



ANGEL CAMACHO  
ALIMENTACION

ADDING

FLAVOUR

TO YOUR LIFE

Sustainability  
Report

2020-2021

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# MESSAGE FROM THE GENERAL MANAGER



**Ángel  
Camacho Perea**  
General Manager

## WE CAN ALWAYS DO BETTER

Two years ago, when I was writing the welcome message for our 2018-2019 Sustainability Report, we were just becoming aware that we would be living in uncertain times. However, the reality we have faced since March 2020 has far exceeded any foreshadowing.

The world is living through very demanding times, characterised by instability and rapid changes. This is clearly exemplified by the pandemic, geopolitical crises, rising energy prices, supply chain tensions and spiralling inflation. In this context, sustainability must continue to be the guiding light for organisations' strategy.

At Ángel Camacho Alimentación, we are very aware of this, and we are increasingly convinced that it will be the only way to ensure the viability of our business and help us build a sustainable future. Sustainability and our company's strategy are one and the same, they are intrinsically linked. The same goes

for profitability and sustainability, two closely related concepts. We also know that it is a long journey, which is why we started on it many decades ago.

As a family business, we develop a long-term vision with the goal of leaving the next generation a better company than the one we inherited. A company that generates and creates shared value for all its stakeholders and for society as a whole. And a company that is able to 'add flavour to your life' with the highest quality food products.

All this with a focus on the environment. We strive to reduce our impact on the environment by reducing our water and carbon footprint, using innovation, technology and continuous improvement of our processes to promote a more sustainable value chain. This translates into better use of resources, waste disposal, reduction in expenses and investment in solutions, thus closing a virtuous circle.

None of this would be possible without our people, whom we at Ángel Camacho Alimentación have always put at the centre of everything we do. Our priority is to promote stable and quality employment, training, development, safety, equality and diversity. We are looking for committed, talented people, and there is nothing better than offering the best possible working environment to make this a reality.

I like to ask my collaborators, can we do things better tomorrow than we do them today? The answer is always yes. We approach the challenges of sustainability with this attitude, because being sustainable does not require explaining it, but doing it. No one can accuse us of not being perfect, but they surely can say we do not move forward. And at Ángel Camacho Alimentación we are determined to go much further.



**A LOCAL COMPANY WITH MULTINATIONAL VOCATION**

# BY THE CONSUMER'S SIDE FOR 125 YEARS

ÁNGEL CAMACHO ALIMENTACIÓN IS THE MAIN BUSINESS UNIT OF GRUPO ÁNGEL CAMACHO.

ESTABLISHED IN MORÓN DE LA FRONTERA SINCE ITS INCEPTION, IT REMAINS A 100% FAMILY-RUN COMPANY.

The company dates back to the end of the 19th century, when the Camacho family decided to start producing olive oil in the Sevillian town of Morón de la Frontera. Today, 125 years later, and with the fourth generation of the family at the helm, that small business has become **Grupo Ángel Camacho**, a 100% family-run food company that works to offer the best food products to consumers all over the world.

Since its inception, the company's hallmarks have been its deep local roots, its global vocation, its innovative character and its strong commitment to sustainability. All this has helped it to grow and become a **benchmark multinational group** with exports to more than 90 countries and international business units. The group's main business unit is **Ángel Camacho Alimentación**, one of the world's largest suppliers of table olives, its most important product.

In addition to table olives, the group produces and distributes a wide and varied food product range, including olive oils, pickles, fruit preserves and functional herbal teas.

It markets its product catalogue under a broad umbrella of brands, namely **Fragata, La Vieja Fábrica and Susarón** in Spain, **Mario** in the United States and **Stovit** in Poland. Each of them has its own personality and positioning to meet and satisfy the needs of demanding consumers, with the mission of 'adding flavour to their lives'.

This **Sustainability Report**, presents the integrated business activity of the main

company, Ángel Camacho Alimentación, as well as some consolidated initiatives and data of Grupo Ángel Camacho, for the years 2020 and 2021.

*Local roots, global vocation, innovative character and strong commitment to sustainability are the company's hallmarks*



## A GLOBAL COMPANY

The **corporate headquarters** of Ángel Camacho Alimentación continue to be sited exactly where the company was founded, in **Morón de la Frontera** (Seville), a small town with a long olive-growing culture. (It also has business units and proprietary facilities in its main markets (Spain, the United States, the United Kingdom and Poland), as well as commercial offices in France, Russia and Malaysia, in order to quickly and efficiently the needs of its clients and consumers. It is also worth highlighting the group's recent participation in two companies with extensive experience in the olive industry, Moroccan company Cartier Saada and Greek company Mani Foods. Both companies complete Ángel Camacho Alimentación's offer, which has enabled it to become a **global supplier** of table olives.



### IN FIGURES



**5** business units



**3** sales Offices



**2** investee companies



Exports to **90** countries



**+ 75%** of sales outside Spain



**720** employees: **581** in Spain and **139** in the rest of the world



### GRUPO ÁNGEL CAMACHO'S BUSINESS UNITS

#### SPAIN

**Ángel Camacho Alimentación:** Morón de la Frontera and Espartinas (Seville)

**Infusiones Susarón:** Otero de las Dueñas (León)

#### UNITED KINGDOM

**A. Camacho UK** (Great Cambourne)

#### POLAND

**Stovit Group** (Bydgoszcz)

#### UNITED STATES

**Mario Camacho Foods** (Plant City, Florida)

### COMMERCIAL OFFICES

**FRANCE** (Nantes)

**RUSSIA** (Moscow)

**MALAYSIA** (Kuala Lumpur)

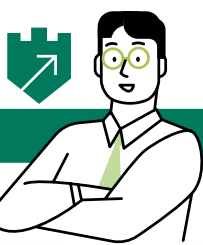
### INVESTEES COMPANIES

**CARTIER SAADA** (Marrakesh, Morocco)

**MANI FOODS** (Kalamata, Greece)

## 2020 2021 KEY FIGURES

Grupo Ángel Camacho's consolidated sales in 2020 totalled €198.6 million, rising to €206.2 million in 2021. Of these figures, the largest percentage corresponds to **Ángel Camacho Alimentación** invoicing, the main business unit, whose sales in the aforementioned years reached €156.8 million and €149.9 million, respectively.



### FINANCIAL FIGURES (€ MILLION)

	Ángel Camacho Alimentación		Grupo Ángel Camacho	
	2020	2021	2020	2021
Sales	156.8	149.9	198.6	206.2
EBITDA	3.9	2.8	10.2	10.8
Investments	2.1	3.0	3.2	3.4
Earnings before taxes	0.2	-1.3	5.2	5.1
Total assets	123.9	123.8	179.3	194.3
Equity	27.6	26.6	74.6	79.8



**#1** Spanish table olive packer

**#121** Spanish Food & Beverage Manufacturer by invoicing and **#47** by exports turnover



Table olive sales of **49,400** tonnes/year.



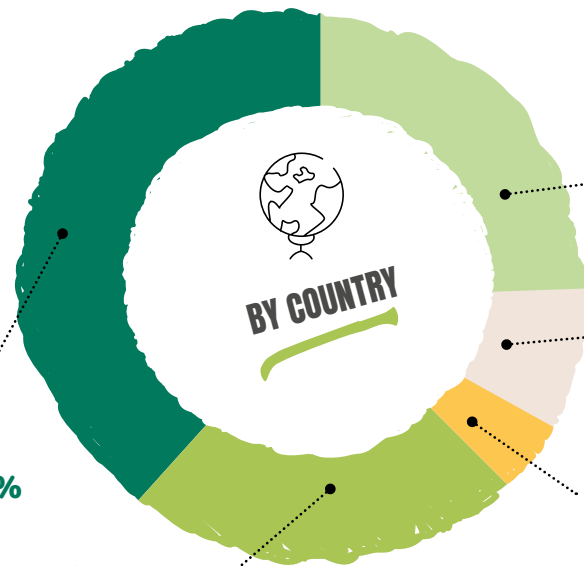
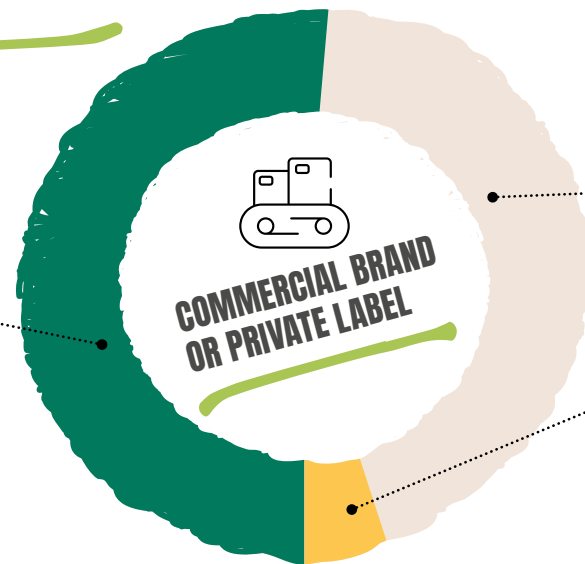
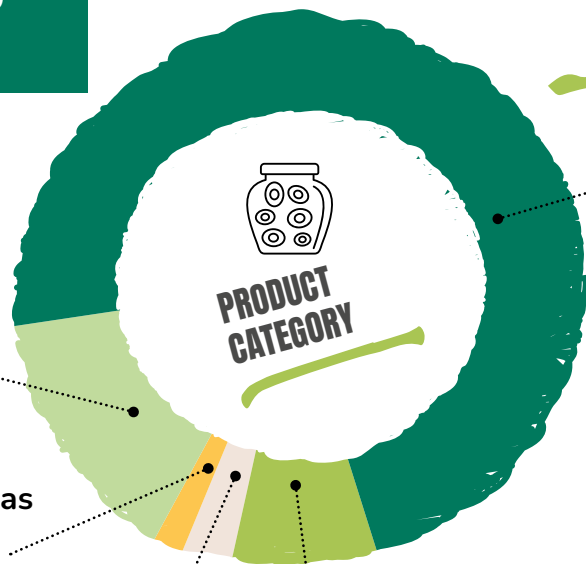
Fruit preserves sales of **10,700** tonnes/year



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# 2021 SALES

Grupo Ángel Camacho's consolidated sales in 2021 totalled €206.1 million







### GRUPO ÁNGEL CAMACHO ECONOMIC FIGURES (€ MILLION)

	2020	2021
Taxes*	6.68	6.81
Exports	147.20	155.69
Suppliers	375	366
Salaries	21.14	21.20

\* Taxes include Corporation, Social Security and other taxes.



### ÁNGEL CAMACHO ALIMENTACIÓN ENVIRONMENTAL FIGURES\*

	2020-2021
CO <sub>2</sub> emissions per kg of packaged olives	-0.7%
Water consumption	-2.6%
Electricity consumption	-11.7%
Diesel oil consumption	-6%
Biomass consumption	33%

\* Only Ángel Camacho Alimentación's figures are included, as this business unit is responsible for the leading factories in the Group.



### GRUPO ÁNGEL CAMACHO SOCIAL FIGURES

	2020	2021
Employees (annual average)	749	720
Female personnel (annual average)	265	248
Investment in training (€)	92,660	85,685
Local purchases (%)	50.67	49.73
Integrated suppliers (Camacho Integra Programme)	481	334





## 2020-2021 MILESTONES



### COMPANY

- ◆ **15%** acquisition of Greek company **Mani Foods**.
- ◆ Ángel Camacho Alimentación maintains its position as Spain's **leading olive packer**.
- ◆ Renewed commitment to the United Nations' **17 Sustainable Development Goals**.
- ◆ Adherence to **FENAVAL** (National Federation of Associations of Processed Vegetables and Foods).



### COVID-19

- ◆ The rapid response to events at the beginning of 2020 made it possible for the company **to protect its personnel and continue its business activity at all times since the start of the pandemic**.
- ◆ Development of a **Contingency Plan** to ensure peoples' safety.
- ◆ There have been **no COVID-19 outbreaks** at the company's facilities.
- ◆ **More than 60 solidarity initiatives** for the benefit of local communities.
- ◆ Publication of a book entitled: **'2020: A Year We Will Always Remember'**.



### PRODUCT/BUSINESS

- ◆ Strengthening e-commerce with **new online sales channels**: the company's own Susarón and La Vieja Fábrica virtual stores, and marketing on Amazon Europe.
- ◆ **Healthier and more natural** olives and fruit preserves, thanks to our commitment to R&D&I.
- ◆ Re-awarding of BRC/ IFS/FSMA/Halal **quality certifications**.
- ◆ Product catalogue update in all Ángel Camacho Alimentación brands **to continue adding flavour to your life**.
- ◆ **Reduction in the use of plastic** in different aspects of the business: elimination of shrink-wrap in Susarón boxes, reduction of transparent film in pallet wrapping, reduction of plastic in trays, among other measures.



# 2020-2021

## 2020-2021 MILESTONES

### PEOPLE

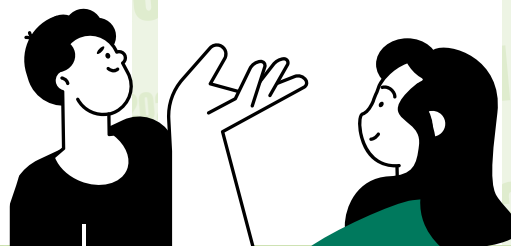
- ◆ Reinforcement of the **Personnel Department** and promotion of three key processes: performance assessment, value-driven leadership and promotion of the competences-based management model.
- ◆ Effective implementation of **teleworking as a working day** for administration personnel, even before the State of Alarm.
- ◆ Publication of the **'Green Paper on Leadership Style'**.

### ENVIRONMENT

- ◆ Process reviews and R&D projects to **improve environmental performance**, achieving an effective reduction in emissions.
- ◆ Development of **energy efficiency actions** to ensure a responsible use of resources.
- ◆ Start of the **solar panel installation** project to reduce energy consumption.
- ◆ **Transfer** of part of the Espartinas plant's business activity to the Morón plant in order to improve process efficiency and to **minimise its environmental impact**.
- ◆ Start of **high-density table olive** crop field trials under dryland conditions.

### COMPANY

- ◆ The **Camacho Integra** programme continues to strengthen the value chain.
- ◆ More than **75% of purchases** made to **local suppliers**.
- ◆ Donation of more than **200 tonnes of food** to the community in 2020.



## AWARDS AND ACKNOWLEDGEMENTS



- ◆ Acknowledgement for **Operational Excellence** at the Excellence Club Awards, organised annually by the company Sisteplant.
- ◆ The Regional Government of Andalusia included in its December 2021 Environmental Education for Sustainability Newsletter a review that highlights **Ángel Camacho Alimentación's commitment to environmental sustainability**.
- ◆ La Vieja Fábrica Zero Refined Sugar bitter orange marmalade was awarded **Best Breakfast** in the 2021 edition of the 'Clara Awards to Smart Consumption: Beauty & Food and Home'.
- ◆ Fragata, La Vieja Fábrica and Susarón were each awarded **'Certificates of Renown'** by the Chamber of Commerce of Seville.

# BUSINESS MODEL

The business strategy is centred on the **company's long term sustainable development** with the objective of creating value for all the company's stakeholders, while ensuring the viability of the business itself. As a family business, the Group strives to leave a valuable legacy to the next generations, convinced that the vision of 'Being part of consumers' lives every day in a special way' must endure over time.

This model promotes, first and foremost, the care of professionals, guaranteeing their work and offering them a quality working environment. It also promotes the development of its business activity oriented at all times to excellence, both in in-house processes and in their results, that is, products, responding to the needs of all consumers. Of course, **respect and protection of the environment are key to the company's progress**, and social and economic development in the local and rural areas

where the company has its main facilities.

In order to succeed in these goals, the company has developed the **2019-2023 Evolution Plan**, a strategic company plan designed to continue the evolution into a stronger and more consolidated global food company. The plan aims to improve profitability and favour return on investments, while always maintaining the balance between Ownership, Family and Company, the three pillars on which the Grupo Ángel Camacho is based.



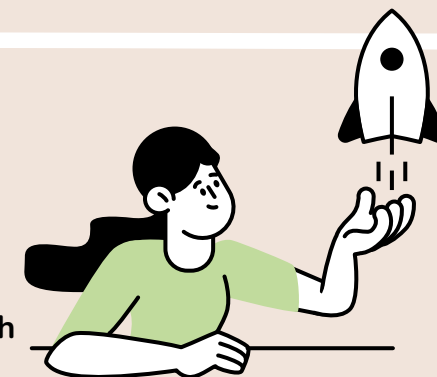
## 2019-2023 EVOLUTION PLAN - STRATEGIC LINES

✓ **Consumer orientation**

✓ **Continuous improvement in all operations**

✓ **Motivated and committed people**

✓ **One single company with different business units**



## ORGANISATIONAL STRUCTURE

The **third and fourth generation of the Camacho family** are at the head of Grupo Ángel Camacho shareholding structure, a company proud to be 100% family-owned since its inception. It is managed by a **Sole Administrator** and governed by the most demanding standards of transparency.

### FAMILY PROTOCOL

As a family business, the company has a specific protocol for **the regulation, organisation and internal management** of the relationship between the family, the company and its owners, as well as being aimed to maintaining the company for future generations. This family protocol regulates certain aspects such as the incorporation of family members into executive positions, the training and motivation of descendants or the dividend distribution policy.

### MANAGEMENT COMMITTEE

Responsible for defining the strategy of the company and **ensuring a long-term vision** by the fulfilment of corporate goals. Its main functions are detailed in the following highlight:



**Guaranteeing the viability of the business**



**Ensuring compliance with the strategic plan**



**Developing talent and leadership**



**Defining and enhancing the corporate culture**



**Promoting the integration of sustainability into the business**



#### MANAGEMENT COMMITTEE MEMBERS

Ángel Camacho Perea	General Manager
Ignacio José Martín Rodríguez	Chief Financial and Administrative Officer
Beatriz Camacho Cruz-Auñón	Deputy General Manager, Fruit Preserve Division and Business Unit Manager
Jaime Millán Verdugo	Chief Operating Officer
Juan Camacho Bilbao	Deputy General Manager of the Olive Division and Purchases Director
Juan Carlos Sánchez Herrera	Marketing and Communications Director
Ignacio Martínez Escribano	Information Systems Director
Jaime Zubiría de Castro	People Manager



## MISSION, VISION AND VALUES



### OUR VISION

To be present in the consumers' everyday life in a special manner



### OUR VALUES

### OUR MISSION

Add flavour to your life



#### Excellence

We seek continuous improvement in everything we do. Excellence drives us to be better every day and not to compete with others but as a personal challenge to grow. It means doing things optimally and trying to do them better next time.



#### Commitment

We are passionate about everything we do. Commitment has connotations associated with effort, respect, personal connection to the company, and above all, improvement in productivity and financial performance. Our commitment provides responsibility, initiative, and creativity.



#### Simplicity

We want to make things simple, by seeking clear and concise solutions. If we keep things simple, the outcome will be excellent.



#### Teamwork

We coordinate and integrate our efforts to achieve results. Teamwork requires knowing how to share, and honouring a vocation of respect, responsibility, participation and dialogue.



#### Integrity

We are honest, transparent and respectful. We keep our promises and commitments. Maintain integrity is not only about doing things right, but also about doing the right thing.

## GOOD GOVERNANCE

The values determine the Group's priorities and constitute the benchmark when making decisions, guiding individual and company behaviour so that our way of doing business is always honest, transparent, full of integrity and respectful.

This commitment is included in the **Grupo Ángel Camacho Code of Ethics**, the guidelines to be followed by everyone in the company, based on **three basic principles**.



### CODE OF ETHICS' BASIC PRINCIPLES

- 1 **avoid** any conduct that may damage the Group's reputation
- 2 **act** legally and honestly, looking after the interests of the company
- 3 **respect** the established Code of Ethics

The Code of Ethics promotes strict compliance with the national and international regulatory framework, also serving as a **risk management** tool for crime prevention. It also states in writing that all individual and group actions within the company must be aligned with the company's mission, vision and values, thus fostering relationships with stakeholders **based on trust**.

In addition to being constantly reviewed and updated, the company provides specific training and sharing activities to promote awareness on the Code of Ethics among personnel.

### COMPLIANCE COMMITTEE

It is the body responsible for ensuring **observance of the Code of Ethics** and controls that everyone in the company and all business units act in accordance with it.



### COMPLAINT MAILBOX

Through this communication channel, anyone who has a relationship with Grupo Ángel Camacho can make an **enquiry, communication or complaint** related to compliance with the Code of Ethics, guaranteeing confidentiality. There are two ways to contact the company:



#### Regular mail

Avda. del Pilar, nº 6.  
Morón de la Frontera, 41530, Seville

#### E-mail

[comitedecumplimiento@acamacho.com](mailto:comitedecumplimiento@acamacho.com)



## GRUPO ÁNGEL CAMACHO AND THE SUSTAINABLE DEVELOPMENT GOALS

Since 2013, faithful to its commitment to sustainable development and to creating shared value with its stakeholders, Grupo Ángel Camacho has adhered to the **United Nations Global Compact**. In this way, it adopts and implements its ten principles in its management, reporting its performance each year in the Progress Report.

The company directly supports and contributes with its activities to the achievement of the **Sustainable Development Goals (SDGs)** promoted by the United Nations as part of its 2030 Agenda.

At a local level, in 2016, Ángel Camacho Alimentación adhered to the **Guidelines for Socially Responsible Companies of Seville**, an initiative that promotes the generation of income and employment as a means for contributing to economic and social development.

### #APOYAMOSLOSODS CAMPAIGN

Grupo Ángel Camacho joins the campaign #apoyamoslosODS (we support the SDGs), promoted by the United Nations Global Compact Spain to celebrate the sixth anniversary since the approval of the 2030 Agenda with its 17 Sustainable Development Goals.



### #TENEMOSUNPACTO INITIATIVE

It is also part of the #TenemosUnPacto (there is agreement) initiative, designed to shape the new commitment agreement between more than 900 companies to promote respect for human rights, care for the environment, decent work and transparency. In short, a pact for sustainability.





# GRUPO ÁNGEL CAMACHO'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

**1 NO POVERTY**

Collaboration with food banks and NGOs, implementation of measures to reduce food waste, increase in the number of local purchases and promotion of local employment.

**5 GENDER EQUALITY**

Commitment to achieving personnel equality and an increase in the proportion of women at any organisation level.

**7 AFFORDABLE AND CLEAN ENERGY**

Production of biomass from olive stones that can be used as a power source in facilities. 89% of energy consumption and 100% of electric energy consumption are derived from renewable resources.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Implementation of initiatives such as the development of the Guide for Suppliers, an order-based manufacturing system, or the integration of suppliers with the Camacho Integra project.

**3 GOOD HEALTH AND WELL-BEING**

Development of healthy products in all fields to raise awareness on the health and well-being of people, implementation of the 'Zero Waste' protocol in agricultural companies to produce safe food.

An awareness and information programme has been made available to all employees who wish to quit smoking, providing information on the different therapeutic possibilities available to quit smoking.

**8 DECENT WORK AND ECONOMIC GROWTH**

Promotion of the protection, training and safety of people and a code of ethics as the basis for establishing relations with employees.

Development of a project for the insertion of people with disabilities with the goal of favouring their employment opportunities, in addition to raising awareness and making them part of this initiative.

**13 CLIMATE ACTION**

Carbon and water footprints measurement committed to reducing the environmental impact and fighting against climate change. Removal of plastic from the shrink wrap of Susarón herbal tea boxes.

**4 QUALITY EDUCATION**

We promote training and professional development of our employees. As a result, job openings within the Group have been filled internally.

**6 CLEAN WATER AND SANITATION**

Development of programmes for protecting water resources, recycling of the water used in the main factory ('Zero Waste').

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**

More efficiency and fewer emissions by means of the industrial reorganisation and modernisation of the main olive factory.

A new "Improvement Ideas Management System" has been implemented to take advantage of the collaborative knowledge of everyone in the company.

**15 LIFE ON LAND**

Participation in some initiatives such as the Life Laser Fence project for safeguarding animal life.



**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

Promotion of ethical and responsible conduct through the implementation of the Code of Ethics and Compliance and the Best Environmental Practices Guideline.

**17 PARTNERSHIPS FOR THE GOALS**

Adherence to the Guidelines for Socially Responsible Companies of Seville to generate income and employment that contribute to local economic and social development. Participation in the programmes 'La alimentación no tiene desperdicio' by AECOC, and 'Andaluces compartiendo', by Landaluz.

## VISION OF THE INDUSTRY

### FOOD AND BEVERAGE INDUSTRY

Ángel Camacho Alimentación operates in the food and beverage industry, **one of Spain and the European Union's main economic driving forces**. According to data from the Spanish Ministry of Agriculture, Fisheries and Food, food is the main manufacturing industry in the EU, with more than 289,000 companies involved employing almost 52 million people.

The Spanish food industry ranks fourth in turnover value (10.9%), behind France (19.5%), Germany (16.9%), Italy (13.3%) and the United Kingdom (10.7%). It is the leading manufacturing branch of the industrial sector in the country, with more than 107 billion euros in product sales, a figure that represents 24.3% of the industrial sector, in addition to 18% of the persons employed and 15.5% of the added value.

Source: MAPA, Industry 2020-21 Annual Report.

### THE TABLE OLIVE

There are some 850 million olive trees in the world, occupying an area of ten million hectares, of which over one million are devoted to table olive production, according to data from the International Olive Industry Council. In Spain, nearly **2.77 million hectares are devoted to olive groves**, of which almost 7.17% to table olives, according to data from the 2020 survey on areas and crop yields (ESYRCE). Of the latter, almost 87% are in Andalusia and 11% in Extremadura.

**Spain is the world's leading producer of table olives**, followed



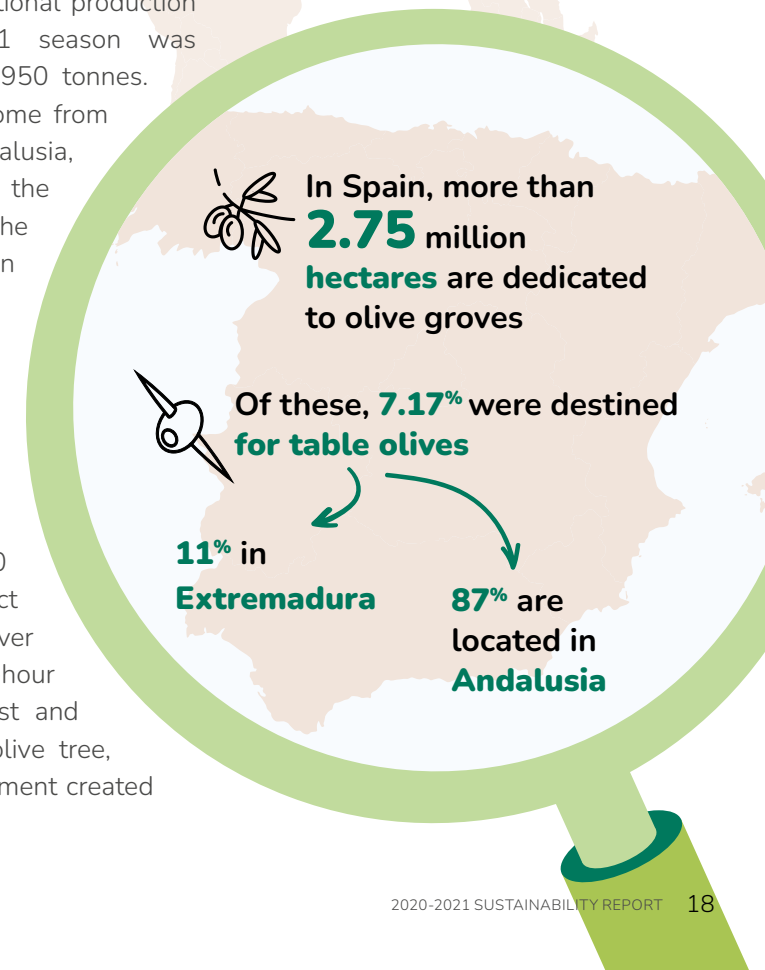
by countries such as Egypt, Turkey, Algeria, Greece, Syria, Morocco, Peru and Argentina. According to data from the Food Information and Control Agency, national production in the 2020/2021 season was approximately 545,950 tonnes. Of these, 84.1% come from production in Andalusia, with Seville being the province with the highest production volume.

The sector is of great importance in the Spanish agri-food industry as a whole. It generates more than 8,000 positions as direct employment and over six million pay-per-hour jobs for the harvest and cultivation of the olive tree, plus all the employment created by the subsidiaries.

Source: ASEMESA.



There are about **850 million olive trees** in the world





## INDUSTRY CHALLENGES

**Fees on United States imports:** The table olive industry has welcomed with relief the moratorium reached between the European Union and the United States for the temporary withdrawal of 25% fees on Spanish agri-food products. This measure does not apply to fees on black olives, which remain in force. Ángel Camacho Alimentación and ASEMESA continue to fight for their withdrawal.



**asemesa**

Asociación Española de Exportadores e Industriales de Aceitunas de Mesa

**Harvest:** The weather and the alternate bearing effect marked the 2021 table olive season. The production of Andalusian varieties such as manzanilla, gordal and hojiblanca was reduced compared to previous years, while the production of other varieties such as cacereña and carrasqueña increased. All in all, total table olive production in Spain was higher than in 2020. Of course, these elements will continue to determine the country's productive capacity.



## ACTIVITY AND COVID-19

According to FIAB's Annual Economic Report, the food and beverage industry reduced its production by 5.3% in 2020, due to the impact of coronavirus. Regardless, the data placed it as the industrial sector that best withstood the pandemic that year, as was shown by the 4.4% rebound in exports. The outlook improved significantly in 2021 since, according to FIAB data, the sector's production rose by 5.3%, falling just 0.1% short of pre-pandemic records. Exports, on the other hand, increased by 6.7%. In terms of employment, the industry recorded a 2% increase in the number of employees, reaching 440,600 workers, confirming that the food and beverage industry is a strategic and highly stable industry for Spain.



## PARTNERSHIPS THAT BRING STRENGTH

Grupo Ángel Camacho works to be a benchmark player in the industry, in line with its commitment to generating shared value, promoting development in search of a common benefit. For this reason, the company belongs to and actively participates in numerous organisations, entities and associations, where Ángel Camacho Alimentación shares experience, knowledge and collaborates in order to **promote social development** in various fields.



In September 2021, the company also became a partner of **FENAVAL**, the National Federation of Associations of Processed Vegetables and Processed Foods, to join forces to defend the interests of the industry.

### PARTNERSHIPS



#### asemesa

Asociación Española de Exportadores e Industriales de Aceitunas de Mesa

Asociación de Exportadores e Industriales de Aceituna de mesa (Spanish Association of Exporters and Industrialists of Table Olives). Juan Camacho Bilbao, Deputy General Manager of the Olive Division and Director of Purchases, is currently Vice-President of the governing body.



Federación Española de Industrias de la Alimentación y Bebidas (Spanish Federation of Food and Drink Industries).

#### AECOC

Asociación de Fabricantes y Distribuidores.

#### apd

Asociación para el Progreso de la Dirección.



Asociación Española de la Industria y Comercio Exportador de Aceites de Oliva y Aceites de Orujo (Spanish Olive Oil & Pomace Olive Oil Exporters Association).



Asociación Española de Tés e Infusiones (Spanish Tea and Infusions Association).



Asociación Empresarial Alimentos de Andalucía (Spanish Food Business Association of Andalusia). Ángel Camacho Perea, general manager of Grupo Ángel Camacho, is its 1st vice-president.



Chamber of Commerce of Sevilla.



Confederación de Empresarios de Andalucía

Confederación de Empresarios de Andalucía (Business Confederation of Andalusia).



Confederación de Empresarios de Sevilla (Business Confederation of Seville).

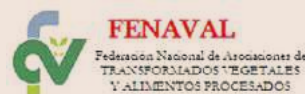
#### Aseogra

Asociación Sevillana Empresarial del Olivo y de la Grasa (Spanish Olive and Fats Business Association of Seville).



ASOCIACIÓN DE EMPRESARIOS DE MORÓN

Business Association of Morón.



National Federation of Associations of Processed Vegetables and Processed Foods.



COVID-19



# ÁNGEL CAMACHO AND COVID-19



COVID-19

# ÁNGEL CAMACHO AND COVID-19

AGAIN, THE COMPANY SHOWED ITS STRONG COMMITMENT TO PEOPLE IN THE WORST MOMENTS OF THE PANDEMIC.

There is no doubt that COVID-19 has marked a before and after for all mankind. Almost overnight, the pandemic altered our lives in an extraordinary way, and we were faced with a scenario of great uncertainty.

The health crisis felt hard at Ángel Camacho Alimentación, as in the vast majority of industries and in society as a whole. At the beginning of 2020, and mainly due to being a company with global activities, we understood the seriousness and exceptionality of the situation. Very negative news arrived from clients in Italy and this helped to take **courageous measures from mid-February onwards**. Anticipation was key to try to maintain the activity and, above all, to protect the people of Ángel Camacho Alimentación.

In the same way, the company's strong local roots and social vocation drove it to **become more supportive**, collaborating with administrations

and organisations of municipalities in which it operates from the very beginning. In the worst of times, the goal was to try to help those who needed it most.

COVID-19 has significantly interfered with the company's performance during 2020 and 2021. In fact, it is still trying to regain a **normalcy that will never be the same again**. Therefore, Ángel Camacho Alimentación remains vigilant, not lowering its guard and applying its Contingency Plan which was implemented in the first months of the pandemic and adapting it to

**Anticipating was key to protecting people**

its evolution, in order to ensure the **safest possible working environment at all times**. Now, as has been the case since the beginning of the health crisis, everyone's collaboration and commitment will be decisive in moving forward.



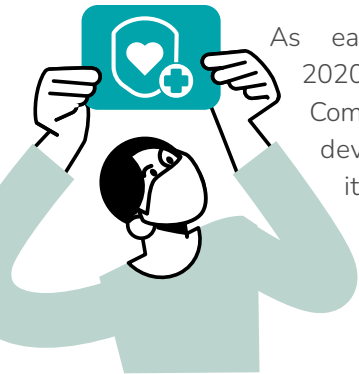


COVID-19

## PEOPLE, OUR PRIORITY

The company's main concern was simply defined from the beginning: **“to protect the health of the people who are part of the company, as well as to ensure business continuity”**.

From the beginning of the pandemic, Ángel Camacho Alimentación was aware that it was facing an unknown scenario, which led it to take action even before the Government did. As a food company, it had to **fulfil its role as a public service**, thus it had to continue producing to supply all clients and, consequently, national and international supermarkets and hypermarkets.



As early as February 2020, the Management Committee discussed developments at its meetings. On 2 March 2020, a **Follow-up Committee**

and a **Prevention and Action Plan was launched on 6 March**. Among other measures, all trips were cancelled, external visits were restricted, hygiene measures were reinforced and, above all, **teleworking or remote working was established**. Thus, before the State of Alarm came into force in Spain, more than 130 people in the company were already working from home.

The Follow-up Committee became a **Crisis Committee** with the arrival of lockdowns, managing the internal and external situation of the company on a daily basis and in close relationship with the different business units and, of course, with the Works Councils, with which all decisions taken to create a **safe working environment** were agreed upon.

With the arrival of different waves and variants, the evolution of the pandemic meant that **continuous adaptation**

**to the circumstances** was needed throughout 2020 and also in 2021. The clear preventive attitude and the effectiveness of control measures, together with widespread teleworking for office personnel, made it possible to **continue business activities in a safe manner**, always ensuring the health of our human team.

**Protect the health of the people who are part of the company, as well as to ensure business continuity**





## MEASURES PUT IN PLACE DURING THE PANDEMIC



### Protecting our people

Teleworking was established as the main modality for all possible cases and all face-to-face events and meetings were cancelled. Masks and screens were distributed as a **means of personal protection**. Entry times for each shift were reviewed and more clock-in and clock-out equipment was installed to avoid crowds and ensure that **safety distance was maintained at all times**. Continuous and very thorough cleaning and disinfection was carried out at each shift change. These and other measures prevented any coronavirus outbreaks from occurring.



### Focus on sensitive cases

Special protection was provided to all persons who, for various reasons, were sensitive to coronavirus. Thus, **their tasks were reorganised or teleworking was facilitated** and, in certain cases, they were allowed to isolate at home.

In addition, an **individualised study** was also carried out on people with the highest risk of contagion with SARS-CoV-2 virus. The study was certified by the Health Surveillance Service and detected those people who were susceptible to temporary incapacity, who were immediately protected.



### Recognition bonus

From the beginning of the State of Alarm until the end of August 2020, the salary of all factory personnel was extended with a maximum bonus of **100 euros gross per month**, acknowledging

the effort, commitment and professionalism shown by the entire workforce.



### Preventive Strengthening in Plants

All entry of external personnel was restricted and the **movement of people** between the company's own workplaces was limited. Smoking areas were eliminated and **safety screens** were put in place in packaging stations and in warehouse offices. **Changing rooms** were also divided into different rooms. A toilet and changing room exclusively for external personnel was set up.







The maximum capacity for each office and for the different canteens was signalled. **Communication was intensified**, by reinforcing the preventive measures information signage on the different floors. The company also hired a bus for a group of workers in order to guarantee **safe travel** for them.



### Contingency Plan

An action plan was drawn up to **react with the utmost agility** to possible changes such as positive cases among workers or new government directives. The plan, along with many other initiatives, was **validated in April 2020 by the Regional Government of Andalusia** and, since then, it has continued to develop with the implementation of all kinds of measures.

A **Decalogue of COVID-19 Standards** was drafted as a support tool for team managers.

At the end of March, a batch of the company's products was delivered to

all factory workers as a reward for the effort made in the first week of work, following the declaration of the State of Alarm.



### Strengthening communication

The first step taken, even before the State of Alarm (on 12-13 March), was to give **informative talks** at the different plants. The operations management and those responsible for Occupational Health and Safety, together with those responsible for the Works Committee, informed them of the **preventive hygiene measures** to be taken against coronavirus infection, as well as the first **organisational measures** the company was putting in place to guarantee protection measures.

With the slogan **'Together we will overcome it'** an internal communication campaign was implemented to **provide continuous information** on preventive measures, the company's situation and recommendations, among many other topics. In addition, **new communication channels** were put in place, such as a corporate WhatsApp distribution list and television screens in the factory canteens, thus favouring direct and agile communication. In addition, during lockdown, countless messages and initiatives were generated among the people working in the company and their families: contests, educational videos, thank-you and motivational communications, etc.



**Communication**  
became a great ally  
of prevention





COVID-19



### Creation of COVID-19 Coordinators

In March 2021, the role of COVID-19 Coordinator was created and positions were occupied by internal personnel with the purpose of **ensuring effective compliance** with anti-COVID safety measures.



### Health status monitoring measures

Since the serological tests for detecting COVID-19 began to be marketed, the company incorporated them as a preventive measure. They were performed randomly, prior to the start of the activity or after workers returned from a period of leave or a holiday. The goal was to **assess the immunological status of personnel**, as well as to prevent potential sources of transmission from activating. Almost 1,800 serological tests were performed.



Almost **1,800** serological tests were performed

### A BOOK TO REMEMBER

With the aim of compiling and sharing everything that was experienced during the dark days of the pandemic, as well as paying tribute to all the people who made it possible for the company's business activity to continue at all times, the book entitled '**2020, A Year We Will Always Remember**' was created.

In a very visual way, this book collects moments and memories such as the drawings done by employees' children, the family recipes prepared using the products that the company sells, the participation in the contests organised, the tokens of affection received, as well as the donation of 100 tonnes of products to different social entities.

The book, in digital and printed version, was part of a product package handed out to all Ángel Camacho Alimentación employees at Christmas 2020.





COVID-19

## THE VALUE OF SOLIDARITY

True to the company's commitment to the local environment, from the beginning of the pandemic, the company made every effort to be by the side of those who needed it most. In this way, it contacted the authorities of the municipalities in which it has facilities, as well as organisations with which it usually collaborates, to offer them assistance. A large amount of products was donated to the municipal Social Services department, as well as to other

entities and organisations, depending on their needs.

Of course, the company also wanted to support and acknowledge the work of the 'heroes' who, with their work and commitment, watched over the health and safety of the entire population. It was all about the **healthcare staff, whose lives were made a little more pleasant** by distributing food parcels to them at outpatient clinics, primary care centres and hospitals, among other destinations. The shipment of products from Infusiones Susarón, in León, to the Military Emergencies Unit (UME) for distribution to several hospitals in the city of Madrid, was also significant.



The 'heroes' work was acclaimed



DATA



Donation of more than **+100 tonnes of food**

**+ than 60 solidarity initiatives**



Main **municipalities that benefited:** Morón del Frontera, Seville, Otero de la Dueñas, Madrid...

Main **organisations that benefited:** Food Banks and City Council Social Services, among many others.





COVID-19



### FOOD DONATIONS FOR THOSE IN NEED

Since the beginning of the pandemic, in line with its social commitment, Ángel Camacho Alimentación has been committed to stepping up its charity work. In particular, it has focused on food donations through **Caritas and Food Banks** to the groups most affected by the health crisis, especially in municipalities most closely linked to the group, such as **Morón de la Frontera and Espartinas**, in the province of Seville, and **Otero de las Dueñas**, in León. In addition, product packages were delivered to other groups affected by the crisis, such as the health sector, local and national security forces, and the army. In total, more than 100 tonnes of food were donated throughout 2020 as a means to collaborate and to do its bit for society in the toughest times.



The company is committed to supporting the municipalities in which it operates



### ALL FOR THE HOSPITALITY INDUSTRY

Ángel Camacho Alimentación was one of the companies to take part in the plan called **'Todos con la hostelería' (All for the hospitality industry)**, promoted by the Spanish Hospitality Industry business organisation, AECOC and the Spanish Food and Drink Industry Federation (FIAB). Its goal was to promote the reactivation of the industry and to recover as soon as possible, in maximum safety conditions, the business activity paralysed by the health crisis.



### FINANCIAL CONTRIBUTION FOR MORÓN

In the summer of 2020, several people from the company implemented a charity initiative to help families in Morón. Thus, **together with the MAS+ association, Movimiento y Acción Solidaria**, a campaign was developed to collect money to buy food, medicines, etc., in local establishments to distribute them among those who needed it most. **The company joined the initiative by contributing the same amount** collected by employees.





CONSUMERS



BY AND FOR **CONSUMERS**



CONSUMERS

# A TRUSTED LEADER

THE COMPANY FOCUSES ITS FIVE SENSES ON SATISFYING CONSUMER NEEDS THROUGH HIGH QUALITY PRODUCTS THAT COMBINE TRADITION AND INNOVATION.

Ángel Camacho Alimentación's mission is to 'add flavour to the lives of consumers'. It is a simple statement of intent that, at the same time, entails a major challenge, one that offers **products capable of satisfying the demands and needs of an increasingly demanding public.**

To achieve this, the people who are part of the company put the **focus on quality**, a key feature in each and every one of Ángel Camacho Alimentación's products, both in terms of raw materials and ingredients and in the production processes. Quality **translates into trust, which in turn translates into safety**, values that define the company and are reflected in all its business activities.

Innovation is another differential value. Ángel Camacho Alimentación constantly reviews and updates its extensive product catalogue to adapt to

consumer tastes, launching increasingly varied ranges onto the market in order to **achieve the best consumer experience.** All this while always taking care of the flavour so that the products, in addition to being nutritious, healthy and sustainable, are appreciated and desired.

The company's innovative character is also reflected in its adaptability to changes and new market realities. In this regard, it has launched **new online sales channels** which offer consumers a quick and easy alternative for acquiring its most popular products.

This business perspective **reinforces the company's reputation** and positioning of Ángel Camacho Alimentación's brands in the mind of consumers, becoming their preferred purchase option.



**Quality, safety and innovation,**  
**characteristics that define**  
**all of the company's products**





## TOWARDS EXCELLENCE

Quality is an inherent part of Ángel Camacho Alimentación, being a differential value of all its brands and products. Through its **Food Safety and Quality Management System** the company ensures that it meets the highest standards in this area, guaranteeing client and consumer confidence.

In addition to controlling in-house processes, the company also has a **traceability system** in place, which provides detailed information on the product journey through the supply chain, from the origin of raw materials to the final distribution of each batch sold. This control mechanism **increases the efficiency of operations** and improves customer service.

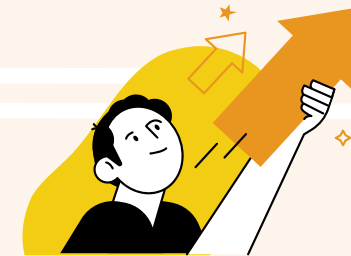
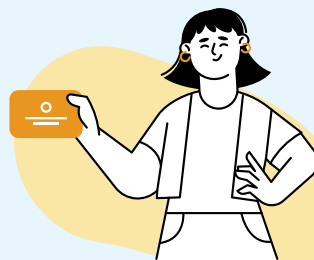
Of course, innovation is a key tool on the road to excellence and continuous

improvement. To integrate it into the company's day-to-day operations and to channel innovative projects, it has an **R&D&I Management System**, certified in accordance with the UNE 166.002 standard, which is complemented by a specific corporate policy.

The company also periodically undergoes exhaustive external audits to verify compliance with the legal and specific requirements of the different certifications and accreditations it holds, as well as the specific requirements established by certain clients in terms of food quality and safety.

This strategic focus has led Ángel Camacho Alimentación to achieving the **most prestigious international certifications:**

### Certifications



### Operational Excellence Award

In 2020, the company won the 'Operational Excellence' Award at the **Excellence Club Awards**, organised annually by the company Sisteplant, which specialises in helping companies in the industrial and services sector to improve their competitiveness.



### Acknowledgement for La Vieja Fábrica

La Vieja Fábrica Zero Refined Sugar bitter orange fruit preserve was recognised as the **Best Breakfast** in the 2021 edition of the 'Clara Awards to Smart Consumption: Beauty & Food and Home'. Thanks to the votes of the publication's readers, these annual awards acknowledge the R&D work carried out by FMCG brands.



### Fragata, La Vieja Fábrica and Susarón are 'Renowned Brands'

Ángel Camacho Alimentación's flagship brands, Fragata, La Vieja Fábrica and Susarón, have been awarded '**Certificates of Renown**' from the **Chamber of Commerce of Seville**. This means that the three brands have been honoured by an official organisation that accredits their importance, acknowledgement and knowledge in the Spanish market.





## ALWAYS BY THE CLIENTS' SIDE

As a food company, Ángel Camacho Alimentación carries out an **essential business activity for society**. Its public service vocation has been more evident than ever during 2020 and 2021 as a result of the pandemic, a period in which it has made significant efforts to maintain its production and **continue to supply food to the population**.

And this trust placed in Ángel Camacho Alimentación by its clients has been rewarded. It is the result of fostering **close and stable relationships**, based on transparency and honesty, which continue over the long term **with the aim of generating shared value**. With them, the company seeks to ensure its growth and, more importantly, its future sustainability.

In this scenario, the adaptability in offering **agile and efficient responses** to all its clients has been key to ensuring that the distribution of products has not been affected, a milestone considering that the company has **more than 1,000 clients in nearly 90 countries**, ranging from large distribution chains to small local supermarkets, each with their own particular needs and requirements.



**1,000**  
+ clientes

Present at over **50%**  
of the world's Top25\* large  
retail companies

More than **20**  
years of  
relationship with  
many clients.

\* Top 25 of the ranking published annually by Deloitte (Global Powers of Retailing 2020)



## DISTRIBUTION CHANNELS

The company's products reach the end consumer through different channels, either marketed under its own brands or under distributors' brands. In all of them, the company seeks to find the **best balance between excellent quality and a competitive price**.



### Food industry

Products purchased to be reprocessed or packaged in different formats or in bulk for third-party companies.



### Retail channel

Products that are distributed under private label or distributor brands directly to the end consumer.



### Food service channel

Products purchased to be reprocessed or used as ingredients.







CONSUMERS

## FOCUSING ON OUR CONSUMERS

Consumers are undoubtedly Ángel Camacho Alimentación's reason for being. They are behind **the company's continuous improvement**, which is constantly looking for new ways and products to satisfy their demands and, above all, to surprise them with more varied and healthier product references so that they can continue to "add flavour to their lives" through the group's brands.

In this way, consumer opinions and demands are the basis on which Ángel Camacho Alimentación works to improve its products or define new launches, involving consumers in the development process by means of surveys or through their participation in market research and tastings. In addition, **Ángel Camacho Alimentación adapts its business activities to market needs**, a clear example of which is the implementation of online sales channels.

True to its commitment to ethics and transparency, the company makes available

**direct contact channels** to its target audiences, such as customer service and social media, to listen to their suggestions, solve their doubts and, above all, deal with their **complaints** for which there is a specific protocol in place. During 2021, an average of 30 complaints were received for every 10 million units manufactured, with each complaint being closely monitored.

**Trust is key to strengthening relationships with consumers**

**Communication** is therefore an essential part of Ángel Camacho Alimentación's business activity, as it strengthens a sincere and close relationship with consumers, which, in addition, **favours the organisation's development**.





CONSUMERS

## OUTSTANDING INITIATIVES

### Online sales: products just a click away

In order to promote its product sales and add flavour to the lives of more and more consumers, Ángel Camacho Alimentación has inaugurated new online sales channels. Thus, as of 2020, **La Vieja Fábrica and Susarón have their own online stores.**

In addition, products from both brands, along with those of Fragata, are also available at **Amazon Europe** (for Spain, Germany, France and Italy markets) and on the website 'Foods & Wines from Spain', that sells products of Spanish origin (associated with Amazon). With these initiatives, the company confirms its commitment to e-commerce, a priority in the short and medium term.



### With trust certificate.

Since the launch of Susarón's online store, the company has worked to **make transactions as transparent as possible** and provide the best possible service. For this reason, Ángel Camacho Alimentación collaborates with Trusted Shops, the German digital certification company that verifies the reviews posted by clients after their purchases.



### Health and well-being thanks to R&D&I

Ángel Camacho Alimentación has an R&D&I Management System, certified under criteria set forth in the UNE 166,002 standard, that channels the development of **new products and innovative projects.** In this context, two of the latest initiatives focused on health and wellness.



**Healthier olives:** the flavour enhancer (monosodium glutamate, disodium inosinate and disodium guanylate) in anchovy-stuffed olives



has been replaced by an **all-natural yeast extract** reinforcing the nutritional characteristics of the final product. Work continues on these new yeast extracts to make them more compatible with

spice-based seasoning, with the goal of using them in the Fragata seasoning family currently on the market, as well as in other products such as anchovy-flavoured smooth chamomile and pickle cocktail.



**More natural fruit preserves:** thanks to pasteurisation heat

treatments, it is now possible to **eliminate preservatives** used in some fruit preserves.



### Promoting the #somosNutrisensatos campaign

The food and beverage industry, together with FIAB (Spanish Food and Drink Industry Federation), to which Ángel Camacho Alimentación belongs, launched the #somosNutrisensatos (we are nutrition-aware) campaign, a movement created to promote and defend the nutritional awareness model, based on a **varied, balanced and sufficient diet, and healthy lifestyle habits.** The movement also acts against food hoaxes and misinformation.





## OUR PRODUCTS

Ángel Camacho Alimentación's product catalogue is characterised by its **variety**, and offers consumers a diversified offer capable of satisfying any need, especially due to its **quality**, always using the best raw materials and ingredients.

Through its **benchmark brands**, such as Fragata, La Vieja Fábrica, Mario, Stovit and Susarón, the company offers a **wide range of products in the following categories:**





CONSUMERS



## PRODUCTS



Since 1925, **Fragata** has been synonymous with quality and innovation. It is the company's most important brand and a worldwide benchmark for the excellence of its numerous products and varieties, adapting to the tastes of each market. All of them have a common nexus of quality, focusing on both raw materials and elaboration processes.



### New image for olive oils

Updating and modernising the image and packaging of all the product references in the range in order to favour their differentiation and presence in the market.

### 'Arbequina' premium extra virgin olive oil single variety

Available in 500 ml 'Argos' glass bottle.

### Organic and Greek olive ranges

The Fragata Ecológicas range, with four product references, is distinguished by its healthy and nutritious character, in addition to supporting sustainable agriculture practices. The Fragata Griegas range includes ten product references with unique varieties and flavours.

### New product references of the innovative "Ready-to-snack" range

Pitted and dressed olives in a new pouch format that stands upright and provides the ideal size for sharing (120g). The container is also fitted with an easy open and a transparent window to see the product. The olives are dry-packaged, in only a protective vacuum, which ensures a shelf life of 18 months (unopened) at room temperature.

## LATEST PRODUCT NOVELTIES





CONSUMERS

LA VIEJA FÁBRICA  
Desde 1834

## PRODUCTS



Exploring new market needs and searching for flavours that surprise existing and new consumers are the hallmarks of **La Vieja Fábrica**. The brand has made tradition and authenticity its main values, producing a wide range of fruit preserves for all tastes.



## LATEST PRODUCT NOVELTIES

### Surprising flavours

Bitter orange and lemon fruit preserve, an exquisite blend of citrus fruits, and peach, mango and ginger fruit preserve, a combination of fruits fused with aromatic and slightly spicy ginger.

### Range of preserves on the English market

Tangerine and Blood Orange.





CONSUMERS

# SUSARÓN

## PRODUCTS



Susarón has attracted consumers thanks to a long history of commitment to health and wellness. With its wide range of functional infusions and its 100% natural sweetener, the brand helps people to take care of themselves and feel better, always watching over the flavour of its products to make the most of every moment of consumption.



### Bondades del Mundo (Global Virtues) range

The brand enters the category of healthy teas with a careful flavour range that promote consumers' well-being: Japan, inner balance; Brazil, vital energy; South Africa, relaxation; and India, spiritual harmony.

### Strong hair and defences

Two new product references are added to the range of functional herbal teas focused on health care, immune system reinforcement and personal care.

### LATEST PRODUCT NOVELTIES





## PRODUCTS



Mario is a brand aimed to the North American market, where it enjoys great prestige and acknowledgement thanks to innovative products of the highest quality. Its product range includes olives, oils and other typically Mediterranean foods, such as spring onions, bell peppers and artichokes.



### 'Mario on the go'

A convenient and delicious range of seasoned olive snacks packaged in bags or pots, brine-free, easy to open, perfect to take and eat anywhere.

### Extra Virgin Olive Oil from Greece

A high-quality oil made with olives of the Kalamata variety.



### LATEST PRODUCT NOVELTIES





CONSUMERS



### PRODUCTS



fruit preserves, jellies and fruit preserves

Stovit is a benchmark in the Polish market, where its fruit preserves, jellies and fruit preserves are in great demand. Its varied product catalogue has quality as the common denominator, using the best raw materials to achieve an unbeatable consumer experience.



### New range of desserts 'Deser Superfood'

Prepared with delicious fruit pieces and enriched with the benefits of superfoods, without additives or preservatives and with only 26% sugar: strawberry with linseed, cherry with hemp, four-fruit cocktail with sunflower seeds, peach with goji berries and forest fruits with nigella seeds.

### Fruit preserves with no added sugar

Sweetened with xylitol, a natural sweetener from birch trees, which contains antibacterial properties that help prevent infections, allergies and asthma.

### BIO fruit preserve range

Sweetened with cane sugar.

### LATEST PRODUCT NOVELTIES







TEAM



**THE  
BEST**

**TEAM**



TEAM



# PEOPLE, OUR CORE VALUE

PEOPLE ARE  
ÁNGEL CAMACHO  
ALIMENTACIÓN'S BEST  
AND MOST VALUABLE  
ASSET. THE COMPANY  
IS AWARE OF THIS, AND  
THAT IS WHY IT STRIVES  
TO OFFER THE BEST  
POSSIBLE WORKING  
ENVIRONMENT AND  
TO PROMOTE QUALITY  
EMPLOYMENT.

Undoubtedly, the success of Grupo Ángel Camacho is due to the team that makes up its extensive personnel, both nationally and internationally. Committed people who work to **continue to make this shared project grow**. They have always demonstrated this, but it has been during 2020 and 2021 when they have brought out the best they had, making an enormous effort so that the company could continue with its activity, even in the worst months of the pandemic. They have always **fulfilled their responsibility to supply food** to domestic and foreign markets.

## PERSONNEL MEMBERS BY BUSINESS UNIT\*

	2020			2021		
	Women	Men	Total	Women	Men	Total
Ángel Camacho Alimentación	149	372	521	142	354	495
Grupo Ángel Camacho	22	36	59	21	35	56
A. Camacho UK	3	3	6	3	3	6
Susarón Herbal teas	9	13	22	6	12	17
Mario Camacho Foods	12	12	24	15	10	25
Stovit Group	61	42	103	62	46	108
Agricultural companies	0	14	14	0	13	13
<b>TOTAL</b>	<b>265</b>	<b>492</b>	<b>749</b>	<b>248</b>	<b>472</b>	<b>720</b>

\* This data reflects the average number of workers based on the days contributed to the social security system during the year.





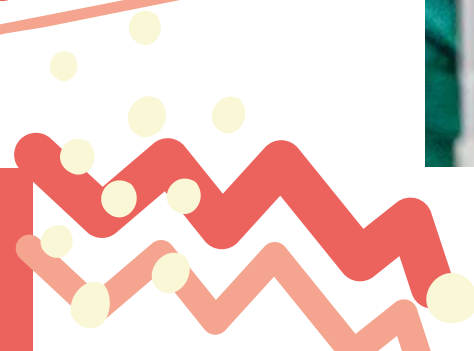
In 2021, aware that people are the driving force of the company, **the People Department has been strengthened in technical and process aspects.** The aim is to offer a better service to employees and optimise the organisation. Other projects include the creation and promotion of three key processes:

- ◆ **Performance evaluation:** To analyse people development policies, the digitalisation of the company focused on optimising processes and to define expectations of excellent behaviours.
- ◆ **Value-driven leadership:** To recognise the role of people who lead teams. An extensive programme has been developed to identify behaviours aligned with the company's values that lead to success, such as a sense of belonging, service vocation or being recognisable.

Along these lines, the **'Green Paper on Leadership Style'** by Ángel Camacho Alimentación explains, identifies and promotes values that identify the company internally and externally.

- ◆ **Promotion and commitment to the Competency Management Model:** to unify the company's internal language and make it the benchmark system in all Human Resources processes, from remuneration models to talent attraction.

**The People Department has been strengthened to offer a better service to employees**





## COMMITMENT TO EQUALITY AND DIVERSITY

Respect for all the people who work in the company is one of the principles that govern the business. For this reason, for the last six years, Ángel Camacho Alimentación has had an **Equality Plan** in place to promote equal opportunities, diversity in all areas (cultural, geographical, sexual, age-related...), balance, non-discrimination and integration through different policies and actions. The goal of the Equality Plan is to create the best workplace environment and the possibility of growth in the company.

Without a doubt, this approach not only enriches the company, but also boosts its development and secures its future.



### EQUAL OPPORTUNITIES



Personnel



**65%**  
men

**35%**  
women

Ángel Camacho Alimentación guarantees that the people who make up its personnel receive **equal treatment** and **equal opportunities**. Among other aspects, recruitment on purely professional motives is defined, as is remuneration. To this end, criteria are implemented to ensure that merits and abilities demonstrated while performing the job are acknowledged. The **Equality Plan Follow-up Committee** is in charge of verifying compliance with all the actions implemented on an annual basis.

In 2020 and 2021, the percentage of women in the Group was 35%, a significant figure considering that this is a largely male-dominated industry. In this sense, specific measures are being developed in favour of women and men regarding access to certain jobs and departments occupied mainly by people of one sex, or when there is no balanced presence.

One of the main focuses of the company's efforts is to **ensure equal treatment in terms of remuneration** for men and women. For this reason, different actions have been implemented to ensure that the company's **remuneration** is determined according to the **position, skills, abilities and professional achievements** of each individual worker.



**ANA MARÍA RAMÍREZ NEGRETE**  
first female forklift operator at Ángel Camacho Alimentación



## DIVERSITY

Ángel Camacho Alimentación is committed to diversity as an essential cornerstone for living together in a diverse and changing society. Many lines of action are carried out to promote diversity in all areas, such as equality, professional development, work-life balance and disability, among others.

In this regard, the company has focused on integrating people with special abilities, a measure that requires everyone to create a cooperative and inclusive working environment. A **Plan for the Recognition of the Official Declaration of Disability** has been drafted to analyse benefits, tax advantages, accessibility, employment, economic benefits, welfare benefits and educational aid in order to inform and advise these employees.

It is a fact that people with special abilities are an example of



perseverance and an inspiration to address challenges, improve workplace environment and connect with social reality. In recent years, Ángel Camacho Alimentación has increased the number of workers with disabilities with a **50% increase from 2019 to 2020 and 150% from 2020 to 2021**. Additional measures have been implemented, such as hiring a Special Employment Centre, which carries out the industrial cleaning service and service assistants, generating employment worth more than one million euros per year.

For Ángel Camacho Alimentación, building a socially responsible company generates a **fairer environment** that fosters plurality among people, knowledge, experiences and genders.

## BALANCE

Work-life balance is one of the key aspects within the Equality Plan, and new measures are taken to favour the balance between the work and personal life of employees each year. In addition to flexible working hours, with different options depending on the position or personal circumstances, one of the most relevant actions in this area has been **the implementation of teleworking days** for administrative personnel, with a work model of two days in the office and three days at home. This measure not only effectively promotes balance. It is also a response that meets people's demands in line with reality of the labour market derived from the pandemic.

In the case of **maternity/paternity**, the company is aware of the needs of employees at this stage of their lives. This is why it offers multiple options to promote work-life balance. Thus, during the breastfeeding period, the person has flexibility in choosing the working hours within their working day, as long as they have not been accumulated. It also ensures that those with reduced working hours or those on leave for family reasons can participate in training courses.

All these measures have a very positive impact on **satisfaction and commitment among the people** who are part of Ángel Camacho Alimentación.



### BALANCE

Workers	2020			2021		
	Women	Men	Total	Women	Men	Total
With maternity/paternity leave	1	19	20	5	13	18
With a reduction in working hours	9	0	9	11	7	18
With leave for family care	0	0	0	0	0	0
<b>TOTAL</b>	<b>10</b>	<b>19</b>	<b>29</b>	<b>16</b>	<b>20</b>	<b>36</b>



## TEAM DEVELOPMENT

Talent retention and attraction, as well as the development of the professionals within Ángel Camacho Alimentación, is key to achieving a **strong and prepared team**, capable of guiding the company towards achieving new challenges.

Between 2020 and 2021, almost 180,000 euros have been invested in training our personnel.

Despite the pandemic and the difficulties it brought to the workplace,

INVESTMENT IN TRAINING (€)		
	2020	2021
Ángel Camacho Alimentación + Grupo Ángel Camacho	86,295	76,918
SUSARÓN	54	2,679
STOVIT	4,246	4,338
Mario Camacho Foods	2,065	1,749
<b>TOTAL</b>	<b>92,660</b>	<b>85,685</b>

Ángel Camacho Alimentación has continued developing its **Annual Training Plan** with various initiatives in order to promote knowledge and talent among employees. Some of the actions carried out were related to:



### Management and Appreciative Coaching

Training to improve communication, coordination and teamwork competences.



### Languages

The international nature of the company requires a multilingual team.

### Technical area

Specific training programmes in areas such as electricity, mechanics and pneumatics, etc.



### Occupational risk prevention

Our commitment to safety is strong and continuous safety training is provided for employees and new hires.



## OUTSTANDING INITIATIVES

### **Competency Management System**

The pandemic has brought a new working environment in which digitalisation, remote connection and new ways of interacting with clients and suppliers are commonplace on a daily basis. For this reason, the company has launched a new Competency Management project, led by the People Department, with the goal of **focusing on people, increasing the levels of connection among them**, providing management

tools and helping everyone, from the first to the last, to chart their own path **towards continuous professional improvement.**

The Competency-based Management System is integrated in the **Performance Management Project.** It seeks to highlight the concrete and observable behaviours related to excellent work, in order to advance the **professional improvement of employees** reinforcing their levels of development and motivation.

### **A book to boost leadership**

The company is focusing its efforts on developing a 'values-driven leadership' approach, with the goal of **identifying excellent behaviours** that lead to the success of leaders in the organisation. For this reason, the '**Green**

**Paper on Leadership Style'** was drafted by Ángel Camacho Alimentación. This document offers a reference framework for behaviours that should be put into practice by team leaders, as well as those that should be eliminated, as they go against the correct functioning of the company.



The goal is to **focus on people** for their **professional development**





## WE PRIORITISE HEALTH AND SAFETY

The health and safety of people are priority issues at Ángel Camacho Alimentación. The health crisis situation has been a challenge for the company, which has always set as its main objective to **protect people's health**.

In this sense, even before the State of Alarm was declared, all necessary measures were taken to ensure the protection of workers, establishing teleworking for sales and office personnel, and providing the necessary protection for factory personnel, in addition to other measures such as flexible shifts, thorough cleaning, social distancing, etc.

Through a **Prevention and Action Plan**, the actions necessary to protect employees, create a safe working environment and continue with an activity that at that time was vital for supplying food points of sale and serving the population could be

expedited. All decisions were taken with the consensus of the Crisis Committee and the Works Councils.

This situation exemplifies the company's position on occupational health and safety, which advocates a shift **from risk control to preventive commitment**. For this reason, it also promotes policies aimed to preventing, reducing and even eliminating accidents, achieving the 'Zero Accident Challenge', which encourages commitment and involvement in complying with safety standards and best preventive practices.

In 2020, thanks to awareness-raising initiatives among all the people in the company in preventive matters, **the goal of zero accidents in nine areas of the company has been achieved**. More than 90 employees have been the architects of this great achievement, although steps are still being taken to extend this success to the entire Group.







TEAM

## Q-SAFELY PROGRAMME

Training in occupational health and safety in order to achieve a safe working environment, promoting proactive attitudes to evolve from risk control to commitment to prevention.



## SAFETY AWARD

To promote commitment to employee health and safety, and to achieve the **'Zero Accident Challenge'**. The company rewards those work centres that have not recorded any occupational accident during the year. In 2020 and 2021, the warehouses in Morón and Espartinas, the sorting and fermenter yard, cylinder yard, bins, the milling facility, the treatment plant and outside services maintenance sections at the Morón plant, and the stuffing filling and preparation section at the Espartinas plant obtained this acknowledgement.



Safer facilities to continue protecting people



## CERTIFIED IN ISO 45001

Ángel Camacho Alimentación is certified in ISO 45001. This preventive certification guarantees that the company has a preventive management system that goes beyond compliance with Law 31/95 on the prevention of occupational risks, and that it is an added value to reduce the labor accident rate





## IN THE BEST COMPANY

Ángel Camacho Alimentación puts **people at the centre** of all its activities with the goal of offering the best possible working environment. This includes long-term job retention, ongoing personnel training and personal and professional development, as well as working continuously to ensure the health, safety and well-being of all.

### PROMOTION OF INTERNAL COMMUNICATION

Ángel Camacho Alimentación moves forward in its digitalisation process with the launch of **AC@Net, the internal communication and collaboration platform for employees**. This new work tool for daily use is also a meeting point for all the people in the organisation, offering valuable information for workers. With a responsive design and versions in different languages, it allows you to optimize and digitize daily work processes that involve different departments and share valuable content updates in real time.



### WORKING ENVIRONMENT SURVEY

At the end of 2020, a new working environment survey was conducted at the Morón de la Frontera, Espartinas and León work centres to find out the level of employee satisfaction and the evolution with respect to previous surveys. In this latest edition, the online format has been incorporated together with the classic paper format in order to ensure that the answers remain confidential.

**Participation reached 77% of personnel**, 3 points higher than the previous edition. Results were also better,

increasing overall average satisfaction levels to 7.6 points out of 10, up from 7.1 points in 2019. The best scores were for corporate aspects such as pride of belonging, organisation prestige, a company in which one can grow and develop, and quality work. There were also very positive responses regarding work-related aspects such as compliance with health and safety legislation, clear responsibilities and expectations for the jobs, positive assessment of leadership members (direct boss), and improved assessment of the Management Team





## WELL-INFORMED EMPLOYEES



Internal communication is a lever for the development of the company and the people who are part of it. The goal is to build **honest, close and transparent relationships** so that the entire team has direct knowledge of the organisation's current affairs. Newsletters and daily communications, quarterly meetings with the general manager and "brand ambassador" activities are some of the initiatives carried out in this regard.



## STRENGTHENING CYBERSECURITY

Strengthening security in relation to technology has been a major focus at Ángel Camacho Alimentación in recent years. In addition to increased allocation of resources to the Information Systems department, the company has focused on increasing personnel awareness of common cybersecurity risks and individual responsibilities. Thus, it has created a specific space within the intranet in order to provide useful information to help minimise the risks associated with the use of computer systems.



## FLEXIPLAN: FLEXIBLE REMUNERATION SYSTEM

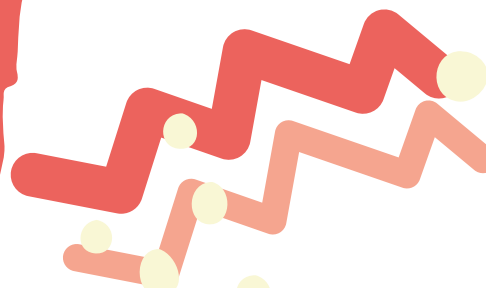
Ángel Camacho Alimentación offers its employees a flexible remuneration system called Flexiplan, which lets employees choose to receive a part of their remuneration as a regular salary and another part in products/services at a price lower than the one in the market.

By using this system, employees can **increase their purchasing power** by saving on taxes on these goods and services. Services included in Ángel Camacho Alimentación's flexible remuneration system are: health insurance, childcare, meals, training, vehicle leasing and renting.

Through this plan, the company seeks to improve **motivation and well-being**, as well as to retain talent.

## 'I HAVE A GREAT IDEA!' CONTINUES TO WIN AWARDS

For the past 14 years, the company has been rewarding the best ideas, proposals and suggestions contributed by professionals through the contest called '**I have a Great Idea!**'. Although participation has been reduced due to the healthcare situation in 2020 and 2021, great ideas for improving processes, procedures and products are still being submitted, demonstrating the company's **commitment to R&D&I and continuous improvement**.





ENVIRONMENT



**WE TAKE CARE OF THE** ENVIRONMENT



# CREATING SUSTAINABLE VALUE

THE COMPANY DEVOTES A GREAT DEAL OF EFFORT AND RESOURCES TO CONTINUOUSLY IMPROVE ITS ENVIRONMENTAL PERFORMANCE IN ORDER TO.

Ángel Camacho Alimentación is clearly committed to caring for the environment, which is why it focuses on **sustainably developing its business activity in all areas**. Protecting the environment is a strategic aspect for the company, which has implemented several Environmental and Energy Management Systems with a triple goal in mind:



## TRIPLE GOAL



**Continuous improvement in natural resource management**



**Reduction in water and energy consumption**



**Reduction of emissions, residues and food waste**

Our **Environmental Management System is ISO 14001:2015** certified. This guarantees the company's compliance with the highest environmental quality standards. The company's **Energy Management System** is adapted to the **ISO 50001:2018** certification and is supervised by the Efficiency Committee to monitor its correct compliance. It also has certifications such as **EMAS, Carbon Footprint** and Water Footprint together with the Zerya certification in 2020 for its 'zero pesticide residues' protocol in its olive groves. In addition, the company is part of the Global Security Verification Programme (GSV), which verifies safety in all its processes and supply chain.

All these tools make it possible to improve processes, optimising resources and consumption in order to make Ángel Camacho Alimentación a

more sustainable company every year. To meet the goals set, the company relies on the commitment of all the people within the Group, employees, collaborators and suppliers. This commitment is a result of the sustainable culture that is in the company's DNA, which has a biannual Environmental and Energy Policy Statement, as well as a Best Environmental Practices Guideline.





## MONITORING ENVIRONMENTAL IMPROVEMENT

The commitment to sustainability is associated with the responsibility to report on environmental activity in a transparent, accurate and comparable manner. For this reason, the company produces an annual **Environmental Statement** containing all the data related to consumption (water, energy, raw materials), emissions and waste derived from its activity. The Environmental Statement also includes the **company's environmental objectives**. In addition, the Environmental Statement includes

the company's environmental objectives, the timeframe for their achievement and periodic review, goals and actions to reach them, those responsible for the actions implemented and the resources required to achieve them.

In 2021, Ángel Camacho Alimentación renewed its commitment to the **United Nations Global Compact** and to the achievement of the **Sustainable Development Goals**, producing a **Progress Report** which includes all our

work on environmental issues. These commitments demonstrate the company's commitment to sustainable development as a key strategic business focus.

Regarding the relationship with its **suppliers**, we request them to sign Ángel Camacho Alimentación's **environmental clauses** in order to guarantee that they carry out their activity under sustainable parameters. It is also required that they have their own management systems, mainly certified by ISO 14001.

SUSTAINABLE DEVELOPMENT GOALS



Environmental Statement 2020

Sustainability is a strategic aspect for the company



## GOING THE EXTRA MILE FOR THE PLANET

### REGIONAL ACKNOWLEDGEMENT

The Regional Government of Andalusia, and more specifically the **Regional Ministry of Agriculture, Livestock, Fisheries and Sustainable Development**, included a review of Ángel Camacho Alimentación and its commitment to environmental sustainability in its December 2021 Environmental Education for Sustainability newsletter. This publication highlights the company's efforts to **maintain a low environmental impact** from its business activities, as well as the adoption of various quality and environmental certifications and other best practices in sustainability.



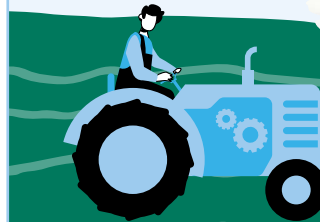
### SUSTAINABILITY AS A CHALLENGE

Ángel Camacho Perea, General Manager of Grupo Ángel Camacho, participated in the digital meet-up called **Sustainability, challenges and opportunities for the primary sector**, organised by BBVA. There, he highlighted the company's family and local vocation, as well as its achievements in sustainability. For the executive, *"sustainability is about acting properly, being transparent and talking about it"*.



### PROJECT LIFE LASER FENCE

In March 2020, Ángel Camacho Alimentación presented the final stages of its participation in 'Life Laser Fence' in University of Liverpool. The project was carried out in collaboration with European companies to **control the presence of rodents, birds and other wild animals in crop fields** through the use of laser technology, thus reducing the use of chemicals, contamination in the food chain and death by poisoning of different species. The results of the project show the system's **high effectiveness** in preventing bird presence and improving the presence of small mammals, in addition to greater efficiency in the use of a new laser colour, red.



### SUPER-INTENSIVE DRYLAND OLIVE CROP TRIALS



In 2017, in order to make a **more sustainable use of resources**, Ángel Camacho Alimentación initiated the project called 'Adaptation to high-density and dryland cultivation of traditional varieties of table olives', **in collaboration with the University of Seville**. The initiative, which was joined in 2021 by Interaceituna, has a duration of six years and is being carried out on the 'El Fontanal' farm, where the **viability of growing under super-intensive dry farming conditions olive varieties** such as manzanilla cacereña, manzanilla sevillana and hojiblanca, historically planted in traditional frames, is being studied. Initial reports indicate that the plantation is **developing optimally**, although in the coming years it will be verified which variety is best adapted. In parallel, the project is studying the development of genotypes created by the University of Seville and planted in 2019 on the same grove.





## R&D WORK WITH RESULTS

Thanks to our research and development work, we have been able to **optimise** process efficiency and reduce our environmental footprint.

We were able to reduce the **grammage of the shrink wrap plastic in the trays**, for which both the shrinking machinery and the ovens had to be adapted. This measure has led us to saving **24%** of the **plastic material** used in the shrink-wrapping process



## New wrapping process

developed, reducing wrap thickness and resulting in **plastic savings** of up to **35%**. This process also improves the stability of the pallets by working with a wrap that supports tension better and provides greater pre-stretch during wrapping.



Angel Camacho is working to replace all the multilayer doy-packs for brineless olives by **flexible stand-up-pouches made of 100% recyclable material**. This packaging is based on a sustainable, single-layer design that reduces non-recyclable waste and the environmental impact of the manufacturing process. In the next months these recyclable containers will be available for customers.





## ENERGY EFFICIENCY ACTIONS



### Energy

- ◆ New **planning of milling activity** to intensify its use during periods of lower energy costs.
- ◆ **Installing an inverter** on the powder suction motor at the Infusiones Susarón facilities, improving performance and minimising electric energy consumption. A **high-efficiency variable compressor**, has also been put into operation, achieving lower electric energy consumption.
- ◆ Installation of a **new container dryer**, more efficient against corrosion and with lower operating costs.
- ◆ **Installing solar panels for the Ángel Camacho Alimentación warehouse.** Placed on the roof, they will provide almost **20% of the consumed energy** in the facility.
- ◆ **New method of discontinuous air supply** to move and oxidise olives,

which has made it possible to reduce the energy required for this process by nearly **40%**. This improvement also reduces emissions and operating costs.

- ◆ Replacing compressed air with **reused water in de-pitting machines**, achieving electrical savings of more than **130,000 kWh** per year.



### Water

- ◆ **Modifying the anti-scaling treatment** for cooling water, reducing annual **water** consumption by **1.585 m<sup>3</sup>** and **brine** consumption by **812 m<sup>3</sup>** per year.
- ◆ **Recovering and reusing water from the oxidation process**, achieving lower consumption, reducing discharge and generating fewer emissions.
- ◆ **Using mains water at the Espartinas and Morón de la Frontera facilities directly**, reducing estimated energy consumption of **7,971 kWh** per year at the **Espartinas** plant

and **35,000 kWh** per year at the **Morón** plant.

- ◆ Work is underway to improve the **cooling circuit**, in order to guarantee the current and future demand for water in the sterilisation and pasteurisation processes, as well as to improve process safety and efficiency. This initiative will reduce annual water consumption by **30.000 m<sup>3</sup>**.



### Waste

- ◆ Installing specific containers for **packaging recycling**, in all centre. This provides better segregation and reduced waste volume.



### Emissions

- ◆ **Optimising the management of milling mass**, which amounts to nearly **7.000 tonnes** per year. This will minimise the number of lorry trips, and consequently reduce emissions.

The goal is to make a **more responsible use of the resources**





## TRANSFER OF THE ACTIVITY FROM ESPARTINAS TO MORÓN

In the last quarter of 2021, as part of Ángel Camacho Alimentación's commitment to developing its business activity sustainably, the company began to **transfer part of the activity on its Espartinas plant to the Morón de la Frontera plant**. The goal of this initiative was to **centralise operations** in the company's most modern, technological and efficient centre, thus favouring process quality and **minimising environmental impact**.

This relocation, which is **part of Ángel Camacho Alimentación's Strategic Plan**, the Evolution Plan, is part of the industrial modernisation programme that the company is currently working on. This move is clearly aimed to **optimising industrial processes**, improving productivity and making the company more competitive. One part of the activity was

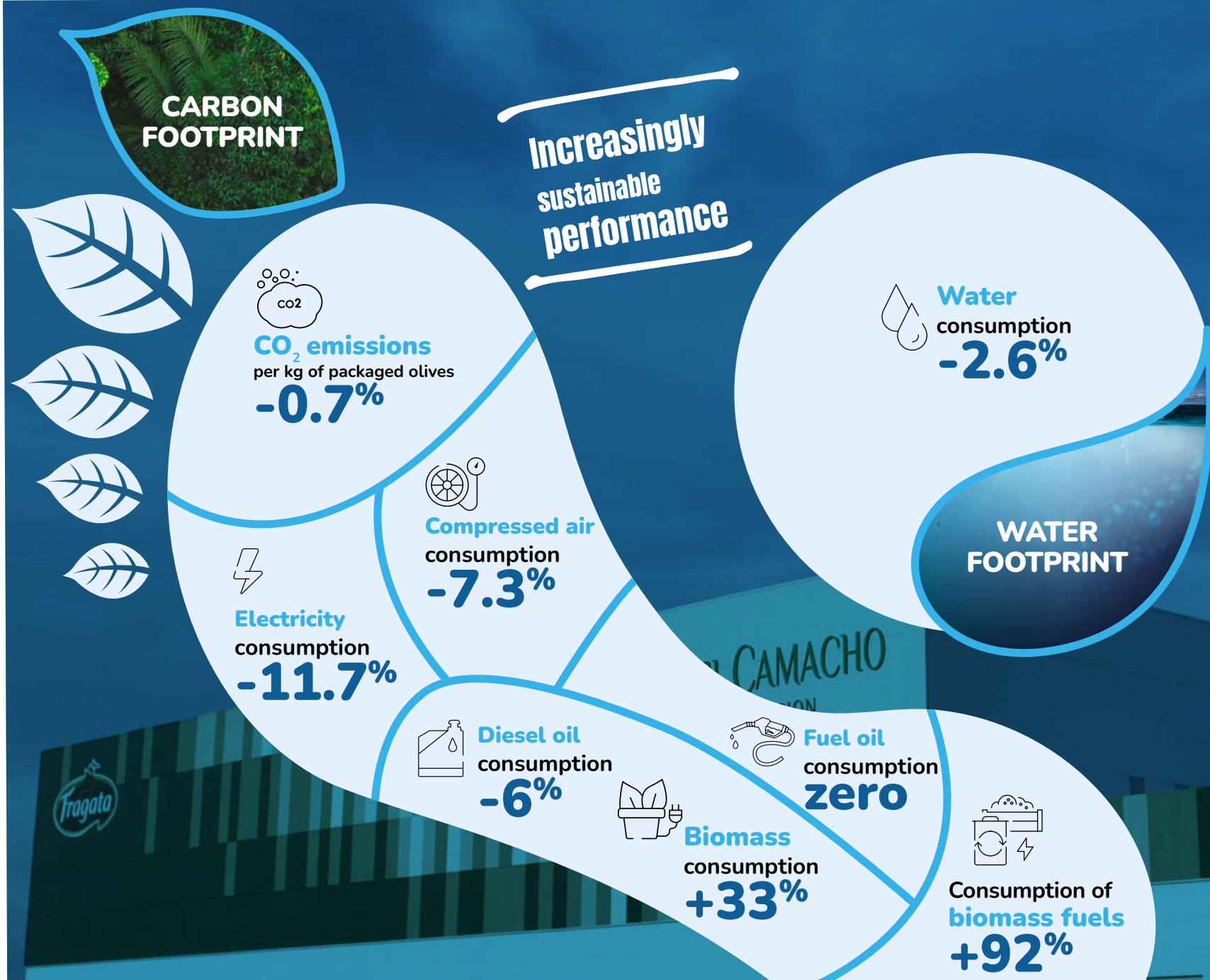
heavily burdened by the continuous transfer of olives by lorry from the Espartinas facilities to the Morón de la Frontera factory.

The **Espartinas plant continues to operate** and will maintain its activity during the harvest and all subsequent processes linked to the treatment of seasonal olives. The relocation was completed in early 2022.



## 2020-2021 ENVIRONMENTAL INDICATORS

The main environmental impacts derived from Ángel Camacho Alimentación's business activity are related to water and energy consumption, consumption of raw, packaging and container material, waste generation and discharge, greenhouse gas emissions and hazards to the biodiversity of the environments in which it operates. For this reason, the company focuses its environmental initiatives on these aspects, with the goal of reducing its water and carbon footprint as much as possible.



# 2020-2021 ENVIRONMENTAL INDICATORS



Growing commitment to responsible resource use

## CONSUMPTION OF RAW MATERIALS AND CONTAINERS

Consumption of containers and packaging, per tonne of packaged product **-5.3%**

Raw material consumption per tonne packaged product (salt, sosa, etc.) **-4.7%**

## WASTE AND DISCHARGE

hazardous **-7.5%**

non-hazardous **-8.8%**

Discharge generation **-17.4%**



## WATER

2015-2021

### WATER FOOTPRINT REDUCTION

**-2.6%**

Water at Ángel Camacho Alimentación is mainly used for irrigation at **agricultural operations**. Production processes in the factories also require water. We are aware that water is a scarce but necessary resource, so we focus our efforts on reducing its consumption by applying **new technologies** in production processes and promoting **responsible consumption**. Installing timed flow taps, leak detection and shut-off systems, among other initiatives, have resulted in reduced water consumption.

In addition, **Ángel Camacho Alimentación is developing measures in all areas of the company** to further reduce its water footprint, such as:

### MEASURES

- ◆ **Information, training and awareness campaigns** among employees aimed to saving and using water in production processes efficiently.
- ◆ Using **dry methods**, such as vibration or compressed air, to remove pits or to transport them.
- ◆ Using **water at the right pressure and temperature** in industrial processes and cleaning.
- ◆ **Reducing, recovering, and reusing water** provided that food hygiene and safety protocols allow it.
- ◆ Prioritising cleaning asphalted areas using **mechanical sweepers**.
- ◆ Installing **pressure limiting devices** and diffusers for hygienic-sanitary services
- ◆ Using sanitary devices with **water-saving systems**.
- ◆ **Mechanising cleaning systems**, avoiding the use of water when sweeping, using pressurised cleaning systems and, if possible, **recovering water** through closed circuits with purification.

**Reducing the water footprint is one of the company's main goals**



## ENERGY

### CONSUMPTION



Electricity **-11.7%**



Diesel oil **-6%**



Fuel oil **zero**



Compressed air **-7.3%**



Biomass consumption **+33%**

To develop its productive activities, Ángel Camacho Alimentación uses electric energy to power equipment and fuels to generate the vapour necessary for product sterilisation and pasteurisation processes.

With respect to electrical energy, electric energy consumption decreased by 11.7%. However, in relative terms, taking into account the fact that **production at our facilities increased by 9.6%**, this means that relative electricity consumption increased by 9%.

**Sustainable energies  
sare becoming more and  
more important**

In terms of fuels, the company mainly uses biomass in the form of olive cakes or almond shells and diesel oil. The use of **biomass as a fuel is on the rise**, and is progressively replacing other fossil fuels such as diesel or fuel oil, **which are no longer used in the company**. This means using waste as a by-product, which has a significant positive impact on reducing the company's carbon footprint. **In 2021, 92% of the total fuel came from biomass.**

The company has taken many measures to **reduce energy consumption**, in electricity and fuel:

### MEASURES

- ◆ Performing **electrical and energy audits** on facilities in order to optimise consumption.
- ◆ Improving insulation systems on steam installations and making **vapour use during production** more efficient.
- ◆ Conducting **information, training and promotion campaigns** on saving and using energy efficiently among employees.
- ◆ Using **highly energy-efficient** equipment and fuels.
- ◆ Making the most of **daylight** and replacing incandescent lighting appliances with **energy-efficient systems**.
- ◆ Installing **automatic shutdown elements** and shutting down operating equipment and lights when they are not needed.
- ◆ Installing **timer switches and presence sensors** in service areas, changing rooms, or low-traffic areas.
- ◆ Placing **thermostats** in central heating systems to reduce consumption.
- ◆ Performing maintenance on **refrigeration circuits and cold rooms** to avoid energy loss, making sure that they close hermetically and regulating their internal thermostat to adequate temperatures.



## RAW MATERIALS, CONTAINERS AND PACKAGING



### CONSUMPTION OF RAW MATERIALS



per tonne of packaged product **-4.7%**



Container and packaging consumption, per tonne of packaged product **-5.3%**

Ángel Camacho Alimentación prioritises purchasing supplies, including raw materials and others such as containers and packaging, from local companies. In 2021, **more than 70% of purchases were made from suppliers in the surrounding area**, mainly from Andalusia and Extremadura.

The percentage of these purchases is distributed as follows: 53% for raw material acquisition and 25% for containers and packaging. The remainder is used to purchase other products such as fuels, auxiliary materials, etc.

Our **main raw materials** acquired are **olives** for our table olive business, and **fruit** and **sugar** for the production of fruit preserves.

**Raw materials account for 53% of purchases**

In terms of **containers and packaging**, the main materials purchased by the company are jars, cans and cardboard, accounting for 83% of purchases in this area.

The actions and initiatives promoted by the company to **optimise raw material and container consumption** are, among others:

### MEASURES


- ◆ Procuring **environmentally certified** materials, equipment, products and suppliers.
- ◆ Knowing the **meaning of the different eco-labels and certifications**.
- ◆ Prioritising **purchases from local suppliers** to avoid unnecessary travel expenses, choosing products with a calculated and certified carbon and water footprint and, materials and products from certified organic farming, if possible.
- ◆ Purchasing **products in bulk** and with the smallest possible volume of containers and packaging.
- ◆ Using **packaging made from materials that are recycled**, biodegradable and can be returned.
- ◆ **Efficient design** of the product packaging and container material.
- ◆ **Simplifying and reducing** the different types of **spare parts**, packaging and container materials (jars, lids, labels, boxes, pallets), thus **reducing stock and rejections**.



## WASTE

### WASTE PRODUCTION

 non-hazardous **-8.8%**

 hazardous **-7.5%**

Waste generated by Ángel Camacho Alimentación's business activity is divided into two types: **non-hazardous and hazardous waste**. The former include **non-recyclable**, waste, which is delivered to final waste managers, and **recyclable waste**, which is delivered to managers for recycling or recovery (cardboard, plastic, glass, tins, electrical equipment, scrap metal, boxes, toners, etc.). In relative terms, this waste has increased by 12.5% per ton of packaged product.

Hazardous waste includes contaminated containers, aerosols, solid ink, non-halogenated solvents, used oils,

contaminated paper and absorbents, filters, fuel residues, etc. Ángel Camacho Alimentación produces **less than 10 tonnes/year of hazardous waste**, which places the company as a 'small producer'. In relative terms, there has been an increase of 15.60% in hazardous waste generation per tonne of packaged product, as a result of improvements in **waste segregation and productivity**.

In order to reduce and **improve waste management**, the company takes measures such as:

**The volume of hazardous waste has decreased by more than 12%**

### MEASURES

- ◆ Training and informing personnel about **company waste minimisation and reduction plans** y la disminución del potencial contaminador de la empresa.
- ◆ Acquiring **equipment and machinery that have the least negative effects on the environment** (non-ozone depleting coolants, low energy and water consumption, low noise emission, among others).
- ◆ **Minimising raw material storage time**, managing stock in a way that avoids waste production due to product expiration dates.
- ◆ **Using suitably-sized containers**, made of recycled, biodegradable and recoverable materials.
- ◆ Negotiating the **return of rejected or expired raw materials** to the supplier, as well as product containers once they have been used.
- ◆ **Correctly segregating waste** avoiding mixing, and storing them correctly before delivery to an authorised waste manager. Segregating organic waste for composting as fertiliser.





## DISCHARGE

### DISCHARGE GENERATION

**-17.4%**

Thanks to correctly managing waste and improving production processes, discharge generation per tonne of packaged product has **only increased by 2% in relative terms**.

Ángel Camacho Alimentación is working to reduce this figure even further by taking measures to **improve the production process' footprint on the environment**:

### MEASURES

- ◆ Training and informing our staff on **discharge reduction plans** and on reducing the company's polluting potential.
- ◆ Performing **risk analysis** in order to **prevent environmental impact** such as fires, uncontrolled discharges, spills, etc.
- ◆ **Correctly segregating wastewater**, avoiding mixing it with clean water which may prevent correct purification.
- ◆ **Prohibiting disposal into the collectors of materials** that impede their correct functioning or maintenance or of elements that are inflammable, explosive, irritating, corrosive, or toxic, such as waste oils.

Steps continue to be taken to **reduce discharge generation**



## EMISSIONS

CO<sub>2</sub> EMISSIONS PER  
KG OF PACKAGED  
OLIVES

-0.7%

The production and distribution of Ángel Camacho Alimentación's products generates direct and indirect emissions. The main sources of direct emissions are the lorries used in the transportation of goods and indirect emissions deriving from electric energy and fuel consumption in the facilities.

In 2021, CO<sub>2</sub> emissions totalled 53,127 tonnes. In recent years, there has been a **2.7% reduction in CO<sub>2</sub> emissions, equivalent per kg of packaged olives.** One of the causes is the use of biomass as a fuel for energy generation, which has led to zero fuel oil consumption since 2017. Now, biomass accounts

for 92% of total fuel consumption. In addition, a **large part of electric energy consumption comes from renewable sources.** All these measures contribute to reducing emissions and, therefore, the company's carbon footprint.

But the emphasis is still on measures to **reduce the environmental impact in terms of emissions**, such as:

**Since 2017, fuel oil consumption has been zero and biomass accounts for 92% of total fuel consumption**

## MEASURES

- ◆ Training and informing our staff on **reducing the company's polluting potential.**
- ◆ Installing **gas exhaust, treatment, and purification systems.**
- ◆ Performing **proper maintenance** on the boilers.
- ◆ Reducing noise emissions by keeping **equipment in operation for the time strictly necessary** and performing adequate maintenance.
- ◆ Using **extraction equipment with appropriate filters** and maintaining them in optimal operating conditions.





**WE ADD  
VALUE TO** **SOCIETY**

# COMMITMENT TO LOCAL DEVELOPMENT

OUR CORPORATE STRATEGY INCLUDES A FIRM COMMITMENT TO RURAL DEVELOPMENT, TURNING THE COMPANY INTO AN ECONOMIC AND SOCIAL DRIVING FORCE FOR THE REGION.

Since its foundation in 1897, Ángel Camacho Alimentación has maintained **strong local roots** with the province of Seville and, more especially, with Morón de la Frontera, where a large part of its business activity is concentrated.

This link is a source of pride, but also a responsibility, since the company has become one of the **main economic driving forces of the area**. In its quest for shared value, Ángel Camacho Alimentación boosts local employment and favours the local economy by prioritising purchases from suppliers in the surrounding area. Likewise, this commitment to development also extends to areas such as training, sports or solidarity initiatives, collaborating with numerous entities and organisations to try to build a fairer and more equitable world.



## A DRIVING FORCE FOR THE COMMUNITY



**Employment**  
+ **90%** of  
personnel is  
from Morón de la  
Frontera



**Sports**  
promotion  
through  
sponsorships and  
collaborations



**Local procurement**  
+ **75%** of purchases  
are made locally



**Training and  
employment**  
agreements with  
academic institutions



**Social investment**  
tonnes of food donated annually, in  
addition to collaborating with different  
solidarity projects

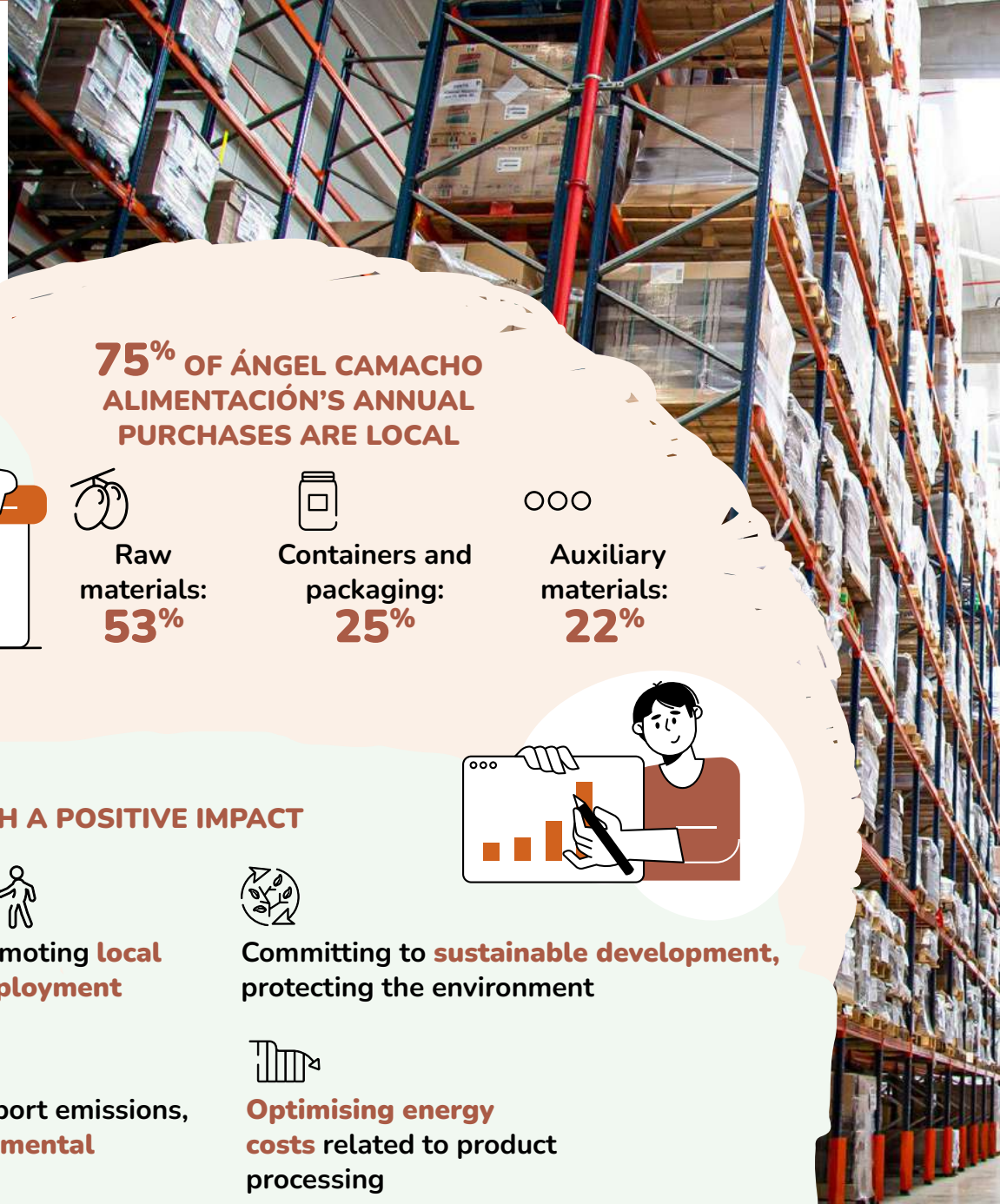
## PROVEN SUPPLIERS

During the development of its business activities, Ángel Camacho Alimentación works to **ensure acquisition of the best raw materials** and ingredients or components that are necessary for producing the products it markets, both in terms of quality and food safety.

To achieve this, it maintains **business relationships with nearly 400 top-level suppliers** so that they can contribute their excellence to the company. As a complementary guarantee, it demands the same standards of ethics, governance, quality, safety and commitment to the environment from all of them, regardless of their size and status, as those defined for itself. In addition, the company **prioritises local components** when selecting its suppliers, as shown by the fact that more than 75% of annual purchases come from Andalusia and Extremadura.

This strategy makes it possible for the company to build trusting but also **stable long-term** business relationships, some of them extending over more than 25

years. Both factors are key to the growth and development of the organisation.



### 75% OF ÁNGEL CAMACHO ALIMENTACIÓN'S ANNUAL PURCHASES ARE LOCAL



Raw materials:  
**53%**



Containers and packaging:  
**25%**



Auxiliary materials:  
**22%**



### LOCAL SUPPLIERS WITH A POSITIVE IMPACT



Reinforcing **trust**



Promoting **local employment**



Committing to **sustainable development, protecting the environment**



Lowering transport emissions, greater **environmental protection**



Optimising **energy costs** related to product processing

## SUPPLIERS THAT GO THE EXTRA MILE

In order to fulfil its commitment to produce and market excellent products, the company must **monitor and control all factors** involved in the process, both internal and external. In this sense, ensuring the traceability of the entire chain helps to know the status of raw materials from the crop phase in the field to the final distribution of finished products. This information is key in order to guarantee quality.

In this way, Ángel Camacho Alimentación **promotes ongoing collaboration initiatives with suppliers** to drive continuous improvement in areas such

as waste reduction and energy efficiency, the use of environmentally friendly materials and the promotion of the **circular economy** as a driver that favours a more sustainable society and future.

One of the many examples of this is related to **reducing plastic** in our brine-free olive packaging, namely the 70 gram doypack and 30 and 20 gram pouches. Together with our supplier, we worked to reduce the thickness of the packaging's final layer from 80 to 60 microns, achieving **plastic savings of around 5,500 kilos of plastic per year**.



### CAMACHO INTEGRA: FROM THE OLIVE TREE TO THE TABLE



This initiative arose in 2017 with the aim of involving olive suppliers (farmers) in Ángel Camacho Alimentación's value chain, thus being able to technically control their purchasing needs and advise them in order to obtain greater efficiency on their fields. In this way, the company and its suppliers share their vision and strategy, thus reinforcing the quality and safety of raw materials and final products. To promote fluid communication and greater knowledge, the company publishes a **newsletter** which collects data from 19 control stations placed in different plots, a valuable source of information that provides data on pests and diseases that occur throughout the season.



**Integrated suppliers**

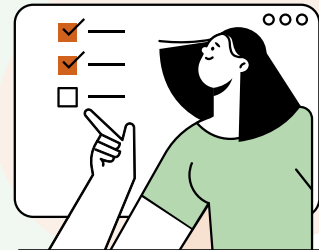
**481** in 2020

**334** in 2021

More and more specifications are demanded from suppliers every year, and the company works only with those that comply with them



More than **75%** of green olive purchases come from **fully integrated suppliers**





## MECHANISMS THAT HELP MEET OUR GOALS

### Suppliers Guide

Created in 2015, this document defines the minimum and mandatory requirements that any supplier must comply with before establishing a business relationship with Ángel Camacho Alimentación. It includes all food safety requirements that suppliers have to meet, as well as the control mechanisms established by Ángel Camacho Alimentación to guarantee compliance.

### Assessment of suppliers in CSR aspects

Ángel Camacho Alimentación is BRC and IFS certified, which require the company to conduct supplier assessments at least once a year.

### GSV Programme

The company has voluntarily participated in the GSV (*Global Security Verification*) Programme, an audit that comprehensively analyses the supply chain in order to certify compliance with the security

measures required by the U.S. Customs Office, as well as other international standards in the industry.

### Supplier classification system

The company has defined a comprehensive assessment method to classify suppliers into three groups:

- ◆ **A:** Those that meet all the technical and quality requirements to be an Ángel Camacho Alimentación supplier.
- ◆ **B:** Those that do not meet 100% of the requirements and are given a deadline to adapt their processes to Ángel Camacho Alimentación standards.
- ◆ **C:** Those that do not meet the requirements and are not expected to do it.

By the end of 2021, 95% of suppliers were A-classified, while 5% of them were B-classified.



# TOGETHER WITH COMMUNITIES

For Ángel Camacho Alimentación, collaborating with the communities in which it operates is a priority, a driver for social development that reinforces its strategy of creating **shared value with all its stakeholders**. In this way, the company participates in many initiatives every year to continue promoting equal opportunities, education, employment and sports, all **with a distinct local character**.

## WITH THOSE WHO NEED IT MOST

### Food donations

For more than 25 years, Ángel Camacho Alimentación has been collaborating with the Seville Food Bank by donating products from its main brands. The goal is to benefit the neediest families in the province of Seville, to which it has delivered nearly 200 tons of food in 2020 and 2021.

The company also works closely with other food banks and organisations such as **Caritas** or, on a more local level, the convent of the Sisters of the Company of the Cross, a work that has been reinforced and has had more impact than ever after the start of the pandemic in 2020.



### Renewed commitment to 'Andaluces compartiendo'

Ángel Camacho Alimentación has been involved in this project, promoted by Fundación Cajasol, La Caixa Foundation and Landaluz, since its creation in 2013. It is a solidarity chain of Andalusians for Andalusians that unites more than 50 supportive and committed local brands in charge of donating food for the most disadvantaged families in Andalusia. In 2021, 'Andaluces compartiendo' collected 4,000 tonnes of food that served to help more than 130,000 families.



### Avoiding food waste

Since 2013, Ángel Camacho Alimentación has been part of the 'Food has no waste, make the most of it' programme, an initiative from the Asociación de Fabricantes y Distribuidores (Spanish Association of Manufacturers and Distributors) (AECOC) that works to prevent food waste by raising awareness in society and getting help from producing companies to make the most of excess food. Thus, the order-driven manufacturing model is considered in order to optimise supplies.



### Crossing borders

The company collaborates with the **Fundación Signos Solidarios (Signos Solidarios Foundation)** which subsidises human development projects in Spain and Latin America.





SPORTS

**Fragata, 10 years with Vuelta a España**

The brand has already become an inseparable travel companion of the cycling race, undoubtedly one of the most prestigious on the world calendar. Despite all the difficulties arising from the pandemic, Fragata continued supporting the event in 2020, while the 2021 edition marked ten years of sponsorship, a successful relationship that has strengthened its international positioning.



**Promoting 'Peñón Xtreme'**

The company was present at 'Peñón Xtreme', one of the events that make up the national circuit of FEDME (Spanish Federation for Mountain and Climbing Sports) mountain-trail races. The race took place in the Seville town of Algámitas and was organized by Club de Montaña Sierra Sur, based in Morón de la Frontera, to which Ángel Camacho Alimentación provided products from the Fragata and Susarón brands, as well as merchandising for the 'runner's bag'.



**Campusur, sports for the little ones**

Through the Fragata brand, the company collaborates with this sports campus organised by the Club Baloncesto Morón to work on children education through sports.



**Susarón Products in the 'Spanish Women's Race'**

In 2020 and 2021, the brand collaborated with this national event through donated products for the 'runner's backpack' that was given to participants of both editions.

## EVENTS AND VISITS

### Participation in the IX Forum on Agri-Food Business and Distribution

Ángel Camacho Alimentación was one of the companies participating in this meeting organised by Landaluz (Andalusian Food Business Association) and CAEA (Andalusian Confederation of Food and Perfume Entrepreneurs). Under the title 'Impact and trends in the shelves of the distribution chains', the event analysed the complex context in which mass consumption channels are currently developing.



### Visit of the Chairman of the Presidency of the Regional Government of Andalusia

In March 2021, Elías Bendodo visited the company's facilities in Morón de la Frontera, specifically the olive factory and the Hacienda El Fontanal, where he was able to see the trials and research projects being carried out on early harvest olive groves first-hand. During his visit, Bendodo was accompanied by the general secretary of Asemesa, Antonio de Mora; by the general secretary of Extenda, Arturo Bernal, and by Ángel Camacho Perea, general manager of Grupo Ángel Camacho.



## ACADEMIC INSTITUTIONS

### Commitment to training and employment

In its efforts to promote training and generate knowledge, in addition to fostering employment and professional opportunities, the company maintains strong ties with the **University of Seville** and with other undergraduate and graduate **professional training centres** in Morón de la Frontera and other nearby towns, so that students can carry out their training internships in the company.

In addition, the company's General Manager, Ángel Camacho Perea, is a trustee of the **Fundación del Instituto Internacional San Telmo de Sevilla** (San Telmo Business School Foundation), a prestigious business school with which the company collaborates in different activities, such as courses for managers, workshops and annual internal training.



**CHALLENGES  
FOR THE** **FUTURE**

# SUSTAINABILITY AS A GOAL

THE COMPANY IS CONVINCED THAT ONLY A SUSTAINABLE STRATEGY IS CAPABLE OF MEETING THE CHALLENGES OF THE FUTURE WITH GUARANTEED SUCCESS.



In its aim to continue growing, generating shared value and 'adding flavour to the lives of consumers', Grupo Ángel Camacho is aware that sustainability must be the beginning and the end of all its business activities. A strategy it has been applying for years and which has led it to improve its global performance in order to guarantee its future and that of the communities in which it operates.

## COMPANY



Ethics, responsibility and long-term vision must continue to be the pillars that support the company, always focusing on the consumer and on generating value for society.

2020 and 2021 have highlighted the organisation's agility to respond quickly and adapt to the most demanding circumstances. Its strong business culture and, above all, the commitment of all its people made this possible, two values that will continue to be crucial in the future in order to achieve its goals and overcome any challenges that may arise.

FUTURE

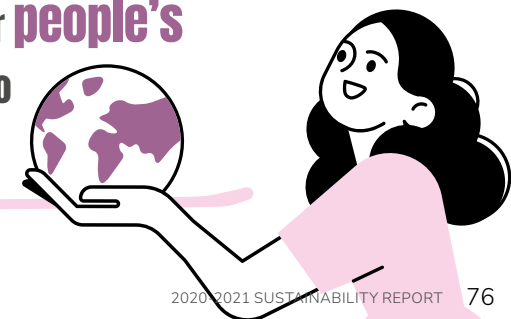
## BUSINESS



In addition to the challenge of keeping alive a 125-year-old tradition, the company must reinvent itself to be able to respond to the needs and demands of consumers. The path to innovation is driving an evolution of the company's product portfolio with healthier and more varied product references, with quality as the common denominator.

This evolution is also reflected in the commercial field. Times are changing and so are sales channels, so it is necessary to continue to take advantage of opportunities to improve the shopping experience for consumers, such as e-commerce.

**Business culture and our people's commitment** will be key to achieving our goals





FUTURE

## PEOPLE



People have made Grupo Ángel Camacho the benchmark company it is today. They are the driving force behind the company and the soul that gives it life. Due to our commitment to all of them, we offer the best possible working environment, focusing on quality employment through stability, equal opportunities, talent development and, above all, safety and health protection.

Undoubtedly, our human team is key to the future development of the company, so having more prepared, motivated and happy professionals will help us to continue advancing along the planned path.

## ENVIRONMENT



The company strives to do better tomorrow than it does today. Thanks to innovation and continuous improvement, we can reduce the impact of our business activities, minimising emissions and making a more responsible use of resources. The goal is to further reduce the organisation's environmental footprint.

To achieve this, we will continue to optimise our processes in order to promote energy efficiency, replacing polluting materials with others that are more environmentally-friendly and carrying out R&D projects that favour more sustainable performance, such as installing solar panels in Ángel Camacho Alimentación's warehouse in order to generate a large part of the energy needed.

## COMPANY



Grupo Ángel Camacho's commitment to local communities has been, is and will be one of its main hallmarks. In the aftermath of the pandemic, its contribution to development has been more evident than ever, developing numerous initiatives in favour of the underprivileged.

This vocation to promote the prosperity of the territories in which we operate will continue to shape the company's business activity in the future. And it will do so, as it has been doing it until now, by promoting local employment, maintaining stable and trustworthy relationships with local suppliers and collaborating with those who need it most.



**Innovation and continuous improvement must continue to drive the company's sustainable growth**





REPORT



**ABOUT THIS** REPORT



# SCOPE AND COVERAGE

True to its commitment to ethics and transparency, Ángel Camacho Alimentación has published its Sustainability Report with the purpose of sharing the main milestones and results of its performance, with special attention to economic, environmental and social areas, with all its **stakeholders** (clients, employees, suppliers and collaborators, society and shareholders).

This is **the fifth report published by the company** and covers the activity of Ángel Camacho Alimentación, Grupo Ángel Camacho's main business unit, during **2020 and 2021**. The report may include consolidated data from the parent company, where

applicable. The information collected in this document is presented in such a way as to make comparisons with previous published editions of the report easier. In this way, we can simply and consistently trace the **company's performance in recent years**. Likewise, we have taken the **Guidelines for Sustainability Reporting according to the Global Reporting Initiative's Standards** at its 'core' option during drafting. In addition, the correlation between the GRI contents, the Sustainable Development Goals (SDG), and the 10 principles of the Global Compact is also included.



# MATERIALITY ANALYSIS

In preparing its Sustainability Report, the company has drawn on the results of its materiality analysis, **an essential tool to manage Corporate Social Responsibility** and align the information with the issues **identified as most relevant by stakeholders**. The analysis was carried out in three phases:



- 1 Identification of subject matters** and relevant issues based on the study of different sources of information, both internal and external.
- 2 Prioritisation of the identified issues** in accordance with two variables: importance to the company business and its stakeholders.
- 3 Preparation of the Materiality Matrix** to order the topics according to their importance to the organisation and its stakeholders.

### MATRIX OF RELEVANT ISSUES

IMPORTANCE TO STAKEHOLDERS	HIGH	<ul style="list-style-type: none"> <li>Promotion of the economy and local development</li> <li>Promotion of responsible behaviour</li> </ul>	<ul style="list-style-type: none"> <li>Product diversification and innovation</li> <li>Sustainable water management and reduction in the water footprint</li> <li>Responsible supply chain</li> <li>Energy consumption and carbon footprint compensation</li> </ul>	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>Promotion of the development of suppliers and farmers</li> <li>Corporate ethics and transparency</li> </ul>
	MEDIUM	<ul style="list-style-type: none"> <li>Eco-friendly containers and packaging</li> <li>Diversity and equal opportunities</li> <li>Awareness-raising across the industry on sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Environmental respect in the production chain</li> <li>Professional development and training</li> <li>Balance between personal and professional life</li> <li>Value creation for the community</li> <li>Long-lasting relationship based on trust with clients</li> </ul>	<ul style="list-style-type: none"> <li>Long-term vision</li> <li>Culture of prevention and safety</li> </ul>
	MODERATE		<ul style="list-style-type: none"> <li>Employee motivation and commitment</li> <li>Efficiency and profitability</li> </ul>	<ul style="list-style-type: none"> <li>Knowing and meeting the needs of clients</li> </ul>
		MODERATE	MEDIUM	HIGH

### IMPORTANCE FOR BUSINESS

- ENVIRONMENT
- SUPPLIERS
- CLIENTS
- COMMUNITY
- EMPLOYEES
- CORPORATE



# TABLE OF CONTENTS GRI STANDARDS

This report has been prepared in compliance with GRI Standards: Core Option.

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	102-7 Size of the organisation	7-9	Main figures 2020-2021
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GRI STANDARD	CONTENT	PAGES	DIRECT RESPONSE
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	102-49 Changes in reporting		No significant changes with respect to the previous report
	102-50 Report period and purpose	79	Scope and coverage
	102-51 Date of last report		The 2018-2019 Sustainability Report was published in 2020
	102-52 Reporting Cycle		Biennial
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	Reduction in the production of discharge per tonne of packaged product	60	Environmental indicators (2020-2021)
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GRI 401: Employment	401-1 New personnel recruitment and turnover	42	People, our main value
<b>SUBJECT MATTER: CULTURE OF PREVENTION AND SAFETY GRI 103: MANAGEMENT APPROACH</b>			
GRI 103: Enfoque de Gestión	103-1 Explanation of the subject matter and its coverage	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising health and safety
	103-2 The management approach and its components	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising health and safety
	103-3 Management approach assessment	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising health and safety

GRI STANDARD	CONTENT	PAGES	DIRECT RESPONSE
<b>SUBJECT MATTER: BALANCE BETWEEN PERSONAL AND PROFESSIONAL LIFE</b>			
GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	44, 45	Commitment to equality and diversity
	103-2 The management approach and its components	44, 45	Commitment to equality and diversity
	103-3 Management approach assessment	44, 45	Commitment to equality and diversity
Ángel Camacho Alimentación's proprietary indicators	Main balance indicators in 2020 and 2021	44, 45	Commitment to equality and diversity

<b>SUBJECT MATTER: PROFESSIONAL DEVELOPMENT AND TRAINING</b>			
GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	46, 47	We built a team
	103-2 The management approach and its components	46, 47	We built a team
	103-3 Management approach assessment	46, 47	We built a team

<b>TRAINING AND EDUCATION</b>			
GRI 404: Training and education	404-1 Annual average of training hours per employee	46, 47	We built a team
	404-2 Employee skill development programmes and transition assistance programmes	46, 47	We built a team
	404-3 Percentage of employees that are periodically evaluated on performance and professional development	46, 47	We built a team

<b>SUBJECT MATTER: DIVERSITY AND EQUAL OPPORTUNITIES</b>			
GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	44, 45	Commitment to equality and diversity
	103-2 The management approach and its components	44, 45	Commitment to equality and diversity
	103-3 Management approach assessment	44, 45	Commitment to equality and diversity

<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>			
GRI 405: Diversity and Equal Opportunities	405-1 Diversity in corporate governing bodies and employees	44, 45	Commitment to equality and diversity



GRI STANDARD	CONTENT	PAGES	DIRECT RESPONSE
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### SUBJECT MATTER: PROMOTION OF RESPONSIBLE BEHAVIOUR

GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising Health and Safety, Going the extra mile for the Planet
	103-2 The management approach and its components	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising Health and Safety, Going the extra mile for the Planet
	103-3 Management approach assessment	22-26, 48, 49	Ángel Camacho and COVID-19, Prioritising Health and Safety, Going the extra mile for the Planet

### SUBJECT MATTER: PROMOTION OF THE ECONOMY AND LOCAL DEVELOPMENT

GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	68	Commitment to local development
	103-2 The management approach and its components	68	Commitment to local development
	103-3 Management approach assessment	68	Commitment to local development





### LOCAL COMMUNITIES

GRI 413: Local Communities	413-1 Operations with the participation of the local community, impact assessments, and development programmes	27, 28, 67-74	The value of solidarity, We provide value to society
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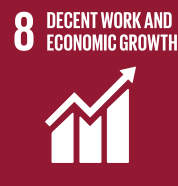

### SUBJECT MATTER: VALUE CREATION FOR THE COMMUNITY

GRI 103: Management Approach	103-1 Explanation of the subject matter and its coverage	27, 28, 72-74	The value of solidarity, Together with communities
	103-2 The management approach and its components	27, 28, 72-74	The value of solidarity, Together with communities
	103-3 Management approach assessment	27, 28, 72-74	The value of solidarity, Together with communities








## CORRELATION BETWEEN THE SUSTAINABLE DEVELOPMENT GOALS, THE GLOBAL REPORTING INITIATIVE, AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARD	PRINCIPLES OF THE GLOBAL COMPACT
	<p><b>305-1</b> Direct GHG emissions (Scope 1)</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Right</li> <li><b>2</b> Zero tolerance for complicity to Human Rights abuses</li> <li><b>3</b> Supporting the freedom of association and collective bargaining</li> <li><b>4</b> Supporting the elimination of all forms of forced or coercive labour</li> <li><b>5</b> Supporting the abolition of child labour</li> <li><b>6</b> Supporting the abolition of discriminatory practices</li> <li><b>10</b> Working against corruption in all its forms</li> </ul>
	<p><b>404-1</b> Annual average of training hours per employee</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Rights</li> <li><b>1</b> Zero tolerance for complicity to Human Rights abuses</li> </ul>
	<p><b>102-22</b> Members of the main administration body and its committees  <b>102-24</b> Appointment and selection of the highest governing body  <b>401-1</b> New personnel recruitment and turnover  <b>404-1</b> Annual average of training hours per employee  <b>404-3</b> Percentage of employees that are periodically evaluated on performance and professional development  <b>405-1</b> Diversity in corporate governing bodies and employees</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Rights</li> <li><b>1</b> Zero tolerance for complicity to Human Rights abuses</li> <li><b>3</b> Supporting the freedom of association and collective bargaining</li> <li><b>4</b> Supporting the elimination of all forms of forced or coercive labour</li> <li><b>5</b> Supporting the abolition of child labour</li> <li><b>6</b> Supporting the abolition of discriminatory practices</li> </ul>
	<p><b>303-3</b> Recycled and reused water</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Rights</li> <li><b>1</b> Zero tolerance for complicity to Human Rights abuses</li> <li><b>7</b> Maintaining a preventive approach in favour of the environment</li> <li><b>8</b> Encouraging initiatives that promote greater environmental responsibility</li> <li><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</li> </ul>

## CORRELATION BETWEEN THE SUSTAINABLE DEVELOPMENT GOALS, THE GLOBAL REPORTING INITIATIVE, AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARD	PRINCIPLES OF THE GLOBAL COMPACT
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>302-1 Energy consumption in the organisation</p> <p>302-4 Energy consumption reduction</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Rights</li> <li><b>2</b> Zero tolerance for complicity to Human Rights abuses</li> <li><b>7</b> Maintaining a preventive approach in favour of the environment</li> <li><b>8</b> Encouraging initiatives that promote greater environmental responsibility</li> <li><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>102-41 Collective bargaining agreements</p> <p>302-1 Energy consumption in the organisation</p> <p>302-4 Energy consumption reduction</p> <p>401-1 New personnel recruitment and turnover</p> <p>404-1 Annual average of training hours per employee</p> <p>404-2 Employee skill development programmes; and transition assistance programmes</p> <p>404-3 Percentage of employees that are evaluated periodically on performance and professional development</p> <p>405-1 Diversity in corporate governing bodies and employees</p>	<ul style="list-style-type: none"> <li><b>1</b> Supporting and respecting the protection of Human Rights</li> <li><b>2</b> Zero tolerance for complicity to Human Rights abuses</li> <li><b>3</b> Supporting the freedom of association and collective bargaining</li> <li><b>4</b> Supporting the elimination of all forms of forced or coercive labour</li> <li><b>5</b> Supporting the abolition of child labour</li> <li><b>6</b> Supporting the abolition of discriminatory practices</li> </ul>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>201-1 Economic value</p>	<ul style="list-style-type: none"> <li><b>3</b> Supporting the freedom of association and collective bargaining</li> <li><b>4</b> Supporting the elimination of all forms of forced or coercive labour</li> <li><b>5</b> Supporting the abolition of child labour</li> <li><b>6</b> Supporting the abolition of discriminatory practices</li> <li><b>7</b> Maintaining a preventive approach in favour of the environment</li> <li><b>8</b> Encouraging initiatives that promote greater environmental responsibility</li> <li><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</li> </ul>

## CORRELACIÓN DE LOS OBJETIVOS DE DESARROLLO SOSTENIBLE CON GLOBAL REPORTING INITIATIVE Y LOS PRINCIPIOS DEL PACTO MUNDIAL

SDG	GRI STANDARD	PRINCIPLES OF THE GLOBAL COMPACT	
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>302-1 Energy consumption in the organisation</p> <p>302-4 Energy consumption reduction</p> <p>305-1 Energy consumption reduction)</p> <p>204-1 Proportion of spending on local suppliers</p>	<p><b>7</b> Maintaining a preventive approach in favour of the environment</p> <p><b>8</b> Encouraging initiatives that promote greater environmental responsibility</p> <p><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</p>	
 <p><b>13</b> CLIMATE ACTION</p>	<p>302-1 Energy consumption in the organisation</p> <p>302-4 Energy consumption reduction</p> <p>305-1 Direct GHG emissions (Scope 1)</p>	<p><b>7</b> Maintaining a preventive approach in favour of the environment</p> <p><b>8</b> Encouraging initiatives that promote greater environmental responsibility</p> <p><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</p>	
 <p><b>15</b> LIFE ON LAND</p>	<p>305-1 Direct GHG emissions (Scope 1)</p>	<p><b>7</b> Maintaining a preventive approach in favour of the environment</p> <p><b>8</b> Encouraging initiatives that promote greater environmental responsibility</p> <p><b>9</b> Encouraging the development and promotion of environmentally friendly technologies</p>	
		<p><b>1</b> Supporting and respecting the protection of Human Rights</p> <p><b>2</b> Zero tolerance for complicity to Human Rights abuses</p> <p><b>3</b> Supporting the freedom of association and collective bargaining</p> <p><b>4</b> Supporting the elimination of all forms of forced or coercive labour</p> <p><b>5</b> Supporting the abolition of child labour</p> <p><b>6</b> Supporting the abolition of discriminatory practices</p> <p><b>10</b> Working against corruption in all its forms</p>	
 HUMAN RIGHTS	 LABOUR STANDARDS	 ENVIRONMENT	 FIGHT AGAINST CORRUPTION



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