



PRODUCEPAY

Growing sustainably.

2023 Impact Report.

Highlights of how our investors, clients, employees, and communities helped feed the world sustainably in 2023.



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1. Sustainability starts at the top.

At ProducePay, we've long recognized the valid concerns surrounding working conditions in the global agricultural sector and the environmental impact of this industry. Our ongoing efforts aim to improve the future for all involved in the produce industry and the communities affected by our business activities and those of our partners.

We envision a world where agriculture not only sustains itself but also thrives, feeding populations while nurturing the planet. Simply put, our vision is to **feed the world sustainably**. Our mission is clear: **to transform the agricultural industry with a transparent and predictable commerce platform that eliminates food waste**.

Our strategy is straightforward: by making commerce more predictable for growers, marketers, and retailers, we catalyze transformative change across the entire produce industry and positively impact millions of lives.

I'm thrilled to unveil our inaugural annual Impact Report, a testament to our unwavering dedication to driving positive change in the agricultural sector. This report not only highlights our accomplishments but also underscores our ongoing commitment to transparency, accountability, and sustainability.



Within the pages of our Impact Report, you'll discover how ProducePay is making a difference, from reducing food waste to improving working conditions and fostering community development. It's a comprehensive look at our journey towards a more equitable, resilient, and sustainable future for all.

As we celebrate this milestone, let us reaffirm our shared vision for finding a better way to grow. Together, we can create a future where growers thrive, marketers succeed, retailers have reliable produce sources, and generations of families enjoy nutritious, sustainable fresh produce.

Patrick McCullough
ProducePay CEO



PRODUCEPAY

About ProducePay.



2.1 Who we are.



Founded by Pablo Borquez Schwarzbeck, a fourth-generation farmer, ProducePay is an AgTech company eliminating the economic and food waste caused by the volatile, opaque and fragmented nature of today's global fresh produce supply chain.

Through the company's Predictable Commerce Programs, ProducePay is giving growers and buyers greater control of their business by providing unprecedented access to each other, capital, trading, insights and visibility into the supply chain.

ProducePay's programs guarantee that consumers receive fresher produce more efficiently, with the confidence that it is grown and delivered responsibly. This transformational approach is unlocking economic value, and creating a more sustainable global fresh produce industry.

Our vision: Feed the world sustainably.

Our mission: Transform the agricultural industry with a transparent and predictable commerce platform that eliminates food waste.

Our values

- ✓ **Trust**
We consistently deliver on our promises to our people and our customers. We are empowered to always do the right thing.
- ✓ **Transparency**
We act and communicate openly, are honest with our intentions, and share information to create accountability and value for our business and customers.
- ✓ **Impact**
Our success is measured by our positive impact on people, planet and profit.
- ✓ **Innovation**
We challenge the status quo and take bold risks on creative, thoughtful and transformational ideas.
- ✓ **Together**
We will achieve our shared purpose by caring for each other, being supportive, inclusive and accountable. We overcome challenges, learn, and celebrate our wins together.





2.2 We started at the farm.



Pablo Borquez Schwarzbeck
Founder & Executive Director
of the Board

"I come from a fourth generation farming family and have been in the agriculture industry all my life.

We started ProducePay with the idea of helping the industry and correcting many of the challenges I experienced growing up, as well as witnessed traveling to farms in seven different countries in Latam.

I saw how the fragmented nature of the industry put growers at a disadvantage and created critical inefficiencies."

Our global footprint

20+
countries

across 3 continents.

60+
commodities

available.





2.3 About our solutions.

Our platform of services empowers fresh produce growers and buyers to grow and trade in a better way:



Pre-Season
Enables growers to effectively manage harvest expenses and strategically invest in growth.



Quick-Pay
Our tailored funding allows to strengthen liquidity during the growing and selling seasons.



Trading programs
We maximize programmatic trades with year-round predictable supply and demand.

Predictable Commerce Programs

We partner with the world's leading growers, integrated suppliers and retailers to build stable, year-round programs that integrate the entire supply chain.



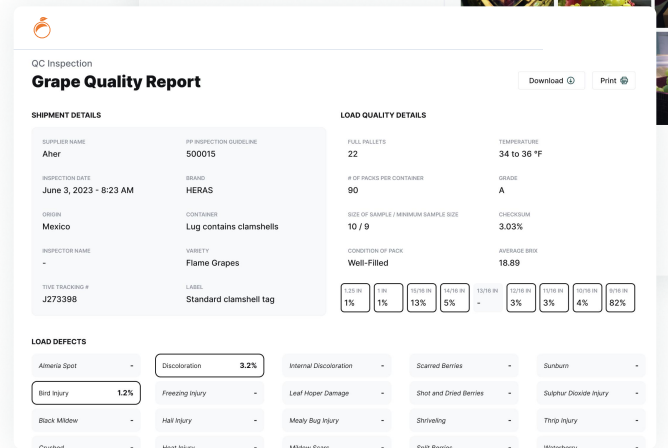
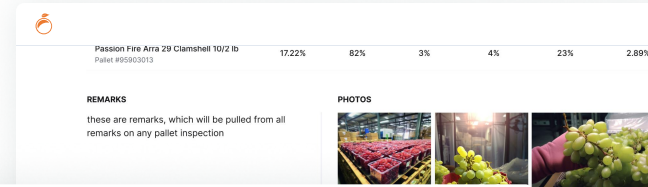
We secure supply ownership through pre-purchasing at a set price and volume.



We create end-to-end visibility through our onsite agronomists, real-time order tracking, and customized Quality Control order management dashboard.



We expedite liquidation for growers with fast-tracked payments once produce is shipped and approved by buyers.





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Introducing impact at ProducePay.



3.1 Recognizing our ESG team.



Kate Elliot
VP, Sustainability & ESG

25 years corporate sustainability strategy: Tesla, Walmart, DNV, EcoSecurities, U.S. D.O.I.



Diego Brenes
Director, ESG

20+ years in sustainable and impact investing in the agribusiness sector.



Daniela Garcia
Sr. Manager, ESG

10+ years social investment & Corporate Social Responsibility consulting (ERM).



Moises Martinez
Associate, ESG

5 years creating data-driven insights and GIS analysis to enhance sustainable systems (Kolors, City of Chalco, UNAM).



Danya Loustaunau
Associate, ESG

7 years corporate sustainability programming (PetStar, Forvia Faurecia).



Juan Moreno
Sustainability Field Inspector

Master's degree in sustainability sciences and ~5 years experience in geo-spatial analysis.



3.2 Our perspective on making a difference.

The USD\$1.4T fresh produce industry is the most volatile industry in the world. This volatility is caused by unpredictable weather, markets, pests, diseases, and supply chain disruptions caused by consumer demand, labor issues, pandemics and civil unrest.

The result is a highly fragmented, speculative and wasteful supply chain. In fact, we estimate that the majority of the fresh produce supply chain experiences some form of economic waste. Every opportunity to reduce waste is an opportunity to help feed a global population projected to reach 10 billion by 2050, while reducing GHG emissions and water consumption, among others.



We aim to eliminate this volatility and waste by enabling greater predictability, connectedness and transparency throughout the fresh produce supply chain. Our Predictable Commerce Programs give growers and buyers greater control of their business by providing unprecedented access to each other, capital, trading, insights and visibility.¹

Predictability drives economic growth and creates the stability required for investments in sustainable growing and distribution best practices. By better connecting growers and retailers, we remove the unnecessary intermediaries, reduce food and economic waste, help avoid carbon emissions and facilitate the availability of more meals.

Growers require stable cash flow

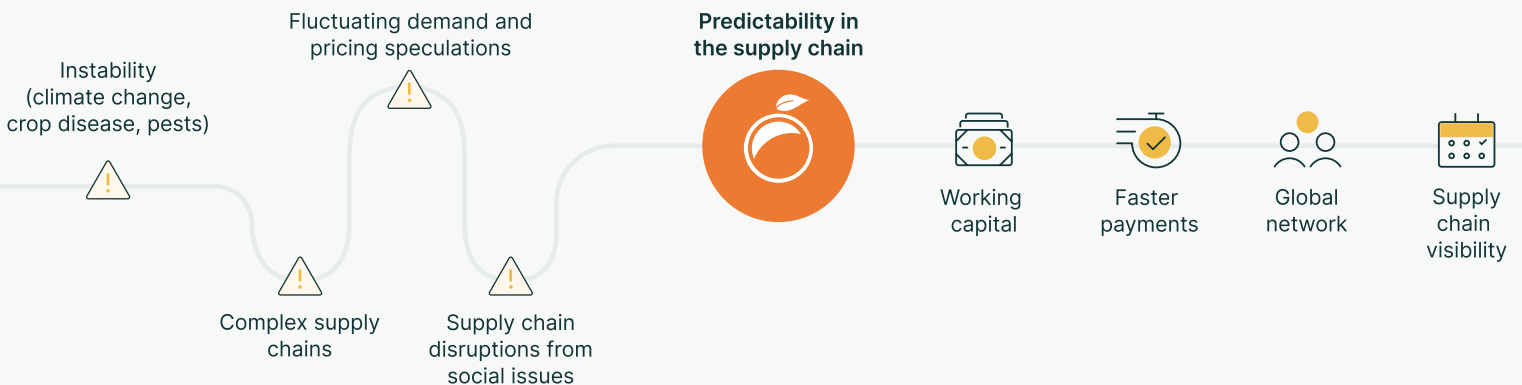
to effectively manage their operations

Retailers seek high-quality produce

with stable pricing

Consumers demand consistent supply

of every-day produce items





3.3 The power of predictable commerce.



Much of the fragmentation and inefficiencies that exist in today’s fresh produce sector are a result of the volatile and opaque nature of the industry.

Predictable Commerce is the concept of stabilizing the volatility caused by imbalances in supply and demand within the fresh produce supply chain by introducing more proactive and collaborative systems for growing, selling and buying produce.

Our Predictable Commerce Programs

Our Predictable Commerce Programs effectively integrate key industry players with the goal of establishing a resilient supply chain for specific commodities. These programs focus on the most volatile commodities where we can unlock the greatest value - predictability.

We partner with the world’s leading integrated suppliers and retailers to build programs that integrate the entire supply chain and create stable, 52-week supply through our extensive network of sustainable growers.

We empower growers and suppliers with strategic capital to thrive. Effectively, we are aligning buyer demand with grower supply, and radically reducing waste from farm to table.

A simple equation



Waste



caused by



Volatility



solved by



Predictable
commerce



3.4 Progressing towards sustainability.



ProducePay raises \$43M in Series C.

The round was led by Silicon Valley-based G2VP, and co-led by IFC and IDB invest to support growers that promote fair labor practices, environmental care, and meaningful community engagement.

2020



ProducePay joins the United Nations Global Compact.

ProducePay committed to support the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption.

2021

2022



ProducePay partners with ALLCOT to create the first carbon offset program for produce.

ProducePay and ALLCOT assessed the carbon market potential of farms growing asparagus, grapes and strawberries in the U.S. and Mexico.

2023

Creation of ProducePay's ESG committee.

Which was spearheaded by the appointment of Oscar Chemerinski as a member of the board of directors. With more than 25 years of experience at the IFC, Oscar brought extensive expertise in ESG, impact investing, and the agribusiness sector.



February



May

Consolidation of ProducePay's ESG department.

With robust backgrounds in sustainability and corporate responsibility, Kate Elliot as VP of ESG and Diego Brenes as Director of ESG, collaboratively identified the optimal approach to intricately linking our commercial objectives with our mission to sustainably feed the world.



September

ProducePay joined the World Economic Forum's Food Innovators Network initiative.

The Food Innovators Network brings together the best of the food systems innovation community including entrepreneurs, investors, private sector, and thought leaders to advance innovation ecosystems, exchange and support the scaling of fit-for-purpose solutions.



October

First results of the Predictable Commerce Program's positive environmental impact.

We were able to assess our impact on transit time, warehouse handling, and cold storage time. Ultimately, allowing us to measure retail rejections, and thereby food waste and GHG emissions avoided.



3.5 Methodically measuring our impact.

At ProducePay, we know that meaningful impact requires rigorous standards and continuous improvement. We consider the impact of two key elements: us as a company, and our products and services. In some instances those two elements are inextricably linked and in others we distinguish their impacts. Our methodological approach to measuring our impact is designed to provide a comprehensive, transparent, and actionable assessment of our sustainability efforts.

Principles

Our approach is rooted in transparency, trust, rigor, and continuous improvement. Understanding the complexity of the agricultural industry, as well as the nuances of each of the countries' environmental and social landscapes we have a presence in, these principles enable us to adapt our methodology and continuously find new opportunities of improvement.

Methodology

We start by defining quantifiable metrics that align with our sustainability strategy. Our metrics are designed to measure both: our company's performance and our clients' performance. We then continue through meticulous data collection and comprehensive analysis, aiming to offer ourselves and our communities valuable insights.

Commitment

We believe that true sustainability and impactful change in the agricultural sector can only be achieved through an unwavering commitment to transparency. Testament to that is this first Impact Report, in which we strive to provide clear, accessible, and accurate reporting on the impact of our business practices and our company's operations.

As we move forward in this Impact Report, the specific methodologies for each aspect and metric of our impact strategy will be detailed in their respective sections. This structured approach allows for a deeper understanding of our impact, insights, and learnings.



Insight

Whenever you see the ProducePay icon throughout the report, it indicates an "Insight." Since this is our first Impact Report, there are areas where we did not measure or collect data in 2023, either from our clients or within the company. We acknowledge this and aspire to collect and include this data in future annual impact reports.



PRODUCEPAY

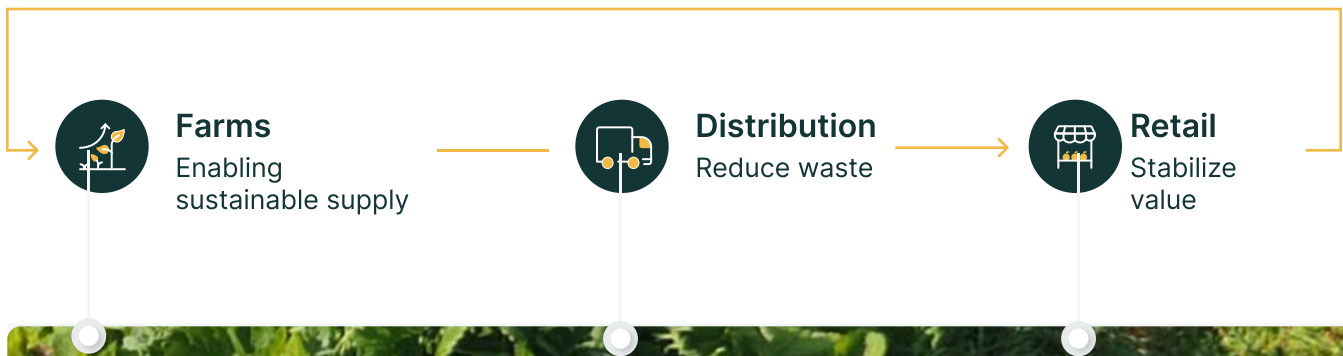
**Creating a strategy
for more sustainable
produce.**



4.1 Executing on our three-tiered sustainability plan.



ProducePay is convinced that the path to providing consumers with access to more sustainable produce requires a three-tiered, interconnected strategy:



1. Enabling sustainable supply

Investing only in farms with sustainable practices, ensuring that 100% meet the highest environmental and social standards.

2. Reducing waste

Enabling direct, faster trading, reducing unnecessary intermediaries, streamlining the supply chain and therefore reducing GHG emissions by eliminating food waste.

3. Stabilizing value

Improved visibility, traceability and leadership best practices throughout the supply chain unlock long-term, stable retail partnerships with farms.

We carry out our three-tiered strategy for the supply chain through two channels: our company's performance and our clients' performance. This approach ensures that both ProducePay and our global network of clients adhere to and enable sustainable practices.



Aligning with Sustainable Development Goals.

As signatories to the UN Global Compact, we prioritize our positive environmental and social impacts by aligning our corporate mission and sustainability strategy with the United Nations Sustainable Development Goals (SDGs).

Through our Sustainability Strategy, encompassing both our company's services and the growers' portfolio we invest in, we have identified seven SDGs that we are helping to drive. These SDGs will serve as our benchmark for measuring progress in our future Impact Reports.




Tracking our investment in best practices.

Investing in our clients

 **\$500M+**

In Pre-Season financing were provided to global farmers who passed our E&SDD and are therefore compliant with the ProducePay E&S Policy and the IFC Performance Standards.

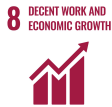
Investing in expertise

 **\$176K+**

Invested internally in third-party expertise, companies like ERM, Apiday, and Allcot who helped us shape our sustainability initiatives and reporting.



4.1.1 Enabling sustainable supply.



Miguel Rascon, Field Operation Manager

ProducePay vets every grower through rigorous Environmental and Social Due Diligence (E&SDD) to ensure alignment with our sustainability goals, Environmental and Social Management Systems, IFC Performance Standards, and the national legislation of the countries in which we operate.

Our E&SDD process systematically identifies, quantifies, and assesses the environmental and social risks and impacts associated with proposed transactions to understand potential risks related to business activities.

This is achieved through:

- **On-the-ground field inspectors:** Our team of 100+ field inspectors carry out site visits for every farm we invest in.
- **Technological solutions:** We utilize a mix of software and technological solutions, such as Salesforce, Tableau, and Admin, to collect and analyze this data.

This comprehensive approach allows us to capture vital information including:

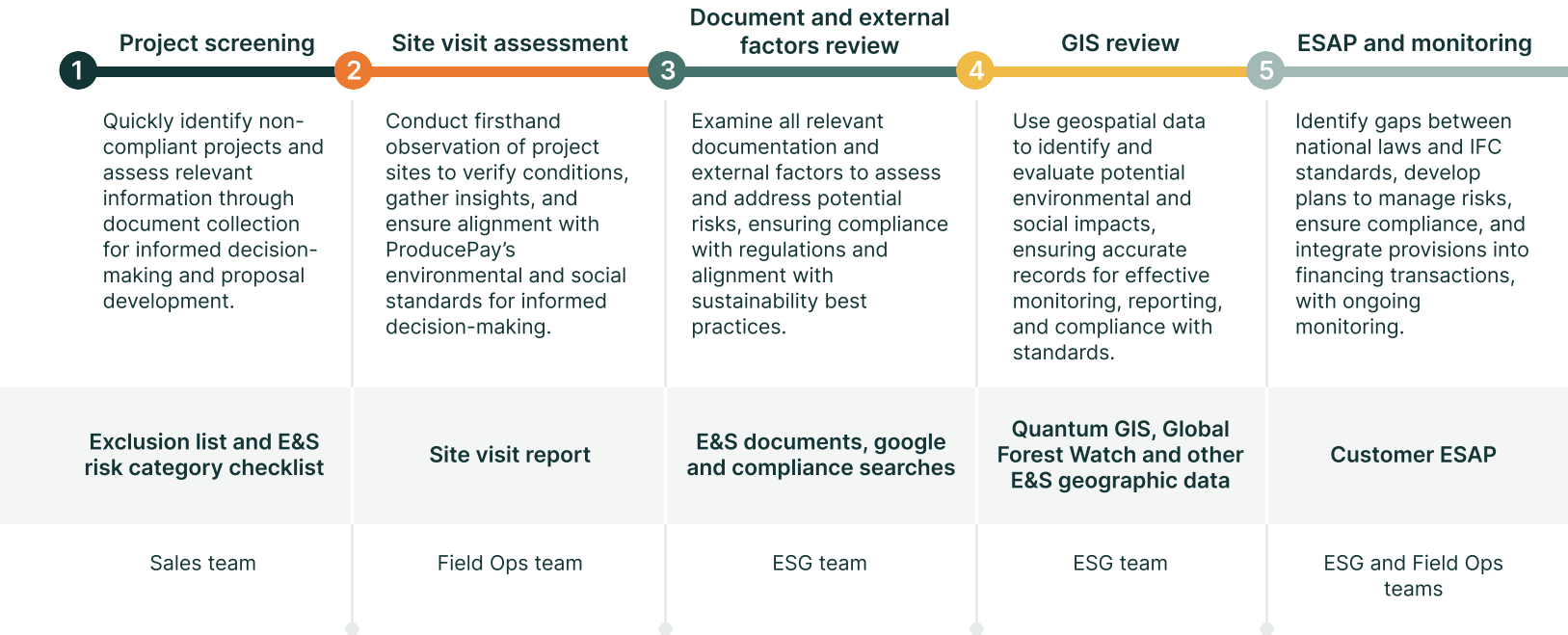
- | | |
|--|----------------------------|
| ● Crop analysis | ● Logistics |
| ● Water supply and source | ● Personnel |
| ● Field conditions | ● Company history |
| ● Perimeter verification of fields to be worked on | ● Crop conditions |
| ● Field atmosphere | ● Sustainability practices |
| ● Facility conditions | ● Food safety |

Photo (bottom right): Videxport table grape field.





A look into our E&SDD process.



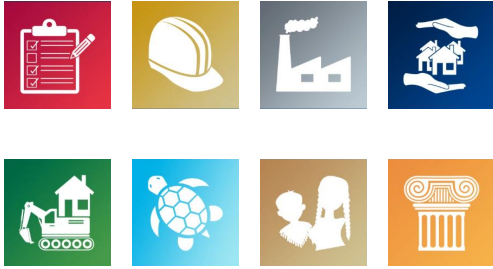
Our E&SDD process includes project screening, collection and analysis of E&S documents, geographic information analysis, external and contextual information review, risk and impact identification following IFC Performance Standard guidelines, risk categorization, and the creation of Environmental and Social Action Plans (ESAP) to improve E&S practices. All ProducePay Pre-Season clients undergo E&SDD by the ESG team, who must provide ESG approval before transactions are financed.

Upholding international standards.

As an organization, we hold ourselves and our clients to the best practices defined by the **International Finance Corporation (IFC) Performance Standards (PSs) on Environmental and Social Sustainability.**



The IFC Performance Standards are designed to help companies manage the environmental and social risks associated with their projects, and to ensure that these risks are mitigated. ProducePay's commitment to the IFC means only financing growers who can prove they are aligned with and operating according to this set of standards.



Learn more

ProducePay works closely with the IFC to promote these standards. Each of our growers must undergo thorough site visits and operational analysis to ensure alignment with IFC Performance Standards. Additionally, our business model of enabling direct trading by connecting growers to buyers, aligns with principles to reduce environmental impact.

Through these approaches, ProducePay elevates environmental responsibility and social stewardship, working towards a sustainable produce industry that benefits all.

Enabling sustainable farming practices.



Eduardo Carranza, Site Visit Inspector

Sustainable agricultural practices and continuous improvement.

ProducePay's Environmental and Social Management System (ESMS) identifies risks and impacts, supporting clients in leading sustainable agriculture and seeking continuous improvement. We achieve this by establishing and helping clients implement Environmental and Social Action Plans, closing gaps with IFC Performance Standards and other international best practices.

Biodiversity protection.

In 2023, ProducePay, guided by IFC Performance Standards, enhanced biodiversity protection through its ESMS. For operations near critical habitats, sustainability site visits verified habitat types, management plans, and sustainability practices. Companies were required, through a biodiversity management plan, to identify biodiversity areas, establish buffer zones, protect water bodies and endemic species, and implement reforestation, biological barriers, composting, and pollinator programs.

94
were the total E&S screenings we conducted to provide financing.

30%
of clients have a pesticide management plan.

100%
of our clients have an environmental policy.

None
of our clients are close to indigenous areas or culturally sensitive lands.



Incentivizing sustainable agriculture.

Climate-smart farming and regenerative agriculture are practices by which growers can improve a farm's soil health, water quality and climate resilience, among other environmental and social benefits. In many cases, the same practices undertaken in climate-smart farming and regenerative agriculture, are practices which can lead to the generation of carbon offsets and/or tradeable carbon credits.

ProducePay supports climate-smart farming through direct and indirect investment in growers committed to reducing the carbon emissions of their operations, improving the health of ecosystems which support food production, and enhancing the resiliency of our agricultural systems. Specifically, we are leading the world's first attempt to create carbon credits from climate-smart agricultural practices in Mexico.



Mexico's first agricultural carbon offset program.



Through collaboration with Allcot, we are petitioning California's Climate Action Reserve (CAR) to approve a methodology detailing the climate-smart agricultural practices for fresh produce operations in Mexico, which lead to carbon offsets. If successful, this CAR methodology will serve as a mechanism by which farmers in Mexico can be compensated for climate-smart agriculture practices such as no-tilling, cover-cropping, irrigation hyper-efficiency, renewable energy use, and bio-organic inputs.



In October, the Allcot and ProducePay technical teams spent two weeks visiting key demonstration farms, for in-field validation of our feasibility modeling assumptions. We are grateful for the industry leadership of Mexican growers in Sonora, Sinaloa and Veracruz such as Campos Borquez, Videxport and Citricos Saao, without whom the world's first agricultural carbon credits from Mexico would not be possible.

Photo (bottom right): Allcot and ProducePay teams visiting Citricos Saao facilities.





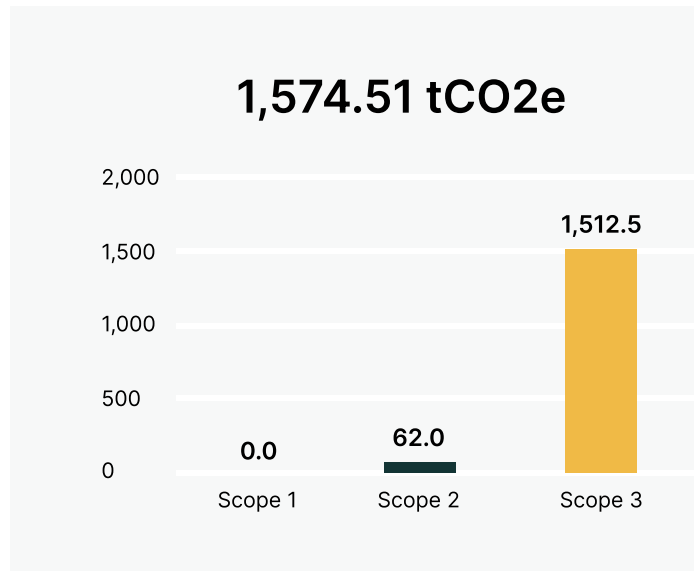
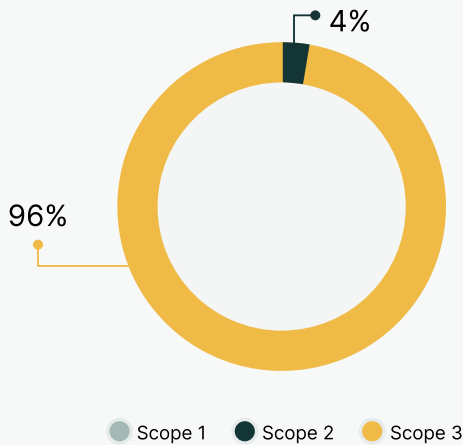
Managing our GreenhouseGas (GHG) footprint.

ProducePay calculated our GHG footprint with the expert support of third parties [Apiday](#) and [Sweep](#), following the guidelines of the GHG Protocol and the Carbon Disclosure Project (CDP), to estimate our Scopes 1, 2 and 3 emissions. Additionally, where possible, we employ helpful software to track and measure our activities which have GHG footprints, such as the Navan digital travel agent, which helps us track the GHG footprint of our air, car and hotel travel.



Carbon footprint.

As an AgTech company with low-intensity direct operations and a small set of workspaces in Los Angeles, CA, Tijuana, MX and Mexico City, MX, the majority of our GHG footprint is found in Scope 3. Our largest source of emissions comes from business travel, and second largest, from purchased goods and services.

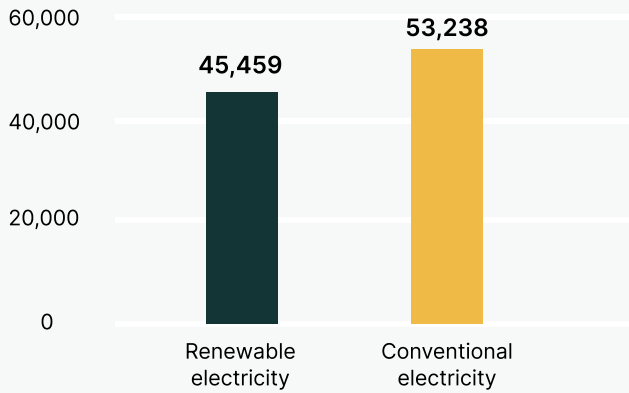


Insight

In future GHG footprint calculations, we aspire to estimate our footprint intensity as it relates to key business performance indicators.



Energy consumption.



98,698 KWH

45.4tCO₂e



Insight

Water consumption data was not collected in 2023 from either clients or the company itself. However, we aspire to include this data and will consider it for future annual impact reports.



4.1.2 Reducing waste.

2 ZERO HUNGER



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



ReFED

We painstakingly track and monitor all details of the supply chain of clients engaged in our Predictable Commerce Programs. This means that all first-hand client data ranging from time and location of product packaging, to shipment, transit and border crossing, temperature monitoring, invoice and delivery verification is captured in ProducePay's in-house Visibility platform.

We combine this data, on transit duration, miles traveled, and retail rejection rates, with the insights of the ReFED food waste calculator to estimate our positive impact on industry average rates of food waste and related GHG emissions and meals lost.

Streamlining the supply chain.

In 2023, ProducePay launched its first-ever Predictable Commerce Program. We sourced over 8,000 tons of table grapes from Mexico and Peru that were sold across the US. Originally envisioned as a proof of concept, this initial launch allowed us to see the positive impacts of these programs for a more efficient and less wasteful supply chain.

We estimate that, on average, the global fresh produce industry experiences a 5% retailer rejection rate². Our estimates of industry averages for times from pack to retail pick-up, in terms of transit and cold storage, are shown in the following charts, based on real client comparisons of deploying ProducePay's Predictable Commerce Program versus not deploying our program.

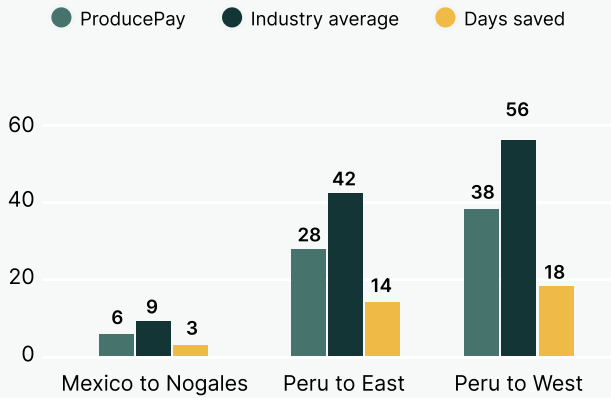
2. Retail rejection rate estimations are based on the results of the study available at: [Reducing Food Loss: What Grocery Retailers and Manufacturers Can Do.](#)

Photo (bottom right): Site visit inspection at packaging.

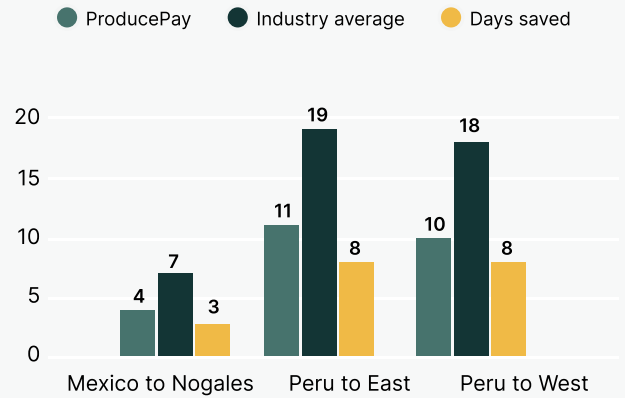




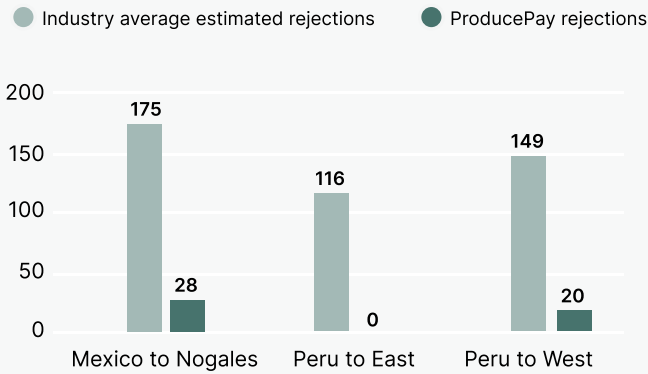
Time from pack to retail pick up.



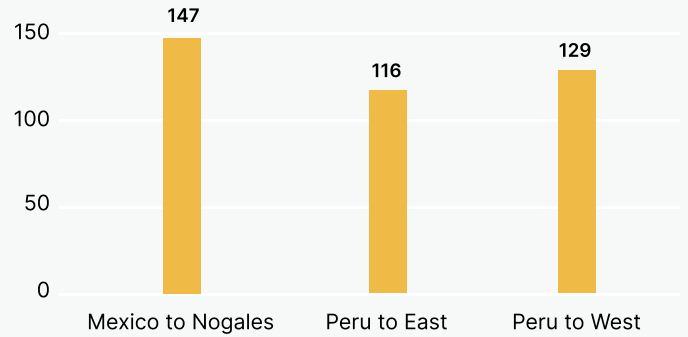
Time in cold storage.



Industry average estimated rejections vs ProducePay rejections (tons).



Tons of produce saved.



The outcome.



393 tons

Of produce rejections avoided.



655k

Estimated meals recovered.



43%

Less days in cold storage.



33%

Decrease in time from pack to retail pickup.



90%

Reduction in retail rejection rate.



4.1.3 Stabilizing value.

1 NO POVERTY



2 ZERO HUNGER



8 DECENT WORK AND ECONOMIC GROWTH



17 PARTNERSHIPS FOR THE GOALS



At ProducePay, we strive to build a brighter future for everyone connected to the produce industry, from our suppliers to the communities impacted by our operations and those of our partners.

Providing stable pricing to the global industry.



ProducePay's Predictable Commerce Programs create not only positive environmental impacts but also economic benefits for all members of the value chain. By facilitating collaborative planning between growers, marketers, and retailers, these programs stabilize the volatility caused by imbalances in supply and demand within the fresh produce supply chain.

This proactive approach to growing, selling, and buying produce, along with maintaining stable prices, helps reduce pricing fluctuations and minimizes food waste, benefiting all stakeholders involved.

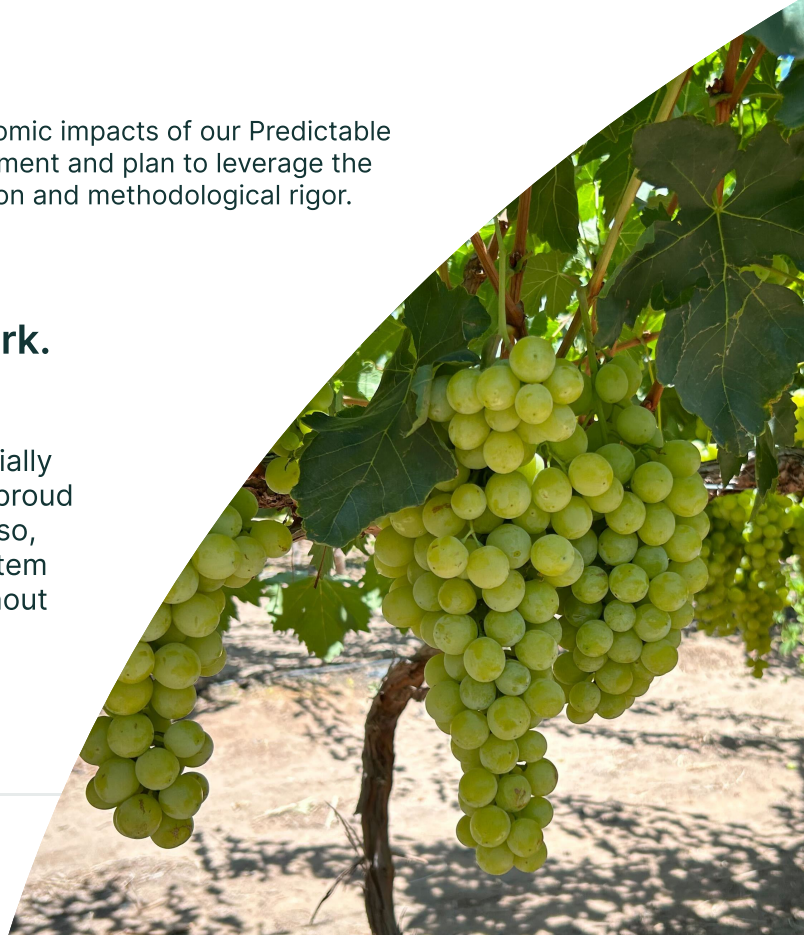


Insight

We aspire to validate and verify the economic impacts of our Predictable Commerce Program for our 2024 engagement and plan to leverage the expertise of third parties for data collection and methodological rigor.

Ensuring a responsible global network.

We aim to do business in a way that is ethical, socially responsible, and environmentally friendly. We are proud that our clients uphold the same values. By doing so, together we can create a more equitable food system that ensures that value gets disseminated throughout the supply chain.





100% of our clients currently have:



- **Terms of employment**
Including concepts such as: excessive working hours, lack of rest breaks, time off, or unpaid overtime.
- **Working condition policy**
Includes providing adequate resting time, shade during the working day, and adequate field sanitation.
- **Procedures to address community health and safety issues**
(including hazardous material release, transport, and disposal) in the context of its operations.
- **Health and safety policy**
Including personal protective equipment (PPE).



Additionally:

75%

Of our clients have a workers code of conduct.

55%

Of our clients have a Human Rights policy including child or forced labor practices.

30%

Of our clients have a supply chain management policy.





Environmental and Social Action Plans: Driving best practices.



Sustainability site visit to a Mexican grower.

ProducePay rigorously vets every grower through comprehensive Environmental and Social Due Diligence (E&SDD) to ensure they follow best practices as defined by the International Finance Corporation (IFC) Sustainability Performance Standards. When growers show room for improvement, after going through our E&SDD, we collaborate with them to create Environmental and Social Action Plans (ESAP's) to enable their even stronger alignment with the IFC Performance Standards.

In 2023 we began the practice of formalizing our client's environmental and social risk management opportunities into ESAP's, some of which we monitored in person via technical site visits in the field.

Insights from the field: Colombia ESAP's visits program.

To verify and document good sustainability practices in the agricultural value chain, ProducePay launched a program of technical sustainability visits. Through environmental and social specialists from the ESG and Field Operations teams, site reconnaissance is conducted with the technical teams of the companies in their Pre-Season portfolio.

This program began in 2023, enhancing proximity to customers and providing a holistic understanding of the social, cultural, environmental, and economic contexts of the agricultural sector in all regions where ProducePay has investments. Among the main results of these technical sustainability visits is the identification of significant environmental challenges faced by agricultural producers in Latin America, such as climate change.



Avocado from a Colombian orchard during a site visit.



These visits not only help ProducePay verify the good practices of its clients but also identify areas of opportunity to strengthen agriculture and highlight actions that could be replicable.

In November 2023, the ProducePay team conducted visits to Colombia to learn about avocado and coffee crops. During these visits, one notable observation was the excellent handling of biodiversity protection and care by clients. The success of these implementations largely depends on the national legal context, as seen in Colombia, where proper implementation and monitoring of environmental laws were observed. Additionally, these visits confirmed that obtaining certifications such as SMETA, Fairtrade, and Rainforest Alliance contributes to better performance of companies.

Ensuring diversity, equity and inclusion.

Within ProducePay, we strive to create an inclusive workplace where all employees are valued, ensuring trust, transparency, and equity, which reflects our dedication to setting high standards in the industry.

To measure our impact in areas such as human resources, gender equity, and company policies, we collect data through various channels:

- **Employee surveys**
Regular surveys to gauge employee satisfaction, engagement, and perceptions of inclusivity.
- **HR records**
Data on hiring, promotions, salaries, and employee demographics.

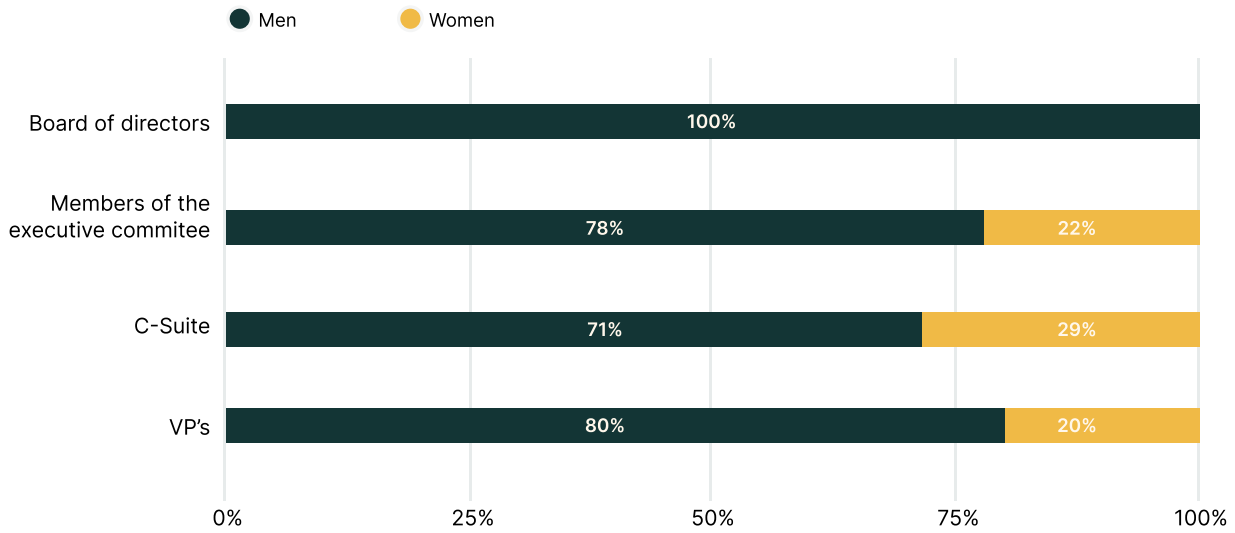
We use tools such as **Bamboo HR** to compare our metrics against industry benchmarks and best practices to understand our performance relative to peers. This helps us identify areas where we excel and areas that require further attention.



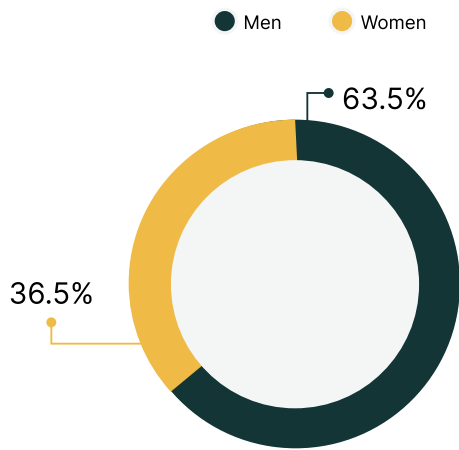
We continuously monitor our progress against defined metrics and action plans. Additionally, we regularly review our metrics, data collection methods, and assessment processes to ensure they remain relevant and effective.



Leadership commitment.



Full time employees.



312 employees in 2023

63.5% are men

36.5% are women

Unadjusted gender pay gap.





Corporate responsibility.

ProducePay is committed to establishing and upholding corporate structures, values, and accountability processes, as well as adhering to ethical and secure practices in managing client data and privacy policies. The following are policies in place as well as trainings delivered to our associates in 2023.

Policies.

E&S Policy Seeks the establishment of an operational framework that integrates E&S sustainability principles and ESG standards into our institutional strategy as an international institution, promoting economic and social development in the fresh produce industry.

Environmental and Social Management System (ESMS) Ensures compliance with ProducePay's E&S Sustainability Policy by identifying, assessing, and managing E&S risks in financed activities. The ESMS adheres to international standards, national legislations, and IFC Performance Standards on Environmental and Social Sustainability.

Good Practice Guidelines for Growers and Partners Seeks to go beyond compliance by promoting better practices in sustainability with ProducePay growers and partners, minimizing the risk of negative impacts on society and the environment, and promoting and maximizing positive impacts.

Employee Code of Ethics and Conduct Aims to establish our company values and commitment to a workplace free of discrimination, abuse, and harassment, encouraging open communication and setting expectations for employee behavior based on trust, transparency, and honorable conduct.

Grievance Policy Is intended to provide a clear and transparent framework for addressing grievances related to the recruitment process and workplace, allowing employees to submit inquiries, concerns, or complaints related to ProducePay's Employee Code of Conduct and/or projects financed by ProducePay.



Remote Work Policy

Serves as a guide to help all of our employees to help understand the expectations of working remotely at our company, and feel well-supported throughout their experience.

Travel and expense policy

Sets expectations for employees during business travel, ensuring they act as ambassadors of our company and interact with customers and partners in a manner that aligns with our company values, and ensures the proper use of company funds.

Trainings

ESG trainings

- **Primus GFS sustainability standard**
ESG team and Food Safety & Quality Control Department.
- **ESG introduction and environmental and social due diligence process**
Commercial team.
- **Environmental and social management systems in agribusiness**
Executive Leadership Team (C-Suite), Risk Department, Field Operations team, Portfolio Management Department, Sales team.
- **Sustainability in ProducePay and IFC Performance Standards**
All new employees.
- **Identification of critical E&S Risk in agriculture projects**
Field Operations.
- **Introduction to Carbon off-set markets**
ESG, Revenue Enablement, Marketing and Sales teams.



Building a brighter future.

Our key takeaway on how to feed the world sustainably.

Publishing our first Impact Report was a major milestone in our history, but it is not the final step. This inaugural Impact Report has led us to realize the significant impact ProducePay has on the agricultural industry and the potential our journey holds in leading the sector toward a more sustainable and equitable future.

Our commitment for the 2024 Impact Report is to publish our corporate ESG targets. With a baseline now established, we can measure our progress and identify additional metrics and data needed for future reports.

As we identify opportunities, learn, and evolve our methodologies and reporting, we will remain committed to openly sharing our progress, fostering trust and collaboration with our communities.

With our global population expected to reach 10 billion by 2050, it's alarming that 258 million people are already food insecure. Add to this the fact that 40% of harvested produce is wasted due to a volatile and inefficient supply chain. We have the resources to solve hunger; what we need is a more sustainable and efficient approach to food production and distribution.



Let's come together to redesign the vertical to minimize economic and food waste. By empowering ourselves to grow and trade in better ways, adopting practices that reduce volatility and waste.

By working together, we can create a more efficient and sustainable future for the global fresh produce supply chain. We can create a brighter future for ourselves, our families, and future generations that will enjoy responsibly grown and nutritious food.

Now imagine it for a minute: What if we actually pull this off?

Kate Elliott
Vice President,
Sustainability & ESG



PRODUCEPAY

Appendix



Take a look at some useful resources.

PRODUCEPAY

Good practice guidelines for ProducePay growers and partners.



As part of our sustainability strategy, we aim to foster the adoption of environmental and social agricultural practices through a sustainable agriculture program covering policy alignment, performance monitoring and assessment, mutual recognition system, capacity building and technical assistance in the field.

[Learn more](#)

PRODUCEPAY

ProducePay Environmental and Social Policy.



Our E&S policy seeks the establishment of an operational framework that integrates E&S sustainability principles and ESG standards into our institutional strategy as an international institution, promoting economic and social development in the fresh produce industry.

[Learn more](#)

Thanking our world class investors.



Thank you
For joining us in this
transformational journey.

PRODUCEPAY
A better way to grow.

www.producepay.com

