

Guayaquil April 27, 2016

Dear AFC,

Regarding the allegations made by Oxfam we would like to state the following:

- There is no record that Oxfam has ever visited Farm Matías, there is a log entry and it shows no such visit and nobody from the farm or group knows who they are or recall any such visit.
- Matías is a farm that respects the Ecuadorian laws, the statement that wages are not sufficient to feed a family is subjective. The workers have different level of wages depending on the work but nobody makes less than the minimum wage established by the government. Everyone receives their pay slip and there are 3 copies, one in the office, one in the farms and one that every employee has. In Ecuador you can receive your 13 and 14 month salary in 2 payments or divide it for 12 months, but it's up to the worker to inform how they want to be paid and this is of course done. The wage issue is heavily regulated in Ecuador so this allegation is completely unfounded. No one works more than they have to and extra hours are respected.
- No wages have been reduced either male or female and there are women workers that make more than men and others that make the minimum wage, it depends on the work not the gender.
- Matias is not against a Worker's Union, the workers haven't done one but The Farm is not doing anything to stop them from forming one.
- No employee works when the farm is being fumigated, this allegation is ludicrous and has been made by someone who obviously doesn't know how banana farms work. This is a very big farm with various lots and packing stations, a plane can fumigate one lot but that doesn't stop it from being able to work on another very far away with no consequence. This is also heavily regulated.
- There is a Safety Committee and is being led by Mr. Mario Murillo, a Safety Engineer.
- Blood tests for cholinesterase are done regularly and according to the law. Results are always given to the workers and monitored very closely. Matías uses the services of Dole's Foundation "DALE" for this and other health and safety issues. No deductions are made to the employees for this or other health services.

km. 1.5 via Samborondón, Edif. Samborondón  
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Samborondón-Ecuador



Furthermore I would like to emphasize that Matias is farm that is Global Gap certified and also is one of the few that has Rainforest Alliance Certification, this means that they work more towards Social and Environmental responsibility than most of the banana farms from Ecuador or other countries.

There is no foundation in these allegations and neither we nor our grower have anything to hide. Please feel free to ask us anything about this or any other subject.

Best regards,

A handwritten signature in blue ink that reads "Oswaldo Menéndez M.G.A." in a cursive style.

Oswaldo Menéndez M.G.A.

General Manager

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