

## 1. Purpose

In line with our mission, vision and values, the Planasa Group's ESG<sup>1</sup> Policy seeks to define the principles that govern our environmental, social and corporate governance performance and the sustainability commitments undertaken with our stakeholders.

Through this policy, we promote the integration of sustainability practices within our business model, reinforcing our commitment with the environmental protection, our contribution to social development and the promotion of a responsible and sustainable business model.

---

## 2. Scope

This ESG Policy applies to all employees, legal entities and business units belonging directly or indirectly to the Planasa Group. This Policy also applies to those individuals who are bound, directly or indirectly, to Planasa Group through a consultancy or service agreement and who perform services in the name of Planasa Group or anyhow represent Planasa Group towards third parties in general and clients in particular.

In addition, we encourage the application of this Policy to all our stakeholders, particularly to our clients, suppliers and local communities where we operate.

This document should be read in conjunction with related Planasa Group policies, including:

- Code of Conduct
- Anti Bribery Policy
- Gifts and Hospitality Policy
- Conflict of Interest Policy
- Whistle Blowing Policy.

This is a mandatory document that must be translated for each country, under the responsibility of the Local Top Management.

---

## 3. Definitions

**Planasa Group**                      The group of companies directly or indirectly controlled by Tigruti, ITG, S.L.U.

---

---

<sup>1</sup> Environmental, Social and Governance

## 4. Contribution to Sustainable Development

At Planasa Group, we are committed to the United Nations Sustainable Development Goals (SDGs) and the ten principles of the UN Global Compact, by developing a number of initiatives aligned with the global sustainability challenges of governments, private companies and civil society. As such, it represents an opportunity for the Company to align its contribution to common sustainability goals, being the agro-food sector a key area within the United Nations' framework, with important goals like agricultural productivity and reduction of natural habitats' degradation.

Our company commitments with the SDGs extend to all our value chain and all our business units; from contracting with suppliers to packing the product, including all processes and areas of the organization.

In line with our sector and business model, there are certain SDGs that are particularly important for us and where we focus our efforts, including:

- SDG 2 Zero Hunger
- SDG 3 Health and Well-being
- SDG 8 Decent Work
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate Action
- SDG 17 Partnerships for the Goals

## 5. Environmental Commitment

At Planasa Group, we are committed to developing a sustainable business model, respectful with the environment and committed to fight climate change, by integrating environmental sustainability in the strategic activity of our business.

In line with these goals, our environmental commitments are based on the following strategic actions:

- **Combating climate change**, by calculating our Carbon Footprint and developing a number of initiatives to reduce our environmental impact and its effects in the health and the environment. We are focused on reducing our energy and water consumptions, that are key for our activity, promoting a responsible and efficient use of resources and investing in biological products of natural origin. In addition, in order to align our environmental strategy with the Paris Agreement and the transition towards a low-carbon, climate-resilient economy, at Planasa we recognize the need to take climate action and mitigate the impact of climate change on our business. Accordingly, we are committed to complete a climate risk and opportunity assessment as a framework for assessing our climate governance, risk management, strategy and metrics to ensure our company can monitor climate risks and opportunities going forward and is climate-resilient.
- **Promoting circular economy**, by encouraging the rational and sustainable use of natural resources through best environmental practices, like reducing plastics, working with reusable and biodegradable packaging systems, minimizing and recycling our waste and developing actions to fight food waste.  
<https://www.fsb-tcf.org/>
- **Contributing to preserve biodiversity**, by protecting our natural environment through responsible and sustainable use of natural resources, minimizing and controlling adverse effects on ecosystems and respecting native flora and fauna.

## 6. Social Commitment

We promote social welfare and progress by creating quality employment, equal opportunities and contributing to social development in the communities where we are present to reduce social inequality. To achieve these commitments, we are focused on the following principles of action:

- **Encourage diversity and equal opportunities**, by ensuring an organization free from discrimination, promoting the employees' professional and personal development and creating a culture of inclusion and respect for people. This Planasa Group's commitment with diversity is outlined in our Code of Conduct.
- **Ensure the health & safety of our employees and customers**, through risk management, adoption of preventive measures and health promotion and protection. Furthermore, we work to ensure the food safety of our products, obtaining certifications and conducting audits that prove compliance with the required levels of quality and security.
- **Contribute to social development in the communities where we are present**, by encouraging charity initiatives that generate value to society and meet social needs to support the most vulnerable collectives.
- **Invest in research and innovation**, in order to improve efficiency, sustainability and the quality of the product, encouraging research activities and developing new vegetable varieties as a factor for social and economic progress.

---

## 7. Corporate Governance Commitment

At Planasa Group, we are highly committed to develop a responsible and ethical business model, encouraging from the top management an inclusive and equitable culture that establishes relationships based on transparency and mutual trust with our stakeholders.

To achieve these commitments, we strongly believe that it is critical to ensure transparency and integrity in our business by developing the following actions:

- **Ensure respect for human rights**, as set out in our Code of Conduct and the Universal Declaration of Human Rights published by the United Nations. We encourage dignity, equality and respect for fundamental human rights and freedoms, both in our organization and in our value chain. We work hard to ensure that we do not commit any violations of these rights, identifying any potential risks particularly in locations where the protection of these rights is more relevant.

- **Fight against worker exploitation**, rejecting forced labour and child labour both in our organization and in our supply chain, ensuring that there is no discrimination and that we do not work with providers or partners that infringe these fundamental rights.
- **Comply with the legislation in force** in the countries and regions where we operate as well as the codes, policies and national and international standards adopted in the field of ESG.
- **Fight against bribery and corruption**, promoting the principles of action set out in our Code of Conduct and Anti-bribery Policy. Planasa Group is committed to the prevention of bribery and takes a zero-tolerance approach toward bribery and corruption. In addition, the following internal policies have been developed to ensure the prevention of bribery and corruption: Gifts and Hospitality Policy, Anti-bribery Policy, Conflict of Interest Policy and Whistle Blowing Policy.

## 8. Stakeholder engagement

Permanent dialogue and collaboration are the core principles that govern Planasa Group's relations with its stakeholders. Through this permanent dialogue, we identify the most relevant issues and priorities of those who, in one way or another, interact with the Group. Thus, conducting materiality assessments is a key tool to ensure that our ESG strategy is aligned with their concerns and expectations to achieve our common goals.

Planasa Group's main stakeholders:

- **Clients:** We promote strong and long-term relations with them to ensure that we are aligned with their expectations and quality standards required to offer the best products. Based on our three fundamental pillars; research, quality and collaboration, our main goal is to increase clients' satisfaction and encourage healthy eating while protecting their health and safety.
- **Employees:** We encourage a permanent dialogue with our employees, to ensure its professional and personal development and a healthy and safe work environment. We focus our efforts to ensure diversity, inclusion, equal opportunities and no discrimination in the workplace. We also ensure that employees' business conduct is always aligned with our Code of Conduct.
- **Providers:** We work hard to ensure that our supplier chain is always aligned with our values and requirements in terms of health & safety, respect for human and labour rights, environment, ethics and integrity. Thus, we ensure compliance with our ESG commitments.
- **Shareholders and finance community:** We promote regular communication with them to ensure transparency and up-to-date information of our activity, to encourage its involvement and collaboration in key aspects of our business.

- **Local communities:** We build strong relationships with the communities where we operate, investing in charity initiatives to contribute to communities' development and prosperity, with the aim of supporting the most vulnerable collectives and reduce social inequalities.

## 9. Supervision and control mechanisms

The Head of ESG is responsible for overseeing and monitoring the effectiveness of this ESG Policy. The Head of ESG is also in charge of promoting, tracking and reviewing periodically the environmental, social and governance issues within the Company's operations and strategy.

The Board of Directors, with a specific function delegated to ESG, is responsible for the approval of this ESG Policy, as well as overseeing and evaluating its general application.

Planasa Group is committed to monitor the effective implementation of this Policy, measuring the achievement of the ESG goals through a number of environmental, social and corporate governance KPIs that will be quarterly reported to the Board of Directors and the shareholders of the Company.

In order to ensure that this Policy is continuously improved and adapted to potential internal and external changes, the content of the Policy will be reviewed on annual basis.

## 10. Communication of the ESG Policy

This Policy, that will come into force in July 2022, will be communicated to all relevant Planasa Group's stakeholders. All the employees will have access to the Policy through the Intranet Portal, while the rest of the stakeholders will be able to access to the Policy through the Planasa Group's website [www.planasa.com](http://www.planasa.com) or through its point of contact within the organization.

In addition, the Planasa Group's Non Financial Information Report, that is published in our corporate website, allows the stakeholders to be duly informed about the performance and progress of the company in the environmental, social and corporate governance matters.

## 11. Related Documents

<i>(add link)</i>	Code of Conduct
<a href="#">PG-C-002</a>	Anti-Bribery
<a href="#">PG-C-003</a>	Gifts and Hospitality
<a href="#">PG-C-004</a>	Conflict of Interest
<a href="#">PG-C-005</a>	Whistle Blowing

## Approval

Prepared by:	Approved by:	Date of approval:
<b>Gloria Casas</b> Head of ESG	<b>Planasa Group Board of Directors</b>	<b>June, 2022</b>