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**SUSTAINABLE GROWTH AND THE CREATION OF SHARED VALUE**

## SUSTAINABLE GROWTH AND THE CREATION OF SHARED VALUE

Ebro Foods has established sustainable growth as the pillar of its business management strategy to enable its consolidation as a benchmark business group in its areas of activity and its positioning as a global, sound, innovative, responsible company committed to social well-being, environmental balance and economic progress.

In this regard, the Group has gone beyond the goal of purely achieving financial yield, incorporating environmental, social and ethical criteria in its decision-making processes, alongside the typical economic variables. Accordingly, it has designed a Corporate Social Responsibility Policy seeking to create shared value and a business model which, apart from value, yield and competitiveness, also contributes towards the progress of society and generates trust and confidence among our stakeholders.

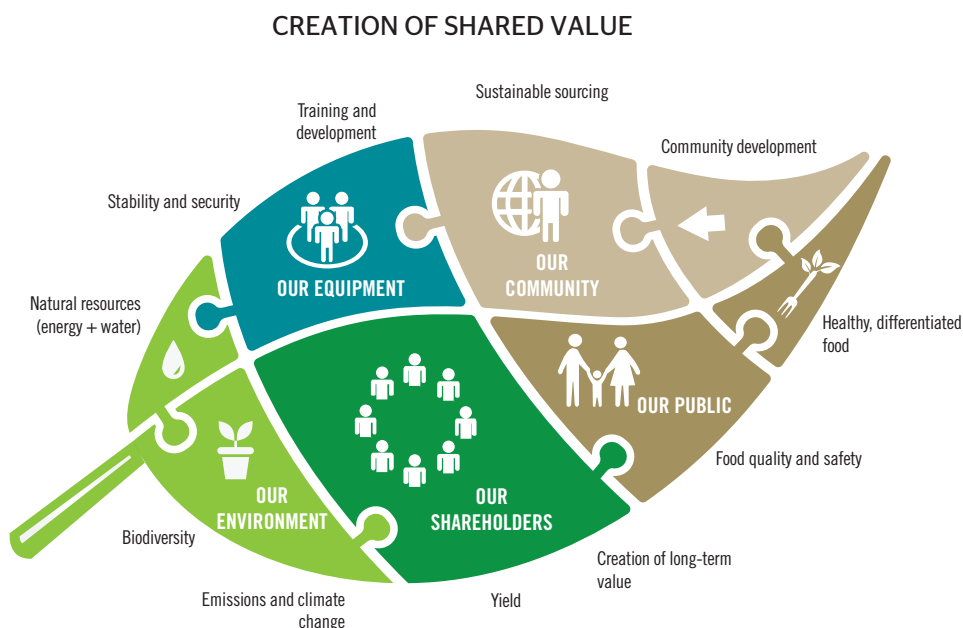
The company has identified five strategic areas in that policy, **Our Team, Our Community, Our Public, Our Shareholders** and **Our Environment**. The relevant policies and principles are aligned with these five areas, making sustainable development a cross-cutting action implemented in all the companies of the Ebro Group.

These five strategic areas are defined below:

- ❖ **Our Team:** the Group's professionals, including directors, executives and employees.
- ❖ **Our Community:** all communities in which the Group operates, directly or through third parties.
- ❖ **Our Public:** consumers and customers.
- ❖ **Our Shareholders:** shareholders, institutional investors and proxy advisors.
- ❖ **Our Environment:** natural spaces and areas affected by the Group's activity.

### SPECIFIC AREAS OF ACTION

The Group's Corporate Social Responsibility is expressed through specific corporate policies and actions related with the above-mentioned five areas of action.



## OUR TEAM:

- ❖ The basic principles and rules of action are set down in the Internal Code of Market Conduct, the Code of Conduct, the Senior Executive Remuneration Policy and the Policy for Selecting Directors.
- ❖ The personal and professional development of directors, administrators, executives and employees of the Group is fostered and they are encouraged to improve their capacities and skills.
- ❖ Actions related with the selection, hiring, training and internal promotion of professionals are based on principles of equal opportunities and non-discrimination, and on clear criteria of capacity, competence and professional merit.
- ❖ Efforts will be made to establish a good work-life balance, helping our professionals to strike a balance between their family and work responsibilities and respecting their right to privacy in all aspects.
- ❖ Our professionals are offered fair pay, in line with what is offered on the labour market.
- ❖ We endeavour to guarantee a safe and healthy working environment for our professionals, requiring group companies to take reasonable measures to maximise occupational hazard prevention.

## OUR COMMUNITY:

- ❖ The Group's Social Action Policy develops the criteria for actions in this area according to the principles of transparency, adaptability and value added.
- ❖ The actions to be developed directly with our community focus mainly on the following:
  - (i) initiatives for assistance and social integration of groups at risk of exclusion in the regions in which the Group operates;
  - (ii) projects related with education and access to employment, as well as the social and labour market inclusion of the disabled;
  - (iii) donations of the Group's food products;
  - (iv) programmes to develop social and environmental crop standards that secure sustainable agriculture; and
  - (v) implementation and development of best practices throughout our value chain.
- ❖ The Ebro Foods Foundation is the main driving force behind the Group's social action. Its collaboration is considered an added contribution to the well-being of our communities, generating a lasting positive impact and transforming and enhancing the areas in which the Group's companies are present.
- ❖ However, Group companies are free to develop their own social actions linked to their particular business activities or contributing to value creation in the communities in which they each operate.
- ❖ All actions taken in this area are reported to the Board and General Meeting every year, included in the Group's Corporate Social Responsibility Report and published on the Foundation website.

## OUR PUBLIC:

- ❖ The Code of Conduct lays down the basic rules and principles governing the relationships between the Group and its professionals with consumers and customers.
- ❖ Relations with our public are based on promoting healthy eating, offering customers and consumers a broad array of Group products focused on the Health segment.
- ❖ Actions in this area focus on:
  - (i) Developing a product portfolio geared towards consumers' health and well being;
  - (ii) Promoting healthy eating habits;
  - (iii) Implementing standards to guarantee food quality and safety for our consumers and customers.
- ❖ We undertake to offer top quality products and services, complying not only with the quality standards and requirements stipulated in law, but also with any other, more stringent requirements, to guarantee that top quality.
- ❖ We seek maximum transparency in the information we provide for customers and consumers.

## OUR SHAREHOLDERS:

- ❖ All actions in this area must conform to laws and corporate governance rules, the Articles of Association, Regulations of the General Meeting, Regulations of the Board and Internal Code of Market Conduct.
- ❖ These actions must also comply with the rules and principles established in the Code of Conduct, Dividend Policy, Policy on Attendance Fees for General Meetings and the Policy on Communication and Relations with Shareholders, Institutional Investors and Proxy Advisors.
- ❖ Relations with our shareholders are founded on principles of transparency, truth, permanent, adequate, immediate reporting and the principle of non-discrimination and equal treatment of all shareholders who are in identical conditions and are not affected by conflicts of interest or competence.
- ❖ We strive to secure the maximum possible gain for our shareholders and investors, in a manner that is both fair and sustainable.
- ❖ As a rule, attendance fees are established for general meetings to encourage shareholders to participate and reduce absenteeism, consisting of a gift related with the Company's products and/or brands

## OUR ENVIRONMENT:

- ❖ Environment-related actions are governed by the rules and principles established in the Code of Conduct, developed through the Environmental Policy.
- ❖ Programmes are developed to enhance energy efficiency and the use of water.
- ❖ Actions are assessed and developed to reduce emissions into the air.
- ❖ Environmental sustainability programmes are applied in specific aspects.

## COMMITMENTS TO ENTITIES PROMOTING ENVIRONMENTAL AND SOCIAL INITIATIVES

The Ebro Group belongs to several organisations and entities that encourage and channel companies' commitment to society and the environment, including the following:



Signatory of the United Nations Global Compact



Member of the Private Sector Advisory Group of the United Nations Sustainable Development Goals Fund (SDGF)



Member of the Redistribution Committee of the Spanish Commercial Coding Association (AECOC) project against food waste "Don't waste food, use it"



Member of the SERES Foundation



Sustainable Agriculture Initiative (SAI) Platform

## EXTERNAL ASSESSMENTS

In 2015, Ebro Foods has been included in the FTSE4Good Index Series, an international sustainability index that includes companies that prove their commitment and leadership in environmental, social and corporate governance aspects. Inclusion in this index confirms our position as a socially responsible investment.

MEMBER



FTSE4Good