



From the soil to the market



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**INSPIRATIONAL  
WOMEN**

# Women at DAABON

At DAABON we prioritize supporting female employees and the communities in which they live. We embrace their capabilities of leadership in various roles including technical, administrative, field work and management roles. Whatever her profile or capability is, we help DAABON women find an opportunity to have a fulfilling career.

The Corporate Gender Policy adopted in 2021 establishes the following objectives:

- **To facilitate and guarantee** the training and access to education for women, so that they can join and grow within the company's workforce.
- **Ensure equal opportunity** access to work groups.
- **Promote and facilitate the inclusion** of women in our network of suppliers through programs aimed at promoting female entrepreneurship.

Our core company values of inclusion, respect and equality guide our efforts to empower our female employees and encourage their success on the job.

This is seen from the top of the organization down, with Mrs. Carmen Abondano de Dávila, co-founder of the DAABON Group, at the head of the company, and, as of December 2021, 23 women in management positions.



Total female  
workers  
**422**

## INSPIRATIONAL WOMEN





## Patricia Apreza

Empowering women  
in our communities

Patricia spent much of her youth among vulnerable communities in the Sierra Nevada of Santa Marta. Since 2003 she has brought that life experience to the DAABON Group, supporting and developing several meaningful and empowering community projects through the years. Patricia began her career in the business sector. She later started working directly with producers, and then worked her way up to her current position as Head of Corporate Social Responsibility.

*“I am proud of our success in forming productive alliances with palm oil smallholders, the creation of inclusive businesses with women who are part of the workers' families, and support groups for working women that represent female inclusion, beyond work. When a company really sees women, it is easier for them to take on the challenges that arise in their work.”*

## Graciela Camargo



## Women in Palm

Pollinating our hybrid palm oil crops is one of the important agricultural tasks supported by women at DAABON. Currently, almost forty women work to ensure the essential transformation from palm flowers to palm fruits, through a job that demands dedication, care and special skills in order to achieve the same results as a natural pollinator.

The planting of hybrid palms, in response to Bud Rot (an agricultural disease affecting standard palm trees), has become an opportunity for a significant number of women to join the company, which represents not only more jobs, but also the opportunity to improve living conditions for families that, for the most part, are inhabitants of small settlements in dispersed rural areas.



## Rocio Rueda

Women behind the wheel at Elogia Logistics Solutions

With over a decade of experience as a driver, Rocio began her life behind the wheel driving a taxi, where she met the person who gave her the opportunity to drive a tractor-trailer, immersing herself in a profession traditionally dominated by men.

Elogia for her has been a different experience, as the working conditions favor her work as a mother: “the company does not allow us to stay up all night and that gives my family more peace of mind. It also allows me to have more time with my two children. More than a personal challenge, it fills me with pride to be able to show my two children that there are no limits if you commit to something, no matter how difficult it may seem.”



## Lorena Díaz Ensuncho

Strength and temperance in the banana farm

Lorena Diaz Ensuncho is a Food Processing Technician who has worked in the banana sector since 2005. She joined the DAABON Group in 2009, and in 2020, after holding positions as a quality supervisor for exports to Japan and General Quality Supervisor, she was promoted to Administrator of the Don Alberto farm; part of our banana company, La Samaria, with a production area of 203 hectares and a team of over 200 people.

***“Some people must be approached differently: firmly, but also with respect and consideration. One thing that encouraged me to accept this position was my team’s attitude.*”**

***They told me: “Go ahead, Lorena. We support you...” and they did. We have built a team capable of doing things well. That is the success of this business.”***



## Ledys Morellis

### Managing our imports and exports

Ledys was the first woman in the DAABON Group to attain a management position. She is a kind and ambitious executive with a strong and firm voice, and has been with the company since 1996. She is the International Trading Manager responsible for our international logistics chain that exports our products around the world and ensures that we receive necessary production and packaging materials, equipment and supplies.

She is a great leader in charge of the largest number of millennials in the company who always transmits motivation and confidence to her team, as she believes that this is the main tool to achieve her department's goals.



## María Amanda Lugo

### 29 years dedicated to banana production

Maria retired in 2022, after 20 years of work with DAABON. She arrived long ago, looking for work, a single mother with five sons, and had a long and successful career with the company as a banana farmer.

Maria was very vocal about her appreciation for the work and for DAABON, even writing a song about the opportunities that our bananas and other crops have provided to the local communities.

During her career, Maria was responsible for almost all the farming tasks such as sanitation and packaging of the fruit. She was also a motivational leader for her team. Bananas are a fragile crop, requiring expert care, and Maria was a wonderful ambassador for the skilled farmers who tend to these plants for DAABON.





## Ana Milena Martínez

### First Production Engineer

Ana Milena was the first woman to take the position of production engineer in a DAABON Group processing plant and today she is the Director. She is a specialist in Industrial Plant Management and has a Masters in Administrative Engineering.

She refers to DAABON as a “great school.” Her first big promotion was to move from production to Quality Assurance, which represented a very important change of perspective for her. “In production the work was more task-oriented, developing a production plan, but in the quality area, I get to analyze other issues and better understand the needs of our clients.”

Ana is now DAABON’s refinery Director and manages our main oil refinery complex, responsible for all aspects of production including planning, quality assurance, maintenance, and personnel.

## Doña Carmen Abondano de Dávila

### A love story that became a business

Her husband, Alberto Dávila Diaz Granados, was a man from the countryside with an agricultural and farming background. Together they raised five children who remain very close, both as a family and as business owners. They grew up learning about crops, harvests, machinery, imports and exports, as well as the importance of family, friends, loyalty, honesty and responsibility.

Carmen and Alberto taught their children to love the land, to respect the people who farmed it, and to work hard to earn what they wanted.

“To that, we add a pinch of innovative thinking, and entrepreneurs capable of sustaining, consolidating and resizing a family life project, such as ours,” says Carmen. Today her five children are the leaders of the DAABON Group. And while Alberto has sadly passed away, Carmen proudly remains the head of this family business.

