

NON-FINANCIAL INFORMATION STATEMENT

Financial year ended on 31 March 2019

Annex to the Consolidated Management Report for the financial year ended on 31 March 2019

TABLE OF CONTENTS	
NON-FINANCIAL INFORMATION STATEMENT	1
Financial year ended on 31 March 2019	1
1. INTRODUCTION	3
2. BUSINESS MODEL	3
3. OUR MOST SIGNIFICANT MILESTONES	5
4. KEY FIGURES OF PLANASA IN THE REPORTING PERIOD	6
5. MATERIALITY ANALYSIS	6
6. INFORMATION ON ENVIRONMENTAL ASPECTS	7
6.1. Planasa Policy	7
6.2. Risks Identified	7
6.3. Environmental Management And Performance	7
6.3.1. General	7
6.3.2. Pollution	8
6.3.3. Circular Economy And Waste Management	8
6.3.4. Sustainable Use Of Resources	9
6.3.5. Climate Change	11
6.3.6. Biodiversity Protection	11
7. INFORMATION ON SOCIAL ISSUES AND PERSONNEL RELATING ISSUES	11
7.1. Planasa Policy	11
7.2. Risks Identified	11
7.3. Social Management And Performance	12
7.3.1. Employment	12
7.3.2. Organization Of Work	16
7.3.3. Health And Safety	17
7.3.4. Social Relationships	18
7.3.5. Training	19
7.3.6. Accessibility	20
7.3.7. Equality And Non-Discrimination	20
8. INFORMATION ON RESPECT FOR HUMAN RIGHTS	21
8.1 Planasa Policy	21
8.2 Risks Identified	21
8.3 Management And Performance Related To Human Rights	21
8.3.1 Prevention Of The Risks Of Violation Of Human Rights And, Where Appropriate, Measures To Mitigate, Manage And Rectify Any Possible Abuses Committed	21
8.3.2 Formal Complaints For Cases Of Violation Of Human Rights	21
8.3.3 Elimination Of Forced Labour And Child Labour	22
9. INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	22
9.1 Planasa Policy	22
9.2 Risks Identified	22
9.3 Management Of The Fight Against Corruption And Bribery	22
9.3.1 Measures Adopted To Prevent Corruption, Bribery And Money-Laundering.	22
9.3.2 Contributions To Non-Profit Corporations Or Entities	23
10. INFORMATION ABOUT THE COMPANY	23
10.1 Planasa Policy	23
10.2 Risks Identified	23
10.3 Management And Performance Of The Company	23
10.3.1 Company's Commitment To Sustainable Development	23
10.3.2 Outsourcing To Suppliers	24
10.3.3 Consumers	24
11. TAX INFORMATION 11.1 PROFITS BY COUNTRY	25
11.2 Profit Tax Paid	25
11.3 Public Subsidies Received	25
12. REFERENCE TABLE OF REQUIREMENTS OF LAW 11/2018 INF AND CONTENTS OF THE GLOBAL REPORTING INITIATIVE (GRI INDICATORS)	26

1. INTRODUCTION

This Non-Financial Information Statement is part of the consolidated management report of Tigruti, S.L.U, and subsidiaries (hereinafter Planasa Group or Planasa), presented as an annex thereto and includes information on environmental and social matters, as well as information relating to personnel, the Company, the respect to human rights and the fight against corruption and bribery. The content to be included in this Non-Financial Information Statement has been recently developed by virtue of Act 11/2018 of 28 December modifying the Code of Commerce, the recast Text of the Corporations Act approved by Royal Legislative Decree 1/2010 of 2 July and the Act 22/2015 of 20 July on Account Auditing on financial information and diversity.

The Non-Financial Information Statement has been prepared on the basis of the expectations and requirements of the Stakeholders identified after the assessment and valuation performed during financial year ended as of 31 March 2019 with special emphasis on the most relevant matters and with a greater impact on the strategy of Planasa Group.

2. BUSINESS MODEL

Planasa is a leading company in the agri-food sector specialising in plant research, nursery and agri-food.

The headquarters of Planasa are located in Valtierra, in the north of Spain.

The main locations of Planasa Group are:

- Production: China, Mexico, Morocco, Spain, Romania, Poland, France and the United States.
- Marketing: China, France, Spain, Poland, Italy, Mexico, the Netherlands and the United States.
- Nurseries: Spain, Poland, Chile, Mexico, Morocco, Romania and the United States.

Planasa Group has an international presence thanks to a commercial network deployed in five continents and an extensive network of partners in different countries and climatic regions. The purpose of Planasa is to obtain new varieties of vegetables to obtain a balance that meets the future needs of farmers together with the consumer's preferences in the different markets.

Planasa has properties all over the world strategically chosen due to soil qualities and climate conditions. Cash crops, research, monitoring and tests of new varieties for continental, Mediterranean, warm and event tropical climate areas are produced in said properties.

Furthermore, Planasa Group takes full account of the needs of farmers: not only with regards to improvements of the quality and health in agricultural production, but also relating to new varieties that produce better outcomes, and that allow for a better yield to be obtained, which is essential to improve profitability.

Planasa is committed to present and future healthy eating, mainly based on taste and pleasure. They work with clients improving the plant varieties on a daily basis and offering solutions that support them in their agricultural projects. The success of Planasa is based on three fundamental pillars: Research, quality and partnership.

Research

Quality

Partnership

<p>ONESTEPAHEAD</p> <p>Over 40 years of plant varieties research. Planasa focuses on variety research as a basis for success of the creation of unique varieties.</p> <p>It has six test centres all over the world. Likewise, Planasa has development centres to monitor and experiment with new varieties in different climate areas.</p>	<p>AN OBSESSION WITH QUALITY</p> <p>Planasa’s clients are a key element for implementing new varieties in the market which reach the final client. Trust relationships with farmers, built up during years of joint work, allows the Company to receive first-hand information on needs and improvements to offer them more efficient solutions.</p>	<p>WE WORK WITH YOU</p> <p>Planasa is committed to helping clients as if they were partners of the company. They are by their side to listen to their needs and offer solutions that help them improve the profitability of their businesses. It is a trust relationship that we enhance and maintain on a daily basis.</p>
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Planasa is specialised in three main business lines: plant research, nursery and agri-food. The main production and marketing activities of Planasa are divided in three main food groups:

Berries

Horticultural products

Fruits

Plant research

The Group allocates considerable resources to R&D to develop new varieties by means of varietal selection and to offer farmers varieties that adapt to their production and business needs. Likewise, efforts are made so these products allow to extend harvest season, avoiding production fluctuations and, at the same time for the customer to have quality products throughout the year. Planasa has four research centres all over the world. Likewise, has development centres to monitor and experiment with new varieties in different climate areas in strategic worldwide locations.

Nurseries

Planasa is one of the world biggest nursery operators for strawberries, raspberries, blueberries and asparagus, as well as garlic seeds and fruit trees. It has nearly 1,500 hectare in Spain, Poland, Morocco, California (US), Mexico and Chile. Planasa integrates activities in different locations to offer the vegetable material that best adapts to the needs of the clients.

Agri-food

Throughout the year, Planasa produces and markets quality vegetable products to satisfy consumer tastes, aiming at becoming a great berries producer, with a special focus on raspberries and blueberries. Moreover, Planasa Group is the leading producer and marketer of fresh endives.

Planasa produces and markets:

- Raspberries
- Blueberries
- Blackberries
- Endives
- Asparagus
- Stone fruit
- Avocado

The quality of Planasa's products includes food safety, traceability of vegetable materials from their origin, environment protection, use of the best practices available, client-oriented approach and the continuous improvement in all phases.

MISSION, VISION, VALUES

MISSION

To provide clients in the global market by means of the three business lines — Plant research, Nursery and Agri-food — with high quality products and services with added value to meet consumer needs.

VISION

To become a global leader in innovative solutions for the supply chain of berries, asparagus, endive and garlic, meeting consumer expectations.

VALUES

Integrity

Honesty and integrity are our most important assets and must guide our business.

Continuous search for innovation

To encourage new ideas, resourcefulness and creativity at all levels.

Customer satisfaction

To place our clients in the centre of our business activities and contribute to their success.

Open approach

To actively search the best practices in all issues to offer greater value products to our clients.

Business excellence

Continuous improvement, efficiency and effectiveness within the company.

Teamwork

To share knowledge, ideas and expertise to make the best decisions for Planasa Group.

Committed to people

To promote talent, offer opportunities, create leaders, reward achievement of results.

3. OUR MOST SIGNIFICANT MILESTONES

<p>Amand Darbonne installs in Milly-la-Forêt (France) an aromatic plants plantation.</p> <p style="text-align: center;">1887</p>	<p>Interest holding in the company California Endive Farms (CEF) USA.</p> <p style="text-align: center;">1997</p>	<p>Planasa acquires the 100% of the production of endives of California Endive Farms (CEF) USA</p> <p style="text-align: center;">2014</p>	<p>Planasa is present in the five continents. Including countries such as: Spain, France, Poland, Italy, Germany, the Netherlands, Romania, the United States, Mexico, Chile, Morocco and China.</p> <p style="text-align: center;">2018</p>
<p>Incorporation of Planasa in Spain.</p> <p style="text-align: center;">1973</p>	<p>Darbonne Group takes control of 100% Planasa.</p> <p style="text-align: center;">2003</p>	<p>Planasa becomes a shareholder of Yunnan Meiming Agricultural Co. Ltd, (China)</p> <p>Planasa acquires the North-American company NorCal Nursey</p> <p style="text-align: center;">2017</p>	

KEY FIGURES OF PLANASA IN THE REPORTING PERIOD

The key figures of Planasa during the financial year are:

+ 1,000 professionals Presence in **12** countries Sales

4. MATERIALITY ANALYSIS

The most relevant stakeholders for Planasa Group are:

- Governing board and corporate governance
- Employees
- Clients
- Institutional relations
- Suppliers

Planasa has established specific communication channels with its stakeholders. They allow the company to know their needs and expectations, so Planasa can meet their expectations more rapidly.

In this sense, in order to be aware of the most relevant matters with regard to sustainability in the current period, Planasa has prepared a materiality analysis during financial year in order to identify the most relevant issues both for the stakeholders and for the strategy of the Group. The following actions have been taken to perform the said analysis:

- Revision of information: both internally and externally (including relevant news, reports of the main competitors, best practices in the industry).
- Identification of relevant issues: preparation of a comprehensive list of material matters in the agricultural industry.
- Evaluation: assessment of key matters and identification of key aspects for the assessment of relevant matters.

In this sense, the internal and external information has been reviewed to identify relevant matters for Planasa group and to determine key matters of the industry according to their impact on the activities, products, services and relations of the company, within and outside it. Once the most relevant matters were selected within the company, they were evaluated by the heads of the different departments according to the operational relevance and their impact on the company's reputation. Key members of the Human Resources, Purchases, Clients Quality, Financial, Compliance and Environment Departments participated in the evaluation.

For the final determination of the materiality of a certain aspect, Planasa combined internal and external factors on the basis of the concerns and expectations of stakeholders, as well as the strategic lines, objectives, risks or interests of the Group. By doing so, 21 relevant matters were identified and included in a materiality matrix. Said matrix has not been published due confidentiality reasons.

Likewise, the top 10 of material issues identified by Planasa are:

- Observation and experimentation of new varieties; search for innovation and efficiency.
- Customer experience: Product/service quality and client satisfaction/claim management
- Trust relationship with clients
- Dialogue channels with stakeholders
- Fair remuneration (wage gap)
- Diversity, equality and non-discrimination
- Sustainable and inclusive products
- Corruption and fraud prevention
- Work-life balance
- Suppliers satisfaction

Senior Managers have implemented or are implementing measures with regard to the aforementioned issues which are further explained in this document.

On the basis of the aforesaid materiality analysis, Planasa has identified some indicators as non-material and non-relevant.

5. INFORMATION ON ENVIRONMENTAL ASPECTS

6.1. PLANASA POLICY

Planasa Group is committed to and works for environmental care. This is evidenced in its Code of Conduct which is written in English as the Group is mainly comprised of subsidiaries in strategic locations all over the world.

Additionally, they have a Quality and Environmental Policy in force which also encourages the protection of the environment.

The commitment arising from said code and policy is to protect the environment operating so the resources used in the different activities are sustainable and environmentally friendly, avoiding pollution and appropriately managing waste. Moreover, they comply with all the applicable legislation in the different countries.

6.2. RISKS IDENTIFIED

Several risks have been identified as relevant for the purpose of the Planasa Group and affect the capacity to achieve the expected results with regard to environmental objectives. The main risks identified are:

- Changes in legislation
- Increase of water cost and restriction.
- Natural phenomena, such as frosts, floods, drought...

6.3. ENVIRONMENTAL MANAGEMENT AND PERFORMANCE

6.3.1. GENERAL

6.3.1.1. CURRENT AND FORESEEABLE EFFECTS OF THE ACTIVITIES OF THE COMPANY ON THE ENVIRONMENT AND, WHERE APPLICABLE, ON HEALTH AND SAFETY

In Spain annual detailed analysis of the potential environmental aspects and their impact on the external environment (air emissions, spillages, waste, soil and groundwater pollution, consumptions, landscape and noise and vibrations) are performed. The result of this Analysis is included in the "Inventory of Environmental Aspects".

In said Inventory all the aspects have been analysed and are significant to or impact on the environment. Most of them have a low level of significance.

The rest of the Group complies with the environmental legislation and, as the activity and the machines used in the Spanish plants are similar to those used outside Spain, it is considered that they have no relevant negative effects and said analysis has not been performed as it has not been deemed necessary.

The forecast of future activities is to maintain current production volumes, without significant variations or impacts on the environment.

6.3.1.2. ENVIRONMENTAL ASSESSMENT OR CERTIFICATION PROCEDURES

There are environmental procedures with regard to: the assessment of environmental aspects, the regulations applied to environmental matters, environmental emergency plans, operational control and monitoring and measurement of environmental aspects.

Along with the aforementioned, there are Environmental Emergency Sheets, Emergency Plans, specifications and environmental best practices available.

Although they are not currently certified under ISO 14001 standard on environmental management, they manage waste, assess environmental aspects, prepare annual emergency plans and an annual assessment, and monitor all the regulations affecting us from an environmental perspective.

6.3.1.3. RESOURCES ADDRESSED AT ENVIRONMENTAL RISKS PREVENTION

Resources addressed at environmental risks prevention have a human and a material nature.

In Producciones Vegetales Diferenciadas, S.L., hereinafter Provedis, there is an improvement manager in charge of environmental matters. Additionally, in Valtierra there is a team comprised by the Environmental Department that manages these matters along with the Quality Department. Finally, in the properties and greenhouses of the Group there is qualified personnel in charge of the applications of fertilisers. These

technicians control the quantity used in the products so it does not exceed the limits and the product reaches the consumer in optimal conditions.

The material resources that we have are annually approved in the Group's budget, as a need to carry out improvements and adapt to the new environmental regulations on a national and regional level.

At the same time, several of the annually approved investment are oriented to environmental improvement.

6.3.1.4. IMPLEMENTATION OF THE PRECAUTIONARY PRINCIPLE

Provedis has Environmental Emergency Plans that describe the measures to avoid and control occurrence of potential accidents, incidents and emergency situations that may occur in the facilities and processes, indicating those that can lead to the most significant environmental aspects.

Potential environmental aspects that may arise as a result of accidents, incidents or abnormal operation conditions are: oil leaks, electrical fire, liquid-caused fire, gas leakage, water tubes breaks, warehouse fire.

For each of these potential aspects, the environmental impact, preventive measures, responsible persons, results, response actions and results of the intervention, where applicable, were assessed.

Likewise, drills are frequently conducted to verify the suitability of the response measures adopted, at the same time that employees get a better understanding of them.

In the rest of the properties and greenhouses of the Group, all the practices and applications are made pursuant to the environmental legislation in force.

6.3.1.5. PROVISIONS AND GUARANTEES FOR ENVIRONMENTAL RISKS

There are no provisions for possible contingencies related to environmental improvement and protection. The Group believes that they are sufficiently covered by the civil liability insurance policies in force.

6.3.2. POLLUTION

Despite there are no defined measures, the policy applied by Planasa Group throughout the years is the responsible use of the machines and vehicles used during the production processes.

With regard to noise pollution, after the noise measurement performed in the facilities of the Plant in Navarra in previous financial years, and in view of the good results obtained, no measures were taken in this sense.

Both in Morocco and in the United States organic products are used to reduce the use of chemical pesticides.

6.3.3. CIRCULAR ECONOMY AND WASTE MANAGEMENT

Planasa Group works with a policy based on the reduction of the volume of waste dumped in landfills.

They work with authorised managers in all the operations relating to waste (either dangerous, non-dangerous and by-products). Waste is always stored in containers of the appropriate size according to the business; they are provided by managers and they are collected at an adequate frequency to avoid long storages that could jeopardise health and safety.

Likewise, the personnel is appropriately trained for segregation and management of collection of waste generated during the activities.

Waste is segregated and processed as follows:

- Plastic waste is pressed and reused.
- Empty packages are incorporated to the production process to manufacture new packages after they are cleaned in the recovery plants of the managers. Re-usable packages are collected by suppliers.
- Board and paper are segregated from other waste and recovered. Wood is separated, chopped and recycled.
- By-products (roots, leaves, branches...) are used for animal feeding or for fillings in other properties.
- Scrap is sold and recovered in blast furnaces, where it is taken by the authorised manager.
- Lamps, luminaires and fluorescent tubes are taken by the authorised manager to the waste recovery plant. Electronic devices and computer waste equipment, such as toners, are also managed for their recovery and separation into components in specialised plants.

With regard to packaging, the purchase policy is increasing the rate of recyclable, biodegradable and even compostable packages acquired. Given the heavy demand by consumers of biodegradable and recyclable trays for final products, we work with suppliers of reusable plastic packages and pallets (wood and plastic)

suppliers.

Likewise, actions are taken to fight food waste, such as:

- Safe food that does not meet an specific quality standard, is offered to clients with less quality requirements (market).
- We always work with fresh products, increasing the useful life for final clients. At the same time, the growing cycle is regulated so the production and the sales are in line and there is no overproduction and/or waste.
- Different uses of a same product (variants and formulae) are encouraged.

6.3.4. SUSTAINABLE USE OF RESOURCES

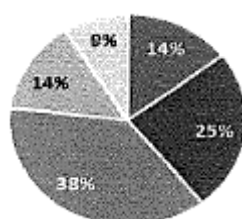
6.3.4.1. WATER CONSUMPTION AND SUPPLY PURSUANT TO THE LOCAL RESTRICTIONS

Here follow the main figures relating to water consumption during financial year ended as of 31 March 2019, except for the plants located in the US:

	Financial year 2018 - 2019
Water Consumption (m ³)	6,592,952

The detail of the water consumption by country is as follows:

Water Consumption



France	Morocco	Spain
Mexico	Others	

In Spain, the water used is originating from different irrigation associations that guarantee water in sufficient quantity and proper quality. They have lands to enjoy the use of water from associations. They have an storage basin and a pipeline network that distribute water to the points of use.

Likewise, in Valtierra there is a purification plant where part of the water used for hydrants and cleaning is chlorinated and another line for industrial water that is not disinfected.

In France , the water used is originating from wells that guarantee water in sufficient quantity and proper quality. They have rented lands (*fermage*) to enjoy the use of water from water tables. This abstraction of water is declared and taxes are paid for the use of this kind of water. Likewise, they have a filter system to remove mainly iron that could block drip irrigation, 3 storage basins, 4 fertilisation-irrigation stations and a network of pipelines that distributes the water to the points of use.

The water used in Morocco is originating from different own wells authorised by the Moroccan State that guarantee water in sufficient quantity and proper quality. Moreover, they have several storage basins and a network of pipelines that distributes the water to the points of use. They also have a purification plant where part of the water used for hydrants and cleaning is chlorinated.

In Mexico, the water used is originating from wells that guarantee water in sufficient quantity and proper quality. Finally, it must be noted that all the companies of Planasa Group are authorised to abstract.

6.3.4.2. CONSUMPTION OF RAW MATERIALS

Here follow the main details of financial year ended on 31 March 2019 with regard to the consumption of the main raw materials of Planasa Group:

	Units	Consumption
Packaging	Unit	40,709,325
Fertilisers	Kg/L	30,848,594
Plant protection products	Kg/L	9,827,505

6.3.4.3. MEASURES IMPLEMENTED TO IMPROVE THE EFFICIENCY OF RAW MATERIALS USE

Planasa Groups considers packaging and fertilisers relevant raw materials and is constantly working to improve their use.

Actions taken to improve the efficiency of these raw materials are:

- 1) Packaging:
 - To use biodegradable trays as demanded by clients.
 - To appropriately use wrapping machines and train the personnel in charge of same to reduce losses caused by jams, misalignment, etc. of the film covering the trays.
 - To reduce unsuitable trays working with homologated and reliable suppliers.
 - To work with reusable packaging systems (chep-lfo, europool) in pallets and boxes, minimising board waste.
 - Ecoembes minimisation plan.
 - To work with reusable containers systems.
- 2) Fertilisers:
 - To avoid the discharge of Raw materials removing solid fertilisers.
 - To avoid storage (chemicals storage) of solid fertilisers.
 - To prevent solid fertilisers from being moved between storehouses and production, eliminating occupational accidents and risk for environmental spills.
 - To prevent solid fertilisers from being spilled in the operations by preparing the fertiliser in the "parent" tank and in transfers to "child" tanks.
 - Reduction of the risk of obstructions and waste in the installations (pipes, pumps, nozzles).
 - To improve dosage thanks to a drip irrigation system.

6.3.4.4. DIRECT AND INDIRECT ENERGY CONSUMPTION

The two main energy consumption sources of the Group are power and gasoil consumption. Gasoil consumption is mainly attributed to the machineries and tractors used in the activities of Planasa Group.

According to the energy consumption figures, the information of the Group with regard to the consumption in financial year ended as of 31 March 2019 is:

	Financial year 2018 - 2019
Electricity consumption (kWh)	20,065,578

According to the gasoil consumption figures, the detailed information with regard to the consumption in financial year ended as of 31 March 2019 is:

	Financial year 2018 - 2019
Gasoil consumption (l)	3,329,343

MEASURES TO IMPROVE ENERGY EFFICIENCY, USE OF RENEWABLE ENERGIES

The commitment taken by the Group to improve efficiency of energy use has been translated into the following measures between 2018 - 2019:

- Halogen lamps have been substituted for LED lamps.
- The heat generated by the Factory is recovered to heat rubber machines and the water of the tanks.
- Productivity has been improved in planters and cutters.
- Ammonia has been installed for cold storage.
- Turbines have been changed in growth chambers to reduce energy consumption.

6.3.5. CLIMATE CHANGE

Several elements that contribute to greenhouse emissions by the gases emitted have been identified: the machinery and vehicles used for product manufacture.

No specific measures have been taken in this sense, but the appropriate use of these elements to reduce emissions is encouraged.

6.3.6. BIODIVERSITY PROTECTION

As the business of Planasa Group is closely related to biodiversity, it is important for the Group to preserve and take care of it. Thus, the following measures are taken:

- To respect native flora and fauna.
- To maintain garden areas.
- To use a single rodenticide perimeter in the manufacture facilities.
- To control plant protection products.
- To apply pesticides as regulated by the Government.

6. INFORMATION ON SOCIAL ISSUES AND PERSONNEL RELATING ISSUES

7.1. PLANASA POLICY

The Code of Ethics of the Group includes sections that ensure equality of opportunities and condemns verbal or physical violence; likewise, it includes the commitment to maintain a safe and healthy workplace.

7.2. RISKS IDENTIFIED

The people that comprise Planasa Group are a key element to preserve the success and quality standards of the Group, so the Management has identified the main risks they are exposed to:

- Fair remuneration
- Diverse talent training and development
- Diversity, equality and non-discrimination
- Work environment
- Work-life balance

Consequences associated to the materialisation of such risks may be the reduction of the productivity of the employees and a loss of motivation.

In order to mitigate the risks identified, key indicators have been defined; they are constantly monitored by the Management of the Group.

Quantitative Information of the personnel detailed hereunder does not include information of the subsidiaries of the Group located in China (average workforce of 97 people and 94-people workforce as of 31 March 2019) and Chile (average workforce and workforce of 40 people as of 31 March 2019).

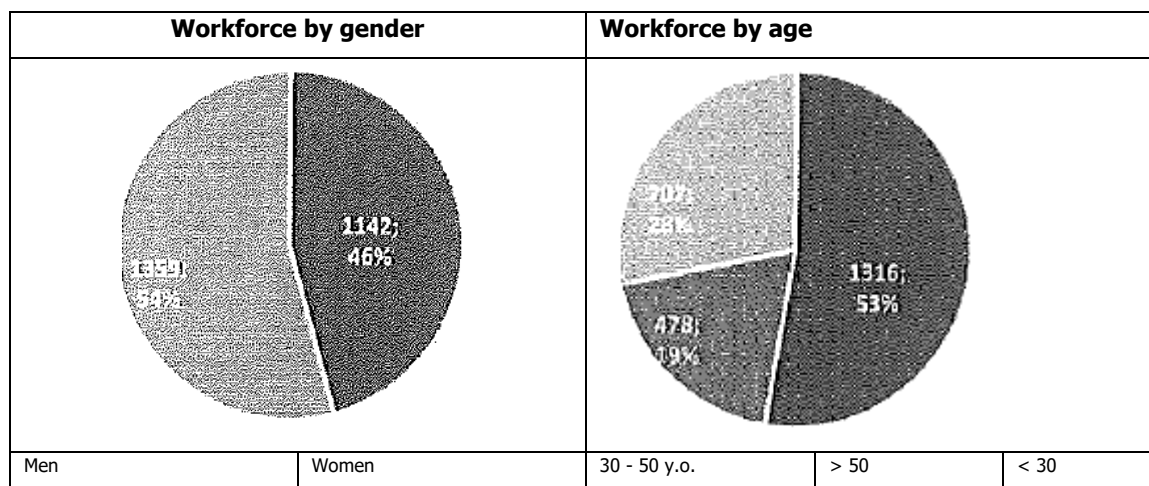
7.3. SOCIAL MANAGEMENT AND PERFORMANCE

7.3.1. EMPLOYMENT

7.3.1.1 TOTAL NUMBER AND DISTRIBUTION OF EMPLOYEES BY SEX, AGE, COUNTRY AND PROFESSIONAL CATEGORY

For financial period ended as of 31 March 2019, the workforce of the Company is comprised of 2,501 people detailed as follows:

Workforce by professional category	Number of employees
Management ¹	46
Technical personnel and middle Administrative personnel	174
Workers	2,210
Total	2,501



Workforce by country	Number of employees
Spain	611
French Branch	54
Morocco	1,139
Mexico	260
USA	383
Poland	27
Holland	1
Romania	20
Italy	6
Total	2,501

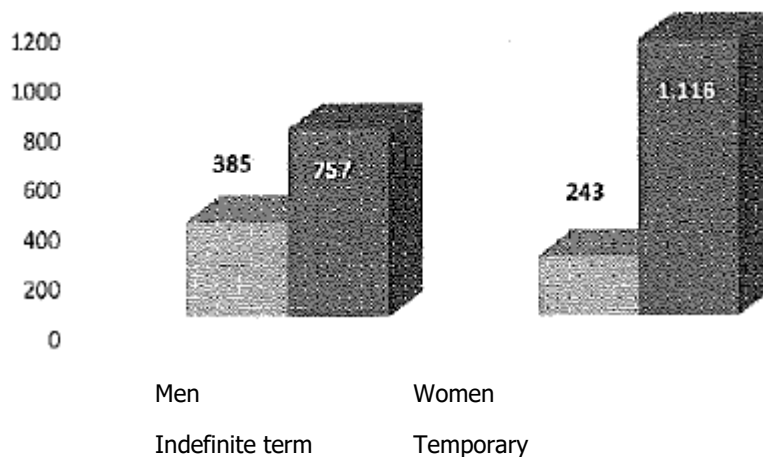
7.3.1.1 BREAKDOWN BY TYPE OF CONTRACT

The breakdown of employees by sex according to the type of contract as of the end of financial year ended on 31 March 2019 is as follows:

¹ Management includes both Senior Management (first line management) and Directors (second line management). At year end, Senior Management is comprised by 9 people.

Type of contract	Men	Women
Fixed Contract	337	212
Discontinuous-Fixed Contract	48	31
Temporary Contract	757	1,116
Total	1,142	1.359

Type of contract as of 31/03/2019



7.3.1.3 AVERAGE TYPES OF CONTRACT

The average of employees by type of contract and working hours, taking into account the hours worked between 01 April 2018 and 31 March 2019, by sex, age and professional category is as follows:

By gender	Men	Women
<u>Fixed Contract</u>	393.09	294.06
Full time	338.20	207.17
Part time	1.00	3.71
Discontinuous-Fixed	53.89	83.18
<u>Temporary Contract</u>	603.82	905.64

By age	< 30 years	30-50 years old	> 50 years old
<u>Fixed Contract</u>	90.64	395.67	200.84
Full time	71.48	317.29	156.60
Part time	1.00	2.80	0.91
Discontinuous-Fixed	18.15	75.58	43.33
<u>Temporary Contract</u>	502.73	801.59	205.13

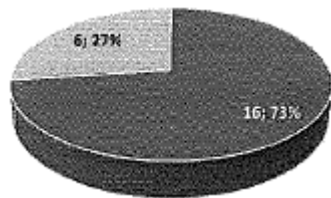
By professional category	Management²	Technical staff and middle	Administrative personnel	Workers
<u>Fixed Contract</u>	52.09	187.01	62.95	385.10
Full time	52.09	187.01	58.23	248.04
Part time	-	-	4.71	-
Discontinuous-Fixed	-	-	-	137.07
<u>Temporary Contract</u>	1.03	12.65	9.18	1486.59

Part-time contracts correspond mostly to work-life balance benefits.

7.3.1.4 NUMBER OF DISMISSALS

The number of dismissals throughout the financial year ended as of 31 March 2019 was:

Dismissals corresponding to financial year ended on 31 March 2019 by sex

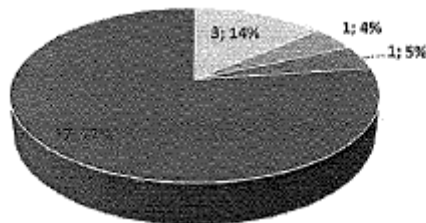


Men Women



> 50 30 - 50 y.o. < 30

Dismissals corresponding to financial year ended on 31 March 2019.



Management Technical staff and middle management Administrative personnel Workers

² Management includes both Senior Management (first line management) and Directors (second line management). The average number of Senior Managers from 01 April 2018 to 31 March 2019 is 11 people.

7.3.1.5 AVERAGE REMUNERATION

The remuneration system of the Group is assigned by virtue of the Collective bargaining agreement, with the corresponding CPI increase. Additionally, technicians and administrative personnel have a system that aims at establishing a classification, remuneration and career similar to the labour market criteria.

The average remuneration of the employees of Planasa Group in financial year 2018-2019, except Management, is detailed in section 7.3.1.8. It includes all the remuneration concepts of the company (fixed, variable, bonus, social benefits, incentives and others) distributed by sex, age and professional category and is as follows (expressed in euros):

Average remuneration by sex	2018 - 2019
Men	13,293
Women	8,405
Total	10,245

Average remuneration by age group	2018 - 2019
<30 years old	6,780
30-50 years old	10,138
> 50 years old	17,605
Total	10,245

Average remuneration by professional category	2018 - 2019
Technical staff and middle management	41,497
Administrative personnel	21,721
Workers	9,553
Total	10,245

7.3.1.6 WAGE GAP

The collective bargaining agreement and the legislation determine equity criteria between similar positions regardless of the gender of the employees. In this sense, the remunerations of the personnel are equitably determined avoiding discrimination on gender grounds.

The mathematical calculation of the wage gap understood as the difference between the average remuneration of men and women in comparison to the average remuneration of men amounts to 37%. A percentage above zero indicates that women earn less than men.

This difference is due to several factors: from the gender composition of the group, different specialisation of positions, seniority, workforce composition by country, etc.

Although this percentage has been reduced over the last years, it is mainly due to the temporality of contracts and thus, the wage gap would be reduced if the comparison was made by hours of work and group.

7.3.1.7 REMUNERATION IN EQUAL POSITIONS OR AVERAGE OF THE COMPANY

The remuneration of all the employees of the Company is over the industry average.

The salaries of the companies that have collective bargaining agreements in force and belong to Planasa Group are determined according to said agreements and are above the reference included in the agreement for open-ended full-time contracts. Likewise, in countries where there are no collective bargaining agreements in force, remuneration is subject to the current legislation with a minimum salary and additional concepts included in labour regulations.

7.3.1.8 AVERAGE REMUNERATION OF DIRECTORS AND EXECUTIVES

During the financial year ended as of 31 March 2019, the Board of Directors did not received any remuneration whatsoever for such position. Moreover, they have no insurance plans, pension plans or securities. There is no obligation on pension benefits or payment of life insurance premiums.

With respect to Management³, the average remuneration in year 2018-2019 amounted to 104 thousand euros for men and 80 thousand euros for women. Average remunerations include variable remunerations, allowances and any other benefits accrued in financial year 2018-2019.

Remunerations have been determined according to the responsibility of each position within the company and taking into account comparable remunerations in the market. Differences between men and women are due to their responsibilities and seniority.

7.3.1.9 IMPLEMENTATION OF DISCONNECTION FROM WORK MEASURES

Planasa has currently no specific plans in force with regard to disconnection from work. The nature of the agricultural business entails a high weather risk that may have a negative impact on production. For this reason, contact channels with direct personnel must be kept for emergency situations.

Likewise, the employees have not expressed any concern in this sense and thus the need for implementing disconnection from work measures has not been included in the Human Resources working plan.

7.3.1.10 EMPLOYEES WITH A DISABILITY

At year ended 31 March 2019, the number of employees of the Company with a disability equal to or greater than 33% amounted to 7 people, the average in financial year 2018-2019 is 9 people.

7.3.2. ORGANIZATION OF WORK

Working time, including schedules, breaks, holidays and paid leaves are determined pursuant to the legal regulations of the countries where Planasa operates or by virtue of the Collective Bargaining Agreements signed with the employees.

Each of the countries that comprise the Group supervise the organization of work differently.

- China: system of control of presence by means of fingerprint. However, it must be noted that, as long as their responsible so allow (office personnel), it is possible to work from home to promote flexible hours and work-life balance.
- Italy: best practices are applied with flexible entry and exit times to better adapt to the needs of each of the employees.
- USA: electronic scans are used; they are managed by supervisors. The employees scan their company identification cards in these devices and this information is transmitted to a central system for attendance registration. Likewise, there are best practices in force with regard to flexible entry and exit hours for office employees. Efforts are made to manage shifts of direct workers to benefit them wherever possible.
- Morocco: There are two documents that regulate the working conditions in Morocco: the Moroccan Labour Code and the internal regulations (requested by the legislation pursuant to section 138 of the Moroccan Labour Code). Entry and exit hours are communicated to the employees of the company and they are controlled by means of an electronic registration system. Administration working hours are from 08:00 to 17:30 Monday to Friday, except in the month of Ramadan, when working hours are from 08:00 to 16:00 so the employees can have better working conditions. Field working hours are from 08:00 to 16:00 Monday to Saturday, except in the month of Ramadan, when working hours are from 06:00 to 13:00. Likewise, there are best practices in force with regard to flexible entry and exit hours for office employees. Efforts are made to manage shifts of direct workers to benefit them wherever possible.
- Spain: best practices are applied with flexible entry and exit times to better adapt to the needs of each of the employees.

7.3.2.1 NUMBER OF ABSENTEEISM HOURS

Absenteeism hours — including only those associated to sick leaves and occupational accidents, as other concepts have not been yet monitored by the Group — for Morocco, Poland, the US and Spain amount to 18,632 hours during financial year ended as of 31 March 2019.

³ Management includes both Senior Management (first line management) and Directors (second line management).

7.3.2.2 MEASURES AIMED AT PROMOTING WORK-LIFE BALANCE AND SHARED RESPONSIBILITY BY BOTH PARENTS

Although there is not an official and approved policy applicable at group level, there are consolidated best practices with regard to flexible entry and exit hours for office personnel. In this sense, the employees of the Group are committed to call meetings within the working hours, which is relevant due to the international nature of the Group.

In work centres with direct workers where flexibility is not that easy, shifts are organised and distributed throughout the year, taking into account the planting and picking season. This enables group personnel to change shifts between them to have a better work-life balance.

As a result of this continuous support to equal opportunities, Planasa encourages taking and enjoying maternity and paternity leaves. During the reporting period, the return-to-work rate after these leaves amounted to 100%.

To encourage the leaves for parents, in the US employees may ask for a license (up to 6 weeks) to be out of work and take care of their families.

7.3.3. HEALTH AND SAFETY**7.3.3.1 OCCUPATIONAL HEALTH AND SAFETY CONDITIONS**

Planasa is a group committed to the health and safety of its employees. The commitments encouraged by the group are intended to guarantee a safe working environment. The Group has evolved thanks to a continuous improvement process in all fields of activity, with special emphasis on safety of people. This commitment is mainly organised through:

- Implementing permanent training programmes on occupational risk prevention, focusing on the new direct personnel contracted during the season. The main purpose is for them to have a high qualification level and the maximum level of Occupational Health and Safety in the execution of their daily tasks.
- Making sure that all the employees of Planasa, as well as subcontracted companies, must know and comply with occupational health and safety protection regulations.
- Informing the people that commence their labour relationship with Planasa about the occupational health and safety risks and conditions in the corresponding position.
- Implementing the latest technology in Personal Protective Equipment in the agri-food sector.

In particular, each country has its own measures. Here follows the detail of the main measures:

- China: new employees are supervised and trained on occupational risk prevention, namely workers for crop spraying and use of machinery. Although there is no Occupational Health and Safety Committee as such and one of the main short-term objectives is to create them. With regard to investments, a fabric safety system for farms has been bought.
- Romania: actions and training are provided to promote occupational health and safety of the employees. It also works with an external company to which consultations are made, with which it meets once every 3 months. Additionally, work has been done during the period to improve working conditions, mainly in the area of water supply.
- Italy: the offices are structured in accordance with Italian law on workplace safety and risks to workers' health. A workplace risk assessment is carried out every two years and signed by an appointed medical specialist. In addition, it benefits from external services that guarantee the first emergency training, training in fire prevention measures and training in emergency management and evacuation, on an annual basis.
- Poland: employees are trained in the field of health and safety, signing a certificate in exchange for having received it.
- Mexico: Occupational Health and Safety conditions established by Mexican law are followed. In addition, we are working on an adaptation programme for workers whose tasks require greater physical effort to prevent risk of injury.
- USA: in order to promote safety at work, monthly safety meetings are held, work areas are monitored and work protocols are audited. The main issues addressed in the monthly meetings are: injury and disease prevention programme, measures to report unsafe conditions, work practices and injuries, provisions for medical services, first aid and emergency services, the employer's Code of Safety Practices, confined

spaces, safe practices for the operation of agricultural equipment, good maintenance, fire prevention, safe practices for operating construction equipment, safe procedures for cleaning, repairing, servicing and adjusting equipment and machinery, safe access to work areas, fall protection, electrical hazards, including working around high voltage lines, crane operations, trenching and digging.

Moreover, events have been held throughout the period in which the occupational safety culture is emphasized, every morning supervisors meet with their crews to warm up and stretch, and there is a safety programme to motivate the employees. The main improvements made during the year are as follows:

- Ergonomic modifications in sowing and weeding machines.
- Increase in the number of bathrooms and shade available for employees working outdoors.
- Implementation of electronic attendance register replacing the manual register and speeding up the process for employees.
- Ergonomic modifications to plant cutting tables.
- Morocco: personal protective equipment is purchased and employees are trained in its use. In addition, first aid training is provided on the job by your occupational physician. With regard to specific training in occupational risk prevention, training is given in the use of pesticides and fire prevention.
- France: a document on occupational risk prevention is provided to employees. Actions and training are carried out to promote employees' health and safety at work. Likewise, after each accident, a survey is carried out to mitigate the aspects that have caused this aspect and continuing to improve. Monthly meetings are held with staff representatives to discuss occupational health and safety issues.
- Spain: there is a Health and Safety Committee that meets quarterly. There is also a prevention plan in force in each of the plants.

7.3.3.2 INJURY AND OCCUPATIONAL DISEASES

In Planasa we truly believe that health and safety are a key priority, so our aim is to minimise the number of accidents. The evolution of the most significant indicators is comprehensively monitored. Here follow the frequency and seriousness rated of France, Spain, Morocco and the US:

	2018 - 2019
Frequency rate	64.78
Seriousness rate	0.95

7.3.4. SOCIAL RELATIONSHIPS

7.3.4.1 ORGANISATION OF SOCIAL DIALOGUE

In accordance with the regulation in force, the labour conditions and rights of Planasa employees, such as freedom of association and union representation, are covered by regulations and conventions and agreements signed, where applicable, with the corresponding staff representatives.

The Planasa Group organises social dialogue through Works Councils; there are staff representatives in all of the Group's facilities who manage communication between employees and the company.

Additionally, in Mexico there is an Ethics Committee responsible for social dialogue with workers. Likewise, in Morocco, although there is no Committee as such, the representation of employees is exercised before the company through elections. The roles and responsibility of these elections are governed by the Moroccan labour code.

With regard to Spain, one of the companies has a Works Council and social dialogue with the other companies in Spain is carried out through staff representatives.

Planasa is aware of the importance of carrying out a social dialogue with its workers by promoting information and consultation procedures. For that purpose, it provides the workers with Notice Boards at the entrance of the nurseries, video screens for broadcasting information related to the Group, events and news published on its Website or in local media.

7.3.4.2 PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS BY COUNTRY

The percentage of employees covered by a Collective Bargaining Agreement in the countries where it exists is as follows:

	Percentage of employees covered by Collective Bargaining Agreements
Spain	94%
Italia	100%
Mexico	79%

It should be noted that France, China, Chile, the Netherlands, Morocco, Poland, the US and Romania do not have collective bargaining agreements as such. In said countries, labour conditions are regulated by the Public Administration through state laws, and the workforce in these countries is covered by the aforementioned laws.

7.3.4.3 ASSESSMENT OF COLLECTIVE BARGAINING AGREEMENTS (PARTICULARLY IN THE FIELD OF OCCUPATIONAL HEALTH AND SAFETY)

The assessment of collective bargaining agreements and health and safety committees has been mentioned in sections 7.3.3.1 and 7.3.4.3.

Likewise, it is worth mentioning the following measures in the area of employee health and safety:

- With respect to people exposed to plant protection agents or performing equipment driving functions, Planasa provides them with annual additional medical examinations which are specific for their roles.
- In addition to the medical examinations required by the applicable laws in each country, Planasa enables its workers to undergo cholesterol and prostate examinations.

7.3.5. TRAINING**7.3.5.1 IMPLEMENTED TRAINING POLICIES**

The Planasa Group has in place a training procedure which details the procedure followed by the Human Resources department in order to identify training requirements, prepare a plan for all the workers of the company and implement it. Finally, the results are analysed considering the fulfilment and effectiveness of the plan. Particularly, this procedure is divided into five sections:

- 1) Detection of training requirements
- 2) Planning of the training
- 3) Implementation of a training plan
- 4) Monitoring of the execution of the training plan
- 5) Assessment of the training

With regard to the detection and planning of the training, each Company gathers all the training requirements, which are identified and notified by each department. The process begins with the identification of the training requirements, from the sending of requirement detection forms to each department manager responsible for expressing any requirements in said form (the training requested with the recipients, the priority regarding each training activity, the aim of the action and the number of hours per person). After receiving all the requirements by department, the information is gathered into a provisional training plan based on the type of training and its value, and this plan must be validated and approved by the management so that it may be implemented.

7.3.5.2 TRAINING HOURS

In accordance with the methodology established, each year the managers of the different departments analyse the training deficiencies or needs of their staff, completing the relevant training requirement forms for planning said actions in the Training Plan.

During the reporting period, the main challenges of the training area were as follows:

- Risks and preventive measures in the different roles
- Basic plant protector applicator
- Road safety courses

The training hours carried out in financial year ended 31 March 2019 have been as follows, divided into each professional category, except in Spain:

	Training hours
Management	533
Technical staff and middle	868
Administrative personnel	272
Workers	3,534
Total	5,207

In Spain, the training hours carried out in financial year ended 31 March 2019 have amounted to 5,946 hours.

7.3.6. ACCESSIBILITY

The Group devotes special attention to differently-abled people with the aim of facilitating their accessibility and integration. For this reason, Planasa also contracts and cooperates with entities and associations which include these people in their staff.

People with disabilities hold mainly administrative roles. The company deems accessibility to be one of the main criteria when implementing its investment plan.

Any new investments in industrial and service buildings in the Group's physical environments, as well as any adaptation or conditioning of general service facilities and equipment, are planned in accordance with the regulations and the accessibility standards of the site.

7.3.7. EQUALITY AND NON-DISCRIMINATION

Organic Law 3/2007 on Effective Equality for Men and Women gives rise to the Equality Plans as a useful instrument (which is mandatory for companies with more than 250 workers) to make progress with regard to work-life balance.

Although only one of the companies in the Group, Planasa Viveros, has an equality plan, Planasa is firmly committed to promoting a culture of equal opportunities and non-discrimination on the basis of colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, economic status, disability or any other condition. This is established in its Code of Conduct, which is mandatory for all the people integrating the group and includes:

- The rejection of all forms of discrimination or harassment, whether verbal, physical or visual.
- The creation and dissemination of communication channels for the consultation or, where appropriate, denunciation of practices which run counter to the Group's principles on equality.
- The promotion of fair and just treatment and the adoption of any decision based on business criteria, in favour of equal job opportunities for all the people who make up Planasa.

It is worth emphasizing the following objectives of the Plan for Equal Opportunities for Men and Women:

- Have a balanced composition through the workforce.
- Ensure non-discrimination in the distribution policy.
- Ensure non-discrimination in recruitment and promotion processes.
- Facilitate the access of the under-represented sex to positions and roles which are feminised or masculinised.
- Reduce masculinisation in middle technical levels.
- Enhance the presence of women in the highest quality jobs.

- Ensure non-discrimination in the training activities offered by the company.
- Favour the harmonisation of work and personal life (work-life balance) of the workforce so that there is an appropriate balance between personal needs and the professional development of female and male workers which is compatible with the needs of the company.
- Disseminate the existing work-life balance measures among the workforce in order to promote their knowledge and use by all workers.
- Keep a gender perspective in the prevention and assessment of occupational risks.
- Ensure that all employees are protected from sexual and gender-based harassment and are aware of the measures that the organisation has in place to prevent and eliminate said situations.
- Ensure compliance with the labour rights of the employees who are victims of gender-based violence.
- Promote knowledge of the Equality Plan and the functions and composition of the Equality Group among employees.
- Maintain the principle of gender equality in the values of the company.
- Create a more equal work environment through awareness and training.
- Revise the Company's internal documents based on non-sexist language criteria.
- Consider the nationality of the employees in internal communications.

7. INFORMATION ON RESPECT FOR HUMAN RIGHTS

8.1 PLANASA POLICY

The Planasa Group has a Code of Conduct which foresees its commitment to respect human rights and to comply with any applicable laws and regulations.

It is worth noting that this code represents the principles and values of the Group and governs Planasa's conduct.

8.2 RISKS IDENTIFIED

The Planasa Group has a commitment to human rights which aims to guarantee respect for all the people who integrate the group. For this reason, a methodology has been implemented for identifying and analysing the risks that could affect the group, it being Planasa's reputation and image.

8.3 MANAGEMENT AND PERFORMANCE RELATED TO HUMAN RIGHTS

8.3.1 PREVENTION OF THE RISKS OF VIOLATION OF HUMAN RIGHTS AND, WHERE APPROPRIATE, MEASURES TO MITIGATE, MANAGE AND RECTIFY ANY POSSIBLE ABUSES COMMITTED

Planasa undertakes to prevent and mitigate any possible harassment, physical and psychological punishment and any other abuse which may be suffered by its employees. In order to ensure that this is complied with, Planasa promotes compliance with the Universal Declaration of Human Rights, as mentioned in the Group's Code of Conduct.

The final responsibility for materialising respect for human rights on a daily basis rests with the employees who integrate the Group. Consequently, they are responsible for knowing the issues related to this matter and to adopt due diligence measures to prevent it, avoid it, manage it and, in case of occurrence, rectify it as soon as possible.

To this end, the Group has a human rights violation management system. The system used is a complaints box, through a mail address, which is available to employees and different stakeholders. Through this mailbox, complaints are received, managed quickly and swiftly, and cases are followed up to ensure that they do not occur again in the future.

8.3.2 FORMAL COMPLAINTS FOR CASES OF VIOLATION OF HUMAN RIGHTS

In financial year ended 31 March 2019, Planasa did not receive any complaints regarding human rights.

8.3.3 ELIMINATION OF FORCED LABOUR AND CHILD LABOUR

In addition to the Code of Conduct and the Universal Declaration of Human Rights, the Group relies on regulations and implementing legislation with regard to these matters.

Planasa promotes these commitments through the OECD Guidelines and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organization, as well as avoiding complicity in violating them.

8. INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY

9.1 PLANASA POLICY

This year, the Planasa Group has established measures aimed at preventing crimes within the company through the creation of Policies based on good practices in the Group. In this regard, the following policies have been prepared:

- Code of Conduct
- Anti-corruption and bribery policy
- Gifts and hospitality policy
- Conflict of interest policy
- Complaint policy

Planasa's Code of Conduct defines the Group's values and standards, establishing principles to ensure that goods and services are not supplied through fraudulent means, such as the payment of bribes. Additionally, the anti-corruption and bribery policy has been prepared with the aim of establishing zero tolerance regarding bribes and to assist in the prevention of bribery and corruption.

9.2 RISKS IDENTIFIED

Possible criminal offences include those related to corruption, bribery and money laundering, whilst there are a series of risks that could affect an entity such as Planasa. Such risks include, among others, those related to activities such as offering, giving and accepting gifts or personal benefits; introducing illegally-sourced money, donations and sponsorships, expenses, hiring staff, relations with suppliers or accounting and recording illicit transactions.

9.3 MANAGEMENT OF THE FIGHT AGAINST CORRUPTION AND BRIBERY

9.3.1 MEASURES ADOPTED TO PREVENT CORRUPTION, BRIBERY AND MONEY-LAUNDERING.

Both the Code of Conduct and the other employee conduct management policies (Anti-Corruption and Bribery Policy; Gifts and Hospitality Policy, and Conflict of Interest Policy) are key tools for preventing possible corrupt, bribery and money laundering activities in the Planasa Group. Furthermore, the Group has a Compliance Manager whose duties include the management of the Reporting Channel regarding non-compliance with the Code of Conduct.

In its Code of Conduct, Planasa denounces any form of corruption or bribery, making it mandatory for all employees and subcontractors to comply strictly with the code and the applicable legislation, as well as with the Anti-Corruption and Bribery Policy.

Planasa's Anti-corruption and Bribery Policy briefly details the definition of corruption and bribery and establishes preventive measures to prevent corruption and bribery within the Group. The Planasa Group attaches great importance to the communication and training of all its employees on corruption and bribery. Additionally, the Policy includes a reporting section detailing the actions to be adopted in the event of detecting any indication or suspicion of corruption and bribery actions which violate the Group's principles and values. Furthermore, Planasa has a Complaint Policy through which it informs its employees of the different ways of reporting any suspected breach of the policies or conducts established among its employees. It is a guide for submitting employees' concerns and preoccupations with regard to the breach of the policies preserving the identity of the complainants.

Additionally, under the Gifts and Hospitality Policy, the offer to accept gifts must be made in accordance with applicable laws and accepted good business practices. Said Policy states that all entertainment, hospitality and gifts received and given for improper purposes may violate applicable laws against bribery and corruption

and are strictly prohibited.

On the other hand, Planasa has drawn up a Conflict of Interest Policy which establishes guidelines and rules for action in the event that current or possible conflicts of interest between employees and the Planasa Group's environment are identified.

The Planasa Group and its Board of Directors are committed to the management and development of Policies which prevent any possible illegal action which violates the Planasa Group's fight against corruption, bribery and money laundering.

9.3.2 CONTRIBUTIONS TO NON-PROFIT CORPORATIONS OR ENTITIES

As established in the Code of Conduct, the Planasa Group's contributions to political parties are subject to legal restrictions. The Planasa Group does not generally grant political contributions, and any proposed political contributions shall be considered highly sensitive and shall require detailed scrutiny and higher approvals, as detailed in the Planasa Group's Levels of authority and reporting. On the other hand, charitable contributions are permitted provided that there is no conflict of interest with the Planasa Group or any of its employees/subcontractors.

These contributions are mainly aimed at councils of the municipalities where Planasa España operates. However, the Group also cooperates with foundations and participates in different events, both in Spain and in Italy and Poland.

9. INFORMATION ABOUT THE COMPANY

10.1 PLANASA POLICY

The principles of corporate social responsibility are one of the pillars on which the development of the Planasa Group's activity is based, reconciling the company's economic objectives with the interests of all social partners.

10.2 RISKS IDENTIFIED

The main risks identified in this area may be due to possible breaches of the applicable regulations in the communities in which the activities are carried out, or on the part of the main suppliers with which the Group works.

10.3 MANAGEMENT AND PERFORMANCE OF THE COMPANY

10.3.1 COMPANY'S COMMITMENT TO SUSTAINABLE DEVELOPMENT

Planasa is a group with a firm intention to actively participate in the improvement of society. In this regard, it carries out actions especially focused on the promotion and professional development of the areas in which it operates; it is worth mentioning the numerous agreements and conventions it has signed with universities and training centres, with which it collaborates through different educational cooperation programmes for undergraduate and postgraduate students in its facilities.

Said cooperation activities are carried out during a certain time in the facilities of the company in order for the students to extract a deep understanding not only of the company, but also of the labour market, so that they acquire a practical preparation which is adapted to their training. Additionally, these practices are carried out under the supervision of a tutor of the centre and a person in charge of the work centre, in order to ensure the correct fulfilment of the cooperation agreement.

With regard to association or sponsorship actions, contributions have mainly been made to associations of businessmen in the agricultural sector and football clubs located in the communities where the Planasa Group operates. These actions have mainly been made in Spain, France, Mexico and the subsidiaries in the East.

Likewise, it is worth mentioning that the Planasa Group promotes the hiring of people from the closest environment, and for this reason its priority is always to rent in the nearest town.

In Mexico there are recruiting centres in communities, small shops and meeting centres for people who are provided with recruiting publicity, and there is a bonus for recommendation, etc.

10.3.2 OUTSOURCING TO SUPPLIERS**10.3.2.1 INCLUSION OF SOCIAL, GENDER EQUALITY AND ENVIRONMENTAL MATTERS IN THE PROCUREMENT POLICY**

The Group's Code of Conduct is present in all the processes of the activity of Spanish companies, which explicitly indicates that as a condition for doing business with the Planasa Group, suppliers are expected to comply with the standards included in the Code of Conduct on social responsibility, as well as their sources in the supply chain.

10.3.2.2 CONSIDERATION IN RELATIONS WITH SUPPLIERS AND SUBCONTRACTORS UNDER THEIR RESPONSIBILITY

Suppliers and Contractors are informed annually, by means of a letter, of the Good Environmental Practices.

By means of this letter, suppliers are informed of the importance of their commitment to the environment, quality and food safety, as well as a series of guidelines and requirements to be met.

10.3.2.3 MONITORING SYSTEMS AND AUDITS OF SUBCONTRACTORS AND SUPPLIERS

The Procurement Department carries out a Supplier Evaluation once a year, the criteria of which are agreed with the Quality Department.

The five parameters to be fulfilled by suppliers are capacity, compliance with requirements such as environmental, food and technical quality and safety, compliance with deadlines, economic conditions and administrative management.

10.3.3 CONSUMERS**10.3.3.1 MEASURES FOR THE HEALTH AND SAFETY OF CONSUMERS**

In the food industry, Planasa is certified with IFS Food, a food safety standard recognized by the Global Food Safety Initiative (GFSI) dedicated to auditing companies that manufacture food or companies that package food products in bulk. These audits are focused on the food safety and quality of processed products.

Within this standard, the HACCP (Hazard Analysis and Critical Control Points) and the Food Defense, both focused on consumer food safety, are particularly relevant.

Furthermore, they are certified by Global Gap. Global Gap is a standard that covers the entire production process of the certified product, from the choice of the seed to the handling and shipping of the product. It ensures product access to markets, improves operational efficiency and competitiveness, and drives continuous improvement.

For consumers and distributors, this certificate is a guarantee that the food complies with the established quality and safety levels, and that it has been prepared following the criteria of sustainability, respecting the safety, hygiene and welfare of employees and the environment, and taking into account respect for animals.

It should be noted that the fruit from France, more specifically the asparagus, is certified with ZRP (Zéro Résidus de Pesticides), which verifies the production of the product without any kind of pesticide.

Moreover, internal audits are carried out in Morocco and France.

With regard to internal audits, they control that the properties and warehouses comply with the hygiene standards established by applicable regulations in force, depending on the country in which they are located. On the basis of the analysis carried out, they draw up an Action Plan to take action regarding the aspects to be improved.

In the Moroccan facilities, they carry out a monthly residual analysis on the fruits to check that there is no risk of pesticides in the product, thus ensuring the safety and health of the consumer. Furthermore, they also have a plan for microbiological analysis of water and fruit.

10.3.3.2 SYSTEMS FOR LODGING COMPLAINTS, GRIEVANCES RECEIVED AND THEIR RESOLUTION

Client satisfaction is a significantly relevant aspect for the Planasa Group; for this reason, they have a system for managing and monitoring complaints and grievances received from clients.

The salesperson is in charge of receiving the complaint and redirecting the e-mail to the sales and/or operations department. In the sales and/or operations department, together with the salesperson, the reason for the complaint is analysed and the appropriate measures are adopted to provide a solution to the client. Each case is resolved and documented, and it is subsequently filed in the client complaint folder.

10. TAX INFORMATION 11.1 PROFITS BY COUNTRY

With regard to the profits obtained by country, the information at the end of year ended 31 March 2019 is as follows (in thousands of euros):

	Results before taxes*
Spain	24,711
Mexico	3,829
US	(5,796)
<hr/>	
Poland	1,219
French Branch	1,196
Other EMEA	(991)
Asia	(401)
South America	(530)

** The consolidation adjustments are not eliminated.*

11.2 PROFIT TAX PAID

With regard to the net collection/payment of profit tax in the year ended 31 March 2019, the result was a payment of 1,463 thousand euros.

11.3 PUBLIC SUBSIDIES RECEIVED

Likewise, the Group has received subsidies from public bodies, which are detailed in Note 12.3 to the Planasa Group's consolidated financial statements, amounting to EUR 889 thousand gross.

12. REFERENCE TABLE OF REQUIREMENTS OF LAW 11/2018 INF AND CONTENTS OF THE GLOBAL REPORTING INITIATIVE (GRI INDICATORS)

Contents of Law 11/2016 INF	Standard used (GRI)	Section	Overview
0. General Information			
A brief description of the group's business model, including its business environment, organisation and structure; the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	102-1 Name of the organization 102-2 Activities, brands, products, and services 102-4 Location of operations 102-6 Markets served 102-7 Scale of the organization 102-40 List of stakeholder groups 102-47 List of material topics	2., 3., 4., 5.	
Policies applied by the group, including the due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control, as well as the measures adopted.	102-16 Values, principles, standards, and norms of behavior 103-2 The management approach and its components 103-3 Evaluation of the management approach	6.1., 7.1, 8.1, 9.1, 10.1	
Main risks related to those issues linked to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects in those areas, and how the group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European or international reference frameworks for each subject. It should include information on the impact that has been detected, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	102-15 Key impacts, risks, and opportunities 102-29 Identifying and managing economic, environmental, and social impacts	5., 6.2, 7.2, 8.2, 9.2, 10,2	
1. Information on environmental aspects			
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on safety and health	102-29 Identifying and managing economic, environmental, and social impacts	6.3.1.1.	
<ul style="list-style-type: none"> <i>Environmental assessment or certification procedures</i> 	102-11 Precautionary Principle or approach	6.3.1.2.	
<ul style="list-style-type: none"> <i>Resources addressed at environmental risks prevention</i> 	102-29 Identifying and managing economic, environmental, and social impacts	6.3,1.3.	
<ul style="list-style-type: none"> <i>Implementation of the precautionary principle</i> 	102-11 Precautionary Principle or approach	6.3.1.4.	
<ul style="list-style-type: none"> <i>Provisions and guarantees for environmental risks</i> 	307-1 Non-compliance with environmental laws and regulations	6.3.1.5.	
Measures to prevent, reduce and/or rectify carbon emissions that seriously harm the environment, taking into consideration any form of air pollution specific to an activity, including noise and light pollution	103-2 Management Approach (GRI 302 and 305).	6.3.2.	
Measures of prevention, recycling, reuse and other forms of recovery and elimination of waste.	GRI 103-2 Management Approach (GRI 306)	6.3.3.	

NON-FINANCIAL INFORMATION STATEMENT

Actions to combat food waste.		6.3.3.		
Water consumption and supply according to local restrictions	103-2 Management Approach (GRI 303)	6.3.4.1.	US water consumption is not included as it is not tracked.	
Consumption of raw materials and measures to improve the efficiency of their use	103-2 Management Approach (GRI 301)	6.3.4.2., 6.3.4.3.		
Energy: Consumption; Measures to improve energy efficiency; Use of renewable energies	102-2 Management Approach (GRI 302 Energy).	6.3.4.4., 6.3.4.5.		
Climate change. Greenhouse gas emission.	103-2 Management Approach (GRI 305 Emissions)	6.3.5.		
Measures taken to preserve or restore biodiversity. Impacts caused by activities or operations in protected areas	103-2 Management Approach (GRI 304 Biodiversity)	6.3.6.		
2. Information on environmental aspects				
Total number and distribution of employees by gender, age, country and professional category	102-7 Scale of the organization	7.3.1.1.	No information is provided regarding China and Chile, as they are considered non-material subsidiaries since they represent a total of 2% of consolidated personnel expenses and 5.1% of the total number of employees as of 31 March, 2019.	
	102-8 Information on employees and other workers			
	405-1. b) Percentage of employees per employee category in each of the following diversity categories: gender and age group			
	Total number and distribution of work contract modalities			7.3.1.2.
	Yearly average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category			7.3.1.3.
	Number of dismissals by gender, age and professional category			7.3.1.4.
	Average remuneration and its evolution by gender, age and professional category or equivalent			7.3.1.5.
	Gender pay gap			7.3.1.6.
	Remuneration for equal work or average for the company			7.3.1.7.
	The average remuneration of directors and managers, including variable remuneration, expenses, compensation, payments to long-term savings plans and any other item by gender			7.3.1.8.
Implementation of policies related to the disconnecting from work	7.3.1.9.			
Disabled employees		7.3.1.10.	No information is provided regarding China and Chile, as they are considered non-material subsidiaries since they represent a total of 2% of consolidated personnel expenses and 5.1% of the total number of employees as of 31 March, 2019.	

Organisation of work hours		7.3.2.	
Number of hours lost to absenteeism		7.3.2.1.	<p>No absenteeism hours are detailed for Mexico and France, since this information was not monitored in the year.</p> <p>No absenteeism hours are detailed for Italy, the Netherlands, Romania, Chile and China, as they are considered non-material subsidiaries since they represent a total of 4.2% of consolidated personnel expenses and 6.1% of the total number of employees as of 31 March, 2019.</p>
Measures aimed at providing work-life balance and promoting their shared use by both parents.		7.3.2.2.	
Health and safety conditions in the workplace	103-2 Management Approach (GRI 403 Health and Safety)	7.3.3.1.	
Work-related accidents and diseases (frequency and seriousness) by gender		7.3.3.2	<p>No work-related accidents are detailed for Mexico, since this information was not monitored in the year.</p> <p>No work-related accidents are detailed for Italy, the Netherlands, Romania, Chile, Poland and China, as they are considered non-material subsidiaries since they represent a total of 6.6% of consolidated personnel expenses and 7.1% of the total number of employees as of 31 March, 2019.</p> <p>Information is not disaggregated by sex.</p> <p>Information on occupational diseases is not disaggregated.</p>
Organisation of social dialogue, including the procedures to communicate and consult with employees and negotiate with them		7.3.4.1.	
Percentage of employees covered by collective bargaining agreements by country		7.3.4.2.	
Results of collective bargaining agreements, particularly in relation to occupational health and safety		7.3.4.3.	
Implemented training policies	103-2 Management Approach (GRI 404 Training and Education)	7.3.5.1.	
Total number of hours of training courses by professional category	404-2 Programs for upgrading employee skills and transition assistance programs	7.3.5.2.	The training hours in Spain are not broken down by professional category.

			No information is provided regarding China and Chile, as they are considered non-material subsidiaries since they represent a total of 2% of consolidated personnel expenses and 5.1% of the total number of employees as of 31 March, 2019.
Universal accessibility for persons with disabilities		7.3.6.	
Measures adopted to promote equal treatment and opportunities for men and women	103-2 Management Approach (GRI 405 Diversity and Equal Opportunity)	7.3.7	
Equality plans	103-2 Management Approach (GRI 405 Diversity and Equal Opportunity and GRI 406 Non-discrimination)	7.3.7	
Measures adopted to promote employment		7.3.7	
Protocol against sexual harassment and harassment on the grounds of sex		7.3.7	
Integration and universal accessibility for persons with disabilities		7.3.6	
Policy against any type of discrimination and, where appropriate, for managing diversity		7.3.7	
3. Information on respect for human rights			
Application of due diligence procedures in relation to human rights	103-2 Management Approach (GRI 412 Human Rights Assessment)	8.3.1.	
Prevention of the risks of violation of human rights and, where appropriate, measures to mitigate, manage and rectify any possible abuses committed	103-2 Management Approach (GRI 412 Human Rights Assessment)	8.3.1.	
Formal complaints for cases of violation of human rights	102-17 Mechanisms for advice and concerns about ethics	8.3.2.	
Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization in relation to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective elimination of child labour	103-2 Management Approach (GRI 407 Freedom of Association and Collective Bargaining)	8.3.3.	
4. Information relating to the fight against corruption and money laundering			
Measures adopted to prevent corruption, bribery and money laundering	103-2 Management Approach (GRI 205 Anti-corruption)	9.3.1.	
Contributions to not-for profit corporations or similar entities	103-2 Management Approach (GRI 205 Anti-corruption)	9.3.2.	
5. Information about the company			
The impact of the company's activity on employment and local development, as well as on local communities and on the region		10.3.1.	

NON-FINANCIAL INFORMATION STATEMENT

Relations with key figures of local communities and modalities of dialogue with them	102-43 Approach to stakeholder engagement (regarding communities)	10.3.1.	
Association and sponsorship actions	102-13 Membership of associations	10.3.1.	
Inclusion in the procurement policies regarding social issues, gender equality and environment; consideration in supplier and subcontractor relations of their social and environmental responsibilities	GRI 103-2 Management Approach (GRI 308 and GRI 414).	10.3.2.1. 10.3.2.2	
Systems for supervision and auditing of suppliers and subcontractors and their results		10.3.2.3.	
Measures for the health and safety of consumers	103-2 Management Approach (GRI 416 Customer Health and Safety)	10.3.3.1.	
Systems for lodging complaints, complaints received and their resolution	103-2 Management Approach (GRI 416 Customer Health and Safety)	10.3.3.2.	
Benefits per country		11.1.	
Profit tax		11.2.	
Public subsidies received		11.3.	

31 July 2019

CERTIFICATE OF THE GOVERNING BODY

The Governing Body of Tigruti ITG, S.L.U., in compliance with the requirements established in Article 253 of the Spanish Corporate Act, has prepared as of 31 July 2019 the Consolidated Non-Financial Information Statement for the year ended 31 March 2019, with a view to its verification by the auditors and subsequent approval by the General Shareholders Meeting. Said Consolidated Non-Financial Information Statement is issued on 35 folios.

Kind regards,

Mr Francisco Javier Gómez Domínguez
Non-Director Secretary
For Tigruti ITG, S.L.U.

TIGRUTI ITG, S.L.U. AND SUBSIDIARIES
CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT
CORRESPONDING TO FINANCIAL YEAR ENDED 31 MARCH 2019

Blue Label Capital, S.L.U. represented by Mr
Alexandre Pierron Darbonne
Chairman

Mr Jorge Quemada Sáenz-Badillos
Board Member

Mr Miguel Juan Segura Martín
Board Member

Mr Thilo Sautter
Board Member

Mr Henri Yves Marie Bouillot
Board Member

Valtierra, 31 July 2019

INDEPENDENT VERIFICATION REPORT OF THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF TIGRUTI, S.L.U. AND SUBSIDIARIES CORRESPONDING TO FINANCIAL YEAR ENDED ON 31 MARCH 2019

To the Sole Shareholder of Tigruti, S.L.U.:

Pursuant to Article 49 of the Code of Commerce, we have verified, under a limited assurance scope, the Consolidated Non-Financial Information Statement (hereinafter "NFS") for the year ended 31 March 2019 of Tigruti, S.L.U. and subsidiaries (hereinafter the Group) which forms part, as an annex, of the attached Consolidated Management Report of the Group.

The content of the Consolidated Management Report includes additional information to that required by current commercial legislation on non-financial information which has not been covered by our verification work. In this regard, our work has been limited exclusively to the verification of the information identified in section 12 "Reference Table of Requirements of Law 11/2018 INF and Contents of the Global Reporting Initiative (GRI Indicators) of the NFS" included in the Annex to the attached Consolidated Management Report.

Responsibility of the Directors

The preparation of the NFS included in the Annex of the Group's Consolidated Management Report and the content thereof are the responsibility of the Directors of the Tigruti, S.L.U. The NFS has been drawn up in accordance with the provisions of current commercial legislation and with the criteria of the selected Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards), as well as other criteria described in accordance with the details provided for each matter in section 12 "Reference Table of Requirements of Law 11/2018 INF and Contents of the Global Reporting Initiative (GRI Indicators) of the NFS" included in the Annex to the attached Consolidated Management Report.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the NFS to be free of any immaterial misstatement due to fraud or error.

The Directors of Tigruti, S.L.U. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFS is obtained.

Our independence and quality control

We have complied with the independence requirements and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA) which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies the International Standard on Quality Control 1 (ISQC 1) and therefore has in place a global quality control system which includes documented policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The engagement team has been formed by professionals specialising in Non-Financial Information reviews and specifically in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited verification report based on the work carried out in relation solely to the financial year ended 31 March 2019. The data relating to previous years were not subject to the verification foreseen in the current commercial legislation.

Our verification work has been carried out in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guidelines for verification engagements on Non-Financial Statements issued by the Spanish Institute of Auditors (Instituto de Censores Jurados de Cuentas de España).

In a limited assurance engagement, the procedures performed vary in terms of their nature and timing of execution, and are less extensive than those carried out in a reasonable assurance engagement. Accordingly, the assurance obtained is substantially lower.

Our work has consisted of posing questions to the Management, as well as to several units of the Group which were involved in the preparation of the NFS, in the review of the processes for compiling and validating the information presented in the NFS, and in the application of certain analytical procedures and review sampling tests, as detailed below:

- Meetings with the Group's personnel to ascertain the business model, policies and management approaches applied, the main risks related to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFS for the financial year ended on 31 March 2019, based on the materiality analysis carried by the Group and described in section 5 of the NFS "Materiality Analysis", also considering the content required under current commercial legislation
- Analysis of the procedures used to compile and validate the information presented in NFS for the financial year ended on 31 March 2019.
- Review of information concerning risks, policies and management approaches applied in relation to material issues presented in the NFS for the financial year ended 31 March 2019.
- Verification, through sample testing, of the information relating to the content of the NFS for the financial year ended on 31 March 2019 and its adequate compilation using data supplied by the Group's sources of information.
- Procurement of a management representation letter from the Directors and the Management.

Grounds for our conclusions with reserves

As a result of the procedures carried out and the evidence obtained, although the Group has incorporated information on the water consumption of the Mexican subsidiaries, sufficient information has not been obtained to be able to verify the information reported in this regard. Likewise, with regard to water consumption, the NFS does not include information from subsidiaries located in the US, as required by article 49 of the Commercial Code, since this information was not monitored throughout the year ending 31 March 2019.

Additionally, the NFS does not include information on absenteeism from subsidiaries in Mexico and France, as required by article 49 of the Commercial Code.

Finally, with regard to the information on work-related accidents, the NFS does not include information from subsidiaries located in Mexico, as required by article 49 of the Commercial Code, since this information was not monitored throughout the year ending 31 March 2019.

Conclusions with reserves

Based on the procedures performed throughout our verification and the evidence that we have obtained, except for the effects and the possible effects of the matters detailed in the section *Grounds for our conclusions with reserves*, no matters have come to light that might lead us to believe that the Group's NFS for the year ended 31 March 2019 has not been prepared, in all its significant aspects, in accordance with the provisions of current commercial legislation and the criteria of the GRI Standards selected, as well as other criteria described in accordance with the details provided for each matter in section 12 "Reference Table of Requirements of Law 11/2018 INF and Contents of the Global Reporting Initiative (GRI Indicators)" of the NFS included in the Annex to the attached Consolidated Management Report.

Use and distribution

This Report has been drawn up in response to the requirement laid down in current Spanish commercial legislation and therefore might not be suitable for other purposes or jurisdictions.

DELOITTE, S.L.

Íñigo Úrculo

31 July 2019