



Santa Marta- Colombia, September 2019

**WORFORCE-v3**

**DAABON's Workforce:**

|  |       |
|--|-------|
| Total Number of Employees                              | 2016  |
| Percentage of Temporary Employees                      | 0     |
| Percentage of Women Employees                          | 13.1% |
| Percentage of Women in Senior Management Teams:        | 45.4% |
| Lost time accident rate (ILI)                          | 0.64  |
| Number of Fatalities as result of work-based accidents | 0     |

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 is 925,148 COP (+/- 276 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".

Felipe M. Guerrero  
Sustainability Director  
DAABON Group