



**2022 United Nation Global
Compact
COMMUNICATION ON
PROGRESS**

July 2021 – August 2022



STATEMENT BY THE GENERAL MANAGER



Leales, 09 de Agosto de 2022

A nuestras partes interesadas:

Me complace confirmar que SA Veracruz reafirma su respaldo a los Diez principios del Pacto Mundial de las Naciones Unidas en las áreas de los derechos humanos, el trabajo, el medioambiente y la anticorrupción.

En esta Comunicación de progreso anual, COP, describimos nuestras acciones para mejorar continuamente la integración del Pacto Mundial y sus principios a nuestra estrategia de negocios, cultura y operaciones diarias. También nos comprometemos a compartir esta información con nuestras partes interesadas a través de nuestros principales canales de comunicación.

Atentamente,



JORGE SELEME

DIRECTOR

S.A. VERACRUZ



The people who are part of the company are essential to carry out the daily activity and achieve the organizational objectives.

Without Human Resources it is impossible for the company to survive, and that is the starting point on the basis of which we develop the HUMAN RESOURCES POLICIES.

It is always necessary, moreover, that the collaborators share the company's Values, and work in accordance with them, in order to reach, together, to achieve the general goals and also do it in the best way.

Our Human Resources Policies establish the guidelines and protocols for action and behavior with respect to all the people involved in each of the processes, outlining minimum and universal standards with respect to all the company's resources.

All our Policies are aimed at guiding how the different tasks and activities within the company should be carried out, and serve as support to solve the different problems or unforeseen events that may arise at a given time. Fundamentally, these policies are aimed at compliance with all Labor Legislation as a priority, and being this a company with multiple activities and, therefore, with various Collective Bargaining Agreements, we must adapt the application of all the regulations, the Hiring modalities, the Settlement of Salaries and all the comprehensive management of people in each sector and their own needs and particularities.

In relation to the incorporation of personnel through selection processes and internal promotion or career plans for our own staff, the Processes are fully Standardized and pre-established, so that they are clear, clean processes that foster healthy competition.

Regarding the Remuneration policy, it is also regulated and is adequate and periodically reviewed. There are also procedures for queries and claims of any kind by employees, establishing deadlines for their resolution or to receive a refund of what has been observed.

Safety and Hygiene

A priority aspect of the management of S&H of SA VERACRUZ, is the health care and safety of all workers in each of the company's establishments, as business units.

Our Hygiene and Safety policy is based on the following principles:

- *Comply with the laws and regulations issued by the competent authority on occupational hygiene and safety*
- *Accompany the continuous improvement of the activity, involving each member of the company in the management of health care, risk prevention and safety at work*
- *Preparation of accident statistics, considering frequency and severity rates*
- *Investigate work accidents taking corrective measures to avoid their repetition*
- *Provide workers with all the personal protection elements necessary for their tasks.*

Our Hygiene and Safety team is dedicated to the application of measures, the measurement of accident rates and the development of the necessary activities for the prevention of risks of professional illnesses and accidents derived from work. Among its activities are:

- Delivery of personal protection elements.
- Awareness campaigns and staff information about Covid-19.
- Training and induction for incoming staff.

In addition, they work on the identification of the main risks in the different establishments of the company, in matters related to:

- Safe handling of equipment that works with ammonia,
- Physical and environmental risks.
- Safe handling of forklifts in packaging - industry.
- Risks of entrapment in machinery.

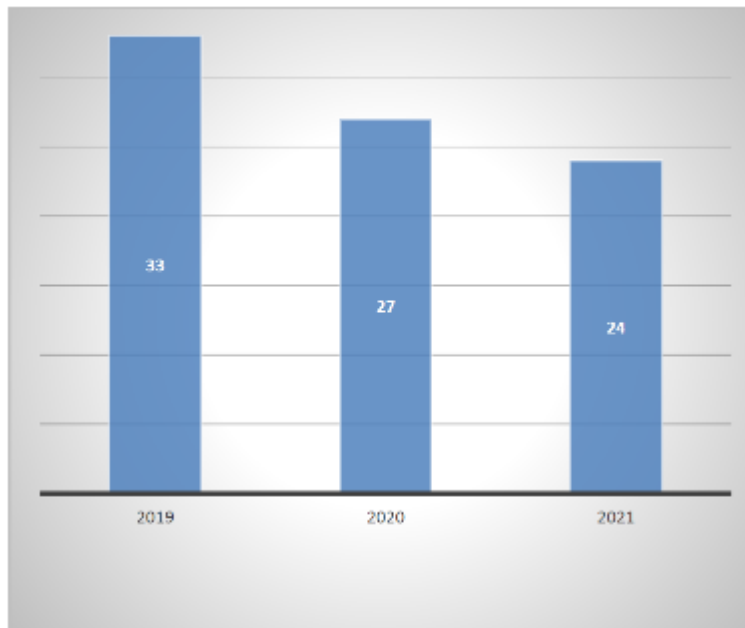
Part of the task of the Department of Hygiene and Safety consists of eliminating, mitigating or reducing the probability that the company's collaborators will be affected by various risks to which they are exposed. In order to ensure the safety of the personnel, a training program is carried out annually with topics related to:

- Defensive vehicle driving
- Training of the emergency response brigade in fire fighting, use of autonomous breathing equipment and response to emergencies with ammonia
- Electric risk
- Safe handling of chemicals
- 1st aid by the company's medical professional.

We focus on creating safe work environments for our employees.

This responsibility drives us every day to generate a preventive culture that encourages compliance with the obligations and commitment of each one, with the ultimate goal of allowing us all to return to our homes healthy and safe.

EVOLUCION DE ACCIDENTABILIDAD



Accident rate

LAST 12 MONTHS INDICATORS	
<i>number of accidents</i>	22
<i>Average number of workers</i>	499
<i>TACC (Number of accidents/average number of workers *100)</i>	4.81
<i>Incidence rate (Number of accidents with sick leave/average number of workers *100)</i>	30.05

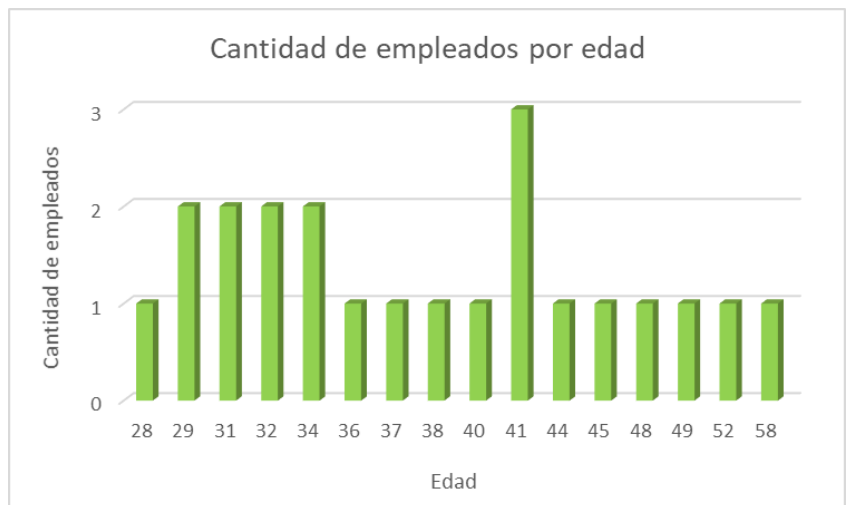


Human Resources

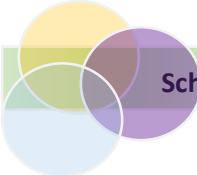
For our company, the following premises are important to guarantee a healthy and decent work environment that allows the development of our people, that is why:

- We guarantee that the company does not participate in any form of forced or compulsory labor practices.
- Our employees are free to join the union
- Our employees receive a series of benefits, some of which are for special dates such as Children's Day, Father's Day, Mother's Day, etc.
- Our employees enjoy health coverage

We guarantee that children do not work, since we respect the hiring age declared in the laws of incumbency, being the same 18 years and older. We work hard on the Prohibition of Child Labor, on taking action and control measures to prevent it and raise awareness about it as well.



- There is a mechanism for receiving complaints and/or claims
- We have a complaints reception box
- We abolish any manifestation of verbal, physical or psychological violence
- Salaries are paid in accordance with the provisions of current legislation



School Internship Program:

Knowing how difficult job placement is currently for young people, it is the company's policy to work with Internships and Professionalization Practices for both high school students (from Technical Education Schools) and for University or Tertiary students of the different disciplines.

High school and university interns have the opportunity to learn about the activity, training them in skills and knowledge, tools to start building their experience and their CV.

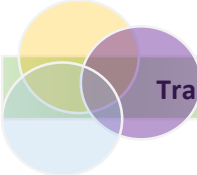


Work environment

In areas where we were able to detect a strong presence of women in a situation of social vulnerability, we work giving support and providing help channels to guide them and so that they know where to go in case of need, even accompanying them in this process if necessary.

In industry we have female personnel who are working in the operational area, who work as equals with their male counterparts. With this, the company is training both men and women with the same learning opportunities, promoting qualified operational positions, especially for women.





Trainings in the community

We started a program for the Implementation of the 17 SDGs in the Classroom, at the Agrotechnical Institute of Lules. An introductory training was given on the subject of the SDGs and from there the boys choose an SDG to work on and develop it to present it later as the year's final project.

With this action, the company promotes the work of the SDGs in the classroom, and the children and the school develop joint work through collective reflection and teamwork, developing the theme as the final project of the year.

We are aligned with this activity, working on SDG 4 (Quality education) through the transfer of knowledge and training of our community and SDG 17 (Strategic alliances with the institution).



In this same line, the company develops activities and training initiatives to achieve environmental awareness in the community, promoting a space for dialogue with our stakeholders.



In Veracruz we have a primary commitment to the environment and continuous improvement is a motto that is practiced every day. In the development of our activities, a fundamental aspect, within the company's business strategy, is the contribution to the conservation of natural resources and sustainable development.

In order to meet our sustainability objective, we have developed and implemented different actions in line with the 17 United Nations SDGs and the 10 principles of the Global Compact.

The company's sustainability plan is based on a transversal program throughout the organization that is based on two fundamental pillars: Caring for the environment and its relationship with the community, thus establishing the line to follow.

The concept is based on the development of our activities, in a way that respects the environment, also focused on socially fair development. These being the basic pillars of the company's plan.

The company has an environmental policy that establishes the company's commitment to carry out its production in a sustainable manner, respecting the environment.

The company has a waste management system in all its facilities, which is disseminated through training to all staff.

The waste management system contemplates the separation of waste according to its type and origin and subsequently sends it to final disposal or recycling with operators duly authorized by the competent authority.

In relation to recyclable waste, we separate plastics, cardboard and scrap.

The cardboard and plastic generated in the factory were sent for recycling. In total during 2021 the following were arranged:

CARDBOARD	7.16 tons
PLASTIC	6.72 tons





As an industrial company, we are aligned with a work and relationship approach throughout the supply chain, where sustainability is the future of economic and agri-food development.

As stated in the 2030 Agenda, one of its main objectives is to combat climate change and promote the defense of the environment.

That is why we are currently working together with ANOCA and the EEAOC on a project to calculate the carbon footprint by product of our industrial products: lemon juice and lemon essential oil.

This is the beginning of a process in which the company commits to:

- Promote the calculation and reduction of its environmental footprint,
- And it will generate a main indicator that will serve to quantify the greenhouse gases generated throughout the supply chain.

Work with producers to improve and promote sustainable agriculture

Our Plant was certified as an "Organic Processing Plant", complying with the standards established to process organic lemons, free of pesticides and herbicides.

- We are working with our fruit suppliers (producers) accompanying them in organic production,
- We support them to achieve the necessary standards for sustainable and ecological production in order to achieve quality products that customers around the world require.
- We minimize human impact on the environment and operate as naturally as possible
- We invest in a change in our practices and processes



Industrial Effluent Management:

It should be noted that 100% of the effluent generated in production is used to irrigate the company's own fields near the factory. This practice is fully supported by resolution 013 of the Secretary of State for the Environment of the province of Tucuman, which establishes the guidelines and parameters for the irrigation of fields with conditioned effluent.

Our industrial plant has a Laboratory which is equipped and conditioned to carry out routine measurements that serve as a control panel to closely monitor the quality of the generated source. The measurements and the frequency with which said laboratory performs the determinations of controls are as follows:

<i>Analysis</i>	<i>Analysis frequency</i>	<i>Sampling point</i>
COD	Weekly	Pool and Irrigation Outlet
CE	Weekly	Pool and Irrigation Outlet
pH	Weekly	Pool and Irrigation Outlet
T	Weekly	Pool and Irrigation Outlet





At Veracruz we are committed to developing actions that allow the creation of value, carrying out development practices that enhance our supply chain. We focus on promoting a good work environment for our employees and on implementing training and development policies for our staff.

Alliance with the Food Bank - Lemon juice / lemons

During the 2021 and 2022 campaigns, we made donations of lemons to the food bank so that they can be distributed in their dining rooms and also used in the manufacture of lemon juice.

Year	Quantity	Beneficiaries
2021	15400 kg of lemon	60,900 people
2022	31257 kg of lemon	80,300 people

With this program we promote the consumption of Lemon and its contribution of vitamin C in the daily diet, through different initiatives: dehydration, juice production, preparation of recipes in the kitchen that the food bank has in the different provinces.

We are part of strategic alliances with industries and transport to prevent lemons from being generated as waste, improving the nutrition of thousands of people throughout the country, reaching all the branches of the food bank in Argentina, and contributing to improve the environment. .



With the advice of INTA engineers, for 2 years, they have been working on a vegetable garden in the Leales factory.

The employees are all responsible for it, conditioning the land, watering it, sowing it, making the seedlings and also contributing with their own seeds so that the variety of specimens is as varied as possible.

Planting area is approximately 10m x 3m

Planted species:

Lettuce, zucchini, suchini, lead pumpkin, arugula, beet, carrot, eggplant, watermelon, cayote and corn.

Benefits:

- Community gardens are an alternative strategy and aim to complement the nutritional contributions of the people
- The implementation of the orchard allows the formation of basic technical skills for the development of orchards, which can later be applied in the planting and maintenance of their own orchards.
- The implementation of the garden also contributes to the family economy





We are committed to conducting our activities in compliance with all applicable laws, rules and regulations and in accordance with the highest ethical standards. As our industry evolves, our values continue to serve as pillars that provide the foundation for all of our actions. These values express who we are, how we behave and what we believe.

For us, integrity is one of the fundamental values and guides our actions in an ethical manner, with respect and rectitude. This is how the need arises to generate a document that establishes the guidelines that guide our daily actions, aligned with the Company's Strategic Approach. This is the origin of our Code of Ethics.

We know that we all want a better place to work, we want a safe company, with equal opportunities, free of risks and of which we feel proud; For this reason, we thank each one of you, who work every day to build a leading company with integrity and honesty, and we ask for your support to continue on this path, formalizing our commitments and ensuring that our values are strengthened over time. that will be the basis of the company's sustainability.

- The company has a code of ethics that supports the company's anti-corruption commitment.
- The company has a code of ethics for suppliers that reflects the transparency with which contractual and commercial relationships are established.
- The company has a supplier evaluation process that reflects their degree of alignment with the company's policies in terms of quality production. The latter is in turn in line with customer requirements.
- The company has a complaints mailbox and its corresponding procedure, to anonymously receive complaints in this regard, to follow up through a committee on the suggestions, claims or acknowledgments that have been deposited in the suggestion mailbox or said in an anonymous way. verbal.
- In order to solve suggestions, conflicts, claims or complaints from all company workers, communities and other public of interest.

We have also developed codes of conduct to which every member of the company must adapt, where respect, tolerance and mutual enrichment, typical of human diversity, are encouraged.