

Ebro Foods, S.A.
Relations with Society



LOCAL COMMUNITIES

SO1

Percentage of operations with implemented local community engagement, impact assessments and development programmes

The Group companies have designated different representatives to conduct and maintain relations, through regular meetings, with the social partners of the communities in which they operate. The purpose of those meetings is to establish channels of communication through which the company can inform on the projects it has begun or is about to begin and communities can give the company any information they consider necessary and even, in some cases, social demands to help improve the life and development of those communities. In addition, Ebro works through its Foundation to align the interests of the communities with the principles of social investment, to generate compatible projects. The specific actions taken in the geographical areas in which we operate are described in the chapter “Social action and community development programmes”.

SO2

Operations with significant actual and potential negative impacts on local communities

No disputes have arisen during 2013 with any of the communities with which the company interacts in the performance of its business activities, nor has it received any complaint or claim through the formal mechanisms regarding negative impacts on local communities.

SO4

Communication and training on anti-corruption policies and procedures

The Ebro Foods Group has a Code of Conduct (COC) that includes a specific section on measures to combat corruption, bribery, illegal commissions and influence peddling. All the employees of the organisation have been informed of the COC, which has been signed and accepted by each and every one of them.

Some of the Group companies have developed specific policies which, while respecting the principles upheld in the COC, broaden the contents in this aspect.

Subsidiaries which have informed their employees of the company's anti-corruption policy:

ANTI-CORRUPTION POLICIES AND PROCEDURES

COMPANY	COUNTRY	NO. EMPLOYEES INFORMED	PERCENTAGE
Ebro India, Private Ltd	India	74	100%
Herba Ricemills, S.L.U.	Spain	680	100%
Lassie, B.V.	Netherlands	55	100%
Mundi Riso, SRL	Italy	22	78.57%
New World Pasta	USA y Canada	580	100%
Riviana Foods, Inc.	USA	682	100%
S&B Herba Foods, LTD	UK	96	100%

Subsidiaries which have provided training on anti-corruption for their employees:

	NUMBER OF EMPLOYEES		NO. EMPLOYEES THAT HAVE RECEIVED TRAINING	
	TOTAL		NUMBER	PERCENTAGE
EBRO INDIA				
Executives	12		12	100%
Middle management	14		14	100%
Sales representatives	5		5	100%
Others	43		43	100%
Total	74		74	100%
MUNDIRISO				
Executives	1		1	100%
Middle management	2		2	100%
Administrative staff	7		6	85.71%
Others	18		13	72.22%
Total	28		22	78.57%
NEW WORLD PASTA GROUP				
Executives	7		7	100%
Middle management	71		71	100%
Administrative staff	142		142	100%
Sales representatives	30		30	100%
Others	330		330	100%
Total	580		580	100%
RIVIANA GROUP				
Executives	5		5	100%
Middle management	174		174	100%
Administrative staff	63		63	100%
Auxiliary staff	434		434	100%
Sales representatives	6		6	100%
Total	682		682	100%

SO5

Confirmed incidents of corruption and measures taken

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

SO6

Total monetary value of financial and in-kind contributions to political parties or related institutions

None of the Group companies has made any financial or in-kind contributions to political parties or related institutions.

ANTI-COMPETITIVE BEHAVIOUR

SO7

Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

None of the Group companies has been sued for these reasons.

COMPLIANCE

SO8

Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations

There have been no incidents of non-compliance in any of the Group companies so no fines or sanctions have been imposed.