



03

COMMITMENT TO SOCIETY

SOCIAL CASH FLOW

Ebro Foods 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, support for the value chain and investment in R&D and innovation.

Over 95% of the income generated during the year was distributed among its stakeholders in 2015.

SOCIAL CASH FLOW	2015	2014
Economic value generated		
Net turnover	2,461,915	2,120,722
Other income	31,448	29,581
Interest income	31,112	32,470
Share of profits of associates	3,629	1,985
	2,528,104	2,184,758
Economic value distributed		
Consumption and other external expenses	1,391,646	1,189,285
Employee benefits	306,304	261,710
Other operating expenses	484,626	421,922
Interest expense	43,183	24,758
Corporate income tax	79,034	64,407
Net income from discontinued operations	0	2,223
Dividends(*)	102,657	76,932
	2,407,450	2,041,237
Economic value retained	120,654	143,521

Thousand of euros

(*) Dividends paid in the corresponding year

EC5 - Ratio of the entry level wage paid by the Group to its employees and the local minimum wage stipulated by law (broken down by significant business units and business units in developing countries)

SIGNIFICANT BUSINESS UNITS	%
Herba Ricemills (Spain)	+ 86.90%
NWP Group (USA and Canada)	+ 93.84%
Panzani Group (France)	+ 10%
Riviana Group (USA)	+ 34%
BUSINESS UNITS IN DEVELOPING COUNTRIES	%
Herba Egypt (Egypt)	+ 40%
Ebro India (India)	+ 29.27%
Mundi Riz (Morocco)	0%

EC6 - Percentage of senior management hired from the local community (broken down by significant business units and business units in developing countries)

SIGNIFICANT BUSINESS UNITS	NATIONAL EXECUTIVES
Herba Ricemills (Spain)	100%
NWP Group (USA and Canada)	80%
Panzani Group (France)	100%
Riviana Group (USA)	50%

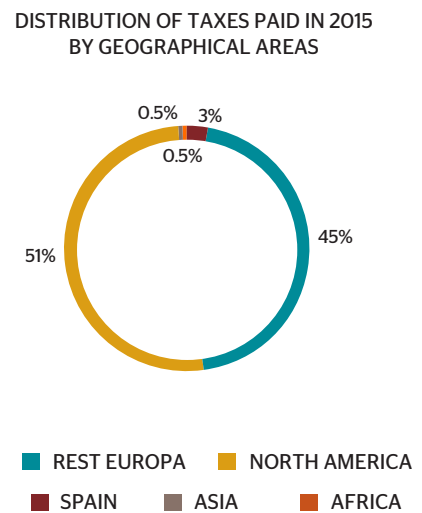
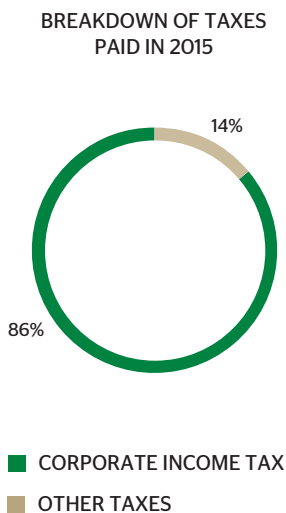
BUSINESS UNITS IN DEVELOPING COUNTRIES	NATIONAL EXECUTIVES
Ebro India (India)	80%
Herba Egypt (Egypt)	60%
Mundi Riz (Morocco)	100%

OUR CONTRIBUTION TO PUBLIC ADMINISTRATION AND SOCIETY

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 procedures and principles to secure transparent, honest tax management and payment of taxes.

The 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 2015, the company directly paid over €80 million to the tax authorities in the different countries in which it operates.



ANTI-CORRUPTION

To minimise the risks of corruption and bribery in the performance of its business activities, the Group has developed a corporate Code of Conduct (COC), of which all the employees of the organisation have been duly informed and which has been signed and accepted by each and every one of them.

In point 29, the COC expressly contemplates measures against corruption, bribery, illegal commissions, influence peddling and money laundering, expressing the Group's undertaking to eradicate all forms of corruption within its companies.

In addition, the following companies have specific policies against corruption, bribery, unfair trading practices and contributions to political parties and trade unions:

CORRUPTION

Ebro India
Lassie
Mundi Riso
New World Pasta Group
Panzani Group
Riviana Group
Stevens&Brotherton Herba Foods

BRIBERY

Ebro India
Lassie
Mundi Riso
New World Pasta Group
Panzani Group
Riviana Group
Stevens&Brotherton Herba Foods

UNFAIR TRADING PRACTICES

Arrozeiras Mundiarroz
Ebro India
Lassie
Mundi Riso
New World Pasta Group
Panzani Group
Riviana Group
Stevens&Brotherton Herba Foods

CONTRIBUTIONS TO POLITICAL PARTIES AND TRADE UNIONS

Ebro India
Lassie
Mundi Riso
Panzani Group
Stevens&Brotherton Herba Foods

No cases of corruption have been reported in any of the Group companies or any of their business partners. **[SO3 / SO4 / SO5]**

Public policy

Ebro 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 Foods 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.

[SO6]

Unfair trading practices

None of the Group companies has been sued for or been involved in any incidents related with anti-competitive behaviour, anti-trust or monopoly practices. [SO7]

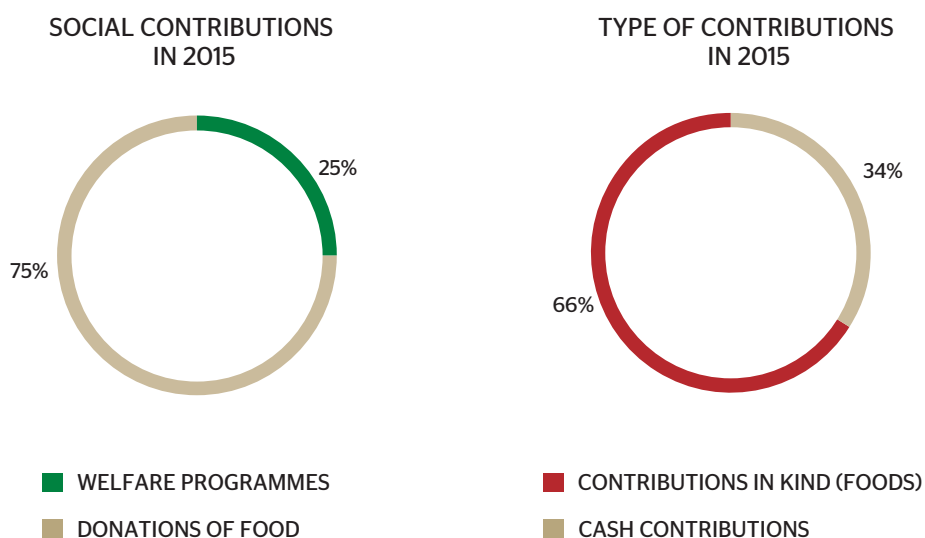
Compliance

No Group companies have been fined for non-compliance with the law or regulations, or received any grievances about impacts on society. [SO8 - SO11]

OUR CONTRIBUTION TO COMMUNITIES

During 2015 Ebro Foods allocated over €1,700,000 to its commitment to communities. Through the Ebro Foundation and its different companies, the Group has participated in and promoted projects created by different not-for-profit organisations within its areas of influence, developed motu proprio initiatives of social and environmental interest directly related with its business activity and organised projects in which professionals of the Group have participated voluntarily.

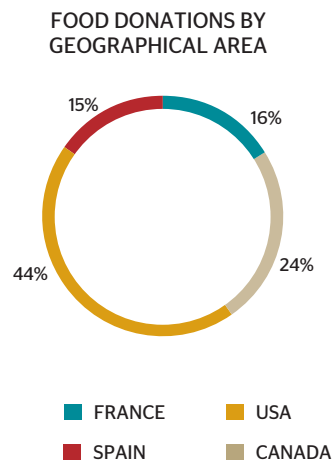
The Group has not received any grievances or claims regarding possible negative impacts on the local communities in which it operates. [SO1 / SO2]



DONATIONS OF FOOD

One of the 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.

COUNTRY	COMPANY	€
Spain	Herba Ricemills	52,852.85
USA	Riviana	548,224.00
USA	American Rice	26,153.00
Canada	NWP-Catelli-Olivieri	315,238.00
France	Panzani	204,496.00
TOTAL		1,146,963.85



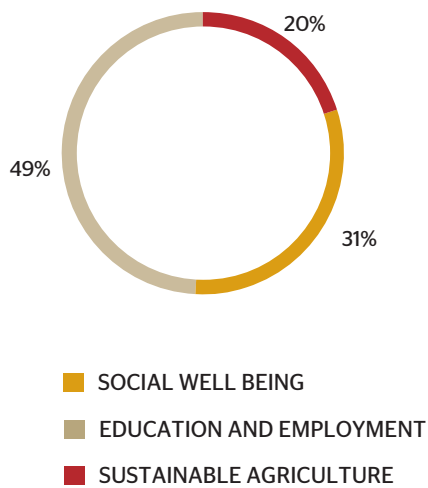
FOOD: €146,940.20			
TOWN/CITY	ORGANISATION	CSR ACTIONS	BENEFICIARIES
Seville	Food Bank	Christmas charity concert	n/a
Seville	Orden de Malta	Financial assistance for San Juan de Acre soup kitchen	211
Seville	Safa Blanca Paloma School	Grants for school meals	10
Seville	Archdiocese of Seville	Confectionery for San Juan de Dios and San Juan de Acre soup kitchens	250
Seville	San Vicente de Pau Soup Kitchen	Purchase of food	400
Madrid	Orden de Malta	Virgen de la Candelaria soup kitchen in San Blas district	200
Madrid	Manos de Ayuda Social	Ventas district soup kitchen	121
Madrid	ONG Olvidados	Donation of food for the needy	350
Madrid	Asociación Achalay	Purchase of food	224
Madrid	FESBAL	Purchase of food	n/d
L'Aldea Tarragona	Cáritas	Grants for school meals and purchase of food	1108
Sierra Leona	África Directo	Purchase of rice for people in quarantine for Ebola	2000



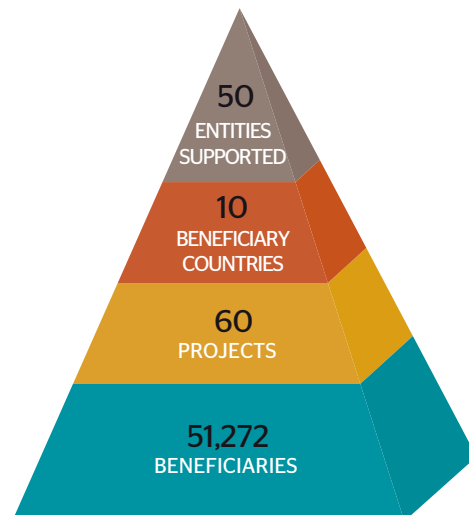
WELFARE PROGRAMMES

The Group's commitment to society is also developed through social, educational and environmental actions that contribute towards the sustainable development of the communities in which it is present.

TYPES OF WELFARE PROGRAMMES



INVESTMENT IN WELFARE PROGRAMMES



SOCIAL ACTION IN OUR COMMUNITIES €132,335

TOWN/CITY	ORGANISATION	CSR ACTIONS	BENEFICIARIES
Seville	Fundación Mehuer	Support for research into rare diseases	n/a
Villamanrique de la Condesa - Seville	Asociación Santa María Magdalena	Christmas Procession	n/a
Seville	AECC	Christmas Procession	n/a
Torreblanca - Seville	Hermanidad Inmaculado Corazón	"Share a dream" programme	200
Rinconada - Seville	Cáritas	Assistance for the needy	205
Puebla del Río - Seville	SA Puebla	Sponsorship of the "I'm running for Borja" race to raise funds for research of the Sanfilippo Syndrome	1
Seville	Proyecto Hombre	Grants for therapy of destitute drug addicts	4
Coria, La Puebla, Isla Mayor - Seville	Cáritas	Basic support programmes for families	1431
Seville	Autismo Sevilla	Solidarity calendar supporting autism	n/a
Ginés - Seville	Asociación Sevillana Síndrome de Asperger	Support for social inclusion	n/a
San Juan de Aznalfarache - Seville	Mater et Magistra	Enlargement of home for the disabled	84
Salteras - Seville	APASCIDE	Speech therapy, autonomy and independent life support programme for the deaf and blind at the Santa Ángela de la Cruz Centre	8
Madrid	Fundación Theodora	Funding of Smile Doctors at several Spanish hospitals	1500
Madrid	Fundación Vianorte Laguna	Concert to raise funds for people with Alzheimer's	n/a
Madrid	Fundación Kyrios	Counselling and information for people with borderline intelligence	55
Jerez - Cádiz	Parroquia San Pablo	Childplay Project	30
Developing countries	Obra Social La Caixa	Business Alliance for the vaccination of children	n/a
Nepal	Cáritas	Nepal earthquake emergency	n/a
Larache -Morocco	Ebro Foundation	Financing for school material & transport for kabila population near Mundiriz	100
Egypt	Ebro Foundation	Funding of social projects near the Herba Egypt plant	200



EDUCATION AND ENTERPRISE €214,576			
TOWN/CITY	ORGANISATION	CSR ACTIONS	BENEFICIARIES
Seville	CiCcartuja	Allocation for Ebro-CiCcartuja research prize	3
Seville	Loyola Leadership	Ebro Loyola Grants	3
Seville	Fundación Santa María la Real	Lanzaderas Project to find jobs for the unemployed	21
Isla Mayor - Seville	CEIP Félix Hernández	Teaching material for children with special education needs	n/a
Seville	Fundación Balía	Education programme	345
Benifaió - Valencia	Town Council	Supplementary education support programme	20
Silla - Valencia	Town Council	Programme for inclusion of unskilled youth in the labour market	11
Jerez de la Frontera	Secretariado Gitano	"Promotion" Programme, education support for gypsy pupils	41
Madrid	Fundación Lafer	Grant for Master in Food Industry Management	1
Madrid	Fundación Balía	Education support for Balía Tetuán school	23
Madrid	Fundación Universidad Carlos III	Ebro Foods grant in Alumni Programme	1
Madrid	Fundación Bobath	"Sponsor" Plan, integral treatment for a child with cerebral palsy	1
Madrid	Fundación Capacis	"Aula Laboral" Project to boost inclusion of the disabled in the labour market	20
Madrid	Fundación Prodis	"Promotor" Project, training for inclusion of the disabled in the labour market	56
Madrid	Fundación Síndrome de Down	Cátedra Family and Disabled Persons Project, developed by Universidad Pontificia de Comillas	21
Madrid	Fundación Emplea	"Project Manager" grants	3
Barcelona	Fundación Fero	Provision of funds for cancer research grant	1

SUSTAINABLE SOURCING: €86,832.54

COUNTRY	ORGANISATION	CSR ACTIONS	BENEFICIARIES
Spain	Ebro Foundation	"Climate-Smart Agriculture" Project (Ebro Delta)	15
Cambodia	NGO Sauce	Promotion of rural development in Taken	391
North Vietnam	Codespa	"Achieving food safety for peasant families in Phu Tho" Project	41,453
India	Herba	Training in the use of pesticides for local farmers	50
Uganda	África Directo	Production of aerobic rice (dry-farming)	100

Detailed information on the projects developed by the Foundation in 2015 can be found on the website www.fundacionebrofoods.es

