

CORPORATE SOCIAL RESPONSIBILITY REPORT

GLOBAL COMPACT
COMMUNICATION ON PROGRESS - 2012





This report includes the actions carried out by Tradecorp during the year 2012, from 16th January 2012, the moment of our adhesion to the Global Compact, until 16th January 2013.

The report is divided into three parts:

Part I includes the letter of renewal of Tradecorp's commitment which its CEO presented to the Global Compact together with a descriptive profile of the company.

Part II includes Tradecorp's philosophy regarding Corporate Social Responsibility and an analysis is made of the actions carried out in 2012 in relation with the 10 principles of the Global Compact.

Part III measures the results obtained during the year 2012, using the Global Reporting Initiative (GRI) indicators.

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Dear stakeholders,

The following is Tradecorp's Communication on Progress in which the main actions carried out in Corporate Social Responsibility during the year 2012 are described.

As executive director of Tradecorp, I am pleased to express our interest and our commitment to the United Nations Global Compact and its 10 principles. We are interested in continuing to renew our commitment year after year and to progress with the application and enacting of these 10 principles within our area of influence.

During the year 2012, a series of actions has been implemented which have allowed us to increase the scope that the principles of the Global Compact have within the company and in its area of influence. The development and implementation of an internal Code of Conduct was one of the more noticeable of these actions. The code is internationally applicable throughout Tradecorp. We also established a Protocol for Responsible Purchases which allows us to evaluate the appropriateness of our suppliers from the standpoint of compliance with the Universal Declaration of Human Rights and with the Labour Rights established by the International Labour Organisation.

Likewise, I would like to emphasize the boost in the development of Organic Agriculture products this year. This has allowed us to increase the number of trademarks that are approved for Organic Agriculture by Ecocert and to achieve that more than half of our sales come from Organic Agriculture approved trademarks.

Our objective for 2013 is to continue working and improving our commitment to the principles of the Global Compact in accordance with the strategy of our company and enacting these 10 principles of the Global Compact within our area of influence.

Through the publication of this report, we wish to share with our groups of interest our commitment to the 10 principles of the United Nations' Global Compact, and to state our interest in contributing towards sustainable development.

Yours faithfully,

Nicolas Lindemann
Executive Director

DESCRIPTION OF THE COMPANY

Tradecorp

Tradecorp is a Spanish company, which, since it was founded in 1985, has been developing its activities in the agricultural sector. Thanks to our long history, we have gained broad experience in the field of crop nutrition, particularly in the segment of micronutrients and special fertilisers.

MISSION: to be a leading example to both distributors and growers as a producer of plant health solutions. This is achieved through the commercialisation of high quality, speciality products and services, which maximize value for its customers, employees and shareholders.

VISION: To be a quality and professional reference in the micronutrient and speciality fertiliser global market, achieving excellence in service and increasing added value for our customers.

Tradecorp: a Sapec group company

In the year 2000, Tradecorp integrated into the Sapec group, a family company established in 1926 in the chemical and mining sector. Since its foundation, the group has been expanding its activities into various industrial and services sectors within the Iberian Peninsula.

The incorporation into the Belgian group broadened Tradecorp's perspective even more by combining the enterprising spirit of the group with our know how within the agricultural sector.

*We have gained
broad experience
in the field of crop nutrition*



Tradecorp's work model

To comply with our mission and our vision we have developed a work model which is based on 5 different cornerstones to help us become a point of reference regarding quality and professionalism within our sector and to ensure we offer an excellent service.

OUR TEAM

One of the main values and one of the most differentiating elements in Tradecorp is its team. Consisting of more than 200 professionals from different countries and cultures, the technical and local teams in each area offer farmers and distributors a close, professional and customised service.

OUR R&D POLICY

The development of sustainable and effective products permitting an increase in yield and quality of harvests is one of Tradecorp's priority objectives. Therefore, research and development of new products has always been one of Tradecorp's characteristic features.

OUR CUTTING EDGE TECHNOLOGY AND THE VERSATILITY OF OUR PRODUCTION PLANTS

In our line of continuous technological improvement we implement ever more efficient technologies which respect the environment and which have allowed us to increase our production capacity by +200%.

OUR CONTINUOUS SEARCH FOR QUALITY AND EFFICIENCY

We undertake to offer the highest quality in our products and services. To do this, we implemented a Quality & Environmental Management System, certified according to ISO 9001:2008 and ISO 14001:2004 by DNV.

OUR FOCUS ON SUSTAINABILITY

We are concerned with complying with human and labour rights, with the conservation of the environment and the sustainable use of natural resources. Therefore, among our maximum priorities is compliance with REACH, we respect and promote the principles of the United Nations Global Compact, we are ISO 14001:2004 certified, many of our main products have been approved by ECOCERT for Organic Agriculture and we are members of Globalgap.



Our product catalogue

Our catalogue consists of products of the highest quality with formulas for all kinds of crop and adapted to local agricultural conditions. As a result of our commitment to sustainability, many of these have been approved by Ecocert for their use in Organic Agriculture.

Our solutions are grouped in the following ranges:



Chelates:

Tradecorp chelates guarantee a correct absorption and assimilation of trace elements by crops, avoiding precipitation and the formation of non-soluble products that could decrease their efficacy. Tradecorp chelates are presented as microgranules (WG) with total and instant solubility without forming lumps or sediments.

Some of our brands:

Ultraferro®, Tradecorp® Range y Tradecorp® AZ Range



Foliar fertilizers:

Range of differentiated formulas, highly concentrated in micro and macronutrients. This range of solutions has been developed to meet specific needs of crops such as the protein content in cereal, sugar content in sugar beet, caliper in fruit, etc.

Some of our brands:

Final K®-Fainal K®, Folur®, Tradebor®, Calitech®



Humic acids:

This Tradecorp range provides a complete improvement in fertility and has a positive effect on physical (structure); chemical (availability of nutrients) and biological features (increase of microbial life) in the soil. Besides, it enhances root development.

Some of our brands:

Humistar®-Humifirst®, Humistar® WG-Humifirst® WG, Turbo Root®



Special correctors:

This range meets different needs, such as salinity and sodicity problems and pH regulation in irrigation water.

Some of our brands:

Saltrad®, Lower 7®



Biostimulants:

The products in this range stimulate natural processes in plants to improve nutrient uptake and nutrient efficiency, enhancing also the tolerance of plants to abiotic stress. Their specific mode of action promotes better sprouting, rooting, flowering and fruit set. It includes biostimulants based on seaweed extracts and/or L-α free amino acids enriched with essential nutrients.

Some of our brands:

Aton® Range, Delfan® Range, Boramin Ca®, Ruter AA®, Phylgreen® Range



NPK and starters:

Range of NPK fertilizers with a balanced concentration of macronutrients, enriched with essential micronutrients. This range is formed by products adapted to the nutritional needs of crops in the different growth stages.

Some of our brands:

Nutricomplex® Range, Turbo Seed® Zn

Our perception of Corporate Social Responsibility

Corporate Social Responsibility in Tradecorp can be seen in all we do and in the day to day running of the company and it is an essential part of the company's strategy. We comply with the laws of the countries where we operate, together with international norms such as the Universal Declaration of Human Rights and the Human and Labour Rights established by the International Labour Organisation.

Furthermore, we analyse and carry out actions that allow us to improve the safety and quality of life within the company, and we comply with our commitments to the communities where we operate and with society as a whole. The development of a Code of Conduct in 2012 has likewise allowed us to organise and regulate our ethical principles, converting them into obligatory standards within the company.

Our groups of interest

In order to select Tradecorp's groups of interest, we have chosen those groups where the company's activity has the greatest repercussions. The following groups of interest have been defined:

- Suppliers and partners
- Employees
- Clients
- Society in general

Scope of the report

This report includes the main actions carried out during the year 2012 in all places where Tradecorp operates, although special emphasis is placed on Mexico, Brazil and Spain. These regions have a special place in this report for the following reasons:

- Of all the countries where we operate, Mexico, Brazil and Spain account for the greatest number of employees.
- Spain also holds a special place because it is here that we have our production plants. We have paid special attention to the environmental questions related to our factories.

The actions in the following part are identified with the principle and area of the Global Compact they represent. The following symbols are used to identify the area in the principles of the Global Compact:

-  Human Rights
-  Labour Rights
-  The Environment
-  Anticorruption

This report is being published in our website and has been sent by e-mail to the members of staff responsible for the different regions and to department managers in the central office and the factories.

We analyse and carry out actions to improve safety and quality of life within the company



Development of a Code of Conduct

Applicable principles: All

Diagnosis

Although there are laws that regulate human and labour rights in many of the countries where Tradecorp has offices, within the company itself there was no specific document that enlarged on this information and defined it for the company's field of action. In this sense, and although these laws and regulations exist, Tradecorp wished to express its commitment to human rights, labour rights, safety at work, the quality of its products and services, respect for the environment and anticorruption policies.

Following its adhesion to the Global Compact, Tradecorp realised the need to develop a policy to regulate these aspects internally and that could be known by all the groups of interest of the company.

Policy

The Code of Conduct is mainly based on the Universal Declaration of Human Rights, on the Declaration of the International Labour Organisation concerning Principles and Fundamental Rights at Work, on the United Nations Global Compact and on the mission and vision of the company itself.

Actions

In 2012, Tradecorp developed a Code of Conduct applicable to all the regions where it operates. The Code of Conduct includes the following aspects:

- Respect for human rights
- Labour conditions and safety at work
- Product and service quality
- Anticorruption policies
- Industrial and intellectual copyright
- The environment

In order to ensure that all the company's employees could get to know the Code of Conduct, the text is available in Spanish, English, French, Italian and Portuguese. A newsletter containing the Code of Conduct in the available languages was sent to the team and a limited number of copies were printed for consultation in the central office and the factories.

In order to show Tradecorp's commitment to the Code of Conduct, it was also made public via the company's website.

To respond to any doubts or irregularities that may arise, an e-mail account was set up at bestpractices@tradecorp.saptec.pt.

Monitoring. Measurement of outcomes

The Code of Conduct was sent to 78.3% of the team by e-mail (to all workers having an e-mail account). To maximize its scope, printed copies were produced for the factories where a large number of workers have no corporate e-mail.

No irregularities or breaches of Tradecorp's Code of Conduct were detected in 2012.





Development of a Protocol for Responsible Purchases

Applicable principles: Human rights, labour rights and the environment

Diagnosis

Tradecorp shows its commitment to human rights, labour rights, respect for the environment and anticorruption policies through its Code of Conduct. However, Tradecorp wished to enlarge upon this commitment wherever possible within its area of influence.

Therefore, Tradecorp decided to establish a Protocol for Responsible Purchases in order to make its stakeholders aware of the importance of the areas of action of the Global Compact and to encourage respect for human rights and labour rights regarding those companies Tradecorp works with.

Policy

Tradecorp’s Protocol for Responsible Purchases is fundamentally based on the Universal Declaration of Human Rights and on the Declaration of the International Labour Organisation concerning Principles and Fundamental Rights at Work.

Actions

In 2012, Tradecorp developed a Protocol for Responsible Purchases applicable in all its offices and to be applied to all significant suppliers and partners. Whereas the Code of Conduct was aimed at regulating the internal behaviour of the Tradecorp team, the Protocol for Responsible Purchases is aimed to ensure Tradecorp collaborators respect human rights and the labour rights defined in the Universal Declaration of Human Rights and in the Declaration of the International Labour Organisation concerning Principles and Fundamental Rights at Work.

The Protocol for Responsible Purchases is accompanied by a form which Tradecorp’s suppliers and partners are asked to fill in. This form includes questions related to the principles of the Global Compact in the fields of Human Rights, Labour Rights and the Environment.

The application of the Protocol was divided into three stages according to the significance and risk of the suppliers and partners:

- 2012:
The sending of the form to those current suppliers with purchases of more than €250,000 a year.
- 2013:
The sending of the form to those current suppliers with purchases of between €250,000 and €50,000 a year.
- 2014:
The sending of the form to those current suppliers with purchases of between €50,000 and €10,000 a year.

Monitoring. Measurement of outcomes

For the stage corresponding to 2012, the form was sent to 100% of the suppliers whose sales amount was over €250,000 a year. Replies were received from 60% of the suppliers consulted, of which 100% were considered APT.





Enacting the Global Compact and the 10 principles

Applicable principles: All

Diagnosis

Following our adhesion to the United Nations Global Compact and the definition of our groups of interest, we realised the need for communicating this adhesion and, especially, of involving the team. In order to encourage the participation of the team, a communication activity was developed to inform on what the adhesion to the Global Compact meant and to open a means of communication for the team to put forward their doubts and to make comments and proposals to help to enact the principles of the Global Compact Network.

Policy

This communication action was essentially based on the 10 principles of the United Nations Global Compact.

Actions

The communication action consisted of the sending of 4 newsletters which explained what the Global Compact was together with the 4 areas of action: human rights, labour rights, the environment and anticorruption. Furthermore, information was provided concerning the different actions that the company had put into practice in each one of the fields of action, together with information on the state of the world in each of the different areas so as to request the team to propose actions for improvement both within the company and individually. In all cases, the team was asked to make clear their doubts and comments and to provide proposals for actions by Tradecorp that could be carried out to respect and enact the principles of the Global Compact.

The newsletters which were sent had the following contents:

- Newsletter 1: The Global Compact and Human Rights
- What is the Global Compact?
 - What does the Global Compact do?
 - What other companies endorse the Global Compact?
 - What are the 10 principles?
 - On this issue: More information on... Human Rights
 - Did you know that...? We are committed to Human Rights...
 - ...But there is still a lot to do

Newsletter 2: Labour Rights

- On this issue: More information on... Labour principles
- Principle 3: What does freedom of association and collective bargaining involve?
- Principle 4: What does forced and compulsory labour mean?
- Principle 5: What is child labour?
- Principle 6: What does discrimination in respect of employment and occupation mean?
- Did you know that...? We are committed to Labour Rights...
- ... But there is still a lot to do

Newsletter 3: The Environment

- On this issue: More information on... the Environment
- Principle 7: What is a precautionary approach?
- Principle 8: What is environmental responsibility?
- Principle 9: What is an environmentally friendly technology?
- Did you know that...? We are committed to the Environment...
- ... But there is still a lot to do

Newsletter 4: Anticorruption

- On this issue: More information on... Anticorruption
- Principle 10: Forms of corruption. International Anticorruption Day.
- Did you know that...? We are committed to Anticorruption...
- ... But there is still a lot to do

The newsletters were sent to most of our internal staff via e-mail. As the language of the company is English, the newsletters were sent in English although they were also translated into Spanish and Portuguese.

Monitoring. Measurement of outcomes

The newsletters on the Global Compact were sent to those workers in the company who have an e-mail account. They were sent to 78.3% of the company.



Internal commitment to the Global Compact

Applicable principles: All

Diagnosis

When Tradecorp confirms its adhesion to the Global Compact and makes it a part of its strategy, Tradecorp understands that the commitment and support of the team is essential to respect and enact the 10 principles in the Global Compact. Only this way each person will apply and enact the principles from their own area of action and influence.

Policy

The letter of commitment is mainly based on the Global Compact principles.

Actions

In order to get the team's commitment to the principles of the Global Compact, Tradecorp wrote a letter of commitment that the team, but especially the Area Managers and department directors, signed. In this letter, the signatories committed themselves to respect, implement and ensure respect for the following:

- Human rights are a fundamental element of our way of living and are a structuring element in our relationship with collaborators, clients and suppliers.
- I will integrate the human rights charter into any internal procedures that exist in my structure.
- I will do my best so that none of our collaborators, clients and suppliers is complicit of human rights abuse.
- I will guarantee in my structure that:
 - The freedom of association is a fully respected right.
 - There is no forced or compulsory labor.
 - There is no child labor.
 - There is no discrimination of race, colour, gender, confession or any other discrimination in respect of employment and occupation.
- I will ensure that proper measures are taken to minimize our ecological footprint while purchasing, producing, packing, transporting, distributing, selling and disposing of our products.
- I will define my strategy so it respects environmental friendly technologies.
- I will include respect for the environment into any internal procedures that exist in my structure.
- I will encourage my collaborators, clients and suppliers to have the same respect and care for the environment.
- I will fight and exclude from my business and structure all form of corruption whether passive or active.
- I will act so that the above principles are respected by my collaborators, clients and suppliers.

Monitoring. Measurement of outcomes

The letter of commitment was signed by:

- The CEO
- The CFO
- The executive director
- 100% of the department directors in the Central Offices, factories and laboratories.
- 100% of the Area Managers: Latin America, South-East Europe, Middle East and North Africa, Europe and Sub-Saharan Africa, Brazil and Mexico.

Furthermore, the letter of commitment was signed by a large number of the workers in the central office, factories and laboratories.



Tradecorp understands that the commitment and support of the Tradecorp team is essential to respect and enact the 10 principles



Donations to institutions that are involved with human rights, the abolition of forced labour and child labour

Applicable principles: 1, 4 and 5

Diagnosis

In Tradecorp, Corporate Social Responsibility is found in all the activities of the company. We comply with the laws of the countries where we operate together with international standards, the Universal Declaration of Human Rights and the Labour Rights established by the International Labour Organisation.

However, we also endeavour to extend this responsibility within our area of influence and to do this we have developed actions with suppliers and the community in general.

Actions

Together with our internal actions regarding the principles of the Global Compact, we have developed actions which have allowed us to make these principles known among our suppliers, together with actions aimed at the community of which we form a part. In this sense, Tradecorp has opted to support institutions that are involved with human rights, the abolition of forced labour and the abolition of child labour.

In Spain, a donation was made to Cáritas, the official confederation of charity and social entities of the Catholic church in Spain, set up by the Conferencia Episcopal. In Spain, Cáritas carries out important work to socially support various groups in a precarious situation and/or situation of social exclusion.

In Brazil, donations have been made to different institutions that work with children:

- Instituto Boldrini – Campinas / SP, a reference hospital for the treatment of child cancer, especially relevant for its high recovery rate, which is greater than 70%.
- Grupo Primavera – Campinas / SP, a foundation which provides complementary education programmes for more than 500 young girls between the ages of 8 and 18. Furthermore, the Brazil team has also taken part in presentations in the centre.
- Casa do Caminho de Aragarí – Araguari /MG
- Lar de Meninas – Sarandi / RS
- Aliança Esportiva de Mandaguai – Mandaguai / PR
- Casa Transitória de Jundiaí – Jundiaí / SP
- GEPO – Grêmio esportivo Pedro Osório – Tupanciretã / RS
- CEMAM – Casa Abrigo Laura Vicuña do Centro Maria Auxiliadora – Petrolina / PE

- Casa de Abrigo da Criança Nosso Lar – Sorriso /MT
- APPCMR – Associação de Apoio aos Portadores de Câncer de Mossoró e Região
- Mossoró/ RN

In Mexico, a donation was made to Teletón, a foundation that works on the improvement of the quality of life of handicapped children and youths. The donation, consisting of 24 wheelchairs, was aimed towards children suffering from muscular dystrophy, an illness characterised by weak muscles and alterations in the muscular proteins that can cause the death of the cells that make up this tissue. This action involves clients, suppliers, Tradecorp team and people related to these groups.

Monitoring. Measurement of outcomes

The donations were made in the following way:

- Spain: donation of €3000, divided between the regional divisions of Cáritas in Madrid, Avila and Albacete, these being the areas where Tradecorp is present in Spain through its offices and factories.

- Brazil: The donations were distributed in the following way:

- o Instituto Boldrini – Campinas / SP: R\$ 5000
- o Grupo Primavera – Campinas / SP: R\$ 5000
- o Casa do Caminho de Aragarí – Araguari /MG: R\$ 2000
- o Lar de Meninas – Sarandi / RS: R\$ 2000
- o Aliança Esportiva de Mandaguai – Mandaguai / PR: R\$ 2000
- o Casa Transitória de Jundiaí – Jundiaí / SP: R\$ 2000
- o GEPO – Grêmio esportivo Pedro Osório – Tupanciretã / RS: R\$ 2000
- o CEMAM – Casa Abrigo Laura Vicuña do Centro Maria Auxiliadora – Petrolina / PE: R\$ 2000
- o Casa de Abrigo da Criança Nosso Lar – Sorriso /MT: R\$ 2000
- o APPCMR – Associação de Apoio aos Portadores de Câncer de Mossoró e Região - Mossoró/ RN: R\$ 2000

- Mexico: The donation to Teletón consisted of 24 wheelchairs for children suffering from muscular dystrophy in Durango, Tamaulipas, Guadalajara, Hidalgo, Irapuato and Puebla.



Study on the company's salaries and comparisons with the average wages for similar profiles in other companies

Applicable principles: 4, 6

Diagnosis

Although Tradecorp draws up its labour contracts in accordance with current legislation in the different countries and in all cases in compliance with human and labour rights, it has also carried out a study to analyse the situation of the company's human resources. In this way, the management of the company is better able to understand up to what point the employees fulfil their expectations and their plan for professional development. This human resources programme also consists of an analysis of the company's wages for its employees and a comparison of the average wages for similar profiles in companies within the sector.

Política

This study is based on the labour principles established in the Global Compact and on our Code of Conduct.

Actions

The Human Resources Programme was carried out by Towers Watson and consisted of a study of the profiles of Tradecorp employees, including variables like level of studies, years of experience, salary, etc., and on a series of personal interviews to better get to know to what extent the employees functions fulfil their expectations and their plan for professional development.

In this first stage, the salaries of a large number of employees in the Madrid office, factories and laboratories were studied. In 2013 the profiles of those employees that were not interviewed in 2012 will be examined, both in Spain and in local teams, particularly in Mexico, Brazil, Middle East & North Africa, Latin America and Asia Pacific. Likewise, a study will be made of the profiles of the factory employees.

Monitoring. Measurement of outcomes

In the framework of this programme, 52% of the team's profiles were studied. With regard to salaries, 100% of the employees whose profiles were studied have a salary similar to the standard for people with a similar profile in the agrochemical sector.

...better understand up to what point the employees fulfil their expectations and their plan for professional development



Analysis of the diversity indicators in the company

Applicable principles: 6

Diagnosis

Although the personnel selection processes in Tradecorp are carried out following objective criteria, like training and experience, in 2012 a study has been made to analyze the diversity indicators in the company so as to ensure that we comply with the principle 6 of the Global Compact.

Policy

The analysis of the diversity indicators of the company was carried out in accordance with the policy established in our Code of Conduct and the principles of the Global Compact.

Actions

Three factors were studied at an international level in order to analyse the diversity indicators of the company:

- Sex
- Age
- Nationality

A study was also made of the percentage of people in management positions in regions and departments to see whether they were men or women and to establish their age range.

*...personnel selection processes
are carried out following objective criteria,
like training and experience*

Monitoring. Measurement of outcomes

All of the Tradecorp team (offices and factories) was analysed for this study. The result of this analysis for 2012 established that Tradecorp team was composed of:

- By sex:
78% men
22% women
- By age:
18% employees under 30
76% employees between 30-50
6% employees over 50
- By nationality:
56.8% Spanish
15.4% Mexican
14.7% Brazilian
2.6% French
2.2% Belgian
1.8% Ecuadorian
1.5% Egyptian
1.1% Italian
4% other nationalities (Portuguese, German, Moroccan, Algerian, Australian, Polish, Colombian, Bolivian).

With regard to the employees' position within the company, when analysing all the people in management positions in regions and departments:

- By sex:
67.7% men
32.4% women
- By age:
91.9% between 30 and 50
8.1% over 50



Great Place to Work and Human Resources Programme

Applicable principles: 3, 4, 6

Diagnosis

Tradecorp is a company that is committed to human and labour rights. These rights are respected in all its activities, but Tradecorp is also interested in knowing the working atmosphere inside the workplace and to know how its team feels, so as to be able to take steps in those areas that require improvement.

Policy

These actions are based on Tradecorp's labour policy which is established in the Code of Conduct.

Actions

Tradecorp carried out different actions for this analysis:

- On the one hand, there is the Human Resources Programme which was launched in 2012. With this programme, the management of the company wished to discover to what extent the functions and responsibilities of its team fulfilled its expectations and their professional plan.
- On the other hand, there is the Great Place to Work programme, the aim of which is to study and improve the working environment in Tradecorp.

The Human Resources Programme consisted of a series of personal interviews carried out by the human resources company, Towers Watson. In these personal interviews, the professional situation of the interviewees was analysed, their strong and weak points and labour expectations. In this way, Tradecorp endeavoured to help its team make a career within the company, in accordance with its future plans.

Great Place to Work is a global research, consultancy and training company which helps organisations to analyse and improve their working environment. A questionnaire was issued for the Great Place to Work programme and more than 50 indicators related to the working environment were evaluated. Great Place to Work analyses the working environment, taking into account the relationship between bosses and workers, respect towards employees, no discrimination of workers, pride in work and the relationships between colleagues.

Monitoring. Measurement of outcomes

The Human Resources Programme was launched in January 2012. Within the framework of this programme, the following interviews were carried out:

- 60% of the employees in the Madrid office
- 9% of the factory employees
- 8% of the employees in Tradecorp's offices abroad

The implementation of this programme has meant we have got to know that 95% of the persons interviewed feel happy and that their functions fulfil their expectations.

For 2013, we expect to interview 100% of the employees in the Madrid office and 80% of the team in Tradecorp's offices abroad. With regard to the factory employees, it is planned that another specific programme be carried out in accordance with the functions developed in the different factories.

With regard to a Great Place to Work, the programme was launched in Mexico and Brazil:

- In Brazil, the questionnaire was sent to 100% of the team and 100% of them replied. The points obtained in Brazil in the Great Place to Work programme was 60%.

From the results in Brazil, it was found that:

- o 72% consider that Tradecorp do Brasil is an excellent place to work.
- o 88% consider that there is no age, race, sex or sexual orientation discrimination.
- In Mexico, the questionnaire was sent to 100% of the team and 100% of them replied. The points obtained in Mexico in the Great Place to Work programme was 90%.

*Tradecorp is interested
in the working environment
inside the workplace*





Decrease in occupational hazards

Applicable principles: 4

Diagnosis

Safety in the workplace is a priority question for Tradecorp. Given that the work in our factories may imply occupational hazards, a detailed study has been made on the number of accidents that have occurred in our different production plants and actions have been established to improve the situation and minimise occupational hazards and, as a result, the possibilities of accidents and injuries.

Policy

These actions were based on Tradecorp's security policy established in the Code of Conduct.

Actions

The study which was carried out analysed the number of minor and major accidents that had taken place, the reasons behind the accident and a series of data to endeavour to reduce accidents at work as far as possible. A study of our factories is carried out each year to analyse the different work posts and the risks they involve and appropriate measures are taken to decrease the possible number of accidents at work.

Monitoring. Measurement of outcomes

The study took into account 100% of the team in the production plants, which are located in Sanchidrián and Albacete, Spain. In this stage, we have only included the factory team because they are the ones whose tasks involve the greatest risk if accidents.

In 2012, the following was recorded:

- 5.8 minor accidents per 100 workers per year and
- No major accident at work.

The actions for improvement carried out in 2012 have meant that we have managed to decrease the number of labour accidents with regard to the figures obtained in 2011, when there were 16.3 minor accidents per 100 workers per year and 2.9 major accidents per 100 workers per year.



Actions for improvement have been carried out in order to decrease occupational hazards

*Tradecorp is a company committed
to environmental protection
and the sustainable use of natural resources*



Development of products for Organic Agriculture

Applicable principles: 7, 9

Diagnosis

Tradecorp is a company that is committed to the conservation of the environment and the sustainable use of natural resources. Therefore we work on the development of products that permit the maximum potential in quality and yield of harvests, but keeping sustainability in a priority position by developing products that respect the environment.

Policy

This action is based on Tradecorp's Code of Conduct and the principles of the Global Compact.

Actions

Since 2006, we have been working on the approval of our organic products by recognised entities that give a guarantee to the farmer that the product being used complies with the requirements for its use in Organic Agriculture. Currently, Ecocert Ibérica, a Spanish entity belonging to Ecocert, carries out a technical verification of our products, an audit of our production plants and an exhaustive analysis "in situ" of our production processes.

Many of our main products have been approved for Organic Agriculture and many of them comply with both European standards and the NOP (National Organic Programme).

Monitoring. Measurement of outcomes

In 2012, Ecocert approved:

- 49 of our trademarks for Organic Agriculture under European standards
- 15 of our trademarks for Organic Agriculture under the NOP standard
- 31 of our trademarks for Organic Agriculture, complying with European standards and the NOP

Furthermore, the trademarks approved for Organic Agriculture, under European standards, the NOP or both, have a special place in our sales. In fact, 55.20% of our sales are accounted for by trademarks approved for Organic Agriculture.



Use of recycled and sustainable materials

Applicable principles: 7

Diagnosis

As a result of our commitment to the environment, we have for some years encouraged the use of digital formats for certain documents. However, for those cases in which we still have to use paper or cardboard, we have promoted the use of recycled and/or sustainable materials. In 2012, we made an analysis of the materials that we use so as to decrease our use of virgin fibres and encourage the use of recycled and/or sustainable materials whenever possible.

Policy

This action was carried out in accordance with our commitment to protect the environment as laid down in the Code of Conduct.

Actions

In 2012, the use of recycled materials, especially regarding paper and cardboard was encouraged. Thus:

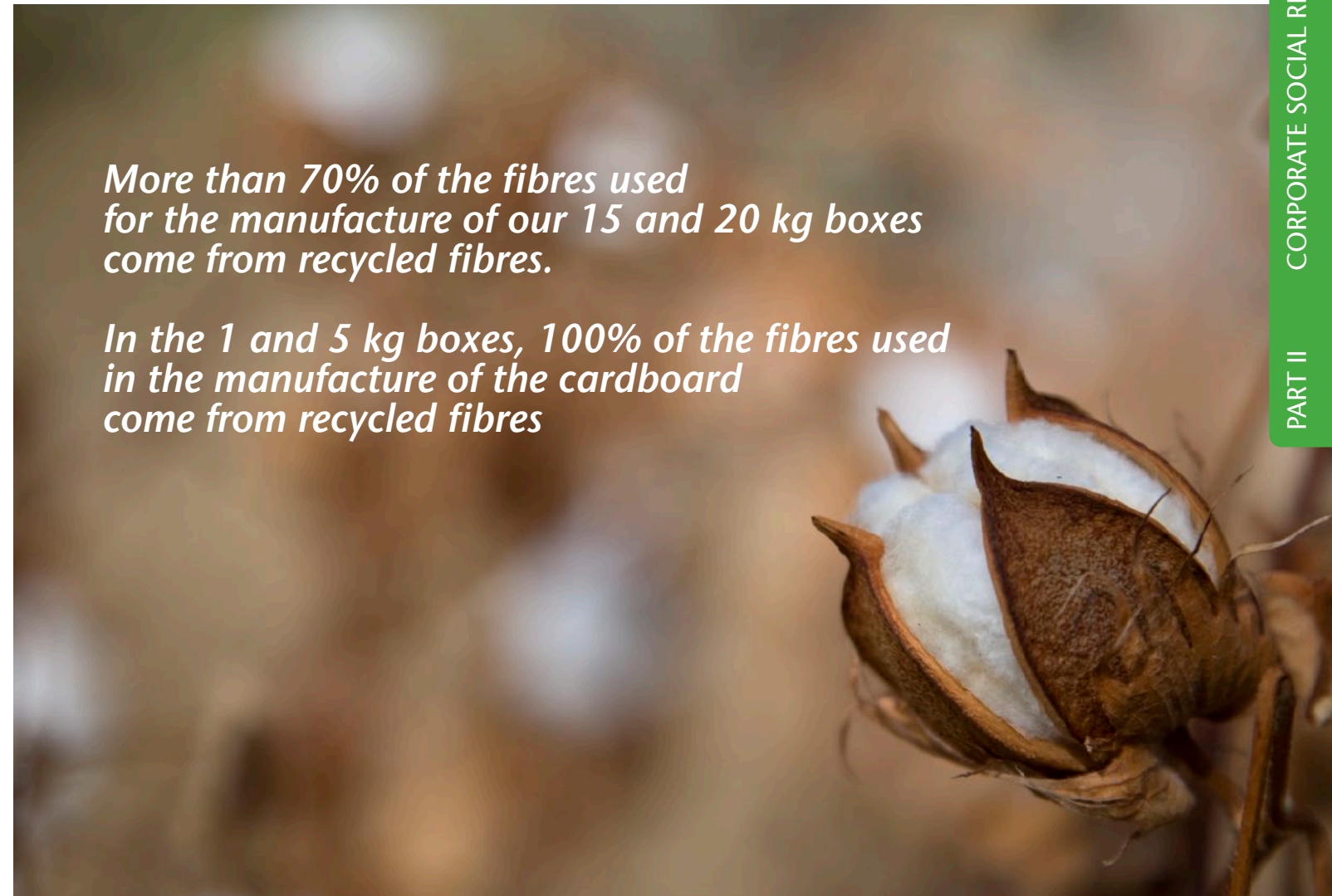
- Recycled paper was the preferred material for printing brochures and catalogues
- We have opted for the use of recycled paper or paper with fibres from the responsible management of forests for our stationery (sheets of paper, post it...)
- We have also opted to use recycled materials for our packaging (boxes for solids)
- We have opted to use recycled and/or sustainable materials for our promotional gifts (books, bags... in recycled paper).

Monitoring. Measurement of outcomes

- 100% of the brochures printed from the Central Office and in Mexico were printed using recycled paper.
- 100% of stationery items used in the Central Office is now recycled paper or certified to have come from responsibly managed forests.
- In our packaging, more than 70% of the fibres used for the manufacture of our boxes of 15 and 20 kg come from recycled fibres. In the case of the 1 and 5 kg boxes, 100% of the fibres used in manufacture of the cardboard come from recycled fibres.

More than 70% of the fibres used for the manufacture of our 15 and 20 kg boxes come from recycled fibres.

In the 1 and 5 kg boxes, 100% of the fibres used in the manufacture of the cardboard come from recycled fibres



*Minimizing water consumption
is a priority for Tradecorp*

*Reusing and recycling policies
have been established
to optimize water consumption*



Reusing and recycling water in the factories

Applicable principles: 7

Diagnosis

Due to our business activity, the analysis of our consumption, reusing and recycling of water is especially important when analysing our impact on the environment. Given that the greatest consumption of water occurs in our production plants, we have carried out an analysis of water consumption, reusing and recycling in our factories.

Policy

In accordance with our ISO 14001:2004 certified Environmental Management System and with our Code of Conduct, to minimise water consumption is a key issue for Tradecorp. Policies have therefore been established for the reusing and recycling of water that allow us to optimize water use in our production plants, which is where this resource is mostly spent.

Actions

Various actions have been carried out in Tradecorp's production plant in Albacete which have allowed us to optimise water consumption:

- Thanks to the water processing plant that has been installed, we can recycle each litre of water used before it reaches the drainage system.
- We have also installed a decalcifier which allows us to reduce the consumption of osmotised water by 90%.
- To encourage the reusing of water, 100% of the water used to clean the humic acid drying tower is re-used for new productions of this product.

On the other hand, in the Sanchidrián production plant, all the water used in the manufacturing process is reused and there is no liquid waste.

Monitoring. Measurement of outcomes

In Albacete, a third of the water used for the manufacture of our products becomes part of the product itself, given that the products are liquids. The remaining two thirds are used during manufacture and they are recycled prior to the drainage system.

In Sanchidrián, 100% of the water used in the manufacturing process is reused in the process and there is no liquid waste.



Actions for environmental protection

Applicable principles: 7

Diagnosis

In order to comply with principle 7 of the Global Compact (“Businesses should support a precautionary approach to environmental challenges”), Tradecorp carries out internal studies and periodic audits which allows it to be aware of its situation and make the appropriate improvements.

Policy

The actions described in this section are in line with our ISO 14001:2004 certification and with the environmental principles defined in our Code of Conduct.

Actions

To optimise the use of energy, we carry out energy audits in the production plants. As a result of the conclusions in these studies, we carried out an action which consisted of the installation of frequency variators in both plants which will allow us to reduce our electricity consumption.

As with the studies related to the optimisation of the use of energy, we also measure yearly the emissions from our production plants. In order to decrease these emissions we have changed the gas-oil boilers in our factory in Sanchidrián and replaced them with natural gas boilers. With the same objective, we have made modifications in the Albacete factory to the drying tower so as to reduce CO₂ emissions.

Initiatives have been carried out in both factories to control the dumping of residual water. In our Sanchidrián factory, the reuse of all the washing water has eliminated any kind of residual water dumping. On the other hand, in the Albacete centre, our laboratories carry out a daily analysis of the main parameters of liquid waste to ensure that it includes no harmful elements.

So as to control the generation of waste in both plants, studies are carried out on waste reduction. Thanks to these studies, 12 actions were implemented last year which have allowed us to reduce waste in both plants. Likewise, the viability of a further 8 initiatives for waste reduction is at present under study.

Tradecorp carries out internal studies and audits to better know its situation and implement the appropriate improvements



Tradecorp also supports actions that contribute to the protection and restoration of habitats



Protection and restoration of habitats

Applicable principles: 8

Diagnosis

Although Tradecorp endeavours to keep a preventive focus to favour the environment, it also puts into place actions that contribute to the protection and restoration of habitats that have been damaged in the past and to encourage environmental awareness.

Policy

This action is in line with our Code of Conduct.

Actions

Besides carrying out actions to optimise the use of energy and decrease the use of natural resources, in 2012 Tradecorp also carried out actions for the protection and restoration of habitats. The two reforestations that were carried out in 2012 fulfilled a double objective; on the one hand, to contribute to the recovery of two protected areas and, on the other hand, to encourage environmental awareness in the Tradecorp team.

In total, 150 people took part in the reforestations which included Tradecorp personnel (central office, factories, laboratories and the Mexico office) and family members and friends. Special emphasis was placed on the participation of children.

The reforestations took place in Spain, in the protected area of the Parque Regional de la Cuenca Alta del Manzanares, in Madrid; and in Mexico, in the protected area of the Bosque de los Colomos, in Guadalajara.

Monitoring. Measurement of outcomes

In the reforestation carried out in Mexico in 2012, 130 *pinus devoniana* pine trees were planted, an autochthonous species requiring little care and being resistant to plagues and the climatic conditions. This year, it was decided to plant bigger pines so as to increase their probability of survival.

The reforestation in Spain was carried out in collaboration with the NGO Refor-esta. 240 trees native to the High Manzanares Basin area were planted, including holm oaks, cork oaks, juniper trees and gall oaks.



Anticorruption policy

Applicable principles: 10

Diagnosis

Although Tradecorp has periodic independent audits and complies with the anti-corruption laws and standards, it wished to involve its internal staff in positions of responsibility with the company’s anticorruption policy.

Policy

This action was carried out in line with our commitment to the Global Compact and our Code of Conduct.

Actions

To promote the team’s commitment to anticorruption, a form was designed to be signed by all the Area Managers, department directors and by the Executive Director. In this form three questions were made regarding anticorruption actions:

- Have you made any financial contribution or contribution in kind in your region to political parties, politicians or related institutions?
In which country or countries?
Total value of the financial contribution or contribution in kind.
- Has there been any legal action in your region as a result of behaviour against competition laws and/or monopolistic practices?
In which country or countries?
Total amount
- Has your region been given any fines or non-monetary sanctions for a breach of laws or regulations?
In which country or countries?
Monetary value of significant fines
Number of non-monetary sanctions

Monitoring. Measurement of outcomes

The form was returned having been duly completed by the seven Area Managers, the department directors and the Executive Director. The conclusions reached for 2012 were that:

- No financial contribution or contribution in kind were made to political parties, politicians or related institutions.
- No legal actions were taken for behaviour against competition laws and/or monopolistic practices.
- No fines or non-monetary sanctions for a breach of laws or regulations were received.



GLOBAL COMPACT PRINCIPLES RELATED TO GLOBAL REPORTING INITIATIVE INDICATORS, TRADECORP INDICATORS AND MEASUREMENT OF OUTCOMES

HUMAN RIGHTS

Principle 1.
Businesses should support and respect the protection of internationally proclaimed human rights.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |
| EC5 Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation. | % of people with higher wages than others in other companies with a similar profile | 0% |
| | % of people with similar wages to others in other companies with a similar profile | 100% |
| | % of people with lower wages than others in other companies with a similar profile | 0% |
| LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender. | Rate of minor accidents in the factories (no. of accidents/100 employees/year) | 5,8% |
| | Rate of major accidents in the factories (no. of accidents/100 employees/year) | 0% |

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| LA13 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | % of men in the company (total of employees in the company) | 78% |
| | % of women in the company (total of employees in the company) | 22% |
| | % of employees under 30 (total of employees in the company) | 18% |
| | % of employees between 30 and 50 (total of employees in the company) | 76% |
| | % of employees over 50 (total of employees in the company) | 6% |

Principle 2.
Businesses should make sure they are not complicit in human rights abuses.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |

LABOUR RIGHTS

Principle 3.
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |

Principle 4.
Businesses should uphold the elimination of all forms of forced and compulsory labour.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |

Principle 5.
Businesses should uphold the effective abolition of child labour.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |

Principle 6.
Businesses should uphold the elimination of discrimination in respect of employment and occupation.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| LA13 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | % of men in the company (total of employees in the company) | 78% |
| | % of women in the company (total of employees in the company) | 22% |
| | % of employees under 30 (total of employees in the company) | 18% |
| | % of employees between 30 and 50 (total of employees in the company) | 76% |
| | % of employees over 50 (total of employees in the company) | 6% |

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--|-----------------------|
| HR2 Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken. | Percentage of significant suppliers that received the responsible purchases protocol | 100% |
| | Percentage of significant suppliers that signed the responsible purchases protocol | 60% |
| HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | % of employees that received formation and information concerning human rights, labour rights, the environment and anti-corruption (by e-mail) | 78,3% |

ENVIRONMENT

Principle 7.
Businesses should support a precautionary approach to environmental challenges.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|--|---|-----------------------|
| EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Number of Tradecorp brands that are approved for Organic Agriculture under NOP standards | 15 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European standards | 49 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European and NOP standards | 31 |
| | % of total sales that are sales of brands approved for Organic Agriculture | 55,2% |

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|--|---|-----------------------|
| EN30 Total environmental protection expenditures and investments by type. | € invested in habitats protection | 1950 |
| | € invested in the correct management of hazardous waste | 11000 |
| | € invested in the correct management of non hazardous waste | 25000 |
| | € invested in the optimization of natural resources | 25000 |
| | € invested in control of spills | 101000 |
| | € invested in control and decrease of emissions | 360000 |
| | € invested in controlling noise pollution | 1500 |

Principle 8.
Businesses should undertake initiatives to promote greater environmental responsibility.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|--------------------------------------|--|
| EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | Electric energy kWh/l or kg produced | 0,063 (Albacete) 0,514(Sanchidrián) |
| | Natural gas kW/l or kg produced | 7,726 (Albacete) 3,71 (Sanchidrián) |
| EN10 Percentage and total volume of water recycled and reused. | % of water that is reused | Sanchidrián: 100% |
| | % of water that is recycled | Albacete: 66% |



| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|--|---|--|
| EN13 Habitats protected or restored. | No. of reforested trees | 370 |
| | No. of people involved in the restoration or protection of habitats | 150 |
| EN16 Total direct and indirect greenhouse gas emissions by weight. | CO ₂ emissions in kg | Albacete:464.014 Sanchidrián: 1.876.537 |
| EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved. | No. of initiatives to reduce greenhouse gas emissions | 3 |
| EN23 Total number and volume of significant spills. | Total number of significant spills. | 0 |
| EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Number of Tradecorp brands that are approved for Organic Agriculture under NOP standards | 15 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European standards | 49 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European and NOP standards | 31 |
| | % of total sales that are sales of brands approved for Organic Agriculture | 55,2% |
| EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | Monetary value of significant fines for non-compliance with environmental laws and regulations. | 1 fine 1500 € |
| | Non-monetary sanctions for non-compliance with environmental laws and regulations | 0 |

Principle 9.
Businesses should encourage the development and diffusion of environmentally friendly technologies.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|---|--|
| EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | Electric energy kWh/l or kg produced | 0,063 (Albacete) 0,514(Sanchidrián) |
| | Natural gas kW/l or kg produced | 7,726 (Albacete) 3,71 (Sanchidrián) |
| EN10 Percentage and total volume of water recycled and reused. | % of water that is reused | Sanchidrián: 100% |
| | % of water that is recycled | Albacete: 66% |
| EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved. | No. of initiatives to reduce greenhouse gas emissions | 3 |
| EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Number of Tradecorp brands that are approved for Organic Agriculture under NOP standards | 15 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European standards | 49 |
| | Number of Tradecorp brands that are approved for Organic Agriculture under European and NOP standards | 31 |
| | % of total sales that are sales of brands approved for Organic Agriculture | 55,2% |

ANTI-CORRUPTION

Principle 10.
Businesses should work against corruption in all its forms, including extortion and bribery.

| GLOBAL REPORTING INITIATIVE INDICATOR | TRADECORP INTERNAL INDICATOR | TRADECORP MEASUREMENT |
|---|---|-----------------------|
| SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country | 0 |
| SO7 Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes. | Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes. | 0 |
| SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | Monetary value of significant fines for non-compliance with laws and regulations. | 0 |
| | Total number of non-monetary sanctions for noncompliance with laws and regulations. | 0 |



Alcalá 498 - 2nd Floor
28027 Madrid (Spain)
Tel.: +34 91 3273200
Fax: +34 91 3047172
e-mail: global@tradecorp.saptec.pt
www.tradecorp.com.es

