



CODE OF OPERATIONS

# GMT Farms

FEBRUARY, 2024

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LEADING HARVEST CONFORMANCE





## **BACKGROUND:** **RainForest Alliance Certification**

GMT Farms is RainForest Alliance Certified. The certification program in its standard, assurance system and related data and technology systems was designed to deliver greater value to the many people and businesses around the world that use Rainforest Alliance certification as a tool to support sustainable agricultural production and supply chains. Through this certification, lives are improved and human rights are fully respected by farmers and farm workers, their families, and local communities. Forests and natural ecosystems are protected and restored, biodiversity and ecosystem services are conserved, and climate change is mitigated.

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## **BACKGROUND:** **GMT Green Certification**

GMT Farms also has the GMT Green Certification, a program for continuous improvement of practices used on coffee farms, designed to be carried out in six different stages. To define each of the program categories, 119 analysis criteria were listed on the practices used in participating properties. All producers participating in GMT GREEN go through audits, the process of which was defined through a set of actions established in a systemic way, ordered, documented and inserted within a schedule to conduct compliance checks and categorization of coffee producers, suppliers of GMT.

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## **BACKGROUND:** **C.A.F.E Practices Certification**

C.A.F.E Practices was one of the Coffee Industry's first sets of standards for ethical purchasing developed in partnership with Conservation International 2004. This verification program measures farms on quality, economic, social and environmental criteria, all designed to promote transparent, profitable and sustainable coffee growing practices while protecting the well-being of coffee farmers, their communities and our planet. Through coffee cultivation and processing, C.A.F.E Practices include sustainable agricultural practices and environmental measures that must be implemented to manage waste, protect water quality, conserve water and energy, preserve biodiversity and reduce the use of agrochemicals.





## OVERVIEW

*The history of GMT Farms is intertwined with the history of coffee in Brazil. Our oldest farm began producing coffee in 1978 and our goal is to bring the rich flavors and diversity of Brazilian coffee to the world through the production of special, natural and washed coffees, in a sustainable and innovative manner.*

We are a passionate company that is committed to excellence, where coffee tradition meets innovation to create not just exceptional products, but also a sustainable future for all Society and environment. Our commitment to excellence, quality and ethics is fundamental to our success and the preservation of our reputation.

GMT Farms currently owns 5 farms located in the states of Minas Gerais and Bahia, totaling more than 36,000 hectares. It has approximately 3,500 hectares of planted area and 4,300 hectares of area to be planted (expansion areas), producing an average of 80 thousand bags of coffee per year. We have an audacious goal: we seek to produce an annual average of 200,000 bags of coffee over the next six years.

We aim to be leaders in the Brazilian Arabica coffee production market. Our intention is not only to achieve excellence in production, but also to be recognized globally for our agricultural innovation, our socio-environmental commitment and the generation of consistent financial results. We are dedicated to shaping the future of coffee in a sustainable and responsible way.

The company holds renowned global certifications, including the RainForest Alliance, C.A.F.E Practices and GMT Green, certifiers that have the highest levels of demand and a global standard of continuous improvement based on results and focusing on ESG issues.

All the coffee we sell originates from our farms, which are known and identified, through the delimitation of limits (polygons) and registered in the CAR (Rural Environmental Registry), are georeferenced and have precise geographic coordinates. This guarantees our customers grain traceability and confirmation that our product is free from illegal deforestation. The safety of products and materials is guaranteed through appropriate sanitary measures at all operational stages from harvesting to processing, packaging, storage and distribution.

**GMT Farms adopts systems and tools that ensure the monitoring of climatic and agricultural conditions at the field level and equipment performance, enabling traceability and georeferencing of the best opportunities to reduce inputs and greenhouse gas emissions and increase productivity while maintaining quality levels.**



# INTRODUCTION

GMT Farms conducts its activities with social and environmental responsibility, contributing to sustainable development. We believe that all incidents can be forewarned and our goal is to ensure that no one working in our operation and production chain suffers any type of harm. We are responsible for keeping our workplace safe.

Our most important indicators are health, safety and risk. We believe that, by operating with excellence and, consequently, with greater safety, production and financial goals will be achieved as a natural and essential result of this responsible and conscious management for the perpetuity of the company.

We seek to minimize our impact on society and the environment where we operate, integrating socio-environmental aspects in the planning of our activities and covering the entire life cycle of our operation. Our objective is to understand the impacts we may have on biodiversity and communities in order to avoid, minimize and, whenever it is necessary, compensate for them. We respect legally delimited Environmental Protection Areas and crucial areas of biodiversity.

We also seek to ensure that our presence in communities makes people's lives better than if we were not there. We are a model corporate citizen, which makes a difference to everyone involved: employees, customers, suppliers, community, government and shareholders.

**The areas identified below are fundamental for GMT Farms and everyone involved:**

- \_\_\_\_\_ **1. Sustainable and Regenerative Agriculture**
- \_\_\_\_\_ **2. Soil Health and Conservation**
- \_\_\_\_\_ **3. Protection of Water Resources**
- \_\_\_\_\_ **4. Crop protection, including biosecurity**
- \_\_\_\_\_ **5. Energy Use, Air Quality and Climate Change**
- \_\_\_\_\_ **6. Waste and Material Management**
- \_\_\_\_\_ **7. Biodiversity Conservation**
- \_\_\_\_\_ **8. Protection of Cultural Heritage Sites**
- \_\_\_\_\_ **9. Involvement with the Local Community**
- \_\_\_\_\_ **10. Employee Welfare and Compliance with Labor Legislation**
- \_\_\_\_\_ **11. Legal and Regulatory Compliance**
- \_\_\_\_\_ **12. Management Review and Continuous Improvement**



We are externally audited in each of these areas in accordance with RainForest Alliance, C.A. F.E Practices and GMT Green certification requirements. These certifications guarantee our stakeholders the continuous improvement of our projects with a focus on sustainability and help the company to achieve its objectives and meet the expectations of its customers.

Leading Harvest is a sustainability standard based on results, certification and high-quality auditable data, aligned with overall climate adaptation and mitigation objectives. The standard identifies sustainable agricultural practices based on 13 objectives (12 of which are applicable to GMT Farms), 33 performance indicators and 73 indicators.

The Rainforest Alliance is a full member of ISEAL. The 2020 Sustainable Agriculture Standard was developed, in relevant parts, in accordance with the ISEAL Code of Good Practice for Standard Setting, ensuring that documents are relevant, transparent and reflect a balance of stakeholder interests.

The 2020 Rainforest Alliance Certification Program with its new standard, assurance system and related data and technology systems is designed to deliver greater value to the many people and businesses around the world that use Rainforest Alliance certification as a tool to support production sustainable agriculture and supply chains.

Certification to recognized sustainability standards is one way GMT Farms builds resilient and adaptable management teams that effectively anticipate, manage and integrate ESG factors into our culture, business model, strategy and operations. We are positioned to create and preserve long-term value by maintaining our certifications.

# CONTENTS

<b>BACKGROUND: RainForest Alliance Certification</b> .....	<b>3</b>
<b>BACKGROUND: GMT Green Certification</b> .....	<b>3</b>
<b>BACKGROUND: C.A.F.E Pratices Certification</b> .....	<b>3</b>
<b>OVERVIEW</b> .....	<b>4</b>
<b>INTRODUCTION</b> .....	<b>6</b>
<b>QUALITY</b> .....	<b>12</b>
<b>GMT FARMS OPERATIONAL LOCATIONS</b> .....	<b>15</b>
<b>OBJECTIVE 1: SUSTAINABLE AGRICULTURE MANAGEMENT</b> .....	<b>16</b>
<b>PERFORMANCE MEASURE 1.1:</b> <b>SUSTAINABLE AGRICULTURE STEWARDSHIP</b> .....	<b>17</b>
INDICATOR 1.1.1: Farmland Stewardship Commitment.....	<b>17</b>
INDICATOR 1.1.2: Farmland Stewardship .....	<b>17</b>
INDICATOR 1.1.3: Farmland Conservation .....	<b>18</b>
<b>PERFORMANCE MEASURE 1.2:</b> <b>CRITICAL EXTERNAL FACTORS</b> .....	<b>18</b>
INDICATOR 1.2.1: Adapting to Critical External Factors.....	<b>18</b>
<b>OBJECTIVE 2: SOIL HEALTH &amp; CONSERVATION</b> .....	<b>20</b>
<b>PERFORMANCE MEASURE 2.1:</b> <b>SOIL HEALTH</b> .....	<b>21</b>
INDICATOR 2.1.1: Soil Quality .....	<b>21</b>
INDICATOR 2.1.2: Soil Health Monitoring.....	<b>21</b>
INDICATOR 2.1.3: Nutrient Management Programme.....	<b>22</b>
INDICATOR 2.1.4: Crop Residues .....	<b>22</b>
<b>PERFORMANCE MEASURE 2.2:</b> <b>SOIL CONSERVATION</b> .....	<b>23</b>
INDICATOR 2.2.1: Cropland Soil Management .....	<b>23</b>
INDICATOR 2.2.2: Degradation of Agricultural Lands.....	<b>23</b>
<b>OBJECTIVE 3: WATER RESOURCES</b> .....	<b>24</b>
<b>PERFORMANCE MEASURE 3.1:</b> <b>WATER USE</b> .....	<b>25</b>
INDICATOR 3.1.1: Agricultural Water Withdrawal.....	<b>25</b>
INDICATOR 3.1.2: Regional Water Conservation .....	<b>25</b>
INDICATOR 3.1.3: Water Conservation.....	<b>26</b>
<b>PERFORMANCE MEASURE 3.2:</b> <b>WATER QUALITY</b> .....	<b>27</b>
INDICATOR 3.2.1: Input Application on Agricultural Lands.....	<b>27</b>
INDICATOR 3.2.2: Water Quality Protection .....	<b>27</b>



<b>OBJECTIVE 4: CROP PROTECTION</b> .....	<b>28</b>
PERFORMANCE MEASURE 4.1:	
INTEGRATED PEST MANAGEMENT .....	29
INDICATOR 4.1.1: Pest Prevention .....	29
INDICATOR 4.1.2: Pest monitoring.....	29
INDICATOR 4.1.3: Crop Protection .....	30
INDICATOR 4.1.4: Pest Control Practices .....	31
PERFORMANCE MEASURE 4.2:	
CROP PROTECTANT MANAGEMENT .....	32
INDICATOR 4.2.1: Application and Storage of Crop Protectants .....	32
 <b>OBJECTIVE 5: ENERGY USE, AIR QUALITY AND CLIMATE CHANGE</b> .....	 <b>33</b>
PERFORMANCE MEASURE 5.1:	
AGRICULTURAL ENERGY USE AND CONSERVATION .....	34
INDICATOR 5.1.1: Energy Conservation .....	34
INDICATOR 5.1.2: Renewable Energy.....	34
PERFORMANCE MEASURE 5.2:	
AIR QUALITY .....	35
INDICATOR 5.2.1: Air Emissions .....	35
INDICATOR 5.2.2: Airborne Dust Control .....	35
INDICATOR 5.3.2: Climate Change Adaption and Resilience.....	36
 <b>OBJECTIVE 6: WASTE AND MATERIAL MANAGEMENT</b> .....	 <b>37</b>
PERFORMANCE MEASURE 6.1:	
MANAGEMENT OF WASTE AND OTHER MATERIALS .....	38
INDICATOR 6.1.1: Waste Disposal.....	38
INDICATOR 6.1.2: Resource Recovery.....	39
INDICATOR 6.1.3: Management of Agricultural Chemicals and Other Materials .....	39
PERFORMANCE MEASURE 6.2:	
FOOD AND AGRICULTURAL WASTE RESOURCE RECOVERY.....	41
INDICATOR 6.2.1: Food and Agricultural Waste .....	41
INDICATOR 6.2.2: Resource Recovery of Agricultural Waste .....	42
 <b>OBJECTIVE 7: CONSERVATION OF BIODIVERSITY</b> .....	 <b>43</b>
PERFORMANCE MEASURE 7.1:	
SPECIES PROTECTION .....	44
INDICATOR 7.1.1 & 7.1.2: Threatened and Endangered Species .....	44
PERFORMANCE MEASURE 7.2:	
WILDLIFE HABITAT CONSERVATION .....	44
INDICATOR 7.2.1 & 7.2.1: Native Habitats, Natural communities & Threatened ecological communities .....	44
INDICATOR 7.2.3: Cropland for Wildlife Habitat.....	45

PERFORMANCE MEASURE 7.3: AVOIDED CONVERSION .....	46
INDICATOR 7.3.1: Habitat Conversion .....	46
INDICATOR 7.3.2a: Deforestation Policy .....	46
INDICATOR 7.3.2b: Avoid Purchase of Deforested Land .....	47
PERFORMANCE MEASURE 7.4: CROP DIVERSITY .....	47
INDICATOR 7.4.1: Crop and Genetic Diversity .....	47
<b>OBJECTIVE 8: PROTECTION OF SPECIAL SITES .....</b>	<b>48</b>
PERFORMANCE MEASURE 8.1: SPECIAL SITE MANAGEMENT .....	49
INDICATOR 8.1.1: Special Site Identification .....	49
INDICATOR 8.1.2: Special Site Management .....	49
<b>OBJECTIVE 9: LOCAL COMMUNITIES .....</b>	<b>50</b>
PERFORMANCE MEASURE 9.1: ECONOMIC WELL-BEING .....	51
INDICATOR 9.1.1: ECONOMIC CONTRIBUTIONS .....	51
PERFORMANCE MEASURE 9.2: COMMUNITY RELATIONS .....	52
INDICATOR 9.2.1: COMMUNITY ENGAGEMENT .....	52
PERFORMANCE MEASURE 9.3: LOCAL COMMUNITIES & INDIGENOUS PEOPLES POLICY .....	52
INDICATOR 9.3.1: LOCAL COMMUNITY AND INDIGENOUS PEOPLE POLICY .....	52
INDICATOR 9.3.2: LAND TENURE RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES .....	53
INDICATOR 9.3.3: LOCAL COMMUNITIES AND INDIGENOUS PEOPLES' INQUIRIES .....	53
PERFORMANCE MEASURE 9.4: PUBLIC HEALTH .....	54
INDICATOR 9.4.1: PUBLIC HEALTH AND SAFETY .....	54
<b>OBJECTIVE 10: PERSONNEL &amp; FARM LABOUR .....</b>	<b>55</b>
PERFORMANCE MEASURE 10.1: SAFE & RESPECTFUL WORKING ENVIRONMENT .....	56
INDICATOR 10.1.1: EQUAL OPPORTUNITY EMPLOYMENT .....	56
INDICATOR 10.1.2: RESPECTFUL WORK ENVIRONMENT .....	57
PERFORMANCE MEASURE 10.2: OCCUPATIONAL TRAINING .....	61
INDICATOR 10.2.1: PERSONNEL AND CONTRACT WORKER TRAINING .....	61



PERFORMANCE MEASURE 10.3: SUPPORTING CAPACITY FOR SUSTAINABILITY.....	62
INDICATOR 10.3.1: SUSTAINABILITY POLICY COMMITMENT.....	62
INDICATOR 10.3.2: EMPLOYEE ROLES AND RESPONSIBILITIES FOR SUSTAINABILITY .....	63
INDICATOR 10.3.3: EMPLOYEE SUSTAINABILITY TRAINING .....	64
PERFORMANCE MEASURE 10.4: COMPENSATION .....	64
INDICATOR 10.4.1: WAGES AND PAY.....	64
PERFORMANCE MEASURE 10.5: FARM LABOUR .....	66
INDICATOR 10.5.1: FARM LABOR MONITORING PROGRAMME .....	66
<b>OBJECTIVE 11: LEGAL AND REGULATORY COMPLIANCE .....</b>	<b>69</b>
PERFORMANCE MEASURE 11.1: LEGAL COMPLIANCE .....	70
INDICATOR 11.1.1: ACCESS TO COMPLIANCE INFORMATION .....	70
INDICATOR 11.1.2: PROGRAMME USER COMPLIANCE PROGRAMME.....	71
INDICATOR 11.1.3: COMPLIANCE COMMITMENT .....	71
PERFORMANCE MEASURE 11.2: LEGAL COMPLIANCE POLICIES.....	72
INDICATOR 11.2.1: WRITTEN COMPLIANCE POLICY .....	72
INDICATOR 11.2.2: CONSISTENCY WITH THE INTERNATIONAL LABOR ORGANIZATION CONVENTIONS.....	72
INDICATOR 11.2.3: CONSISTENCY WITH LEASE LAW .....	73
<b>OBJECTIVE 12: MANAGEMENT REVIEW AND CONTINUAL IMPROVEMENT .....</b>	<b>74</b>
PERFORMANCE MEASURE 12.1: FARM REVIEW AND CONTINUAL IMPROVEMENT .....	75
INDICATOR 12.1.1: PERFORMANCE REVIEW.....	75
INDICATOR 12.1.2: MONITORING PERFORMANCE.....	76
INDICATOR 12.1.3: AGRICULTURAL INNOVATION.....	76
INDICATOR 12.1.4: ANNUAL REVIEW AND IMPROVEMENT .....	77
PERFORMANCE MEASURE 12.2: SUPPORT FOR SUSTAINABLE AGRICULTURE.....	77
INDICATOR 12.2.1: SUPPORT FOR AGRICULTURAL RESEARCH .....	77



## QUALITY

We produce exceptional coffee with a genuine passion, emphasizing our collaborative teamwork, protecting and appreciating each individual, upholding sustainability as a core value and consistently achieving consistent financial results. We enjoy cultivating coffee, striving to set a benchmark for efficiency, quality and productivity, in a professional and mutually harmonious relationship with the environment and occupational safety standards.

GMT Farms' commitment to product quality begins in the field. The entirety of our operation spans across 3,339 hectares of crops. Implementing large-scale organization on the farm allows the introduction of operational efficiency measures in order to deliver superior quality coffee and outstanding production. Our experienced farm management teams work together with specialized agronomists and quality professionals. Together, they research and analyze weather patterns, manage inputs to optimize harvest results, and adopt the industry-best practices to produce specialty coffees. As a result of all this effort, GMT Farms produces coffees distinguished by the optimal brewing characteristics, marked by an excellent sizing sieve percentage (distribution of bean size), minimal defects (such as green, black, beaten, broken beans, stones, twigs, etc.) and excellence in harvesting.



## SPECIAL COFFEES

The focus of all operational leaders at GMT Farms is to provide the best rated coffee according to the unique characteristics of each operational unit, taking into account elements such as climate and productivity. Specialty coffee on the world market is graded from 0 to 100. Specialty coffees achieve a score surpassing 80, with grades defined according to the coffee's attributes. These include: body, acidity, uniformity, aftertaste, sweetness, aroma, presence or absence of defects, flavor, balance and the final score.

Specialty coffees undergo a meticulous harvesting, with attention to the smallest detail. From selective harvesting, drying on a suspended racks, to individualized storage in micro lots. Quality coffees are harvested manually by the pickers when the fruit has reached the ripe cherry stage. The coffee is processed using the "naturals" method and then placed in fermentation tanks and taken to suspended racks without any resting period. Following a 20-day drying period, the coffee is stored in its husk to undergo a resting phase.

## QUALITY ADVANTAGES

GMT Farms are located in regions with naturally favorable growing environments, employing a careful selection by the field managers of the coffee varieties to be planted, so that they are perfectly adapted to the climate, soil, and water conditions of each respective region. In some of our units, there are, alongside with coffee, mahogany plantations, which is a hardwood variety that helps to maintain a low temperature variations in the coffee trees over a 24-hour period. In addition to serving as a measure for reforestation and sustainability, mahogany trees play a crucial role in shading the coffee plants. This not only aids in thermal control but also influences the ripening process, ultimately enhancing the overall quality of coffee.

Our farms are equipped with dedicated quality laboratories, where the coffee is treated with the utmost care and all the relevant quality tests are carried out.

## TRACEABILITY

All the coffee we sell originates from our farms, which are known and identified by defining boundaries (polygons) and officially registered in the CAR (Rural Environmental Registry), being georeferenced, and providing precise geographical coordinates. This ensures our customers the traceability of our beans and assurance that our product is free from any association with illegal deforestation.

We continuously strive to enhance the production of quality coffee, which means improving and excelling not only in the final product, but also in the entire production process, i.e. harmonizing production with forest conservation, without jeopardizing the development of communities.

The safety of products and materials is ensured through the use of rigorous sanitary measures at every operational stage, encompassing harvesting, processing, packaging, storage and distribution.

## UNIFORMITY

The production management processes at GMT Farms drive uniform agricultural and processing results, which ensures consistent production across its farms. With outstanding and extremely high levels of production per hectare, our company aims to be the leader in this sector in Brazil in the near future, achieving ever higher production levels and enhancing the quality of our products.





# GMT FARMS OPERATIONAL LOCATIONS

*GMT Farms operates throughout Brazil from a number of operational and administrative centers:*

- \_\_\_\_\_ The head office and Corporate Services team are based in the city of Belo Horizonte, the capital of the state of Minas Gerais.
- \_\_\_\_\_ The operational units (farms) are located in the states of Minas Gerais and Bahia, across the cities of Angelândia/MG, Minas Novas/MG, Capelinha/MG, Augusto de Lima/MG and Barreiras/BA
- \_\_\_\_\_ The storage and logistics sites are strategically located in close proximity to railway lines for efficient transportation of our production, specifically in the cities of Varginha/MG and Luís Eduardo/BA, facilitating the team to ship products via direct access by road or rail to export ports.
- \_\_\_\_\_ GMT Farms' quality laboratories are embedded in two specific operational units: the Primavera Farm and the Sequoia Bahia Farm.
- \_\_\_\_\_ GMT Farms' sales team operates from the city of Varginha/MG, recognized as Brazil's main coffee commercial hub.







# **OBJECTIVE 1:** *SUSTAINABLE AGRICULTURE MANAGEMENT*

GMT Farms is committed to practicing sustainable agricultural stewardship to improve crop production and thereby ensuring long-term agricultural sustainability.

**GMT Farms**



# PERFORMANCE MEASURE 1.1: SUSTAINABLE AGRICULTURE STEWARDSHIP

## INDICATOR 1.1.1: Farmland Stewardship Commitment

GMT Farms is steadfast in its commitment to responsible sustainable practices, and is aware of its responsibility as a landowner. We maintain an ongoing commitment to preserve natural resources and support regional communities for future generations, driven by a sustainable corporate ethos.

As an ethical and sustainable organization, we have developed and embraced an ESG Commitment, outlined in our Sustainability Policy and consolidated by the GMT Farms Code of Ethics and Conduct. We are committed to the continual pursuit of improvement across our organization, and we ensure that our team is fully aware and aligned with of this commitment by integrating it into our onboarding process.

ESG-related commitments are featured in our Action Plan, developed as part of the RainForest Alliance certification scope.

### EVIDENCE

**Sustainability Policy**

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**GMT Farms Code of Ethics and Conduct**

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**Onboarding Program**

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**RainForest Alliance Certification Action Plan**

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## INDICATOR 1.1.2: Farmland Stewardship

Climate change poses increasing pressure on maintaining natural environments worldwide, jeopardizing agricultural production systems, biodiversity, and the sustainable use of natural resources. These changes, in turn, raise awareness on food security and the living conditions of millions of people, where poor communities in commodity-producing countries are often the ones who are the most affected.

Mitigating the environmental impact of farming by halting deforestation, protecting natural ecosystems, reducing the use of hazardous agrochemicals, and promoting the effective use and conservation of natural resources is also critical to fostering a harmonious coexistence where both people and nature can thrive.

Sustainable agriculture means a continual pursuit of progress to improve both producers' incomes and workers' wages. Forced labor and child labor have no place in sustainable agricultural systems, and men and women enjoy equal rights and opportunities. Only in this way can agriculture-based communities actively participate in sustainable development and truly prosper.

That's why GMT Farms is committed to sustainability and best management practices in order to bring sustainability at scale to the industry we operate in. We achieve this through interconnected interventions supporting certification, supply chain services, landscapes and communities.

GMT Farms currently holds three world-class certifications: RainForest Alliance, C.A.F.E. Practices, and GMT Green. Building upon the vision of each certification, it is possible to combine our expertise and develop a strong, forward-thinking approach tailored to the current challenges in sustainable agriculture. Certification has had a huge impact in bringing sustainability to the forefront of the business mindset, but this must continue to evolve to bring more added value to the company and ensure a harmonious coexistence where both people and nature thrive.

Moreover, GMT Farms complies with the guidelines of the new European Union standard and the RainForest Alliance certification included a ban on deforestation since 2019.

### **INDICATOR 1.1.3: Farmland Conservation**

GMT Farms is dedicated to preserving the quality of soil to prevent its depletion. Our irrigation processes and soil moisture monitoring play a strategic role maintaining the soil quality.

Given the perennial nature of coffee plants, which can yield up to 20 years of production, there is no crop rotation. Therefore, regenerative agriculture practices, crop renewal and regular soil quality tests are carried out in an external laboratory, without prejudice to visual monitoring for signs of soil compaction and erosion.

## **PERFORMANCE MEASURE 1.2: CRITICAL EXTERNAL FACTORS**

### **INDICATOR 1.2.1: Adapting to Critical External Factors**

Being resilient in the face of climate change on our planet is part and parcel of agriculture. There is a growing pressure to minimize the effects and impacts that accelerate climate change. Adopting mitigation or adaptation measures to address these effects is essential. In addition, the Environmental Impact Assessment (EIA) is prepared by the sustainability team and disseminated to key areas within the company.

In order to safeguard the environment, people and consequently understand the operation, the Environmental Impact Assessment, the Environmental Control Report and the Environmental Control Plan are drawn up every year, as well as the Rural Work Risk Management Program (PGRTR) in the domain of health and safety.

## **EVIDENCE**

**Environmental Control Plan**

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**Environmental Control Report**

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**Environmental Impact Assessment (EIA)**

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**RainForest Alliance Certification**

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**Rural Work Risk Management Program (PGRTR)**

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**Visual Monitoring**

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## **OBJECTIVE 2:** *SOIL HEALTH & CONSERVATION*

GMT Farms is committed to enhancing the soil health of its farms to optimize crop yields and ensure the long-term productivity and sustainability of the soil.

**GMT Farms**

## PERFORMANCE MEASURE 2.1: SOIL HEALTH

### INDICATOR 2.1.1: Soil Quality

GMT Farms adheres to solid and well structured governance standards, resulting in informed and effective management to maintain or improve the fertility, and the physical and biological characteristics of the soil, as outlined by the RainForest Alliance certification and Brazilian legislation. The RainForest Alliance certification framework encompasses a number of operational activities aimed at attaining increasingly higher levels of soil quality.

Compliance with the laws contained in the Brazilian legal system and with the standards set by received certifications ensures that each point of operation is managed using the most effective methods. The strict monitoring and commitment to improving soil quality is led by the farms' experienced field managers and reliable agronomy consultants to ensure that the actual needs of the soil are being identified and that the ideal soil quality is being ensured for growing coffee at higher yields, including irrigation water, the annual fertilizer use plan with the calculation of necessary inputs and the monitoring and inventory of carbon levels that has already been carried out since 2020 on the farms.

Soil surfaces are monitored for signs of compaction and erosion and the necessary corrective measures are taken. In coffee cultivation there is minimal harvest residue, with the outer straw serving as organic and direct harvest residue, which is reused in the composting process. Since coffee is a perennial shrub that can live for up to twenty years, there are no long periods without coverage / soil exposed.

A schedule of actions is implemented to correct the soil using machinery and tools to minimize compaction and reduce the risk of soil erosion.

### EVIDENCE

**Annual irrigation plan**

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**Annual fertilizer plan**

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**RainForest Alliance Certification**

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**Visual Monitoring**

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### INDICATOR 2.1.2: Soil Health Monitoring

The farms' highly experienced and qualified field managers conduct an ongoing soil quality monitoring, to identify any compaction or erosion processes, assisting in the ongoing improvement and maintenance of soil health.

Demonstrating its commitment and success in monitoring soil health, GMT Farms complies with all the requirements of Chapter 4 of the RainForest Alliance Sustainable Agriculture Standard and other relevant certifications. Visual monitoring is carried out to identify any issues or changes in the soil structure, as well as periodic soil moisture checks are performed to assess the need for irrigation and determine the required amount.

Soil tests are conducted annually on all farms by an external laboratory to evaluate the soil's nutrient levels. Based on the results, it is possible to identify which fertilizers will be needed.

### **INDICATOR 2.1.3: Nutrient Management Programme**

There is an Annual Fertilizer Plan in place at GMT Farms, encompassing comprehensive fertilization planning and calculation of the necessary inputs. The process is closely monitored by the operations board with the support of field managers and agronomy consultants. Fertilizers are sourced by a specialized supply team that complies with all the requirements presented by the operations department in accordance with Brazilian legislation and the standards mandated by certifications.

Due to the perennial nature of coffee cultivation, there is no crop rotation, avoiding any excessive soil intervention.

#### **EVIDENCE:**

**RainForest Alliance Certification**

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### **INDICATOR 2.1.4: Crop Residues**

GMT Farms reduces the risk and impacts of compaction and erosion, promotes nutrient recycling, enhance the soil's organic carbon levels and bolster the biomass of the microbiome, optimizing the use of water resources improving soil health. Coffee cultivation minimizes waste known as crop residues, with only the straw, which are used in a composting process along with manure and water from the coffee processing plants, rich in nutrients.

#### **EVIDENCE**

**RainForest Alliance Certification**

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**Annual Irrigation Plan**

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**Composting Process**

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## **PERFORMANCE MEASURE 2.2: SOIL CONSERVATION**

### **INDICATOR 2.2.1: Cropland Soil Management**

GMT Farms understands the overlap between Indicator 2.1.1 Soil Quality and Indicator 2.1.4 Crop Residues, both of which are applicable to this indicator.

Furthermore, it is also important to highlight the use of contour lines to retain water in the soil, retention ponds and regenerative agriculture.

### **INDICATOR 2.2.2: Degradation of Agricultural Lands**

Areas at risk of erosion have been identified, recorded and are monitored regularly. Where there are signs of erosion, preventive measures are implemented.

GMT Farms is committed to adopting and investing in regenerative agriculture practices in order to minimize soil degradation to the greatest extent possible.

## **EVIDENCE**

**RainForest Alliance Certification**



## **OBJECTIVE 3:** *WATER RESOURCES*

GMT Farms is committed to upholding the highest ethical and responsible standards of water efficiency management.

**GMT Farms**

## PERFORMANCE MEASURE 3.1: WATER USE

### INDICATOR 3.1.1: Agricultural Water Withdrawal

It is essential to optimize the use of water resources as much as possible, since it is not only a valuable and limited resource, but also essential to our business. The water management department is responsible for identifying the best practices available. While our water resources are essential to the operation and success of our company, we also acknowledge the importance of preserving these resources for the local community and the environment.

#### AGRICULTURAL WATER

GMT Farms only uses water from surface water abstraction, dam surface water abstraction, and tube wells, in compliance with the licensing and other requirements of each location, in accordance with Brazilian legislation and the RainForest Alliance certification standards. GMT Farms holds twenty licenses for the use of water resources in force, distributed among its operating units. To ensure irrigation during seasonal droughts, water needs to be stored in off-stream reservoirs and dams.

In addition to ensuring the irrigation of crops, off stream reservoirs and dams play a vital role in local communities. This practice benefits the towns within the localities of the farms, preventing flooding and serving as support for the community's water supply during periods of drought.

GMT Farms guarantees its compliance with all applicable legislation on water resources, keeping all its environmental licenses in force and valid and making the best use of water resources.

#### EVIDENCE

**Water Abstraction Licenses**

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**Brazilian Legislation**

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**RainForest Alliance Certification**

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**Business Plan**

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### Indicator 3.1.2: Regional Water Conservation

GMT Farms ensures the acquisition of all the necessary licenses, in accordance with the law, before commencing its activities and any infrastructure work. Our commitment to water conservation starts with the water abstraction process. The water collection processes at our farms are designed with the least impact on the local community in mind. They not only ensure



water security for the community during drought periods but also contribute to stabilizing the water flow during flood season, reducing the risk of inundations.

### **INDICATOR 3.1.3: Water Conservation**

GMT Farms efficiently manages the levels and use of water in the soil. Soil moisture is regularly monitored and any points of interest and the need for and amount of irrigation are assessed. These activities help to optimize the use of water.

GMT Farms operates its water resources in full compliance with Brazilian legislation, IGAM Ordinance No. 10 dated March 10, 2023, which establishes rules for dealing with off stream reservoirs and dams, requirements that are fully complied with by the company and listed in its environmental licenses.

Among other relevant practices we can mention the strict control of water resources through high-precision hydrometers that are in operation 24 hours a day. Through these hydrometers, supervisory agencies can instantly monitor the progress of activities and water abstraction via an online platform.

Additionally, the irrigation system, from its planning and implementation, is designed to optimize the use of water resources, increasing productivity. On our farms, the system is designed to only irrigate the coffee roots, that is, the planted lines, generating the equivalent of a 50% reduction in the farm area, resulting in savings in water use.

Spreadsheets are produced to document the volume of water abstracted so that the licenses are strictly adhered to, not surpassing the water specified limits. This method ensures the judicious use of water, minimizing waste.

Irrigation flow rates and shut-off times are tailored to the type of soil, crop and need, and travel across the field at a planned slope to ensure an even application of water. It should also be noted that in Brazil there are periods of heavy rain, which means that the irrigation systems may be turned off for weeks at a time, conserving water and energy.

### **EVIDENCE**

**Annual irrigation plan**

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**Brazilian legislation, IGAM  
Ordinance No. 10 dated March 10, 2023**

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**Environmental Licenses**

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**RainForest Alliance Certification**

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## PERFORMANCE MEASURE 3.2: WATER QUALITY

### INDICATOR 3.2.1: Input Application on Agricultural Lands

GMT Farms adopts risk mitigation measures in accordance with Brazilian legislation and the RainForest Alliance certification standards. The company follows strict standards for the safe handling of pesticides, including transportation, storage, access control, dispensing, loading, training and disposal.

The application of fertilizers and other chemical products is coordinated by the operations board, which is committed to ensuring that the inputs are used only when necessary.

#### EVIDENCE

**Annual Fertilizer Plan**

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**Brazilian Regulatory standard NR 31**

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**Environmental Licenses**

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**RainForest Alliance Certification**

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### INDICATOR 3.2.2: Water Quality Protection

GMT Farms adopts effective practices to control and minimize the risks of water contamination to protect wetlands, riparian zones and water quality in general.

The insights to comply with this indicator are contained in Indicators 2.1.3 (Nutrient Management Program), 4.1.3 (Crop Protection) and 4.2.1 (Application and Storage of Crop Protection Products).

Farm managers are involved in the innate protection of riparian zones, making it a high priority on all farms.

#### EVIDENCE

**RainForest Alliance Certification**

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## **OBJECTIVE 4:** *CROP PROTECTION*

In developing crop protection planning, GMT Farms is committed to protecting people and the environment.

**GMT Farms**



# PERFORMANCE MEASURE 4.1: INTEGRATED PEST MANAGEMENT

## INDICATOR 4.1.1: Pest Prevention

This process prevents pests through suitable biosecurity practices and best management practices.

Biosecurity is a paramount issue in the development of GMT Farms' operations, and its planning is a fundamental requirement for obtaining the RainForest Alliance certification. All those who work at the farms are committed to identifying and managing biosecurity risks. The team is aware of the importance of reporting any suspected pests/diseases/exotic plants or unexpected harvest failures to the Ministry of Agriculture, Livestock and Supply (MAPA) via the International Agricultural Surveillance System (VIAGRO) and to IBAMA via the Biodiversity Information System (SIBBr). The crops are periodically monitored and managed using a strong Integrated Pest Management (IPM) strategy.

IPM combines different practices to produce healthy crops and minimize the use of agrochemicals, including pest monitoring and prevention as a first measure, and the use of agrochemicals as a last resort. The more sustainable agricultural practices implemented through the IPM strategy benefit farms as a whole, from proper soil management to proper pruning, which in turn supports farm productivity and the potential for climate resilience and mitigation.

### EVIDENCE

**Conabio Resolution No. 7**

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**Decree 6,514/2008**

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**Decree No. 9,195/2017**

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**Federal Law No. 7,802/1989**

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**Federal Law No. 9,605/1998**

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**Federal Law No. 10.831/2003 and Decree No. 6.040/2007- Integrated Pest Management (IPM)**

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**IBAMA Normative Instruction No. 10**

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**RainForest Alliance Certification**

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## INDICATOR 4.1.2: Pest monitoring

Monitoring pests to avoid excessive crop losses and economic damage to cultivated plants.

As well as being an aspect included in the RainForest Alliance certification, GMT Farms recognizes the economic and environmental importance of carrying out disease control measures by selecting pathogen-tolerant varieties whenever feasible. To ensure that any damage to the crops is remedied immediately, a monitoring process is consistently employed to detect and manage diseases or pests.

All farms employ at least one pest monitor who follows a protocol on how to monitor each type of pest according to the 1 point per hectare and 4 feet per point rule. The monitors record the tracking on the Aegro mobile app, which generates a heat map of the monitored areas. Spraying is also recorded in this app, making it possible to draw up the IPM within the app itself.

All farm staff and especially pest monitors are briefed about pests and diseases on the farm and receive comprehensive training from our consultants, and any unusual symptoms are reported immediately. Pest monitors hold weekly meetings to discuss and adjust pesticide prescriptions if necessary.

Among the practices adopted by GMT Farms in integrated pest management, we can highlight IPM itself, a requirement of RainForest Alliance certification, the selection of varieties of coffee species according to the farm, local climate, common pests in the region, planting and replanting times and the life cycle of the pests. There is also the planting of vegetative barriers alongside the farms boundaries to protect against the entry of pests and diseases, as well as minimizing external contamination by pesticides.

One of our farms is also currently cultivating a mix of plants, in testing phase, that attract predators of the coffee leaf miner, one of the main coffee pests.

## **EVIDENCE**

**Aegro**

**Integrated Pest Management (IPM)**

**RainForest Alliance Certification**

## **INDICATOR 4.1.3: Crop Protection**

A process to prevent excessive crop losses due to pests, pesticide resistance and accumulation, and the spread of pests.

The obligation to uphold a comprehensive crop protection plan is included in the scope of the RainForest Alliance certification. Pest monitors are responsible for inspections on farm facilities and ongoing management of corrective activities.

GMT Farms recognizes the overlap between pest monitoring indicators and pest control practices. In addition to these indicators, GMT Farms deploys the following protection methods:

- Employees are aware of the diseases on the farm and promptly report any identified diseases as required;
- An integrated pest management strategy has been adopted, focusing on the ideal planting date and climate in the region;
- Weekly meetings are held between pest monitors and external consultants;
- Vegetative barriers are planted on the farms borders to protect against the entry of pests and diseases, as well as minimizing external contamination by pesticides.;
- A mix of plants is cultivated in order to attract natural predators of the coffee leaf miner, one of the main pests affecting coffee crops.
- A washing facility is available or accessible. These sites are required by law and are a condition for obtaining environmental licenses.

## EVIDENCE

### RainForest Alliance Certification

#### INDICATOR 4.1.4: Pest Control Practices

Prioritizing the use of the lowest risk and most selective treatment options to achieve crop protection objectives whenever appropriate.

IPM combines different practices to produce healthy crops and minimize the use of agrochemicals, including pest monitoring and prevention as a first step, and the use of agrochemicals as a last resort. One of the objectives of IPM is to reduce the risk associated with the use of agrochemicals, reducing hazards and exposure to ensure safe and sustainable pest management. The hazard is mitigated by the careful selection of lowest toxic products, while exposure is reduced by using fewer agrochemicals, improved spraying methods and protective equipment.

In cases where, after proper prevention and monitoring, producers need to resort to agrochemicals, the Rainforest Alliance certification employs the following pesticide lists:

- A prohibited list with pesticides that must not be used anywhere on the farm due to their exceptionally hazardous content, and
- A Risk Mitigation list with pesticides to be used only under specific conditions to limit risks to specific non-target groups, such as pollinators, vertebrate wildlife and aquatic life.
- An Exceptional Use Policy for agrochemicals that pose challenges to be disposed of immediately, to be used under specific conditions.



## **EVIDENCE**

**Annual fertilizer plan**

**RainForest Alliance Certification**

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## **PERFORMANCE MEASURE 4.2: CROP PROTECTANT MANAGEMENT**

### **INDICATOR 4.2.1: Application and Storage of Crop Protectants**

Application and storage of crop protection products in accordance with label instructions and regulatory requirements, and application of measures to protect employees, farm workers, public health and the environment, avoiding off-site dispersal of crop protection products.

As required by RainForest Alliance certification and Brazilian legislation, employees responsible for spraying must keep a copy of all spraying records, ensuring that employees who supervise, handle or apply pesticides have the permission to do so. In addition to these items, indicators such as crop protection and pest control practices, waste disposal and management of agricultural chemicals and other materials and personnel, and worker training may provide support for this indicator.

Chemical storage facilities have been specially designed to ensure access control, product safety and safe storage away from sunlight and rain. Additionally, personal protective equipment and risk-appropriate work clothing that promote thermal comfort are provided. Water, soap and towels for personal hygiene and individual lockers for storing personal clothing are available at the work fronts. Finally, it is ensured that no contaminated protective equipment is taken out of the work environment.

These facilities are audited by the RainForest Alliance.

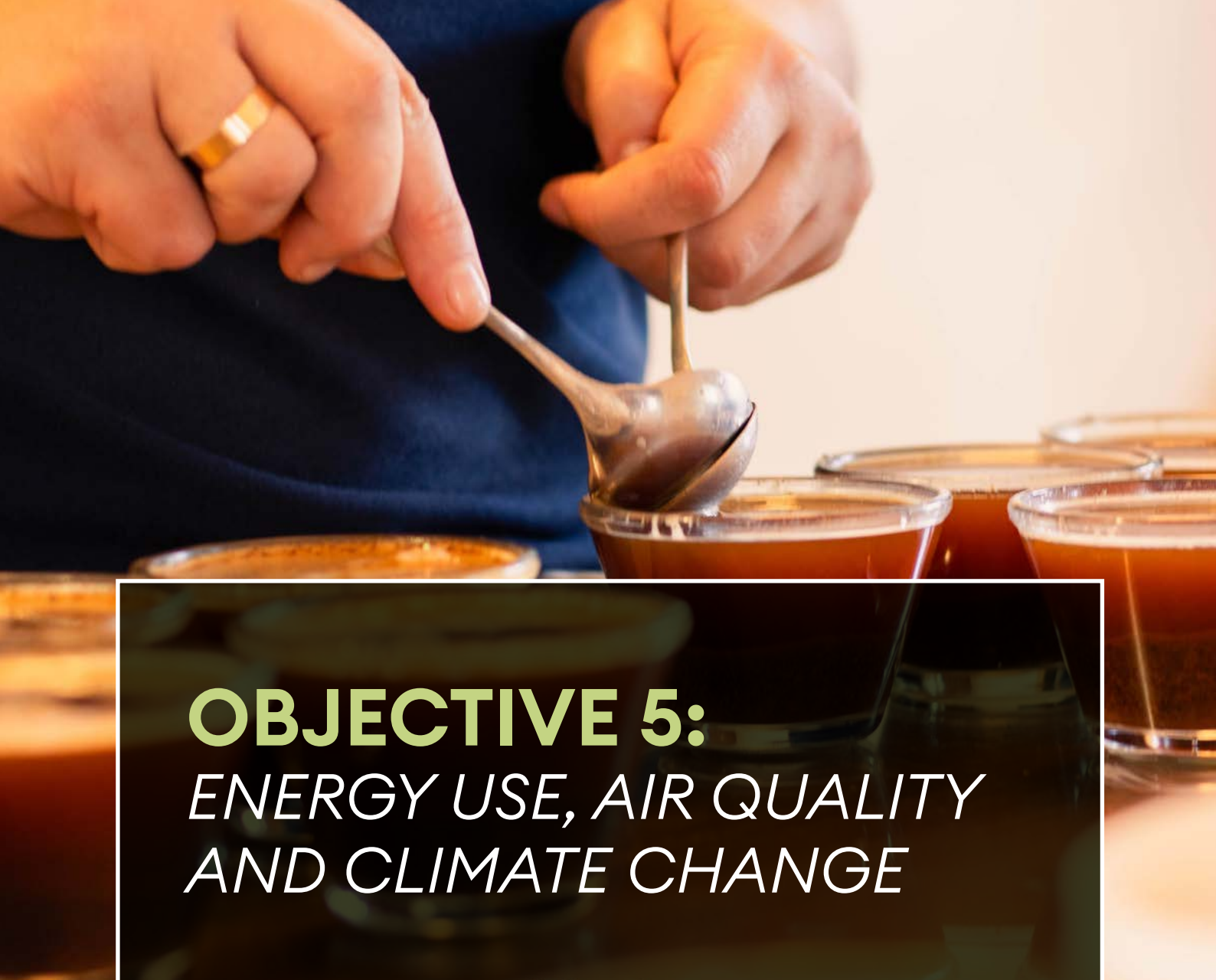
## **EVIDENCE**

**Federal Law No. 14,785/2023**

**RainForest Alliance Certification**

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**Brazilian Regulatory standard NR 31, 31.7”**



## **OBJECTIVE 5:** *ENERGY USE, AIR QUALITY AND CLIMATE CHANGE*

GMT Farms is committed to optimizing and adopting best practices in the use of energy in its operations and thus minimizing the impact on the environment.

**GMT Farms**

# PERFORMANCE MEASURE 5.1: AGRICULTURAL ENERGY USE AND CONSERVATION

## INDICATOR 5.1.1: Energy Conservation

Use of technologies and application of best agricultural management practices to conserve energy where appropriate.

We strive for energy savings and efficiency by employing technologies and practices that reduce the direct or indirect use of energy (for example, reducing the use of energy-consuming agricultural inputs such as fertilizers, pesticides, irrigation, etc.)

We review and monitor our electricity bills and meter readings to ensure the accuracy of the readings and that the fees are consistent with our farm's profile.

There are several other practices used on farms that help to reduce energy consumption and gas emissions into the atmosphere. The starter switches used in electric engines - used in power plants and irrigation (which are the farms' biggest energy costs) - are more sophisticated than traditional ones, adjusting the engine's power to the power required (automatic electric engines already start at full power). Irrigation management itself is a way of saving money, since we only use the amount of water needed by the plant and only the planted lines on the crop are irrigated, so the system doesn't need to be on for too long or to be used in unnecessary areas.

## EVIDENCE

**Annual Irrigation Plan**

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**Capital Expenditure (CapEx) Case Studies**

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**RainForest Alliance Certification**

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**On-site Observation**

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## INDICATOR 5.1.2: Renewable Energy

Use of renewable energy technologies and application of best agricultural management practices, wherever applicable.

Renewable energy is employed to reduce the use of fossil fuels, thereby reducing atmospheric emissions, which are costly and harmful to the environment and human health. Almost 70% of Brazil's energy production is sourced from hydroelectric plants, placing the country as having one of the highest hydroelectric potentials in the world. Hydroelectric power is a clean energy source since it generates electricity without emitting greenhouse gases or other pollutants: it contributes to the reduction of the consumption of fossil fuels, reducing air pollution and mitigating climate change.



We haven't yet commenced a renewable energy application and infrastructure project on our farms, as indicated in our annual plans and budgets. Considering our current cost of energy, such a project would be counterproductive. Our farms are located in economically disadvantaged areas, drawing interest from the government for development initiatives. As a result, we have receive government incentives given to companies located in these regions, intending to reduce their energy bills.

## **EVIDENCE**

### **Capital Expenditure (CapEx) Case Studies**

## **PERFORMANCE MEASURE 5.2: AIR QUALITY**

### **INDICATOR 5.2.1: Air Emissions**

Use of low-emission technologies when compatible with best agricultural management practices.

GMT Farms recognizes the potential impact that pesticides, fertilizers, and fuels associated with agriculture may cause on human and environmental health through atmospheric emissions. Since coffee is a perennial crop, coffee acts as a carbon sink and therefore we don't experience any significant atmospheric emissions. Furthermore, building on the previous indicator, 70% of Brazil's energy is sourced from hydroelectric plants that operate without emitting atmospheric gases, thus qualifying as clean energy.

GMT Farms records the net emissions of Greenhouse Gases (GHG) from the main sources in production and processing operations. This includes emissions from the use of fossil fuels and electricity, fertilizers, waste and wastewater, and changes in land use.

## **EVIDENCE**

### **RainForest Alliance Certification**

### **INDICATOR 5.2.2: Airborne Dust Control**

Implementation of best agricultural management practices to reduce airborne dust when and where it adversely affects human health and/or the environment.

Ensuring human health is the top priority at all our sites. As part of the Rural Work Risk Management Program (PGRTR), a survey was conducted to evaluate the presence and potential harm of airborne dust on our farms. The results indicate that airborne dust this is not a risk to GMT Farms' workers.

The only significant source of dust on farms is caused by the movement of vehicles on farm roads during dry periods. To mitigate the risk of accidents due to poor visibility or ill health, clean wastewater from the Coffee Processing Plants is used to wet the roads and reduce dust.

## **EVIDENCE**

### **Observations in the field**

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#### **PGRTR**

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#### **RainForest Alliance Certification**

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## **INDICATOR 5.3.2: Climate Change Adaption and Resilience**

The adoption of climate-smart measures is evidenced by the certifications we hold. We conduct a thorough analysis of seed purchases to identify which plants are best suited to each region's ecosystem, taking into account climatic aspects, resistance to pests and productivity.

GMT Farms' fields are located in places that are less susceptible to climatic catastrophes, and this aspect is taken into account before acquisitions. As these are warmer areas, there are no frequent frosts during the winter and our effective irrigation system keeps us safe during periods of drought.

The impacts of climate change are also identified and mitigated through our Environmental Impact Assessment (EIA).

## **EVIDENCE**

### **EIA**

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#### **Due Diligence**

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## **OBJECTIVE 6:** *WASTE AND MATERIAL MANAGEMENT*

GMT Farms is committed to managing waste, chemicals and other materials from its operations to minimize their impact on the environment.

**GMT Farms**



# PERFORMANCE MEASURE 6.1: MANAGEMENT OF WASTE AND OTHER MATERIALS

## INDICATOR 6.1.1: Waste Disposal

A process to ensure the properly handling and disposal of solid and hazardous waste.

Waste and materials management, in addition to be a legal requirement, is a fundamental component for obtaining and retaining the RainForest Alliance certification. GMT Farms recognizes the importance of waste and materials management and attests to the best practices implemented on its farms.

These practices include storing waste and non-hazardous materials in a suitable place until they amount to the appropriate volume stipulated by internal rules, and then they are sent to authorized disposal and recycling sites by specialized contracted companies. GMT Farms conducts inspections and certifies that the contracted companies hold all the applicable legal licenses to dispose of the waste properly.

All the organic waste from the farms goes into the composting process. The disposal of oil, oakum and fuel is carried out by a specialized company. A container is placed on the farms to collect and store this type of waste. When it is full, the company removes it and properly disposes of it, replacing it with an empty one.

As for chemicals, pesticides, and other products, each farm operates a temporary storage system for this type of waste. A specialized company is hired to ensure the correct disposal of the products.

We ensure that all storage sites undergo inspections for leaks and are immediately replaced if necessary, and the used oil stored is in an area where spills are contained, with appropriate signage.

### EVIDENCE

**Brazilian Regulatory standard NR 26**

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**INMETRO Ordinance No. 115 dated 2022**

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**Law No. 12,305/2010 - Brazilian Solid Waste Policy**

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**Law No. 14,785/2023**

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**RainForest Alliance Certification**

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## **INDICATOR 6.1.2: Resource Recovery**

A process for properly handling waste, emphasizing reuse, repurposing or recycling, or conversion into energy where appropriate.

All storage tanks are marked in accordance with applicable regulations, reusable drums or returnable containers are used to purchase oil, and our approach includes regular reviews of electricity bills and meter readings to ensure accuracy and that the rates are in line with the farm's situation. Fuels are stored in purpose-built tanks designed to comply with legal requirements and are regularly inspected by regulatory bodies, firefighters, and the health and safety team. There are different criteria and requirements according to the capacity of the tanks, and there is specific training for employees who work directly with fuels. The mapping of fuel risks is part of the Rural Work Risk Management Program (PGRTR), which is reviewed and resized annually. The PGRTR is carried out by an independent professional. In addition to training, employees who handle fuel receive hazard pay.

### **EVIDENCE**

**CONAMA RESOLUTION No. 362, dated June 23, 2005**

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**Environmental Licenses**

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**Rural Work Risk Management Program (PGRTR)**

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## **INDICATOR 6.1.3: Management of Agricultural Chemicals and Other Materials**

Management, use and storage of agricultural chemicals and equipment, gases, fluids and fuels in accordance with regulatory and application requirements.

GMT Farms recognizes the importance of the proper management, use and storage of all inputs and equipment on site, in compliance with the law. Proper management of these items helps to protect human and environmental health.

Agrochemicals are not to be used if:

- They are on the Rainforest Alliance's list of Prohibited Pesticides or List of Obsolete Pesticides.
- They are prohibited by Brazilian law
- They are not legally registered in the country or state where the farm is located.

Mechanisms are established and maintained to prevent pesticide contamination, through pesticide drift inside the property or other means, from treated areas to other areas including all natural terrestrial and aquatic ecosystems and infrastructures. Such mechanisms include non-cultivated vegetative barriers, no spray areas, or other effective mechanisms.

Agrochemical applications are recorded. The records include:

- Product trade name and active ingredients
- Date and time of application
- Place and area (size) of application
- Dose and volume
- Cultivation
- Applicator name(s)
- Targeted pest

Spraying equipment and empty pesticide containers go through a triple-wash in suitable facilities to minimize the negative impact on the environment and human health. Furthermore, the mixture is always produced only in the required amount, to minimize eventual waste.

Empty pesticide containers are kept in a locked storage area until they are safely disposed of through a formal collection and recycling program or returned to the supplier. If the supplier does not accept empty packaging, they are cut or perforated to prevent further use].

Prohibited, obsolete and expired pesticides are returned to the supplier or local authority. In the absence of an established collection system, these products are labeled and stored safely and separately from other products in a locked space.

Agrochemicals and spraying equipment are stored according to the instructions on the label and in such a way that negative impacts on the environment and human health are minimized. Agrochemicals are stored in their original packaging or containers.

The facilities for storing agrochemicals and spraying equipment must be:

- Dry, clean and well ventilated;
- Made of non-absorbent material;
- Securely locked and only accessible by trained handlers.
- Not accessible to children
- Separated from crops, food products or packaging materials.

An inventory of the pesticide stock is available and kept up to date. This inventory includes:

- Date of Purchase;
- Commercial name of the product and active ingredient, including an indication of the chemicals that are on the Risk Mitigation List;
- Quantity;
- Expiration Date.

## **EVIDENCE**

**Annual Fertilizer Plan**

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**Law No. 14,785/2023**

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**Material Safety Data Sheet**

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**RainForest Alliance Certification**

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**Toxicological classification of pesticides according to Brazilian National Health Surveillance Agency (Anvisa)**

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## **PERFORMANCE MEASURE 6.2: FOOD AND AGRICULTURAL WASTE RESOURCE RECOVERY**

### **INDICATOR 6.2.1: Food and Agricultural Waste**

Prevention of excessive loss of crops and other agricultural products during harvesting and storage on the farm.

Ensuring that our harvest reaches the next stages of the coffee processing is a critical control point for GMT Farms. Actions begin even before planting, by assessing weather conditions and adverse elements in order to establish an ideal planting date, minimizing the incidence of pests and crop losses. Continuous pest monitoring is carried out, with corrective measures applied if necessary to maintain increasingly high standards of productivity.

At the same time, specialized training is provided to employees and the exact tuning of machines so that the equipment achieves the best performance, avoiding the waste of coffee on the tree and on the ground.

In addition, investment is made in the optimization of water resources to guarantee soil moisture and the use of management techniques that seek to adapt to adverse climates, such as the use of plant sunscreens and plant hormones.



Annual kick-off and end-of-harvest meetings are held with the teams to present the lessons learned and the results of the previous harvest, offering suggestions on how to implement changes for the following years.

## **EVIDENCE**

**RainForest Alliance Certification**

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**Harvest Period End Meetings**

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## **INDICATOR 6.2.2: Resource Recovery of Agricultural Waste**

Reuse, repurposing and/or recycling of products or crop residues, manure, other agricultural residues and/or agricultural inputs (e.g. tailwater recovery) where appropriate.

GMT Farms is proud to produce as little waste as possible from our activities. This little waste is used post-harvest predominantly to improve the health and productivity of the soil, increasing the available organic matter and consequently the nutrients.

The company currently has a composting process in place in which it reuses coffee straws (leftovers from the harvest), nutrient-rich tail water from the Coffee Processing Plants and manure. The compost obtained is used to fertilize the soil, reducing the need to buy fertilizers and exponentially increasing the quality of the soil.

## **EVIDENCE**

**Composting Process**

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**RainForest Alliance Certification**

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## **OBJECTIVE 7:** *CONSERVATION OF BIODIVERSITY*

We conduct our activities with social and environmental responsibility, promoting sustainable development, acting preventively and remedially to solve the problems caused and promptly communicating any socio-environmental damage to our stakeholders. We are always guided by GMT Farms' Sustainability Policy.

**GMT Farms**

## **PERFORMANCE MEASURE 7.1: SPECIES PROTECTION**

### **INDICATOR 7.1.1 & 7.1.2: Threatened and Endangered Species**

GMT Farms understands its role and impacts on the natural environment in which it operates, emphasizing the protection of native species. To this end, a report was drawn up to survey endangered, vulnerable and threatened species in the local area. This document is under the responsibility of the farms' field managers so that the necessary measures are taken to preserve these animals and their natural habitats.

Furthermore, we ensure our ecological engagement through the good practices outlined by the RainForest Alliance certification. Training on the care of fauna and flora and the ban on hunting, domestication and any other interference with wild animals is carried out periodically on the farms.

#### **EVIDENCE**

**Environmental Plan**

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**RainForest Alliance Certification**

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**Species Evaluation**

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## **PERFORMANCE MEASURE 7.2: WILDLIFE HABITAT CONSERVATION**

### **INDICATOR 7.2.1 & 7.2.1: Native Habitats, Natural communities & Threatened ecological communities**

The separation of protection areas, farming areas, facilities and any threatened ecological communities is evident during visits to our operating units. The RainForest Alliance certification defines a series of protection requirements for flora and fauna and illustrates the company's commitment to implementing and protecting native habitats, natural communities and threatened ecological communities.

The decision to interfere in any of these protection areas is based on several aspects, including the potential impacts on native fauna and flora, and is jointly discussed by the executive board, field managers and the sustainability team. In addition, soil compaction and erosion as well as pests are controlled and monitored in accordance with legislation. GMT Farms has consolidated control in integrated pest management to minimize its undesirable impacts on any native habitat, natural communities and threatened ecological communities.

## **EVIDENCE**

### **Environmental licenses**

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**IBAMA - Normative Instruction 2, dated July 10, 2015**

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**GMT Farms environmental plan**

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**Integrated Pest Management (IPM)**

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**Law No. 9,605/1998, dated February 12, 1998**

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**RainForest Alliance Certification**

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## **INDICATOR 7.2.3: Cropland for Wildlife Habitat**

All of GMT Farms' operational units include legal reserve areas, which are statutorily protected environmental areas that must not be interfered with or exploited. In these areas, animals are able to thrive and shelter naturally without the risk of human interference.

GMT Farms does not hold wildlife in captivity, does not introduce or release invasive species intentionally, does not dispose of existing invasive species or their parts in aquatic ecosystems, and does not use wildlife for processing or harvesting any crop. Erosion by water and wind is reduced through measures such as revegetation of sloping areas and terracing.

Burning is not used for preparing or clearing fields, except when specifically justified in the IPM plan.

## **EVIDENCE**

**Brazilian legislation**

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**On-site observation**

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**RainForest Alliance Certification**

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**Statutory reserve area**

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## PERFORMANCE MEASURE 7.3: AVOIDED CONVERSION

### INDICATOR 7.3.1: Habitat Conversion

GMT Farms' production activities are carried out on its own farms and are maintained in accordance with the Brazilian Forestry Code, as well as being free from deforestation and conversion of production areas. The company understands the consequences of converting natural areas into productive areas, resulting in impacts on biodiversity, which is the reason it abstains from carrying out these practices. We are committed to protecting the natural vegetation on our sites by installing fences and signs and ensuring that maps delineating these areas are available. GMT Farms is committed to conserving areas of vegetation in order to protect local communities and the ecosystem as a whole.

For example, the farms' legal reserve areas are fenced off and indicated by signs.

#### EVIDENCE

**Environmental licenses**

**Law No. 12,651/2012**

**RainForest Alliance Certification**

**Rural Environmental Registry (CAR)**

### INDICATOR 7.3.2a: Deforestation Policy

As Brazilian legislation is strict on the subject of deforestation, there is no need for internal policies on the subject. Any environmental intervention requires a Preliminary Environmental License (LAP) accompanied by an indication of offset areas (except for planted forests). In addition, in line with our Code of Conduct and Ethics, GMT Farms is free from deforestation and abstains from any practices harmful to the environment.

#### EVIDENCE

**Brazilian legislation**

**Code of Conduct and Ethics**

**Environmental Licenses**

**RainForest Alliance Certification**

## **INDICATOR 7.3.2b: Avoid Purchase of Deforested Land**

Before acquiring any property, an environmental, sustainability, and integrity due diligence process is initiated, ensuring that the site being evaluated for purchase complies with the required criteria on these subjects.

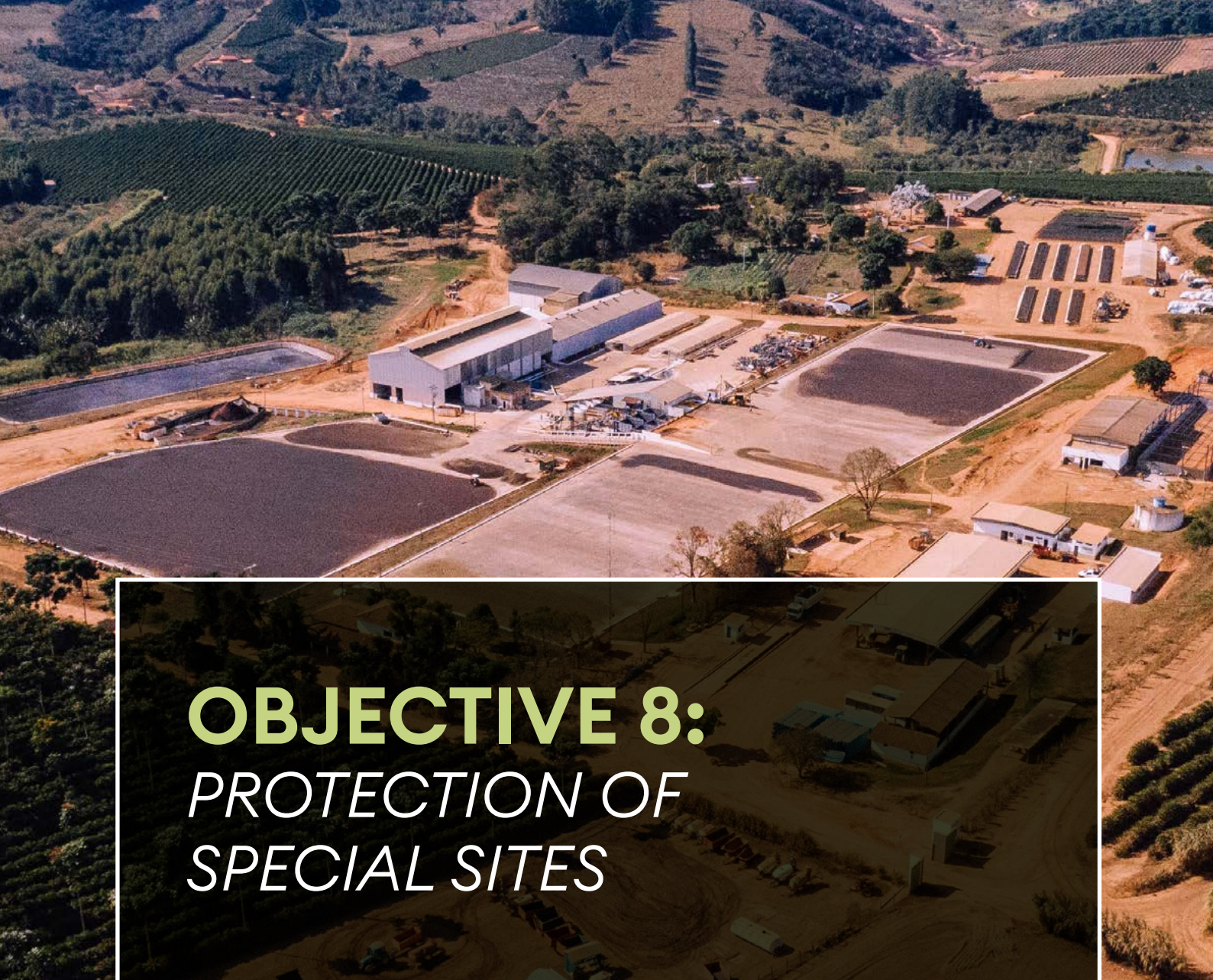
## **PERFORMANCE MEASURE 7.4: CROP DIVERSITY**

### **INDICATOR 7.4.1: Crop and Genetic Diversity**

Since GMT Farms' scope of activity is the cultivation of coffee and since it is a perennial plant that can produce for up to twenty years, there is no crop rotation on the company's farms.

This does not prevent the company from adopting cultivation measures to improve the quality of the soil, increase productivity and consequently grow a sustainable ecosystem. In this regard, it is worth highlighting some of the practices that have been identified.

Currently, our farms use brachiaria and test seed mixes. These practices result in a reduction in erosion, compaction and the need to churn the soil, increasing oxygenation and fertility. These measures help to fix carbon and other nutrients in the soil. We also use organic mineral fertilizers and compost, reusing the nutrient-rich tail water from the Coffee Processing Plants.



## **OBJECTIVE 8:** *PROTECTION OF SPECIAL SITES*

GMT Farms is committed to identifying and maintaining the special sites of geological or cultural heritage in a way that recognizes and protects their characteristics.

**GMT Farms**

## PERFORMANCE MEASURE 8.1: SPECIAL SITE MANAGEMENT

### INDICATOR 8.1.1: Special Site Identification

Before starting any acquisition projects, a due diligence process is carried out in order to identify the existence of special sites that deserve attention and preservation practices. In compliance with Brazilian legislation, on properties where sites are culturally or geologically important, it is necessary to obtain the consent of the IEPHA (State Institute for Historical and Artistic Heritage).

As an example, we can mention Fazenda Bela Vista, one of our operational units, which houses caves and archaeological sites that have been cataloged and duly preserved. These sites are identified on the property and are not interfered with by the operation. All the points cataloged are duly indicated in our existing environmental licenses.

#### EVIDENCE

**CONEP Normative Deliberation No. 007/2014**

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**Due diligence process**

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**Environmental licenses**

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**Identification of culturally and geologically important sites**

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**RainForest Alliance Certification**

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### INDICATOR 8.1.2: Special Site Management

GMT Farms instructs its employees to alert management to any suspected identification of a culturally significant item or site for cataloging and action.

#### EVIDENCE

**Identification of culturally and geologically important sites**

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**RainForest Alliance Certification**

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## **OBJECTIVE 9:** *LOCAL COMMUNITIES*

We seek to minimize any negative impact we may have on society and the environment in which we operate, integrating socio-environmental aspects into the planning of our activities, covering the entire life cycle of our operation. Our goal is to understand our potential impacts on biodiversity and communities in order to avoid, minimize and, where necessary, to offset any impacts generated.

We are dedicated to ensure that our presence in communities improves people's lives, compared if we weren't there. We are a model corporate citizen who make a difference to everyone involved: employees, customers, suppliers, the community, the government and shareholders.

**GMT Farms**

# PERFORMANCE MEASURE 9.1: ECONOMIC WELL-BEING

## INDICATOR 9.1.1: Economic Contributions

### LOCAL CONTENT

GMT Farms is shaped by the dedication and effort of its entire team and plays a key role in supporting local people, organizations and communities in general, preserving balance between the parties and nurturing the public's interest in ensuring our ongoing operation. Our administrative headquarters are located in Belo Horizonte/MG and are staffed by a local team. The same is true for the other operational units: 78% of GMT Farms' management positions are held by members of the local communities. Whenever possible, we source our inputs and contract suppliers locally, supporting local businesses.

Every year, GMT Farms employs young people who have recently graduated from high school in partnership with a National Rural Apprenticeship Service – SENAR, as well as college trainees. GMT Farms is part of the Technical and Managerial Assistance Program - AteG of the FAEMG/SENAR/INAES System, taking part in the ATeG Internship Program, which aims to introduce students in their final year of Agricultural Science courses to the care routine and prepare them in the techniques of the SENAR program.

### COMMUNITY SPONSORSHIP

GMT Farms is built around the local community, both in terms of its workforce and its environment. The company is committed to promoting the development of the communities in which it operates through a number of programs aimed at the future of our regions. These include support for the Educational Program for Resistance to Drugs and Violence (PROERD) and the Company's Participatory Program in Society.

### EVIDENCE

**Service Agreements;**

**Invoices for purchases from local suppliers;**

**Hiring of Young Apprentices - SENAR**

## PERFORMANCE MEASURE 9.2: COMMUNITY RELATIONS

### INDICATOR 9.2.1: Community Engagement

Involvement with the community is essential for the long-term success of production and the building of a relationship of trust. We are dedicated to ensure that our presence in communities improves people's lives, compared if we weren't there. We are proud of the involvement and impact we have on regional communities and seek to maintain continuous communication with the population in order to understand our potential impacts on biodiversity and the community.

GMT Farms has a long tradition of supporting the development of regional communities. Through the Company's Community Participation Program, we engage in a number of interventions that contribute to society. In 2023, for example, 17,000 kilos of coffee husks were donated for the maintenance and treatment of the soccer field in the community of Santo Antônio dos Moreiras, as well as frequent repairs to the streets and roads in the community, helping not only the flow of production and transportation of labor, but also the area's inhabitants who use the same streets and roads on a daily basis.

### EVIDENCE

GMT Farms' Code of Ethics

## PERFORMANCE MEASURE 9.3: LOCAL COMMUNITIES & INDIGENOUS PEOPLES POLICY

### INDICATOR 9.3.1: Local Community and Indigenous People Policy

GMT Farms' production activities are carried out on its own farms and are managed in accordance with the Brazilian Forest Code and other legislation in Brazil, as well as remaining free of deforestation and conversions in agricultural production areas. In addition, all of our activities take place outside the boundaries of conservation units and indigenous lands, as well as safeguarding the respect for traditional communities, family producers, and the right to use the land.

Prior any acquisition, a due-diligence process is initiated to ensure that we are aware of the existence of special sites that need to be protected, as well as water sources, the safeguarding of fauna and flora and the recognition of other land access rights.

## **EVIDENCE**

### **Normative Instruction on Due-Diligence**

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#### **Trainings**

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#### **RainForest Alliance Certification**

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## **INDICATOR 9.3.2: Land Tenure Rights of Local Communities and Indigenous Peoples**

Due diligence is carried out at the time of property acquisition. From this research, it is possible to identify all the key points, as well as comply with all the legal and certification requirements to operate. As part of this process, environmental and sustainability due diligence is carried out, as well as integrity due diligence conducted by in-house professionals to provide insights into the existing rights and duties of local communities.

None of GMT Farms' operating units interfere with indigenous communities.

## **EVIDENCE**

### **Normative Instruction on Due-Diligence**

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## **INDICATOR 9.3.3: Local Communities and Indigenous Peoples' Inquiries**

GMT Farms carefully monitors and receives inquiries from anyone involved in or affected by its operations. To this end, a complaints committee made up of key employees on the farms was formed, as well as an independent whistleblowing channel. The farms offer open contact channels to the entire community, in addition to our teams being staffed by local residents, making them easily identified.

Contato Seguro's whistleblowing complaints channel can be reached via our website, telephone, or even by any of the members of the complaints committee.

## **EVIDENCE**

**Contato Seguro whistleblowing website:**  
<https://contatoseguro.com.br/gmtfarms>

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#### **Ethics Committee Regulations**

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#### **Normative Instruction Whistleblowing Channel**

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#### **RainForest Alliance Certification**

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## PERFORMANCE MEASURE 9.4: PUBLIC HEALTH

### INDICATOR 9.4.1: Public Health and Safety

GMT Farms is committed to keeping the community in which it operates safe and actively contributes to public health. The application of best practices in the management of agricultural inputs aims to protect the community from the adverse impacts that may be generated by the use of these products, in addition to fuel and air pollution, which is supported by the RainForest Alliance certification. These principles are mirrored by the provision of training to employees on health and safety and compliance with legislation on the storage, transportation, handling, and use of inputs. During the use of inputs, GMT Farms guarantees that the best spraying practices are adopted, minimizing damage and possible harm.

The management and storage of agricultural chemicals, gases, fluids, and fuels are carried out in accordance with Brazilian legislation and RainForest Alliance certification standards, ensuring that our actions are in line with best practice standards. The health and safety team always keeps abreast of legislative changes in order to introduce changes and improvements if necessary. Written policies also govern the company's operations, detailing procedures for emergency action to protect employees and the environment.

The company remains vigilant of any ongoing or relevant public health issues. In order to assist our staff, we encourage vaccination for those who are eligible and we organize vaccination campaigns on our premises and arrange transportation for employees to regional town halls to make vaccination more accessible.

In compliance with Brazilian labor legislation, the operational unit located in Bahia is staffed by an occupational nurse who is responsible for developing actions relating to employee health, whether it be proposing accident prevention standards, presenting new safety equipment, carrying out examinations, analyzing certificates, promoting health campaigns, among other possibilities.

### EVIDENCE

**Brazilian legislation**

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**Observations in the field**

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**RainForest Alliance Certification**

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## **OBJECTIVE 10:** *PERSONNEL & FARM LABOUR*

GMT Farms is committed to providing a safe and healthy working environment, fair wages and training for employees and contractors, as necessary, to promote sustainable agriculture.

**GMT Farms**

## PERFORMANCE MEASURE 10.1: SAFE & RESPECTFUL WORKING ENVIRONMENT

### INDICATOR 10.1.1: Equal Opportunity Employment

Recruitment of employees and occupations with equal opportunities. In line with our Sustainability Policy, GMT Farms has implemented an equal employment opportunity process led by the Human Resources team, with a strong anti-discrimination theme throughout the entire company. In addition, our Code of Ethics and Conduct provides solid rules that any acts of discrimination, harassment, aggression, or any other act that degrades the dignity of the human person are strictly forbidden.

GMT Farms promotes gender equality, which means that regardless of gender, people have the same rights and opportunities. Therefore, the promotion of gender equality and the empowerment of women are regarded as fundamental principles for the operation. We have a fundamental commitment to ensuring the upholding of labor and human rights. This is the basis of our core values. We are committed to the rights of children, adolescents, and the elderly and oppose any form of child labor, slave labor, neglect, discrimination, cruelty, violence, sexual exploitation, and pornography in GMT Farms' activities and in its value chain.

Within the scope of the certification and in compliance with Brazilian labor laws, the company's management undertakes to promote gender equality by communicating a written statement to group members/workers and appointing a committee responsible for implementing, monitoring, and evaluating measures that promote gender equality and women's empowerment. The committee in charge is required to be well-versed in gender equality and women's empowerment, with a mandatory participation of at least one woman and one person from management, and must be known, accessible and trusted by the workers.

The committee is responsible for implementing gender equality mitigation measures following the risk analysis laid down by the certification, for raising staff awareness of gender equality and women's empowerment with management at least annually, as well as getting involved in remediation cases regarding gender-based violence and discrimination in accordance with the Remediation Protocol.

It is everyone's duty to always act politely, courteously, and promptly when dealing with colleagues, subordinates, producers, suppliers, and service providers, while respecting and appreciating human beings in their individual differences, privacy, and dignity. Any acts contrary to these, whether harmful or offensive to dignity, which constitute bullying or harassment, prejudice or discrimination are expressly prohibited in our Code of Ethics and are subject to immediate dismissal if the aggressor is identified.

GMT Farms holds Corporate Policies, including a Code of Ethics and Conduct that is provided to all employees in order to make them aware of the best practices required by the company. This is part of the onboarding process.

## EVIDENCE

### Ethics Committee Regulations

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### GMT Farms Code of Conduct and Ethics

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**Law No. 4,611/23, regulated by Decree No. 11,795/2023, ensures equal pay for men and women in jobs of equal rank or function**

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### Normative Instruction of the Whistleblowing Channel

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### Remediation Protocol

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### Risk Analysis

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## Notes: Other compliance measures related to equal employment opportunities include the following:

- Although GMT Farms asks for the worker's age as part of the supporting documents to ensure compliance with any conditions of employment, GMT Farms does not discriminate or select its workers based on age and abhors ageism. The requirement is to ensure that there is no exploitation of child labor at the operational sites, as established in our policies.
- Although certain copies of personal documents are essential to the employee's registration with the company (such as driver's license, identity card, and social security card) for compliance and verification purposes, these documents are not retained at the company and are returned to the employee.
- GMT Farms recruits most of its employees directly, but periodically hires recruitment agents to hire its employees. In practice, 100% of the operation's employees are hired through a selection and recruitment process conducted by the Human Resources department, and there is occasional use of recruitment agents to hire employees from the corporate headquarters in Belo Horizonte/Minas Gerais.

## INDICATOR 10.1.2: Respectful Work Environment

It is essential to maintain a safe, gender-equal, and healthy working environment, promoting the well-being of our employees to the maximum. At GMT Farms, a respectful working environment is a basic assumption and is a theme of our Code of Ethics and Conduct. Even before starting work, every employee hired goes through an onboarding process in which the Code of Ethics and Conduct is presented and the company's values and guidelines are passed on. The



subject of safety is essential in this process, and employees must always follow safety regulations while working for the company.

We ensure the adoption of best practices through our Health and Safety team, which is in line with the Human Resources department and complies with the requirements of the RainForest Alliance certification, which has a strong position on the subject of health and safety. This includes all the legislation that deals with labor rights and outlines the best practices to be adopted by the company.

Safety practices adopted by the company include updating maps of risk areas, providing training for employees who will be working in or near these areas, weekly safety inspections to ensure that the operation is running smoothly and to investigate any irregularities, and establishing guidelines for acceptable spraying parameters under federal legislation and RainForest Alliance standards. The organization also provides an independent whistleblowing channel that serves as an important tool for employee communication with management and monitoring activities.

The development and structuring of our team are fundamental to the company's growth, as reflected in our training courses. Many activities are guided by initiatives in the Human Resources department, such as technical meetings, which take place on the farms and bring together specialists in certain areas to discuss improvements and innovations. Leadership training is provided to key employees to encourage them to develop their leadership qualities. It is worth mentioning the Corporate University platform, a program implemented by the company to help develop and train employees, integrating leaders in the development of courses.

To ensure a respectful working environment, GMT Farms has established an effective complaints system at each of its operating units that allows management to hear directly about issues of concern from any person or organization affected by our activities, for example, workers, community members, labor unions, NGOs, other companies, buyers and other stakeholders. By addressing these complaints quickly and fairly, the system allows the company to continuously improve.

## **EVIDENCE**

**Code of Ethics and Corporate Policies**

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**Consolidated Labor Laws**

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**RainForest Alliance Certification**

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**Whistleblowing Channel**

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## Notes: Other compliance measures related to a safe and healthy working environment include the following:

- GMT Farms supplies all the relevant safety equipment (fire extinguishers, water for fire-fighting, exits, first aid stations, eye wash, safety showers, etc.) in compliance with Brazilian laws. A report by location can be prepared to identify site-specific provisions, if necessary.
- Similarly, a report can be prepared per site outlining the amenities provided to all employees (cafeterias, toilets, changing rooms, smoking areas, on-site parking, equipment, and facilities for social events).
- GMT Farms provides Personal Protective Equipment (PPE) to all employees to ensure their protection in operations where it is necessary (e.g. helmet, ear protection, leg guards, safety glasses, boots, etc.).
- For office areas, suitable personal space is provided between workstations to allow free body movement and safe evacuation.
- All workplaces feature proper ventilation and lighting.
- Trainings related to first aid and the use of fire extinguishers are provided to employees, with fire drills in accordance with the law and the appointment of fire brigades and appropriate clothing per Brazilian NR23 safety standards.
- Employees who are exposed to electricity or high voltage receive proper training following with the Regulatory Standard
- Before activities begin, a checklist is carried out to examine all operational and safety equipment.
- All employees have easy access to fresh drinking water and good ventilation, as well as free access to the toilets;
- There is an incident management procedure in which occupational accidents are reported, and it is prepared to deal with near misses so that the correct follow-up and contingency can be carried out.
- According to Brazilian legislation, when an occupational accident is identified, it is mandatory to file an occupational accident notification (CAT) and carry out an investigation.
- GMT Farms complies with Brazilian legislation and its internal standards concerning human rights (including anti-discrimination, harassment, and bullying in the workplace), as set out in the GMT Farms Code of Ethics and Conduct;
- Employees are encouraged to develop a career at GMT Farms, and internal advancement is common, with some employees serving their entire career with the company;

- Under Brazilian law, employees are entitled to paid leave, including maternity, paternity, marriage, death and military leave;
- Pregnant permanent workers are entitled to paid maternity leave according to the law. In the absence of any applicable law, workers receive paid maternity leave of at least 12 weeks, of which at least six weeks are taken after the birth. They receive maternity rights and benefits. They are allowed to return to their position after maternity leave under the same terms and conditions and without discrimination, job cuts, or salary deductions.

Workers who are pregnant, breastfeeding, or have recently given birth are offered flexible working shifts and workplace adaptations. Women who are nursing have two additional 30-minute breaks a day and a place to breastfeed their children. The breastfeeding area must:

- Be suitable for milk extraction (at least have a chair and a flat surface for pumping equipment, if necessary);
- Be protected from external view;
- Be protected from interlopers, people and coworkers;
- Be always available when the mother needs to pump or extract breast milk;
- Not be a restroom.
- All new employees go through the onboarding process, which includes an overview of all the company's internal rules;
- Following Brazilian law and reinforced in our code of ethics and conduct, employees are allowed to associate, bargain, form unions, join political parties, or express political opinions freely;
- GMT Farms follows strict guidelines for treating everyone with dignity, respect and courtesy;
- GMT Farms strongly encourages any member of its staff who believes they have been discriminated against, bullied, sexually harassed, or victimized to not only use our Whistleblowing Channel but also take appropriate action by reporting directly to management, following the company's complaint handling procedures;
- GMT Farms does not impose fines or other financial penalties on its employees;
- At GMT Farms, abuse is not tolerated;
- GMT Farms makes termination interviews (and other measures) available to employees, and feedback related to such handling may be reported as necessary.
- Brazil has statutory holidays that are governed by municipal, state, and federal legislation, with which GMT Farms complies;

- GMT Farms operates complaints committees on all farms, allowing whistleblowers to communicate their complaints about being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic;
- GMT Farms operates an independent complaints channel managed by a specialized third-party company (Contato Seguro) through which any irregularities identified, as well as conduct contrary to the GMT Farms Code of Conduct and Ethics, may be reported.

## **PERFORMANCE MEASURE 10.2: OCCUPATIONAL TRAINING**

### **INDICATOR 10.2.1: Personnel and Contract Worker Training**

Health and safety education and training in the workplace for employees and contractors. We believe that all incidents are preventable and we aim to ensure that no person working in our operation and supply chain suffers any kind of harm. We are accountable for keeping our workplace safe. Our most important indicators are health, safety and risk.

At GMT Farms we understand that training is essential in preventing accidents or near misses in the workplace. In line with Brazilian Regulatory Standard NR 31, the company provides training for its employees before they begin working and periodically following the law for each position. In addition, GMT Farms conducts training sessions on all published corporate documents, which are led by the team responsible for drawing up the document with the support of the HR department.

As a demonstration of the company's interest in training its employees, at the end of 2023, GMT Farms launched an educational platform available to all its employees. The Corporate University provides a range of free content with certification for all employees. Through this platform, the company also manages to carry out its routine training with the application of tests to measure knowledge among other gamification dynamics.

All employees and contractors working at our operational sites are required to take part in integration in accordance with Brazilian Regulatory Standard NR31.2.6.2. The Occupational Health and Safety team keeps an attendance report on all those who take part in the integration and, through the Manage System, monitors the frequency of refresher courses and other relevant training.

The Manage System is a management system used by the company to ensure compliance. The system is used so that the company can accomplish the tasks required to achieve its objectives. The system allows routine obligations to be generated, and project templates and action plans to be created by inserting the appropriate deadlines and actions to be taken.



Records are always updated to ensure that any training about to expire is identified and carried out within the stipulated time.

## **EVIDENCE**

**NR 01: General Provisions**

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**NR 06: Personal Protection Equipment - PPE**

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**NR 09: Environmental Risk Prevention Programs**

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**NR 31: Safety and Health at Work in Agriculture, Livestock, Forestry, Logging and Aquaculture**

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### **Notes: Other compliance measures related to employee training in health and occupational safety:**

- Workers receive basic training in occupational health, safety, and hygiene, and associated guidelines are visibly displayed in central locations.

## **PERFORMANCE MEASURE 10.3: SUPPORTING CAPACITY FOR SUSTAINABILITY**

### **INDICATOR 10.3.1: Sustainability Policy Commitment**

Users must be provided with a written policy stating their commitment to the Leading Harvest Standard, valid for the entire organization, especially for facility and farm managers.

GMT Farms' commitment to sustainability is evidenced by its certifications, which are based on the highest levels of excellence. GMT Farms is certified by the Rainforest Alliance, C.A.F.E Practices (Coffee And Farmer Equity), and GMT Green. We understand that sustainability goes far beyond looking after the environment in an organization, it is necessary to set principles, rules, and guidelines in line with sustainability awareness, optimizing and reducing the use of natural resources and consequently increasing production levels. In this sense, the company relies on policies that prove our commitment to sustainability and our stakeholders.

We receive frequent recognition for these practices at our operating sites, from clients, investors, and the community in general. In 2016, one of our farms, Fazenda Primavera, was awarded third place in Sustainable Farming, an award developed by the Globo Rural program, an important and recognized Brazilian agribusiness media outlet.

## **EVIDENCE**

**RainForest Alliance Certification**

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**GMT Farms Code of Conduct and Ethics**

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### **INDICATOR 10.3.2: Employee Roles and Responsibilities for Sustainability**

Assignment and understanding of roles and responsibilities to achieve the Leading Harvest Standard objectives.

GMT Farms maintains a sustainability team responsible for monitoring all of the company's ESG-related programs and projects. The team ensures robust governance by establishing effective monitoring processes with the support of the Manage System. One example is the obtaining of environmental licenses, which at GMT Farms are not allowed to be outsourced to ensure compliance with the law and minimize the risk of fraud and bribery.

Audits are carried out internally and reports are drawn up to support compliance with the Leading Harvest indicators, as well as the RainForest Alliance certification obtained. In addition, the aforementioned RainForest Alliance carries out regular audits to ensure that all certified units are complying with the established best management practices.

Sustainability is also an extremely important issue in our Code of Conduct and Ethics. This document highlights the company's commitment to this issue and the duty of every employee to fulfill their responsibilities. Therefore, each employee is, within the scope of their duties, responsible for achieving the objectives of the Leading Harvest Standard, and this duty is further confirmed by signing a term of commitment and compliance with the Code of Conduct and Ethics.

GMT Farms relies on a specialized workforce to assist in the implementation, adjustment, and verification of compliance with the requirements of these certifications. Annual audits are carried out throughout the company by external and internal auditors, and regular inspections are carried out by the qualified health and safety team. Each employee within the organization holds suitable qualifications or experience to fulfill the job expectations laid down in the job descriptions.

## **EVIDENCE**

**GMT Farms Code of Conduct and Ethics**

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**Onboarding Program**

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**RainForest Alliance certification**

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## **INDICATOR 10.3.3: Employee Sustainability Training**

Education and training for standard user personnel and contractor employees are required to fulfill their roles and responsibilities under the Leading Harvest Standard.

Sustainability training is carried out with all employees in the onboarding process to ensure that all employees who join the organization do so with a basic understanding of sustainability and its place within the organization.

### **EVIDENCE**

**Sustainability training in the onboarding program**

## **PERFORMANCE MEASURE 10.4: COMPENSATION**

### **INDICATOR 10.4.1: Wages and Pay**

Compensation to ensure a fair wage for employees and contractors.

At GMT Farms, in compliance with the law and the Rain Forest Alliance certification, permanent and temporary workers who are employed are provided with a written employment contract signed by both parties. Furthermore, the company does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits, such as using temporary workers for permanent or ongoing tasks. We ensure that payslips are always provided to employees after they have been paid.

Workers receive at least the applicable minimum wage or the wage negotiated in the Collective Bargaining Agreement, whichever is higher. Payment for work by production, quota, or measure is at least the minimum wage based on a 48-hour working week or the national legal working hours limit.

At the end of the employment contract, GMT Farms ensures that the whole process is conducted in the best possible way, in a fair and legal manner. Termination payments are properly calculated and paid on the employee's last day of employment.

GMT Farms uses personnel management systems to ensure that compensation is calculated and paid consistently, including Ponto Mais and Senior.

## EVIDENCE

### Consolidated Labor Laws

### Rain Forest Alliance Certification

### Collective Bargaining Agreements

#### Note: Other compliance measures related to salaries and compensation include:

- All GMT Farms employees receive an employment agreement that contains, at a minimum, the job duties, location of work, hours of work, rate of pay and/or method of calculation, rate of overtime pay, frequency or schedule of payments, deductions, and benefits provided on a non-financial basis, paid vacation, sick leave and protections in the event of illness, disability or accident and notice (if applicable) for termination of employment;
- Workers receive at least the mandatory minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. Payment for production, quota or custom work must be at least the minimum wage based on a 48-hour working week or the national legal working hours limit, whichever is lower.
- Deductions from salaries are only allowed if they are stipulated by the applicable law or CBA. Voluntary salary deductions such as advances, union membership fees or loans may only be taken with the written or verbal consent of the employee. Salary deductions as a disciplinary measure are not permitted. Deductions related to the delivery of tools, equipment and supplies are not allowed unless permitted by law;
- Non-financial benefits must comply with Brazilian law, but may not exceed 30% of total compensation;
- Workers are paid regularly at planned intervals agreed between worker and employer, however, payment must be made at least once a month
- Records of hours worked (regular and overtime) and/or volumes produced (if applicable), calculation of wages, deductions, and wages paid are kept for each worker. Workers receive payslips with every payment bearing this information.
- Equal work must be compensated with equal pay, without discrimination based on gender, type of worker, ethnicity, age, color, religion, political opinion, nationality, social or other origin.
- If labor suppliers are used, management must provide a written contract and have documented oversight procedures in place to ensure that the labor supplier:
  - Is licensed or certified by a relevant national authority, if applicable;
  - Complies with the applicable legal requirements;



- Does not engage in fraudulent or coercive recruitment practices;
- Complies with the rules on salaries, contracts and working conditions;
- GMT Farms employees are hired only if they voluntarily agree to work and accept the terms proposed (there is no forced labor).
- GMT Farms' policies document the prohibition of any modern slavery or other prohibited employment practices.
- Employees' hours are governed by their employment agreement and monitored by the punch clock system.
- GMT Farms does not hire security guards, only for night-time property security patrols;
- Any overtime offered is not obligatory for employees to carry out;
- Working hours are in accordance with Brazilian labor standards;
- The standard working day in Brazil is based on 8 hours of work;
- All employees are given time off periods, including days off on national and regional holidays;
- Regular tests of compliance with labor legislation are carried out, including internal and external audits;
- Time records are not falsified or tampered with;
- GMT Farms employees are able to access their payslips directly from the personnel department team. Payslips are provided immediately after each payroll run;
- In accordance with Brazilian labor law and the employment agreement, overtime rates are processed in a compensatory time bank;
- No pay period exceeds one month.

## **PERFORMANCE MEASURE 10.5: FARM LABOUR**

### **INDICATOR 10.5.1: Farm Labor Monitoring Programme**

A program to monitor agricultural labor contractors employed directly or by contracted companies to ensure compliance with applicable federal and state labor laws, statutes, and regulations by thoroughly reviewing policies, practices, and training related to the work environment, equal opportunity, occupational health and safety, and compensation, including fair wages and, where appropriate, housing and transportation.

GMT Farms carries out the entire recruitment process for its employees through its Human Resources team, which is staffed by members in each of its locations. However, due to the high demand for hires, especially during harvest periods, it eventually uses specialized companies to supplement the recruitment of permanent and temporary workers throughout the season. The standards adopted by these companies comply with the levels of excellence required by the company in accordance with the applicable internal policies.

The Human Resources department monitors the entire process carried out by third parties and ensures that all the requirements of Brazilian labor legislation and applicable governance are met. It is important to mention that these companies only act as “headhunters” to attract labor and that once the workers have been selected, the rest of the selection and integration process is carried out internally, ensuring that a salary equal to that of other employees and decent working conditions are established. Hiring through outsourced companies is minimal, while temporary employees usually make up around 27% of the workforce.

With regard to contractors who provide services of various kinds in our operational locations using their own labor, GMT Farms requires a high level of standards and documentary evidence to authorize the contracting and consequent provision of services. We have a Standard Operating Procedure for Hiring Third Parties, which requires the submission of a social security card record or employment agreement, confirmation that all employees have been paid their salaries and all labor charges required by law, training, and certification to carry out the service for which they have been hired under the applicable Brazilian Regulatory Standards NR’s, among other documents.

Everyone who is directly or indirectly employed by GMT Farms and enters our facilities is considered an employee, and the same rules and safeguards apply regarding integration, training, and monitoring by the Health and Safety team. Before entering the operational units, all contracted companies undergo an assessment by the health and safety team and if any non-compliance with company standards or legislation is found, they are not allowed to enter and carry out the services.

In addition, the Rain Forest Alliance certification includes a specific section on integrity in the supply chain.

## **EVIDENCE**

**GMT Farms Code of Conduct and Ethics**

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**RainForest Alliance Certification**

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**Standard Operating Procedure for Hiring Third Parties**

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## Notes:

- An up-to-date list of permanent and temporary workers is kept containing the following information for each worker: full name, gender, birth year, start and end dates of employment and salary;
- For residents for whom housing is provided, the register additionally contains their home address, number of family members, and birth year of family members;
- There is a list of workers (male/female) who have been trained and possess the knowledge and skills to effectively implement and monitor the supply chain management plan;
- Farm management carries out an annual self-assessment to evaluate its compliance and that of all stakeholders in its scope of certification (Rain Forest Alliance standards) with the RainForest Alliance Sustainable Agriculture Standard;
- Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have a break of at least 30 minutes after a maximum of six consecutive hours of work and receive at least one full day's rest after a maximum of six consecutive days of work;
- The regular working hours of security guards do not exceed 56 hours per week on average per year;
- Overtime is voluntary and only allowed if:
  - a) They are asked for within a reasonable time;
  - b) They are paid in accordance with the applicable law or CBA, whichever is higher. If there is no law or CBA, at least 1.5 times the regular salary level is paid;
  - c) Overtime does not impose an increased health and safety risk. Incident rates during overtime are monitored and overtime is reduced if incident rates are higher during overtime than during regular working hours;
  - d) Workers enjoy reliable transportation home after work;
  - e) The total working week does not exceed 60 hours per week; only in exceptional circumstances applicable to farms, see h);
  - f) Workers are allowed at least 30 minutes of rest after a maximum of six consecutive hours of work and receive at least 10 hours of rest in every 24 hours;
  - g) A record of the number of regular and overtime hours worked by each worker is maintained;
  - h) In exceptional circumstances, where there is a risk of crop loss due to e.g. overproduction, damage to infrastructure, for a maximum period of 12 weeks per year, the overtime may be for up to 24 hours in total per week, and workers may work for a maximum of 21 consecutive days.



## **OBJECTIVE 11:** *LEGAL AND REGULATORY COMPLIANCE*

GMT Farms is committed to complying with all applicable federal, state and local laws, regulations and statutes.

**GMT Farms**

# PERFORMANCE MEASURE 11.1: LEGAL COMPLIANCE

## INDICATOR 11.1.1: Access to Compliance Information

Knowledge of the applicable legislation and the rules governing the company's operation is fundamental to supporting the team in complying with all the rules designed to protect employees, the organization, the environment and the community in general. A suitably qualified Health and Safety team must be in place to provide support and training to guarantee, in addition to legal compliance, a healthy operation. At the operational sites, all team members have access to the mobile version of SharePoint (intranet), which provides easy access to the company's Standard Operating Procedures, Normative Instructions, and Policies, documents that are in line with the current legislation and Brazilian labor standards. Moreover, before starting work, all employees undergo onboarding training in which they are introduced to all the company's rules, working conditions, and the risks inherent in their position, ensuring that everyone has a minimum understanding of the relevant laws and rules, minimizing the risk of accidents. At the end of the integration process, the worker must sign a document called an Order of Service in which he or she acknowledges the information presented and undertakes to comply with all the rules laid down. The Health and Safety team keeps up to date through courses, technical meetings, trade fairs and exchanges with other Brazilian producers. A weekly Safety Dialogue is held with workers to provide training and guidance. The SIPAT (Semana Interna de Prevenção a Acidentes de Trabalho - In-house Week for the Prevention of Occupational Accidents) is also an annual event in which activities related to the prevention of occupational accidents and illnesses are carried out, in addition to the exchange of Health and Safety team members between the various operating locations so that they can gain maximum knowledge of the company's reality and how the rules are applied in all sectors of GMT Farms.

### EVIDENCE

**Brazilian Regulatory Standards NR 1 - items 1.7, 1.8; NR 18**

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**DSS - Weekly Safety Dialogues**

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**Integrations and Work Orders signed by employees**

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**Ordinance No. 3,214, NR 5**

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**Signage to inform employees of legal requirements and relevant rules in place at the company**

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**Standard Operating Procedures (POPS) and other company internal rules**

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## **INDICATOR 11.1.2: Programme User Compliance Programme**

By joining the RainForest Alliance certification program, a routine of external audits is carried out on all our farms. At the same time, inspections and reviews are carried out by the Health and Safety team to ensure compliance with regulations and the correct functioning of the operation. This routine includes the Weekly Safety Dialogue mentioned in the previous section, when potential risks are highlighted and additional controls are presented. General safety inspections are carried out by the team on a weekly basis, without prejudice to critical inspections to mitigate risks if any non-compliance is identified in the operation. Reports are drawn up on risks classified as “A”, “B” and “C” in order to help with the implementation of any applicable additional mitigation measures. Health and Safety professionals have a strong presence at the operation and an ongoing relationship with the workers to ensure that the team is aware of the relevant risks and requirements, as well as the importance of demonstrating compliance with this legislation.

### **EVIDENCE**

**RainForest Alliance Certification audit report**

**Weekly Inspection Reports - “A”, “B” and “C”**

**Weekly Safety Log - DSS**

## **INDICATOR 11.1.3: Compliance Commitment**

GMT Farms is focused on conducting its business in full legal compliance. We believe that the first level of structural compliance to be achieved is legal compliance. This is evidenced by our high level of governance, which ensures and generates supporting evidence of compliance with the relevant legal requirements. This can be identified through our “Manage System” management system and through the RainForest Alliance certification, which requires ESG actions and initiatives from those who adhere to its terms. Due to its high level of governance, GMT Farms has a low level of exposure to risk.

There are a number of essential licenses for operation. An example of these licenses are water collection permits. All the licenses required for the operation of GMT Farms are valid and in force and the company is always committed to complying with the conditions for the correct use of resources in accordance with the licenses, which can be seen from the considerable time they have been held.

## **EVIDENCE**

**Applicable Environmental Licenses**

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**Manage System**

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**RainForest Alliance Certification**

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## **PERFORMANCE MEASURE 11.2: LEGAL COMPLIANCE POLICIES**

### **INDICATOR 11.2.1: Written Compliance Policy**

GMT Farms' organizational commitment to compliance is apparent in its constant focus on meeting all the levels of excellence required, whether by law, by our certifications or even through internal policies. This commitment can be confirmed through the company's Compliance Program, as well as the Code of Ethics and Conduct and Sustainability Policy. GMT Farms' Code of Ethics and Conduct outlines these levels of requirements and the expectation of professional conduct on the part of all employees. This document is provided to all employees during the onboarding process, at which time the rules are presented and the Term of Consent and Adherence to the GMT Farms Code of Ethics and Conduct is signed.

## **EVIDENCE**

**GMT Farms Code of Ethics and Conduct**

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**GMT Farms' Compliance Program**

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**GMT Farms' Sustainability Policy**

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**Term of Consent and Adherence to the  
GMT Farms Code of Ethics and Conduct**

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### **INDICATOR 11.2.2: Consistency with the International Labor Organization Conventions**

GMT Farms ensures that its work policies and guidelines comply with Brazilian occupational health and safety laws, which in turn are aligned with ILO (International Labor Organization) conventions. Brazil ratified all the ILO Conventions on Occupational Health and Safety on April 13, 1948, according to Promulgation Decree No. 25,696. During the selection process to join the company, all the necessary information is analyzed to ensure that the company is free of child labor or other degrading conditions, in addition to enforcing compliance with all the rules necessary to maintain work in a humane environment. In line with this, the company is based on the United Nations' 17 Sustainable Development Goals (SDGs), eight of which are

directly related to the company's General and Specific Commitments, namely Zero Hunger and Sustainable Agriculture, Quality Education, Decent Work and Economic Growth, Industry Innovation and Infrastructure, Sustainable Consumption and Production, Action Against Global Climate Change, Life on Land and Partnerships and Means of Implementation.

## **EVIDENCE**

**GMT Farms Code of Ethics and Conduct**

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**Promulgation Decree No. 25,696**

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**Recruitment Policy**

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**United Nations Sustainable Development Goals**

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## **INDICATOR 11.2.3: Consistency with Lease Law**

Not applicable to GMT Farms.



**OBJECTIVE 12:**  
*MANAGEMENT REVIEW AND  
CONTINUAL IMPROVEMENT*

**GMT Farms**

## PERFORMANCE MEASURE 12.1: FARM REVIEW AND CONTINUAL IMPROVEMENT

GMT Farms seeks continuous improvement of its processes and the practice of sustainable management through management reviews and performance monitoring.

### INDICATOR 12.1.1: Performance Review

GMT Farms, as already mentioned, went through a corporate spin-off at which time PSP acquired the business. Before the spin-off, the company used a performance appraisal system that was valid for all employees, the 180 degrees appraisal. A new Recruitment Policy in line with the investment fund's standards is currently being developed and will be put into effect later this year.

The company is regularly audited, externally by KPMG Brazil and internally by the Governance, Risks and Compliance Department. Furthermore, in-house inspections are carried out at the operation by the sustainability and health and safety teams to analyze whether there are any non-compliances or the need to adapt, and to provide training support to all employees and contractors.

Finally, in order to retain certification, the RainForest Alliance implements an internal inspection system that includes:

- Annual inspection of each group member (for farms), (processing) sites and any other stakeholder (including subcontractors, intermediaries, service providers) in the scope of certification. Before the first certification audit, all these stakeholders need to be inspected internally;
- The scope in the first year of certification is: all applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard;
- The scope for subsequent years is based on Risk Analysis, the previous year's internal inspection and the audit results.

## EVIDENCE

**KPMG Audit Reports**

**RainForest Alliance Certification**



## INDICATOR 12.1.2: Monitoring Performance

GMT Farms has already been monitoring its emissions and carrying out carbon inventories for three years. This monitoring allows us to set our reduction targets from 2024 onwards.

GMT maintains an Integrated Pest Management (IPM) and an Annual Fertilizer Plan that involve continuous monitoring by the company's qualified staff.

Management annually carries out a self-assessment to measure its own compliance and that of all the stakeholders in its scope of certification. The self-assessment includes the results of internal inspections of group members and other entities covered by the certificate (including subcontractors, intermediaries, service providers and processing sites).

We believe that continuous improvement is only possible by identifying errors and successes and calculating indicators that are true to the company's situation. By carrying out inspections, audits, in-house assessments and other control methods, it is possible to extract solid data on management and operations, optimizing resources and making it possible to make assertive decisions.

### EVIDENCE

**Integrated Pest Management (IPM)**

**RainForest Alliance Certification**

## INDICATOR 12.1.3: Agricultural Innovation

The scope of our RainForest Alliance certification ensures that we are always up to date with any changes in global agricultural management practices. As a result, we are always aware of new developments, techniques and smart management measures.

From optimizing electrical machinery for lower energy consumption to using the best methods for collecting water, contour lines and diluting fertilizer in water to save fuel and energy.

Our employees always participate in technology events and fairs in their respective fields in order to seek out the best practices for the company, thereby increasing their technical level and productivity.

Within the organization, we test seed varieties and hold meetings where information and learning is shared between operational groups.

## **EVIDENCE**

**Annual Irrigation Plan**

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**Integrated Pest Management (IPM)**

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**RainForest Alliance Certification**

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## **INDICATOR 12.1.4: Annual Review and Improvement**

We believe that continuous improvement is only possible by identifying errors and successes and calculating indicators that are true to the company's situation. By carrying out inspections, audits, in-house assessments and other control methods, it is possible to extract solid data on management and operations, optimizing resources and making it possible to make assertive decisions.

## **EVIDENCE**

**KPMG Audit**

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**RainForest Alliance Audit**

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**Governance, Risks and Compliance Board**

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**RainForest Alliance Self-Assessment**

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## **PERFORMANCE MEASURE 12.2: SUPPORT FOR SUSTAINABLE AGRICULTURE**

### **INDICATOR 12.2.1: Support for Agricultural Research**

All employees must implement any changes to Best Management Practices through RainForest Alliance certification and continue to investigate innovative technologies and machines.

From optimizing electrical machinery for lower energy consumption to using the best methods for collecting water, contour lines and diluting fertilizer in water to save fuel and energy.

Our employees always participate in technology events and fairs in their respective fields in order to seek out the best practices for the company, thereby increasing their technical level and productivity.

## **EVIDENCE**

**RainForest Alliance Certification**

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# GMT Farms

LEADING HARVEST CONFORMANCE