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PLANET

Cover Crops Improve Soil Health

On the pepper plantation in Brazil, we prioritize good agricultural practices like planting **Brachiaria Ruziziensis cv. Ruziziensis** between black pepper planting lines. This cover crop serves multiple benefits:

- Conserves and maintains the chemical, physical and biological characteristics of the soil.
- Significantly **reduces pesticide and herbicide use**.
- Provides a natural environment for beneficials.
- Serves as a good crop residue acting as a natural mulch for **weed control**.

Olam Spices Brazil is also testing the use of the fungus **Trichoderma** for biological control. Initial results show that the fungus provides good control of fungal diseases.



Advanced Drip Irrigation System

Our Brazil black pepper farm uses the **most technologically advanced type of drip irrigation** in the world. The dripper is self-compensating and is designed to deal with poor water quality and environments with irregular topographies. This attribute ensures highly uniform and localized water distribution to the plants.

The drip irrigation system also includes the use of tensiometers, which measure how strongly water is held in the soil. Overall, the pepper plantation has experienced water and fertilizer **savings of more than 30%** and **energy savings of 40%** compared to a central pivot irrigation system.





PEOPLE

Health, Wellness, and Safety Trainings

The health and safety of our employees is extremely important, which is why Olam Spices Brazil provides numerous trainings throughout the year.

Highlights:

- **Green April:** All employees were trained on occupational health and safety, in celebration of International Labor Security Week.
- **October Pink:** Nurses were invited to train all women on the plantation on the importance of breast cancer screening and prevention.
- **November Blue:** All male employees learned about the importance of prostate cancer screening and prevention.



Olam Spices Brazil has been named Brazil's Great Place to Work for two years in a row!



COMMUNITY

Providing Infrastructure for the Community

Providing Potable Water

An artesian well was recently drilled to provide potable and refrigerated water for all pepper plantation employees and their families. The well can produce approximately **2,400 liters [634 gallons] per hour.**

Restoring an Elementary School

Earlier this year, Olam Spices supported the restoration of a nearby elementary school. A new fence was also built to prevent students from accessing a dangerous runway near the school, and there are plans in place to build a new teaching room.



Olam Spices Brazil Supports Local Jobs

Olam Spices' Brazil black pepper plantation is located in a rural area in the state of Bahia. We prioritize hiring people in local communities who are native to the region to support local economic development.

- We provide **170** full time jobs and **300-500** seasonal jobs.
- **100%** of our workforce receive at least minimum wage.
- We provide **daily bus transportation** to and from the pepper plantation.

