



AGRI EXIM IN PURSUIT OF ORGANIC GROWTH

2021 Sustainability Report



About the Report

Agri Exim Global Philippines Inc. is pleased to present its first sustainability report for the year 2021-22, prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016, Core Option. In this report, we have disclosed our core values, commitment to sustainability as a business and sustainability performance in material areas – in our continued pursuit to sustainable development and business growth.

All data presented in this report represent the reporting period from 1 April 2021 to 31 March 2022, and the scope and boundary of this report covers operations of Agri Exim Global Philippines Inc. only, unless otherwise stated. The report identifies key material topics on sustainability that are most important to the business and its stakeholders, and also maps them to the United Nations Sustainable Development Goals (SDGs) that are relevant to the business.





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Statement from CEO

Greetings from AGRI EXIM!

We are pleased to present our first sustainability report – capturing our sustainability actions and performance for the financial year 2021-2022. Agri Exim Global Philippines, Inc. is a part of AGREX Limited, Dubai, which has its footprint across Uganda, Ethiopia, Philippines, Netherlands and USA and offers a host of premium organic products based on the geography. In India, our sister company, Suminter India Organics, also a part of AGREX, is a pioneer and a leading company in Organic produce manufacturing & exports since 2004.

Ever since we were founded in 2014 our goal has been to establish a direct connection between committed farmers who need market access, and discerning customers who seek quality organic products. Our business, therefore, inherently embraces the concept of sustainability – both environmental and social – given the nature of products, ability to positively influence the livelihood of rural agricultural communities and progressively limit any negative impact to the soil. The



global organic food market was estimated at \$221.37 billion in 2021 and is expected to reach \$380.84 billion by 2025. This offers us an exciting opportunity to be relevant and manage economic sustainability.

While implementing responsible business practices has been part of our commitment ever since we started, we consider the preparation of this sustainability report as a key milestone in our journey towards maturity in ESG (Environmental, Social, and Governance) performance, aligning with the global call for private sector to contribute to the UN SDGs (Sustainable Development Goals) and managing our stakeholders' priorities in this evolving market landscape. We look at this as an opportunity to recalibrate our performance, benchmark with industry peers and contribute to a sustainable tomorrow.

The year 2021-22 was eventful, to say the least. Despite the constantly changing operating environment, we were able to generate 923.55 Million Philippine Pesos in revenue – a 44% increase from the previous year. We continued to improve our relationship with our farming communities with full rigour, to ensure they meet global quality standards and build their capacity for sustainable practices (details on our certifications can be found in further sections of the report). In parallel, we contributed to local community development through our corporate social responsibility (CSR) initiatives for earthquake relief, continued meal / grocery donation, curriculum development for a local youth foundation and tree plantation activities.

While we track and monitor environmental and social performance as required by local laws and regulations, initiating this reporting process is a formal starting point for us to track our performance on broader material

topics, develop a relevant management approach to address our footprint in these areas and foster integration of sustainability as a culture. More details of our performance on these aspects can be found in further sections of this report, which has been prepared in accordance with the Global Reporting Initiative (GRI) guidelines – Core Option. All data covered in this report is for the period April 1, 2021 to March 31, 2022, and concerns the Philippines operations only.

Moving forward, with strong controls, mature business relationships and established operations, we look forward to the exciting years ahead – in particular 2022-'23 will mark (a) expansion of our production line to serve our growing customer base and to optimize the produce from our farmer partners, (b) commitment to improving EHS (Environment, Health and Safety) practices by adopting ISO 14001, ISO 45001 and IFC guidelines and (c) building internal capability to better communicate our sustainability performance in line with our stakeholder interest. We thank you for taking the time to read this report and will appreciate your feedback to improve its contents. Thank you,

Rohit Dhawan
Chief Executive Officer
Agri Exim Global Philippines, Inc.

We are open to feedback, comments, and questions on the report. You can send these to

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About AGRI EXIM

History

Agri Exim was founded in 2014 when “organic products” were considered a luxury, instead of being a lifestyle choice. We were founded with the primary goal of manufacturing quality organic and natural products accessible to a global customer base while also promoting farmer livelihood and productivity. Our basic premise was to tap into the potential of farmers who were able to provide high quality organic products but did not have access to the resources or the capacity to meet global standards or access to markets. We armed them with the necessary education and the tools, so they could realize their full potential.

Since our inception, the Philippines operation has worked closely with farmer groups to develop dedicated areas of certified organic and natural coconut plantations. We buy coconuts at prices that support sustainable coconut farming and make it a viable practice for our farmers.

At farm-level, we strictly use traditional production systems and strive to preserve soil fertility; while at the farm and plant-levels, we strive to protect the ecosystem and ensure implementing the highest quality checks in accordance with global standards such as Good Manufacturing Practices, BRC certification and HACCP System norms.



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About AGRI EXIM

Our Core Values

OUR VISION

To be the most trusted and reliable provider of organic and sustainable agriculture products globally.



OUR CORE VALUES



Find Opportunity in Adversity

We consider challenges as learnings; and seek to utilise them as opportunities that make us resilient.



Collaborate with Mutual Trust and Respect

We accord priority in developing and maintaining mutual trust between the company and its stakeholders, so that we align on our objectives as well as meet the promises made to our stakeholders.



Be Customer-Focused

We seek to be proactive, responsive, sensitive to our customers and prioritise them at all times; in a nutshell we aim to position our business goals around customers as the focal point.



Be Entrepreneurial and Innovative

We believe in adopting future-based outlook to the way we conduct our business, and use a problem solving approach coupled with calculated risk-taking to ensure that we run a successful and experimental business.



Strive For Excellence

We aim to engage in meticulous implementation of business goals; to take decisions that challenge us and to be accountable to them. We believe that this will help us garner valuable learnings in the pursuit of excellence.

Our Operations

With its headquarters in Dubai, AGRI EXIM has branches across five countries – Uganda, Ethiopia, Philippines, The Netherlands, and the USA. Currently, we are directly working with close to 100,000 marginal farmers in these countries covering 440,000 acres of certified agricultural land. We take immense effort to locate smallholder and marginalized farmers that grow organic products, conduct internal audit prior to inclusion within the organic grower group and ensure preparedness to external / certification audits. We work with the farmers at every stage, guiding them on general farming practices, training them on Good Environmental Practices (GEP), and building their capacity on sustainable agriculture.

We help farmers organize themselves and establish a farmers' cooperative, assist them to meet all criteria to gain juridical personality, and secure all necessary requirements to register themselves under Fair Trade to contribute to their sustainable development as essential producers.

We also support them in times of dire need. During the lock downs because of the COVID 19 Pandemic, AGRI EXIM provided them with their basic needs such as grocery packs and hygiene kits.

In a nutshell, we take a value chain approach in our efforts and operations encompassing the farmers, their communities and stakeholders we serve.

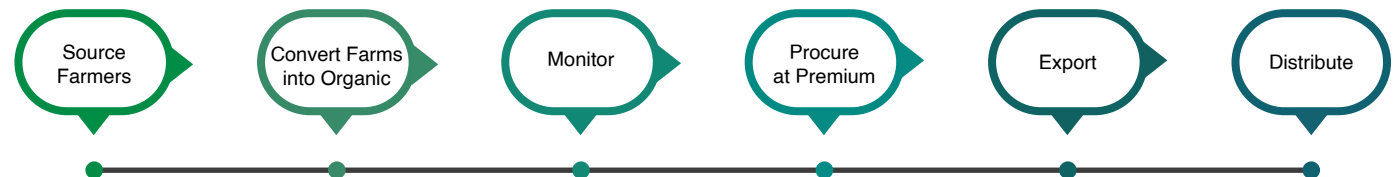


FIGURE 2 - VALUE CHAIN

What do you get?

What do you get?

Better Visibility
Improved Sustainability
Better Monitoring
Better Compliance



Better Trade

Better Showcase
Better Transparency
Increased Traceability



Greener Practices

Access Data from Anywhere
Remote Monitoring
Less Use of Power

FIGURE 3 - BENEFITS OF LIGHTBULB

In our constant efforts to promote sustainable agriculture at scale, we have partnered with technology companies and deployed a platform called LightBulb that helps grower groups manage the entire process from onboarding farmers to getting documentation ready for organic certification digitally, avoiding strenuous paper work, optimizing efforts, and driving efficiency.

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Our Products

The following principles are applied while manufacturing our products:

Non-GMO

All our products are grown naturally, without any genetic modification.

Organic and Natural

All ingredients are grown only with the use of natural inputs or farm yard materials, without a trace of chemicals or synthetic pesticides.

Ethically Sourced

We work with farmers under the most ethical and fair conditions, while doing our best to give back to our communities.

Processed in world class facilities

All products are processed in our state-of-the-art facilities having modern equipment and latest technologies that ensures the highest levels of Food Safety Compliance

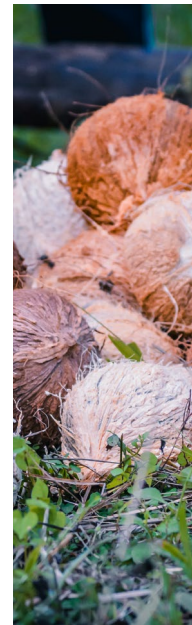
FIGURE 4 - OUR PRINCIPLES

AGRI EXIM Philippines' Products



Coconut Oil

- 100% Virgin Coconut Oil
- 100% RBD Coconut Oil
- 100% Crude Coconut Oil



Other Coconut Products

- Organic Coconut Flour
- Organic VCO Expeller Cake
- Organic Copra Expeller Cake

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About AGRI EXIM

Our Employees

AGRI EXIM GLOBAL PHILIPPINES INC. has 242 total employees across all of its locations in the country.





Our Impact

AGRI EXIM was built on the idea of sustainability, given that our main products are organic. In every step of our operations, we ensure to remain ecologically viable and contribute positively to the stakeholders and communities we serve. Social conscience is at our core, and corporate social responsibility is ingrained in our thought process amplifying our impact on the communities.

Our entire value system is built on the commitment to the triple bottom line – people, planet and profit .

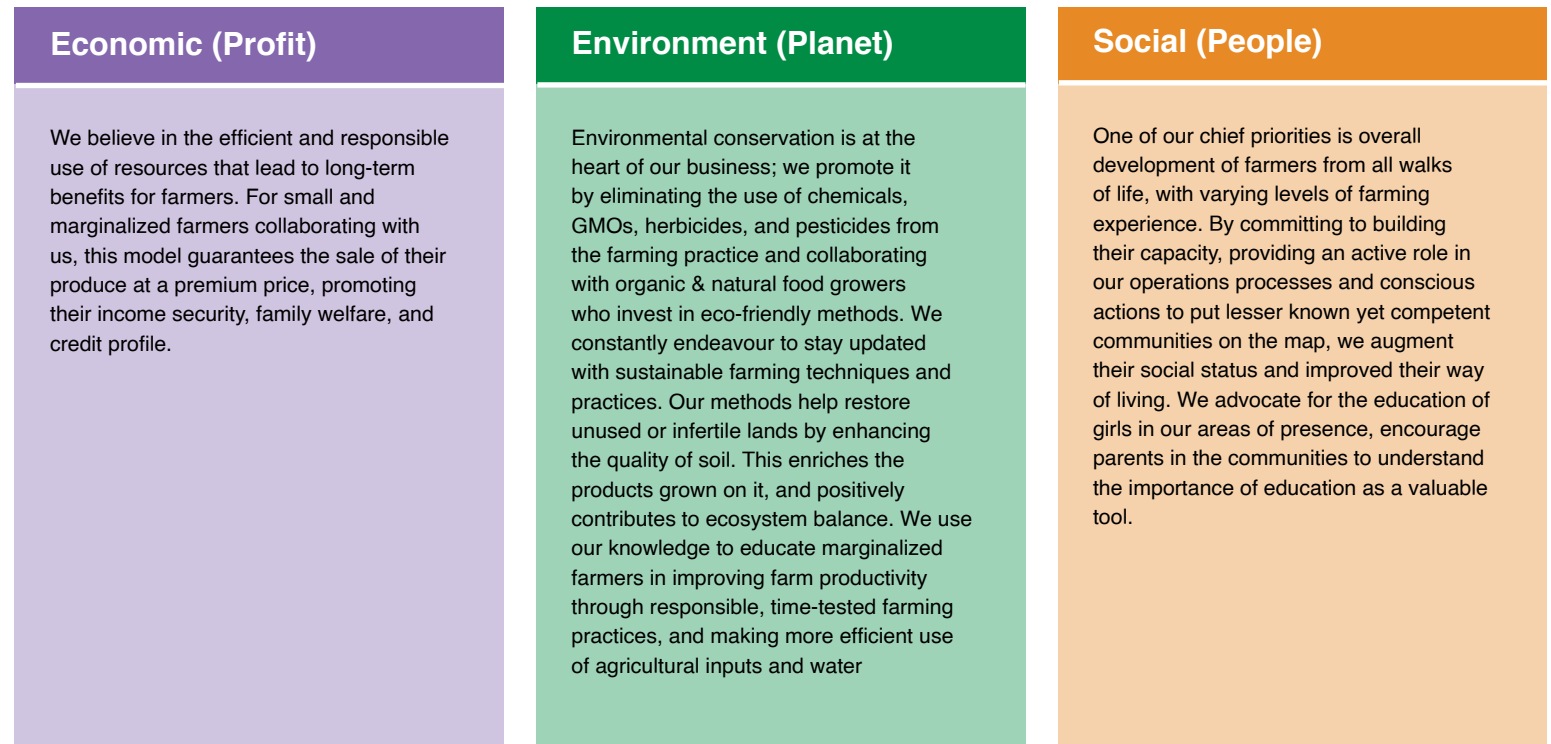


FIGURE 5 - OUR IMPACT

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Our Sustainability Strategy

We have made sustainability our business by focusing on high quality organic produce and committing to a value chain approach. The important drivers for our sustainability reporting journey are the increasing investor demands on ESG reporting coupled with our endeavour to increase stakeholder trust on our brand and business.

However this is our first year of reporting on sustainability performance. We are currently in the process of articulating our sustainability strategy and pillars to drive our future actions – which we intend communicate in our 2022 sustainability report. As part of the preparatory actions, we looked at our key stakeholders and engagement mechanisms, assessed material topics for our sustainable operations and consolidated our performance in these areas.





Stakeholder Mapping

In order to understand our stakeholders' perspectives we mapped a list of key stakeholders who are critical to our business, and the key issues of interest that matter to them in relation to our business. The outcome of this exercise is represented in the table below:

| Stakeholder | Environment (Planet) | Social (People) |
|--------------------------------|---|---|
| Employees and Workers | <ul style="list-style-type: none"> Onboarding process Performance Appraisal Training & Development Employee volunteering | <ul style="list-style-type: none"> Health, safety, and wellness of employees Training and Development Employee practices (anti-discrimination, gender balance, fair pay, performance-based remuneration) |
| Government (Regulatory Bodies) | <ul style="list-style-type: none"> Compliance monitoring | <ul style="list-style-type: none"> Ethics, Values, Integrity in business Adherence to law Alignment to policy priorities |
| Certification Bodies | <ul style="list-style-type: none"> Semi-annual / annual audit meetings | <ul style="list-style-type: none"> Innovation Adherence to compliance requirements and improvements Quality and Safety |
| Farmers | <ul style="list-style-type: none"> Training on adherence to safety, quality, and sustainability standards Support on adoption of sustainable agricultural practices – including monthly site visits by AGRI EXIM, community focus group discussions | <ul style="list-style-type: none"> Environmental and Social Sustainability of raw material Quality and Safety |
| Other suppliers | <ul style="list-style-type: none"> Informal engagement in everyday operations Interactions during supplier screening | <ul style="list-style-type: none"> Supply chain sustainability Quality and Safety Sourcing of raw material |
| Communities | <ul style="list-style-type: none"> Volunteering initiatives under corporate social responsibility umbrella | <ul style="list-style-type: none"> Responsible conduct of our business Stakeholder Relationship Management |
| Investors | <ul style="list-style-type: none"> Annual general body meetings Investor feedback | <ul style="list-style-type: none"> ESG Disclosure Responsible conduct of business Economic sustainability |
| Customers | <ul style="list-style-type: none"> Customer feedback forms, interactions with customers (informal / formal – through meetings) | <ul style="list-style-type: none"> Customer health and safety Customer satisfaction |



Materiality Analysis

In order to understand our stakeholders' perspectives we mapped a list of key stakeholders who are critical to our business, and the key issues of interest that matter to them in relation to our business. The outcome of this exercise is represented in the table below:

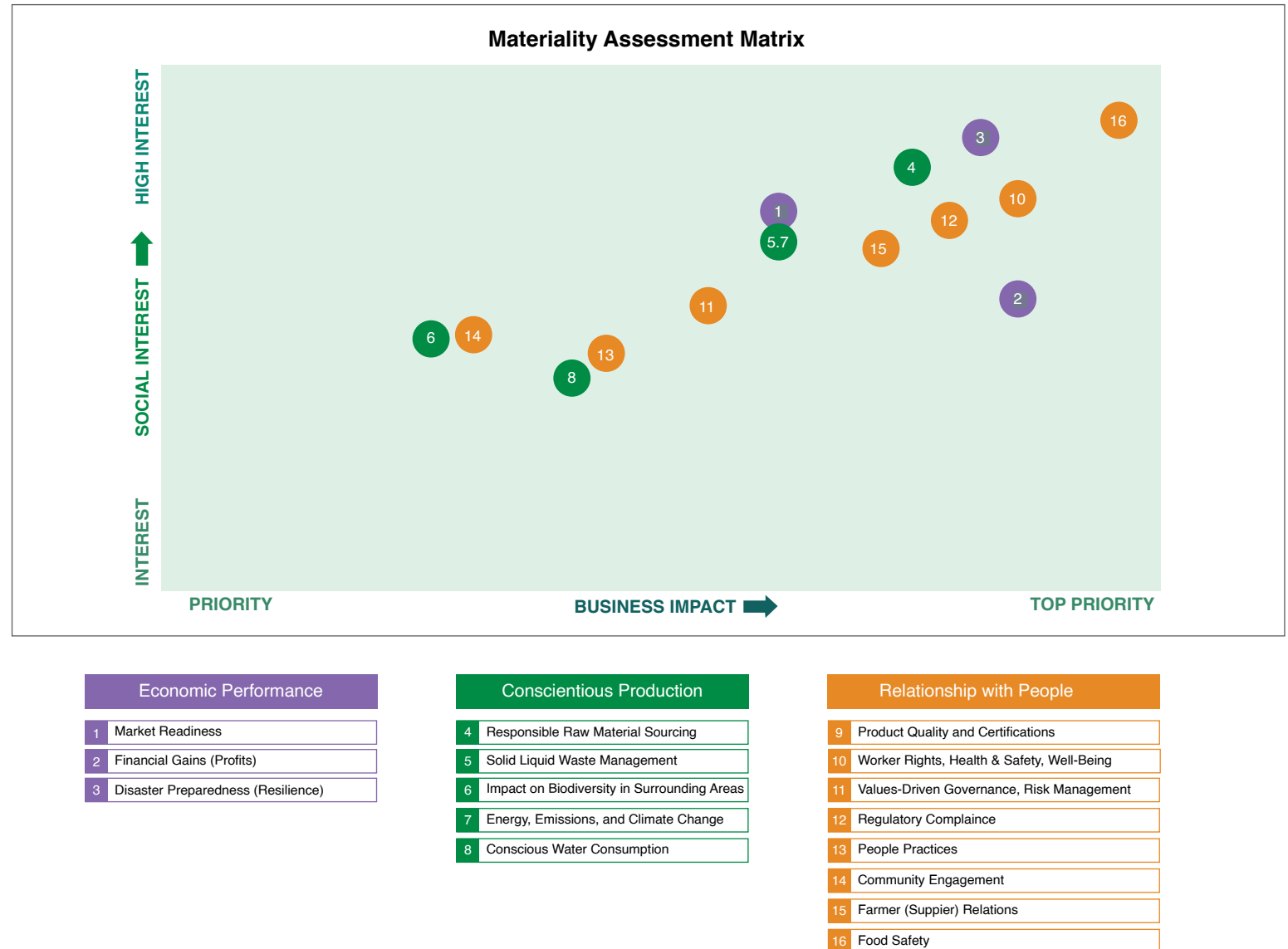


FIGURE 6 - MATERIALITY ASSESSMENT MATRIX

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Material Topics and Linkages to SDGs

| Thematic Area | Material Topic – AGRI EXIM | Material Topic – GRI | Relevant GRI Indicators | SDGs |
|--------------------------|---|----------------------------|---|---|
| Economic Performance | Market Readiness: Innovation is necessary to stay competitive in an evolving market space of customer expectations and government regulations. This is directly connected to survival of the business and hence is a material topic, especially as the organic food industry expands with people making healthier lifestyle choices. | 202 – Market Presence | |  |
| | Financial Gains (Profits): Financial performance over the years and profits are essential to business survival; therefore, it is an ongoing priority at AGRI EXIM. | 201 – Economic Performance | 201-1 – Economic value generated & distributed |  |
| | Disaster Preparedness (Resilience): In a country like Philippines, preparedness for disasters and emergencies is necessary - also because AGRI EXIM is an essential product manufacturer. This is connected with the survival of the business and availability of raw material for the smooth conducts of our operations, and hence, is a material topic. | | |   |
| Conscientious Production | Responsible Raw Material Sourcing: This concerns maintaining the quality of raw materials by tracking the adoption of sustainable and organic agricultural practices by farmers, monitoring the usage of fertilizer and pesticides, and ensuring no adulteration in any of the materials used. This is a crucial area of attention for us since it concerns the goodwill associated with our brand and the authenticity of our manufactured food products. | 301 – Materials | 301-1 - Total weight or volume of materials that are used to produce and package the organization's primary products and services |  |
| | Solid and Liquid Waste Management: AGRI EXIM recognises that it has a lot of scope to recycle its waste including production waste and waste water. Considering the bio-degradable nature of waste generated, we see immense potential to manage and dispose of it responsibly in order to optimise environmental impacts that might result otherwise. | 306 – Effluents and Waste | |   |
| | Impact on Biodiversity in surrounding areas: There are 3 biodiversity-sensitive areas located in the extended vicinity of AGRI EXIM's production facility. We are cognizant of our responsibilities given this proximity and monitor our everyday operations practices to ensure there is no negative environmental impact on these sites. | 304 – Biodiversity | |   |
| | Energy, Emissions, Climate Change: Energy consumption and climate change are topics of prime importance in international platforms - such as COP26, and also in the UN SDGs. Recognising that businesses, small and big, have a part to play in the global agenda on climate change – albeit small – we have prioritised this topic at AGRI EXIM, as well. | 302 – Energy | 302-1 – Energy consumption within the organisation |  |
| | Energy, Emissions, Climate Change: Energy consumption and climate change are topics of prime importance in international platforms - such as COP26, and also in the UN SDGs. Recognising that businesses, small and big, have a part to play in the global agenda on climate change – albeit small – we have prioritised this topic at AGRI EXIM, as well. | 303 – Water | |  |

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Material Topics and Linkages to SDGs














| Thematic Area | Material Topic – AGRI EXIM | Material Topic – GRI | Relevant GRI Indicators | SDGs |
|---------------------------|--|---|--|---|
| Relationships with People | Product Quality and Certifications: Obtaining product certifications that indicate highest quality and standards followed in the manufacturing process is essential for an organic products company such as AGRI EXIM. Having the required certifications in place is not only essential for business survival, to comply with the international standards and regulation but also to export our products abroad and put our business on a global platform. | 416 – Customer health & safety, | 416-2 - Incidents of non-compliance concerning the health and safety impacts of products and services |    |
| | Worker Rights, Health & Safety, Wellbeing: Worker rights and well-being are important, and in fact, vital for an organisation in any sector to thrive, since satisfied and skilled workers are instrumental to quality and safety in production processes. | 403 – Occupational Health & Safety | 403-5 – Worker training on OHS, 403-6 – Promotion of worker health, 403-7 - Prevention and mitigation of occupational health and safety impacts directly linked by business relationships, 403-9 - Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities |   |
| | Values-driven governance, risk management: Ethics-driven, integrity-based, and transparent decision-making and assessment of risks is necessary for internal and external stakeholders to have trust on the business – which has a direct impact on business survival and reputation. | | |  |
| | Regulatory compliance (including environmental compliance): Regulatory compliance, or adherence to the law of the land, is an essential material topic for the business at all times. We believe in complying with rules and regulations – both in spirit and letter. | 307 – Environmental Compliance, 419 – Socio-economic compliance | 307-1 – Non-compliance with environmental laws and regulations, 419-1 - Non-compliance with laws and regulations in the social and economic area |  |
| | People Practices: Transparent, fair, and inclusive hiring, recruitment, employee engagement practices, training and development, and career / succession planning are all important for employee well-being and retention of talent in the long run. | 401 – Employment, 404 – Training & Education, 405 – Diversity & Equal Opportunity, 406 – Non-discrimination | 401-1 – New employee hires & employee turnover, 401-2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees, 401-3 – Parental Leave |    |
| | Community Engagement: Maintaining a healthy relationship with local communities is essential for business resilience, especially after the pandemic –to support each other and thrive in a healthy and congenial environment. | 413 – Local Communities | 413-1 – Operations with local community engagement, impact assessments, and development programs |  |
| | Farmer (Supplier) Relations: Supporting and working alongside farmers is necessary to the very fabric of AGRI EXIM's business since we deal in organic products; their well-being and ability to adopt sustainable agricultural practices directly affects the quality of AGRI EXIM's products. | 308 – Supplier environmental assessment, 414 – Supplier social assessment | 308-1: New suppliers that were screened using environmental criteria, 414-1: New suppliers that were screened using social criteria |  |
| | Food Safety: Food safety is a topic of critical importance to AGRI EXIM; the organization ensures that the produced food products meets the specified requirement. The quality and the reliability of their products are of utmost significance and it is under the immense scrutiny all throughout its manufacturing process. This is directly connected to the sustenance of the certifications that we possess (information on which is provided in further sections), and our company's reputation. | 416 – Customer health & safety | 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services |  |

FIGURE 7 - MATERIAL TOPICS AND LINKAGES TO SDG

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Economic Performance

Market Readiness

Given the nature of the business, innovation is an ongoing process at AGRI EXIM Philippines. Considering the oversight from its global business that operates in multiple countries, we are constantly on our feet to obtain locally and globally relevant certifications, to sustain them, and also to gain trust among our stakeholders across geographies. The infographic below shows the list of certifications we have. The CEO currently oversees innovations at AGRI EXIM Philippines, under the overall mandate of developing future strategies and roadmaps for market expansion.



AGRI EXIM has secured FAIR TRADE Certification to ensure a better arrangement for the marginalized and disadvantaged coconut farmers and as part of our support and commitment for their sustainable development. Having gained this certification, we have opened a wealth of opportunities for our farmers to uplift their social and economic status as part of the essential organic producers of the world.

To ensure that the quality of life of the coconut farmers is sustainable, the proper and committed engagement in the supply chain between AGRI EXIM and its crop producers are anchored on the Fairtrade program, as characterized by the following:

- Fairtrade is fair business, whereby the system of trading of each stakeholder's interest is protected and sustainability is attained.
- Farmers' interest – through Fair trade Price & Fair trade Premium, the Fairtrade principle is sustained as well as the Socio-Economic development & Environmental of the member farmers.

As of March 2022, the farmers received USD 61,500 on Fair Trade Premium. As a result of this, they were able to purchase a Truck amounting to Php 580,000 for their operational use.





Financial Gains (Profits)

Our Finance Team - comprising a Finance Manager, Accountants, and Executives, directly oversees maintenance of accounts and monitors everyday income and expenses closely. Our financial statements (covering data for the Philippines only) are audited as per law and we transparently reveal minute details of our performance through our annual reports each year.

As shown in Figure 8, our gross sales and revenue from investments and other sources increased significantly in 2021-22 as compared to the previous year. While gross sales increased by approximately 44%, revenue from financial investments and other sources increased by 50%. The reason for this increase is the release of lockdowns following the second wave of the coronavirus pandemic, and an increase in our sales.

As observed from the graphs (Figure 9), all our expenditures increased in 2021-22 as compared to 2020-2021. The marked increase in community investments and payments to providers of funds is due to the company being able to invest more in CSR after lockdowns were released, and also due to the revival of the share market post the lockdown. Operating costs, employee wages and benefits, and payments to government increased in line with the increase in revenue and business opportunities.

DIRECT ECONOMIC VALUE GENERATED (Philippine Peso in Million)

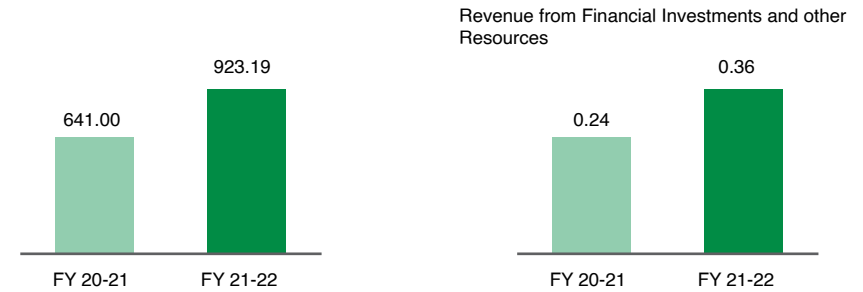


FIGURE 8 - DIRECT ECONOMIC VALUE GENERATED

DIRECT ECONOMIC VALUE DISTRIBUTED (Philippine Peso in Million)

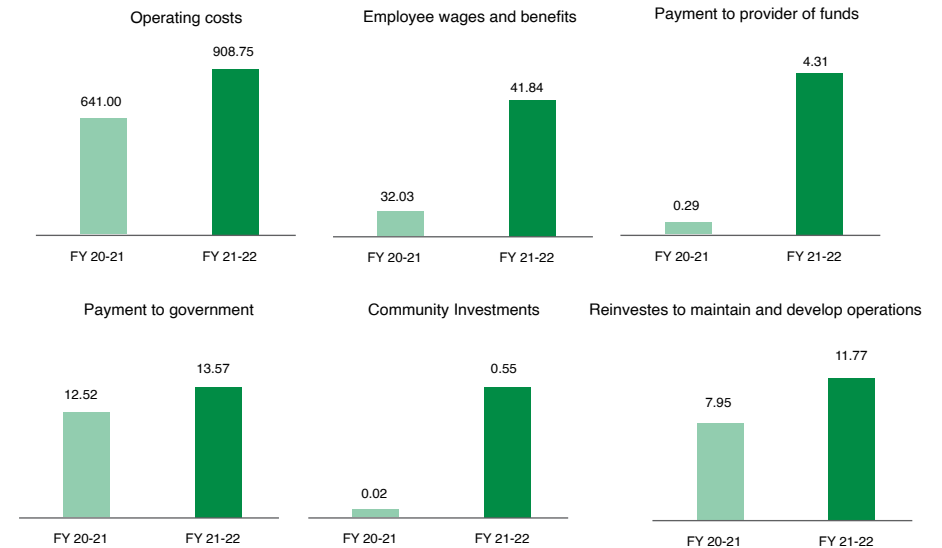


FIGURE 9 - DIRECT ECONOMIC VALUE DISTRIBUTED

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Disaster Preparedness (Resilience)

Being in a disaster-prone country like the Philippines, preparedness for natural disasters is essential. At AGRI EXIM, we define “emergency” as any situation involving Plant or Research facilities that may endanger human life or property. We have an Emergency Response Plan in place that captures some of the most fundamental aspects including a General Emergency Procedure (during office hours), an Emergency Shut Down Procedure (in the event of power shutdowns), Emergency Procedures in the event of Fire / Explosion / Earthquakes, Emergency Evacuation Procedures, and Evacuation Drills. We also have a Rescue and Transport Protocol, an Annual Drill, and an annual review process of the Medical Emergency Response Procedures.

The responsibility for overseeing and managing the Emergency Response Plan lies jointly with the Human Resource Manager, Plant Manager, and Health and Safety Manager – since disaster resilience is achieved through shared responsibilities and coordination among various teams. This plan is also reviewed year-on-year, especially post the pandemic.



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Impact on Biodiversity in Surrounding Areas

There are three biodiversity parks located around AGRI EXIM Philippines – Mount Apo Natural Park (124 km away), Eden Nature Park and Resort (23 km away), and Mount Hamiguitan World Heritage Park (190 km). Given that all these biodiversity parks are located at a considerable distance from AGRI EXIM Philippines, we do not have any direct impact on them or affect them in any way – especially since the operations do not lead to any significant hazardous waste or emissions that could affect biodiversity in these areas. However, we are conscious about our responsibilities and ensure awareness among the team members about related risks in order to minimise even the slightest possibility of negative environmental impact on these areas.

Energy, Emissions, and Climate Change

AGRI EXIM's energy use mainly stems from the consumption of electricity in the organisation's operations – our administrative and corporate activities, and the production plant. The Figure 10 shows that electricity consumption has steadily increased since last year, resulting from the increase in production volume.

Electricity use and consumption are monitored by the engineering and maintenance team, comprising of Electrical Engineers, Civil Engineers, Maintenance Engineers, Junior Plant Mechanics, and Maintenance Technicians.

While there are no documented programmes for energy conservation, prudent use of resources is an ongoing practice within the team.

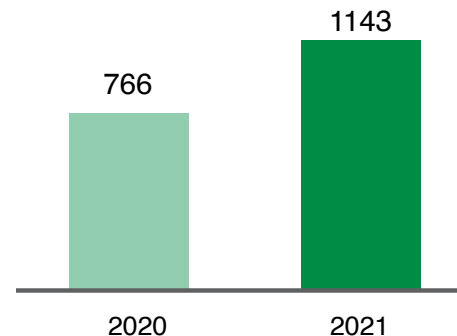


FIGURE 10 ELECTRICITY DATA

As part of the commitment to sustainability, our aim is to have a strong energy efficiency programme in the near future. For now, AGRI EXIM has established “Corrective and Preventive Action for Equipment Defect” procedure, to address any performance inefficiency in the machinery.

Conscious Water Consumption


AGRI EXIM currently does not collect any data on water consumption, but we plan to do so by installing water meters in the near future. Water is mainly used in the manufacturing process, as cooling system for expeller machines and during cleaning activities. The Production team oversees water use in operations – including the Production Manager, Senior Supervisor, and Production Supervisors.

Responsible Raw Material Sourcing

| Raw Material | Quantity (MT) | Total of 35,000 MT Coconut (Raw Material) |
|------------------|---------------|--|
| Dehusked Coconut | 30,000 | |
| Copra | 5,000 | |

Our packaging material comprises IBC Tote Sets, drums, Flexi Tank Sets, Pails, Kraft Bags, and PE Liners.

AGRI EXIM has committed to an Ethical Sourcing Policy, and our material usage is governed by globally accredited quality standards.



| | | | |
|---------------------------------|------------|-----------|-----------|
| PE Liner | 37,586 pcs | Pail | 3,762 pcs |
| Kraft Bag | 37,119 pcs | Drum | 1,760 pcs |
| Paper IBC Tote with Heating Pad | 4,559 sets | Flexitank | 27 sets |

FIGURE 11 - RAW MATERIAL AND PACKAGING

Our raw material is mainly COCONUT either in the form of Dehusked Coconut or Copra, which was at more or less 35,000 metric tonnes in 2021-22, through direct or indirect procurement.

Product Quality, Certifications, and Food Safety

Being an organic products manufacturer, certifications drive the very core of our business. The Certification Team, which includes the Senior Executive and Documentation Staff,, directly oversees certifications obtained by AGRI EXIM and compliance to standards required to be met by these certifications. A list of these certifications can be found in the “Market Readiness” section.



Our commitment to quality and consistency in certifications begins right at the stage we collaborate with our farmers, and continues up until we deliver our products to distributors. A glimpse of our entire operation flow is provided below, wherein the process steps shows the series of quality checking and inspection. However, before all these processes (and even before whole nut receiving), AGRI EXIM established the capacity of the farmers that they partner with to meet the desired quantity and quality requirements.. These are described after the Figure 12 on the next page:



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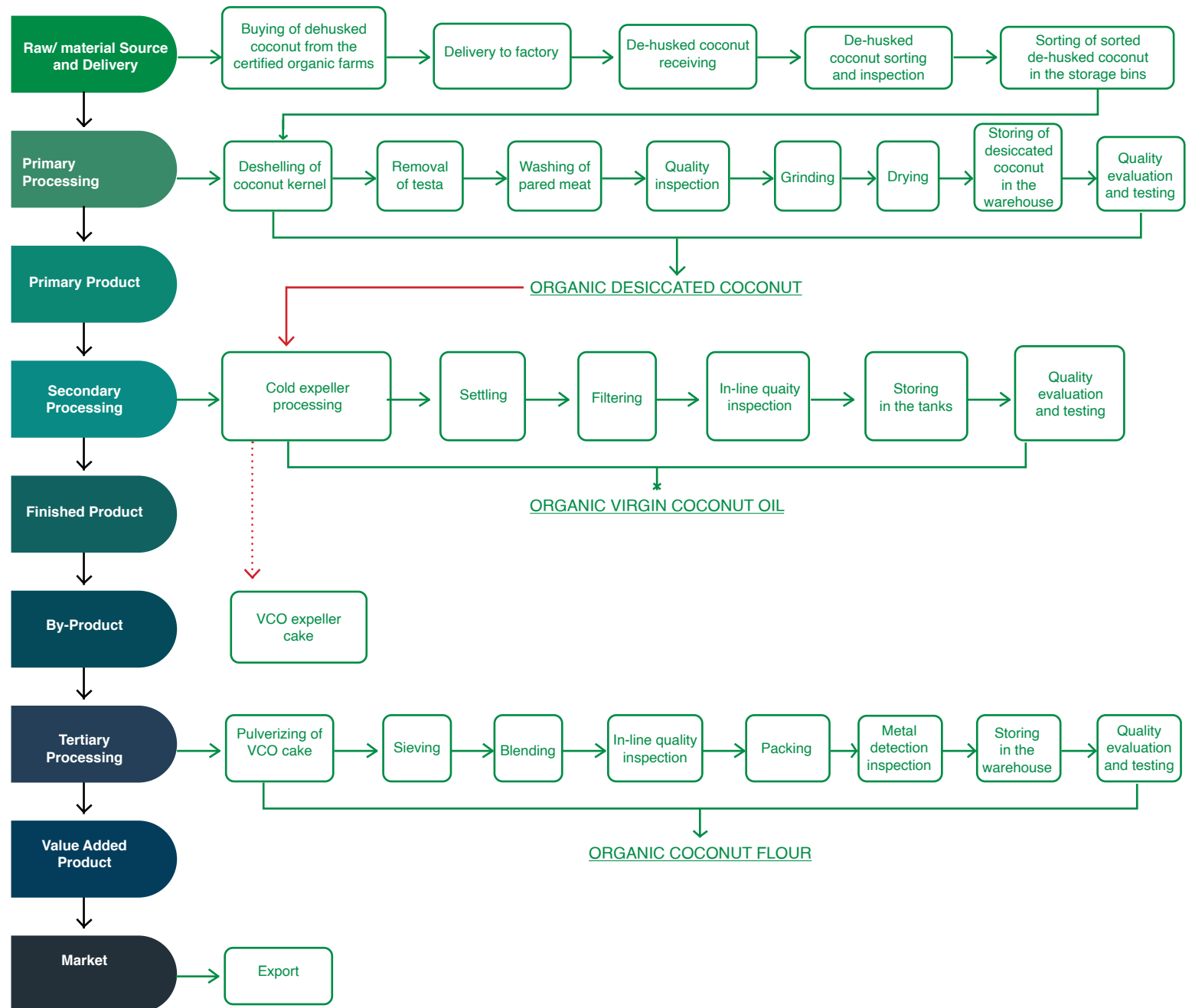


FIGURE 12 - SUPPLY CHAIN PROCESS FLOW

Product Quality, Certifications, and Food Safety

The farmers that we partner with are trained to understand the importance of our quality management processes and the criticality of their contribution to its success. They take pride in what they do and comply with several quality criteria before their products reach us.

Snapshots of these documents / requirements are encapsulated below:

- **Farm Diary, maintained by Agri EXIM Philippines' Internal Control Systems** – which requires information on name of the owner, area of organic land cultivated by them, farm & crop area details, seed & planting material, details of soil conditioners used and fertility input records, diseases / insects / pests / weed management records, contamination control records, production / harvest records, copra processing details, and marketing and dispatch records
- **Agreement to comply with organic production rules and group operating procedures / grower group certification:** This agreement requires farmers to sign a declaration that they consent to comply with organic production rules and requirements, with operating procedures / internal standards / policies of the grower group, and to facilitate internal and Certification body inspections as required by external auditors. This declaration also requires farmers to declare whether they sell any products independently, whether they (deliberately or not) use any chemical products in manufacturing, and if they introduce any changes in the production process.
- **The Fair Trade Assessment form,** which requires farmers to reveal how long they have been into organic farming, their employment practices (including details on forced / child labour, disciplinary action, wages paid, and

health and safety).

- **The Internal Inspection Form** filled by Agri EXIM Philippines, which requires listing production records, areas, methods, details of harvest, estimated harvested quantities, details of copra processed in the farm, and the inspector's recommendations and conclusions.

Though AGRI EXIM meets the standard requirements of all the certifications, the organisation currently does not include sustainability-information related to the product in the labels. This is partly because the products are not sold directly to end consumers, but to retailers who in turn re-package the product and sell it to them.

We also aim to include product life cycle assessments in the future as a progressive way to improve our sustainability efforts.

The Figure 13 below show the number of incidents of non-compliance with customer health and safety clauses. There were no incidents of fines / penalties or activities that resulted in a warning; however, there was one incident of non-compliance with voluntary which was addressed immediately. All our products and services are assessed for health and safety impacts.

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

100%

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by

| | |
|---|------|
| Incidents of non-compliance with regulations resulting in a fine or penalty | Zero |
| Incidents of non-compliance with regulations resulting in a warning; | Zero |
| Incidents of non-compliance with voluntary codes | 1 |

FIGURE 13 - INCIDENTS OF NON-COMPLIANCE



Farmer (Supplier) Relations

Farmer relations are at the heart of AGRI EXIM's operations and ensure the quality of our products. The Certification Team comprises of Senior Executive, Documentation Staff assigned to documentation, and a full-fledged AGRI GGGextension team – all responsible for managing farmer relations.

In order to ensure compliance of farmers to the strict quality standards specified by AGRI EXIM, a farmers' agreement is signed to implement Internal Control Systems.

The Internal Control System organisation structure is as follows:

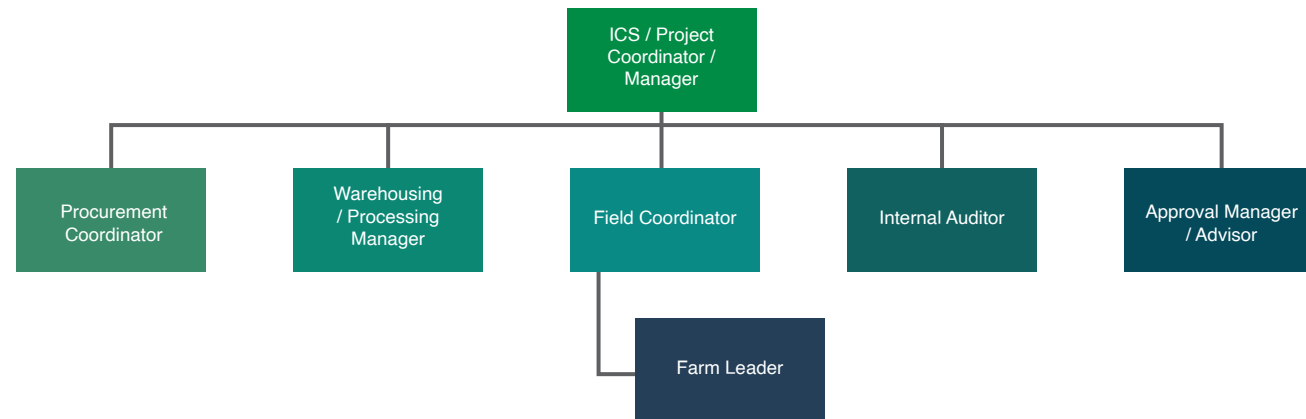


FIGURE 14 - INTERNAL CONTROL SYSTEM

The internal control system manual specifies farm production norms for seeds and planting material, nutrient management, soil management, pest management, weed management, drift management, and harvest and post-harvest stages.

The internal quality system has three main parts – an Internal Control System, Internal Standards, and Risk Assessment.

The Figure 15 shows the proportion of spending by AGRI EXIM on local suppliers between 2020-21 and 2021-22. "Local suppliers" refers to farmers from local communities. The data shows that a significant amount of our spend on suppliers is local – this confirms our continued contribution and commitment to promoting livelihood and prosperity of the regions we operate in.

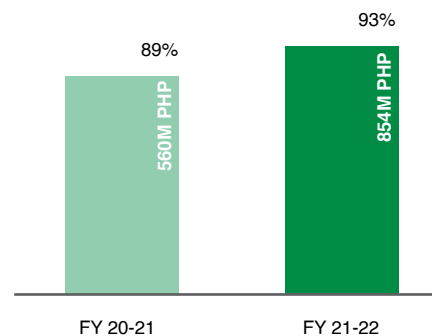


FIGURE 15 - PROPORTION OF SPENDING ON LOCAL SUPPLIERS

- The organization's geographical definition of 'local' - Local means suppliers of goods and services which business operation and domicile of its business is located within the Philippines
- The definition used for 'significant locations of operation' - Significant locations of operation refers to the neighboring places where the company holds its operation. Specific to AGRI EXIM's operation, this includes suppliers of goods and services which business operation and domicile of business is located within Davao Region

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Farmer (Supplier) Relations

We deeply value the success of our farmers and their communities – to better support them buying into and localizing global best practices, we set up model farms that demonstrate organic and integrated farming approaches; they are able to convey the benefits of reduced cost of cultivation, increased productivity, product quality and increased profit from unit area.

As part of the model farm establishment, we have two simple objectives:

1. Income Generation: To support the farmers in increasing crops produced and have at least 8% mark up in net income per annum;
2. Farm Source Sustainability: To promote sustainable agri-business and practice stewardship of biodiversity, environment and developing organic farming.

Model Farms Intervention Activities

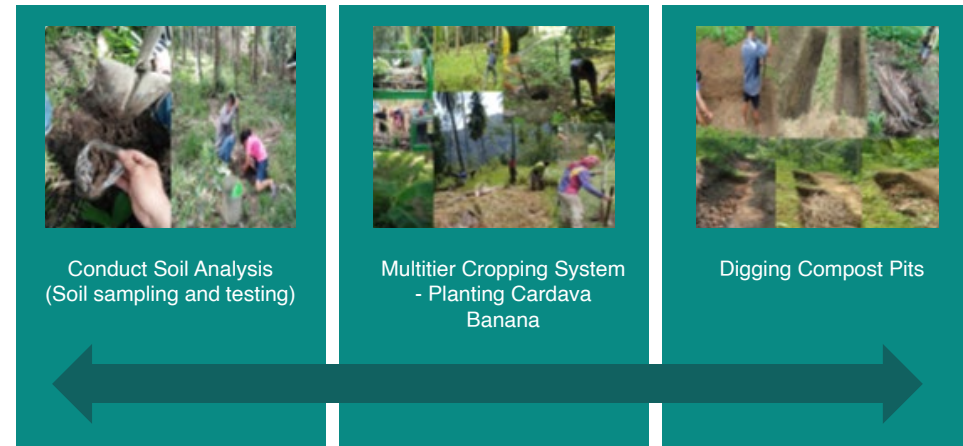


FIGURE 16 - MODEL FARMS INTERVENTION ACTIVITIES

Model Farms Project in Malita and Don Marcelino Davao Occidental:



Almost half a Million Philippine Peso was spent for all these initiatives and efforts.



Worker Rights, Health & Safety, Well-Being

At AGRI EXIM, there is utmost respect for worker rights, well-being, the freedom of association and the right to collective bargaining. These clauses are covered in a document called the Ethical Trading Initiative (ETI) Base Code, which describes norms for maintenance of safe and hygienic working conditions, no child / bonded labour, fair wages, working hours in compliance with national laws and regulations, anti-discrimination, provision of regular employment, and no harsh / inhumane treatment.

AGRI EXIM also has a Human Rights Policy, where the organisation's commitment to highest standards of business and ethical behaviour is testified – as required by the Universal Declaration on Human Rights. In addition to this, there is also a policy for prevention of child or forced labour, and a policy on grant of free pre-employment medical tests to new hires (as required by law). These policies are applicable to all employees and workers at AGRI EXIM. Our manpower suppliers are also required to adhere to human rights commitments described in the policy.





Health and Safety

Health and Safety at AGRI EXIM is governed by a Health and Safety Policy, which prescribes health, safety, and security restrictions inside the AGRI EXIM sites. Figure 17 shows the total man hours in various training programmes on health and safety through the year, and the list shows all the safety trainings conducted during FY 2021-22:



FIGURE 17 - OHS TRAININGS

List of OHS Trainings Conducted FY 21-22

- Responsibility of Supervisors about Safety
- Driving Policy and Procedure
- Hazardous Communication (Chemical Safety)
- Electrical Safety Lock out/Tag out
- Health and Safety Orientation
- PPE Trainings
- Basic First Aid for Supervisors
- DOH Vaccination information
- Forklift Safety
- 5s Audit Training
- MRF Discussion
- Fire Safety Training (BFP)
- Portable Grinder Safety Training

In the year 2021-22, there were 11 work related injuries, but zero work-related fatalities. The types of injuries encountered included hand injury, laceration, a sprain, eye irritation, and a head injury.

Apart from the routine health and safety guidelines, AGRI EXIM also introduced guidelines for workplace prevention and control of COVID 19, within and outside the operations.

The The Human Resources Team, which includes the Health and Safety Officer and Company Nurse, are in charge of health and safety at AGRI EXIM.

| Occupational Health and Safety Incidents | 2021 | | | 2020 | | |
|--|------|--------|-------|------|--------|-------|
| | Male | Female | Total | Male | Female | Total |
| No. of injury | 11 | 0 | 11 | 1 | 0 | 1 |
| Lost Day Rate (LDR) | 4% | 0 | 4% | 4% | 0 | 4% |
| Absentee Rate (AR) | 4% | 0 | 4% | 4% | 0 | 4% |
| Work related fatalities | 0 | 0 | 0 | 0 | 0 | 0 |

FIGURE 18 - OCCUPATIONAL HEALTH AND SAFETY INCIDENTS



Values-Driven Governance, Risk Management

AGRI EXIM believes in the power of values-driven business, and this culture is embedded right from the governance practices to everyday activities. The core values of the organisation were described in initial sections of the report. Aligned with these values, AGRI EXIM has the following policies in place in compliance with local laws and regulations:



Policy on Sexual Harassment at the Workplace

Describes processes, procedures, and disciplinary action for handling sexual harassment related complaints at work



Code of Conduct

The AGRI EXIM code of conduct covers regulatory compliance, impact on environment, standards of business practice, gifts and donations, bribery and corruption, ethical conduct, quality of products, competition, financial reporting and records, commitment to employees, equal opportunities employment, health and safety, reporting concerns, employee commitment to AGRI EXIM, integrity of data furnished, conflict of interest, data confidentiality, protecting company assets, and social networking.



Complaints Handling Process

Similar clauses covered in the "Code of Discipline", governed by a "Code of Discipline" committee.



Code of Discipline

Covers incident reports, escalation procedure for disclosure, disciplinary action / penalties, counselling, due process clause / procedure, disciplinary / corrective action, company loss and injury to persons, recalculation for very light offense, various other offenses, habitual delinquency, etc.



Gift Acceptance Policy

Regulates acceptance of gifts by employees.

FIGURE 19 – GOVERNANCE POLICIES



Regulatory Compliance (including environmental compliance)

All compliance requirements of the organisation are monitored by the Code of Discipline committee, and the organisation is particular about not undertaking any projects or activities that are a detriment to the wider interests of communities. In principle and in practice, AGRI EXIM seeks to conform to trade procedures, including licensing, documentation, and all necessary formalities.





People Practices

At AGRI EXIM, people are our greatest assets – and there are several policies and protocols in place to support their welfare and development within the company. A description of these policies is in the table below:



Gender Neutral Workplace Policy

Policies on violence against women, anti-sexual harassment, other discriminatory acts, and disciplinary procedures for such incidents. There were no incidents of discrimination in the reporting year.



Training Policy

The types of training offered by AGRI EXIM include New Employee Orientation, Behavioural and Soft Skills training, Technical and Functional Training, and System-based training. The organisation conducts training needs assessments, develops training calendars and budgets, conducts post-training evaluation and feedback, and maintains training records and reports.



Leave Policy

AGRI EXIM grants vacation leave, sick leave, and compensatory offs, and as per law, also offers maternity leave (under RA 1611, as amended by RA 8282 and RA 11210), paternity leave (under RA 8187), solo parent leave (under RA 8972), leave for victims of violence against women and children (under RA 9262), and special leave for women (under RA 9710).



Performance Management System for Goal-Oriented Employees

The objectives of this performance management system are:

Strategic: Driving organisational performance through people performance;

Administrative: Objective assessment of contribution, recognition and rewards;

Developmental: Regular feedback for employees and performance improvement.



New Employee Orientation Policy

Topics covered: Enrolment to Biometrics, Introduction to all employees, filling up of applicable company forms, HR orientation, facility tour, and departmental orientation coverage.



Recruitment and Selection Policy

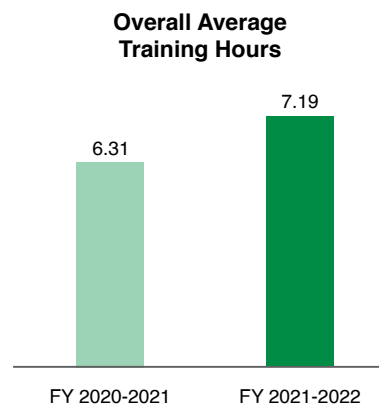
Processes for hiring, sourcing talent, internal hiring, and approval for hiring employees.



Performance Management System for Task-Oriented Employees

This is an annual process between the supervisor and the task-oriented employees.

People Practices



The Figure 21 shows that the average training hours per employee increased slightly in 2021 compared to the previous year – however this is still expected to increase in the coming years given the direction to improve focus on capability development as well as the substantially tapered restrictions related to the COVID-19 pandemic.

The Figure 22 shows the number of new employees hired by gender in 2021, which was almost the same as the number hired in 2020. The workforce turnover graph, on the other hand, shows the number of people who left the organisation in the last two years, age-wise. Both these numbers increased only marginally since hiring was minimal during the pandemic.

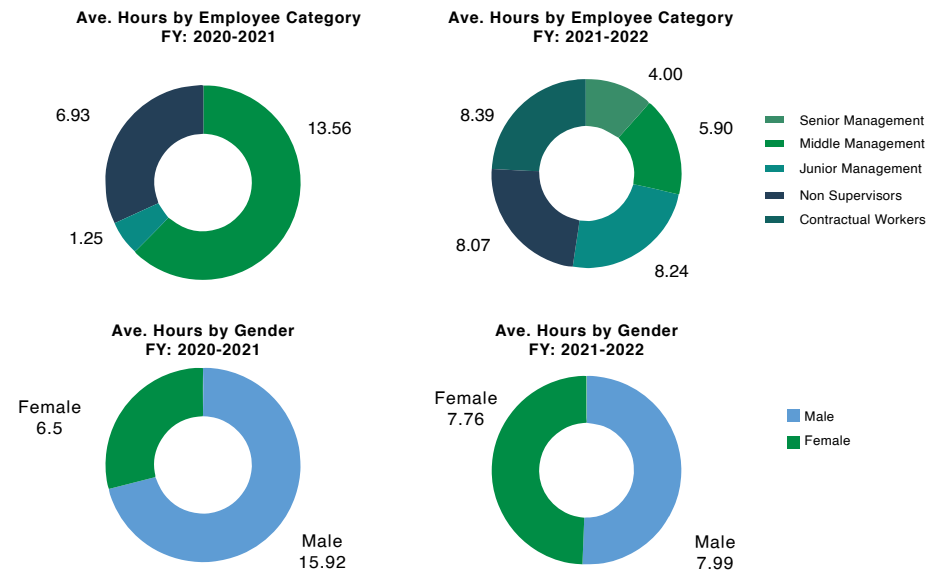


FIGURE 21 - OVERALL AVERAGE TRAINING HOURS

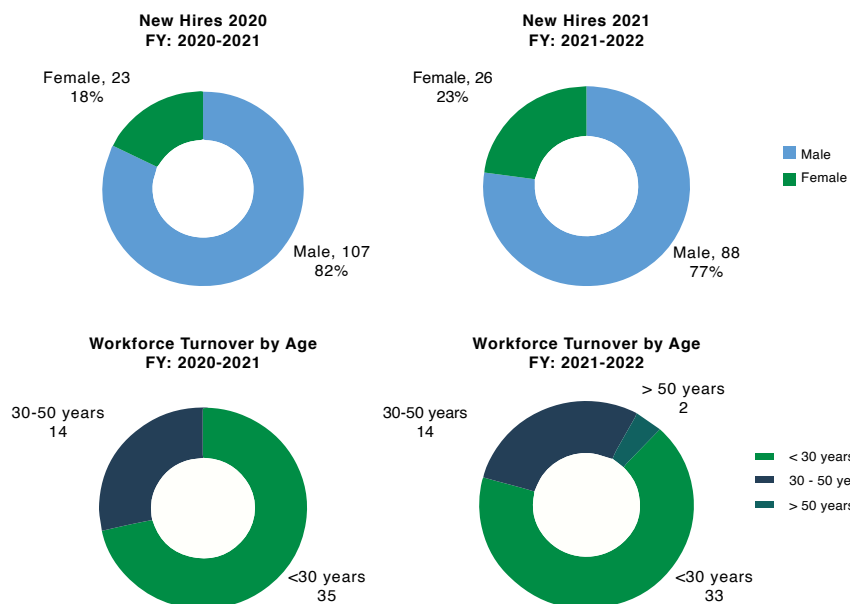


FIGURE 22 - NEW HIRES AND WORKFORCE TURNOVER

People Practices

The table below shows the number of employees entitled to parental leave in 2021-22 and the number of employees who availed them:

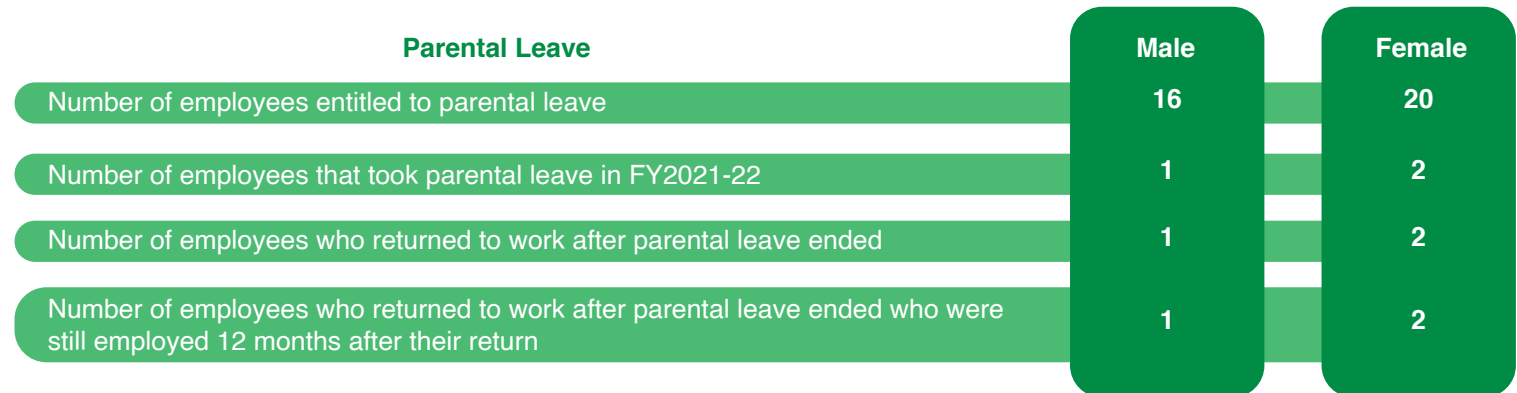


FIGURE 23 - PARENTAL LEAVE

The table below shows benefits provided to full-time employees:

| Applicable Benefits | Employment Category | | | |
|--|---------------------|-------------------|-------------------|---------|
| | Senior Management | Middle Management | Junior Management | Workers |
| Personal Accident Insurance /Group Personal Accident | ✓ | ✓ | ✓ | ✓ |
| Health Maintenance Insurance | ✓ | ✓ | ✓ | ✓ |
| Meal Allowance | ✓ | ✓ | ✓ | ✓ |
| Transportation Allowance | ✓ | ✓ | ✓ | ✓ |
| Laundry Allowance | ✓ | ✓ | ✓ | ✓ |
| Uniform Allowance | ✓ | ✓ | ✓ | ✓ |

FIGURE 24 – APPLICABLE BENEFITS



People Practices

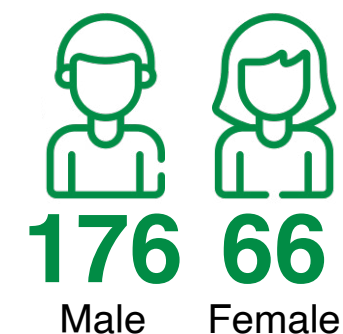
Diversity and Equal Opportunity

The graphical representation below (Figure 25) shows the distribution of men and women employees at AGRI EXIM and by age as well. A majority of the employees are in the <50 years age bracket. There are more men than women in the company; however, as mentioned in the company's Recruitment Policy, there is no discrimination in hiring by virtue of race, gender, ethnicity, age etc. The Human Resources team is responsible for people-related matters in AGRI EXIM, and comprises the HR Manager, Health and Safety Officer, Company Nurse, HR Executives, Drivers, Guards, and Staff.



Total Headcount by Gender:

| Applicable Benefits | Employment Category | | | |
|---------------------|---------------------|--------|----------------|--------|
| | FY 2020 - 2021 | | FY 2021 - 2022 | |
| | Male | Female | Male | Female |
| Senior management | 2 | 0 | 2 | 0 |
| Middle management | 4 | 5 | 3 | 5 |
| Junior management | 10 | 2 | 3 | 13 |
| Non Supervisors | 22 | 13 | 22 | 15 |
| Contractual workers | 153 | 28 | 146 | 1 |



Total Headcount by Age Group:

| | FY 2020 - 2021 | | | FY 2021 - 2022 | | |
|---------------------|----------------|-----------|---------|----------------|-----------|---------|
| | <30 y/o | 30-50 y/o | >50 y/o | <30 y/o | 30-50 y/o | >50 y/o |
| Senior management | 0 | 1 | 1 | 0 | 1 | 1 |
| Middle management | 0 | 8 | 1 | 0 | 8 | 0 |
| Junior management | 4 | 8 | 0 | 8 | 8 | 0 |
| Non Supervisors | 17 | 18 | 0 | 20 | 17 | 0 |
| Contractual workers | 101 | 76 | 4 | 98 | 73 | 8 |

FIGURE 25 - DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES



People Practices

Diversity and Equal Opportunity

The table below (Figure 26) shows the ratio of the basic salary and remuneration of women to men in the year 2021-22 showcasing female employees are equally paid if not paid higher when compared to their male counterparts. While there are no women in the senior management team, part of the company's plan for the future is to encourage and empower women in the current workforce to reach higher levels of management.

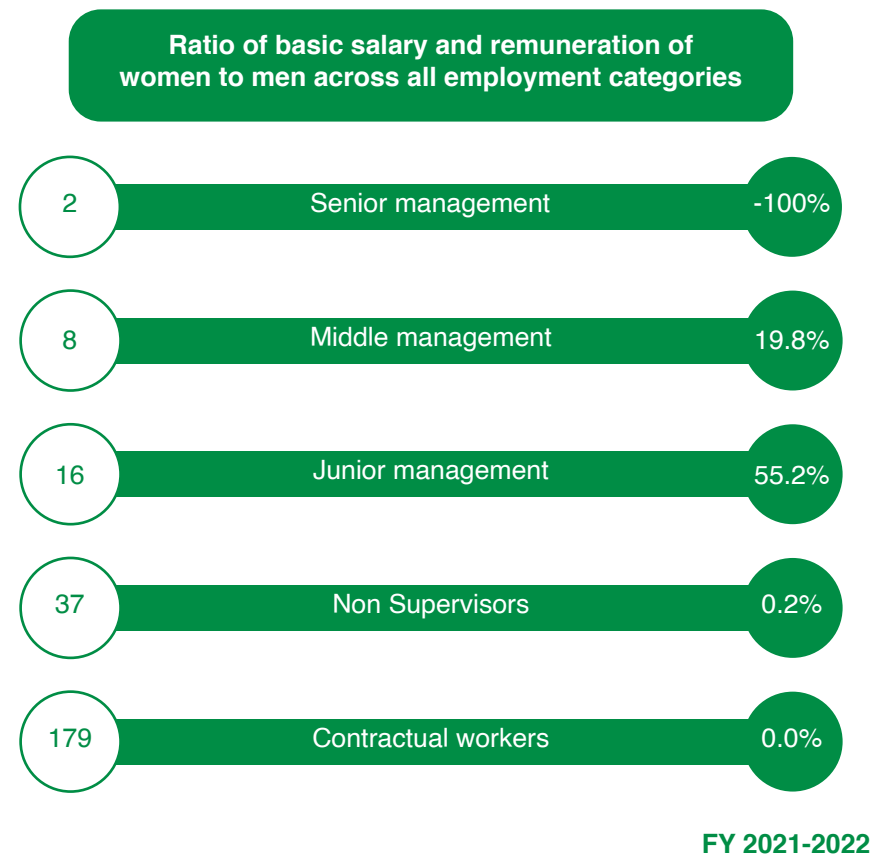


FIGURE 26 - RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

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Community Engagement



AGRI EXIM has a commitment to significantly contribute not just to the economic development of the location where the organisations operate, but also towards improvement in the quality of life of communities that surround our operations. Furthermore, the company aims to empower our employees to leverage the corporate resources at their disposal to do good for the community. AGRI EXIM also aims to position itself as a positive role model for other companies to follow suit to give back to the nearby localities.



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Community Engagement



The various corporate social responsibility activities by AGRI EXIM conducted in the past two years are shown below:

- Giving Hope by Sharing, Love the Children Foundation in Toril, Davao City, Mindanao, Philippines
- Donated a total of 8000 Waah Ready-to-Eat organic meals in partnership with Bharati Manila India Expat Women's Association of the Philippines
- Tree Planting in Sta. Cruz, Davao del Sur, Mindanao, Philippines
- Blood Donation Drive in partnership with Philippine Red Cross Davao Del Sur Chapter
- Drug Symposium and Surprise Drug Test in partnership with the Philippine Drug Enforcement Agency and PDEA Accredited Diagnostic Center (BMCDC)
- Resbakuna in partnership with the Local Rural Health Unit of Sta. Cruz Davao del Sur
- Free Eye Check-Up in partnership with EO Optical, Davao Del Sur
- Valentines for Frontline Task Force, Davao City and Davao del Sur
- Donation and Visit to the Home for the Blinds in Toril, Davao City, Mindanao, Philippines
- Partnered with USAID for the O2's Local Labor Market Assessment to develop appropriate educational curriculum for the out of school youth
- Donated Groceries to the victims of insurgents in Toril, Davao City. This donation was given to the Philippine National Police.

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|---------------------------|--|--|
| 102 – General Disclosures | 102-1: Name of the organisation | 4 |
| | 102-2: Activities, brands, products, services | 8 |
| | 102-3: Location of headquarters | 5 |
| | 102-4: Location of operations | 7 |
| | 102-5: Ownership and Legal Form | 7 |
| | 102-6: Markets served | 7 |
| | 102-7: Scale of the organisation | |
| | 102-8: Information on employees and other workers | 9 |
| | 102-9: Supply chain | 24, 25 |
| | 102-11: Precautionary Principle or Approach | N.A. |
| | 102-12: External Initiatives | 35, 36 |
| | 102-13: Memberships of associations | N.A. |
| | 102-14: Statement from senior decision maker | 4 |
| | 102-15: Key impacts, risks, and opportunities | 10 |
| | 102-16: Values, Principles, Standards, Norms of Behaviour | 6 |
| | 102-18: Governance Structure | 33 |
| | 102-40: List of stakeholder groups | 12 |
| | 102-41: Collective bargaining agreements | |
| | 102-42: Identifying and selecting stakeholders | 12 |
| | 102-43: Approach to stakeholder engagement | 12 |
| | 102-44: Key topics and concerns raised | 12 |
| | 102-45: Entities included in consolidated financial statements | 17 |
| | 102-46: Defining report content and topic boundaries | 4 |
| | 102-47: List of material topics | 14 - 15 |
| | 102-48: Restatements of information | This is AGRI EXIM's first sustainability report. |
| | 102-49: Changes in reporting | |
| | 102-50: Reporting period | 4 |
| | 102-51: Date of most recent report | This is AGRI EXIM's first sustainability report. |

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| | 102-52: Reporting cycle | 4 |
| | 102-53: Contact point for questions regarding the report | 4 |
| | 102-54: Claims of reporting in accordance with GRI standards | 4 |
| | 102-55: GRI Content Index | 37 |
| | 102-56: External assurance | N.A. |
| 201 – Economic Performance | 201-1: Economic value generated & distributed | 17 |
| 202 – Market Presence | No quantitative data is provided; qualitative data provided in page number indicated | 17 |
| 306 – Effluents and Waste | No data available currently. | No data available currently. |
| 304 – Biodiversity | 304 – Significant impacts of activities, products, and services on biodiversity | 19 |
| 302 – Energy | 302-1 – Energy consumption within the organisation | 19 |
| 303 – Water | No data available currently. | No data available currently. |
| 307 – Environmental Compliance | 307-1 – Non-compliance with environmental laws and regulations | 29 |
| 308 – Supplier environmental assessment | 308-1: New suppliers that were screened using environmental criteria | 24 |
| 401 – Employment | 401-1: New employee hires & employee turnover | 31 |
| | 401-2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees, | 32 |
| | 401-3 – Parental Leave | 32 |
| 403 – Occupational Health & Safety | 403-5 – Worker training on OHS, | 27 |
| | 403-6 – Promotion of worker health | 26, 27 |
| | 403-7 - Prevention and mitigation of occupational health and safety impacts directly linked by business relationships, | 27 |
| | 403-9 - Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | 27 |

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| GRI Standard | Disclosure <i>(Management approach for each disclosure is covered as required)</i> | Page Number |
|--|---|--------------------|
| 404 – Training & Education | 404-1: Average hours of training per year per employee | 31 |
| 405 – Diversity & Equal Opportunity | 405-1: Diversity of governance bodies and employees | 33 |
| | 405-2: Ratio of basic salary and remuneration of men to women | 34 |
| 406 – Non-discrimination | 406-1: Incidents of discrimination during the reporting period | 30 |
| 413 – Local Communities | 413-1 – Operations with local community engagement, impact assessments, and development programs | 35, 37 |
| 414 – Supplier social assessment | 414-1: New suppliers that were screened using social criteria | 24 |
| 416 – Customer health & safety | 416-2 - Incidents of non-compliance concerning the health and safety impacts of products and services | 23 |
| 419 – Socio-economic compliance | 419-1: Non-compliance with laws and regulations in the social and economic area | 29 |



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