

BANANAS EXPORTED FROM URABÁ (COLOMBIA) TO GERMANY

SUMMARY

Based on human rights due diligence carried out between January 2023 and August 2024, banana production in Colombia is being undertaken in violation of human rights laid out in ILO Core Conventions; the International Convention on Civil and Political Rights; and the International Convention on Economic, Social & Cultural Rights, and may amount to forced labor. Banana producers and their business relationships are strategically quashing dissent through legal and nonlegal tactics that include violent repression. Bananas produced in these conditions are being exported to Europe broadly, as well as to Germany specifically, where supply chain due diligence laws pose civil penalties for the sale of such goods. European and German grocery chains are accountable for the human rights violations identified in their supply chains. The report below describes the findings of due diligence undertaken by NomoGaia. Appendix A describes the methodology for this report.

CONTEXT and CURRENT CONDITIONS



Figure 1. Urabá sub-region in Antioquia department, Colombia¹

Colombia is the world's fourth largest banana exporter; bananas are a billion-dollar industry for the country. Within Colombia, bananas are grown extensively in five departments: Antioquia, La Guajira, Magdalena, Quindío and Valle del Cauca. The Urabá sub-region in Antioquia (in yellow on the map to the left) produces nearly 70% of the bananas that Colombia exports. The main export destinations of its bananas are: Belgium (\$190M), United States (\$177M), United Kingdom (\$148M), Italy (\$112M), and Germany (\$99M).²

Given the importance of bananas for the Urabá sub-region in Antioquia,³ and the large volume of bananas exported to European markets, human rights risks in Urabá's banana industry are of global interest.

Urabá's banana plantations have been focal points of guerrilla and paramilitary violence as well as labor repression from the time of legal slavery until today. As recently as 2004, Chiquita was making payments to paramilitary groups in Urabá.⁴ During periods of heightened armed conflict, the banana industry expanded substantially. Large industry actors acquired and planted on lands during periods of displacement caused by the conflict. These have

¹ Carlos Mario Domínguez Balmaceda, 2020. <https://blog.legis.com.co/comercio-externo/puerto-antioquia-puerto-pisisi-y-los-otros-puertos-de-uraba>

² <https://oec.world/en/profile/bilateral-product/bananas/reporter/col>

³ Urabá region in Colombia includes parts of Antioquia and Chocó departments. For this report, Urabá sub-region will refer only to the Antioquia part.

⁴ https://www.justice.gov/archive/opa/pr/2007/March/07_nsd_161.html

been documented as cases of “land grabbing.”⁵ Nonstate armed actors have repeatedly massacred and threatened workers and union leaders and firebombed union offices throughout the Urabá region,⁶ fomenting insecurity and terror across the banana workforce.⁷

Currently, Urabá is also a hub for migrants preparing to cross the Darien Gap to walk through Central America and seek asylum in the United States. The beaches around the Golfo de Urabá are tent cities housing asylum-seekers and economic migrants heading towards the U.S. Urabá is not well positioned to support this population, having high poverty rates and informal employment representing 62.25% of the workforce.⁸

Compounding entrenched conditions of poverty, 2023 was a year of extreme rain events linked to La Niña and El Niño weather patterns, followed by floods, adversely affecting the banana harvest and in, many cases, damaging local homes.⁹

The impoverishment linked to these events drove crime rates up, and in January 2024, the criminal organization *Clan del Golfo* (also referred to as *Autodefensas Gaitanistas de Colombia- AGC*, a group that arose from the paramilitaries units during the Conflict) was undertaking a “*limpieza social*” or “social cleansing” in Urabá. The term euphemizes the extra-jurisdictional killing of those identified by the cartel as “bad actors.”¹⁰ Currently, the Clan del Golfo is responsible for the majority of cocaine production and trafficking in Colombia¹¹ and uses violence with impunity in Urabá.

In this context, banana workers experience physical and economic insecurity, and they fear for their advocates’ safety. NomoGaia’s researcher was repeatedly warned that she was at risk and should take extra care for her safety while she sought information on business and human rights in the banana sector, and, as noted below, labor activists have faced threats necessitating active police protection.

CORPORATE HUMAN RIGHTS IMPACTS

Under the German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*, or “LkSG”), specific human rights are highlighted for enforcement.¹² These include specific “prohibitions” against:

- “the employment of persons in forced labour... [and] the prohibition of withholding an adequate living wage”

⁵ <https://newrepublic.com/article/133562/can-colombias-displaced-go-home-again>

⁶ [https://www.boaventuradesousasantos.pt/media/Chapter%209\(1\).pdf](https://www.boaventuradesousasantos.pt/media/Chapter%209(1).pdf)

⁷ <https://www.upi.com/Archives/1995/08/29/Colombian-rebels-massacre-banana-workers/1979809668800/>

⁸ <https://link.springer.com/article/10.1007/s10611-023-10098-7>; <https://www.r4v.info/sites/default/files/2024-01/ENG%20Factsheet%20Necocli%20ESP%2030112023%20%282%29%20ed%20Comunicaciones%20VF%20%281%29.pdf> ; <https://colombiareports.com/colombia-unemployment-statistics/>

⁹ <https://reliefweb.int/report/colombia/colombia-ifrc-network-mid-year-report-january-june-2023>

¹⁰ <https://analisisurbano.org/operacion-limpieza-en-uraba-circulan-panfletos-con-amenazas-de-muerte-van-once-homicidios-en-la-ultima-semana/272125/>

¹¹ <https://www.state.gov/united-states-sanctions-sinaloa-cartel-fentanyl-traffickers-and-colombian-clan-del-golfo-leader/>

¹² <https://www.bmz.de/resource/blob/154774/lieferkettengesetz-faktenpapier-partnerlaender-eng-bf.pdf>; https://www.bmas.de/SharedDocs/Downloads/DE/Internationales/act-corporate-due-diligence-obligations-supply-chains.pdf?__blob=publicationFile&v=3

- “disregarding the occupational safety and health obligations... in particular due to... the absence of appropriate protective measures to avoid exposure to chemical, physical or biological substances”
- “disregarding the freedom of association, according to which... membership of a trade union must not be used as a reason for unjustified discrimination or retaliation”

ILO Indicators of Forced Labor found in Urabá

The combination of conflict, poverty and underemployment has generated lasting precarity in the banana workforce. Although banana workers have been unionized since the 1960s, their bargaining power has not been consistent. Workers observe that the Collective Bargaining Agreements safeguarding agricultural workers are “good and fair” but that “companies violate [them] every day, and the [largest] union doesn’t do anything.” One worker expressed gratitude to the banana industry while also lamenting pervasive abuses: “We are very thankful to the banana companies, because they have fed us. And they brought benefits to these communities and to our families. But they have violated our human rights.” The result of inconsistent labor protections is exploitation that meets several indicators of forced labor, under definitions laid out by the International Labour Organization (ILO).¹³ The ILO established 11 indicators of forced labor, based on the experience of its Special Action Programme to Combat Forced Labor.¹⁴ These indicators denote conditions that so severely restrict a laborer’s agency that she can be considered to be ‘forced’ into the work. Of ILO’s 11, at least seven are present in the banana plantations of Urabá (Antioquia), denoted in red text, below.

ILO Indicators of Forced Labor	
Excessive overtime	Intimidation and threats
Withholding of wages	Physical and sexual violence
Deception	Isolation
Abuse of vulnerability	Restriction of movement
Abusive working and living conditions	Retention of identity documents
	Debt bondage

Table 1. ILO indicators of forced labor

¹³ https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_345673.pdf

¹⁴ ILO Indicators of Forced Labor (International Labour Organization 2012), p. 3, https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_203832.pdf

Excessive Overtime

Colombian law (Article 161 of the Labor Code¹⁵ and Law 50 of 1990, article 20¹⁶) established a 48-hour maximum workweek, including for agricultural workers. A 2021 law (Law 2101) is incrementally reducing maximum working days to align with ILO standards. By 2026, the maximum workweek will be 42 hours, by law.¹⁷ From July 2023 to July 2024 the maximum workweek is 47 hours. Any labor exceeding the legal maximum is considered extra and cannot legally exceed two hours per day and 12 per week, paid with a 25% premium.¹⁸ When the employer and workers agree to extend daily working hours to 10 (to not work on Saturdays) the Labor Code states that “it is not possible” to work overtime on a 10-hour day.¹⁹

On banana plantations, unions and employers agreed to a schedule of 10-hour days (7:30am to 5:30pm) Monday to Thursday and a truncated 7:30am to 2:30pm workday on Friday. However, in practice, many plantations do not always respect these hours. Even plantations owned by export firms that have direct relationships with German buyers exceed these hours at times. A worker on a plantation owned by UNIBAN told NomoGaia’s researcher, “Last night we worked until 11 p.m. to finish a shipment.” According to plantation managers, these overtime hours are mandatory, because the work is collaborative. According to workers, the excessive hours are stressful and interfere with workers’ household responsibilities and rest. As another worker explained: “I couldn’t stand the pressure and I quit. We (the workers) had to prepare daily banana shipments, which meant staying after working hours every day to comply with the pallet requirements. Workers can’t say ‘no.’ If you are called to stay to prepare a shipment, you have to stay, and if you don’t, they fire you.”

Workers can’t say NO. If you are called to stay to prepare a shipment, you have to stay, and if you don’t, they fire you.

Banana day-worker who forfeited steady

Plantation managers argue that piece-rate work is distinct from wage work, and thus is not subject to hourly limits or overtime premiums. Workers make clear that rates and quotas are subject to manipulation in hours and pay. Research has repeatedly linked piece-rate pay schemes to worker exploitation and precarity.²⁰ Because roads are poorly maintained and residences are far from plantations, workers describe leaving home at 5 a.m. and returning as late as 9 p.m., paid only for the number of hectares tended or the number of banana boxes shipped. “This is like slavery,” one worker said. “On shipment days, some managers say ‘there are no shifts,’ *“que trabaje como un animalito* [that we have to work like little animals].”

¹⁵ <https://www.ilo.org/dyn/travail/docs/1539/CodigoSustantivodelTrabajoColombia.pdf>

¹⁶ <https://www.funcionpublica.gov.co/eva/gestornormativo/norma.php?i=281#:~:text=El%20empleador%20y%20el%20trabajador,convenciones%20colectivas%20y%20fallos%20arbitrales>

¹⁷ <https://www.funcionpublica.gov.co/eva/gestornormativo/norma.php?i=166506>

¹⁸ The premium rises to 75% for work carried out from 9:00 PM to 6:00 AM (night work)

<https://www.dlapiperintelligence.com/goingglobal/employment/index.html?t=08-minimum-employment-rights&c=CO>

¹⁹ <https://www.ilo.org/dyn/travail/docs/1539/CodigoSustantivodelTrabajoColombia.pdf>

²⁰ See, e.g. G. B. Encina. *Employment Practices that Combat Exploitation of Migrants*, University of California, Berkeley, 2000. <https://nature.berkeley.edu/ucce50/ag-labor/7article/article22.htm>

Withholding of Wages

The 2023-2027 Collective Bargaining Agreement (CBA) between the Colombian Banana Growers Association (AUGURA), which represents producers, and SINTRAINAGRO, which is the largest labor union, states that working hours and overtime should align with Colombian law.²¹ In cases where workers “freely decide not to participate on additional work [...] no disciplinary procedure will be initiated for this fact, nor may discriminatory or retaliatory treatment be exercised against them...”²²

However, wages are withheld for a variety of reasons, including to penalize workers for refusing extra work time. Sanctioned workers are summoned to a hearing or *descargos*²³, where penalties include multi-day suspensions and firings. An appeal is possible but rarely successful, and because workers do not receive back pay if they win, the appeal process itself functions as a suspension from paid work. An example of such a censure from January 2024 is available as Appendix B.

In addition to sanctions, workers face informal penalties, such as being assigned to low-pay tasks. The lowest wages are paid for plantation work related to cultivation (tasks like maintaining plants, removing flowers, weeding, etc.) as opposed to packaging and shipping. Workers that refuse overtime are assigned cultivation tasks, reducing their wages to the lowest possible levels within the minimum wage allowed by the law.²⁴ Workers and union leaders describe this type of wage manipulation as one of the main retaliation techniques against workers who resist overtime, complain about violations of the CBA, try to change unions, or otherwise seek to assert their rights. Withholding part of their wages affects workers’ livelihoods by suddenly reducing their ability to fulfill the economic commitments they acquire at higher wage rates.

The manager stopped giving me extra work because I was asserting my rights. So I didn't earn enough to live, pay my debts, take care of my children.

Current worker, actively borrowing money from loan sharks

ARTÍCULO 12. JORNADA DE TRABAJO:
1. A partir de la firma de la presente Convención Colectiva de Trabajo, la jornada ordinaria de trabajo será la jornada ordinaria máxima legal semanal, distribuidas por la Empresa de acuerdo con sus necesidades, debido a las actividades de corte y empaque y sin que la jornada diaria exceda de diez (10) horas diarias.
2. Las horas extras no podrán exceder semanalmente del tiempo establecido por las normas laborales vigentes, las cuales podrá distribuir libremente la Empresa de acuerdo con sus necesidades. En caso de que el empleador requiera sobrepasar ese límite de horas extras, el número de horas extras adicionales se establecerá de común acuerdo con el Comité Obrero-Patronal.
3. El trabajo que exceda la jornada ordinaria máxima legal semanal será remunerado como trabajo suplementario o de horas extras. En todo caso, el trabajo nocturno, el extraordinario diurno, así como el realizado en dominicales y festivos, se pagará con los recargos establecidos por la Ley.

Figure 2. Article 12 of the CBA between SINTRAINAGRO and a company that is part of Banacol Group

²¹ By law a workday cannot exceed 10 hours per day, 46 hours per week, and any overtime must be paid at a premium.

²² 2023-2027 Collective Bargaining Agreement (CBA) between a company that is part of Banacol Group and majority union SINTRAINAGRO, Article 20, item 16.

²³ “*Llamar a descargos*” happens when a worker commits an offense regarding its contract and is called to explain their case and show their evidence. After that hearing, the company decides if the worker receives a sanction. Workers have four working days to appeal (CBA Art 20, item 8).

²⁴ ‘*Contrato a destajo*’ – the blue bagging of bunches, for example, is worth \$10,000 to \$12,000 Colombian pesos (US\$2,5 – 3) per hectare. In those contracts, they multiply the \$12,000 Colombian pesos (US\$ 3) by the number of hectares the workers covered and then divide it by the number of workers out on the field. ‘*Contrato unidad de obra*’ – per unit of labor. So if the worker could prepare 2000 boxes, they divide the value of the 2000 boxes by the number of workers (40 boxes per worker multiplied by the value of \$2,000 to \$3,000 Colombian pesos (US\$ 0,5 – 0,75) per box.

Intimidation and Threats

Workers face intimidation and threats for trying to establish or switch unions, for resisting sexual harassment, and for refusing overtime. Overtime is made mandatory by clauses indicating that work is ‘collective’ and a person’s ‘early’ departure affects collaborative work.

As mentioned before, workers who refuse overtime work are suspended without pay for days (see Appendix B, issued to a worker in January 2024). This indicator of forced labor is covered separately under the German LkSG, for abuses of labor rights. See below.

*When we assert our rights,
the reprisals come.*
42-year
banana worker (age)

Abuse of Vulnerability

Likewise, workers who are aging are moved to low-paying tasks. Prior to Colombia’s 1993 Pension Reform,²⁵ banana employers did not contribute to pension funds.²⁶ As a result, today there are workers who have passed retirement age (currently 62 for men, 57 for women) but who cannot demonstrate sufficient “working weeks” during which they would have paid into the fund. Because companies failed to document these workers and pay into the fund, elder workers cannot retire. Workers that are not documented as paying into the retirement system for approximately 26 years (1,300 weeks) cannot receive pensions. This problem will persist into the future, because conflict and other extenuating circumstances have continued to interrupt workers’ formal employment.

Along the same premise, moving injured workers into cultivation labor is seen as a way to force such individuals out of the workforce, usually either because they cannot perform the assigned, physically demanding tasks, or because the salaries are too low to cover their living expenses. Injured workers are difficult to fire under Colombian law, and changing their job assignments simultaneously gives employers legal cover while also pressuring workers to leave employment. One worker interviewed in 2023 and 2024 had an existing dispensation because of an injury; he was assigned work he could not safely do. Others reported similar cases across several



plantations. Worker’s Compensation Insurance (referred to in the Colombian context as collective risk insurance) is not working effectively for injured workers: health evaluators from regional government

²⁵ <https://www.imf.org/external/pubs/ft/wp/wp98158.pdf>

²⁶ Mainly for two reasons: 1) Before 1986, the Colombian Social Security System didn’t cover some municipalities in the Urabá region, including banana production zones, so companies were not obliged to pay pension funds until that year. Some still – negligently- didn’t affiliate their workers until 1994, when the 1993 Pension Reform was in place, or even later. 2) Guerrillas present in the region prevented workers’ affiliation to the Social Security System.

agencies (Entidades Prestadores de Salud and Administradoras de Riesgos Laborales) will either simply not accept their requests for appointments or refuse to give them incapacitation slips. “It is a private agreement between them and the [banana] companies to reduce absenteeism, because health is a monopoly,” said one worker.²⁷ When injured workers fail to secure these incapacitation slips, workers say they and their families go hungry.²⁸

There is an additional group of subcontracted workers that do not have consistent health insurance, collective risk insurance, or pension coverage, who, in some cases, are experiencing wage theft, through deceptive practices outlined below.

Deception

Deception is multifaceted in the plantations, pertinent to benefits and safeguards to which workers are entitled. For example, although workers are entitled to free transportation or an allowance for job commutes under Colombian law, some workers are charged a transportation fee. This was observed among subcontracted laborers who were not even provided the transportation for which they paid. There are also cases in which subcontracting companies fully or partially withhold workers’ health insurance, risk insurance and pension deductions but fail to submit payments to the relevant agencies. Subcontracting companies are locally called the “bloodsuckers.”

Deception was also observed in the management of the worker’s housing fund, which supports workers to build, buy or repair their homes. Each plantation pays into a worker’s housing fund that is aggregated by trading companies (e.g. Uniban and Banacol). Plantations pay in based on the number of hectares farmed, but funds are only available to members of SINTRAINAGRO and SINALTRAIFRU unions. Other unions, including SINTRACOL, have tried to incorporate this benefit into their negotiations, but companies have refused; plantations essentially penalize workers for joining these unions by withholding access to a fund that should be available to anyone working the acreage.²⁹

Physical and Sexual Violence

In 2024, a community leader who was a member of the SINTRACOL union was assassinated.³⁰ This incident was allegedly intended as a deterrent to those advocating for human rights, including unionization. This powerful message has been received. Violence and intimidation are used tactically

²⁷ “Cuando los trabajadores se enferman o lesionan por e[l] esfuerzo, las EPS (Entidades Prestadoras de Salud) y las ARL (Administradoras de Riesgos Laborales) de la región no los atienden y les niegan las citas médicas o no les dan incapacidades. Es un acuerdo interno entre ellos y las empresas para disminuir el ausentismo porque la salud es un monopolio.” Almost every interviewee expressed the perception that sick workers are denied risk insurance and denied medical attention.

²⁸ “Hay días en que los trabajadores bananeros no comen porque no reciben el pago de las incapacidades. No tienen con qué alimentar a sus familias.”

²⁹ The SINTRAINAGRO and SINALTRAIFRU CBAs include a clause requiring employers to allocate 80,000 Colombian pesos (US \$20) per net hectare planted to a housing fund during the term of the agreement (2023-2027), so if a worker seeks support to build or repair their house, loans can be drawn from the fund. These funds are managed by third parties (banana export companies and/or their foundations), and they are financed based on acreage planted by all workers; but the funds are not available to all workers. Laborers that join SINTRACOL, SINATRA and UTOVASCOL lose access to the housing funds.

³⁰ <https://x.com/Indepaz/status/1747712459127796036>

and, as workers and union delegates state, “in the region it is too dangerous to speak up because you could appear dismembered somewhere.”

Sexual harassment is not currently documented as a tool of intimidation for human rights advocates in the workforce, but it is a common reality for female workers. Some female workers are sexually harassed by their supervisors, facing reprisals for resisting their advances. One worker described her experience confidentially: “He wanted me to be with him. He called me and went to my house at 1 or 2 a.m. If I didn’t answer I would have problems the next day at work. I spoke with company officials, but they did nothing.” A union official noted that “this happens,” and some women “prefer to go to bed with them [the supervisors] to avoid having problems or being fired.” A worker with 44 years of experience in banana plantations said that sexual harassment is very common and that “managers select beautiful women as workers to then take advantage of them.”

Some companies are choosing not to hire women to prevent supervisors from intimidating them.

Union delegate with 10

One female worker spent months trying to get relocated away from her attacker, who was her manager. He repeatedly called her, inebriated, late at night. On days when she refused to answer her phone or flirt with him at work, he would retaliate by assigning her to low-paying tasks the following day.

Abusive Working and Living Conditions

In addition to the sexual violence described above, working conditions and living conditions are being deliberately undermined. Officials of unions other than the dominant SINTRAINAGRO union are denied union leave permits, so they have to work the full day in the plantation and then go to the union office to do union work. As noted above, members of those unions are denied access to funds to repair their houses, some of which were damaged in the El Niño and La Niña weather cycles of 2022 and 2023.



Retaliation for union organization found in Urabá

Figure 3. Threat message sent via WhatsApp to a union delegate.

Unionizing or union-shifting (quitting one union to join another while keeping the same job) is deterred by the threat that workers joining new unions will be fired, denied a housing loan, or punished with “basic tasks.”³¹ Some union organizers have received death threats through WhatsApp (see Figure 3 and Appendix C). Threats have been reinforced by reprisals. Says one worker, “When we assert our rights, the reprisals come.” Workers that sought to switch unions were charged double fees for union membership, under a clause that interpreted workers’ acceptance of a CBA signing bonus as a commitment to pay dues for the duration of the CBA even if the workers quit that union.³² Asked why they had not filed a grievance for this, one worker explained, “We don’t complain, because we are afraid.”

Colombia has a procedure for protecting human rights defenders facing reprisals. This process mandates that the first point of contact is local government officials (e.g. mayors),³³ who often have strong personal and political ties to the banana export firms and plantation owners allegedly responsible for reprisals. Despite receiving threats to his life (see Figure 3), one SINTRACOL union leader is not under full-time police protection but is only checked on occasionally by officers. He and his family say they live in fear.

Unmet Occupational Health and Safety Obligations found in Urabá

Growing bananas requires particularly high amounts of chemicals of all kinds, including insecticides, fungicides, nematicides, herbicides and synthetic fertilizers. Concerns around banana worker exposure to chemicals are longstanding.³⁴ The pesticides linked to the most severe harms, including sterility and respiratory damage, are reportedly no longer in use in Urabá. But conventional banana plantations remain pesticide-intensive. Workers are instructed to avoid fields during spraying by crop dusters³⁵, but they are also incentivized to complete their field tasks early, to earn supplemental income working secondary jobs on the plantation. As such, there is tacit acceptance that workers will enter fields during aerial spraying or immediately after. The persistent use of Amistar, Myclobutanil and Bravonil, all fungicides, poses human health risks atop the severe risks to aquatic life.

³¹ There are at least six unions gathering banana workers in the Urabá, the largest of which is the Sindicato Nacional de Trabajadores de la Agroindustria (SINTRAINAGRO). SINTRAINAGRO collaborates with the producers’ association, AUGURA, “as an old marriage” (according to a banana worker and a public official, using the exact wording). The alleged closeness between the workers’ union and the industry association has marginalized smaller unions, according to other union leaders and validated by workers in the region. Membership in SINTRAINAGRO is approximately 22,000 (banana workers in Urabá and Magdalena), compared to a range of 1000 to 1500 for the smaller unions. SINTRACOL is the largest minority union, which includes delegates who are also plantation workers.

³² By July 2024, most of these cases were fixed by companies with the help of the Ministry of Labor. Similar situations have been reported in Ecuador, where an annual bonus is withheld from any worker in part-time work or converting to a different working engagement. <https://www.newforesight.com/wp-content/uploads/2021/09/210917-Wages-and-working-conditions-in-banana-NewForesight.pdf> (p. 21)

³³ <https://www.funcionpublica.gov.co/eva/gestornormativo/norma.php?i=85059>

³⁴ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7908553/>

³⁵ Some plantations delay worker transportation on mornings when crop dusting takes place and/or hold training sessions off-plantation to keep workers out of fields during spraying. However, workers say this is not a generalized practice.

Name	Function	Presence in Antioquia ³⁶	Safety and Hazards
Azoxystrobin (Amistar)	Fungicide	36 of 37 samples	Decomposes into cyanide ions or hydrogen cyanide. Acute toxicity (inhalation) - category 3 Hazardous to the aquatic environment (acute) - category 1 Hazardous to the aquatic environment (chronic) - category 1
Myclobutanil	Fungicide	18 of 37 samples	Reproductive toxicity - category 2 Acute toxicity - category 4 Eye irritation - category 2 Hazardous to the aquatic environment (chronic) - category 2
Thiabendazole	Fungicide	16 of 37 samples	Hazardous to the aquatic environment (acute) - category 1 Hazardous to the aquatic environment (chronic) - category 1
Pyriproxyfen	Pesticide	26 of 37 samples	Hazardous to the aquatic environment (acute) - category 1 Hazardous to the aquatic environment (chronic) - category 1
Chlorothalonil (Bravonil)	Fungicide / Biocide	Usage confirmed to researchers	Carcinogenicity - category 2 Acute toxicity - category 2 Specific target organ toxicity (single exposure) - category 3 Eye damage - category 1 Hazardous to the aquatic environment (acute) - category 1 Hazardous to the aquatic environment (chronic) - category 1 Skin sensitisation - category 1
Volley (Butenafine Hydrochloride)	Fungicide	Usage confirmed to researchers	Irritant
Difenoconazole (Sico)	Fungicide	Usage confirmed to researchers	Acute toxicity (Oral) - Category 4 Acute toxicity (Inhalation: Dusts and mists) - Category 4 Serious eye damage/eye irritation - Category 2B Hazardous to the aquatic environment (Acute) - Category 1 Hazardous to the aquatic environment (Long-term) - Category 1

Table 2. Chemicals used in Antioquia banana plantations.

Additionally, occupational and environmental health researchers in Colombia have identified persistent health issues associated with exposure to Paraquat, Chlorpyrifos, Glyphosate and other pesticides in Antioquia. While this research focused on zones closer to Medellin, the exposure levels to Amistar and

³⁶ Antioquia here includes Apartadó, Carepa and Chigorodó.

Laboratorio Nacional de Insumos Agrícolas- Lania Subgerencia de Análisis Y Diagnóstico Instituto Colombiano Agropecuario. Informe Plan Nacional De Monitoreo de Residuos de Plaguicidas (2022)

<https://www.ica.gov.co/areas/agricola/servicios/informe-pnrm-banano-v3.aspx>

Myclobutanil identified in Apartadó,³⁷ a town in Urabá, but unreported to our researcher during interviews at plantations, suggests that additional chemicals could be in use and unreported.

One worker who moved to Urabá to flee security risks in another region reported being sprayed by crop dusters in October 2023 and March 2024, shortly after starting work.³⁸ He was unable to return to the fields after experiencing vomiting, headaches, skin irritation, chest pain, breathing difficulty, and a diagnosis of toxic pneumonitis. He was entitled to medical leave but received no payments and has since been dismissed from the workforce.

Neither the plantation nor the collective risk insurance agency documented these events as a labor accident, although authorities noted in the accident reports (Appendix D) that “a crop duster passed spraying the plants, so the poison fell on him and he inhaled it.” Awaiting a ruling from the insurance agency, medical attention for him was delayed. Today he struggles to pay the medical bills.



³⁷ Ibid.

³⁸ <https://www.facebook.com/LaChivadeUrabaNoticias/videos/me-estoy-muri3nd0-por-culpa-de-la-fumigaci%C3%B3n-de-una-avioneta-el-drama-que-vive-u/379979848361116/>

RELATIONSHIPS TO GERMAN COMPANIES

There are direct relationships between German grocery stores and the workers interviewed for this report. Bananas harvested in the Urabá subregion in Antioquia, Colombia reach German retailers and consumers through multiple pathways, as shown in the figure below.

Figure 4. Banana supply chains from Colombia to Germany.



Notes:

- * Packing is usually done in plantations' facilities by their workers with supplies provided by middlemen.
- TMA (Tropical Marketing Agency) is registered in Belgium and it is Uniban's importer in Europe, with their brands Tropy, Darién, Bahia, and Cumbia.
- AFC (Afrikanische Frucht-Compagnie GmbH) is a German company created in 1912. They sell Banafрут's bananas.

The human rights risks identified in this HRRR are 'directly linked' to German enterprises (importers, logistics and retailers), as defined in the LkSG, as outlined in the table below. There is fluidity in the roles played by different entities. The graphic in Figure 4 lays out that production and packing are consistently carried out at the plantation level, while middlemen are involved in export, import, warehousing, and processing. Retailers also participate in warehousing and ripening at times.

Figure 5. Banana suppliers per German retailer (Supermarkets)

Based on public information and interview references

Plantations	Middlemen/ suppliers	German retailer
148 plantations in Urabá, Antioquia as publicly reported by Lidl. [redacted]*	<ul style="list-style-type: none"> • Banacol (GreenLand) • Banafrut • Banarica • Dole • Inversiones Vigali ZOMAC • Tecbaco • Tropical • Turala • Unibán (through TMA) 	LIDL Schwarz Group * *
[redacted]*	<ul style="list-style-type: none"> • Dole (directly and buying from Banacol) • Fyffes (Uniban's subsidiary and also buys from Banafrut) • Greenyard Fresh Germany (directly and buying from Tropical and Turala) 	ALDI South Group * * *
[redacted]*	<ul style="list-style-type: none"> • Banacol (GreenLand) • Unibán (through TMA) 	REWE Group

Notes

* Plantation names have been redacted for two reasons: first, to prevent retaliation against the workers who spoke with our team. Second, to prevent contractual changes from occurring at these specific operations, whose conditions are representative of conditions across the zone. The issues are not specific to these plantations but broadly applicable in Urabá (Antioquia), as supply chain due diligence conducted by Lidl has indicated³⁹.

These plantations also include those owned by middlemen listed in the middle (blue) column. For example, Sara Palma plantations, owned by Unibán Group.

The relationships among these entities are not entirely linear. While not all the plantations named in the table above were directly visited during HRDD fieldwork, interviewees directly referenced them in discussions with researchers.⁴⁰

** Lidl published an approved 2023 list of fruit and vegetable producers and suppliers, including bananas.⁴¹

*** ALDI SOUTH Group has published only their Tier 1 Supplier list for the food supply chain, including bananas.⁴²

³⁹ <https://corporate.lidl.co.uk/sustainability/human-rights/hria>

⁴⁰ Additionally, written documentation pertinent to unions, chemicals and working conditions are applicable to plantations owned by these firms.

⁴¹ Lidl's 2023 list for Germany: <https://unternehmen.lidl.de/pdf/show/50835>

⁴² Information as per November 2023 for all countries but Australia. <https://cr.aldisouthgroup.com/en/responsibility/our-work-action/supply-chain/transparency-supply-chains-food>

CONCLUSION

The human rights harms in the banana industry are not unique to Urabá; NomoGaia identified comparable if not more severe conditions of repression in Colombia's Magdalena region. In addition to the findings of forced labor, we identified risks of violence linked to drug trafficking, ongoing risks associated with chemical usage and spraying, and concerns of threats and security risks for drivers and workers in logistics and transport activities. The aim of this report is to alert parties complying with and enforcing supply chain due diligence laws to abuses in Germany and Europe's banana supply chains and to drive action that will halt ongoing harms to banana workers while safeguarding their right to work and security of person.

In publishing our methodology (Appendix A), we aim to present an approach to HRDD that can meaningfully inform German and other markets of human rights violations in supply chains. Companies can deploy comparable methods to establish these findings and manage them internally. Ideally, this will empower them to drive positive change in conditions for banana workers to align with legal expectations (domestic and international).

Appendix A: Methodology

Overview

Human rights due diligence is a process for managing the risk that human rights abuses are present in a company's operations and supply chain. Inherent risks in an operation or supply chain can be identified through evaluation of country contextual conditions and industry operational specificities. Grocery stores have vast supply networks, and a screening process is necessary for identifying the highest-risk items and the most direct connections a grocery vendor might have to harms.

Commodity selection (Screening)

NomoGaia piloted our supply chain due diligence methodology on Colombian bananas imported to Germany because the commodity meets the standard of high-risk context and direct linkage to harm. Colombia is a recognized conflict-affected state, as documented in leading global indices of conflict.⁴³ Additionally, the banana supply chain is relatively short and linear, enabling direct tracing of supplier impacts to multinational companies. Bananas are grown, harvested, washed, packaged, and prepared for shipping on the same plantation. The middleman buying from the plantation then transfers the bananas from plantation to port, and the bananas are received at European ports by importers that transfer the product to the grocery lines that sell them to consumers. There is no more direct supply chain sourced from a high-risk context on a German grocery shelf. Furthermore, there are no low-risk contexts producing bananas for German markets. Colombia is one of several banana-exporting countries with a recent history of conflict. Therefore, lessons from Colombia's banana industry can not only inform German grocery store's due diligence processes worldwide, but they can be a guide for other direct supply chains as well.

Site selection

Seventy percent of Colombia's banana exports come from Urabá. The second largest export region, Magdalena, is likewise affected by conflict and characterized by complex labor conditions. NomoGaia selected Urabá for this pilot only after also visiting Magdalena. Not only is Urabá the largest exporting region; it also has the clearest and most direct links to European buyers.

Desk review

NomoGaia reviewed publicly available academic, media, advocacy, company and government reports. The largest body of literature links conflict and land grabbing to banana production. Additional documents addressing labor issues in the banana industry (Colombia and the Latin American region) and agricultural data from the Ministry of Agriculture were reviewed. Finally, one grocery chain, Lidl, published human rights due diligence on Colombian bananas.⁴⁴ These findings aligned with NomoGaia's findings.⁴⁵

⁴³ https://community.gemstones-and-jewellery.com/countries/cahra_map

⁴⁴ <https://unternehmen.lidl.de/pdf/show/50817>

⁴⁵ Lidl followed up with an action plan in 2023, which lays out intentions to engage with Rainforest Alliance and Fairtrade, and to focus on gender discrimination and wages. It does not lay out plans to safeguard workers facing reprisals, working conditions that take advantage of vulnerability, or other underlying issues with the export-oriented companies that do business with the plantations. Lidl notes that it cannot manage industry risks alone, but it does not lay out a plan for engaging with other industry actors. <https://corporate.lidl.co.uk/sustainability/human-rights/hria>
<https://corporate.lidl.co.uk/content/download/82013/file/Colombian%20Bananas%20HRIA%20action%20plan-1.pdf>

Desktop review provided baseline understanding of issues as well as contact information for the relevant unions, companies, coordinating bodies, and producers associations that NomoGaia engaged during fieldwork.

Fieldwork

Fieldwork was undertaken in 2023 and 2024, encompassing four visits to Urabá (Antioquia) and one to Magdalena. It involved interviews, data collection and direct observation. Preliminary visits to each site were oriented toward scoping future research. The three follow-up trips to Urabá served to diversify perspectives, deepen trust-building with individuals and communities that were fearful of engaging on human rights issues, and validate comments from interviewees through triangulation. The third trip to Urabá aimed to confirm scope and scale, i.e. to verify that the issues identified in earlier visits were pervasive across the region, and to validate our conclusion to leave environmental issues out of this report for lack of carefully sought evidence. This is not to say that environmental concerns are invalid, but rather to indicate that in multiple triangulation efforts, allegations about environmental harm could not be verified to an extent sufficient for their inclusion. The fourth trip aimed to validate and complement the final findings included in this report, gather additional evidence, and explore possible recommendations with rightsholders. All field visits were conducted in a minimum of three days, totaling 26 research days across the two regions.

Interviews:

Interviews were conducted on site at plantations, in offices and at agreed places deemed safe for workers, including homes, malls, restaurants, and even parked cars. Full time workers, day laborers, and former workers were interviewed for a diversity of perspectives on advantages and disadvantages of particular types of work conditions. Meetings were held with representatives from the dominant union, SINTRAINAGRO, as well as SINTRACOL, SINATRA, UTOVASCOL, and SINALTRAIFRU. NomoGaia met with AUGURA and the Ministry of Labor in Urabá. Additional interviews were conducted with local people in banana growing municipalities, as well as off-the-record discussions with management personnel at two Urabá plantations.

Interviews were semi-structured, focused on perceptions, conditions, concerns, and lived experiences of workers.

Respondent statements were triangulated across the interview set and with documentation provided by interviewees and publicly available.

Direct observation:

In fragile, conflict-affected contexts, some topics are evaluated without interview input, to protect the safety of respondents. In these cases, direct observation triangulates documentation of harms. NomoGaia spent time on four banana plantations, representing the diversity of plantation sizes in the Urabá region. NomoGaia observed conditions within the packing plants, plantations, and ports; as well as in banana worker homes and communities. In banana facilities, worker protections in the banana processes, including use of PPE, worksite safety, and distribution of workers across the operation were considered, as well as the gender distribution of workers in different parts of operations. Interactions between workers and managers were observed for treatment of female, elderly and labor-advocate workers. As environmental management is a frequent concern in banana plantations, particular attention was paid to drainage channels, water sourcing, chemical storage and crop-dusting schedules.

Observation of packaging, ports and logistics dimensions was focused on assuring that banana destinations were European generally and German in particular. This is because German and European markets hold supply chains to established standards for treatment of workers in supply chains.

Analysis and Reporting

As noted above, each site visit served to further scope the outcomes and findings of this report, parsing identified concerns and narrowing the reporting to focus specifically on the highest risks supported by the clearest evidence. Forced labor was not the only human rights risk present; it was the most pervasive, salient and harmful.

In reporting human rights risks in Colombia's banana sector, it is essential that the research and reporting not, in its conduct and publication, generate or exacerbate human rights risks. Using conflict-sensitive reporting approaches, we anonymized interviewees and plantation names. This necessitated confirmation that findings on the four plantations visited were applicable across the zone.

Appendix B: Labor Censure Sample

[REDACTED]

PARA: [REDACTED] [REDACTED] [REDACTED]
FINCA: [REDACTED]
ASUNTO: SANCIÓN DISCIPLINARIA
DE: [REDACTED]
FECHA: [REDACTED]

Usted fue citado a audiencia de descargos el día [REDACTED], la mencionada diligencia se realizó el día [REDACTED], las razones para llamarlo a descargos fue por el presunto abandono de su puesto de trabajo y no cumplir con el contrato de caja integral al haberse retirado del trabajo sin que se hubiera cumplido con el pedido de fruta del día.

En el trámite de la diligencia de descargos se demostró que usted el [REDACTED] su reparto para ese día fue el de garruchero, que decidió de forma autónoma retirarse y traerse las cunas para la empacadora, dejando en el campo un equipo sin llenar; con su actuar no permitió que se siguiera con el proceso de corte de ese día y por ende con el pedido de fruta que se había indicado en la mañana que hacía parte del pedido de fruta del día.

Usted acepta que en efecto esto sucedió, para justificar su conducta indica que se le ha volado el debido proceso ya que no se pudo confrontar los testimonios que varios compañeros plasmaron en unos informes y de este mismo sentir es la intervención del comité obrero, agregando que el trabajador ya había cumplido con su jornada laboral, sin embargo nada de esto es de arriba teniendo en cuenta que el trabajador acepta que se trajo las cunas sin que se hubiera cumplido con el pedido de embarque de ese día y sin que hubiera mediado orden de parte de la administración, en ningún momento el trabajador está facultado para interrumpir el corte sin que se verifique el cumplimiento del mismo, se les recuerda tanto a comité como a trabajador que por disposición convencional la labor de corte y empaque y cuando se trabaja "caja integral" es una labor colectiva y por unidad de labor y que solo se termina en el momento en que se termina de cortar el ultimo racimo o en su defecto cuando se termina de procesar la última caja, que la mencionada labor no está supeditada a horario ya que cuando se pactó en el mismo valor se incluyó los posibles recargos o trabajo suplementarios, entonces tampoco le es dable al trabajador instigar y entorpecer las labores besándose en un presunto cumplimiento de horario cuando esta labor no es por cumplimiento de horario sino por cajas laboradas.

Su labor es fundamental para cumplir con el pedido de fruta que la comercializadora hace a la empresa, se evidenció que para el momento en que usted abandonó el sitio de trabajo no se había cumplido con el pedido de embarque, decidiendo con su comportamiento quebrar la cadena de procesamiento y abandonar el embarque, esto es una falta de compromiso con las labores asignadas, ya que usted ha sido conocedor que en el desarrollo del "contrato de caja integral" los trabajadores de corte y empaque el cumplimiento de la obligación está sujeto al pedido de fruta y no al horario, porque es una tarea que se pactó al destajo.

La labor de garruchero hace parte del proceso de corte y empaque y solo termina en el momento en que se garrucha el ultimo racimo del pedido de embarque, situación que es evidente toda vez que al inicio del día a los trabajadores se les informa de la totalidad de cajas y viajes que deben realizar para el día; al ser así, no es comprensible que usted haya decidido cortar la cadena de producción, cuando sabe que las labores de garruchero y colero es esencial en el embarque y es necesario que cada una de ellas deba estar realizada para poder cumplir con el proceso de todas las cajas establecidas.

[REDACTED]

[REDACTED]

Su comportamiento va en contra de las costumbres laborales, influyendo de esta manera a que no se cumplan con las tareas asignadas y a la desobediencia entre sus compañeros de trabajo, situaciones que no son justificables.

Es importante recordarle que estos comportamientos violentan el Reglamento Interno de Trabajo [REDACTED] en diferentes disposiciones, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

En conclusión y ante la ausencia de razones que justifiquen su falta, la empresa a través del Departamento de [REDACTED] decide imponerle una sanción disciplinaria que consiste en la **SUSPENSIÓN** de su contrato de trabajo por el término de **TRES (03) días**, que se harán efectivos del [REDACTED].

Usted tiene derecho a presentar los recursos que considere pertinentes dentro del plazo y forma que establece la Convención Colectiva de Trabajo.

Cordialmente,

[REDACTED]

[REDACTED]

[REDACTED]

Appendix C: Threat public statement against unionists and human rights defenders



COMUNICADO PUBLICO

El estado mayor de las Autodefensas Gaitanistas de Colombia se permite informar a la opinión pública

Que a partir de la fecha se declara objetivo militar a las personas que estan ejerciendo como BLOQUE CARIBE UTC derechos humanos y a todos aquellos que se creen salvadores humanistas y sindicalistas de mierda.

Decretamos para ustedes y su familia ser objetivos militares dentro de la zona caribe.

Estas pecuecas denominadas UTC son Leonardo Noguera, Guillo Botero, Yilmar Vargas, Richard Monterrosa, David Mengual, Ricardo Orellano, Hector Acevedo, francisco Algarin, Javier Palis, liderados por Alias EL COMANDANTE

Nuestro objetivo manifiesto es desaparecerlos, exterminarlos, y desterrar de nuestro pais estas prácticas CASTRO-CHAVISTAS disfrazadas de sindicalismo.

MUERTE A TODOS ELLOS

Enero 30 de 2024

BLOQUE URBANO
AUTODEFENSAS GAITANISTAS DE COLOMBIA

AUTODEFENSAS GAITANISTAS DE COLOMBIA

Appendix D: Labor accident report format



Linea segura ARL
Bogotá 3307000
Resto del país 01 8000 111170
Desde su Celular #533

Fecha de reporte : 04/10/2023
Fecha de impresión : 19/04/2024
Número de radicación : 202301001100820
Id Accidente de Trabajo : 452787257
Id del Siniestro : 463172031

FORMATO DE INFORME PARA ACCIDENTE DE TRABAJO DEL EMPLEADOR O CONTRATANTE

Diligenciado Por Formulario Web - Empresa		EPS NUEVA EPS	
AFP PORVENIR		ARL POSITIVA COMPAÑIA DE SEGUROS S.A./ARL	
I IDENTIFICACIÓN GENERAL DEL EMPLEADOR CONTRATANTE O COOPERATIVA			
No documento	Tipo de Doc	Nombre o razón social	Tipo de vinculación
901388041	NI	AGROPECUARIA PAVARANDÓ S.A.S	Empleador
Dirección sede principal		Dirección reportada	
CL 100 A 96 83			
Actividad económica (Sede principal)			Código
CULTIVO DE PLÁTANO Y BANANO INCLUYE CULTIVO DE PLÁTANO Y BANANO EN TODAS SUS VARIETADES.			2012201
Teléfono	Fax	E-mail	Departamento
8280873		SALUDOCUPACIONAL@GRUPC	ANTIOQUIA
		Municipio	Zona
		APARTADO	Urbana
Son los datos del C.T. los mismos de la sede principal?		Dirección del centro de trabajo	
SI		CL 100 A 96 83	
Actividad económica del centro de trabajo			Código
CULTIVO DE PLÁTANO Y BANANO INCLUYE CULTIVO DE PLÁTANO Y BANANO EN TODAS SUS VARIETADES.			2012201
Teléfono	Fax	E-mail	Departamento
8280873			ANTIOQUIA
		Municipio	Zona
		APARTADO	Urbana
II INFORMACIÓN DE LA PERSONA QUE SE ACCIDENTÓ			
No documento	Tipo de Doc	Fecha de nacimiento	Sexo
	CC		M
Tipo de vinculación		(1) Dependiente	
Primer apellido	Segundo apellido	Primer nombre	Segundo nombre
Dirección		Correo electrónico	Teléfono
Departamento		Municipio	Zona
ANTIOQUIA		APARTADO	Urban
Fecha de ingreso a la empresa		Salario mensual	Jornada habitual
13/07/2023		1.300.000	(1) Diurna
Ocupación			Código
TRABAJADORES AGROPECUARIOS			6115
III INFORMACIÓN SOBRE EL ACCIDENTE DE TRABAJO (AT)			
Fecha del accidente	Hora del accidente	Día de la semana	Jornada en que sucede
04/10/2023	10:30	Miércoles	(1) Normal
Ocupación		Tiempo laborado	Realiza su labor
SIN INFORMACIÓN		04:30	(1) Si
Lugar donde ocurre el AT		(1) Dentro de la empresa	
Mecanismo o forma del AT	Tipo de lesión	Sitio	Tipo de accidente
(8) Exposición o contacto con	(7) Envenenamiento o intoxicación	(2) Areas de producción	(5) Propios del trabajo
Parte del cuerpo afectada	Agente del accidente		
(7) Lesiones generales u otras	(4) Materiales o sustancias		
Departamento	Municipio	Zona AT	Mortal
ANTIOQUIA	TURBO	Rural	(2) No
IV DESCRIPCIÓN DEL ACCIDENTE			
EL TRABAJADOR INFORMA QUE SE ENCONTRABA EN LA LABOR BOTADA DE VÁSTAGOS EN EL LOTE 14, MIENTRAS SE ENCONTRABA EN LA PLANTACIÓN LE CAE RESIDUO DE LA ASPERCIÓN AÉREA QUE SE ENCONTRABA EN EL AMBIENTE OCASIONÁNDOLE MAREO, VISTA BORROSA Y DOLOR DE CABEZA EL CUAL LE IMPIDE SEGUIR CON LA LABOR. FINCA ASTURIAS - DIRECCIÓN VÍA ZUNGO APARTADO ANTIOQUIA -- OBSERVACIONES EMPLEADOR:			
Datos del jefe inmediato			
Nombres		Apellidos	
Correo electrónico		Teléfono	
Hubo personas que presenciaron el accidente? No			
Testigos 1		Tipo Doc	N° Doc
Testigos 2		Tipo Doc	N° Doc
Responsable	Firma	Tipo Doc CC	N° Doc

Si usted requiere actualizar información relacionada con los módulos I y II del formulario, por favor acerquese al punto de atención más cercano y solicite el 'Formulario de novedades de ingreso del trabajador dependiente a la administradora de riesgos laborales', marcando el campo actualización y diligenciando los datos correctos. O a través del portal web de afiliaciones.

En cumplimiento del art. 14 Ley 472 de 2015 se recuerda la obligatoriedad de reporte de accidentes graves y mortales y de enfermedades laborales directamente a la Dirección Territorial y oficinas especiales correspondientes dentro de los dos (2) días hábiles siguientes al evento o recibo del diagnóstico de la enfermedad.

FORMATO DE INFORME PARA ACCIDENTE DE TRABAJO DEL EMPLEADOR O CONTRATANTE

Diligenciado Por	Formulario Web - Positiva	EPS	NUEVA EPS
AFP	PORVENIR	ARL	POSITIVA COMPAÑIA DE SEGUROS S.A./ARL

I IDENTIFICACIÓN GENERAL DEL EMPLEADOR CONTRATANTE O COOPERATIVA

No documento	Tipo de Doc	Nombre o razon social	Tipo de vinculación
901388041	NI	AGROPECUARIA PAVARANDÓ S.A.S	Empleador
Dirección sede principal		Dirección reportada	
CL 100 A 96 83			
Actividad económica (Sede principal)			Código
CULTIVO DE PLÁTANO Y BANANO INCLUYE CULTIVO DE PLÁTANO Y BANANO EN TODAS SUS VARIETADES.			2012201
Teléfono	Fax	E-mail	Departamento
8280873		SALUDOCUPACIONAL@GRUPC	ANTIOQUIA
		Municipio	Zona
		APARTADO	Urbana
Son los datos del C.T. los mismos de la sede principal?		Dirección del centro de trabajo	
SI		CL 100 A 96 83	
Actividad económica del centro de trabajo			Código
CULTIVO DE PLÁTANO Y BANANO INCLUYE CULTIVO DE PLÁTANO Y BANANO EN TODAS SUS VARIETADES.			2012201
Teléfono	Fax	E-mail	Departamento
8280873			ANTIOQUIA
		Municipio	Zona
		APARTADO	Urbana

II INFORMACIÓN DE LA PERSONA QUE SE ACCIDENTÓ

No documento	Tipo de Doc	Fecha de nacimiento	Sexo	Tipo de vinculación
[REDACTED]	CC	[REDACTED]	M	(1) Dependiente
Primer apellido	Segundo apellido	Primer nombre	Segundo nombre	
[REDACTED]	[REDACTED]	[REDACTED]		
Dirección		Correo electrónico	Teléfono	Fax
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]
Departamento	Municipio	Zona	Fecha de ingreso a la empresa	Salario mensual
ANTIOQUIA	APARTADO	Urban	13/07/2023	1.300.000
Ocupación			Jornada habitual	Código
TRABAJADORES AGROPECUARIOS			(1) Diurna	6115

III INFORMACIÓN SOBRE EL ACCIDENTE DE TRABAJO (AT)

Fecha del accidente	Hora del accidente	Día de la semana	Jornada en que sucede	Realiza su labor
22/03/2024	15:00	Viernes	(1) Normal	(1) Si
Ocupación SIN INFORMACIÓN			Tiempo laborado	Lugar donde ocurre el AT
no habitual			09:00	(1) Dentro de la empresa
Mecanismo o forma del AT	Tipo de lesión	Sitio	Tipo de accidente	
(9) Otro(s): VENENO	(70) Envenenamiento o intoxicación	(2) Areas de producción	(5) Propios del trabajo	
Parte del cuerpo afectada	Agente del accidente			
(7) Lesiones generales u otras	(4) Materiales o sustancias			
Departamento	Municipio	Zona AT	Mortal	Fecha mortal
ANTIOQUIA	CAREPA	Rural	(2)No	

IV DESCRIPCIÓN DEL ACCIDENTE

EL TRABAJADOR SE ENCONTRABA LA FINCA ASTURIAS EN EL CULTIVO DE BANANO GARROCHEANDO Y EMPINANDO, DE REPENTE PASA UNA AVIONETA ROCIANDO FUMIGACION PARA LAS PLANTAS, POR LO CUAL LE CALLO EL VENENO Y LO INHALÓ, EN HORAS DE LA TARDE PERDIÓ EL CONOCIMIENTO, FUE TRASLADADO POR COMPAÑEROS AL ÁREA LOCATIVA DONDE DESPERTÓ CON MAREO Y DOLOR DE CABEZA, PRESENTO DIFICULTAD PARA RESPIRAR Y FUERTE DOLOR EN EL PECHO POR LO CUAL LO LLEVARON A CENTRO ASISTENCIAL DONDE LE PRESTARON LOS PRIMEROS AUXILIOS CARGO: CORTE Y EMPAQUE. CELULAR 3142885697. -- OBSERVACIONES EMPLEADOR:

Datos del jefe inmediato

Nombres	Apellidos	Correo electrónico	Teléfono

Hubo personas que presenciaron el accidente? No

Testigos 1	Tipo Doc	N° Doc
Testigos 2	Tipo Doc	N° Doc
Responsable	Tipo Doc CC	N° Doc
[REDACTED]		[REDACTED]

Si usted requiere actualizar información relacionada con los módulos I y II del formulario, por favor acérquese al punto de atención más cercano y solicite el 'Formulario de novedades de ingreso del trabajador dependiente a la administradora de riesgos laborales', marcando el campo actualización y diligenciando los datos correctos. O a través del portal web de afiliaciones.

En cumplimiento del art. 14 Ley 472 de 2015 se recuerda la obligatoriedad de reporte de accidentes graves y mortales y de enfermedades laborales directamente a la Dirección Territorial y oficinas especiales correspondientes dentro de los dos (2) días hábiles siguientes al evento o recibo del diagnóstico de la enfermedad