



## **EBRO FOODS GROUP SOCIAL POLICY**



## 1. Introduction

The commitment of the Ebro Foods Group to the social needs and creation of value for local communities is one of the strategic focal points of its Corporate Social Responsibility Policy.

To contribute to this target, the Group needs a social action policy aligning social collaboration through purely philanthropic donations with its business strategy, strengthening the trust between the Group companies and the communities or countries in which they operate by making the necessary investments for the communities and promoting initiatives to improve the social and economic conditions of their value chain.

## 2. Object

In this Social Action Policy (“**Policy**”), the Board of Directors of Ebro Foods S.A. (“**Company**”) lays down the basic principles and criteria governing the social actions of the Company and the group of companies headed by Ebro (“**Group**”).

## 3. Scope

This policy is applicable to Ebro Foods, S.A. and the other companies in its Group.

The Policy is also extended to the Ebro Foods Foundation (“**Foundation**”), through the professionals of the Group who collaborate with it.

## 4. Principles

- All social action shall be conducted in accordance with the principles of transparency, adaptability and value added.
- Social action shall refer mainly to the following areas, without prejudice to any others that may be considered:
  - (i) assistance and social integration in the Group’s areas of influence;
  - (ii) projects related with education and access to employment;
  - (iii) donations of food produced by the Group;
  - (iv) social and environmental crop standard development programmes leading to sustainable farming;
  - (v) promotion of healthy eating, offering consumers a broad range of Group products focusing on the Health segment.
- The Foundation is the main driving force behind the Group’s social action. It shall promote and develop initiatives that adapt flexibly to the local needs and demands in the areas in which the Group operates and its collaboration shall be considered an added contribution to the well-being of the communities, the



generation of a positive, lasting effect and the transformation and enhancement of the environments in which the Group companies are present.

- The Foundation's participation and collaboration shall be fostered in projects created and promoted by local entities and in activities using the capacities of the different Group companies, as well as projects in which the Group's professionals participate voluntarily, pursuing at all times transparency in all its collaborations with different entities.
- Notwithstanding the role assigned to the Foundation in this field, the Group companies may develop their own social action projects, provided they are linked to their business activities or help to create value in the communities and locations in which they operate.
- The social action projects shall be monitored to ensure adequate application of the contributions made by the Company, the Foundation or the Group companies.
- After completion of the projects, the social benefit generated shall be monitored, defining continuity actions for the most successful initiatives. A system of indicators shall be designed for this purpose, either Group-specific or one of those existing on the market, to assess the benefits achieved thanks to the Group's social action.
- All the programmes developed by the Company, the Group and the Foundation in the field of social action shall be reported annually in the Group's Corporate Social Responsibility Report and through the website of the Ebro Foundation. The Board and General Meeting of the Company shall also be informed annually on the principal social action projects in which the Company participated throughout the previous year.

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