



CONTACT US

sales@peruviannature.com

+(511) 717 8720

Calle Las Gardenias Mz I, Lote 12, Urb. Praderas de Lurín, Lima - Perú



**SUSTAINABILITY
REPORT
2021**



**PERUVIAN
NATURE®**



TABLE OF CONTENTS

CONTENTS

Contents	07	Our materials	51
Letter from the General Manager	08	Raw materials	52
Our identity	09	Upcoming projects for reuse of materials	53
Who are we?	11	Our suppliers	54
Mission and Vision	11	Materials suppliers	55
Values	13	Raw material suppliers	56
Peruvian Nature in data as of 2021	14	Organic certified raw material suppliers	58
Our Sustainability Reports	16	Procurement practices	59
Our Sustainability Report 2021	17	Energy	60
Materiality and coverage	20	Electricity	61
Corporate Government	21	Natural gas	62
Management Committee	23	Emissions	63
Impact Management Approach	25	Water	64
Identification and location of our direct and indirect impacts on our value chain	30	Water consumption	65
Impact management and assessment	31	Water Resource Route	66
Upcoming implementations against our impacts	32	Supply	66
Our contribution to the Sustainable Development Goals (SDGs)	36	Storage and usage	66
Economic Performance	40	Water effluent	67
Products and Services	41	Impacts due to interaction of the water resource	67
Production	41	Biodiversity	68
Product presentations	43	Waste management	69
Services	43	Environmental conformity	70
Brands	43	Employment	72
Affiliations	43	Our Recruitment Policy	73
Markets	43	Hiring requirements	73
Sales	43	Social Benefits for Collaborators Hired for Specific and On-going Periods of Time	73
Total Sales	43	Business ethics	76
Sales by country	44	Internal level	77
Sales by types of clients	45	External	78
Sales by products	45	Turnover	79
Sales by presentations	46	Strategies to improve the work environment	79
Marketing	48	Work environment surveys	79
Marketing of the Peruvian Nature brand	49	Voluntary social benefits	80
Website, email marketing and social media	49	Integration Events	81
Trade fairs and missions	49	Communications on the change of operations	85
Product brochure	49	2022 Action Plan	85
Labels	49	Occupational Safety and Health	85
South Garden Brand Marketing	49	Access to medical services and health care (physical and/or mental) not related to work	89
Evaluating marketing communications	49	Training and education	90
Customer Health and Safety	50	Training programs	90
Safety	50	Evaluation of competences	91
Pesticides	50	Evaluation of compliance with objectives	91
COVID-19	50	Our collaborators	91
Customer privacy	50	GRI Table of Contents	94
Customer complaints	50	Responsible for the preparation of the Sustainability Report 2021	99
Taxation	51		





ACRONYMS

SPANISH	ENGLISH
ADEX = Asociación de Exportadores del Perú	Association of Peruvian Exporters
AFP = Administradoras de Fondos de Pensiones	Pension Fund Administrators
ANA = Autoridad Nacional del Agua	NWA = National Water Authority
APPCC = Análisis de Peligros y de Control Crítico	HACCP = Hazard Analysis and Critical Control Points
ASG/CDC = Aseguramiento y Control de la Quality	Quality Assurance and Control
BPM = Buenas Prácticas de Manufactura	GMP = Good Manufacture Practices
BPCJ = Buenas Prácticas de Comercio Justo	Good Fair Trade Practices
B2C = Business to Consumer	B2C = Business to Consumer
BRC = British Retail Consortium	BRC = British Retail Consortium
CTS = Compensación por Tiempo de Servicio	CS = Compensation Service
DNI = Documento Nacional de Identidad	National Identity Document
DS = Decreto Supremo	Supreme Decree
DIGESA = La Dirección General de Salud Ambiental	Directorate General for Environmental Health
EPP = Equipos de Protección Personal	PPE = Personal Protective Equipment
EO-RS = Empresa Operadora de Residuos Sólidos	Solid Waste Services Company Provider
EsSalud = Seguro Social de Salud del Perú	Social Health Insurance
Iniciativa del Reporte Global	GRI = Global Reporting Initiative
IMC = Índice de Masa Corporal	BMI = Body Mass Index
IPERC = Peligros, Evaluación de Riesgos y Controles	HIRA = Hazard Identification and Risk Assessment
ODS = Objetivos de Desarrollo Sostenible	SDG = Sustainable Development Goals
Organización Internacional de Normalización	ISO = International Organization for Standardization
JAS = Sistema Agrícola del Japón	JAS = Japanese Agricultural Standard
Kg = Kilogramos	Kg = Kilogram
m2= metros cuadrados	m2= Square meter
m3= metros cúbicos	m3= Cubic meter
MINAM = Ministerio de Ambiente	Ministry of Environment
MINSA = Ministerio de Salud	Ministry of Health
MTPE = Ministerio del Trabajo y Promoción del Empleo	Ministry of Labor
MYPE = Micro y Pequeña Empresa	MSE = Micro and Small Enterprise
OSS = Sistema de Esterilización Orgánico	OSS = Organic Sterilization System
ODS= Objetivos de Desarrollo Sostenible	SDG = Sustainable Development Goals
ONP= Oficina de Normalización Previsional	Office of Social Security Standardization
PRODUCE = Ministerio de la Producción	Ministry of Production
Promperú = Comisión de Promoción del Perú para la Exportación y el Turismo	Exports and Tourism Promotion Board of Peru
PSI = Programa Subsectorial de Irrigaciones	Subsectorial Program of Irrigations
RIT = Reglamento Interno de Trabajo	Internal Work Regulation
RS = Resolución Ministerial	Ministerial Resolution
SAC = Sociedad Anónima Cerrada	CLL= Closed Limited Liability Company
SCTR = Seguro Complementario de Trabajo de Riesgo	Complementary Risk Work Insurance
SECO = Secretaría de Estado para Asuntos Económicos de Suiza	SECO = Swiss State Secretariat for Economic Affairs
SEDAPAL = Servicio de Agua Potable y Alcantarillado de Lima	Lima Potable Water and Sewer System Service
SENASA = Servicio Nacional de Sanidad y Quality Agroalimentaria	National Service of Health and Food Quality
Optimización de Buscadores	SEO = Search Engine Optimization
SSE = Sierra y Selva Exportadora	SSE = Sierra y Selva Exportadora
SST = Salud y Seguridad en el Trabajo	OSH = Occupational Safety and Health
SUNAFIL = Superintendencia Nacional de Fiscalización Laboral	National Superintendence of Labor Inspection
SUNAT = Superintendencia Nacional de Aduanas y Administración Tributaria	National Superintendence of Customs and Tax Administration
SUNARP = Superintendencia Nacional de Registros Públicos	National Superintendency of Public Records
UCI = Unidad de Cuidados Intensivos	ICU = intensive Care Unit
UE = Unión Europea	EU = European Union
UICN = Unión Mundial para la Naturaleza	IUCN = World Conservation Union
UIT = Unidad Impositiva Tributaria	Tax Unit (Peru)
USDA = Departamento de Agricultura de Los Estados Unidos	USDA = United States Department of Agriculture





LETTER FROM THE GENERAL MANAGER

To our stakeholders and readers in general:

We are pleased to present the seventh edition of our Sustainability Report for the period 2021, a special edition to celebrate 20 years of Peruvian Nature.

In early 2001, as part of a process of finding solutions for the needs of our customers, we decided to create a company that in addition to offering natural products, would give them security when consuming them, basing our processes on quality systems that we opt for voluntarily. At that time, we were no more than 20 people committed to the goal, but we made it. With the success came new challenges as well; our customers were looking for, in addition to medicinal plants, functional products that today we know as superfoods, however our conviction was clear and our will, firm. We were willing to move forward to generate value for society and also have a successful business that would continue to contribute to the quality of life of those who work at Peruvian Nature.

The challenge was huge, but bigger were the fruits we hoped to reap. Thanks to the efforts of all of us who integrate Peruvian Nature, during these two decades we have harvested valuable fruits, although we have also faced difficult times from which we have obtained important lessons, which today are reflected in the quality of the ingredients we offer to Peru and the world.

Among many other achievements, I would like to mention that we were the first MYPE to publish a Sustainability Report, we achieved our first BRC certification, we have an impeccable track record in terms of quality, we always invest in innovation to be in line with the needs of our customers and the regulations of their markets. We maintain long and close relationships with our field suppliers, even from generation to generation. We always seek to work or improve, not only for economic purposes, but also social with alliances or agreements in order to provide social aid or opportunities to the youth of our country. We support our collaborators in a real way with their needs or the need of their people.

Today we are a more solid company with well-defined values that guide our actions. Thus, I can affirm with great satisfaction that we fight passionately for our dreams and our ideals, that we imagine a future where the consumption of Peruvian products grows within our country at the same speed that grows outside, and we have the will to continue strengthening the quality of life of the members of our productive chain.

Today we are a more solid company with well-defined values that guide our actions. Thus, I can affirm with great satisfaction that we fight passionately for our dreams and our ideals

We must not forget that nothing we have achieved would have been true without the efforts of this whole family. I want to thank the people who have gone through Peruvian Nature in these two decades, because each of you contributed with your grain of sand to build it and reinvent it every time.

Damian Silva Cevallos
CEO

(102-12, 102-14, 102-54)





OUR IDENTITY

PERUVIAN NATURE WHO ARE WE?

We are Peruvian Nature (102-1), a leading Peruvian company that supplies, processes and commercializes, at both the national and international levels, SuperFoods and products of native Peruvian biodiversity. (102- 2) We believe in doing things well and consciously with the process, with those around us, the consequences of our decisions and the expectations of our interest groups.

Committed to providing a product and service always meeting the expectations of our customers, always seeking the continuous improvement of our processes, investing in voluntary international standards of quality and sustainability, and adapting to current consumption trends which lay the importance of a healthier diet on the table. (102- 2)

<https://peruviannature.com/>





MISSION AND VISION

MISSION AND VISION

Mission

Make the wealth of Peruvian SuperFoods and the products of native Peruvian biodiversity known to the world and offer them based on work undertaken with respect and passion.

Vision

Become a globally relevant agent of change, inspiring people to eat healthy and be more aware of the environment in which we live.

VALUES

Respect

Towards ourselves, nature and towards our peers.

Committment

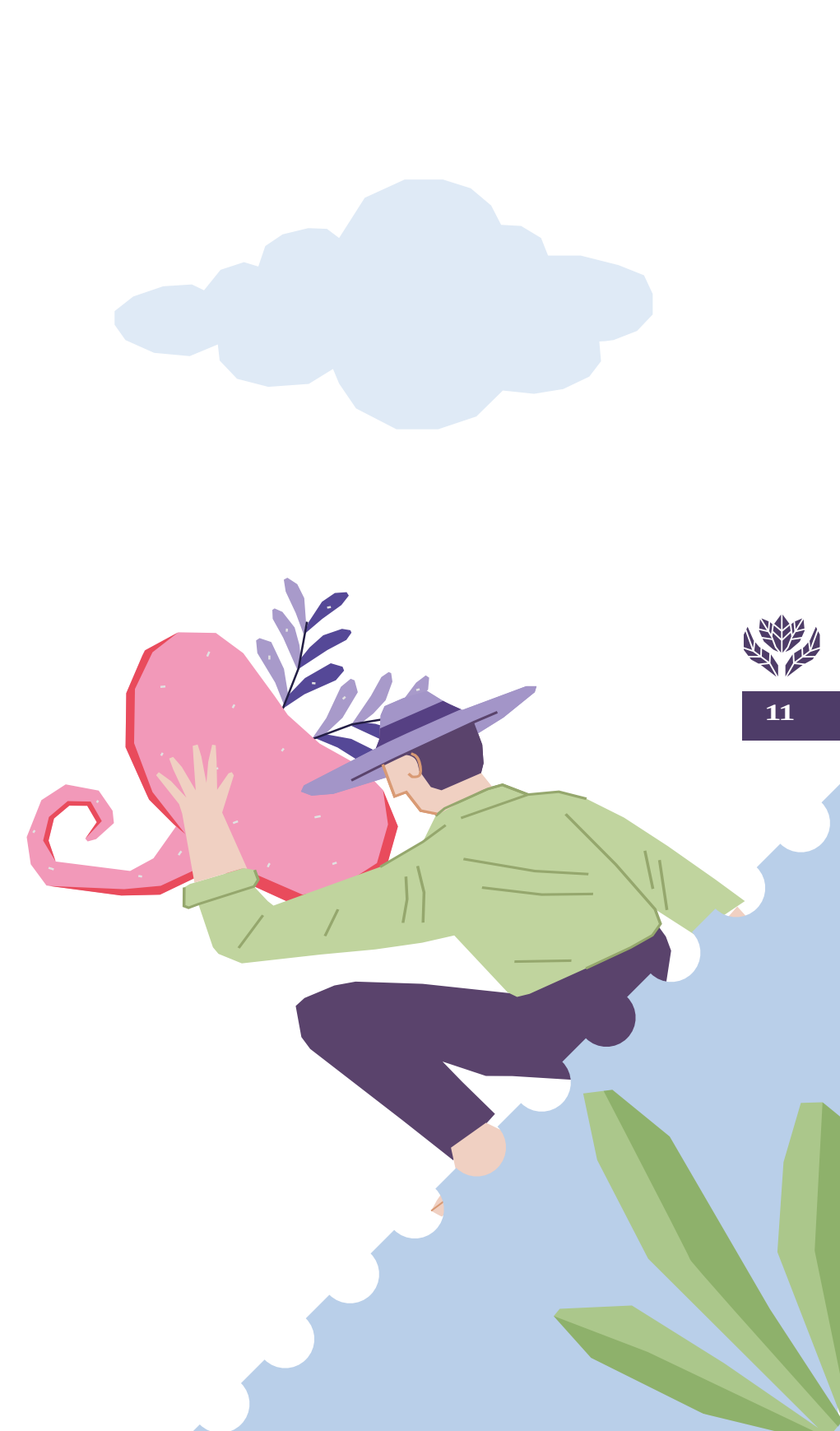
Understand the consequences of our actions so that we may commit to a job well done, that which brings us satisfaction and allows us to sleep soundly at night.

Awareness

We work as a team, always conscious of the changes in our environment. We are demanding of ourselves in order to build the trust of others.

Warmth

We believe in warmth as the basis for good relationships among human beings, always giving our best.
(102-16)



PERUVIAN NATURE

IN DATA AS OF 2021



- 76 collaborators (54% operators, 46% administrative)

- The processing, maintenance and warehousing areas have been extended in a total of 765m², reaching a total of 4,410 m² of built infrastructure.

- 02 processing plants where OSS, dehydration, milling, packaging operations are carried out.

- Total sales of US\$7,126,574-2020 (+7% compared to 2020).

- Generated Economic Value (net income) of US\$506,518 (+8% compared to 2020)

- B2B and B2C products aimed at the national and international market classified as superingredients and superfoods, respectively, with origin of native Peruvian biodiversity.

- Provision of services in OSS, dehydration, milling and packaging.

- Sustainable and quality voluntary certifications: Organic (USDA, EU and JAS) and BRC.

(102-7, 102-10, 102-12)



An illustration of two people, a man and a woman, standing in a field. The man on the left is wearing a blue long-sleeved shirt, dark purple pants, and a blue wide-brimmed hat. He has his right arm raised. The woman on the right is wearing a pink long-sleeved shirt, a purple skirt, and a yellow wide-brimmed hat. She has her left arm raised. They are both smiling. The background is a light yellow field with a white cloud and a purple mountain in the distance. There are green plants in the foreground.

OUR SUSTAINABILITY REPORTS

2014 / 2015 / 2016 / 2017 / 2018 / 2019 / 2020

2021

Since 2014, we have launched our Sustainability Report every year to share our economic, social and environmental performance with our stakeholders and the general public. In addition to being an exercise in transparency of our actions, it helps us to evaluate ourselves as an integral and decentralized unit by being composed of different areas of action, resulting in strategies for continuous improvement of our operations, the strengthening of our quality management systems, the compliance with sustainable voluntary standards, the implementation of new technologies, the development of new products and processes, among others; always aligning ourselves with national and international regulations. This way, we know our strengths but we also identify weaknesses or limitations that we face when defining these strategies for continuous improvement, seeking to grow as a responsible company committed to Sustainable Development. (102-31)

To date, we have published six sustainability reports corresponding to the years 2014, 2015, 2016, 2017, 2018, 2019-2020, which have been prepared under the exhaustive requirements of the Global Reporting Initiative (GRI), which are available on our website. (102-12, 102-31, 102-51, 102-52, 102-54) For this 2021 version of the Sustainability Report, we have returned to the annual modality and worked with an external consultant who assists us in its preparation, always aligned with the GRI Standards ever since we were invited to participate in the Sustainability Reporting Course according to the Guidelines of the Global Reporting Initiative (GRI), version G4, within the framework of the Promoting Transparency in the Supply Chain of Peruvian Companies program organized by GRI, SECO and PROMPERU. (102-49, 102-50, 102-52, 102-56)



OUR SUSTAINABILITY REPORT 2021

MATERIALITY AND COVERAGE

The version of our 2021 Sustainability Report is prepared in line with the exhaustive option of the GRI Standards (all of its indicators). However, we carry out the process of materiality to find out which of the topics of Sustainable Development are essential for our organization and our stakeholders. The stages of materiality are as follows: (102-46, 103-1)

Stage 1: Criticality of Impacts and Stakeholders Expectations

Identification of the economic, environmental and social impacts, which are related to the GRI aspects (200-economic field, 300-environmental field and 400-social field, respectively), and the estimation of their criticality (C), which translates into the contribution and influence of the company in the improvement or deterioration of the economic, environmental and social conditions in the context where it operates through its direct operations and/or supply chain, but also vice versa, or the influence of the environment towards the company in the economic, social and environmental level. For this, all impacts that are occurring (real) or that could occur (potential) of all GRI indicators must be identified to find out if the company has the capacity to manage them (P), either by mitigating the damage or taking advantage of the opportunity, and the severity of the damages or benefits (G). For this, scores are given to both (P) and (G) as presented in the following table. These impacts (improvement or deterioration) are identified taking into account the content of the specific GRI standards, and assistant management is in charge of analyzing each one of them to provide the respective scores. (102-15, 102-29)

Once the scores are provided, they are multiplied to estimate the level of criticality. The higher the score, greater the criticality. There will be impacts that by default will have a score of 8 when supported by national legislation (e.g. salaries and social benefits, pension plans, fiscal year, operations next to protected areas or areas of high biodiversity value or that represent a threat to a plant and animal species, occupational safety and health, equal opportunities between men and women, among others).

Table 1. Score of actual or potential impacts by their probability in their management and severity

Impact of GRI indicator	Probability of managing the impact (P) (1 – 3)	Severity (S) (1 – 3)
Example: In case of a reduction in the supply of raw material due to the impact of climate change	3. the company does not have procedures or controls to manage the impact (if any). 2. the company has the procedure to manage the impact but has not implemented controls to manage the impact (if any). 1. the company has procedures and controls in place (if any).	3. impact that, if any, would cause great damage or benefit to the reputation or profitability of the company. 2. impact that, if any, would cause moderate damage or benefit to the reputation and profitability of the company. 1. impact that, if any, would cause little or no damage or benefit to the reputation and profitability of the company.

Table 2. Criticality of real or potential impacts

Impact of GRI indicator	Probability of managing the impact (P) (1 – 3)	Severity (S) (1 – 3)	Criticality (c)
Example: In case of a reduction in the supply of raw material due to the impact of climate change	1	3	3
Example: Working conditions promote a safe and healthy environment for collaborators	--	--	8 (Law No. 29783 Occupational Health and Safety Law)



It should be noted that the results of the criticality of the different real or potential impacts identified are shared with the assistant management, which is in charge of the management responsible for the preparation of this report. Subsequently, this information will be presented and discussed before the Management Committee in order to promote the precautionary principle of negative impacts from the company towards the environment and vice versa, and propose initiatives that manage risks or opportunities in economic, social and environmental issues, which will be planned for the rest of the year or for the next tax year. To this end, the members of this committee talk with their teams of their different areas to develop technical-economic proposals that respond to the requirements of these initiatives. This planning is carried out once the Sustainability Report is concluded, which is normally done annually, with the exception of the 2019-2020 version. (102-11, 102-30, 102-31, 102-33, 102-34, 103-1)

Expectations of stakeholders (E): For the 2019-2020 version of the Sustainability Report, we opted for the list of material aspects of the 2018 version, which we have decided to update for this new 2021 version. We understand that the macro context in recent years has been very uncertain and changing, so we believe that the expectations of our stakeholders could have followed the same route in response to this macro context. To capture these expectations, we have developed virtual surveys aimed at our current stakeholders: Shareholders, collaborators, suppliers, customers, local community, supporting institutions (e.g. NGOs, technical cooperation, public programs, among others) and regulators (e.g. audit bodies) to learn their expectations, reasonable interests and/or information needs on various issues in the economic, social and environmental aspects of the company, to be included in our report. The surveys consisted of "ranking" modality questions in order to select the GRI indicators in order of priority (from 1 to 8, where 1 is the least important option and 8, the most important one) in their inclusion and measurement for the respective sustainability report. In this way, each field of sustainable development (economic, environmental, social 1 and social 2) represents a question that has as its answers eight indicators that must be arranged from highest (8) to lowest (1) priority. (102-21, 102-40, 102-42, 102-43, 102-44, 102-48)

Stage 2: Materiality

The combination of the results of the criticality of impacts (C) and the expectations of interest groups (E) that are located in a plane higher than the abscissa "6" and ordinate "6", will be the most relevant aspects of the economic, social and environmental performance of the company in our Sustainability Report 2021, which will be called materials. The aspects that are in the space between the abscissa "3" and "6", and the ordinates "3" and "6" have the potential to become materials in the future and depending on the context of the moment, for which we will call them aspects of attention. There is no aspect in the space below the abscissa and ordinate "3", it is either the material aspects or aspects of attention that have motivated us to opt for the exhaustive modality. However, despite covering all the GRI aspects in this Sustainability Report 2021, elaborating materiality allows us to understand how the criticality we give to the GRI aspects within the framework of our business model evolves, from one period to another, and the trend that our stakeholders' expectations on these aspects show for us to be able to respond to these changes with our performance. The list of material and attention aspects for this report is shown below. (103-1, 102-44, 102-47)

Table 3. List of material or attention aspects as of 2021

GRI Aspects	Impacts (abscissa)	Expectations (ordinate)
Economic Performance	4.50	3.31
Market presence	5.50	3.43
Indirect economic consequences	6.00	4.55
Procurement practices	3.00	5.48
Anticorruption	8.00	5.37
Unfair competition practices	8.00	4.90
Taxation	5.50	5.57
Materials	6.00	4.13
Energy	4.25	4.40
Water	3.40	3.35
Biodiversity	8.00	4.72
Emissions	8.00	5.02
Waste	5.83	4.64

GRI Aspects	Impacts (abscissa)	Expectations (ordinate)
Environmental Regulatory Compliance	8.00	4.33
Supplier Environmental Assessment	6.00	5.30
Employment	5.50	3.87
Labor relations	3.00	4.34
Occupational Health & Safety	8.00	3.78
Training and education	3.00	3.98
Diversity and equal opportunities	8.00	3.79
Nondiscrimination	8.00	3.79
Freedom of association and collective bargaining	8.00	5.85
Child Labor	8.00	5.28
Forced Labor	8.00	5.28
Security Personnel	3.00	5.00
Rights of Indigenous people	3.00	4.28
Human Rights Assessment	3.00	5.00
Local communities	3.00	3.71
Supplier Social Assessment	3.00	4.91
Public policy	3.00	5.26
Customer Health and Safety	8.00	4.42
Marketing and labeling	8.00	4.82
Customer privacy	8.00	4.86
Socioeconomic Regulatory Compliance	8.00	3.66

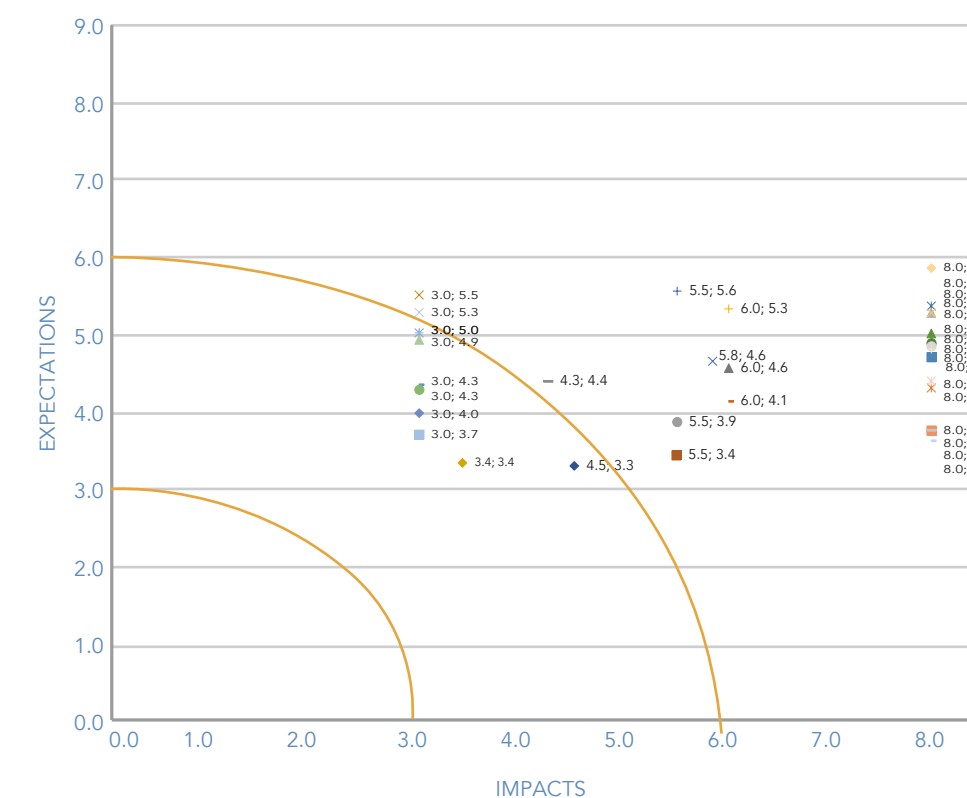
□ Aspects of attention □ Material aspects

Stage 3: Once we have the materiality, we proceed to gather the information and measure the indicators of management approaches (DMA) to be reflected in our report. In this way, information was requested from representatives of different areas, through question forms (for each GRI Standard) and online interviews. (102-37)

Stage 4: Review and approval of the Sustainability Report by Assistant Management. (102-32)

Stage 5: Once the report is completed, it is published on our website. We have not yet prioritized external verification of this document. As we have mentioned, our external consultant guides us in the application of the GRI methodology and its updating. (102-56)

Figure 1. Peruvian Nature's Materiality Matrix for the 2021 Sustainability Report

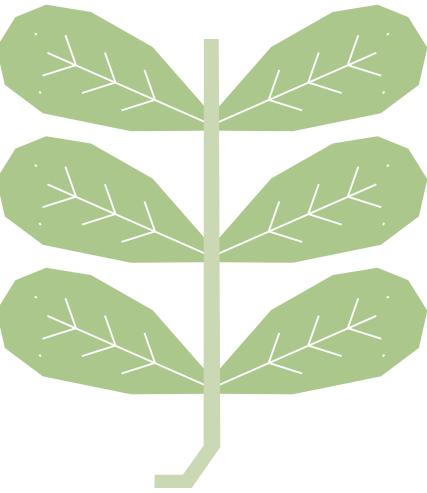


- ◆ Economic performance
- Market presence
- ▲ Indirect economic consequences
- × Procurement practices
- × Anticorruption
- Unfair competition practices
- + Taxation
- Materials
- Energy
- ◆ Water
- Biodiversity
- ▲ Emissions
- × Waste
- × Environmental regulatory compliance
- Employment
- + Supplier environmental assessment
- Labor management relations
- Occupational health & safety
- ◆ Training and education
- Diversity and equal opportunities
- ▲ Child Labor
- × Forces and compulsory labor
- × Security practices
- Rights of indigenous peoples
- + Human rights assessment
- Non Discrimination
- ◆ Freedom of association and collective bargaining
- Local communities
- ▲ Supplier social assessment
- × Public policy
- × Customer health and safety





CORPORATE GOVERNMENT



We are a company incorporated as Sociedad Anónima Cerrada (Closed Limited Liability Company), where the shareholders are owners of registered shares and their liability is limited to their contributions in the share capital. (102-5) We carry out our operations in the district of Lurin, Lima - Peru, where the processing plant and the commercial and administrative offices are located since 2001. (102-3, 102-4, 202-2)

The company has as its maximum governing body the General Management, who is in turn the President from the beginning of the operations of Peruvian Nature. This is followed, since 2018, by Assistant Management, who is also responsible for the Marketing area and the management of issues related to sustainability. Both bodies are responsible, independently, for the monitoring and control of the implemented strategies, aligned with the general objectives of the company. Likewise, they make decisions and delegate responsibilities to the representatives of the different departments of the company in economic, social and environmental matters, like gathering information for our Sustainability Report and the design and implementation of projects and related initiatives (102-18, 102-19, 102-20, 102-23)

Assistant management is followed by the Commercial and Planning Management, Operations Management, and the Administration and Finance Department. The first one oversees everything related to sales, marketing and projects; the second¹ is responsible for managing the production, maintenance of equipment, storage and dispatch of goods; and the third ensures a good economic and financial performance of the company. The first two were taken over by General Management as of 2021 while the right people are selected for both positions. On the other hand, those responsible for continuous improvement and ASG/CDC report directly to General Management and Assistant Management. As well as other department responsible parties, these are executive bodies that take care of the delegated sustainability issues and that, in turn, transmit them to the collaborators under their control for the joint work concerning new strategies, objectives and decisions that affect the operations of their specific areas. (102-18, 102-19, 102-20)

MANAGEMENT COMMITTEE

Since 2013, our Management Committee defines improvement strategies with annual objectives; approves technical-economic proposals, policies and procedures; discusses solutions for critical issues in general management and specific to the different departments of the company, which are discussed, observed and/or approved by all members. This committee is made up of the highest-ranking collaborators in the company (Category A), such as General Management, who chairs this committee, and Assistant Management, followed by the heads (Category B) of ASG/CDC, Production, Maintenance, Warehouses and Dispatches, Administration

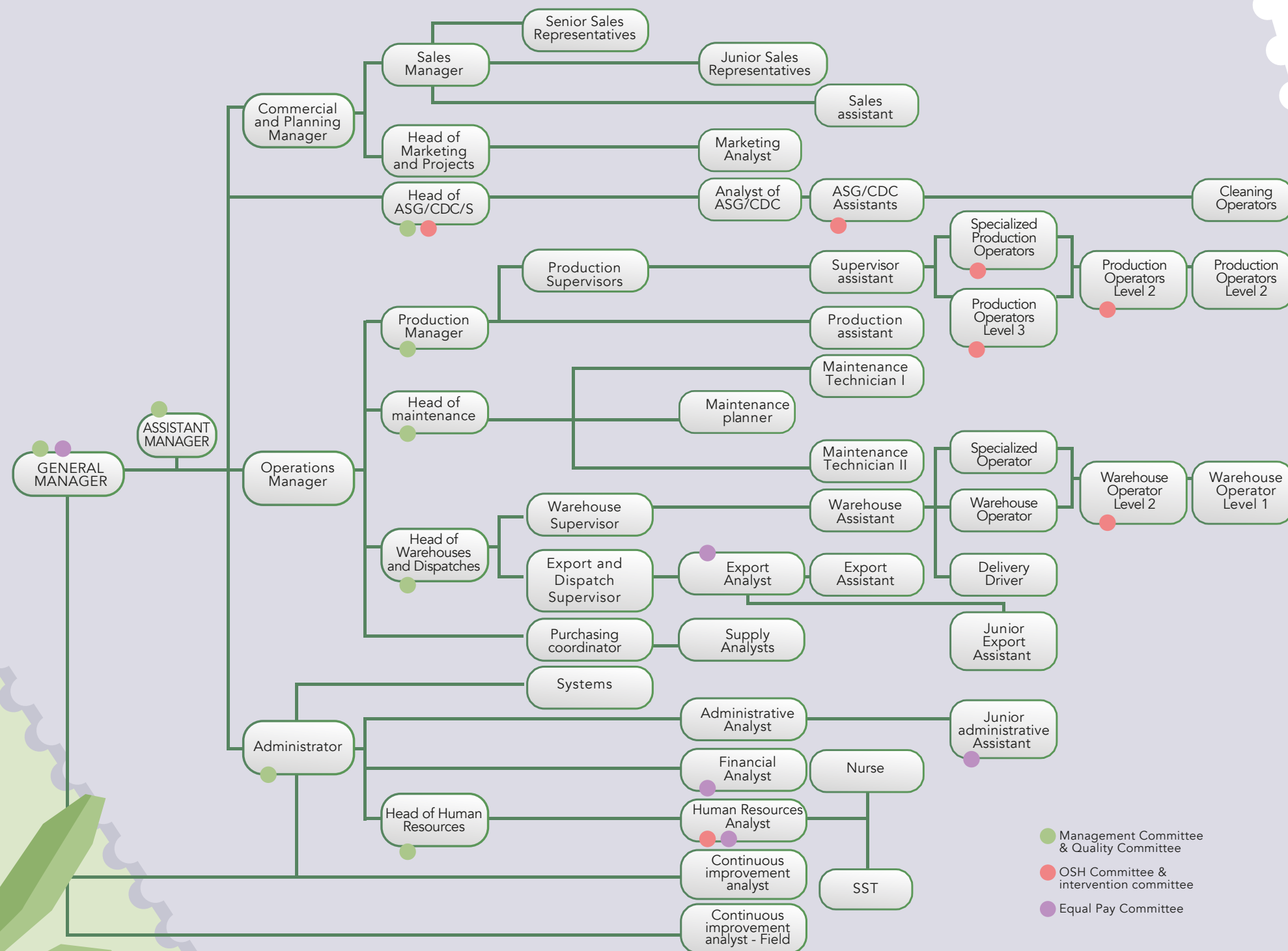
We lay on the table for discussion the assessments of our stakeholders in contact with the different departments of the company in order to improve our performance as a socially responsible company with our environment.

and Finance, and Human Resources. These members are elected by General Management taking into account the level of responsibility and decision-making for the deployment of company activities. As of 2021, this committee has eight members (women: five, men: three; under 30 years: one, between 30-50 years: five, over 50 years: two). Through this, problems and improvements in economic, social and environmental issues are also discussed, which are related to the (GRI) aspects that we analyze in the Sustainability Report or as part of the feedback from third-party certification bodies, which will be discussed in the next point. On the other hand, we lay on the table for discussion the assessments of our stakeholders

in contact with the different departments of the company in order to improve our performance as a socially responsible company with our environment. As of 2021, the meetings have been held virtually due to restrictions for the prevention of the spread of COVID-19 (102-18, 102-22, 102-23, 102-24, 102-26, 102-27)

1. The Operations Management is currently in vacant status; therefore, the responsibilities of this position are distributed among the departments under its responsibility.





IMPACT MANAGEMENT APPROACH

Identification and location of our direct and indirect impacts on our value chain

As discussed above, the definition of the GRI material and attention aspects has gone through an analysis process that includes the identification and level of criticality of impacts throughout our value chain, from our operations to the environment where we operate, where our stakeholders are also located, but the other way around as well (from the environment to us). This analysis, in addition to being a step towards achieving materiality, also helps us to get to know each other better and understand how we can manage such impacts, always seeking to take a step forward towards a Corporate Social Responsibility approach. (102-29, 103-1, 413-1)

The impacts, within the framework of GRI, are classified as direct and indirect. Each in turn can be real or potential. The first ones are those that have occurred or are occurring, and measures are being taken to prevent it from happening again or to mitigate the damage caused. On the other hand, the latter are those that could occur due to diverse contexts where the activities are carried out, which must be duly identified and analyzed for the establishment of corrective measures. As can be seen in the following figure, the direct impacts are located in the transformation and marketing links of the value chain of our offer. These impacts are related to the direct consequences of our operations and could become real if their respective management does not exist, such as contamination of ecosystems by effluents with organic load outside the accepted parameters and unsegregated solid waste. It can also be the health and safety of our stakeholders, our on-site collaborators and our customers when purchasing our products. (102-29, 103-1, 306-1, 413-1)

Regarding indirect impacts, the spectrum is broader since they are located in all links of the value chain. We believe that at the level of provision of supplies, production and post-harvest, we

contribute to the dynamization of the local economy, working together with our suppliers who, in turn, will resort to the labor and suppliers of goods (raw materials) and services of the local community, to ensure that the raw materials, required in diverse presentations, reach our plant. Our suppliers are represented by individual and organized farmers, and micro, small and medium enterprises from various regions of the country. In this way, we are contributing to SDG 1, which seeks to reduce poverty in the groups of regions with the highest incidence of poverty, such as Huan-

cavelica, Cajamarca and Huanuco (together they cover around 70% of the incidence (2019) of poverty in the country) and which, at the same time, represent the origin of our main products. (102-29, 103-1, 413-1)

We are aware that our operations could also indirectly influence the generation of negative (potential) impacts, which can also be associated with activities at the production and post-harvest level of our value chain, such as child and forced labor, as these are areas of supply of our raw materials where these events occur more frequently, or

also the application of pesticides and fertilizers outside the organic standard and that without appropriate knowledge about its use can be harmful to ecosystems and their biodiversity, but also to local communities that depend on the resources of these ecosystems. On the other hand, when working with suppliers located adjacent to areas with a high level of biodiversity, such as the Amazon forests, we are aware that for an extension of cacao, camu camu and cat's claw crops, it can bring uncontrolled logging of these forests. (102-29, 103-1, 308-2, 413-1, 414-2)

We have had a real impact as we have been notified about a case of extraction of bark, stems and leaves by suppliers located in the Amazon. To that end, the central competent authority has defined a method of greater control over the extracted volumes in reference to what is permitted in a given period of time. In this way, in addition to providing the documentation to the decentralized competent authority, we also transferred it to the proper central entity, thus strengthening the extraction control. (102-11, 102-29, 103-1, 308-2, 413-1)

We believe that at the level of provision of supplies, production and post-harvest, we contribute to the dynamization of the local economy, working together with our suppliers.





IMPACT MANAGEMENT AND ASSESSMENT

IDENTIFICATION AND LOCATION OF OUR DIRECT AND INDIRECT IMPACTS ON OUR VALUE CHAIN

As discussed above, the definition of the GRI material and attention aspects has gone through an analysis process that includes the identification and level of criticality of impacts throughout our value chain, from our operations to the environment where we operate, where our stakeholders are also located, but the other way around as well (from the environment to us). This analysis, in addition to being a step towards achieving materiality, also helps us to get to know each other better and understand how we can manage such impacts, always seeking to take a step forward towards a Corporate Social Responsibility approach. (102-29, 103-1, 413-1)

The impacts, within the framework of GRI, are classified as direct and indirect. Each in turn can be real or potential. The first ones are those that have occurred or are occurring, and measures are being taken to prevent it from happening again or to mitigate the damage caused. On the other hand, the latter are those that could occur due to diverse contexts where the activities are carried out, which must be duly identified and analyzed for the establishment of corrective measures. As can be seen in the following figure, the direct impacts are located in the transformation and marketing links of the value chain of our offer. These impacts are related to the direct consequences of our operations and could become real if their respective management does not exist, such as contamination of ecosystems by effluents with organic load outside the accepted parameters and unsegregated solid waste. It can also be the health and safety of our stakeholders, our on-site collaborators and our customers when purchasing our products. (102-29, 103-1, 306-1, 413-1)

Regarding indirect impacts, the spectrum is broader since they are located in all links of the value chain. We believe that at the level of provision

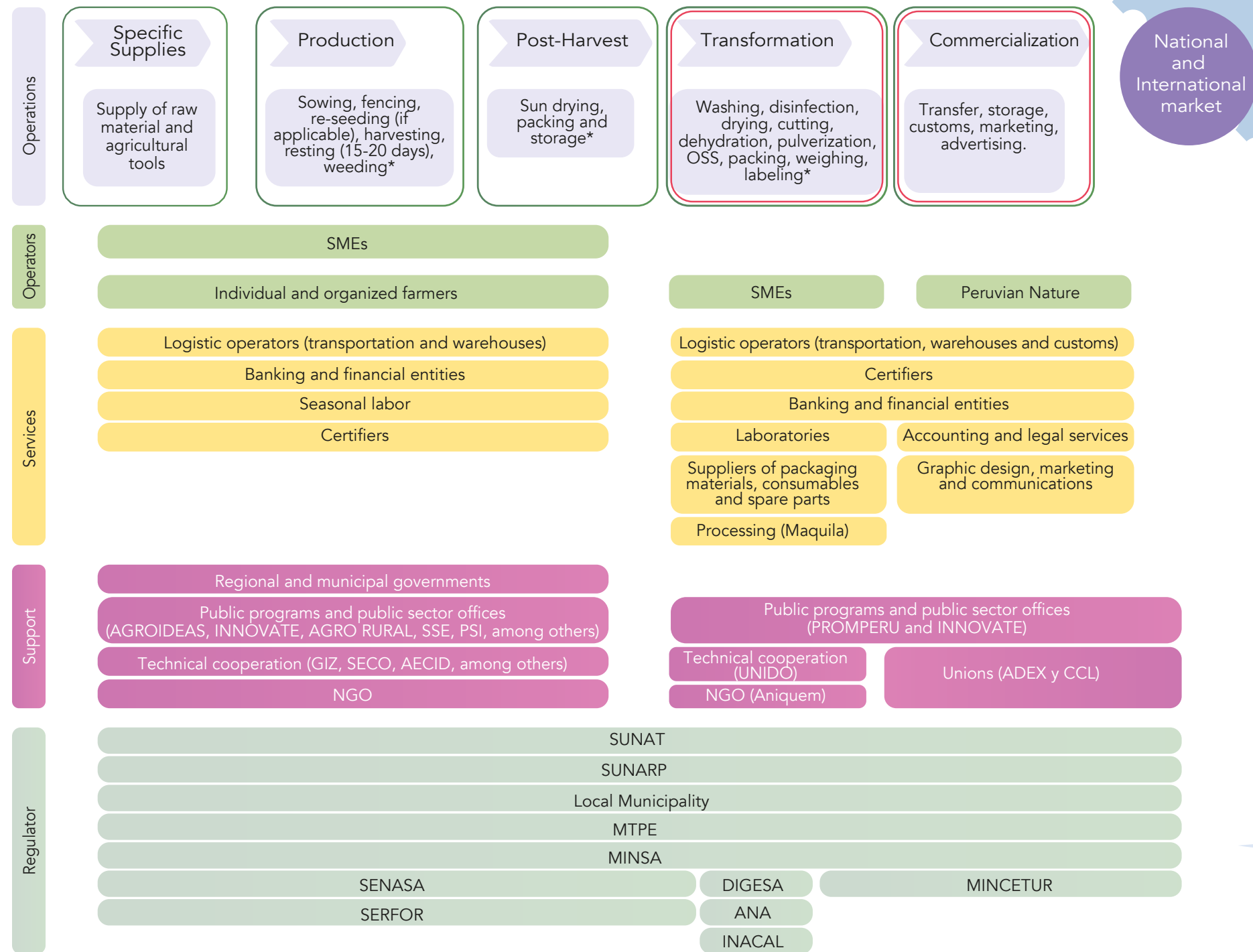
of supplies, production and post-harvest, we contribute to the dynamization of the local economy, working together with our suppliers who, in turn, will resort to the labor and suppliers of goods (raw materials) and services of the local community, to ensure that the raw materials, required in diverse presentations, reach our plant. Our suppliers are represented by individual and organized farmers, and micro, small and medium enterprises from various regions of the country. In this way, we are contributing to SDG 1, which seeks to reduce poverty in the groups of regions with the highest incidence of poverty, such as Huancavelica, Cajamarca and Huánuco (together they cover around 70% of the incidence (2019) of poverty in the country) and which, at the same time, represent the origin of our main products. (102-29, 103-1, 413-1)

We are aware that our operations could also indirectly influence the generation of negative (potential) impacts, which can also be associated with activities at the production and post-harvest level of our value chain, such as child and forced labor, as these are areas of supply of our raw materials where these events occur more frequently, or also the application of pesticides and fertilizers outside the organic standard and that without appropriate knowledge about its use can be harmful to ecosystems and their biodiversity, but also to local communities that depend on the resources of these ecosystems. On the other hand, when working with suppliers located adjacent to areas with a high level of biodiversity, such as the Amazon forests, we are aware that for an extension of cacao, camu camu and cat's claw crops, it can bring uncontrolled logging of these forests. (102-29, 103-1, 308-2, 413-1, 414-2)

We have had a real impact as we have been notified about a case of extraction of bark, stems and leaves by suppliers located in the Amazon. To that end, the central competent authority has defined a method of greater control over the extracted volumes in reference to what is permitted in a given period of time. In this way, in addition to providing the documentation to the decentralized competent authority, we also transferred it to the proper central entity, thus strengthening the extraction control. (102-11, 102-29, 103-1, 308-2, 413-1)



Figure 3. Scheme of the value chain of Peruvian Nature's commercial offer



— Location of direct impacts - Location of indirect impacts

*Depends on the type of product ** Percentage in reference to the total volume of supply.



Figure 4. Direct, indirect, real and potential impacts identified in the operations of 2021-Peruvian Nature suppliers

Impacted stakeholder	Operation associated with Peruvian Nature (Chain link)	Description of the operation	Location of operation	Direct and Indirect Impact	Real or Potential Impact	Impact description (103-1)	Impact source factor	Impact Intensity/Severity* (High/Moderate/Low)	Real or potential consequence	Impact duration (Time of remediation of the damage or perception of the benefit)	Mechanism of damage prevention/reversibility or benefit escalation (103-2)	GRI aspect	Controlled to 2021 (X) / Planned to 2022
Collaborators	Commerce	Sales by products, services and third parties, commercial and financial strategies.	Peruvian Nature Headquarters	Direct	Real	Cover part of the local labor market demand (district where Peruvian Nature headquarters and surrounding areas are located)	Positive Economic Performance (Increase in Direct Economic Value Generated, efficiency of operating costs or Distributed Economic Value and increase in Retained Economic Value)	High	Recruitment of local staff, salaries above the minimum wage, salary increase when updating salary band, increase in profits at the end of the tax year.	Short term	Management tools to maintain or improve the Economic Performance and efficiency projects.	201	x
Local community	Commerce	Sales by products, services and third parties, commercial and financial strategies.	Peruvian Nature Headquarters	Indirect	Real	Local Economic Dynamization	Positive Economic Performance (Increase in Direct Economic Value Generated, efficiency of operating costs or Distributed Economic Value and increase in Retained Economic Value)	High	Increase in household income (of company collaborators and suppliers)	Short term	Management tools to maintain or improve the Economic Performance and efficiency projects.	201, 202, 203	X
Supplier	Raw material production	All raw materials	All regions where these raw materials come from	Indirect	Real	Local Economic Dynamization	Strategic alliance for the supply of certified raw materials.	High	Increase in income for the families of farmers or the employees of suppliers.	Short term	Strengthening of strategic supply alliance through the component of the Fair Trade Good Practices program aimed at suppliers.	203, 204	2022
Supplier	Raw material production	All raw materials	All regions where these raw materials come from	Indirect	Potential	Contamination of binding ecosystems by use of uncontrolled agrochemicals.	Lack of knowledge associated with production. Difficult access to agrochemicals accepted by the organic standard	High (if any)	Damage to biodiversity and binding ecosystems as well as local communities	Long term	Strengthening productive capacities. Adjustment in payments (within the procurement procedures) to have liquidity and access to supplies accepted by the standard. Facilitate the approach with businesses of agricultural supplies.	204, 304	2022
Supplier	Raw material production	Generate volume of cacao beans, camu camu, bark, stems and leaves.	San Martin and Ucayali	Indirect	Potential	Indiscriminate forest logging	Lack of knowledge of sustainable use techniques.	High (if any)	Damage to biodiversity and binding ecosystems as well as local communities.	Long term	Strengthening productive capacities.	204, 304	2022
Supplier	Raw material production	Bark, stems and leaves	San Martin and Ucayali	Indirect	Real	On the extraction of natural resources in relation to the maximum volume allowed by the competent authority	Lack of control by decentralized authorities over the maximum volume allowed for extraction of the resource	Moderate	Damage to biodiversity and binding ecosystems as well as local communities.	Short term	Coordination with the central competent authority for document review and verification of extracted volumes in reference to allowed volumes. Incorporation of said review in the "Sustainable Procurement Management Procedure"	204, 304	X
Local community	Production	Sowing, harvesting and post-harvesting of agricultural products.	All regions where these raw materials or semi-processed products come from.	Indirect	Potential	Pollution of the river basin or ecosystem related to operations.	Lack of a control system for effluents and hazardous waste that threaten the binding ecosystem.	Moderate (if any)	Pollution of ecosystems and harm to local communities that depend on ecosystem services.	Medium term	Strengthening of strategic supply alliance through the component of the Fair Trade Good Practices program aimed at suppliers. Training in waste and effluent management (organic standard).	306, 307	2022
	Production Area	Manufacture of products from agricultural raw materials.	Peruvian Nature Headquarters	Direct	Potential	Pollution of the river basin or ecosystem related to operations.	Lack of a control system for effluents and hazardous waste that threaten the binding ecosystem.	Moderate (if any)	Pollution of ecosystems and harm to local communities that depend on ecosystem services.	Medium term	Implementation of a waste segregation and effluent management system (according to law). (Currently implemented)	306, 307	X
Collaborators	All areas of Peruvian Nature	Manufacture of products from agricultural raw materials.	Peruvian Nature Headquarters	Direct	Real	Increase in staff turnover (mainly at the operator level)	Breach of employment contracts. Lack of strategies to promote a work environment in line with the expectations of collaborators (voluntary social benefits, human rights policies, occupational health and safety systems).	Low	Increased inefficiency due to jobs that have not been filled.	Short term	We implement strategies to improve the work climate: Wage band, voluntary social benefits, code of ethics, systems to guarantee health and safety at work. However, we are in the process of analyzing staff turnover more accurately to update these strategies to decrease this turnover.	Related Aspects of Section 400 (GRI)	X

Collaborators	All areas of Peruvian Nature	All operations of Peruvian Nature (See Organizational Chart)	Peruvian Nature Headquarters	Direct	Potential	Staff health and safety compromised	Lack of an Occupational Health and Safety System	High (if any)	Injuries due to occupational accidents, occupational illnesses or diseases, and deaths due to the above	Short term	Implementation of an Occupational Health and Safety System (OSH)	403	X
Suppliers	Raw material production	Generate volume of maca	Junin and Huancavelica	Indirect	Potential	Child and Forced Labor	Cultural, scarce and costly labor (pandemic effect)	Moderate (if any)	Impact on the education of future generations	Short term (Annual agricultural campaign)	Affidavits, Code of Ethics and Supplier Evaluation	204, 408, 409	X
Clients	Commercialization	Sales of products or services to clients	Peruvian Nature Headquarters	Direct	Potential	Customer Health and Safety, and Committed Customer Privacy	Lack of a quality system in the manufacture of products or provision of services (e.g. BPM, HACCP and BRC) and of a procedure for the control of customer information/data	High (if any)	Breaking of business relationship with potential and current clients. Unspecified sales or damaged institutional image could impact the Economic Performance.	Short term	Mechanism for claiming and remediation of damages (if warranted)	416, 418	X
Clients	Commercialization	Sales of products or services to clients	Peruvian Nature Headquarters	Direct	Potential	Marketing and labeling is not clear, precise or transparent.	Lack of an evaluation of marketing communications.	High (if any)	Breaking of business relationship with potential and current clients. Unspecified sales or damaged institutional image could impact the Economic Performance.	Short term	Mechanism for claiming and remediation of damages (if warranted). Procedure for evaluating all marketing communications.	206, 417	X
All of our stakeholders	All areas of Peruvian Nature	All operations of Peruvian Nature (See Organizational Chart)	Peruvian Nature Headquarters	Direct	Potential	Compromised Institutional image	Lack of a Code of Ethics that is sensitized by all collaborators.	High (if any)	Breakage of the link with various interest groups resulting in: increased turnover; reduced availability of suppliers or customers; loss of projects or support programs by public or private donors; public complaints by the local community.	Short term	Mechanism for claiming and remediation of damages (if warranted). Sensitized and monitored Code of Ethics and Internal Work Policy.	Sección 200, 300 y 400 GRI	X



*The Scale we have considered has three levels of impact intensity aligned with the logic of a traffic light: a. Low: When the activity impacts only at the level of the organization's collaborators, the damages can be resolved immediately or the benefits are perceived in the medium or long term; b. Moderate: When the activity impacts the organization's collaborators, local communities and binding ecosystems, but the damages can be resolved immediately or the benefits are perceived in the medium or long term; c. High: When the activity impacts the organization's collaborators, local communities and binding ecosystems, and where the damages are irreversible or are resolved in the medium or long term, and the benefits are perceived in the short term.

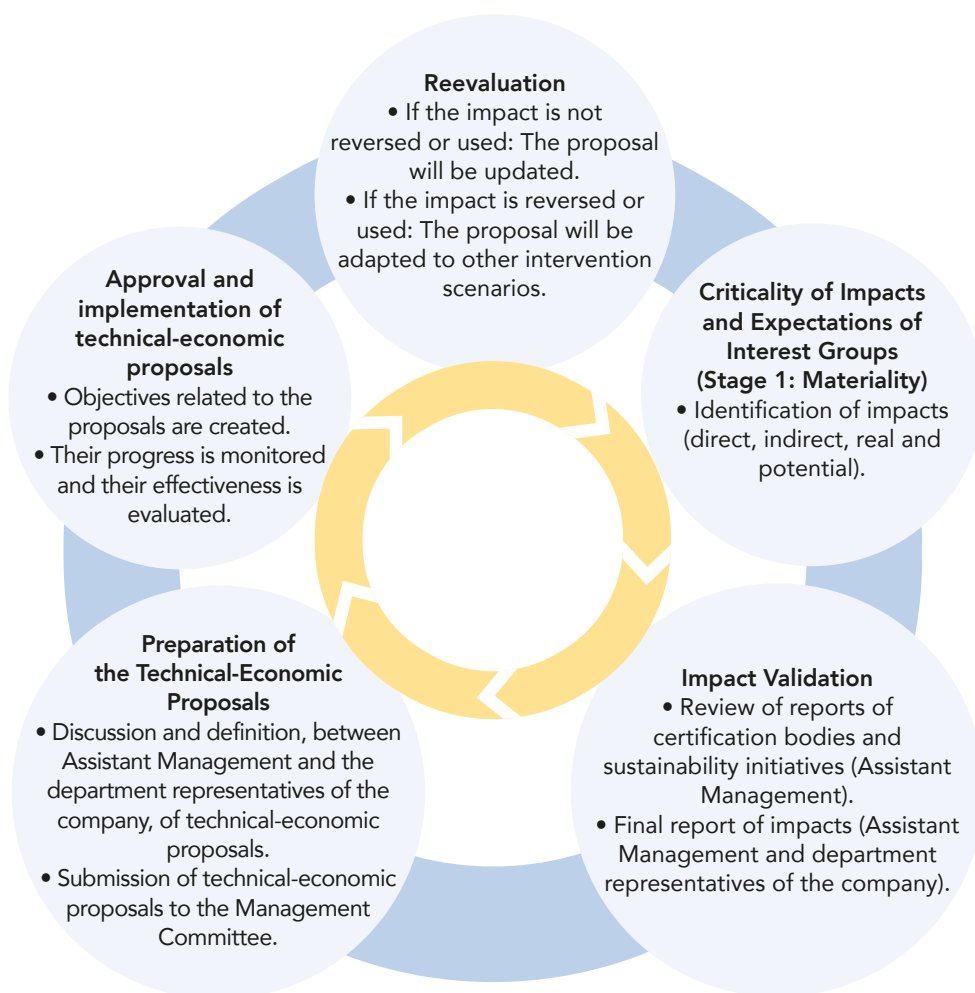


IMPACT MANAGEMENT AND ASSESSMENT

As we can see in the table above, our damage prevention or reversibility and/or benefit escalation mechanisms represent the actions to manage said impacts. But what has been the route to determine such actions? It all begins with the analysis of Criticality of Impacts and Expectations of Stakeholders, where the economic, environmental and social impacts have been identified. These are shared with assistant management that will review in conjunction with various departments of the company the results of the assessments of third-party certification bodies or sustainability initiatives, such as ECO-VADIS, BRC, and soon (2022) BPCJ and P&C BioTrade, to validate or complement this list of impacts. With a more complete impact analysis, a discussion with the representatives of the different departments of the company will take place to brainstorm ideas that will land on technical-economic proposals to prevent negative impacts, repair damage (if any) and/or take advantage of opportunities for positive impacts in economic, environmental and social matters. These proposals will be previously validated by a new collaborator in charge only of economic, social and environmental projects, who will begin to assist us from next year. (102-29, 103-2)

Once the technical-economic proposals are validated, they are shared with the Management Committee for evaluation, taking into account the general and specific strategic objectives of the company. If the proposals meet these objectives, funds are approved and directed for their implementation. Likewise, responsible parties are defined by areas to lead said implementation and measure its progress. To measure the impact of the implementations, an evaluation will be carried out six months or one year after the completion of said implementation, which will be in control of the selected responsible party. Evaluations will be carried out again after six months and one year of the last evaluation. In the event that the impact has not been reversed or taken advantage of, according to the results of the evaluation, assistant management and the department representatives of the company will analyze the criticality of said impact and discuss the update of the technical-economic proposal associated with the impact to present it again to the Management Committee for reassessment. In the event that the impact has been reversed or taken advantage of, the impact criticality will be analyzed and the adaptation of the technical-economic proposals of said impacts to other areas of intervention of Peruvian

Figure 4. Route for the identification of damage management actions and/or benefits of impacts (real or potential) in economic, social and environmental matters (103-2, 103-3)



Upcoming implementations against our impacts



At the level of the supplies and binding local communities, our implementations are not currently based on public support services and infrastructure. By 2022, as part of the Good Fair Trade Practices Program (PROMPERU), we are proposing to have an approach that goes beyond the supply of raw materials, we want to strengthen strategic alliances by providing them with agricultural techniques to facilitate the transition to organic crops, having identified a greater demand for these products. We want them to understand the benefits it brings for all links in an organic certified agricultural value chain, representing better prices paid for our suppliers that, in addition to cost and sales price structure tools, could further increase their profit margins. Subsequently, we will seek the establishment of policies and mechanisms of ethical business practices, which will represent for us a new criterion of supplier evaluation as part of the new Sustainable Procurement Management Procedure. We know that implementations cannot happen overnight, so we will go hand in hand with them, guiding them and proposing ideas to facilitate this journey. (102-10, 102-11, 102-12, 103-2, 203-1, 203-2, 403-1, 413-1)





OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

But in addition to promoting transparency in our economic, social and environmental performance, we are also aware that we contribute to the Sustainable Development Goals, which represents the basis of the sustainability approach of various types of organizations, such as the agribusiness sector, of which we are a part.



Goal 1. End poverty in all its forms everywhere
Goal 8. Decent work and economic growth


Together with other neighboring companies, we contribute to the economic development of the district where our operations are carried out (Lurin) by capturing part of their labor demand. Consequently, the majority (46%) of our collaborators come from Lurin, followed by surrounding and nearby districts such as Villa Maria del Triunfo, Villa El Salvador, San Juan de Miraflores and Ate Vitarte. These are among the first 18 districts with the highest concentration of monetary poverty² among a total of 43 in the province of Lima. On the other hand, all our collaborators, from administrative to operators, receive salaries above the minimum amount required by the Law on Productivity and Labor Competitiveness³ (Legislative Decree 728), as well as social benefits both by law and of our own accord to improve the work environment in Peruvian Nature. Likewise, all jobs and their respective compensation are defined according to objective criteria within our Wage Equity Policy and following Law 30709, therefore, any person who applies for any position, must comply with the competences and abilities aligned with these criteria. We also provide all the necessary conditions for work performance that does not compromise the health and safety of our collaborators. (102-8)

Following that same idea, when working with our raw materials suppliers, we are contributing to local economic growth in different rural areas of Peru, where the incidence of poverty is higher than in urban areas. These areas are located in regions such as Cajamarca, which is one of the regions with the highest incidence of monetary poverty (1st quintile), followed by Huánuco (2nd quintile), Junin (3rd quintile), Ancash, Ucayali and Lima (4th quintile). Likewise, by 2022, we are seeking a greater approach with our suppliers by strengthening their capacities in different topics, such as the understanding and application of the organic standard in their agricultural practices, occupational health and safety, management tools for structuring their costs and sales prices and policies for a business ethic. We have defined these topics as part of our Fair Trade Good Practices (PROMPERU) training and we hope to create or strengthen our ties with our upcoming or current suppliers, respec-





tively. In this way, the introduction of new technologies and/or capabilities will represent bringing qualified personnel to such areas and boosting the need for new local institutions for said knowledge


Goal 3. Ensuring a healthy life and promoting the wellbeing of everyone

In response to new consumption patterns worldwide, our commercial offer is represented by superfoods and superingredients, products that offer health benefits due to their nutritional characteristics. In addition, our in-plant processes do not alter these nutritional characteristics. On the other hand, the safety of our clients and consumers is also guaranteed thanks to our voluntary (e.g. British Retail Council) and mandatory (national regulations) controls and standards.


Goal 5. Gender Equality

Our commitment to promoting gender equality and prohibiting all types of discrimination is reflected in our Code of Ethics. As of 2021, we have 76 collaborators (42 women and 34 men), including administrators and operators, who have been recruited, salaried and/or promoted following our RIT Salary Equity Policy and Law 30709 of the Ministry of Labor, in which we define and characterize jobs and their respective compensation according to objective criteria based on meritocracy.



Goal 6. Clean water and sanitation
Goal 7. Access to affordable, safe, sustainable and modern energy


Goal 9. Industry, innovation and infrastructure
Goal 12. Responsible production and consumption

Having entered the B2C market sector, we are interested in introducing new product formulations intended for the final consumer in Peru and in the United States through our brands South Garden and Nature 360, respectively. In the path of this new challenge, we have identified opportunities for the application of the Circular Economy approach through the use of certain derivatives, which

2. Sorted from highest to lowest according to the percentage of total monetary poverty in the districts (INEI, 2020).
 3. Since 2018, the national minimum wage set by MINTRA was S/ 930, which is maintained as of 2020. (202-1)



previously did not have a market demand for the manufacture of our final products, in order to redesign them and introduce them to our commercial offer by adding value, creating new revenue lines for us and, mainly, reducing the volume of waste from our operations. Likewise, as every year, we have our solid waste segregation system in which we classify and direct them to their final destination, either with the accredited Solid Waste Services Company Provider (EO-RS), with the sanitary landfill or for reuse in our company or the NGO Aniquem. The latter renews and markets the waste in order to generate income for the benefit of victims of burn injuries and who are in a vulnerable situation. Following this line, effluents from our production are analyzed (by an accredited external laboratory) and filtered in order to retain organic solid waste and thus allow the passage of an effluent below the physicochemical Maximum Admissible Values (Mg/L of

On the other hand, we have increased the efficiency in the electricity and water consumption for the manufacture of our final products thanks to the implementation of new equipment of better performance by treating our raw materials and adaptations in different processes of our plant, which has also contributed to an extension of 765m² in new built infrastructure. We hope that by participating in the program of Eco-Industrial Parks Development in the Republic of Peru (UNIDO) by 2022, we can identify options to continue to reduce energy and water consumption in our operations by maintaining productivity and being more efficient.

Likewise, our offer of final products responds to a growing demand from consumers who, when purchasing our product with an organic certificate, recognize that their purchase decision contributes to the maintenance or increase of the natural fertility of the soil and the conservation of the ecosystems where the raw materials we use in the manufacture of our products come from.



Goal 13. Take urgent action to combat climate change and its effects.

In 2020, in the rural areas where our raw materials come from, there has been a frost of greater intensity than other years which has affected the harvest of that year and the predisposition of farmers to invest for the 2020-2021 agricultural campaign. In this way, we are aware that climate change is a real problem and we perceive it in our supply chain by appreciating a lower availability of raw materials to be acquired as of 2021. Like this, together with various organizations from different economic sectors, we join the fight to stop global warming as the main cause of climate change through the calculation of our 2021 and 2022 carbon footprint for the purposes of designing and implementing strategies to reduce and offset direct and indirect greenhouse gas emissions. Likewise, we hope that at the end of our participation in the Program of Good Practices of Business Eco-efficiency (PROMPERU) and the next program Eco-Industrial Parks Development in the Republic of Peru (UNIDO), yet to start in 2022, we can identify options of technologies or adaptations in plant oriented in the reduction of these emissions.

We hope that by participating in the program of Eco-Industrial Parks Development in the Republic of Peru (UNIDO) by 2022, we can identify options to continue to reduce energy and water consumption in our operations by maintaining productivity and being more efficient.

On the other hand, we have been contributing to the Green Deal with an offer of certified organic products that guarantee the cancellation in the use of specific pesticides and fertilizers in agriculture that contaminate the soil, water and air. With this certificate, we show an ecological agricultural performance that is part of our business model and the production link of the agricultural value chain to which we are part of as another economic agent.



Goal 15. Sustainable management of forests, combat desertification, halt and reverse land degradation and stop biodiversity loss

We are a company that depends on the native Peruvian biodiversity since we have a commercial offer of products that are manufactured based on resources that come from said biodiversity. In this way, the nature of our

business model does not imply damage to areas of great biological value since our operations are located in an urban area. However, by being verified in the BioTrade Principles and Criteria, we also guarantee that the operations of our main suppliers are not within or adjacent to this type of areas, in addition to promoting the conservation of ecosystems with the sustainable use of natural resources linked to these ecosystems. On the other hand, with an offer of certified organic products we guarantee the cancellation in the use of specific pesticides and fertilizers that contaminate the soil and contribute to its degradation.



4. The Regulation of Maximum Admissible Values (MAV) (D.S 010-2019-VIVIENDA) is followed for the discharge of non-domestic wastewater in the sanitary sewer system. Among the elements of greatest concern in the effluents are: Organic chemical compounds, organic waste, inorganic chemical substances and sediments or suspended materials. (303-4)

ECONOMIC PERFORMANCE



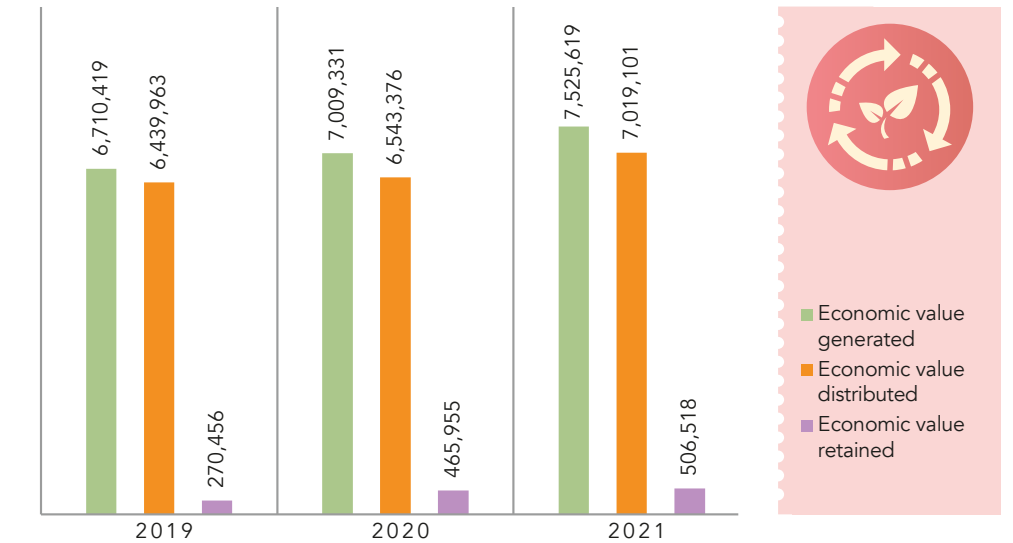
To improve our economic performance each year, we have different management and market intelligence tools, so we know current consumer trends and adapt or respond to changes in a current context characterized by being volatile, uncertain, complex and ambiguous (VUCA). Likewise, the Management Committee measures the indicators related to the defined general and specific strategic objectives, reviews financial statements, performs budgetary control based on the requirements of the different departments and we can count on the constant disposition of bank entities for financial leverage in various contexts. (103-2, 103-3, 201-1)

Table 5. Economic value generated, economic value distributed and economic value retained of peruvian nature 2019-2021 (US\$)

	2019	2020	2021
Economic Value Generated (income)	6,710,419	7,009,331	7,525,619
Economic Value Distributed	6,439,963	6,543,376	7,019,101
Operating expenses	5,000,199	5,476,347	6,022,150
Salaries and employee benefits	1,110,668	785,940	750,730
Payments to capital suppliers	227,191	196,782	174,024
Payments to governments	101,905	84,307	72,198
Retained Economic Value (net income)	270,456	465,955	506,518

Source: Accounting system. Areas of Administration and Finance, and Tax & Legal, Peruvian Nature

Figure 5. Economic value generated, distributed and retained (US\$) 2019-2021



The Economic Value Generated (EVG)⁵ at 2021, has represented a growth (+7%) compared to the previous year which is proportional to the increase (+7%) of 2021 sales by products which represent 95% of all revenues. Meanwhile, the Economic Value Distributed (EVD) has increased by 7% in the same period, mainly influenced by a growth (+6%) in operating expenses, which represent the largest in the company (86% of all EVD expenses). These are mainly represented by expenses (US\$) in the acquisition of raw materials (63% of all operating expenses) which have increased (+11%) as of 2021 due to the increase in the purchase price of the highest turnover product, maca (*Lepidium meyenii*), as there was less availability during the 2020-2021 agricultural campaign. An intensified frost in 2020 affected the harvest of this raw material and has generated a lesser willingness on the part of farmers to invest in this agricultural campaign. Given this event, we have identified and selected new suppliers that meet the quality and quantity parameters that we require, guaranteeing the supply of this product and thus satisfying the market demand that we have identified through our commercial strategies. In this way, we have increased (+30%) the volume of raw materials that have been treated in our plant as of 2021, obviously impacting our operating expenses. (103-2, 103-3, 201-1, 201-2)

5. The Economic Value Generated is represented by the total amount invoiced by the company on the sales of products and services.



The operating expenses are followed by the salaries and benefits of employees, payments to capital suppliers and payments to governments that, when reporting the values in US dollars, we can appreciate a decrease compared to the previous year, mainly due to the increase in the price of this currency in comparison with the nuevo sol (Peruvian currency), with historical peaks in 2021. Specifically in payments to capital suppliers, as loan payments to banks were paid off and we faced an increase in the price of the US dollar, we can observe a decrease as of 2021. It should be noted that with respect to investments in communities, we have not been able to make donations or contributions outside our business as we have had to prioritize investing in our collaborators health during the sanitary crisis. However, as part of the Fair Trade Good Practice Program (PROMPERU), we have planned a park cleanup campaign in conjunction with our district municipality, neighboring families and businesses in order to leave a clear message to the local community about the importance of proper waste management in our environment. We have scheduled two days to develop this activity to which we will grant monetary and non-monetary resources (102-10, 103-2, 201-1)

Despite this increase in the EVD (operating expenses, salaries, social benefits, payments to capital suppliers and the government), our EVG (income of various types) has offset the EVD and has resulted in an increase (+8%) in our EVR (net income). In other words, despite the increase in our operating costs, our sales have helped us cover such costs and be able to increase the net income compared to the previous year by 8%. (102-10, 103-2, 201-1)

On the other hand, our new company Nature 360 has been operating since 2021. Its objective is to have an administrative office and warehouses in the United States, which has helped us to increase internal sales in this market and also to export to other countries more quickly. As of 2021, sales of N360 have doubled in volumes (Kg) and more than doubled in monetary value (US\$) compared to the previous year, which are only aimed at the domestic market (United States). The initiative is carried out thanks to the funds obtained through the Internationalization Support Program (PAI), sponsored by PRODUCE, the operator consortium ADEX and Swisscontact. (102-13, 201-4, 203-2)

Table 6. Sales by monetary value (US\$) and volume (Kg) 2020 and 2021 – N360

YEAR	KG	TOTAL US\$
2020	27,700	199,807
2021	56,141	513,694



Table 7. List of presentations of our super ingredients for 2021

Raw Material	Botanical Name	Category	Superfood	Powder	Nibs/ Crushed/ Pieces / Tea cut	Whole	Oil / Concentrate Juice	Extract Spray Dry/	Kosher	Organic	Fair Choice
Maca	Lepidium meyenii	Roots & pods	●	●	●			●	●	●	●
Yacon	Smallanthus sonchifolius	Roots & pods	●	●	●		●		●	●	●
Sweet Potato	Ipomea batatas	Roots & pods	●	●	●				●		
Mesquite	Prosopis pallida	Roots & pods	●	●					●	●	
Tara Protein	Caesalpinia spinosa	Roots & pods	●	●						●	
Cassava	Manihot esculenta	Roots & pods	●	●							
Golden Berry	Physalis peruviana L.	Fruits & vegetables	●	●	●	●	●	●	●	●	●
Lucuma	Pouteria lucuma	Fruits & vegetables	●	●					●	●	
Camu Camu	Myrciaria dubia	Fruits & vegetables	●	●				●	●	●	
Noni	Morinda citrifolia	Fruits & vegetables	●	●	●			●			
Blueberry	Vaccinium corymbosum	Fruits & vegetables	●		●	●			●		
Cat's Claw	Uncaria tomentosa	Medicinal herbs		●	●			●	●		
Purple Corn	Zea mays	Grains & seeds	●	●		●		●	●	●	
Graviola leaves	Annona muricata	Medicinal herbs		●							
Stone breaker	Phyllanthus niruri	Medicinal herbs		●	●						
Huanarpo Macho	Jatropha macrantha	Medicinal herbs		●							
Maca / Cacao	BLEND	BLEND	●	●					●	●	

Table 8. List of our super special ingredients products for 2021

Raw Material	Botanical Name	Category	Superfood	Powder	Nibs/ Crushed/ Pieces / Tea cut	Whole	Oil / Concentrate Juice	Extract Spray Dry/	Kosher	Organic	Fair Choice
Beetroot	Beta vulgaris	Roots & pods	●	●							
Blueberry	Vaccinium corymbosum	Fruits & vegetables	●		●	●			●		
Cacao	Theobroma cacao L.	Grains & seeds	●	●	●	●			●	●	
Chuchuhuasi	Maytenus macrocarpa	Medicinal herbs		●				●			
Ginger	Zingiber officinale	Roots & pods	●	●	●					●	
Maras salt	Pink salt from Cusqueñan Andes in Peru	Other products		●	●						
Sacha inchi	Plukenetia volubilis	Grains & seeds	●	●	●		●			●	

Services

Likewise, we offer third-party product processing services (OSS, dehydration, milling and packaging) as long as they have quality systems and certifications to avoid cross contamination by allergens, gluten, pesticides, among other elements. (102-2)

Brands

As of 2021, our main brands are:

- "Peruvian Nature" brand for the different presentations of our "super ingredients" and "super special ingredients", and our services aimed at companies (B2B).
- "South Garden" brand for products aimed at companies (B2B) and the Retail segment (B2C).

Affiliations

Like every year, Peruvian Nature receives the support of PROMPERU for the coordination and management of the company's participation in national and international fairs. We also have a membership in ADEX to receive training, calls for projects and spaces for dialogue with various actors in the superfood sector in order to propose collective strategies. (102-13)

Markets

As of 2021, sales have been made to 25 countries. Despite a decrease in the number of countries as a target market compared to 2019 (30) and 2020 (32) countries respectively, our sales (US\$) by products have increased by 7% as of 2021 compared to the previous year (102-6) Below is the list of markets supplied in the world:

- North America: United States, Canada and Mexico
- Central America: Costa Rica and Guatemala
- South America: Peru and Uruguay
- Europe: United Kingdom, Netherlands, Germany, France, Italy, Czech Republic, Poland and Spain.
- Asia: Japan, Israel, South Korea, China, Philippines, India and Malaysia.
- Oceania: Austria and entering New Zealand for the first time.
- Africa: First time in Ghana.

Sales

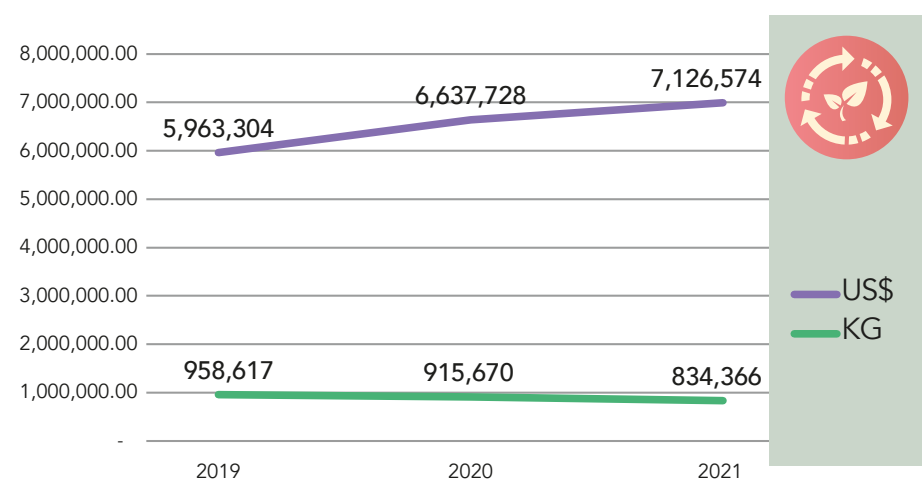
Total Sales

As of 2021, the total sales of the company increased by 7% compared to the previous year (from US\$6,637,728-2020 to US\$7,126,574-2021) which have been mainly influenced by the increase (+21%) in sales of maca (Lepidium meyenii), going from US\$3,915,657 (2020) to US\$4,745,705



(2021), and an increase in sales to the markets of the United States (+16%) and the Netherlands (+49%) respectively (both amount to 50% of our total sales by target market) in the same period. However, sales by volume (kg) of raw materials have decreased (-7%) compared to the previous year. This leads us to believe that there has been an increase in the prices of our product portfolio, as is the case of our highest turnover product (maca), which despite having decreased (-5%) in sales by volumes (Kg), they have increased (+21%) in sales by monetary value (US\$). (102-7)

Figure 7. Evolution of total sales in monetary value (US\$) and volume (kg) 2019-2021



Sales by country

As of 2021, our sales to the United States have increased (+16%) compared to the previous year, remaining our main destination market with a 34% participation of all our sales by country (+2% participation compared to the previous year). They are followed by the Netherlands that having increased (+49%) our sales in this market, it is positioned as our second most important destination together with the United Kingdom, each representing 13% of our total sales by country. Peru ranks third, followed by Germany and Israel where our sales in both markets have increased by 8% and 112%, which makes them fourth and fifth place, respectively. Finally, among the most important destination markets we have Italy and South Korea, where our sales have increased (+140% and +68% respectively). Each one represents 2% of the destination markets of our sales.

Figure 8. Evolution of sales by country (US\$) 2019-2021

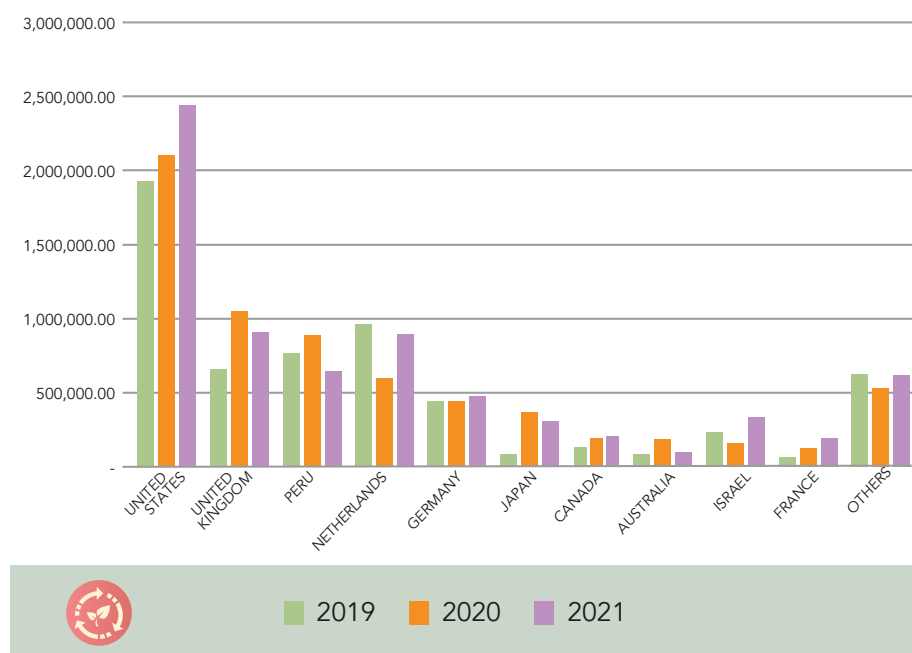
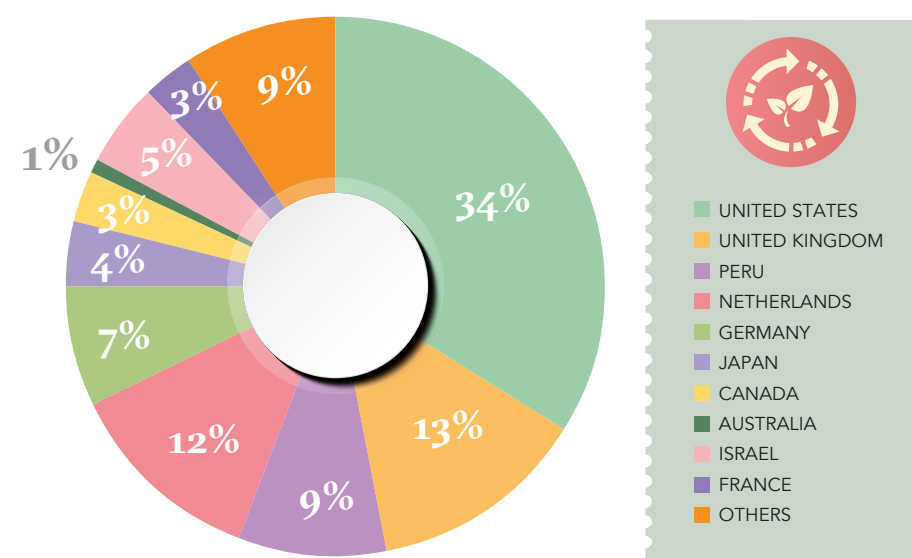


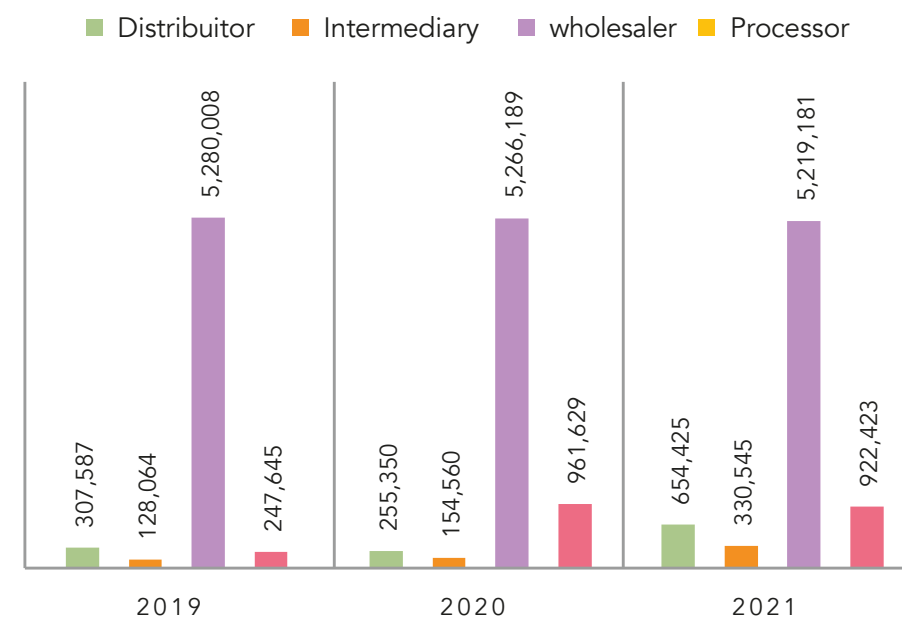
Figure 9. Percentage of sales by country 2021



Sales by types of clients

As in previous years, our clients are mostly represented by wholesalers (73% of total sales by type of clients), followed by processors (13%), distributors (9%) and intermediaries (5%) of the natural ingredients and superfoods sector. (102-7)

Figure 10. Sales (US\$) by type of clients 2019 - 2021



Sales by products

Although 2021 reflects an overall growth in sales in monetary value (US\$) of Peruvian Nature products (+7%) compared to the previous year, it also reflects a drop in sales in kilos of products (-7%). As mentioned above, this is due to an increase in the price of our highest turnover product (maca), whose sales by monetary value (US\$) have shown an increase (+21%) but also a drop (-5%) in terms of sales by volumes (Kg). Given this trend, as of 2021 we remain the national leader in exports of maca derivatives, occupying the first place in exports by monetary value (FOB US\$) as well as volume (Kg)⁶. Besides maca, it is worth mentioning the increase in sales in monetary value (US\$) of other products of our portfolio, such as goldenberry (Physalis peruviana) (+43%), yacon (Smallanthus sonchifolius) (+14%), chanca piedra (Phyllanthus niruri) (+48%) and especially cacao (Theobroma cacao) (+167%). (102-7)

6. Source: Veritrade

Figure 11. Sales in monetary value (US\$) by raw materials by-products 2019-2021

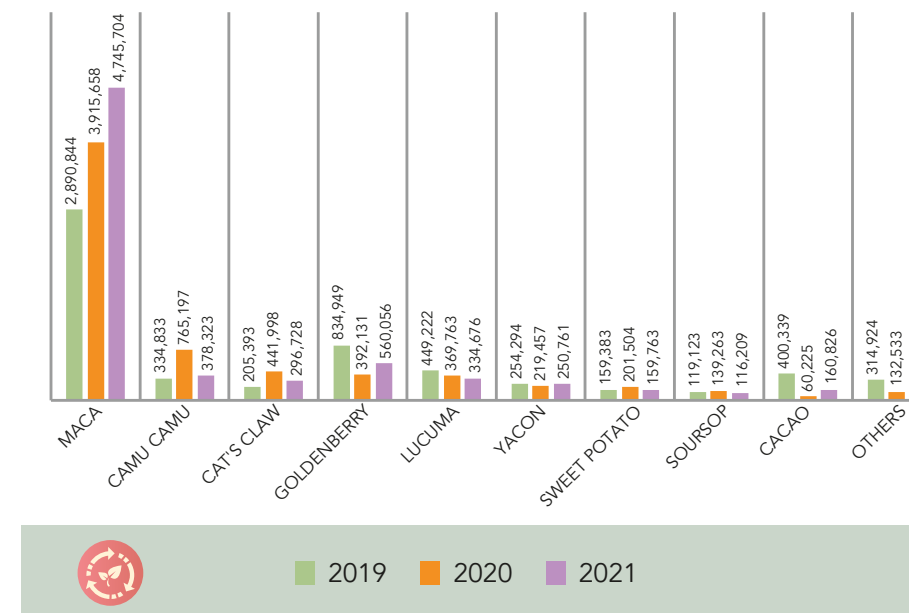


Figure 12. Sales in volume (kg) by raw material by-products 2019-2021

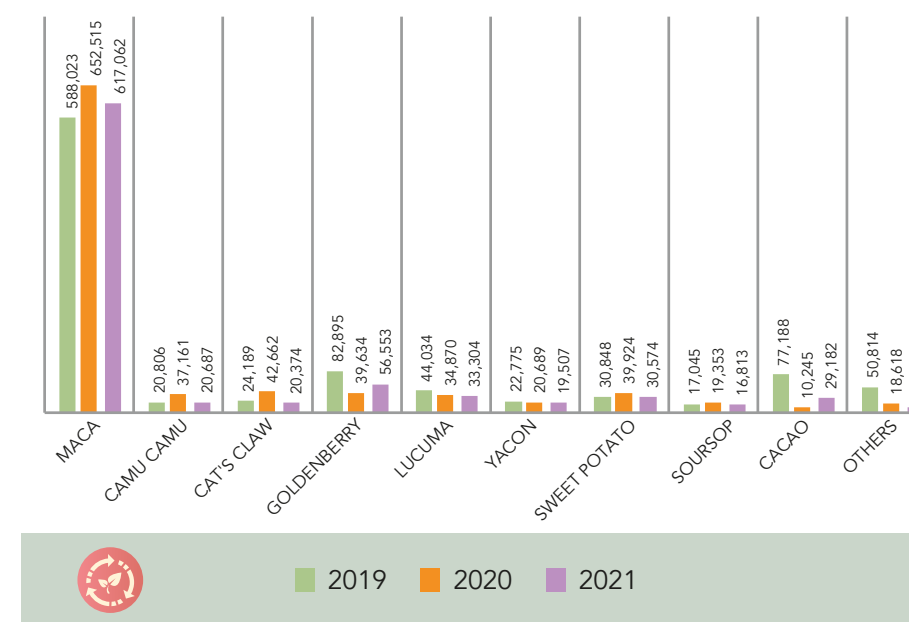


Figure 13. Share (%) of sales in monetary value (US\$) by products 2021

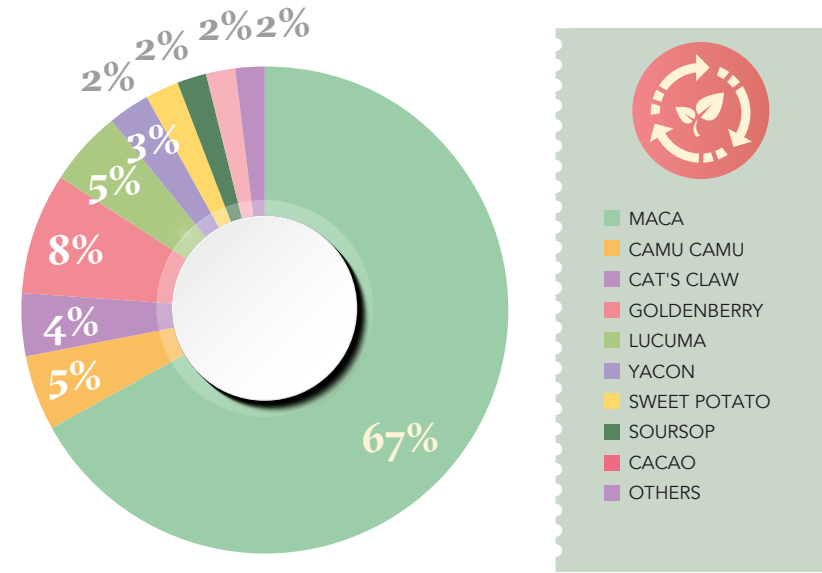
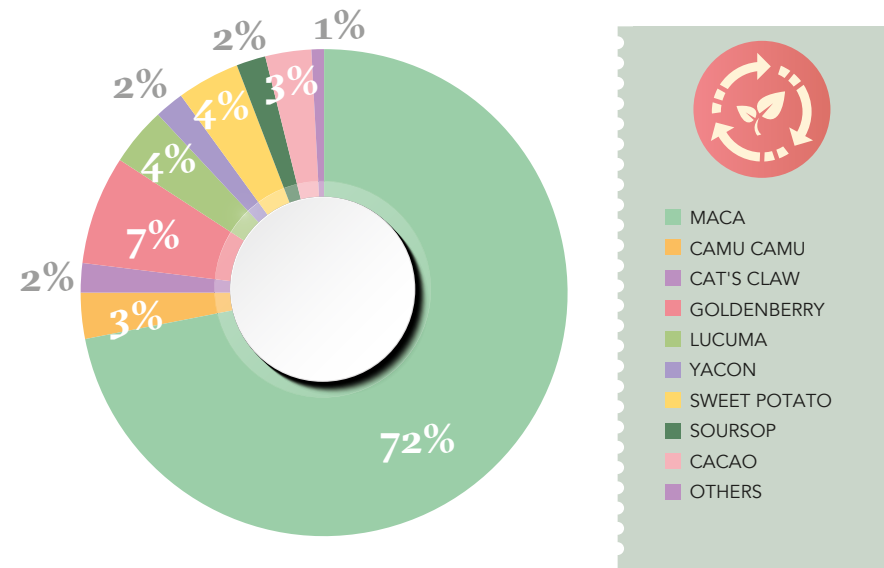


Figure 14. Share (%) of sales by volume (kg) by products 2021



Sales by presentations

As of 2021, the powder presentation of our products is the one with the highest turnover (79% of total sales in this category), having shown a growth (+10%) in sales of this presentation compared to the previous year. Followed by dehydrated (8%), concentrated juice (3%) and cacao nibs (1%) presentations, whose sales have increased by +50%, +40%, and +117%, respectively.

Figure 15. Share (%) of sales (US\$) by presentations 2021

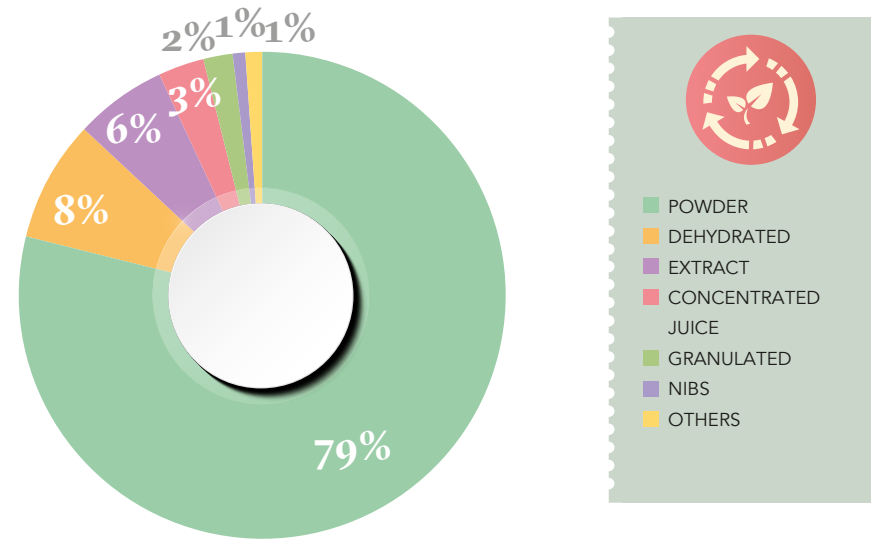
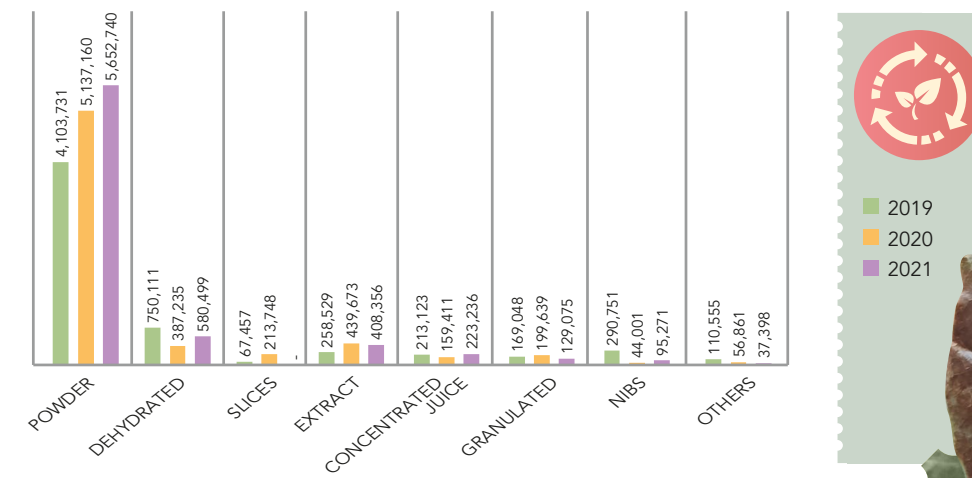


Figure 16. Sales (US\$) by presentations 2019-2021





MARKETING

Marketing of the Peruvian Nature brand

As of 2021, the main communication tools to express the information of the products and services of the Peruvian Nature brand are our website, social media, email marketing, participation in fairs, descriptive brochures (physical and virtual) and labels of each product (103-2). All these tools are aligned with the brand concept updated in 2018. (103-2, 417-1)

Website, email marketing and social media

Table 9. Incorporations and new tools in the website, email marketing and social media as of 2021

Marketing Tools	Regular use	Incorporations as of 2021
Website	Characteristics (health benefits, applications, origin, sales presentations, most prominent organoleptic aspects, etc.) of our products and services, our current certifications and most relevant news (awards, renewal of certifications, achievements of our collaborators, among others).	New "frequently asked questions" section. New "contact us" and "social media" buttons to facilitate the conversation with our sales executives and solve all kinds of doubts and concerns. SEO positioning to increase the quality and quantity of traffic in website search engines.
Email marketing		New design of mailings, call-to-action button and strategy for their delivery by greater opening hours.
Social media (Facebook, Instagram and LinkedIn)	Presentation of our brand to potential clients.	Recipes with our products. Recycling and healthy diet recommendations. Videos to present the different tasks of our collaborators (initiative Faces of Peruvian Nature). Reels and interactive stories to increase the number of reactions, comments, shares and followers (or reach), reflected on the level of audience attraction (or engagement) as shown below: Facebook: 9.2% to 16.1% (+74%) Instagram: 63% to 82% (+31%) LinkedIn: 0 to 3.1% (2021 only) New Chatbot (Facebook) to automatically respond to our stakeholders and direct them to our sales representatives.

Trade fairs and missions

In 2021, one year after the beginning of the pandemic, our participation in fairs has been limited compared to other years, for obvious reasons, and in some cases, virtually. Of the three international fairs in which we participated (Biofach, Food Ingredients and, for the first time, Plant Base World Conference & Expo), two of these were virtual and one in-person, from which we achieved to make appointments with nine international companies and obtain 11 potential clients, respectively. The most requested products by potential clients were maca (powders and extracts) and lucuma (organic powder).

Product brochure

Our brochures describe the origin, active ingredients, benefits, presentations, seasonality, uses, applications, shelf life, recipes, the purchasing process and minimum quantities of our products. With these always seeking to clarify doubts and accelerate the decision-making of every prospect (or potential client). As of 2021, the design, description and photos of the products presented in these brochures have been updated and can be downloaded on our website, scanning their respective QR code, in order to avoid printing of material.

Labels

The labels show the origin of the raw materials used for the manufacture of our products, the superfoods logo, and some attributes such as "Vegan", "Gluten Free" and "Organic".

South Garden Brand Marketing

As of 2021, we already have labels for products aimed at the retail segment in the United States and Peru through our South Garden brand. Likewise, we have worked on the packaging and logo redesign for products aimed at the B2B segment under the Contract Manufacture⁷ model, so that our clients can adapt specific data only more easily and according to the requirements of the market they are aiming.

Evaluating marketing communications

All marketing communications to be disseminated are strictly subject to prior evaluation by the Marketing, Sales and Human Resources departments. Likewise, when all information has been posted on platforms such as Facebook, LinkedIn or email marketing, they are reviewed again, including General Management and Assistant Management. The Market-

7. The sales model under the modality of Contract Manufacture means being able to sell products packaged and labelled with our clients brands.



ing department is in charge of defining the communication channels for the dissemination. However, in the case of information presented on labels, the evaluation is more detailed as it involves other departments and even clients themselves. For 20 consecutive years, we have not filed cases for non-compliance related to marketing communications, unfair competition, monopolistic practices or against free competition. (103-3, 206-1, 417-2, 417-3)

Customer Health and Safety

To ensure the health and safety of our customers, we evaluate all of our products and services in the following criteria:

Safety

a. British Retail Consortium (BRC)

We comply with BRC Food (v.8) to ensure the food safety of our products and achieve the quality expected by our customers, based on the HACCP standard. In this way, we are reaching a requirement of access to more specialized markets and at the same time, we are ensuring that our final product will not cause harm to our customers health.

As of 2021, we have performed the following activities to maintain the standard:

- Talks (weekly), trainings (monthly) and workshops (bimonthly) facilitated by the collaborators of the ASG/CDC department and as part of our Annual Training Program.
- Environmental Surveillance Program based on mitigating the risk of contamination of pathogens and decomposing agents through swabbing analysis of living and inert surfaces and environmental plating.
- Five internal audits by a third party.
- Microbiological analysis of samples of our products, following the NTP-ISO 2859 standard for sampling, and subsequently, with an accredited external laboratory, according to the ISO 17025 standard to compare results.

b. Good Manufacturing Practices, Hygiene and Sanitation Program, and the validation of the HACCP Plan

We receive biannual inspections by DIGESA to validate compliance with these standards. However, we have requested the postponement of 2021 inspections due to the adjustments made to the infrastructure of the fresh products plant. (103-2, 103-3, 416-1)

Pesticides

To ensure that our organic certified products are below the established allowed pesticide limits, we conduct analyses in our laboratory (under the care of ASG/CDC) on samples of the products to be purchased as part of the Procurement Management Procedure. Likewise, we complement it with analyses by accredited international laboratories to ensure that products do not exceed the limits set by European regulations as of 2020. As of 2021, these analyses are carried out on all raw materials certified organic. (103-2, 416-1)

COVID-19

Our COVID-19 Surveillance, Control and Prevention Plan, required by MINTRA and within the framework of the BRC standard (Supplementary Annex on prevention measures against the spread of the COVID-19 virus in companies), we have guidelines to control and prevent the contamination of our products during processing, involving actions such as: Cleaning, sanitation of equipment, social distancing, use of masks, among others. (103-2, 403-2, 403-7)

Customer privacy

Information obtained from both clients and potential new clients is not disseminated or shared; it is only used internally for prospective sales and for maintaining or establishing business relationships. As of 2021, no claim has been filed for use of customer information without their consent or for private data leakage. (418-1)

Customer complaints

As of 2021, all customer complaints were handled according to the Request for Corrective and Preventive Actions procedure within the Quality Management System and, likewise, the BRC standard (Clause 3.7 Corrective and Preventive Measures). As part of this procedure, a root cause analysis is performed to determine the reason for the complaint and conclude whether or not it proceeds. If it proceeds, corrective actions are taken (e.g. refund of money, credit note or replacement of the merchandise) in agreement with the client. If the claim does not proceed, we send a report of the root cause analysis including the respective support (e.g., certificates, photos, etc.) to said client. Complaints have been classified by intrinsic quality (e.g., physicochemical, sensory, microbiological aspects, identification of foreign material, etc.) and logistics (e.g., incomplete weight and shipping documents, improperly stacked merchandise, etc.) of the final product at destination. (103-2, 103-3, 416-2)

Table 10. Types of customer complaints 2019 - 2021

Types of complaints	2019	2020	2021
Complaints – intrinsic	15	15	11
Complaints – logistic	5	5	2
Total	20	20	13
Proceed	12	12	2
Do not Proceed	8	8	11

Taxation

Peruvian Nature's tax strategy is based on planning and implementing activities that are aligned with compliance with Peruvian tax regulations. The Administration and Finance department in support of the external Tax & Legal area are in charge of this matter. These activities include monthly and annual statements of accountability that are regulated by SUNAT. (207-1)

Likewise, SUNAT carries out periodic inspections to verify compliance with these tax regulations. In this way, with the support of Tax & Legal, we carry out periodic reviews and internal controls before submitting said monthly and annual statements. (207-2) If we have questions or queries about this regulation, we automatically get in touch with the competent authority through its formal channels (letters addressed to the specific area or telephone inquiries). (207-3) If there are updates of these regulations, Tax & Legal also provides the respective feedback to the Administration and Finance, General Management and Assistant Management departments to coordinate the necessary actions, if applicable

Table 11. Peruvian Nature Country Report 2021 (102-45, 207-4)

Name(s) of jurisdiction(s)	Peruvian Nature
Key activities	Manufacture and preservation of fruit, legumes and vegetables / wholesale of food / manufacture of other food products
Number of employees	76
Income from third-party sales	US\$ 7'285,850.64
Profit/Loss before tax	US\$ 404,184.09
Tangible assets other than cash and cash equivalents	US\$ 9'849,239.39
Corporate income tax paid	US\$ 70,287.36
Accumulated corporate income tax on profits or losses	US\$ 70,287.36

Source: Financial Statements. Administration and Finance Department. Peruvian Nature.
Note: The only entity within the financial statements is Peruvian Nature (102-45)

Our materials

Our materials are represented by raw materials, spare parts, packaging and consumables. As of 2021, there has been a growth (+10%) in the acquisition of materials in monetary value (US\$) compared to the previous year, being mainly influenced by the increase (+11%) in raw materials, which represent 96% of material expenses. The remaining 4% of these acquisitions are represented by spare parts, packaging materials and consumables. Regarding purchases by volume (kg), we can only analyze raw materials and packaging materials, the first being those with the highest acquisition (86%) and in which a drop can be observed (-4%) compared to the previous year. (301-1)



Figure 17. Evolution in material acquisition (US\$ and Kg) 2019-2021

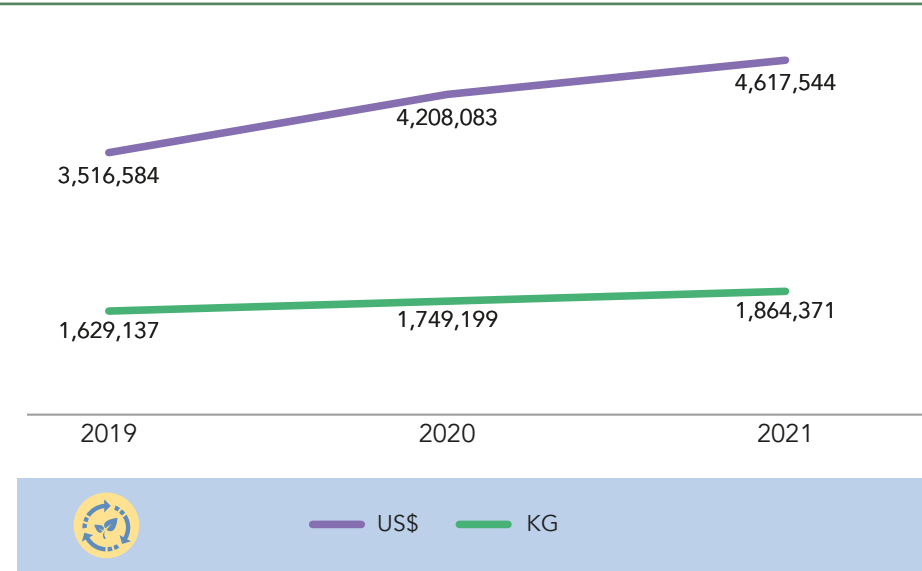
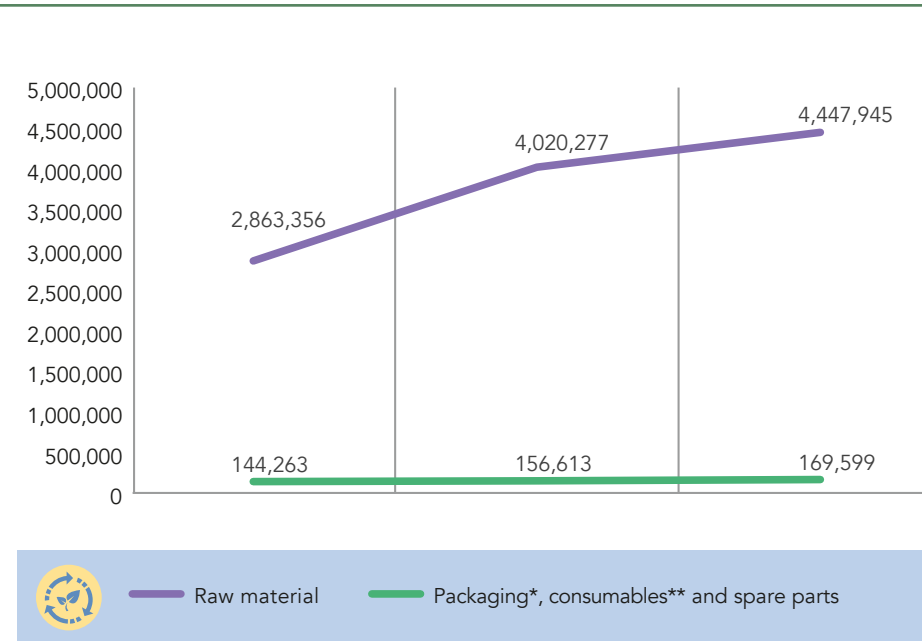
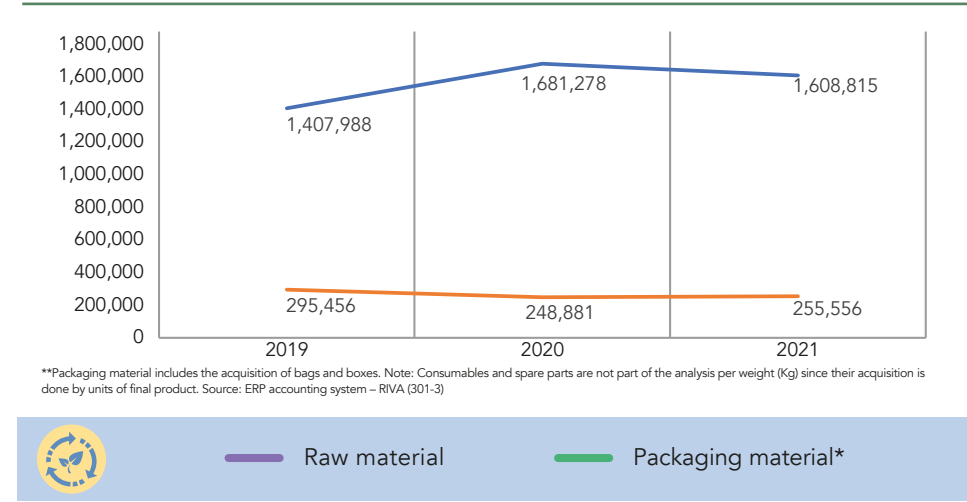


Figure 18. Evolution of material purchases by monetary value (US\$) 2019-2021



*Packaging material includes the acquisition of bags and boxes. ** Cleaning supplies required by the ASG/CDC department.

Figure 19. Evolution of material purchases by monetary value (US\$) 2019-2021



Raw materials

The raw materials with which Peruvian Nature works are made of 100% pure⁸ material and can come from agricultural practices in compliance with the international organic standard. As discussed in the materials section, as of 2021, the total expenditure (US\$) for the acquisition of raw materials has increased by 11% compared to the previous year, being influenced by the increase (+29%) in the expenditure (US\$) for the acquisition of our product with the highest turnover: maca root, which represents 70% of this expenditure. With a smaller share in this expenditure (US\$), but an increase compared to the previous year, we have goldenberry (+47%), yacon (126%), sweet potatoes (Ipomea batatas) (+116%) and cacao (+175%). (301-1)

For its part, the total volume (kg) of raw materials purchased has decreased (-4%) compared to the previous year. This increase in expenses (US\$) but decrease in the volume (kg) of raw material acquisition is mainly due to the increase in the purchase price of our highest turnover product. This increase in price has been a response to the increase in costs of logistics operations, scarce labor and agricultural supplies, and investments in COVID-19 prevention measures required by law in recent times. Likewise, an intense frost in 2020 affected agricultural production that year and resulted in a lower predisposition of farmers to plant this crop for the next agricultural year, thus decreasing its availability. (301-1)

8. A 100% pure material refers to the link between the acquired raw material and the botanical species to which it belongs. For this, botanical evaluations are carried out on samples of the raw material acquired by the ASG/CDC department.

Figure 20. Evolution of purchases of raw materials in monetary value (US\$) 2019-2021

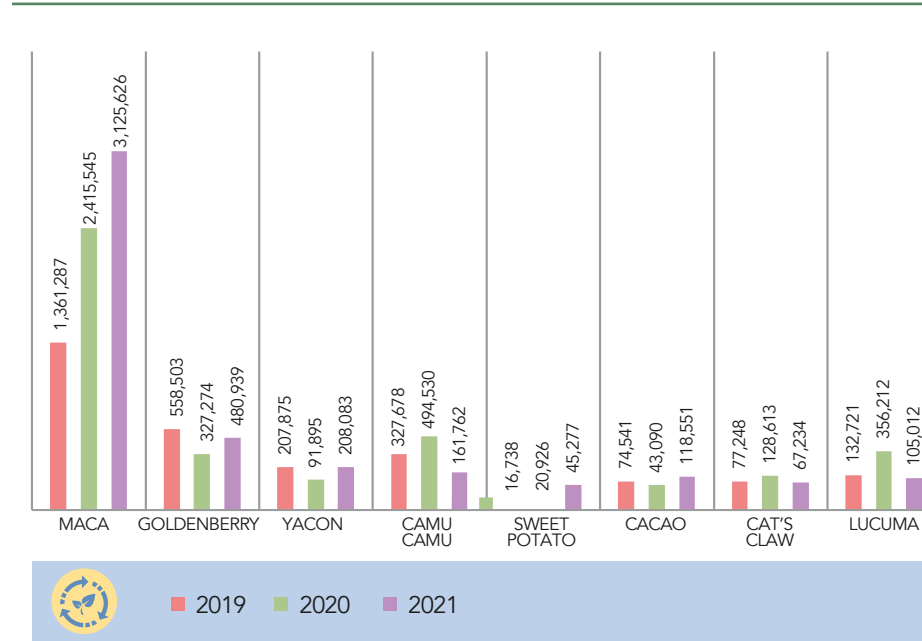
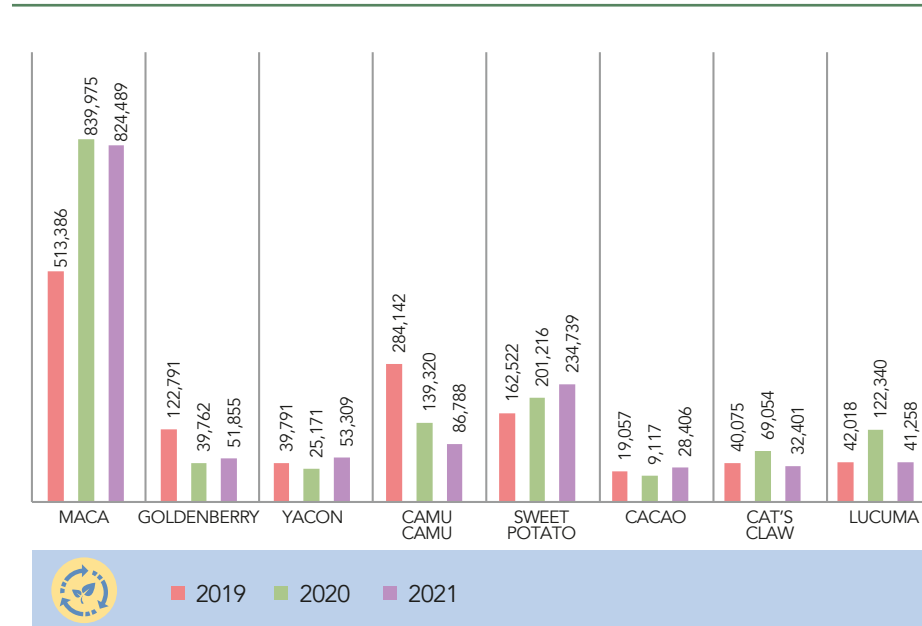


Figure 21. Evolution of purchases of raw materials in volume (Kg) 2019-2021



Source: ERP accounting system – RIVA (301-3)

Upcoming projects for reuse of materials

It should be noted that we have identified some residues from the production of extracts to be reused in the manufacture of new final products. This is planned for next year and will represent a new source of income, a more efficient management of our supplies and the reduction of our waste. Following this line, we have also planned an initiative to reuse the poly-cotton ribs that are used to pack the treated products that are mobilized within our plant. Likewise, we are thinking of acquiring the production discard of other companies for the generation of new products that do not need the raw materials in their original state. (301-2, 301-3)

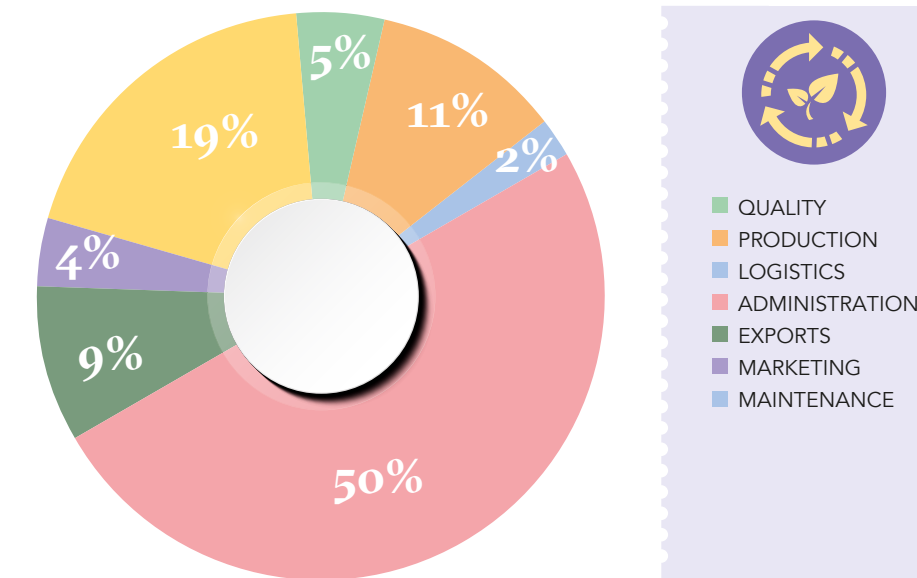




OUR SUPPLIERS

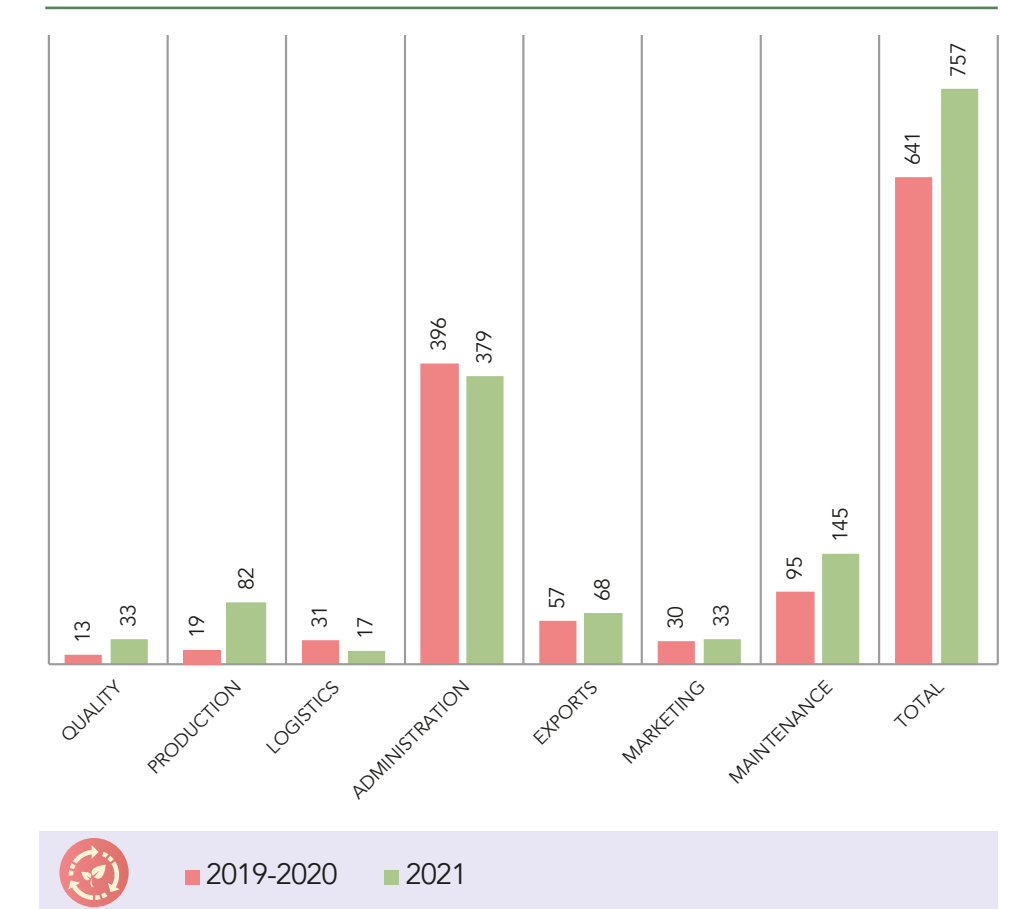
As of 2021, there are a total of 757 suppliers that are mostly local and their type depends on the requirements of the different departments of the company. Compared to the previous year, there was an increase of 116 suppliers (+18%) which are concentrated in the requirements of the Production, Maintenance and ASG/CDC departments for the manufacture of final products. At the Production level, these are new suppliers of semi-processed products for the manufacture of our South Garden brand retail products. For its part, Maintenance required suppliers for the implementation of a new warehouse and waste segregation spaces. ASG/CDC has worked with new laboratories to perform salmonella and fosetyl⁹ analyses on all raw material batches. On the other hand, the Administration and Finance department works with 379 suppliers, which represent half of all the suppliers that Peruvian Nature works with. These suppliers provide services such as financial, legal, human resources, accounting, representation, patents, travel, transportation, information technology, among others. (102-9, 103-2, 204-1)

Figure 22. Number of suppliers according to the company departments 2021



⁹. Fosetyl is an organophosphorus compound that is used as a fungicide. The batch analysis is carried out as a request of our European clients.

Figure 23. Evolution in the number of suppliers according to Peruvian Nature departments 2019-2021



Materials suppliers

Despite the fact that the largest number of suppliers work with the Administration and Finance department, the largest (81%) concentration of expenses (US\$) corresponds to material suppliers, which are distributed in the requirements of the Production (67%), Maintenance (12%) and ASG/CDC (2%) departments. These three departments work with a total of 145 suppliers of materials, which (19% of the total suppliers of Peruvian Nature) have increased in number in the last three years. As mentioned above, new suppliers have been required for the implementation of a new plant and a space for waste segregation; in addition, for the execution of projects to improve process efficiency and performance by product, seeking to close bottlenecks in the plant. (102-9, 103-2, 204-1)



Figure 24. Evolution in the expenses on suppliers by Peruvian Nature departments 2019-2021

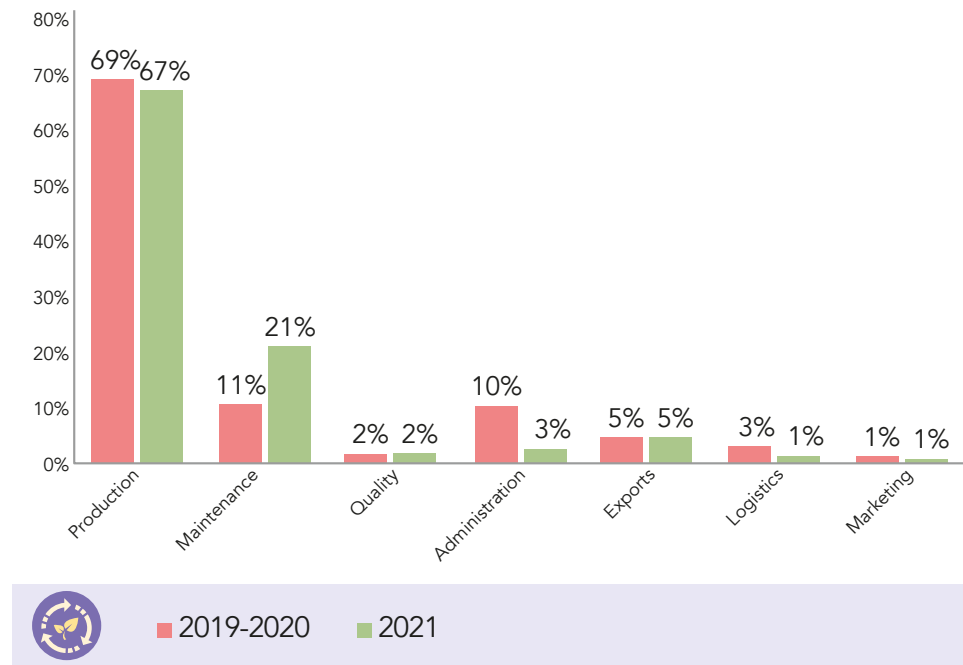
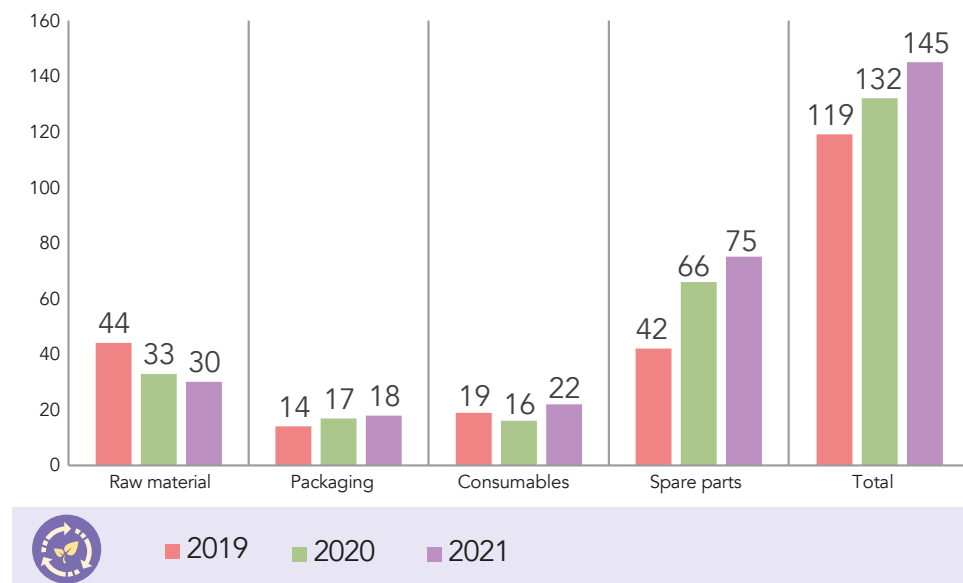


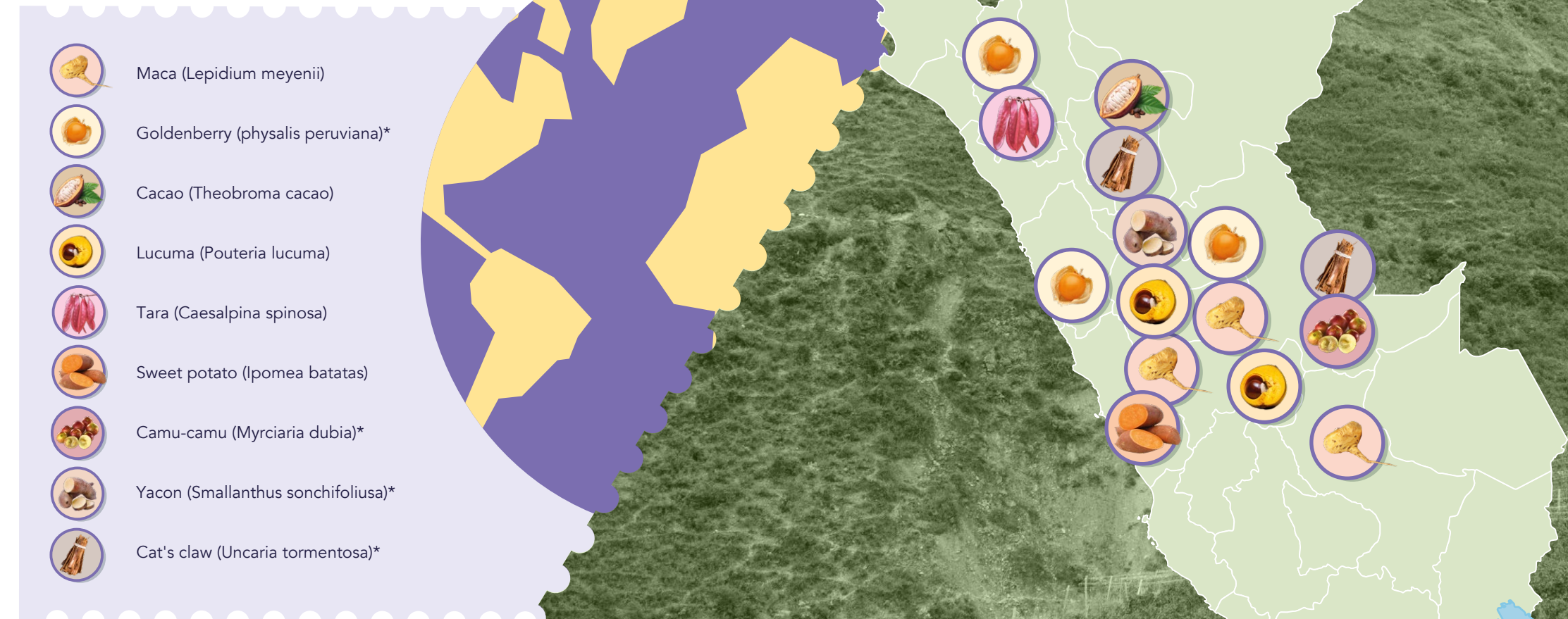
Figure 25. Evolution in the number of suppliers of production materials 2019-2021



Raw material suppliers

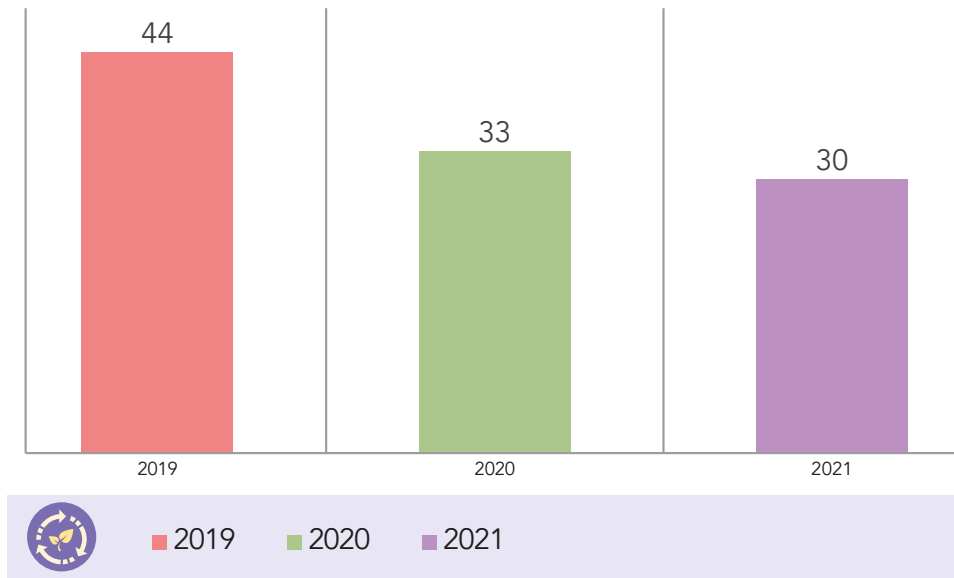
As of 2021, the suppliers of raw materials concentrate almost all the requirements of the Production area and, as we have observed previously, represents 96% of the total expenses for the acquisition of materials. The main raw materials, by expenses (US\$) and volume (Kg) of acquisition, have totaled 30 and they all come from different regions of the country. (102-9, 103-2, 204-1)

Figure 26. Location of the supply areas of the main products 2021



This number of suppliers has been decreasing in recent years due to the fact that we have stopped working with those who did not pass the respective evaluation within the Procurement Management Procedure, as were specifically the results of microbiological and heavy metal analyses within the accepted parameters, as well as the renewal of the organic certification. We understand the efforts behind meeting these requirements, that is why we want to go hand in hand with our suppliers towards a common goal, advising and training them on diverse market access issues within the Fair Trade Good Practices Program to start in 2022. (102-9, 103-2, 204-1)

Figure 27. Evolution in the number of raw materials suppliers 2019-2021

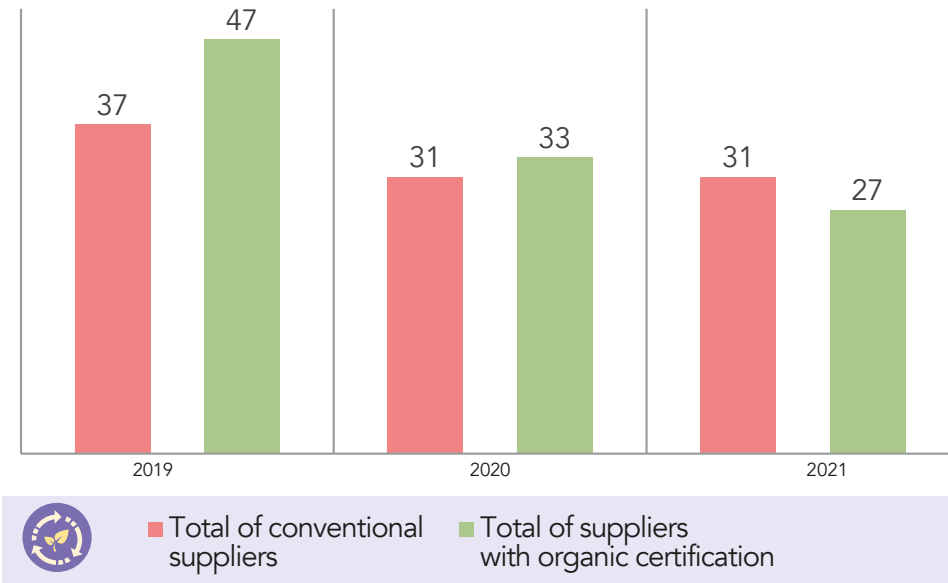


Organic certified raw material suppliers

As of 2021, as we discussed in the previous point, we have stopped working with suppliers that have not renewed the organic certification or have abandoned the cultivation fields because of an increase in agricultural production costs due to a shortage of supplies or labor. Likewise, an intensified frost affected the 2020 harvest and resulted in less willingness from farmers for the sowing of the 2020-2021 campaign. As part of the Good Fair Trade Practices Program, we want to strengthen the strategic alliances we have with our suppliers, training them in the application of the principles of the organic standard, as well as advising them in the process of this certification. In addition, we will make known the benefits that the various actors in a certified agricul-

tural value chain obtain, such as giving them the security of being their clients for the certified production in which they have invested different resources. (102-9, 102-10, 103-2, 308-1)

Figure 28. Evolution in the number of organic and conventional certified suppliers 2019-2021



Although it is true that we have lost certified suppliers, we have on the other hand compensated the supply of these raw materials in a smaller number of suppliers that also comply with our quality parameters and the organic standard. Therefore, despite the reduction in the number of certified suppliers, we can note that the total number of certified hectares has increased (+21%) compared to the previous year, which has been mainly due to the increase in the number of hectares of maca (+38%) and cacao (+11%). Both raw materials concentrate the largest amount (88%) of organic hectares from which we obtain our supplies. (102-9, 102-10, 308-1)

Figure 29. Total organic-certified hectares 2019-2021

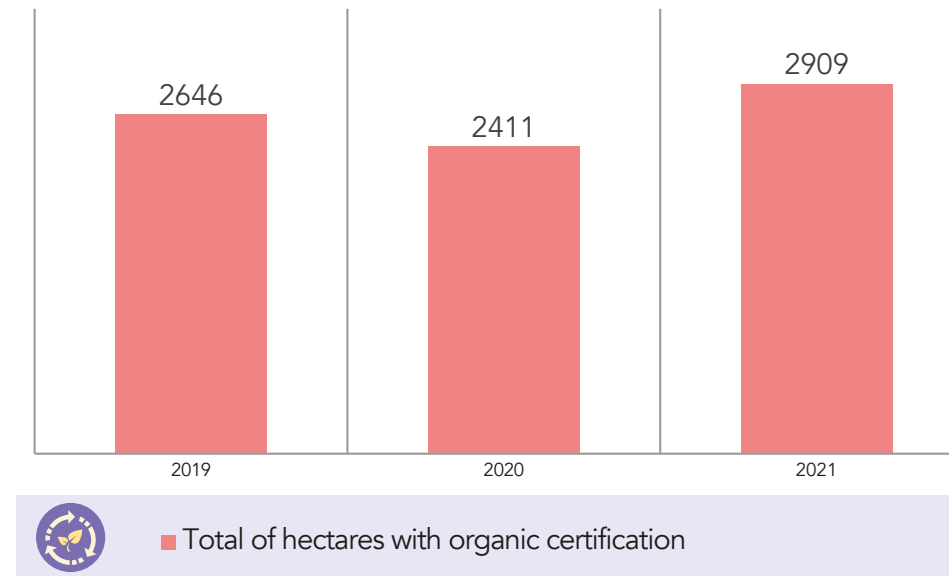
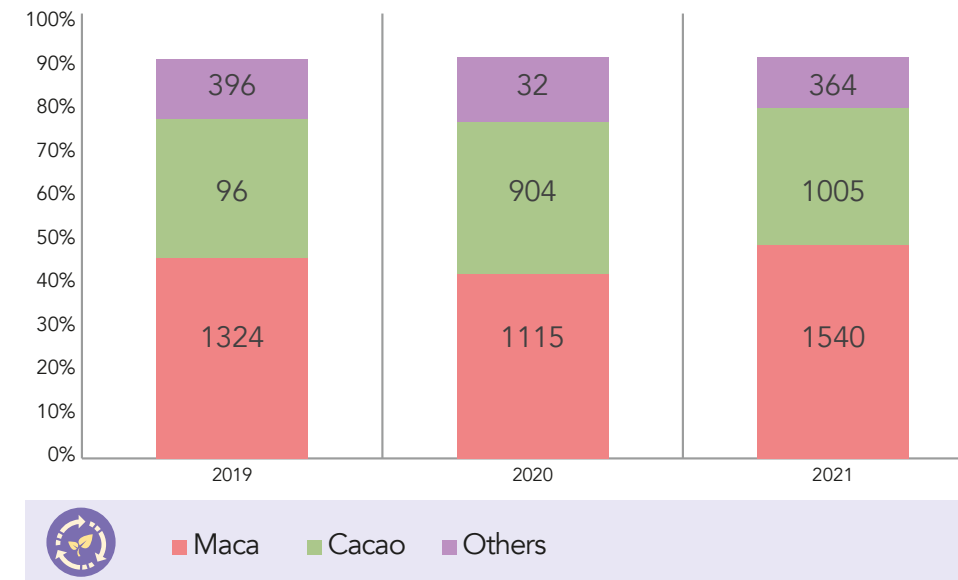


Figure 30. Evolution in the number of certified hectares 2019-2021



Procurement practices

Our Procurement Management Procedure aims to standardize activities for the acquisition of our materials and services from all our local suppliers. This describes all activities, from the creation of a purchase need, the search, preliminary and final selection of a product or service supplier, to the subsequent purchase order. The supplier search is carried out by the Purchasing department, which will negotiate the price and payment conditions for the product to be requested. At the same time, the ASG/CDC department, responsible for this procedure, will analyze in our laboratory the samples requested from the suppliers previously pre-selected by the Purchasing department, as well as a review the technical documents that describe the requested product (e.g. technical data sheets, safety sheets, safety and quality certificates, among others and depending on the product). After having selected the suppliers, they will sign affidavits that will be renewed annually, where they commit to keep the production and transformation processes under food safety standards, as well as the prohibition of all child exploitation and forced labor in their operations. Depending on our target market, we also request the transaction certificates of the organic standard and, to the extent possible, carry out inspections in their operations. As of 2021, we have created a record of the supply areas of our main products and the results of laboratory analysis in order to identify the areas with a greater probability of obtaining microbiological, chemical and physical values outside acceptable parameters, and thus provide advice on the alignment of processes with the safety parameters required by our customers. (204-1, 308-1, 408-1, 409-1, 416-1)

By 2022, we are thinking of updating this procedure by incorporating social and environmental criteria aligned with sections 300 and 400, respectively, of the GRI Standards, becoming a Sustainable Procurement Management Procedure, based on the new Sustainable Procurement Policy, with which current and new suppliers will be evaluated and fed back on compliance with these new criteria. Both the procedure and the policy will be carried out within the framework of Peruvian Nature's sustainable performance improvements, implemented to achieve the gold medal of the ECOVADIS Award. (102-10, 120-12, 103-2, 204-1)

Source: Supplier Transaction Certificates. Purchasing Department. Peruvian Nature



ENERGY

Energy

Electricity and natural gas are the types of energy used for the development of Peruvian Nature's operations. Both come from non-renewable sources and are supplied by private providers.

Electricity

Thanks to various implementations carried out since 2020, the total electricity consumption in kilowatt hours has been reduced by 8% (from 626,598 kWh to 575,000 kWh), despite processing a higher volume of raw material in the plant (+30%), between fresh¹⁰ (+64%) and pre-dried (+14%), compared to the previous year¹¹. (302-1) Among these implementations we have:

- Mills with lower electricity consumption and higher performance have been implemented, avoiding high current peaks in their ignition. (302-4)
- The ratio of electricity consumption (kWh) per kilo of raw material to be dehydrated has decreased (-36%) compared to the previous year. Within this ratio, we can note that the consumption of electricity (kWh) per kilo of fresh raw material has decreased considerably (-67%) as a new dehydration plant has been implemented exclusively for this type of product and with a greater capacity (going from 160,000 kg to 446,290 kg of fresh raw material in one year). (302-3, 302-4, 302-5)
- The ratio of electricity consumption (kWh) per kilo of pre-dried raw material has also decreased (-21%) thanks to an analysis in the dehydration process that has managed to eliminate bottlenecks and thus, increase the capacity of the volume of product that goes through this process. (302-3, 302-4, 302-5)

10. The fresh raw material has an amount of moisture that ranges between 76%-86%, compared to another category of raw material that the company gets (7%-14%). 11. The information has been collected with the bills provided by the respective energy supplier.

Figure 31. Evolution in electricity consumption (kWh) 2019-2021

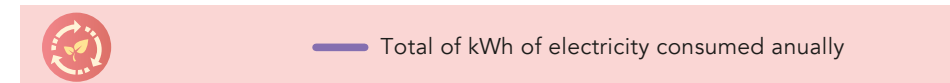
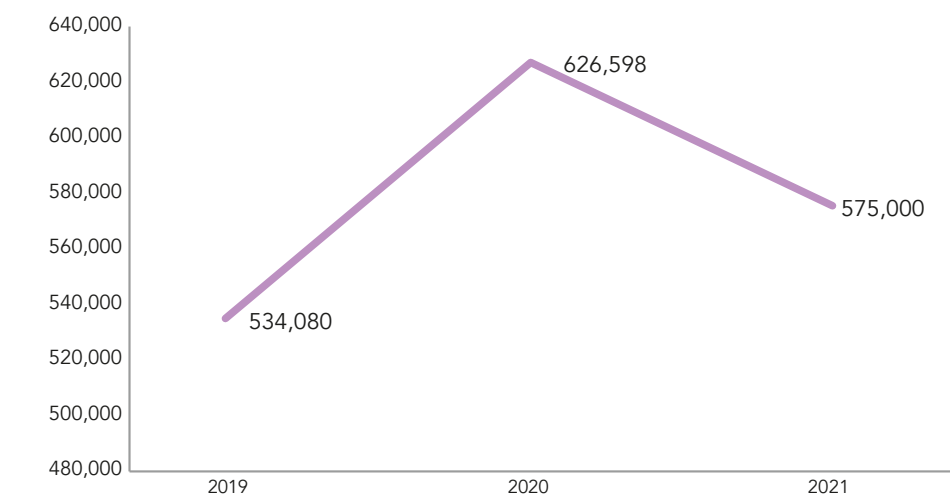
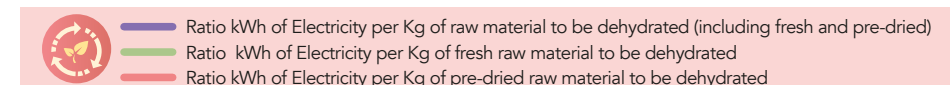
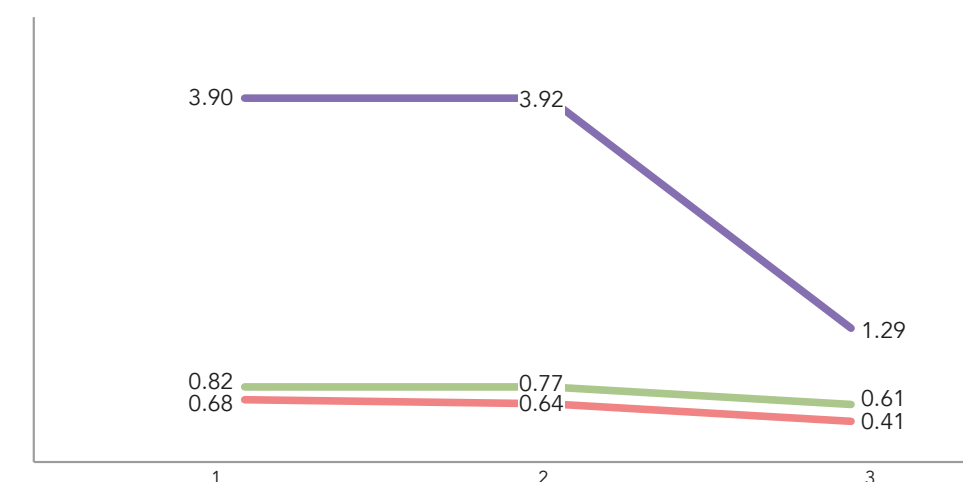


Figure 32. Evolution in the ratios of Kg of dehydrated raw material (total/fresh/dry) by electricity consumption (kWh) 2019-2021

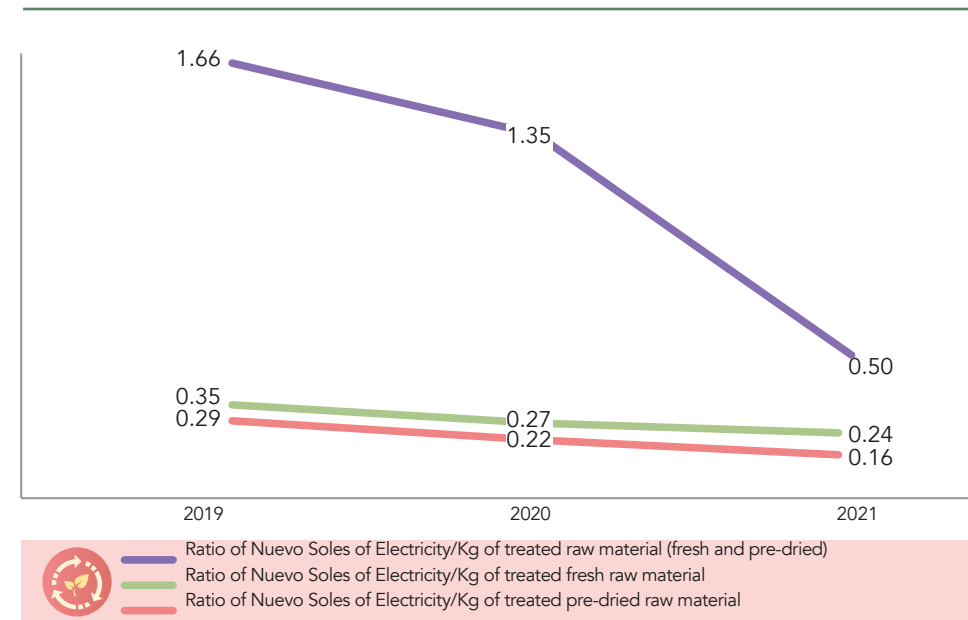


Source: Service Provider Billing



It should be noted that this reduction in electricity consumption is really positive for us as it also represents monetary savings. Our ratio of Nuevos Soles (PEN)¹² of electricity per kg of treated raw material has gone from S/ 0.22 to S/ 0.16, which represents a saving of almost 28% in Nuevos Soles per kg of raw material. And in reference to fresh raw material (the one with the longest time for its dehydration), the reduction has been even more noteworthy, going from S/ 1.35 to S/ 0.50 per kg or a saving of 63% compared to the previous year. (303-5)

Figure 33. Evolution in the ratios of kg of treated raw material (total/fresh/pre-dried) by electricity in soles 2019-2021



Natural gas

Unlike electricity, the consumption of natural gas (m3) has increased by 45% in 2021 compared to the previous year and correlated to a considerable increase in the treatment of raw materials (+30%), both fresh (+64%) and pre-dried (+14%) in the dehydration line. The proportion of energy consumption for dehydrating raw materials, especially fresh ones, is higher in natural gas than in electricity due to the principle of equipment operation (the amount of m3 of gas is greater than the kWh consumed in the same period of time). (302-1) However, in terms of the consumption ratio of natural gas (m3) per kilo of dehydrated raw material (between fresh and pre-dried), it has increased slightly as of 2021 (from 0.083 to 0.084 m3 of natural gas per kg of dehydrated raw material). Unlike electricity

Source: Service Provider Billing
 12. Previously we mediated this ratio using US dollars, however the increase of this currency compared to the Peruvian currency in 2021 does not allow us to see with precision the potential for economic savings due to electricity consumption. (102-49, 302-3, 302-5)

calculations, we still cannot measure ratios of consumption of m3 of natural gas for one kilo of fresh and pre-dried dehydrated raw material separately, however with the planned implementations to 2022, we will be able to obtain greater precision in the consumption of this source and in the respective efficiency projects. (302-3, 302-5)

Figure 34. Evolution in natural gas consumption (m³) 2019-2021

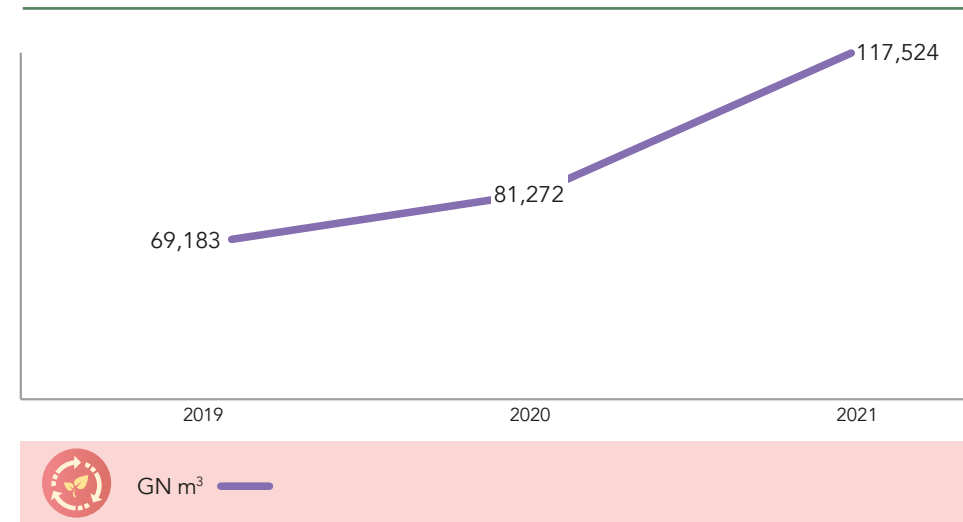
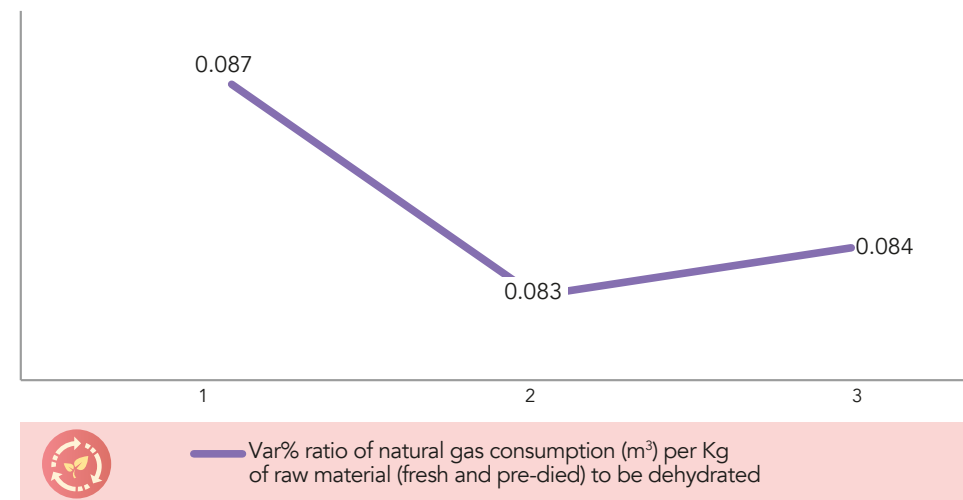


Figure 35. Evolution in the natural gas consumption ratio (m³) per kg of dehydrated raw material (fresh and pre-dried) 2019-2021



Source: Service Provider Billing

Emissions

For our 2022 Sustainability Report we will perform the carbon footprint calculation of our organization for two consecutive periods (2021 and 2022) with the objective of comparing the volume of emissions between both periods and validating the effectiveness of our implementations for the reduction of these emissions. We will use the tools provided by the Peru Carbon Footprint platform of the Ministry of Environment, which is based on the indicators of the ISO 14064-1: 2020 standard. Our calculation will apply the indicators of direct emissions (Scope 1) and indirect emissions by imported energy (Scope 2) in both periods. Subsequently (2023), we will seek to include other indirect emissions (Scope 3) in our calculation, as well as intensity indicators (per metric ton of our main products). These calculations can help us identify measures to reduce and offset these emissions, which can be proposed to the Management Committee for the respective evaluation. (305-1, 305-2, 305-3, 305-4, 305-5)





WATER

Water consumption

As of 2021, total water consumption has reached 7,630 m³, which represents 2% less than the previous year despite an increase (+43%) in the total volume of treated raw materials in the plant, especially fresh raw materials (+179%), which are the ones that consume the most water in their washing and disinfection. In this way, we can observe that the ratio of water consumption (m³) for washing one kilo of raw material has considerably decreased (-31% compared to the previous year), being more evident in the ratio per kilo of fresh raw material (-65%). This efficiency in our water consumption is due to diverse actions, such as (103-2, 303-5):

- Decrease in the washing of ribs used to mobilize the treated raw material between areas within the plant. Previously, the ribs containing raw materials of greater pigmentation (eg. maca, cat's claw and herbs) were washed; however, since there are specific sacks for such raw materials, this activity is canceled and therefore, the consumption of water in this operation is avoided.
- A new hydro washing machine for greater efficiency of water consumption in the washing of processing equipment. Previously, 1080 liters per hour were consumed with the hoses, but now it is only 280 liters per hour.

Figure 36. Annual water consumption (m³) 2019-2021

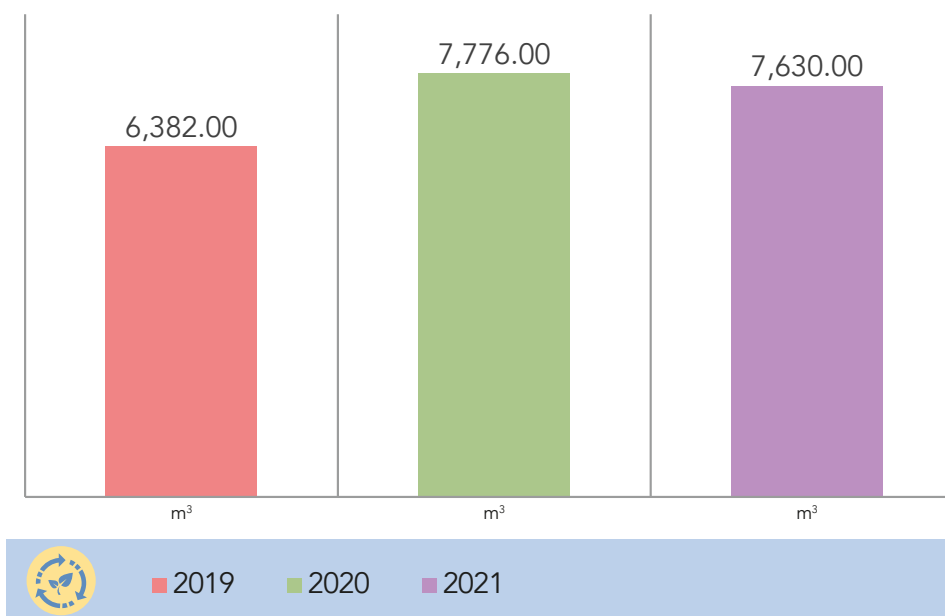


Figure 37. Evolution in washed raw material (total, fresh and pre-dried) 2019-2021

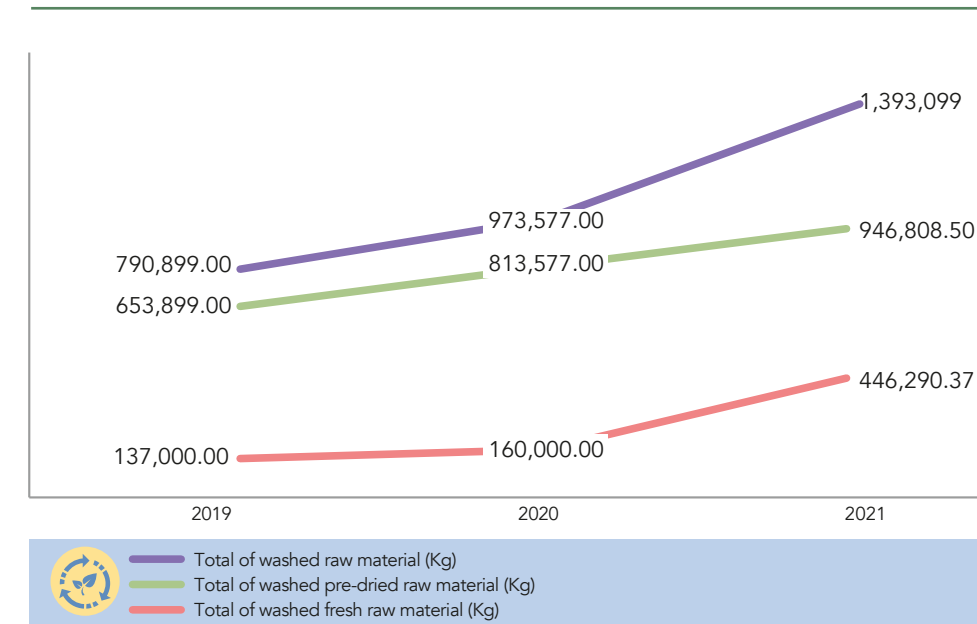
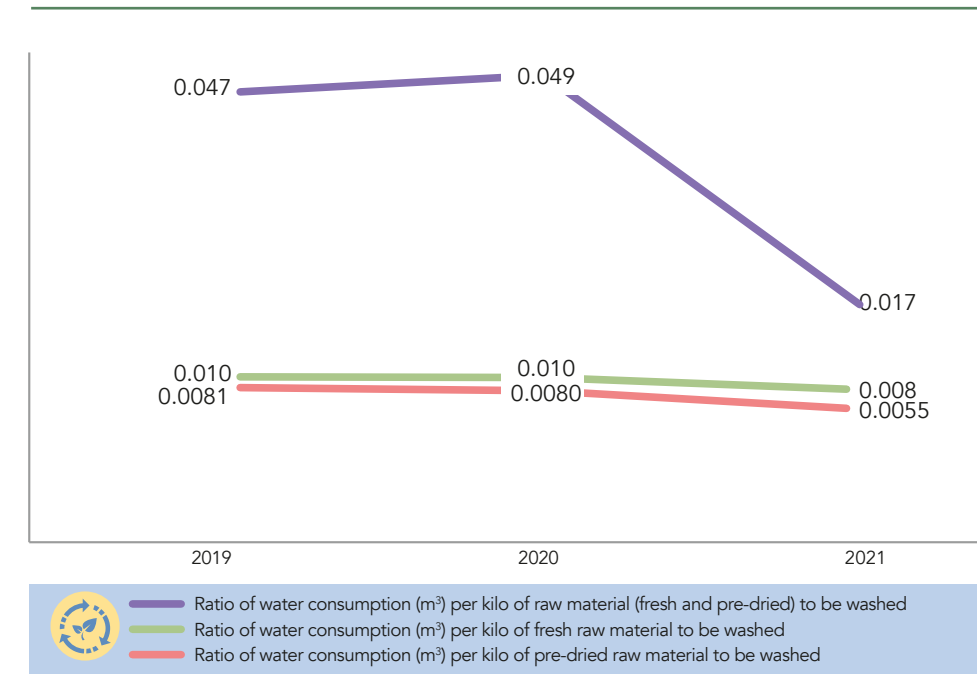


Figure 38. Evolution in the ratio of water consumption (m³) to wash one kg of fresh and pre-dried raw material 2019-2021



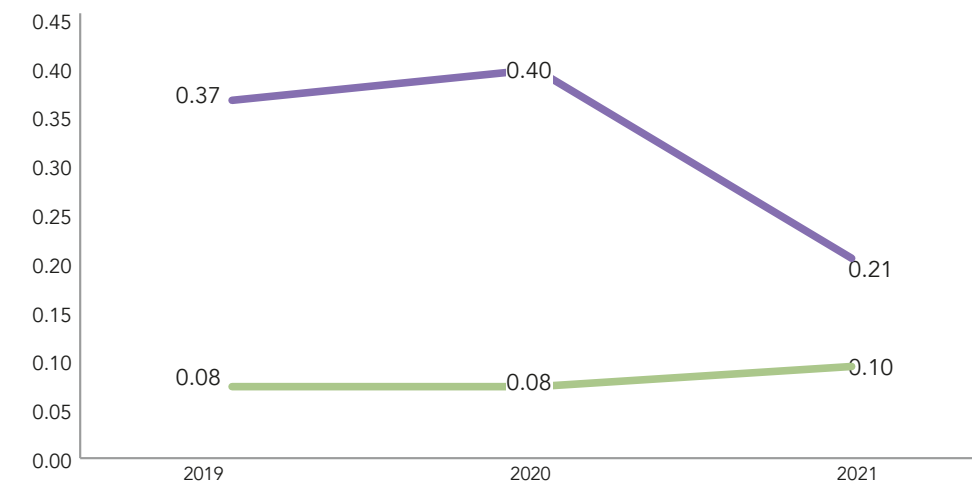
Source: Service Provider Billing



These last two incorporations were carried out at the end of 2021, so the potential to reduce the water consumption ratio (m3) per kilo of raw material will be better observed by 2022, especially since we plan to acquire an additional hydro washing machine. Likewise, we plan to implement meters to calculate the amount of water consumed in various operations and thus, obtain more accurate consumption indicators. (103-2, 303-5)

It should be noted that this reduction in the consumption of water for washing and rinsing fresh raw material has also been really positive in monetary terms. Our ratio of Nuevos Soles (PEN)¹³ of water per kg of fresh treated raw material (the one with the highest consumption of water in its washing and rinsing) has decreased by almost 50%, going from S/ 0.40 to S/ 0.21. With the aforementioned meters, we will also look for water consumption efficiency projects for the treatment of pre-dried raw material. (303-5)

Figure 39. Evolution in the water consumption ratio (nuevos soles) per kg of fresh and pre-dried treated raw material 2019-2021



Source: Service Provider Billing
13. Previously, we mediated this ratio in US dollars, however the increase in this currency compared to the Peruvian currency in 2021 does not allow us to see the potential of economic savings from water consumption with precision. (102-49, 303-5)

Water Resource Route

Supply

As of 2021, the water supply that we use in Peruvian Nature comes entirely from the daily purchase of groundwater from a single supplier with whom we have been working since last year. This supplier has its own freshwater wells¹⁴ that comply with the Regulation on the Quality of Water for Human Consumption (Supreme Decree 031-2010-SA), covering the following requirements: Sanitary authorization (DIGESA), well operation authorization (municipality), water extraction authorization (ANA), certificate of authorization and disinfection of the tanker that transports water to the plant (every six months) and physicochemical and microbiological analyses (annual) by a laboratory certified in the ISO 17025 standard and accredited by INACAL, with results below the allowed limits. The ASG/CDC department is responsible for verifying the compliance with these requirements. (103-2, 303-1, 303-3)

Storage and usage

The supplier's tanker starts by providing us with water through a location outside our facilities, thus filling our main tank (P-3) which will supply two other tanks (P-1 and P-2) and, on the other hand, the processing plant for pre-dried raw materials. The water stored in P-1 will supply the laundry room, washrooms and will be used for general cleaning of the fresh raw material plant. On the other hand, the water stored in P-2 will be previously treated in reverse osmosis to make way for water of lower salinity degree (called soft water) that will be used exclusively for the washing of machinery (e.g. boiler and OSS), thus avoiding the corrosion of ducts. In the osmosis process, 20% of water is lost (or also called rejection water), which is directed to washrooms, changing rooms and the footbath thanks to a cistern with a pumping system. It should be noted that the washing and disinfection of pre-dried and fresh raw materials in the respective plants will be carried out with the water that comes directly from the cistern and that is not treated by reverse osmosis. (103-2, 303-1, 303-2, 303-5)

To comply with the aforementioned regulation, the ASG/CDC department takes samples from the tanks for monthly microbiological and physicochemical analyses in our own laboratory and, annually, microbiological (covering all the microorganisms indicated in this regulation), parasitological, organoleptic, inorganic and organic chemicals analyses with an external laboratory certified in the ISO 17025 standard and accredited by INACAL. (103-2, 303-3)

14. It is the water with a total concentration of dissolved solids equal to or less than 1000 mg/l (GRI 303, 2018)

Water effluent

The effluents only come from the washing of raw materials and machines (adding only detergents approved by DIGESA). These effluents first accumulate in a sedimentation well in order to retain organic solid waste with filter traps and thus allow the passage of an effluent below the physicochemical Maximum Admissible Values (MAV)¹⁵ (Mg/L of COD, BOD, SST and AC) established by SEDAPAL. Normally, the effluents do not exceed said values because the raw material that enters the plant is only transformed in its form, without adding any chemical element that may alter its organic load and that may represent a damage to the sanitary conditions of the neighboring community. However, we take samples from the settling tank annually to analyze them in an external laboratory accredited by SEDAPAL and ensure that these values are not exceeded. (103-2, 103-3, 303-1, 303-2, 303-4)

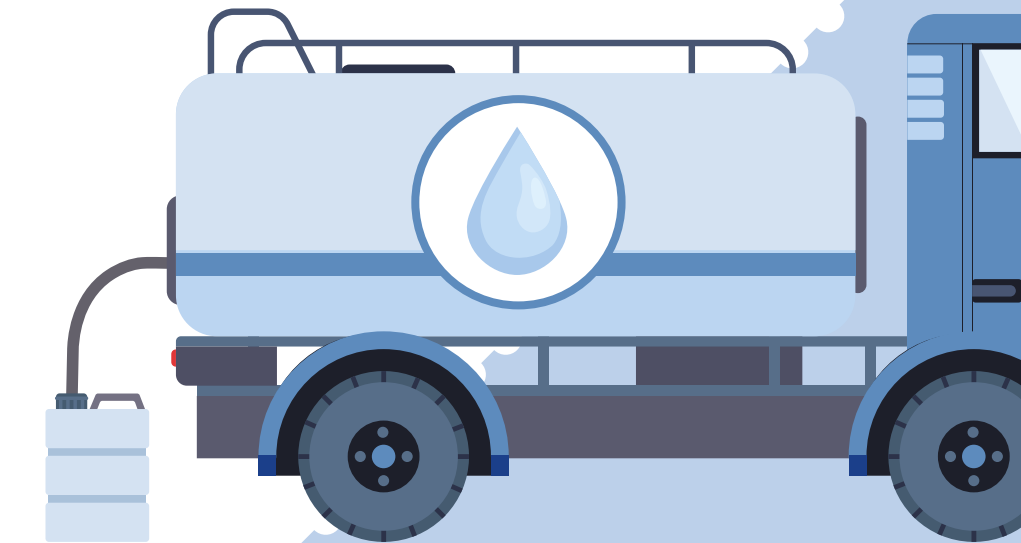
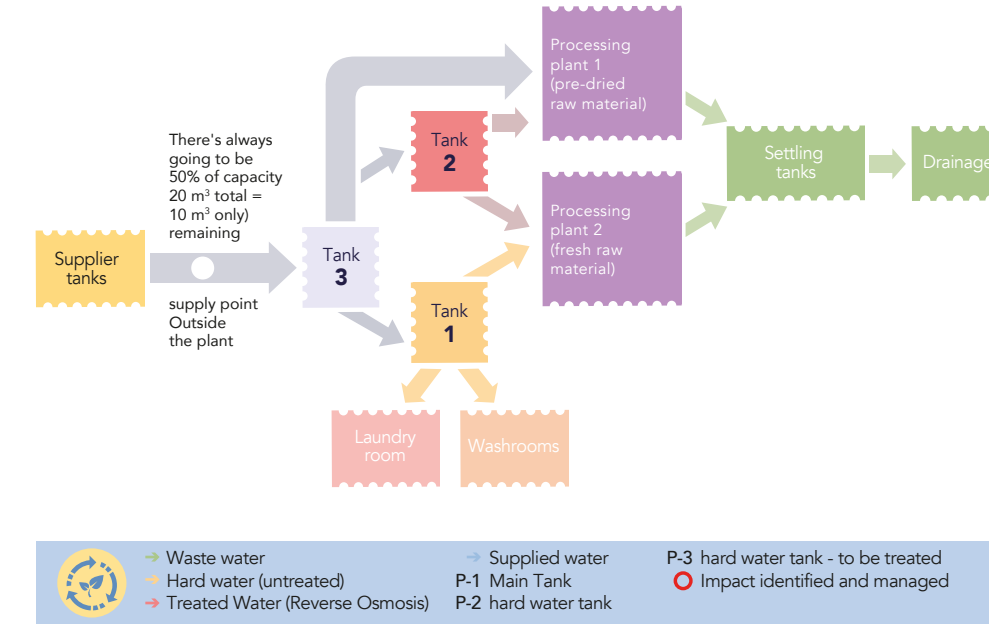
As of 2021, there has only been one notice from this competent entity for exceeding the COD MAV, which we have corrected by implementing said trap that receives maintenance every two days to avoid its saturation. (103-2, 103-3, 303-2)

Impacts due to interaction of the water resource

The impacts due to the use of the water resource for our operations are identified in the following Water Resource Route, which describes the phases that this resource goes through, from its supply to effluents, and in which we implement various controls since they are regulated by different instances of Regulation on the Quality of Water for Human Consumption (Supreme Decree 031-2010-SA) and Regulation of Maximum Admissible Values (MAV) (Supreme Decree 010-2019-VIVIENDA) (102-11, 303-1, 303-2).

15. The Regulation of Maximum Admissible Values (MAV) (D.S 010-2019-VIVIENDA) is followed for the discharge of non-domestic wastewater in the sanitary sewer system. Among the elements of greatest concern in the effluents are: Organic chemical compounds, organic waste, inorganic chemical substances and sediments or suspended materials. (303-4)

Figure 40. Route of interaction with the water resource and impacts



BIODIVERSITY



In Peruvian Nature we are aware of the great importance that biodiversity represents in our business model since 17 of our products¹⁶ are considered part of the native Peruvian biodiversity. These products have been technified agriculturally by our suppliers outside protected areas or areas of high biological value (304-1, 304-2) and are not included in the lists of endangered species (IUCN) (304-4). It should be noted that we have previously been beneficiaries of projects for the sustainable commercial promotion of products of native biodiversity¹⁷. As part of the process of selecting project proposals, we have gone through an evaluation in BioTrade Principles and Criteria to verify that both us and our main suppliers of raw materials work hand in hand without compromising the ecosystems where the raw materials come from, by applying sustainable use practices of these resources and ensuring a fair distribution of benefits to the different actors along the value chains in which we also participate. Although the projects have been completed, we are in coordination with PROMPERU for a new BioTrade P&C evaluation to be carried out in 2022 in our main value chains by volume (Kg.) of acquisition. (102-11, 103-2, 103-3, 304-3)

Waste management

There is currently a segregation system to classify, quantify and dispose of a solid waste collection area, both recyclable and non-recyclable, following Legislative Decree 1278-Law on Comprehensive Management of Solid Waste, Supreme Decree 014-2017-MINAM and the requirements of the BRC criteria. Recyclable solid waste is classified as: a. paper and cardboard, b. plastic, c. glass, d. metals. While the latter as: a. organic, b. general and c. hazardous. (306-3)

The total volume of solid waste in 2021 was 7,954.00 kg (-39% compared to the previous year), from which recyclables cover 56% and paper and cardboard are the ones with most concentration (47% of 56%) within this category. The remaining 44% correspond to non-recyclable waste, with general as the ones with the highest concentration (39% of 44%). This decrease compared to the previous year is due to isolation measures to prevent the spread of COVID-19, which resulted in a lower attendance of the administrative collaborators in the offices. (306-3, 306-4, 306-5)

Table 12. Characteristics and volumes (kg) of solid waste 2019-2021 (306-3, 306-4, 306-5)

Type of waste	CLASSIFICATION	DESCRIPTION	COLOR	MARKETABLE	DISPOSITION	2019 (Kg)	2020 (Kg)	2021 (Kg)
Recyclable	PAPER AND CARDBOARD	Those that come from diverse areas of the company	BLUE	YES	EO - RS	11,895.00	5,015.00	4,494.00
	PLASTIC CYLINDER AND/OR GALLONS		WHITE	YES	EO - RS			
	GLASS		GRAY	YES	EO - RS			
	METALS		YELLOW	YES	EO - RS			
No Recyclable	ORGANIC	Those that come from washrooms, offices and the dining room	BROWN	NO	Municipality (Landfill)	N.A	N.A	N.A
	GENERAL	These are office and plant tools, materials and equipment, such as: Safety boots, disposable masks and gloves, paper towels, cardboard boxes, drums, support belts, adhesive labels, pens, highlighters, rags, cups, cleaning tools, among others	BLACK	NO	EO-RS & (Landfill)	18,790.00	7,920.00	3,120.00
	HAZARDOUS	Those that contain flammable, sharp, reactive and even infected material, such as: Ink cartridges, fluorescent bulbs, batteries (AA, AAA, C, D, 9V, 6V, and button cell), paint residues, and swab tests used (COVID-19 detection)	RED	NO	EO-RS& (Landfill)	180.00	0.00	340.00
TOTAL						30,865.00	12,935.00	7,954.00

Source: EO-RS Certificates (306-2)

16. According to PROMPERU (2014), the products of the native Peruvian biodiversity that are part of our commercial offer are: maca, yacon, carob, tara, goldenberry, lucuma, camu camu, cat's claw, chanca piedra, chuchuhuasi, huamapo macho, purple corn, quinoa, kiwicha, cañihua, cacao and sacha inchi. 17. Biotrade or sustainable trade in biodiversity is a business model that takes into account the three fundamental pillars of sustainability: economic profitability, biodiversity conservation and consideration of social aspects. (PROMPERU, 2014).



All the company's collaborators are responsible for placing the different solid residues in their respective containers. Once these containers are full, the quality analyst verifies that these residues correspond to each container to be subsequently transferred by the cleaning collaborators to the designated collection area. To facilitate this operation, we have a flowchart to indicate the routes that each type of waste must take to its final destination in the collection area. Once in the collection area, general and hazardous (non-recyclable) waste is transferred to the company providing services for the segregation of solid waste (EO-RS), authorized by MINAM, for its respective treatment. As for plastic, glass, paper and cardboard, they can be reused and/or transferred to the NGO Aniquem, which renews and markets them in order to generate income for the benefit of victims of burn injuries and in a vulnerable situation. Complementing this activity, we have carried out the First Recycling Marathon in order to classify waste, such as paper, bottles and cardboard from the collaborators' homes for a continuous month with the aim of transferring them to Aniquem for the aforementioned purposes. On the other hand, organic waste is transferred daily to the garbage collection truck of the district municipality. (102-13, 103-3, 103-2, 203-1, 301-1, 301-3, 306-2, 413-1)

To reinforce the management of solid waste, training in the subject is carried out for all collaborators, highlighting the importance and benefits of this practice, in addition to internalizing the application of said segregation system. (103-2, 306-2)

Environmental conformity

Peruvian Nature has not incurred in penalties, fines or serious offenses in environmental matters thanks to the controls carried out in the diverse operations as explained throughout this report. (103-2, 103-2, 307-1)





EMPLOYMENT

Our Recruitment Policy

Peruvian Nature maintains three recruitment modalities each year: (102-8)

- 1. Specific time contracts:** For full-time collaborators and with a continuous participation period in the company between three to 12 months with the option of renewal. This contract covers the largest number of collaborators in the company:
2021: 45 (59%) of a total of 76 collaborators.
- 2. Stable contracts:** For full-time collaborators whose contract has been renewed every three years, culminating in their retirement or disengagement.
2021: 31 (41%) out of a total of 76 collaborators.
- 3. Invoice for services (fourth category):** Directed to external collaborators responsible for carrying out specific tasks as part of the requirements of the different departments of the company.

Hiring requirements

1. Minimum age of 18 (408-1);
2. Police Record;
3. Updated resumé;
4. Copy of ID;
5. Copy of beneficiaries (ID of minor children);
6. Copy of water or electricity bill;
7. Opening of an account to deposit salary;
8. Health card for food handling (only for production, warehouse and cleaning operators, and administrative operators who have direct contact with the product);
9. COVID-19 negative test (expense paid by the company).

Social Benefits for Collaborators Hired for Specific and On-going Periods of Time

We provide our collaborators with social benefits in compliance with the diverse national regulations, or what we call mandatory social benefits, which are provided to 100% of our collaborators and are covered entirely by Peruvian Nature. Likewise, in order to build a work environment tailored to the expectations of our collaborators and our possibilities, we provide voluntary social benefits which will be explained in a later section. (102-36, 103-2, 103-3, 201-3, 401-2, 401-3, 404-2)

Table 13. Mandatory social benefits 2020 and 2021

Type of Social Benefit	2020	2021
Vacation	Uninterrupted paid vacation of 30 days for 100% of collaborators who have reached one year of continuous service (Legislative Decree 713). These can be divided into minimum periods of seven days. Holidays are also paid and on average add up to 12 days a year.	
Compensation for Time of Service (CTS)	CTS for all collaborators who are hired under the regime of Legislative Decree 728, and who have worked at least 4 hours a day in a period of no less than one month (Legislative Decree 650).	
Bonuses	Bonuses represent an additional salary if the collaborator has worked a full six months: From January 1 to June 30 and from July 1 to December 31 (Law 27735). These are granted in the month of July (Patriotic Holidays) and December (Christmas).	
Life insurance	Starting January 2020, all collaborators have a life insurance "Ley" (private) from the moment they enter payroll, which is fully assumed by the company (Legislative Decree 688).	
Medical Assistance	<ul style="list-style-type: none"> •EsSalud: Consultations or medical care of a common disease (general medicine). •Complementary Risk Work Insurance (SCTR): Covers health care and pension in the event of occupational accidents. (Law 26790) 	
Incapacity or disability coverage	Both EsSalud and SCTR insurances cover the care of 100% of collaborators in the event of incapacity and invalidity, whether due to common illness or occupational accident. In case of occurrence, the collaborator receives his or her regular remuneration up to a maximum of 360 days. From that, the first 20 days are assumed by the company and EsSalud covers the costs for the remaining time. In the event that the collaborator is declared permanently incapacitated or disabled by the EsSalud Medical Committee or the SCTR insurance company, the pension of said collaborator is processed. (Law 26790)	
Retirement provision ¹⁸	Options of pension systems for retirement with different discounts (%) on monthly remuneration: <ul style="list-style-type: none"> •ONP: 13% (Law 19990) •AFP: Approximately 12% (Law 25897) 	
Shareholding or profit sharing	Distribution of 10% of the profits obtained from the previous year to all collaborators who worked during that period (Legislative Decree 677).	

18. There are two social security protection systems that function in parallel, one is the National Pension System – SNP, which is public and administered by the Office of Social Security Standardization - ONP; and the other is the Private Pension System – SPP, which is managed by the Pension Fund Administrators – AFP, supervised by the Superintendency of Banking and Insurance - SBS. Either option seeks to ensure a retirement pension to those contributors at the end of the cycle of their working life with our company.



Type of Social Benefit	2020	2021
Parental leave	<p>Maternity leave: 49 days of prenatal rest and 49 days of postnatal. (Supreme Decree 002-2016-TR) Paternity leave: Ten days (Law 30807) and is extended by:</p> <ul style="list-style-type: none"> •20 consecutive calendar days for premature births and multiple deliveries. •30 consecutive calendar days for birth with terminal or congenital illness or severe disability. •30 consecutive calendar days for serious complications in the mother's health. <p>Number of beneficiaries by sex and who have returned to work after the end of their leave (2021):</p> <ul style="list-style-type: none"> •Maternity Leave: One collaborator. •Paternity Leave: One collaborator. •The rate of return to work is 100% but with a retention of 50%. The collaborator on maternity leave had to resign after three months to take care for her child who was facing health complications. 	
Training and education	We provide training on diverse topics required by law (e.g. Occupational Health and Safety).	
Overtime	Compensation for overtime or after hours in accordance with the RIT (Supreme Decree 007-2002-TR)	





BUSINESS ETHICS

Internal level

Code of Ethics

Since 2014, the Code of Ethics of Peruvian Nature reflects its commitment and action in the strict prohibition of all types of unethical conduct (to have access to it, request it by email: sales@peruviannature.com). As of 2021, as part of the implementation of the ECOVADIS recognition, we updated this code by aligning it with the 200 (economic issues), 300 (environmental issues) and 400 (social issues) series of the GRI standards. In this way, we seek an economic performance based on business ethics where all types of corrupt, fraudulent, conflict of interest and unfair competition activities are prohibited and condemned, complying with our contractual obligations with our collaborators and all types of stakeholders (eg suppliers and clients) in parallel with related national regulations.

A new remarkable component is the incorporation of ethical criteria for supplier evaluation as part of our procurement practices. On the other hand, socially, we seek to express our commitment to create a work climate based on diversity and equality of work opportunities for all our collaborators or people interested in applying, in conditions of health and safety at work, in accordance with the law and voluntary standards. We want a working environment where motivation and professional development thrive through training, teaching and trust-based working relationships among members of this family. In addition, we strictly prohibit child or forced labor and, in general, any type of act that violates the physical and mental integrity of our collaborators.

No responsibility is imposed, all our collaborators are free to resign with prior notice to their direct manager and Human Resources. Likewise, despite the fact that there is currently no collective agreement, our collaborators are free to associate and negotiate jointly, without any retaliation or hostile action against them. We are also committed to building lasting and strong relationships of trust with communities where our operations have influence, always thinking of leaving a positive impact and promoting development and, if necessary, respecting the rights in the territory of indigenous people. With regard to our clients, we are committed to ensuring the protection of their data, providing accurate and truthful information about our products and services, which in turn will go through evaluations that, once in the hands of our clients and consumers, will not compromise their health and safety. In terms of the environment, we are committed to ensuring that our operations do not impact the surroundings where they are carried out complying with national regulations on the matter, in

addition to working only with companies, whether suppliers or clients, that work under this same approach. We believe that we can apply innovative solutions in order to prolong the life cycle of certain discarded products, to measure and be more efficient with the consumption of energy and water sources for our operations, to reduce our emissions and, if applicable, to ensure that native biodiversity and related ecosystems are not threatened as a direct and/or indirect influence of our operations. (102-10, 102-11, 102-12, 102-16, 102-41, 103-2, 205-2, 206-1, 301-2, 301-2, 302-4, 302-5, 303-1, 304-1, 304-2, 304-3, 304-4, 305-5, 306-2, 307-1, 308-1, 401-2, 403-1, 404-2, 405-1, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1, 413-1, 414-1, 415-1, 416-1, 417-1, 418-1, 419-1)

In a transversal way, we seek the internalization of this code of ethics from

As of 2021, as part of the implementation of the ECOVADIS recognition, we updated this code by aligning it with the 200 (economic issues), 300 (environmental issues) and 400 (social issues) series of the GRI standards.

the moment a collaborator (whether administrative, operator or external security personnel) enters to work with us by providing them with the code in addition to an orientation and subsequent training as part of the Annual Training Program. In this way, in 2021, we trained 44 collaborators (out of a total of 76) and two external security collaborators. These 44 belong to the different departments of the company and three of them to the Management Committee. By 2022 we plan to train all of our collaborators by scheduling, if necessary, more than one session of the same theme during the different work shifts. Likewise, we seek to sensitize our

suppliers on this issue as part of our new Sustainable Procurement Management Procedure, which will include advice on the adaptation and internalization of a Code of Ethics aligned with its practices. We also want to continue learning and improving, therefore we have developed an evaluation matrix that is aligned with our new Code of Ethics and taking as criteria the 200, 300 and 400 series of the GRI Standards, to be applied for the first time next year (102-16, 102-25, 205-1, 205-2, 404-2, 410-1, 412-1, 412-2)

Wage Policy

Based on Law 30709 of the MINTRA and Ministerial Resolution 243-2018-TR, our Wage Equity Policy that is part of our Internal Work Regulation aims to guarantee equal remuneration, nullifying all types of bias, whether by race, color, sex, religion, political opinion, origin or other social condition (according to the definition of the ILO) that may influence



the decision to occupy a position and the definition of a salary. In this way, a system of qualitative¹⁹ and quantitative²⁰ criteria is established for the definition and characterization of jobs, which are grouped into four categories²¹, and their salaries (salary band). Promotions and salary increases must also be defined following this logic. In this way, everyone will have a position in our company as long as they meet the criteria that have been defined for such position. It is currently the Human Resources department that has designed and oversees the implementation of this policy, in addition to having a Job Evaluation Manual that describes this methodology, the positions and the salary band, which is updated based on the requirements of the departments. Both documents were prepared by the Salary Policy Committee (comprised of the Human Resources and Administration and Finance departments), General Management and Assistant Management. Likewise, the Tax & Legal department provides updated information on the respective national regulations and provides feedback on current trends in the local labor market. (102-24, 102-35, 102-36, 102-37, 103-2, 103-3, 202-1, 405-2)

Total annual compensation ratio (2021): 1.29. This represents a decrease of 0.05 points or a decrease in the gap between the value of the highest paid person's salary and the central value (median) between all the salaries of all the company's collaborators (not including the highest paid collaborator). (102-35, 102-38, 102-39)

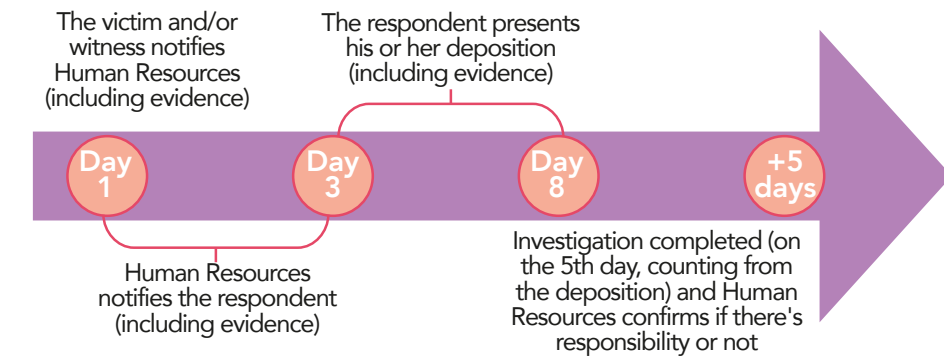
Complaints mechanism

As of 2021, there has not been a single case²² or report of concerns about unethical behaviors within the scope of our operations (102-17, 102-34, 205-3, 206-1, 307-1, 406-1, 407-1, 408-1, 409-1, 411-1, 416-2, 417-2, 417-3, 418-1, 419-1). In the event that a collaborator has been a victim or witness of any unethical conduct, they may communicate it through the Complaints Reporting Procedure in order to carry out a confidential investigation and define its resolution. The procedure states that any employee who feels harassed, mistreated or assaulted in any way (e.g. for discrimination) either by their superiors or peers, can file a complaint verbally or in writing with the Human Resources department for the subsequent discharge of the complainant and respective investigation, until determining whether or not there is responsibility on the part of the respondent. In the event of

19. Hierarchical or Simple Comparison Method: List of positions in ascending or descending order, highlighting the characteristics that compare one position with another. 20. Factors and Points Method: 2.1. Education, 2.2. Work experience, 2.3. Level of responsibility in the management of the company's money or assets, 2.4. Responsibility for relations with entities external to the company, 2.5. Responsibility for the relation with the different areas of the company, 2.6. Complexity of tasks or functions, 2.7. Autonomy or decision-making. These are valued within a numerical scale whose intensity or weight reflects the importance of each of these factors, resulting in the total score (sum of the score of all factors). 21. Category A (Management), Category B (Heads, Coordinators/Supervisors and Senior Analysts), Category C (Analysts and Assistants) and Category D (Operators). 22. According to GRI (2016): "Case" refers to a legal action or registered complaint made to the reporting organization or the competent authorities through a formal process or a situation of non-compliance identified by the company through established procedures. The procedures in place to identify cases of non-compliance may include audits of management systems, formal follow-up programs, or formal grievance and/or complaints mechanisms."

liability, the company will impose disciplinary sanctions of a labor nature taking into account the principle of proportionality and the seriousness of the offense, and these could be a warning, suspension without pay or dismissal. To reinforce the investigation and validate the resolution, we have the support of an external legal advisor who coordinates directly with the departments of Human Resources and Administration and Finance. Likewise, any collaborator can request advice on the issue from the same area whenever he or she deems convenient (102-17, 102-25, 102-33, 102-34, 205-2, 406-1)

Figure 41. Complaints Reporting procedure flowchart



External

As in every year, we ensure that our suppliers are aligned with practices that prohibit child and forced labor²³, taking into account that they come from areas where the risk is higher²⁴. However, from 2021, we have started the preparation of the Sustainable Procurement Management Procedure which, in addition to economic criteria (quality, price, delivery conditions, payment and other criteria associated with the product and/or service to be acquired), we have incorporated environmental and social aspects aligned with the 300 and 400 series of the GRI standards, respectively. In this way, the Purchasing and ASG/CDC departments will be able to evaluate our suppliers on site taking into account these new criteria, but also guiding and training them in this journey, since we are perfectly aware that changes cannot take place overnight. (103-2, 102-10, 102-11, 102-16, 308-1, 408-1, 409-1, 412-3, 414-1)

23. Magnitude and characteristics of child labor in Peru: 2015 Report - Analysis of the National Household Survey (ENAH) and the Child Labor Survey (ETI) / International Labor Organization; Fundamental Principles and Rights at Work (FUNDAMENTALS); Ministry of Labor and Employment Promotion of Peru (MTPPE) - Geneva: ILO, 2016. 24. According to the International Labor Organization and the Ministry of Labor and Employment Promotion of Peru (2016): "The number of children between 5 and 17 years of age working amounts to 1,619,200 nationwide, representing a rate of 21.8%. Child labor affects boys more than girls (24.1% and 19.2%, respectively). Depending on the place of residence, child labor is 3.7 times higher in rural areas than in urban areas. By natural region, child labor is a phenomenon that is concentrated in the Sierra and Selva, while its presence on the coast is relatively minor (34.4%, 31.5% and 8.9%, respectively). By age range, child labor is 1.6 times higher for adolescents aged 14 to 17 compared to children aged 5 to 13".

On the other hand, we will send our current and potential suppliers a standard model of the Code of Ethics for Suppliers, which we will support in its adaptation and awareness in order to be aligned with our work approach and can facilitate the compliance with the requirements of this new Sustainable Procurement Management Procedure. (102-10)

Turnover

As of 2021, at the level of the company's total collaborators, turnover has increased by 35% (from 0.58 to 0.79) compared to the previous year, mainly influenced by the increase (+69%) in withdrawals (from 34 to 52) at the level of operators, who represent 54% of our total collaborators. The reasons for these withdrawals, in operators (77% of motives) and administrators (88% of motives), are mainly resignations. At the moment we do not know the causes of these resignations, therefore we are designing an Exit Survey that will be provided (2022) optionally to each collaborator who has made this decision and, in this way, design more precise measures aimed at reducing this ratio. (401-1)

The turnover (2021) has been calculated as follows:

$$\text{Turnover \%} = \frac{\text{Number of collaborators that leave per year}}{\text{Total number of collaborators (administrative or operators) in a year}} * 100$$

Figure 42. Number of collaborators who left the company 2019-2021

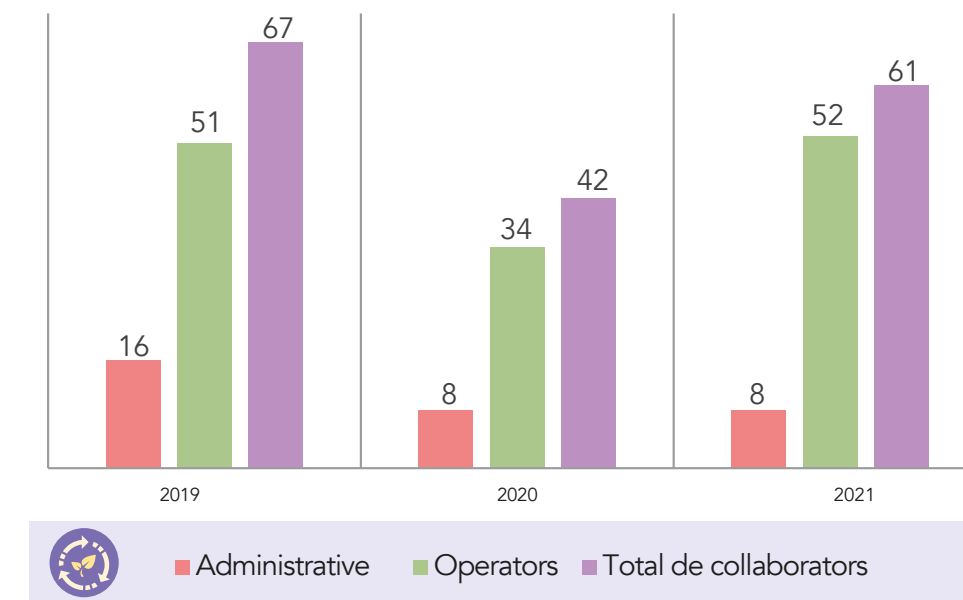
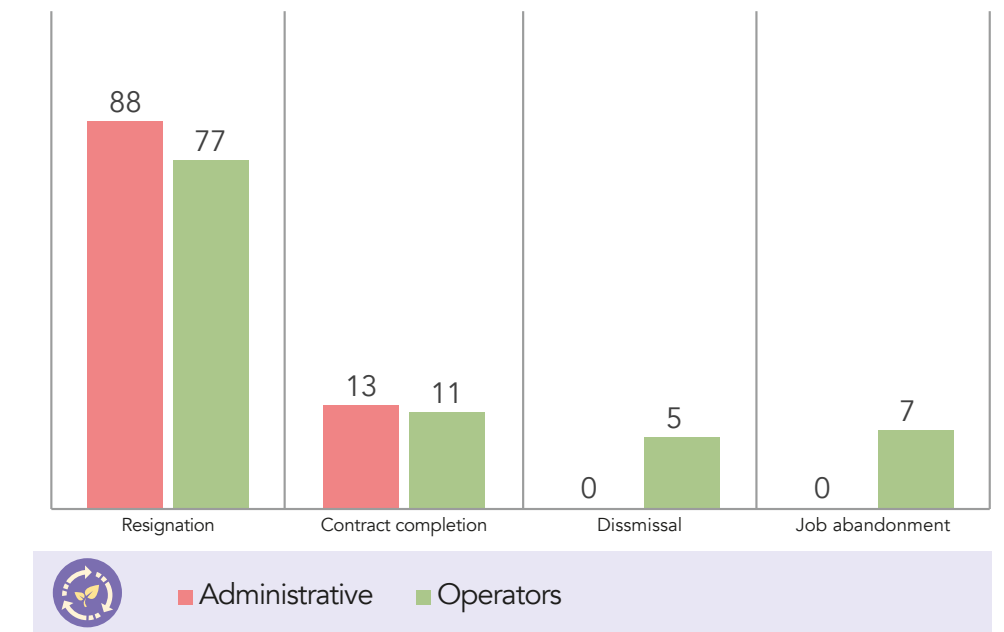


Figure 43. Reasons (%) for company abandonment 2021



It should be noted that 47% of the resignations were positions that lasted less than a month, where more than half were women (76%), mostly single (94%), half (50%) with ages under 30 years old and 30% between the ages of 30 and 40, the majority (71%) had one or two children, and this peak was concentrated in the month of May.

Strategies to improve the work environment

Work environment surveys

Our Work Climate Survey seeks to measure the relationship and interaction of collaborators in the different departments of the company, their satisfaction with their daily responsibilities and the company in general. In 2021, 89% of the total number of collaborators (64) participated and the categorical answers are maintained (strongly disagree, disagree, probably, agree and strongly agree) as well as the questions regarding the perception of health measures in the work environment in the face of the COVID-19 pandemic. The results of these surveys help us to formulate initiatives to improve the working environment and thus reduce the turnover ratio. (102-17, 103-3, 403-5, 403-6, 403-7, 405-1, 405-2, 406-1)

Source: Collaborator database, Human Resources department



Voluntary social benefits

Just like the mandatory social benefits (for compliance with the law), we have designed and implemented actions to build a work environment tailored to the expectations of our collaborators and according to our possibilities. We call these actions voluntary social benefits. These are

provided to all collaborators and are entirely paid by the company. It should be noted that as of 2021, the investments made in these benefits have amounted to US\$78,759, which represents 10% of the Salaries and Employee Benefits component of the Economic Value Distributed (103-3, 201-1, 401-2)

Table 14. Voluntary social benefits 2020 and 2021

Type of Social Benefit	2020	2021
Prevention and treatment of COVID-19	Besides the medical evaluations to confirm the suitability of any collaborator to enter or continue working with us, through the agreement with the polyclinic Virgen de Guadalupe (Lurin) medical care is provided and, if necessary, auxiliary examinations are carried out for any collaborator infected during their recovery.	228 COVID-19 screening tests 585 COVID-19 screening tests The total expense of the medical prescriptions of the infected collaborators was paid. During the Second Wave of the COVID-19 (2021), an oxygen balloon of 10m3 was acquired in case a collaborator or family member needed it given the scarcity of this product nationwide. Oximeters were also given to all collaborators to act immediately in case of pulmonary symptoms.
Training and education	Regardless of the training required under national regulation, Peruvian Nature covers 100% of the training budget for the strengthening of technical skills and abilities, but also supports collaborators with a financial contribution (%) for their technical and/or postgraduate studies. The value of the contribution is evaluated taking into account factors such as how long has the collaborator been in the organization, the cost of the program and the collaborator's performance evaluation.	
Occupational Nurse	A nurse has been hired for preliminary care before any collaborator is referred to the polyclinic under agreement ²⁵ . The nurse also gives training to all collaborators on prevention practices against the COVID-19 virus (e.g. appropriate use of the mask, correct hand washing, importance of social distancing, among others), as well as healthy diet habits, including the benefits of our main products and the measurement of the Body Mass Index (BMI). They would also assist the Human Resources department in the organization of events that serve as a space to provide these trainings, such as the 1st edition of the Healthy Diet Week (Vive Sano, Vive Peruvian Nature Program).	
Psychological care	Given restrictions given by the government on duty to reduce the spread of the COVID-19, psychological consultations were provided under the virtual modality by a professional in organizational psychology. Collaborators do not get charged for these consultations and they are performed within business hours, which are still paid.	The psychological consultations returned to face-to-face modality at our headquarters as a request of the collaborators in the Work Environment Survey, and on a five-year basis. Any operative or administrative collaborator who needs an appointment with the psychologist can request it through the Human Resources department. Collaborators do not get charged for these consultations and they are performed within business hours, which are still paid.
Salaries above minimum wage	We define a minimum wage (S/ 950) above the amount required by the Labor Productivity and Competitiveness Law ²⁶ (Legislative Decree No. 728) for level 1 operating collaborators (Warehouse, Production and ASG/CDC Departments).	
Sales commissions	Sales commission levels to increase the incentive of sellers.	
Coupons	<ul style="list-style-type: none"> • Two Coupons for Time off: Each coupon is for four hours off to use at the desired time. It can be accumulated with another coupon for time off and take the full day. • Two consumption vouchers: Food and recreation (given in different dates every year). 	<ul style="list-style-type: none"> • A Birthday Coupon: Four hours off in order to complete activities by noon, only on the collaborator's birthday. This can be accumulated with a coupon for time off and get a full day off. • Two Coupons for Time off: Each coupon is for four hours off to use at the desired time. It can be accumulated with another coupon for time off and take the full day. • Two consumption vouchers: Food and recreation (given in different dates every year).

25. The Ministerial Resolution 1275-2021 MINSA obliges any company (depending on its size) to hire a health professional for a minimum number of hours per week. In our case, we have hired an occupational nurse for 48 hours per week (30 hours more than the minimum hours required under this resolution). 26. Since 2018, the national minimum wage set by MINTRA was S/ 930, which is maintained as of 2020. (202-1)

Type of Social Benefit	2020	2021
Integration Events	These are either holidays (e.g. Mother's Day, Father's Day, Patriotic Holidays, Christmas) or events to promote different positive habits (eg. Healthy Diet) to our collaborators. In both 2020 and 2021, some of these events were limited in the number of participants or could not be carried out due to social distancing measures from the sanitary crisis, therefore prioritizing the delivery of gifts.	
Kits	<ul style="list-style-type: none"> • Birthday kit: Mugs with the company logo and customized with the collaborator's name. 	<ul style="list-style-type: none"> • Birthday Kit: Baskets with a variety of sweets. • Healthy Diet Kit: During Healthy Diet Week each collaborator was given a kit with some of our products (dehydrated goldenberry, camu camu capsules, gelatinized black maca capsules, chanca piedra extract, maca capsules) and fresh seasonal fruits (bananas, apples and mandarins) to promote the benefits and properties of the superfoods we work with and healthy diet in general.
Transportation	Transfer of collaborators, administrative and operators, from safe bus stops to the plant, and vice versa, and in all shifts.	

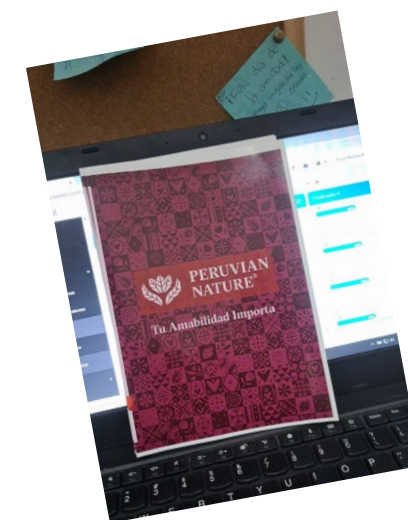
(102-36, 103-2, 401-2, 404-2)

Integration Events

As of 2021, the following integration events were held:

- **Kindness Week:** We sought to encourage the practice of kindness, courtesy, respect, sympathy and sensitivity by providing a booklet which included examples of these actions to be applied on a daily basis.

- **20th Anniversary of Peruvian Nature:** Although the current situation did not allow for a celebration as desired, such an important date could not be overlooked, which is why a mini cake was given to each collaborator and a space was given for the emotional speech of Damian Silva, our General Manager.



- **Mother's Day and Father's Day:** A special decoration was put together for each date in order to take a picture of each collaborator, keeping a safe distance. Also, a gift for their day was given to both moms and dads, including a special message.



- **Patriotic Holidays:** Photographs were taken of the collaborators wearing the shirt of the Peruvian football team with an arrangement of balloons that had the shape of the Peruvian flag.



- **1st Edition of the Healthy Diet Week:** Within our program Vive Sano, Vive Peruvian Nature, a whole week of promoting the benefits of Peruvian Nature products and healthy recipes recommended by the MINSA was carried out. On the closing day of said week, a healthy kit containing seasonal fruit and products from our portfolio was distributed. Likewise, collaborators who reduced their BMI in the last six months were rewarded with a basket of healthy foods (recommended by MINSA).



- **Active breaks:** These are short breaks throughout the shifts that are good to recover energy and improve performance and efficiency at work through different techniques and exercises, guided by the nurse, which help reduce work fatigue, musculoskeletal disorders and prevent stress.



- **Criolloween:** A costume contest was held where all collaborators competed. They had to send us a photo wearing their costume that had to include a detail of Peruvian folklore. Once the final date for receiving pictures was closed, they were published in the dining room facilities and all the collaborators voted for their favorite. The top 3 positions were rewarded with cash bonuses.



- **First Recycling Marathon:** Seven teams made up of all the collaborators were established in order to recycle paper, bottles and cardboard from their homes for a month. A total of 1 and a half tons of recycling was collected, which was transferred to Aniquem for the aforementioned purposes.



- **Christmas tree of gratitude:** A vinyl Christmas tree was assembled and placed in the company dining room and cards were written by the collaborators that were placed on the tree citing expressions of gratitude, despite being a complex year full of uncertainties due to the current circumstances.

- **Christmas Get-together:** A Christmas breakfast was held in which baskets, vouchers and a lunchbox were distributed to each collaborator, taking into account that by that date the prevention measures for COVID-19 had become more flexible. Secret Santa was resumed with the participation of 50% of administrative collaborators and operators. We took advantage of the occasion to distribute toys for the children of collaborators and reward the winners of the children's drawing competition. (103-2, 401-2)



Communications on the change of operations

As of 2021, due to the social distancing resulting from the second wave of the pandemic, virtual meetings (Zoom Platform - Peruvian Nature business account), emails, WhatsApp instant messaging and the incorporation of the notice board have been prioritized in order to communicate significant changes for all administrative collaborators. Face-to-face meetings between supervisors and managers have been resumed progressively and according to the update of the sanitary standards. These will in turn share the information with the operating collaborators in team meetings. Whether the means of communication are for administrators or operators, any work program or change in the operation has to be reported 15 days in advance and all suggestions and concerns of our collaborators will also be received through these means. (102-33, 102-34, 103-2, 103-3, 402-1)

Our communications and decisions on the implementation of prevention measures against COVID-19 have gone hand in hand with the information of the Peruvian Government, which could be given overnight. (102-33, 102-34, 103-2, 402-1)

2022 Action Plan

By 2022 we are scheduling an action plan to reduce the turnover ratio. Among these measures, we will include a level 3 operator with a wide career path and recognition within our company to train new collaborators who, having a higher degree of training, should not overwork or be exposed to hazards identified in the OSH system. The trainer will also be aware of all kinds of hostile attitudes to ensure compliance with our Code of Ethics. On the other hand, we will seek to increase the participation of all the company's collaborators in the integration events. Finally, the salary band will be updated to increase our competitiveness in the labor market and thus attract and/or retain collaborators who have achieved the expected performance and who have proven commitment. (401-2)

Occupational Safety and Health

Based on Law 29783 (Occupational Health and Safety Law), we developed and implemented an Occupational Health and Safety System that consists of procedures to prevent, control or minimize the probability (risk²⁷) of a hazard occurrence²⁸ associated with occupational health and safety of 100% (76) of the company's collaborators. To complete the implementation of this system, there is an Annual OSH Plan in which, once all the risks inherent to the operations in the IPERC have been identified,

the procedures previously mentioned are defined and recorded in the plan to be sensitized to the respective departments. (403-1, 403-8) This plan comprises the following components:

1. Committee on Health and Safety at Work

Based on Law No. 29783, as of 2021, a new Occupational Health and Safety Committee (CSST) was formed with members elected by all collaborators and which becomes led by the Human Resources coordinator, and not the department of ASG/CDC anymore. As of 2021, this committee is composed of four main members and three deputy members from different departments of the company and different positions (from an operator to a manager or area coordinator) in order to represent all collaborators of the company. (102-22, 103-2, 403-4)

The CSST, as in previous years, operates through monthly meetings with the aim of supervising and maintaining the Annual OSH Plan, as well as the HACCP and BRC systems. It also monitors compliance with legislation, internal standards and technical specifications associated with safety and health in the workplace. It also guarantees the dissemination of written or graphic materials, training courses on the subject and the active participation of collaborators to receive their concerns or comments as part of our Occupational Health and Safety Policy²⁹. Besides these monthly meetings, in the event of an occupational accident, an extraordinary meeting is held to investigate said accident and determine corrective actions that we will explain later. Faced with the incorporation of new procedures, the CSST will be responsible for communicating them through emails, WhatsApp groups and notice boards. (103-2, 403-4)

2. Hazard Identification, Risk Assessment and Controls

The procedure for Hazard Identification, Risk Assessment and Controls (IPERC), as its name indicates, serves to identify all hazards throughout the company's operations and that consequently may generate a risk to the health (e.g. occupational diseases or illnesses) or safety (e.g. injuries due to occupational accidents) of collaborators. Any collaborator who perceives a hazard must notify their supervisors or the members of the CSST directly. Once notified, the hazard will be evaluated and, if the risk of occurrence is high, prevention measures will be recorded and defined.

27. For our company, a "risk" in Occupational Health and Safety is any probability that a "hazard" materializes under certain conditions and causes damage to collaborators, company assets and the environment in which we operate. 28. For our company, a "hazard" in Occupational Health and Safety is the intrinsic characteristic of a situation with the ability to cause damage to collaborators, equipment, processes and the environment. 29. "Encourage workers' interest in Occupational Health and Safety, motivating them to be proactive in identifying unsafe activities or hazardous conditions in any of our offices to progressively achieve safe and healthy working environments and conditions."



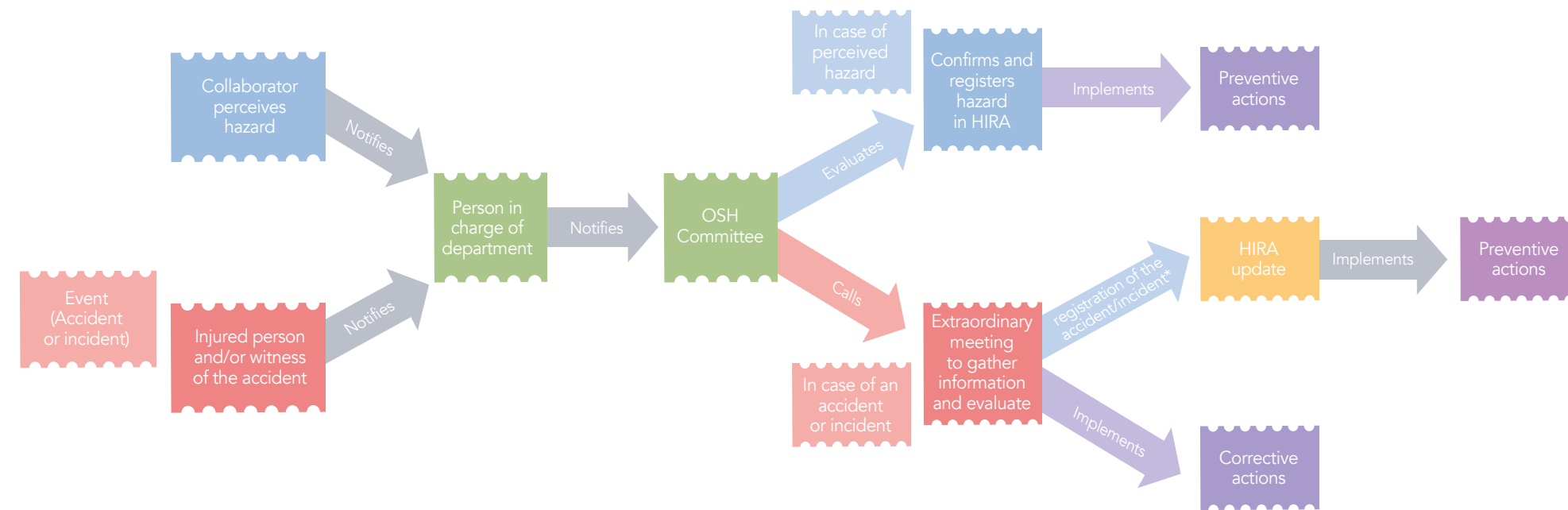
In this way, the IPERC will include a list of all the hazards identified and confirmed by the CSST in addition to its prevention procedures which will be communicated by emails, WhatsApp groups and notice boards, but also sensitized through talks aimed at collaborators linked to operations with said hazards. (403-2)

It is important to note that all collaborators are also free to withdraw from work situations that, despite the established preventive measures, they consider to be risky or dangerous (e.g. contracting an injury, disease or illness). The Anti-Bullying Policy protects this collaborator from retaliation. (103-2, 403-2, 403-3, 403-4, 403-7)

2.1. Incident and Accident Investigation

Whether an accident or an incident³⁰, the CSST will investigate the causes within the scope of the company's operations. In this way, the injured person and/or witness of the accident reports it to the department manager who in turn will notify the CSST. The latter will hold an extraordinary meeting to meet and collect the information of said accident by the injured person and/or witnesses. Subsequently, corrective actions and the follow-up of these actions will be defined. These measures may include modifications at the level of the plant or offices (e.g. the relocation of a tool, utensil or the use of gloves for the management of equipment), as well as the respective training of the collaborators involved in the department where said modification was made. In the event that the accident or incident is new in its nature, the IPERC will be updated including the case prevention procedure. (403-2, 403-9)

Figure 44. IPERC flowchart



*If the accident or incident is new in nature and has not been recorded before
30. For Peruvian Nature, an incident is a situation that may or may not cause damage to collaborators or materials at the level of the company's operations. An accident is the damage generated by said situation.

2.2. Work accident injuries

Based on the Severity Index (Supreme Decree 005-2013 TR) which connects the total number of days lost among the total man hours worked, the total occupational accidents (2021) that have resulted in injuries have not had big consequences. (403-9)

Table 15. Category and number of injuries due to occupational accidents 2021

Category	Number of injuries
Hands Contusion/wounds	10
Temporary eye irritation	7
Contusion/trauma to lower limb	3
Others	2
Low-back pain	1
Head injury	1
Total	24

Table 16. Category and number of injuries due to occupational accidents 2021

Area	Number of accidents	Sex	Age
Production	19	F:14 M: 5	25-45 20-25
Quality assurance and control	2	F:1 M:1	30-35
Maintenance	2	M:2	23-25
Warehouse	1	M:1	35
Total	24		

2.3. Occupational diseases and illnesses

As of 2021, no collaborator has passed away due to occupational diseases and illnesses. Depending on the nature of our operations, potential occupational diseases and illnesses would be ergonomic (skeletal muscle injuries), associated with inadequate hygiene and unprotected exposure or by inappropriate use of PPE in certain operations (e.g. hearing and lung injuries). Therefore, we have procedures to identify, analyze, and

Source: Record

reduce or eliminate the risk factors for the occurrence of such illnesses or diseases. Among these actions, there are talks for the correct handling of loads, appropriate postures, protective measures with lower-back support belts, active pauses, or the provision of PPE (e.g. masks and dust-protective lenses, hearing protection, etc.) and trainings for their appropriate use. To determine the occurrence of these illnesses or diseases, medical evaluations are carried out at the polyclinic that we have the agreement with, which we will explain below. (403-10)

2.4. Medical evaluations

As mentioned, we work with a polyclinic called Virgen de Guadalupe, authorized by MINSA³¹, to access the service of occupational medical evaluations for all our collaborators. The results of these evaluations are kept confidential and are only handled and reported by medical personnel. Human Resources only receives a summary of the results of the evaluation to know if the collaborator is suitable to work in the company. If occupational illnesses or diseases are identified, the company will cover 100% of the treatment. (403-3)

Table 17. Type of occupational medical evaluation by employee 2021

Collaborator Type	Evaluation type	When are they done?	Where are they done?
Administrative	Basic evaluation: Physical (motor), bloodwork (blood count and leukocytes), urine, glucose, ophthalmology and chest X-ray	<i>Pre-occupational:</i> Before working in Peruvian Nature to validate their aptitude in the role to be taken. <i>Periodic:</i> Every two years, counting from the beginning of the work period of each collaborator and based on the amendment of article 101 of Law 29783 of MINTRA (Supreme Decree 016-2016-TR). They are carried out during working hours (OSH Policy)	All collaborators must go to the Polyclinic Virgen de Guadalupe in person, located in Lurin district.
Operator	Basic evaluation + baseline spirometry and audiometry examination (as the auditory and pulmonary risks are the most critical in the areas of chopping and grinding).		

31. Occupational physicians and medical evaluations must come from health facilities with a valid Occupational Health Services accreditation duly authorized by the Ministry of Health of Peru (MINSA) (403-3)



As of 2021, the following evaluations were performed (103-3, 403-3, 403-7):

Table 18. Number of occupational medical evaluations by type 2019 - 2021

Medical Evaluations	2019	2020	2021
Pre-occupational Evaluation	9	10	6
Periodic Evaluation	31	3	42
Total	40	13	48

According to the medical record, as of 2021, there has been evidence of a single case of pulmonary alterations due to COVID-19, but there has been no serious case that resulted in ICU since the detection and medical attention were immediate. As part of the agreement with the polyclinic, there are also visits from a registered occupational provider who has been vital for detection (with tests within the framework of the COVID-19 Prevention and Control Surveillance Plan), treatment and discharge of the disease caused by the COVID-19 virus. (403-3, 403-7, 403-10)

Following the previous idea, as of 2021, 585 COVID-19 tests were performed, of which 20 were positive. Each collaborator with a positive result is referred to the polyclinic for evaluation and respective prescription. It should be noted that, by regulation, each positive case should be referred immediately to one of MINSAs centers; however, due to the number of people infected attending these spaces and the oversaturation, we assumed the costs of their medical care, examinations and prescriptions in said polyclinic voluntarily, as well as additional treatment, such as requiring an oxygen tank³², which is lent to the collaborator or a family member of the collaborator. Once the medical leave period is over, the collaborator is examined once again by an external provider and performs a COVID-19 test that, if negative, the collaborator can return to work; otherwise, his or her leave is extended for an additional seven days. During this period of medical leave, the occupational nurse follows-up by phone every day to check their health evolution. (403-3, 403-7, 403-10)

All our collaborators are informed and instructed about how to access these services, both the medical evaluations with the Occupational Acci-

dents and Health Emergencies Procedure, as well as the detection, treatment and discharge of the disease caused by the COVID-19 virus, through the Emergency Protocol. Both protocols are provided in paper or talks are given to raise awareness of the announcements that will be incorporated. Both procedures are part of our OSH system. (403-3)

3. Trainings

According to Art. 35 of Law 29783, it is responsibility of all companies to provide at least four trainings per year in OSH, which will be included in the Annual Training Program and are aimed at all collaborators, including the external security personnel. These trainings are free, mandatory and they are carried out within office hours. These describe hazard prevention or risk mitigation measures related to occupational health (e.g. respiratory diseases due to moisture exposure) and safety (e.g. a physical accident due to improper use of a machine). Description presented below. (403-5)

Table 19. Training on Occupational Safety and Health 2021

Types of Training	Topics	Audience
Specific	Induction in OSH	All Personnel
	Use and Handling of extinguishers	Brigades
	Investigation and Analysis of Work Accidents and Incidents	OSH Committee
	Functions of the Occupational Safety and Health Committee	
	COVID-19 prevention measures	All Personnel
	Glucose control	
	Use of oximeters	
	Blood pressure	
	Active breaks	
	Skin diseases	Warehouse and Cleaning
Ergonomic risks	Operators	
Hearing loss due to noise	Production and Maintenance Operator	

Types of Training	Topics	Audience
Generals*	COVID-19 Emergency Protocol	All collaborators
	The new COVID-19 variant	
	Ergonomic Risk (*) Manual Load Handling	
	Occupational accidents and incidents.	
Occupational Health and Hygiene	The importance of vitamins with or without COVID-19	All collaborators
	COVID-19 Home Cleaning Recommendations	
	Why is it important to have a good diet?	
	Importance and use of the breastfeeding room.	Women of fertile age
Operations	Use of Personal Protective Equipment (PPE) and existing risks in the areas of cutting, grinding, dryers, and OSS equipment.	Collaborators in the aforementioned areas.
Storage	Mobile equipment safety	Collaborators in the Warehouse area
	Use of Personal Protective Equipment (PPE)	
	Suppliers' safety	

*Mandatory by the Occupational Safety and Health Law (Art. 35, Law 29783)

Training needs are assessed according to the occupational accidents and incidents that occurred the year before and that were recorded in the IPERC, but they are also based on the requests of the different departments. Once identified, they are scheduled throughout the year and will be designed and implemented by various internal or external specialists related to the topics (e.g. the occupational nurse for health issues, a firefighter for fire prevention and evacuation, an expert accredited in OSH for internalization of this issue, among others). The effectiveness of these trainings is evaluated with the accident indicators in the company throughout the year. (103-3, 403-3, 403-5)

4. Third-party Work

Any third party, whether contractors³³ for works or services, that must enter the facilities to carry out a specific work, must comply with the

33. For Peruvian Nature, the contractor companies provide services for the construction or remodeling of buildings, maintenance of equipment and facilities, loading and unloading transport, suppliers of inputs or diverse services.

following requirements: a. Personal data (names, last names and national ID), b. Complementary high-risk work insurance, c. List of PPE according to the work to be performed, d. List of tools that will be entered. They can only enter accompanied by a person from the department that requested their services and who will be responsible for them while they are working in the company. Upon entry, they are given an induction on the safety rules based on the IPERC, where the hazard prevention procedures linked to the work to be performed are described. (403-4, 403-5, 403-8)

5. Occupational Safety & Health Audits

Based on Law 29783 and its Regulation Supreme Decree 005-2013-TR, internal (annual) and external (triennial) audits are carried out in OSH, covering 100% of the spectrum of intervention of our collaborators. These help to review the OSH, HACCP and BRC systems and, if necessary, to update them. As for the 2021 annual audit, we have decided to reschedule it for the first quarter of 2022 due to the COVID-19 prevention measures that restricted the logistics necessary for its development. This audit aims to review the OSH to identify errors, if any, and propose corrective actions seeking continuous improvement of the system. Regarding the triennial audit, it is carried out by an accredited auditor and by mandate of MINTRA and SUNAFIL. As of 2021, the external audit was carried out on two different dates. On the first one, management documents were requested on information on working conditions, such as: attendance control record, all-clear certificate of collaborators, PPE distribution record, among others. The second session was carried out virtually, making a tour of the plant through a video call. Both results were favorable, allowing the continuity of the company's operations and recommendations for future improvements were received. (102-30, 103-3, 403-1, 403-8)

Access to medical services and health care (physical and/or mental) not related to work

As of 2021, the following actions were carried out:

- The psychological consultations returned to face-to-face modality (biweekly) as a request of the collaborators as part of the results of the Work Environment Survey.
- Fe Salud health insurance is still provided and it is optional to all our collaborators as part of our benefits.
- The Vive Sano Vive Peruvian Nature Program has been implemented to promote a healthy diet through personalized nutritional counselling

Source: Record of external occupational physician
32. The scarcity of oxygen in Peru during 2021 was the leading cause of death due to COVID-19



sessions, the BMI and glucose measurements, and the distribution of news. Within the framework of this program, the Healthy Diet Week was implemented to promote the Healthy Diet Plan (MINSA) through talks on the topic, but also the dissemination of nutritional properties of Peruvian Nature products and recipes recommended by MINSA. On the closing day of said week, a healthy kit with some of the products of our portfolio such as camu-camu, goldenberry, maca, chanca piedra and fresh seasonal fruits was distributed. The program was optional and was conducted during business hours. We hope that by 2022 we can see results in our collaborators to mitigate the risk of severe symptoms due to COVID-19. (403-6)

Prevention and mitigation of impacts on employee’s health and safety that are directly linked to business relationships

Our Supplier Code of Ethics and the new Sustainable Procurement Management Procedure will evaluate (2022) our suppliers in measures to express their commitment and ensure the health and safety of their collaborators. (102-10, 403-7)

Training and education

Training programs

Our Annual Internal and External Training Program will seek to improve the skills, job performance and professional development of every collaborator. The internal trainings address the basic foundations for the development of activities within Peruvian Nature, such as compliance with policies and their procedures, but also seek to provide all collaborators, regardless of their department, with tools or advice to improve their performance. These are completely free and are developed during operating hours. They are defined according to the law, as in the case of policies, but also taking into account the collaborators requirements and interests as part of the results of the Work Environment Survey. Although these trainings are aimed at 100% of our collaborators; by 2021 we could only cover 58% of them or 44 collaborators (women: 24, men: 20), who mainly work the morning shift, as well as the Human Resources department, who are in charge of providing these trainings. The restrictions imposed by the current government to stop the spread of the virus led us to implement different work shifts in order to maintain the continuity of operations and, at the same time, avoid the concentration of people in the same space. As of 2022, we have scheduled internal trainings that will be repeated in all shifts to reach 100% of our staff. (102-27, 404-1, 404-2)

On the other hand, external trainings are given by an outside professional or organization specialized in issues related to specific operations of the company, which are 100% paid and done during operating hours. Likewise, as part of these trainings we also include technical careers or post-graduate specializations that our collaborators go through as part of their professional training, which we support by covering a fraction of the costs (depending on the time that each collaborator has been in the company for, the cost and duration of the program and/or specialization, and the results of the performance evaluation) in addition to providing them with the necessary conditions for their participation (e.g. early exit permit). They are aimed at collaborators of categories A (Management), Category B (Heads, Coordinators/Supervisors and Senior Analysts), Category C (Analysts and Assistants) for their level of responsibility and decision-making. In this way, the collaborator interested in a specific training will request Human Resources for an evaluation, approval and subsequent registration within the Internal and External Training Program. In order to expand the knowledge to 100% of the personnel, the collaborators who participated will develop internal training aimed at the operating staff, taking into account the requirements. As of 2021, the number of externally trained collaborators was 23 (men: 9 and women: 14) (404-1, 404-2)

Table 20. 2021 Internal and External Training Program (102-27, 404-2)

Internal
Wage policy
Internal Work Regulation
Code of Ethics
Policy on the Prevention and Punishment of Occupational and Sexual Harassment
Complaints Procedure
Time management and productivity
Discrimination and harassment, child and forced labor, bribery and fraud, and information security

External
Occupational Safety and Health
Quality and Control of Industry Processes, Safety Management (HACCP System)
Occupational Risk Prevention
Global GAP
Leadership Training
Cold Chain Management
Business Administration
International Logistics and Customs Management
Accounting and Management of Agro-Export Companies
Automation of the Food Industry
Technical Regulation of Organic Products
Automation of the Food Industry
Warehouse and Inventory Management

Evaluation of competences

The competencies are the set of knowledge, skills and attitudes for the optimal performance of each collaborator and, consequently, the achievement of the objectives of Peruvian Nature. In this way, we carry out the Evaluation of competences to 100% of the collaborators that will result in the identification of gaps in their performance and in order to seek strategies that increase their motivation and professional satisfaction. The assessment methodology and criteria³⁴ are described in the Competence Evaluation Manual, which in turn is presented to all collaborators. This evaluation is also used as an indicator for the assessment of salary increase and/or promotion within the company. (102-35, 102-36, 103-2, 103-3, 404-3) By 2022, we will seek to incorporate evaluation criteria on Corporate Social Responsibility, which will make the collaborator aware through internal training. (102-28)

Evaluation of compliance with objectives

This evaluation is only aimed at employees in categories A (Management), Category B (Heads, Coordinators/Supervisors and Senior Analysts) and Category C (Analysts and Assistants), who represent 45% of our staff. The evaluation consists of knowing whether the annual objectives defined for the continuous improvement of each department have been achieved and, therefore contribute to the fulfillment of the company's general objectives. At the beginning of every year, each department defines their objectives and they are monitored three times a year to find out their level of progress. However,

34. The evaluation criteria are divided into Cardinal Competence (1. Commitment, 2. Responsibility, 3. Customer Guidance, 4. Teamwork, 5. Flexibility) and Specific Abilities (6. Communication, 7. Initiative and Proactivity, 8. Work effort, 9. Interpersonal relationships, 10. Problem solving, 11. Emotional intelligence, 12. Leadership, 13. Coaching). The evaluation score: 1. Very Bad, 2. Bad, 3. Good, 4. Very Good and 5. Excellent. (Competence Evaluation Manual)

by 2021, our objectives focused on responding to the sanitary crisis, implementing measures for the care of our collaborators, ensuring as well the continuity of our operations. By 2022, we are proposing to establish once again objectives related to the topics of the respective departments as we have been doing previously. (103-2, 103-3, 401-2, 404-3)

Our collaborators

Characteristics of collaborators by company levels

As of 2021, we have 76 collaborators and, as every year, the operators represent the highest concentration (54%) of all our collaborators. More than 50% of our collaborators are women (42/76), 50% are between 30-50 years old and 41% are under 30. Due to the current complexity that our operations demand, we are requiring collaborators with university studies that can respond to said demand and therefore, the number of collaborators with higher education in our company has gone from 48%-2019 to 54%-2021. On the other hand, most of our collaborators come from the district of Lurin, since that is where our headquarters are located; followed by surrounding and nearby districts, such as: Villa Maria del Triunfo, Villa El Salvador, San Juan de Miraflores and Ate Vitarte. (102-8)

Figure 45. Share (%) of collaborators by occupancy levels in Peruvian Nature 2021

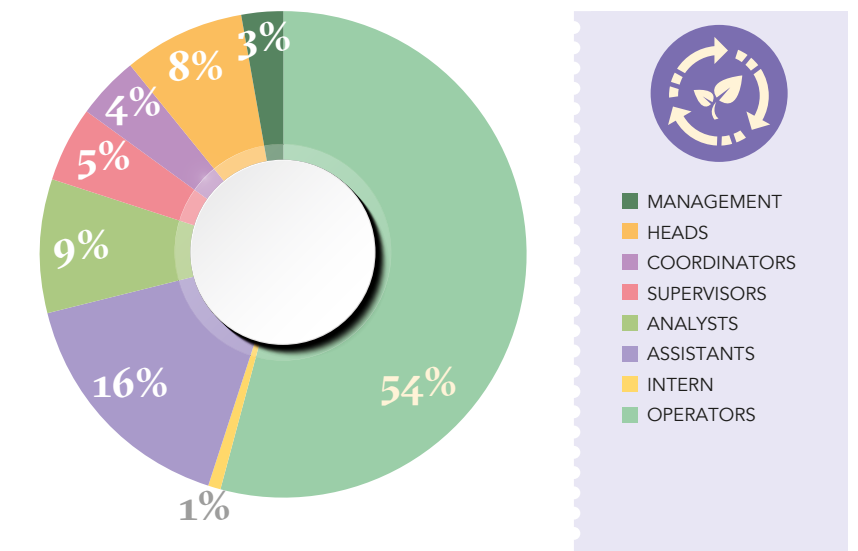


Figure 46. Number of collaborators by company levels and sex 2021

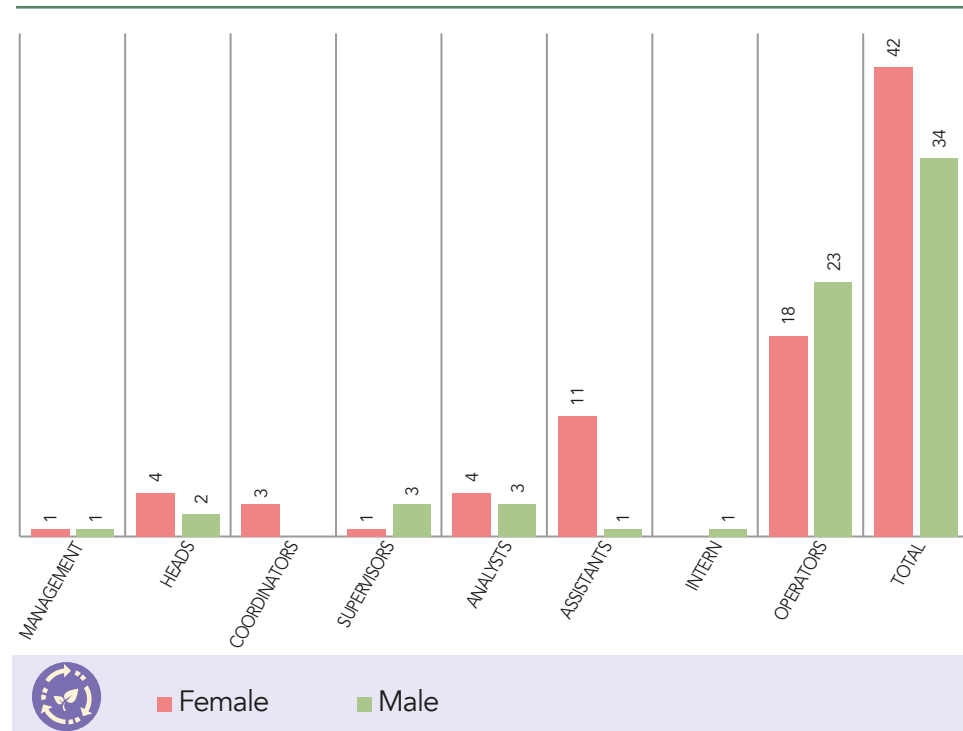


Figure 47. Number of collaborators by company levels and ages 2021

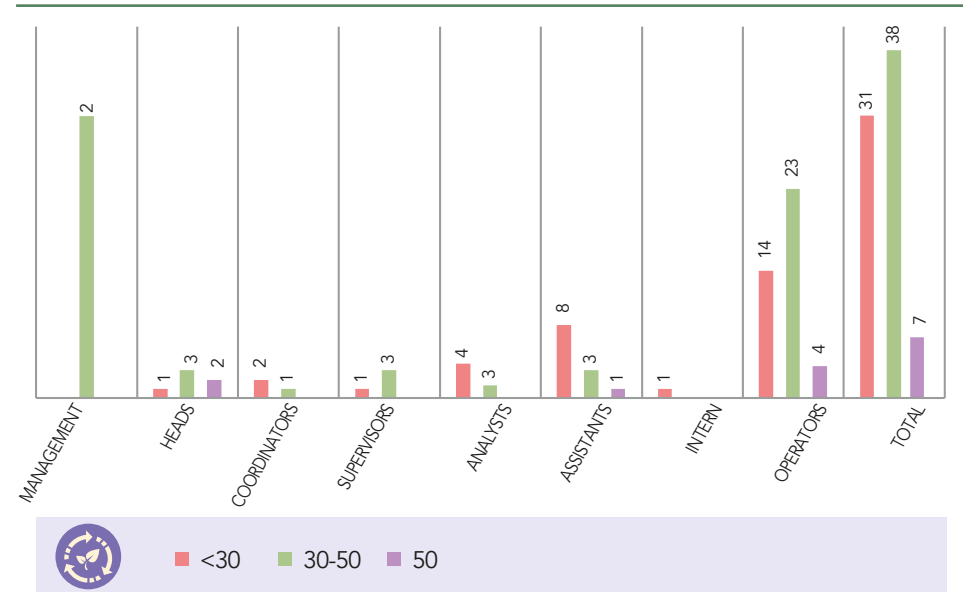


Figure 48. Evolution in the level of education of the collaborators 2019-2021

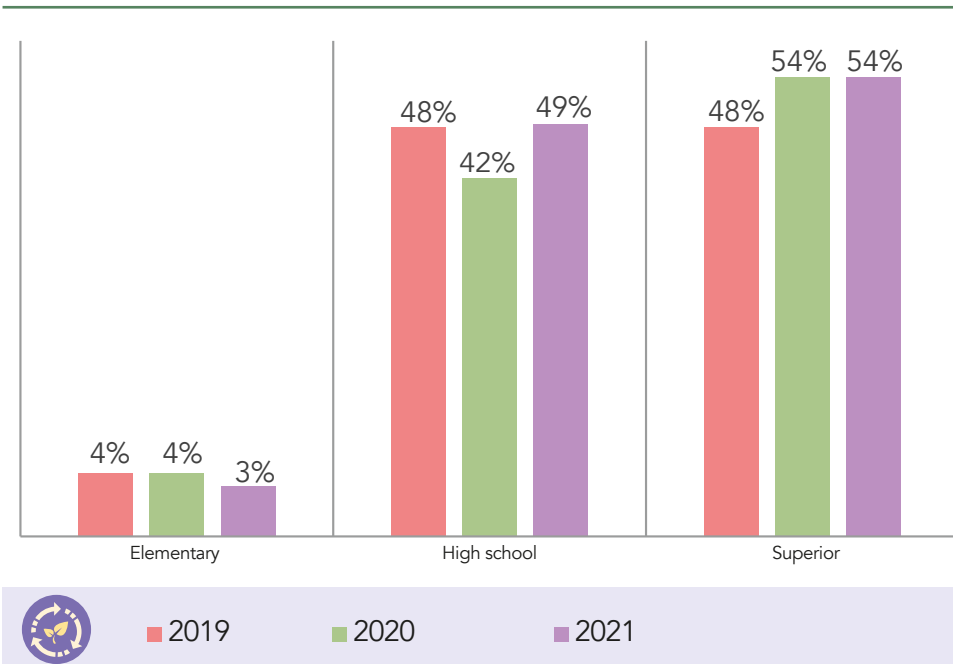
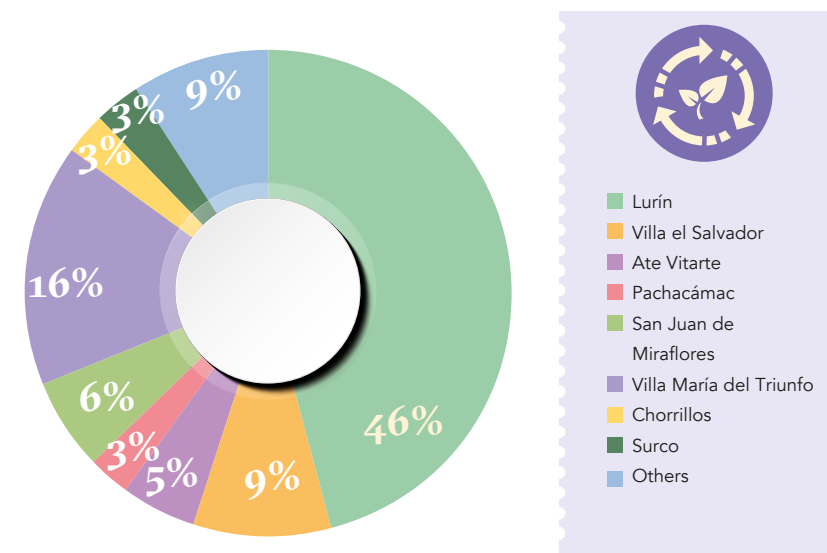


Figure 49. Distribution (%) of collaborators by district of origin 2021



GRI	General and Specific Standards	Page number in the report
General Standards		
102-1	Name of the organization	09
102-2	Activities, brands, products and services	09, 41, 43
102-3	Location of headquarters	21
102-4	Location of operations	21
102-5	Ownership and legal form	21
102-6	Markets served	43
102-7	Scale of the organization	45
102-8	Information on employees and other workers	33, 73, 91
102-9	Supply chain	55, 57, 59
102-10	Significant changes in the organization and its supply chain	13, 31, 39, 59, 77, 79, 91
102-11	Precautionary principle or approach	19, 23, 25, 31, 67, 69, 77, 79,
102-12	External initiatives	07, 13, 15, 31, 77,
102-13	Membership of associations	39, 43, 71,
102-14	Statement from senior decision-maker	07
102-15	Key impacts, risks and opportunities	17
102-16	Values, principles, standards and norms of behavior	11, 77, 79,
102-17	Mechanisms for advice and concerns about ethics	79
102-18	Governance structure	21, 31,
102-19	Delegating authority	21
102-20	Executive-level responsibility for economic, environmental and social topics	21
102-21	Consulting stakeholders on economic, environmental and social topics	19
102-22	Composition of the highest governance body and its committees	21, 31, 85

GRI	General and Specific Standards	Page number in the report
102-23	Chair of the highest governance body	21
102-24	Nominating and selecting the highest governance body	21, 79
102-25	Conflicts of interest	77, 79
102-26	Role of the highest governance body in setting purpose, values and strategy	21, 31
102-27	Collective knowledge of highest governance body	21, 31, 91
102-28	Evaluating the highest governance body's performance	91, 95
102-29	Identifying and managing economic, environmental and social impacts	17, 23, 25, 31
102-30	Effectiveness of risk management processes	19, 31, 89
102-31	Review of economic, environmental and social topics	15, 19, 31
102-32	Highest governance body's role in sustainability reporting	19
102-33	Communicating critical concerns	19, 79, 85
102-34	Nature and total number of critical concerns	19, 79, 85
102-35	Remuneration policies	79, 91
102-36	Process for determining remuneration	73, 79, 81, 91
102-37	Stakeholders' involvement in remuneration	19, 79
102-38	Annual total compensation ratio	79
102-39	Percentage increase in annual total compensation ratio	79
102-40	List of stakeholder groups	19
102-41	Collective bargaining agreements	77
102-42	Identifying and selecting stakeholders	19
102-43	Approach to stakeholder engagement	19
102-44	Key topics and concerns raised	19

GRI	General and Specific Standards	Page number in the report
102-45	Entities included in the consolidated financial statements	51
102-46	Defining report content and topic boundaries	17
102-47	List of material topics	19
102-48	Restatements of information	19
102-49	Changes in reporting	15, 63, 67
102-50	Reporting period	15
102-51	Date of most recent report	15
102-52	Reporting cycle	15
102-53	Contact point for questions regarding the report	99
102-54	Claims of reporting in accordance with GRI Standard	07, 15
102-55	GRI content index	95
102-56	External assurance	15
GRI 103	Management approach	
103-1	Explanation of the material topic and its boundary	17, 19, 23, 25, 29
103-2	The management approach and its components	29, 31, 37, 39, 49, 51, 55, 57, 59, 65, 67, 69, 71, 73, 77, 79, 81, 85, 87, 91
103-3	Evaluation of the management approach	31, 37, 51, 67, 69, 71, 73, 79, 81, 85, 89, 91
Specific Standards		
GRI 201	Economic performance	
201-1	Direct economic value generated and distributed	37, 39, 81

GRI	General and Specific Standards	Page number in the report
201-2	Financial implications and other risks and opportunities derived from climate change	37
201-3	Defined benefit plan obligations and other retirement plans	73
201-4	Financial assistance received from government	39
GRI 202	Market presence	
202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	33, 79, 81
202-2	Proportion of senior management hired from the local community	21
GRI 203	Indirect economic impacts	
203-1	Infrastructure investments and services supported	31, 71
203-2	Significant indirect economic impact	31, 39
GRI 204	Procurement practices	
204-1	Proportion of spending on local suppliers	55, 57, 59
GRI 205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	77
205-2	Communication and training about anti-corruption policies and procedures	77, 79
205-3	Confirmed incidents of corruption and actions taken	79
GRI 206	Anti-competitive behavior	
206-1	Legal actions related for anti-competitive behavior; anti-trust and monopoly practices	77, 79
GRI 207	Tax	
207-1	Tax Approach	51
207-2	Tax governance, control and risk management	51



GRI	General and Specific Standards	Page number in the report
207-3	Stakeholder engagement and management of tax concerns related to tax	51
207-4	Country-by-country reporting	51
GRI 301	Materials	
301-1	Materials used by weight or volume	51, 53, 71
301-2	Recycled input materials used	53, 77
301-3	Reclaimed products and their packaging materials	53, 71
GRI 302	Energy	
302-1	Energy consumption within the organization	61, 63
302-2	Energy consumption outside the organization	N.A
302-3	Energy intensity	61, 63
302-4	Reduction of energy consumption	61, 77
302-5	Reduction in energy requirements of products and services	61, 63, 77
GRI 303	Water	
303-1	Interactions with water as a shared resource	67, 77
303-2	Management of water discharge-related impacts	67
303-3	Water withdrawal	67
303-4	Water discharge	67
303-5	Water consumption	63, 65, 67
GRI 304	Biodiversity	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	69, 77
304-2	Significant impacts of activities, products and services on biodiversity	69, 77

GRI	General and Specific Standards	Page number in the report
304-3	Habitats protected or restored	69, 77
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	69, 77
GRI 305	Emissions	
305-1	Direct GHG emissions (scope 1)	63
305-2	Energy indirect GHG emissions (scope 2)	63
305-3	Other indirect emissions (scope 3)	63
305-4	GHG emissions intensity	63
305-5	Reduction of GHG emissions	63, 77
305-6	Emissions of ozone-depleting substances (ODS)	63
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	63
GRI 306	Waste	
306-1	Waste generation and significant waste-related impacts	23, 25
306-2	Management of significant waste-related impacts	69, 71, 77
306-3	Waste generated	69
306-4	Waste diverted from disposal	69
306-5	Waste directed to disposal	69
GRI 307	Environmental compliance	
307-1	Non-compliance with environmental laws and regulations	7, 77, 79
GRI 308	Supplier environmental assessment	
308-1	New suppliers that were screened using environmental criteria	59, 77, 79

GRI	General and Specific Standards	Page number in the report
308-2	Negative environmental impacts in the supply chain and actions taken	23, 25
GRI 401	Employment	
401-1	New employee hires and employee turnover	79
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	73, 77, 81, 85, 91
401-3	Parental leave	73
GRI 402	Labor/management relations	
402-1	Minimum notice periods regarding operational changes	85
GRI 403	Occupational health and safety	
403-1	Occupational health and safety management system	31, 77, 85, 87, 89
403-2	Hazard identification, risk assessment and incident investigation	51, 87
403-3	Occupational health services	87, 89
403-4	Worker participation, consultation and communication on occupational health and safety	85, 87, 89
403-5	Worker training on occupational health and safety	79, 89
403-6	Promotion of worker health	79, 91
403-7	Prevention and mitigation of occupational health and safety directly linked by business relationships	51, 79, 87, 89, 91
403-8	Worker covered by an occupational health and safety management system	85, 89
403-9	Work-related injuries	87
403-10	Work-related ill health	87, 89
GRI 404	Training and education	

GRI	General and Specific Standards	Page number in the report
404-1	Average hours of training per year per employee	91
404-2	Programs for upgrading employee skills and transition assistance programs	73, 77, 81, 91
404-3	Percentage of employees receiving regular performance and career development reviews	91
GRI 405	Diversity and equal opportunities	
405-1	Diversity of governing bodies and employees	77, 79
405-2	Ratio of basic salary and remuneration of women to men	79
GRI 406	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	77, 79
GRI 407	Freedom of Association and Collective Bargaining	
407-1	Operations and suppliers whose the right to freedom of association and collective bargaining may be at risk	77, 79
GRI 408	Child labor	
408-1	Operations and suppliers at significant risk for incidents of child labor	59, 73, 77, 79
GRI 409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	59, 77, 79
GRI 410	Security practices	
410-1	Security personnel trained in human rights policies or procedures	77
GRI 411	Rights of indigenous people	



GRI	General and Specific Standards	Page number in the report
411-1	Incidents of violations involving rights of indigenous peoples	77, 79
GRI 412	Human rights assessment	
412-1	Operations that have been subject to human rights reviews or impact assessments	77
412-2	Employee training in human rights policies or procedures	77
412-3	Significant investment agreements and contracts with include human rights clauses or that underwent human rights screening	79
GRI 413	Local communities	
413-1	Operations with local community engagement, impact assessments and development programs	23, 25, 31, 71, 77
413-2	Operations with significant actual and potential negative impacts on local communities	17, 18, 23, 25
GRI 414	Supplier social assessment	
414-1	New suppliers that screened using social criteria	77, 79
414-5	Negative social impacts in the supply chain and actions taken	17, 18, 23, 25
GRI 415	Public policy	
415-1	Political contributions	77
GRI 416	Customer health and safety	
416-1	Assessment of the health and safety impacts of products and service categories	51, 59, 77
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	51, 79

GRI	General and Specific Standards	Page number in the report
GRI 417	Marketing and labeling	
417-1	Requirements of products and service information and labeling	49, 77
417-2	Incidents non-compliance cases concerning product and service information and labelling	51, 79
417-3	Incidents of non-compliance concerning marketing communications	51, 79
GRI 418	Customer privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	51, 77, 79
GRI 419	Socioeconomic compliance	
419-1	Non-compliance with law and regulations in the social and economic area	77, 79

RESPONSIBLE FOR THE PREPARATION OF THE SUSTAINABILITY REPORT 2021

REVIEW AND APPROVAL OF THE SUSTAINABILITY REPORT 2021 IN PERUVIAN NATURE (102-32)

Gabriela Llontop
Assistant Manager

gllontop@peruviannature.com

PREPARATION AND EDITION OF THE SUSTAINABILITY REPORT 2021 (102-53)

Renatto Canepa
External Consultant

canepa.renatto@gmail.com

