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## 1. INTRODUCTION

Climate change is a global emergency that goes beyond national borders. It is an issue that requires international cooperation and coordinated solutions at all levels. To tackle climate change and its negative impacts, world leaders at the United Nations Climate Change Conference (COP21) in Paris reached a breakthrough on 12 December 2015: the historic Paris Agreement.

Within the framework of the Sustainable Development Goals (SDGs) set by the United Nations in the Paris Agreement, organizations committed to adopting initiatives aimed at reducing their environmental footprint. Recognizing their significant contribution to greenhouse gas (GHG) emissions and other environmental impacts, the Alliance, like other organizations, is currently working to continuously improve its administrative and operational processes.

In line with its mission, vision, and research strategy (climate action, multifunctional landscapes, gender and social inclusion, digital inclusion, crops for nutrition and health, biodiversity for food and agriculture, and food environment and consumer behavior), the Alliance of Bioversity International and CIAT acknowledges the critical importance of integrating environmental protection and preservation practices in its daily operations. The Alliance seeks to establish offices operating through sustainable practices that reflect its commitment and social responsibility from a governance standpoint amid the pressing challenges of climate change. Embracing environmental, social, and governance (ESG) criteria, the Alliance adopts a strategic approach to create value as well as report and enhance sustainability impact. This strategy enables organizations to generate value and report on their commitments to sustainability and social responsibility.

This Sustainability Policy has been developed in accordance with the standards outlined in the 2015 ISO 14001, which provides guidelines and procedures for organizational environmental management. The implementation of this Policy will be supported and facilitated by an ESG Plan.

In this context, the Sustainability Policy sets forth the objectives, principles, and measures that the Alliance will undertake to uphold sustainability across all its activities.

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## 2. INSTITUTIONAL COMMITMENT AND PRINCIPLES

### 2.1. COMMITMENTS AROUND ESG

The purpose of the Sustainability Policy and the ESG Plan is to align the Alliance’s operations with the Sustainable Development Goals (SDGs), achieve sustainable growth, fulfill social responsibilities, and create a positive impact on staff, stakeholders, and communities.

- **Governance:** The Alliance’s governance (Board of Trustees, Director General, and Senior Management Team) is committed to prioritizing sustainability across environmental, social, and governance dimensions by implementing the ESG Plan.
- **Social:** The Alliance seeks to foster and enhance a healthy social environment, ensuring optimal conditions of equality, inclusion, equity, and respect for human and labor rights. It also seeks to provide training and raise awareness among all personnel about the Alliance’s sustainability efforts, thus encouraging collaborative leadership that enables full compliance with the objectives.
- **Biodiversity conservation:** The Alliance is committed to protecting and conserving biodiversity, acknowledging its significance for ecosystem stability and global food security. Consequently, it will work to promote wildlife conservation, preserve natural habitats, and advocate for the sustainable use of ecosystem resources.
- **Climate change mitigation and adaptation:** The Alliance will play an active role in mitigating climate change and strengthening the resilience of its hubs. This involves promoting research and embracing sustainable practices, along with the adoption of innovative technologies and approaches aimed at reducing GHG emissions and enhancing adaptation to climate change in its operations.
- **Efficient use of natural resources:** The Alliance is committed to advocating for the efficient and responsible use of natural resources, grounded in the principles of circular economy. This entails fostering optimal management of solid waste, ensuring water and air quality, and encouraging sustainable purchasing practices to minimize environmental pollution from input materials.
- **Sustainable hubs:** The Alliance is committed to developing sustainable hubs that embody its values and uphold environmentally responsible practices. It will work to minimize the environmental footprint of its facilities by reducing resource consumption, enhancing energy efficiency, promoting sustainable mobility options, implementing proper waste management practices, and raising environmental awareness among both staff and visitors.

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## 2.2. PRINCIPLES

- Sustainable development: Maintain a balance among environmental responsibility, social well-being, economic growth, and governance of the Alliance in the short, medium, and long term.
- Social: Collaborate closely with the different departments, strategic partners, governments, local organizations, and communities to devise collective solutions addressing environmental and social challenges while promoting sustainable development.
- Transparency: Operate with transparency and be accountable for environmental, social, and governance impacts. Effectively communicate goals, achievements, and challenges while encouraging participation and dialogue with all stakeholders.
- Consistency: Align the Alliance’s mission and vision with the Sustainability Policy and the ESG Plan to work cohesively and achieve the proposed objectives in an articulated manner.

## 3. SCOPE

This Sustainability Policy applies globally to the entire Alliance of Bioversity International and CIAT.

## 4. DEFINITIONS AND ACRONYMS

**Environment:** Surroundings in which an organization operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelationships (ISO 14001).<sup>1</sup>

**Sustainability area:** Integrating and implementing sustainable practices that balance environmental, social, and economic considerations within an organization. In addition, developing and promoting strategies and policies aimed at minimizing environmental impact, improving resource efficiency, and ensuring long-term ecological health.

**Biodiversity:** “Biodiversity comprises both diversity within a species or ecosystem as well as diversity between species or ecosystems. Alterations in biodiversity can impact the delivery of ecosystem services. Therefore, like ecosystem services, biodiversity requires protection and sustainable management” (WWF, 2023).<sup>2</sup>

**Climate change:** “Climate change refers to long-term shifts in temperatures and weather patterns. Such shifts can be natural, due to changes in the sun’s activity or large volcanic eruptions. But, since the 1800s, human activities have been the main driver of climate change, primarily due to the burning of fossil fuels like coal, oil,

<sup>1</sup> European Environmental Agency. 2024. Environment. EEA. <https://www.eea.europa.eu/help/glossary/gemet-environmental-thesaurus/environment>

<sup>2</sup> World Wildlife Fund. 2024. *What is biodiversity*. WWF. <https://www.worldwildlife.org/pages/what-is-biodiversity>

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and gas. Burning fossil fuels generates greenhouse gas emissions that act like a blanket wrapped around the Earth, trapping the sun’s heat and raising temperatures” (United Nations, 2023).<sup>3</sup>

**Conservation:** This comprises a variety of activities, policies, and regulations aimed at preserving nature by safeguarding natural resources and living organisms from the impacts of human activities (Natural Resources Conservation Service, 2014).<sup>4</sup>

**Sustainable development:** This consists of meeting the needs of the present without compromising the ability of future generations to meet their own needs (United Nations, 2023).<sup>5</sup>

**Circular economy:** “Production and consumption systems designed to optimize the use of materials, water, and energy, while considering the resilience of ecosystems. It emphasizes the circular flow of materials and aims to prolong their lifespan through technological innovation, partnerships, and business models aligned with the principles of sustainable development” (United Nations Development Programme, 2023).<sup>6</sup>

**Energy efficiency:** This involves optimizing the energy consumption of various technological equipment while maintaining the comfort and quality of life for the population (International Energy Agency, 2023).<sup>7</sup>

#### ESG (environmental, social, governance)

- **Environmental:** These criteria measure the environmental impact arising from an organization’s operational and administrative activities regarding areas associated with water management, solid waste management, GHG emissions, and biodiversity protection.
- **Social:** These criteria measure the impact of an organization on its internal and external environment (workers and local communities), focusing on issues associated with human rights, labor rights, occupational safety and health, diversity, and community impacts.
- **Governance:** These criteria measure the impact of an organization’s governance decisions in terms of ethical practices, transparency, accountability, composition, equality, policies, transparency, and risk management, and their role in overseeing ESG performance (ESG Plan for the Alliance of Bioversity International and CIAT).

<sup>3</sup> United Nations. 2015. What Is Climate Change? United Nations. <https://www.un.org/en/climatechange/what-is-climate-change>

<sup>4</sup> U.S. Department of Agriculture. 2014. *What does conservation mean?* USDA. [https://www.nrcs.usda.gov/sites/default/files/2022-09/English%20Whats%20CONSERVATION%20Mean\\_4.pdf](https://www.nrcs.usda.gov/sites/default/files/2022-09/English%20Whats%20CONSERVATION%20Mean_4.pdf)

<sup>5</sup> United Nations. 2023. *Fast Facts – What Is Sustainable Development.* United Nations. <https://www.un.org/sustainabledevelopment/blog/2023/08/what-is-sustainable-development/>

<sup>6</sup> United Nations Development Programme. 2023. *What is circular economy and why does it matter?* UNDP. <https://climatepromise.undp.org/news-and-stories/what-is-circular-economy-and-how-it-helps-fight-climate-change>

<sup>7</sup> International Energy Agency. 2023. *Energy Efficiency.* IEA. <https://www.iea.org/energy-system/energy-efficiency-and-demand/energy-efficiency>

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**Greenhouse gases:** These are gaseous components of the atmosphere, originating from both natural and human activities, that absorb and emit solar energy reflected by the Earth’s surface, the atmosphere, and clouds (EPA, 2024).<sup>8</sup>

**Environmental impact:** “It is the effect of human activity on the environment in the form of creating environmental imbalance” (Universidad del Valle, 2020).<sup>9</sup>

**Sustainable mobility:** A strategy aimed at reducing the environmental and territorial impact of daily population movements (WWF, 2024).<sup>10</sup>

**Sustainable Development Goals:** They form the framework for improving the lives of populations around the world and mitigating the hazardous man-made effects of climate change (United Nations, 2015).<sup>11</sup>

**Sustainability:** It consists of meeting the needs of the present without compromising the ability of future generations to meet their own needs, while ensuring a balance between economic growth, respect for the environment, and social welfare (Santander, 2022).<sup>12</sup>

**Sustainability plan:** Document outlining a detailed strategy for achieving specific material items, which include indicators, strategies, and targets to develop and implement a sustainability policy. It aims to assess, understand, and communicate the impact that the Alliance has across environmental, social, and governance pillars.

**Preservation:** “Safeguarding and shielding someone or something in advance from harm or danger” (RAE, 2023).

**Solid waste:** This refers to materials generated from sweeping, cleaning of areas and roads, as well as grass cutting and tree pruning. It is non-hazardous and can be classified into usable and non-usable categories (EPAIDEAM, 2024).<sup>13</sup>

**Resilience:** “The ability to prevent disasters and crises as well as to anticipate, absorb, accommodate, or recover from them in a timely, efficient, and sustainable manner. This includes protecting, restoring, and improving livelihoods systems in the face of threats that impact agriculture, nutrition, food security, and food safety” (FAO, 2024).<sup>14</sup>

<sup>8</sup> Environmental Protection Agency. 2024. *Sources of Greenhouse Gas Emissions*. <https://www.epa.gov/ghgemissions/sources-greenhouse-gas-emissions>

<sup>9</sup> Universidad del Valle. 2024. *Impacto ambiental*. Universidad del Valle. <https://serviciosvarios.univalle.edu.co/8-noticias/44-sabe-s-que-son-aspecto-e-impacto-ambiental>

<sup>10</sup> World Wildlife Fund. 2024. *Sustainable mobility*. WWF. [https://wwf.panda.org/projects/one\\_planet\\_cities/sustainable\\_mobility/](https://wwf.panda.org/projects/one_planet_cities/sustainable_mobility/)

<sup>11</sup> United Nations. 2015. *THE 17 GOALS*. United Nations. <https://sdgs.un.org/goals>

<sup>12</sup> United Nations. 2024. *Sustainability*. United Nations. <https://www.un.org/en/academic-impact/sustainability>

<sup>13</sup> United States Environmental Protection Agency. 2024. *Criteria for the Definition of Solid Waste and Solid and Hazardous Waste Exclusions*. EPA. <https://www.epa.gov/hw/criteria-definition-solid-waste-and-solid-and-hazardous-waste-exclusions>

<sup>14</sup> Food and Agriculture Organization of the United Nations. 2024. *Good Practices on Resilience*. FAO. <https://www.fao.org/capacity-development/resources/good-practices/resilience/en/#:~:text=FAO%20defines%20resilience%20as%20%22the,Caisse%20de%20r%C3%A9silience>

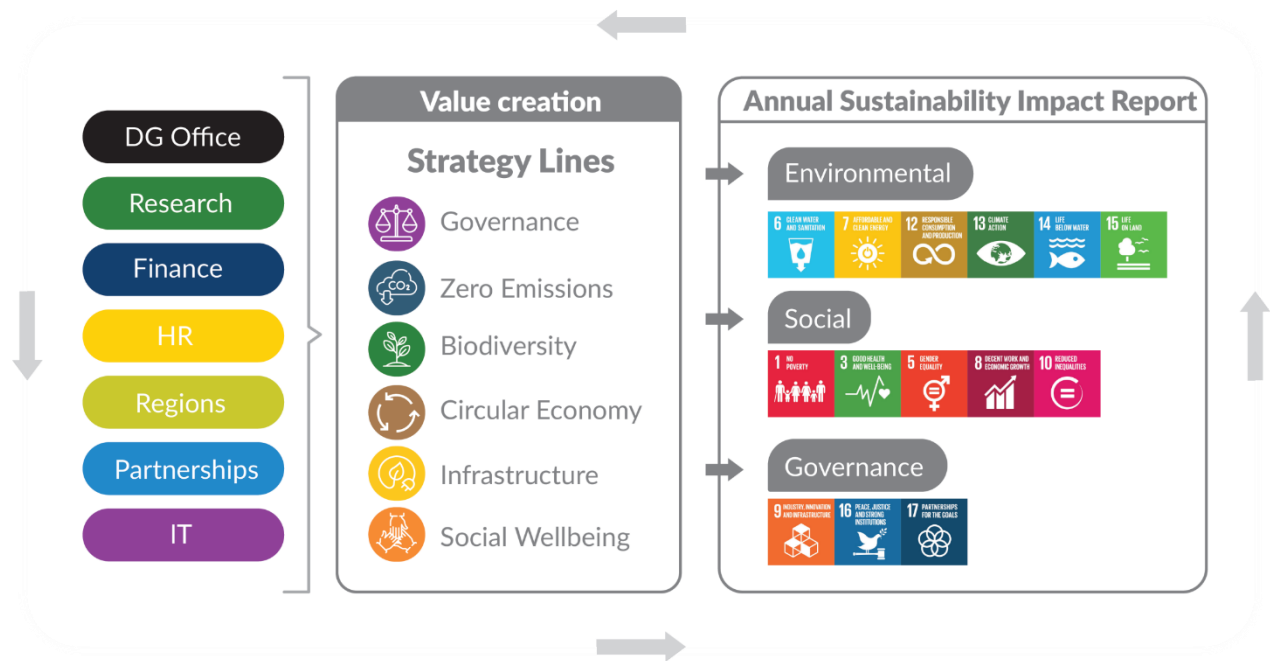
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**Hubs:** Work centers/offices established by the Alliance, located in the regions of Europe, Africa, the Americas, and Asia. These offices are composed of regional offices, country offices, and project offices.

**Ecosystem services:** “Ecosystem services are the multitude of benefits that nature provides to society. Ecosystem services are essential for human existence, providing vital functions such as supplying nutritious food and clean water, regulating disease and climate, supporting crop pollination and soil formation, and offering recreational, cultural, and spiritual benefits” (FAO, 2023).<sup>15</sup>

## 5. SUSTAINABILITY STRATEGY

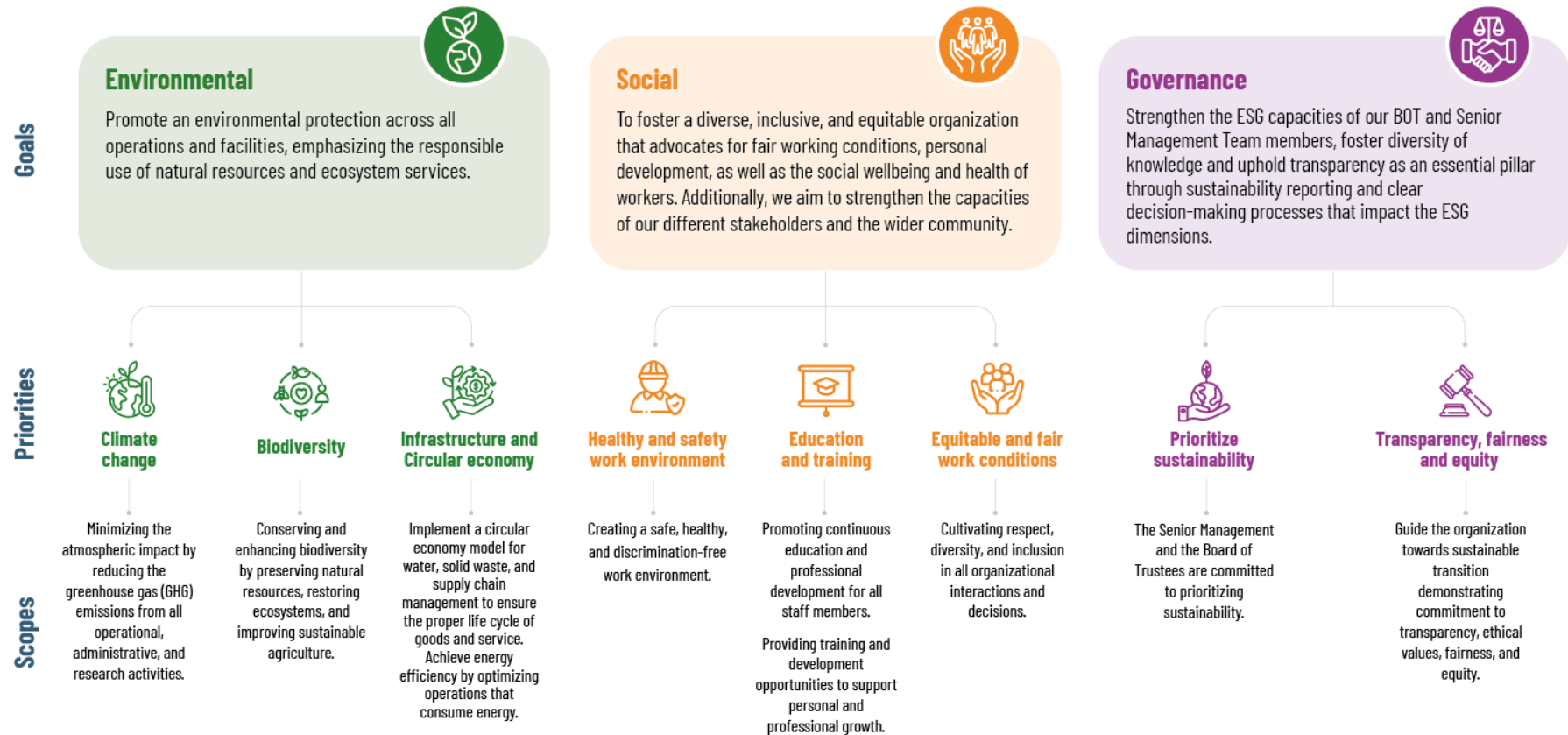
This sustainability strategy aims to align the Alliance’s operations – encompassing research, support offices, and governance – with the Sustainable Development Goals. This alignment is guided by the three pillars of environmental, social, and governance and the Sustainability Policy. The objective is to create positive impacts by improving, optimizing, using, and enhancing the performance of natural, human, and economic resources, all within a framework of sound governance.



<sup>15</sup> U.S. Department of Agriculture. 2024. *Ecosystem Services*. USDA. <https://www.climatehubs.usda.gov/ecosystem-services>

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ESG Pillars: Goals, Priorities, and Scope.



Goals

**Environmental**

Promote an environmental protection across all operations and facilities, emphasizing the responsible use of natural resources and ecosystem services.

Priorities



**Climate change**

Minimizing the atmospheric impact by reducing the greenhouse gas (GHG) emissions from all operational, administrative, and research activities.



**Biodiversity**

Conserving and enhancing biodiversity by preserving natural resources, restoring ecosystems, and improving sustainable agriculture.



**Infrastructure and Circular economy**

Implement a circular economy model for water, solid waste, and supply chain management to ensure the proper life cycle of goods and service. Achieve energy efficiency by optimizing operations that consume energy.

Scopes

**Social**

To foster a diverse, inclusive, and equitable organization that advocates for fair working conditions, personal development, as well as the social wellbeing and health of workers. Additionally, we aim to strengthen the capacities of our different stakeholders and the wider community.



**Healthy and safety work environment**

Creating a safe, healthy, and discrimination-free work environment.



**Education and training**

Promoting continuous education and professional development for all staff members. Providing training and development opportunities to support personal and professional growth.



**Equitable and fair work conditions**

Cultivating respect, diversity, and inclusion in all organizational interactions and decisions.

**Governance**

Strengthen the ESG capacities of our BOT and Senior Management Team members, foster diversity of knowledge and uphold transparency as an essential pillar through sustainability reporting and clear decision-making processes that impact the ESG dimensions.



**Prioritize sustainability**

The Senior Management and the Board of Trustees are committed to prioritizing sustainability.



**Transparency, fairness and equity**

Guide the organization towards sustainable transition demonstrating commitment to transparency, ethical values, fairness, and equity.

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## 6. POLICY PROVISIONS

The Alliance of Bioversity International and CIAT acknowledges the significance of sustainability and corporate responsibility in fostering a positive environmental and social impact. Therefore, it is committed to streamlining sustainable ESG practices across all operations, aiming to contribute to social and environmental well-being through the Organization’s ESG Plan.

Collaboration with employees, partners, and suppliers will be encouraged to enhance the culture of sustainable practices within the different Alliance offices, subject to the following provisions:

**Environmental provisions:** The Alliance is committed to promoting environmental protection across all operations and facilities, emphasizing the responsible use of natural resources and ecosystem services with a focus on

1. Implementing a circular economy model for water, solid waste, and supply chain management to ensure the proper life cycle of goods and services and build a comprehensive strategy.
2. Achieving energy efficiency by optimizing operations that consume energy.
3. Minimizing atmospheric impact by reducing GHG emissions from all operational, administrative, and research activities of the Alliance.
4. Conserving, protecting, and increasing biodiversity within the Alliance through the preservation of natural resources, ecosystem services, ecological restoration, and improvement of sustainable agricultural practices.

**Social provisions:** Our aim is to foster a diverse, inclusive, and equitable organization that advocates fair working conditions, personal development, as well as the social well-being and health of workers. We also aim to strengthen the capacities of our different stakeholders and the wider community.

### Employees

- Emphasizing respect for diversity and prohibiting discrimination based on gender, race, age, sexual orientation, or other factors.
- Fostering job stability, flexible work arrangements, and work-life balance, while ensuring a safe and healthy working environment for all employees.
- Promoting equal opportunities among employees, aiming for balanced gender representation across all roles and responsibilities.

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- Ensuring that employees adhere to ethical and responsible conduct standards as outlined in our Code of Ethical Conduct.
- Supporting initiatives that raise employee awareness of social and environmental issues, including best practices for environmental management, and addressing social and environmental risks and opportunities.
- Promoting volunteerism to support the communities we serve and enhancing employees' pride in being part of the Organization.
- Encouraging employee volunteerism and cultivating an organizational culture centered on generosity and empathy.

#### Communities

- Enhancing the social and economic well-being of our communities by continuing sponsorships and collaborative projects that directly contribute to economic development, entrepreneurship, social services, education, health, and environmental conservation.
- Promoting community development through educational programs, job opportunities, and research aimed at improving quality of life.
- Offering support to communities affected by natural disasters and other events in our operational regions through charitable donations, employee volunteering, program initiatives, and other corporate efforts.

#### Suppliers and vendors

- Ensuring that suppliers, consultants, and independent contractors operate ethically and responsibly, fully adhering to legal requirements.
- Identifying, assessing, monitoring, and managing risks associated with vendors that could affect the Organization.
- Acquiring materials for the Organization's real estate assets that offer ESG advantages, such as repurposed furniture, recyclable items, and energy-efficient appliances and lighting.

**Governance provisions:** Strengthening the ESG capacities of our BOT and Senior Management Team members, fostering diversity of knowledge and gender representation within our governance bodies, and upholding transparency as an essential pillar through sustainability reporting and clear decision-making processes that impact the ESG dimensions. This ensures trust and engagement with all our stakeholders.

Our stakeholders play a crucial role in advancing sustainability, as they significantly influence the impact generated by the Organization. Therefore, it is essential that their actions reflect a commitment to promoting environmental and social well-being.

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## 7. ROLES AND RESPONSIBILITIES

Roles and responsibilities are structured according to the three-line model. This approach acknowledges the importance of engaging key stakeholders who will contribute to achieving objectives, aiming to effectively manage internal governance and risk control.

**Board of Trustees:** We acknowledge the importance of the Board of Trustees’ role in approving the ESG pillars and the Sustainability Policy and endorsing the ESG Plan.

**Senior Management Team:** The Director General, Senior Management Team, and Managing Directors from the different regions of the Alliance are tasked to promote and ensure the implementation of the Sustainability Policy and the ESG plan. This involves establishing strategies as well as monitoring and evaluation mechanisms to ensure compliance with the established objectives and principles. They are also required to actively promote dissemination, raise awareness, and foster an institutional culture of sustainability among all personnel.

**Sustainability team:** This team will oversee, monitor, and evaluate the progress of the Sustainability Policy and ESG Plan. Its responsibilities include ensuring institutional commitment to upholding and supporting sustainability strategies and adopting best practices.<sup>16</sup>

The sustainability team will create a sustainability report annually in accordance with Global Reporting Initiative (GRI) standards. The report will be presented to the Board of Trustees at their first meeting of the year for approval. As a previous step, it will be submitted to the Director General and the Senior Management Team (SMT) for their review and clearance. The report aims to assess, communicate, and understand the organization’s impact on environmental, social, and governance factors.

**External audit:** This audit will focus on evaluating compliance and verifying the Organization’s performance regarding ESG criteria. It will identify both risks and opportunities with a positive or negative impact on the Organization that require attention for continuous improvement. Sustainability will be assessed according to international ISO and GRI standards.

## 8. RELATED POLICIES/REFERENCES FOR MORE INFORMATION

- Annex 1. ESG Plan: Environmental Pillar
- Office Opening and Closing Policy
- Research Ethics Policy
- Occupational Safety and Health Policy

<sup>16</sup> The sustainability team is an ad hoc group and will be subject to changes according to the implementation of the ESG Plan.

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## 9. POLICY AUTHORITY

The Sustainability Policy proposed for the Alliance as well as any modification to the content proposed requires approval from both the Board of Trustees and the Director General to become effective. This Policy will be the responsibility of the Office of the Director General, managed by the Legal Office.

The Board of Trustees, Director General, and the SMT at the Alliance of Bioversity International and CIAT will oversee and promote the implementation of this Sustainability Policy. Compliance with the Policy is mandatory for global support, regions, and administrative and research areas of the Alliance. Furthermore, the Directors of each area will be responsible for implementing this Sustainability Policy and the ESG Plan in their area.

The effective date of this Policy is 1 January 2025. This Policy supersedes previous policies regarding this subject matter and previous policies are considered rescinded. Given the phased approach for implementing this Sustainability Policy, the Alliance will prioritize the implementation of the Environmental Pillar.

## 10. VERSION CONTROL

VERSION	DATE OF APPROVAL OF THE NEWEST VERSION	DESCRIPTION OF CHANGE	PREPARED BY
00	29 Nov. 2024	First Alliance ESG Policy	Mauricio Muñoz Nathalia Carmona Camilo Ujueta
01	08. July. 2025	The name of the “ESG Policy” has been replaced by “Sustainability Policy” throughout the document.	Mauricio Muñoz Maria del Mar Bonilla

Reviewed by:

Approved by:

	29 November 2024
<b>Senior Management Team</b> <b>Vanessa Riveros</b> , Head, Organizational Development Unit	<b>Whole Board of Trustees</b>

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## ANNEX 1. ESG Plan: Environmental pillar

Circular economy			
Material item	Indicators/year	Strategy 2025	Impact/target
13.7 Water and effluents	<ul style="list-style-type: none"> <li>• Total water consumption</li> <li>• Wastewater generation</li> <li>• Amount of water withdrawn from wells</li> <li>• Number of physicochemical tests</li> <li>• Amount of water saved</li> <li>• Amount of rainwater harvested</li> <li>• Amount of water reused</li> <li>• Water mass balance</li> </ul>	<ul style="list-style-type: none"> <li>• Install automated water consumption meters</li> <li>• Repair the water system</li> <li>• Install irrigation water meters</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline of water data</li> </ul>
13.8 Waste	<ul style="list-style-type: none"> <li>• Amount of waste generated</li> <li>• Amount of waste repurposed</li> <li>• Amount of waste going to final disposal</li> <li>• Amount of organic waste</li> <li>• Amount of post-consumer waste</li> </ul>	<ul style="list-style-type: none"> <li>• Adapt and clearly mark solid waste storage areas</li> <li>• Establish alliances with waste managers with circular economy systems</li> <li>• Design composting manual</li> </ul>	<ul style="list-style-type: none"> <li>• Consolidate a circular economy model</li> <li>• Increase recovery and recycling rates to 30% by 2030</li> <li>• Reduce landfill disposal rate by 20% by 2030</li> </ul>
Sustainable purchases	<ul style="list-style-type: none"> <li>• Percentage of new providers</li> <li>• Number of products replaced</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot implementation of sustainable procurement guidelines with specific suppliers</li> <li>• Replace office and cleaning supplies with environmentally friendly alternatives</li> </ul>	<ul style="list-style-type: none"> <li>• Consolidate a line of sustainable purchases from current and future suppliers to promote the adoption of new sustainable alternatives</li> </ul>
13.9 Food security	<ul style="list-style-type: none"> <li>• Policies or commitments to address food loss in the supply chain</li> <li>• Amount of food wasted</li> <li>• Amount of food harvested for internal consumption</li> </ul>	<ul style="list-style-type: none"> <li>• Bare Plate Program</li> <li>• Program for Self-Consumption of Food Grown on Campus</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease the food loss rate</li> </ul>

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	<ul style="list-style-type: none"> <li>• Number of suppliers certified in good manufacturing practices (GMP)</li> </ul>		
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**Infrastructure**

Material item	Indicators/year	Strategy 2025	Impact/target
Energy efficiency	<ul style="list-style-type: none"> <li>• Total energy consumption</li> <li>• Amount of renewable energy generated</li> <li>• Consumption savings</li> </ul>	<ul style="list-style-type: none"> <li>• Replace all conventional luminaires with LED technology</li> <li>• Install six motion sensors for luminaires</li> </ul>	<ul style="list-style-type: none"> <li>• Minimize power consumption</li> </ul>
Infrastructure	<ul style="list-style-type: none"> <li>• Improved processes</li> <li>• Certifications</li> </ul>	<ul style="list-style-type: none"> <li>• LEED certification for building platform</li> </ul>	<ul style="list-style-type: none"> <li>• Improve infrastructure buildings</li> </ul>
Artificial intelligence	<ul style="list-style-type: none"> <li>• Number of automated processes</li> <li>• Rate of resource savings</li> </ul>	<ul style="list-style-type: none"> <li>• Digital transformation of field operations data to identify and monitor the environmental impact of agricultural practices</li> </ul>	<ul style="list-style-type: none"> <li>• Integrate artificial intelligence and robotics into field operations to enhance accuracy, optimize resource usage, automate labor-intensive tasks, and improve data collection and analysis</li> </ul>

**Biodiversity**

Material item	Indicators/year	Strategy 2025	Impact/target
13.3 Biodiversity	<ul style="list-style-type: none"> <li>• Number of fauna and flora species</li> <li>• Number of felled trees</li> <li>• Number of trees planted, including native species</li> <li>• Number of hectares restored</li> <li>• Number of animals rescued, rehabilitated, and released</li> </ul>	<ul style="list-style-type: none"> <li>• Second stage of tree inventory</li> <li>• Calculation of forest CO<sub>2</sub> capture</li> <li>• Phytosanitary identification</li> <li>• Landscape master plan (ecosystem analysis; site analysis in infrastructure, person, and environment; landscape metrics)</li> </ul>	<ul style="list-style-type: none"> <li>• Preserve the aesthetics, functionality, and sustainability of the landscape to enhance and sustain campus biodiversity, while harmonizing operations with the conservation of ecosystem services</li> </ul>

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13.5 Soil health	<ul style="list-style-type: none"> <li>• Physicochemical characterization</li> <li>• Biological characterization</li> <li>• Area of plant cover on soils under cultivation</li> </ul>	<ul style="list-style-type: none"> <li>• Establish baseline soil conditions on the campus</li> <li>• Develop a soil management plan</li> <li>• Lead the processes related to soil sustainability on campus: monitoring crop rotation goals, incorporating organic matter, and monitoring indicators such as soil pH</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor soil conditions on the campus</li> <li>• Increase soil organic cover and improve soil physicochemical and biological conditions</li> </ul>
Agricultural input use	<ul style="list-style-type: none"> <li>• Volume of agricultural inputs (fertilizer and pesticide)</li> <li>• Toxicity hazard levels</li> </ul>	<ul style="list-style-type: none"> <li>• Begin the process of replacing highly hazardous agrochemicals</li> <li>• Start the ICA pre-certification process in good agricultural practices</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce the generation of greenhouse gases from highly volatile agrochemicals</li> <li>• Reduce the loss of soil physicochemical conditions</li> <li>• Improve agricultural practices to positively impact the environment and the health of field workers</li> </ul>

Zero emissions			
Material item	Indicators/year	Strategy 2025	Impact/target
13.1 Emissions	Tons of CO <sub>2</sub> eq emissions	<ul style="list-style-type: none"> <li>• Quantify and report carbon footprint</li> <li>• Prepare Emission Reduction and Monitoring Plan</li> <li>• Verify generated and reduced emissions</li> <li>• Implement mitigation strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce GHG emissions by 20%</li> </ul>