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MESSAGE FROM THE *Chairman*



Dear friends of CASSA Group,

I am pleased to share with you our sustainability and management report from the 2018 period which, for four years now, we have prepared with the inter-

national G4 methodology from the Global Reporting Initiative (GRI). Using these guidelines, we have integrated the results and progress obtained regarding the relevant aspects of our sugar production plants, Central Izalco and Chaparrastique Mill.

During 2018 we decided to communicate our sustainability strategy in compliance with five commitments: Our People, Sustainable Agriculture, Sustainable Industry, Sustainable Communities, and Sustainable Products and Services. These commitments have indicators which contribute to the United Nations' 2030 Sustainable Development Goals (SDGs) agenda, and which seek to ensure our long-term strategy operates responsibly.

There is no doubt that we are now more committed, an example of that being the excellent sugar recovery in the plants that we had during the '17-'18 harvest, and the record milling in Chaparrastique Mill; all this despite being affected by low sugarcane tonnage caused by climate, the insecurity in the sugarcane fields, and the non-programmed burns.

The excellence that characterizes CASSA Group allowed us to continue being profitable and solid in the industry, notwithstanding the reduction in con-

sumption, and the fall in sugar prices on a global scale – during 2018, sugar in this market went from highs of USD\$15.37 at the beginning of January, to lows of USD\$9.83 in September. But each year, the adversities challenge us to be more innovative and to see opportunities in efficiencies and in improvements, and because of this, we have made investments in the processes, machinery and above all our employees.

We dedicated more than 73 000 training hours to our employees and we continue on our commitment to generate a safe and healthy work environment based on our Occupational Health and Safety policy, in the industrial areas as well as agricultural activities. For this reason, we are very proud to maintain our certifications with Bonsucro, Fairtrade, ISO 9001:2015, FSSC 22000, among others.

These international standards attest to the quality and safety of our products, as well as the fact that they are produced with sustainable practices along the value chain, and on their way to more than 20 countries around the world.

Likewise, our commitment to environmental sustainability is vital because high climate variability directly

impacts sugarcane cultivation. That is why we continue implementing concrete actions in soil conservation, and efficient and reasonable water use. As evidence of this, CASSA Group has reduced by 71% the consumption of water in industrial processes in the last three years. Of our more important projects in the sugarcane fields, we can highlight the increase in hectares harvested green, as well as the management of sugarcane stubble, which increased from 3951 hectares in the '16-'17 harvest, to 7871 hectares in the '17-'18 harvest.

In addition, we have also established a relationship with the Private Institute for Climate Change Research (ICC), a leading entity in the investigation and development of projects to mitigate and adapt to climate change in the communities and productive systems in the region.

We signed a memorandum of understanding to work together in the mitigation of the effects of climate change on the sugarcane cultivation in El Salvador, as well as the future expansion of ICC with an office in the country.

Also, we are incredibly proud that, thanks to our Community Allies program, CASSA Group was

one of three finalists for the BONSUCRO INSPIRE Prize 2018, which is given to an organization, association or person in recognition of their exemplary and transformative contributions to the sustainability of the sugarcane industry, celebrating the collaboration among different actors and sharing stories that inspire and teach others. In 2018, through our program, we were able to benefit 29 200 people in 66 communities and 15 rural public schools.

In addition, we continue the implementation of the dialogue mechanism Plant your Idea in the communities as a communication channel between the communities and the mills, to address the suggestions or issues related to the agricultural and mill operations. With this mechanism we have gone on to form Sustainability Committees where we discuss alternative solutions through free and informed consensus.

In conclusion, and having briefly outlined our progress and achievements in 2018, I am left with one more detail: thanking our Board of Directors for their leadership during this period and for trusting in each one of the decisions made to strengthen the sustainability of our operations; as well as thanking our colleagues, men and women who daily make this project a reality, to the benefit of all. We reiterate that we are committed to consolidating our vision and



taking on future challenges, to benefit the sustainability and development of El Salvador.

Thank you,


Marco Regalado Nottebohm
Chairman



Organization

NAME

CASSA Group
(Salvadoran Sugar Company)

Sugar Mills

Central Izalco and
Chaparrastique Mill

Mills LOCATIONS



El Salvador Map



Central Izalco



Chaparrastique Mill

Mission

To be a leading, world-class company that provides agricultural and industrial products and services that add value to our clients and country. We use international standards for quality and productivity, and cutting-edge technology with social responsibility. We develop our human resources and, in a sustainable and profitable manner, exceed the expectations of our shareholders.

Vision

Changes in the environment demand that we have a management model that allows us to develop competitive advantages, both in Central America and internationally. CASSA's management model is based on the principles of Integral Quality which govern leading, world-class, companies.

Values



RESPONSIBILITY

Do things right, today,
planning for the future



DISCIPLINE

Achieve with excellence



RESPECT

Act positively with others and
with the environment



LOYALTY

Dedication and commitment
to CASSA



HONESTY

Everything with accuracy and
transparency



INNOVATION

Constantly in development



Product

PORTFOLIO

Sugar

CASSA Group, through its two sugar mills, produces sugar that satisfies the needs of the national and international markets.

The energy used to package said sugar is provided by environmentally friendly solar energy. CASSA products have important distinguishing characteristics, such as: an exact weight guarantee, use of oxo-biodegradable plastic packaging, and vitamin A fortification; all actions that contribute to being socially responsible with the environment and society.

Molasses

Molasses is a sub product that is sold for the production of animal feed and alcohol in the national and international markets.

Energy

CASSA Group generates energy from renewable resources through the combustion of biomass (moist fiber that remains after processing the sugar cane, known as bagasse), which fuels the industrial activity of the sugar mills and the national electrical energy network.

Brands

National MARKET



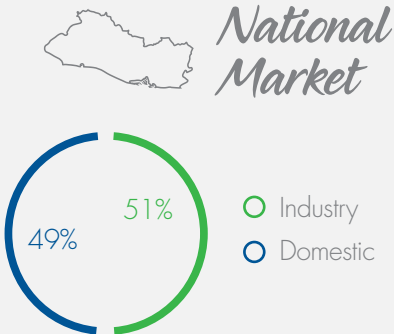
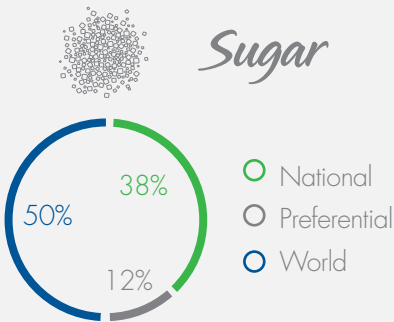
International MARKET



Sugar

MARKETS

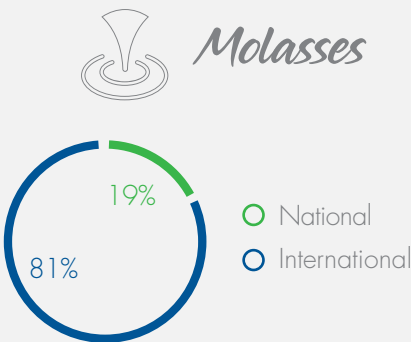
 SUGAR	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL	CASSA GROUP	%	 PACKING
NATIONAL	86 361	44 397	130 758	38%	
INDUSTRY	44 221	22 733	66 954	51%	50KG - 1.24MT - 1.30MT
DOMESTIC	42 140	21 663	63 803	49%	0.50KG - 1KG - 2KG 2.5KG - 50KG
PREFERENTIAL	27 400	14 085	41 485	12%	
TRQ	8 078	4 152	12 230	30%	
CAFTA	10 713	5 507	16 220	39%	
REFINED	5 000	0	5 000		1MT - 1.25MT
BULK	5 713	5 507	11 220		
EUROPA	8 609	4 426	13 035	31%	BULK
WORLD	115 506	55 014	170 521	50%	
REFINED	40 509	0	40 509	24%	
DC RAW	36 720	0	36 720	22%	1KG - 50KG - 1MT - 1.25MT
BULK	38 277	55 014	93 291	54%	25KG - 50KG - 1MT
TOTAL	229 267	113 496	342 763		



Molasses

MARKET

 MOLASSES	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL	CASSA GROUP	%
NATIONAL	21 270	4 646	25 916	19%
INTERNATIONAL	73 252	40 523	113 775	81%
TOTAL	94 522	45 169	139 691	100%



Export DESTINATIONS



- | | | |
|------------------------|-----------------------|--------------------|
| 1. USA | 6. Guyana | 11. Venezuela |
| 2. Mexico | 7. Haiti | 12. Ecuador |
| 3. Panama | 8. Jamaica | 13. Peru |
| 4. Puerto Rico | 9. Dominican Republic | 14. Chile |
| 5. Trinidad and Tobago | 10. Surinam | 15. United Kingdom |

- | |
|---------------------|
| 16. The Netherlands |
| 17. South Africa |
| 18. Taiwan |
| 19. China |

○ Sugar
○ Molasses

INTERNATIONAL MARKET *Clients*



Sugar

CSC SUGAR

RCMA GROUP

ALVEAN

中糧国际
COFCO INTL

CZARNIKOW

ENERFO
An FKS Company

BUNGE

ED&F
MAN
EST. 1783



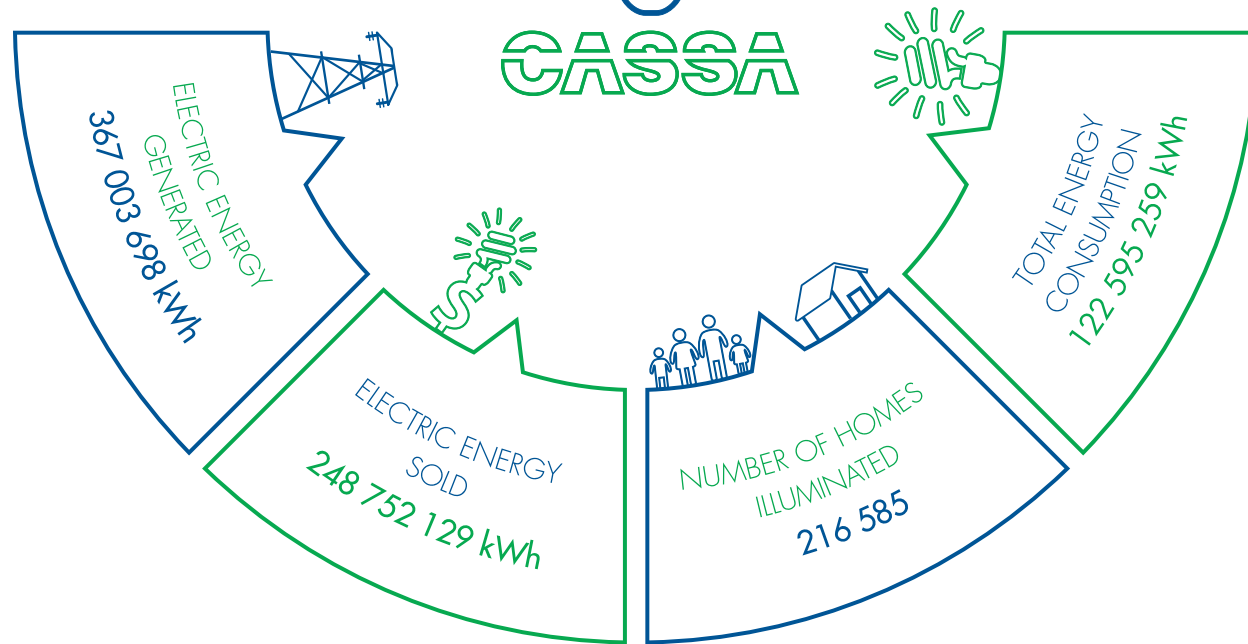
Molasses

ED&F
MAN
EST. 1783
Liquid
Products

CREMER

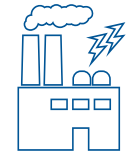
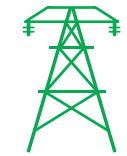
Energy

MARKETS



 **+200 000**
HOMES
Illuminated

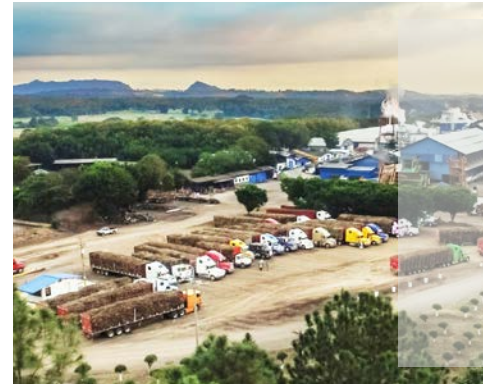
 **99.29%**
OF THE ENERGY CONSUMED
COMES FROM *renewable resources*

	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL
 ELECTRIC ENERGY GENERATED	148 664 834 kWh	218 338 864 kWh
 ELECTRIC ENERGY SOLD	83 498 822 kWh	165 253 307 kWh
 NUMBER OF HOMES ILLUMINATED	72 701 HOMES	143 884 HOMES
 TOTAL ENERGY CONSUMPTION	67 693 012 kWh	54 902 247 kWh

CASSA GROUP

in numbers

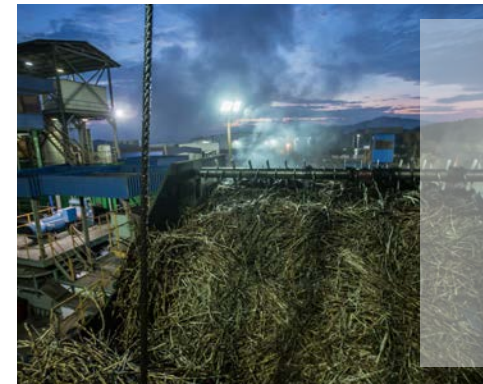
2017-2018



Capacity

21 000
metric tons
of cane

13 000 MT CI
8 000 MT CHP



*Metric tons of
milled cane*

2 978 449

1 758 176 MT CI
1 220 273 MT CHP



*Direct jobs
during Harvest*

13 767

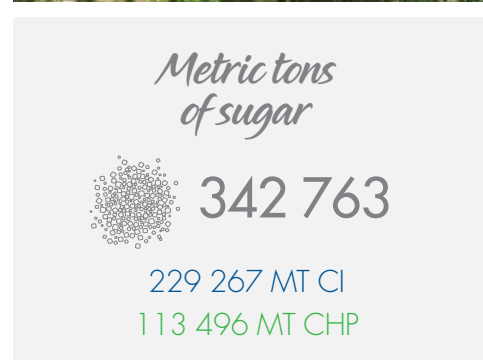
11 119 CI
2 648 CHP



*Sugarcane
producers*

3247

1333 Independents
15 Cooperatives that
have 1914 associates



*Metric tons
of sugar*

342 763

229 267 MT CI
113 496 MT CHP



*Metric tons
of molasses*

139 691

94 522 MT CI
45 169 MT CHP



*Investment in
CSR programs*

\$886 048 50

CI \$622 044 26
CHP \$264 004 24



*Beneficiaries in
sugarcane communities*

29 200
salvadorans

CI 15 450
CHP 13 750



*Electric energy
generated*

367 003 698 kWh

148 664 834 kWh CI
218 338 864 kWh CHP



*Tons of
cane cultivated*

3 185 011

1 877 118 CI
1 307 893 CHP



*Annual
business
volume*

\$523 876 204

CI \$313 735 193 36
CHP \$210 141 011 51



*Greenhouse gas
reduction*

249 489 TONS

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS THROUGH CASSA'S 5 Commitments

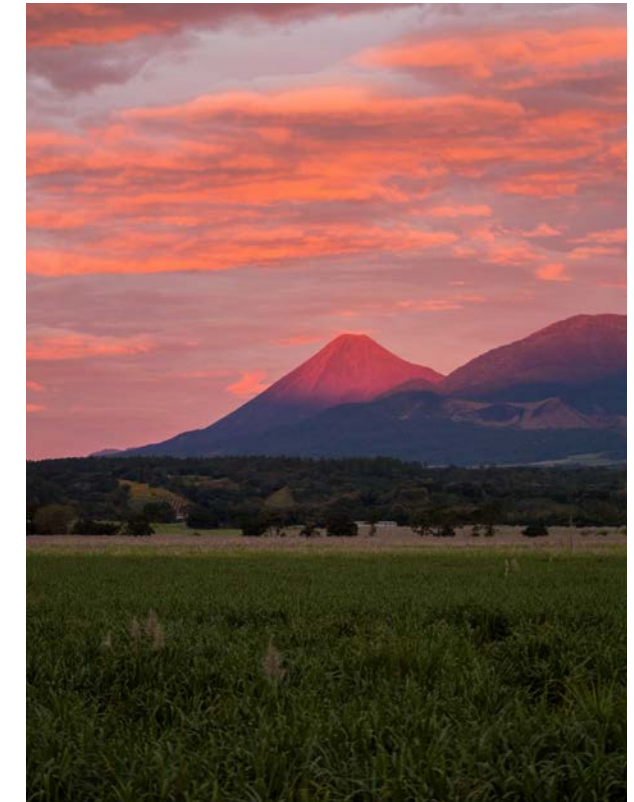
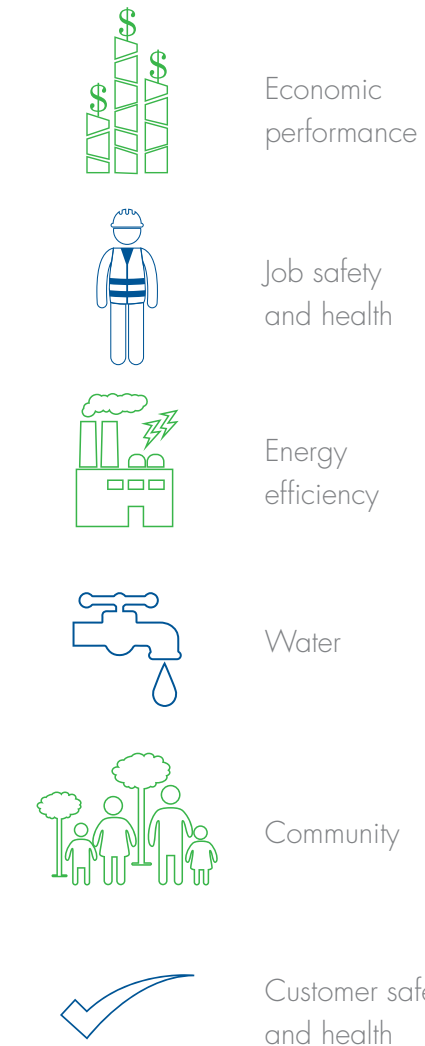
In this period, we communicate our sustainability strategy under compliance with five commitments: *Agriculture*, *Industry*, *Our people*, *Communities*, and *Sustainable Products and Services*. These commitments have indicators that contribute to the 2030 Sustainable Development Goals (SDGs) agenda from the United Nations and seek to ensure our strategy works responsibly in the long term.



Materiality

CASSA Group has used the material aspects identified in the materiality analysis carried out in 2015 with the assistance and advice of the Business Foundation for Social Action (FUNDEMAS) as the guide and principal scope of this report. These material aspects are reviewed annually by the Sustainability Committee to evaluate progress made and actions carried out, and approve the continued validity of the same.

The analysis was carried out through a consultation process with stakeholders during which 18 relevant topics were validated and prioritized in the following six topics that guide this report:



* According to the Global Reporting Initiative (GRI), material aspects are those important aspects which reflect the significant social, environmental and economic impacts of the organization; or those aspects which could substantially influence the decision of stakeholders to maintain their relationship with the company.

Associations AND ORGANIZATIONS IN WHICH CASSA PARTICIPATES

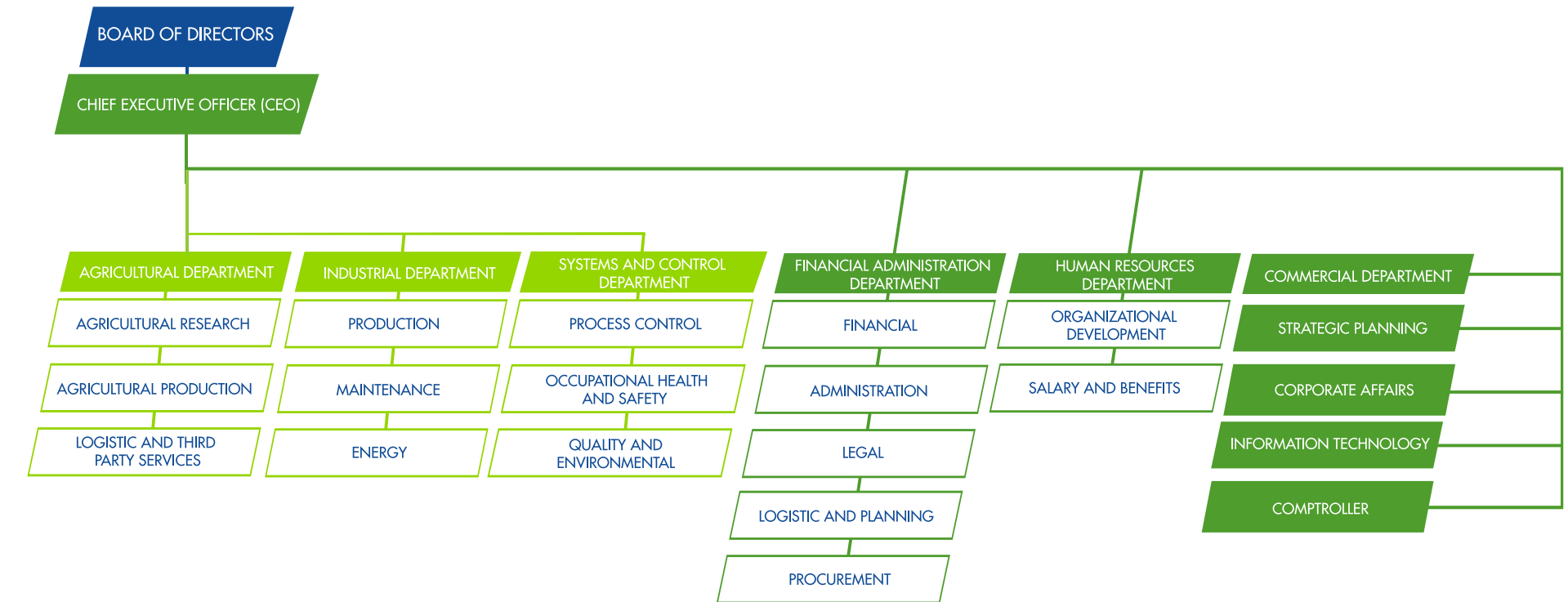


- Sugar Association of El Salvador
- Salvadoran Sugar Agro-Industry Council (CONSAA)
- Sugar Foundation (FUNDAZÚCAR)
- Salvadoran Industrial Association (ASI)
- National Association of Private Enterprise (ANEP)
- Salvadoran Chamber of Commerce and Industry

- Business Foundation for Social Action (FUNDEMÁS)
- Salvadoran Foundation for Economic and Social Development (FUSADES)
- El Salvador Business Council for Sustainable Development (CEDES)
- Private Institute for Climate Change Research (ICC)
- Sugar Producers of the Central American Isthmus (AICA)
- Foundation for Social and Economic Development of San Miguel (FUNDESSAM)*

*Only Chaparrastique Mill participates

Corporate GOVERNANCE



CASSA's organizational structure is comprised of a Board of Directors, Chief Executive Officer, Directors' Committee, Comptroller and Managers which answer to the directors. CASSA's Board of Directors seeks to protect the interests of the company, the shareholders, and the other stakeholders with whom the company has a

relationship. Likewise, the Board of Directors controls and supervises the efficient use of resources and the transparent management of information. In addition, it establishes the guidelines and strategies that govern the company, in order to ensure a sustainable business.

Furthermore, the directors and managers have implemented, in each of their areas, principles related to corporate social responsibility and sustainable development, through a best practice plan which orients the goals and the projects carried out by the company's team of professionals.

BOARD OF *Directors*

Chairman: Marco Regalado Nottebohm

Vice Chairman: Arturo Regalado O'Sullivan

Secretary Director: Tomás Regalado Papini

Proprietary Directors: Ricardo Lima Mena
Federico Rank Romero

Associate Directors: Ricardo Chávez Caparroso
Ernesto Barrientos Zepeda
Joaquín Palomo Déneke
Salvador Rivera
José Luis Francés

Advisor: Juan José Goodall

EXECUTIVE *Officers*

Chief Executive Officer (CEO)
Industrial Director
Agricultural Director
Management and Control Systems Director
Administrative and Finance Director
Commercial Director
Human Resources Director
Comptroller

Strategic Planning Manager
Central Izalco Production Manager
Chaparrastique Mill Production Manager
Central Izalco Maintenance Manager
Chaparrastique Mill Maintenance Manager
Administrative Manager
Agricultural Production Manager
Corporate Affairs Manager
Legal Manager
Information Technology Manager
Energy Manager
Process Control Manager
General Accountant

Juan Eduardo Interiano López
Jaime Valladares Paiz
Wilfredo Márquez Salazar
Jorge Mejía Zetino
Gregorio Zelaya Arango
Emely Villacorta de Salazar
Guadalupe Lucha de González
Enrique Suárez Mantilla

Julio Noltenius Catani
Alvaro Moisés Arguello
Luis Ernesto Villalobos Girón
Diego Ricardo Sales
Douglas Vladimir Mezquita
Alejandro Duque Girón
Juan Antonio Palomo Pacas
Fermina Cárdenas Figueroa
Rafael Gómez Salazar
René Alfaro Marchelli
Dany Reyes Núñez
Adán Anaya Zepeda
César Retana

CODE OF *Ethics*

The objective of CASSA Group's Code of Ethics is to strengthen corporate governance through a guide that formalizes the lines of ethical and transparent behavior between the company and its interest groups.

The code is based on the six values that guide the company. Through these values and principles, we seek to maintain mutual respect between colleagues, clients, suppliers and communities where we have a presence. Additionally, the code expresses our commitment to environmental protection, occupational health and safety, responsible marketing practices, and the preservation of a relationship with the government based on respect, dialogue, transparency and professionalism.

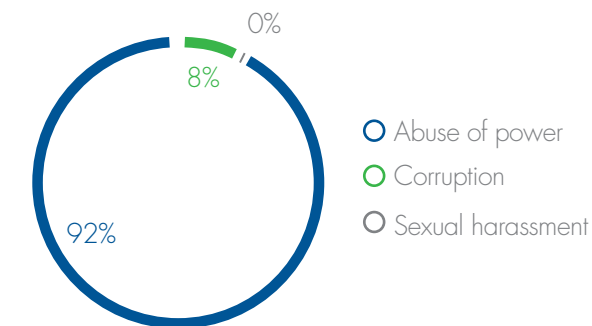
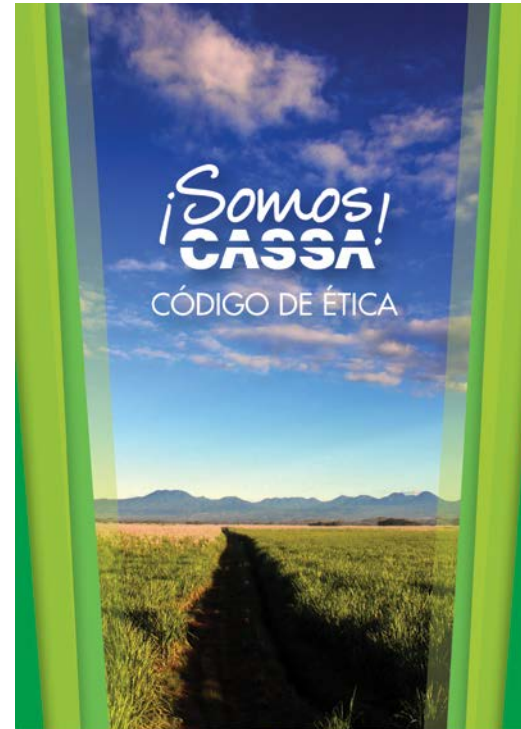
The ways to report an incident are the following:



Email:
linea.etica@grupocassa.com



"Siembra tu Idea" (Plant your Idea)
Mailboxes, located in strategic points of CASSA Groups sugar mills.



CODE OF ETHICS SHARED
WITH AND GIVEN TO
100%
OF CASSA'S PERMANENT
EMPLOYEES



13
REPORTS RECEIVED IN 2018



10
10 REPORTS RESOLVED IN 2018



3
REPORTS IN THE
RESOLUTION PROCESS

Awards CENTRAL IZALCO

Finalists in the Bonsucro Inspire Prize 2018



In the sixth Edith of the BONSUCRO INSPIRE PRIZE 2018, CASSA Group was one of three finalists thanks to the successes achieved through the work with sugarcane cultivators and local communities in the "Community Allies" program.

The Bonsucro Inspire Prize is given to an organization, association or person in recognition of their exemplary and transformative contributions to the sustainable sugarcane sector, celebrating the collaboration between different actors, and sharing stories that inspire and teach others.

<http://www.bonsucro.com/bonsucro-inspire-awards-2018/>

COMMUNICATION MECHANISMS WITH *Stakeholders*

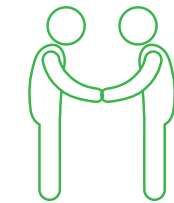


The company has many spaces and channels to communicate with its stakeholders, where they can access information about the company. These channels allow CASSA to identify the expectations, suggestions and/or relevant matters for the different groups, as well as formulate answers or improvement plans based on the issues shared.



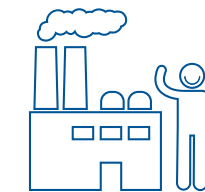
Shareholders

- Shareholders' General Assembly
- Board of Directors meetings
- Sustainability and Management reports
- Financial statements



Clients

- Visits to the sugar production plants
- Client satisfaction surveys
- Web page / social media
- Email



Employees

- Plant your idea Program (suggestion box)
- Meetings
- Bulletins and news boards
- Performance evaluation system



Sugarcane Producers

- Meetings
- Field days
- Web page / Social media



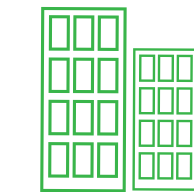
Suppliers of Goods and Services

- Meetings
- Web page / Social media
- Visits to the sugar production plants



Sector Partners

- Meetings



Government

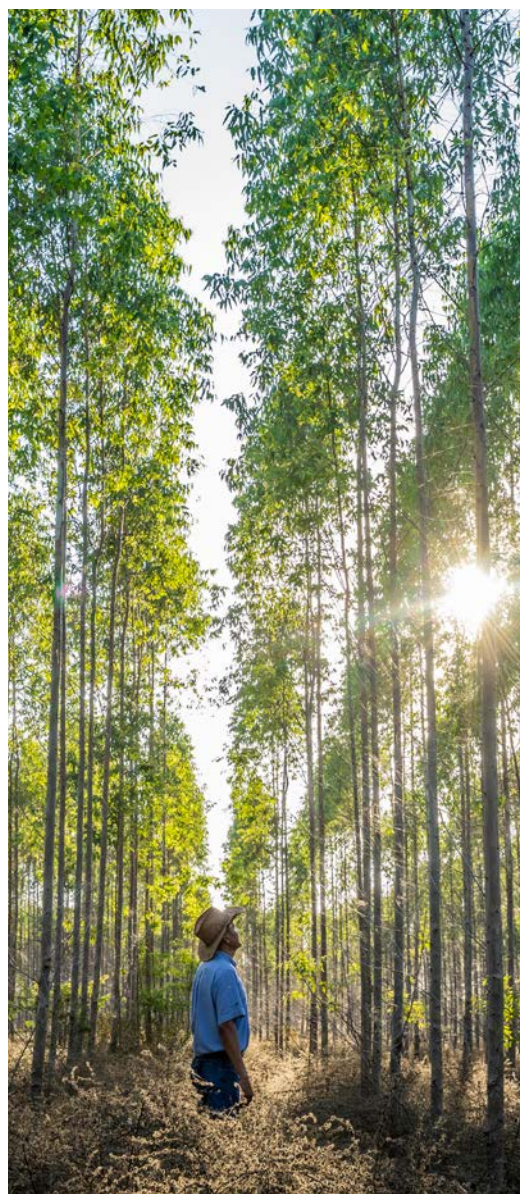
- Meetings
- Operations reports
- Environmental management reports



Communities

- Plant your idea program (Community complaint mechanism)
- Dialogue with the communities
- Visits to the sugar production plants

You can find this report in the Sustainability Reports section of our web site www.grupocassa.com
You can send your comments and suggestions about this report or any other matter.



ENGINE FOR
Development

ENGINE IN *numbers*



Years

54 CENTRAL IZALCO

37 CHAPARRASTIQUE
MILL



Direct jobs

13 767
CASSA GROUP



*Greenhouse
gas reduction*

CO₂ ↓

249 489 TON

*Annual
business
volume*

\$523 876 204 86
CASSA GROUP



Certifications

HACCP FSSC 22000 ISO 9001:2015

ISO 17025 FAIRTRADE INTERNATIONAL BONSUCRO CERTIFIED SUSTAINABLE SUGARCANE HALAL

KOSHER CERTIFIED SUPPLIER OF COCA COLA AND PEPISCO



*Reduction in the industrial
water consumption in the
last 3 years*

71%

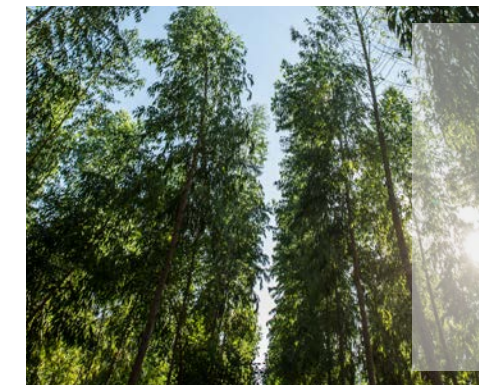


1172
SUPPLIERS OF RAW
MATERIAL, GOODS
AND SERVICES:
INDUSTRIAL, AGRICULTURAL,
AND FINANCIAL SERVICES



73 392
HOURS OF TRAINING

28 AVERAGE
HOURS PER EMPLOYEE



*Trees grown
in 2018*

84 915

CASSA, through its Central Izalco and Ingenio Chaparrastique, represents an engine that contributes to activate the national economy, given that

the 2017-2018 harvest
GENERATED 13 767
JOBS (DIRECTLY)

thus strengthening a diversity of productive sectors and bringing wellbeing to more than 100 000 Salvadorans.

The 2017-2018 harvest
REPRESENTED AN
economic activity
OF US\$523 876 204 86

based on the sales of sugar, molasses, commercial services to third parties, purchase of raw materials (sugarcane), industrial and agricultural supplies, commercial and financial costs, as well as taxes paid to the central and local governments, among other activities.

Quality and food SAFETY SYSTEMS

CASSA'S QUALITY AND FOOD SAFETY POLICY

At CASSA, we are committed to satisfying our clients' needs by delivering products that comply with their quality and safety requirements, thus guaranteeing reliable relationships in a framework of transparency and respect for current legal regulations.

To that effect, we count on competent personnel, who identify with the organizational objectives; which emphasize best practices based on effectiveness, efficiency, timely communication with stakeholders and continuous improvement of processes, while promoting respect for the environment, safety and sustainability.



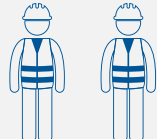
QUALITY AND FOOD SAFETY GOALS

- 1) Maintain and increase the productivity in the operations through effective processes.
- 2) Pursue new domestic and international markets.
- 3) Continuously improve our processes.
- 4) Maintain and improve the quality management system to ensure client satisfaction.
- 5) Comply with current legal regulations applicable to the sugar agro-industry.
- 6) Satisfy internal and external clients.
- 7) Guarantee the safety of sugar destined for direct human consumption, through the effectiveness of the Food Safety System.
- 8) Comply with the market demands, satisfying the requirements of all clients.

CERTIFICATIONS	SCOPE	ISSUING INSTITUTION
 FSSC 22000 Version 4.1 HACCP ISO 22000:2013 ISO/TS 22001-1:2009 Food safety and quality system	Manufacture, storage and dispatch of Direct Consumption (DC) raw, standard white, 150s and refined packaged sugar.	Lloyd's Register LRQA
 ISO 9001:2015 Quality management system	Manufacture, storage and dispatch of bulk raw, Direct Consumption (DC) raw, standard white, 150s and refined packaged sugar, as well as the cogeneration and sale of energy.	Lloyd's Register LRQA
NTS ISO/IEC 17025:2005	Central Izalco Control Laboratory Processes Accredited areas: physical and chemical analyses of sugar and its derivatives.	Salvadoran Accreditation Organization, OSA
 BONSUCRO Sustainable Sugarcane Sustainability good practices standard	Bulk raw, Direct Consumption (DC) raw, standard white, 150s and refined sugars, and molasses.	SGS ICS Certifier Ltd
 FAIRTRADE INTERNATIONAL Fairtrade	Bulk raw, Direct Consumption (DC) raw, standard white, 150s and refined sugars, and molasses.	FLO-CERT
KOSHER Jewish market standard	Bulk raw, Direct Consumption (DC) raw, standard white, 150s and refined sugars.	Rabbi Hersh Spalter, Beit Menachem Chabad Lubavitch Congregation
 HALAL Muslim market standard	Bulk raw, Direct Consumption (DC) raw, and refined sugars.	Islamic Church of El Salvador

Occupational Health AND SAFETY PROGRAM (OHS)

INDUSTRY



12%

OF CASSA GROUP EMPLOYEES WORK
IN AREAS RELATED TO OCCUPATIONAL
HEALTH AND SAFETY.

OHS COMMITTEE, EMERGENCY RESPONSE
TEAMS, AGRICULTURAL HEALTH WORKERS AND
OHS DEPARTMENT

CASSA is committed to -and has prioritized- providing a safe and secure work environment, by controlling risks to reduce work incidents and occupational illnesses that could affect associates, contractors, suppliers and the general public.

That is why the Occupational Health and Safety unit focused their work plan on training and studies that allowed for the development of general guidelines in occupational health and safety good practices, in the industrial as well as agricultural areas.



TRAINING, PREVENTION AND CONTROL ACTIONS

OCCUPATIONAL HEALTH AND SAFETY TRAINING PROGRAMS		
CASSA	NUMBER OF EMPLOYEES	MAN-HOURS
 Central Izalco	6735	31 555
 Chaparrastique Mill	2110	6098
Total	8845	37 653

VOLUNTEER BRIGADE AND EMERGENCY DRILLS

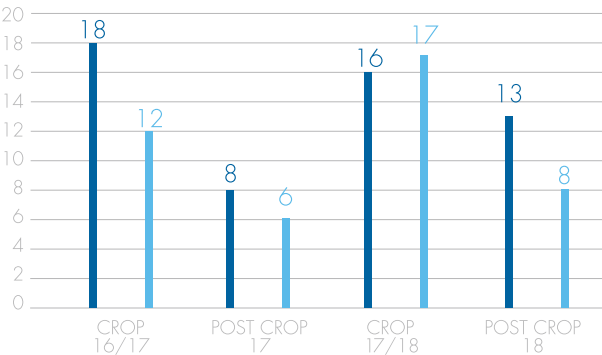
CASSA Group has organized a group of volunteers with skills acquired during trainings and practice sessions, who support the emergency plan through prevention and control of risky situations that could generate unfavorable events in the company's installations. Their principle role is to safeguard the wellbeing of all employees. In addition, and with the objective to respond effectively to any type of emergency event, **10 emergency drill exercises** were carried out in 2018, including announced and unannounced drills, of which the principal emergency covered was seismic activity.



INDUSTRIAL ACCIDENT RATE INDICATORS

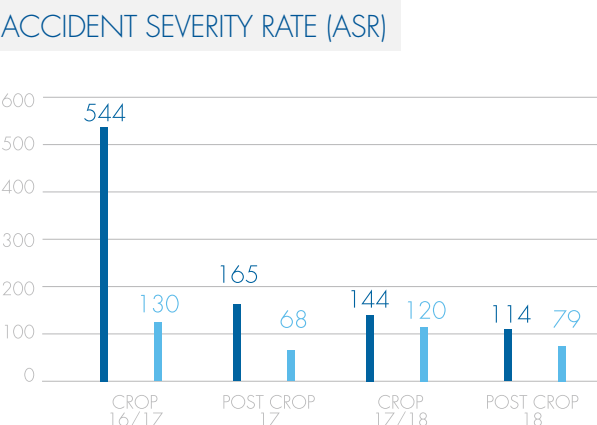
Keeping record of work accidents allows for the establishment of indicators that measure the performance of the OHS Management System, according to the ANSI Z.16.1 standard. CASSA has normalized the calculation of these rates as a uniform procedure for the industrial department. The graphs show the results of these indicators in the last three periods.

ACCIDENT INCIDENCE RATE (AIR)



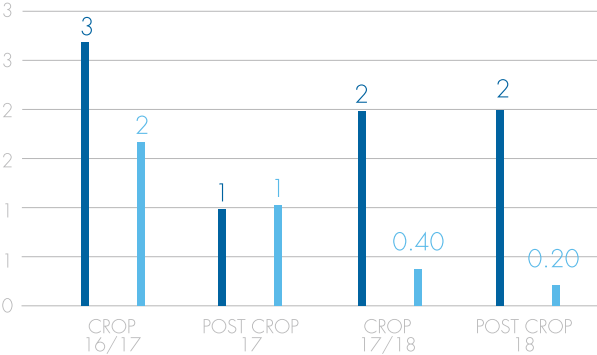
The number of accidents x 1,000,000 / number of hours worked in the period.
Established AIR: no greater than 15.

ACCIDENT SEVERITY RATE (ASR)



The number of days not worked x 1,000,000 / number of hours worked in the period.
Established ASR: less than 100.

INJURY RATE (IR)



The number of accidents x 100 workers / number of workers in the period. Established IR: less than 3.

Suppliers



1172

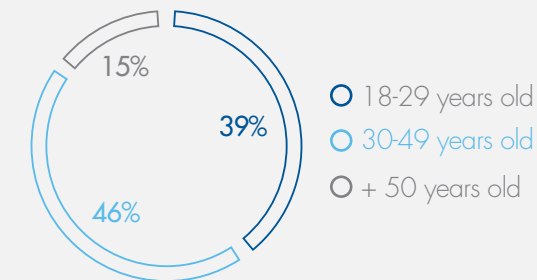
SUPPLIERS: INDUSTRIAL,
AGRICULTURAL AND
FINANCIAL SERVICES



Suppliers are an important stakeholder for our operations because they strengthen the vision of the business in an integrated and sustained manner. They are an essential part within our value chain because they determine the quality of the products that we produce in order to

satisfy the requirements of domestic and international clients. The goal of the company regarding suppliers is to help them become sustainable in time, and build transparent, fair, competitive and long-term work relationships with them, so that everyone wins.

Employees: KEY ENGINE FOR GROWTH



JOBS CREATED

	GENDER	PERMANENT		TEMPORARY	
		INDUSTRIAL	ADMINISTRATION	ADMINISTRATION OPERATIONS	AGRICULTURAL
Central Izalco (CI)	Feminine	45	61	48	1113
	Masculine	562	252	943	8095
Total CI		607	313	991	9208
Chaparrastique Mill (CHP)	Feminine	7	29	26	94
	Masculine	287	102	409	1694
Total CH		294	131	435	1788
Total CASSA GROUP		901	444	1426	10 996



Human resources

DEVELOPMENT



22%

OF PERMANENT CASSA GROUP EMPLOYEES
ARE EVALUATED VIA THE PERFORMANCE
MANAGEMENT SYSTEM

CASSA Group’s main challenge is to promote initiatives aimed at supporting the comprehensive development of its human resources, as well as working conditions. By providing an intensive training plan, employees can strengthen their skills and are guided toward the construction of a competitive company.

Likewise, CASSA seeks to form not only professionals, but citizens committed to the healthy development of their environment, like their workplace, family and community.



TRAININGS

	CENTRAL IZALCO	CHAPARRASTIQUE MILL	TOTAL
Trainings held, including open and closed courses	680	211	891
Employees benefited	1900	765	2665
Hours of training	54 100	19 292	73 392
Hours of training per employee, on average	28	25	28

MAIN INSTITUTIONAL TRAININGS CARRIED OUT IN 2017-2018

- **CASSA Leaders Program I and II:** develop and strengthen the leadership and talent management skills of team leaders; and at the same time, develop skills to increase team productivity through improved work relationships and better working environment.
- **Industrial Pre-Harvest Schools:** reinforce the company’s management systems, technical elements of each job position and CASSA identity (Code of Ethics, values, among others), directed towards the specialized teams of employees in the sugar-cane processing and sugar production areas.
- **Agricultural Operators’ Schools:** a pioneer project of comprehensive training for agricultural employees that consists of specialized classes on the different agricultural activities that are carried out as part of the production of sugar-cane. In these classes the employees receive technical and operational knowledge according to each position, as well as institutional information and corporate identity.



Human resources

DEVELOPMENT

MAIN INSTITUTIONAL TRAININGS CARRIED OUT IN 2017-2018

• **Institutional program:** reinforce and update the concepts and requirements of the Management and Human Capital systems, such as:

- Human Capital Management
- CASSA Values – Code of Ethics
- CASSA Total Compensation: learn about the economic and non-economic components within the company's compensation package, as well as the process and criteria that are taken into account for salary review and the assigning of benefits.

• **Food Safety and Quality Management System (ISO 9001:2015 and FSSC 22000)**

- Interpretation, requirements and scope of the Food Safety System Certification – FSSC 22000, and the ISO 9001:2015 Standard for the Sugar Industry.

• **Environmental Management System:**

- Integrated water resources management, and solid waste management.

• **Occupational Health and Safety:**

- Leadership in Occupational Health and Safety – Occupational Risk Management.
- Safety inspections and the investigation of accidents.
- Complementary programs focused on health (alcoholism, drug addiction, mental health).
- Safe forklift operation.
- Emergency volunteer brigade.



CASSA

Listens to you

VALUE PROPOSITION STUDY

With the objective to review the value offered to CASSA Group employees, a study was carried out during September – December 2018. The specific objectives of the study were to:

a) Identify perceptions about the value proposition that the Company currently offers its employees, including aspects related to the mission and impact of the organization, the opportunities for development, the benefits and incentives, and the lifestyle that the company allows.

b) Determine the strengths and weaknesses that the employees perceive, to analyze them and incorporate these aspects into CASSA's new value proposition.

IN TOTAL **210** 
PERMANENT EMPLOYEES
OF THE GROUP PARTICIPATED,
WITH WHOM THE FOLLOWING
METHODOLOGIES WERE USED:

INTERVIEWS WITH EXECUTIVES 15
EMPLOYEE SURVEYS 120
EMPLOYEE FOCUS GROUPS 75

INTERNAL COMMUNICATION DIAGNOSTIC

During the months of November and December 2018, a qualitative diagnostic of internal communication was carried out to understand first-hand the perception of employees, relating to the following objectives:

A) Describe and understand how and why CASSA Group employees perceive and act a certain way with respect to the company.

B) Obtain elements that permit value generation for the brand from the inside out.

C) Describe the internal communication processes to diagnose strengths and weaknesses.

IN TOTAL **150** 
PERMANENT EMPLOYEES
OF THE GROUP WERE INTERVIEWED

The results will be presented in 2019, based on which action plans will be created to respond to the needs, suggestions and expectations of the employees.

PLANT YOUR IDEA



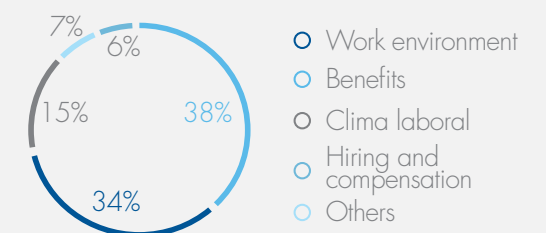
The Plant your Idea program has the principal objective to create a space for the employees so that they may express themselves and suggest changes or improvements to the business and work environment.

 **165**
SUGGESTIONS RECEIVED IN 2018

 **75%**
SUGGESTIONS WERE HANDLED IN 2018

 **25%**
OF THE SUGGESTIONS ARE STILL BEING RESOLVED

CLASSIFICATION OF SUGGESTIONS



Benefits

ECONOMIC BENEFITS ABOVE
AND IN ADDITION TO THE LAW



ENTRY-LEVEL MINIMUM WAGE: 25 % above the legal minimum wage



ANNUAL COMPENSATION: bonus/reward



CAFETERIA SERVICE: breakfast, lunch and dinner (during harvest period).



SCHOLARSHIPS: 313 educational scholarships were given to the children



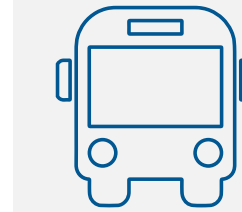
VACATION: 15 days required by law, plus an additional 4 days



RECOGNITION for years of service



LIFE INSURANCE: for all personnel



TRANSPORTATION: 950 coworkers benefitted

- Sonsonate and surrounding areas.
- San Miguel and surrounding areas.
- San Salvador to Sonsonate and surrounding areas (Monday to Saturday).



COOPERATIVES: CASSA provides annual support of US\$12 000, in addition to covering water, electricity, telephone and other services.



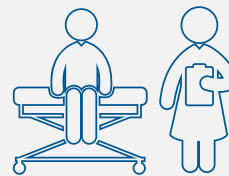
UNIFORMS/SHOES: three shirts, three pairs of pants and, when applicable, industrial safety shoes.



RATION PACKAGES: 4 500 packages delivered to the agricultural harvest workers.



HOUSING: if the work performed by the employee requires that he/she resides on the premises.



DISABILITY PAYMENT: provides coverage for the first three days not included by the Salvadoran Social Security



RECREATIONAL EVENTS: 2300 supermarket gift cards (\$25) were provided and 260 prizes were given away in



SPORT: more than 350 employees signed up for tournaments in sports such as basketball, soccer and volleyball.



Housing for skilled sugarcane harvesters during the harvest period campsites equipped to house workers; with food service and recreational areas.

Institute (ISSS), and covers the disabled employee's full wage (beyond the legal requirement, for up to nine months). Temporary staff is provided with coverage through the end of their contract.

various raffles. 5700 Christmas gifts were given to children of the agricultural employees, as well as 4500 school kits.



HEALTH: the Business Clinics in the mills provided 7000 consultations to employees and developed health monitoring programs according to the risks associated with each area. The Visual Health Program gave 195 eyeglass subsidies, and the Heat Related

Sickness Prevention Program, directed towards sugarcane harvesters, continued developing, to educate and monitor the workers in terms of hydration, rest and the use of personal protection equipment.

Human

RIGHTS

POLICY OF ZERO TOLERANCE FOR CHILD LABOR



IN CASSA GROUP, WE ARE FIRM DEFENDERS OF THE RIGHTS OF CHILDREN, AND DURING THE LAST FEW YEARS, THE ERADICATION OF CHILD LABOR IN THE SUGARCANE HARVEST HAS BECOME A PRIORITY IN OUR WORK.



With the firm purpose to achieve this objective, we implemented a policy of **Zero Tolerance for Child Labor** along our production chain and we carried out many awareness and informative activities regarding the legislation and the policy with all the different actors who have a role to play in the sugarcane harvest.

This effort is carried out in coordination with FUNDAZUCAR (the social arm of the sugarcane sector), the Sugar Industry Association of El Salvador, and the Work and Social Welfare Ministry, with the objective to strengthen and integrate best practices in the field to ensure compliance with the zero tolerance policy for child labor.

Environmental

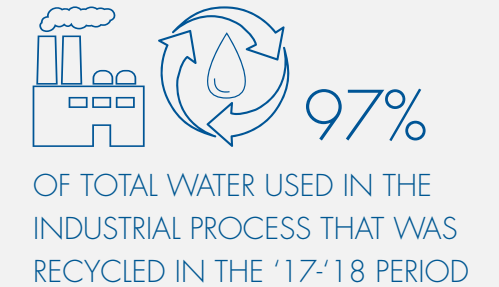
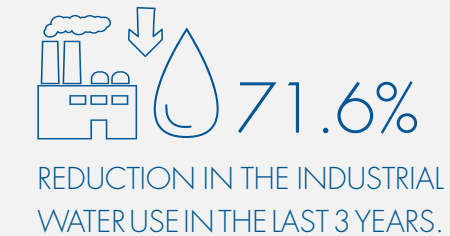
MANAGEMENT

The best practices and efforts to carry out projects that are environmentally efficient has allowed CASSA Group to maintain solvency, by way of receiving our Functioning and Operations Environmental Permit, as well as our Operations Health Permit, given by the Ministry of Environment and Natural Resources (MARN), and the Ministry of Public Health and Social Assistance (MINSAL), respectively, to both Ingenio Chaparrastique and Central Izalco.

In addition, as part of responsible environmental management, CASSA carries out permanent monitoring programs to measure the environmental performance of the processes; aligned with applicable laws, international standards and the requirements of clients.

The industrial production activities of Central Izalco and the Chaparrastique Mill are located in areas where productive agricultural systems prevail and are outside Natural Protected Areas or any site that has any other type of environmental protection rules.

WATER



To conserve and protect the natural water sources is one of the material topics identified within the materiality analysis that makes up the sustainability strategy. That is why we recycle and reuse water, reduce the use of freshwater, and eliminate the dumping of wastewater into surface water bodies.

Central Izalco has implemented the use of a closed circuit of water and the reuse of water for agricultural irrigation. No wastewater is discharged into surface water bodies.

In this same way, Chaparrastique Mill does not discharge wastewater into surface water bodies because this mill has a system of specialized

lagoons (natural wastewater treatment systems), where water quality monitoring takes place. This resource provides favorable conditions for the reproduction and nesting of bird species that recognize these lagoons as artificial wetlands, which contribute to their natural habitat.

It's estimated that freshwater is consumed, on average, at a rate of 0.50 cubic meters per metric ton of sugarcane processed.

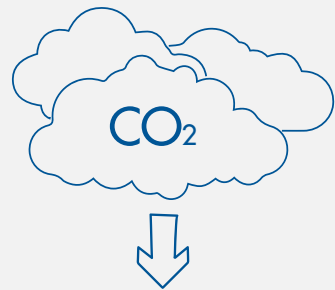
At the same time, it's estimated that 97% of all water used in the industrial processing of sugarcane was recycled during the 2017-2018 period.

Environmental

MANAGEMENT

ATMOSPHERIC EMISSIONS

249 489 TON CO₂e
WERE REDUCED DURING THE
2017-2018 PERIOD



THE INTENSITY OF GREENHOUSE
GAS EMISSIONS IN 2018 WAS
0.29 TON CO₂e FOR EACH TON
OF SUGAR PRODUCED

(< 0.4 TON CO₂e/TON SUGAR –
BONSUCRO STANDARD INDICATOR)

The production of energy in the thermoelectric plants using combustible biomass has contributed to the reduction of 249,489 tons of CO₂e during the 2017-2018 period, which represents 3.2% more over the previous period.

The thermoelectric plants have an automated control system which contributes to improving the bagasse combustion efficiency, and optimizes the operations inherent in energy generation and distribution.

Before the combustion gases leave the bagasse boiler chimneys in Central Izalco, the gases generated are controlled by having them pass through wet scrubbers, and in Chaparrastique Mill, by way of an electrostatic precipitator.

To guarantee the proper functioning of the bagasse boiler emissions control systems, as well as guarantee compliance with the requisite environmental legislation, and so as not to effect the neighboring communities, period particulate concentration and combustion gas monitoring is carried out, through which compliance of the standards is achieved. (Proposal for the standard: Obligatory Salvadoran Standard NSO 13.11.02:11 Atmospheric Emission from Fixed Isolated Sources).



AIR QUALITY

Continuous monitoring and measurements are taken at different points in the surrounding areas to quantify the concentration of total suspended particles (TSP), total particles with an average diameter less than 10 µm (PM10), and total particles with an average diameter less than 2.5 µm (PM2.5). The purpose is to measure the scope and potential impact that that combustion of bagasse could cause in the neighboring communities. The results are evidence of the compliance with the relevant environmental standards. (Proposal for the standard: Obligatory Salvadoran Standard NSO 13.11.01:01 Environmental Air Quality. Atmospheric Immissions).



AMBIENT NOISE

CASSA carries out measurements of ambient noise in different points located on the perimeter of the industrial areas of Central Izalco and Chaparrastique Mill. The measurements are taken during the day and at night so as to take immediate action if there are any signs of negative impact on the neighboring communities.

The results obtained are compared with the international standards set by the World Health Organization (WHO) that apply to industrial and commercial areas, and internal and external transit.

WASTE REDUCTION, REUTILIZATION AND RECYCLING

 **83%**
WASTE
RECYCLING

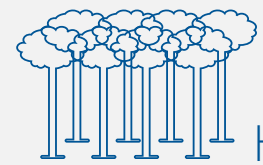
TYPES OF DISPOSAL	WASTE GENERATED METRIC TONS	PERCENTAGE
Recycling	731 543.35	83.16%
Reuse	35.60	0.004%
Coprocessing	23.35	0.0%
Compost	147.642 00	16.8%
Landfill	428.00	0.05%
Total	879 672.30	100%

CASSA carries out different actions focused on the reduction, reuse and recycling of residues, and hazardous and non-hazardous waste, as part of a program to optimize processes. These actions are centered on guaranteeing compliance with applicable environmental laws and in providing an appropriate disposal and final treatment of the waste generate. By hiring waste management companies authorized by the Environmental and Natural Resources Ministry (MARN), the waste management processes take into consideration all regulatory elements established by national law, as well as all international treaties and conventions signed by El Salvador.

Environmental

MANAGEMENT

BIODIVERSITY

 **371**
HECTARES
CONSERVATION FORESTS

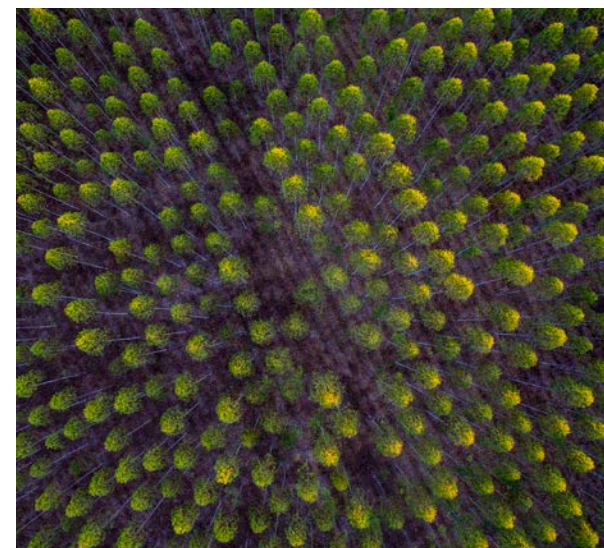
 **1 090**
HECTARES
FORESTRY PLANTATIONS
(43% MORE THAN THE PREVIOUS PERIOD)

 TREES GROWN
IN 2018
84 915
(5% MORE THAN THE PREVIOUS PERIOD)

FOREST NURSERY

CASSA has a forest nursery that has produced, to date, more than 1 704 915 wood producing trees, which have been donated to government institutions, schools, NGOs, sugarcane producers, and the general population. Also, in 2018, company volunteers (employees and their families) planted 5 500 native trees on the banks of the Grande River in San Miguel and the Ceniza River in Sonsonate. These activities were carried out as part of the annual reforestation campaign called "Take a breath...Plant a tree". This environmental effort contributes to the improvement of watersheds, and to revitalize the lungs of the national territory, by planting trees in schools, green areas and micro-watersheds.

Green zones in the areas surrounding the mills are maintained: 20 hectares in Central Izalco and 17 hectares in Chaparrastique Mill. These reserves are products of permanent reforestation programs, which are evidenced by the abundance of native tree species in the area. The objective of these programs is to conserve and protect the natural biodiversity of the area and contribute to the water recharge in the area.



ENERGY FORESTS

The energy forests are plantations of trees that are used to generate clean energy and whose period of growth takes between 4 to 7 years. Currently, more than 760 hectares in different areas of the country are planted with energy forests.

According to the United Nations Food and Agriculture Organization (FAO), these forest plantations generate environmental, social and economic benefits. They can be used to combat desertification, absorb or counteract carbon emissions, protect soil and water resources, rehabilitate soil that has been worn out by other uses, provide rural employment, and, if planned correctly, can diversify the rural landscape and help maintain biodiversity.



PROTECTED AREAS

CASSA Group, in alliance with the Environmental and Natural Resources Ministry (MARN), protects and conserves 371.81 hectares in the Natural Protected Area of Chilanguera (Chirilagua, San Miguel). This area is important for the capture and recharge of water in the Grande River watershed of San Miguel.

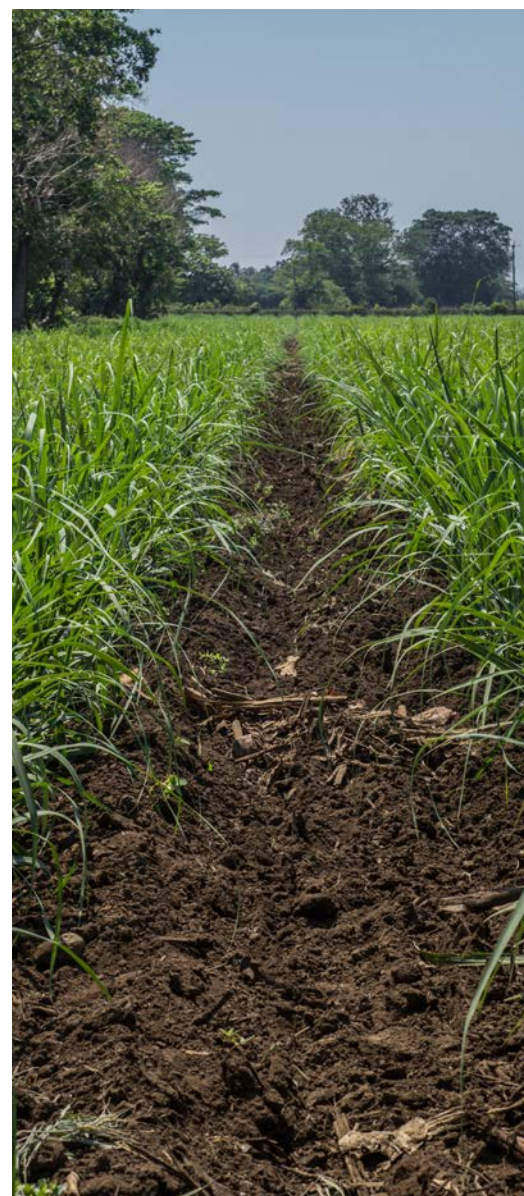
The activities that are carried out are approved and supervised by the MARN. Among these activities, we can mention:

- Plant reproduction and reforestation activities to restore the area. In 2018, 23 000 trees were planted, totaling 76 000 trees to date. This has incremented by 43.4%, in relation to the previous period, the native species in the areas replanted.
- Place and maintain information and educational signs that support biodiversity and combat the cutting down of trees and hunting of animals in the area.



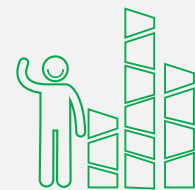
- Maintain a firebreak to prevent and control forest fires.
- Maintain perimeter fencing to delimit the Natural Protected Area.
- Train and form six CASSA park rangers, who carry out activities that guarantee the conservation of the natural resources in the area, by monitoring and caring for the Natural Protected Area.
- Carry out awareness raising and training activities with neighboring communities about the importance of caring for and preserving the natural resources (flora and fauna) within the limits of the Natural Protected Area. This activity is carried out in coordination with technicians from MARN, local schools and the Chilanguera Cooperative Board of Directors.

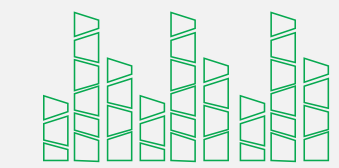




Agricultural
PARTNERS

DISTRIBUTION OF PRODUCERS IN *The sugarcane field*

 **2902**
ASSOCIATES OR SUGARCANE
PLANTATION OWNERS

 **35 190.32**
HECTARES OF SUGARCANE
HARVESTED IN '17-'18 SEASON

 **54.5%**
OF THE INCOME FROM THE SALE OF
SUGAR AND MOLASSES IS DISTRIBUTED
TO THE SUGARCANE PRODUCERS



○ Independents ○ Under administration services
○ Cooperatives

HARVEST		HECTARES
	Central Izalco	20 894.20
	Chaparrastique Mill	14 296.12
CASSA		35 190.32

The reformed sector cooperatives and the independent sugarcane producers are CASSA's main partners, with whom we work hand in hand to ensure their comprehensive development, as well as high standards of competitiveness and productivity in their sugarcane crops, through good operational practices.

In addition, CASSA has a

 *property administration model*

which offers land owners the opportunity to participate in the production of sugarcane through our subsidiary COAGRI (Agroindustrial El Paraisal S.A. de C.V.) in different administrative alternatives:

- Fixed model
- Variable model

SUSTAINABLE *Agriculture*

CASSA's Agricultural Vision consists in maximizing the potential of the production units, guaranteeing quality raw materials, profitability and sustainability of the system, through four strategic pillars:

This sustainable agriculture model is based on a plan of continuous improvement through the implementation of good practices – agricultural, environmental, labor, and occupational health and safety – along the agricultural value chain.



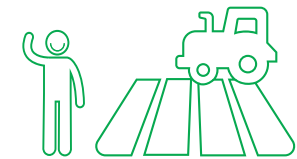
*Sugarcane /
Sugar volume*



*Relationships with
the producers*



Sustainability



*Operational
efficiency*

Good Production PRACTICES

BONSUCRO



CASSA Group, aware of the role that sugarcane industry has in the achievement of the Sustainable Development Goals (SDG) established by the United Nations Development Program (UNDP), has adopted the Agricultural Good Practices established by the Bonsucro production standard.

Bonsucro operates under the principle of “that which is measured, can be improved”. This transparent and solid standard promotes improvements commensurate to the social and environmental impacts that are key to the production of sugarcane, helping mitigate the negative impacts of production in all areas of the supply chain.

With the implementation of this standard, we guarantee that all the agricultural activities implicitly include the care for employees, the environment, and profitability for all involved in the sugarcane production value chain.



2017-2018 SUGARCANE HARVEST PRODUCTION RESULTS

	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL	
Plant yield (kg/mt)	115.00	115.20	The '17-'18 harvest result for both mills was influenced, primarily, by the climatic conditions, the distribution of precipitation in critical cultivation periods, and an increase in temperature.
Field productivity (mt/ha)	87.91	85.95	
Agroindustrial yield (mt sugar / ha)	10.10	9.90	

TECHNICAL ASSISTANCE AND PRODUCER SUPPORT

CASSA supports the sugarcane producers, encouraging them to focus on producing in a sustainable manner, by forming, over time, their technical capacity through field visits:

	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL
 COMPREHENSIVE FIELD VISITS	39 sugarcane producers in 94 sugarcane plantations (5009.43 hectares) in the departments of Ahuachapán, Sonsonate, La Libertad, and La Paz.	40 sugarcane producers in 80 sugarcane plantations (3971.69 hectares) in the departments of San Miguel, Usulután y San Vicente.

The visits have allowed for various activities to be carried out, which yielded the following results:

	 CENTRAL IZALCO	 CHAPARRASTIQUE MILL
 RENOVATIONS AND NEW AREAS	14.30 hectáreas de área nueva y 828.33 hectáreas de renovación.	30.50 hectáreas de área nueva y 882.92 hectáreas de renovación.
 YIELD	472 937.76 mt of sugarcane in the program, with an average yield of 93.97 mt/ha.	320 696.72 mt of sugarcane in the program, with an average yield of 90.06 mt/ha.
 PRODUCTION OF SEMI-COMMERCIAL SUGARCANE SEED	10 705 mt of semi-commercial sugarcane seed.	11 500 mt of semi-commercial sugarcane seed.
 IRRIGATION	3109 hectares irrigated by gravity and by sprinklers.	1683 hectares irrigated by gravity and by sprinklers.

Good Production

PRACTICES

FINANCING

CASSA designed a sustainability strategy for the producers based on **technical and financial assistance to diagnose the investment needs of the client**. To that end, CASSA established the following lines of credit:



In addition, the sugarcane producers from Chaparrastique Mill and Central Izalco have **agricultural insurance that covers non-scheduled burns before the harvest begins**.

AGRICULTURAL SERVICES

The agricultural production, technical assistance and technology transfer departments are in charge of supporting the cane producers, so as to increase productivity and the quality of the sugarcane, through services such as:

- **Irrigation systems**: used to take advantage of the water resources in cane production zones in order to increase crop productivity. These systems also improve the efficiency of agricultural tasks, and consequently, generate better yield and productivity.
- **Nutritional Program**: increases crop productivity by supplying the technical needs of the cane sugar, providing essential nutrients to the plants, by way of fertilization, to achieve optimal yields.
- **Program for the production of semi-commercial cane seed**: this initiative produces quality seed to supply the needs for renewal and new plantings in the cane production area.
- **Perimeter mapping with global positioning system (GPS)**: this tool is used to measure properties,

prepare blueprints, technical descriptions for leasing contracts and, also, to guarantee the uniform application of fertilizer and crop protectors.

- **Crop protectors safe management program**.
- **Microbiological and chemical risk monitoring program**.
- **Cutting, loading and transportation of sugarcane**:
 - **Cutting cane (harvest)**: hiring and administration of groups of employees specialized in cutting cane.
 - **Loading cane (loading cut cane onto trailers)**: hiring and administration of groups of employees specialized in loading sugarcane onto trailers.
 - **Sugarcane transportation**: hiring trucks and drivers, and managing the flow of trucks from the loading of the sugarcane in the field until the raw material is delivered to the mill.
 - **Aerial applications**: this service applies growth regulators and cane maturing agents to improve the sucrose concentration in the juice.

- **Agricultural mechanization**: agricultural activities that are performed with agro-industrial machinery and equipment designed to accelerate and increase productivity and crop efficiency.
- **Agricultural machinery maintenance service**: preventative and corrective maintenance for sugarcane transport trucks and agricultural machinery.
- **Maintenance of agricultural product application equipment**.
- **Maintenance of raw material collection routes**: repair of dirt access roads used for cane collection, and the watering of the same, so as to reduce the impact provoked by trucks and trailers passing through.
- **Planting**: incorporating systems that are highly efficient and improve yields from the sugarcane plantings, as well as leave the crops ready for a mechanized harvest.
- **Property management**: this model allows land-owners to participate in sugarcane production via different management alternatives:
 - **Fixed rate**.
 - **Variable rate (80% of the profit generated by crop goes to the land owner)**.

Good Production PRACTICES

CUTTING SERVICE PROVIDERS

PROVIDERS	TONS OF SUGARCANE	%
Third party sugarcane cutters	377 643.42	13%
Cooperatives	194 316.03	7%
CASSA's manual cutting crews	1 561 064.65	52%
CASSA's mechanized cutting crews	845 425.23	28%
TOTAL	2 978 449.33	100%



AGRICULTURAL INVESTIGATION

• **Integrated nutrition management:** with the objective to provide the crop with the elements necessary for growth without using up existing soil nutrients, as well as to prevent nitrate and phosphate contamination, we develop an annual fertilization plan. This plan is based on the nutrient content according to soil analysis, the requirements of the crop, and the desired yield per lot. Using these criteria, we determine the balance that will guarantee the best use of the available nutrients, and avoid applying more fertilizer than is required.



• **Integrated pest management:** guarantees the suppression of potential pests to thresholds that ensure sustainable production, leaving the use of agrochemicals as the last alternative. To facilitate the real time collection of monitoring data from the field, and also to speed up the analysis and decision-making process, a cellular application was developed and implemented.



• **Introduction of varieties:** as part of the search for commercial varieties that comply with production and quality requirements, as well as environmental requirements, 50 promising varieties from the Guatemalan Center for Sugarcane Research and Training (CENGICAÑA) have been introduced. Of these 50, five are already commercially available in the Guatemalan sugarcane region. These varieties will be evaluated under the conditions of the Salvadoran sugarcane region, specifically as regards the following characteristics: climate change adaptation, easy straw removal, and resistance to mechanized harvest, water stress, pests and illnesses. These varieties were introduced into the country in October 2017 and are currently in the open quarantine phase.



• **Trainings:** with the commitment to generate skills in the agricultural technicians and sugarcane producers, CASSA has developed a five-year training plan in the following important agricultural topics:

- **Good Agricultural Practices (GAP) implementation for producers and managers.**
- **Integrated Weed Management with emphasis in the pre-emergence stage** (field visits to mills in Guatemala).
- **Workshop on proper mouthpiece use.**
- **Sugarcane nutrition**
- **Fertilizer and equipment calibration for agrochemical application.**
- **Sugarcane varieties.**
- **Integrated Pest Management (IPM)**
- **Safe agrochemical use and management,** and the use of personal protective equipment (PPE)
- **Soil conservation and water resources.**
- **Fire prevention and management.**
- **Compliance criteria for Fair Trade.**
- **Bonsucro standard.**

SUGARCANE TRANSPORTATION

The cane loading and transportation service provided by the company is carried out by contracting with the transportation sector specialized in cane loading and transportation. However, to contract with this sector, CASSA has a school to transform the cane transportation sector into competitive business-people. To achieve this objective, training is provided in three strategic areas of action:

1. **Compliance with the hiring policy**
2. **Business development**
3. **Strategic alliances** with the Vice Ministry of Transportation, National Civil Police, Public Works Ministry, General Superintendent of Electricity and Telecommunications, City Halls and Clean-up Crews from the Salvadoran Sugar Association.



Good Environmental PRACTICES

GREEN HARVEST AND SUGARCANE STUBBLE

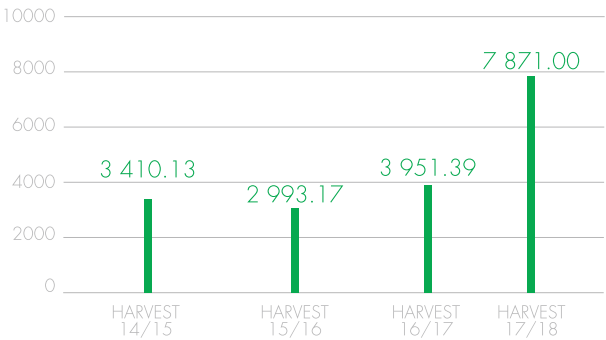


“Green Harvest” is a vitally important project for CASSA because of our commitment with the communities and the environment. Annually we gradually increase the Green sugarcane harvest and stubble management plan, in coordination with the Salvadoran Sugar Agroindustry, the Ministry of Environment and Natural Resources (MARN), and the Ministry of Agriculture and Cattle (MAG).

Through the implementation of these two practices as a comprehensive green harvest system, we have achieved different benefits in three main areas: 1) **Environmental**: reduction of gas emissions from burning the fields, wildlife conservation, soil improvement from the organic material and nutrient recycling, erosion reduction, and reduction in herbicide use; 2) **Social**: reduction in air contamination, and reduction in the risk to communities from the field burns; and 3) **Economic**: reduction in irrigation costs, reduction in the cost of weed control, and long term improvement in production.



HECTARES WITH CASSA GROUP GREEN HARVEST



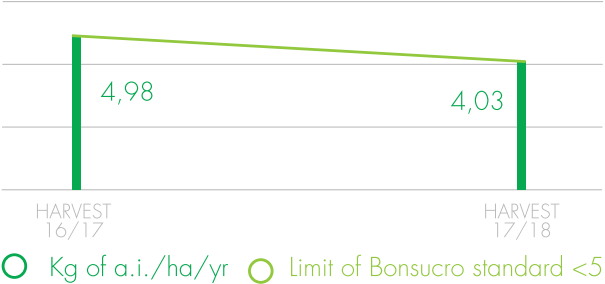
	CENTRAL IZALCO	CHAPARRASTIQUE MILL
Hectares cut by hand	863	510
Hectares cut by machine	3299	3199
TOTAL	4162	3709

RESPONSIBLE AGROCHEMICAL USE

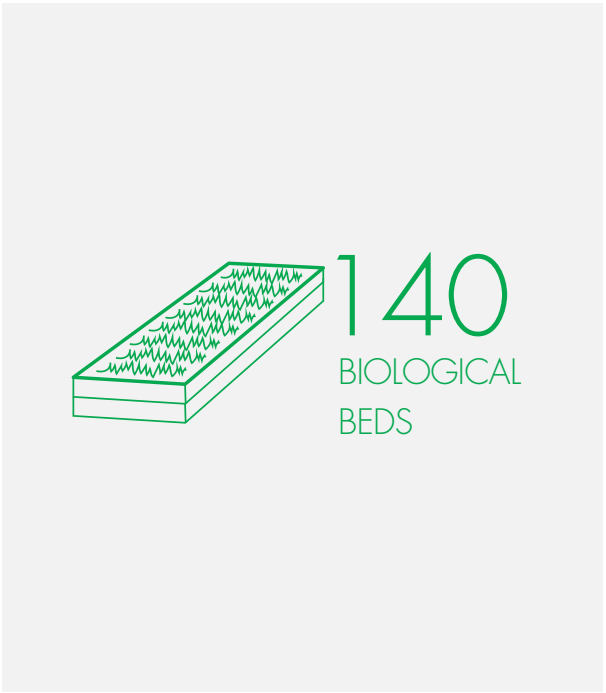
CASSA Group uses agrochemical products allowed within national laws as well as international conventions. We guarantee that products prohibited by the World Health Organization (WHO), Stockholm Convention, Rotterdam Convention, and Montreal Protocol are not used. During the 2017-2018 harvest and with the objective to reduce the quantity of active ingredient applied, CASSA group established a reference limit indicated by the Bonsucro standard: <5 kg of active ingredient/hectare/year.



KILOGRAMS OF ACTIVE INGREDIENT/ HECTARE/YEAR

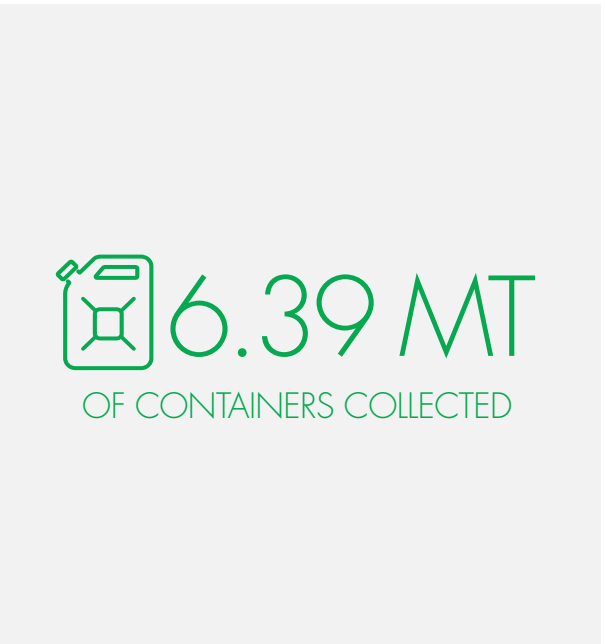


BIOLOGICAL BEDS TO PROTECT SOIL AND WATER RESOURCES



With the objective to prevent the contamination of soil, and underground and superficial water sources, 140 biological beds were installed. These beds are used to prepare the agrochemical mixes and to wash the empty containers. The commitment is to increase the number of biological beds as needed to cover all the surrounding areas.

PROPER MANAGEMENT OF AGROCHEMICAL CONTAINERS



CASSA Groups promotes, and trains about, the use and final disposal of agrochemical containers in alignment with the national environmental legislation. This with the objective to be able to trace all of the containers of the products that are applied in the field, and ensure that they are processed or destroyed by specialized companies, authorized by MARN, thereby mitigating the effects of these containers on environmental and human health.

Good Environmental PRACTICES

STEPS FOR THE PROPER MANAGEMENT OF THE CONTAINERS, FROM THE FIELD UNTIL DESTRUCTION:

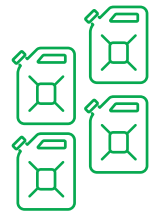
1. Triple wash

- The agrochemical containers are triple washed, and CASSA Group provides the personal protective equipment necessary for those people who carry out this task.
- The containers are punctured so that they will not be reused.



2. Transport to the collection centers

The containers are gathered in collection centers and agricultural supply stores to be organized and classified, guaranteeing that they are disposed of properly.



3. Shipment and destruction

CASSA Group has an alliance with a specialized company, authorized by the national authorities to properly dispose of agrochemical containers.



RATIONAL WATER MANAGEMENT FOR IRRIGATION

Aware of the need for rational and efficient use of water for irrigation, starting with the 2017-2018 harvest, CASSA Group began using the Bonsucro standard baseline indicator for water use per unit of mass of sugar produced of less than 130 kg of water/kg of sugar produced.

At the same time, CASSA Group has implemented the following good practices during the irrigation process in the sugarcane plantations where this service is offered:

- Creation and implementation of the Annual Irrigation Plan.
- Use of drip and sprinkler irrigation systems under the optimum conditions.
- Measurement of watersheds to ensure resource extraction.

During 2018, 10 616 hectares of properties under CASSA Group administration were irrigated, and the project will be expanded to include 350 hectares with drip irrigation during the next season.

SOIL CONSERVATION AND RESTAURATION

118.88
HECTARES AT REST AND
PLANTED WITH JACK BEAN

Good agricultural practices are implemented to help regenerate, prevent and/or mitigate soil degradation, fostering sustainable crop production.

MITIGATION AND RESTAURATION MEASURES:

- Incorporation of agricultural waste into soil.
- Mechanized harvest of green crop.
- Fertilization plan.
- Integrated soil pest management.
- Planting of jack bean (*Canavalia ensiformis*) as a cover crop to improve soil.

CLIMATE CHANGE

CASSA Group, facing the high climatic variability that affects the region, and that directly affects the cultivation of sugarcane, took the initiative to establish a relationship with the ICC (Private Institute for Climate Change Research). The ICC is a private institution, leader in research and the development of projects to mitigate and adapt to climate change in communities and productive systems in the region. This relationship was formalized with the signing of a memorandum of understanding that recognizes points in common to work for climate change mitigation in the cultivation of sugarcane in El Salvador, as well as establishing a field office in this country.



TECHNOLOGICAL INNOVATION

AGRICULTURAL DRONES:

the implementation of this new technology allows for:

- The application of products to grow and maintain the crop in small areas, where before it was impossible to apply products with conventional airplanes, thereby guaranteeing more control and precision.
- Crop supervision to identify the state of the same, and to carry out agricultural tasks at the proper time, based on periodic monitoring.

The principle benefit of the use of these new technologies is that they allow us to be economically profitable, socially responsible and environmentally sustainable.



GOOD AGRICULTURAL PRACTICES MANUAL

In alliance with the Salvadoran Sugar Foundation (FUNDAZUCAR), we continue working on the circulation of, and training in, the Good Agricultural Practices (GAP) Manual for sugarcane production.

183 SUGAR PLANTATION
PRODUCERS AND
FOREMEN TRAINED

5544 COMMUNITY MEMBERS
FROM SURROUNDING
AREAS RECEIVING
AWARENESS RAISING
IN GAP

GAP IN ACTION WETLANDS PROJECT

Chaparrastique Mill in Alliance with FUNDAZUCAR, the Japanese International Cooperation Agency (JICA), and the Ministry of the Environment and Natural Resources (MARN) carried out the MARN-JICA Watershed Project for the integrated management of the wetlands in the Olomega and Jocotal lagoons in the eastern part of the country. 70 sugarcane producers from the area were also involved in the project.

GOOD LABOR AND

Occupational Health and Safety Practices

OCCUPATIONAL HEALTH AND SAFETY PROGRAM (OHS)



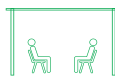
100%
OF THE CASSA HARVEST CREWS
COMPLY WITH THE AGRICULTURAL
OHS PROGRAM

Compliance with the OHS program is one of the main commitments in order to prevent occupational diseases and injuries; as well as reduce the risks involved in the agricultural activities, such as cutting, loading and transportation; land conversion and preparation, planting, aerial applications and crop maintenance, among others.

OCCUPATIONAL HEALTH



Health promoters: responsible for supervising the agricultural activities to ensure the health and physical integrity of the workers on the harvest teams.



Provide shaded areas for resting, and bathrooms and mobile wash stations for the agricultural workers in all areas - harvest, loading and transportation teams.



Programmed rest periods: (morning and afternoon) for all harvest teams.



Insulated water bottles given to 100% of all agricultural employees.



Water supply in all transportation vehicles.
Isotonic beverages given and provided.



First Aid kit given to health promoters.



Personal security kit given: glasses, gloves, leather boots, metal shin guards, protective hat with neck cover, arm protection, machete cover, reflective vest, etc.



Safety equipment installed in 100% of the agricultural machinery (tractors, harvesters, loaders): alarms for backing up, side and rear view mirrors, safety belt, fire extinguishers.



Transportation to and from work



Life insurance



Sugarcane transportation: insurance for third party damages, blood alcohol test for drivers, GPS installed, 2 technical vehicle inspections each year, etc.

OCCUPATIONAL HEALTH AND SAFETY (AERIAL APPLICATIONS)



Personal security kit given: overalls, industrial shoes, earmuffs, rubber boots for workers on the runway, masks, etc.



Cholinesterase exams given to mix preparers, workers on the runway and pilots.



GPS and satellite marshalling installed on agricultural airplanes. These tools are of great importance to apply the products with greater precision.



Runway signage.



Safety equipment installed on runways: first aid kit, fire extinguishers, anti-spill kit (shovel, metal broom, container with sawdust or sand, and plastic bags).



Impermeable mix areas with containment walls to avoid spills and soil filtration.



Agriculture and Livestock Ministry (MAG) Certification for CASSA runways, pilots and airplanes.



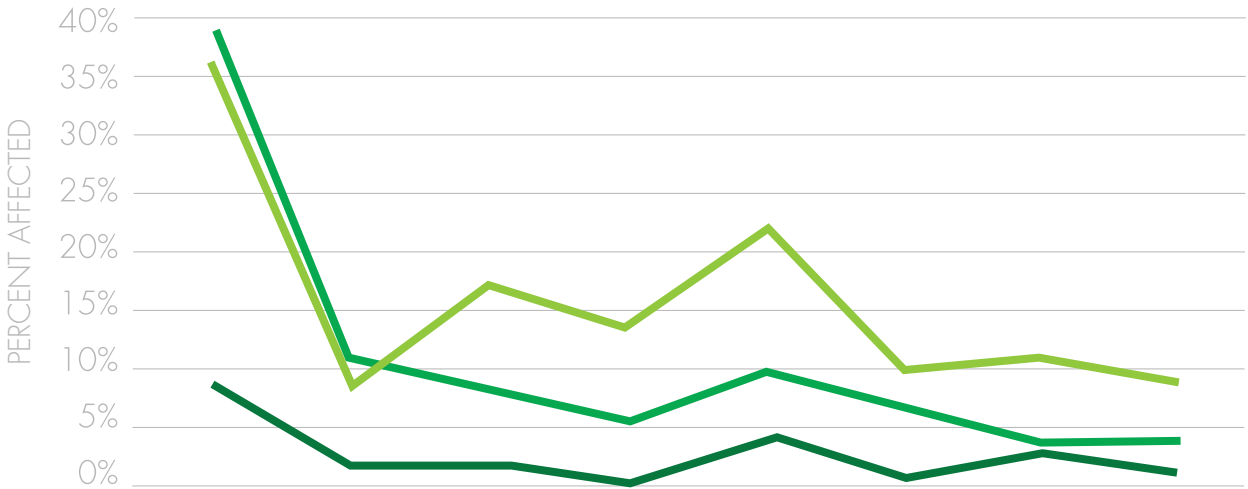
HEAT STRESS STUDY

With the objective to determine the risk factors for the health of sugarcane harvest workers, CASSA Group carries out measures meant to prevent heat related illnesses.

Since the 2012-2013 season, CASSA Group has carried out heat stress studies on the cutting crews. The importance of these studies is to understand the different factors that contribute to workers' suffering from heat stress. This allows us to implement good agricultural practices related to OHS, contributing to a reduction in and control of the symptoms presented by the workers.

GOOD LABOR AND
Occupational Health and Safety

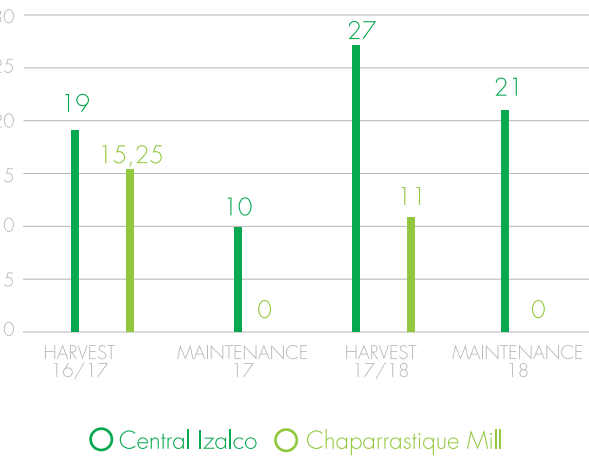
SYMPTOMS PRESENTED BY WORKERS DURING HARVEST



	STOMACH, BACK AND SIDE PAIN	PAINFUL URINATION	FEVER AND CHILLS	DROWSINESS	CRAMPS	RESPIRATORY SYSTEM ILLNESSES	FAINTING, NAUSEA, DIZZINESS	STOMACH ILLNESSES
Z 15/16	36%	9%	17%	14%	22%	10%	11%	9%
Z 16/17	39%	11%	9%	6%	10%	7%	4%	4%
Z 17/18	9%	2%	2%	1%	4%	1%	3%	1%

AGRICULTURAL ACCIDENT INDICATORS

ACCIDENT INCIDENCE RATE (AIR)



The number of accidents x 1 000 000 / number of hours worked during the period. CASSA Group has set a limit of 45 for the AIR in the agricultural area.





Community
ALLIES



CASSA Group, through its social responsibility program “Community Allies”, promotes the social progress of sugarcane communities, via constant improvement in their crop production practices, and the implementation of projects with positive social and environmental impact.

Since 2011, the Community Allies program articulates the agricultural, industrial and commercial activities with the growth of the company, the wellbeing of stakeholders and environmental conservation; *as a means to guarantee the sustainable development of the company, our suppliers and the communities neighboring our productive activities.*

Over the years, the program has benefitted more than 43 000 Salvadorans

and created the CASSA Volunteers Network, with more than 2000 members.

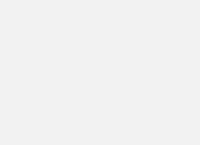
As a result, this program contributes to the sustainability of the agricultural operation along the value chain, through the promotion of best practices and the construction of win-win relationships in the surrounding areas, in harmony with social, economic and environmental considerations.

\$489 033.59
2018 INVESTMENT

BENEFICIARIES



29 200
PEOPLE



66
COMMUNITIES



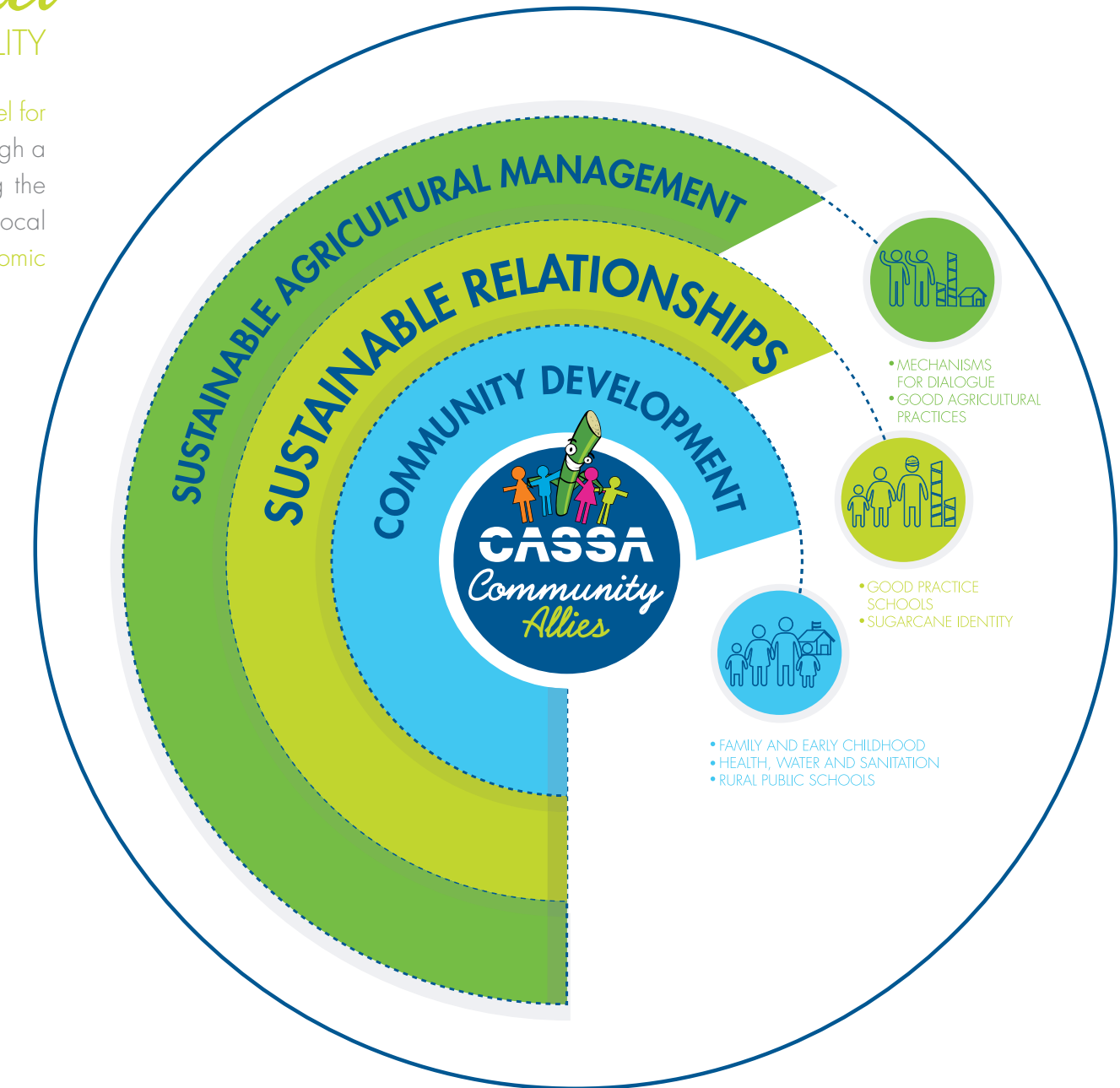
15
RURAL PUBLIC SCHOOLS
(8 IN THE WEST AND 7 IN THE EAST)

Social action model FOR AGRICULTURAL SUSTAINABILITY

The design process for the *Social Action Model for Agricultural Sustainability* was conducted through a participatory process which included visiting the neighboring communities and meeting with local leaders to *identify the social, physical and economic conditions of the families in the communities.*

The model is made up of three action areas:

- 1) Sustainable Agricultural Management
- 2) Sustainable Relationships
- 3) Community Development





SUSTAINABLE

Agricultural Management

CASSA supports the agriculture area in the establishment of a culture of Good Agricultural Practices (GAP) to ensure compliance with established quality standards, by way of:

A. "PLANT YOUR IDEA" DIALOGUE MECHANISM

Is a communication channel between the neighboring communities with the agricultural area and the mill, through which people can express issues, or share suggestions to improve the production operation practices.

This mechanism includes a process of dialogue, consensus and implementation of the solutions that allow for the continuous improvement of the productive processes and the strengthening of relationships with the surrounding communities, in harmony with social and environmental considerations.



B. GOOD AGRICULTURAL PRACTICES

CASSA implements training activities for the agricultural unit to ensure compliance with the GAP standards, based on national, international and sugar sector regulations.



2018 ACTIVITIES AND RESULTS

TRAININGS WITH THE AGRICULTURAL UNIT

CASSA implemented "Crop Production Sustainability" workshops with the CASSA Group agricultural unit, with the objective to raise awareness about the importance of good practices throughout the sugarcane cultivation operation, to ensure sustainability.

Practical exercises were carried out during the workshops which allowed for the analysis of the elements that surround the operations in the field, the impacts that they generate, and the importance of best practices and the management of positive relationships with stakeholders.



OF CASSA GROUP AGRICULTURAL AREA MANAGERS AND LEADERS WERE TRAINED

"PLANT YOUR IDEA" COMMUNITY DIALOGUE MECHANISM

CASSA implements the "Plant your Idea" dialogue mechanism as the official communication channel between the mill and surrounding areas, to address suggestions or issues related to the agricultural or mill operations. To attend to, and follow-up with issues presented, CASSA Group forms dialogue groups to discuss alternative solutions through free and informed consensus. This allows CASSA Group to harvest sugarcane in communities where we can guarantee the maintenance of sustainable relationships within a win-win scenario.



78% PROGRESS IN SHARING THE "PLANT YOUR IDEA" DIALOGUE MECHANISM



24 ISSUES RAISED

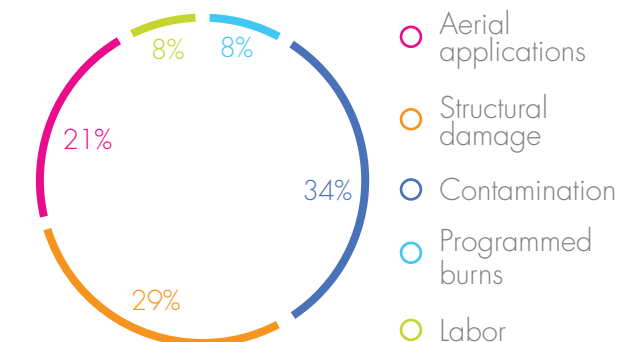


ARE RESPONDED TO IN ≤ 48 HOURS



OF AGREEMENTS ARE RESOLVED THROUGH DIALOGUE GROUPS

TYPES OF ISSUES





SUSTAINABLE

Agricultural Management

2018 ACTIVITIES AND RESULTS

COMMUNITY IMPACT
DIAGNOSTICS

CASSA Group carried out impact diagnostics with community leaders, with the objective to identify risks and impacts of the production operations and community practices; as well as come to a consensus on measures to implement to prevent said risks.

15
COMMUNITIES

DIAGNOSTICS
CARRIED OUT IN
93%
OF THE COMMUNITIES

+300
COMMUNITY LEADERS PARTICIPATED

SUSTAINABILITY
COMMITTEES FORMED

In the communities where the program is carried out, CASSA Group has formed "Sustainability Committees" that have the objective to be the official and immediate dialogue channel between the mills and the communities. Together with these committees, CASSA Group develops annual risk prevention plans.

14

SUSTAINABILITY COMMITTEES
FORMED WITH 70 LEADERS

15
COMMUNITIES

DIAGNOSTICS
CARRIED OUT IN
93%
OF THE COMMUNITIES



SUSTAINABLE

Relationships

CASSA Group seeks to construct solid relationships with the neighboring areas, through close and articulated work with leaders and local actors to exchange technical knowledge and best practices, in agricultural as well as community aspects, by way of:

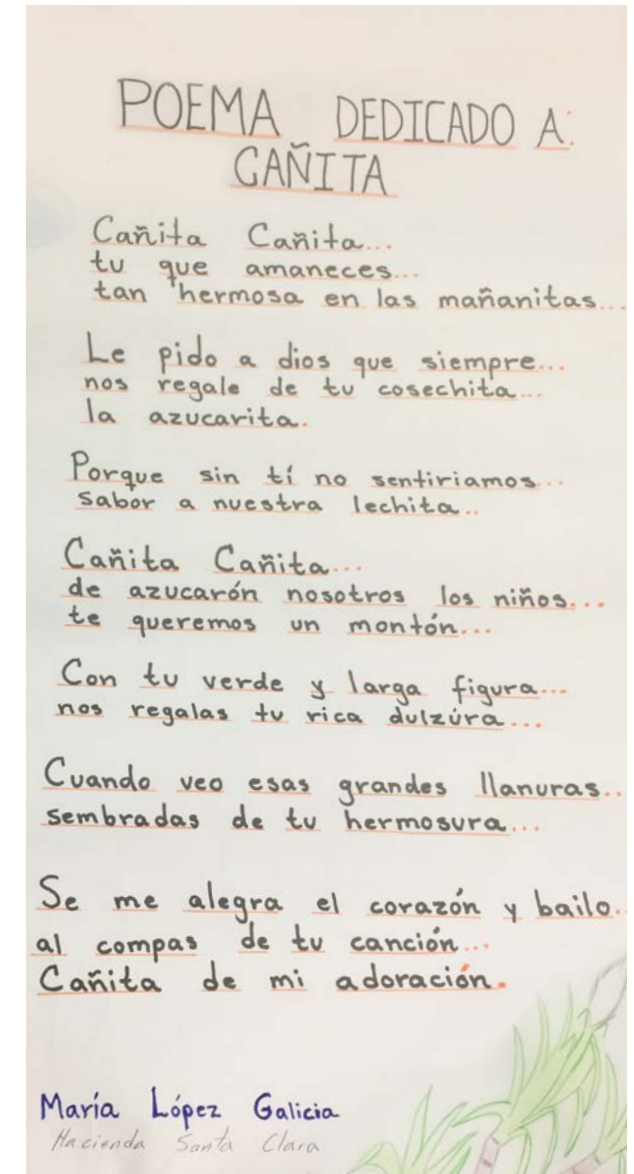
A. GOOD PRACTICE SCHOOLS

Provide open spaces to exchange agricultural practices, as well as share the quality standards and practices that CASSA uses in its operations. In addition, CASSA shares specialized and technical knowledge so that the communities can improve their practices and thereby contribute to the prevention of risks associated with improper crop management.



B. SUGARCANE IDENTITY

The production of sugarcane is a common factor among the beneficiary communities, which is why CASSA encourages the identification with, the valuing of, and the care for the crop, considering that sugarcane is the principal source of local employment and development opportunities.



SUSTAINABLE *Relationships*

2018 ACTIVITIES AND RESULTS

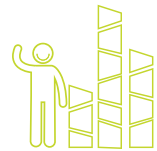
"AGRICULTURAL ALLIES" FAIR

CASSA carried out an "Agricultural Allies" fair with the objective to share information with the sugarcane community leaders regarding the practices and standards that are implemented during the production and harvest of the sugarcane crop. At the same time, leaders were trained in the proper management of their subsistence crops.

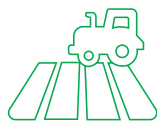
Topics covered:



Aerial applications

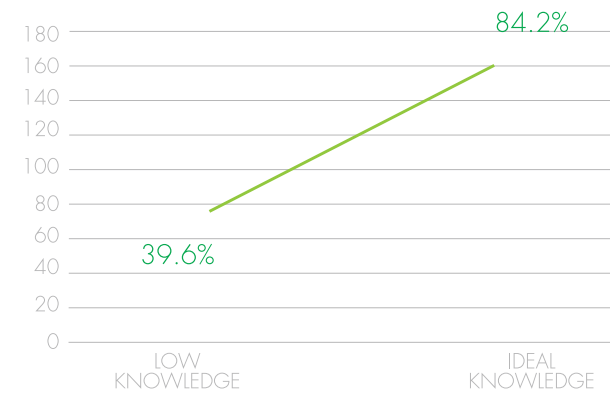


Crop management



Proper crop management

LEVEL OF KNOWLEDGE



An initial and final evaluation was carried out with 58.5% of the participants (38 people) to evaluate knowledge of different agricultural practices. The results show significant improvement with participants improving from an average of 39.6% (little knowledge) to an average of 84.2% (ideal knowledge).

93%
ATTENDANCE

65 LEADERS FROM
16 SUGARCANE
COMMUNITIES



2018 ACTIVITIES AND RESULTS

"CREATIVE CAÑITAS" COMPETITION AND CHRISTMAS CELEBRATIONS

To promote creativity and the development of artist abilities in school children, CASSA Group carried out the "Creative Cañitas" competition, where students and their families created stories, songs and poems dedicated to sugarcane.

+450
CHILDREN AND FAMILIES
PARTICIPATED IN THE "CREATIVE
CAÑITAS" COMPETITION

125
WINNERS FROM
15 SCHOOLS
8 CENTRAL IZALCO
7 CHAPARRASTIQUE MILL



GOOD PRACTICES WORKSHOP

With the objective to share a culture of good practices in daily habits, CASSA Group implemented workshops in schools related to good practices and illness prevention, such as:

- **Good health practices:** hygiene habits, free will, proper water management.
- **Good agricultural practices:** sugarcane process, accident prevention, balanced diet.

458
CHILDREN (KINDERGARTEN
TO 3RD GRADE) FROM 8
SCHOOLS PARTICIPATED

55
PARENTS OF SCHOOL CHILDREN
AND VOLUNTEER TEACHERS WERE
TRAINED IN THE TOPICS GIVEN

69%
INCREASE IN THE
KNOWLEDGE OF THE
GOOD PRACTICES



Community DEVELOPMENT

CASSA Group carries out projects and programs to contribute to the improvement of quality of life and education in the rural sugarcane communities, through these three prioritized topics:

A. FAMILY AND EARLY CHILDHOOD

What happens to children in the first years of their life is crucial, impacting not only their first years of life, but their future as well, because if a child receives proper care in those first years, this promotes the conditions for healthy growth, the development of learning abilities, school attendance and even leads to a more productive and satisfying life.

That is why CASSA develops efforts to support healthy childhood development through educational play activities based on the methods of: Play, Constructivism and Montessori. In addition, CASSA provides training to caretakers, teachers and parents to promote positive child-rearing, to strengthen familial ties, and to prevent all forms of violence.



B. SECURITY, WATER AND SANITATION

Adequate school infrastructure contributes to the quality of life and learning of schools, which is why CASSA implements school projects that directly impact:

- **Student security:** perimeter walls, class rooms, kindergarten fencing, electrical systems upgrades and reinforcing walls.

- **Water and sanitation:** replacing roofing, building bathrooms and septic systems, installing drinking fountains, potable water and school cafeterias.



C. PUBLIC RURAL EDUCATION

Education is one of the most decisive factors in getting out of conditions of poverty, as well as equalizing productive opportunities, and promoting greater gender equality and access to well-being for future generations. For these reasons, the program provides resources for learning, infrastructure, and training for teachers and parents, to positively impact the quality of education in the rural public schools located in sugarcane communities.



2018 ACTIVITIES AND RESULTS

FAMILY AND EARLY CHILDHOOD

CASSA MOBILE PLAY STATIONS

CASSA considers play to be an integral instrument that permits an improvement in learning from early childhood; as well as promotes the development of social habits, and improves self-esteem and free will. That is why CASSA, in alliance with the Children First Foundation (FUNIPRI) implements Mobile Play Stations in schools to achieve these results through play.



At the same time, the project supports the construction of healthy relationships between teacher-student, and parent-child, during the learning process. The improvement of the quality of school and familial relationships is a path towards violence prevention from the core of the family, the school, and the community.



947
CHILDREN
BENEFITTED



15
RURAL PUBLIC SCHOOLS



75%
INCREASE IN THE USE OF
VALUES IN THE CHILDREN
BENEFITTED



72.5%

OF THE CHILDREN BENEFITTED SHOW MORE SELF-CONTROL, FREE-WILL AND HEALTHY SELF-ESTEEM IN THEIR INTEGRATION AND RELATIONS WITH OTHERS.



65.5%

OF THE CHILDREN BENEFITTED HAVE EXPERIENCED POSITIVE CHANGE IN THEIR DAILY LIFE WITH THEIR FAMILY: PLAY WITH ONE OR BOTH PARENTS; THE FAMILY IS INVOLVED IN ACADEMIC ACTIVITIES; DISPLAYS OF AFFECTION AND CHANGES IN THE DISCIPLINE MEASURES.

Community DEVELOPMENT

2018 ACTIVITIES AND RESULTS

SAFETY, WATER AND SANITATION

Since 2017, CASSA has implemented the “Planting Development” competition, through which funds are given to public schools to implement projects directly related to the needs identified in the diagnostics. The projects have been carried out in alliance with World Vision International, where the participation of parents, teachers, and students is required in training workshops regarding the care and sustainability of the infrastructure, and also in the execution of the improvements.

As a result, each public school has an infrastructure committee which defines the activities throughout the year so that the resources are used properly, and are available and in good working order for students.



 **52**
PROJECTS EXECUTED

 **16**
RURAL PUBLIC SCHOOLS

 **3323**
PEOPLE BENEFITTED

 **\$278 000**
TOTAL INVESTMENT

 **14.5%**
COUNTERPART COST-SHARE



100%
OF THE BENEFITTED
PUBLIC SCHOOLS HAVE
ROOFS IN OPTIMAL
CONDITIONS



185
VOLUNTEER PARENTS



75
PARENTS PARTICIPATING
IN 15 INFRASTRUCTURE
COMMITTEES

PROJECTS EXECUTED

QUANTITY	PROJECT
3	 Classroom construction
2	 Perimeter walls
2	 Drinking fountains
5	 Bathrooms
4	 Electric systems upgrade
1	 Wall reinforcement
2	 Water system improvements
	New roofs installed in:
	• 24 Classrooms • 3 Directors' offices
	• 3 Hallways • 1 Computer room
1	 School cafeteria
1	 School play area
1	 School library



RURAL PUBLIC EDUCATION

CASSA executes a permanent training program with teachers, principals and parents, with the objective to promote positive child rearing and the improvement of pedagogical practices inspired in the play, constructivist and Montessori methods.

 **15**
PLAY COMMITTEES
MADE UP OF 283
PARENTS AND
TEACHERS

 **335**
TRAINING WORKSHOPS
CARRIED OUT WITH
TEACHERS, PARENTS
AND PRINCIPALS

 **100%**
OF BENEFICIARY
SCHOOLS RECEIVED
PLAY KIT EQUIPMENT

CASSA *Supérate* PROGRAM

CASSA is committed to the development of its areas of influence, which is why in 2008 we joined the Superate Business Program ("Improve yourself" in English), with the objective to train high achieving youth from public schools in English, computer skills and values. To that end, we opened two CASSA-Supérate Centers, one in Sonsonate and the other in San Miguel. Through this program, youth receive key knowledge and skills for the personal and academic improvement.

 10 YEARS

 654 YOUTH GRADUATES

 \$4 222 013.00 INVESTMENT



CASSA SUPÉRATE CENTER SONSONATE



10 years
time in execution



383 total youth
graduates from the program



60 public schools
benefitted



40 youth
graduated in 2018

ACHIEVEMENTS



4 students
who have participated in the
Free Enterprise Leadership
Challenge (FELC)



Youth
ambassadors
3 students and 1
tutor



41 graduates
who have gone on to receive
international scholarships
93 graduates
who have gone on to receive
national technical school and
university scholarships

OTHER ACTIVITIES



11 achievement
fairs since 2008
16 inter-center
events since 2009



Medical campaigns with FUSAL
(from 2021 to 2015)
Eye care campaigns with FUDEM
since 2014

VOLUNTEER PROGRAMS WITH DIFFERENT INSTITUTIONS

- a) City Hall of Sonsonate
- b) City Hall of Acajutla
- c) City Hall of San Julián
- d) Habitat for El Salvador
- e) SOS Children's Village
- f) CASSA Group
- g) Public schools
- h) El Sauce Comprehensive Youth Development Association
- i) Immaculate Heart of Maria Home, Izalco



CASSA SUPÉRATE CENTER SAN MIGUEL



9 years
time in execution



271 total youth
graduates from the program



26 public schools
benefitted



32 youth
graduated in 2018

ACHIEVEMENTS



2 students
who have participated in the
Free Enterprise Leadership
Challenge (FELC)



11 youth
ambassadors
2 graduates

who have gone on to receive
seed capital
13 graduates
who have gone on to receive
international scholarships
53 graduates
who have gone on to receive
national technical school and
university scholarships

OTHER ACTIVITIES



9 achievement
fairs since 2017
16 inter-center
events since 2009

VOLUNTEER PROGRAMS WITH DIFFERENT INSTITUTIONS

- a) Habitat for El Salvador
- b) San Antonio Nursing Home and Children's Village
- c) Federico Rosales Childcare
- d) SOS Children's Village
- e) FUNTER (wheelchair and crutch campaign)
- f) Teletón (donation collection)
- g) Eye care campaign with
- ASAPROSAR and the San Miguel Lions Club
- h) TECHO (donation collection)
- i) Cultural festivals for students from public schools
- j) Clean-up and tree planting campaigns
- k) Literacy campaigns (You improve yourself, too!)

Agreements

BETWEEN CASSA AND EDUCATIONAL INSTITUTIONS



CASSA – CENTRAL AMERICAN UNIVERSITY JOSÉ SIMEÓN CAÑAS (UCA) AGREEMENT FOR THE DEVELOPMENT OF SCIENTIFIC AND TECHNOLOGICAL RESEARCH (SINCE 2007)

The objective is to identify projects directed at finding alternatives that promote the sustainable development of the country in environmental, economic, social and cultural areas, through responsible environmental practices. The research proposals are evaluated and selected by both parties. The teamwork between CASSA and the UCA functions as a tool to identify opportunities for improvement, to guarantee the food safety of sugar, as well as to improve productivity and the operating and environmental conditions of the business.



CASSA – CENTRAL AMERICAN TECHNOLOGICAL INSTITUTE (ITCA) AGREEMENT

Since 2008, CASSA has maintained an educational agreement with ITCA-FEPADE for professional development in technical careers, specifically for students in the Mechatronic Technical program and the Chemical Engineer Technical program, under a dual learning system. Within this system, students interchange between 2 months in the classroom and 2 months in practical experiences, which are carried out in the mills. The tasks assigned in the mills are according to the knowledge, skills and abilities of each student. As a part of the agreement, CASSA promises to give scholarships to the students selected to do their professional practice within the business.



CASSA – ISEADE FEPADE AGREEMENT

The objective of this agreement is to look for concrete cooperation and interchange opportunities, such as: preferential treatment for CASSA employees through discounts in monthly tuition or admission fees for the Masters in Business Administration or other specialty graduate programs.



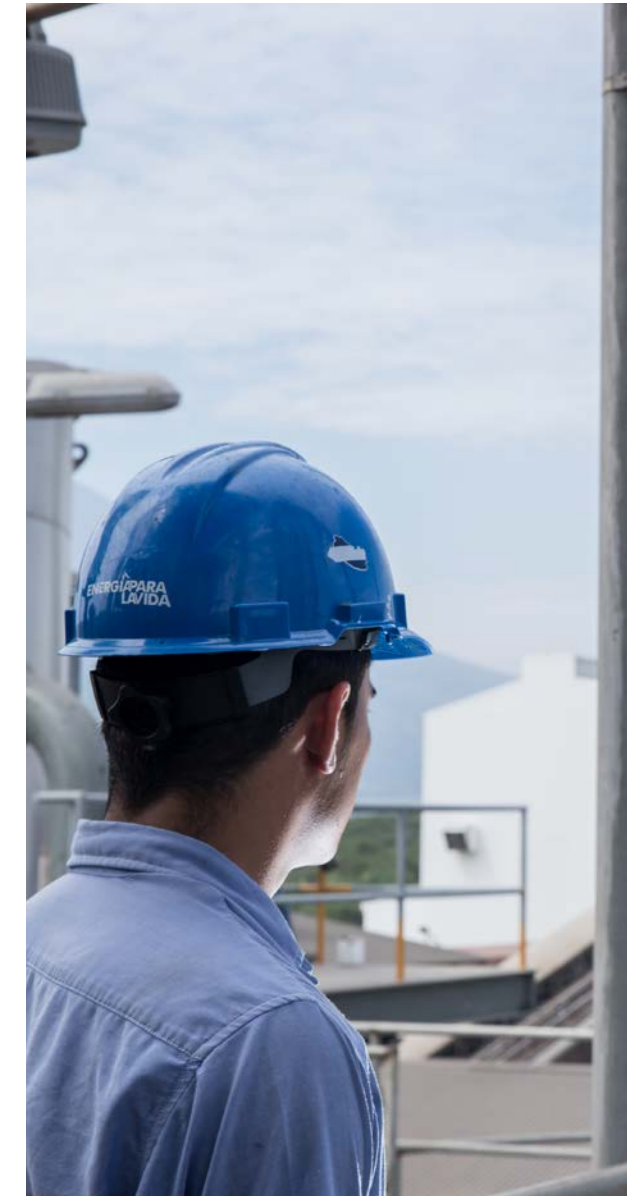
CASSA – ADEN INTERNATIONAL BUSINESS SCHOOL AGREEMENT

The purpose of this agreement is to promote academic learning and professional development for CASSA employees, through benefits that allow for the use of ADEN training services.



CHAPARRASTIQUE MILL – EASTERN UNIVERSITY (UNIVO) AGREEMENT

The objective of this agreement is to strengthen and increase the relationships between both institutions to establish the base for activities that move towards academic achievement; professional training; scientific and technological development; and the circulation of knowledge through actions of collaboration and mutual exchange.



GRI G4 TABLE OF *indicators*

This report includes some general standard disclosures as detailed in the G4 Sustainability Reporting Guidelines from GRI. Below, a list of these disclosures and a page number for reference in the report.

GENERAL STANDARD DISCLOSURES

GRI INDICATOR	DETAILS OF THE INDICATOR	LEVEL OF DISCLOSURE	SECTION OF THE REPORT	PAGE
STRATEGY AND ANALYSIS				
G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability.	Complete	Message from the Chairman.	4 - 5
ORGANIZATIONAL PROFILE				
G4-3	Name of the organization.	Complete	Profile of the organization.	6
G4-4	Primary brands, products and services.	Complete	Profile of the organization and Agricultural Partners.	8 - 9
G4-5	Location of the organization’s headquarters.	Complete	Profile of the organization.	57
G4-6	Countries where the organization operates.	Complete	Profile of the organization.	6
G4-8	Markets served.	Complete	Export destinations.	10 - 15
G4-10	Employees.	Partial	Engine for development - employees.	37
PARTICIPATION IN EXTERNAL INITIATIVES				
G4-16	Memberships of associations and national or international advocacy organizations.	Complete	Profile of the organization.	20

GRI INDICATOR	DETAILS OF THE INDICATOR	LEVEL OF DISCLOSURE	SECTION OF THE REPORT	PAGE
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4 - 19	List of all the material aspects identified in the process for defining report content.	Complete	Materiality.	18 - 19
STAKEHOLDER ENGAGEMENT				
G4 - 24	List of stakeholder groups engaged by the organization.	Complete	Stakeholders.	27
REPORT PROFILE				
G4 - 28	Reporting period for information provided.	Complete	Message from the Chairman.	4 - 5
G4 - 32	GRI content index.	Partial	GRI Content Index.	86 - 89
CORPORATE GOVERNANCE				
G4-34	Governance structure of the organization, including committees and any committees responsible for decision-making on economic, environmental and social impacts.	Partial	Corporate Governance.	21 -23
G4-35	Describe the process by which the highest governing body of the organization delegates authority to senior executives and other employees for economic, environmental and social topics.	Partial	Corporate Governance.	21
ETHICS AND INTEGRITY				
G4-56	Describe the organization’s values, principles, standards and norms of behavior.	Complete	Values, Mission and Vision.	7
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Complete	Code of Ethics.	24

GRI G4 TABLE OF *indicators*

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SPECIFIC STANDARD DISCLOSURES

MATERIAL ASPECTS	GRI INDICATOR	DETAILS OF THE INDICATOR	LEVEL OF DISCLOSURE	SECTION OF THE REPORT	PAGE
CATEGORY: ECONOMICS					
Economic performance	G4-EC1	Direct economic value generated and distributed.	Partial	Engine for development Business volume.	31
CATEGORY: ENVIRONMENT					
Energy	G4-EN3	Internal energy consumption.	Partial	Profile of the organization Energy Markets.	14 - 15
Effluents and Waste	G4-EN22	Total water discharge by quality and destination.	Partial	Engine for development Environmental management Wastewater.	45
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Partial	Engine for development Biodiversity.	48
	G4-EN13	Habitats protected or restored.	Partial	Engine for development Biodiversity.	49

MATERIAL ASPECTS	GRI INDICATOR	DETAILS OF THE INDICATOR	LEVEL OF DISCLOSURE	SECTION OF THE REPORT	PAGE
CATEGORY: SOCIAL PERFORMANCE					
Sub-category: labor practices and decent work					
Employment	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation.	Partial	Engine for development Benefits.	42 - 43
Occupational Health and Safety	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Complete	Engine for development Employees - OHS.	34
Training and education	G4-LA9	Average hours of training per year per employee.	Partial	Engine for development Employees - Human talent development.	38
Sub-category: human rights					
Child labor	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor and measures taken to contribute to the effective abolition of child labor.	Complete	Engine for development Child labor.	44
Sub-category: society					
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs.	Partial	Community Allies.	70 - 91



CREDITS

Text and production corporate coordination

Corporate Affairs Management

Technical collaboration

Chief Executive Officer
Chief Operations Officer
Industrial Directorship
Management Systems and Control Directorship
Administration and Finance Director
Human Capital Directorship
Commercial Directorship

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