
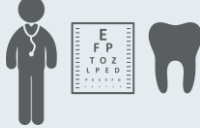




As part of Acercasa’s participation in the INFRONT Sustainability Innovation Grant, the company reports on a variety of environmental, social and governance (ESG) policies and practices. Company investments in sustainability initiatives enhance commercial value, while at the same time creating positive impacts for employers, suppliers and other stakeholders. This report highlights Acercasa’s broader commitment to sustainability.

Job Creation	
<ul style="list-style-type: none"> • Three employees added to workforce since June 2015 • 61 total employees 	
Quality Jobs	
<ul style="list-style-type: none"> • 100% employees receive benefits 	
Gender Equality	
<ul style="list-style-type: none"> • 52.5% of employees are women, with 50% female management • 49% of clients are women 	
Local Economy and Community	
<ul style="list-style-type: none"> • 97% increase in number of domestic suppliers (from 33 in June 2015 to 65 in June 2016) • \$375M COP contributed to local suppliers from April-June 2016 • \$723M COP in tax revenues paid since June 2015 	
Environmental Impact	
<ul style="list-style-type: none"> • Increased recycling through HP Planet Partners printer cartridge recycling program, along with paper and cardboard recycling. Also decreased paper printing by encouraging a no-print culture • Reduced energy use through centrally turning off all computers at 8pm at night. Also, disconnected 30% of light bulbs in the office without compromising lighting needed • Installed filters on taps resulting in no plastic water bottles being used in the office 	