



Taste the SUN

d.r.e.a.m.s.
For a sunnier world. Join us!

Progress Report 2015-2017



Dear SanLucar family, dear friends, dear readers,

We have had two exciting years. It is a matter of course for us to act responsibly and with long-term objectives in mind, as a strong, multicultural and international team. It should be possible to taste the sense of responsibility which is part of our DNA in our fruit and vegetables.

This is why we founded the sustainability programme d.r.e.a.m.s. (developing responsible environments and multicultural societies).

Our d.r.e.a.m.s. programme also stands for dreams. We support people in realising their dreams and thereby making the world a sunnier place.

You can read more about this in our fifth Sustainability Report and on our website. As in previous years, we have collected the Global Reporting Initiative G4 performance indicators at all our sites. This enables us to see how we are improving each year and where we still need to do something. All the indicators are presented in this Progress Report 2015-2017.

In 2011, we signed the UN Global Compact. Since then, our company policies adhere to the ten principles for creating a more social and environmentally friendly globalisation. In our Progress Report this year, we have directly compared the Global Reporting Initiative performance indicators and the ten principles of the Global Compact in a table for the first time. In this way, we would like to make both reading and comparability easier.

We are aware that we will not be able to fulfil our objectives and dreams without hard work. And so we will continue to roll up our sleeves, so that we can increasingly become who we want to be.

A handwritten signature in black ink, appearing to read 'Stephan Rötzer', is written on a light-colored background.

With warm regards,
Stephan Rötzer

GRI Indicators and
Global Compact Principles
2015–2016

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
General Standards			
Strategy and Analysis			
G4-1	Statement from CEO about the relevance of sustainability to the organisation	Foreword by Stephan Rötzer, founder and owner of SanLucar	
Organisational Profile			
G4-3	Name of the organisation	SanLucar Fruit S. L., part of the consolidated group SanLucar Fruit S. L. (SanLucar Group)	
G4-4	Primary brands, products and services	Brand SanLucar Others: Sunnyboy, ClemenSweet, SanLucar Taste the Sun, Sunny Berries	
G4-5	Location of the organisation's headquarter	Serra Llarga 24. 46530 Puzol, Spain	
G4-6	Number of countries where the organisation operates	Austria, Ecuador, Germany, Netherlands, South Africa, Spain, Tunisia	
G4-7	Nature of ownership and legal form	SanLucar Fruit S. L.	
G4-8	Markets served	Austria, Belgium, Bulgaria, Canada, China, Czech Republic, Dubai, France, Germany, Hong Kong, Ireland, Italy, Kuwait, Luxembourg, Malaysia, Morocco, Poland, Russia, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland The Netherlands, Tunisia, United Kingdom	
G4-9	Scale of the organisation	Number of employees: Germany: 79; Austria: 65; Spain: 214; Ecuador: 121 (Data 2015-2017); South Africa: 203 (Data 2015-2017); Tunisia: 1,701 Number of products: 77 types of fruits and vegetables	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
G4-10	Number of employees by employment contract and gender.	<p>Germany: 79 total (89.87% permanent) 54 men, 25 women Austria: 65 total (100% permanent) 42 men, 23 women Spain: 214 total Ecuador: 121 total (71.9% permanent) 110 men, 11 women (Data 2015–2017) South Africa: 203 total (13.8% permanent) 120 men, 83 women (Data 2015–2017) Tunisia: 1,701 total (9.4% permanent) 258 men, 1,443 women.</p>	5, 6
G4-11	Report the percentage of total employees covered by collective bargaining agreements	<p>Ecuador: no collective agreements exist. The current labour code of the country is applied. Germany, South Africa: No collective agreements exist. If there is no collective agreement, the Works Council Constitution Act or local Labour legislation is applied. Tunisia: 100% (A collective agreement was signed November 2015). Austria, Spain: 100%.</p>	1, 2, 3
G4-12	Describe the organisation's supply chain	<p>Number of suppliers: 307 Australia, Austria, Argentina, Belgium, Costa Rica, Chile, China, Ecuador, Egypt, France, Germany, Italy, India, Israel, Mexico, Morocco, Netherlands, New Zealand, Peru, Portugal, Spain, South Africa, Sweden, Switzerland, Tunisia, USA, Vietnam</p>	
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	Creation of Fruit to Go in Austria	
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	<p>Integrated Managementsystem is based on: For Quality and Food Safety (FSSC 22000/ ISO 22000, IFS, QS) Production (Global G.A.P.) Work Regulations (SA8000, Global G.A.P. Módulo GRASP)</p>	1, 2, 3, 4, 5, 6

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	We signed the Global Compact of The United Nations	1, 2
G4-16	List memberships of associations	Memberships: UPJ e.V. Deutschland, Global Gap, Sedex, Cluster de Innovación de Envase y Embalaje of the community Valencia, respACT Austria	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Identified Material Aspects and Boundaries			
G4-17	Operational structure of the organisation	All Group companies are included in the consolidated financial statements except: Berry Selections and SanLucar Brands.	
G4-18	Process for defining the report content and the Aspect Boundaries	Based on the results of the CR 2013–2015 survey	
G4-19	All the material Aspects identified in the process for defining report content	Economy, environment, social services: work practices and decent work, human rights, society, product liability	
G4-20	Report whether the Aspect is material within the organisation	Each indicator indicates whether or not this aspect is important for all locations.	
G4-21	Aspect Boundary outside the organisation	The report includes the companies of the SanLucar Group, which are listed in indicator G4-6 and all the essential aspects listed in indicator G4-19. All data is the result of the internal management control.	
G4-22	Effect of any restatements (changes) of information provided in previous reports, and the reasons for such restatements	There has been no changes of the information from the previous sustainability reports	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	The scope of the report has not changed significantly. In case of deviations it is indicated in the corresponding aspect.	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organisation	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-25	Basis for identification and selection of stakeholders with whom to engage	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-26	Organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Report Profile			
G4-28	Reporting period for information provided	Campaign 2015–2016 (fiscal year from July 2015 to June 2016)	
G4-29	Date of most recent previous report	February 2016	
G4-30	Reporting cycle	Every two years	
G4-31	Contact point for questions regarding the report or its contents	communicationcr@sanlucar.com	
G4-32	Table identifying the location of the Standard Disclosures in the report	Table GRI G4	
G4-33	Policy and current practice with regard to seeking external assurance for the report	This report has been verified by the company according to the guidelines GRI Standard, Version G4	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Governance			
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	The Executive Board consists of Stephan Rötzer, Carlos Seguí, Jorge Peris and Michael Brinkmann. The operative management consists of the managers of every single department.	
G4-38	Composition of the highest governance body and its committees	Please refer to indicator G4-34	
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report	Stephan Rötzer, owner and founder, and Michael Brinkmann, CEO	
Ethics and Integrity			
G4-56	Description of values, principles, standards and norms of the organisation, such as codes of conduct or ethical codes	Revision of the Code of Ethics	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Category: Economic			
Economic Performance			
G4-EC1	Direct economic value generated and distributed	€354,249,585.43	
G4-EC4	Financial assistance received from government	<p>Germany, Ecuador, South Africa: No subsidies have been received. Austria: Grant for city taxes: € 13,518. Funding of organisational development and process optimisation: € 540. Tunisia: Subsidy for investment: € 159,029.53, Subvention for operation (CEPEX): € 518,203.63. Spain: Sanlucar Fruit, S. L • IT project: Development of a new global management platform €35,929.73. SanLucar Forschung und Entwicklung, S. L. • R&D project: »Research and development of new varieties of red fruit« €61,960.31. SanLucar Factory, S. L. • R&D project: »Research and development of new varieties of red fruit« €32,295.24. As a result, it has been possible to claim tax benefits of € 130.185.10.</p>	
Market Presence			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<p>Germany: The initial starting rate of pay for men exceeds the local minimum wage by 76 %. Austria: The initial starting rate of pay for women exceeds the local minimum wage by 28%. The initial starting rate of pay for men exceeds the local minimum wage by 128 %. Ecuador: The initial starting rate of pay for women and men corresponds to the local minimum wage (Data 2015-2017). Spain: The initial starting rate of pay for women exceeds the local minimum wage by 87%. The initial starting rate of pay for men exceeds the local minimum wage by 87%. South Africa: The initial starting rate of pay for women and men exceeds the local minimum wage by 4% (Data 2015-2017). Tunisia: The initial starting rate of pay for women and men exceeds the local minimum wage by 14 %</p>	1,6

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	<p>Germany: no data. Austria: SanLucar charity golf tournament (proceeds: €92,450.00), Kinderburgfest (€4,400.00), 4 godchildren (€2,560.00), summer party of the association Pferde Stärken (€500.00), children's run (€1,200.00). Ecuador: sports school d.r.e.a.m.s. (€6,178.7), vacation sports school (€2,514.73), environment-workshop for kids of the community (€138.69) (Data 2015–2017). Spain: El Puchero (€32,044.78). South Africa: Building maintenance (€48,356.00), crafts (€633.47), d.r.e.a.m.s. payments (€274.45), furniture for creche (€355.43), support for the garden (€85.85), photo competition (€95.39), workshops (€8,184.52), taxes for social development (€20,842.71, CAMI (€239.24), expenses for creche (€6,142.88), hospital expenses (€985.90), recreational area (€945.35) (Data 2015–2017). Tunisia: UTAIM (€2,705.01), donations (€446.14), purchase of calves (€1,613.00), sheep breeding (€171.59), Fête de savoir (€7,174.69), donations for staff (€343.19), civil protection (€85.80) donation of the association National Loisirs (€640.39), donation to Ammar Abdallah (€171.59), donation to the National Guard (€343.19) donation to Rotary Tunisia (€686.38), donation for the Hamma party (€343.19), friendly match for the workers of El Hamma (€274.55), Hamma sports (€343.19), Tunisia telephone (€1,457.17)</p>	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	<p>Percentage of local suppliers Austria: 98 % Ecuador: 100 % Germany: 95 % South Africa: 95 % Spain: 100 % Tunisia: 70 %</p>	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Category: Environmental			
Materials			
G4-EN1	Materials by weight or volume	8,038,000 kg	8
Energy			
G4-EN3	Energy consumption within the organisation	Germany: 42,137 m ³ gas, 1,273,356 kWh. Austria: power consumption 867,616 kWh; power production 150,020 kWh. Ecuador: 51,361 kWh; 21,820 gallons of fuel. Spain: no data. South Africa: 1,566,726 kWh; diesel 407,575 l; petrol 24,206.20 l (Data 2015-2017). Tunisia: 1,959.210 kWh; no gas; 33,677.8 l fuel; 1,000 l diesel	8
Water			
G4-EN8	Total water withdrawal by source	Germany: 1,990 m ³ (running water); 12,516 m ³ (rainwater). Austria: 1,012 m ³ . Ecuador: 345,841 m ³ . Spain: 460 m ³ . South Africa: 44,000 l (office), 2,812.156 m ³ (production) (Data 2015-2017). Tunisia: 339,009.456 m ³ for agricultural development; 50 m ³ (office)	8
G4-EN9	Water sources significantly affected by withdrawal of water	There are no affected water sources	8
G4-EN10	Percentage and total volume of water recycled and reused	Spain: no data. Germany: no data. Austria: No recycling or reuse. Ecuador: 0% in the crop because it is an open-air crop; 100% reuse for 1 week during baler. Tunisia: The processing and reuse of irrigation water has been implemented in the water tanks 100% of the cropland. South Africa: No recycling or reuse.	8, 1

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Biodiversity			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of our land is located in protected areas.	8
Emissions			
G4-EN21	NO _x , SO _x , and other significant air emissions	This indicator is not relevant for the SanLucar Group	
Effluents and Waste			
G4-EN22	Total water discharge by quality and destination	Austria: local sewage system. Ecuador: no data. Germany: 1,990 m ³ . South Africa: no data. Spain: The wastewater is discharged into the municipal sewage system. Tunisia: Drainage water from the greenhouses is collected and processed for reuse. The waste water is conducted into a designated channel. There is a cooperation with a national research centre for water technology to reduce and recycle the water which is unusable by means of reverse osmosis.	8
G4-EN23	Total weight of waste by type and disposal method	Germany: Recycling (plastic: 931.02 t; paper: 279.93 t; glass: 21.43 t; wood: 321.12 t). Austria: Recycling (paper: 27,560 kg; residual waste: 37,830 kg; toner: 50 kg. Fluorescent tubes: 1 kg. Batteries: 3 kg) Composting (biological waste: 92,310 kg; green waste: 4,426 kg). Ecuador: Recycling (plastic covers - banana-growing: 12,084 kg; recycling of agricultural chemicals containers: 208 kg; paper: 100 kg) (Data 2015-2017). Spain: Recycling (plastic: 647.08 t; paper: 54.76 t; glass: 9.82 t; batteries and other electronical waste: 21.5 kg). Composting (biological waste: 314.06 t). Back to supplier (Toner: 150 units). South Africa: no data. Tunisia: Recycling (plastic: 32,500 kg; paper: 11,610.5 kg; wood: 62,008 kg; perlite: 14,000 kg; motor oil: 1,000 t; fluorescent tubes: 105 units; biological waste: 3,500 kg)	7, 8

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Products and Services			
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	We are implementing a computer system with which we can monitor this indicator, so far we can not provide any information.	7, 8, 9
Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	7, 8
Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	Our goal is to certify all our fruit transport providers in Europe by 2020. This goal will be implemented during the following campaign. Local staff transport only in Ecuador, South Africa and Tunisia.	7, 8
Overall			
G4-EN31	Total expenses and investments for environment protection differentiated according to protection type	Germany: € 112,013.44 Austria: € 392.450 Ecuador: € 4,775.48 Spain: € 425,332.64 South Africa: € 20,424.81 (Data 2015-2017) Tunisia: € 57,920.55	7, 8, 9

G4 Indicators	Definition	Results of the business year 2015-2016	Principles of the Global Compact
Supplier Environmental Mechanisms			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	100 %	7, 8, 9
Environmental Grievance Mechanisms			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	7, 9

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Category: Social			
Labour Practices and Decent Work			
Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<p>Germany: new contracts: 26; turnover rate: 20.4 %</p> <p>Austria: new contracts: 18; turnover rate: 13.6 %</p> <p>Ecuador: new contracts: 33; turnover rate: 32,4% (Data 2015–2017)</p> <p>Spain: new contracts 54; turnover rate: 8.7 %</p> <p>South Africa: new contracts: 286; turnover rate: 77% (Data 2015–2017)</p> <p>Tunisia: new contracts: 552; turnover rate: 18 %</p>	6
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	<p>Germany: The following benefits are received by both full time employees and part-time and temporary employees: staff sales, presents for special occasions, summer party, Christmas party, entry fee and tricots for the participation in public sports events, free water and coffee for employees</p> <p>Austria: Accident and health insurance for employees with at least part-time employment</p> <p>Ecuador: School scholarships, free transportation and free food for all employees</p> <p>Spain: 50% finance for car hands-free module for people who have frequent calls; 50% finance for internet connection at home for people who need to connect with the office from home; health insurance; childcare; restaurant tickets; discounts with Vodafone; collective life insurance</p> <p>South Africa: Accommodation, pension plans, nursery, mobility possibilities, education, programmes for personal and social development, music, drama and sport classes</p> <p>Tunisia: Bonus for time in company, school scholarships, performance bonus (monthly), subsidised transport.</p>	6

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
G4-LA3	Return to work and retention rates after parental leave, by gender	<p>Germany: Return rate: total: 0 %; retention rate: total: 0 %</p> <p>Austria: No parental leave. Total 0%</p> <p>Spain: Return rate: total: 71 %; women: 62 %; men: 100 %; retention rate: no data.</p> <p>Ecuador: Return rate: total: 0 %, retention rate: total: 0 % (Data 2015-2017)</p> <p>South Africa: return rate: total: 100%, women: 100%, men: 0 %; retention rate: total: 0 %, women: 0 %, men: 0 % (Data 2015–2017)</p> <p>Tunisia: Return rate: total: 100 %, women: 100 %, men: 100 %; retention rate: total: 100 %, women: 100 %, men: 100 %</p>	6
Labour/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	<p>We adhere to collective agreements, local legislation and employment contracts.</p> <p>Germany: In accordance with the employment contract (compliance with the law)</p> <p>Austria: In accordance with austrian law</p> <p>Ecuador: 15 days</p> <p>Spain: Management/middle management: 60 days, technicians: 30 days, administrative staff / workers: 30 days, operators: 15 days</p> <p>South Africa: since 2012/13: Management / middle management: 30 days; technicians: 30 days; operators: 5 days</p> <p>Tunisia: 30 days</p>	1, 3

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Occupational Health and Safety			
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advice on occupational health and safety programmes	<p>Germany: Members of the HACCP team: 4 employees, fire protection assistants: 2 employees</p> <p>Spain: 2.8 % (6 members: 3 employees, 3 from management)</p> <p>Austria: 20 % (1 fire safety officer, 1 fire safety supervisor, 1 safety officer, 8 first aiders, 1 external safety specialist, 1 external occupational physician)</p> <p>Ecuador: 10 % (Data 2015–2017)</p> <p>South Africa: 2.9 % (6 members: 1 from management, 5 employees) (Data 2015–2017)</p> <p>Tunisia: 0.28 % (There is an HSE committee in each farm which comprises: people responsible for health, safety and the environment, 2 employee representatives, a representative of the management, a representative of the administration, the company physician (=5).)</p>	1, 3
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<p>Germany: Accidents with injuries: women 0, men 3. Missed days (with medical certificate): women 107, men 585. Missed days (without medical certificate): women 19, men 37. No deaths</p> <p>Austria: Missed days (with medical certificate): women 88, men 268. No deaths</p> <p>Ecuador: Accidents with injuries: women 0, men 3. Missed days (with medical certificate): women 0, men 151. No deaths (Data 2015–2017)</p> <p>Spain: Accidents with injuries: 2. Missed days (with medical certificate): Missed days (without medical certificate): 31. No deaths</p> <p>South Africa: Accidents with injuries: women 10, men 37. Missed days (with medical certificate): women 0, men 2. No deaths (Data 2015–2017)</p> <p>Tunisia: Accidents with injuries: women 64, men 67. Missed days (with medical certificate): women 774.80; men 641.80. No deaths</p>	1, 3

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	<p>Germany: men: 21.38 hours; women: 21.68 hours Austria: men: 1.7 hours; women: 0.34 hours Ecuador: 8.5 hours per employee Spain: 55 hours per employee South Africa: men: 8.13 hours; women: 1.51 hours (data 2015–2017) Tunisia: men: 13.55 hours, women: 3.87 hours</p>	
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<p>Germany: subject-specific (22 men and 12 women, 152 hours); language courses (9 men and 5 women, 560 hours); E-learning (2 women, 4 hours) Austria: subject-specific (8 men and 2 women, 82 hours) Ecuador: subject-specific (162 participants, 41.5 hours) Spain: subject-specific (31 men and 54 women, 1,850.5 hours); development of leadership skills (23 men and 25 women, 945 hours); dealing with customers and suppliers (8 men and 42 women, 611 hours); individual language courses (5 men and 8 women, 277 hours); group language courses (35 men and 61 women, 6,179 hours) South Africa: management course (9 men, 144 hours); system training (19 men, 304 hours); development of leadership abilities (4 men and 4 women, 100 hours) (Data 2015–2017) Tunisia: labour law training (2 men, 16 hours)</p>	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p>Germany: Number of persons who are part of the company's governance bodies (authorised signatories): 3 men between 30 and 50 years; 1 man older than 50 years; men (director: 2 between 30 and 50 years; 1 older than 50 years). Manager (1 younger than 30 years; 4 between 30 and 50 years; 5 older than 50 years). Women (manager: 2 between 30 and 50 years; 1 older than 50 years). Assistant: 1 between 30 and 50 years. No minorities. Austria: number of persons who are part of the company's governance bodies (authorised signatories): 2 men between 30 and 50 years; 3 men older than 50 years. Men (director: 1 between 30 and 50 years); manager (1 between 30 and 50 years; 3 older than 50 years). Coordinator (2 younger than 30 years; 9 between 30 and 50 years; 3 older than 50 years); 1 with disability. Assistant (5 younger than 30 years; 15 between 30 and 50 years; 3 older than 50 years). Women (coordinator: 1 younger than 30 years; 4 between 30 and 50 years; 1 older than 50 years. Assistant (6 younger than 30 years; 9 between 30 and 50 years; 2 older than 50 years). No minorities. Ecuador: number of persons who are part of the company's governance bodies (authorised signatories): 5 men under 30 years of age; 1 man between 30 and 50 years; 1 man older than 50 years; 1 woman younger than 30 years. Men (manager: 1 between 30 and 50 years). Administrative staff (1 man under 30 years, 4 between 30 and 50 years; 1 older than 50 years). Women (doctor: 1 woman younger than 30 years). Employees with disabilities: 3 men, 1 woman. No minorities. Spain: Number of persons who are part of the company's governance bodies (authorised signatories): 4 men between 30 and 50 years. No minorities. South Africa: Men (Manager: 4 between 30 and 50 years. Coordinator: 10 between 30 and 50 years; women: Manager: 1 between 30 and 50 years; coordinator: 6 younger than 30 years; no minorities (Data 2015-2017). Tunisia: number of persons who are part of the company's governance bodies (authorised signatories): 1 man younger than 30 years; 3 men between 30 and 50 years. Men (director: 1 younger than 30 years; 5 between 30 and 50 years; 1 older than 50 years). Manager (12 between 30 and 50 years; 1 older than 50 years). Assistant (5 between 30 and 50 years). Women (director: 1 between 30 and 50 years; 1 older than 50 years). Manager (7 younger than 30 years; 11 between 30 and 50 years; 1 older than 50 years). Assistant (2 between 30 and 50 years). No minorities.</p>	1, 6

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Payment is determined by function and level of responsibility. Men and women in the same position receive equal pay.	1, 6
Supplier Assessment for Labour Practices			
G4-LA14	Percentage of new suppliers that were screened using Labour practices criteria	100 %	1, 6
Labour Practices Grievance Mechanisms			
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	None	1, 6

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Human Rights			
Investment			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Spain: 1.5 hours per employee Germany, Austria, Ecuador, South Africa, Tunisia: no data	1, 2, 3, 4, 5, 6
Non-discrimination			
G4-HR3	Total number of incidents of discrimination and corrective actions taken	No known incidents of discrimination, child labour or compulsory labour. All indicators used are in accordance with SA8000.	1, 2, 3, 4, 5, 6
Freedom of Association and Collective Bargaining			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	All indicators used are in accordance with SA8000. No known incidents of violation of the freedom of association or the right to negotiate collectively.	1, 2, 3, 4, 5, 6
Child Labour			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	No known incidents of discrimination, child labour or compulsory labour. All indicators used are in accordance with SA8000.	1, 2, 3, 4, 5

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Forced or Compulsory Labour			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	No known incidents of discrimination, child labour or forced labour. All indicators used are in accordance with SA8000.	1, 2, 4, 5
Security Practices			
G4-HR7	Percentage of security personnel trained in the organisation's human right policies or procedures that are relevant to operations	Germany, Austria, Ecuador, Tunisia, South Africa, Spain: No specific training programme for staff of extern companies which are in charge of security performed	1, 2, 3, 4, 5
Indigenous Rights			
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	No known incidents	1, 2, 4
Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	No activities have been carried out.	1, 2, 4

G4 Indicators	Definition	Results of the business year 2015-2016	Principles of the Global Compact
Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	100% All of our supplier audits include ethical, environmental and quality aspects.	1, 2, 4, 5
Human Grievance Mechanisms			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	There were neither complaints nor claims.	1, 2, 4, 5

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Society			
Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	100% in all locations	8, 9
Anti-corruption			
G4-SO4	Communication and training on anti-corruption policies and procedures	<p>Spain: Training on new features in the SanLucar Code of Ethics (Section 10: Anti-Corruption Measures), SA8000 certification and the Global Compact of the United Nations</p> <p>Germany, Austria, Ecuador, South Africa, Tunisia: Communication of corporate policy (corruption control included).</p>	10
Public Policy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	None	
Anti-competitive Behaviour			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	No anti-competitive behaviour or monopoly practices	
Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No sanctions or fines in this respect	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Supplier Assessment for Impacts on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	No data	
Grievance Mechanisms for Impacts on Society			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Germany, Tunisia, South Africa: no data Austria, Ecuador, Spain: no claims	

G4 Indicators	Definition	Results of the business year 2015–2016	Principles of the Global Compact
Product Responsibility			
Customer Health and Safety			
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	No incidents	1
Product and Service Labelling			
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	100% of the products are subjects of the required information. Regulated, among other things, by the norms and the labelling specifications EU 543/2011 or UNECE 2011 and EU 1169/2011. Also by the certifications IFS, QS, ISO 9001 and the current regulations.	
G4-PR5	Results of surveys measuring customer satisfaction	We measure both the satisfaction of our customers and the satisfaction of our suppliers, since we consider it essential that both parties are satisfied with our daily work. Customer satisfaction: 8.20 / 10. Supplier satisfaction: 8.09 / 10.	
Marketing Communications			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	There were no known incidents.	

G4 Indicators	Definition	Results of the business year 2015-2016	Principles of the Global Compact
Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No incidents occurred during the reporting period.	1
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No data	

GRI-Indicators and
Global Compact Principles
2016–2017

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
General Standards			
Strategy and Analysis			
G4-1	Statement from CEO about the relevance of sustainability to the organisation	Foreword by Stephan Rötzer, founder and owner of SanLucar.	
Organisational Profile			
G4-3	Name of the organisation	SanLucar Fruit S. L., part of the consolidated group SanLucar Fruit S. L. (SanLucar Group)	
G4-4	Primary brands, products and services	Brand SanLucar. Others: Sunnyboy, ClemenSweet, Sunny Berries	
G4-5	Location of the organisation's headquarter	Serra Llarga 24. 46530 Puzol, Spain	
G4-6	Number of countries where the organisation operates	Austria, Ecuador, Germany, Netherlands, South Africa, Spain, Tunisia	
G4-7	Nature of ownership and legal form	SanLucar Fruit S. L.	
G4-8	Markets served	Austria, Belgium, Canada, Chile, China, Czech Republic, Dubai, France, Germany, Hong Kong, Indonesia, Ireland, Italy, Jordan, Luxembourg, Malaysia, Morocco, Poland, Qatar, Russia, Saudi Arabia, Singapore, Slovakia, Spain, The Netherlands, Tunisia, United Kingdom	
G4-9	Scale of the organisation	Number of employees: Germany: 84, Austria: 77, Spain: 247, Ecuador: 121 (Data 2015–2017), South Africa: 203; Tunisia: 1,728 Number of products: 75 types of fruits and vegetables	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
G4-10	Number of employees by employment contract and gender; total number of permanent employees by employment type and gender; total workforce by region and gender, number of legally recognized as self-employed, any significant variations in employment numbers	<p>Germany: 84 total (89.28% permanent) 55 men, 29 women Austria: 77 total (100% permanent) 46 men, 31 women Spain: 247 total (85.83% permanent) 119 men, 128 women Ecuador: 121 total (71.90% permanent) 110 men, 11 women (Data 2015–2017) South Africa: 203 total (13.80% permanent) 120 men, 83 women (Data 2015–2017) Tunisia: 1.728 total (17.70% permanent) 298 men, 1430 women</p>	5, 6
G4-11	Report the percentage of total employees covered by collective bargaining agreements	<p>Ecuador: collective bargaining agreements. The current labour law of the country is applied Germany, South Africa: no collective bargaining agreements. If there is no collective bargaining agreement, the Works Council Constitution Act or local labour legislation is applied Austria, Spain, Tunisia: 100%</p>	1, 2, 3
G4-12	Describe the organisation's supply chain	<p>Number of suppliers: 316</p> <p>Argentina, Australia, Austria, Belgium, Chile, China, Costa Rica, Ecuador, Egypt, France, Germany, India, Israel, Italy, Peru, Portugal, South Africa, Spain, Sweden, Switzerland, Tunisia, Netherlands, New Zealand, Mexico, Morocco, USA and Vietnam.</p>	
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	Merger of SanLucar Fruit Import GmbH and SanLucar Vertrieb Deutschland GmbH	
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	<p>Integrated Managementsystem is based on:</p> <ul style="list-style-type: none"> for Quality and Food Safety (FSSC 22000/ ISO 22000, IFS, QS) Production (Global G.A.P.) Work Regulations (SA8000, Global G.A.P. Módulo GRASP) Medio Ambiente (Rainforest Alliance) 	1, 2, 3, 4, 5, 6

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	We signed the Global Compact of The United Nations. The SanLucar Code of Ethics was updated.	1, 2
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues	Memberships: UPJ e.V. Deutschland, Global Gap, Sedex, Cluster de Innovación de Envase y Embalaje of the community Valencia, respACT Austria	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Identified Material Aspects and Boundaries			
G4-17	Operational structure of the organisation	All Group companies are included in the consolidated financial statements except: Berry Selections and SanLucar Brands.	
G4-18	Process for defining the report content and the Aspect Boundaries	Based on the results of the CR 2013–2015 survey	
G4-19	All the material Aspects identified in the process for defining report content	Economy, environment, social services: work practices and decent work, human rights, society, product liability	
G4-20	Report whether the Aspect is material within the organisation	Each indicator indicates whether or not this aspect is important for all locations.	
G4-21	Aspect Boundary outside the organisation	The report includes the companies of the SanLucar Group, which are listed in indicator G4-6 and all the essential aspects which are listed in indicator G4-19. All data is the result of the internal management control.	
G4-22	Effect of any restatements (changes) of information provided in previous reports, and the reasons for such restatements	There have been no changes to the information from the previous sustainability reports.	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	The scope of the report has not changed significantly. In the event of deviations, this is indicated in the corresponding aspect.	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organisation	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-25	Basis for identification and selection of stakeholders with whom to engage	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-26	Organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Use of the materiality results from March 2014 with the following stakeholders: employees, customers, suppliers, consumers, organisations	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Report Profile			
G4-28	Reporting period for information provided	Campaign 2016–2017 (fiscal year from July 2016 to June 2017)	
G4-29	Date of most recent previous report	February 2016	
G4-30	Reporting cycle	Every two years	
G4-31	Contact point for questions regarding the report or its contents	communicationcr@sanlucar.com	
G4-32	Table identifying the location of the Standard Disclosures in the report	Table GRI G4	
G4-33	Policy and current practice with regard to seeking external assurance for the report	This report has been verified by the company according to the guidelines GRI Standard, Version G4	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Governance			
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	The Executive Board consists of Stephan Rötzer, Carlos Seguí, Jorge Peris and Michael Brinkmann. The operative management consists of the managers of every single department.	
G4-38	Composition of the highest governance body and its committees	Please refer to indicator G4-34	
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered	Stephan Rötzer, owner and founder and, Michael Brinkmann, CEO	
Ethics and Integrity			
G4-56	Description of values, principles, standards and norms of the organisation, such as codes of conduct or ethical codes	Revision of the Code of Ethics and Integrated Policy. Development of the 5 corporate values within the »The Nature of SanLucar« programme: Performance Orientation, Partnership, Innovation Spirit, Drive for Learning, Commitment.	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Category: Economic			
Economic Performance			
G4-EC1	Direct economic value generated and distributed	€386,197,882.74	
G4-EC4	Financial assistance received from government	<p>Germany, Ecuador, Spain, South Africa: No subsidies have been received.</p> <p>Austria: Research bonus: €26.186. Grant for city taxes: €16.429. Funding for new buildings and investments: €44.410. Funding for trainees: €714</p> <p>Tunisia: Subsidy for investment: €98,856.10. Subsidy for operation (CEPEX): €407,536.07</p>	
Market Presence			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<p>Germany: The initial starting rate of pay for women exceeds the local minimum wage by 80%. The initial starting rate of pay for men exceeds the local minimum wage by 59%.</p> <p>Austria: The initial starting rate of pay for women exceeds the local minimum wage by 28%. The initial starting rate of pay for men exceeds the local minimum wage by 93%.</p> <p>Ecuador: The initial starting rate of pay for women and men corresponds to the local minimum wage</p> <p>Spain: The initial starting rate of pay for women exceeds the local minimum wage by 97%. The initial starting rate of pay for men exceeds the local minimum wage by 65%.</p> <p>South Africa: The initial starting rate of pay for women and men exceeds the local minimum wage by 4%</p> <p>Tunisia: The initial starting rate of pay for women and men exceeds the local minimum wage by 20%</p>	1,6

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	<p>Germany: no data. Austria: SanLucar charity golf tournament (proceeds: €80,820), 4 godchildren (€2,560), summer party of the association Pferde Stärken (€300), groundbreaking of the association Pferde Stärken (€160), children's run (€1,200)</p> <p>Spain: Huerto Social (€708.21), El Puchero (€18,963.30). Ecuador: sports school d.r.e.a.m.s. (€6,178.70), vacation sports school (€2,514.73), environment workshop for kids of the community (€138.69). South Africa: Building maintenance (€48,356), crafts (€633.47), d.r.e.a.m.s. payments (€274.45), furniture for creche (€355.43), support for the garden (€85.85), photo competition (€95.39), workshops (€8,184.52), taxes for social development (€20,842.71), CAMI (€239.24), expenses for creche (€6,142.88), hospital expenses (€985.90), recreational area (€945.35) (Data 2015–2017). Tunisia: donation delegation (€1,990.49), school materials (€2,296.61), sports (€1,008.97), donation for an agricultural association (€343.19), community donation (€343.19), donation for the Hamma party (€428.99), school renovation (€15,699.14), Fête de savoir (€9,134.86), donation for the staff during Ramadan (€14,007.91), farewell party for the people who retire (€205.91), rent for a football field (€480.46), celebration of the end of plantation (€1,098.20), sports clothes (€1,187.09), fundraising campaign (€144.14), collaboration with a NGO (€1,080.70), UTAIM (€20,019.87)</p>	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	<p>Percentage of local suppliers</p> <p>Austria: 98 %</p> <p>Ecuador: 100 %</p> <p>Germany: 95 %</p> <p>South Africa: 95 %</p> <p>Spain: 100 %</p> <p>Tunisia: 70 %</p>	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Category: Environmental			
Materials			
G4-EN1	Materials by weight or volume	9,305,288 kg	8
Energy			
G4-EN3	Energy consumption within the organisation	Austria: Power consumption 1,369,346 kWh. Power production 114,825 kWh. Ecuador: 41,537 kWh; 20,426 gallons of fuel. Germany: 44,980 m ³ gas, 1,201,498 kWh. Spain: 726,245.92 kWh. South Africa: 1,566,726 kWh; diesel 407.575 l; petrol 24,206.20 l. Tunisia: 3,250,138 kWh; no gas; 30.647.435 l fuel; 20.262 l diesel	8
Water			
G4-EN8	Total water withdrawal by source	Germany: 2,076 m ³ (running water); 12,516 m ³ (rainwater) Austria: 1,106 m ³ Ecuador: 301,076 m ³ Spain: 464 m ³ South Africa: 44,000 l (office), 2,812,156 m ³ (production) Tunisia: 246,666.409 m ³ for agricultural development; 52 m ³ (office)	8
G4-EN9	Water sources significantly affected by withdrawal of water	There are no affected water sources.	8
G4-EN10	Percentage and total volume of water recycled and reused	Spain: No data. Germany: No data. Austria: No recycling or reuse. Ecuador: 0% in the crop because it is an open-air crop; 100% reuse for 1 week in the water tanks. Tunisia: The processing and reuse of irrigation water has been implemented on 100% of the cropland. South Africa: No recycling or reuse.	8, 1

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Biodiversity			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of our land is located in protected areas.	8
Emissions			
G4-EN21	NOx, SOx, and other significant air emissions	This indicator is not relevant for the SanLucar Group	
Effluents and Waste			
G4-EN22	Total water discharge by quality and destination	Austria: local sewage system. Ecuador: no data. Germany: 2,076 m ³ . South Africa: no data. Spain: The wastewater is discharged into the municipal sewage system. Tunisia: Drainage water from the greenhouses is collected and processed for reuse. The waste water is conducted into a designated channel. There is a cooperation with a national research centre for water technology to reduce.	8
G4-EN23	Total weight of waste by type and disposal method	Germany: Recycling (plastic: 915.23 t; paper: 307.73 t; glass: 40.43 t; wood: 215.80 t). Austria: Recycling (paper: 29,830 kg; residual waste: 32,908 kg; toner: 50 kg; Fluorescent tubes: 1 kg; batteries: 3 kg; glass: 188 kg; wood: 3,300 kg). Composting (biological waste: 112,210 kg, green waste: 3,420 kg). Ecuador: Recycling (plastic covers - banana-growing: 12,084 kg; recycling of agricultural chemicals containers: 208 kg; paper: 100 kg). Back to supplier (plastic covers - banana-growing: 22,600 kg; banana plants: 5,372 kg). Spain: Recycling (plastic: 653.74 t; paper: 118.98 t; glass: 8.68 t; batteries and other electronical waste: 102 kg). Composting (biological waste: 204.15 t). Back to supplier (toners: 150 units). South Africa: no data. Tunisia: Recycling (plastic: 72,644 kg; paper: 12,187 kg; glass: 12 kg; wood: 168,346 kg; perlite: 11,200 kg; metal: 28,382 kg; motor oil: 1,000 l; toners: 179 units; fluorescent tubes: 94 units; batteries: 75 units; biological waste: 1,862,352 kg); non recyclable materials (6,600 kg)	7, 8

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Products and Services			
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	We are implementing a computer system with which we can monitor this indicator, so far we can not provide any information.	7, 8, 9
Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	7, 8
Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	56% of our transport partners in Europe are environmentally certified. Local staff transport only in Ecuador, South Africa and Tunisia.	7, 8
Overall			
G4-EN31	Total expenses and investments for environment protection differentiated according to protection type	Germany: 146,677.00 € Austria: 380,008.00 € Ecuador: 14,669.26 € Spain: 409,474.37 € South Africa: 20,424.81 € Tunisia: 75,042.70 €	7, 8, 9

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Supplier Environmental Mechanisms			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	100 %	7, 8, 9
Environmental Grievance Mechanisms			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	7, 9

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Category: Social			
Labour Practices and Decent Work			
Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<p>Germany: 13 new contracts; 11.00 % turnover rate</p> <p>Austria: 20 new contracts; 11.3 % turnover rate</p> <p>Ecuador: 33 new contracts; 32.4 % turnover rate (Data 2015–2017)</p> <p>Spain: 44 new contracts; 9.5 % turnover rate</p> <p>South Africa: 286 new contracts; 77 % turnover rate (Data 2015–2017)</p> <p>Tunisia: 379 new contracts; 48 % turnover rate</p>	6
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	<p>Germany: The following benefits are received by both full time employees and part-time and temporary employees: Personal sales, presents for special occasions, summer party, Christmas party, entry staff sales and tricots for the participation in public sports events, free water and coffee for employees</p> <p>Austria: Accident and health insurance for employees with at least part-time employment</p> <p>Ecuador: School scholarships, free transportation and free food for all employees</p> <p>Spain: 50% finance for car hands-free module for people who have frequent calls. 50% finance for internet connection at home for people who need to connect with the office from home; health insurance; childcare; restaurant tickets; discounts with Vodafone; collective life insurance</p> <p>South Africa: Accommodation, pension plans, nursery, mobility possibilities, education, programmes for personal and social development, music, drama and sport classes</p> <p>Tunisia: Bonuses for time in company, school scholarships, performance bonus (monthly), transportation allowance</p>	6

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
G4-LA3	Return to work and retention rates after parental leave, by gender	<p>Germany: Return rate: total: 0 % retention rate: Total: 0 %</p> <p>Austria: No parental leave: Total: 0 % retention rate: Total: 0 %</p> <p>Spain: Return rate: Total: 100 %, women: 100 %, men: 100 % retention rate: Total: 76 %, women: 85 %, men: 50 %</p> <p>Ecuador: return rate: Total: 0 % retention rate: Total: 0 % (Data 2015–2017)</p> <p>South Africa: return rate: Total: 100 %, women: 100 %, men: 0 % retention rate: Total: 0 %, women: 0 %, men: 0 %</p> <p>Tunisia: return rate: Total: 100 %, women: 100 %, men: 100 % retention rate: Total: 100 %, women: 100 %, men: 100 %</p>	6
Labour/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	<p>Germany: In accordance with the employment contract (compliance with the law)</p> <p>Austria: In accordance with austrian law</p> <p>Ecuador: 15 days</p> <p>Spain: Management/middle management: 60 days, technicians: 30 days, administrative staff / workers: 30 days, operators: 15 days</p> <p>South Africa: since 2012/13: Management / middle management: 30 days; technicians: 30 days; operators: 5 days</p> <p>Tunisia: 30 days</p>	1, 3

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Occupational Health and Safety			
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advice on occupational health and safety programmes	<p>Germany: Members of the HACCP Team: 4 employees, fire protection assistants: 2 employees</p> <p>Spain: 2.4% (6 members: 3 employees, 3 from management)</p> <p>Austria: 17% (1 fire safety officer, 1 fire safety supervisor, 1 safety officer, 8 first aiders, 1 external safety specialist, 1 external occupational physician)</p> <p>Ecuador: 10%</p> <p>South Africa: 2.9% (6 members: 1 from management, 5 employees) (Data 2015–2017)</p> <p>Tunisia: 0.29% (There is an HSE committee in each farm which comprises: people responsible for health, safety and the environment, 2 employee representatives, a representative of the management, a representative of the administration, the company physician (=5).)</p>	1, 3
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<p>Germany: Accidents with injuries: women 3, men 1 Missed days (with medical certificate): women 120, men 913.50. Missed days (without medical certificate): women 21.50, men 28.50. Deaths: women 0, men 1</p> <p>Austria: Missed days (with medical certificate): women 141, men 481. No deaths</p> <p>Ecuador: Accidents with injuries: women 0, men 3. Missed days (with medical certificate): women 0, men 151. No deaths</p> <p>Spain: Accidents with injuries: 4. Missed days (with medical certificate): 1,155. Missed days (without medical certificate): 33. No deaths</p> <p>South Africa: Accidents with injuries: women 10, men 37. Missed days (with medical certificate): women 0, men 2. No deaths</p> <p>Tunisia: Accidents with injuries: women 66, men 56. Missed days (with medical certificate): women 568; men 584. No deaths</p>	1, 3

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Training and Education			
G4-LA9	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<p>Germany: men: 14.6 hours; women: 11.24 hours Austria: men: 3.02 hours; women: 2.03 hours Ecuador: 8.80 hours per employee Spain: men: 40.20 hours; women: 52.81 hours South Africa: men: 8.13 hours; women: 1.51 hours Tunisia: men: 111.24 hours, women: 9.19 hours</p>	
G4-LA10	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p>Germany: subject-specific (12 men and 7 women, 153 hours); language courses (8 men and 3 women, 530 hours); e-learning (3 women, 6 hours) Austria: subject-specific (25 men and 22 women, 74.25 hours) Ecuador: subject-specific (92 participants 60.50 hours) Spain: technical basics training (11 men and 6 women, 210 hours), subject-specific (12 men and 21 women, 779 hours); effective teamwork (22 men and 46 women, 369 hours); dealing with customers and suppliers (3 men and 21 women, 129 hours); individual language courses (8 men and 3 women, 332 hours); Group language courses (51 men and 73 women, 7432 hours) South Africa: management Course (9 men, 144 hours); system training (19 men, 304 hours); development of leadership abilities (4 men and 4 women, 100 hours) (Data 2015–2017) Tunisia: labour law Training (2 men, 16 hours); management Course (21 men and 6 women, 216 hours); language courses (7 men and 8 women, 120 hours)</p>	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and break-down of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p>Germany: Number of persons who are part of the company's governance bodies (authorised signatories): 3 men between 30 and 50 years; 1 man older than 50 years. Men: Director: 2 between 30 and 50 years; 1 older than 50 years. Manager: 1 younger than 30 years; 4 between 30 and 50 years; 5 older than 50 years. Women: Manager: 2 between 30 and 50 years; 1 older than 50 years. Assistant: 1 between 30 and 50 years. No minorities. Austria: number of persons who are part of the company's governance bodies (authorised signatories): 2 men between 30 and 50 years; 3 men older than 50 years. Men: Director: 1 between 30 and 50 years. Manager: 1 between 30 and 50 years; 3 older than 50 years Coordinator: 2 younger than 30 years; 9 between 30 and 50 years; 3 older than 50 years; 1 with disability. Assistant: 8 younger than 30 years; 17 between 30 and 50 years; 3 older than 50 years. Women: Coordinator: 2 younger than 30 years; 5 between 30 and 50 years; 1 older than 50 years. Assistant: 13 younger than 30 years; 8 between 30 and 50 years; 2 older than 50 years. No minorities. Ecuador: number of persons who are part of the company's governance bodies (authorised signatories): 5 men under 30 years; 1 man between 30 and 50 years; 1 man older than 50 years; 1 woman younger than 30 years. Men: Manager: 1 between 30 and 50 years. Administrative staff: 1 under 30 years, 4 between 30 and 50 years; 1 older than 50 years. Women: Doctor: 1 younger than 30 years. Workers: 1 with disability. No minorities. Spain: Number of persons who are part of the company's governance bodies (authorised signatories): 4 men between 30 and 50 years. Men: Director: 11 between 30 and 50 years; 3 older than 50 years. Manager: 8 between 30 and 50 years; 2 older than 50 years, 1 with disability. Coordinator: 20 younger than 30 years; 51 between 30 and 50 years; 4 older than 50 years. Assistant: 10 younger than 30 years; 10 between 30 and 50 years; 1 older than 50 years; 1 with disability. Women: Director: 2 between 30 and 50 years. Manager: 17 between 30 and 50 years; 1 older than 50 years. Coordinator: 17 younger than 30 years; 64 between 30 and 50 years; 4 older than 50 years; 3 with disabilities. Assistant: 14 younger than 30 years; 3 between 30 and 50 years. No minorities. South Africa: Men: Manager 4 between 30 and 50 years. Coordinator: 10 between 30 and 50 years. Women: Manager: 1 between 30 and 50 years. Coordinator: 6 younger than 30 years. No minorities. Tunisia: Men: Director: 6 between 30 and 50 years; 1 older than 50 years. Manager: 13 between 30 and 50 years. Women: Director: 1 between 30 and 50 years. Manager: 12 younger than 30 years. No minorities</p>	1, 6

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Payment is determined by function and level of responsibility. Men and women in the same position receive equal pay.	1, 6
Supplier Assessment for Labour Practices			
G4-LA14	Percentage of new suppliers that were screened using Labour practices criteria	100 %	1, 6
Labour Practices Grievance Mechanisms			
G4-LA16	Number of grievances about Labour practices filed, addressed, and resolved through formal grievance mechanisms	None	1, 6

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Human Rights			
Investment			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Spain: 1.5 hours per employee Germany, Austria, Ecuador, South Africa, Tunisia: no data	1, 2, 3, 4, 5, 6
Non-discrimination			
G4-HR3	Total number of incidents of discrimination and corrective actions taken	No known incidents of discrimination, child labour or forced labour. All indicators used are in accordance with SA8000.	1, 2, 3, 4, 5, 6
Freedom of Association and Collective Bargaining			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	No known incidents of violation of the freedom of association or the right to negotiate collectively. All indicators used are in accordance with SA8000.	1, 2, 3, 4, 5, 6
Child Labour			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	No known incidents of discrimination, child labour or forced labour. All indicators used are in accordance with SA8000.	1, 2, 3, 4, 5

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Forced or Compulsory Labour			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory Labour, and measures to contribute to the elimination of all forms of forced or compulsory Labour	No known incidents of discrimination, child labour or forced labour. All this are indicators according to the SA8000.	1, 2, 4, 5
Security Practices			
G4-HR7	Percentage of security personnel trained in the organisation's human right policies or procedures that are relevant to operations	Germany, Austria, Ecuador, Tunisia, South Africa, Spain: no specific training programme for staff of extern companies which are in charge of security performed.	1, 2, 3, 4, 5
Indigenous Rights			
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	No known incidents	1, 2, 4
Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	No activities have been carried out.	1, 2, 4

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	100% All of our supplier audits include ethical, environmental and quality aspects.	1, 2, 4, 5
Human Grievance Mechanisms			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	There were neither complaints nor claims.	1, 2, 4, 5

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Society			
Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	100% in all locations	8, 9
Anti-corruption			
G4-SO4	Communication and training on anti-corruption policies and procedures	Spain: Training courses for all employees, both new and old, on the SanLucar Code of Ethics (Section 10: Anti-Corruption Measures), SA8000 certification and the Global Compact of the United Nations. Germany, Austria, Ecuador, South Africa, Tunisia: Communication of corporate policy (corruption control included)	10
Public Policy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	None	
Anti-competitive Behaviour			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	No anti-competitive behaviour or monopoly practices	
Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No sanctions or fines in this respect	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Supplier Assessment for Impacts on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	No data	
Grievance Mechanisms for Impacts on Society			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Germany, Tunisia, South Africa: no data Austria, Ecuador, Spain: no claims	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Product Responsibility			
Customer Health and Safety			
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	No incidents	1
Product and Service Labelling			
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	100% of the products are subjects of the required information. Regulated, among other things, by the norms and the labelling specifications EU 543/2011 or UNECE 2011 and EU 1169/2011. Also by the certifications IFS, QS, ISO 9001 and the current regulations.	
G4-PR5	Results of surveys measuring customer satisfaction	The information is currently unavailable. In the next few weeks, our Quality department will collect data.	
Marketing Communications			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	There were no known incidents.	

G4 Indicators	Definition	Results of the business year 2016–2017	Principles of the Global Compact
Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No incidents occurred during the reporting period	1
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision the provision and use of products and services	No data	



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