



## Environmental Management Policy

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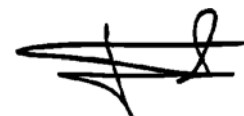
# 1. Our approach

We are a multinational company and experts in the production of fresh, healthy food, which we grow ourselves in both factories and fields. Our company is known for producing and marketing predominantly fresh food with a short shelf life. Furthermore, we make eating a healthy, balanced diet easier, more accessible and more appetising than ever.

Our raison d'être is to grow with a clear identity in all aspects, enabling us to be sustainable in the long term. In doing so, adding value to the societies and environments in which we operate, among others, also forms part of our vision. Our goal is to have a positive impact on society.

We act responsibly on an economic, social and environmental level. This strategy is the driving force behind our aims of contributing towards the creation of a more sustainable world and generating honest, transparent dialogue with all of the stakeholders involved in our business: customers and consumers, employees, suppliers and society in general.

The company operates along two major lines of action, from the perspective of global strategies and from a management system that supports continuous improvement.



Jesús Gómez  
Foodiverse CEO

Global strategies

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## 2. Design and redesign

Sustainability is a key element in our designs. Products must comply with food safety, quality and functionality standards, without losing sight of sustainability in terms of the design and materials used in packaging.

As we are chiefly product manufacturers for third parties, we want to help our customers to design products that encourage conscious consumption. We try to make a big impact when it comes to defining standards and implementing sustainability directly in our products, for which we use sustainable raw materials at the request of our customers. We have the capacity for farming and manufacturing ecological/organic products tailored to our customer's requirements.

We offer our customers fish and seafood options that have been obtained sustainably throughout the whole supply and production process. We periodically analyse the whole range of fish against defined criteria, including the fishing methods used, the catch area and the current population status of each species.

Committed to the conservation of biodiversity and responsible forest management, we are jointly responsible for the sustainable farming of raw materials throughout the entire value chain. For this reason, we set clear criteria for suppliers and have developed purchasing procedures for specific raw materials.

In the case of fruit and vegetable farming, our suppliers must comply with strict requirements that are grouped into the Global Good Agricultural Practices (G.A.P.) standard and the GRASP module - G.A.P. risk assessment on social practice.

The same applies to our packaging and auxiliary materials: we are committed to reducing the use of plastic through joint strategies with our suppliers, based on reducing thicknesses, volumes and weights, and also to prioritising the use of recycled, recyclable and reusable materials in compliance with sustainability criteria. We are

conducting research into new packaging processes and materials that reduce the impact on the environment and avoid the use of substances that can have an adverse impact on the environment during production and/or the disposal of packaging.

Our packaging is periodically assessed so that it can be improved in terms of environmental issues.

### 3. Reduce

We help to protect the environment by addressing our impact on it as a result of our activities, developing actions to reduce consumption.

- Actions to reduce water consumption: we have systems to control the consumption of water used for irrigation in our fields, as well as in our plants, and we support this by using innovative practices and different methods in our fields and our plants.
- Actions to reduce energy consumption: in the same way as with water, we have systems to control energy consumption in our plants and fields, and we encourage its reduction. In particular, energy consumption is considered during the design phase of facilities and the purchase of new machinery, by encouraging the procurement of equipment that consumes less energy.

In the supply chain, we aim to load our lorries fully and we conduct inspections on how full they are, as well as searching for raw materials and commodities that are close to the manufacturing site. The decision on whether to manufacture a product in a certain location is made by considering criteria such as the location of warehouses and how to make transportation more energy efficient and by working with transport companies to plan routes and ensure vehicles are loaded to full capacity.

- Actions to reduce chemical products: we want to minimise the use of chemical products, both on our crops and during our production processes where they are deemed necessary. We encourage integrated pest controls, zero waste plant protection products and organic farming. Just as with water and energy consumption, we control their use and encourage their reduction.
- Waste and emissions: our waste policy is rigorous, whereby our production processes are monitored to reduce wastage and costs due to low quality. Manufacturing planning is carried out on a continual basis to avoid a surplus of finished products and raw materials. In addition, we control our emissions and maintain continuous dialogue with our stakeholders who are responsible for waste and emissions management. We consider the recyclability of waste to be a priority and we always safely dispose of non-recyclable waste in our environmental practices.

## 4. Reuse, recover, recycle

We encourage our waste to be reused, by looking for its value or giving it a second lease of life. Water is reused wherever possible, and we promote the use of plant waste as food for animals.

The systems and processes developed by the company enable the recovery of waste or potential emissions (specifically, energy emissions) so they can be reintroduced into either our production process or that of third parties.

Our waste is recycled so that it can be used as a raw material for new products. We encourage partnerships with recycling organisations in each country and work hard to separate our waste so that it can be recycled more easily.

## 5. Repair

Facilities and equipment maintenance is key. Our HOLD model encourages conscious, continued use of everything around us. We look after our equipment and facilities so that they do not deteriorate, with a maintenance plan that prioritises preventive maintenance over corrective maintenance or the replacement of equipment. Instead of disposing of equipment when it stops working and buying new equipment, we try to repair it so that it can perform its proper functions once again.

## 6. Renovate

Our growth and investment plan includes our compliance with environmental laws and regulations, which is why we renew equipment by looking at efficiency as part of its environmental impact, particularly in regard to its energy consumption.

Management system: compliance with legal and other voluntary requirements

KNOWLEDGE OF EXPECTATIONS IN OUR AREA OF INFLUENCE

The needs and expectations of all stakeholders involved in our business are taken into consideration: customers and consumers, employees, suppliers and society in general. We promote and maintain honest and transparent strategic dialogue with all of them.

## 7. Environmental management system

Our environmental management system is the framework upon which our protective and preventive action for environmental management is based. It aims to ensure that we comply with current legislation and voluntary requirements, as well as international standards and certification. Our system is compatible with voluntary international standards such as ISO 14001 on Environmental Management and it aims to foster mutual trust among consumers, customers and governmental authorities.

The practices, procedures, instructions, records, etc. that are used in routine management all form part of the management system and they decisively contribute towards compliance with the company's environmental objectives. For this reason, it contains the organisational structure envisaged for this purpose, as well as the responsibilities, resources, internal bodies, control mechanisms, information, training and communication required. It also sets the evaluation criteria for environmental risks, as well as the actions required when dealing with related emergencies.

## 8. Continuous improvement in environmental performance through the management of environmental issues

We encourage the development of permanent actions towards the continuous improvement of environmental performance, by actively contributing to environmental protection when dealing with the impact caused by our activities, processes and products, while involving our suppliers in this strategy.



Our environmental management is based on monitoring the implementation of the aforementioned global strategies and fostering improvements in the environmental indicators established. Guidelines have been established for the regular monitoring of these objectives.

By monitoring environmental aspects and making their impact a priority, this allows us to continuously improve our processes. Actions for the proper implementation of associated measures are managed under the PDCA (Plan-Do-Check-Act) continuous improvement strategy and are included in the corrective action plan for each site.

## 9. Participation, training and information for workers and collaborators

The knowledge, qualification, participation and active commitment of all members of the organisation in the application of the environmental management policy is, without a doubt, one of the most important key factors in achieving the overall objective of environmental protection.

Ongoing training, information and communication programmes and plans are in place for this reason.

## 10. Tools

Foodiverse has its own benchmarking tools, ensuring their use and updates as appropriate:

- tool for identifying and evaluating compliance with legal requirements
- SWOT analysis of context and stakeholders
- assessment of environmental aspects and product life cycles
- operational control procedures
- training plan
- internal and external communication plan
- emergency response plan
- internal audit plan
- KPIs and indicator tracking plan



Environmental Management Policy