

# Company Responsible With Its People



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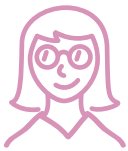
# Our people



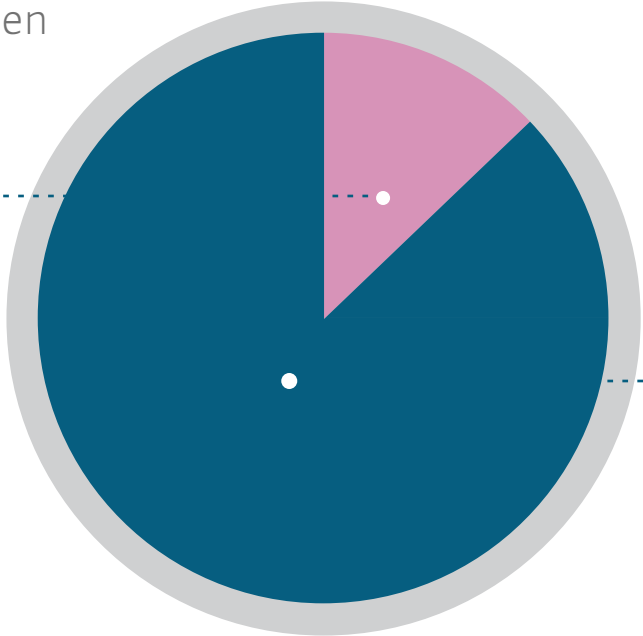
“ At DINANT, human capital is the most important resource for the successful development of its business strategy. ”

This is why the Human Resources Department devises personnel management processes aligned with the business and at the forefront of the labor market, building training programs that range from inductions to the company to specialized knowledge; the development and growth in the structures generate high job stability.

It is a constant effort to create inclusive workspaces and environments so that employees feel happy working at DINANT, which has allowed the company to be recognized as one of the best places to work by the Great Place To Work Institute of Central America and the Caribbean.



25% Women



75% Men

**Total =**  
5,836

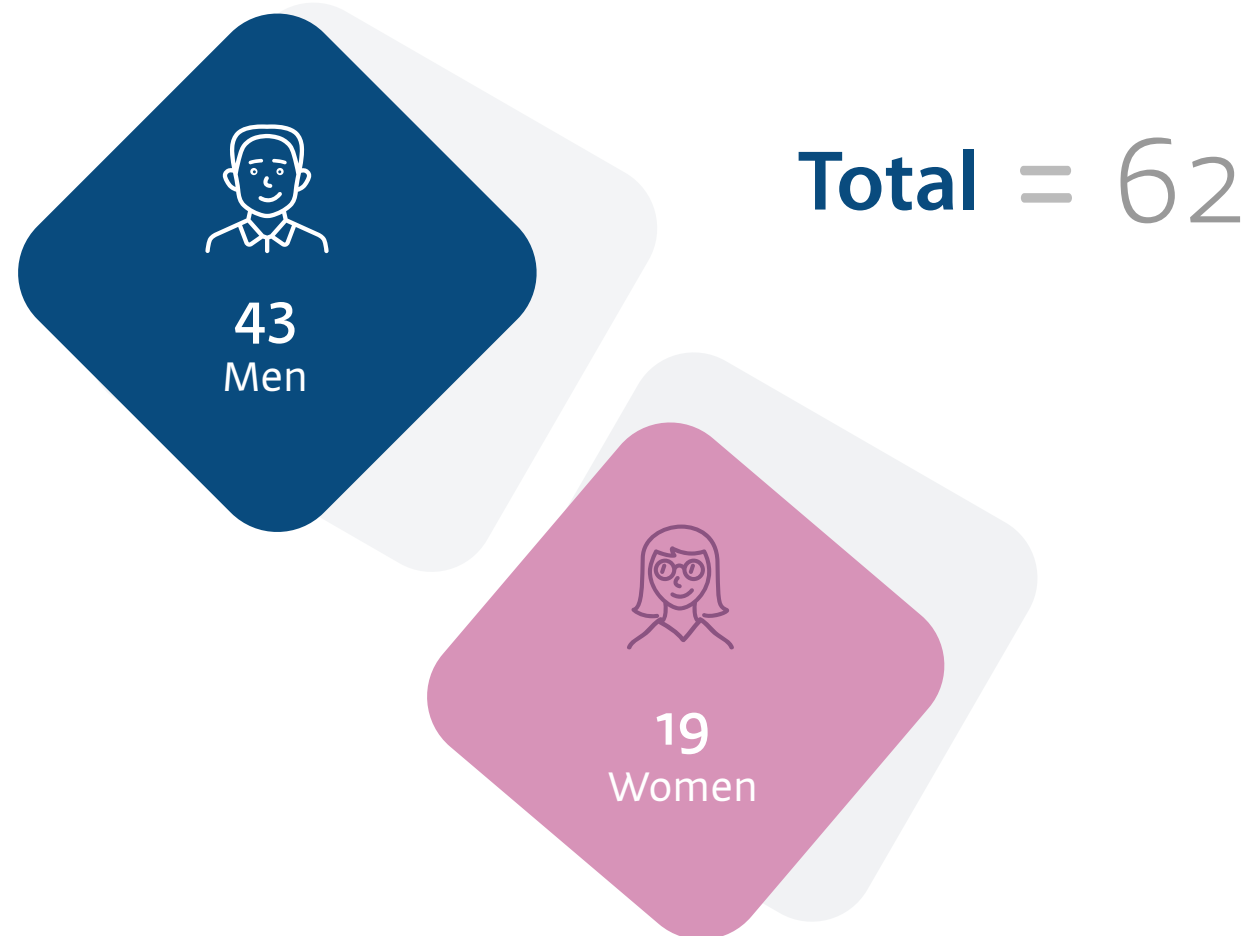
**Total of  
employees by gender  
and employment  
contract**

# Employment Stability

Through our employer brand *“We are looking for talent like you”*; DINANT establishes itself as one of the most sought-after employers in the country, offering job openings in different fields; manufacturing, international trade, human management, logistics, sales, agriculture, food, among others; Therefore, different strategies have been developed to promote job stability and that people who join our company find a place where they enjoy working.



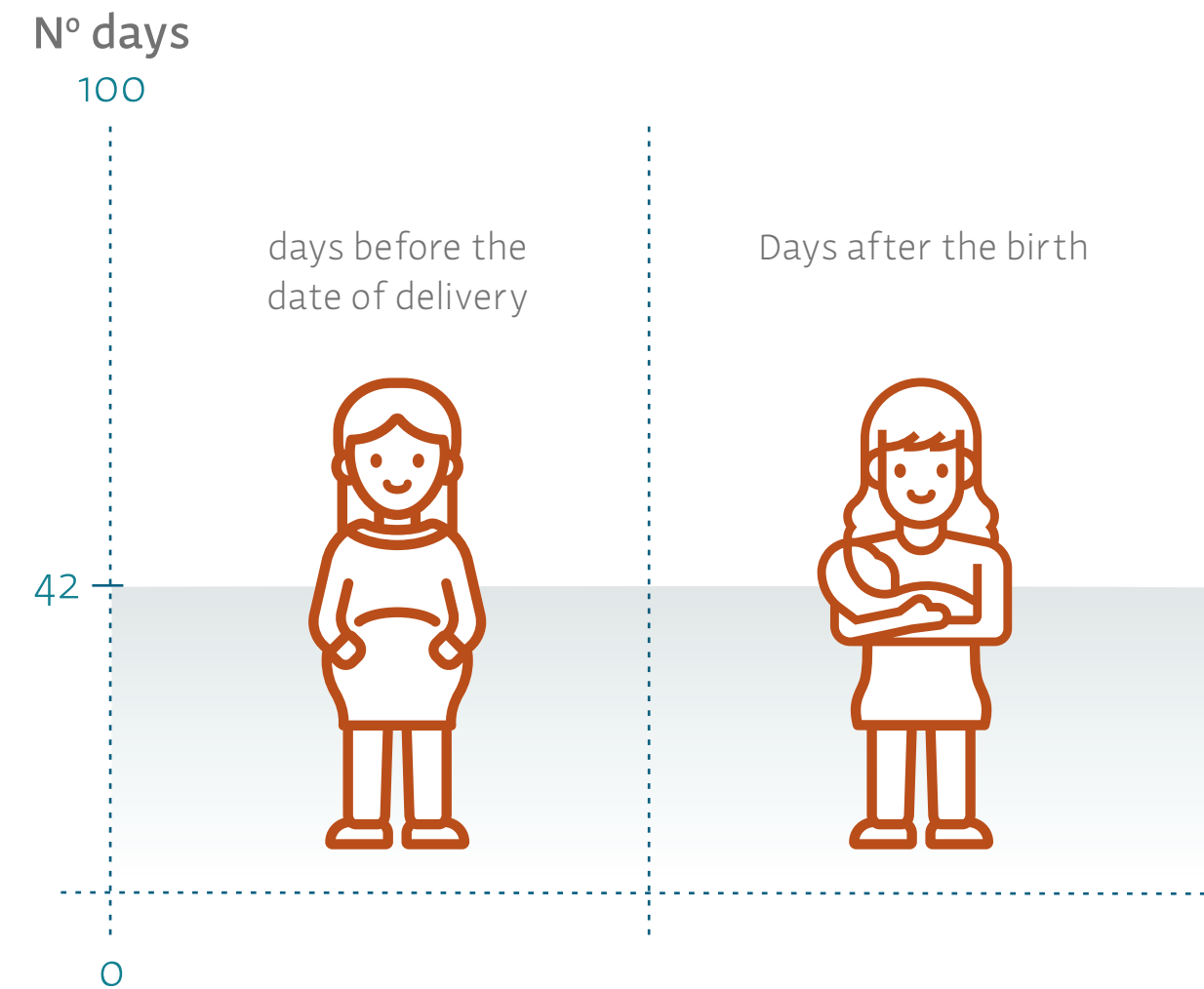
# Employees with disabilities according to their gender



# Parental leave

Regarding parental leave, DINANT, per national legislation, grants maternity leave (42 days before the date of delivery and 42 days after the birth) for 100% of mothers returning after this period.

As part of the catalogue of special benefits, paid paternity leave is provided to fathers for the birth of their children.



# Benefits for employees

During this period, 50 employees participated in the program



18 of whom graduated from high school and 32 from university.

## Scholarship Program for Employees

The scholarship program is aimed at providing support to all those employees who have not had the opportunity to complete their high school and university studies, to reinforce their knowledge and improve their skills when putting them into practice in their professional life; all this through partnerships with different schools and universities in the city of San Pedro Sula and the Leán Valley.

# Alliances with Universities

DINANT has established alliances with different national universities to provide facilities ranging from discounts to scholarships for employees who wish to pursue a university degree.





# Talent Development Program

This program is aimed at promoting continuous learning among employees. Within this framework, during this period “self-development” was activated and an internal digital platform called DINANTEC was created. Both are platforms where employees can access content for individual and group development.



# Work-Life Balance Program

Pioneers in the labor market, DINANT have developed innovative benefits that significantly contribute to the balance between family life and work.

Some of the new members of our Regional Benefits Catalog are

Paid parental leave

Day off for birthdays

Day off for work anniversary

Paid leave of absence for marriage

All of these, in addition to those guaranteed by law to each member of DINANT. During the workday, employees can enjoy spaces dedicated to special celebrations on holidays, thus enjoying a healthy work environment.



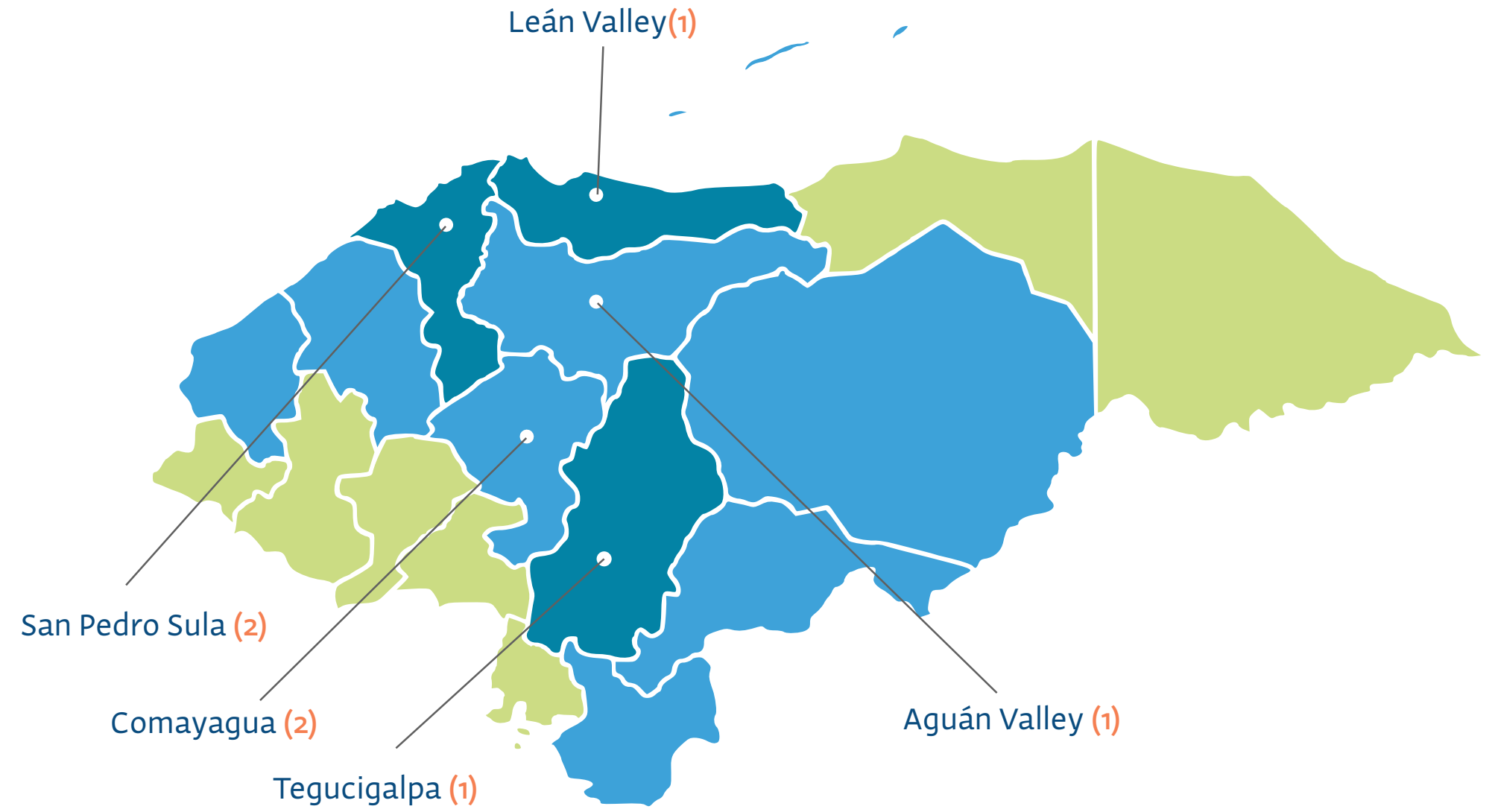
# Occupational Health and Safety

## Programs

DINANT has an Occupational Health Area, with clinics managed by qualified doctors and nurses, who manage different health programs at each worksite in manufacturing, commercial, and administration, such as hearing conservation, respiratory conservation, dermatological care, addiction prevention program, back and shoulder pain and ergonomics as main programs, also providing primary health care in the workplace.

# Health clinics with specialists and health fairs

The company provides medical care to employees through its 7 clinics located at its operating sites in Honduras, each one certified under the Medical-Company System of the Honduran Institute of Social Security. These clinics direct the Occupational Health Strategy for the care of all employees in the different tasks that are carried out on a daily basis.



A health fair is held once a year at each operating site.



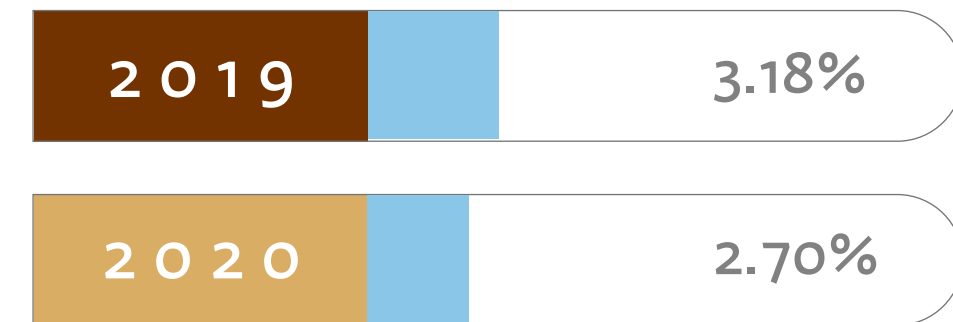
Every year, **5,000** employees and **1,500** family members participate.

# Employees' representation on formal committees

DINANT workers actively participate in Joint Safety and Hygiene Commissions, which focus to promote all programs and actions that are aimed at occupational safety and health; trying to provide its collaborators with safe spaces and conditions in their work activities.

DINANT has been increasingly strengthening actions aimed at occupational health and the safety of employees,

Frequency of accidents average annual index



For this reason, for this period there was a decrease of **15%** in the frequency of disabling occupational accidents.

# Training

## Social Responsibility and Organizational Culture Training Program

Aware that employees are a fundamental pillar to achieve the organizational objectives, DINANT permanently carries out actions for their strengthening and integral development.

DINANT implements a continuous training processes according to the needs of the company and its employees.

Training Process: Results 2019		
<p><b>71,029</b> hours of training</p>	<p><b>25,612</b> training participations</p>	<p><b>100%</b> compliance percentage in the Integrated Sustainability Management System Performance Indicator.</p>

Training courses were held on different topics, such as Leadership, Office Systems, Industrial Safety, Occupational Health, Environment, Sustainability, Quality, HACCP System, and BASC, among others

Training Process: Results 2020		
<p><b>124,170</b> hours of training</p>	<p><b>141,725</b> training participations</p>	<p><b>96%</b> compliance percentage in the Integrated Sustainability Management System Performance Indicator.</p>

The Organizational Development strategy for 2020 in terms of training focused on the implementation of virtual training through Dinantec with which various learning activities developed internally and with external offerings through partnerships with prestigious organizations, where various topics of interest were addressed, among which are:

The Latin American Management Summit of the company post Coronavirus

Challenges of Senior Management in the Face of Crisis, The Keys to be a Leader in Times of Crisis, Self-leadership, Innovation, and Cultural Transformation, among others.

# Leadership Training

## Stage I. Year 2018

During this year, the Commercial Area trained 95% of employees in middle management and management positions in the basic knowledge and skills for the management they perform.

## Stage II. Year 2019

In this period, the following were trained:

- 100% of the leaders in the agribusiness division in terms of managerial competencies.
- 85% of the management team and 40% of middle and senior management employees who participated in a leadership management program typical of great places to work.

## Stage III. Year 2020-2021

It is planned to continue with the training of leaders in management competencies.



# Acknowledgments



In 2019, DINANT received recognition as one of the best places to work in Honduras.

This recognition was awarded for the promotion of leadership among its employees, based on competencies, talent development, and the search for a harmonious and challenging organizational climate; it was in 2020 that the company received this recognition for its operations in Costa Rica, Nicaragua, and the Dominican Republic.



For the twelfth consecutive year, DINANT was recognized by the Honduran Foundation for Corporate Social Responsibility as a Socially Responsible Company for its commitment to local communities and its sustainable operations.