



unifrutti



CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY REPORT







UNIFRUTTI TROPICAL PHILIPPINES, INC.

VISION

We are stewards of God,
involved in efficiently producing quality fresh fruits and vegetables;

We share the fruits of our lands with our communities
and stakeholders;

We provide a better quality of life;

We contribute to the peace and development of our brother Muslims,
Indigenous Peoples and Christians in Mindanao;

We preserve and restore the environment.

MISSION AND CORE VALUES

We are a God-centered organization, united as One Family.

We uphold God's values of Love, Integrity, Excellence,
Discipline and Perseverance;

We want to be the preferred supplier
of the best quality fruits and vegetables to the markets that we serve,
adding value to our customers at a reasonable cost;

We are committed to improve the quality of life
of our brother Muslims, Indigenous Peoples and Christians
by pursuing agricultural activities in our lowland and highland farms;

We will expand our investment presence in Bangsamoro, Mindanao
to support our country's aspiration for lasting peace
through economic development;

We will safeguard the interest of the shareholders
by providing fair returns for their investment;

We will preserve and restore our environment
by implementing reforestation and other enhancement measures
to maintain the ideal micro-climates
conducive for sustainable agricultural production.

Journey to Sustainability

Unifrutti's Journey towards sustainability starts with its management's commitment to Corporate Social Responsibility.

We practice Corporate Social Responsibility by committing to "beyond law" activities pertaining to corporate governance, health and safety, environmental stewardship, human rights, human resource management, community involvement, respect for Indigenous Peoples, corporate philanthropy, employee volunteerism, adherence to principles of fair competition, anti-bribery and anti-corruption measures, accountability, transparency and performance reporting.

Ultimately, our goal is economic and social development that meets the need of the present generation without compromising the ability of the future generation to meet their own needs.

Unifrutti has declared GOOD STEWARDSHIP of natural resources as a very important measure of its success as a business. It has therefore put environment and people at the forefront of those to be taken cared of, particularly those inside its own areas of operation.

But of equal importance on a long-term perspective, Unifrutti also recognizes that the rainforests of the Upper River Basins (URBs) in the areas of our operation must be protected from further denudation to sustain the delivery of environmental services not just for the company but for the communities as well.

Our journey to sustainability is a story of how we embedded in our operational processes the aspects of Planet, People, Prosperity, Peace and Partnership (5Ps). Embracing the 5Ps is a result of our stern commitment to uphold our core values coupled with our desire to fulfill customer requirements to guarantee quality and food safety. It has been a challenging journey but a worthwhile one.

Our journey never stops here. We will continue to pave more paths to excellence and soar to new heights, in our constant quest to maintain sustainable operations.


KENNARD WONG
President
Unifrutti Japan


ALBERTO PATERNO F. BACANI, MBA
President & CEO
Unifrutti Philippines


VICTOR ADRIAN L. PABILONA
Head, Corporate Social Responsibility
Unifrutti Philippines

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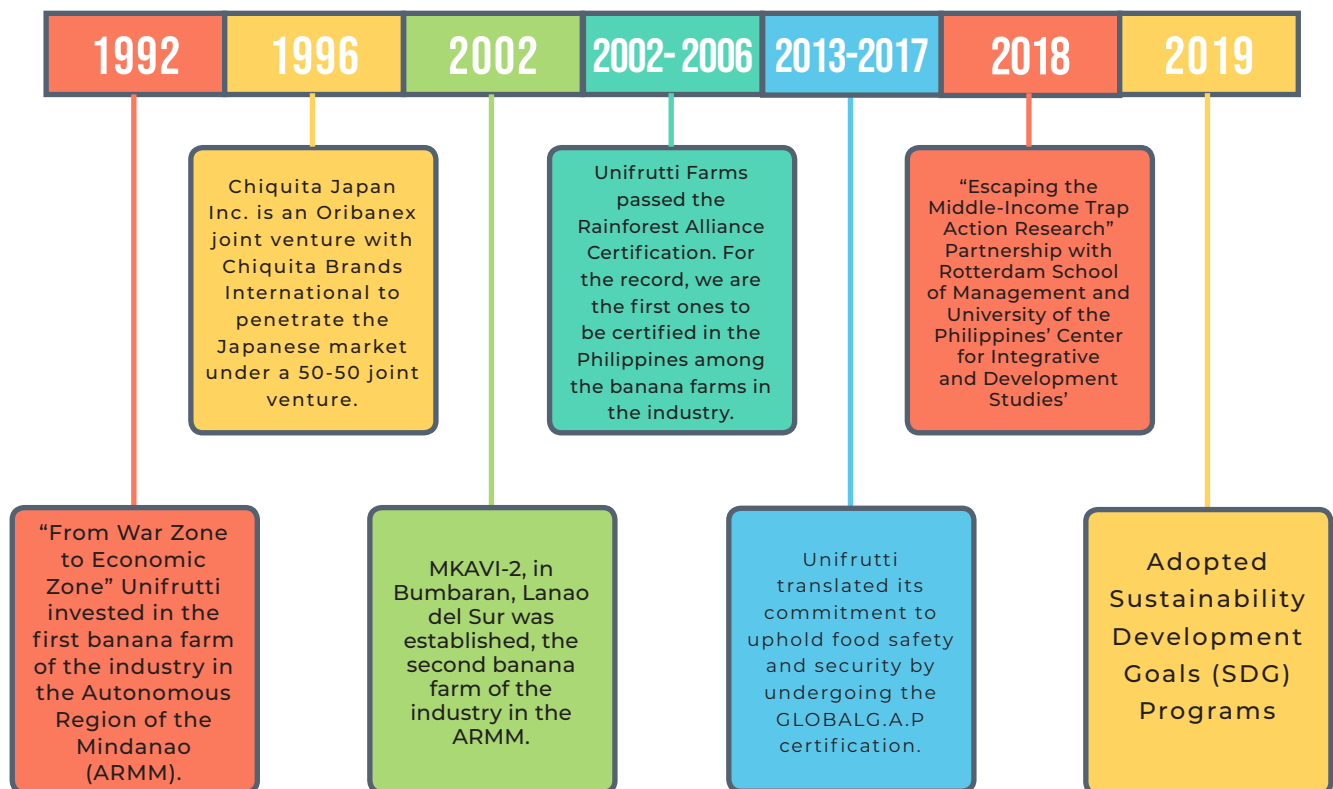
UNIFRUTTI

TIPPING POINTS

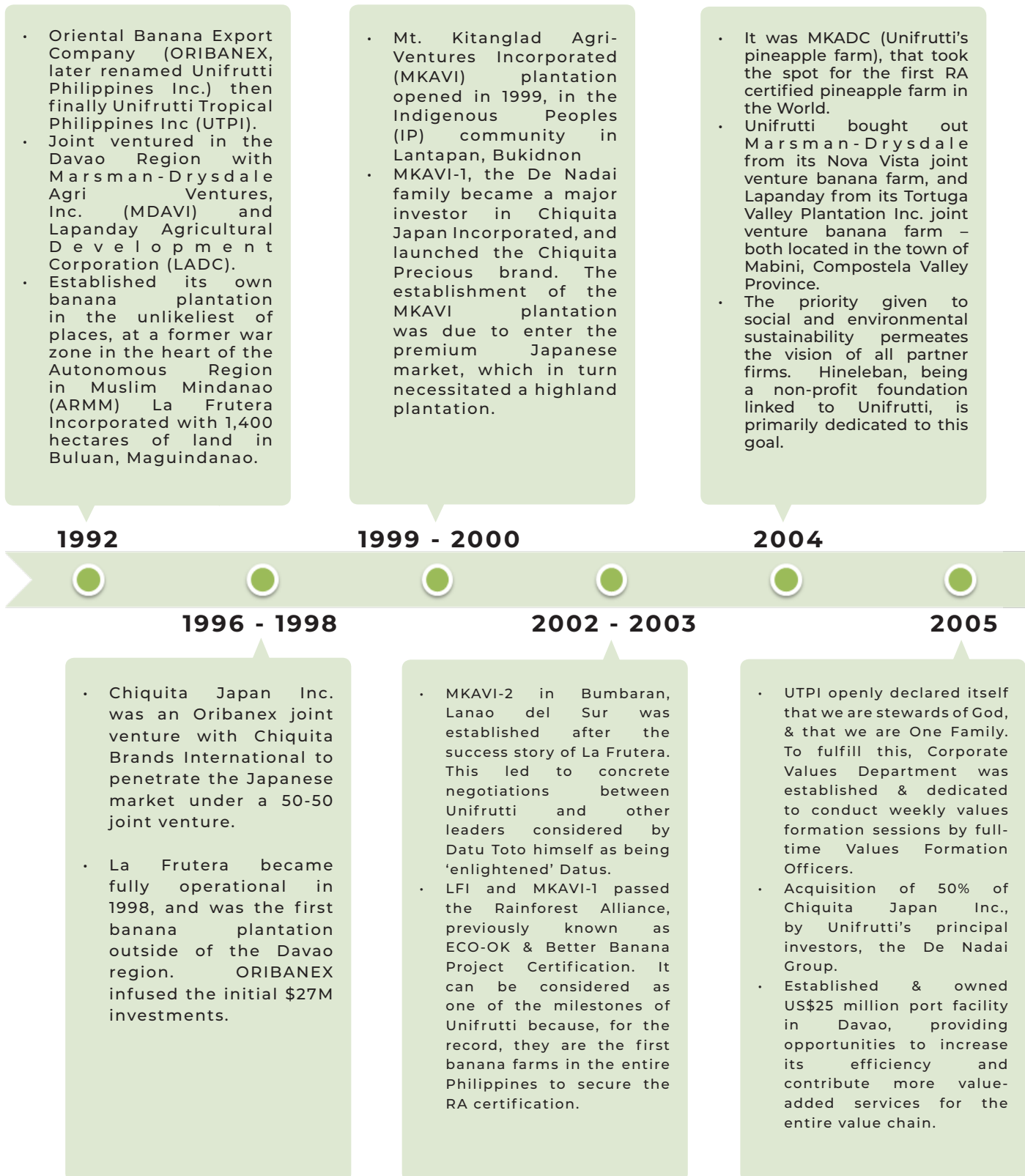
ON ITS JOURNEY TOWARDS SUSTAINABILITY

INTRO

Highlights of Unifrutti Sustainability



Unifrutti's Journey . . .



MORE THAN **25** Years OF COMMITMENT TO SUSTAINABILITY

- Other Unifrutti Farms such as MKAVI-2, MADDC, and TVPI continued the journey towards RA certification. These farms passed the stringent audit process and took the proactive way of managing direct and indirect environmental and social problems.
- Unifrutti's hiring policy is one of the areas where it stands out in the industry whose regular workers are 80% of its total employment, while opposite to other industries whose contractual workers is 80% of its labor force.
- On September 7, 2008 the TCBC Farm became the proud owners and managers of their own banana plantation through a capacity-building training by FARMCoop.

2006 - 2008

- The Values Reconciliation Board (VRB) was introduced to give workers, regardless of rank or task, a venue to raise any issue related to their employment conditions.
- UTPI entered into a tripartite agreement with Land Bank of the Philippines (LBP) and one of its partner ARB cooperatives in rehabilitating the farms devastated by the Sigatoka disease following the aftermath of Typhoon Pablo.
- The 7 Tribes of Bukidnon, Unifrutti Philippines and Hineleban Foundation executed Sacred Customary Compact of partnership towards reforestation and recognized the rights of the IPs of Bukidnon.
- Endorsement of the KitKat Accord where Unifrutti became a benchmark of best practices in a local ordinance passed & later approved at Region X.

2012

- Unifrutti collaborated with University of the Philippines' Center for Integrative and Development Studies, Program on Escaping the Middle-Income Trap: Chains for Change (EMIT:C4C); and the Rotterdam School of Management of the Erasmus University, to conduct an action research to analyze the dynamics of Philippine agricultural value chain. The mix of cases of the different multinational firms provided an opportunity to study the drivers of successes and failures of interventions to help the smallholders cope up with the challenges in the value chain.

2018

2010 - 2012

- More improvement on worker's health & safety: The overtime policy was revised, limiting to an average of 2 hours per day. In Packing plant, while the industry standard is around 60 packers for 200 hectares of land, in Unifrutti, the limit was raised to 70-80 packers per 100 hectares.
- The establishment of Unifrutti Environmental Sustainability Program, and Special Program for Indigenous People were integrated to its farming operations thru HFI.
- The RA Certification program extended to External Highland Growers' Farms through our IFC and WorldBank Partnership.

2013 - 2017

- Turned over a total of Ten (10) Day Care Centers and Ten (10) Community Water System Projects in various areas in Bukidnon & Lanao del Sur
- Kalasan PCEC and UTPI launched the "Grassroots Rehabilitation and Enhancement of Environment and Nature (GREEN)" Project
- MKAVI-1 (Farm 2) was the 1st UTPI farm certified with GlobalGAP certification and a year later, the rest of its managed farms passed the certification.
- IFC/WorldBank exposure to Performance Standards/ Environmental & Social Safeguards thru CEHS Dep't.
- Six (6) Day Care Centers were constructed and four (4) Water Systems Projects implemented in Bukidnon & Lanao del Sur areas.
- Carbon Footprint Program was re-launched.

2019

- Unifrutti contributes to nation-building by engaging with sectoral partnerships and committing to the Sustainable Development Goals (SDG). There are various motives behind taking the difficult and necessary task of transition towards an inclusive business model. These steps are directed towards the different phases of sustainability (i.e., inactive, reactive, active, proactive) which offers opportunities and corresponding intervention for a specific transition route. In the case of Unifrutti, one of the challenges was to answer the most basic question: At which stage is it among the phases of sustainability?

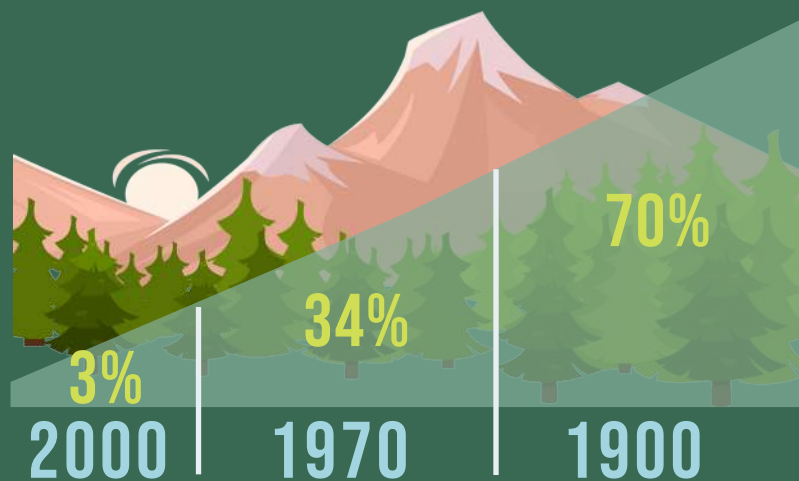
PHILIPPINE ENVIRONMENTAL AND SOCIAL SITUATION

100 YEARS

of Massive Logging
in the Philippines

Negative environmental and social impacts include as follows:

- Decline in Rainfall /Uneven Rainfall
- More Frequent Typhoons and Typhoons passing thru formerly Typhoon-free Areas
- Frequent Floods
- Drop of fish catch due to the destruction of Coral Reefs from Soil Erosion
- Soil Erosion & Heavy Siltation at downstream water bodies



Primary Forest in the Philippines are in the Four (4) Mountain Ranges of Bukidnon

75%

Decrease in Water Discharge over the last 30 years



45%

Loss in Hydro Power Capacity

40%

Loss in Land Productivity

POVERTY RATE *



23.9%
in Surigao del Sur

32.1%
in Bukidnon

68.0%
in Lanao del Sur

34 MILLION

Filipinos experience hunger



*Source: Table 10. Clustering of Provinces based on the First Semester 2018 Poverty Incidence among Families, by Province: First Semesters of 2015 and 2018



Unifrutti's Initiatives

PLANET

- Becoming good stewards by:
 - Aligning environmental protection with local and international safeguard standards
 - Acquiring certifications that upholds environmental protection and food safety
 - Ensuring proper waste treatment and disposal
 - Nurturing the environment through continual improvement of its operational processes
 - Promoting less use of environmental resources
 - Less use of chemicals and pesticides
 - Proper monitoring of environment condition

PEOPLE

- Having the accountability to help build dreams of its workers by:
 - Treating them fairly and giving them good working conditions
 - Ensuring workers health and safety
 - Providing them health benefits as well as their dependents
 - Cultivating their values and providing staff development trainings
 - Extending educational assistance through scholarships to employees' children
 - Guaranteeing security of tenure
 - Creating an open channel of communication between workers and management

PROSPERITY

PEACE

PARTNERSHIP

- Ensuring sustainable partnerships by:
 - Giving livelihood programs to stakeholders in the communities where we operate
 - Imparting agricultural technologies through trainings
 - Continuously partnering with Indigenous Peoples Families
 - Protecting buffer zone communities in all areas of operations
 - Supporting provision of family food sustainability crops
 - Giving food and medical assistance through its outreach programs and relief operations
 - Partnering with academe, LGU, and local stakeholders for a more comprehensive approach to addressing sustainability issues

“The Convergence of 5 Ps **AS A WAY OF ACHIEVING SUSTAINABILITY”**

In an industry known for environmental and social transgressions in the Philippines, Unifrutti proved to be otherwise by being the forerunner in championing its practices in the environment and social fields.

In our **5Ps: Planet, People, Prosperity, Peace and Partnership** revolve the focus of being a good steward of the environment and the people. Our sense of achievement is not distinguished by our accomplishments hanging on the wall, but by how our workers, stakeholders, and the government become living witnesses of our efforts.

The Convergence of 5Ps is something that makes Unifrutti operations distinctive. When all Ps are joined together, they interact in a synergistic effect which end result is evidenced by the testimonies of its workers and the society surrounding its operations, and by the maintained beauty of the environment where it operates.

The process of growing bananas, by itself, is complex, but the process becomes more meaningful when all Ps are interlinked



in each process. Altogether, this is manifested in our world class, best tasting bananas, with a heart for sustainability.

Witness how our story conquers the world.
Flip every page to know why we stand out.

“

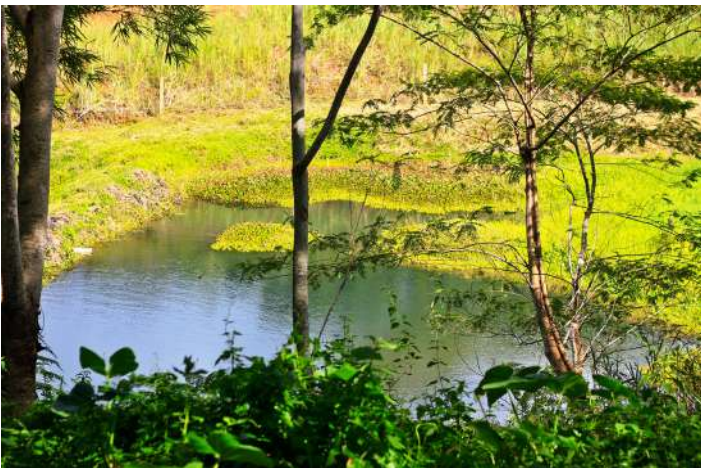
**OUR SENSE OF
ACHIEVEMENT IS NOT
DISTINGUISHED BY OUR
ACCOMPLISHMENTS
HANGING ON THE WALL . . .**

”

STEWARDSHIP

AS KEY TO SUSTAINABILITY

OUR ENVIRONMENTAL COMMITMENT



HIGHLIGHT

547
TRUCKLOADS



truckloads (of 10 tonner dump trucks) of soil per hectare/year go to the ocean if farms do not implement soil conservation measures."

6,320
TREES PLANTED

from 2018 to 2019
An estimated **140 tons of CO2** sequestered



14X LESS
WATER USE THAN COMPETITORS

84%

reduction of bond paper
from 2018 to 2019



75%

savings is generated
from 3-4x use of
plastic inserts



PLANET

SUSTAINABLE AGRICULTURE

Unifrutti is the first Rainforest Alliance-certified banana plantation in the Philippines.

One requirement of the RA certification is the Integrated Crop Management which intends to eliminate chemical products known internationally, regionally and nationally for their negative impacts on human health and natural resources.

Farms are also certified with ISO 14001 which specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance.

Apart from that, farms are also GlobalG.A.P. Certified which requires specific critical control points to be adhered to particularly Personal Hygiene of Workers, Food Safety, Worker's Safety and Health, Waste and Pollution Management.



“
STRICTLY FULFILLED
THE STANDARDS IN
WORKING HARMONY
WITH NATURE & ITS
PEOPLE WITH EQUALITY
& SUSTAINABILITY
”



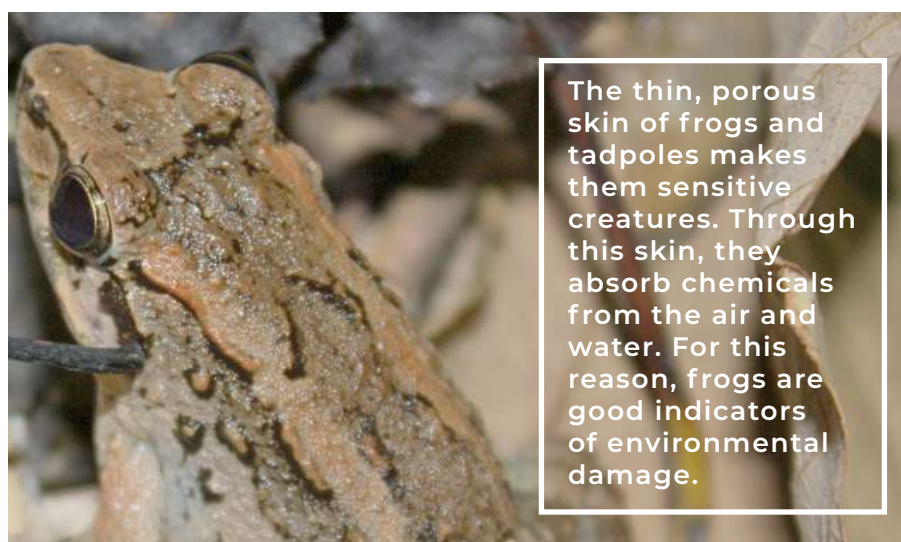
WILDLIFE PROTECTION



Larvae only survive in chemical free or uncontaminated clean water

The presence of wildlife, particularly insects and amphibians, is an indication that the environment they are into is still capable of sustaining life.

At Unifrutti farms, wildlife protection forms part of its environmental protection programs wherein trees are prohibited to be cut. Instead, it adopts rainforestation programs, establish buffer zones and consistently allocates conservation areas such as river banks and forest patches inside farms that serves as habitat of wildlife.



The thin, porous skin of frogs and tadpoles makes them sensitive creatures. Through this skin, they absorb chemicals from the air and water. For this reason, frogs are good indicators of environmental damage.

With this, deforestation is prohibited, on-farm ecosystems are protected, and nearby water bodies are safeguarded.



Buffer plants established along canals



Releasing of 92 Sea Turtle Hatchlings

SOIL MANAGEMENT

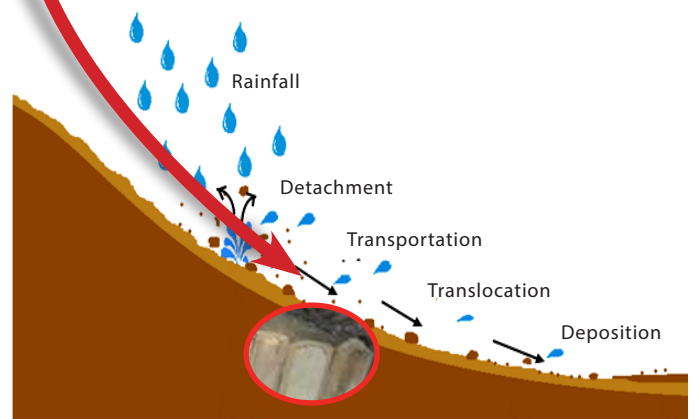
At any agriculture operation, soil erosion is a typical problem that remains unresolved.

But with Unifrutti, soil erosion control programs are in place to ensure less, if not zero, silt leaves the farm. This is done by installing bamboo-made silt traps at slope areas to reduce the velocity of water runoff carrying silt during heavy rains.

Unifrutti prohibits the application of herbicide. Instead, it utilizes manual weeding year-round to prevent soil quality degradation and consequent water contamination if herbicide is carried by runoff water towards water bodies.



In-field roads, bank and bottoms of drainage canals are maintained with vegetative cover as it helps in holding the soil through its roots to avoid detaching easily because of rainfall's intensity when it hits the soil.



WATER FOOTPRINT MANAGEMENT

One of Unifrutti's finest practice is its water conservation program.

The company installed a Wastewater Treatment Facility (WTF) in all its farms as a means to recycle, reuse and reduce excessive water consumption. Water used in the packing houses pass through the treatment system then gets back in the wash tanks for re-use.

At a rate of 0.07 gallon of water per 1 kilo of processed banana daily, water consumed is very least as compared to conventional industry practice which is at 4.26 gal/kg daily.



3.8M GALLONS/YEAR/PACKING PLANT
CONSUMED BY UNIFRUTTI

With the use of Water Treatment Systems in the packing houses:

- **We use 14 times less water than competitors**
- It is equivalent to: **4000 persons*** taking shower at

365 days; at 30 gallons per shower
(*reference: Famighetti, Robert, ed. The World Almanac Book)

51.8M GALLONS/YEAR/PACKING PLANT
CONSUMED BY COMPETITORS

INTEGRATED WASTE MANAGEMENT

Waste is inevitable in all production processes at all levels in the organization.

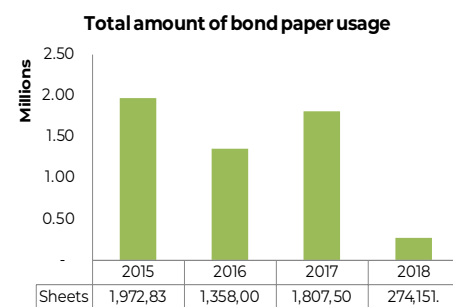
Because of that, the company strictly implements the application of 3R (Reduce, Reuse and Recycle) in all its activities. A proven example is its desire to reduce bond paper use at its Davao Main Office which significantly resulted to 84% reduction from 2018 to 2019

after a year of consumption monitoring.

Unifrutti also partners with Department of Environment & Natural Resources (DENR)-accredited transporters, treaters and recyclers to ensure proper disposal of non-hazardous and hazardous wastes that can no longer be recycled or decomposed.



Total amount of bond paper usage (Davao Main Office Operations)



Annual coastal clean-up and 'SCUBAsurero' activity



Stakeholders pose together after their successful coastal cleanup

Unifrutti, with the aid of Philippine Navy, Coastguard and Maritime group is annually conducting a clean-up drive and 'SCUBAsurero' (trash-picking at the bottom coast) on its shorelines. Tons of mixed garbage (non-biodegradable waste - 60%; biodegradable waste - 40%) of the total 1,000 kilograms waste collected.



INTEGRATED PEST MANAGEMENT

While the banana is growing, it is subjected to various pests and diseases. Without imposing effective control, these pests can greatly devastate production areas and affect fruit quality.

Unifrutti implements integrated measures to prevent the development of pest population and keep the use of agro-chemicals to the lowest possible levels to eliminate or minimize risks to human health and the environment.

Unifrutti only applies pesticides that are registered by Fertilizer & Pesticide Authority (FPA) and those NOT in the list of EPA, Stockholm Convention on POPs, and Pesticide Action Network Dirty Dozen substances.

Nematicide is strictly prohibited to be used and buffer zones are established to avoid chemical drift to water bodies and communities during aerial and ground spray.



“

**NEMATICIDE
APPLICATION IS STRICTLY
PROHIBITED IN ALL
UNIFRUTTI MANAGED
AND EXTERNAL
GROWER FARMS**

”



STAKEHOLDER & COMMUNITY ENGAGEMENT

Arbor day tree planting

In response to the global issues on climate change and Davao City's shortage of water, Unifrutti signed a Memorandum of Understanding of Adopt-A-Riverbank program.

To date, 6,320 native trees are planted in Unifrutti's adopted riverbanks at Barangay Gumalang, Davao City. The planted trees are expected to annually sequester at least 140 tons of CO2 in the atmosphere and hold about 5 million gallons of water per year.



The signing of Memorandum of Understanding with (L-R) Mr. Alberto Bacani and Ms. Elena Acain, Brgy. Chairwoman



The symbolic planting of Mr. Bacani & Ms. Acain



Giving of Certificate of Appreciation to Unifrutti partners



Drone shot at the program area.
Photo courtesy of Mr. Rovie Banzon.



Group photo of the 2019 Arbor Day



Group photo of the 2018 Arbor Day



HUMAN CAPITAL

KEY FACTOR TO OUR SUCCESS

OUR SOCIAL COMMITMENT



A healthy mind and a healthy body are the essential tools our workers need to apply the knowledge and technical skills on the field.

Believing that our people, our human capital, is a critical part in the operation, their value in the whole context of this industry is not ignored, yet regarded with enormous value as they are the ones who handles and takes care of our bananas before it arrives to our niche markets.

Investing in our workers by giving them the proper health care benefits, ensuring security of tenure, strengthening their values and providing their children



good education gives boost to the well-being of our workers as our workers are the reflection of the entirety of our operation.

“

**BEHIND OUR
ACCOMPLISHMENTS
AND OUR BEST TASTING
BANANAS, IT IS OUR HUMAN
CAPITAL WHO HOLDS THE
KEY TO OUR SUCCESS**

”

HIGHLIGHT

12M



pesos average annual Health Care extended to employees' spouse and 4 dependents

>80%

farm-based regular employees



100%

compliance to Labor Standards, to all Business Units

100%

Davao business units' employees are regularized



94%

of the scholarship grantees are all professionals

PEOPLE



95%

resolved VRM issues out of 2,036 raised since 2012-2019



REGULARIZATION / SECURITY OF TENURE

Unifrutti's hiring policy is one of the areas where it stands out in the industry.

While the industry's ratio of contractual workers to regular is 80:20, the opposite is true for Unifrutti, whose regular workers are above 80% of its total employment.

To date, most of Unifrutti's pioneering employees are still employed with the company for 25 years and counting.



Employees received their Plaque of Appreciation and token for being employed for 20 years



10 Years Service Awardees pose together with Mr. Alpi Bacani, Mr. Nando Leoni, & Mr. Edwin Ledesma

EDUCATION AND HEALTH BENEFITS

Unifrutti upholds the importance of human capital because it is a fundamental driver behind growth and development.

In order to build a sustainable business model, the health and wellness of the workers is also considered. Not just that, health benefits is also extended to worker's immediate family members believing that an employee's productivity is the result of the happy and healthy family he has at home.

These are the reasons behind Unifrutti's effort in providing wide-ranging health and wellness benefits to workers. In this way, the workers can have an access to and enjoyment of good health, proper nutrition, adequate education, shelter and clothing, and freedom to enjoy one's human rights.

Annually, an average of 12 Million pesos worth of health care is ex-

tended to the employees' spouse and dependents. This is just one of the distinct characteristics of Unifrutti in the industry.

Unifrutti also believes that an educated population is a productive population. Hence, part of its corporate culture is the willingness to support the less fortunate students to their educational needs. Through its scholarship program, 94% of the scholarship grantees are already professionals. The remaining 6% is still at school pursuing to complete their chosen careers.



Unifrutti Scholars who are currently employed in the company



Name	: Ladie Quinevere Galon
School	: St. Mary's College Tagum City
Year Graduated	: 2013
Course	: BS in Hospitality Management
Date Hired	: March 20, 2014
Department	: Admin
Position	: Admin Staff



Name	: Rollie Jones Torrentira
School	: Liceo De Cagayan University
Year Graduated	: 2011
Course	: BS in Business Administration Major in Marketing Management
Date Hired	: January 26, 2012
Department	: Purchasing (MKAVI - 1)
Position	: Purchasing Officer

WORKER'S SAFETY & HEALTH



Demonstration of Patient Casualty Handling by a Philippine Red Cross Trainer

Growing Cavendish bananas is quite complicated. The human resource as well as certain heavy equipment, tools, materials, and the environment all contribute to work hazards that some can even contribute to accidents.

Unifrutti through its Occupational Health & Safety Program commits to prevent workplace incidents by imposing stricter standards on compliance to mandatory requirements, promoting workers' participation through consultation, regular trainings, audits and monitoring, and annual allotment of budget for continual of health & safety programs across all business units.



Sigatoka Control Personnel after their Chemical Safety Training & Drill



Worker interview during Rainforest Alliance (RA) External Audit with Engr. Edren M. Panti and Mr. Francisco Naranjo, RA External Auditor



Annual Emergency Preparedness Rescue Training & Drill



Personnel from Bureau of Fire & Protection observes the First Aiders and Rescue Team during the Mandatory Fire Drill

VALUES FORMATION



The cornerstone upon which Unifrutti is founded upon is its resolute resolve to become faithful Stewards of God and advocate the formation of these values to be passed on for generations to come. The essence of stewardship is the recognition of a person or community that God is the Creator, Owner and Controller of this world. The resources that God has placed

in our care is something we should manage faithfully according to how God prescribed. The Values Formation Program of Unifrutti is at the forefront of this movement of multiplying Stewards of God who by thier own volition desires to restore and preserve the planet, create equitable opportunities for peole and promote peace thereby spurring sustainably.

VALUES RECONCILIATION MOVEMENT

To live out Unifrutti's core values on love, a Values Reconciliation Movement was established to cultivate an atmosphere of openness and transparency between management and workers.

A VRM representative from a department is elected by his peers as an expression of their trust and confidence that he will competently and faithfully represent their concerns in the board. In Unifrutti's complex internal environment, a strong, positive, and open communication is believed to be built on relationships of trust.

The VRM acts as a forum to air different concerns across organizational levels and ensure that they are addressed, contributing to bringing Unifrutti closer to its fulfillment of its vision, mission, and core values.

Since its inception in 2012, 95% of the issues raised in the VRM have been resolved.



“
**PLEASURE IN THE JOB
 PUTS PERFECTION IN
 THE WORK**
 (ARISTOTLE)
 ”

SUSTAINABLE AND INCLUSIVE BUSINESS

PROSPERITY FOR PEACE THRU PARTNERSHIPS

OUR COMMUNITY



The Corporate Social Responsibility of Unifrutti Tropical Philippines, Incorporated (UTPI) has been operating for over ten (10) years addressing community defined requests like Day Care Centers, Water Systems, Health and Sanitation Projects, Skills Training and some livelihood programs. The UTPI-CSR draws its mandate from the Vision and Mission of Unifrutti as Stewards of God who shares its blessings to its community.



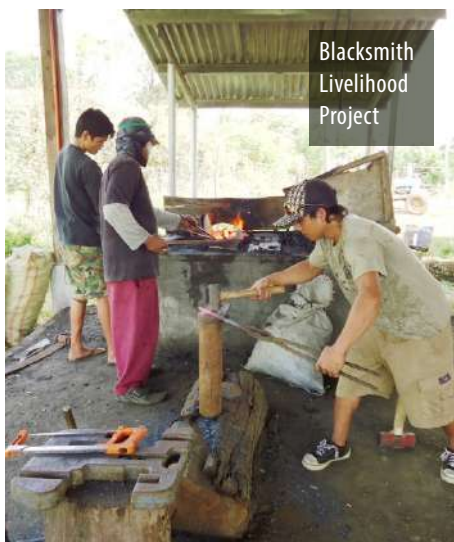
These community driven projects are done in partnership with the Local Government Units of the Barangays where Unifrutti Managed Farms are located. Efforts to address the most pressing need of the community are

UNIFRUTTI FOUNDATION, INC.

reached thru a consensus by members of the community and elevated to the Local Government Unit (LGU) which can supply the counterpart (cash or in kind) while the UTPI-CSR provides for the rest of the project costs.



Water System Turn Over at Lanao del Sur

Blacksmith
Livelihood
ProjectAutomotive
Skills
TrainingWelding
Skills
Training

- **85** Community Partners
- **16** Day Care Centers Constructed
- **14** Community Water System Installed
- **1** Community Drainage System Established
- **3** School Improvement Projects Assisted
- **26** Livelihood Trainings Spearheaded
- **10** Red Cross First-Aid Trainings Conducted



Unifrutti Foundation Scholars / Graduates of the Technical Education & Skills Development Authority (TESDA) Skills Training

UNIFRUTTI & HINELEBAN TIE-UP

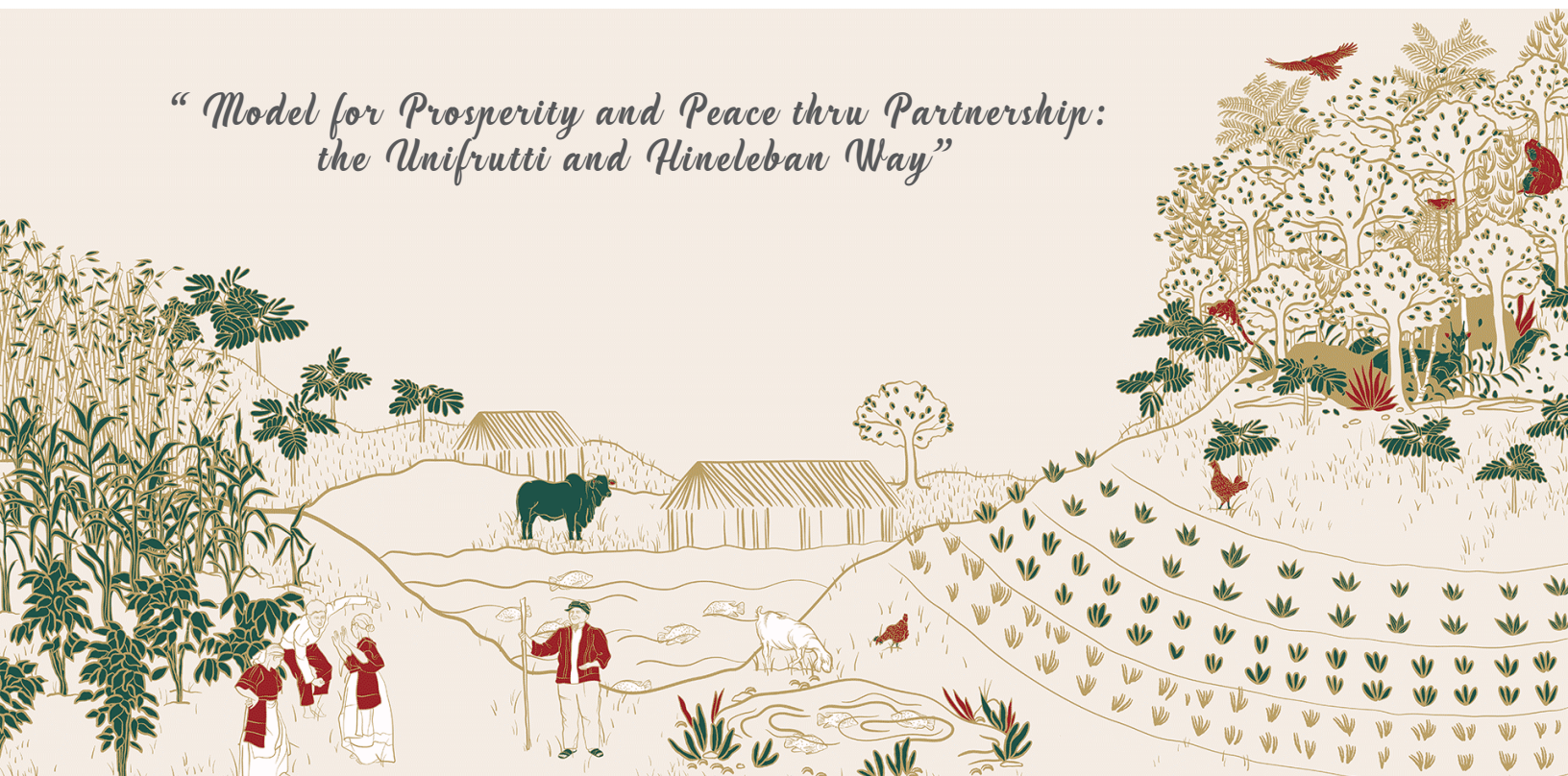


Hineleban Foundation Inc.'s, (HFI) main advocacy is environmental conservation and livelihood development. Working as a non-profit, non-stock organization, HFI is engaged in the preservation and restoration of the mountain rainforests and critical watersheds in Bukidnon.

Hineleban Foundation had been the principal proponent of several interventions that are designed to secure food security and increase disposable income of Indigenous Peoples by introducing models of sustainable farming and ecosystem restoration.

Unifrutti Foundation Incorporated (UFI) through its Special Program for Indigenous Peoples has funded the projects of HFI since 2010 that focused on communities and ecosystems beyond the borders of the immediate communities within the Bukidnon Mountain Ranges where we operate.

*“ Model for Prosperity and Peace thru Partnership:
the Unifrutti and Hineleban Way”*



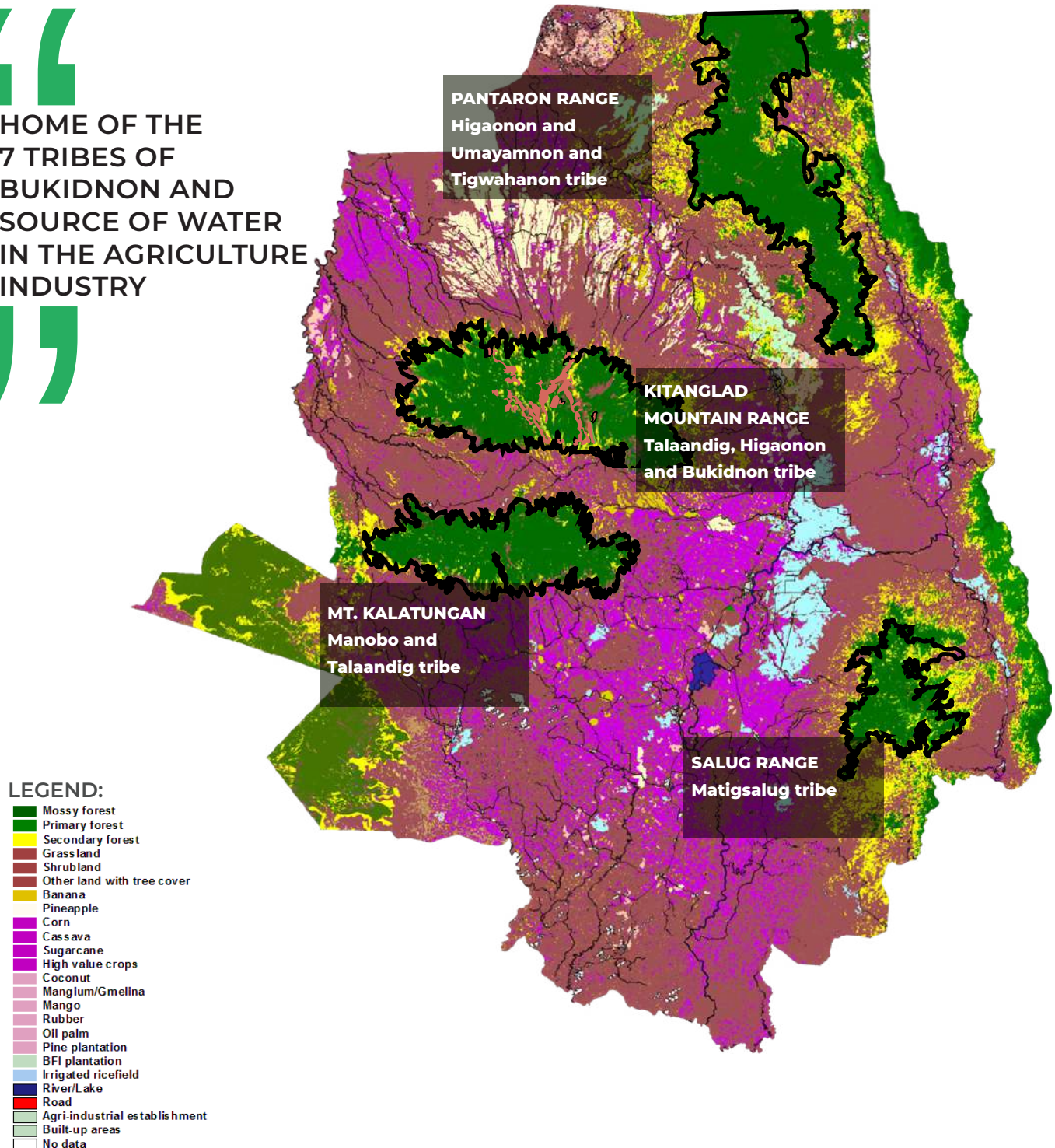
BUKIDNON MOUNTAIN RANGES

HEADWATERS OF MINDANAO, PHILIPPINES

“

HOME OF THE
7 TRIBES OF
BUKIDNON AND
SOURCE OF WATER
IN THE AGRICULTURE
INDUSTRY

”



Reference: Bukidnon-LGU/ESSC

PHASE I

Kauyagan Program

Team Kauyagan of HFI was organized on July 10, 2014 to facilitate and support the implementation of their food self-sufficiency and livelihood programs which is anchored on their indigenous political structure and customary practices.

Kauyagan - root word “*uyaga*” which means to help one another develop and to do one’s best in order to help others; a livelihood from food.

In Phase I, Indigenous Peoples/ Indigenous Cultural Communities (IPs/ ICCs) are engaged by capacitating them to develop food security thru the establishment of Family Food Security Cycle (FFSC) providing food on the table for their families, 365 days a year.



Grain-Adlai



PHASE II

Established Sustainable Disposable Income Crop (SDIC) to generate sustainable income to address their basic needs. Moreover, FFSC and SDIC enabled them to be competitive and capable to join the cash economy.





“

ADLAI SEED BANK
SAVED FROM KAUYAGAN
WAS ABLE TO PLANT 4
HECTARES IN 2017 & 20
HECTARES IN 2018 IN
TAGBAK, BUKIDNON

”



PHASE III

UTPI *Green Project*



Over 50,000 assorted fruit and forest tree seedlings were propagated in various 15 nurseries throughout the province.

The aftermath of tropical storms Sendong and Pablo, which ravaged Mindanao in 2011 and 2012 respectively, brought the concern for the environment and climate change in more profound terms in Mindanao.

Thus, Kalasan People's Center for Environmental Concerns, Inc. came into being. Its main goal is to provide and facilitate support for programs and projects and initiatives of mass organizations geared towards the protection and management of the environment.

“Kalasan” is a Higaonon term for *“forest”*, the traditional home of the Indigenous Peoples, that serves at the same time as their school, church, store and pharmacy. It is in close communion with the forest that the culture and tradition of the IPs have been grounded and developed.

In this context, Kalasan PCEC and Unifrutti Tropical Philippines Inc., is implementing the **“Grassroots Rehabilitation and Enhancement of Environment and Nature (GREEN)”** Project which aims to reforest critical and degraded areas of the watersheds of Northern Mindanao. The project will rely on the strength of the mass organizations of indigenous peoples and peasants in the communities for the reforestation activities.

IP/ICCs participate in the initiative on rainforestation as “*custodian of the rainforest*” sustaining the forest management.



CUSTOMARY SACRED COMPACTS WITH IPs

The gathering of the Seven Tribes including the Higaonons from the Bayug and Iligan City for the Declaration of Unity was held at the NCIP Conference Hall, Malaybalay City.

Having agreed on the sacred and inclusive purpose of the customary compact, the representatives signed a Declaration of Unity that represent the Seven Tribes of

Bukidnon inhabiting Kitanglad, Kalatungan, Pantaron and Matigsalug mountain ranges.

The said Declaration of Unity was executed in a sacred ritual known as *“Panuntay, Panandig daw Panghusay hu Nalapasan ha Batasan hu Kagsuled”*, a ritual to ask forgiveness, to cleanse and pacify and to settle any violation committed against the customary laws on kinship.



Mr. Alberto F. Bacani, President & CEO, Unifrutti Tropical Philippines, Inc. affixed his signature as the “Second Affirmant” during the IP Re-affirmation Activity



CUSTOMARY BENEFIT SHARING



Consistent with the tribal Customary Law of “*Pauyag-uyaga, Pabulig-buliga and Pabatun-batuna ha Batasan*”, as an act or token of gratitude and liberality, UNIFRUTTI shall provide an annual share in favour to the Seven Tribes of Bukidnon for the Indigenous Institutional and Capability

Building and Development based on the Indigenous Development Framework in the amount of Php 1,000.00/hectare/year for Banana Plantations.

This recognizes the Cultural Equity and company's contribution to the tribe's effort

in protecting the ancestral domain as **“Custodians of the Rainforest”**.

In addition, members of the Indigenous Peoples shall be given the priority for any employment opportunities and livelihood programs within the said project areas.

UTPI and HFI's Model for Food, Energy, Water and Human Security for Mindanao

PHASE II: SDIC

SUSTAINABLE DISPOSABLE INCOME CROP (SDIC)

"providing food on the table for Indigenous Peoples families, 365 days a year"

- 48,700 Abaca planted in 38 sites
- 82 farmer families as beneficiaries of the Coffee Project totalling to 23.25 hectares accumulated earnings amounting to 1.9 Million Pesos (2011-2017)

PHASE

FAMILY FOOD SEC

"enabling Indigenous Peoples to be competitive and capable to join the cash economy"



PHASE I: FFSC

SECURITY CYCLE (FFSC)

PHASE III: CF

CUSTODIAN OF THE RAINFOREST (CF) // GREEN PROJECT

“reforesting critical and degraded areas of the watersheds of Northern Mindanao in partnership with Indigenous Peoples and peasants in the communities”

- **NURSERY**
 - 206,100 Trees Propagated Fruit Trees/ Indigenous Species in 35 Nurseries in 6 years
- **AGRO-FORESTRY**
 - 79,350 Agro-Forestry Trees planted in 45 sites totalling to 100 hectares
- **AGRO-FORESTRY MODEL FARM**
 - 10 Agro-Forestry Model Farms that planted 16,500 trees in 25.5 hectares
- **NATIVE SEEDS DISTRIBUTION**
 - 22, 321 seeds of White Lauan, Molave, Bagtikan, Almon, Ipil, Red Nato, Kalingag, & Tabon-Tabon were distributed to 14 regions



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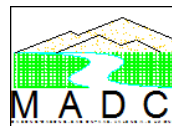
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