



TAILOR-MADE FOR THE FOOD INDUSTRY

SUSTAINABILITY REPORT 2022

MACHU PICCHU FOODS S.A.C





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The following report has been made within the Competitive Business Program framework conducted by the Global Reporting Initiative. The aim is to promote clear and reliable information through the preparation of sustainability reports.

We are pleased to present the third Machu Picchu Foods S.A.C sustainability report. The information shown below corresponds to our management carried out from January 1st to December 31st, 2022.

This is an annual report, being 2021 sustainability report the last one we

presented. This year, we have continued following the indicators of the previous report and have added new ones based on the principle of material which determines the importance of the topics for the company.

If you have any doubts, please contact Mr. Jhonnatan Murga Abad.
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It is stated that this report has been made following the GRI standards references.



WELCOME LETTER

GRI 102-14

It is my pleasure to share with you the great sustainability work we have performed in 2022. We introduce Machu Picchu Foods SAC as a Peruvian Flexible Company that manufactures innovative products.

Our main goal is “To be the bridge between sustainable development of Peruvian cacao farming communities and the comprehensive development of our customers in the international chocolate and snacks industry. This is not a simple statement but a commitment that serves as a guide in all actions we make.

Sustainability is the key to our common future. If we want to continue making the most of our natural resources and the benefits of our economy, we must learn to balance the needs we have in the present with the ones in the future. In our company, sustainability is not only a business strategy or a competitive advantage but a responsibility and a duty.

As we are aware of this commitment, in 2022, and like every year, we buy cacao beans from the whole Peruvian jungle as we promote organic farming and deforestation practices in the Amazon. We believe that by taking care of and protecting our environment, we also take care of our economy and our future. For this reason, we are committed to reducing the use of greenhouse gases by measuring the carbon footprints in our industrial facilities which has been recognized by the Environment Ministry.

Our sustainability strategy goes beyond our commercial operations. We are committed to the development of the communities we are surrounded by. We carry out social projects in the communities near our cacao fields. In 2022, we launched a project called Nuwa Muun, which means “Great Woman” in the Awajunn language, whose purpose is to improve the productivity of 25 cacao farms in Junin, Pasco, and Ucayali. We also implemented the Nawinchay project which means “Reading” in Quechua aimed at three elementary schools in the jungle area of Junin and Ayacucho where we donated 105 tablets with a virtual library installed to complement the education and promote reading habits, so they get to have an electronic tool when returning to on-site classes. We also renovated the facilities of Tahuantinsuyo School. This way, the infrastructure of the school is now accessible for the children to safe back-to-on-site school classes.

We understand that sustainable development not only involves the care of the environment but also the social and economic wellness of people as we are committed to corporate social responsibility work, as we actively participate in the protection of children with burns through the efficient use of usable waste. This means we recycle to leave a meaningful contribution that will allow the rehabilitation of patients with low economic resources. We are considered a double-impact company.

This commitment is reflected in our principles and fundamentals. We make strategic alliances with our customers and suppliers. We are innovative and flexible in the development of new products, and we are looking to make Peru a leading country in the production of chocolate and snacks. These actions not only enhance our productivity but also our contribution to sustainable development.

We keep our compromise to eradicate any corruption, bribery, fraud, or unlawful practices. For this reason, we promote the acknowledgment of our policies, directives, and procedures in all our activities in compliance with the regulations and standards.

We count on corporate governance bodies that actively participate in our process through independent directors that allow the making of decisions and transparent management with the assistance of technical support internal committees.

Our company mission is “to be the most innovative, reliable, and agile supplier of chocolate and value-added snacks as we are responsible to the community, environment, and human talent. This is a clear statement of our commitment. We want to offer our customers a high-quality product not only delicious but also socially and environmentally responsible.

Our vision of being the Tailor-made of the chocolate industry and snacks reflects our projection to become innovation and customer service leaders with a permanent sustainable perspective. We want to be recognized not only for our products but also for the way we produce them and the values we represent.

Finally, I want to point out that we work on our RIEE culture, and our values: “To be Responsible, Innovative, Team and Excellence promoters”.

They are the compass that guides all our collaborators in making decisions and actions. These values remind us daily that sustainability is not a goal to be achieved, but a way of doing business.

On behalf of our organization, I want to thank you for your support and commitment to sustainability. Together, we can make a difference and build a more sustainable future for all.



FERNANDO GUZMÁN FLORES
CEO



ABOUT
US

About us

Machu Picchu Foods S.A.C. is the leading manufacturer in the cacao and chocolate industry throughout Peru. We have been promoting our passion for cacao and chocolate and meeting the needs of our clients for more than 20 years.

Our cacao is well-known for its fine and aromatic flavor in the global premium chocolate market as we export the best Peruvian cacao and chocolate products to the world. In this respect, we are deeply committed to manufacturing the highest-quality, sustainable, organic, and allergen-free products.

The process starts at the cultivation fields, where cacao beans are harvested from the local farms, working in cooperation with more than 5,000 family-owned farms located along the Peruvian cacao valleys. To improve the farming practices and the quality of cacao beans, we provide technical assistance to our farmer partners, throughout 34 collection centers.

We manage a whole production line for our cacao products and the process goes from raw cacao to finished products. This way, we meet our customer's requirements. We offer the highest quality cacao products with an exquisite aromatic flavor that Peruvian lands can only produce. Worldwide premium chocolates make use of these products as ingredients. As a company with a large experience in the field, we can customize the cacao percentages and have a variety of additions.

Our main products are:

- **Cacao by-products:** cacao nibs, cacao liquor, cacao powder, cacao butter, cacao cake, cacao bean.
- **Chocolates:** drops, wafers, kibbles, chunks, bars, bites, bonbons, compounds, Easter eggs, and chips.
- **Wafers and confectionery:** wafer sticks, cream wafers, mini-wafers, crepes, mini-crepes, cones, and dragees.
- **Instant mixtures:** brownies mix, muffin mix, pancakes mix, pudding mix, super-mixes, granulated, chocolate flakes, and flavored drinks.

We also have exclusive production lines for the manufacturing of products intended for special consumer segments like vegan, gluten-free, non-GMO, allergen-free, Kosher, and Halal.

ABOUT US

GRI 2-1, GRI 2-2 GRI 2-6, GRI 2-23

Organizational details

GRI 2-1

Machu Picchu Foods S.A.C. is a Peruvian company duly constituted under a closely held corporation according to the provisions of the General Corporate Law N° 26887 on October 3rd, 2020 in the presence of the Public Notary Mr. Federico Campos Echeandia and registered in the electronic record N° 70209764 of the Registry of Legal entities at the Registry office in Callao with tax number 20500985322.



TAILOR-MADE FOR THE FOOD INDUSTRY

We are a leading manufacturing food company that provides manufacturing services for cacao by-products, chocolate, confectionery, and others.

The products we provide are innovative and customized to the expectations and needs of the interested parties.

Our collaborators represent a key asset in the company, which is why we care about ensuring their wellness, growth, and constant improvement. Our producing activities consider the care of the environment and surroundings.

With more than 22 years of experience, Machu Picchu Foods S.A. works with multinational companies as we are the producer of private brands. This has allowed us to develop more abilities, experience, and know-how to meet the requirements of our customers around the world.

The administrative offices operate in the headquarters located at Av. Cádiz N° 206, San Isidro district, Lima - Perú

Machu Picchu Foods S.A.C. has also modern production plants located at:
Calle Carbono N° 213 Urb. Grimanesa, Callao (Plant 1)
Calle Cuatro N°264 Urb. Grimanesa - Callao (Plant 2)
Carretera Panamericana Sur Km. 232 - Pisco (Plant 1)
Av. Fermín Tangüis N° 519 - Pisco (Plant 2)

Likewise, we have set up 34 (thirty-four) cacao beans collection centers in different production valleys in Peru which allows us to ensure the supply of beans throughout

the year.

ZONE	CENTER
JAEN	JAEN
	CHIRIACO
TARAPOTO	TARAPOTO
	SAN JOSE DE SISA
	CHAZUTA
	BARRANQUITA
	SHAMBOYACU
	ALAO
	YURIMAGUAS
JUANJUI	JUANJUI
	HUICUNGO
	CAMPANILLA
TOCACHE	TOCACHE
	NUEVO PROGRESO

ZONE	CENTER
TINGO MARIA	TINGO MARIA
	AUCAYACU
	AGUAYTIA
	SAN ALEJANDRO
	CURIMANA
	NESHUYA
	CONSTITUCION
	CAMPO VERDE
	PUERTO BERMUDEZ
	SATIPO
ISCOZACIN	
PUERTO PORVENIR	
ATALAYA	
AYACUCHO	PANGOA
	KIMBIRI
	SAN ANTONIO
	SELVA DE ORO
QUILLABAMBA	VILLA VIRGEN
	QUILLABAMBA
MADRE DE DIOS	PUERTO MALDONADO

A world-class company

Exporting the best Peruvian cacao and chocolate products around the world.



Machu Picchu Foods S.A.C. exports its products to over 40 countries in America, Asia, Europe, Oceania, and Latin America.

Entities included in the organization’s sustainability reporting

GRI 2-2

Machu Picchu Foods S.A.C. is a closely held corporation and is the only entity included in the making of this sustainability report.

Activities, value chain, and other business relationships

GRI 2-6

Machu Picchu Foods S.A.C. is the leading manufacturer in the cacao and chocolate industry with more than 20 years of experience. Our company is well-known for being the tailor-made of the cacao and chocolate industry as we export our products to 41 countries: United States, Canada, Mexico, Colombia, Brazil, Chile, Argentina, Bolivia, United Kingdom, Germany, the Netherlands, Italy, France, Poland, Estonia, Russia, Japan, South Korea, Australia, New Zealand, among others.

The process starts at the cultivation fields, where cacao beans are harvested so then they can be opened and shelled to extract the pulp and seed. Later, they go through the fermentation and drying process from where they come up with their particular chocolatey aroma and brown color. This stage is carried out in cooperation with the more than 5,000 family farms located along the Peruvian cacao valleys. To improve the production practices and the quality of cacao beans, we provide technical assistance to our farmer partners.

When the beans arrive at our facilities, we start the roasting and crushing process, so they can be transformed into a thick liquid called cacao liquor. Then, to obtain cacao butter, the cacao liquor goes through a filtration process where all the cacao particles are retained and used to make cacao powder.

From this stage forward, the process to be carried out will vary depending on the type of chocolate to be manufactured, meeting our customer's requirements. As a company with a large experience in the field, we can customize the cacao percentages and a variety of additions to the formulations.

Here we share the most relevant data according to the FINANCIAL STATEMENTS audited in the past two years:

	2021	2022
TOTAL INCOME IN PERUVIAN SOLES	S/ 559,727,700.00	S/ 690,809,651.00

	2021	2022
TOTAL CAPITALIZATION		
EQUITY IN PERUVIAN SOLES	S/ 376,572,853.00	S/ 431,368,279.00

1. Facilities:

- Callao Plant: Manufacturing of tailor-made chocolate
- Pisco Plant: Manufacturing of organic chocolate and cacao ingredients.

COMPANY	TYPE OF PRODUCT	QUANTITY	LOCATION
MPF	CACAO PRODUCTS	01	PISCO
	ORGANIC CHOCOLATES	01	PISCO
	CHOCOLATES AND TAILOR-MADE PRODUCTS	01	CALLAO

- Collection Centers: Machu Picchu Foods SAC has 34 collection centers throughout the country:

ZONE	CENTER	ZONE	CENTER
JAEN	JAEN	TINGO MARIA	TINGO MARIA
	CHIRIACO		AUCAYACU
TARAPOTO	TARAPOTO		AGUAYTIA
	SAN JOSE DE SISA		SAN ALEJANDRO
	CHAZUTA		CURIMANA
	BARRANQUITA		NESHUYA
	SHAMBOYACU		CONSTITUCION
	ALAO		CAMPO VERDE
	YURIMAGUAS		PUERTO BERMUDEZ
JUANJUI	JUANJUI		SATIPO
	HUICUNGO	ISCOZACIN	
	CAMPANILLA	PUERTO PORVENIR	
TOCACHE	TOCACHE	ATALAYA	
	NUEVO PROGRESO	PANGOA	
		AYACUCHO	KIMBIRI
			SAN ANTONIO
			SELVA DE ORO
			VILLA VIRGEN
		QUILLABAMBA	QUILLABAMBA
		MADRE DE DIOS	PUERTO MALDONADO

2. Customers:

We oversee an entire cacao production line, where the process goes from raw cacao to finished products. This way, we meet our client's expectations and requirements. We currently have a portfolio of 300 clients approx. which include wholesale distributors, brokers, retailers, and supermarkets.

3. Suppliers:

Having a well-established supplier team that ensures the best services and products and has the certifications required by the market is crucial for us. This makes us more competitive and attractive to our customers.

Within the group of suppliers, we consider our farmers, collectors, and/or companies involved in products and services. These are divided as follows:

- o Conventional suppliers: 5,300 approx.
- o Organic Suppliers (Cooperative/Associations): 12
- o Organic suppliers: 5,394 organic producers + 161 certified in Rainforest Conventional

For organic cacao producers, it is important to fulfill some requirements like the transition periods in the use of fertilizers and the organic supplies that are admitted in the cultivation parcels. We manage an Internal Control System (ICS) that oversees the field visits to check that producers are fulfilling the requirements, documentation, and training of all certified producers.

We currently have 5,555 certified producers in the following regulations: Argentine Organic, EU/NOP/JAS/RTPO, and Rainforest as shown in the following chart:

ZONE	CERTIFIED PRODUCERS	PRODUCERS WITH CERTIFICATION IN THE PROCESS	TOTAL PRODUCERS
UCAYALI	561	32	593
TOCACHE	203	29	232
TINGO MARIA	283	118	401
TARAPOTO	1406	282	1688
SATIPO	687	327	1014
JUANJUI	434	39	473
MADRE DE DIOS	61	33	94
JAEN	193	0	193
AYACUCHO	814	53	867
TOTAL	4642	913	5555

4. Products:

The regulations we apply to Europe, the United States, Japan, and Peru are organic. The Argentine organic regulation and the Rainforest Alliance regulation with two groups: One of them is organic EU-NOP-JAS-RTPO + Rainforest and the other is conventional + Rainforest.

Our main products are:

- Cacao-derived products: cacao nibs, liquor, powder, butter, cake, and cacao beans
- Chocolates: drops, wafers, kibbles, chunks, bars, bites, bonbons, compound, Easter eggs, chips.
- Wafer and confectionery: wafer sticks, cream wafers, mini-wafer, crepes and, mini-crepes, cones, and dragees
- Instant mixtures: brownies mix, muffin mix, pancake mix, pudding mix, super-mixes, granulated, chocolate flakes, and, flavored.
- Biscuits: cookies and wafers.

We also have exclusive production lines for the manufacturing of products intended for special consumer segments like vegan, gluten-free, non-GMO, allergen-free, Kosher, and Halal.

The type of products that are purchased in the collection centers are divided into two: Conventional and Organic:

CODE	PRODUCT NAME	TYPE	MANAGEMENT
CAC0000001	CONVENTIONAL CACAO	CONVENTIONAL	PURCHASE
CAC0000002	CONVENTIONAL CACAO FRUIT PULP	CONVENTIONAL	PURCHASE
CAC0000005	RA CACAO	CONVENTIONAL	PURCHASE
CAC0000006	UTZ CACAO	CONVENTIONAL	PURCHASE
CAC0000021	CONVENTIONAL DRY CACAO OBTAINED FROM FRUIT PULP	CONVENTIONAL	CONVERSION
CAC0000036	CONVENTIONAL CRIOLLO CACAO	CONVENTIONAL	PURCHASE
CAC0000046	CONVENTIONAL CLEANED BEAN KG (ZONES)	CONVENTIONAL	CONVERSION
CAC0000047	BEAN CLUSTER KG (ZONES)	CONVENTIONAL	CONVERSION
CAC0000048	NIBS KG (ZONES)	CONVENTIONAL	CONVERSION
CAC0000049	CACAO POWDER KG (ZONES)	CONVENTIONAL	CONVERSION
CAC0000050	CONVENTIONAL CRIOLLO CACAO FRUIT PULP	CONVENTIONAL	PURCHASE
CAC0000051	CONVENTIONAL DRY CRIOLLO CACAO OBTAINED FROM FRUIT PULP	CONVENTIONAL	CONVERSION
CAC0000058	CONVENTIONAL SPECIAL CACAO	CONVENTIONAL	CONVERSION
CAC0000059	CONVENTIONAL TRACE CACAO	CONVENTIONAL	PURCHASE
CAC0000075	CONVENTIONAL PORCELAIN CRIOLLO CACAO	CONVENTIONAL	PURCHASE
CAC0000076	CONVENTIONAL TRACE NCP CACAO	CONVENTIONAL	PURCHASE
CAC0000003	NOP EU JAS RTPO CACAO	ORGANIC	PURCHASE

CAC0000004	NOP EU JAS RTPO FRUIT PULP	ORGANIC	PURCHASE
CAC0000011	NOP EU JAS RTPO UTZ CACAO	ORGANIC	PURCHASE
CAC0000012	NOP EU JAS RTPO UTZ FRUIT PULP	ORGANIC	PURCHASE
CAC0000019	CACAO CONVERSION TO NOP EU JAS RTPO	ORGANIC	PURCHASE
CAC0000022	NOP EU JAS RTPO DRY CACAO OBTAINED FROM FRUIT PULP	ORGANIC	CONVERSION
CAC0000026	NOP EU JAS RTPO UTZ DRY CACAO OBTAINED FROM FRUIT PULP	ORGANIC	CONVERSION
CAC0000037	COCOA MUCILAGE CONVERSION TO NOP EU JAS RTPO	ORGANIC	PURCHASE
CAC0000038	DRY COCOA CONVERSION TO NOP EU JAS RTPO OBTAINED FROM COCOA MUCILAGE	ORGANIC	CONVERSION
CAC0000052	NOP EU JAS RTPO ARG CACAO	ORGANIC	PURCHASE
CAC0000055	NOP EU JAS RTPO CRIOLLO CACAO	ORGANIC	PURCHASE
CAC0000072	NOP EU JAS RTPO RA CACAO	ORGANIC	PURCHASE
CAC0000073	NOP EU JAS RTPO RA CACAO FRUIT PULP	ORGANIC	PURCHASE
CAC0000074	NOP EU JAS RTPO RA DRY CACAO OBTAINED FROM FRUIT PULP	ORGANIC	CONVERSION

5. Bean purchase procedure in the collection centers: It is subdivided into two processes: Reception and Purchase

5.1. Reception Process

5.1.1. The supplier arrives at the MPF collection center with the product to be sold. The product goes through a quality control procedure (humidity and foreign bodies) and is registered in the system with the supplier ID to enter the type of cacao, the number of sacks, and the weight of the container (tare). Then, with the electronic scale, the weight in kg. is automatically obtained.

5.1.2. The type of reception printing is selected (Ticket, pre-labeling) and then we save and print with the labeling machine.

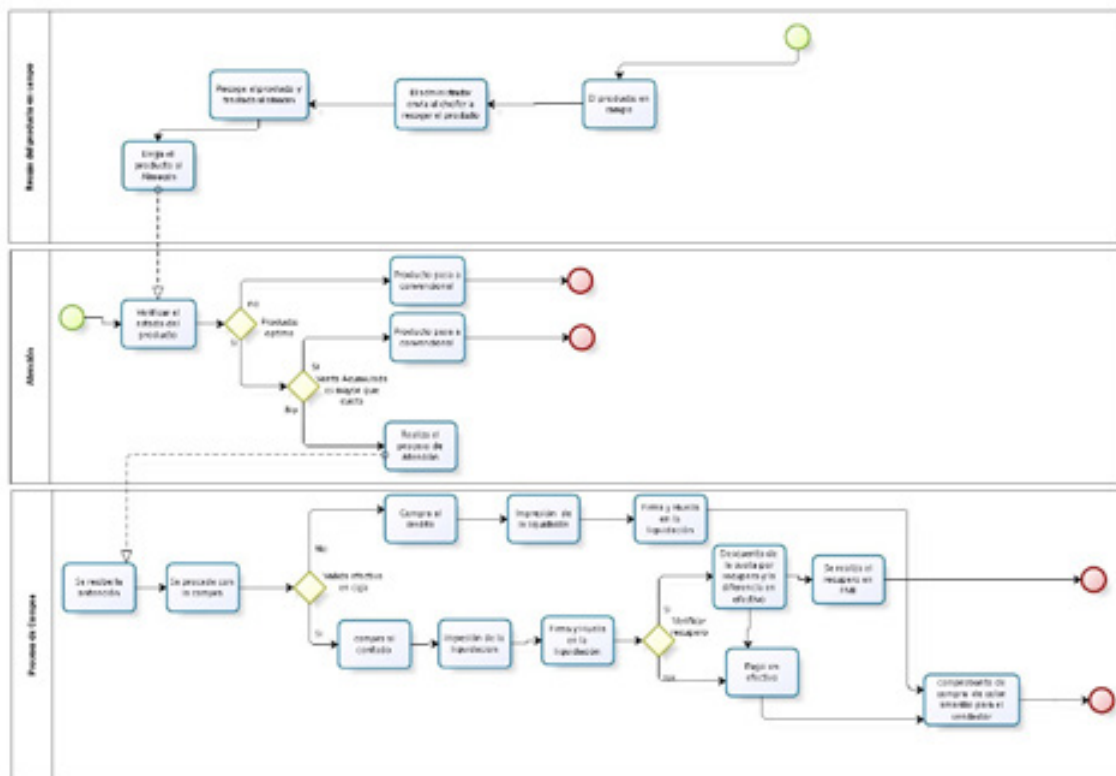
5.2. Purchase Process

5.2.1. Once the product is received, the supplier gets paid for the service rendered. The person in charge registers the purchase at the Internal Revenue System website (SUNAT) with the supplier's information, the cacao weight, and the agreed price. Later, the information on the receipt and the payment method (cash, credit, or recovery) is entered into the company's system.

5.2.2. Then, the purchase is searched on the SUNAT website to register its cancellation.

5.2.3. The supplier can verify the quantity sold and check the price and amount he will receive for the product(s) sold with a hard copy of the receipt he was given by the person in charge.

DIAGRAM OF BEAN PURCHASE PROCESS IN COLLECTION CENTERS



6. Sending the beans to the production plant

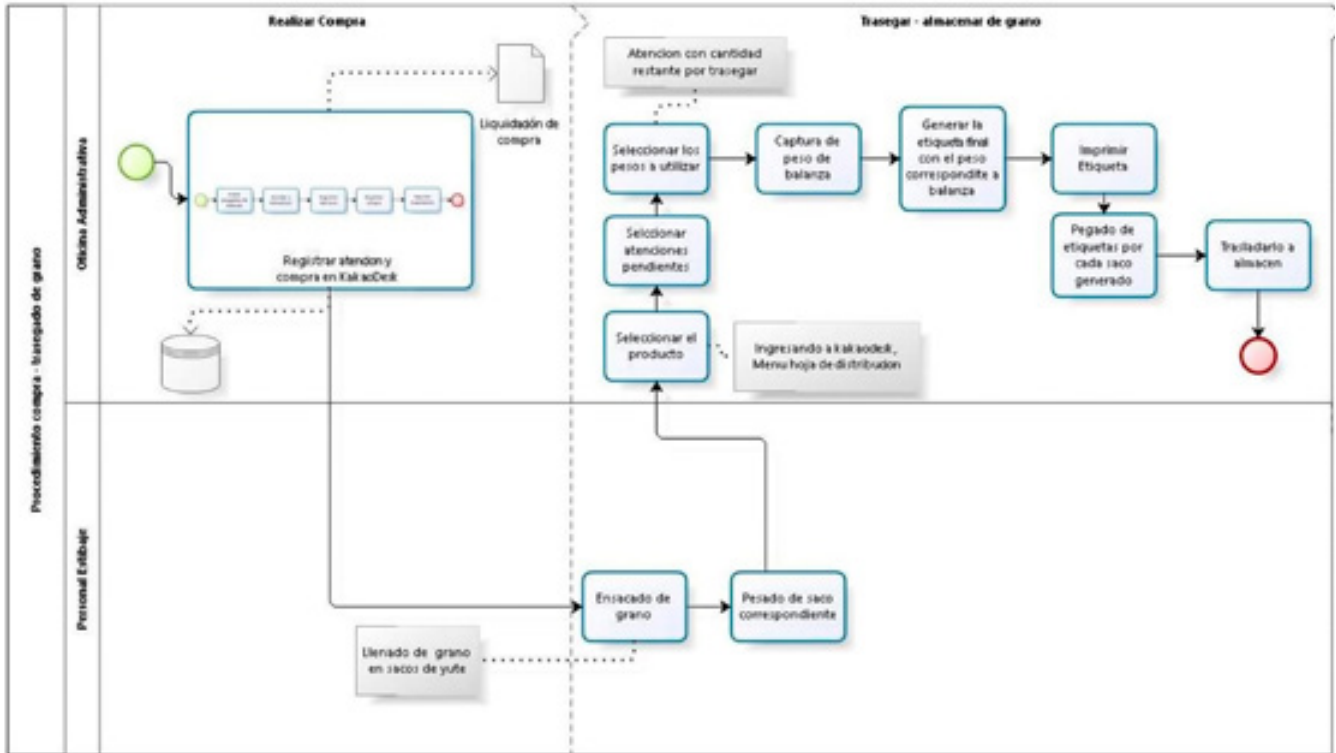
For organic products, this is the following procedure:

6.1. Racking process

6.1.1. The beans are taken out from the jute bags with the weight selected and entered into the KakaoDesk management system.

6.1.2. The weight is measured on a scale. Then, we select the corresponding reception, supplier to complete the gross weight (net weight + tare) that was obtained in the scale. After that, the weight is recalculated to create the final label. Once the final label is created, we print the label with the corresponding bar code and put it on each bag.

BEAN RACKING PROCESS DIAGRAM



6.2. Bag transfer process

6.2.1. The bags are put into the scale to know the weight and labels. The information should be registered in the Kakaodesk program for labeling validation.

6.2.2. Then, the weight is captured and accumulated, and a Packing List is generated.

6.2.3. The system registers the dispatch note number, the transfer date, the destination as well and the transportation data. Other information required as the quality parameters (humidity, foreign material, fermentation, etc.) is also entered. The information is linked to the Packing List generated and the final weight and labeling are obtained.

6.3. Cacao Bean Reception Process

6.3.1. Once the bean arrives at the production plant, it is unloaded to a scale to verify the weight.

Some samples are extracted for the respective quality control process, and we confirm the reception or send any observation to the collection center where the bags come from.

6.3.2. Once the cacao batch passes the quality control process, they are selected for the manufacturing of finished products such as chocolates, cacao liquor, cacao butter, etc. If it is necessary, the batch is put in a machine for cleaning and foreign bodies extraction and/or into another machine for drying and humidity reduction.

Policy Commitments
GRI 2-23

Our company FUNDAMENTALS are based on the following principles:

FUNDAMENTALS



MISION

To be recognized for our promptness, innovation, and reliability in the service of the highest quality ingredients.



VISION

To be the tailor-made of the chocolate industry.



VALUES

- Responsibility
- Innovation
- Teamwork
- Excellence

At Machu Picchu Foods S.A.C., we are committed to:

Our employees:

Our value comes from the human capital we work with. For this reason, we care about giving our collaborators wellness, the best working conditions that meet labor international standards, programs, and health benefits such as labor working-outs, medical check-ups, and sporting activities, for them to improve their quality of life.

Our customers:

We keep high standards of quality control and traceability to ensure our clients the safety and quality of our products as we offer the manufacturing of exclusive and tailor-made products.

Our community:

We manage social networks to communicate and share our experiences with the communities. We are working on setting reliable and open communication channels to share ideas about our work and the cacao and chocolate industry.

Environment:

We provide technical assistance and free training in the cultivation areas to promote and support farmers in the adoption of more ecological practices that reduce the deterioration of soil and deforestation and therefore preserve Peruvian biodiversity. On the other hand, we are taking the necessary measures to make our operations more ecological and mitigate our environmental impact.

Our Farmers:

MACHU PICCHU FOODS S.A.C. does not have farming lands but we have built close working relationships with the farmers that provide us with the cacao beans.

This allows us to carry out Development and Sustainability programs to promote the cultivation of conventional and organic cacao based on a fair-trade model and ecological sustainability that look to improve the farmer's income and quality of life. The Code of Ethics and Conduct promotes Machu Picchu S.A.C.'s core values to guide the behavior of the participants involved in our processes and activities that were approved by the Senior Management to show our identity as a company.

CORPORATE GOVERNANCE

GRI 2-7, GRI 2-8, GRI 2-9, GRI 2-13, GRI 2-15, GRI 2-26, GRI 2-27, GRI 2-28

Employees GRI 2-7

By the end of 2022, Machu Picchu Foods S.A.C. was made up of 1,570 workers between men and women working full time, being Lima and Pisco the facilities where most of our personnel is concentrated due to the location of our production plants.

We recognize our workers are the cornerstone of our organization as we recall our history of growth. Their understanding of our business allows them to be flexible and innovative when meeting the needs of our clients and therefore develop what they require. For this reason, they represent a strategic resource we must protect and motivate.

Below you can see the breakdown of our personnel per location during 2021-2022:

CONCEPT	2021		2022	
	MEN	WOMEN	MEN	WOMEN
OUTSOURCING CONTRACT WORKERS	0	0	0	0
FULL-TIME WORKERS	1744	074	1105	405
CALLAO	606	406	410	260
SAN ISIDRO	31	38	30	38
PISCO	724	183	457	131
JAEN	11	3	8	2
JUANJUI	36	9	10	5
KIMBIRI	40	3	35	4
LORETO				
MADRE DE DIOS	6		5	0
QUILLABAMBA	2	1	2	1
SATIPO	33	5	30	6
TARAPOTO	57	12	44	8
TINGO MARIA	71	13	48	9
TOCACHE	27	1	18	1
TOTAL	1744	674	1105	465

Governance and structure composition

GRI 2-9

Machu Picchu Foods S.A.C. has a corporate governance structure made up of:

- **The Shareholders' Meeting** is mandatorily held by law once a year within three months, after the end of the fiscal year. The purpose is to take up a position about social management and the outcomes obtained. It will be carried out as many times as it is called to discuss any matter.
- **The Board of Directors** is the executive body with the highest responsibility in the company. It is made up of seven (07) members designated by the shareholders' board and the position lasts for two (02) years. It is chaired by the President, expressly designated for this purpose by the association itself. The sessions are held every month, after calling its members.
- **General Management:** It oversees the execution and administrative management of the company and is the one that takes the decisions made by the boards of directors and shareholders into effect. The responsibilities of the General Manager are approved by the Shareholders' meeting since July 11th, 2013, and the length of the position is indefinite.
- **The Management:** The management team of the company consists of executives who have their functions by the organizational structure of the company and take part in the committees referred to below.

In addition, Machu Picchu Foods S.A.C. relies on **committees** that facilitate the relationship between the company and the employees. These are:

- **Management Committee:** It is the institutional coordination body in which strategic, administrative, environmental, information, and general management topics are revised. They hold a meeting once a month.
- **Risk Committee:** It oversees reviewing finances, logistics, and production topics and analyzing the risks and internal and external threats to the organization. The purpose of this committee is to make decisions and establish corrective measures. It is held every week and is chaired by the General Manager of the organization.
- **Crisis Committee:** It is the body that makes the decision, as a unified management, for an Emergency and/or crisis. The main role is to accelerate the decision-making process to solve incidents and/or crises by defining priorities and establishing the strategy and tactics to overcome the event. It is chaired by the General Manager of the organization.

Chair of Board

Machu Picchu Foods S.A.C. has a senior person responsible for deciding on the organization which is called the Chair of the Board and General Manager of the Organization; He is the one who chairs the sessions of the Board of Directors, as well as the different Committees that the organization has constituted.

He actively participates in the making of decisions, vision, and strategy of the company

operations.

NAMES AND LAST NAME	POSITION
Luis Fernando Guzmán Flores	Chair of Board - CEO

At Machu Picchu Foods S.A.C., the highest governing body is the Board of Directors. They are made up of seven (07) members:

BOARD OF DIRECTORS COMPOSITION				
DIRECTOR	POSITION	CATEGORY	TENURE	SIGNIFICANT POSITION AND RESPONSIBILITIES
Fernando Guzmán Flores	President	Patrimonial	2014	No applicable
Mauricio Olaya Nohra	Director	Independent	2014	Takes part in other boards in national private organizations
Robert Damian Priday	Director	Independent	2016	Takes part in other boards in national private organizations
Carlos Gonzales Taboada	Director	Independent	2019	Takes part in other boards in national private organizations
Carlos Velasco Carreón	Director	Independent	2021	Takes part in other boards in foreign private organizations
Luis Isaac Guzmán Ruesta	Director	Patrimonial	2014	No applicable
Fernando Gúzman Ruesta	Director	Patrimonial	2014	No applicable

Composition of the senior management and other management:

SENIOR EXECUTIVES AND MANAGEMENT COMPOSITION				
RESPONSIBLE	POSITION	CATEGORY	TENURE	SIGNIFICANT POSITION AND RESPONSIBILITIES
Fernando Guzmán Flores	CEO	Senior Management	2012	Responsible for Economic topics
Luis Isaac Guzmán Ruesta	Commercial Manager-Tailor made	Manager	2014	Responsible for Economic topics
Fernando Andrés Guzmán Ruesta	Commercial Manager-Conventional	Manager	2014	Responsible for Economic topics
David Ambrosini Valdez	Finance Manager	Manager	2016	Responsible for Economic topics
María Velazco Marticorena	Legal Manager	Manager	2012	Responsible for legal and social topics
Gregoria Cotrina Casavilca	Production Manager-Callao	Manager	2010	Especialización en industrias alimentarias
Roxana Escate Victorio	Production Manager-Pisco	Manager	2003	Responsible for the food industry
Julieta Acevedo Farfán	H. Talent Manager	Manager	2021	Responsible for human resources and strategy topics
Óscar Nicho Malca	Logistics Manager	Manager	2018	Responsible for economic and supply topics
Víctor García Torres	Supply Chain Manager	Manager	2023	Responsible for technology and supply chain topics

CRISIS COMMITTEE COMPOSITION

POSITION	CATEGORY	TENURE	SIGNIFICANT POSITION AND COMMITMENT	MEMBERSHIP OF UNDER-REPRESENTED SOCIAL GROUPS	COMPETENCES RELATING TO ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS
G. CEO	Senior Manager	2012	Not applicable	Not applicable	Specialization in economic topics
Commercial Manager Tailor made	Manager	2014	Not applicable	Not applicable	Specialization in economic topics
Commercial Manager-Conventional	Manager	2014	Not applicable	Not applicable	Specialization in economic topics
Finance Manager	Manager	2016	Director in other private and national entities	Not applicable	Specialization in economic and finance topics
Legal Manager	Manager	2012	Not applicable	Not applicable	Specialization in legal, environmental, and social topics
Production Manager- Callao	Manager	2010	Not applicable	Not applicable	Specialization in food topics
Production Manager-Pisco	Manager	2003	Not applicable	Not applicable	Specialization in food topics
H. Talent Manager	Manager	2021	Not applicable	Not applicable	Specialization in human resources and strategy
Logistics Manager	Manager	2018	Not applicable	Not applicable	Specialization in economic topics and supply
Maintenance	Assistance Manager	2003	Not applicable	Not applicable	Specialization engineering and maintenance
Supply Chain Manager	Manager	2023	Not applicable	Not applicable	Specialization in technology and supply chain
Maintenance Chief	Chief	2003	Not applicable	Not applicable	Specialization engineering and maintenance
Warehouse Chief	Chief	2003	Not applicable	Not applicable	Specialization in economic topics and supply chain
Purchase Chief	Chief	2010	Not applicable	Not applicable	Specialization in economic topics and purchase
Quality Chief	Chief	2003	Not applicable	Not applicable	Specialization in regulatory, quality, and food safety topics

Delegation of responsibility for managing impacts

GRI 2-13

By the Corporate Bylaws, Machu Picchu Foods SAC has agreed that the board of shareholders designates and approves the assignation of power representatives on behalf of the General Manager who is responsible for the administration of the company. That is, for corporate purposes, the General Manager in turn delegates powers of representation to certain executives and regional administrators to deal with administrative, financial, logistical, environmental topics and other activities as well as different public and private entities. These powers are granted also for legal purposes such as contracts; financial and banking purposes that is the representation in any negotiation, and extrajudicial or judicial conciliation, among others.

Likewise, it relies on the Legal Department, the representation and responsibility of the Environmental Management Instruments, maintenance and monitoring of the Environmental Management System, and the System for the Prevention of Administrative Liability of the Legal Entity.

- Criminal Compliance.

As part of the delegated duties, the ones that are responsible for the different management systems shall comply with reporting the results of the processes quarterly, and submit the monthly results reports on the economic and financial management of the organization to the board of directors, and the reports on people, environmental and productive processes annually.

Conflicts of interest

GRI 2-15

Through the highest governance body, Machu Picchu Foods SAC verifies if there is any conflict of interest during the assignation of directors. For this reason, there is a review and consultation with third parties about the candidates to occupy the position, especially, to identify the independence in decision-making and whether they participate in other groups of interest, that may cause a conflict of crossed interests. Directors are currently people linked to activities or participants in other boards that have nothing to do with the corporate purpose of the company.

In addition, no shareholder within the company can control the decision-making or operations in the organization since decision-making is done in the association, keeping decisions clear and independent and in the exercise of the vote of the participants.

Mechanisms for seeking advice and raising concerns

GRI 2-26

Senior management is the governing body of our organization. They are responsible for seeking prevention mechanisms and allocation of resources to implement the management system to the Administrative Responsibility Model. MPF receives external advice from consultants who provide guidance on compliance with the Code of Ethics and Business Conduct whose rules govern our organization. They give us training and advice on ethical concerns and behavior throughout the company.

The MPF's Administrative Responsibility Model – Compliance has been implemented by Law 30424 with the purpose of the company having a Criminal Risk Prevention Model and being exempt from any risk situation that involves the vulnerability of ethics principles. For this reason, we have been working on a compliance practice in the whole company by implementing a Complaint Channel (Code: LEG.P.RA.002) that can be found on our website (<https://www.mpf.com.pe/complaints/>). We regularly spread and train our staff on this system, which is available to the members of the company, as well as to third parties linked to our operations. This means allowing any member to make a complaint which will be processed in an anomic manner and according to the aforementioned procedure.

Machu Picchu Foods SAC complies with a Code of Ethics and Conduct approved by the board of directors. These principles are designed to guide our activities, operations, and the requirements of a Prevention System for administrative responsibilities of the legal entity which contains the legal documents for the compliance of obligations in our company. You can see them through our website <https://www.mpf.com.pe/ethical-code/>. Here are the details:

1. Code of Ethics and Business Conduct
2. MPF's Management System Policy for the Administrative Responsibility Model
3. Complaint Channel Procedure
4. Risk Management Procedure for the Prevention System of Administrative Responsibility
5. Directive of Anti-bribery, gifts and favors
6. Safe Workplace Policy

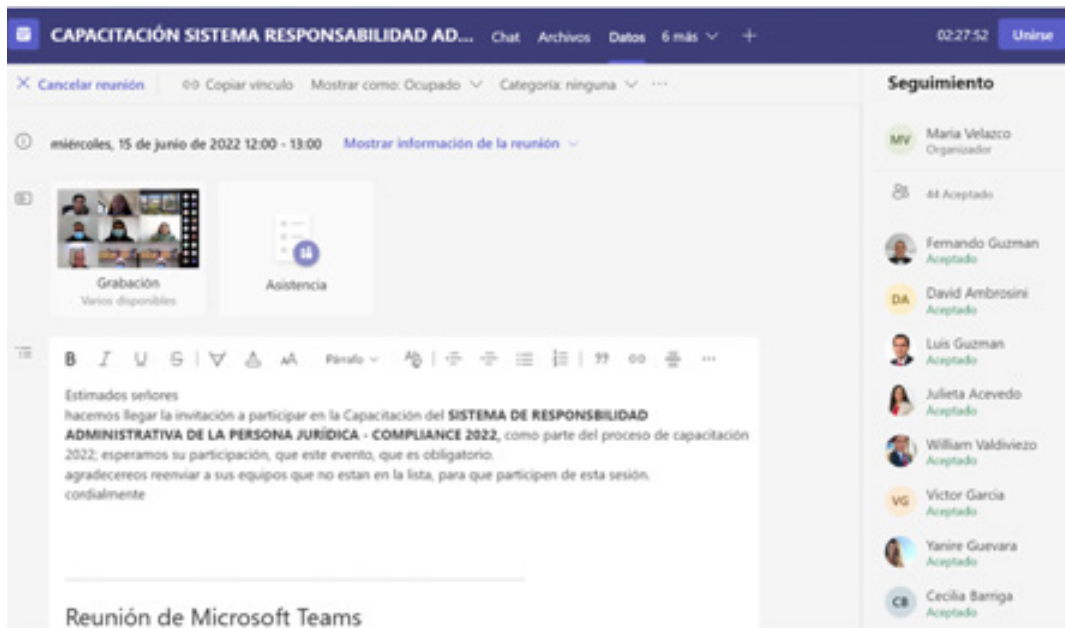
See the English version of our Code of Ethics and Conduct on the following website: <https://www.mpf.com.pe/ethical-code/>

Compliance with the Prevention System for Administrative Responsibility relies on the Legal Management. Therefore, there is a person in charge of supervising the execution and monitoring of the system and the Risk Management Procedures approved (Law Code: RA001), containing the steps to follow to identify hazards/ vulnerabilities when assessing risks. These procedures are applied to all employees and facilities of the company.

The complaint channel procedure is available to any employee and third parties just by entering the link <https://www.mpf.com.pe/complaints/> you can make your complaint, claim, or complaint on breaching the ethical policies of the organization.

To keep our collaborators updated, we carry out annual training on the Administrative Responsibility System for legal persons (Compliance)

TRAINING IN ADMINISTRATIVE RESPONSIBILITY SYSTEM - COMPLIANCE 2022



TRAINING: Sharing the Law of Administrative Responsibility on Legal Entity



¿Qué es la norma antisobornos, regalos y favores?

Son parte del sistema de compliance, el cual es obligatorio para todos los colaboradores y terceros vinculados a las actividades de MPF.

¿Cuál es el objetivo de la directiva?

- 1 Regular cualquier acto de recepción y entrega de presentes que busquen favorecer las relaciones laborales
- 2 Reducir el riesgo de incurrir en prácticas de corrupción o soborno.

¿Cuál es diferencia entre regalo y obsequio?

- Regalo: es la entrega de algo material por parte de un tercero hacia un colaborador con el fin de favorecerse.
- Obsequio: es algún objeto que simboliza gratitud, aprecio, que una persona experimenta o tiene respecto a otra.

Recuerda:

- Si recibes un regalo debes informar e identificar al donante a Talento Humano dentro de un plazo máximo de 48 horas de la recepción.
- Los regalos serán entregados a Talento Humano y sorteados entre todos los colaboradores de MPF al final del año.
- El merchandising o otro medio publicitario que se les entregue a nuestros colaboradores por parte de los proveedores, clientes u otras personas, no son considerados regalos.

¿Qué son las normas de anticorrupción?

Son las políticas y procedimientos implementados al interior de MPF para garantizar el cumplimiento de las obligaciones derivadas de la Ley de Responsabilidad Administrativa de las Personas Jurídicas (Ley N° 30424) con el fin de identificar, monitorear, alertar y mitigar los riesgos penales en MPF.

En MPF contamos con los siguientes modelos de prevención:

- Procedimiento de Gestión de Riesgos para la Prevención de la Responsabilidad Administrativa.
- Código de Conducta y Ética Empresarial
- Reglamento Interno de Trabajo
- Canal de Denuncia

¿Cuáles son los modelos de prevención para prevenir riesgos penales?

En MPF contamos con los siguientes modelos de prevención:

- Procedimiento de Gestión de Riesgos para la Prevención de la Responsabilidad Administrativa.
- Código de Conducta y Ética Empresarial
- Reglamento Interno de Trabajo
- Canal de Denuncia

¿Qué es la norma antisobornos, regalos y favores?

¿Cuál es el objetivo de la directiva?

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Compliance with the law and regulations GRI 2-27

In Machu Picchu, we are aware of complying with the legal regulations. For this reason, our activities and the company’s social objectives are aligned with the current legal regulations.

We apply the civil, labor, and environmental regulations to all our processes, and up to the present, we have fulfilled all of them.

Machu Picchu Foods S.A.C. hereby declares that it has not been fined significant financial penalties by any administrative authority or of any other nature, linked to non-compliance with existing laws or regulations in labor, environmental, and tax matters; developing our commercial operations under the existing national legislation in our country.

Machu Picchu Foods S.A.C, within the development of its activities, has established continuous improvement procedures to identify and prevent any risk due to legal and/or regulatory non-compliance in labor, environmental, and food and tax matters. For this purpose, our organization complies with its evaluation through annual internal and external audits, which allows us to maintain the International Certifications ISO: 45001; ISO:14001, and FSSC 22000, as well as the National Certification of Authorized Economic Operator, granted by Tax Administration Office (Sunat).

Membership of associations

GRI 2-28

The relationship that Machu Picchu SAC holds with the following entities is based on a business strategy:

National Society of Industries:

Our company takes part in the Food: Restaurants, Fisheries, Aquaculture, Fertilizers and Detergents Committee (Candy sector) as an active member in the sessions since 2019. We are currently working together on the contribution of regulations in the food industry and local manufacturing activities.



Association of Peruvian Exporters - (Adex):

As members of this entrepreneurial institution that represents exporters and importers, we take part in working sessions with other governmental organizations to inform the topics that are affecting the food exporting industry in the country.



Chamber of Commerce:

As members of this organization, we participate in the evaluation of possible solutions to matters that the cacao industry is facing in the country.

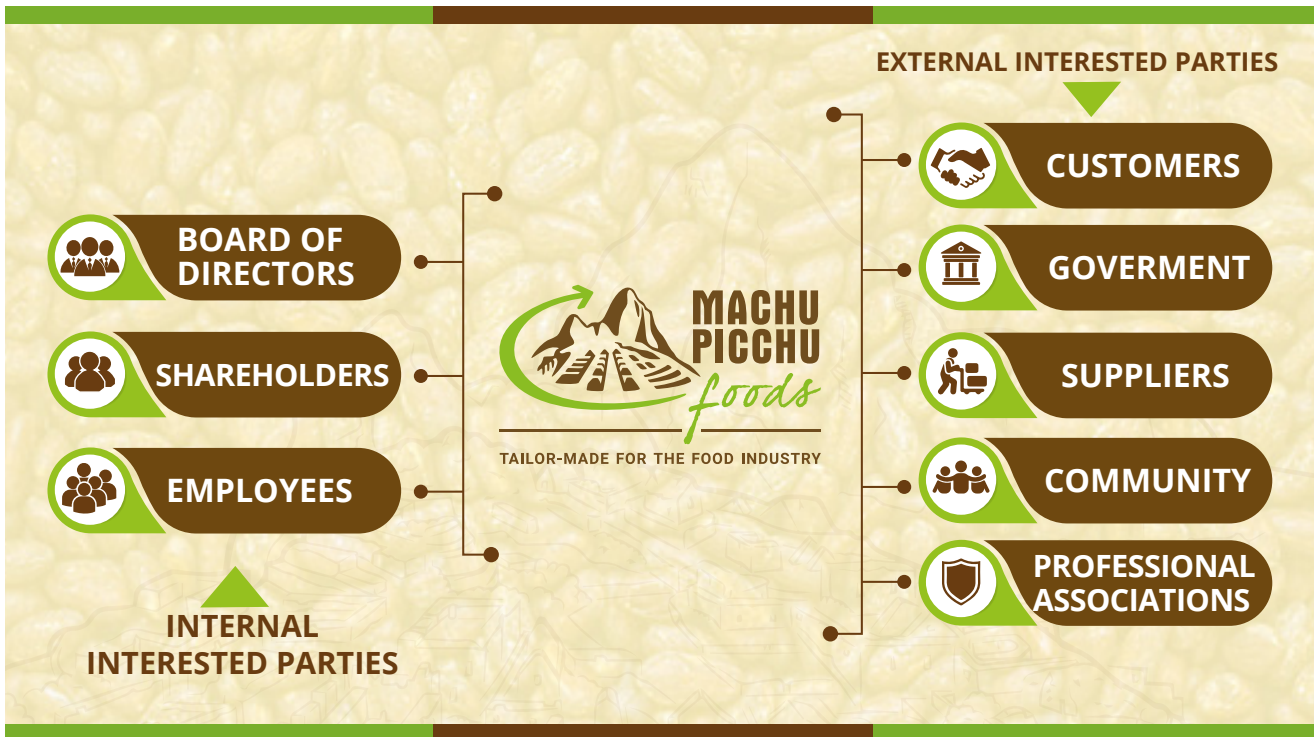


OUR SUSTAINABILITY APPROACH

GRI 2-29, GRI 3-1, GRI 3-2

Approach to Stakeholder Engagement GRI 2-29

We have been keeping the groups of interest since 2022. Through interviews and workshops, the material topics are discussed with the participation of key members and different areas of the company. The people in charge of the company's areas have relationships with the different internal and external groups of interest.



The process of determining material topics GRI 3-1

To determine our material topics, we have used our strategic plan as the main supply; checked market tendencies, carried out benchmarking with other companies in the same field, and developed an analysis of the expectations of our stakeholders.

We have collected our client's information from the feedback we receive from the commercial area. Through the Talent Area's feedback, we are aware of the topics concerning our collaborators and labor environment; from the Logistics area, we collect information about our raw material suppliers like cacao suppliers who interact with our most important suppliers located in the collection centers in the jungle.

In the same way, on the strategic line, we consider the feedback given by the Board of Directors along with the Management committees to be aligned with the business priorities.

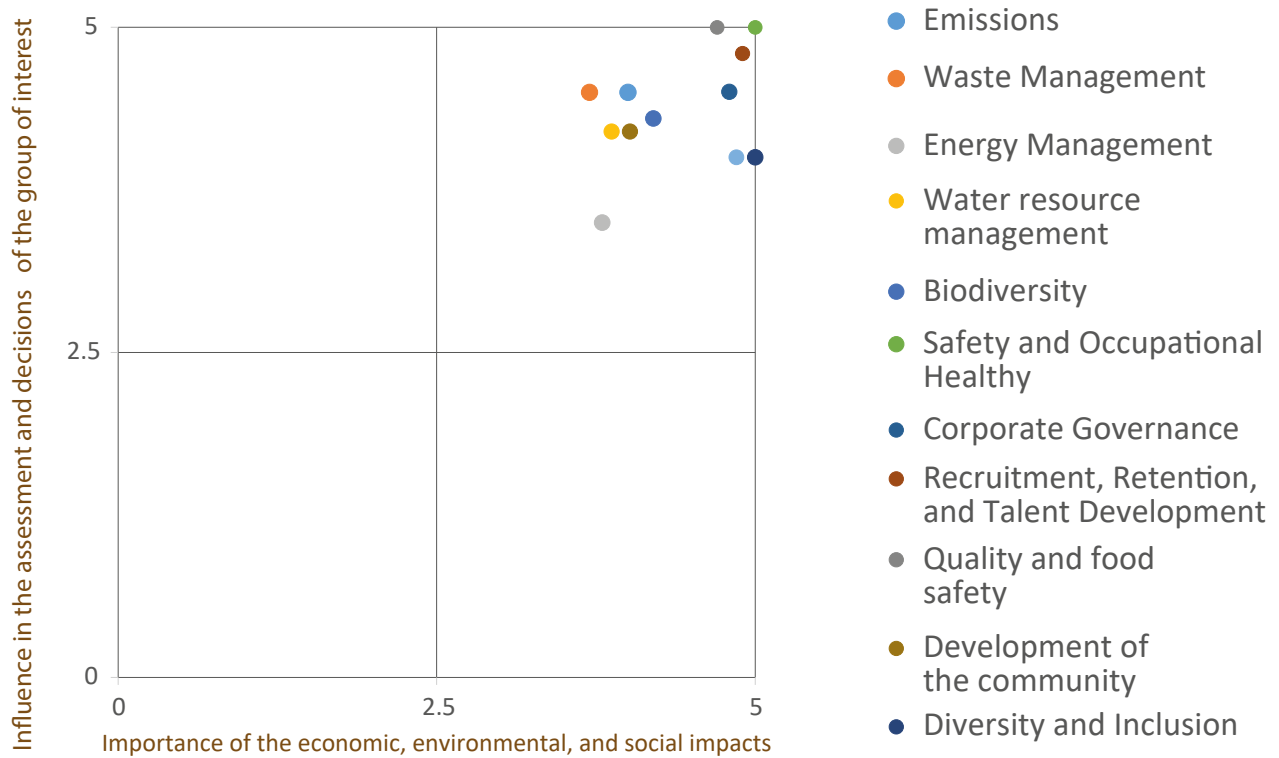
These 8 principles have been applied in the elaboration of the reports:

- I. Sustainability Context
- II. Completeness
- III. Accuracy
- IV. Balance
- V. Clarity
- VI. Comparability
- VII. Reliability
- VIII. Timeliness

List of Material Topics GRI 3-2

Material Topic		GRI standard	Coverage	Group of interest
1	Emissions	305 - Emissions	Internal and external	Community, collaborators customers, and government
2	Waste management	301 - Materials	Internal and external	Community, collaborators, customers, government
		306		
3	Energy management	302 - Energy	Internal and external	Community, collaborators
4	Management of water resource	303 - water and effluents	Internal and external	Community, collaborators, customers
5	Biodiversity	304 - biodiversity	Internal and external	Community, collaborators, customers
6	Occupational Health and Safety	403 - Safety and health at work	Internal and external	Collaborators, board of directors, association and government
7	Corporate Governance	205 - Anti-corruption	Internal and external	Collaborators, boards of directors, associations, and government
		206 - Anti-competitive behavior		
8	Recruitment, Retention, and Talent Development	401 - Employment	Internal	Collaborators
		404 - Training and Education		
9	Quality and Food Safety	416 - Customer health and Safety	Internal and external	Clients, government, and community
10	Development of community	406 - No discrimination	Internal and external	Suppliers, community, and clients
		408 - Child Labor		
		409 - Forced and Compulsory Labor		
		413 - Local communities		
11	Diversity and inclusion	405 - Diversity and equal opportunities	Internal and external	Suppliers, community, and collaborators
12	Economic impacts on the environment	203- Indirect economic impacts	Internal and external	Colaboradores, directorio, gremios, estado y clientes

MATERIALITY MATRIX 2022



This 2022 report includes 13 material topics in total, five more topics compared to the 2021 report. Except for the Safety and health at work and Talent’s Development and Retention, the name of the other six topics were modified with names that are aligned to our strategic plan or there are also new topics like Biodiversity. Topics such as management of energy, waste, water resource, food safety, diversity and inclusion, business competitiveness, corporate governance or economic impacts in the environment are now included in material topics.

ECONOMIC MANAGEMENT



MARKET PRESENCE

3-3 MATERIAL TOPICS MANAGEMENT

Machu Picchu Foods is committed to keeping and promoting an adequate presence in the market from the inside out. For this reason, it is important to share our values and corporate objectives with our employees as well as to offer them a fair salary according to their duties which in some cases are more than what the market offers. We are aware of the internal impact on our productivity, financial statements, collaborators, suppliers, and the external impact on our customers. We manage an adequate presence in the market through the use of the SAP system which allows us to have access to information that will help us in the making of the company's indicators and is monthly revised by the senior management for the making of decisions. Likewise, the international methodology "HAY" is used to analyze, describe, and evaluate positions and manage the compensations considering the market tendencies and our salary policy.

RATIO OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

GRI 202-1

With the increase in the minimum wage, the company leveled the salaries this 2022. We were able to considerably reduce the percentages of employees receiving local minimum wage.

	GRI 2021		GRI 2022	
	MEN	WOMEN	MEN	WOMEN
TOTAL	1744	674	1105	465
# MINIMUM WAGE	509	289	69	116
PERCENTAGES	29.19%	42.88%	6.24%	24.95%

INDIRECT ECONOMIC IMPACTS

3-3 MATERIAL TOPICS MANAGEMENT

Developing initiatives and projects to benefit the cacao producers and the community is important for MPF because it promotes the continuity of producing this crop in better conditions for the beneficiaries. The main impact is reflected in the communities around the organic cacao producers, and MPF's partners. These communities and farms are located in the Peruvian jungle.

Since 2021, Machu Picchu Foods has been working with a Sustainability Roadmap where the initiatives and social projects are included and whose impact reaches organic cacao communities and families according to the scope of the project.

The social projects are driven by a team assigned by the logistics department consisting of a project coordinator who is responsible for the compliance of the project, schedule, and defined costs during the initiation phase, ensuring good project management practices through its five phases: Start, Planning, Execution, Control, and Closing.

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

GRI 203-1

In 2022, investments in social projects amounted to \$ 95, 742.11

This infrastructure-improvement project has brought more than 119 beneficiaries in preschool and elementary schools through the Nawinchay project and the maintenance of the IE Nuevo Tahuantinsuyo Village. Likewise, 25 organic cacao farmers have been supported by the delivery of certified organic compost to nourish their lands and improve their performance. We have given 6 hexagonal fermentation boxes to 6 cacao farmers to improve the post-harvest process and the cacao quality.

ITEM	NAME OR INITIATIVE OF THE PROJECT	BUDGET (\$) 2020	
1	Two semi-automatic hexagonal fermentation boxes and sun dries at MPF facilities		
2	Extension of tool bank to all zones (93 new equipment for lending)		
3	Five manual hexagonal fermentation boxes of 20 buckets capacity (400 Kg) to benefit 5 farmers		
4	Six lightweight trimmers to benefit 6 farmers		
5	Acquisition of harvest tool kits for 48 farmers in Satipo and Ayacucho		
	TOTAL 2020	\$	109,233.50

ITEM	NAME OR INITIATIVE OF THE PROJECT	BUDGET (\$) 2020	
1	Building a canteen, kitchen, toilets, and playground in - Zungaroyali Community	\$	40,368.33
	TOTAL 2021	\$	40,368.33

ITEM	NAME OR INITIATIVE OF THE PROJECT	BUDGET (\$) 2020	
1	Maintenance and reparation of the canteen and playground of I.E. N° 64861 Nuevo Tahuantinsuyo Village - Irazola District - Padre Abad - Ucayali		
2	6 manual hexagonal fermentation boxes of 20 buckets (400 kg) capacity to support 6 organic cacao farmers		
3	Nuwa Muun Project: Kit of 6 organic fertilizers to support 25 organic cacao farmers		
4	Ñawinchay Project: 105 tablets to elementary students from three schools.		
	TOTAL 2022	\$	95,742.11

ANTI-CORRUPTION

3-3 MATERIAL TOPIC MANAGEMENT

At Machu Picchu Foods S.A.C, all kinds of corrupt practices that undermine the trust of customers, suppliers, and collaborators of the company, which may damage and/or affect the reputation of our organization, are prohibited; for this reason, it is not acceptable the delivery or receipt of any donation with economic or commercial purposes in favor of the company, the collaborators or third parties.

MACHU PICCHU FOODS is committed to fighting against any corruption practices, demanding compliance with national laws, and avoiding negative consequences to the institutional image due to said activities.

MACHU PICCHU FOODS celebrates anti-corruption clauses with its suppliers, contractors, and service suppliers, whereby it is agreed that, during the development of commercial operations, the parties must observe adequate and transparent management of the use of the goods and/or resources object of the contracts entered into, based on the principles of honesty, efficiency, effectiveness and legality and respect for current legal and regulatory norms regarding acts against corruption, committing all of them to have policies and procedures designed to prevent the commission of crimes related to money laundering, terrorism, bribery or corruption (bribery) in the execution of the Contracts, which must be complied with by its officers, employees, members, attorneys-in-fact, representatives, shareholders, partners, directors, executives, lawyers, advisors, suppliers or subcontractors and staff in general.

During this period, no act of corruption in our operations has been presented, since we put all our effort into eradicating it as we are aware of the damage caused to our company's image and therefore our values and principles.

We work on the dissemination of the Management System - Compliance with the main interest groups, such as Clients, collaborators, and farmers, who are the base of our operations.

All collaborators, including the government bodies that make up our organization, are trained on our policies, codes, and procedures, to create awareness and understanding of the scope of anti-corruption practices established and approved in the organization and, especially, the dissemination of our Complaints Channel. which is available to all interest groups on our website.

In this sense, we permanently train our employees and those who are incorporated into the organization on these principles to ensure compliance with our Ethics Line in all our activities. We are always keeping our employees updated and answering their questions so they can determine whether or not they are facing an act of corruption and/or bribery; as well as, the prohibitions and limitations concerning the delivery and/or acceptance of gifts linked to an act of corruption, the complaint channels and the investigation procedure being open, having established communication and awareness campaigns such as





- Continuous training talks in person or via Teams.
- Informative boards and educational messages appear on the computer screen automatically every time they are turned on, and WhatsApp messages through our internal communication channel.
- Disclosure of our policies and procedures in a transparent manner to all members of the organization through the corporate intranet.


- Open a channel in our institutional portal (website) where the Code of Ethics is available to the public and stakeholders.

The constant training allows us to monitor the knowledge and understanding of the corruption and bribery issues, as well as to identify any potential compliance problems and reinforce the knowledge about our complaints channel, access and correct filling of the web form which remains anonymous. The exchange of ideas within these trainings allows us to resolve the concerns of our employees and make possible the continuous improvement of our policies and procedures.

Likewise, the principles set out in our Code of Ethics and Business Conduct and the policies and procedures against anti-corruption and bribery practices are shared with our suppliers and customers once commercial negotiations are established and before the provision of each service, through the signing of the respective contracts, being their acceptance mandatory.

	CODIGO DE CONDUCTA Y ÉTICA EMPRESARIAL			
	Asignado a :	Copia N° :	Código: GE.PO.G.002	
			Versión: 04	Pág.: 1/9
	CARGO	NOMBRE	FIRMA	FECHA
Elaborado por:	Gerente Legal	María Velazco	Original firmado	04/01/2022
Revisado por:	Gerencia Comercial	Luis Guzmán	Original firmado	10/01/2022
Revisado por:	Gerente Adm. y Finanzas	David Ambrosini	Original firmado	11/01/2022
Revisado por:	Gerencia General	Fernando Guzmán	Original firmado	12/01/2022
Aprobado por:	Presidente del Directorio	Fernando Guzmán	Original firmado	20/01/2022

	PROCEDIMIENTO DE GESTIÓN DE RIESGOS PARA EL SISTEMA DE PREVENCIÓN DE RESPONSABILIDAD ADMINISTRATIVA			
	Asignado a :	Copia N°:	Código: LEG.P.RA.001	
			Versión: 2	Pág.: 1 de 6
	CARGO	NOMBRE	FIRMA	FECHA
Elaborado por:	Jefe Legal	Carla Quintanilla		30.03.22
Revisado por:	Gerente Legal	María Velazco		31.03.22
Aprobado por:	Gerencia General	Fernando Guzmán		02.04.22

	DIRECTIVA ANTISOBORNO, REGALOS Y FAVORES			
	Asignado a :	Copia N° :	Código: GE.D.G.001	
			Versión: 02	Pág.: 1/4
	CARGO	NOMBRE	FIRMA	FECHA
Elaborado por:	Jefe Legal	Carla Quintanilla	Firma digital	14.Ene.22
Revisado por:	Gerente Legal	Maria Velazco	Firma digital	15.Ene.22
Aprobado por:	Gerente General	Fernando Guzmán	Firma digital	16.Ene.22

In compliance with internal regulations, the indicators of the Administrative Responsibility Prevention System - Compliance - Anti-Bribery Directive are presented quarterly to the Management Committee and annually to the Board of Directors. These past years, we have not received any complaints. By the end of 2022, one complaint was filed for acts of corruption.

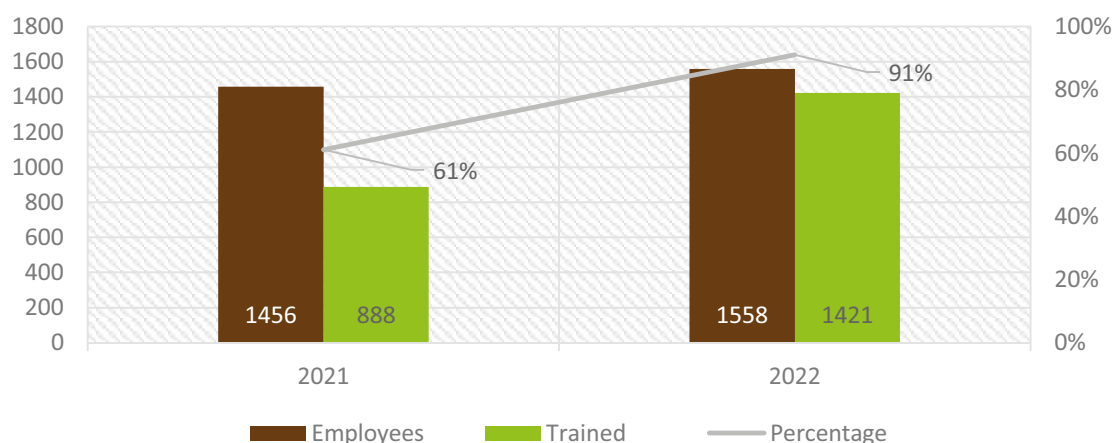
Objectives	Indicator	Measure	2022 E
Compliance: Prevention / Acts of Corruption /asset laundering and bribery	N° of Complaints	Regulatory compliance	1 complaint made by MPF

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

To verify the knowledge acquired, all participants were evaluated through on-site and online examinations which were carried out through the training platform. This will help us know if the employees have sufficient knowledge and can identify a corruption and or bribery case and the corresponding administrative, disciplinary, labor, and criminal sanctions derived from these actions.

EMPLOYEES COMPLIANCE TRAINING 2020-2021



EMPLOYEES COMPLIANCE TRAINING 2022



100% of our Board of Directors (3 members) and 100% of the members of our Executive Committee (9 members), both present in Lima, have received information and training in this regard. 100% of collaborators are continuously trained, through virtual courses, on our code of ethics and its different updates.

NAME OF LABOR CATEGORY	QUANTITY	PERCENTAGE
PERMANENT	895	97.4%
TEMPORARY	24	2.6%
TOTAL	919	100%
NAME OF THE REGION	QUANTITY	PERCENTAGE
LIMA	104	11.3%
CHIMBOTE	810	88.1%
AREQUIPA	2	0.2%
HUANCAYO	1	0.1%
TRUJILLO	2	0.2%
TOTAL	919	100%

ANTI-BEHAVIOR COMPETENCE

3-3 MATERIAL TOPICS MANAGEMENT

Free competition is essential for the economic growth of a country; which is why MPF's actions are oriented toward consumer protection, intellectual property, and free and fair competition. It defends anti-trust practices, only if contrary behavior invalidly restricts the competition of the consumer, the competitive process; or concentrates power market in some companies for other reasons greater than efficiency and sustainable growth; or illegally uses the market power they have to take advantage of it and prevent the entry of new competitors or hinder the permanence of those already operating in the market and; or produces a serious risk to the market itself that our organization does not share.

In addition, the relationship we maintain with our suppliers and customers is built up with honesty, integrity, and fair treatment based on the preference for the quality of our products and/or services, as well as the competitive prices that we offer. It is never about unfair or deceptive commercial practices, as we have set out in our Code of Ethics and Business Conduct (Pto. 11)

All MPF's employees must report any suspicion of infringing the rules and mechanisms of consumer protection, intellectual property, and defense of free and fair competition, they must also respect the confidentiality of the information that they may obtain from our customers, suppliers, and competitors, unless it is in the public domain. In this sense, they will only be able to comment on the products or services of the competition in a precise and truthful way, using only legitimate means to obtain said information, complying with anti-trust and fair competition laws, as provided in our Code of Conduct and Business Ethics.

	CODIGO DE CONDUCTA Y ETICA EMPRESARIAL	Código: GE.PO.G.002
		Versión: 04
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8. POLITICAS Y LINEAMIENTOS DE CONDUCTA

Los colaboradores, ejecutivos, gerentes, directores y accionistas de **MACHU PICCHU FOODS S.A.C.** asumen el compromiso de actuar en bajo los siguientes Políticas y Lineamientos de conducta.

Violation of these assumptions may cause damage to our reputation and our business relationships; therefore, Machu Picchu Foods S.A.C is committed not to enter into contracts or agreements related to the following issues:

- Anti-competitive agreements or agreements that affect free competition
- Cartels
- Anti-competitive mergers
- Unfair business practices
- Exchange of commercially sensitive information content between competitors
- Restrictions imposed or agreed with distributors and other customers
- Abuses of dominant market position
- Set prices or conditions of sale of products and/or services
- Coordination or allocation of offers.

- Production or sales limitations
- The division or allocation of geographic markets, customers, or product lines
- Behaving to take advantage of customers or unfairly prevent competitors from entering, staying, or expanding in a market.

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES

GRI 206-1

MPF has not been sued by another competitor in these more than 22 years in the market, nor taken part in any investigation procedure by the legal authorities related to infringements of the rules that regulate fair competition, antitrust practices, or that affect free competition, principles that are shown in our Code of Conduct and Business Behavior.

	CODIGO DE CONDUCTA Y ETICA EMPRESARIAL	Código: GE.PO.G.002
		Versión: 04
		Pág.: 10/9

11. POLITICA DE LIBRE COMPETENCIA

MACHU PICCHU FOODS S.A.C se comprometen a cumplir con todas aquellas normas en materia de libre competencia y competencia desleal, así como de prevención de corrupción a funcionarios, lavado de activos y financiamiento del terrorismo (conforme a las exigencias de la Ley N° 30424 y el Decreto Legislativo N° 1352). A la celebración del presente Contrato, ninguno de sus accionistas, socios, directores, empleados, contratistas, subcontratistas, representantes legales, comisionados, agentes, o cualquier persona que actúe en su representación, bajo cualquier modalidad contractual, ha violado o infringido las referidas normas o es sujeto de investigación o interposición de tipo penal, civil o administrativo derivado de las Leyes Anticorrupción, Lavado de Activos, Financiamiento del Terrorismo y conductas anticompetitivas aplicables.

Every quarter, our organization evaluates through the Management Committee the indicators of Claims and Administrative Procedures, including those related to unfair competition, monopolistic practices, and against free competition, and annually through the Board of Directors.

Likewise, the organization has not received through the Complaints Channel, nor communication from other companies, nor the administrative and/or judicial authority of any claim for unfair competition practices, monopolistic practices, and against free competition, nor has it been fined with a sanction. administrative or pecuniary.



ENVIRONMENTAL MANAGEMENT



MATERIALS

3-3 MATERIAL TOPICS MANAGEMENT

For Machu Picchu Foods, the raw material acquisition is material to be included in our 2020 - 2022 Sustainable Purchases Report because it represents the magnitude and positive impact on our cocoa suppliers.

In addition, the local community is impacted, if we support our partners the impact will be positive and the community will be economically sustainable, which is a pillar throughout the company.

The Logistics management assumes the challenge every year of buying the raw material through our offices distributed throughout the Peruvian jungle; our cocoa is 100% local. Machu Picchu Foods has 34 collection centers where our partners deliver the cocoa beans that have been grown in close collaboration with our team of technical advisors. The product is delivered dry or in pulp. In the case of cocoa pulp delivery, we support the farmer with the post-harvest process to achieve the desired quality. In addition to selling us the cocoa in slime, the farmer does not have to wait a long time to have your cocoa dry, but you can sell it as soon as you finish harvesting and cutting the pods.

After three years, we recertified in 2022. These External audits are carried out by ICONTEC in the ISO 14001: 2015 Standard with zero non-conformities for our Callao and Pisco Plants.



Our objectives are:

- To comply 100% with the estimated purchase.
- To buy 100% of the harvest from our organic farmers.
- To keep the organic program sustainable through benefits.
- To cover the basic needs of our farmer members.
- To maintain sustainable agriculture in our organic certifications by controlling and preventing the use of chemicals.

This Report covers purchases in our 34 collection centers during the years 2020, 2021, and 2022 by weight and percentage of raw material (cocoa) purchased, divided by type of bean.

MATERIALS USED BY WEIGHT OR VOLUMEN

GRI 301-1

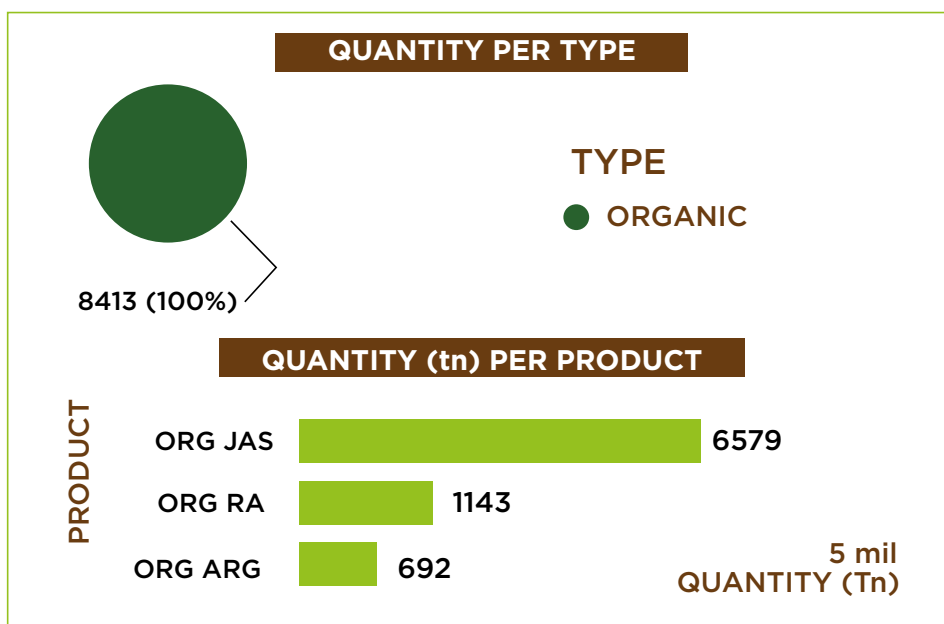
Weight and percentage of raw material (cacao) purchased, divided by location

	2020		2021		2022	
	TN	%	TN	%	TN	%
Organic	9082	25%	5309	14%	8413	25%
Fair Trade	5207	15%	3270	8%	6754	20%
Conventional	21341	60%	30000	78%	18069	54%
Total	35630		38579		33236	

Weight and percentage of raw material (cacao) purchased, divided by location

	2020		2021		2022	
	TN	%	TN	%	TN	%
Ayacucho	1874	21%	1603	30%	2405	29%
Juanjui	467	5%	279	5%	542	6%
Satipo	1122	13%	1201	23%	2117	25%
Tarapoto	1703	19%	1212	23%	1908	23%
Tingo Maria	2875	33%	407	8%	881	10%
Tocache	910	10%	577	11%	332	4%
Jaen	44	0%	30	1%	113	1%
Madre de Dios	70	1%	0	0%	115	1%
Total	9082		5309		8413	

Weight and percentage of raw material (cacao) purchased, divided by type of certification 2022



ENERGY

3-3 MATERIAL TOPICS MANAGEMENT

The energy that our organization manages comes from a thermal source, generating an indirect impact on the environment and on the health of the surrounding populations, which is why the main purpose is to reduce said impacts through the measurement of our first carbon footprint as an organization.

It should be noted that our sources of emissions are generated at the Callao and Pisco headquarters. Both the Callao plant and Pisco 1 and Pisco 2 plants are located in an industrial zone, but these last ones adjoin vacant land. In 2022 we were recognized by the Ministry of Environment for measuring the carbon footprint, with the company Schneider Electric Industries S.A.S collects data information such as consumption recording, for example: electricity, fuels like LPG, Natural Gas, and others that we use at our headquarters, this is calculated based on the terms of ISO 14064-1-2019 reference.

The gas emissions generated in the fixed sources (boilers, ovens, dryers) of the company are reported in environmental studies, which means they have an annual environmental monitoring program, which is strictly complied with and reported to the competent entity (OEFA). The measurements of the chimneys are carried out according to those established in the monitoring program and if any parameter exceeds the LMP, measures are established for its control. Likewise, we carry out preventive maintenance of the burners in the fixed sources which are already scheduled in the annual plan.

In 2022, we were given a diploma on Carbon Footprint Peru by the Ministry of Environment.



ENERGY CONSUMPTION WITHIN THE ORGANIZATION

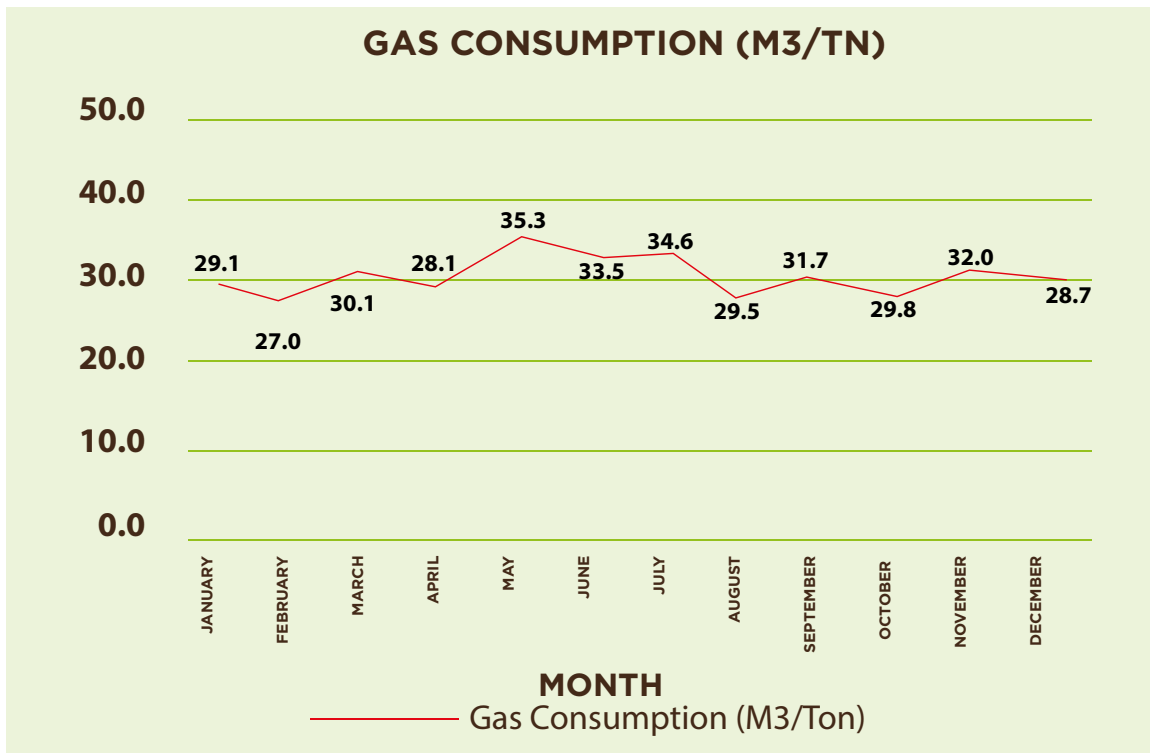
GRI 302-1

Energy is the main part of the development of our operations, here we see a comparative table of increases to the previous year, in our organization new production lines have been increasing, therefore this would be reflected in the indicator.

ENERGY CONSUMPTION	2021	2022
	CONSUMPTION Kw/h	CONSUMPTION Kw/h
Electricity, refrigeration	19,964.80	21,336.35
TOTAL CONSUMPTION	19,964.80	21,336.35

The natural gas that we use in the Callao and Pisco Plants comes from renewable energy sources. In our organization this is an environmental indicator, likewise, the companies that supply are CALIDDA for the Callao Plant and CONTUGAS for the Pisco Plant. Natural gas consumption for the year 2022, here we report the consumption of natural gas with the tons produced monthly.

Callao and Pisco Plant 2022



WATER AND EFFLUENTS

3-3 MATERIAL TOPICS MANAGEMENT

Since our services require the use of water as the main resource, there is persisting participation in raising awareness among others regarding the correct management of such resources. For this reason, through our environmental plan, we provide training to carry out a responsible consumption of resources. As part of our policy, we are committed to controlling the effluents generated by our services. Within the main activities we develop, we have the following:

- **Callao Plant:** Industrial effluents are generated and treated in a Waste Water Treatment Plant (WWTP) and disposed of to the sewer system, complying with the Maximum Admissible Values (MAV) established in Supreme Decree No. 010-2020- HOUSING.
- **Pisco Plant:** There are grease traps for the primary treatment of the effluents generated in the production processes. As part of the improvement projects, work is being done to build the WWTP.

Drinking water is used in production and domestic (toilets, showers, sinks), reducing its use, through the installation of automatic faucets in the toilets, as well as raising awareness among employees.

With the aforementioned, we propose two specific purposes:

- Implementation of a WWTP at the Pisco plant: Minimize the risk that the effluents exceed the MAV
- Reduction of water consumption for domestic use: Reduce the payments made for this service.

To evaluate the management of this indicator, there is an annual presentation of the non-domestic effluent generator declaration to SEDAPAL, with an analysis of the established parameters and Internal and external audits of the Environmental Management System ISO 14001:2015, of the plants located in the district of Callao - Callao and Pisco - Ica.

WATER CONSUMPTION

GRI 303-5

In our organization we have exhaustive control regarding water consumption, our environmental indicator for this period 2022 (Callao Plant and Pisco Plant) is presented below, in 2021 only the water consumption indicator of Callao Plant was presented:

WATER CONSUMPTION	2021	2022
	M3/TN	M3/TN
Drinking water	62,391.00	265,89.00
TOTAL CONSUMPTION	62,391.00	265,89.01

We carry out campaigns about the responsible consumption of water and water care



BIODIVERSITY

3-3 MATERIAL TOPICS MANAGEMENT

We assume a leading role by joining the campaign called “Consequences” held by PREVENIR - USAID project, which is an initiative that seeks to raise awareness about the impacts of environmental crimes, such as illegal logging, illegal mining, and wildlife trafficking, and invite youth to join and raise their voices for the Amazon.

Machu Picchu Foods has a presence throughout the Peruvian jungle, and through our social networks, the graphic information prepared by the promoters of the “Consequences” campaign was sent to sensitize our interest groups and the young target audience that follows us about the care of our Amazon.

In addition, the same awareness information was shared through our internal communication channels to reach our collaborators and in this way, we all joined in this awareness campaign for the protection of our Amazon.

SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

304-2

The significant impact of joining this campaign has been to multiply the message of preventing environmental crimes in the Amazon. We have shared the campaigns internally with our collaborators and they have reacted to the publications on social networks. In this way, we have involved corporately and our followers in learning more about the importance of preventing environmental crimes and the effect it has on climate change.

A summary video prepared by “Consequences” was published with summary content of all the activities and interventions carried out by the campaign throughout 2022 whose main protagonists were young people from the Peruvian Amazon promoting the prevention of environmental crimes such as: illegal trafficking of wildlife, illegal logging and illegal mining.



EMISSIONS

3-3 MATERIAL TOPICS MANAGEMENT

The generation of greenhouse gas emissions from chimneys contributes to the generation of gases and particles, which can affect the health of the surrounding population. The greatest impact is seen at Callao, affecting the surrounding population, as it comprises an industrial zone.

The greenhouse gas emissions generated in the fixed sources (boilers, furnaces, dryers) of the organization are reported in the environmental studies. They go through an annual environmental monitoring program which is strictly complied with and reported to the corresponding entity (OEFA). The chimney measurements are carried out according to the alignments established in the monitoring program and if any parameter of the maximum permissible Limit (MPL) is exceeded, measures are established for its control. In addition, we carry out preventive maintenance of the fixed-source burners. On the other hand, it is indicated that they use LPG and natural gas.

DIRECT GHG EMISSIONS (SCOPE 1)

GRI 305-1

In 2022, we have measured the carbon footprint in the Callao 1 and Pisco 1 Plants. Scope 1 and Scope 2 have been considered for the measurement.

The carbon footprint is defined as the set of greenhouse gas emissions produced, directly or indirectly, by people, organizations, products, events, or geographic regions,

in terms of equivalent CO₂, and serves as a useful management tool to know the behaviors or actions that are contributing to increasing our emissions, how we can improve them, and make more efficient use of resources.

1. Direct emissions (Scope 1): Greenhouse gas emissions that come from sources that are owned or controlled by the company, such as consumption of fossil fuels in fixed sources and/or mobile, non-intentional leaks from air conditioning equipment, etc.

2. Indirect emissions from energy consumption and distribution (Scope 2): Greenhouse gas emissions are associated with the consumption of electricity and/or vapors generated by third parties.

We work on this process with the Company Schneider Electric Industries S.A.S, whom we have signed a contract with to work on an Emissions Management Program that would culminate in December 2025 and according to the attached report, corresponds to the measurement of footprint as to 2022.

In the following chart, we can see there has been an increase of 649.99 tCO₂ - due to the increasing and extension of new production lines in Callao and Pisco Plants

Sustainability Indicator	2021	2022
	tCO ₂ -e	tCO ₂ -e
Carbon Footprint	14,508.00	15,157.99
TOTAL	14,508.00	15,157.99

28 de enero

¡Día Mundial de la Acción frente al Calentamiento Terrestre!

Familia MPF, conmemoramos el **Día Mundial de la Acción frente al Calentamiento Terrestre**, con el objetivo de continuar creando **conciencia y sensibilizar** sobre las **causas y las consecuencias del cambio climático**.

¿Qué hacemos en MPF?

- **Usamos** fuentes de energía sostenible, como el gas natural, en nuestras plantas de Pisco y Callao.
- **Practicamos** la segregación y aseguramos el **reciclaje de nuestros residuos** aprovechables o comercializables.
- **Practicamos** el consumo responsable de nuestros recursos.
- **Realizamos** el mantenimiento de nuestras máquinas y equipos.
- **Continuamos** la medición de la Huella de carbono.

¡MPF comprometido con la acción climática!

Energy indirect (Scope 2) GHG emissions

GRI 305-2

In 2022, we continue with the measurement of the Carbon Footprint in our facilities at Callao 1 and Pisco 1 Plants. The carbon footprint is defined as the set of greenhouse gas emissions produced, directly or indirectly, by people, organizations, products, events, or geographic regions, in terms of CO2 equivalents, and serves as a useful management tool to understand the behaviors or actions that are contributing to increasing our emissions, how we can improve them and make more efficient use of resources.

For the measurement of the Carbon Footprint carried out in the organization, Scope 2 is considered. This scope includes indirect emissions related to the electricity purchased and consumed in the organization. It is said to be indirectly consumed because the electricity has not been produced at the MPF facilities. That is, the place where said electricity was generated is taken into account.

For the year 2022, the Green certification issued by the provider company ENEL has been obtained, which recognizes that the energy used during this period comes from renewable energies.

1. Below you can see the indirect emissions by energy consumption (Scope 2): Greenhouse emissions by electricity consumption in 2022:

ENERGY CONSUMPTION	2022
	tCO2-eq
Electricity	3793.158
TOTAL CONSUMPTION	3793.158

WASTE

3-3 MATERIAL TOPICS MANAGEMENT

For Machu Picchu Foods, this material topic is of utmost importance for all our stakeholders (employees, suppliers, clients, communities), since the positive and negative impact that may be generated on our environment is a huge responsibility. For this reason, through our actions and communications, we raise awareness and promote behaviors that contribute to the achievement of the same objective. The purpose of the management approach is to avoid, mitigate, or remedy negative impacts and enhance the positive impacts that affect all our stakeholders. For this, we carry out annual training for workers on issues related to solid waste management.

We want the scope of this material topic to be as wide as possible through training, wall newspaper publication, and WhatsApp messages, either horizontally or vertically in our company, generating its main impact on:

- The initial, intermediate, and central solid waste warehouses, as well as the transport and final disposal of solid waste.
- The production area and auxiliary areas.
- The central solid waste warehouses.
- Raising awareness among employees on environmental issues.

The solid waste generated in the different production processes and auxiliary areas is disposed of containers (initial or intermediate warehouse) duly segregated according to the NTP 900.058-2019 (Peruvian Color Code for storage devices) and later they are taken to the central solid waste warehouse, and placed in larger capacity containers. Likewise, hazardous waste has a central warehouse with the appropriate security measures indicated in MINAM SD 014-2017.

The waste is collected from these warehouses and transported by solid waste operating companies (EO-RS) authorized by MINAM, and they are transferred to authorized sanitary or security landfills, as appropriate.

The manifests of hazardous solid waste and annual statements of solid waste generation are presented by the NON-MUNICIPAL SIGERSOL platform of MINAM, as established by the National Regulations.

We have hired an authorized third-party company (EO-RS) for the transport and final disposal of solid waste. The company is responsible for ensuring proper disposal and obtaining evidence of proper management. To have adequate control, we carry out annual internal and external audits for the ISO 14001: 2015 environmental management system of the plants located in the Callao-Callao district and Pisco-Ica district. We evaluate the following items:

- Amounts of generated waste/tons produced.
- Training carried out / scheduled training
- Recycled waste / non-hazardous waste generated.

All the personnel of Machu Picchu Foods S.A.C. is responsible for reducing the volume and danger of solid waste generated in its activities as much as possible, taking into account the concept of responsible consumption.

They must also comply with current regulations:

- Legislative Decree 1278- Law on Integral Management of Solid Waste
- MINAM Supreme Decree 014-2017, Approval of LD 1278 - Law on Integral Management of Solid Waste.
- Peruvian Color Code for Storage Devices (NTP 900.058.2019)
- Solid Waste Management Plan: ISO 1400:2015
- M.R number 089-2023-MINAM: Reduction and Management of solid waste

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-1

The Solid Waste Management Procedure of Machu Picchu Foods SAC consists of a technical/operational document in which the responsibilities and actions necessary for proper management are detailed and are framed in the general policy of the company, in compliance with the LD 1278- General Law on Solid Waste, MINAM SD 014-2017- Law on Integral Management of Solid Waste D.S. 014-2017 And NTP 900.058.2019 Peruvian Color.

Waste generated in the year 2022: At the Callao plant and the Pisco plant, around 1,464.48 tons of usable solid waste (cardboard, plastic, organic) was generated and sold to an operating company duly authorized by the Ministry of the Environment for subsequent recycling.

Solid Waste	2021	2022
	TN	TN
Usable solid waste (cardboard, plastic, bond paper, etc)	1,401.39	1,464.48
TOTAL	1,401.39	1,464.48



MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-2

The waste generated at the Callao and Pisco Plants is delivered to an operating company and taken to a sanitary landfill. In the case of hazardous waste, they are disposed of in a security landfill, the operating company is duly registered with MINAM. The usable waste generated at the Callao and Pisco Plants is marketed with operating companies duly registered with MINAM to ensure its recycling.

On the other hand, MACHU PICCHU FOODS S.A.C. has signed an agreement with ANIQUEM, where they promote Social Responsibility actions, programs, and activities, linking private economic agents with civil society organizations. ANIQUEM is a Peruvian, non-governmental, non-profit institution, founded in 1999 that permanently works in favor of children who suffered burns, giving them physical and emotional recovery, also developing the prevention culture for burn accidents., whose treatment is generally long, expensive, and requires social support for its purposes.

Machu Picchu Foods S.A.C. participates in the program “Recicla para ayudar” (*Recycle to help*) carried out by ANIQUEM, being aware that the waste collected in the campaigns and donated to ANIQUEM allows the organization to have funds to carry out social welfare works in favor of the burn victims they care for, providing services for their comprehensive rehabilitation.

ANIQUEM, promotes Social Responsibility actions, programs, and activities, linking private economic agents with civil society organizations.

In 2022, a commission from Planta Callao and Pisco visited the ANIQUEM clinic to raise awareness about the treatment and therapies patients who attend ANIQUEM receive and share the experience and visit with the other collaborators of the organization.

In 2022, after a RAECICLA campaign with our collaborators, 1.47 TN of Waste Electrical and Electronic Equipment (WEEE) was delivered, it is another waste that we have been delivering to ANIQUEM.

¡Visita a Aniquem 2022!

Esta semana una comisión de diferentes áreas de Planta Callao tuvieron la oportunidad de conocer las Instalaciones de Aniquem.

En nuestra visita, **vimos como los residuos sólidos que genera MPF, ayuda a sanar cicatrices en niños quemados** brindándoles una rehabilitación integral para que puedan curarse y vivir sin limitaciones.

Sigamos reciclando papel, cartón y RAEE en nuestros contenedores que están en Planta para apoyar a más niños y así puedan seguir recibiendo rehabilitación.

**¡Seamos parte del cambio!
¡MPF, Empresa de Doble Impacto!**

¡GRACIAS A TU DONACIÓN NUESTRA CAMPAÑA FUE UN ÉXITO!

Agradecemos a todos nuestros colaboradores porque con sus donaciones logramos recolectar un total de:

1.47
Toneladas

De Residuos de Aparatos Eléctricos y Electrónicos (RAEE)

This is the 2022 social environmental report: Delivery of 54, 702.90 Kg of cardboard, paper bags, bond paper, and others to ANIQUEM

Reporte SOCIOAMBIENTAL
Del programa "Reciclar Para Ayudar" de ANIQUEM

Machu Picchu Foods S.A.C.
R.U.C.: 20500985322

PAPEL
 CARTÓN
 PLÁSTICO
 ACEITE

RAEE
 CHATARRA
 MADERA
 LLANTAS

Muchas gracias por sus entregas de residuos reciclables realizadas durante el periodo enero-diciembre 2022

54,702.90
Kilogramos

S/. 32,119.26

In 2022, we have managed to avoid the cutting of 63 trees, save 34,733.9 KW/h of energy, save 26,272.05 gallons of water, and reduce 346.72 m³ of space in the landfill.



In 2022, by delivering usable waste to ANIQUEM, we have contributed physical therapy to 40 patients, occupational therapy to 18 patients, and psychological therapy to 3 patients.



EMPLOYMENT

3-3 MATERIAL TOPIC MANAGEMENT

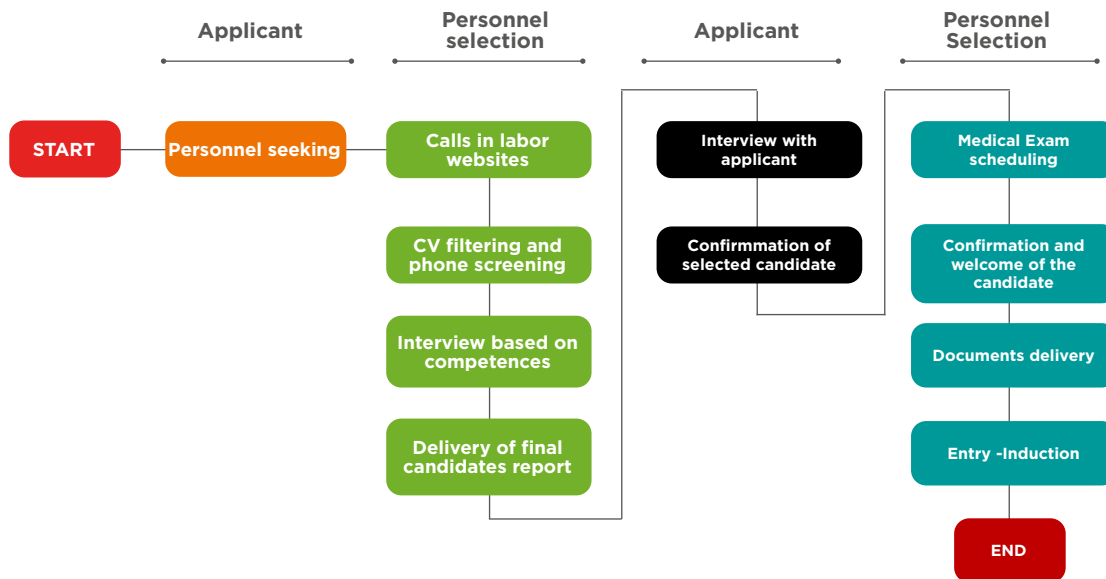
Machu Picchu Foods has responsible practices and policies for hiring new talents for the company. For this reason, our recruitment process is clear, transparent, and rigorous which allows us to have the best talent as we know they represent the most valuable resource in our company.

We have a TH.P.G.001 Personnel Selection procedure, that takes into account the directives, policies, and hiring laws when hiring new talent to the company; In this way, we guarantee that the selection of our collaborators adjusts to the requirements of the position and, above all, to the culture of the organization.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

GRI 401-1

In the year 2022, Machu Picchu Foods had significant growth, and the Personnel Selection area had the challenge of creating, implementing, and managing strategies to cover positions in the different business units, always in compliance with the guidelines and criteria established at each stage of the selection process:



In addition, we strengthen the coverage of vacancies through our **INTERNAL OPPORTUNITIES** program, which allows us to promote the development of our people, for this, we strive to offer development opportunities to all those who have the skills, the potential and act in line with our corporate values; in this way, our collaborators become our main source of recruitment.



**SOCIAL
MANAGEMENT**

Analista de Seguridad Alimentaria - Callao

Funciones:

- Realizar auditorías para verificar la eficacia de las medidas de control, establece con el equipo HACCP planes de acción para la mejora continua.
- Capacitar al personal en temas de PCC, PPR, PPROp, Control de alérgenos y manejo de material extraño.
- Elaborar la declaración de alérgenos de los productos terminados para información a los clientes.

Requisitos:

- Estudios en Ingeniería de Industrias Alimentarias, Química, Industrial y carreras a fines.
- Inglés a un nivel intermedio.
- Office a nivel intermedio.
- Tener 1 año en MPF.

¿Cómo postulo?

- Si cumples con los requisitos, envía tu CV con el asunto Analista de Seguridad Alimentaria a oportunidades@mpf.com.pe.



In addition, one of our recruitment strategies which is famous among our collaborators is the program called **REFER A FRIEND**. This program was carried out in internal campaigns so they know the requirements we need to refer a potential candidate. Besides, we recognize the contribution to our internal opportunities program, and we have other strategies to attract new talent to the organization.



¡Refiere a un amigo!

Te invitamos a recomendar a un amigo para que sea parte de nuestra familia MPF. Además, te daremos un vale de consumo cuando tu referido cumpla 1 mes.

Operario de Producción

Requisitos

- Estudios secundarios completos.
- Copia de Certificados de Trabajo (Indispensable).
- Disponibilidad para trabajar en turnos rotativos.

¿Qué ofrecemos?

- Planilla desde el primer día con todos los beneficios de ley.
- Pagos puntuales de manera quincenal.

¿Cómo refiero a mi amigo?

Infórmale que se acerque el:


Sábado 24


8:00 a.m. a
9:00 a.m.


Planta Pisco Puerta
Principal
Frente Ex Field

Importante:
Asistir con doble mascarilla, protector facial, DNI para el ingreso y los documentos indicados en requisitos.

As part of the recruitment and onboarding strategies, the **EMPLOYER BRAND PROJECT** was implemented, to generate a positive and differentiating perception of our company, making it possible to capture, attract, and retain the best talent, in addition to maintaining and increasing commitment and the loyalty of our human capital with the organization.

The project began with the creation of a new Facebook page **MACHU PICCHU FOODS - WORK WITH US**, The account is managed by our Internal Communication area, which is in charge of publishing the calls for all MPF headquarters (San Isidro, Callao, Pisco, and Zones) and the events, activities and benefits for our collaborators.



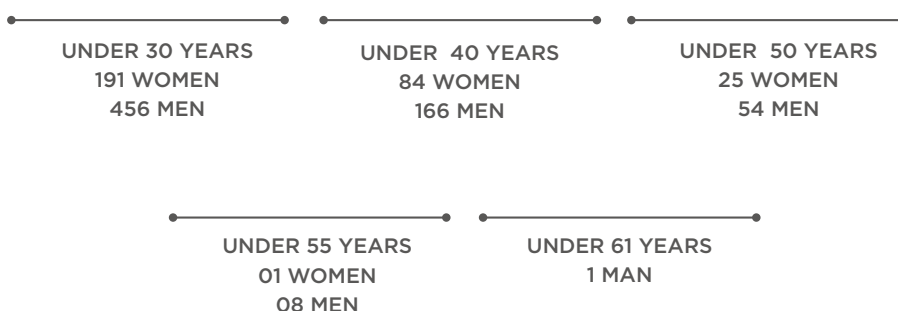
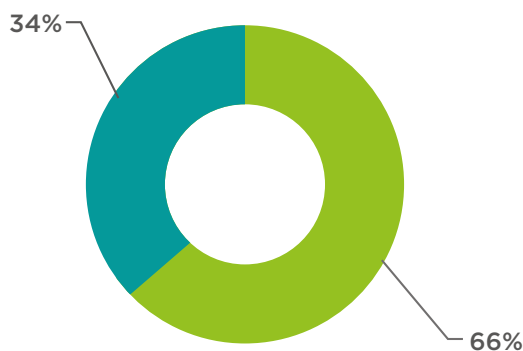
In the same way, ALLIANCES WITH MUNICIPALITIES among other institutions were strengthened, which allowed us to have a greater participation in Job Fairs, managing to attract applicants for our various positions at the operational level. These alliances promoted greater employment in the Callao Plant and Pisco Plant; achieving a greater presence in these sectors



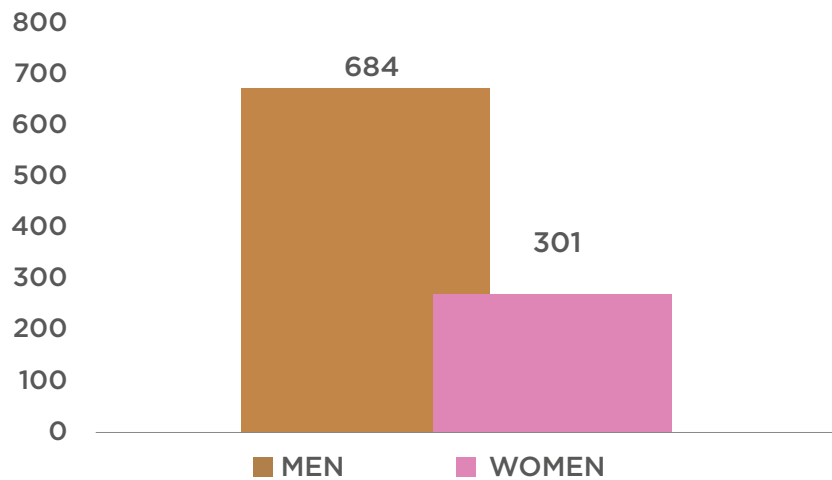
Based on the growth of the company and the strategies implemented to attract human talent, during the year 2022, a total of 985 employees were incorporated, as we can see in the following table and graph, by gender, location, and age range.

RECRUITMENT PER AGE

■ 19-30 years ■ 31 - 60 years



GENDER	CALLAO	PISCO	ZONES	SAN ISIDRO	TOTAL
MEN	228	347	104	5	684
WOMEN	204	62	20	15	301
TOTAL	432	409	124	20	985



PARENTAL LEAVE

GRI 401-3

Parental Leave 2022

a. Parental Leave	Zones	Callao	San Isidro	Pisco
Female	1	8	0	5
Male	16	14	0	16
Total	17	22	0	21

Obligatory Parental Leave 2022

b. Obligatory Parental Leave	Zones	Callao	San Isidro	Pisco
Female	1	8	0	5
Male	16	14	0	16
Total	17	22	0	21

Return at leave termination 2022

c. Return at leave termination	Zones	Callao	San Isidro	Pisco
Female	1	4	0	3
Male	15	10	0	14
Total	16	14	0	17


Return at leave termination and continue working 12 months later in 2022

d. Return at leave termination and continue working 12 months later in 2022	Zones	Callao	San Isidro	Pisco
Female	1	2	0	3
Male	11	10	0	13
Total	12	12	0	16

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

3-3 MATERIAL TOPIC MANAGEMENT

At Machu Picchu Foods, the occupational safety and well-being of our collaborators is the most asset we have in the organization, therefore, it is declared in our integrated policy GE.PO. G001 ver 08. For this reason, we are committed to providing safe work environments and standards for carrying out different activities. Occupational health and safety are regulated by Law 29783 “Workplace Health and Safety Law” and its regulation SD-005-2012 TR. Machu Picchu Foods complies with said regulations through the Occupational Safety Plan and in direct work with the other areas of the organization to guarantee the integrity and well-being of our collaborators.

PLAN DE SEGURIDAD OCUPACIONAL				
	Asignado a:	Copia N°:	Código: SO.PI.G.001	
			Versión: 08	Pág. 1 de 18
	CARGO	NOMBRE	FIRMA	FECHA
Elaborado por:	Jefe de Seguridad Ocupacional	Erika López	En el Original	03/05/2023
Revisado por:	Gerente de Talento Humano	Julieta Acovedo	En el Original	04/03/2023
Aprobado por:	Gerente General	Fernando Guzmán	En el Original	05/03/2023

CAMBIOS EN EL PRESENTE DOCUMENTO
<p>Actualización, se incluye las disposiciones del Decreto Supremo N° 002-2023-TR Reglamento de la Ley de Teletrabajo, Ley 31572.</p>

Our scope in Occupational Health and Safety is to all employees of Machu Picchu Foods. In addition to this, we have the co-responsibility of Contractors, suppliers, customers, and visitors to our facilities, and we have also identified the family of our employees as a valuable asset for extending our efforts to build reliable relationships that have materialized during SARS COV-2 Pandemic with the different preventive and support programs. The impacts of health and safety are reflected in the good image and prestige of the organization, being an attractive and reliable place to work. We have ratified our commitment to all our collaborators, reaching the ISO 45001: 2018 international Certification.



The guideline has been points of trust for our permanent and new clients.

Safety and health management is organized into three working areas:

- Occupational safety that is led by 1 coordinator in each headquarters (Callao, Pisco, and zones)
- Occupational health led by the Head of Social Welfare who is in charge of the health area (doctor and nurses in each Callao and Pisco headquarters)
- Emergency response led by the Head of Property Safety who has Emergency Response supervisors (firefighters) in each headquarters (Callao and Pisco).

MPF has an integrated Policy for quality and food safety, occupational health and safety, environment, and safe trade that is reviewed annually by the managers and head of headquarters and approved by the general management and SST committee. Our security system has been strengthened with its security policy, by which MPF grants all employees the right to suspend or refuse to carry out any activity or task that constitutes an imminent and/or potential risk to their integrity.

The publication of the policies is done in the organization's facilities, through inductions, training, and pre-operational talks and is communicated virtually through corporate

chats and on the company's website.

Política para promover el Trabajo Seguro

En Machu Picchu Foods S.A.C., la Seguridad y Salud de nuestros colaboradores, contratistas y terceros, es un valor fundamental para el desarrollo de nuestras operaciones y servicios.

Por ello, declaramos que todo trabajador, tiene el **DERECHO DE SUSPENDER O NEGARSE A REALIZAR CUALQUIER ACTIVIDAD O TAREA**, que constituya un riesgo inminente y/o potencial que afecte su salud o integridad física, hasta que las condiciones de seguridad sean subsanadas y corregidas adecuadamente.

El colaborador deberá comunicar a su supervisor o responsable de la actividad de manera clara y oportuna sustentando la circunstancia del evento que constituya un riesgo o potencial peligro.

En tal sentido, el Supervisor y/o jefe a cargo de área o actividad, tendrá que verificar las condiciones in situ para luego tomar la decisión y responsabilidad de continuar o no con la actividad, siempre y cuando se haya eliminado o minimizado el riesgo a un nivel tolerable.


Ningún trabajador será amonestado o sancionado por acogerse a esta política. En caso la negativa de trabajar sea injustificada, se aplicará las normas contenidas en el Reglamento Interno de Seguridad en el Trabajo.

La Política para promover el Trabajo Seguro se encuentra en concordancia con la Política de Calidad e Inocuidad Alimentaria, Seguridad, Salud Ocupacional, Medio Ambiente y Comercio Seguro de Machu Picchu Foods S.A.C. y al artículo 63° de la Ley de Seguridad y Salud en el Trabajo N° 29783 (Interrupción de actividades en caso inminente de peligro).


 MACHU PICCHU FOODS S.A.C.
 Gustavo Flores
 Gerente General
 Lima, 20 de enero de 2023

GE.PD.GM4
 VERSION 02

Política de Calidad e Inocuidad Alimentaria, Seguridad, Salud Ocupacional, Medio Ambiente y Comercio Seguro



Somos una empresa de alimentos, líderes en la fabricación y en servicios de manufactura de productos derivados del cacao, chocolates, confitería y afines. Brindamos productos innovadores diseñados de acuerdo con las expectativas y necesidades de las partes interesadas de nuestra organización.

Nuestros colaboradores son el activo más valioso que tenemos, por ello nos preocupamos por su bienestar y fortalecemos su talento hacia el crecimiento y la mejora continua. Nuestras actividades productivas tienen en cuenta el cuidado del medio ambiente y el entorno.

Lima, 20 de enero de 2023

Estamos comprometidos con:

-  **Asegurar la inocuidad y seguridad de nuestros productos** tomando las medidas preventivas en todos los procesos y promoviendo una cultura de inocuidad en toda la organización.
-  **Promover la consulta y participación** de todos nuestros colaboradores mediante diferentes canales para la implementación y mantenimiento de los estándares de seguridad y salud en el trabajo.
-  **Superar las expectativas de calidad** generando confianza y satisfacción total de nuestros clientes manteniendo una constante comunicación y asumiendo la responsabilidad frente a ellos.
-  **Promover el comportamiento seguro** y establecer controles en nuestras instalaciones para proteger su integridad física y de salud.
-  **Garantizar la confiabilidad y seguridad** de nuestro personal, instalaciones, procesos y productos, previniendo la ocurrencia de cualquier tipo de actividad ilícita o daño intencional que pueda afectar o dañar la cadena de producción y/o comercio seguro nacional e internacional.
-  **Proteger el Medio Ambiente**, incluyendo la prevención de la contaminación derivada de nuestras actividades, productos y servicios, controlando las emisiones, efluentes, residuos y haciendo uso eficiente de los recursos naturales.
-  **Prevenir incidentes relacionados con el trabajo** que puedan causar lesiones, dolencias y enfermedades a nuestros colaboradores, contratistas y terceros, proporcionando ambientes de trabajo seguros y saludables, desarrollando acciones para eliminar los peligros y reducir los riesgos que afectan la seguridad y salud.
-  **Cumplir con los requisitos legales vigentes** y otros suscritos por la organización, relacionados en calidad e inocuidad, seguridad, salud ocupacional, medio ambiente y comercio seguro.
-  **Promover la mejora continua** del desempeño del Sistema de Gestión de Calidad e Inocuidad Alimentaria, Seguridad, Salud Ocupacional, Medio Ambiente y Comercio Seguro; basado en la participación, compromiso y comunicación con todos nuestros colaboradores.


 MACHU PICCHU FOODS S.A.C.
 Gustavo Flores
 Gerente General
 GE.PD.GM4
 VERSION 02

There are resources available for the implementation and maintenance of occupational health and safety management systems, which are acquisitions of personal protection equipment, external training, emergency response teams, training brigades, maintenance of environments insurance, safety recreation activities (break routines, safety day,

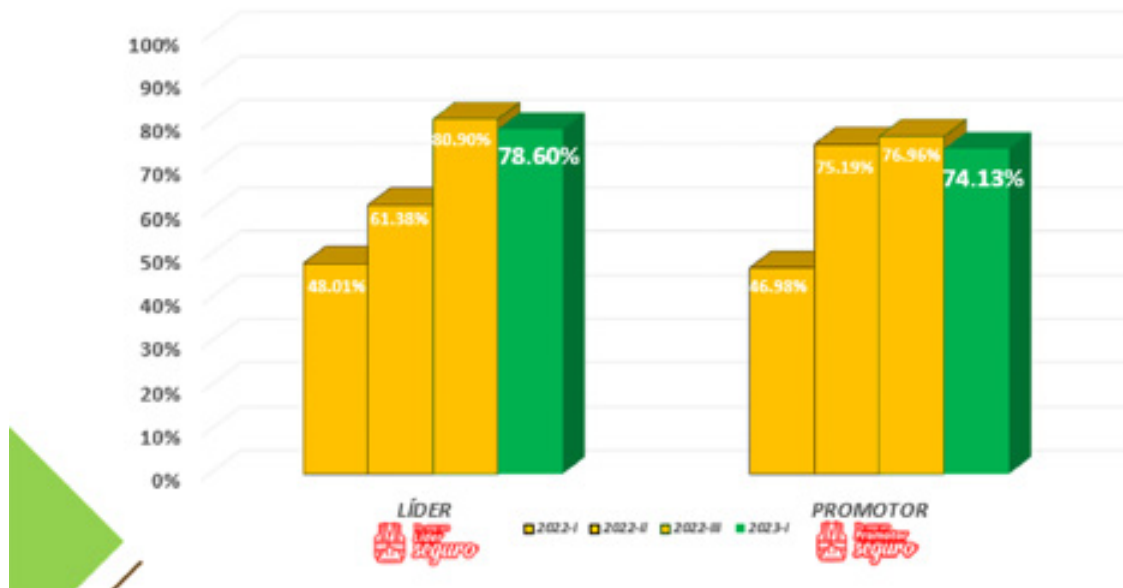
dynamics, safety campaigns, safety contests, implementation of new controls to deal with the SAR COV-2 Pandemic, support programs on health issues, etc.

The communication of our collaborators on health and safety issues is made effective through their representatives in the monthly sessions of the Occupational Health and Safety Committee, as well as during the inspections of the areas carried out by the SST committee, Information is collected from workers through safety inspectors in their daily inspections and according to the occupational safety program (PASO).



The programs that have been implemented for the fulfillment of the objectives are the occupational safety training programs, safety inspection programs, internal audits program, SST committee session program, and leadership visit program (safety inspections carried out by senior management) and throughout 2022 we have maintained and added 2 programs to “reinforce the preventive culture” **SAFETY LEADERS PROGRAM AND SAFETY PROMOTERS PROGRAM.**

COMPARATIVO DE CUMPLIMIENTO DE RESPONSABILIDAD:



The occupational health and safety management system is audited annually in internal audits under the management system of Law 29783 and ISO 45001:2018, there are annual follow-up audits of ISO 45001 Certification. To improve the performance, there are audits carried out by the Ministry of Labor (MINTRA) DS 014-2013-TR., every year. There are no non-conformities for this 2022 period.

ÍTEM	CONCLUSIONES DE LA AUDITORÍA
1	Se comprobó el compromiso, la cooperación e involucramiento de todo el personal de la organización. Los trabajadores mostraron abiertamente la información solicitada.
2	Los hallazgos han sido clasificados teniendo en consideración el procedimiento para Auditorías Externas.
3	Se presenta un hallazgo crítico, el cual puede afectar al Sistema de Gestión SST. Es el caso de la actualización de las matrices IPERC donde se incluya las medidas preventivas para el enfoque de género y personal con discapacidad, así como también los resultados de los monitoreos psicosociales conforme a Ley.
4	El siguiente es el resultado de los Hallazgos identificados: <ul style="list-style-type: none"> - 00 No conformidad. - 09 Observaciones. - 04 Oportunidades de mejora.
5	Máchu Picchu Foods SAC tiene un porcentaje (%) de cumplimiento de 93% de los requisitos evaluados considerando las normas legales vigentes.
6	El Sistema de Gestión de Seguridad y Salud en el Trabajo tiene un nivel de implementación avanzado y cumple los criterios de auditoría.
RESULTADO DE LA AUDITORÍA SEGÚN TIPO DE HALLAZGO	
	<ul style="list-style-type: none"> 00 No Conformidad. 09 Observaciones. 04 Oportunidades de Mejora.

Likewise, as measurement systems, there are indicators of compliance with the Safety Management System which are presented monthly to the SST committee and every 6 months for review by management, fulfilling 100% of the sessions of the SST Committee and the 2 reviews by management

AGENDA REVISIÓN POR LA DIRECCIÓN 2021- II Semestre

1. ESTADO DE LOS PLANES DE REVISION POR LA DIRECCION DIC-2021
2. CAMBIOS EN CUESTIONES INTERNAS – EXTERNAS
3. CUMPLIMIENTO DE LA POLÍTICA INTEGRADA Y OBJETIVOS SST
4. DESEMPEÑO DEL SGSSO.
 - INDICADORES ACCIDENTABILIDAD (INCIDENTES, NC, AC, MC)
 - RESULTADOS DE SEGUIMIENTO Y MEDICION (CUMPLIMIENTO DE PROGRAMA DE SEGURIDAD OCUPACIONAL (PASO))
 - RESULTADOS EVALUACIÓN DE CUMPLIMIENTO DE REQUISITOS LEGALES
 - RESULTADO DE AUDITORIA DE CERTIFICACIÓN ISO 45001 - 2021
 - CONSULTA Y PARTICIPACIÓN DE LOS TRABAJADORES
 - RIESGOS Y OPORTUNIDADES
5. ADECUACIÓN DE RECURSOS PARA MANTENER LA GESTIÓN SST
6. COMUNICACIÓN RELEVANTE DE PARTES INTERESADAS
7. OPORTUNIDADES DE MEJORA 2021
8. CONCLUSIONES

The results are communicated to the interested parties in the sessions held by the SST Committee and the Managers' Committee every month. A summary of the session is sent virtually to the administrative staff and given to the collaborators in the production lines.

Due to the SARS-COV-2 pandemic, there were modifications of the national regulations in terms of occupational health and safety to comply with social distancing mandatory social. For this reason, to achieve the Management Objectives, the creation of an application to carry out training was taken as an improvement, where the topics to be trained were uploaded and the exam was given virtually.

This way, we ensure training in health and safety issues and the participation of our collaborators in maintaining the preventive culture.

Cumplimiento en el Sistema de Gestión

Consulta y participación de los trabajadores

Uso de APP de capacitaciones / Chat comunicativo / SMART boletas



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

The occupational health and safety management system is aligned with current legal requirements and their amendments. For compliance purposes, the legal area conducts the legal requirement frame and the safety, health, and property areas lead the compliance strategies applied to our activities. Some rules contained in the legal matrix are mentioned:

 MATRIZ DE IDENTIFICACION Y EVALUACIÓN DE CUMPLIMIENTO DE REQUISITOS LEGALES EN MATERIA DE SEGURIDAD Y SALUD OCUPACIONAL	Código:	LEG.M/TG.001
	Versión:	4
	Fecha de Aprobación	09.07.21

FECHA ACTUALIZACIÓN : MARZO 23


N°	STANDARD	REFERENCE	DATE	TEXT	COMPLIANCE STRATEGY	RESPONSIBLE	ASSESSMENT (COMPLETE / EN PROCESS) CALLAO
1	Convention on safety requirements in the building industry	OIT 62 Convention	4/4/1962	This standard establishes the safety standards for workers in the building industry Concerning scaffolding and lifting devices	<ul style="list-style-type: none"> • Inspections of vertical Forklifts • Inspections of stairs and platforms. • Inspection of anti-fall devices. • Permit for high-level work risk. • Inspection procedures of security. • Procedure Identification of hazards, evaluation y 	Occupational Safety Maintenance Warehouse Production Quality Assurance Development Applications	COMPLETE

- Occupational Health and Safety Law 29783 modified by Law 30222.
- Regulation of the Occupational Safety and Health at work in the Supreme Decree No. 005-2012-TR modified by Supreme Decree No. 006-2014-TR,
- Supreme Decree No. 020-2019-TR, Supreme Decree No. 002-2020-TR.
- Ministerial Resolution No. 050-2013 TR Reference formats with minimum information that the mandatory records of the Occupational Health and Safety Management System must contain.
- Regulation of the Authorized Auditors Registry for the periodic evaluation of the Occupational Health and Safety Management System
- SD N ° 014-2013-TR Supreme Decree that approves the Single Registry of Information on labor accidents, dangerous incidents, and occupational diseases and modifies article 110 of the Regulations for the Occupational Safety and Health at Work Supreme Decree No. 012-2014-TR
- Technical Document: Occupational medical examination protocols and diagnostic guides for mandatory medical examinations by activity. Ministerial Resolution No. 312-2011-MINSA
- Ministerial Resolution No. 004-2014 / MINSA
- Ministerial Resolution No. 571-2014 / MINSA
- Ministerial Resolution No 763 - 2017 / MINSA
- Technical Health Standard No. 178- Minsa-DGIESP-2021.
- Update the Plan of surveillance, prevention, and control of COVID-19 in the

workplace according to the provisions of the amendment

- MINISTERIAL RESOLUTION No. 245-2021-TR Procedure for the election
- of the workers' representatives before the Occupational Health and Safety Committee; the Occupational Health and Safety Subcommittee, if applicable; or the Supervisor of Safety and Health at Work
- DS 001-2021 TR Modifications to the regulations of Law 29783; which modifies articles 42, 49, 56, 102, and 103 of Supreme Decree 005-2012 TR Regulation on Safety and Health at Work.
- DS 011-2021 TR approves the Single Text of Administrative Procedures (TUPA) of Sunafil.
- LAW 31246 Update of the SST law; modify articles 49 and 60 of Law 29783

Based on these legal requirements, the internal documents are prepared for the compliance and safety surveillance of our collaborators, registered in the master list.

					LISTA MAESTRA DE DOCUMENTOS INTERNOS			Código	QA.R.G.001
								Versión	03
								Fecha de aprobación	4/03/2013
ÁREA DE SEGURIDAD OCUPACIONAL									
Fecha de actualización septiembre 2022									
N°	CODIGO				DOCUMENTO	VERSION	FECHA DE APROBACION		
	Área	Tipo	Dirigido	Corr.					
1	SO	MA	G	001	Manual del Sistema del Sistema de Gestión de Seguridad y Salud en el Trabajo	04	12/08/2022		
1	SO	PL	G	001	Plan de Seguridad Ocupacional	04	27/01/2022		
1	SO	P	G	001	Procedimiento de identificación de peligros Evaluación y control de riesgos (IPERC)	06	15/09/2022		
2	SO	P	G	002	Investigación, análisis y reporte de incidentes de salud y seguridad ocupacional	04	31/05/2021		
3	SO	P	G	003	Selección, uso y control de equipos de protección personal	03	11/08/2022		
4	SO	P	G	004	Inspecciones de seguridad Ocupacional	03	31/05/2021		
5	SO	P	G	005	Verificación y Seguimiento del Sistema de Gestión de Seguridad ocupacional	03	30/04/2022		

Some of our main procedures are detailed:

- SO.MA.G.001: Manual of the Integrated Health and Safety Management System
- SO.PL.G..001: Occupational Health Safety Plan
- SO.P.G. 001: Hazard identification procedure. Assessment and control of HIRA)
- SO.P.G.002: Investigation, analysis, and reporting of occupational health and safety incidents
- SO.P. G 006: Contractor Management
- SO.PG 010: Procedure for high-risk jobs.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

GRI 403-2

Through the training programs, pre-operational talks, and bulletin boards, employees and workers are given feedback on the importance of prioritizing their safety and stopping activities that expose them to physical or health injuries.

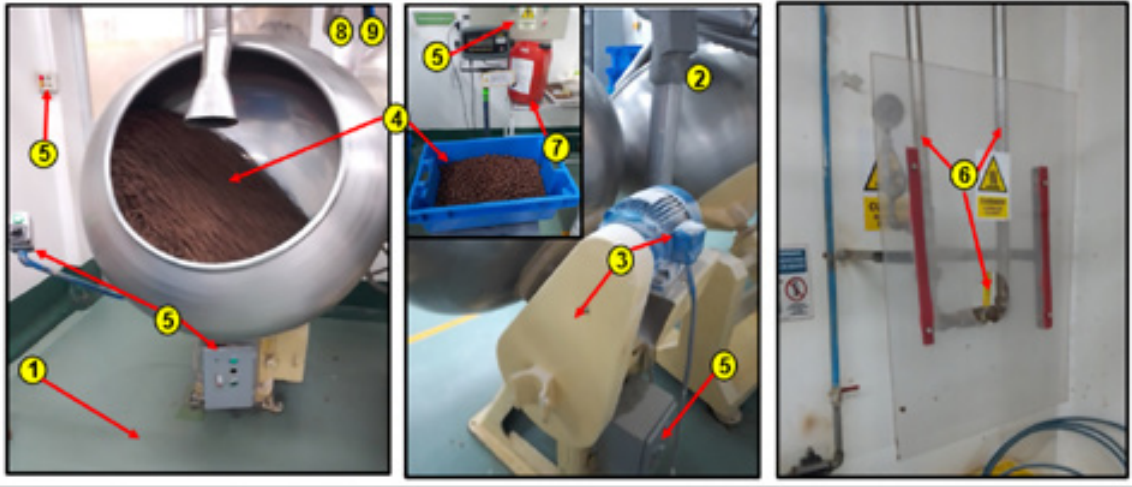


All the activities carried out in Machu Picchu Foods are described in the HIRA assessment created by areas and updated annually.

PROCESO	ACTIVIDAD	LÍNEA	Rotatorio No Rotatorio/ Emergencia	TEMPORAL	MATERIAL	AMBIENTE	PROFESION	PLANTA	TEMPORALES	CONTROLES	VISIVANTES	FACTORES DE RIESGO	EVALUACION DE FACTORES DE RIESGO	IMPLEMENTACION DE ACTIVIDADES DE DEFENSIVAS OPERATIVAS	Código
		Trasladar materiales con estaca	X		X		Maguista / Operario de producción	1	1	0	0	Lesiones corporales Descontrolamiento de US.	Suspensión	NO	118
	TRASLADO DE MATERIALES AL AREA DE ALMACEN (GRUPO) MEZCLADORAS 1,2,3		X		X		Maguista / Operario de producción	1	1	0	0	Lesiones corporales	Suspensión	NO	110
			X		X		Maguista / Operario de	1	1	0	0	Lesiones corporales quemadura	Suspensión	NO	300

As an improvement opportunity, it has been three years since we have been working on the team safety maps, which is a more visual format of the hazards for their identification.

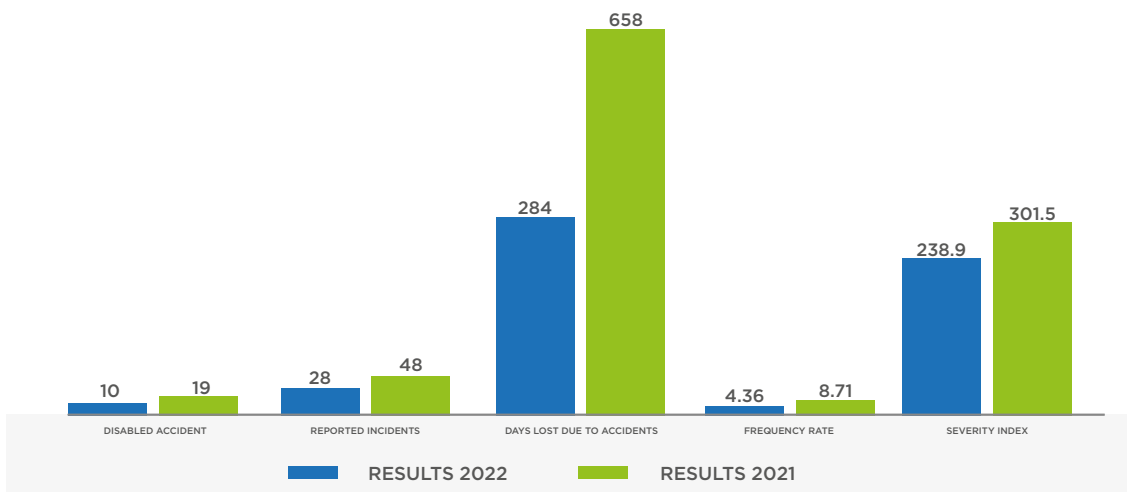
VISTAS DEL PROCESO / EQUIPO



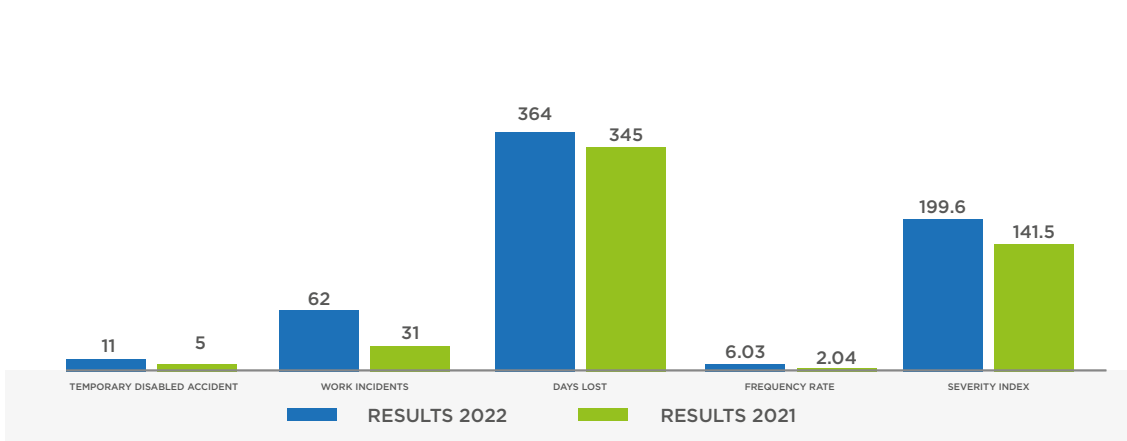
Regarding accidents, we count on workers, area chiefs, and supporting areas (if necessary- warehouse, quality, maintenance) to help us find the cause and implement new action plans.

In 2022, the accident rate decreased compared to 2021 in both facilities

ACCIDENT RATE 2022 - CALLAO



ACCIDENT RATE 2022 - PISCO



OCCUPATION HEALTH SERVICES

GRI 403-3

Our occupational medical area is responsible for ensuring the physical and mental health of our employees, as well as preventing the occurrence of occupational diseases. For this reason, we take action by identifying, measuring, and carrying out medical surveillance of all hygienic and ergonomic risks on time to avoid long-term health conditions for workers and occupational diseases.

For this, Machu Picchu Foods has an internal and external work team, which is detailed below:

- One (01) occupational physician
- One (01) assistant physician
- One (01) person in charge of nursing
- Two (3) occupational health assistants in Callao
- Two (2) occupational health assistants in Pisco.
- One (1) Health and Welfare and Occupational Safety Chief (Social worker)

The relevant profiles for the indicator are:

The Occupational Physician is a collegiate medical auditor, who graduated with a master's degree in occupational and environmental health with more than 5 years of experience in the industrial, administrative, and hospital fields. Diploma in Occupational Health, functional testing course, NIOSH course, spirometry, and other related.

The Medical assistant is a specialized surgeon, collegiate, and graduated from the Oncology Specialty with more than 4 years of experience in the industrial, administrative, and hospital fields. Diploma in public management in progress and other courses related to a vocation towards Preventive Medicine and Medical Research.

The purpose of our doctors is to detect work-related health problems, control risk factors, and prevent damage to the health of the workers, who carry out their work based on the following objectives. The compliance was 99% in 2022.

- Prevent the appearance of occupational diseases in the collaborators of Machu Picchu Foods.
- Prepare, update, and review occupational health management documents.
- Adapt the conditions of the work environment for sensitive collaborators especially.
- Manage the performance of occupational medical examinations for MPF personnel
- Train staff on health prevention issues
- Monitor confirmed cases with Covid 19

The nursing manager has a degree in nursing, registered with a diploma in Occupational Health, with more than 8 years of experience in the industrial, administrative, and clinical fields and has various courses related to her profession, leads the team of occupational health assistants who They report directly to you and manage changes and updates in the documentation related to the Occupational Health process. Occupational health assistants are graduates of nursing technical careers. They provide healthcare support, promoting the safeguarding of health and the protection of workers. They maintain close contact with the workers, knowing their ailments promptly and attending to them immediately.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Training Program:

This program establishes the activities and responsibilities to provide the necessary and adequate knowledge and practice for the jobs so that employees can protect themselves correctly and comply with the established security measures.

Likewise, when new employees join, they will receive health and safety induction talks before starting their work. They will also receive on-the-job induction at the time they start their work.

The mandatory contents referring to Occupational Health and Safety were Risk Analysis and Application of Controls for a Safe Task
Occupational Safety Management System Behavior-Based Safety
Culture of Self-Care and Safety Awareness

These 4 contents are administered in person (operating staff) and virtual (administrative staff) by the schedule established at the beginning of the year.

In addition to the 4 legal pieces of training by the Occupational Health and Safety program, other regulatory training is carried out with external providers and certified in high-risk jobs.

The contents of identified high-risk jobs are detailed below:

- Training in hazardous materials
- Training in work at height
- Training in hot work
- Training in work in confined spaces
- Training in work in lockout and tagout
- Training in electrical work
- Training in lifting loads
- Training in handling forklifts, stackers and transpallet

PROMOTION OF WORKER HEALTH

GRI 403-6

At Machu Picchu Foods, we care about improving the health and well-being of our employees and workers. These are the activities we carry to achieve it:

- Improving work organization and work environment
- Promoting worker participation in healthy activities
- Promoting healthy lifestyle habits, and
- Encouraging personal development.

We care about the staff being well prepared and motivated, but also healthy. To do this, we provide resources that promote safe behaviors and implement healthy attitudes and conduct for an adequate working and social environment.

We understand that human capital is the driving force of the company and the central axis on which the factors of competitiveness and efficiency are based, and all these actions are aimed at facilitating a healthy environment and transmitting healthy habits to workers that will result in a benefit common, which we detail below.

1. Online, On-site talks and Webinar

Talks and webinars held by our occupational doctor and OH staff are constantly carried out for MPF employees. These topics are current health concerns and preventive measures to avoid non-ergonomic and physical risks as well as mental health topics and prevention of labor sexual harassment with the support of external specialists.



2. Participation in the Occupational Health and Safety Committee

Through these meetings that are held every month, compliance with the Occupational Health indicators and other relevant issues related to health are presented to propose, coordinate, and execute promotion and prevention actions, additional changes required by the Plan for surveillance, prevention, and control against Covid 19 and analyze the changes that need to be implemented.

3. Communication of health protocols in company spaces

Prevention and health promotion protocols are disseminated since in this way it will allow us to have the support and self-care of each collaborator in improving their health and their families and achieve a safe space within the work area. This is managed with internal Communications through the established communication channels.

4. Assistance in the Occupational Health area

Our collaborators can go to our facilities to receive first aid assistance in cases of presenting a health-related situation, where they are evaluated, and if they require more specialized attention they are referred to their corresponding Health Center according to their Social Security. The monthly average of services in Pisco is 238 and in Callao is 202. Services to Zones are carried out through virtual teleconsultations having an average of 50 per month.

5. Occupational Monitoring

According to our Occupational Health Program, physical, chemical, biological, ergonomic, CO2 concentration, and psychosocial factors are monitored. These derive action plans to correct deviations, which are worked with the areas involved to take corrective actions, and in the case of not having deviations, the results are reported in the same way to maintain and improve them.

6. Foodborne diseases (etas)

To comply with sanitary regulations related to food handling, a control has been implemented to carry out laboratory tests for the prevention of ETAS foodborne diseases. This applies to our production plants in Callao and Pisco, and each collaborator is monitored for its compliance on a semi-annual or annual basis depending on their job position. In case of observations, the occupational health personnel follow up so that the collaborator complies with his treatment and lifts the observation.

7. Occupational medical exams (emos)

To comply with current regulations, a control has been implemented to carry out pre-occupational, periodic, and exit medical examinations of collaborators according to the protocols established for each profile.

In the case of pre-occupational exams, these are scheduled by personnel selection and occupational health receives the results to verify aptitude for admission.

In the case of periodic examinations, these are scheduled by the occupational health personnel on an annual or bi-annual basis depending on the corresponding position and profile, delivering the results to the collaborators and ensuring compliance with the aptitude.

In the case of exit exams, these are applied at the written request of an ex-collaborator

Our occupational doctor selects the medical center where the EMOS are performed, taking into account that they comply with the corresponding health lens accreditation.

Additionally, at Machu Picchu Foods we not only care about health at work but also about the total well-being of the person and their family, for this reason, we have voluntary health promotion programs and services:

1. Agreement with clinic and ophthalmological center

In coordination with Labor Well-being, we have signed an agreement with the Cayetano Heredia Clinic to access corporate discounted costs for health care for employees and their families. The agreement was signed with Ética Ópticas to access discounts for the acquisition of glasses for employees and their families.

An agreement was signed with a Gym to access corporate discount packages to promote physical exercise and a healthy lifestyle.

2. Vaccination Campaigns

In coordination with MINSA and EsSalud Institutions, vaccination campaigns have been managed to prevent the spread of contagious, dangerous, and often fatal diseases. During 2022, vaccination campaigns against tetanus, influenza, COVID-19, and hepatitis were carried out.

3. Medical campaigns

Medical campaigns were carried out during 2022 in coordination with different health institutions and with the support of Work Well-being to promote the prevention of diseases in collaborators and family members in Pap smears, HIV screening, Ophthalmology, and Nutrition.

4. Mental Health

During 2022, a Mental Health Care Program was developed through which MPF, through the services of an external psychologist, performs individualized psychological counseling, talks, webinars, and face-to-face or virtual workshops, which contributes to the care and mental well-being of our collaborators.

At the end of 2022, 152 individualized counseling, 06 workshops, and 01 informative video were carried out.

WORK-RELATED ILL HEALTH

GRI 403-10

By the end of 2022, the company had no ailment, work-related cases, or death thanks to the management and permanent action we have been carrying out along with the areas involved.

ACTIVE PAUSE



VACCINATION



CAMPAIGNS

Campaña de salud MPF



Familia MPF nos preocupamos por tu bienestar y salud, por ello te invitamos a participar de nuestra campaña de salud MPF donde **podrás realizarte el examen de Papanicolau totalmente gratis.**

 <p>Viernes 10 de junio De 8:30 a.m. a 12:30 p.m.</p>	 <p>Tópico</p>	 <p>Dirigido a: Mujeres</p>
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Recuerda:

- Para participar deberás inscribirte en Bienestar o llamando a **Nataly Rosario al 981 309 276 y Alexandra Reyes al 992 029 052.**
- **Fecha máxima para inscripción: jueves 9 de junio.**





TRAINING AND EDUCATION

3-3 MATERIAL TOPIC MANAGEMENT

For Machu Picchu Foods, training, and teaching are guiding processes within the working life of our collaborators; therefore, it is very important to consider them in our 2022 Sustainability Report because in this way we can enhance the skills and abilities of each one of them so that they can grow as professionals and promote the growth of our company. The impact of this approach is directly manifested in the performance of our collaborators and, therefore, in the performance of our company, which is defined by the achievement of strategic objectives.

Our relationship with training and teaching is direct since it allows us to ensure that all employees have the necessary skills to perform their duties and, in this way, be able to generate added value to the services we provide to our clients.

In our case, we have both administrative and operational workers, the latter being the ones that make up our largest population. Precisely, given the characteristics of this profile, we constantly make an effort to extend the scope to all the company's workers and, in this way, ensure optimal performance and the fulfillment of all the proposed objectives.

Every year we continue to place special emphasis on providing our collaborators with the training in regulatory and normative content necessary to execute our production processes with safety and quality. Thanks to these efforts we have complied with the provisions of our clients and the legal regulations of our country one hundred percent concerning new and old incoming personnel.

We are currently laying the foundations to start developing new technical training programs for critical positions both at the operational and administrative levels; In this way, we will guarantee the sustainability of our Core processes and the availability of key talent to fill critical or leadership positions.

Management approach and components

We manage training and teaching through different training programs or learning initiatives:

- Leadership Program for our unit managers (Professional career development).
- Training program for talents (Development of potential factors: self-knowledge, determination, leadership, and curiosity).
- Mandatory training plan that includes:
 - Legal requirements related to health and safety.
 - Requirements derived from production and quality processes.
 - Specific requirements of our clients.

These learning programs or initiatives are carried out in person or virtually, following the established deployment schedule.

Additionally, we have a virtual learning platform in which regulatory content on Health and Safety, Quality, and Environment are saved.



Aprende **MPF**

BIENVENIDO

Aprende MPF es un tu portal de aprendizaje que engloba todos los cursos considerados dentro del Plan Anual de Capacitaciones Obligatorias de Machu Picchu Foods S.A.C.

Este plan tiene el objetivo de desarrollar conocimientos y habilidades para toda la familia MPF.

Para continuar elige los programas según tu sede:

To ensure the success of our education and training programs in general, we have our Training Policy, which aims to enhance the skills and abilities of employees to optimize their performance. Therefore, this policy applies to all employees of the organization. In addition, at MPF we are responsible for investing the resources required for our collaborators to have the expected performance. Likewise, our leaders also assume responsibility regarding the topic of training and teaching, since they are the ones who, together with the Human Talent team, identify the needs and gaps that must be covered.

Management Approach Assessment

It is important to ensure the quality of the training and development activities, as well as the experience of our teams, so that, to the extent possible and whenever Human Talent management defines it, the collaborators who participate in said activities whether internal or external, they must complete a learning and satisfaction evaluation form. The application of these surveys allows the Training and Development area to carry out the following actions:

- Evaluate the quality of the product related to learning
- Maintain consistency/coherence between training providers
- Identify opportunities for future improvement

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

Below, we show the training hours of all workers according to labor category and gender

Categoría Laboral	Gender	N.º workers	N.º Training hours	X Training hour
Administrative	Male	407	6762	17
	Female	212	3972	19
Operational	Male	676	12263	18
	Female	265	5436	21

In 2022, the average hours of training for male employees of our organization was 17 hours for administrative staff and 18 hours for operational staff; meanwhile, for women, it was 19 for administrative and 21 for operational. This varies from what was reported in 2021, where the figures were an average of 8 hours for employees in general.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

GRI 404-3

Our Performance Management seeks to promote the integral development of our collaborators and allows us to recognize the strengths and weaknesses to create training programs, and development plans and increase their learning experiences to face new challenges.

In addition, it allows us to ensure that the strategic objectives of our organization are aligned with the individual objectives of our workers, considering the different levels of impact of the different areas and roles.

Next, we present the results obtained for our Performance Evaluation model for administrative or support personnel:

MANAGEMENT	N.º assessed	"PERFORMANCE 2022"	
		Performance assessment	
GENERAL MANAGEMENT	4	4	100%
COMMERCIAL MANAGEMENT (CONVENTIONAL)	5	5	100%
COMMERCIAL MANAGEMENT (ORGANICS)	19	19	100%
COMMERCIAL MANAGEMENT (TAILOR MADE)	40	40	100%
FINANCE MANAGEMENT	34	34	100%
SUPPLY CHAIN MANAGEMENT	24	24	100%
LOGISTICS MANAGEMENT	132	132	100%
PRODUCTION MANAGEMENT PISCO	58	58	100%
PRODUCTION MANAGEMENT	47	47	100%
HUMAN TALENT MANAGEMENT	46	46	100%
LEGAL MANAGEMENT	6	6	100%
TOTAL	415	414	100%

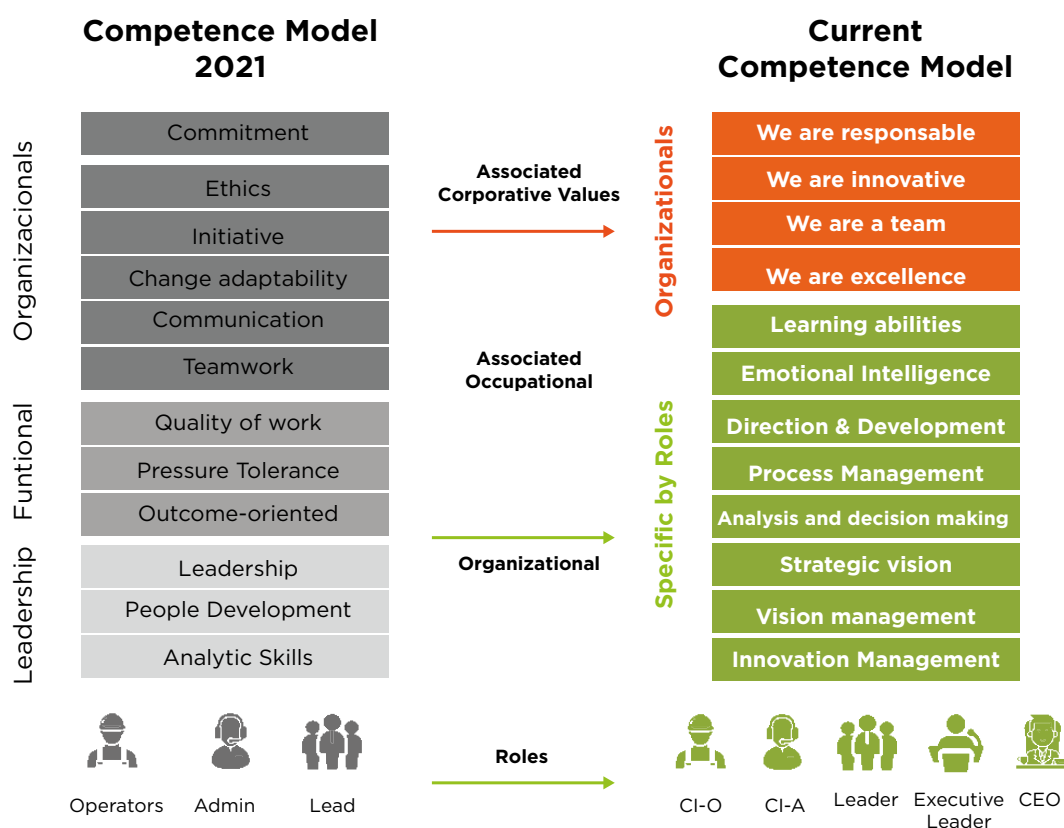
On the other hand, the operational performance assessment was carried out according to two aspects: (1) Operational objectives and (2) Competencies which were conducted by supervisors and chiefs. Here are the outcomes:

MANAGEMENT	N.º ASSESSED	ASSESSMENT	
		Nº	%
ADMINISTRATION AND FINANCES MANAGEMENT	73	72	98.6%
LOGISTICS MANAGEMENT	50	48	96.0%
PRODUCTION MANAGEMENT	331	330	99.7%
PRODUCTION MANAGEMENT (PISCO)	340	336	98.8%
HUMAN TALENT	4	2	50.0%
LEGAL MANAGEMENT	3	3	100.0%
TOTAL	801	791	98.8%

New Competence Model 2022

2022 brought with it many challenges at the organizational and professional level, which is why the Human Talent team decided to review the organizational competencies model, to be able to monitor compliance with present and future strategic objectives.

This review was carried out in sessions together with the management team, managers, and most representative leaders of the departments with operational and administrative personnel. Below, we show the results and differences between the proposed models:



DIVERSITY AND EQUAL OPPORTUNITY

3-3 MATERIAL TOPICS MANAGEMENT

For our company, the issue of diversity in government bodies and employees is material, because it represents the same opportunities both in terms of gender and age of the collaborators who are members of the board of directors. In turn, we have collaborators of all ages and by sex who can carry out the work of the company.

At MPF we manage the issue of Diversity in government bodies and employees through our SAP HCM system. We obtain the information, and it is done once a month for the company's indicators. Machu Picchu Foods collaborators are qualified by their experience and knowledge in their job. The mechanism that we use and will continue to use to evaluate the effectiveness of our indicator Diversity in government bodies and employees is that workers who perform well can climb positions regardless of gender and age; what is important is the potential you must take on new positions.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

Personnel data from the Board of Directors by gender and age

	2020		2021		2022	
DIRECTORS	Women	Men	Women	Men	Women	Men
From 18 to 30 years	0	0	0	0	0	0
From 30 to 50 years	00	3	0	3	0	3
Older than 50 years	2	4	0	4	0	4

In addition, the data of employees working during 2022

	2020		2021		2022	
DIRECTORS	Women	Men	Women	Men	Women	Men
EMPLOYEES	540	1359	674	1774	465	1105
From 18 to 30 years	213	532	281	735	164	393
From 30 to 50 years	314	759	374	936	279	635
Older than 50 years	13	68	19	73	22	77

NON- DISCRIMINATION

3-3 MATERIAL TOPICS MANAGEMENT

At Machu Picchu Foods we firmly believe in respecting the rights of our collaborators, in their promotion and remediation of negative consequences if necessary. As a company, and in line with our corporate values and code of ethics, we promote and encourage a non-discriminatory culture, adhere to labor equity, and reaffirm equality between men and women. Likewise, we promote labor relations based on respect and inclusion, seeking to attract and retain the best talent regardless of their gender, religion, race, sexual orientation, or others. From this vision, we have been promoting and enhancing internal communication in our various channels to promote plurality as an enriching factor.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTION TAKEN

GRI 406-1

Machu Picchu Foods SAC declares that during 2022 there were no claims or lawsuits regarding cases of discrimination; We have directives, the RIT (Internal Labor Regulations), and a code of ethics, where it is mentioned how we promote respect, equality, and fair treatment within the organization. It is important to mention that since the creation of MPF, there has not been any case of discrimination.

CHILD LABOR

3-3 MATERIAL TOPICS MANAGEMENT

Peru is among the 3 countries with the highest rate of child labor in South America, being the agricultural sector one of the highest risk because, by 2019, 52% (*) of the children who work did so in agricultural activities. That is why, for Machu Picchu Foods, the management of this indicator is of the utmost importance, since it has an internal and external impact on our operations; internally, it has a main impact on our economic performance due to the possible applicable fines and sanctions that may occur in the cocoa production areas at the national level where we have grain storage warehouses (Amazonas, San Martín, Huánuco, Pasco, Ucayali, Junín). , Ayacucho, Cusco, and Madre de Dios) and externally, because it is a critical breach of national and international standards to which we apply voluntarily and which are requirements of our main clients worldwide.

(*) Child Labor in Peru: Recent Past and Perspectives, Beatty Egúsquiza Palacín, Fernando Segundo Félix Córdova, LABOREM Magazine No. 24-2021, pg.3.

(**) Child Labor in Peru: Recent Past and Perspectives, Beatty Egúsquiza Palacín, Fernando Segundo Félix Córdova, LABOREM Magazine No. 24-2021, pg.25, source INEI

To reduce these risks, the company has a policy of not employing minors both for the company itself, described in its Internal Work Regulations, and for the more than 4,600 cocoa farmers certified with us and other suppliers. local, sporadic, or over-the-counter, to whom our policies are disseminated, and they are given training in social issues to spread our principles.

For Machu Picchu Foods, it is relevant to have consistent information on the social problems of producers within our certification program.

The main topics to survey are child labor, family work, school attendance, connectivity for virtual classes, access to drinking water, access to electricity, and the need for external labor.

Producers who are part of the company’s certification program receive bimonthly visits by technical advisors from Machu Picchu Foods for cocoa cultivation; These advisors monitor whether there are improper practices concerning human rights. The internal control system of the certification program establishes measures when non-compliance with standards is found, such as employee training, producer and his family and awareness of the problem in the family and neighborhood.

OPERATIONS AND SUPPLIERS ARE AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR AND FORCED OR COMPULSORY LABOR

GRI 408-1, GRI 409-1

Machu Picchu Foods S.A.C spreads its commitment against child labor and forced labor through the Bilateral Agreement that is signed with farmers every year. The producers that belong to our certification program sign this agreement with the company previously explained by our technical staff and to monitor, we make field visits to verify compliance within the scope of our certifications.

As part of the commitment, 1,902 producers that are part of our certification program have been monitored; during the evaluation of the surveys, the following has been found:

FIELD ASSESSMENT	YES	NO	N.A.	OBSERVATION
Child Labor evidence	76	1804	22	YES: Family work, simple tasks, and weekends only N.A.: No minor children / no children
Forced Labor evidence	0	1902	0	Work freedom in all cases
Discrimination evidence	0	1902	0	No discrimination evidence detected
Harassment evidence	0	1902	0	No discrimination evidence detected
Personnel hiring under 18 years old	0	1826	76	N.A.: No personnel hiring
School attendance of the producer’s children	1145	712	45	No: no children in school age N.A.: no children
Drinking water	108			
Drinking water + Electricity	93			
Drinking water + Electricity + internet access	14			
Drinking water + Electricity + internet access+ solar panels	1			
Electricity	301			
Electricity + internet access	52			
Electricity + internet access+ solar panels	4			
Internet access	14			
Internet access + solar panels	7			
Solar Panels	212			

This information serves to direct our social programs to those communities of cocoa producers where there are no basic services, specially designed for the development of the children of the producers.

LOCAL COMMUNITIES

3-3 MATERIAL TOPICS MANAGEMENT

Our commitment is to continue improving our management of sustainability initiatives and programs to achieve a positive impact on the communities of our partners, and farmers who produce organic cocoa, and to satisfy the needs of our clients by offering sustainable and excellent quality products. That is why, during the year 2022, we generated an impact in the social sphere through support for the infrastructure of a school located in the Tahuantinsuyo farmhouse, we donated 105 tablets for primary school students and teachers from 3 schools, we supported organic cocoa producers with pruning and harvesting tools and we delivered 6 types of fertilizers to 25 cocoa farmers to improve the yields of their farms.

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT IMPACT, ASSESSMENT, AND DEVELOPMENT PROGRAMS

GRI 413-1

SOCIAL IMPACTS ON COMMUNITIES

1.- Ñawinchay Project

The name Ñawinchay means “Reading” in Quechua. It is an initiative that seeks to promote reading habits, close digital gaps, and improve reading comprehension through the delivery of tablets aimed at primary school children. This tablet has an app called Booksmart installed, this app is a virtual library and contains reading material classified by the level that is complemented by the curriculum of the desired level of education. This project was carried out in 3 schools located in Maveni, Shapo, and Amargura in the Junin and Ayacucho regions respectively.

SHAPO - JUNÍN



MAVENI - JUNIN



AMARGURA - AYACUCHO



105

**TABLETS
DELIVERED**

99

**ELEMENTARY
STUDENTS
BENEFICIARIES**

“Thank you to a private company like MPF for joining a very important topic: Education in Valle del Ene and this is an important step to improve the quality of education for students, for future generations of Peru”

Gianela Papo, APAFA CP – MAVENI secretary

2.- Repair and maintenance in IE Nuevo Tahuantinsuyo Village

Adequate education facilities are a fundamental resource for the motivation, well-being, and, safety of the children of the Nuevo Tahuantinsuyo hamlet school. That is why in 2022 we had a maintenance and repair intervention on the school's existing infrastructure to guarantee a happy return to the children's on-site classes.

CHANGING THE ROOFTING MATERIAL OF THE CANTEEN DEL COMEDOR A MADERA machiembrada - quinilla

BEFORE



AFTER



PAINTING THE FACADE



MAINTENANCE AND PAINTING OF PLAYGROUND



RENOVATED FACILITIES



25

**ELEMENTARY STUDENTS
BENEFICIARIES**

“Thank you Machu Picchu Company. I think we are satisfied with this replacement of the canteen and children’s playground. On behalf of this village and all the parents, I thank Machu Picchu”

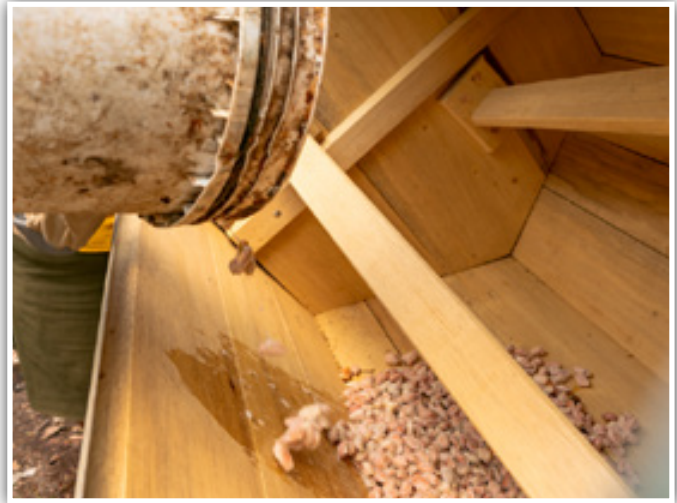
Grover Mendoza - Nuevo Tahuantinsuyo Village

3.- Delivery of hexagonal fermentation boxes

Through this initiative along with the client, we seek to improve the quality and efficiency of the fermentation stage in cocoa beans by delivering hexagonal fermentation boxes with 400 kg capacity of pulp with a manual-driven system that facilitates the removal of mass with the least effort. This time, we delivered 6 fermentation boxes for 6 criollo cacao farmers that belong to the Ayacucho area.



Manual action system



6 CRIOLLO CACAO FARMERS

“I thank Machu Picchu for the presence of its workers in my house. With this fermenter I will make a good grain for a good chocolate. It is easier to use it, and I can even do it by myself (in reference to the manual drive system)”

Cacao farmer

4.- Nuwa Muun Project

Nuwa Muun means “Great Woman” in the Awajún language. This project is aimed at women cocoa farmers, whose objective is that by increasing the productivity of their farms they achieve a greater positioning and empowerment with the commercialization of their cocoa crop.

The sustainability of the Nuwa Muun project is based on guaranteeing the sustainable cultivation of cocoa while being friendly to the environment, since by using certified organic fertilizers we avoid the use of chemical products and pesticides that damage the earth, and at the same time ensure the economic sustainability of the cocoa producers, since the fertilization plan that is based on a soil study seeks to improve the performance of the farms

In addition, based on the reality of little culture of composting, we seek to promote the importance of composting for the sustainability of cocoa production, through the collection of economic information and measurement of environmental footprints, which will be socialized with the actors of the project to understand the benefits of composting and its environmental and economic-social impacts

25 ORGANIC CACAO FARMERS



“I thank you for all the product you are bringing, they are organic fertilizers that will not harm the cocoa product, nor will they contaminate the soil. Also because they are bringing it to my own farm to be able to lay the field”

Gloria Fabian
Farmer from Junín region



“Welcome to this farm, it makes me happy to be able to receive this support that we need for these cocoa beans which is our income, it’s good that you help us with this fertilizer to be able to give better food to the plants we grow”

Margarita Camarena
Farmer from Junín region



“We are grateful to Machu Picchu because they help us to sustainably grow our cocoa, and advising us to be organic, the delivery of fertilizers, will help us to ensure that our lands are not contaminated so that in the future the quality of the grain is not lost and productivity continues to improve”

Elinora Estabridis
Farmer from Junín region

CUSTOMER HEALTH AND SAFETY

3-3 TOPIC MATERIAL MANAGEMENT

We are a leading company in the manufacture of cocoa derivatives, chocolates, and confectionery in Peru. We are deeply committed to the production of sustainable, organic, and conventional products with the highest quality standards.

We have 3 production plants, 2 of them are located in the south of Peru in the city of Pisco, and the other is in the constitutional province of Callao.

This indicator is important because it impacts the health and safety of the consumer. We believe that it is very relevant because the protection of health and safety is fundamental, as well as the objective of many national and international regulations, that seek to obtain safe food that does not cause harm to the consumer.

Customers expect products and services to perform their intended functions satisfactorily and not to pose a health and safety risk. The stakeholders that have great influence are Employees, Managers, Clients, and Consumers.

The Pisco plants process Cocoa Derivatives, Cocoa Powder with dry mixes, Chocolate and Coffee. One of the Pisco plants (Plant No. 01) has differentiated exclusive production lines for the manufacture of products aimed at special segments of consumers with categories: Vegan, Gluten Free, Non-GMO, Allergen Free, Kosher Parve, and Halal.

Our Plant No. 02 handles allergenic products and presents the Kosher Certification Parve, complying with all current regulations, as well as all prevention measures. Callao plant manufactures chocolate products, confectionery, instant mixes, wafers, cookies, packaged nuts, seeds, and dehydrated, with organic, Kosher, Fair Trade, and Rainforest Alliance categories.

At Machu Picchu Foods we have 02 main objectives for our safety management system: Ensure the safety and authenticity of our products by taking preventive measures in all processes and promoting a culture of safety throughout the organization and Exceed quality expectations by generating trust and total satisfaction of our clients maintaining a constant communication and taking responsibility for it.

As main associated indicators, we have the number of safety and quality claims; as well as the percentage of personnel trained in quality and safety issues, which are measurable and quantifiable.

The Callao Plant manufactures mostly chocolate and confectionery products with allergens and also has an exclusive line of special organic products in the Vegan, Kosher category.

ASSESSMENT OF IMPACTS ON THE HEALTH AND SAFETY OF CATEGORIES OF PRODUCTS OR SERVICES

GRI 416-1

In addition, we have an Applications and Development team that has experience and is at the forefront of market needs to develop safe and sustainable products.

To ensure the safety, quality, legality, and, authenticity of our products, we have a Food Safety Management System in our Production plants, which has implemented different preventive control measures throughout the process, and our collaborators are trained to carry out your activities safely.

At the Pisco and Callao Plants, we have quality and safety certifications and special certifications which we pass through audits annually to ensure the quality and safety of the products as well as maintain and renew the certifications of each plant: FSSC 22000 Certification, BRC Certification, HACCP Certification (Plant No. 02), Gluten Free Certification, Non-Use of Allergens Inspection, Organic Certifications, Religious Certifications such as Kosher and Halal; Social Responsibility Certifications: Fairtrade, Rainforest Alliance and UTZ; as well as the Health and Environment Certifications.

Machu Picchu Foods as part of its commitment to Food Safety has assumed a series of standards that are implemented and Certified.

- FSSC 22000 standard
- BRC standard
- HACCP validation
- Organic certifications
- Gluten-Free Certification
- NON-GMO certification
- Inspection No Use of Allergens
- Vegan Certification
- Halal Certification
- Kosher Certification

A technical team of professionals is responsible for the control and monitoring of all Activities planned in the Food Safety Management System, including:

- Control of Entry of Raw Materials and Materials for production
- Production Process Control
- Food safety risk analysis.
- Sanitary Hygienic Inspections constant to the line.
- Environmental monitoring of pathogens
- Allergen control
- Internal and External Audits
- Follow-up of non-conformities

GRI CONTENT INDEX

Declaration of use	The information cited in the following GRI content index Machu Picchu Foods has presented the information cited in this GRI content index for the period between January 1, 2022, and December 31, 2022, using the GRI standards as a reference.
GRI 1 previously used	GRI 1: Standards 2021

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			Omitted requirements	Reason	Explanation
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	2-4 Restatements of information	3			
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GRI 3: Material Topics 2021	3-3 Management of material topics	33			
GRI 203 Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	33			
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GRI 403 Occupational Health and Safety 2016	403-1 Occupational health and safety management system	67			
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			Omitted requirements	Reason	Explanation
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GRI 413: Local Communities 2016	<u>413-1 - Operations with local community engagement, impact assessments and development programs</u>	86			
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