

As part of Rayco’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 Rayco’s commitment to sustainability.

Job Creation	
<ul style="list-style-type: none"> 871 total employees 	
Quality Jobs	
<ul style="list-style-type: none"> 100% employees receive benefits 	
Gender Equality	
<ul style="list-style-type: none"> 61% of employees are women (up from 56% in June 2015) Equal opportunity employer that does not discriminate based on gender, race or sexual orientation 	
Local Economy and Community	
<ul style="list-style-type: none"> Approximately \$30B COP paid to local suppliers since June 2015 Over \$1.6B COP in tax revenues paid since June 2015 	
Environmental Impact	
<ul style="list-style-type: none"> Gifted 5,000 seeds to grow Guayacán Amarillo, a native Colombian tree to customers Used sustainably sourced paper for corporate magazine Promoted E-Bikes at a reduced cost to stimulate consumer demand for renewable transportation Initiated a market assessment to add solar panels to the company’s product portfolio 	