



Santa Marta- Colombia, October 2018

#### DAABON's WORFORCE--v4

##### LABOR DATA:

Total Number of Employees	2021
Percentage of Temporary Employees	0
Percentage of Women Employees	11.8%
Lost time accident rate (ILI)	0.64
Number of Fatalities as result of work-based accidents	0

##### PERSONAL PROTECTION EQUIPMENT AND TRAINING:

The company invested over 35,000 hours of training (31,433 hrs. men and 4037 hrs. women) in the year 2017 for safety and security purposes (See detail in our Sustainability Report). Personal Protection Equipment is given and replaced at no cost for the employee, according to the Risk Profile of the labor carried out; this is usually helmet, eye protection, gloves, complete set of uniform. Application of fertilization also includes breathing equipment and full isolation clothing. Washing facilities are available in the company premises to avoid any contamination of the household.

##### PAYMENT

The company is committed to Minimum Wage as a base of payment under any circumstance as required and audited by the Colombian Labor Authorities. Minimum wage is a vital right to every worker because it ensures feasibility of the family economy and the correct nurture of the household. The current minimum wage in Colombia (and the company) is 781.242 COP (+/- 280 USD/month), whereas the minimum salary in the company is 960.000 COP (+/- 311 USD/month).

Any further information, please do not hesitate to contact us at [fguerrero@daabon.com.co](mailto:fguerrero@daabon.com.co).

A handwritten signature in black ink, appearing to be "F. Guerrero", written over a light grey circular stamp.

Felipe M. Guerrero  
Sustainability Director  
DAABON Group