in the growth strategy that drives Camposol in its goal to be one of the five world leaders in the provision of healthy food. This strategy implies an increase in production, market building, growth of third party participation, and inclusion of plans to assist thousands of medium and small-sized Peruvian farmers to export more competitively.

Thanks to these initiatives, as well as productive diversification, an increase in direct sales, a growth in processing volume, and the market diversification strategy, that in 2014, Camposol consolidated its position in the Peruvian agro-industry.

Among the fruits of this work is the confirmation of the achievement of our goals for 2014: We have become the major world exporter of Hass avocados and will soon export to China; we have succeeded in becoming the first

Peruvian blueberry exporter to Canada after signing the Phytosanitary Requirements Protocol with this country.

We are very aware of the influence of our presence on our surroundings, such as the Province of Viru, Department of La Libertad, where we have generated enclaves of development in neighboring areas. This way, our contribution is related to the creation of new businesses and population growth; in short, we strive to go beyond the management of projects aimed at the community.

However, one of our major challenges in the short term is related to labor relations. The issues we are resolving, in light of our company's unionized populace, involve the strengthening of effective relationships and communication, adequate and opportune training, and the involvement of the employees in the solution of various problems of concern to both the employees and the company proper.

Finally, I invite you to review the contents of this report and provide us feedback to improve our sustainability practices and continue leading and innovating the agricultural export industry in the country.

Samuel Dyer Coriat
CHAIRMAN

2. We are Camposol



We maintain our leadership in white asparagus exports worldwide, we are the major producers of Hass avocados and we will soon be the leading producer of blueberries at a regional level.

Since the inception of Camposol in 1997, we have become a reference company in the Peruvian agro-exporting sector. We grow and market blueberry, avocado, asparagus, grape, mango, mandarins, quinoa and shrimp, which are exported to Europe, the United States of America and Asia.

Our company is vertically integrated and all our operations are in Peru; we have an important presence in the fields and production plants in the regions of Piura, Trujillo and Arequipa. Our administrative offices are in the city of Lima.

We maintain our leadership in white asparagus exports worldwide, we are the major producers of Hass avocados and we will soon be the leading producer of blueberries at a regional level.

We are the leaders in non-traditional exports and one of the three major employers in Peru, generating up to 13 thousand jobs in peak season. We have BSCI, Global Gap, IFS, HACCP and BRC, certifications, and we have been the first in the industry in Peru to publish sustainability reports, as well as to use the GRI-G4 version, the most recent Global Reporting Initiative (GRI) standards.

Where do we operate?



ORGANIZATIONAL PHILOSOPHY

VISION

To be one of the five world leaders in providing healthy nourishment for the families of the world.

MISSION

Provide the world with healthy nourishment with guaranteed quality, and seek the wellbeing of people and the environment through innovation, development and care in all the details of the proceedings.

VALUES

Integrity

We are honest, honoring our commitments and remaining accountable for the consequences of our proceedings, always considering the threefold result: economic, social and environmental.

Respect

We value and acknowledge people, promoting just and good treatment within an environment where ideas and feedback are highly valued.

Teamwork

We share our goals and strategies, and strive to be communicative and transparent, promoting an open and flexible environment where team goals prevail over the personal.

Austerity

We strive to achieve efficiency throughout the value chain while maintaining a strict discipline over our cost management and implement policies that would prevent expenses of questionable necessity.

Excellence

We all aim to achieve the highest standards of performance, innovation and quality in all our areas, processes, activities and products. We are detail-oriented and strive to meet the demands and expectations of the international market.

OUR PRINCIPLES

Human Resources Management

We work for the people.

We strive to maintain good working conditions and a safe working environment for our employees.

We promote an environment that encourages the development and the personal and professional wellbeing of our people.

Ethics

We believe ethical principles must be applied to the relationships with our customers, suppliers, shareholders, employees and society in general; thus we ensure our market prestige.

Honesty, dignity, respect, loyalty, impeccable behavior, efficiency and transparency are the highest values by which we navigate our relationship with our stakeholders.

Social Development and Community Relations

We are committed to find the balance for the impacts we may cause, where we will enhance the positive.

Thus we implement responsible management and encourage projects for development within our area of influence. We incorporate the inhabitants, the local, regional and national governments, and grassroots organizations, as well as other players, with the intention of establishing trusting and long-term relationships.

Quality, Environment, Safety and Health

We have an integrated work management system comprising quality, environmental safety, and health based on international regulations.

We aim to accomplish continuous improvement and to ensure the highest quality in our products, their traceability and the optimization of the processes for reducing the environmental impact.

[2.1] CAMPOSOL LOOKS TO THE FUTURE

The world demands increasingly healthy products. New lifestyles create markets that must be addressed and Camposol responds to the global trend with a range of diversified, high-tech and responsible offers.

Thus, keeping to our vision of becoming a global company, our strategy is based on the following fundamentals:

Camposol estrategia



We will be one of the five leading world purveyors of healthy nourishment to families of the world. To achieve this, throughout 2014 we have prepared a growth plan with which we expect to create more employment.

Mature Fields:

Our avocado volumes will increase and we will have about 2,600 hectares (HA.), at its highest peak of production, in 2015-2016.

New Expansion:

We plan to double the number of shrimp ponds. Our goal for our cranberry is to reach 2,000 hectares in La Libertad by 2016. The investment in cranberries will permit us to supply our main client, the United States, and become a potential purveyor for Europe and Asia.

Market Building:

We will build our own sales channels and promote direct

sales to retail markets. Our long-term goal is to achieve 50% in direct sales. We have strengthened our sales team in order to achieve better negotiations—and greater volume—with new customers.

Third Party Participation:

Our goal is a 50% increase of third party volumes in order to offer products throughout the year, as well as to ensure the use of manpower and facilities. Furthermore, we aspire to be a platform from which thousands of medium and small -sized Peruvian farmers can export their products under more competitive conditions.

We have been strengthening our marketing team with the intention of achieving better negotiations—and volumes—with new clients.

We have external independent auditors and internal auditors, who report risks and compliance with principles and standards to ensure the company's actions are responsible.

CORPORATE GOVERNANCE

We have always been concerned with ensuring transparency within our business. Our corporate governance practices seek to ensure fair treatment for all shareholders through responsible communication.

Since 2013, Dyer Coriat Holding SL has been our main shareholder with 90.47% of the shares. We have a directory board whose Chief Executive also serves as the leading executive of Camposol's management level, which is comprised of seven line managers who execute the strategy approved by the board.

Our company's governance is composed of three committees:

- Audit, Control and Risks
- Human Resources, Ethics, Corporate Governance and Social Responsibility
- Strategy, Business and Finance Development

We have external independent auditors and internal auditors, who report risks and compliance with principles and standards to ensure the company's actions are responsible. We also have communication and monitoring systems, as well as incentives to maximize the yield of our resources.

[2.2] OUR INDUSTRY

In Peru, the leadership of non-traditional exports is the responsibility of our agro-industrial sector, and Camposol is one of the emblem companies.

This sector has managed to consolidate itself with a technological, competitive, and ever increasingly diversified offer—highly valued in international markets, and is due, greatly, to the star product of Peruvian agribusiness: the asparagus.

Local agro-export has been responding to the global market's growing demand for healthy products, which, in turn, propound challenges such as the reduction of the sector's carbon footprint, the minimal use of pesticides in food production, as well as respect for human rights all along the chain of production.

Likewise, all seasonal industries, such as ours, are being greatly impacted by the phenomenon associated with climate change. Water management in the sector, with its degree of technical advances, is a first-rate feature, which makes the use of water more efficient and responsible.

Another of the constant challenges is the concern with regulatory changes and the phytosanitary requirements of various countries, apropos the free trade market.

Incidentally, the generation of mass employment at the national level is the main social impact of our activity. We create quality and formal jobs in areas where there are few opportunities for sustained development of the populace. Fields and crop plants are located at a distance from urban areas in the regions where we operate, thus making us instruments of development for provinces and districts with agro-industrial potential.

At Camposol, the majority of our employees engaged in agricultural work come from the town of new Chao and surroundings in Viru province, La Libertad. Of note is that, as the leading company in the sector, we have influenced the growth of formal employment in the country. We will become the country's top employer in 2016.

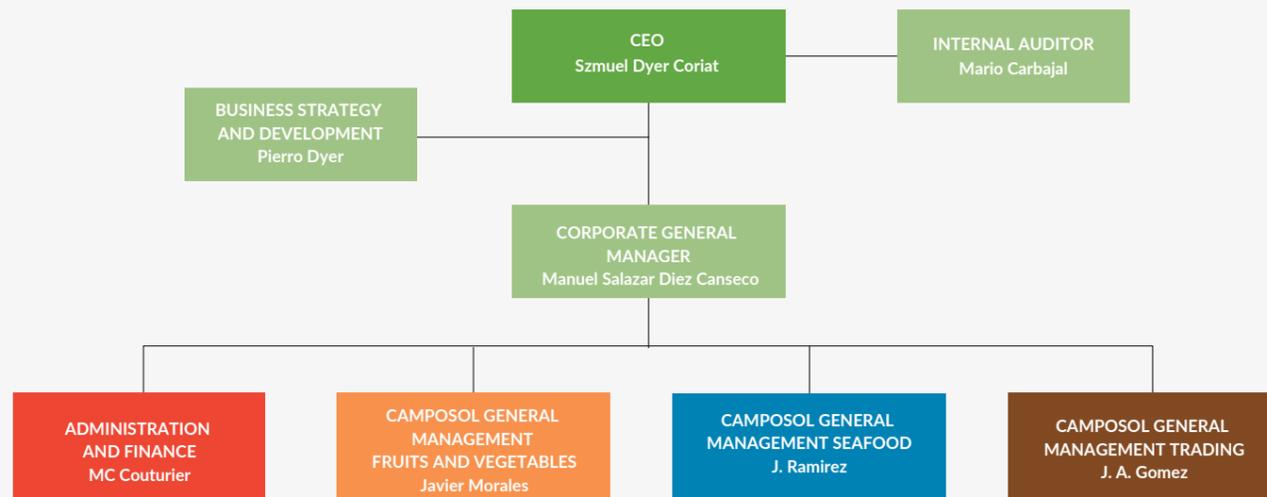
According to the INEI's [Institute of Statistics and Information Technology] report about the evolution of exports and imports, the products with the most demand in the agro-export sector are fishmeal, grapes, asparagus, avocado and mango. Four of these are among Camposol's portfolio, and they are very well positioned in our destination markets.

According to the national export trade, mandarin and blueberry are two of the products with greater projection for international demand, and the latter already receives our special attention, successfully increasing production in three year's time.

In addition to taking into account the national and international scene, Camposol functions during windows of opportunity, further granting our products a differentiated value, in response to market expectations, such as:

- The procurement of the carbon footprint and the hydrological footprint certification.
- Sustainable Agriculture Certification
- The culmination of Regulation ISO 14000 Certification
- The implementation of Regulation SA8000

Organizational Structure



[2.3] OUR VALUE CHAIN AND ITS IMPACTS

As a vertical structure business, we handle the phases of our value chain directly; we own fields and processing plants and we are in charge of the distribution phase.

Our cultivated fields (5,183 hectares en La Libertad and 1,256 in Piura) and the industrial plant is in the region of La Libertad (Chao District, Viru Province) and Piura. In Tumbes, we have our own shrimp and prawn cultivation facilities.

These three major stages of the chain are part of our vertical and integrated model and allow us to have total control of cultivation, harvest, packing, as well as the product's final phases.

Moreover, we maintain further partnerships with other producers to process and market their products, ensuring our same quality and standards. Finally, we have sales offices in Holland, Florida (USA) and Spain, which opened in 2014.

Sales Offices



These three major stages of the chain are part of our vertical and integrated model and allow us to have total control of cultivation, harvest, packing, as well as the product's final phases.

There are three major phases in our line of business:



The Impact of Sustainability

We are aware that our activity generates intrinsic benefits, such as providing the global market with healthy and natural products, and the creation of formal and mass employment in the North of Peru.

At the same time, we take into account that there are challenges to manage, especially with the neighboring communities of the areas where we operate, such as:

- Population growth in the surrounding areas is due to the labor demand we generate. The migratory process brings people coming from more distant populations to our areas of direct influence.
- Population growth impacts the provision of services, especially in health and education. In the District of Chao, the demand for assistance has increased in such a way that local service is over-extended and unable to respond to the social requirements.
- Likewise, our sector generates environmental concerns over water use for the activities we perform. However, it is important to point out that unlike traditional agriculture, agro-export makes use of efficient water management practices.

The following illustrates, in a more graphic and ample manner, the principal impacts of our practices in environmental, economic, labor and social terms.



[2.4] SUSTAINABLE CAMPOSOL

A decade ago, we decided to take a stake on sustainable development as the most strategic manner to conduct business. Camposol has recognized challenges in terms of sustainability, our stakeholders, and the goals that relate to them.

In 2014, we thus continued to work to promote and strengthen projects and activities programmed under the Sustainability Management System.

Challenges of sustainability, stakeholders and performance

SUSTAINABILITY CHALLENGES	STAKEHOLDERS	CHALLENGES AND GOALS 2014 - 2016
Wellbeing of the community and employees	<ul style="list-style-type: none"> Community Employees 	<ul style="list-style-type: none"> Development of two new business projects in the community. Certify BSCI Conduct Code in the Piura operations. Certify SA 8000 regulations in Viru operations.
Environmental Care	<ul style="list-style-type: none"> Environment Government and Institutions Community 	<ul style="list-style-type: none"> Certification of carbon footprint. 100% of field and plant personnel with awareness of environmental issues. Promote the Adaptation and Environment Management Program (PAMAs) of Campo Trujillo (Virú, Chao, Planta); Piura (Terra, Agroalegre). 100% Compliance with PAMA commitments. Get ISO 14001 Certification.
Quality assurance and product tracking	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Continue optimizing the prevention processes in food safety in accordance with the new national and international regulations. Implement a new microbiological laboratory with automated methods, which, through a strategic alliance, will be able to obtain the accreditation of its methods and the ISO 17025.
Development of products and markets	<ul style="list-style-type: none"> Employees Environment 	<ul style="list-style-type: none"> Instill in our customers that Camposol is a socially responsible company, making this attribute a differentiating element that generates brand value and contributes to the improvement of the positioning. Create social value in priority stakeholders.
Creation and protection of the shared value	<ul style="list-style-type: none"> Employees Community 	<ul style="list-style-type: none"> Develop a shared and sustained leadership. Participate in fairs and forums as reference points in SR issues.
Reputation Management	<ul style="list-style-type: none"> Employees Community 	<ul style="list-style-type: none"> Consolidate round tables with stakeholders. To establish Camposol as a leading company in social responsibility both locally and internationally. Research corporate reputation.

[2.4.1] RELATIONSHIP WITH STAKEHOLDERS

We seek to maintain a good relationship with stakeholders by always being aware of their expectations by conducting dialogue panels, bi-annual perceptions and image surveys, as well as annual monitoring to assess whether the programs and actions we develop are efficiently contributing to the solution of identified needs.

We update our research yearly to establish and validate our stakeholders, which include employees, communities, customers, the government and state institutions. Likewise, the environment constitutes a transversal stakeholder.

The basis for identification of our stakeholders has been the identification of the impacts of our business chain, the key topics of sustainability in our industry, and the periodic studies undertaken by various areas of our company to understand and estimate the degree of relevance for each type of stakeholder. We review the resulting mapping and update it according to the information found in our analysis.

We employ two-way communication mechanisms with our stakeholders to learn their expectations, understand their perceptions, and evaluate them in order to mitigate the negative impact and multiply the positive effects of our decisions. The gathering of these perceptions and expectations is periodic and varied, according to each type of stakeholder and is done with the use of satisfaction surveys, direct feedback, and internal channels, amongst others.

One of these mechanisms gives us the opportunity to get direct, simultaneous and multifaceted feedback. This mechanism involves multi-stakeholder panels we have held in our areas of influence. This type of panels, which we have been implementing for three years, takes sustainability reports as a starting point for the dialogue.

This time, we organized 4 of these panels, gathering 50 representatives from amongst our stakeholders: one in

Acknowledgements in 2014

We participated in the V Innovation Contest within the framework of the 2014 Feria Expoalimentaria. We placed first place in the frozen fruits and vegetables category with the product: "Artichoke Hearts in Quarters" and second place in the same category with the product: "Whole Green Asparagus." The objective of the contest was to acknowledge entrepreneurial ingenuity in the development of products that reach more sophisticated consumers with a more modern lifestyle.

The 2014 Food Expo is organized by the Export Association, in coordination with state entities such as PromPeru, the Agriculture and Irrigation Ministry, the Foreign Trade and Tourism Ministry, the Ministry of Foreign Affairs and the Ministry of Production.

More than one panel meeting discussed the need for private (Camposol) and public (local and regional authorities) coordination of the social repercussion caused by Camposol's labor demands to be dealt with and managed, even planned.

Trujillo with institutional public, two in Chao and one in Piura.

We have followed this direct, multi-stakeholder modality for several years now. This time, we had four venues of this type in the Chao district, and the cities of Piura and Trujillo.

Labor and community issues were among the main topics highlighted in these panels. A list of the principal topics is as follows:

Migratory Processes:

Irrefutably, migration impacts Camposol's business positively, as it provides a dynamic pool of employees. However, for the population such as from the Chao district—and specifically for the Nuevo Chao locality—it is, as well, an aspect that determines the provision of basic services. The more the people attracted by work offered by Camposol, the greater the challenges of managing public services and the greater demand for these.

More than one panel meeting discussed the need for private (Camposol) and public (local and regional authorities) coordination of the social repercussion caused by Camposol's labor demands to be dealt with and managed, even planned.

Women, Family and Society:

The empowerment of women is an acknowledged fundamental issue for companies such as Camposol. However, it has various sides: on the one hand, there is the recognition of the advances in their work, as women employees are being appreciated in their roles and contributions. However, there is the caveat that participation in the work force is identified as distancing them from childcare.

While initiatives such as Wawawasi are acknowledged, they are considered insufficient since adolescents who lack oversight and can become prey to networks of delinquents and negative developmental role models present in the area are the major risk group.

The lack of opportunities for the development of young people and children of Chao:

This issue was quite often indicated in the panels and many of the attendees associated it to the previous factor. Participants proposed initiatives with schools and alternatives that connect their education with direct and indirect job opportunities generated by Camposol.

Other issues addressed were the need to develop capacities in the area of influence, the importance of dignified work in the sector, and the good practices of the company and the importance of its dissemination.

[2.4.2] SIGNIFICANT SUSTAINABILITY ISSUES

This report reflects Camposol's management mode completely, following the guidelines of the Global Reporting Initiative G4, which indicates that each company must identify the issues relevant to it and its stakeholders.

This year has been a validation of the issues presented in the previous sustainability report, from which we executed the following process.

It is necessary to mention that this process finally validated the material issues of the 2013 Sustainability Report and a new relevant issue, identified in the four panels, was added: Impacts of migration as a product of Camposol's activities.

Finally, the material issues were reviewed and approved by our senior management. Thus, we have as a result 14 material aspects for Camposol's 2014 sustainability report. This implies 27 GRI G4 specific basic contents, as well as the general basic contents required for the essential level, option which was chosen for the preparation of this publication.

Process to Determine the Material Aspects 2014

STARING POINT: MATERIAL ISSUES 2013

The material issues identified in 2013 were validated by our stakeholders in dialogue panels, in which we also compiled new material concerns.

EXECUTION OF FOUR DIALOGUE PANELS

We conducted four dialogue panels:

1. One in the Chao district, with public from the community.
2. One in the Chao district, with worker representation.
3. One in the city of Trujillo, with public institutions..
4. One in the city of Piura, with various members from the public.

PRIORITIZATION OF ISSUES

Prioritized the material issues in each dialog panel.
Secondary information was prioritized to contrast the material issues.

ANALYSIS OF KEY ISSUES

Finally, with the information from the panels and the secondary information we collected, the materials issues for the 2014 sustainability report were updated.

Identified Material Aspects

MATERIAL ASPECT	GRI G4 ASPECT	RELATED GRI G4 INDICATORS
1. Contribution to the economy of the region	Economic Performance	G4- EC1 Direct economic value generated and distributed G4-EC4 Financial assistance received from Government
	Indirect Economic Consequences	G4-EC8 Significant indirect economic impacts, including the extent of impacts.
2. Formal and massive employment generation	Economic Performance	G4-EC1 Direct economic value generated and distributed G4-EC3 Coverage of the organization's defined benefit plan obligations
	Market Presence	G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation. G4-EC6 Proportion of senior management hired from the local community at significant locations of operation.
	Employment	G4-LA1 Total Number and rates of new employee hires and employee turnover by age group, gender and region. G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.
	Not GRI Information	Amount of generated formal mass employment.
3. Global demand for healthy products	Customer Health and Safety	G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.
	Sectoral supplement G4	G4- FP7 Percentage of the total volume of sales of products containing an increase in nutritional ingredients such as fiber, vitamins, minerals, phytochemicals and functional food additives, by product category.
4. Impact of Pesticides	Customer Health and Safety	G4 PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.
5. Greater concern for food safety and its effects on consumer health	Product and Service Labeling	G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements.
	Products and Services	G4- EN27 Extent of impact mitigation of environmental impacts of products and services.

6. Relationships with employments	Labor/Management Relations	G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.
	Labor Grievance Mechanisms	G4-LA 16 Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.
	Freedom of association and collective bargaining	G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.
	Human Rights Grievance Mechanisms	G4- HR12 Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms.
7. Occupational health and safety	Health and safety at work	G4-LA6 Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender. G4- LA7 Workers with high incidence or high risk of diseases related to their occupation
8. Empowerment of Women in the workforce	Training and Education	G4-LA9 Average hours of training per year per employee by gender, and by employee category. G4- LA10 Programs for skills and lifelong learning that support the continued employability of employees and assist them in managing career endings
	Equal remuneration for women and men	G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation
	n/a	Not GRI Information: Family Support Programs
9. Water use	Water	G4- EN9 Water sources significantly affected by withdrawal of water G4- EN10 Percentage and total volume of water recycled and reused
10. Effluents	Effluents and Waste	G4- EN22 Total water discharge by quality and destination G4- EN23 Total weight of waste by type and disposal method
11. Climate Change	Economic Performance	G4- EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change
12. Local development: community and local government	Local communities	G4- SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs G4- SO2 Operations with significant actual and potential negative impacts on local communities
13. . Projects for Youth Empowerment	Local communities	G4- SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs
14. Migration impacts		Not GRI information <ul style="list-style-type: none"> • Health Services Impact • Education Services Impact • Social Dynamics Impact

3. Contribution



[3.1] THE COMPANY'S ECONOMIC RESULTS

In 2014, Camposol had a positive economic performance evidenced by the compliance of different objectives set forth in our long term business plan in less than favorable circumstances—due to the “El Niño” phenomenon, and the decrease in price of some products.

In 2014, Camposol was the number one exporter of non-traditional products in Peru, with a total of US \$210 million,

and we occupy the 32nd place as exporters in the country. We have consolidated our position in the Peruvian agro-industry thanks to our development plans, such as the diversification of our products, the growth in our direct sales, the increase in processing volumes and our strategy of market diversification.

Economic Performance (in US\$ millions)

DIRECT ECONOMIC VALUE	2013	2014
Income	231	267
DIRECT DISBURSED ECONOMIC VALUE		
Operating Costs	49	67
Employee's salaries and social benefits	65	60
State Tax Payment	4	3
Investments in the community	0.226	0.164
Dividend Payments to all kinds of shareholders	0	0
Interest payments to lenders/fund providers (Financial costs)	19	23
RETAINED DIRECT ECONOMIC VALUE	137	153
Generated economic value minus disbursed economic value	94	114

These results allow us to generate benefits for all our stakeholders, such as our employees (US \$60 million of value distributed in 2014), suppliers (US \$23 million distributed) and the Peruvian State (distributed US \$3 million).

Among the main accomplishments we had in 2015 in economic terms, the following are the most outstanding:

- The reopening of a senior bond for an amount of US \$75 million (in addition to \$125 million issued in 2012), in order to continue with the expansion process of new sown fields like blueberry, a product with great potential in the global markets.
- The diversification of our marine products unit.
- The acquisition of the companies ABC and Corporacion Refrigerados INY S.A, dedicated to the production and marketing of hydro-biological products, as part of our expansion process.
- Higher volumes of avocado and mango in international markets, which helped to consolidate the positioning of Camposol as an important actor in agro-industry.

Our performance was influenced by internal factors, such as our internal growth, which involved the partial restructuring of the organization (recruitment of new profiles and re-configuration of some areas). Exogenous factors—such as the international price of shrimp and avocado, and the depreciation of the local currency in relation to the dollar—also influenced our economic performance and affected our margins.

We are concentrating our efforts on investing in the cultivation of blueberries and other relevant crops until 2016. Likewise, we will pay special attention to the infrastructure logistics and production, which will enable us to generate more direct employment over the medium term.

Some of the most important challenges that will determine our management in the future are:

- The improvement of inventory management that impacts our work capital and, thus, our operation's cash flow.

- The accurate measurement of the cost-effectiveness of each of the business lines in order to redirect capital investments to those units, which offer a greater return over time.
- The strengthening of commercial and logistical equipment to permit us to trade higher volumes in the international markets.
- The consolidation of the brand Camposol as a symbol of assurance in quality and excellence across the value chain, from sowing to marketing.
- The management of foreign exchange risk.

[3.2] IMPACT ON EMPLOYMENT AND THE ECONOMY

Camposol is the third top employer in Peru and we employ a workforce of 15 thousand workers during the peak season. We were able to give direct employment to all our neighboring communities (located in Piura, Sullana and Viru in Trujillo) and, at the same time, we have a system of personnel selection at the national level.

Our presence, notably in the District of Chao (Viru province, Department of La Libertad) generates development circles in the surrounding areas. This way, our contribution to development is related to the creation of new businesses and population growth, i.e., we go beyond the management of projects aimed at the community. We started our operations when the population in Chao did not exceed 5 thousand inhabitants; currently, it boasts more than 30,000.

As can be seen, migration in the area has increased insofar as the district is seen as a place of opportunity, which perpetuates business and population growth. This motivates us, in turn, to be attentive to the challenges presented by the management of this area. As we see it, migration generates more positive impacts by increasing the economic dynamics of the area. This has resulted in the increase of the municipal budget on behalf of the Central Government to Chao District.

Indirect Impacts

Due to the scope of Camposol, we need to hire third parties for the areas of transportation, laboratory and health service, amongst others; in many cases, companies formed by members of the community itself provide these.

This shows that the local economy has increased the supply and demand for labor, the quality of life of the population and improvements in the coverage of basic needs, such as housing, food and health. In 2014, Chao registered 42 businesses and 13 services.

In Camposol, we have various programs of productive economic development directed towards the community. In 2014, as part of our commitment to the wellbeing of the communities, we developed the first entrepreneurial workshop. In this one, more than 35 women in the community of El Cerezal (Piura region) benefited from cosmetology classes.

We have also promoted the creation of a youth venture company, formed by members of Chao and New Chao, which provides cleaning and gardening services to one of the companies of the D&C, a business group to which we belong.

During 2014 we have generated at least 100 jobs; it is estimated that each business employs at least two people, according to sources of the Chao district municipality.

Number of businesses (new licenses) created

TYPE OF BUSINESS	LOCATION DISTRICT	2014
Commerce	Chao	42
Services	Chao	13

4 Products and Customers



Due to the fact that our activity is strongly influenced by seasonality, we maintain a diversified portfolio of products that allow us to better avail the temporary windows and optimize our harvests and processes.

We are involved in the harvest, processing and marketing of high quality products, while maintaining their abundant nutritional benefits from the beginning of the process up to the sale.

Our products are produced under strict quality standards that are within the specifications established by the legislation of each destination country, ensuring food safety with the compliance of Good Agricultural Practices and Good Manufacturing Practices.

Main Products and Markets

Our products are marketed under two presentations:

- Fresh
- Frozen

CULTIVOS		PAISES
	Blueberrie	USA, Canada, England, Holland, Germany, United Kingdom, Hong Kong, China
	Avocado	Japan, China, Canada, Sweden, Germany, France, Spain, UK, The Netherlands and USA.
	Asparagus	Japan, France, Canada, Germany, The Netherlands, Belgium, Spain and USA.
	Mangoes	USA, Japan, Spain, Canada, Sweden, France, The Netherlands and UK.
	Grape	Netherlands, Panama, USA and China.
	Tangerine	USA
	Pomegrate	USA

% of Sales per Product Type



61%

FRESH PRODUCTS

29%

CANNED PRODUCTS



10%

FROZEN PRODUCTS

Relevant Facts 2014

- CAMPOSOL BECOMES MAJOR WORLD EXPORTER OF HASS AVOCADO.
- CAMPOSOL EXPORTS HASS AVOCADO TO CHINA
- CAMPOSOL INVESTS MORE THAN ONE MILLION DOLLARS IN MODERN DINING HALL.
- MEASUREMENT AND REDUCTION OF THE WATER FOOTPRINT.
- CAMPOSOL BECOMES THE TOP PERUVIAN EXPORTER OF BLUEBERRIES TO CANADA AFTER SIGNING THE COUNTRY'S PROTOCOL OF PHYTOSANITARY REQUIREMENTS, WHICH PERMITS THE ENTRY OF NEW PERUVIAN FARM PRODUCTS.

Likewise, we have the principal international certifications. As an example, we can list the following:

Global GAP	Certification for horticultural companies that establish good agricultural practices that span the totality of agro-industrial products.
Global Standard for Food Safety	Standard of the British Retail Consortium for the safety of foods, which was created to ensure compliance of suppliers and retailers to guarantee the quality of the food products offered.
International Feature Standards – Food	Standard of food safety with a constant evaluation system, used to accredit and select suppliers.
HACCP according to Codex Alimentarius CAC/RCP 1-1969 (2009)	The method of Hazard Analysis and Critical Control Points records and describes the measures for systematic and conscious quality control of risks in all stages of production.
Kosher Certification	It is a certification of maximum credibility that guarantees that a product has been manufactured according to strict religious standards imparted to the Jewish community.

Responsibility with our Clients

We are aware of our responsibility with the health of our consumers, in so much as our products are for human consumption. Therefore, we are aligned with the principal international standards in order to assure their innocuity¹, an inestimable value in our whole industry and value chain.

All our products are manufactured within the processes that comply with:

- Current legal rules and regulations related to our activity, including local and destination country regulations.
- International standards acknowledged worldwide.

- Requirements, protocols, standards and specifications of our customers.
- Rules and internal procedures established within our company's Integrated Management System.

Additionally, our customers—mainly European countries—demand our compliance with requirements related to the origin and the transformation processes of the product, i.e., how it was produced, what were the social conditions, and if the human rights of the participants in the chain were affected. Moreover, we have standards imposed by our customers, such as the General Mills Conduct Code, Sysco SRT, Loblaw's Conduct Code, Walmart Ethical Standards; and certifications, such as Field to Fork, Tesco Nurture and IPM-Sysco.

As producers from an economically emerging area, which is still in the throes of development, it is doubly relevant that we, as producers, comply with the regulations and audits based on social standards such as:

- Business Social Compliance Initiative
- Sodex Members Ethical Trade Audit

[4.1] INFORMATION TO CONSUMERS

We believe in the importance of informed consumers, therefore, we seek to provide them with information of the components of our products.

Information about components

All components (ingredients) that make up the product are declared according to the legislation of the European Community, the United States, and other countries, depending on where the products are to be marketed. With regards to product labeling, we comply with the local rules and regulations of each of the destination countries and customer.

¹ Control of hazards associated with products destined for human consumption through ingestion, such as food and medicine, in order not to harm the health of the consumer.

The procedures that regulate the dissemination of information to end-users are applied to all (100%) of our products.

Communication Channels with Clients

We have customer service that deals with aspects related to our Integrated Management System: qualityassurance@camposol.com.pe. Service is provided by an exclusive and competent technical team, which replies according to an established objective time.

The services provided are mainly related to the quality and food safety system, as well as social ethical issues applied in the plant and on the field.

Although it is not mandatory to reveal information about the origin of the components that appear on the product labels, we provide the information to our customers upon request.

[4.2] MITIGATION OF IMPACTS

We are aware that the use of pesticides and fertilizers may have consequences on the health of the people and on the environment. It is therefore necessary to take special care in the identification and mitigation of risks. This topic is part of the agenda regarding sustainability in the whole of our industry and, hence, of the food chain.

As part of our management, we apply the Integrated Pest Management (IPM) program, which is based on phytosanitary assessments of pests and diseases that are collected in the field by using mobile applets in real time, giving us a better control of the information. This way, we work according to an authorized list of phytosanitary products that comply with national legislation and market demands.

At the same time, the area of plant health (which focuses on the control of pests and diseases) keeps procedures, policies, strategies and indicators where there is evidence of the reduction of pesticides applied in the fields, which are constantly reviewed. Along with this, the personnel related to these aspects is trained.

On the other hand, we maintain an electronic system that registers our input, from the supply purchase order to its use on the different crops. This allows us to monitor the indicators, the Integrated Pest Management, nutrients, and other agronomical production variables. This way, the maximum advantage of this system is the integration of information from all areas.

In order to manage the impact of pesticide residues, we take into consideration the good agricultural practices before, during and after the use of plant protection products, and monitor waste before the harvest of each of our products.



[4.3] RESEARCH AND DEVELOPMENT

For us, it is important to always generate a greater aggregated value in order to make our offer more competitive, insofar as it allows us to have better processes and to provide the market with better products.

Our Research and Development Department seeks innovative solutions within our 4 lines of research, which are: (a) Improvement of production; (b) Control of pests and diseases; (c) Development of new crops; (d) Post-harvest technologies.

Our plans focus primarily on developing first-rate biotechnology research in agricultural and agro-industrial

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areas to contribute to Camposol S. A.'s development and increasing competitiveness.

We have participated in various competitive bids for the State, and to date, our projects have been funded. Among these, we can highlight:

- Development of tools for molecular diagnosis and selection of antagonistic microorganisms for the prevention of major diseases of the avocado (viroids, Phytoplasma and Phytophthora spp) in Hass Avocado crops. Project completed.
- Development of tools for molecular diagnosis and selection of entomopathogenic microorganisms for the prevention of the risk of viral disease and biological control of Diptera Prodidiplosis sp. on the cultivation of asparagus. Project completed.
- Control of the attack of Prodidiplosis Diptera longifila in the cultivation of asparagus (*Asparagus officinalis*) through the ingestion of dsRNA producing bacteria that targets important genes in their various stages. Project in development.
- Comparative analysis of the controlled combination of gases (CO₂ and O₂) for optimal storage and shipping of Blueberry (*Vaccinium corymbosum* 'Biloxi') to increase its lifespan. Project in development.
- Obtainment of tablets from the asparagus processing waste, which contains glutathione and phenolic compounds of high commercial value, with detoxifying and antioxidant effects as a nutritional supplement. Project in evaluation phase.
- Obtainment of a high commercial value pulverized spray from mango waste (skin and pit), containing bioactive compounds and antioxidants to complement functional food. Project in evaluation.
- Optimization of the production of entomopathogenic nematodes through the design and use of bioreactors for the control of *Anomala* sp. on the cultivation of Blueberry (*Vaccinium corymbosum* L.)

- Strengthening the activity of bio-pesticide *Bacillus thuringiensis* (Bt) through the synergistic action between the Bt-toxin and quitinasas for the control of Diptera Prodidiplosis sp

Furthermore, we are convinced with having the participation of scientific and academic institutions. Thus, we have ties and agreements with international research institutes, as well as local universities.

Therefore, we have signed agreements with the Universidad Privada Antenor Orrego (U.P.A.O.) and the National University of Trujillo (UNT), concerning education in our region.

We have laboratories for the production of nematode, controlled atmospheric chambers and the Biotec Research Center, which is working on the application of biotechnical innovation in its three areas:

The Biotec Institute is developing the following research topics:

1. Production of bio-pesticide Bt strengthened by synergistic action of quitinasas for the control of Diptera Prodidiplosis longifilia.
2. Establishment of new crops plant propagation protocols.
3. Improvement by mutation of varieties of asparagus, grape, blueberry, avocado and peppers.
4. Validation of molecular diagnostics for the main pests of Camposol's crops.
5. Amongst others

We also recently procured a service area for the diagnostics of viroid in the avocado, for the determination of the variety of grape, and for the characterization of bacteria and fungi, amongst others.

On our team we have young graduates who consolidate their theoretic bases in our laboratories, participating in forefront research, making our company a leader committed to the development of science, technology and technological innovation for the country.

5. Environmental Management



GOOD ENVIRONMENTAL PRACTICES

- We developed IPM (Integrated Pest Management) for the proper treatment of our crops, with emphasis on biological control by using beneficial organisms and natural alternatives to pesticides.
- We systematized our inventory of emissions (carbon footprint) of all of Camposol's operations to show our environmental and social commitment, and to obtain the baseline on which we can design environmental strategies.
- We apply ecological points to our recycling installations, creating awareness in our personnel in the adequate segregation and separation of solid wastes.
- We established guidelines and strategies to follow for the conservation of the habitat of the different species, as well as protecting the landscape, while providing our employees with additional skills.
- We protect the forests and take into account the importance of environmental conservation. We planted native species, such as carob and faique or hurango, and we are doing reforestation, planting Casuarina coastal mole, tara or taya, equisetifoli and pink cedar.

We are aware our industry faces challenges increasingly related to climate change and all its implications. Among the major environmental issues related to our activity, we must emphasize the management of water resources, the main input for our field processes.

On the other hand, effluent management is also a key issue in plant processes (which transforms our crops into finished products), as it is the main impact on our environment.

[5.1] WATER CONSUMPTION

Amongst our three main processes (field, plant and marketing), it is the first where the greatest consumption of water is evidenced. Thus, we invested in the infrastructure for automated irrigation and modernized

Environmental Certifications

- Global Gap
- TESCO Avocado and Mango
- SYSCO Asparagus
- GAP AMERICANO Asparagus
- BSCI
- Certificaciones fitosanitarias SENASA Fruit (Avocado, Mango Tangerine, Grape).

Water consumption m³

YEAR	SOURCE TYPE CONSUMPTION
2013	103,457,304 The only source of collection of surface water is the Chavimochica canal of Río Santa
2014	Fundos Chao: 88,185,561 m ³ Chavimochica surface water
	Planta Noragro: 92,713 m ³ Canal Chira surface water
	Terra: 11,295,827 m ³ Canal Chira surface water
	Agroalegre: 6,243,359 m ³ Canal Chira surface water
	Total: 105,817,460 m ³

irrigation and conducted research on crops to improve the efficient use of water. This way, we also comply with applicable standards with an ecological concept.

Our automated system has an irrigation control center, with a treatment system for the treatment of sludge and sand, sedimentation, filtering slabs and the application of nutrients by the irrigation system, reducing the generation of CO₂. This system also has moisture sensors that are applied to the soil to determine crop water consumption, thus allowing further optimization of water consumption.

Of our 14 farms, only the sites of Agricultor, Mar Verde and Yacuy Minka generated more consumption of water resources in 2013. The catchment of the water comes originally, and only, from the river Santa, which is not affected by this exploitation; on the other hand, agriculture has been promoted in the area, allowing the promotion of employment and the development of the different neighboring locations.

Furthermore, in alliance with the Swiss Cooperation, we signed an agreement to measure, efficiently manage, and reduce our consumption of water. In order to put it into operation, we also want to involve the whole organization through our Sensitization Act for the proper care of water.

We reuse water in our industrial plant processes. After the treatment of industrial wastewater, it is reused for irrigation of nearby forests that serve as habitat for different species and as soil conservation. In 2014, we reused 2,322,669 m³ that makes up 2.2% of the total water collection. That is, a 35% increase from 2013.

[5.2] EFFLUENTS AND WASTE

Effluent management is considered a highly critical matter considering its potential impact on the environment. Therefore, we strive to manage our effluents in a manner that allows them to be used for irrigation of the forest.

In 2014, our discharges totaled to 3,480,000 m³.

To manage wastewater, a total of 1,400,000 soles has been used in 2014.

Authorized companies manage hazardous and non-hazardous waste, such as cardboard, plastic, and glass. Common waste, such as food scraps, is delivered to fills for its respective burial. In the case of pesticides containers, we return them to be reused for the same purpose, thus extending the life of landfills.

(PLANT) LA LIBERTAD			
WASTE			
MARKETABLE		SERVICES	
Non-Hazardous	Hazardous	Non-Hazardous	Hazardous
Paper and Cardboard	Batteries	Toilet Paper	Electronic Equipment
Plastic	Unused Oil	Rashel Mesh	Fluorescents
Glass		Food Scraps	Batteries
			Paint Cans
			Chemical Product Container
			Chemical Waste Container
			Toners
			Sand contaminated with hydrocarbons
			Contaminated EPPs
			Bio-contaminated Waste

Effluent management is considered a highly critical matter considering its potential impact on the environment. Therefore, we strive to manage our effluents in a manner that allows them to be used for irrigation of the forest.

Effluents (m³)

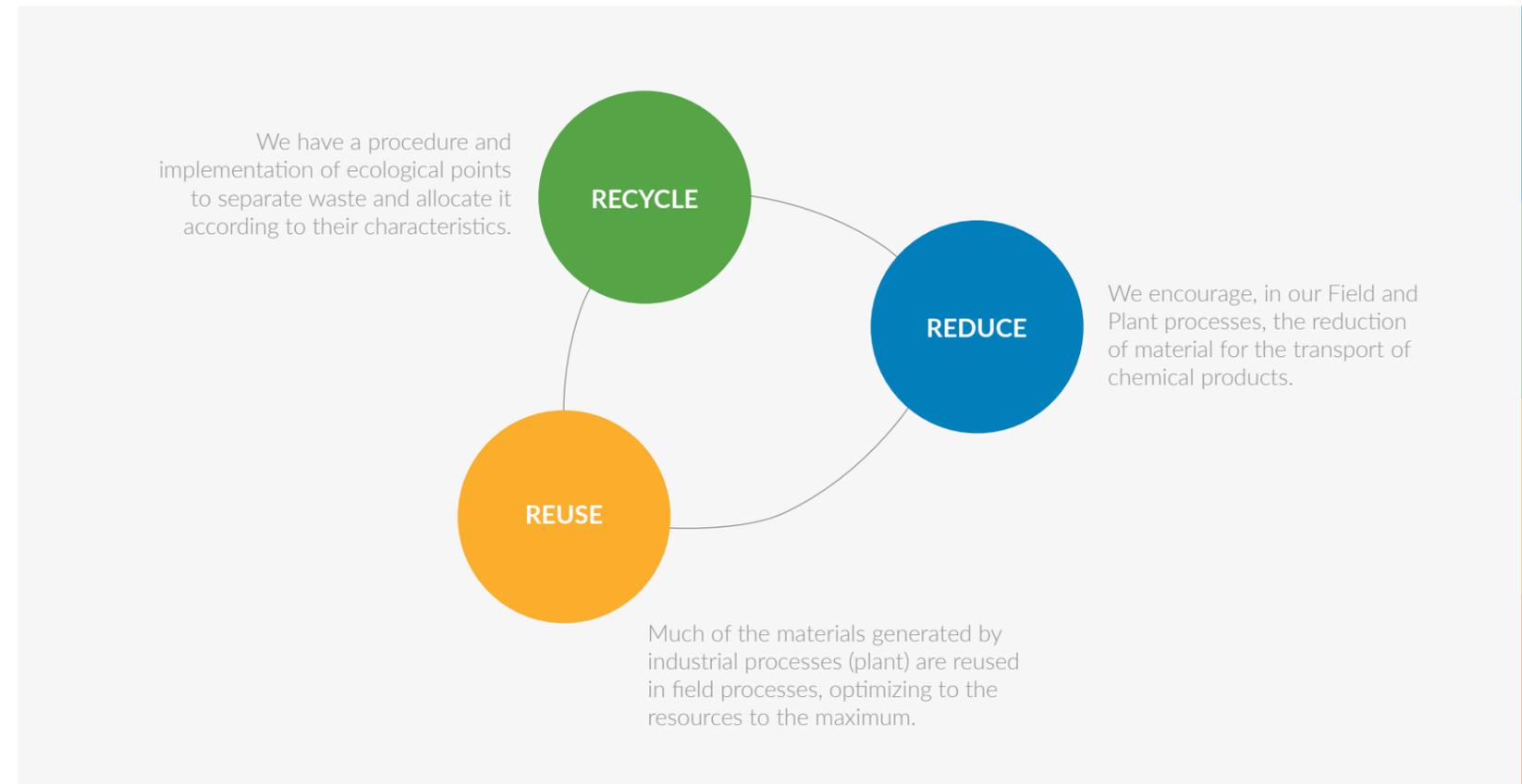
	2013	2014	
		Trujillo	Piura
Domestic Waters	1,654,716	300,000	50,000
Industrial Waters		3,000,000	130,000
Total	1,654,716	3,480,000	

HAZARDOUS WASTES 2013-2014					
DESCRIPTION	UNITS	CHAO 2013	PIURA 2013	CHAO 2014	PIURA 2014
Oil	CYLINDARS	64		121	19
Small Batteries	UNITS	384	50	379	46
Batteries	UNITS	25		7	
Paint Cans	UNITS	354	146	245	1
Used Air Filters	UNITS	510	93	874	307
Used Oil Filters	UNITS	1260	610	2359	750
Chemical Products Containers	UNITS	42	40	47	
Chemical Wastes Containers	UNITS	33		55	
Hydrocarbon Contaminated Containers	UNITS	167		820	
Fluorescentes	UNITS	95	12	157	
Bulbs	UNITS	27		142	
Toners	UNITS	77		0	
Cardboard	UNITS	2992	337	352	20
Application Backpacks	UNITS	6		5	
Pesticide Contaminated Container	UNITS	84307	13054	7037	6860
Clean Field Containers	UNITS	0		12886	
Rags Contaminated with Hydrocarbon	SACKS	130	123	307	6
Sand Contaminated with Hydrocarbons	SACKS	147		277	3
Application Accessories/Unused Pesticide	SACKS	750	59	666	14
Contaminated Epps /Unused	SACKS	17	20	23	4
Hospital Wastes	TN	0.05		0.18	

Marketable Wastes

WASTES	2013	2014
Plastic (Ton.)	61.7	80.3
Paper and Cardboard (Ton.)	227.5	406.6
Scraps (Ton.)	82.7	206.1

We have an annual policy and plan for solid waste management that contemplates the activities and commitments it has as an organization to apply 3R in its different processes. This forms part of our Annual Personnel Sensitization Plan.



Consequences of climatic alteration

- In operational terms, the arrival of El Niño implies that we might not be able to meet the planned activities, as rainfall increases
- In economic matters, further investment in management and pest control is warranted, while climate changes bring increased costs.
- The treatment of the waters of the Chavimochic tends to increase costs for need to load solids is increased by the crescent.
- Accidents and loss of crop areas can occur from overflow or flooding.

[5.3] CLIMATE AND ENVIRONMENT

Climate change constitutes a risk² factor that is mapped out by our management systems. Among the external risks that affect our activities, the El Niño phenomenon has been identified due to the consequences it can generate in our production. It has not had a significant impact as Camposol has established containment measures.

The increase in temperature alters the physiology of the crop and a higher temperature prevents flowering and the consequential fruit. According to the latest reports and monitors, to date we have not seen this type of damage in our company. In 2014, El Niño has not had a significant impact on the company because of the containment established by Camposol.

Camposol has a team of operations with the objective of identifying, establishing and implementing contingency plans for the possible events generated by the El Niño phenomenon and damages this may cause to the operations. We adopted measures to control the spread of pests and various effects to the crop, and trained our staff in the event of accidents such as flooding or landslides.

MITIGATION OF OTHER ENVIRONMENTAL IMPACTS

Secondhand pesticides may cause environmental impacts, so we implement the following actions:

- Since 2010 we have been managing censuses of the biodiversity and the landscape of the different estates, in order to maintain the conservation of the habitats of native plant and animal species in the area, and introduce new species in uncultivated areas.

² At the end of this document, we do not have a measurement of the financial implications of climate change on our business decisions.



- To minimize environmental contamination we apply, in an obligatory and strict manner, established procedures for the cleaning of application and protection equipment. These are found far from the

crops and water sources, as well as the sowing of plants that serve to absorb part of the contaminated water.

6. People and community



[6.1] OUR PEOPLE

We are one of the largest generators of employment in the country: during the high season, we were managing a workforce of 15,000 workers.

Due to the characteristics of labor in our industry, we are one of the options of massive and decent employment in the Peru. At Camposol, we are committed to this vision and believe that the impact of our actions has an important scope, even if we are on our way to being the largest employer of Peru.

In 2014, sixteen thousand two hundred forty-seven employees were part of the great family of Camposol. The greatest volume of employees comes from the surrounding areas to our fields in the District of Chao, Viru province, La Libertad region, which precisely presents high levels of unemployment and low education rates.

However, during the high season there is a lack of laborers in our areas of operation (La Libertad and Piura). We have thus had to hire workers from other regions of the country. This generates migratory movements, especially temporary ones.

We also generate an impact with the indirect use of the areas where we operate. We hire third companies for transportation, food services, laboratory and health services, among others, which, in many cases, are provided by companies formed by members of the community.

FORMAL EMPLOYMENT

The agricultural export sector generates quality employment in a context such as the Peruvian one, where unskilled labor is beset by under-employment.

Due to the characteristics of labor in our industry, we are one of the options of massive and decent employment in the Peru. At Camposol, we are committed to this vision and believe that the impact of our actions has an important scope, even if we are on our way to being the largest employer of Peru.

At Camposol, as in the agro-industrial sector, the majority of workers do have formal and quality employment due to the fact that the companies in the sector are mostly agro and therefore are subject to the implementation of free trade agreements, international norms and standards of social responsibility. National and supranational bodies continuously audit many of them.

We should remember that formal companies, such as Camposol, embrace the special, existing labor regimen that endeavors to facilitate the formalization of employment.

Number of employees by December 2014

	TRUJILLO		PIURA		LIMA	
	Short -Term contract	Undetermined term contract	Fixed term contract	Undetermined term contract	Fixed term contract	Undetermined term contract
Managers	2	28	4	4	3	15
Chiefs	77	117	27	14	7	16
Employees	283	145	59	16	62	38
Workers	9,446	1,312	4,160	372		
Apprentices						
Interns	30		5		5	

LABOR FORCE

We typically hire local people as agro-industrial personnel in the processing plant and agricultural workers in the field. The workers originate from the La Libertad region, and a local heads only one of 22 managerial positions within the business and operations units.

In general, we aim to contract local people for all the positions, however, due to the great demand we have, we need to hire people from other regions. No managers were hired in 2014.

The living minimum wage in our company for 2014 amounted to the sum of S/. 895.80 (eight hundred ninety-five soles and eighty cents, in accordance to the agrarian system), 16% more than the minimum living wage. This amount applies to both men and women.

In addition to complying with the social³ benefits required by Peruvian legislation, we provide our employees with

refreshments, transportation and private health insurance subsidies along with economic allocations for special cases and loans, nursery, discounts in various establishments and services, among other benefits.

Camposol has a WawaWasi, which are appropriate spaces for the care of children, where the working mothers could leave their children. We have special modules for the worker's payment; the workers are granted paid leaves for medical treatment; we provide uniforms to all field and plant operators.

³ Medical insurance, family assignments, life insurance law, vacations, paternity leave, pre and post natal care, an hour for breastfeeding.



WE SAFEGUARD THE WELFARE OF THE CHILDREN OF OUR WORKERS

Taking into account that most of the workers employed by Camposol are parents, and many of them do not have alternatives to care for their children of pre-school age during their workday, we started the WawaWasi "Rayito de Sol (Sunray)." Its main objective is to care for children from 6 months to 4 years of age. With this help, the workers can concentrate on their work in their professional growth.

In 2014, "Rayito de sol" took in 560 children from 6 months to 4 years of age. This service aims to contribute to the integral training of children, developing their physical, cognitive and psychological stimulation, and providing them with adequate food.

In 2014, the children were treated to health campaigns, such as the Hepatitis B vaccine, and nutritional evaluations.

Finally, seeking the correct parental integration with the correct growth of their children, we started the Parent's School in Wawa wasi. Our main goal is the provide tools to help strenghten the educational stimulation of their children.

Therefore, we have outlined the implementation of a system of talent management, which bases its approach to people through the development of processes such as assessment of performance (goals and competencies), selection and induction, ongoing training, climate management, succession, talent retention plans.

FEMALE EMPLOYMENT

Working women have the same equal employment opportunities as men do at Camposol S. A., the same which accord access to employment, remuneration, promotion, equal treatment, etc. Such is the case, to cite some examples, that we have female personnel in operations as well as management positions.

Amongst the benefits and support programs for working women, the Wawawasi “Rayito de Sol,” is a top tier social support program for working mothers, providing childcare for children 6 months to 4 years of age while their mothers work.

Likewise, we have the psychoprophylaxis program for gestating workers comprised by continuous workshops and exercises programmed for the proper development

of particular gestation stages. Coupled with this, the company is respectful of dutifully complying with pre and postnatal maternity benefits, and time for breastfeeding for mothers in this stage

The program focuses on the regions of La Libertad and Piura, located in the north of Peru, where Camposol conducts its agricultural operations and benefits the company’s field and plant workers as well as its female population. It is important to mention that in addition to these two regions, CAMPOSOL employs workers from various regions of Peru, primarily in the North East area of the country, due to the important labor demands of the agro-industrial sector.

Camposol purports to benefit all the female employees of the company. For example, the program for pregnant mothers affiliates all pregnant employees, with the objective of aiding future mothers to have the best working conditions and the necessary preparation for pregnancy, childbirth and post-partum, ensuring the well-being of the mother and the baby.

The training program is for all employees who want to develop their professional and operational abilities, promoting the development of its workforce within the

organization, just as the useful holiday program for children of employees is planned to strengthen educational, artistic, and athletic abilities.

In the case of the Wawa Wasi “Rayito de Sol” for the children of male and female workers, the influx of participants is limited by the infrastructure required to give them the best care; therefore, in this program, priority is given to cases whose mothers have a greater need to benefit from this program, providing services for more than 500 children a year.

In the community, through the Health Center at the locality of Nuevo Chao (La Libertad), we provide maternal–prenatal care, as well as care for children younger than 5 years of age. Likewise, we have venture projects for youth entrepreneurship such as Queneto SAC laundry and various youth training programs that benefit young women and men, enabling them to contribute to their socioeconomic and cultural development.

[6.2] LABOR RELATIONS

We consider it to be especially important to have a constant and direct dialogue with these groups.

This is how, in 2014, we determined that there were two significant incidents in the relationship with our workers.

On the one hand multiple inspections of SUNAFIL (National Superintendence of Labor Control), have shown the recognition we receive for the processes of the company, as well as our work in communication with the personnel.

Camposol has three unions corresponding to the plant, another to the field and a last affiliated with the General Headquarters of Workers of Peru, called Union of Workers of Camposol S.A. (SITECASA).

We have established a direct and effective communication with the three unions, resuming the Work Table meetings, visits to the field with the purpose of developing teamwork

Camposol has three unions corresponding to the plant, another to the field and a last affiliated with the General Headquarters of Workers of Peru, called Union of Workers of Camposol S.A. (SITECASA).

Communication Mechanisms with Unions

- Roundtable Table Meetings
- Joint Committee on Standardization of Tasks.
- Joint Committee on Standardization of the use of uniforms.
- Visits to the field and the plant in the company of union representatives.
- Involvement and participation of trade union representatives in different social responsibility audits.

SALARY	FEMALE	%	MALE	%	TOTAL
R. Common R. Executive	1	7%	13	93%	14
R. Agrarian Employee	228	29%	545	71%	773
R. Common Employee	59	45%	71	55%	130
Field Worker	1,847	35%	3,410	65%	5,257
Plant Worker	2,210	40%	3,291	60%	5,501
Piura Worker	1,939	43%	2,593	57%	4,532
Apprentice	17	43%	23	58%	40
TOTAL	6,301	39%	9,946	61%	16,247

with the union organizations. This has allowed us to maintain the peace with labor in a permanent manner for the last 16 months.

These meetings led to the following agreements:

- The school loan will include the children of workers who enroll in initial education from 3 years of age.
- If a child or spouse suffers a serious illness, the worker will be given permission for a paid leave.
- In the case of a pregnant mother, we agreed to recognize an extension to determine the necessary additional days after ESSALUD or MINSA prepared a diagnosis for risky pregnancies, adding this extreme to the leave.

Amongst our main challenges with the unions and the key aspects to resolve with them, we have:

- The strengthening of effective relations and communication.
- Opportune and adequate training.

- Involvement in the solution of different problems that concern both workers and the company.

We have a supervisory team for human resource monitoring, who are responsible for channeling demands, complaints, comments or doubts regarding their labor rights. This way, we generate trust between the worker and our organization.

Our human resources supervisors, in handling the demands of our workers, scrutinize every one of the facts and the respective research processes, in order to expedite solutions and provide the appropriate corrective and preventive actions. We have had 25 complaints that have not generated, to date, any fine or sanction from the national labor authority.

[6.3] TRAINING

We are a company that not only cares about the quality of the work of our employees, but also wagers on their professional growth.

We seek to meet the needs of a changing environment, where the skills of our employees are generating value and equipped with tools to improve their work performance, productivity, quality and profitability, accompanied by a suitable working environment and a strong identification with our organizational culture.

In this line, we conduct different training sessions focused on strengthening the competences of supervisors who have staff, which we accomplish through training in soft skills such as leadership, communication and development, among others, as part of the “program of skills and management skills in Piura,” seeking to enhance their competence, knowledge, skills, and abilities. Therefore, Camposol aims to ensure the implementation of their

strategies, preparing its staff in both technical aspects as well as organizational skills.

Thanks to these initiatives, we were able to have a more motivated staff, foster a sense of belonging, extend recognition for their work, and provide the staff with the tools that allows them to be better at their work and performance.

In percentages

Unionization	2013	2014
Field Union	3	2
Plant Union	4	3
SITECASA Union	6	3
Not affiliated	87	93
Unionization according to gender	2013	2014
Men	73	73
Women	27	27

Labor Disputes

Strikes	2014
Number of strikes/ stoppages in 2014	1
Days lost to strikes	2 (13 and 14 March 2014)

Indicators	2013		2014	
	M	W	M	W
N° of training sessions	551	429	927	1287
Training hours	17891.94	12026	48558.2	22922.6
Total number of participants	18864	11722	27006	51284

Indicators	2013		2014	
	Laborer	Employee	Laborer	Employee
N° of training sessions	552	348	1278	715
Training hours	26626.25	2092.88	60316.16	11164.65
Total number of participants	28765	1818	70484	7806

The Main Indicators of Training



Acknowledgement Program

The development of this methodology is important because it generates conditions for improvement of productive processes, reduces the accident rate, promotes an improved work climate, and increases the organization's productivity.

[6.4] OCCUPATIONAL HEALTH AND SAFETY

At Camposol we take action to safeguard the integrity and health of our workers; as part of the quotidian activities, the workers are exposed to injury. Amongst the most frequent and typical of agricultural work, the main injury faced by workers is contusions in plant work and flesh wounds in the case of field operations.

Among the steps we have implemented to mitigate these risks, we have:

- Implementation of management document Identification of danger, evaluation and risk control for each work post.
- Development of a training program and the use of evacuation brigades, fire fighting and first aid.
- Simulations of emergency situations.
- Implementation of programs of physical and pedestrian sign posting, among others.

We always emphasize compliance with the rules in the handling of vehicles and use of personal protective equipment, training in the procedures for the use of vehicles and road safety regulations, as well as awareness regarding issues of accident prevention.

OCCUPATIONAL HEALTH

Currently Camposol has not registered occupational illnesses, however we do follow up on those illnesses from external causes that trigger outbreaks. Throughout 2013, 271 medical attentions of this type of health issues were registered.

In Occupational Safety and Health, Camposol develops different Health Programs intended for the company's workers, with the goal of motivating them, establishing new habits and awareness regarding a safe and healthy culture.

PROGRAM OF PSYCHOPROPHYLAXIS AND PRE-NATAL STIMULATION	It is aimed at all gestating women in order to give rise to appropriate motivations, habits and behaviors for pregnancy, childbirth and puerperium, and to constitute a happy experience for the mother and her newborn. We are the first company with the psychoprophylaxis program for all its workers.
ERGONOMICS PROGRAM	This program aims to ensure the promotion and prevention of skeletal muscle injury in workers in different areas of the company, as well as to promote knowledge, development and application of ergonomics in the company.
TUBERCULOSIS CONTROL PROGRAM	This program aims to develop a policy on the promotion of participatory health, intended to achieve lifestyles and healthier environments, through the active engagement of our employees. Thus, we identified early tuberculosis in order to reduce the prevalence of this disease through prevention and a health promotion approach.
SUN PROTECTION PROGRAM	This program aims to establish preventive measures and the raising of awareness about the harmful effects of prolonged exposure to solar radiation and the damaging effects on health.
IMMUNIZATION PROGRAM	This program aims to protect workers from the risk of suffering certain communicable disease transmissible through occupational risk.
AMBULANCE PROGRAM	We document all actions to the staff in charge of the ambulance for the promotion of occupational health, the prevention of disease, and the attention of the staff in case of an emergency.

Furthermore, we have health procedures such as:

- Procedure for the management and use of first-aid kits.
- Emergency and urgent care protocol.
- Work area change procedure for workers who present a health problem generated by occupational illness, accident or pregnancy, taking into account the dangers and risks that may affect their health and/or physical integrity.
- Procedure for occupational medical examination, aimed at the early detection of occupational and non-occupational pathology.

In Occupational Safety and Health, Camposol develops different Health Programs intended for the company's workers, with the goal of motivating them, establishing new habits and awareness regarding a safe and healthy culture.

[6.5] COMMUNITY RELATIONS

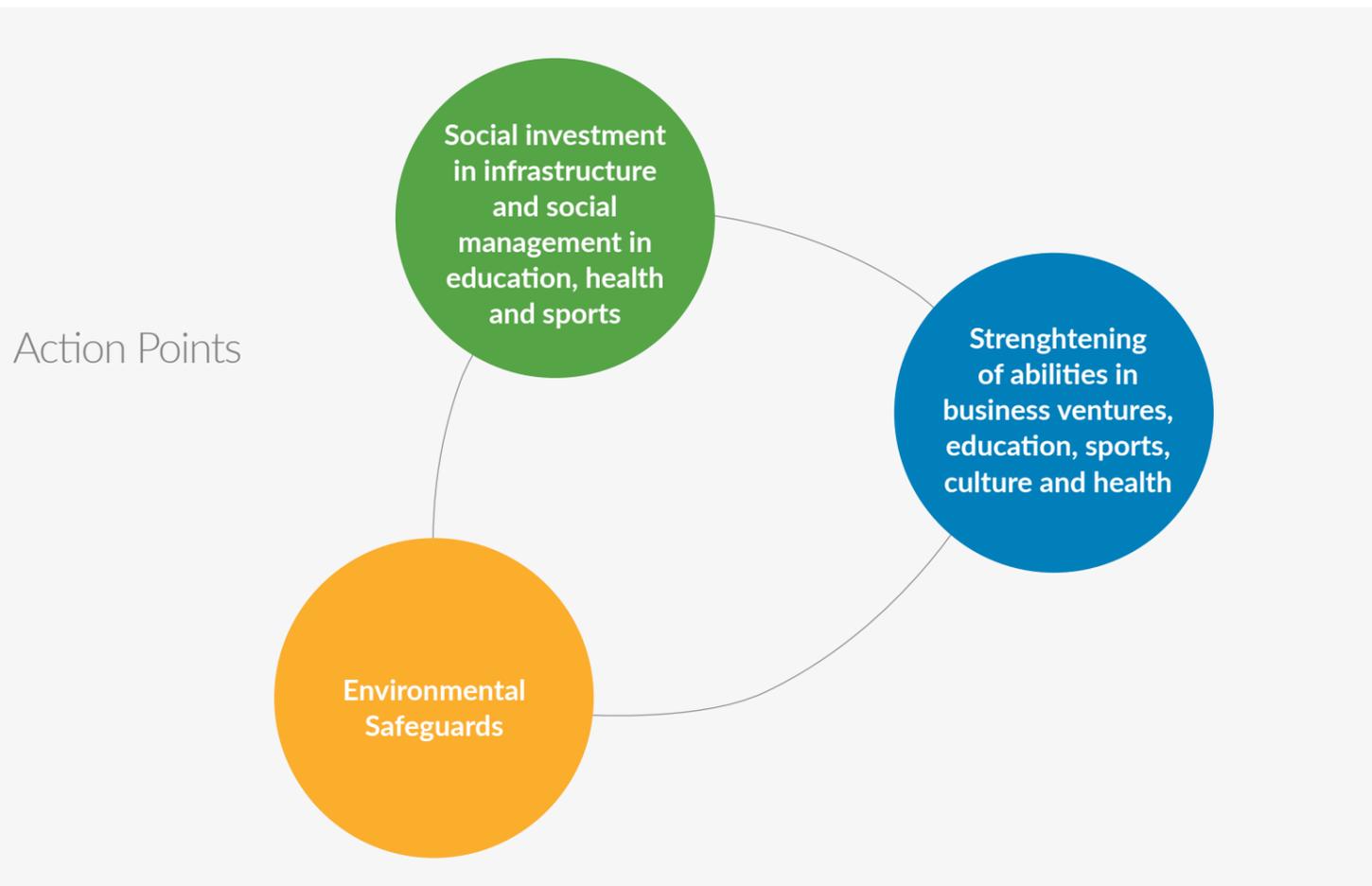
Camposol exerts great influence in the Chao and Viru areas; our operations make a great part of the population become involved in our activities, generate indirect businesses in relation to the organization, and develop relationships with the local authorities.

Thus, we felt an obligation to effectuate the objectives and strategies of our social responsibility in the neighboring areas. The agro-industrial sector would basically practice philanthropy, but, with the change in outlook towards this concept, Camposol committed to the development of

sustainable programs with the intention of further building solid relationships with the community and providing them with opportunities for local growth and development.

In 2014, we conducted participatory diagnoses, and artistic, psychological, and business venture workshops were implemented in order to put into operation projects involving vulnerable populations, children, young people and women.

We have three defined action points:



Amongst the more representative of Camposol's projects and programs, we have:

SOCIAL INVESTMENT IN INFRASTRUCTURE AND SOCIAL MANAGEMENT IN EDUCATION, HEALTH AND SPORTS:

- **Nuevo Chao Health Post**

With the view to support the health care coverage of the population of this center, with more than 6 thousand inhabitants, the health post of New Chao provides comprehensive care, prioritizing maternal – prenatal care and that of children under five. This health center became a reality through a partnership between our company and the Regional Health Management, the Universidad Privada Antenor Orrego, the Committee for Development of the Center Village New Chao and the District Municipality of Chao.

- **Bakery La casa del pan**

This successful and profitable micro-business model provides up to 20 job positions to young people, enabling them to subsidize their higher education and support their families. The clients of "La Casa del Pan" are members of the community of Chao, our company, and Sodexo.

- **Laundry Service "Helping Hands"**

After five years, this project, which we encourage through training young people with the goal of providing them with opportunities for economic and social development, achieved its sustainability. This micro business provides Camposol and Chao with washing, mending, repair of uniforms and sewing services.

- **Business venture workshops with women**

We conducted the first business venture workshop, where more than 35 women from El Cerezal, in the region of Piura, find themselves learning different cosmetology techniques. We encourage business ventures in order to impel them to set up their own business and generate

wellbeing for their families. This has been reinforced with self-esteem workshops, teamwork, amongst other social and leadership abilities.

STRENGTHENING OF CAPACITIES IN BUSINESS VENTURES, EDUCATION, SPORTS, CULTURE AND HEALTH:

- **Art and Development Youth Association**

The Art and Development Association started its activities in August, 2006, in Chao. As a first step, we conducted training with the young people on issues such as leadership, self-esteem, values and business ventures. During the second stage, we launched the creation of the youth business ventures.

Camposol committed to the development of sustainable programs with the intention of further building solid relationships with the community and providing them with opportunities for local growth and development.



After eight years of working in tandem, the formation of youth leaders in their communities makes them capable of managing the Association independently, which allows them to congregate more youngsters, develop their abilities and give them growth opportunities.

As part of this project, we trained more than 100 young people, and we achieved the creation and sustainability of the *Panadería La Casa del Pan* and *Lavandería Manos Solidarias*. We attained local and national recognition thanks to the participation in local and international fairs, and provided the opportunity to more than 20 youngsters to have formal employment to allow them to seek higher education in parallel.

• Summer and Winter Workshops for Young People
 The program included workshops that cover art, personal development and entrepreneurship for the development of the abilities and aptitudes in young people and adolescents. These workshops take place in alliance with local educational institutions. These workshops take place in alliance with local educational institutions, and form part of the work with young people and adolescents that Camposol carries out in order to prevent gangs and violence.

[6.6] COLLABORATION WITH LOCAL PUBLIC MANAGEMENT

The main local needs in relation to the implementation of local public expenditure in the area are infrastructure and equipment in public health, citizen safety and improvement of the city (asphalted roads, improved sidewalks, parks and public spaces).

Camposol believes that leading companies in this industry that locate in areas with development opportunities, it is crucial to collaborate with local public managing and lead in the reduction of the gaps in the development of the population.

- In 2014, we accomplished the following:
- Provided the material and infrastructure for the Health Post in Nuevo Chao.
 - Supported safety and security management in the Chao area.
 - Supported the execution of social support for medical campaigns with the Regional Government of Piura.
 - Improvement project for hygienic services and water supply system in the IE Carlos Wiesse – Chao.
 - Promotion of good hygiene practices project in Nuevo Chao.

7 GRI index



GENERAL BASIC CONTENT			
General Basic Content	Description	Comment	External Verification
STRATEGY AND ANALYSIS			
G4-1	Statement from the main decision-maker of the organization about the importance of sustainability		No
G4-2	Main effects, risks and opportunities		No
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Camposol	No
G4-4	Brands, products and most important services		No
G4-5	Location of the organization's headquarters	Av. El Derby 250, Piso 4, Santiago de Surco, Lima	No
G4-6	Countries where organization operates		No
G4-7	Nature of ownership and juridical form	Limited Liability Company	No
G4-8	Markets serviced by the organization		No
G4-9	Size of the organization from its number of employees, operations, sales or net income, among others.		No
G4-10	Number of employees by contract and by sex		No
G4-11	Percentage of employees covered by collective agreements		No
G4-12	Supply chain of the organization		No
G4-13	Significant change that has occurred during the reporting period regarding size, structure, share ownership or supply chain of the organization	There was no significant change in size, structure, share ownership, or supply chain of the organization in 2014.	No
G4-14	Organization's approach to the precaution principle		No

G4-15	Letters, principles or other external initiatives of economic, environmental and social nature that the organization subscribes to or has adopted	We have been adhered to the Global Compact since 2008; hence, we endorse its principles. We align with the principles and core subjects of ISO 26000 and Sustainable Development Goals.	No
G4-16	National or international promotional associations and organizations to which the organization belongs	<ul style="list-style-type: none"> • ADEX (Association of Exporters). • COMEX (Foreign Trade Society of Peru). • IPEH (Peruvian Institute of Asparagus and Vegetables). • APTCH (Agroexport Farmers Association proprietors of Chavimochica land.). • Chamber of Commerce of Lima. • Chamber of Commerce of La Libertad. • Peru China Chamber of Commerce (CAPECHI). • PROVID (Association of Grape Producers of Peru). • PROHASS (Association of Hass Avocado Producers of Peru). • PROCITRUS (Association of Citric Producers of Peru) • APEM (Peruvian Association of Mango Producers and Exporters). 	No
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Entities included in the consolidated financial statements of the organization and other equivalent documents	Camposol S.A.	No
G4-18	The process that was followed to determine the content of the report and the coverage of every aspect		No
G4-19	Material aspects that were identified during the process of the definition of the contents of the report		No
G4-20	Coverage of every material aspect within the organization	All identified material issues apply to our operation and stakeholders with whom we interact.	No
G4-21	Limits of each material aspect outside the organization	The identified material issues apply to our operation in Camposol and stakeholders with whom we interact.	No

G4-22	Consequences of restatements of information provided in earlier reports and their causes	There have been no significant restatements of information provided in earlier reports.	No
G4-23	Significant change in the scope and coverage of every aspect with regards to previous reports	There was no significant change.	No
STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholders linked to the organization.		No
G4-25	Basis for the election of stakeholders with which one works		No
G4-26	Organization perspective on the participation of stakeholders (frequency, participation in the process of preparing the report, among others.)		No
G4-27	Key issues and problems arising from the participation of stakeholders	No problems arose from the participation of stakeholders.	No
REPORT PROFILE			
G4-28	Period Covered by the report	2014	No
G4-29	Date of Last Report	2013	No
G4-30	Presentation Cycle of reports	Annual	No
G4-31	Contact point for resolution of any doubts that may arise regarding the contents of the report.	Francesca Carnesella Communications and Sustainability Manager fcarnesella@camposol.com.pe	No
G4-32	Option chosen for the report.	In accordance - Essential	No
G4-33	Current policies and practices of the organization with respect to the external verification of the report	The company does not currently have a policy of external verification of the report.	No
GOVERNANCE			
G4-34	Governing structure of the organization		No
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of the organization, such as codes of conduct or ethical codes		No

SPECIFIC BASIC CONTENT				
Material Aspects	Indicator Number	Description	Omissions (for confidentiality)	External Verification
Economic Performance	G4-EC1	Generated and distributed direct economic value	N/A	No
	G4- EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	N/A	No
	G4-EC3	Limits of the obligations due by the organization through social benefit programs	N/A	No
Indirect Economic Consequences	G4-EC8	Significant indirect economic impacts and their scope	N/A	No
Market Presence	G4-EC5	Relationship between initial wage by gender compared to local minimum wage at locations where significant operations are developed	N/A	No
	G4-EC6	Percentage of senior management hired from the local community at locations where significant operations are developed	N/A	No
Health and Safety with Clients	G4-PR1	Percentage of categories of significant products and services, whose impact on health and safety were evaluated to promote improvements		
Labeling of Products and Services	G4-PR3	Type of information required by procedures of the organization concerning information and labeling of products and services, and percentage of significant products and services that are subject to these requisites		
Health and Safety with Clients	G4- PR5	Results of surveys measuring customer satisfaction		
Relationship between Workers and Directorate	G4- HR12	Number of human rights complaints that have been filed, addressed and resolved through formal grievance mechanisms	N/A	No
Health and Safety at Work	G4- LA6	Type and rate of injury, occupational diseases, lost days, absenteeism and fatalities related to work by region and sex	N/A	No

Health and Safety at Work	G4- LA7	Workers whose profession has a high incidence or risk of disease	N/A	No
	G4- LA9	Average hours of training per year per employee by gender and employment status	N/A	No
Training and Education	G4- LA10	Programs for skills management and lifelong learning that promotes employability of employees and assists them in managing the end of their careers	N/A	No
Water	G4-EN8	Total water withdrawal according to source		
	G4-EN9	Water sources significantly affected by catchment of water	N/A	No
	G4-EN10	Percentage and total volume of water recycled and reused	N/A	No
Efluentes y residuos Comunidades locales	G4-EN22	Total discharge of water, by quality and destination	N/A	No
	G4-EN23	Total weight of managed waste by type and disposal method	N/A	No
	G4-SO1	Percentage of operations where development programs, impact assessments and participation of the local community have been introduced	N/A	No
Local Communities Sector Supplement	G4-SO2	Operations centers with significant, potential or actual significant negative impacts, possible or real, on local communities We have three centers where we mitigate our negative impacts and potentialize the positive: Chao and the town of Nuevo Chao (where our plant and fields are located) in the Province of Trujillo, a plant in Piura and a small operation in Tumbes.	N/A	No
NON GRI INDICATORS				
Impact on Migration	Camposol Indicators	- Impacts on Health - Impacts on Education - Impacts on Social Dynamics.	N/A	No



2014

SUSTAINABILITY
REPORT



Design: Carla Franco

Photo: Julio Janssen / Gonzalo Olmos / Alex Bryce

