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COMMITMENT  
to Society



# COMMITMENT TO SOCIETY

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EBRO FOODS, S.A.

## Commitment to Society:

### A. HUMAN RIGHTS

Ensuring respect for Human Rights throughout our supply chain is one of the Group's priorities in Social Responsibility. We base our criteria in this respect on the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

This commitment is set out in: (i) our Code of Conduct, which establishes the principles and values that must underlie the actions of all persons and companies in the Ebro Foods Group, and (ii) our Supplier Code of Conduct, which establishes the principles, standards and business practices to be met by our suppliers and service providers in their relations with the Group and its professionals.

The Group's commitment to Human Rights is set out in Section IV, point 9 of our Code of Conduct. Points 9.1, 9.3, 9.4, 9.5 and 9.6 lay down the Company's guidelines for eliminating discrimination in employment and occupation, eliminating forced or compulsory labour, effectively abolishing child labour and exercising the rights of freedom of association, to join unions and collective bargaining, in accordance with the laws currently in place. The same commitments are set out in points 3.2, 3.3, 3.4 and 3.7 of the Supplier Code of Conduct. Both Codes can be consulted on the Ebro Foods corporate website (<https://www.ebrofoods.es/en/csr/csr-in-ebro/codes-and-policy/>).

The Global Sustainability Plan "Heading for 2030" contemplates a specific working area on Human Rights for the coming years, when the principal landmarks on which we will work will be: (i) the due diligence process, to identify the possible impacts of our organisation on Human Rights; and (ii) the establishment of awareness and training programmes.

#### GRIEVANCE AND FOLLOW-UP MECHANISMS

The main grievance mechanism is the reporting channel of the Code of Conduct ([canaldedenuncias@ebrofoods.es](mailto:canaldedenuncias@ebrofoods.es)), through which any persons bound by the Code may report any breach of the principles set out therein, under a guarantee of absolute confidentiality. Only the Chairman of the Audit and Compliance Commission of the Group parent has access to that e-mail account, which is protected with IT security systems to prevent any unauthorised access. The Committee Chairman is responsible for prioritising, processing, investigating and solving grievances according to their importance and nature, assisted by the Compliance Unit.

In addition to the confidential reporting channel, the Human Resources Departments of the different companies in the Group can also process, investigate and solve any incidents that may arise within their respective companies.

Five incidents of discrimination were reported in Riviana Foods (USA) during 2018. One incident has already been investigated and solved by Riviana Foods and the other four are pending solution.

COMPANY	MEN	WOMEN	ADDRESSED	SOLVED	TOTAL GRIEVANCES
RIVIANA FOODS	3	2	5	1	5



External audits are conducted regularly in companies both within and outside the scope of consolidation of the Group as an additional tool for monitoring and control of human rights.

#### AUDITS MADE AT EBRO GROUP WORKPLACES IN 2017-2018

COMPANY	COMPANY CODE	SITE NAME	SITE COUNTRY	AUDIT DATE	SMETA AUDIT	AUDIT COMPANY	AUDIT SCOPE
HERBA RICEMILLS SLU	ZC1000102	SAN JUAN	SPAIN	8/5/18	No	Intertek	1. Labor, 2. Wages & hours, 3. Health & safety 4. Management systems 5. Environment
HERBA BANGKOK S.L.	ZC1047564	Herba Bangkok NK Plant	THAILAND	14/2/18	Yes	TÜV SÜD (Thailand) Limited	1. Labour Standards
MUNDI RISO SRL	ZC1069772	Mundi Riso	ITALY	18/12/17	Yes	SGS CBE	1. Labour Standards, 2. Health & Safety, 3. Environment, 4. Business Ethics
EBRO FOODS NEDERLAND BV	ZC1004462	Lassie	NETHERLANDS	10/11/17	Yes	Intertek UK	1. Labour Standards, 2. Health & Safety, 3. Environment, 4. Business Ethics
EBRO FOODS NEDERLAND BV	ZC1004462	Lassie	NETHERLANDS	1/2/17	Yes	Intertek UK	1. Labour Standards, 2. Health & Safety, 3. Environment, 4. Business Ethics
HERBA INGREDIENTS BV	ZC1049496	Herba Ingredients Belgium B	BELGIUM	23/1/17	Yes	Intertek France	1. Labour Standards, 2. Health & Safety, 3. Environment, 4. Business Ethics
HERBA INGREDIENTS BV	ZC1049496	Herba Ingredients Belgium C	BELGIUM	23/1/17	Yes	Intertek France	1. Labour Standards, 2. Health & Safety, 3. Environment, 4. Business Ethics

#### TRAINING ON HUMAN RIGHTS POLICIES AND PROCEDURES GIVEN DURING THE YEAR

Specific training on human rights has been given in the following Group companies during the year:

COMPANY	NO. EMPLOYEES RECEIVING TRAINING	NO. HOURS	TOTAL EMPLOYEES	% TOTAL EMPLOYEES
EBRO INDIA	123	2	123	100.00%
GAROFALO	134	1	193	69.43%
HERBA BANGKOK	188	1	188	100.00%
HERBA CAMBODIA	6	3	6	100.00%
S&B HERBA FOODS	8	2	104	7.69%

The Ebro Group did not have any security personnel on its payroll during 2018.





## ANTI-CORRUPTION AND BRIBERY MEASURES

### CORRUPTION AND BRIBERY

The Ebro Group has a global Code of Conduct, known to and binding on not only its workers and professionals, but also its customers, suppliers, shareholders and other stakeholders.

The Code of Conduct establishes the principal values that must underlie the Group's conduct, including those of transparency, honesty and strict compliance with the laws and regulations in place.

The Code of Conduct dedicates a specific section (29) to anti-corruption, bribery, illegal commissions, influence peddling and money laundering. It establishes the following general principles: (i) the obligation undertaken by the Group to eradicate any form of corruption and (ii) the absolute prohibition of any form of corruption or bribery. These principles are accompanied by specific rules of conduct designed to guarantee compliance with them.

All the Group's workers and professionals are informed of and accept the Code of Conduct as mandatory. They receive a copy of it when they join the Group (or after any amendment) and formally acknowledge receipt, knowledge thereof and their obligation to comply. This is backed up with a reporting channel through which any interested person may confidentially inform the parent company of any potential infringement of the Code.

The global regulation of the Code of Conduct is backed up locally in the different regions in which the Group operates.

- ▶ In the principal Spanish companies, the Ebro Group also has a crime prevention model that identifies the potential criminal risks deriving from its activities and the mitigation measures established to try to eliminate (or minimise as far as possible) the risk of committing criminal offences, which include corruption and bribery. The crime prevention model identifies the measures implemented to mitigate the risk of committing offences of corruption, bribery, influence peddling and money laundering. Its effectiveness and application are monitored and checked regularly by the Compliance Unit, within the reporting system of the current crime prevention model. The Compliance Unit is also working on the definition and implementation of training plans for the workers and professionals of the Spanish companies in the Group on the crime prevention model. The plans are to include specific training in matters concerning corruption and are expected to be put into operation during 2019. Apart from this global training, some Spanish subsidiaries have provided their employees with training in the prevention of criminal risks.
- ▶ In pursuance of local legislation (Legislative Decree of 8 June 2001) on companies' liability for certain types of offence (including corruption), the Italian companies in the Group have established organisation and management models that include measures to preclude the risk of committing those offences.
- ▶ In the Group's North American subsidiaries, which account for a very large proportion of the Group's business, there are specific policies and measures to control and mitigate the risk of committing this type of offence. In particular, and in pursuance of the special requirements under local laws, the North American companies have the Anti-corruption, Bribery and Compliance Policy, adapted to US (FCPA) and Canadian (CFPOA) laws on corruption. That policy establishes an Anti-Bribery Compliance Officer, who is responsible for ensuring compliance with the policy and making sure that all workers and executives are aware of and comply with it. Training and refresher courses are provided regularly for this purpose.
- ▶ The Group's Indian subsidiary has a Vigil Mechanism/Whistleblower Policy, adapted to the applicable local laws (section 177(9) of the Companies Act and Rule 7 of the Companies Rules), through which a communication channel is made available to all employees to report to the company any conduct that infringes the Code of Conduct (in addition to the Group's reporting channel). Through that channel, any possible indication of unlawful conduct



(including, therefore, any that may be considered acts of corruption) must be reported to the Vigilance and Ethics Officer of the company for investigation and adoption of whatever measures may be necessary.

The board of directors of the parent is due to pass a specific policy on corruption during 2019, which will set out the general principles specifically and separately and develop the applicable regulation of the Code of Conduct on this issue.

Moreover, the Ebro Group companies Riviana Foods, Catelli Foods Corporation and Ebro India, Private Ltd. provided anti-corruption training in 2018 for all their employees.

No cases of corruption have been reported in any companies of the Ebro Group or any of their business partners.

## **MONEY LAUNDERING**

The Ebro Group has established: (i) payment and collection processes and (ii) a structure of attorneys for bank transactions, through whom it guarantees adequate control and monitoring of money movements in all its transactions.

The Ebro Group uses bank transfers and nominative payment instruments for payments and collections as they guarantee full traceability of any money movement. It also has strict rules for cash management, which allow the different companies to hold only negligible amounts of cash and regulate in detail any drawings against the cash balances, requiring in all cases justification of cash requests and proof of use of those funds.

The reimbursement of expenses incurred by employees in the course of their work is also strictly controlled, requiring proof of the expense and the reason and justification for it prior to any reimbursement. Drawings made using a company bank card (by employees who have a card, by virtue of their category) are subject to the same requirements of proof and justification of use, such that if any use of the card is not justified and proved, the corresponding sums are withheld from payments to be made by the relevant company to the employee.

According to the Group's power of attorney structure, in order to draw funds from bank accounts, a prior decision by must be adopted by the competent corporate body and, as a rule, joint signatures are required, except for negligible amounts compared to the volume of transactions of the company in question.

## **PUBLIC POLICY**

The Ebro Group declares its political neutrality and establishes in its COC the prohibition for its professionals to make any contributions to political parties, authorities, organisations, public administration and institutions in general in its name or on behalf of any of the companies in the Ebro Group.

All relations with the authorities, regulatory bodies and government departments are conducted according to the principle of maximum cooperation and transparency, without prejudice to defence of the Group's legitimate interests.

## SOCIAL CASH FLOW

The Ebro Group makes a significant contribution to the social and economic development of the communities in which it operates. Its business activities generate wealth through the creation of jobs, payment of salaries, tax contribution, purchase of goods and services from suppliers, distribution of dividends, implementation of welfare programmes, development of environmental initiatives, commitment to the value chain and investment in R&D and innovation.

(000€)	2018	2017
<b>Economic value generated</b>		
Net turnover	2,646,523	2,506,969
Other income	39,332	44,808
Interest income	22,862	35,505
Share of profits of associates	5,017	4,290
	<b>2,713,734</b>	<b>2,591,572</b>
<b>Economic value distributed</b>		
Consumption & other external expenses	(1,462,269)	(1,331,011)
Employee benefits	(360,496)	(338,975)
Other operating expenses	(553,870)	(528,711)
Interest expense	(31,628)	(46,562)
Corporate income tax	(63,639)	(34,157)
Net income from discontinued operations	0	0
Contribution to not-for-profit entities	(2,280)	(2,315)
Dividends(*)	(95,566)	(93,771)
	<b>(2,569,748)</b>	<b>(2,281,731)</b>
<b>ECONOMIC VALUE RETAINED</b>	<b>143,986</b>	<b>309,841</b>

(\*) Dividends paid in the corresponding year

## COMMITMENT TO PUBLIC ADMINISTRATION

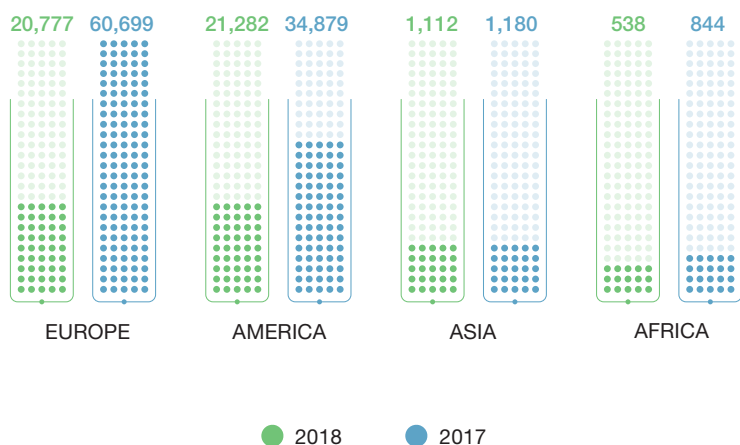
With a view to guaranteeing responsible compliance with the tax laws in place in the jurisdictions in which it operates, the Ebro Group has developed principles to secure transparent, honest tax management and payment of taxes.

The Ebro Group does not use opaque structures consisting of interposing base companies in low-tax or non-tax countries and/or territories not cooperating with the tax authorities. Nor does it engage in any activities in any of the jurisdictions included on the list of tax havens, incorporated in Spanish law through Supplementary Provision 1 of the Tax Fraud Prevention Measures Act 36/2006, as amended by Final Provision 2 of Act 26/2014 of 27 November.

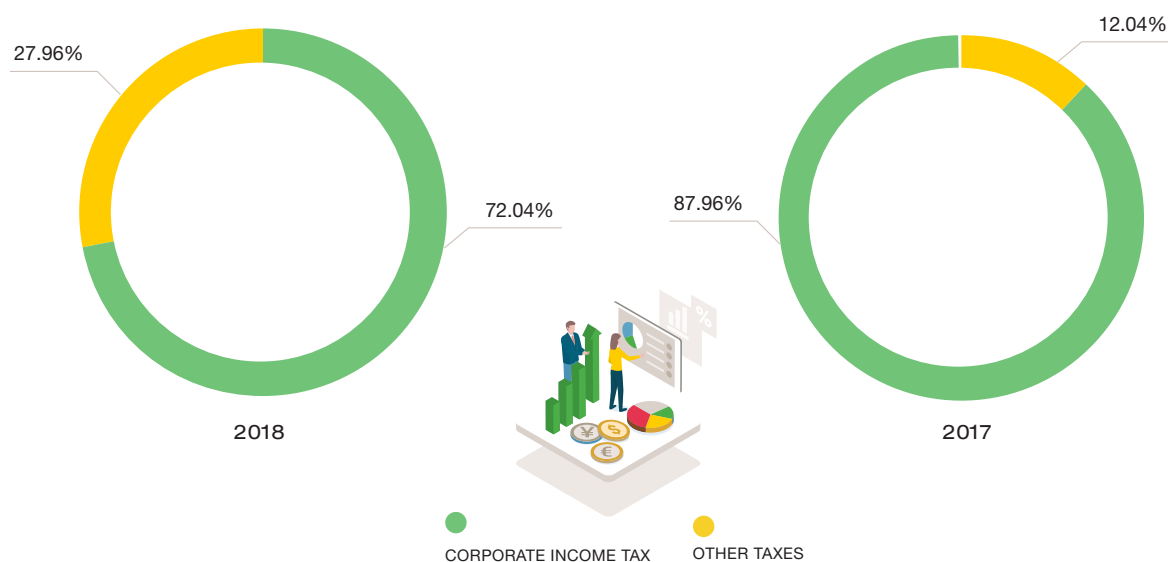
In 2018, the Ebro Group directly paid €43.7 million to the tax authorities in the different countries in which it operates.



BREAKDOWN OF TAXES PAID BY GEOGRAPHICAL AREAS (000€)



TYPE OF TAXES PAID



REGULATORY COMPLIANCE

None of the companies in the Ebro Group has been fined for non-compliance with the law or regulations, or received any grievances about impacts on society.



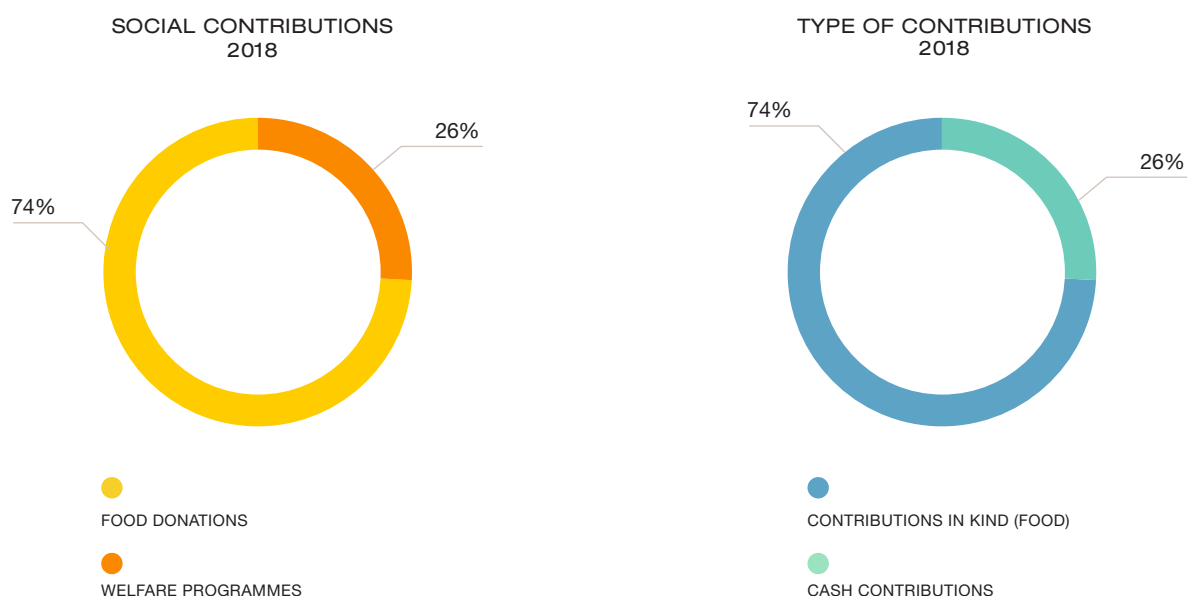


## COMMITMENT TO THE DEVELOPMENT OF LOCAL COMMUNITIES

One of the main pillars of social responsibility action within the Ebro Group is ensuring the well-being and socio-economic development of the local communities directly related with our business activities.

Through the Ebro Foundation and its different companies, the company allocated over €2,280,000 to implementing this commitment in 2018. The Ebro Group and the Ebro Foundation have participated in projects created by different not-for-profit organisations and promoted and developed motu proprio initiatives of social and environmental interest.

The Ebro Group has not received any grievances or claims regarding possible negative impacts on the local communities in which it operates.



### DONATIONS OF FOOD

One of the Ebro Group's main lines of social action is the donation of food, either to the food banks in the principal countries in which it operates or to different welfare organisations and associations, mainly in Spain.

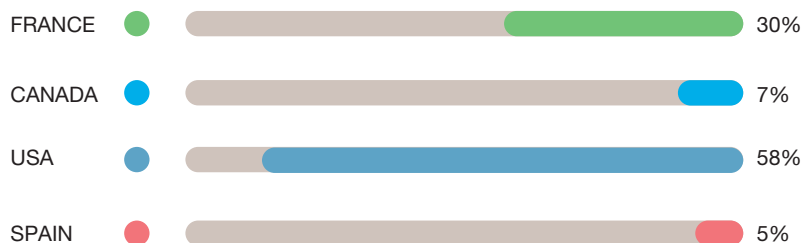
#### Donations to food banks

Total donations to food banks by Group companies in Spain, France, USA and Canada amounted to over €1,650,000 in 2018.

COUNTRY	COMPANY	AMOUNT (€)
Spain	Herba Ricemills	89,915.00 €
USA	Riviana Foods	982,712.00 €
Canada	Catelli Foods	106,021.00 €
France	Panzani	511,021.00 €
<b>TOTAL</b>		<b>1,689,669.00 €</b>

In Spain, as well as food deliveries to different food banks by Herba Ricemills, the Ebro Foundation also contributed €100,000 in cash to the Spanish Federation of Food Banks (FESBAL) to buy the boxes used for the massive food collection organised at the end of November 2018.

#### FOOD DONATIONS BY GEOGRAPHICAL AREA



#### RATIO OF TURNOVER TO DONATIONS TO FOOD BANKS (BY GEOGRAPHICAL AREAS)

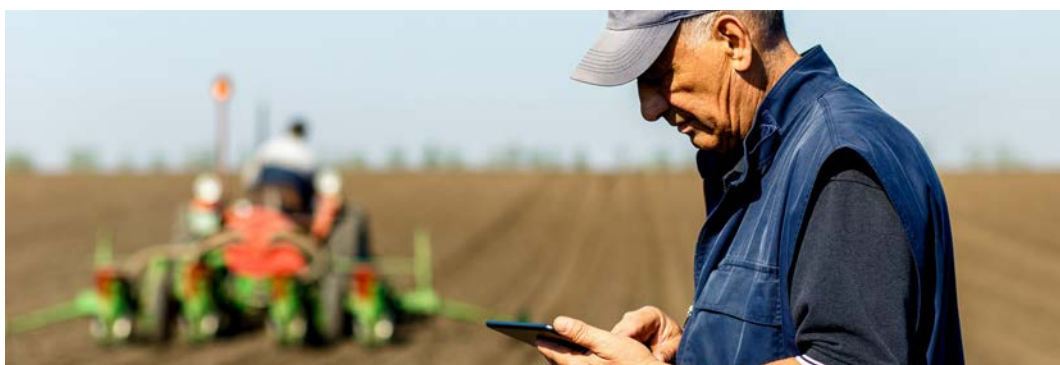
COUNTRY	TURNOVER (000€)	DONATIONS (€)	%
SPAIN	176,005	89,915	0.05%
USA	825,205	982,712	0.12%
CANADA	131,782	106,021	0.08%
FRANCE	782,198	511,021	0.07%

#### WELFARE PROGRAMMES

In its determination to contribute to sustainable development of the communities in which it operates, the commitment to society of the Ebro Group and the Foundation is also developed through social initiatives set up in the following areas:

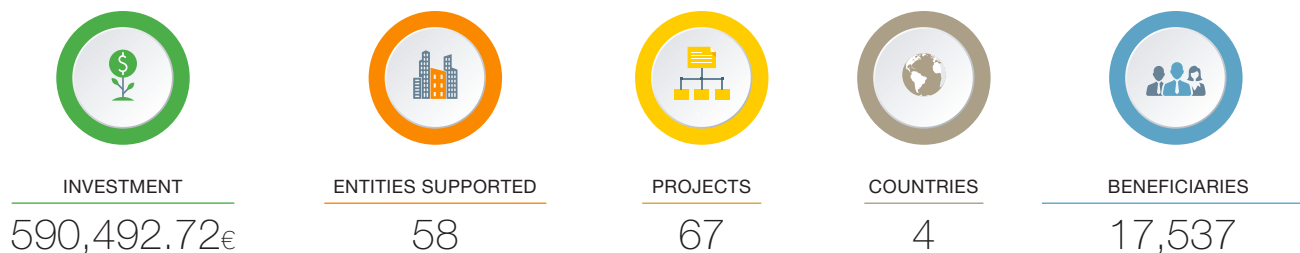
- Food and nutrition
- Education and employment
- Sustainable agriculture
- Social welfare in regions of interest

A very large proportion of these actions are carried out by the Ebro Foundation.

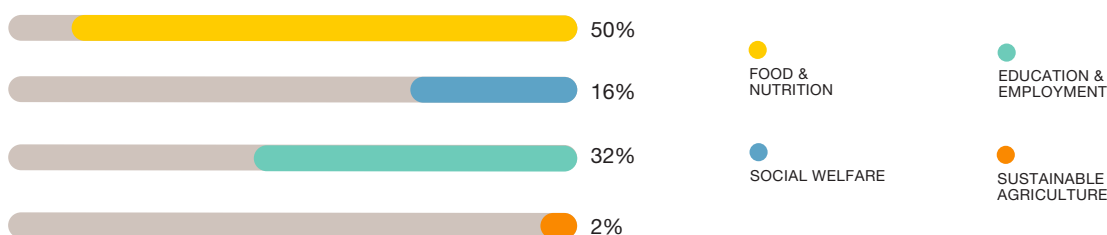




## EBRO FOUNDATION IN FIGURES 2018



### TYPES OF WELFARE PROGRAMMES



## PRINCIPAL ACTIVITIES OF THE EBRO FOUNDATION AND THE EBRO GROUP IN 2018

### 1. WELFARE PROGRAMMES IN FOOD AND NUTRITION

#### Social assistance and school meal grants

Our collaboration in this area has focused not only on monetary contributions to soup kitchens and social assistance organisations to buy food, but also on paying school meal grants for children at risk of social exclusion.

Some of these actions are described below:

#### Seville

- ▶ **San Juan de Acre soup kitchen**, run by Orden de Malta. This soup kitchen, promoted by the Andalusian Delegation of Orden de Malta, has served more than 310,000 meals over eight years with an average number of daily users of 564. It now provides important support for numerous families in the capital of Andalusia
- ▶ **San Vicente de Paul soup kitchen**, monetary contribution to buy food for the soup kitchen. In addition to the soup kitchen, it has other services such as hygiene, information and welfare guidance, etc. They assist 350 people on average a day.
- ▶ **San Juan de Dios soup kitchen in Seville**: monetary contribution to buy food for the soup kitchen and to deliver food to persons in need. The soup kitchen, open from Monday to Friday, is able to provide meals for 120 people a day. In 2018, the soup kitchen served 17,329 meals and assisted 533 people (30% women and 70% men). Food is handed out to families with dependent children and/or elderly, previously assessed by the centre's social worker, establishing food deliveries according to the number of members of each family unit. They are given food once or twice a month. The number of deliveries rose in 2018, from 1,266 deliveries in 2017 to 1,646 deliveries of food in 2018, assisting 190 families each month equivalent to 665 individuals benefiting from this service. Overall, some 96,695 kg of food has been handed out over the year.

- ▶ **Seville Food Banks:** participation in the “Have smiles ready” campaign, the main aim of which is to raise funds to enable the food banks in Andalusia, Ceuta and Melilla to continue their daily work, assisting over 400,000 people.
- ▶ **School meal grants at the Corpus Christi School:** through the Fundación de Enseñanza Victoria Díez, focused on helping to meet the basic needs of children whose families have no income, financing 12 grants for school meals to ensure that these children have a balanced diet.

### Madrid

- ▶ Economic assistance for the soup kitchen in the Vallecas district of Madrid, run by **Asociación Manos de Ayuda Social**, aiming to offering correct nutrition while providing elements for healthy eating habits and promoting a warm environment where people at the risk of social exclusion feel welcome, finding ways to help them to find a job and participate in society. Over 13,200 kg of food was distributed in 2018.
- ▶ Economic contribution to the **NGO Olvidados** to buy food for underprivileged families. Overall, some 2,000 families in the southern districts of Madrid have benefited from this assistance. Nappies and hygiene products were also bought. Food was distributed in all cases based on criteria of vulnerability of the families and the number of children. The people in charge of the centres know the families and their needs and guarantee fair distribution.
- ▶ Economic donation to **Fundación San Juan del Castillo Pueblos Unidos** to buy food for their shelters, where they house 40 sub-Saharan refugees, feeding them, providing shelter, offering hospitality and defending their rights.
- ▶ Monetary donation to **Orden de Malta** to buy food for the Virgen de la Candelaria soup kitchen in the San Blas district. The centre is situated in San Blas, one of the poorest districts of Madrid, with high unemployment rates, aged population, low social and economic status, low incomes and a huge increase in the percentage of immigrants, together with jobless rates that are far higher than those found in the rest of the city. Consequently, this district has keenly felt the effects of the crisis and cuts in social services. The soup kitchen serves approximately 120 people six days a week (Monday to Saturday) from 17:00 to 19:00. Its activities are only suspended in the summer months. Some 10-15 volunteers work there every day.
- ▶ **Asociación Achalay:** economic assistance to buy food. This programme was set up at the end of 2012, in the light of the huge impact of the economic crisis on the San Blas district in Madrid. Staple food is provided for families on a monthly basis, prioritising assistance and following up each case with a view to supporting the inclusion process designed for each household. Eleven distributions of food were made in 2018, with the participation of 29 volunteers.
- ▶ Collaboration in the “No child without a moustache” campaign promoted by **La Caixa and the Spanish Federation of Food Banks**. Over one and a half million litres of milk were obtained for this campaign, between physical collections and monetary contributions. 30,000 4-member families at risk of social exclusion will receive the recommended minimum milk consumption (one litre per person per week) for three months.

### L’Aldea (Tarragona)

- ▶ School meals grants for 28 pupils through **Cáritas Parroquial de L’Aldea (Tortosa)**. The project offers economic support for families to guarantee stable food adapted to the children’s needs at least once a day, and economic support to buy books and school materials.

### Valencia

- ▶ Economic support to the **NGO Nueva Acrópolis** for its soup kitchen and the distribution of food among those most in need.. During 2018, 5,236 lots of food were handed out to families in need and 40 people on average a day have eaten at the soup kitchen.





- ▶ Economic assistance for **Asociación Ayuda una Familia** to buy staple food for families at risk of social exclusion. The number of beneficiaries was 30.

### Malaga

- ▶ **Friendly Police:** Solidarity trip to Mauritania, Mali and Burkina Faso to deliver directly to the children 4,000 kg of non-perishable food (rice, pasta, pulses, powdered milk, etc.), as well as school materials and clothes.

### Southern Sudan

- ▶ Through the **NGO Africa Direct**, the Foundation has provided economic support for the purchase of food (rice, flour, corn, milk) at the refugee camp in Mantgateen, southern Sudan. The beneficiaries included 300 children, 100 young pregnant women and 100 breastfeeding mothers.

## Food and nutrition programmes

Participation in programmes that combine food and health, food and social development, and food and environmental sustainability.

The best examples of this area of action in 2018 were:

### Seville

- ▶ **Ebro-Alalá School of Well-Being**, a transversal programme concerning food and health developed jointly by the Ebro Foundation and the Alalá Foundation in the Polígono Sur district of Seville. This programme offers children and their families tools for healthy living and useful information on nutrition and the benefits of sport. The project has three primary goals:

1. Make people aware how necessary it is to be healthy, have a balanced diet and do some sport.
2. Encourage physical activity among children, especially among children with disorders such as obesity.
3. Offer a better future for children, youths and their families at risk of social exclusion through healthy habits and sport.

### Barcelona

- ▶ The **PrevenGO Programme**, a Group Programme to Treat Obesity provided by the Endocrinology and Sports Medicine Unit of Hospital San Juan de Dios in Barcelona was started up through the **Theodora Foundation**. Depending on the results achieved, it is planned to extend this programme to hospitals in Madrid and Seville.

### Madrid

- ▶ **Ebrosalud.es**, an integral education project aimed at pupils in the 3rd and 4th years of Primary Education, showing the children how necessary food is for their physical and intellectual development and promoting healthy habits as essential for good growth. One of the most innovating elements of this project is that it also seeks to stimulate children's creativeness using the **methodology and materials of LEGO Education**. During the workshop, each child builds his/her **SOS Commitment**, explaining what they will do to encourage and maintain a healthy lifestyle in their families. All these commitments can be visited at <https://www.arrozsos.es/compromiso-sos/>. Over 2,400 children participated in this activity in the region of Madrid during 2018.

- ▶ **Gastronomix and Sweet Gastronomix**, a personal, innovative, free training project in cooking, creative gastronomy and recycling, for 50 young people aged 16-23 in a situation of social exclusion. Developed by Fundación La Casa y el Mundo and financed by the Ebro Foundation, the programme has just received the Injuve Young Talent seal in recognition of the promotion and fostering of young talent in education and inclusion.

The global investment made in the Food and Nutrition Area in 2018 was €293,862.

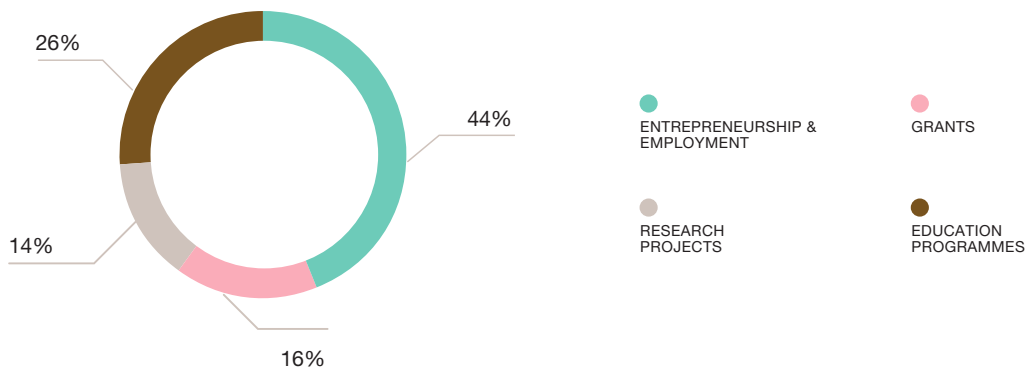


## 2. EDUCATION AND ENTREPRENEURSHIP

This part of the Foundation's work comprises four activities: scholarships, research projects, educational programmes and entrepreneurship and job promotion initiatives.

The overall investment in this area was €183,592, distributed as follows:

TYPE OF ACTIVITIES



### Grants and scholarships

#### Seville

- ▶ **Brillante Scholarships at the Loyola Leadership University:** one scholarship per student per year, up to a total of three.

#### Madrid

- ▶ **Javeriana Vocational School:** Financing of three Erasmus grants for the Advanced Vocational Course in International Trade for young people with scarce resources.
- ▶ Financing of a dual-degree Alumni Scholarship through the **Universidad Carlos III in Madrid:** This scholarship is intended for young students from outside Madrid with good academic records and scarce resources, to enable them to study at Universidad Carlos III.

#### India

- ▶ Award of 10 scholarships to the best female tenth-grade students in the State of Haryana, where our Ebro India plant is situated.
- ▶ The Ebro Foundation, in collaboration with Ebro India, is providing financial support for 6 students in vulnerable situations at two industrial training schools near our plant, so that they can subsequently study a university degree. The students have been selected according to a scale established by the heads of the schools and Ebro India, which has set up an internal committee to oversee the project.



## Research

### Barcelona

- ▶ **Fero Foundation:** financial contribution for a cancer research grant.

### Seville

- ▶ **cicCartuja-Ebro Foods Research Award:** The cicCartuja–Ebro Foods awards are granted for work done by young researchers, aged under 31, who published the findings of their work in high-impact international journals in the areas of Chemistry, Biology and Material Science during 2017. Through this initiative, the company and the public at large are informed of scientific activities carried out by young talent in cicCartuja, stressing the social nature of science, conceived by and for citizens.

## Education Programmes

### Seville

- ▶ Once again, the Ebro Foundation has renewed its commitment to the **Balia Foundation** for its project in Seville targeting the social and educational development of children and adolescents in a situation of poverty. This project seeks to boost the talent and abilities of children and adolescents at risk of exclusion through education in values, so that they have a chance to become integrated adults and contribute to the economic and social benefit of the community. It is run in the Tres Barrios-Amate district of Seville, owing to the demand there and the high levels of children leaving school early.

### Isla Mayor - Seville

- ▶ Contribution to the **Félix Hernández Infant and Primary School (CEIP)** for the purchase of teaching materials for children with special educational needs.

### Benifaió - Valencia

- ▶ **Benifaió Town Council**, school back-up project for children aged 6-12 in the town at risk of exclusion. The programme focuses on developing adequate study habits and acquiring social skills, working with a group of around 20 children, adding two additional lines of personal development: learning through leisure and free time activities and a conflict resolution workshop, placing emphasis on mediation in conflictive situations.

### Madrid

- ▶ **Aula Laboral Project** for persons with disability from the **Capacis Foundation**. The main aim is to meet a large social demand with a very specific profile within intellectual disability, borderline intelligence, for which there are barely any resources. The pupils are offered quality training and job guidance, based on an education in values and permanent training to develop their professional skills. Many young people with borderline intelligence have found their first job thanks to this programme.
- ▶ **#coachExit Programme:** This corporate volunteer initiative aims to make young people at risk of exclusion more employable through Coaching and Mentoring. The Exit Foundation trains corporate volunteers so that they can “coach” those young people. Volunteers are thus trained in a technique that they can apply in their everyday work and get to know young people, from whom they can also learn a lot, forcing them to activate new skills in the areas of communication, treating diversity, leadership, etc. Over 6 sessions, they “move” their assigned young people through the company, introducing them to colleagues and encouraging teamwork, so that their “trainee” gets to know the world of the company from the inside, discovering their vocation and finding incentive to continue with their training. In all, 9 volunteers from the Ebro offices in Madrid and Seville have participated in this programme.

## Job promotion and entrepreneurship initiatives

### San Juan de Aznalfarache (Seville)

▶ In collaboration with the Santa María la Real Foundation and the San Juan de Aznalfarache Town Council, the Ebro Foundation has promoted an **Employment Launcher** in San Juan. This is a job guidance programme that will help some twenty unemployed people in the town to make a new job search, following an innovative, collaborative, proactive methodology, with new techniques and tools adapted to the new labour situation and the needs of the new job market.

### Silla (Valencia)

▶ Silla Town Council (Valencia): Workshops on social and labour market inclusion aimed at teenagers at school aged 14-18 and young unemployed people up to age 25. The programme seeks to provide individual assistance, based on their characteristics as a group, although also paying attention to the personal situation of each person. Priority is given at all times to training them as specialist workers, establishing adequate roadmaps for insertion in each case, ending in the achievement of a goal. Three specialities: mechanics, IT and school vegetable patches.

### Larache - Morocco

▶ In collaboration with Mundiriz (a subsidiary of the Ebro Group in Morocco), the Codespa Foundation and Entraide Nationale, we have started up a vocational training programme in dressmaking for women in the villages of Adala and Boucharane (Larache, Morocco), rural communities next to the Mundiriz factory. The project aims to help these women to achieve socioeconomic integration by learning a trade. One of the innovative aspects of this programme is that the subject matter corresponds to the interests of the 24 women participating in it, since it was they who explicitly asked to receive training in this area.

The project covers:

1. Training in dressmaking as their principal activity.
2. Training in life skills (behavioural) and literacy, enhancing the knowledge, skills and self-esteem of the women as essential for making decisions and building up their autonomy, raising their awareness and getting them involved in personal choices.
3. Training and mentoring and/or self-employment as an alternative way of making a living. Equal rights and responsibilities for all members of the community through training and access to employment.

## 3. WELFARE ACTION IN GEOGRAPHICAL AREAS OF INTEREST

Contributing towards the socio-economic development of the communities in which the Group operates is another important goal within Ebro's commitment to society. Therefore, the Foundation endeavours especially to support projects that are designed to improve the quality of life and equal opportunities of groups at risk of social exclusion who live around its plants.





This welfare action is implemented mainly through the financing of projects organised by local entities, which have a first-hand knowledge of the needs of each area and use all their resources to start up those initiatives.

During 2018, the Foundation allocated €90,893.72 to collaborating with different entities in Seville, Madrid, Jerez, India, Morocco and Egypt.

Some of these actions were:

### Seville

- ▶ **Mehuer Foundation:** collaboration in the IX Congress on Orphan Drugs and Rare Diseases.
- ▶ **Santa Maria Magdalena Association in Villamanrique de la Condesa,** financial contribution for the Epiphany Procession.
- ▶ Economic donation to the **Spanish Cancer Association** for the Epiphany Procession in Seville.
- ▶ Collaboration with the **El Gancho Foundation** in the project “La Azotea Azul” [“The Blue Roof”] at Hospital Virgen del Rocío. “La Azotea Azul” is a leisure-therapeutical space on the roof of the second floor of the children’s hospital. This new open-air recreational area can be used by all the children (over 4,000 from all over Andalusia) who are admitted to this hospital every year.
- ▶ **Cáritas Parroquial in San Jose de la Rinconada,** economic aid to meet the cost of food, rent, medicines, electricity, water, etc. of the most deprived people in the town. Workshops have also been run to provide support in education, values, self-esteem and employment. 105 families benefited from this action (around 400 people).
- ▶ **Stop Sanfilippo Foundation:** sponsorship of the charity run, “I’m running for Borja”, held in La Puebla del Río to raise funds for research of the San Filippo syndrome.
- ▶ **Asperger’s Association in Seville:** economic support for the infrastructure of a sheltered apartment to boost the emancipation of young people and adults aged between 18 and 40 with Asperger’s syndrome. The aim is to help them learn, so they will be prepared for definitive independence in the future.
- ▶ **Proyecto Hombre in Seville:** funding of four grants for drug addiction treatment of destitute youth.
- ▶ **Mater et Magistra Association:** financial contribution towards maintenance work at the day centre, more specifically, painting. Beneficiaries: 150.
- ▶ Assistance to the **Alzheimer’s Association in San Juan de Aznalfarache** for its programmes for the prevention, awareness and assistance of persons with dementia.
- ▶ **SEHOP Foundation:** collaboration in the VI Solidarity Race for child cancer.
- ▶ Collaboration with the **Adecco Foundation** for celebration of International Day of People with Disabilities.

### Madrid

- ▶ **Vianorte Laguna Foundation,** monetary donation for the Christmas concert for the benefit of the Paediatric Day Unit for children with rare and advanced diseases.
- ▶ Participation in the Solidarity Race organised by the **También Foundation** for the inclusion and accessibility of people with disabilities.



## Valencia

- ▶ **Association of Families of Alzheimer's patients of Benifaió:** economic assistance for the Project for Intervention in People with Alzheimer's at Advanced Stages, which aims to provide an environment suited to the needs of people with an advanced stage of dementia and stimulate areas in which they are still responsive.

## Jerez de la Frontera

- ▶ "Child's Play Project" promoted by **San Pablo Parish**. The beneficiaries are children aged 6-14. They are offered education in values, with monitors as a complementary or alternative reference for what they have around them. Training is also provided for young people over 14 to act as assistant monitors, pre-monitors and monitors.
- ▶ IV Solidarity Dinner started up by the **Prodean Foundation** to raise funds for the Forfait Mama programme, a welfare project for pregnant women and their children to receive quality assistance at the Monkole Hospital in the Congo during their pregnancy and childbirth.

## Morocco

- ▶ Financing of school transport for children from the kabilas next to our factory, who have no means for getting to school. Funds were also provided to buy school material for one of the nurseries near the plant.

## Egypt

- ▶ Different projects in the hamlets near our plant: food bags for widows during Ramadan, donations of rice, food for destitute families, etc.

## India

- ▶ Financing of the building of a rooms in the new orphanage for 160 girls being built near our plant. We have been collaborating in its construction for three years.

## Other social contributions

In addition to making economic contributions for the development of welfare programmes, the Ebro Group has surrendered some land for the organisations Madre Coraje and Cáritas for their solidarity initiatives in Jerez de la Frontera.

### 1. Surrender of land for solidarity vegetable plots developed by the Madre Coraje Association

The Ebro Group has transferred to Asociación Madre Coraje the precarious possession of 7,200 m<sup>2</sup> of land in Guadalcaçín (Jerez de la Frontera, Cadiz) to set up some solidarity vegetable plots. The Association has divided that land into plots of 50 m<sup>2</sup> each and made them available to any volunteer from the Association wishing to work them, whether retired, unemployed or workers. Madre Coraje promotes good practices of traditional, ecological agriculture on that land, based on criteria of environmental sustainability and acquiring a better knowledge of natural processes and healthier food.

Those working each of these plots hand over to Asociación Madre Coraje at least 70% of their production for donation to soup kitchens, and can use the remaining 30% for their private consumption, without seeking a profit.

In the past year, Asociación Madre Coraje has donated over 26,000 kg of horticultural products obtained through these vegetable plots to different welfare entities in the province of Cadiz.

### 2. Surrender of land to Cáritas to open the Agro-ecological Centre La Jara

The Ebro Group has transferred some 9,300 m<sup>2</sup> of land to the entity Cáritas Diocesana de Asidonia-Jerez through an assignment agreement with Madre Coraje. On that land, they have created the first agro-ecological centre in the province, organising numerous production, training and leisure activities in agro-ecology and supporting self-employment initiatives in the sector. This Centre also manages a seed bank.





#### 4. SUSTAINABLE AGRICULTURE

The Foundation also plays an important role in the sustainable agriculture strategy put into practice by the Ebro Group. Both the Group and the Foundation develop and promote programmes, independently or together with other stakeholders, for implementing crop standards that are sustainable from a social and environmental point of view in our principal raw material sourcing regions.

The most important programmes during 2018 were:

**Oryzonte (Spain):** developed in the Guadalquivir Marshes (Seville) jointly with Mars Food and Danone. The project works on three key areas: water, good agricultural practices, emissions and biodiversity, with the aim of building up Andalusia's potential to become a leader in sustainable rice growing.

**EKTA (India):** an agricultural training programme that stresses the need for adequate use of pesticides, one of the main problems for food safety in the country. During 2018 the programme was extended to a further 100 rural hamlets (50 in 2017), bringing on board around 2,500 new growers.

**SAIRISI (Italy):** developed in collaboration with several members of SAI-P (Unilever, Kellogg, Migros), this programme aims to assess growers in accordance with the SAI-P standard, providing specific training given by Enterisi and professionals from the sector (Universities, NGOs, etc.) to improve their performance.

**Ebro Delta (Spain):** through a consortium formed by Kellogg, Ebro Foods and the Food Technology and Research Institute (IRTA), biodiversity management has been studied with a view to benefiting the rice crop and its sustainability in the Ebro Delta.

**Sustainable Hom Mali Rice programme (Thailand):** Herba Bangkok S.L (Ebro Foods S.A.), Mars Food, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the Thai Rice Department have jointly set up an innovative programme to enhance the economic viability of 1,200 Thai rice growers and develop high quality Hom Mali rice (jasmine rice), sustainable using a Climate-Smart system that mitigates climate change in the province of Roi Et.

**Control Farming (India):** consisting of educating growers in the correct use of pesticides / fungicides in terms of quantity, quality and timing, with full follow-up to ensure the correct growing practices.

**Organic farming (India):** organic farming programme developed with 1,300 growers to convert from traditional rice crops to organic rice crops.

#### NB

\* Further information on our sustainable agriculture projects can be found in the chapter "Management of the supply chain".

\* All the information on the projects developed by the Foundation in 2018 is published on the website [www.fundacionebrofoods.es](http://www.fundacionebrofoods.es)