

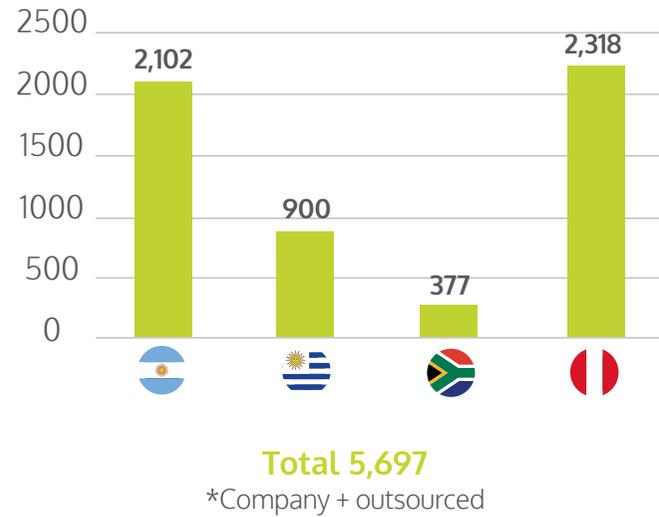
05.

Development of our employees

We believe in the transforming power of people. We are a team.

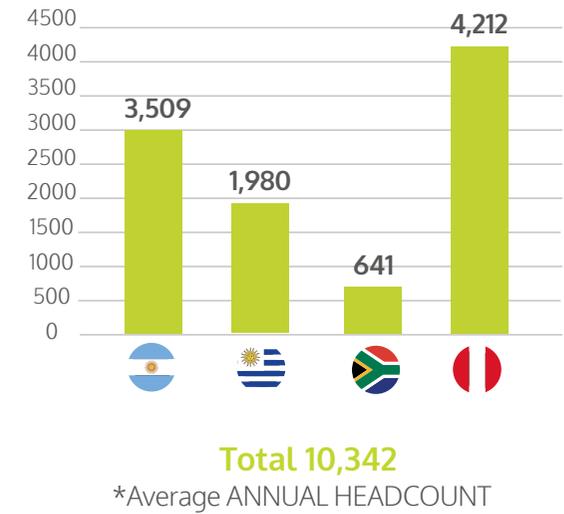
US\$ 233,284
invested in training

Total amount of employees



Harvest season

Additional positions

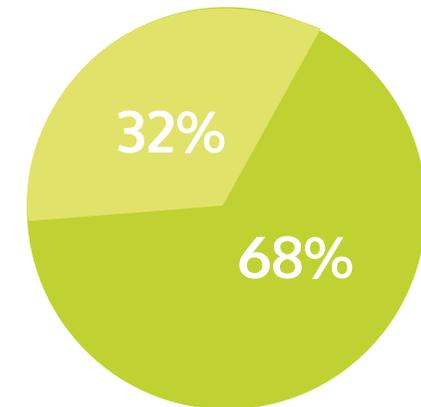


Diversity by job category



Woman Man

New hiring



Our Culture

In 2020, we launched our new model of values and behaviors, which are connected to our company culture. This model has four values and a fifth value: WE ARE PART, which runs through all the rest. Each of SaMi's colleagues is a key player and makes the model live!

We are part of it

We are aware of the impact of our actions: Every day, in our role, we choose to make a difference to contribute with development, nature and people. This is part of our DNA and fills us with pride. We love knowing that this depends on us.



WE KEEP OUR WORD

I do what I say

We are accountable.
We make things happen.
We keep our promises.



WE BUILD RELATIONSHIPS

I act with integrity
and humility

**Our clients, partners and
colleagues come first.**
We work with honesty and
transparency. We listen, we
learn and we put ourselves
in other people's shoes.



WE LIVE COLLABORATION

We are better together

We are one team.
We share a common
direction. We trust
and empower each other.
We cooperate.



WE GROW THROUGH PASSION

I thrive on
new challenges

We like taking risks.
We want to learn.
We wish to inspire.
We dare to do more.

Deepening our conscious culture management

During 2020, we moved forward with global initiatives to deepen culture, focusing on those processes and systems that have high impact on our daily management, such as the implementation of SAP in Peru and South Africa, the integration of Savia with Culture, the strategic planning and management information processes. In each of them, we sought to generate a more conscious insight and interpretation of how we do things and the impact it has on each of the associates. Through this, we intend to build constructive behaviors that can be sustained in time and that help us achieve the expected outcomes.



Click here to watch the full video



Health and Safety

Ensuring the health and safety of our people is our top priority. With the outbreak of the pandemic at the beginning of the crop season, the activation of protocols and the commitment of each of our associates were the key to **operate every day without losing a single day of production** and ensuring supply to customers.

Initiatives in response to COVID-19

We have been working proactively since the beginning of the pandemic together, to take care of our associates, their families, our customers and the whole value chain, and ensure that our food continues reaching the tables of thousands of households, with the usual quality.

To deal with the emergency, we formed a Global Covid-19 Crisis Committee in coordination with local committees and activated protocols adjusted to each site, intended to mitigate the transmission risk throughout the production chain, consistently with the recommendation of the World Health Organization and other public agencies of the countries where we are present.

The protocols establish five aspects:

- Avoid crowds.
- Strengthen hygiene measures of people.
- Strengthen hygiene and sanitation routines in work areas, shared spaces and transportation.
- Encourage teleworking wherever possible.
- Establish clear guidelines for action and follow-up of positive, suspicious or close contact cases.
- Train and communicate internally all current measures and action plans taken by San Miguel.

This work was complemented and driven from the exchange and joint task with companies, citrus institutions and stakeholders. Thus, we approached the problems that have arisen in a collaborative way, because we believe that we can always continue improving and learning, even more so in a changing context like the one we are facing.

