



**CORPORATE
SOCIAL
RESPONSIBILITY**

**REPORT
2013**



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AGROMEDITERRÁNEA

A close-up photograph of a person's hand holding a small green seedling with dark soil attached to its roots. The background is a vast, out-of-focus green field under bright sunlight.

 **AGRO
MEDITERRÁNEA**

CSR

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01

COMMITMENT

1.1 A WORD FROM THE CHAIRMAN

Dear readers,

It is for me a source of pride to be able to share Agromediterránea's dedication to a responsible model of management, by setting out today in this document the main operational strands, policies and processes which we undertake in the field of Corporate Social Responsibility.

As a flagship organisation within our sector, in this initial sustainability report we present an exciting project to the stakeholder groups with which we interact. It is unquestionably a major challenge for the future which cuts across all areas of the Company, involving different profiles and professional disciplines in its processes.

The Report sets out key data measuring the performance of our organisation over the period corresponding to 2013, establishing the bottom line in economic, environmental and social terms, with a twofold function:

We first of all measure and analyse those aspects and impacts which we deem relevant within the sector for our continuous improvement, presented by way of integrated reporting with a focus on corporate transparency.

We meanwhile describe the measures which have already been implemented, identifying new opportunities and strengths which will help us to channel emerging social demands as a proposal for improvement.

As a family farming business, we today give greater consideration than ever to the human values of our beginnings, covering needs within our local context and those of the people we work with, pursuing excellence and competitiveness in business as part

of a project "of and for all". This project reflects one part of our future commitment, in an attempt to go the extra mile, in accordance with the values which have been our hallmark since we first began in 1983.

These human values are expressed in our Principles of Responsibility, defining our approach in our daily operations:

FULFIL AND SURPASS CURRENT REGULATIONS:

We take as our starting point mandatory fulfilment of the legal terms and our internal regulations wherever we operate, fully taking on board our commitments and ties to society.

FOCUS ON PEOPLE

We base our work on the principle that all human rights are inherently and equally enjoyed by all people from the moment they are born, with no form of distinction based on nationality, sexuality or personal belief.

FOCUS ON OUR ENVIRONMENT

We believe in and are committed to sustainable development, a dedication which involves fostering and applying initiatives intended to minimise our impacts so as to enhance our immediate environment.

FOCUS ON OUR STAKEHOLDERS

Our social responsibility is based on dialogue and understanding as regards those groups with which we interact, placing the needs of our society at the heart of our operations.

Simón Conesa Albaladejo

Chairman of the Agromediterránea Group





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CORPORATE PROFILE

2.1 PROFILE OF THE ORGANISATION

2.2 CORPORATE GOVERNANCE

2.3 STAKEHOLDER GROUPS

2.4 KEY ASPECTS



COMMENCEMENT OF ACTIVITY	1983
HEAD OFFICE	Carretera Pozo Aledo, Km. 3. 30739, Dolores de Pacheco, Murcia
PHONE NUMBER	968 17 30 00
EMAIL	info@agromediterranea.es
WEBSITE	www.agromediterranea.es
MARKET	Production and processing of fruit and vegetables, domestic and international
CSR CONVENTIONS	Signatory of the United Nations Global Compact and the Social Pact for the Environment in the Region of Murcia
No. OF EMPLOYEES	Annual average of 1.200 employees
NET SALES*	€114,825,262
CAPITALISATION	Equity: €129,136,085



*Net sales: Result of subtracting discounts and returns from Gross Sales.

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2.1 PROFILE OF THE ORGANISATION

Agromediterránea is a family farming business born out of the extensive experience of its founders in the town of Dolores de Pacheco in Murcia. With the aim of delivering at all times the very best fruits of the land, the Agromediterránea Group is today positioned as one of Spain's leading producers and distributors of fresh vegetables. A reality made possible only through the mutual trust which exists with our workers, customers and suppliers.

Our operations are based in South-eastern Spain, above all in the Region of Murcia, and in the provinces of Albacete, Almería and Granada, where we work with social commitment, focusing on the development of good practice as regards our social and environmental context, taking advantage of our privileged setting and being conscious of the outstanding conditions offered by our land.



SPECIALIST IN FRESH PRODUCE

Agromediterránea has, since it was founded in 1983, specialised in the growing, processing and distribution of fresh produce from our fields, all offering outstanding organoleptic properties:

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ENDIVE FRISE



RED OAK LEAF LETTUCE



ICEBERG



LITTLE GEM



GREEN COURGETTE



WHITE COURGETTE



CORIANDER



PEPPERMINT

PARAMETERS OF SOCIAL RESPONSIBILITY REPORTING

EDITION

1st Corporate Social Responsibility Report

PERIOD

2013

DIMENSION

Economic, Environmental and Social

METHODOLOGY

Global Reporting Initiative Guidelines (G4) and Global Compact (COP)



WHERE WE
OPERATE



ROMAINE LETTUCE



GALIA MELON



SWEETCORN



BROCCOLI



GREEN CABBAGE



RADISH



SAVOY CABBAGE



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RECENT ACCOLADES AND MILESTONES

2004

“Contrata” award for fair access to the labour market (“Acoge” network).

2005

FECOAM Food Safety Award.

2007

OMEF Promotion of Equality and Work/Life Balance Award.

2008

Acoge Network Seal of Good Procurement Practice.

2009

Agromediterránea S.L. Progress Award (Rotary Club, Torre Pacheco).

2011

“Mercurio” Business Development Award (Murcia Chamber of Commerce).

2011

COEC Business Excellence Award.

2012

Best Business in the Region of Murcia Award (“Actualidad Económica” magazine).

2013

Agromediterránea signs up to the United Nations Global Compact for Businesses.

2013

Honourable Mention in the “Herentia” Family Business Awards (AMEFMUR).

2014

Honourable Mention in the Prever Awards of the CGRICT (General Council of Industrial Relations and Employment Science).

2.2 CORPORATE GOVERNANCE

THE AGROMEDITERRÁNEA GROUP

Below we set out a list of the organisations which make up Agromediterránea, and which are subject to the established scope and parameters.

NAME	Tax ID
*Agromediterránea Hortofrutícola, S.L.	B30558290
Agrícola Conesa, S. L	B30100499
Hortícola Conesa, S. L	B30161160
Agrícola Sierra de María, S. L	B04349007
Agrícola El Carrascal, S. L	B78490745
La Coquela, S. L	B73134421
ANS Inversiones del Mediterráneo, S. L.	B73332801
Corporación Agroalimentaria del Mediterráneo, S. L	B73332819
Agrodolores, S. L.	B30250674
Agrodolores El Mirador, S. L.	B73126047
Montesinos Agroalimentaria, S. L.	B30853980
Plantas de Murcia, S. L	B30506018

*Agromediterránea Hortofrutícola, S.L. houses the group's central services at Carretera Pozo Aledo, Km. 3. 30739, Dolores de Pacheco, Murcia.

MANAGEMENT COMMITTEE



The corporate governance of the companies which make up the Agromediterránea Group is divided into a two-tier administration: organisation and executive management structure.

- The first tier comprises shareholders, who are members of the Conesa family.
- The second tier comprises the various executive management units for each of the Company's divisions:

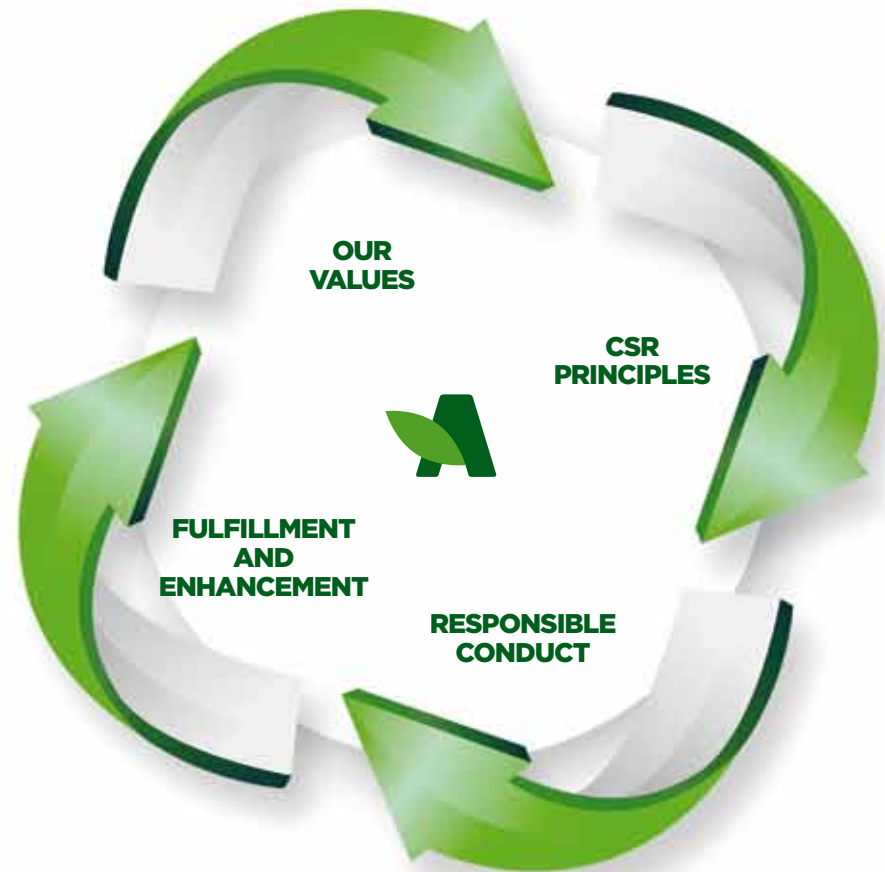




CODE OF ETHICS AND RESPONSIBLE CONDUCT

The Agromediterránea Code of Ethics and Responsible Conduct is a framework document which applies to all personnel, setting out the Company's commitment through internal social responsibility, and laying down the key behavioural guidelines to be taken into consideration in the daily operations performed at the Company. Internal application of the Code represents the consistent and practical implementation of the undertakings which the Company has given, and which are taken on board in the form of a mandatory in-house regulation. It also serves as a practical means of preventing any legal breach, while underpinning the Company's internal regulations at all its operational sites.

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QUALITY AND ENVIRONMENT

- Food safety practices
- Environmental practices

SOCIETY

- Consumer practices
- Customer practices
- Competitor practices

PEOPLE

- Employee practices
- Worker health and safety practices
- Equality practices

RESOURCES

- Confidentiality practices
- Digital resource usage practices
- Anti-corruption practices



2.3 STAKEHOLDER GROUPS



Agromediterránea's stakeholders are the social groups with which the Company interacts, and which affect and are affected by the actions of the organisation, having a legitimate interest in its progress, and thus influencing the achievement of both the targets set and of corporate development itself.

DIRECT

The direct stakeholders are those groups which exert and experience a particularly significant impact with regard to the organisation's actions.

STAKEHOLDER GROUP	COMMUNICATION CHANNELS	FREQUENCY*
End consumers	Website, blog, social networks and customer response channels	1
Customers/distributors	Meetings, social networks, information reports and website	1
Workforce	Information mails, intranet and regular meetings	1
Regular suppliers	Meetings and website	1
Trade Union Organisations	Works Committee, meetings and information bulletins	2
Trade Associations	Seminars, meetings and website	1
Financial institutions	Meetings and information reports	1
Local community	Meetings, social networks, website and events	2

*Frequency: 1. Daily/weekly. 2. Monthly/quarterly. 3. Several times per year.

INDIRECT OR CIRCUMSTANTIAL

Indirect stakeholders are those which exert and experience an occasional and significant impact with regard to the organisation's actions.

ORGANISATION	COMMUNICATION CHANNELS	FREQUENCY*
Competitors	Meetings, benchmarking and website.	3
Educational organisations	Meetings, newsletter and periodic information.	3
Not-for-profit organisations	Regular meetings, website and social platforms.	3
Media	Website, news items and press reports	2
Contractors	Meetings and reports.	2

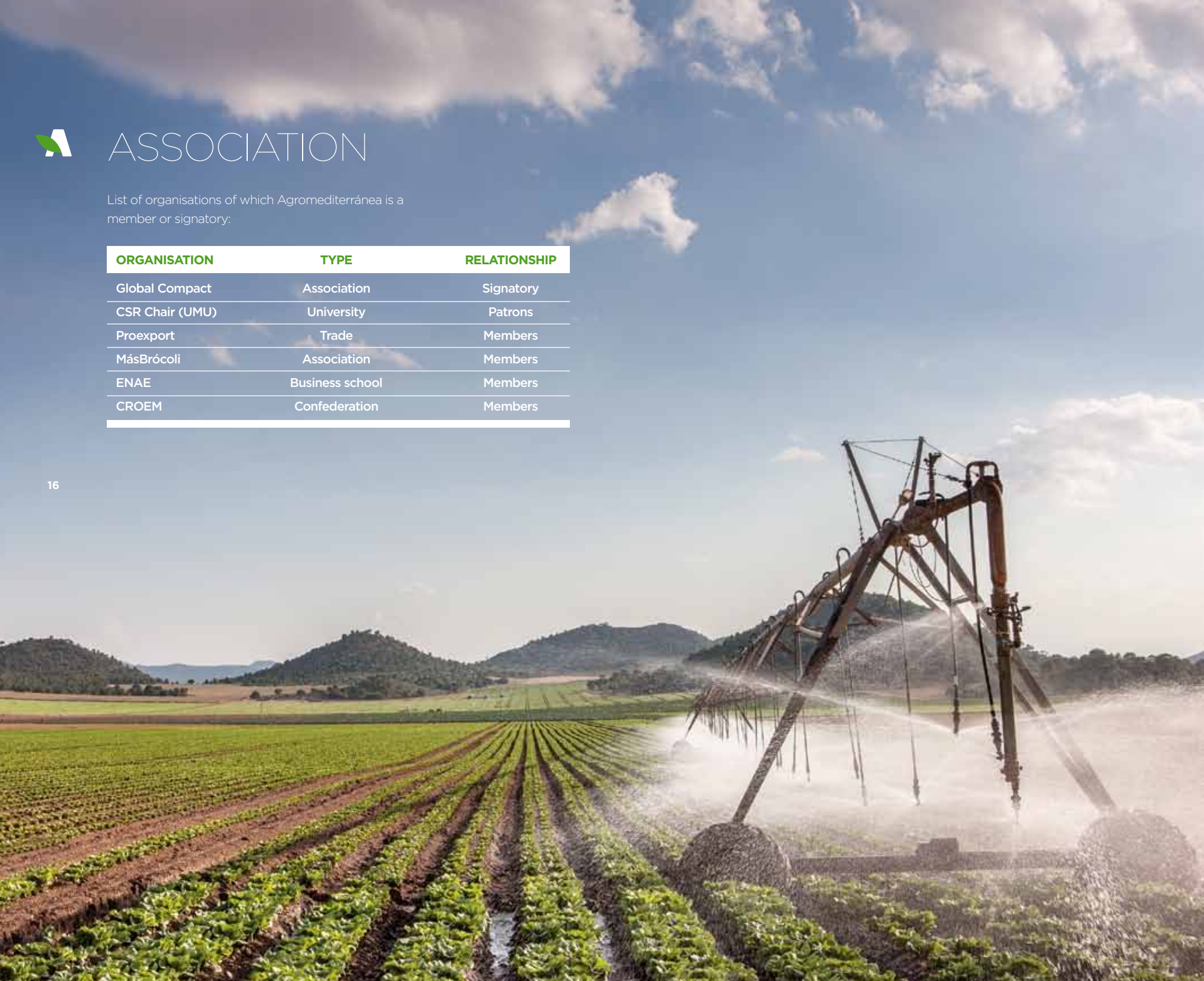
*Frequency: 1. Daily/weekly. 2. Monthly/quarterly. 3. Several times per year.



ASSOCIATION

List of organisations of which Agromediterránea is a member or signatory:

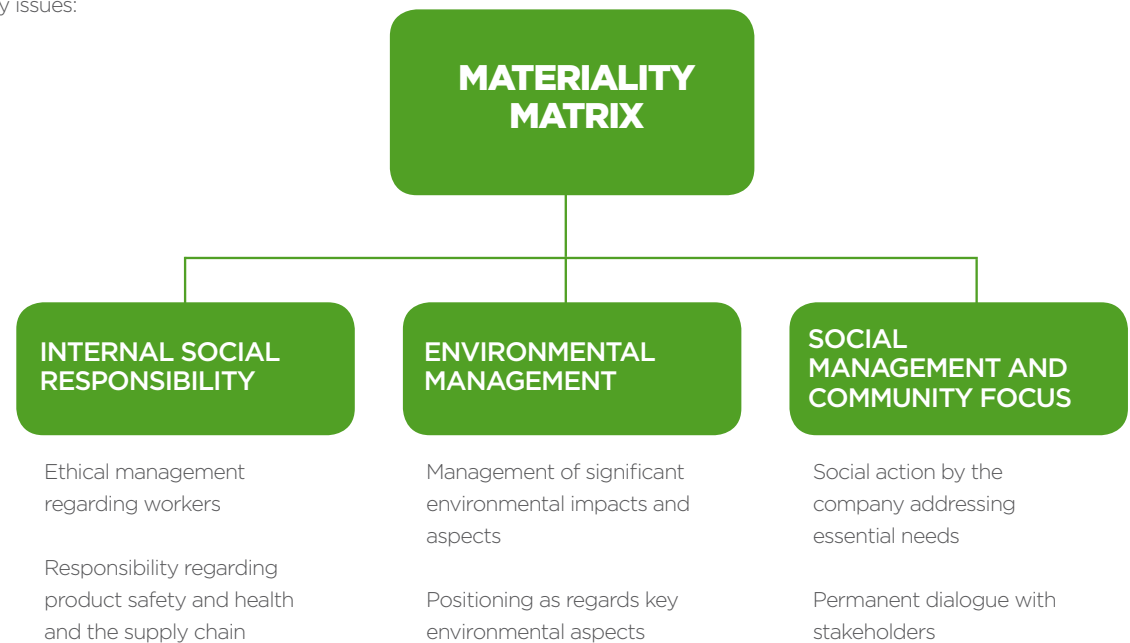
ORGANISATION	TYPE	RELATIONSHIP
Global Compact	Association	Signatory
CSR Chair (UMU)	University	Patrons
Proexport	Trade	Members
MásBrócoli	Association	Members
ENAE	Business school	Members
CROEM	Confederation	Members





2.4 KEY ASPECTS

The management of key aspects or materiality by Agromediterránea comprises the identification of those issues of particular interest which, given their significance both for the Company and for its main stakeholders, are worthy of analysis, enhancement and monitoring. Based on the principle of materiality, given the nature, characteristics and volume of our employees and output in 2013, we focus our efforts on the following key issues:







INTERNAL SOCIAL RESPONSIBILITY

Given the nature of farming operations, Agromediterránea has a high percentage of employees of various nationalities, and cultural diversity is thus an aspect open to careful analysis through the Company's equality and integration practices, one key issue being to guarantee that equal professional treatment is always given to all individuals who make up the Company. As an agri-food producer, we must also take into account the implementation of mechanisms to guarantee good health and safety practices at all times on the part of all components of the supply chain, with a particular focus on supervised and raw materials suppliers, food safety being the most significant issue to be taken into consideration.



ENVIRONMENTAL MANAGEMENT

Identification and management of significant environmental aspects and impacts with a view to the long term represents one of the issues of greatest interest to consumers and society at present, and given the volume of the Company's output this requires handling as a key issue for the sustainability of an organisation such as Agromediterránea. Positioning with regard to environmental aspects, climate change and the measures adopted towards our immediate environment is therefore defined and addressed as a strategic aspect of the organisation.



SOCIAL MANAGEMENT AND COMMUNITY FOCUS

Social action and a community focus are in themselves aspects which could often be overlooked by an organisation, mainly because of the absence of an established management system or process in order to channel the social demands present within the communities where the Company operates. However, given the demands of the current economic situation, it is important lastly to emphasise this aspect as a key issue, above all in terms of the process of permanent dialogue and administration as regards stakeholder groups. Emphasis should be placed on the important role played by an agri-food organisation with regard to third parties, above all those which have the social function of combating poverty, while also taking into consideration a dedication to nutrition and healthy lifestyles.



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TRIPLE BOTTOM LINE

3.1 ECONOMIC DIMENSION

3.2 ENVIRONMENTAL DIMENSION

3.3 SOCIAL DIMENSION

3.1 ECONOMIC DIMENSION

FOOD QUALITY AND SAFETY POLICY

Quality, dedication and hard work are the hallmarks of the Company's operations, along with the application of the very latest agricultural techniques and a constant interest in R&D+i. All of which is combined to perfection in order to offer at all times the finest produce with the most efficient service. Agromediterránea evaluates all products at all stages of their life cycle, guaranteeing a quality product in accordance with the laws and regulations in force (MRLs). It therefore has its own certified laboratory which conducts the relevant tests in order to ensure food safety and health, avoiding any type of banned product or any which could be open to question as a result of ongoing litigation.

Likewise, throughout all phases of planting, harvesting, transportation, handling, storage and conservation of our produce, the optimum conditions set out in the regulations and technical specifications are maintained in order to preserve the freshness of our goods and to ensure the absence of any risk to the health and safety of our consumers. As a result, during the period covered by the report there were no incidents involving a breach of health and safety matters, or the use of products or services.

Agromediterránea's dedication is illustrated by the fact that since the year 2000 all its products have been certified under the

GLOBAL GAP system, the private sector food certification standard most widely employed around the globe, in more than 114 countries. Evaluation and annual renewal, spurring us on towards innovation and excellence with the following aims:

- Guarantee the quality and hygiene/health safety of food produce.
- Maintain product traceability.
- Perform responsible management of natural resources.
- Reduce the use of agricultural chemicals.
- Minimise negative environmental impacts.
- Guarantee worker health and safety.



PRODUCT LABELLING AND INFORMATION

Below is set out the information provided on the product in the labelling and packaging employed at the point of sale, in accordance with Spanish produce labelling and information regulations:

- Product content.
- Origin of the components.
- Nutritional information and recommended daily intake (RDI).
- Health registration number (RSI).
- Global Gap product certification number (GGN).
- Date of packaging.
- Batch.
- Barcode (GTIN).
- Information on the company (head office and website).
- Green dot recycling image (ECOEMBES).

REGULAR SUPPLIERS

Agromediterránea draws a distinction within the supply chain between three broad types of supplier, depending on the type of product or supply provided to the Company:

- Suppliers of raw materials: in-house agricultural output on owned or leased estates; supervised agricultural producers and auctions; other agricultural producers.
- Suppliers of ancillary materials: for field use (fertiliser, insecticides, etc.) and warehousing (plastic, boxes, binding, packaging materials, etc.)
- Providers of services and other supplies: suppliers of fuel for trucks, repair and maintenance, electricity, transport, independent professional services, insurance premiums, waste management, leases and fees, telephony, etc.



ECONOMIC IMPACT* AND MARKET PRESENCE



Turnover	€114,825,262
Sales	€114,825,262
Economic Value	<p>Generated (EVG): €117,520,717 Distributed (EVD): €102,982,076: Operating Costs: €76,693,236 Salaries and social benefits: €24,775,280 Payments to capital suppliers: €1,343,519 Payments to Public Authorities: €170,040</p> <p>Retained (EVR): €14,538,641</p>
Financial grants received	<p>Total grants received €2,695,455: Operating subsidies: €1,127,352 Investment grants: €1,568,103</p>
Significant investment in infrastructure	<p>Total investments: €4,636,667: Facilities: €2,188,306 Buildings: €1,496,367 Machinery: €705,352 Vehicles: €194,153 Furniture: €41,152 Information-processing equipment: €11,336</p>
Waste management and removal expenses	€9,529
Risk prevention and health investment expenses	€68,364
Training investment and expenses	General training investment: €51,653
Expense corresponding to local* suppliers	In 2013, 83.26% of expenses corresponded to local suppliers from the Region of Murcia, this percentage equating to a figure of 78.31 million euros.

*The economic impact data are drawn from the provisional audit of the annual accounts.

*The report defines as "local" those aspects and organisations based in the Region of Murcia.



3.2 ENVIRONMENTAL DIMENSION

ENVIRONMENTAL POLICY

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The management of environmental impacts and aspects has over recent years become an increasingly significant factor in food safety, health and quality policies, justified by the fact that Agromediterránea's operations in South-eastern Spain benefit from the region's privileged conditions for fruit and vegetable farming, as a decisive factor in the company's output capacity. We therefore apply an Internal Environmental Policy the purpose of which is to maintain measures to care for our surroundings, undertaking not to perform any actions which could harm or damage the environment, as a preventive measure applied to all personnel. The aforementioned internal regulations emphasise the following priorities:

REDUCE

- Make proper use of working materials, extending their service life and avoiding at all times the unnecessary generation of waste.
- Respect at all times the flora and fauna on our agricultural estates, and adjacent areas lying outside our operational facilities and sites.
- Make controlled and responsible use of the raw materials which we employ.
- Use equipment with a long service life, avoiding continuous replacement.

RECYCLE

- Properly separate each type of waste generated at the established locations.
- Never discard refuse or waste on the ground, whether within or outside working locations.
- Collaborate with the recycling initiatives established by the company.
- Use wherever possible easily recyclable materials at work.

SAVE

- Switch off lights and electrical equipment when not genuinely needed or when work ends.
- Turn off taps whenever not in use, ensuring that there are no drips.
- In the event of any type of water leak in the irrigation systems, the supervisor must be notified in order for it to be repaired as soon as it is detected.
- Use of durable materials, avoiding the use of discardable products wherever possible.

INSTALLATIONS

Agromediterránea has since 2007 had a 15,000 m² production plant with a system focused on energy savings, recycling and the responsible use of natural resources. A series of measures making Agromediterránea one of the most modern fruit and vegetable firms in Europe thanks to its cutting-edge technology and facilities, while furthermore representing substantial economic savings for the company:

- Plant built with a double layer of insulation to minimise cold losses.
- Lighting system using energy-saving bulbs.
- Lighting system based on presence sensors.
- Isothermal loading bays in shipment areas; minimisation of cold losses at the facility. In summer the outdoor temperature rises to 40° C, while indoors it is just 12° C.
- Refrigeration and compressed air installations with automatic control and motors equipped with electronic variators to achieve significant energy savings.
- Redesign of the cleaning process, from wet to dry.
- Recirculation of water in the crate washer.
- Taps fitted with time switches.





MATERIALS

Main materials used by Agromediterránea for agricultural output. The overall weight of the main materials used is classified as:

- Production plant materials: the plastic and cardboard used for packaging and containers.
- Field materials: phytosanitary products, fertilisers and mulching required for the various fruit and vegetable crops.

PRODUCTION PLANT		FIELD	
MATERIAL	WEIGHT (t)	MATERIAL	WEIGHT (kg)
Plastic	363.3	Phytosanitarios	161,851
Cardboard	6.5	Fertilisers	4,676,161
		Mulching	35,930
Total:	369.8	Total:	4,873,942

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ENERGY

Total energy consumption broken down by main sources of consumption:

- Electrical consumption at the plant and in the field.
- Internal fuel consumption.
- Fuel consumption derived from transportation.

ENERGY CONSUMPTION					
Electrical consumption (kW)		Internal fuel consumption (L)		Transportation fuel (L)	
Plant	4,860,711	Machinery	940,748	Standard diesel	858,114
Field	11,541,493	Electrical generator sets	456,631		
		Company vehicles	247,792		
		Heating	62,000		
Total:	16,402,204	Total:	1,707,171		

WATER



Main sources of overall water consumption (m³) broken down by the main sources of capture: municipal mains, canals and transfers, and wells.

WATER CONSUMPTION BROKEN DOWN BY SOURCE

SOURCE	Consumption (m ³)
Municipal mains	5,633
Canals and transfers	1,203,000
Wells	10,763,355
Total:	11,971.988

EMISSIONS

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Total direct emissions of greenhouse gases and other significant atmospheric emissions (CO₂ and NO_x, and SO_x), broken down by sources and types of emission.

DIRECT GREENHOUSE GAS EMISSIONS

SOURCE	CO ₂ (t)	NO _x (t)	SO _x (kg)
Diesel consumption by electrical gensets	1,219	10.86	794
Machinery diesel consumption	2,511	22.38	1,637
Company vehicle diesel consumption	646	2.58	3.15
Total:	4,376	35.82	2,434.15



ABSORPTION OF CO₂

Vegetable crops have the capacity to capture CO₂ from the atmosphere and to metabolise it through photosynthetic processes to obtain sugars and other compounds required for their normal life cycle, a process better known as photosynthesis. This capture of CO₂ by land-based vegetation ecosystems represents an important component in the overall balance or offsetting of carbon emissions, such ecosystems being known as “carbon sinks”. Below is set out the estimated calculation* of CO₂ absorption (t), broken down by crop type.

CROP	CO ₂ FIXING (GRAMMES/PLANT)	PLANTS (2012/13 SEASON)	TOTAL CO ₂ (t)
ROMAINE	129	64,000,000	8,256
LITTLE GEM	55	52,000,000	2,860
RED OAK LEAF	100	3,300,000	330
ICEBERG LETTUCE	110	26,000,000	2,860
CABBAGES	310	4,350,000	1,349
BROCCOLI	220	12,000,000	2,640
COURGETTE	1,020	1,580,000	1,612
MELON	800	183,000	146
Total			20,053

*For further information about the total estimated calculation of greenhouse gas emissions and other emissions absorbed by crops, see “Investigación sobre la absorción de CO₂ por los cultivos más representativos”, by Micaela Carvajal, Research Lecturer at the CSIC (Higher Scientific Research Council).



WATER DISCHARGE



Total water (m³) discharged into the municipal network.

DISCHARGES

SOURCE	CONSUMPTION (m ³)
Municipal mains	5,633

WASTE

Weight (t) of the main types of waste generated at the company, broken down by type.

HAZARDOUS WASTE

TYPE OF WASTE	WEIGHT (t)
Phytosanitary packaging waste (ECW 150110)	12.14
Used oil (ECW 130205)	5.50
Used filters (ECW 160107)	0.16
Rags and absorbent materials (ECW 150202)	0.12
Total	17.9

Weight (t) of the main non-hazardous waste types generated at the Company, broken down by type.

NON-HAZARDOUS WASTE

TYPE OF WASTE	WEIGHT (t)
Greenhouse plastic, mulching, pipes and irrigation materials	70.18



BIODIVERSITY AND PROTECTED SPECIES

Given their size, Agromediterránea's fields and estates are often adjacent to natural habitats, the protection of which is an important aspect for consideration. The elements requiring preservation include spontaneous vegetation and above all tree and shrub species, as each location is home to distinctive varieties which furthermore support, sustain and shelter a wealth of animal and/or plant species.

The plant and animal species found in areas close to the estates are preserved, except for those species considered to be "pests", in that they harm and damage vegetable crops or represent a threat to health, such as aphids, whitefly and fungi. Different species are preserved on each estate in isolation

from agricultural operations, with a particular emphasis on the traditional varieties in each zone, as is the case of the Mediterranean Basin, the Sierra María Nature Park and the Cabo de Gata Regional Park in Níjar.

We have furthermore found that one of our estates located in the municipal borough of Moratalla contains the remains of an archaeological site covering approximately 1 hectare dating from the late Roman Bronze Age, and containing numerous Ancient Iberian remains.



3.3 SOCIAL DIMENSION PEOPLE MANAGEMENT POLICY

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Agromediterránea demands respect in its daily operations for a range of attitudes in labour relations with workers, and also in their actions, such conduct being intended to guarantee the effective development of our teams for the cooperation and well-being of all.

The people who work at Agromediterránea represent the company's greatest asset, and each individual is therefore bound by the duty to take the effort to achieve an optimal, friendly and courteous working environment with regard to all colleagues, emphasising teamwork among the various jobs and departments at all times.

Total number of workers

1,139

Workforce breakdown by gender

Men: 67.5%

Women: 32.5%

Workforce breakdown by region

Region of Murcia: 85.6%

Castile-La Mancha: 8.6%

Andalusia: 5.8%

Workforce breakdown by professional category

Specialist: 81.3%

Technician: 2.2%

Specialist technician: 11.6%

Middle Manager: 2%

Manager: 2.3%

Executive: 0.6%



RELATIONSHIP WITH WORKERS

Information is given below regarding aspects of the employment relationship between the Company and its workers:

Percentage of employees covered by a life insurance policy	100%
Percentage of employees covered by the Code of Ethics and Responsible Conduct	100%
Percentage of employees covered by collective agreements	100%

Collective agreements applicable in the regions where the organisation operates

In the Region of Murcia:

Tomato and lettuce harvesting and producing companies (PROEXPORT)
Goods transportation by road
Handling and Packaging
Agriculture, Forestry and Fisheries
Offices in the Region of Murcia

In Andalusia:

Granada estate
Almeria estate

In Castile-La Mancha:

Albacete estate

No. of employees taking maternity or paternity leave	58
No. of employees resuming work after maternity or paternity leave	55
Minimum notice in advance of operational changes	Defined in each applicable agreement and in the internal company regulations depending on the operational change in question





RELATIONSHIP WITH STAKEHOLDER GROUPS

A series of attitudes must in all cases be taken into consideration in our relationships with our main stakeholder groups, thereby guaranteeing proper behaviour towards others:

The relationship with consumers is based on sincere, honest and accurate communication and focused on dialogue and protection. In this way we avoid any possibility of information which could prove deceitful or manipulative, with a particular emphasis on food advertising and communication, any addressing or liable to be viewed by children, and commercial communications employing environmental arguments.

Practices with customers and distributors are based on bonds of mutual trust, and must therefore at all times be guided by transparency and effective communication, along with the legally acknowledged rights regarding personal data protection and information society services.

The focus on competitors in the agri-food sector must be seen as an opportunity to improve and learn from others, consequently adopting an attitude of honesty and fairness in the marketplace with a particular emphasis on collaboration in pursuit of common interests, viewing such a relationship as a formula for shared value in achieving success.



PRIVACY AND DATA PROTECTION

Confidentiality regarding the internal information of the company and any personal data received and processed at the organisation is a principle which must be taken into consideration when handling information. Such data is handled on a confidential basis, as Agromediterránea has in place a Personal Data Protection Act Protocol guaranteeing respect for data in accordance with the legislation in force, with prudent use being made of data at all times. The following cases provide examples of the general conduct applied in order to guarantee the appropriateness of the security of the information we handle in our daily operations:

- Temporary files and databases employed by users on their computers or personal devices must be deleted once the purpose for which they were created has come to an end.
- There is a specific ban on transfers to third parties or the creation of new databases without prior authorisation from the departmental manager or the Agromediterránea security managers.

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- Confidential documentation and information may never be viewed by unauthorised individuals, and is always kept in a location which will guarantee confidentiality, being removed from storage devices.
- Commercial information or personal data can be accessed only when performing work at the Company.
- Applications unconnected with the organisation's operations must never be employed, on the basis that they could jeopardise the security of the equipment.





HEALTH AND SAFETY AT WORK



In accordance with the job training given to each professional, and on the basis of the instructions established by worker health and safety practices, health and safety at work practices focus on the following:

- Make appropriate use of machines, apparatus, tools, hazardous substances, transportation equipment and, in general, other resources employed for operations.
- Make proper usage of protective equipment and resources provided by the supervisor or foreman, in accordance with the instructions received.
- Make proper usage and do not disable the existing safety devices.
- Cooperate and immediately report to a line manager any situation which, in their judgment, could entail a risk to the health and safety of workers.
- In the event of an accident, report to a manager on the same day as the occurrence.

Percentage of workers represented on health and safety committees	
	74.1%
Total employment absenteeism rate	
	3.7%
Absenteeism rate caused by accidents	
	0.4%
Absenteeism rate caused by illness	
	3.3%
Jobs which entail a particular risk of injury or illness	
	Tractor driver Maintenance technician Phytosanitary product administrator Laboratory technician Forklift driver



TRAINING AND SKILLS DEVELOPMENT

Agromediterránea is firmly committed to ongoing investment in the training of employees and their professional development. Work in all areas therefore focuses on continuous enhancement, entailing a duty constantly to update knowledge, making use of the programmes implemented by the Company.

Total annual hours of training

2,859 hours

Total of employees that received training

498 employees

Skills management and continuous training plans and programmes enhancing employability

Training and professional development plans focus on improving skills and developing abilities, leading to enhanced professional adaptability, and hence employability.

Employees receiving professional development and performance evaluation

All those in more highly-skilled jobs (from technician level to executive level)

Internal actions connected with aspects of human rights

Adhesion to the United Nations Global Compact and reporting of the 10 Principles

Implementation and reporting of the Code of Ethics and Responsible Conduct of Agromediterránea

Anti-corruption policies and procedures

The anti-corruption policy at the Company is defined and conveyed through the Code of Ethics and Responsible Conduct, as a practice under Principle 10 of the Global Compact





DIVERSITY AND EQUALITY



It is our duty to ensure at all times that all persons working at the company are treated as such, irrespective of their job or position, and no violation of human rights will therefore be tolerated under any circumstances.

Agromediterránea defines as harassment any conduct which subjugates or discriminates against an individual, jeopardising his or her health or employment, such acts being strictly forbidden:

- Discriminatory harassment: conduct with the intention or effect of violating the dignity of an individual or creating a discriminatory, degrading or offensive environment.
- Sexual harassment: conduct of a sexual nature with the intention or effect of violating the sexual liberty of an individual.
- Mobbing: conduct with the intention or effect of generating fear or demotivation in an individual regarding his or her work.
- Extortion: conduct with the purpose or effect of threatening or pressurising an individual in order to obtain an economic or other benefit.

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Workforce breakdown by nationality

Spanish: 43.9%
Foreign: 56.1%

Workforce breakdown by age band

From 18 to 27 years: 18.5%
From 28 to 37 years: 42.3%
From 38 to 47 years: 26.5%
From 48 to 57 years: 10.7%
From 58 to 67 years: 2%

Internal equality and non-discrimination actions

Implementation of an internal protocol regarding equality and non-discrimination

Implementation of a reporting channel for incidents involving cases of harassment and discrimination



04

ANNEX

4.1 PROFILE AND CORRELATION OF THE REPORT

4.2 VERIFICATION REPORT

4.2 DOCUMENTS OF INTEREST



4.1 PROFILE AND CORRELATION OF THE REPORT

Edition	1st Corporate Social Responsibility Report
Report and dossier presentation cycle	Biannual for the Social Responsibility Report Annual for the Global Compact Progress Reports
Contact address for communications regarding the Report and Code of Ethics	responsabilidadsocial@agromediterranea.es
Reporting compliance level	Essential (Global Reporting Initiative Guidelines G4)
Verification policy	Independent audit report
Methodology *	Global Reporting Initiative Guidelines (G4) and Global Compact (COP)

**The 2013 Agromediterránea Social Responsibility Report was developed on the basis of:*

- 1. The Global Reporting Initiative guidelines, applying the methodology corresponding to the latest version, G4, December 2013.*
- 2. The Global Compact guidelines for the generation of progress reports (COP) on the basis of the 10 Principles (2000), generation of which is required in order to remain a signatory within the Spanish Global Compact Network.*



Below is set out the table of relationships between the Agromediterránea Report and other international initiatives:

Agromediterránea Report	Global Reporting Initiative (G4)	Global Compact (COP)
1.1 A word from the Chairman	G4-1 and G4-2	Declaration by the CEO
2.1 Profile and corporate governance	G4-5, G4-6, G4-8, G4-9 and G4-28	Profile information
2.2 Corporate Governance	G4-3, G4-7, G4-56 and G4-57	Description of practical actions implemented
2.3 Stakeholders Groups	G4-16, G4-24, G4-25 and G4-26	Description of practical actions implemented
2.3 Key aspects	G4-19	Description of practical actions implemented
3.1 Economic dimension	EC1, EC4, EC7, EC-6, EC9, PR1, PR2, PR3, PR6, Pr8 AND PR9, G4-12	Profile information and description of practical actions implemented
3.2 Environmental Dimension	EC7, EN1, EN3, EN8, EN11, EN15, EN21, EN22, EN23	Principle No. 7 Principle No. 8 Principle No. 9
3.3 Social Dimension	LA1, G4-10, LA2, LA3, LA4, LA5, LA6, LA7, LA8, LA9, LA11, LA12, HR2, HR4, G4-11, SO4	Principle No. 1 Principle No. 2 Principle No. 3 Principle No. 4 Principle No. 5 Principle No. 6 Principle No. 10
4. Annex	G4-28, G4-29, G4-31, G4-32, G4-33 y G4-15	Report profile

4.2 VERIFICATION REPORT



March 2014

VERIFICATION REPORT

The CSR Chair has, at the request of Agromediterránea Hortofrutícola S.L., performed an independent verification of the document "2013 Agromediterránea S.A. CSR Report". The scope of the verification includes the text and data contained in the aforementioned document, but does not include the referenced data and/or information, nor any not contained in the document itself.

The information set out in the document and the generation thereof is the responsibility of Agromediterránea Hortofrutícola S.L. The CSR Chair acts as an independent verifier, ascertaining that the corresponding content is appropriate. The contents of the report and the opinions expressed are the sole responsibility of Agromediterránea Hortofrutícola S.L.

In order to verify the Report, the personnel responsible for obtaining and preparing the data were interviewed, the documents reviewed and access obtained to documents guaranteeing that the data correspond to the economic, social and environmental reality of Agromediterránea Hortofrutícola S.L. No error or significant omission came to light in the review of the GRI indicators included in the report. The particular strengths noted in the report are the considerable efforts made to compile the information, given the scale of the organisation. Emphasis is placed on excellence in the provision of customer service and environmental management.

On the basis of this verification, the opinion formed is that the document "2013 Agromediterránea CSR Report" contains reliable data and information consistently depicting the activities and results for the period in question, having been generated in accordance with the requirements of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (G4) for 2013. The GRI Application Level declared by Agromediterránea Hortofrutícola S.L. complies at the essential level. Lastly, Agromediterránea Hortofrutícola S.L. in general has in place management systems to identify and respond to the social, economic and environmental impacts of its activities, including identification of and response to the perspectives of its stakeholders.

Longinos Marín
GRI Certified Training Program
Director de la Cátedra de RSC de la Universidad de Murcia.



4.3 DOCUMENTS OF INTEREST

THE 10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

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HUMAN RIGHTS. 1 and 2



LABOUR STANDARDS. 3, 4, 5 and 6



ENVIRONMENT. 7, 8 and 9



ANTICORRUPTION. 10

1. Businesses should support and respect the protection of internationally proclaimed Human Rights within their sphere of influence.
2. Businesses should make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

Commitment regarding the 10
Principles of the Global Compact



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1st August 2013

His Excellency Ban Ki-moon
Secretary General
United Nations
New York, NY10017
USA

Dear Secretary General,

It is with pleasure that I inform you that Agromediterránea supports the 10 principles of the Global Compact regarding Human Rights, Labour Rights, the Environment and Anti-corruption. We hereby set out our intention to support and develop these principles within our sphere of influence. We undertake to incorporate the Global Compact and its principles within the strategy, culture and daily actions of our Company, and to engage in cooperative projects contributing to the broader development objectives of the United Nations, in particular the Millennium Development Goals. Agromediterránea clearly declares this commitment to our stakeholders and to the public at large.

We acknowledge that a key requirement for participation in the Global Compact is the annual presentation of a Communication on Progress (CoP), describing the efforts made by our company in order to implement the 10 principles. We support transparency and accountability, and therefore undertake to report our progress one year after inclusion within the Global Compact, and each year thenceforward, as indicated in the Global Compact CoP policy.

Yours faithfully,

agromediterránea s.l.
Hortofrutícola
OPPH 696
CTRA POZO ALEDO, Km. 3
30739 DOLORES DE PACHECO (Murcia)
Simón González Aladejo
Chairman

Certificate of adhesion to the United
Nations Global Compact



Agromediterránea Hortofrutícola S.L.
Carretera de Pozo Aledo, km 3,
30739 Dolores de Pacheco, Murcia

Madrid, 30 August 2013

We hereby confirm that Agromediterránea Hortofrutícola S.L., holder of Tax Identification Code B33558290 has been a signatory entity of the Global Compact since 29 August 2013.

We therefore recognize the commitment of Agromediterránea Hortofrutícola S.L. to the 10 Principles on the Global Compact in the fields of Human Rights, Labour Standards, the Environment and Anti-corruption.

This commitment must be reported to stakeholders and set out in the Progress Report to be submitted annually, reporting on the progress achieved in implementation of the 10 Principles.

This certificate will no longer be valid if the entity Agromediterránea Hortofrutícola S.L. does not fulfil its commitment to present the Progress Report and is declared inactive by the Global Compact.

We lastly remind you that the members of the Spanish Global Compact Network are at your disposal in order to offer assistance and advice as a new member of the initiative.

Kind regards,

Mr Antonio Javierre,
Secretary General
Spanish Global Compact Network
by proxy
www.pactomundial.org
Telephone: 91 745 24 14



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