



**caaisa**  
COMPAÑÍA AERO AGRÍCOLA INTEGRAL S.A.S

**Platform**  
**CAAISA Strategic**

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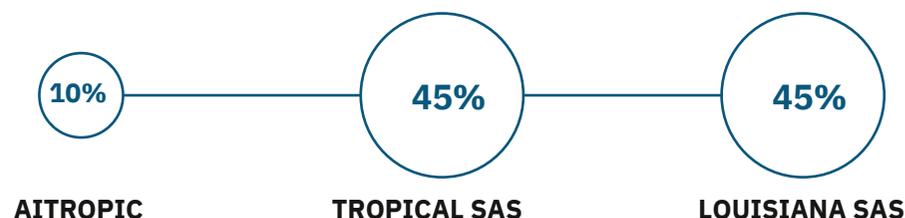
# Strategic context

The company was founded on August 1, 1958, dedicated especially to aerial fumigation of all types of crops, as well as the purchase, import, distribution, export, production, storage, handling and use of agricultural inputs.

The company began a new phase in December 2010 when it was acquired by its current legal representative, Engineer Ignacio Antonio Jiménez Cadavid, through AIRUBA S.A.S., which gave it anew form, providing new work alternatives to personnel in the area of Urabá and providing new aerial fumigation services since in previous years this company was in an active state, but was not executing its corporate purpose.

On February 22, 2012, AITROPIC SAS was created as an investor in agricultural and airline industries, in which and pilots, together they come together to fulfill the AIRUBA sold 100% of its shares and remained the owner of company's mission. CAAISA, whose owners are shareholders of BANAFRUT and TROPICAL. By May 24, 2021 CI BANAFRUT S.A. It transfers 100% of its shares to Luisiana Inmobiliaria S.A.S, remaining shareholders of CAAISA.

## Shareholding:



Today the organization has a work team of 60 collaborators who are distributed in 5 areas of the organization, which are made up of: 16 people in the administrative area, 14 in the technical operations area, 9 in logistics or plant of mixtures 16 in the area of aircraft maintenance and 9 in air operations

## Mission

Our mission is to provide reassuring and environmentally friendly in the, spraying services to safe banana and banana plantations Urabá region. We are committed to protecting the health of crops time we ensure safe operation in and ensuring that at the same , the environment in which we carry out our activities and ensure ,he this ability to add them to ourselves. We work closely with our clients to support their health control, compliance with applicable regulations, and responsible business partnerships.

## Vision

It is recognized for the year 2030 as the leader in refuting banana and plant areas in the Urabá region, and is areference among quality assurance and sustainability. We strive to constantly in,novate and promote environmentally friendly practices by providing exceptional service that contributes to the health and safety control of our, customers and community health.



# Corporate values

- Responsibility: at CAAISA we have the disposition and will to work to achieve the mission, vision and organizational objectives.
- Honesty: we act consistently and honestly, based on the principles of general ethics.
- Commitment: we work towards the effective functioning of the organization with dedication, professionalism and agility in carrying out daily activities.
- Quality: obtain better results through effective and efficient processes on a continuous basis, taking into account the necessary measures to apply them in the provision of a quality service.
- Belonging: in the organization we have an active sense of belonging, being one of the few companies that carries out this activity in the sector and that together with its collaborators has built it in an organic and harmonious way over the years.
- Trust: relationships based on respect and collaboration between workers, clients and partners of the organization, which enhance healthy relationships that last over time and in the work environment.
- Respect: we work on difference, respect for others as human beings and as collaborators in a company that builds together.
- Solidarity: knowing how to put yourself in someone else's shoes, reaching out to those who need it most in building a better company.
- Initiative: to make the innovations they implement possible, the work of professionals who are proactive and propose new ideas is necessary, which are the driving force of the improvements and advances necessary for this development.

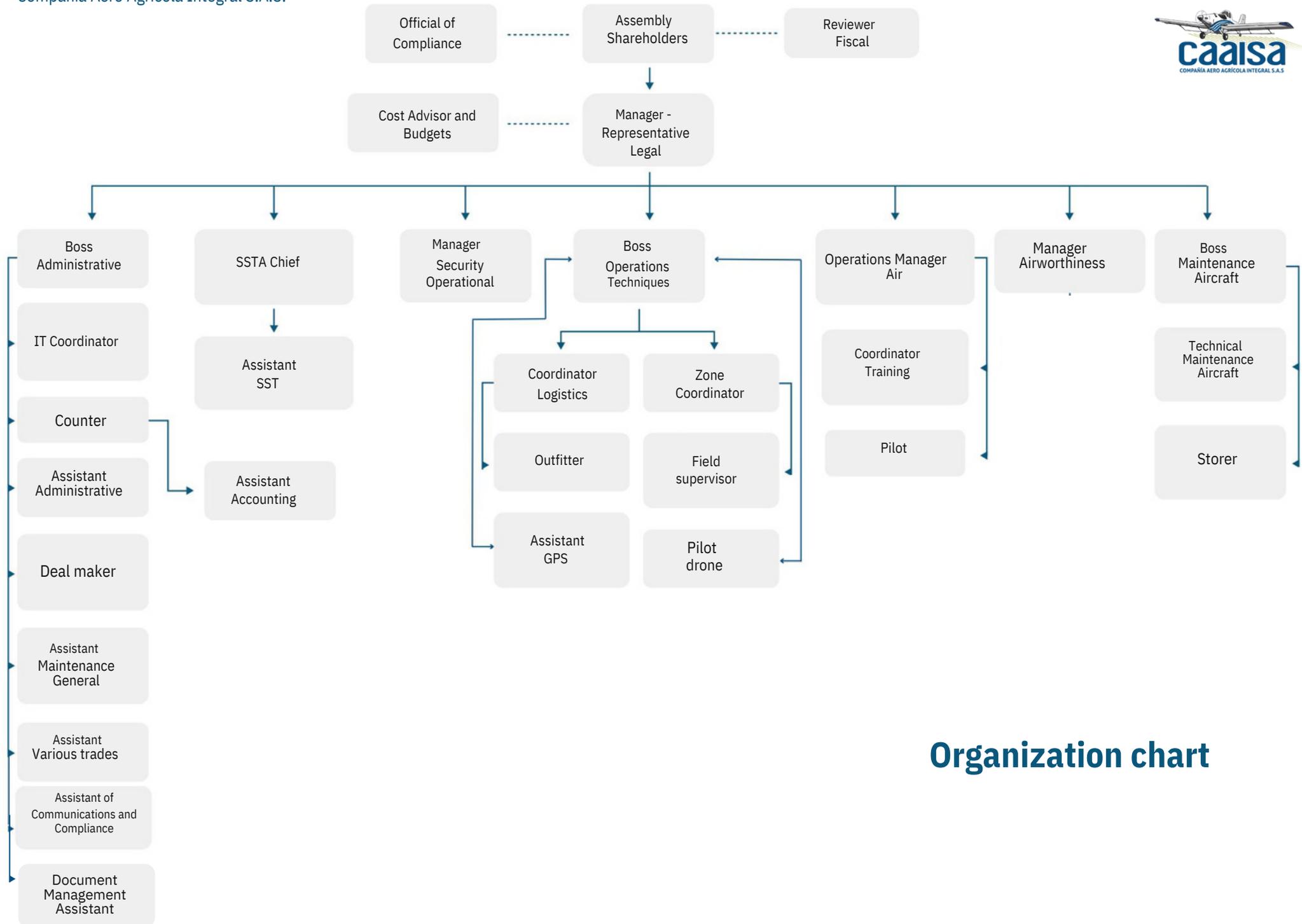
## Objectives **General objective**

Contribute through aerial spraying to the improvement of phytosanitary control in banana and plantain crops in the Urabá area, thus supporting the production process of our clients.

## **Specific objectives**

- 1 Maintain the processes associated with phytosanitary control in an efficient and effective manner that allows compliance with the established program.
- 2 Offer a quality service with all the standards and requirements of the aeronautical, environmental and occupational health and safety environment.
- 3 Satisfy the needs and expectations of our clients in their production process.

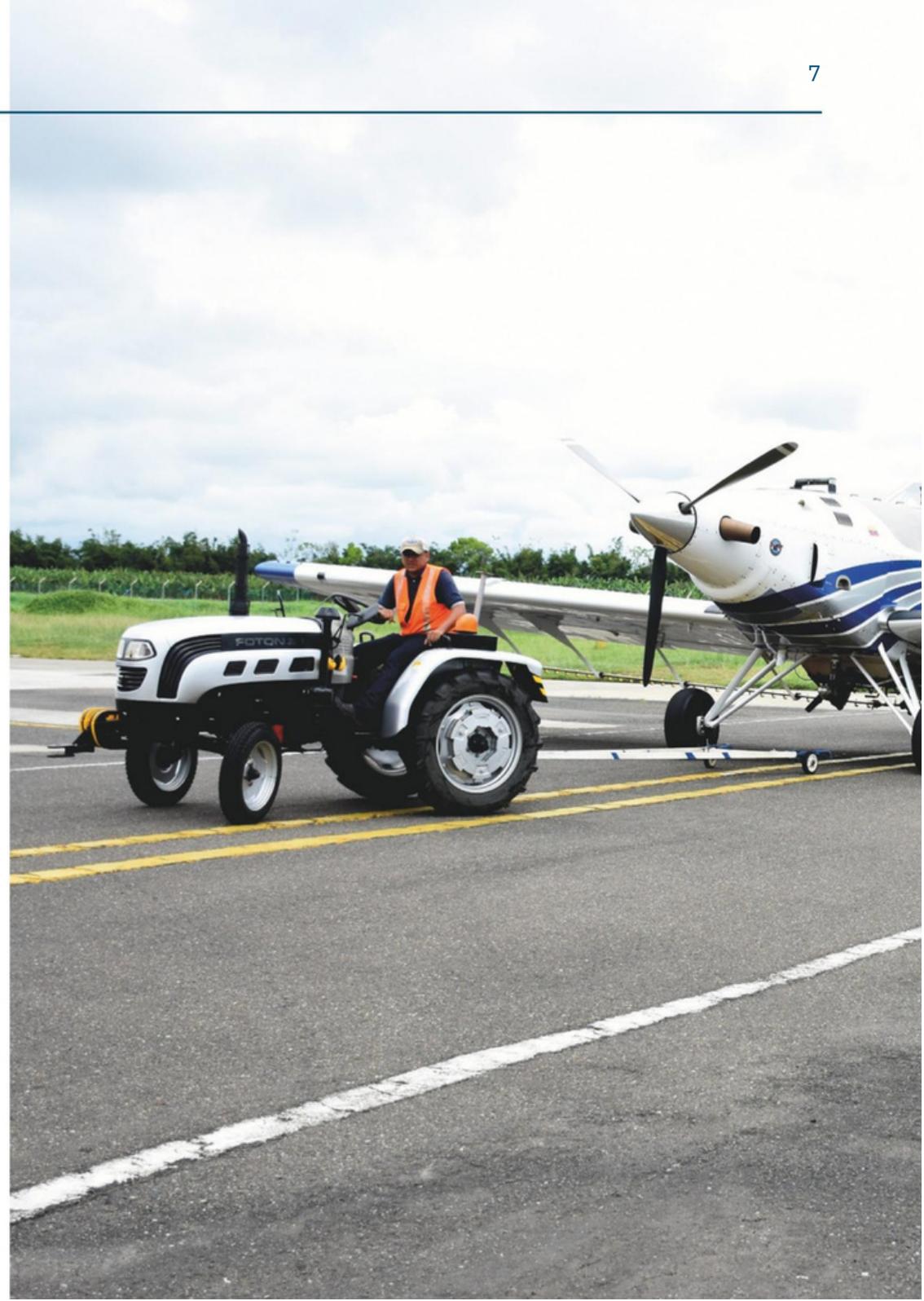




**Organization chart**

## Organization chart

The organization is distributed into 5 areas reorganized by: 17 people in the administrative area, 16 in the technical operations area, 11 in logistics, 13 in the aircraft maintenance area and 9 in air operations.



# Internal regulations

As stated in article 104 of the Substantive Labor Code, CAAISA's internal labor regulations are a document in which they group together, in a descriptive and detailed manner, the different working conditions by means of which the organization organizes and controls the execution and development of the activities provided by the organization's collaborators. The internal work regulations consist of 14 chapters and 74 articles.



# Policies

## Integrated Policy

At Compañía Aero Agrícola Integral S.A.S. “CAAISA”, we are committed to the safety and well-being of our staff and other interested parties, the protection of the environment, the quality of our services, operational safety and profitability for our partners. That is why our comprehensive policy is based on the following principles:

**1. Safety and Health at work:** management is committed to the promotion and protection of the safety and health of employees and contractors, as well as the allocation of physical and financial resources for the development of the system, seeking to maintain a safe and healthy work environment, promoting timely reporting for adequate identification, assessment and control of existing hazards in the company, promoting training and generation of a culture of prevention and self-care that generates continuous improvement of the SG-SST.

**2. Quality:** continuously seeking excellence in the provision of our services and providing efficient and effective phytosanitary control of the disease in banana and plantain plantations in the Urabá area, we are committed to meeting the highest quality standards. high standards and to constantly improve our processes to meet the needs of our partners and customers.

**3. Environment:** at CAAISA we are committed to carrying out actions that minimize impacts on the environment through internal and external sustainable practices in the development of our operations, the rational use of natural resources and raw materials, as well as actions to prevent pollution in the use and pesticide management, promoting a culture of care for the environment.



## Integrated Policy

**4. Operational Safety:** we are committed to maintaining a rigorous focus on the operational safety of our aerial spraying activities, complying with all related regulations and standards established for the type of operation in which we intervene, promoting continuous training, knowledge, control and improvement in our operations and processes, identifying and reporting dangers associated with operational safety and allocating the necessary resources to treat them to minimize or eliminate them definitively.

**5. SAGRILAFT:** our commitment is to establish measures and procedures that allow us to manage risks for the prevention of money laundering, the financing of terrorism and the proliferation of weapons of mass destruction, promote a culture of prevention, guaranteeing compliance with regulations, applicable regulations and due diligence, designating a compliance officer responsible for supervising, managing, monitoring and controlling the system; acting as a point of contact with the regulatory authorities, making the necessary reports, guaranteeing the conservation of information in accordance with legal regulations.

**6. Legal Compliance:** we respect and comply with all rules, regulations and other requirements associated with our clients and/or those established by the organization and that are applicable in all our operations, including those related to occupational health and safety, quality and environment.

Acting from ethics, the values that represent us and the business responsibility that characterizes us, this policy is reviewed and updated annually to ensure that it remains aligned with our objectives and values. All collaborators and interested parties of Compañía Aero Agrícola Integral S.A.S. “CAAISA” share the responsibility of complying with this policy and contributing to the achievement of our objectives in occupational health and safety, quality, Sagrilaft, environment and operational safety.

This integrated policy establishes a clear framework of commitment and responsibility in all key areas of the CAAISA company, promoting excellence and compliance in every aspect of its operations.

# General knowledge policies



## Data Protection Policy

This policy covers all aspects to be taken into account when processing the personal data of our stakeholders.

## CSR Policy

The Corporate Social Responsibility Policy, also known by its acronym CSR or Social Responsibility Corporate is the name given to the activities and policies developed by a company to contribute to the community and the environment.

## Ethical Policy and Transparency

Policy responsible for the formulation of principles, values and standards that establish a Compliance Program that allows society to prevent, detect and correct situations that could potentially become a violation of the Anti-Bribery Law.

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CAISA

Compañía Aero Agrícola Integral S.A.S

NIT. 860.011.246-2

Adjacent to the Antonio Roldán Betancourt Airport Km 7. Vía

Zungo Pier. San Sebastian Carepa Property, Antioquia

comunicacion@caaisa.com - 3214250058