

2015 Sustainability Report



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Index



1. Letter from the Executive Chairman	4
2. Camposol	6
3. Sustainability	16
4. Corporate Governance	24
5. People	26
6. Clients and Wellbeing	36
7. Community	40
8. Environment	44
9. Table of Contents GRI G4	48

01

Letter from the Executive Chairman

DEAR READERS,

This year has been a period of great challenges for the agro-industrial sector due to the “El Niño” phenomenon, which we successfully faced thanks to the commitment of our employees, to the efficiency of management, and the increase in the marketing of products such as blueberries. This brought us very good results in economic terms, obtaining more than USD \$272.6 million in sales, and positioning us, once again, as the premier exporter of non-traditional products, and of the agricultural sector.

One of the main pillars of our organization are our workers, who day to day, with their effort and commitment, share the common goal of achieving the highest standards of international quality demanded by the global market. Thanks to the characteristics of our operations, such as the high labor demand required by our processes, we have become the third largest employer in Peru, generating—just in 2015—more than 13 thousand jobs in the country. Furthermore, we offer the community members, especially in Chao and Viru, sustainable production programs to contribute to their economic and social development.

This commitment to social responsibility is crucial, not only with our work team and the community, but in all the processes of the organization. Along these lines, and to offer our clients products that do not affect their

health or environment, we implemented the Integrated Pest Management (IPM) program, which reduces the use of chemical products in the fields, replacing them with biological products. Additionally, we are the first agro-industrial company to measure our water footprint with the ISO 14046 standards. Thanks to these and other initiatives, in 2015, we achieved a 6% reduction in our emissions of greenhouse gases.

We are pleased to assert that we were pioneers in the agro-industrial sector when we declared our commitment to the responsible management of our business by adhering to the United Nations Global Compact, as well as reporting our economic, social, and environmental performance through the methodology of the Global Reporting Initiative (GRI). We invite you to read our seventh sustainability report, and the third one developed following the GRI G4 methodology.


Samuel Dyer Coriat
CEO

02 Camposol



With 19 years of solid trajectory, we are the leading agro-industrial company in the Peruvian market, we continue to be the largest exporter of Hass avocados, and we will soon become the major producer of blueberries in the world. Our strength lies in innovation, as we adapt to the changes and requirements of the international industry, and project our prospects and products towards the needs of the future.

The leadership and growth of our company has accompanied the development of our stakeholders. An example of this is the more than 13 thousand direct jobs we generated in the stages of high production, our policies, and social responsibility practices with the communities, among others. In addition, we were the first Peruvian agro-industry to form part of the United Nations Global Compact and report our performance in a transparent manner, using the Sustainability Reports of the Global Reporting Initiative (GRI) methodology.

2.1 OUR IDENTITY

The vision, mission, values, and organizational principles are the components that structuralize our corporate identity, and guide us to act responsibly with all our stakeholders.

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.

ORGANIZATIONAL VALUES



Integrity

We are honest, we honor our commitments, we accept the consequences of our actions, always considering the triple results: economic, social, and environmental.



Excellence

We all work to obtain the highest standards of performance, innovation, and quality in all our areas, processes and activities and products, we heed the details and try to fulfill the demands and expectations of the international market.



Respect

We value and acknowledge people, we promote good will in an environment where ideas and feedback are highly valued.



Austerity

We try to achieve efficiency in the whole value chain while maintaining a strict discipline over our management of costs or political implementations of questionable need.



Team Work

We share our goals and strategies, we strive to be communicative and transparent, encouraging an open and flexible space where the goals of the team prevail over the personal.

OUR PRINCIPLES



MANAGEMENT OF HUMAN RESOURCES

- We work with and for the people.
- We strive to maintain good working conditions and a safe work environment for our collaborators.
- We promote an environment that stimulates their development and we promote their personal and professional wellbeing.



ETHICS

- We are convinced that we should apply ethical principles to the relationships with our clients, providers, shareholders, employees, and society in general; as these ensure our prestige in the market.
- Honesty, dignity, respect, loyalty, proper behavior, efficiency, and transparency are the highest values that guide our relationship with our stakeholders.



SOCIAL DEVELOPMENT AND COMMUNITY RELATIONSHIPS

- We assume the commitment of balancing the impacts we cause, strengthening the positive.
- Thus, we implement an integral, responsible management and encourage development projects within our area of influence. We incorporate the people, the local, regional, and national government, as well as base organizations and other actors, with the purpose of forging trusting, long-term relationships.



QUALITY, ENVIRONMENT, SAFETY, AND HEALTH

- We have an Integrated Management System of Quality, Environmental Protection, Health in the Workplace, based on international regulations.
- These are directed at a constant improvement, ensuring the highest quality of products, their traceability, and the optimization of the processes to decrease the environmental impacts.

2.2 THE BUSINESS

We are a vertically integrated company, which means we directly manage the whole process, from cultivating the fields, harvesting, producing, and marketing the products, to customers worldwide.

We have 3 product categories: fresh, frozen, and conserves, which are distributed to key markets in Europe, United States, and Asia. Our commitment is to maintain the exquisite taste, vibrant colors, firmness, and abundant nutritional benefits of all our foods.

These are produced with high quality standards within the specifications established by each destination country. This way, we ensure food safety by complying with Good Agricultural Practices (GAP) and Good Manufacturing Practices.

PRODUCT CATEGORIES

	FRESH:
	<ul style="list-style-type: none"> • Green and white asparagus • Avocados • Mangos • Grapes • Blueberries • Mandarin • Pomegranate
	CONSERVES:
	<ul style="list-style-type: none"> • Green and white asparagus • Mangos • Sweet pepper • Artichoke
	FROZEN:
	<ul style="list-style-type: none"> • Green and white asparagus • Avocados • Shrimp



LOCATION OF OPERATIONS

We have a total of 26,000 hectares, of which 6,258 ha are currently produced.

DISTRIBUTION OF HECTARES PER REGION

Region	Hectares
Piura	1,127
La Libertad	5,060
Arequipa	11
Lambayeque	60

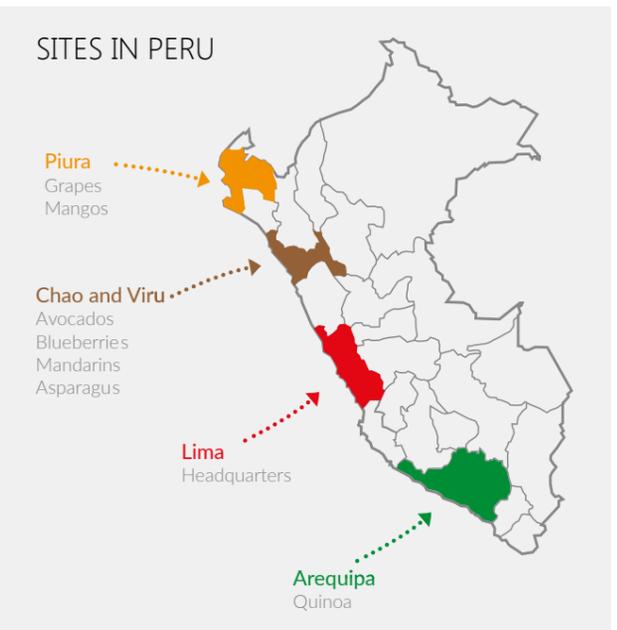
(*) Of the total of produced hectares, 128 hectares are rented in the Piura, La Libertad, and Lambayeque regions.

Our lands are privileged, as they are in the most favorable climatic and soil conditions of the world, which provide us with superior yields and allow us to offer our clients a greater volume of products of the highest quality.

In addition to the production in our plants, we maintain alliances with other producers to process and market

our products. We can thus supply the market efficiently, guaranteeing the same quality and standards of our company.

On the other hand, our headquarters is in Lima and, additionally, we have commercial offices in Holland, Florida (USA), and Spain. (G4-17)



GROWTH VISION

Aligned with the new trends in the international market, our vision is to consolidate ourselves as one of the largest and most important producers of healthy foods in the world, providing families with products of the highest quality standards.



To achieve this goal, our business and operations have several characteristics that give us an advantage over the global market. We have extensive experience in healthy products, the availability of superior quality land for new crops, and the control over the entire production process chain that enables us to ensure our standards from cultivation to final marketing.

CAMPOSOL'S STRENGTHS

Fresh and healthy food niches
 Our business and experience is based on the market of healthy foods which are exported to the main international markets.

High value food for wellbeing
 We focus on producing food with a high level of polyunsaturated fatty acid (Omega 3) and antioxidants.

Unique geographic position
 Our climate possesses unique climatic conditions that produce crops with a greater output in seasons of market scarcity.

Land bank
 Approximately 64% of our lands are available for new cultivation and new crop trials.

Traceability
 We are the only company in the market with a vertical integration that guarantees quality throughout the value chain.

BUSINESS VALUE CHAIN

We are responsible for the entire value chain of the business, which includes all the processes from the field, plant, marketing, and aftersales. Following, we present the positive and negative impacts that, along with the stakeholders, we have identified in each of the stages. The negative impacts, inherent to all companies of our industry, are currently managed in-house to minimize our impact on the environment. The sustainability actions we implement for that purpose shall be expounded throughout this report.

WE ARE RESPONSIBLE FOR THE ENTIRE VALUE CHAIN OF THE BUSINESS, WHICH INCLUDES ALL THE PROCESSES FROM THE FIELD, PLANT, MARKETING, AND AFTERSALES.

	FIELD PROCESSES	PLANT PROCESSES	MARKETING AND POST SALE
POSITIVE IMPACTS	<ul style="list-style-type: none"> • Generation of local and female employment • Strengthening of capabilities of local workers • Environmental benefits: optimization of water use and biological pest control. 	<ul style="list-style-type: none"> • Generation of local and female employment • Production of nutritious products that generate wellbeing. 	<ul style="list-style-type: none"> • Purveyance of international market in high demand period • Client satisfaction • Contribution to GNP • Contribution to healthy food supply worldwide.
NEGATIVE IMPACTS	<ul style="list-style-type: none"> • Health and safety risks to workers • Migration to the communities • High water consumption • Greenhouse gas emissions 	<ul style="list-style-type: none"> • Risks to the health and safety of workers • Generation of effluents • Dangerous and non-dangerous waste • Burning of fossil fuels 	<ul style="list-style-type: none"> • Greenhouse gas emission from product transport. • Waste generation • Possible post sale complaints

KEY BUSINESS NUMBERS



2.3 INVESTIGATION AND DEVELOPMENT

We are a leading company in the agro-industrial sector thanks to our approach to innovation, as we always seek to be pioneers in generating more efficient processes and create new products that enable us to exceed the expectations of our clients as referents in the food industry.

LINES OF ACTION AND THEIR OBJECTIVES

IMPROVEMENT IN PRODUCTION	Develop technology to improve productivity (shorter time with less recuses) and optimize key resources like water.
CONTROL OF PLAGUES AND DISEASE	Identify and validate alternatives that solve sanitary problems and reduce the use of traditional chemicals.
DEVELOPMENT OF NEW CROPS	Provide new products that are sustainable, for which various analysis and assessments of adaptability, performance, and profitability are done.
POST HARVEST TECHNOLOGY	Availability of post harvest to conserve the quality of a product in time.



To implement the research projects, we have agreements with universities that promote scientific knowledge, such as the Private University Antenor Orrego and the National University of Trujillo.

In tandem, in 2015 we developed the following research:

- 8 projects on the management of pests and diseases through the release of beneficial insects (predators and parasitoids) and the application of entomopathogens (bacteria, fungi, and nematodes).
- 1 project for water management through the implementation of the irrigation system.
- 20 new crop projects. We sought the adaptability of crops such as nuts, pits, fruit-bearing seeds, and exotic fruits, in Chao and Majes.
- 1 crop propagation program

Thanks to the research and innovations developed, we have obtained satisfactory results to achieve greater efficiency in our processes. Some of our main indicators for 2015 are:

- 10 crops with export potential installed.
- 30% advance in the installation of a genetic improvement (breeding) program.
- Invitro production of 2 thousand plants.
- A four-dollar reduction in the efficient management of Heliopsis, a type of pest that affects blueberry crops.
- 5 beneficial organisms produced for pest control.
- 15 percentage points reduction in the consumption of liters of water per hectare, thanks to the water management plan.
- USD \$321,630 investment in research and development.

2.4 ECONOMIC PERFORMANCE

In 2015, we had good economic results, which allowed us to fulfill our objectives, despite the less than favorable scenario of the El Niño phenomenon for the second consecutive year. We attained an EBITDA (Earnings Before Interest, Tax, Depreciation and Amortization) of USD \$42.8 million, 24% more than reported

during 2014; a debt ratio less than 5.0x; and a working/selling capital ratio of 20% at the end of the year.

These results were mainly due to the marketing of blueberries, which quadrupled their volume compared to the previous year, to lower administrative and fixed selling expenses, and a 46% reduction in inventory expenses thanks to better management of the work capital. (General DMA – Economic Performance.)

2015 ECONOMIC INDICATORS (IN THOUSANDS OF DOLLARS)

We attained revenue of more than USD \$272.6 million, resulting from 56% sales of fresh products, 27% of canned products, and 15% of frozen products.

It is worth noting that during 2015, we ranked 33 among the main exporting companies in Peru in terms of FOB (Free on Board), which positioned us a premier exporter of non-traditional products and of the agricultural sector.

DIRECT ECONOMIC VALUE	USD (in thousands)
Income	272,692
Direct Economic Value Distributed	
Operation Costs	182,005
Salaries and Social Benefits for Employees	66,421
State Taxes	2,734
Community Investment	50
Dividends Paid to all Types of Shareholders	188
Payment of Interest to Fund Providers (Financial Expenses)	24,969
Direct Economic Value Withheld	
Economic Value Generated Less Distributed Economic Value	3,675

03 Sustainability Management



We are convinced that to be a sustainable business, it is necessary to manage our operations with ethical principles, respect for people, the community, and the environment. Therefore, we were the first company in the agro-industrial sector to adhere to the United Nations Global Compact and to report our performance with the methodology and indicators of the Global Reporting Initiative (GRI).

We have a Social Responsibility Policy that proposes 6 sustainability challenges, based on our main impacts and risks according to the characteristics of the sector operations. Moreover, these challenges respond to the 10 principles of the Global Compact and the main sustainability standards. The policy is disseminated to all the employees and guide our action with all our stakeholders.

CAMPOSOL'S 6 CHALLENGES



3.1 SUSTAINABILITY GOALS

Below we present the goals we have set for the period 2014-2016, based on our 6 challenges of social responsibility, which are in the process of fulfillment.

CHALLENGES	GOALS 2014-2016
Wellbeing of the community and 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"> • 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"> • 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.

CHALLENGES	GOALS 2014-2016
Development of products and markets	<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"> • 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"> • Consolidate round tables with stakeholders • To establish Camposol as a leading company in social responsibility both locally and internationally. • Research corporate reputation.

3.2 STAKEHOLDERS

We have 6 priority stakeholders that were selected based on the analysis of our positive and negative impacts throughout the value chain, our sustainability challenges as a company and industry, and the studies periodically done in the area with the purpose of learning the relevance of each of the actors. (G4-25)

Each year, we review our mapping of our stakeholders with the objective of updating it and aligning it to the constant changes in the business and the market.

We seek a relationship with these stakeholders based on trust and proximity that would allow us to work hand in hand to achieve the growth of the company and of the environment.

To learn their expectations, concerns, and suggestions, we have spaces and continuous channels of dialogue that allow us to collect their opinions to progressively incorporate them to our processes of constant improvement.

CAMPOSOL STAKEHOLDERS (G4-24)



Within the main spaces and channels of dialogue, we have: (G4-26)

STAKEHOLDER	CHANNEL OF DIALOGUE	MAIN EXPECTATIONS
 COMMUNITY	<ul style="list-style-type: none"> • Dialogue Panel • Community Relations • Annual Monitoring • Survey of Perceptions and Image 	<ul style="list-style-type: none"> • Health Care • Greater Access to Education for Young People • Generation of Employment and Dynamization of the Economy
 WORKERS	<ul style="list-style-type: none"> • Dialogue Panel • El Camposolino Magazine • Open Door Policy • Satisfaction Surveys 	<ul style="list-style-type: none"> • Employment Generation • Good Working Environment • Company Growth
 GOVERNMENT AND INSTITUTIONS	<ul style="list-style-type: none"> • Dialogue Panels • Periodic Meetings 	<ul style="list-style-type: none"> • Compliance with Laws and Regulations • Increasing Industry Management Standards
 CLIENTS	<ul style="list-style-type: none"> • Dialogue Panels • Periodic Meetings • Satisfaction Surveys 	<ul style="list-style-type: none"> • Products with Quality Standards • Fair Price • Deadlines
 ENVIRONMENT (cross-cutting stakeholders)	<ul style="list-style-type: none"> • Environmental Impact Studies 	<ul style="list-style-type: none"> • Compliance with Environmental Laws and Regulations • Impact Reduction

EACH YEAR, WE REVIEW OUR MAPPING OF OUR STAKEHOLDERS WITH THE OBJECTIVE OF UPDATING IT AND ALIGNING IT TO THE CONSTANT CHANGES IN THE BUSINESS AND THE MARKET.



3.3 OUR 2015 SUSTAINABILITY REPORT

We were the first agro-industrial company to report our economic, social, and environmental performance with the new version of indicators of the Global Reporting Initiative (GRI), called G4.

This 2015, for the second consecutive year with the GRI G4, we communicate with transparency our management on the main sustainability aspects of our company, which are aligned with the perception of our stakeholders.

To identify our 2015 sustainability priority issues, we took the following steps: (G4-18)



THIS 2015, FOR THE SECOND CONSECUTIVE YEAR WITH THE GRI G4, WE COMMUNICATE WITH TRANSPARENCY OUR MANAGEMENT ON THE MAIN SUSTAINABILITY ASPECTS OF OUR COMPANY, WHICH ARE ALIGNED WITH THE PERCEPTION OF OUR STAKEHOLDERS.

CAMPOSOL DIALOGUE PANELS

These are one of the main spaces of dialogue that we develop every year with all our priority stakeholders. This tool allows us to approach our stakeholders and listen, directly, to their expectations, strengths, and improvement opportunities they identify in our sustainable management.

In addition to learning the perception of the groups through these panels, this year, 2015, we used this tool to have the groups help us define the key sustainability issues for this year's Sustainability Report. This way, aligned to the GRI

G4 methodology, we seek to respond to the needs of the stakeholders in our report.

Below are the strengths and improvement opportunities mentioned by the priority groups in the dialogue panels in Chao, Trujillo and Piura. Their opinions are very valued by the company, and are thus progressively incorporated in the management.

(G4-27)

STRENGTHS	ACTION OPPORTUNITIES
<ul style="list-style-type: none"> Good relationship between the company and employees. An actor that contributes to social development (generates employment) Provides basic services (water and sewage). Encourages de empowerment of women. 	<ul style="list-style-type: none"> Greater facilities to access quality health care Opportunity to generate a program with small farmers. Migration generates negative impacts that must be identified to mitigate them. Develop training programs for young people.

RESULTS: PRIORITY ISSUES AND INDICATORS FOR THE 2015 SUSTAINABILITY REPORT

Through this process, we identified 11 priority issues, which will be developed throughout this report. (G4-19) (G4-20) (G4-21)

Priority Issues	GRI G4 Aspect	Coverage/Range	GRI G4 Indicators
Economic Contribution	Economic Performance	Internal	G4- EC1: Economic value generated and distributed.
Employment Generation	Indirect Economic Consequences	Internal	G4-EC8: Indirect economic impacts.
	Employment	Internal	G4-LA1: Median employee hire and rotation.
Product Quality and Wellbeing	Client Health and Safety	External	G4-PR1: Categories of products for which health and safety impacts are assessed. G4-FP7: Sales volumes of products with nutritional ingredients.
	Labeling of Products and Services	Internal	G4-PR3: Information from product labeling.
	Regulatory Compliance	Internal	G4-PR9: Significant fines for non-compliance with the regulations on the supply and use of products.
Local Development	Local Communities	External	G4-SO1: Operations with development programs and impact assessments.
Labor Empowerment of Women	Training and Education	Internal	G4-LA9: Training hours. G4-LA10: Programs to promote employability and help manage the end of their careers.
	Diversity and Equality of Opportunities	Internal	G4-LA13: Relationship between men's basic salary and that of women.
Relationship with the Union	Claim Mechanisms for Labor Practices	Internal	G4-LA16: Complaints about work practices.
	Freedom of Association and Collective Bargaining	Internal	G4-HR4: Centers and providers where the right to freedom of association is violated.
Safety and Occupational Health	Health and Safety at Work	Internal	G4-LA5: Workers represented in formal health and safety committee.
			G4-LA6: Injuries, occupational diseases, days lost, absenteeism and number of work-related fatalities.
			G4-LA7: Workers with occupational health risks.
Innovation and Research	Does not have GRI Aspect		Does not have GRI indicator.

(G4-19) (G4-20) (G4-21)

Priority Issues	GRI G4 Aspect	Coverage/Range	GRI G4 Indicators		
Pesticide Emissions	Emissions	Internal	G4-EN15: Direct emissions of greenhouse gases (Outreach 1). G4-EN19: Reduction greenhouse gas emissions.		
	Products and Services	Internal	G4-EN27: Mitigation of the environmental impact of products and services.		
Water Management	Water	Internal	G4-EN8: Total water collection. G4-EN9: Water sources that have been affected. G4-EN10: Recycled and reused water.		
			Effluents and Waste	Internal	G4-EN22: Total water discharge.
			Economic Performance	External	G4-EC2: Economic consequences and other risks arising from climate change.
Others	General	Internal	G4-EN31: Expenditure and environmental investments.		
	Regulatory Compliance	Internal	G4-EN29: Fines and sanctions for non-compliance with environmental legislation.		



04 Corporate Governance

THE OBJECTIVE OF OUR CORPORATE GOVERNANCE IS TO ASSURE THE PROPER DIVISION OF FUNCTIONS BETWEEN SHAREHOLDERS, THE BOARD OF DIRECTORS, AND MANAGEMENT IN A MORE EXHAUSTIVE MANNER THAN REQUIRED BY CURRENT LEGISLATION.

Camposol's Corporate Governance is based on transparency and equal treatment. This strengthens the trust in our company and, as a result, contributes to generate greater value for shareholders, workers and other stakeholders.

The objective of our Corporate Governance is to assure the proper division of functions between shareholders, the Board of Directors, and management in a more exhaustive manner than required by current legislation.

Since 2012, our main shareholder is Dyer Coriat Holding SL, with 90.47% of shares. We offer fair and equal treatment to majority and minority shareholders, providing information with transparency on the progress of the business.

For this, we have several channels of communication, such as direct quarterly telephone conferences with the CEO and the CFO, and the institutional website where information about operations, management, finances, among others, is published. Additionally, we have an Investor Relations Office, through which we promptly absolve the doubts of shareholders and arrange meetings with them if necessary.

Our Board of Directors is constituted by seven professionals of extensive experience, trajectory, and repute in the business world. Three of the total number of directors are independent, allowing us to ensure objectivity in decision making and preventing conflicts of interest. (G4-34)

Furthermore, our company's Corporate Governance is composed of four committees: Audit, control, and Risks; Ethics and Compliance Committee; Human Management, Ethics, Corporate Governance and Social Responsibility; and Strategy, Business Development and Finances.

4.1 ETHICS IN CAMPOSOL

In 2015, we worked to strengthen our ethical management. One of the main milestones was the creation of the Camposol Code of Ethics, which was proportionate to the current size and complexity of our operations. We spread this code to the workers through the training the teams received to be sensitized and thus transmitted our ethical guidelines to them, which must be adopted in all the processes of our organization.

Ethical action is the responsibility of each worker, therefore, since 2014, we have a Camposol Ethics Line, which provides workers and other stakeholders various communication mechanisms (telephone, email, website, postal address, and meetings), allowing them to report any irregularity or non-compliance with the guidelines of the Ethics Code. This system is managed by Ernst & Young, the audit firm, to guarantee an independent, transparent, and reliable process. (G4-14)

On the other hand, in view of strengthening our ethics review and control systems, we empowered the Internal Control Committee and created the Ethics and Compliance Committee and the Fraud Prevention area, with the purpose of having instances that allow senior management to, opportunely, identify the cases and risks of ethical breach and take corrective and preventive measures.

NAME	OFFICE
Samuel Dyer Coriat	Chief Executive Officer
Raúl Ubaldo Fernández	Vice-president (Independent)
Piero Dyer Coriat	Director
Sheyla Dyer Coriat	Director
William Dyer Osorio	Director
Susana Eléspuru Guerrero	Director (Independent)
Carmen Rosa Graham Ayllón	Director (Independent)

05 Persons



We are the third largest employer in the whole country. At times of major production, we have contracted over 13 thousand people, generating, this way, formal jobs for thousands of people from the neighboring communities around our plants and throughout the country.

Currently, we are bound to become the premier employer in Peru and, to embody this great challenge, we are preparing ourselves at the management level to offer our workers not only formal jobs, but, above all, an opportunity for growth and sustainable development at Camposol.

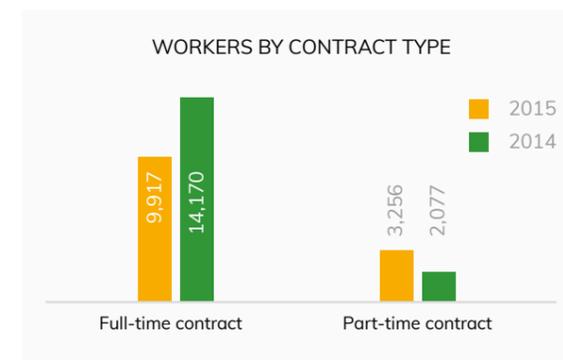
Thus, our goal is to strengthen our talent management system and focus on people-selecting processes, continuous training, performance evaluation, succession planning, talent retention, work climate management, and the promotion of safe and healthy work environments for the whole team.

5.1 OUR TEAM

In 2015, our team consisted of 13,213 people. As can be seen in the graphs, the highest concentration of workers is in the province of Viru, as the greatest number of operational lands are found in this area, and, therefore, demanded the greater labor force.

It is necessary to note that 94% of our workforce is of the laborer category, who are responsible for planting, cultivating, and the entire production process of our products. They are, with their effort, dedication, and great technical knowledge, those who work hand in hand with us to provide our clients natural products with the highest quality and great nutritional value.

For its part, Lima has the least number of employees, where the administrative tasks are performed to support the entire Camposol management. (G4-10)



As with each year, based on the seasonality of our activities, we have a high number of new hires, which provide greater growth opportunities to the neighboring population and regions.

In 2015, the number of men and women hired was almost equal (a difference of 10 percentage points), which reflects our constant commitment to promote gender equality and

opportunities among our team. Furthermore, and notably, 60% of new hires were persons between the ages of 18 and 30 years of age. This is in accordance with our vision of being an innovating organization, constantly adapting to the international market changes, as young people enter Camposol with new ideas and proposals that allow us to continue to improve with future vision.

	NUMBER OF HIRES	PERCENTAGE OF HIRES
Gender		
Female	3,217	45%
Male	3,905	55%
Cities		
Trujillo	5,907	82.9%
Piura	1,141	16.1%
Lima	29	0.4%
Arequipa	45	0.6%
Age		
From 18 to 30	4,283	60%
From 31 to 50	2,444	34%
From 51 plus	395	6%

IN 2015, THE NUMBER OF MEN AND WOMEN HIRED WAS ALMOST EQUAL (A DIFFERENCE OF 10 PERCENTAGE POINTS), WHICH REFLECTS OUR CONSTANT COMMITMENT TO PROMOTE GENDER EQUALITY AND OPPORTUNITIES AMONG OUR TEAM.

5.2 FEMALE EMPLOYMENT

Our sector is characterized for promoting the formal employment of women. They have the skills and capacities that allow them to work in the selection of products and other stages of the value chain in a finer and more precise manner.

However, at Camposol, we do not promote women's work solely in the category of laborer, but rather throughout our team. Forty-one percent of our employees are women who are offered the same opportunities for professional growth, benefits, and remuneration, regardless of job category. (G4-LA13)



WOMEN IN AGRO

It is a comprehensive program that supports the development and well-being of women in agriculture. It is focused on labor issues such as professional growth, occupational safety, and health, and personal aspects through the care and health care of their children, among others. The workshops developed in this program were defined in a joint work with them, to guarantee actions that are in accordance with their needs.

Programs Offered:

- **Pregnant mothers:** Encourage the good health of the mother and the baby during work. The pregnant women were relocated, according to their stage of pregnancy, to other positions that demand less effort. For the good performance of their functions, we provide constant companionship and training. We also provide nutritious snacks to help them maintain good nutrition. In 2015, we attended to 204 pregnant women at all our sites.

- **Psychoprophylaxis and early stimulation classes for pregnant mothers:** A connection between the mother and fetus is sought, and provided within the work environment to facilitate access to the mothers.
- **Wawa wasi "Rayito de Sol":** It is a space where professionals care for the children of our workers with the purpose of maintaining them secure and calm at work. It is directed at children 4 years old and less, who receive early stimulation classes.
- **Special support in cases of health problems:** For mothers with children who have a delicate health problem. We support them with emotional and/or economic support to solve their problem. We dealt with 5 cases this year.

Our commitment to women is not limited only to our workers; we also strive to provide a better quality of life and well-being for women in the community. Therefore, we have supported the Chao Health Center since 2009, and healthy child control services and care for pregnant women in the area can be performed.

5.3 TRAINING

One of the main challenges of our sector is to have a qualified labor force to allow us to achieve the international standards required by the company and the clients. The greater percentage of our workers are from the direct areas of influence and, due to the sociocultural context in which they are formed, have low educational levels and learning difficulties.

This motive becomes the key for us to foment the development of the capacities of our team, especially the laborers, to improve their technical knowledge, enhance their soft skills, and increase their employability.

This way, we seek workers with the necessary competencies that allow them to adapt to market changes and the objectives of the business.

To date, we have implemented various training spaces to provide our team greater information accessibility alternatives: (G4-LA10)

- Internal Training: Taught by 23 teachers who are Camposol expert workers.
- External Training: These are carried out through interinstitutional agreements with outside suppliers.
- Face-to-face training and e-learning: The first involves the physical assistance of the employee, and the second is done through an online platform.

Next, we highlight those training topics that were of major relevance for the personal and professional development of our team in 2015:

TECHNICAL KNOWLEDGE:

- 134 farm estate and plant workers received training from SENATI to complete their technical careers
- 320 workers were certified as skilled laborers at the Center for Experimental Training in Professional Formation (CEFOP) and the Ecumenical Center for Promotion and Social Action (CEDEPAS).
- The awarding of the certification of Harvest Supervisor and Fruit and Vegetable Supervisor that is carried out with the employment fund through CEDEPAS.

- More agreements were activated with prestigious educational institutions, such as the University of Lima, University of the Pacific, TECSUP, among others. Additionally, 35 workers received between 10% and 15% corporate discounts for courses.

LEADERSHIP:

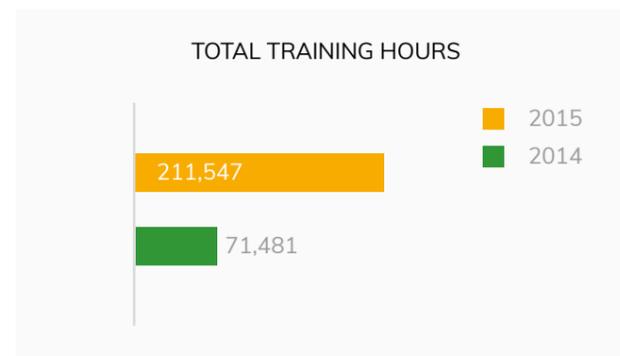
- More than 90 workers, managers and mid-level managers are trained in Leadership Development and Coaching.
- 182 workers from the Chao plant, from the Chao and Piura farm estates received certifications in the Management Abilities, from the Cesar Vallejo University.

For the operations workers who perform in critical positions, we implemented a learning effectiveness exam. This way, we can guarantee the human risks would be reduced to acceptable levels or eliminated.

TRAINING RESULTS

In 2015, 211.5 thousand hours of training were given to all our workers, 66% more than in 2014. This reflects our commitment to follow the growth of our team, improve their employability, and strengthen their competencies.

Moreover, the laborer team received 95% more training hours compared to employees. The reason was that their economic conditions required greater opportunities to access a quality education. (G4-LA9)



5.4 LABOR RELATIONS

In Camposol, we have 3 unions: Field, Plant, and the Syndicate of Workers of the Camposol Company, S.A. (SITECASA). We encourage constant dialogue with them with the objective of listening to their needs, expectations, and to negotiate based on the agreements established in collective agreements. (General WFD – Complaints Mechanisms on Labor Practices) (WF General – Freedom of Association and Collective Bargaining)

Once a month, we have work table meetings with each union and program visits to the field or plant to identify opportunities for improvement for the benefit of the workers. If a matter of urgency arises, we schedule an extraordinary panel to discuss relevant issues at the time indicated by the union.

In addition, the union representatives are actively involved in the social responsibility audits. They are present throughout the

audit process, provide interviews to the auditors, and join the visits to the farm estates to witness the working conditions. All this occurs without the direct intervention by the officials of the company, to guarantee absolute freedom and transparency in the expression of their opinions. (Specific WFD – Complaints Mechanisms on Labor Practices) (Specific WFD – Freedom of Association and Collective Bargaining).

To accompany this management and constant dialogue with the unions, we have a team of human resources personnel responsible for following up on the claims, complaints, or observations that can be presented regarding their rights. This year, we had 22 labor claims, which were submitted to the Ministry of Labor. These cases were sustained to the entity in charge and closed favorably as no responsibility on the part of our company was found. (G4-LA16)

INDICATORS BY LABOR CATEGORY (2015)

	EMPLOYEE	WORKER
N° of Trainings	664	3,095
Hours of Training	9,778	201,769
Total Participants	10,283	107,171

INDICATORS BY GENDER (2015)

	MEN	WOMEN
N° of Trainings	2,508	1,381
Hours of Training	111,295	100,252
Total Participants	69,635	47,819

PERCENTAGE OF UNIONIZED WORKERS (G4-11) (G4-HR4)

	2014	2015
Field Union	2%	2%
Plant Union	2%	2%
SITECASA Union	3%	4%
Non-affiliate	93%	92%

NUMBER OF STRIKES AND DAYS LOST (G4-LA16)

	2014	2015
Number of Strikes	1	0
Days lost because of strikes	2	0



5.5 SAFETY AND HEALTH AT WORK

Our workers are our priority. For this, we implement a management system to identify, in a timely manner, evaluate, and control labor risks that may affect the health and integrity of our team. In this process and in the development of management tools, we involve operational leaders to achieve a cascade effect in the control of high risk jobs. In 2016, we will begin our certification process with the OHSAS 18001 standard for industrial operations at the Chao plant.

Likewise, we safeguard to guarantee a culture of prevention and empowerment of all employees, including command leaders with the objective of assuming their role as responsible for their own well-being and that of their teams. In this line, we have a Workplace Safety and Health Committee, where workers and leaders or the organization participate to

discuss and make decisions on health and safety issues that may affect everyone. One hundred percent of our workers are represented by this committee. (G4-14) (General DMA – Health and safety at work) (G4-LA5)

OCCUPATIONAL SAFETY

Following, we present the more sensible at-risk labor occupations that can affect the safety of workers. All the risks are identified each year through our IPER matrix, and properly managed to reduce or eliminate them. (G4-LA7)

OCCUPATION	LABOR RISKS
General Service Operator, Wastewater Treatment	<ul style="list-style-type: none"> • Efforts of hands and wrists • Repetitive movements with high frequency • Organic powders • Animals / Insects / Fungi • Solar radiation • Vehicular Traffic • Solvents
Operator of Agricultural Machinery and Heavy Machinery	<ul style="list-style-type: none"> • Visibility problems (high lights, dust, weather: fog, rain, hail, dazzle of the sun, others) • Inadequate traffic areas • Machines/Movable parts • Vehicular traffic • Broken glass • Electric current • Poor posture for prolonged periods • Fragment detachment • Night shifts

OUR WORKERS ARE OUR PRIORITY. FOR THIS, WE IMPLEMENT A MANAGEMENT SYSTEM TO IDENTIFY, IN A TIMELY MANNER, EVALUATE, AND CONTROL LABOR RISKS THAT MAY AFFECT THE HEALTH AND INTEGRITY OF OUR TEAM.



MAIN INITIATIVES TO MANAGE THE OCCUPATIONAL SAFETY RISKS

In 2015, we created a new system of administrative controls with better standards for high-risk jobs such as hot, electrical, confined spaces, among others. New controls include:

- **Issuance of High Risk Work Permits (PTAR):** This is an authorization granted by the supervisor responsible for the approval to each worker to perform a specific risky job. To obtain this permit, managers identify each risk, independently evaluate them in the field, and review the procedures to ensure that we have adequate processes that minimize the risks of each function,

In addition, this year, each worker received training for certification in risk jobs they perform: We work at great heights, lifting with forklifts, and elevators. In this training, each person developed the skills necessary to perform their functions. As a result, in 2015, we certified 154 employees in high-risk jobs.

- **Creation of the fire network implementation project at the Chao Plant:** Provide advanced skills and training to industrial brigades in technical skills for emergency response. The project will be completed by the end of the second quarter of 2016.

Likewise, we continue to carry out our training program and technical talks to our workers, and we provided instruction for more than 59.4 thousand hours in 2015.

OCCUPATIONAL HEALTH

To date, we have not registered occupational illness in our teams. Likewise, we follow up on those diseases that, due to external causes, can devolve into pathologies.

Below, we present the main risks of our operations that may derive in cases that affect the health of the workers. (G4-LA7)



MAIN INITIATIVES TO MANAGE OCCUPATIONAL HEALTH RISKS

- **Emergency care and medical emergency:** Provides timely and effective attention to emergency cases to avoid physical and psychological complications and help in the prompt recovery of the employee. In addition, after the emergency, we identified the risks that originate the emergency and applied operating procedures to avoid their incidence. In 2015, more than 22,000 emergency and emergency care services had been performed.
- **Program of psychoprophylaxis and pre-natal stimulation:** We are the first company to provide this psychoprophylaxis program for all its workers. It seeks to appropriate motivations, habits and behaviors for pregnancy, childbirth and puerperium, and to constitute a happy experience for the mother and her newborn. In 2015, the program benefitted 224 mothers.
- **Immunization program:** It seeks to protect the teams from the risk of contracting diseases that are transmissible due to occupational risk. In 2015, we benefitted 1,000 workers, using influenza, hepatitis B, and anti-tetanus vaccines.
- **Control of communicable diseases:** We perform awareness campaigns for tuberculosis and prevention of foodborne diseases.

- **Health surveillance program:** Follows medical reports of illnesses and common accidents and work accidents.

OCCUPATIONAL HEALTH AND SAFETY INDICATORS

Our management system allowed us to effectively minimize the number of accidents, however, we lament the occurrence of a fatal accident, which resulted from the execution of a job not allowed in a confined space. This event was evaluated and the necessary preventive and corrective measures have been taken.

INDICATORS	2015
Accidents with Lost Time	525
Number of Accidents	799
Number of Occupational Illnesses	0
Number of Lost Days	7,701
Number of Fatalities	1
Hours Man Worked	18,674,016
Frequency Index	28.1
Severity Index	412.3

06 Clients and wellbeing



We have a quality management system and food safety system that guarantees our clients that the products meet the standards required in international markets throughout the production chain, from the field to the consumer table.

This system has 6 action axes that allow us to eliminate the possible dangers that can affect the products and thus increase client satisfaction with our products, achieving compliance with established requirements.

6.1 QUALITY IN PRODUCTS

To guarantee the quality of our products, we have the HACCP management system, through which we identify in a timely manner the biological, chemical, and physical hazards that can affect the products and we develop control measures to guarantee the safety of the food. This system is applied throughout the value chain, prioritizing critical control points, such as raw material, intrinsic factors



WE HAVE A QUALITY MANAGEMENT SYSTEM AND FOOD SAFETY SYSTEM THAT GUARANTEES OUR CLIENTS THAT THE PRODUCTS MEET THE STANDARDS REQUIRED IN INTERNATIONAL MARKETS THROUGHOUT THE PRODUCTION CHAIN, FROM THE FIELD TO THE CONSUMER TABLE.

of the product, process design, production machines and equipment, personnel, packaging, storage, distribution, and prerequisites. (G4-PR1)

As part of our evaluation process, we also conduct internal safety audits and receive external audits from oversight organizations. In all, in 2015, we had 46 audits, which we accomplished satisfactorily. In addition, we carry out homologation processes of suppliers of raw material, supplies, and packaging materials.

This result in 2015 of this effective system of prevention was that we have not had a single case of food crisis that affects the health of consumers and derives in a fine, and we fulfilled 95% of the verification programs established throughout the production chain. (G4-PR9)



MAIN CERTIFICATIONS AND QUALITY STANDARDS

Good Agricultural Practices



World Regulation of Food Safety



International Regulations for Food



Analysis of Risks and Critical Control Points



System of Quality Control of Food According to Jewish Regulations



Furthermore, we comply with national food safety regulations, such as the sanitary authorization granted by the National Agricultural Health Service and the technical validation of the HACCP plans granted by the General Directorate of Environmental Health.

6.2 WELLBEING FOR OUR CLIENTS

As part of our responsibility for the health of the consumer, 100% of our products have a nutritional table of all the ingredients described in detail. The characteristic of our nutritional table corresponds to the legislation of the European Community, the United States, among other client countries, and norms and regulations of the labeling of Peruvian products and of destination countries. (G4-PR3)

This way, we inform consumers about the nutritional value of our products, which contribute to the well-being and health of society. (G4-FP7)

6.3 DIALOGUE WITH CLIENTS

We establish different dialogue spaces with our clients to disseminate the quality of our products and processes, with the purpose of generating a relationship based on trust and the transparency of information.

In 2015, we achieved the following activities:

- We participated in the 3 main international food fairs in Berlin, Hong Kong, and the United States.
- We made an exploratory visit to China to meet clients and present our avocado product, for its later entry to the market.
- We invited clients to field visits in Peru to show them the potential of Camposol and its differential value.

We also offer clients a web-based, electronic customer attention service that receives queries, complaints, claims, to identify opportunities for their improvement in their

experience with us. In 2015, we reported 328 claims, 40% more than in 2014. This increase was due to certain problems to arise, mainly, in the quality of the raw material. One of the main cases involved the avocado, which presented darkening to the pulp due to damages by the cold. As product of these occurrences, we take corrective measures to prevent such cases.

Despite the increase in claims, our clients continue to wager on the quality of Camposol and this is reflected in the 8% increase in total sales compared to 2014.

07 Community

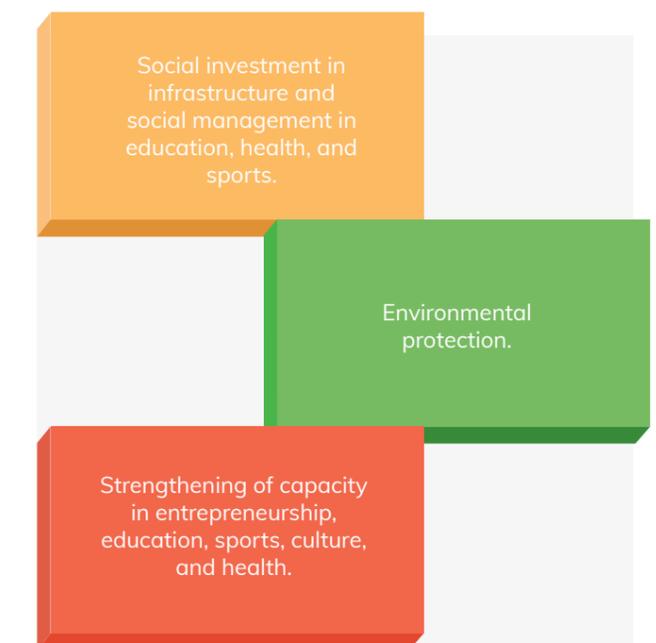


We are a key player in the development of our areas of influence, mainly Chao and Viru, as our operations have helped boost the local economy thanks to the generation of thousands of jobs and the creation of neighboring businesses. (G4-S01)

At Camposol, we always strive to offer the community sustainable programs that develop their capabilities and enable them to create growth opportunities for themselves and their families. It is in this manner that we generate lasting, trustworthy relationship with our areas of influence.

Our community management strategy has 3 lines of action, and in each one of them, we execute programs directed especially to the children, youth, and women of the locality. In 2015, we achieved an investment of USD \$50,000, which helped enhance the social and economic development in the environment.

LINES OF ACTION WITH COMMUNITY MANAGEMENT



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

- **Nuevo Chao Health Center:** We provide health care to more than 6 thousand inhabitants of Nuevo Chao, mainly to mothers in prenatal care and to children under 5 years of age, as a vulnerable population. This project is in partnership with the Regional Health Management, the Peruvian University Antenor Orrego, the Development Committee of the New Chao Town Center, and the Chao District Municipality.
- **Bakery La Casa del Pan:** It is a local entrepreneurship project that aims to provide employment opportunities to young people in the Chao community. This profitable and successful bakery offers quality products to the community, the Sodexo Company, and Camposol. In 2015, we generated 15 jobs for Chao's young people.
- **Manos Solidarias Laundry:** It is a local entrepreneurship project that invites young people from Chao to provide washing, mending, uniform repair, and sewing services. Its main clients are Camposol and members of the community.
- **Entrepreneurship Workshops with Women:** These are cosmetology workshops aimed at women in the community of El Cerezl – Piura region, who seek to generate capacities to allow them to create their own businesses. In addition, they attend self-esteem workshops, teamwork, among other social and leadership skills.



7.2 STRENGTHENING CAPACITIES IN ENTREPRENEURSHIP, EDUCATION, SPORTS, CULTURE, AND HEALTH

- **Youth, Art, and Development Association:** It is a Chao youth association that was formed in 2006 with the aim of forming local leaders and entrepreneurs that promote sustainable development in the community. The participants receive training in business, such as the La Casa del Pan, and the Manos Solidarias Laundry. Young people have local and national recognition as they participate in national and international fairs.
- **Youth Educational Workshops:** These are aimed at enhancing the skills and abilities of Chao youth to prevent gangs and violence in the community. To this end, in 2015, we trained young people in artistic workshops, personal development and entrepreneurship, key tools to contribute to their social and economic development.

7.3 ENVIRONMENTAL CARE

- **Wastewater Treatment:** A project that aims to implement a wastewater treatment system in the production process in a more efficient and sustainable manner.
- **Licensing Updating:** A process to update licenses and incorporate our farm estates to the adaptation and environmental management programs, aligned to the existing regulations.
- **Integral Management of Solid Wastes:** Adequacy of our procedures to the waste management needs of the field and plant production processes.

08

The Environment



We are committed to the sustainable development of our activities, and thus, have an integrated management system and environment plan that allows us to identify, in a timely manner, the impacts that our operations generate on the environment, with the objective of establishing a plan of action to mitigate or eliminate them. (G4-14)

As with any company in the agro-industrial sector, we generate negative impacts mainly in the sowing and harvest stage, where pesticides are used for the control of pests and there is high water consumption required for field irrigation. Furthermore, we produce effluents due to the production process. Aware of this reality, we have implemented, for several years now, different strategies and programs to mitigate our impact without affecting the quality of our harvest. All this management has translated into an investment of US \$645,400 in the 2015 period.

On the other hand, climate change has become a key issue for our management, not only for the control of impacts that we must develop as a company, but also for the risks they pose to our production. For example, it can lead to delays in the flowering of crops, an increase in pests, and a reduction of quality water supply to the fields. In 2015, the El Niño phenomenon brought, consequently, some affectations in crops such as avocados and mangos, for the lesser flowering period they had, resulting in a smaller production. (G4-EC2)

8.1 EMISSIONS

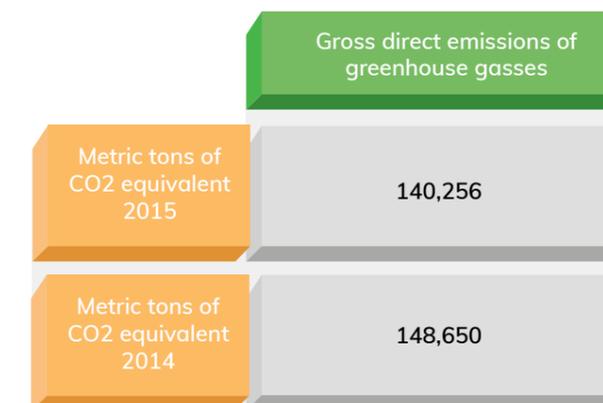
The widespread use of pesticides for pest control and chemical fertilizers in the fields generates greenhouse gas emissions and soil damage that can increase the consequences of climate change. At Camposol, we have applied changes to the management of the fields to use natural products that perform the same function without harming the environment.

2015 Main Initiatives:

- Integrated Pest Management (IPM) to reduce the use of chemical products in the fields, replacing them with biological products such as beneficial insects and entomopathogens.

- Use of low toxicity bio-reactive products, i.e., substances of natural origin that are not toxic to humans or the environment.
- Environmental Adequacy Plan (PAMA) which requires the responsible management of phytosanitary waste. The plant materials are converted into compost for reuse in the fields.
- In addition, we measure our carbon footprint annually at the plant and farm estate of Chao. The results are used as a baseline on which we redesign our strategies.

In 2015, we decreased our emissions of greenhouse gases by 6%, thanks to our actions and pest control strategies using biological products. (G4-EN19)



8.2 WATER MANAGEMENT

Our major consumption of water is generated mainly in the irrigation of the fields and the industrial processing of the products. Wherefore, we have made different investments in irrigation infrastructure and water reuse systems that enable a more advantageous use of this resource. With great pride, we have become the first agro-industrial company to measure our water footprint with the standards of the ISO 14046, which demonstrates our commitment with the continuous improvement of this management.

Main Initiatives 2015: (G4-EN27)

- Improvement of wastewater treatment plant: treatment plants have been waterproofed to prevent water from seeping into the soil, thus reducing contamination; we have implemented a physical, biological, and chemical water treatment system, and its operation has been conditioned for the treatment of industrial and domestic waters.
- Reduction of consumption of cleaning water in the production bays.
- We have automated and technicized irrigation infrastructure, and an irrigation control system that, through humidity sensors, determines the water consumption of the crop to optimize its use.
- We are participating in the Suizagua Andina Project, a public-private partnership between the government of Switzerland and 5 leading companies in Peru. Its purpose is to measure and reduce the water footprint and, as a first stage, we concentrated on minimizing the consumption of water in the production of asparagus.



IN 2015, WE DECREASED OUR EMISSIONS OF GREENHOUSE GASES BY 6%, THANKS TO OUR ACTIONS AND PEST CONTROL STRATEGIES USING BIOLOGICAL PRODUCTS.

- With respect to the water of the industrial processes, we reuse the waste to irrigate the surrounding forests. In 2015, we reused 1,209,565 m3, 48% less than 2014, due to the elimination of the canning process that helped to reduce consumption and, therefore, the amount available for reuse. (G4-EN10)
- In addition, a culture of appropriate use of resources is being promoted among workers.

For the next few years, as part of our research and innovation process, we plan to build tubular wells that will allow us to obtain groundwater for the irrigation of crops. This is beneficial to the soil, as the excess humidity in the crops can be controlled and the stored water can be used to reduce our consumption of the resource.

Water Consumption (2015)

Water catchment of both operations was of superficial waters originating from the Santa River. In the case of the Chao Farm Estate, the catchment in 2015 was 4% less than the previous year. Our catchment controls allow us not to affect the water source at the time of use of the resource. (G4-EN8) (G4-EN9)



Volume of Effluents (2015)

The total of effluent discharged and managed was 1,209,565, 65% less than in 2014. (G4-EN22)



Thanks to our good environmental management, in 2015 we have not reported significant fines for non-compliance with environmental regulations. (G4-EN29)



09

Table of Contents

GRI G4



Our 2015 Sustainability Report responds to the indicators according to the essential compliance option of the Global Reporting Initiative GRI G4 Sustainability Reporting Guidelines. The following table indicates where in our report to locate the information with regards to the G4 Guidelines.

GENERAL STANDARD DISCLOSURES				
General Standard Disclosures		Page	Global Pact Principles	External Verification
STRATEGY AND ANALYSIS				
G4-1	Provide a statement from senior decision-maker of organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Page 5		No
ORGANIZATIONAL PROFILE				
G4-3	Report the name of the organization.	Page 7		No
G4-4	Report the primary brands, products, and services.	Page 8		No
G4-5	Report the location of the organization's headquarters.	Av. El Derby 250, Piso 4. Urbanización El Derby de Monterrico, Surco		No
G4-6	Report countries where organization operates.	Page 9		No
G4-7	Report the nature of ownership and legal form.	Limited Liability Company		No
G4-8	Report the markets served by the organization.	Page 9		No
G4-9	Report the scale of the organization, including number of employees, operations, net sales, total capitalization (debt and equity), and quantity of products provided.	Page 13		No
G4-10	Number of employees by number and gender.	Page 27	Principle 4	No
G4-11	Percentage of total employees covered by collective bargaining agreements.	Page 31	Principle 3	No
G4-12	Describe organization's supply chain.	Page 12		No
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	In 2015, there were no significant changes In size, structure, ownership or supply chain.		No

GENERAL STANDARD DISCLOSURES				
General Standard Disclosures		Page	Global Pact Principles	External Verification
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	Pages 25, 32, 33 and 45	Principle 10	No
G4-15	List externally developed economic, environmental and social charters, principles or other initiatives to which 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

GENERAL STANDARD DISCLOSURES				
General Standard Disclosures		Page	Global Pact Principles	External Verification
MATERIAL ASPECTS AND BOUNDARIES				
G4-17	Entities included in the consolidated financial statements of the organization and other equivalent documents	Page 9		No
G4-18	The process that was followed to determine the content of the report and the coverage of every aspect	Page 21		No
G4-19	Material aspects that were identified during the process of the definition of the contents of the report	Page 22 and 23		No
G4-20	Coverage of every material aspect within the organization	Page 22 and 23		No
G4-21	Limits of each material aspect outside the organization	Page 22 and 23 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.	Page 18		No
G4-25	Basis for the election of stakeholders with which one works	Page 18		No
G4-26	Organization perspective on the participation of stakeholders (frequency, participation in the process of preparing the report, among others.)	Page 19		No
G4-27	Key issues and problems arising from the participation of stakeholders	Page 20		No
REPORT PROFILE				
G4-28	Period Covered by the report	2015		No
G4-29	Date of Last Report	2014		No
G4-30	Presentation Cycle of reports	Annual		No

GENERAL STANDARD DISCLOSURES				
General Standard Disclosures		Page	Global Pact Principles	External Verification
G4-31	Contact point for resolution of any doubts that may arise regarding the contents of the report.	Francesca Carnesell Communications and Sustainability Manager fcarnsella@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 sustainability report.		No
GOVERNANCE				
G4-34	Governing structure of the organization	Page 25	Principle 10	No
ETHICS AND INTEGRITY				
G4-56	Values, principles, standards and norms of the organization, such as codes of conduct or ethical codes	Page 7 and 8		No

SPECIFIC BASIC CONTENT					
Material Aspects GRI	Information on approach to management and indicators		Omissions	Principles of Global Compact	External Verification
Economic Performance	DMA general	Page 15			No
	G4- EC1	Page15			No
	G4-EC2	Page 45			No
Indirect Economic Consequences	DMA general	Page 41			No
	DMA specific	Page 42			No
	G4-EC8	Page 42			No
Employment	DMA general	Page 27			No
	DMA specific	Page 28			No
		Page 28		Principle 4	No
Health and Safety with Clients	DMA general	Page 37			No
	DMA specific	Page 38			No
	G4-PR1	Page 38			No
	G4-FP7	Page 38			No
Labelling of products and services	DMA general	Page 38			No
	DMA specific	Page 38			No
	G4-PR3	Page 38			No
Regulatory Compliance	DMA general	Page 37			No
	G4-PR9	Page 38			No
Local Communities	DMA general	Page 41			No
	DMA specific	Page 41			No
	G4-SO1	Page 41			No

SPECIFIC BASIC CONTENT					
Material Aspects GRI	Information on approach to management and indicators		Omissions	Principles of Global Compact	External Verification
Training and Education	DMA general	Page 30			No
	G4-LA9	Page 30			No
	G4-LA10	Page 30			No
Diversity and equality of opportunity	DMA general	Page 28			No
	DMA specific	Page 28			No
	G4-LA13	Page 28		Principle 6	No
Claim mechanisms on labor practices	DMA general	Page 31			No
	DMA specific	Page 31			No
	G4-LA16	Page 31			No
Freedom of association and collective bargaining	DMA general	Page 31			No
	DMA specific	Page 31			No
	G4-HR4	Page 31		Principle 1, 2, 3	No
Health and Safety at Work	DMA general	Page 33			No
	DMA specific	Page 34			No
	G4-LA5	Page 33			No
	G4-LA6	Page 35			No
	G4-LA7	Page 33 and 35			No
Emissions	DMA general	Page 45			No
	DMA specific	Page 45			No
	G4-EN15	Page 45			No
	G4-EN19	Page 45			No

SPECIFIC BASIC CONTENT					
Material Aspects GRI	Information on approach to management and indicators		Omissions	Principles of Global Compact	External Verification
Products and Services	DMA general	Page 45			No
	G4-EN27	Page 45 and 46		Principle 7, 8	No
Water	DMA general	Page 45			No
	G4-EN8	Page 47		Principle 7, 8, 9	No
	G4-EN9	Page 47		Principle 7, 8, 9	No
	G4-EN10	Page 46		Principle 7, 8, 9	No
Effluents and Waste	DMA general	Page 45			No
	G4-EN22	Page 47		Principle 7, 8	No
General	DMA general	Page 45			No
	G4-EN31	Page 45		Principle 7, 8	No
Regulatory compliance	DMA general	Page 45			No
	G4-EN29	Page 47			No





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