



2021 2022

Corporate **SUSTAINABILITY**

Report

MAIN ACHIEVEMENTS AND COMMITMENTS

ACTIVITY

- We are continuing our international expansion with the opening of our business in **Peru**.
- We launched **Black Sultana**, our first blackberry variety.
- We launched two new varieties of strawberry: **RedSayra and RedSamantha**.
- We continue to work hard on our genetic programmes, improving and developing more climate-resilient varieties and cooperating with universities such as **Chapingo (Mexico)** and **California (United States)** to search for sources of disease resistance.



ENVIRONMENT

We are committed to developing new varieties of berries that benefit the wellbeing of the population by contributing to a healthy diet, as well as using our resources in a fully optimised, sustainable way. We are setting ourselves the ambitious target of gradually reducing our carbon emissions, by establishing reduction targets aligned with the Paris Agreement.

- We calculated our **Carbon Footprint** for the first time, including Scopes 1, 2 and some relevant indicators from Scope 3.
- We made significant **technological progress** in improving our irrigation systems, allowing for greater efficiency in water use.
- We use **IoT technology** to monitor the entire growing process and achieve maximum efficiency in resource use.



SOCIAL

Our people commitment reflects our aim to be a company where employees enjoy their work, where we attract and retain the best talent and measure their satisfaction through employees' surveys. Furthermore, we have a firm commitment to improving the development and prosperity of the locations where we are present, through various support initiatives for vulnerable groups, with the involvement of our employees.

- We developed our **Training Plan** to employees, providing almost 100,000 hours of training.
- We enhanced our **Health and Safety Plan**, to ensure a safe workplace.
- We participated in a variety of **social initiatives** to help local communities and our own employees.





CORPORATE GOVERNANCE

We promote a business model based on ethics, transparency and the respect for human and employment rights, and we strive to guarantee best practices and to ensure legal compliance through honesty and integrity.

- We have maintained and enhanced our commitment to the SDGs, identifying the priority SDGs on which to focus our activity, as well as by **signing up to the United Nations Global Compact** and the ten principles it promotes.
- We drafted our **ESG Policy**, which reflects our environmental, social and good governance commitments and goals.
- We started our **ESG Supplier Assessment**.

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LETTER FROM THE CEO

In this Report, I would like to share with you some thoughts about the mission of the Planasa Group and its strong commitment to sustainability.

At Planasa, we are focused on **promoting responsible, sustainable business**, by setting high environmental, employment and governance standards, not only within our organisation but also throughout our supply chain.

Through our main activity, breeding, we can **create a positive environmental impact** and help to fight climate change, further research and innovation in the field of developing new varieties, reduce food waste and minimise soil degradation and water loss.

In doing so, we achieve **climate-resistant varieties that adapt to new growing techniques** and can both support sustainable growth within the agri-food sector and create jobs and prosperity in the communities that rely on it.

This motivates us to keep working tirelessly in this field, as well as in nursery and production activities, thereby contributing to **achieving the United Nations Sustainable Development Goals (SDGs)** adopted in 2015 as part of its Agenda 2030, with the aim of reaching a series of global targets to achieve inclusive, sustainable economic growth, a fairer society and the protection of our planet.

Furthermore, we are making efforts to **adapt to the demands and needs of society**, with the goal of providing the global population with high quality, responsibly and sustainably grown fruit and vegetables. To achieve this, we use IoT technology as a key part of farming activities, which provides us with accurate real time information from the fields and enables us to take decisions based on efficient resource use. This project makes us a pioneer in the sector.

We would also like to highlight another important project we carried out during this fiscal year and that represents another step forward in our environmental commitments: the **calculation of our Carbon Footprint**. This is a fascinating analysis that shows us our impact and helps us to find areas of improvement, so that we can continue to reduce greenhouse gas

emissions (GHG) throughout our value chain.

Ultimately, at Planasa we believe that we are better prepared than ever to **tackle new challenges** and provide innovative and efficient responses, focused on improving the environment we live in and contributing to the development and wellbeing of our community.

Therefore, we will continue to work on reducing our environmental impact, developing local communities and promoting equal opportunities and transparency and building the trust of our employees, customers and suppliers, as well as strengthening our good governance practices as tools for long term sustainability and progress.

This is our vision and I know I can count on your support for this urgent priority – making the world a better place for us and for future generations.

MICHAEL BRINKMANN
CEO, Planasa Group



PLANASA OVER THE YEAR

1.1 INTRODUCTION

At Planasa, we are proud to present our first Sustainability Report, a key document that reflects our **firm commitment to sustainability** and to promoting a more socially and environmentally responsible business model.

In this report, we will share **Planasa's progress in key areas** of the organisation, including environmental commitments, employee protection, our contributions to social development and good governance for the period from 1 April 2021 to 31 March 2022, as well as setting out our new commitments and targets for the year ahead.

After many years of dedication and effort, we have become a leading company in our sector, specialized in obtaining a new generation of berry varieties: blueberries, raspberries, strawberries and blackberries.

This essential document provides **rigorous, transparent information** on our performance in the areas of environment, social and governance (ESG), in line with growing demands from stakeholders. It gives greater visibility to our achievements in these areas and to the goals we set ourselves, helping us to maximise stakeholder involvement.

What is more, we are strengthening our commitment to the **Sustainable Development Goals (SDGs)** adopted by the United Nations as part of their Agenda 2030, so as to present a united front to the major social and environmental challenges facing us. In the same vein, we recently signed up to the ten principles of the **United Nations Global Compact**, which we have integrated into our strategy.

Besides that, we have followed the most recent **Global Reporting Initiative (GRI)** guidelines, GRI Standards, in drawing up this report.

1.2 OUR IMPACT IN FIGURES

COMPANY		
Presence in 12+ COUNTRIES	20+ WORK CENTRES including 6 R+D CENTRES	€185 MILLION IN SALES in fiscal year 21/22 (19.4% growth on 20/21)

ACTIVITY		
225+ registered VARIETIES	600M+ PLANTS produced per year	2000+ HECTARES in 8 locations



HUMAN RESOURCES

2,600+ EMPLOYEES
at the close of the
fiscal year

54% WOMEN

**20% STAFF
INCREASE** in the
last three years

**99,365 HOURS
OF TRAINING**
provided



ENVIRONMENTAL IMPACT

34,974 TONNES CO₂
generated (Scopes 1, 2 and 3)

**55.5KG CO₂ EMISSIONS
GENERATED** for every
1,000 plants sold

**1,636,322 LITRES OF FOSSIL
FUELS** used in centres

**514,229 LITRES OF FOSSIL
FUELS** used in vehicles

21,267,985 KWH of electricity
consumed

10,231,892M³ OF WATER
consumed



PLANASA, QUALITY AND INNOVATION

2.1 GET TO KNOW US

Our company's origins date back to 1887, when Amand Darbonne, a farmer and pioneer in his sector, began **producing dried herbs and medicinal plants**. It was not until 1973, 90 years later, that his grandson Amand Marc Darbonne founded Plantas de Navarra, S.A. (hereafter Planasa), jointly with the Navarra Savings Bank, to improve his asparagus crop.

After many years of dedication and effort, we have become leaders in our sector, specialised in obtaining a new generation of berry varieties: blueberries, raspberries, strawberries and blackberries.



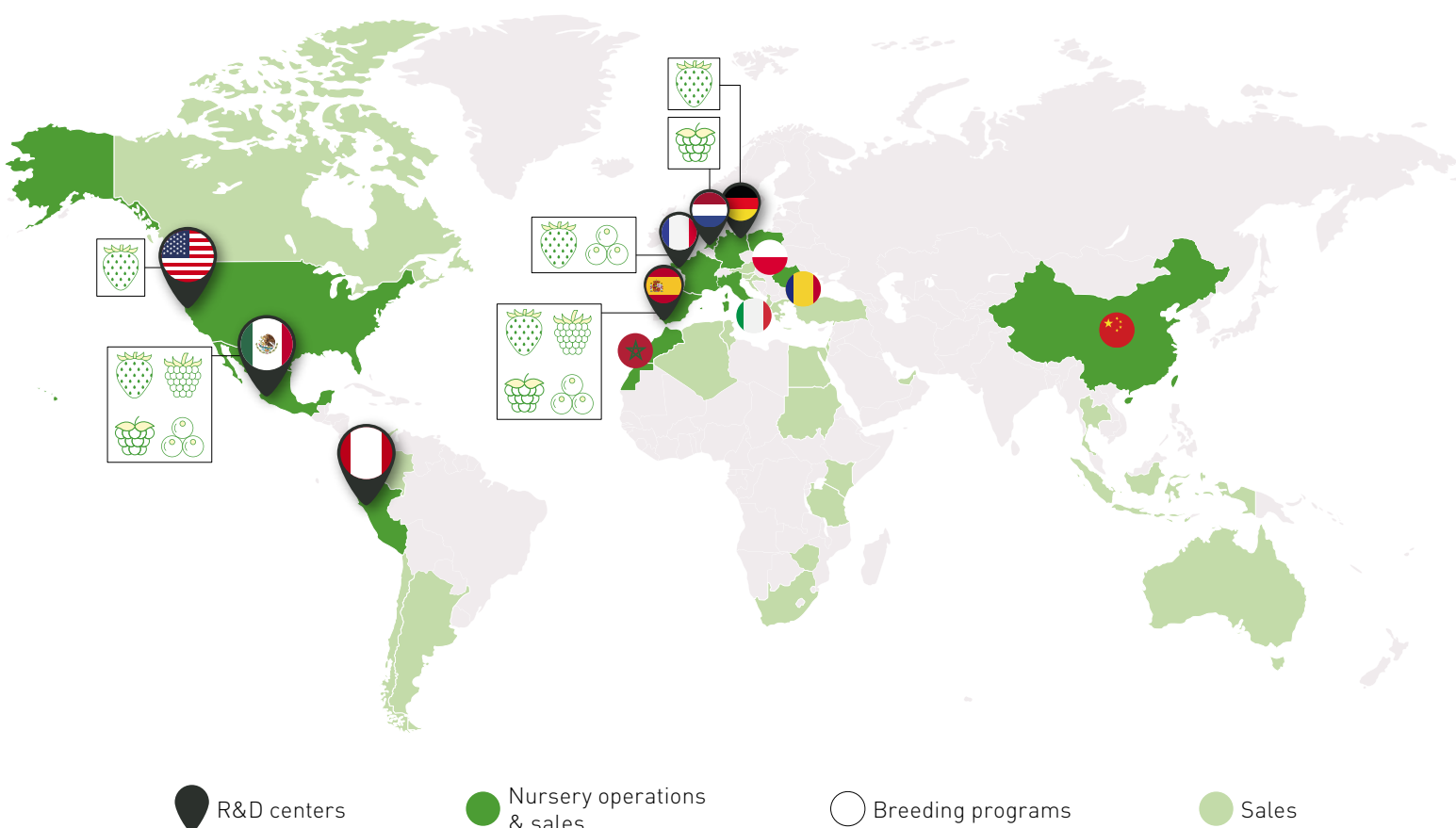
Planasa is also **the biggest European producers of fresh endive** and has extensive experience in breeding other produce such as garlic, asparagus, avocado and cherries.

Our activity focuses on fulfilling the needs of farmers: plant varieties that produce **high-quality fruit** with maximum yield and profitability.

Furthermore, we have **experimental farms and nurseries around the world**, in strategically selected locations chosen for their soil and climate conditions. There we carry out research, trials, propagation and cultivation of new resilient varieties adapted to the diverse climates they inhabit: continental, Mediterranean, temperate or even tropical.

Planasa's solid international presence is made possible by our **strong global sales and an extensive network of partners** located in different countries and climates.

OUR PRESENCE AROUND THE WORLD



Plant innovation and technology are key elements in meeting our ambitious strategic goals.

THE HISTORY OF OUR COMPANY

- 1887 ➤ Amand Darbonne begins producing herbs in Milly-la-Forêt (France)
- 1973 ➤ Planasa is founded (50% owned by the Darbonne family and 50% by the Navarra Savings Bank)
- 1975 ➤ Strawberry and asparagus breeding programmes
- 1978 ➤ Begins producing endive
- 1997 ➤ Buys shares in the Californian company Endive Farms (CEF), dedicated to the production of endive
- 1998 ➤ Incorporation of Planitalia, with Planasa holding 51% of the share capital.
- 2000 ➤ Begins operations in Poland
- 2003 ➤ Darbonne Group acquires the remaining 50% of Planasa
- 2010 ➤ Begins operations in Mexico
- 2011 ➤ Begins activities in the United States
- 2014 ➤ Acquires 100% of the Californian company Endive Farms
- 2015 ➤ Acquires Moroccan company Maamora, dedicated to the production of berries
- 2016 ➤ Begins operations in China. Launch of the Sayulita strawberry variety in Mexico
- 2017 ➤ Acquires the US company NorCal Nursery, dedicated to the production of strawberries and raspberries plants. Begins activity in Romania
- 2018 ➤ Cinven acquires 65% of Planasa. Launch of the Savana strawberry variety. Planasa acquires the remaining 49% of the Italian subsidiary
- 2019 ➤ Planasa acquires the remaining 50% of the Mexican subsidiary company. Growth in Mexico and Morocco (berries)
- 2020 ➤ Launch of a new generation of blueberry varieties. Launch of the Sayulita variety of strawberry in Mexico
- 2021 ➤ Launch of Black Sultana, the first blackberry variety developed by Planasa. Acquisition of the Dutch raspberry company ABB
- 2022 ➤ Begins activities in Peru. Launch of the RedSayra and RedSamantha strawberry varieties.



OUR STRATEGIC APPROACH

MISSION

To develop unique, high-quality varieties combining traditional improvement techniques with modern technology, and to offer these new genetics to our customers through efficient, high-quality nursery operations.

VISION

To be a world leader in obtaining berries, producing high-quality plants in our nurseries and offering technical support to our customers.

VALUES



SUSTAINABILITY

Genetic improvement enables us to offer our customers heritage varieties that meet consumers' needs, thereby reducing the use of pesticides and food waste.



CUSTOMER SATISFACTION

Placing our customers at the heart of our business activities and contributing to its success.



CONTINUOUS IMPROVEMENT

Actively seeking best practices in all areas, to offer our customers better value.



CONSTANT INNOVATION

Fostering new ideas, initiatives and creativity at all levels.



TEAMWORK

Sharing knowledge, ideas and experience to take the best decisions together.



COMMITMENT TO PEOPLE

Promoting talent, developing leaders, rewards for reaching targets.

2.2 AREAS OF ACTIVITY

Planasa's activity rests on two key pillars that ensure the company's success and sustainability:

RESEARCH, DEVELOPMENT AND INNOVATION (R+D+I): Our success in obtaining unique varieties is based on our commitment to varietal research. We have four research centres and development farms in different climatic regions, where we obtain, observe and experiment with new selections. In this way, we can offer a broad catalogue of varieties.

QUALITY: We have a firm commitment to quality, food safety and sustainability, to offering the best plant varieties and to improving every stage of our production processes.

Throughout these activities we promote **collaboration** as a core value, creating solid, trusting relationships with farmers, retailers and consumers. This enables us to listen to their needs and respond to them, guaranteeing high quality standards that ensure care for our products and food safety.



A focus on innovation and a **desire for continuous improvement**, developing new and better varieties has always been part of the company's DNA.



Our experience and our international expansion have enabled us to develop a business strategy focused on **two main activities**:

PLANT INNOVATION

We strive to offer products that meet farmers' and consumers' needs and expectations, channelling significant resources into R&D and working to extend the harvest season, thereby giving consumers access to good quality fruit throughout the year.

Genetic enhancement is shaping up to be an essential tool for guaranteeing the quality and yield of crops and provides a response to the significant challenges our sector faces, as well as mitigating the effects of climate change.

NURSERIES

We run approximately 2000 hectares in 8 locations (Spain, Poland, Morocco, United States, Mexico, Peru, Romania and China), which enable us to offer high-quality plant material to producers around the world. We use pioneering technology to measure parameters such as humidity or yield, and we record every operation throughout the plant production process.

We have several farms in Spain, in the regions of Cáceres, Segovia, Navarra, Huesca, Valladolid and Zamora, equipped with the latest technology, enabling us to meet demand for plant material of our varieties, and contribute to environmental protection.

We take meticulous care of every step of the plant production process, making sure that we obtain high-quality plants that can offer the early harvests, productivity and hardiness needed to become more competitive.

**We are one
of the world
leaders
in berry
nurseries.**

We work on the basis of three fundamental principles:

QUALITY, caring for production to obtain the best product.

PRODUCTION, using handling and fertilisation techniques specific to every variety and location to enhance its growth.

TECHNOLOGY, using the latest tools such as temperature and humidity sensors and software for real time data capture and good decision-making.

We would also mention our nurseries in Mexico and Peru, where we have made important technological advances in irrigation systems, allowing for more efficient water use. Furthermore, in those regions we also use **hydroponics**, a sustainable growing technique that uses a water solution enriched with nutrients instead of soil. By using this method, we contribute to the fight against climate change, soil degradation and species extinction caused by the overexploitation of land and intensive agriculture.

In addition, we have made an **important technological investment** in our nurseries in recent years, implementing pioneering monitoring systems within the sector. Thanks to this, we are able to identify, per nursery unit, the irrigation and nutrient needs that our plants require. This allows a sustainable use of the water resources in the area, as well a significant improvement in the use of fertilizers.

Our ESG strategy and road map is aligned with Planasa's mission: to help develop high-quality, sustainable plant varieties, promoting social progress and environmental conservation.



2.3 COMMITTED TO SUSTAINABILITY

At Planasa we are aware of the **vital role of our sector** in supporting new sustainable and responsible business models that integrate environmental sustainability into daily activities, mitigating the effects of climate change and contributing to economic and social wellbeing in local communities.

This is why we work hard to **integrate our ESG strategy** throughout the company's activities and impact, thus materialising our stakeholders' needs and expectations. It is managed by the company's ESG department, which is tasked with defining strategy and promoting the necessary environmental, social and good governance actions that enable Planasa to position itself as a sustainability leader in the sector.



As a reflection of our commitment to achieving the SDGs, we recently signed up to the **United Nations Global Compact** and are integrating its ten principles into our activity. This is a vital step towards achieving the SDGs.



In fact, our core business activity itself contributes to promoting sustainable development and fighting climate change, through research into new **resilient plant varieties** that can withstand extreme weather conditions.

This allows us to **reduce our use of natural resources** and improve the use of land, which also supports local development. Furthermore, we have identified sustainability as one of its key corporate values, promoting care for the planet and social progress.

In addition, **Planasa contributes to the Sustainable Development Goals (SDGs)** adopted by the United Nations as part of its Agenda 2030. This is an international commitment to undertake joint actions to tackle the major environmental, social and economic challenges we face and to achieve inclusive and sustainable economic growth.



Below we list the **priority SDGs for Planasa**, consistent with our activity and ESG strategy:



Zero hunger. Developing sustainable agriculture that ensures food safety and adapts to the population's needs.



Decent work and economic growth. Guaranteeing our team's wellbeing by offering fair working conditions that respect human rights, and by ensuring economic development in the communities where we work.



Industry, Innovation and Infrastructure. Supporting innovation and research as key elements of our strategy to develop new plant varieties.



Responsible production and consumption. Promoting the proper use of our resources, satisfying consumers' needs and avoiding food waste.



Climate Action. Through initiatives that reduce Planasa's carbon footprint, we fight climate change and mitigate the environmental impact created by our activity.

Our ESG activities are underpinned by a series of policies and processes that lay the necessary foundations and guidelines for a solid ESG strategy. Among them is the new **Planasa ESG Policy**, approved by the Board of Directors in 2022, which sets out the company's targets and commitments with regards to the environment, social and good governance areas.

Besides this, three years ago we carried out our first **Materiality Assessment** as a starting point for defining our ESG strategy. Through this we identified the most significant topics in the three ESG areas, bearing in mind stakeholders' expectations and the company's activity. Furthermore, we analysed references and internal and external documents and involved the managers of the main areas of the organisation.

It should be mentioned that our Materiality Assessment is currently **under review**, to ensure that the company's material topics are constantly aligned with the company's strategies and targets in this area.

2.4 SUPPORTING INNOVATION AND RESEARCH

A focus on innovation and research has always been **at the heart of Planasa's business**, as a strategic pillar and a core value, enabling us to constantly improve our products and contribute to achieving SDG 9: Industry, Innovation and Infrastructure.

To do this we foster **new technological advances** in R+D, enabling us to obtain new plant varieties and substantial improvements, meeting the needs of our producers, retailers and consumers and contributing to social wellbeing. To fulfil these ambitions, we strive to stay up-to-date with the **latest trends** and available technologies, so that we can create healthier, more sustainable products that can adapt to a changing society.



Over our almost 50 years of activity, we have patented more than 225 plant varieties, enabling producers from around the world to face the challenges of modern farming.

Some of our projects illustrate how the company applies technology to achieve more sustainable production and more efficient use of natural resources and good decision-making:

PIVOT (MOBILE IRRIGATION SYSTEM) MONITORING PROJECT for remote control of movement and watering, as well as monitoring automatic activation /deactivation based on specific factors. This project, developed in Spain, aims to optimise water use and open field fertirrigation.

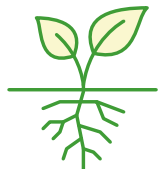
PROJECT TO CAPTURE SATELLITE INDICATORS. Algorithm-based project that optimises irrigation and helps with early detection of pests and diseases. We are currently developing this project in Spain and we expect to roll it out in other locations such as Poland and the United States.

MONITORING PROJECT FOR AGRO-CLIMATE VARIABLES IN GREENHOUSES. This project, currently underway in Spain, Morocco and Mexico, aims to optimise plant handling and fertirrigation.

PROJECT TO MONITOR WATER VOLUMES USING SENSORS, with the aim of reducing use, in our three nurseries in Mexico.



OUR PRIORITIES TO FOSTER INNOVATION AND PROTECT THE ENVIRONMENT.



CROPS TAILORED TO NEW WEATHER CONDITIONS, improving plants' resistance to extreme temperatures by studying and selecting genes relating to heat and cold resistance, enabling higher yields. This contributes to mitigating the effects of climate change.



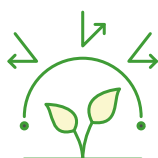
PLANT VARIETIES WITH GREATER RESISTANCE TO PESTS AND DISEASES, thereby reducing the use of pesticides.



STRAWBERRY VARIETIES THAT ABSORB NUTRIENTS MORE EFFICIENTLY, reducing nitrate pollution in soil and water.



BERRIES, GARLIC, ENDIVE, AND ASPARAGUS CUSTOMISED TO CONSUMERS' NEEDS.



HARDY PLANT VARIETIES that require fewer resources, reducing environmental impact and improving soil use.



LATEST AVAILABLE TECHNOLOGIES PROVIDED to farmers to improve crop efficiency.

Furthermore, we are strongly committed to extending the useful life span of our varieties, so that we can **help reduce food waste**. To do so we work to identify and discover a series of positive characteristics associated with longer life products, measuring key features and assessing crops for the presence of pathogens three and seven days after each harvest. More specifically, the following are some of the actions we carry out:



STRAWBERRIES

We select varieties that are less susceptible to bruising, which is an entry point for pathogens.



BLACKBERRIES

We obtain varieties without inverted drupes, a physical disorder wherein some drupes harvested and put into cold storage change colour from dark purple to red.



AVOCADOES

We select varieties with tougher skins, which are more resilient to transport conditions.

Through our genetic improvement programmes we develop varieties that adapt and respond to the new demands of producers, retailers and consumers around the world.

At Planasa, we are working on the plant genome to **improve its resistance to diseases**, so that we can select and develop resilient varieties faster and with greater accuracy. To do so we work with **universities** such as **Chapingo (Mexico)** and **California (United States)**, cooperating to look for sources of disease resistance, currently focusing on those found in strawberries.



Through the **Planasa Genetics** brand we study the genome of our gene bank to accelerate the improvement process when obtaining varieties. This reflects our focus on innovation and our interest in continuous improvement. Using this approach, we categorise our varieties by grouping the different attributes of genetic material.



We create early varieties to produce at strategic times of year.



We create varieties that produce Premium quality fruits, celebrated for their taste and appearance.



We work with highly productive varieties that give a high yield volume.



We select varieties based on their suitability for export.



We produce varieties with exceptionally large fruits.

2.5 INTERACTING WITH OUR STAKEHOLDERS

It is vital that we **actively listen to and cooperate with** our stakeholders – anyone who has a direct or indirect influence on the company's activities – so that we can align with and respond to the demands of society, our business environment and our own employees.

OUR STAKEHOLDERS

CUSTOMERS

They are one of our key player, with whom we develop solid, long-term relationships, ensuring that we meet the high quality standards required to provide the best products. Furthermore, we aim to meet their expectations to offer a better quality product that is more resistant to the effects of climate change.

EMPLOYEES

Planasa's staff are a key part of our business, guaranteeing the company's success and sustainability. We focus our actions on ensuring their wellbeing and protection.

SUPPLIERS

A key part of our value chain. We strive to only form business relationships with suppliers who meet minimum environmental, quality and food safety standards.

SHAREHOLDERS AND THE FINANCIAL COMMUNITY

Interaction with our investors is essential for ensuring the transparency of our activities, as well as for ensuring their involvement in key aspects of our activity and their support and cooperation in helping us reach our goals.

LOCAL COMMUNITY

One of the main aims of Planasa's social strategy is to support actions that make a positive contribution to employment and local development, so as to support the most vulnerable groups and reduce social inequalities.

One of the main external communication channels we use to talk to our stakeholders is **social media**, where we can quickly and effectively share and promote our most important initiatives and news.

We also participate in several industry **conventions, conferences and courses**, where we can expand and update our technical knowledge.

More specifically, over the course of this year we participated in the following events:

- **MacFruit 2021** (Italy).
- **Congreso de Frutos Rojos** (Spain).
- **Fruit Attraction 2021** (Spain).
- **Encontro Nacional Produtores de Mirtilo** (Portugal).
- **vExpoSE/ExpoDirekt** (Germany).
- **Sival** (France).
- **Seminario Arándanos Blueberries Consulting** (Peru).
- **Seminario Morango** (Portugal).
- **Expoberries** (Guadalajara).
- **Global Produce & Floral Show** (Orlando).

We should also mention our ongoing **strategic alliances with key partners**, which help us to use new technologies to select more sustainable varieties with greater speed and accuracy. These key partnerships include:

- **Keygene**: A company that operates in the Netherlands, United States and India, using technological innovation to improve crops. We have several joint projects underway to discover characteristics.
- **Geves**: A French company that studies plant varieties. We cooperate on improving disease resistance for asparagus and strawberries.
- **IRTA**: Institute for Agrifood Research and Technology. We have cooperated on developing disease resistant molecule markers.
- **University of California, Davis**: Seeking resistance to the *Neopestalotiopsis* fungus in strawberries.
- **Autonomous University of Chapingo**: Seeking resistance to soil fungi in strawberries and blackberries.
- **Hansabred**: Strawberries programme in Germany seeking sources of tolerance to drought and salinity.
- **Climasen**: A collaboration to seek and develop varieties of strawberry, blackberry and cherry that can adapt to different climates, in order to get early, high-quality harvests with greater production volumes.

| ENVIRONMENTAL IMPACT

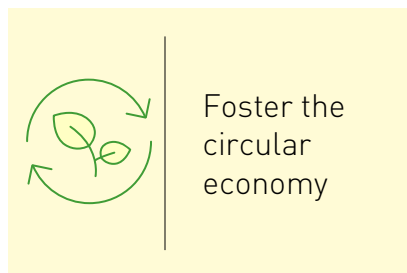
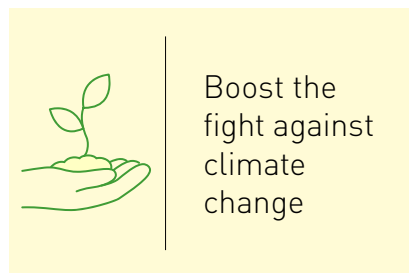
3.1 OUR ENVIRONMENTAL COMMITMENTS

As a global leader in the agri-food sector, we at Planasa are aware of the **important role we play** in the fight against climate change. We undertake key measures, such as reducing our use of natural resources, research and development into new, more resilient plant varieties, and reducing soil degradation.

As such, we should emphasise our importance to the world economy, while also recognising that we greatly depend on the natural environment.

Our **cross-cutting strategic action** is vital to ensuring the sustainability of our sector, which has a major economic and social impact and can contribute significantly to achieving the SDGs.

In this context, we at Planasa have set ourselves three major goals, a road map to achieving our **environmental commitments** in three main areas, led by our ESG department and explained in our **ESG policy**:



Additionally, as we need to adapt our environmental strategy to the Paris Agreement and the transition to a low-carbon economy, we at Planasa are working to **effectively manage the current and future risks** to our activity posed by climate change.

To do this, we have begun **analysing the risks and opportunities resulting from climate change**, working to create a roadmap that defines the risk management approach, the metrics and the strategy to follow so that our company is resilient to climate change.

This analysis is being carried out taking as a reference the international recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)** created by the Financial Stability Board (FSB) with the aim of achieving better understanding of the impact of climate risks on organisations.

OUR CARBON FOOTPRINT

A Carbon Footprint is an environmental indicator that enables us to carry out an **inventory of the CO₂ emissions** associated with our activity, and from there identify opportunities for reduction and improvement, adapting measures to our environmental strategy. As this is the first year for which we are calculating this figure, our aim is to constantly increase the level of detail of our analysis, incorporating new indicators each year.

To calculate our global Carbon Footprint for tax year 2021/22, we took into account **direct emissions** (Scope 1) under the organisation's control, indirect emissions from electricity use (Scope 2) and **other indirect emissions** (relevant categories of Scope 3) from third parties over whom Planasa has no control.



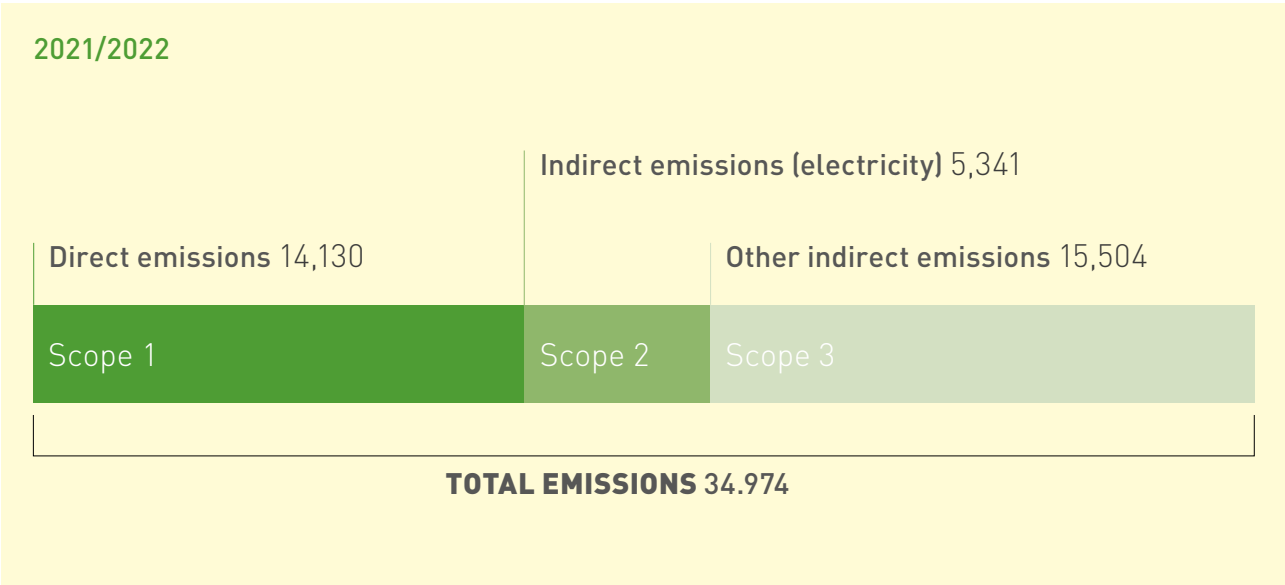
In line with our clear intention to tackle the challenge of climate change, which is one of the main priorities of our ESG strategy, **we calculated our carbon footprint** for the first time, using the reporting standards included in the Greenhouse Gas Protocol.

Among the indicators analysed for this calculation are the emissions from the use of fossil fuels, fertilisers and plant health products, electricity consumption and the procurement of goods and services.

For Scope 2 emissions, the calculations took into account the emission factors of the electricity companies in each country using a ‘**location based approach**’, which was also used for Scope 3.

OUR GREENHOUSE GAS EMISSIONS

DIRECT OR INDIRECT GHG EMISSIONS(tCO₂e)



As shown in the above table, **Scope 3 emissions represent 44% of total emissions, while Scope 1 emissions represent 40%**, with the largest share being taken by the use of fossil fuels. Therefore, we at Planasa will meticulously monitor consumption to reduce the emissions we generate.

Based on the Carbon Footprint calculation carried out over this fiscal year, Planasa is analysing the results so as to set carbon emission **reduction targets** that are aligned with the Paris Agreement.

Over this fiscal year, carbon emissions for every 1000 plants sold* were 55.5kg, which we hope to significantly reduce in the coming years.

In this way, and in line with our commitment to help achieve SDG 13: Climate Action, we are making an official commitment to improve by working towards drafting a **Carbon Footprint Reduction Plan**, taking fiscal year 2021/2022 as a baseline, to identify and implement improvement and mitigation measures.

We have established the strategic indicator of ‘carbon footprint generated for every 1000 plants sold’, in order to evaluate the reduction of our environmental consumption.

*The production of fresh produce was not taken into account, as it is residual (7.7%) compared to total production.

3.2 ENERGY EFFICIENCY

Our goal is to achieve **optimal energy use and management**, contributing to the fight against climate change, aligning us with SDG 7: Affordable and Clean Energy.

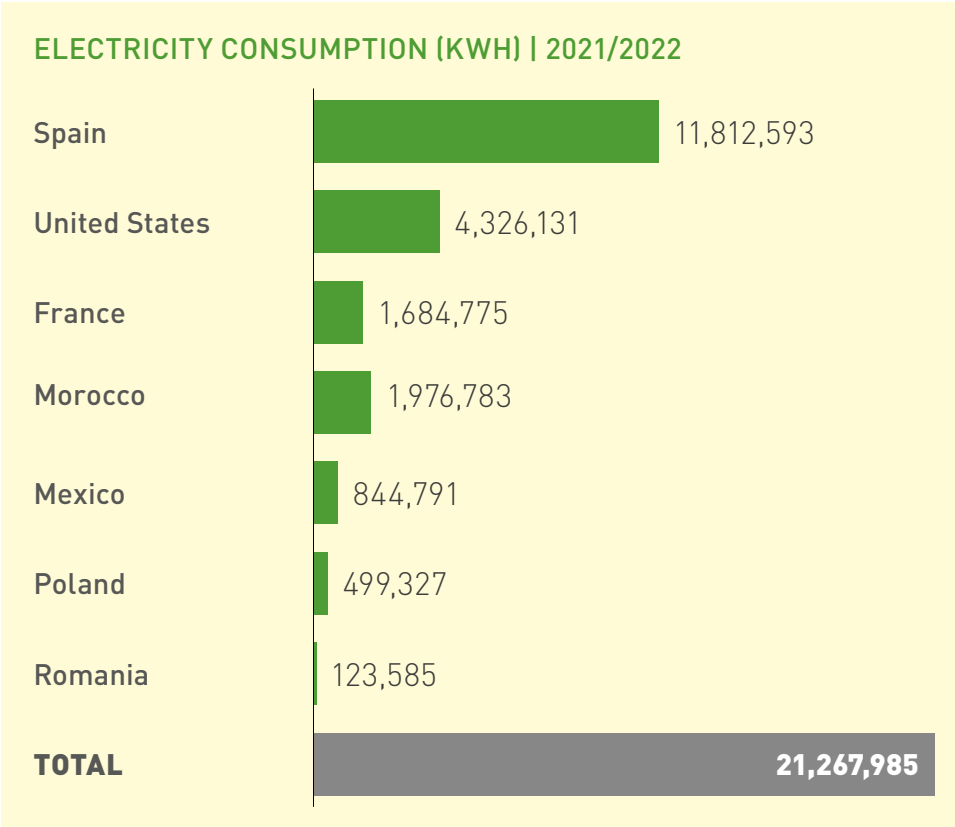
It should be mentioned that the organisation's energy consumption is relatively low (3% of total costs) compared with other companies in the sector, which depend on the use of heating systems to maintain the temperature of their greenhouses. For this reason, the impact of the increased price of fuel due to the war between Ukraine and Russia was minimal in Planasa.

Furthermore, we intend to begin using **green energy from renewable sources** within our organisation, as we move towards becoming a low-carbon organisation. To reach this target, we are already installing photovoltaic panels at our two farms in Huelva, with the aim of achieving energy self-sufficiency there.

We at Planasa have a strong commitment to improving our organisation's energy balance, seeking maximum energy efficiency, improved yield and reduced consumption.



OUR ENERGY CONSUMPTION



Our energy consumption remained stable year on year, with very similar figures but a slight reduction of 2% compared to tax year 2020/2021, despite the growth we have seen over the year.

By monitoring energy consumption, we are working to promote energy efficiency measures in our plants that can optimise consumption and reduce our Carbon Footprint.



The following are just some of the **measures** that we have implemented in our organisation to improve energy efficiency:

- Recovery of the heat generated by factories to heat the rubber machine and the water tanks.
- Improved productivity in planters and cutters.
- Use of ammoniac in cold storage.
- Changing the turbines in grow rooms to reduce electricity consumption.
- Replacing diesel fuel generators with electric transformers.
- Use of LED lighting.

Additionally, through the use of **IoT technology** in our farming activities, we monitor and automatically calculate the entire growth process – from the features and conditions of the soil, to its geographical suitability, composition and humidity, among other aspects.

By using **sensors and Geographical Information Systems (GIS)**, we obtain accurate real time information about a crop's needs, which enables us to take decisions based on resource efficiency criteria, such as water or energy use, thus reducing our consumption and increasing productivity.



Our pioneering use of IoT technology enables us to improve our production processes, by including environmental criteria in decision making and improving our carbon footprint reduction strategies.

3.3 EFFICIENT USE OF WATER

We at Planasa are aware that water is a **precious and scarce resource**. We should optimise its use to maximise its effectiveness and to sustainably manage this resource.

Furthermore, the **effects of climate change** on crops and resource availability may jeopardise farmers' livelihoods. This is why at Planasa we focus on breeding varieties that adapt to those conditions, that require **efficient water use** and that reduce the crop's water footprint.

In a context of water scarcity, Planasa's **support for innovation and research** is becoming more important than ever to achieve a key target in our nurseries: to optimise water use through adapted irrigation strategies and to monitor the consumption of water in the soil.



At Planasa, we consider that it is of vital importance to guarantee the availability of water in the communities we work with. For this reason we are striving to achieve an optimal use of this precious resource, so that we only use the amount water that is strictly necessary and apply it in an efficient manner, in line with SDG 6: Clean Water and Sanitation.

Furthermore, the water we use for our nursery activities originates from various irrigation associations and from our own wells, and is authorised for use by the various national authorities. In this way we ensure that the water we use is of good quality and properly distributed.

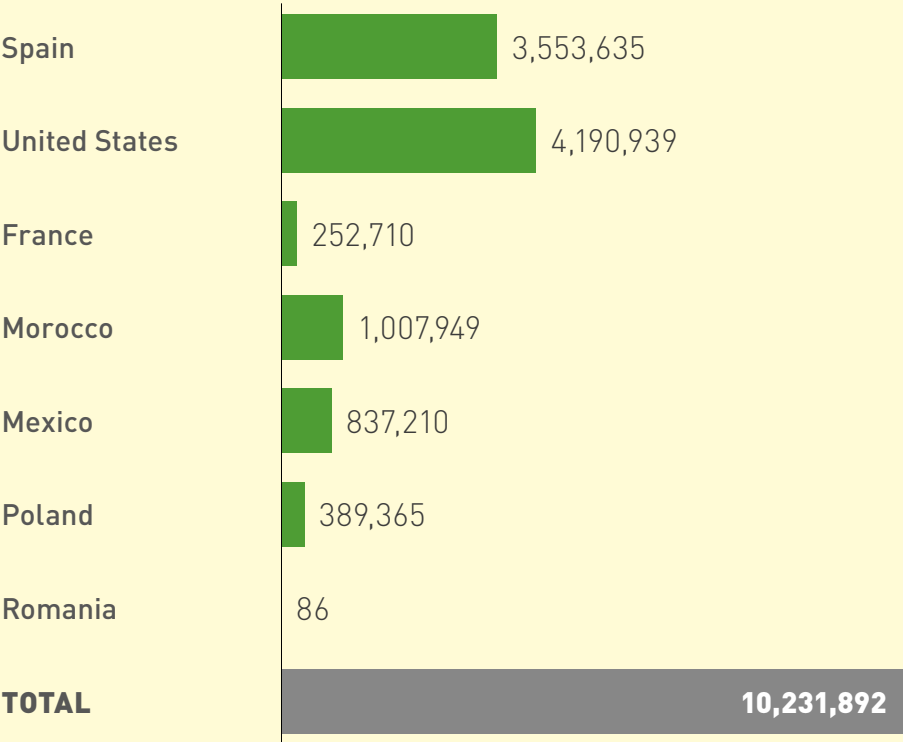


Given these aims, our water management strategy is structured around the following **commitments**:

- Establishing clear water reduction targets.
- Using new technologies.
- Efficient, responsible management.
- Extending these principles throughout the value chain.

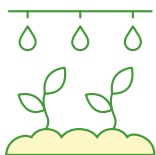
OUR WATER CONSUMPTION

WATER CONSUMPTION (M3) | 2021/2022



One of our main challenges at Planasa is to ensure efficient water usage. Water is a key resource that is of vital importance to our sector, and as such we should use it responsibly, considering all its potential uses throughout the value chain.





The following are some of the measures we have implemented in the organisation to **reduce our water use**:

- Monitoring water consumption in irrigated areas
- Gradual installation of more efficient watering systems, to reduce the consumption of water by crops, such as drip irrigation to grow strawberries in soil, which we have begun to use in some areas of Spain and Poland, or strawberries grown using hydroponics in Mexico. Furthermore, we have implemented automated irrigation systems in Mexico and Peru to improve water efficiency.
- New varieties adapted to water efficiency
- Use of IoT technology to detect inefficient water use and to take the necessary measures to reduce use
- Use of water storage and management systems.

For every 1000 plants sold, we used 16.5m³ of water, an indicator that we hope to improve over the coming years through our environmental action plans.

Despite this, we continue to meticulously evaluate the implementation of new measures, enabling us to continue to improve and use water even more efficiently and responsibly, to reduce our consumption.

3.4 CONTRIBUTION TO THE CIRCULAR ECONOMY AND BIODIVERSITY PROTECTION

Our company strives to integrate the principles of the circular economy into our business model, promoting a more efficient use of resources and a strategy of resource reduction through reducing, reusing and recycling.



Through these commitments, we contribute to achieving SDG 12: Responsible Consumption and Production and SDG 13: Climate Action.

Below, we set out the data for our company's consumption of raw materials over fiscal years 2020/2021 and 2021/2022.

CONSUMPTION RAW MATERIALS | 2021/2022

UNITS	PACKING AND PACKAGING	FERTILISERS	PLANT PROTECTION PRODUCTS
Nº	41,282,689	3,083,500	1,741
METRES	4,972,409	-	1,151,767
KILOGRAMS	4,183	6,604,095	57,634
LITRES		34,536,373	1,622,289

At Planasa we are aware of the need to join forces to improve circularity strategies and to continue to reduce our environmental impact, while maintaining our high levels of quality and food safety.



At Planasa we know that the circular economy is an opportunity to contribute to sustainable development and allows us to mitigate the effects of climate change. As such, we carry out several actions that strengthen our commitment to **good management and waste reduction**:

- Use of biodegradable punnets, in response to customers' demands.
- Proper maintenance of film packaging machines and training staff to achieve most efficient use.
- Reduction of unsuitable punnets, working with approved and trusted suppliers.
- Systems of reusable packaging (Chep, Euro Pool), thus reducing use of conventional plastic and the generation of cardboard waste.
- Ecoembes waste reduction plan.
- Reusable and sustainable container systems.
- Use of FSC certified cardboard packaging for endive.



Furthermore, we would like to mention the **plastic packaging reduction project** implemented in Morocco and Spain, with the aim of mitigating the environmental impact of this highly polluting material. In line with this, we carried out the following actions:

- Renting reusable plastic crates to a packaging supplier, who is responsible for collecting them from the customer to reuse.
- Purchase of reusable plastic crates that we can reuse once the customers have finished with them.

At Planasa, we are committed to continuing to introduce **ecodesign measures for packaging** and sustainable and circular production systems, increasing the proportion of recycled material and the use of reusable plastics in our packaging.

PROTECTION OF BIODIVERSITY

Environmental protection that **conserves biodiversity and ecosystems** is particularly important in our sector, helping to mitigate our impact on land use and soil degradation.

This is why we intend for our activity to contribute to conserving biodiversity, as well as carrying out ecosystem restoration activities in collaboration with environmental organisations.

In doing so we support **sustainable farming and production**, with the aim of minimising the use of fertilisers and plant protection products, increasing production efficiency and encouraging the responsible use of natural resources. In this way, we support the transition to more sustainable models of production, increasing our resilience to climate change by transforming our production processes.



OUR TEAM

4.1 PEOPLE AT PLANASA

Our priorities when it comes to Human Resources management are based on continuous improvement, ensuring stable employment and decent working, economic and safety conditions for all workers.

Along the same line, Planasa's **Code of Conduct** sets out our commitment to uphold human rights, while our recent adhesion to the **United Nations Global Compact**, which requires organisations to respect human rights and labour standards, among other principles, reflects our strong commitment in this area.

At Planasa, the people in our team are the beating heart of our company, guaranteeing its high quality standards and success.



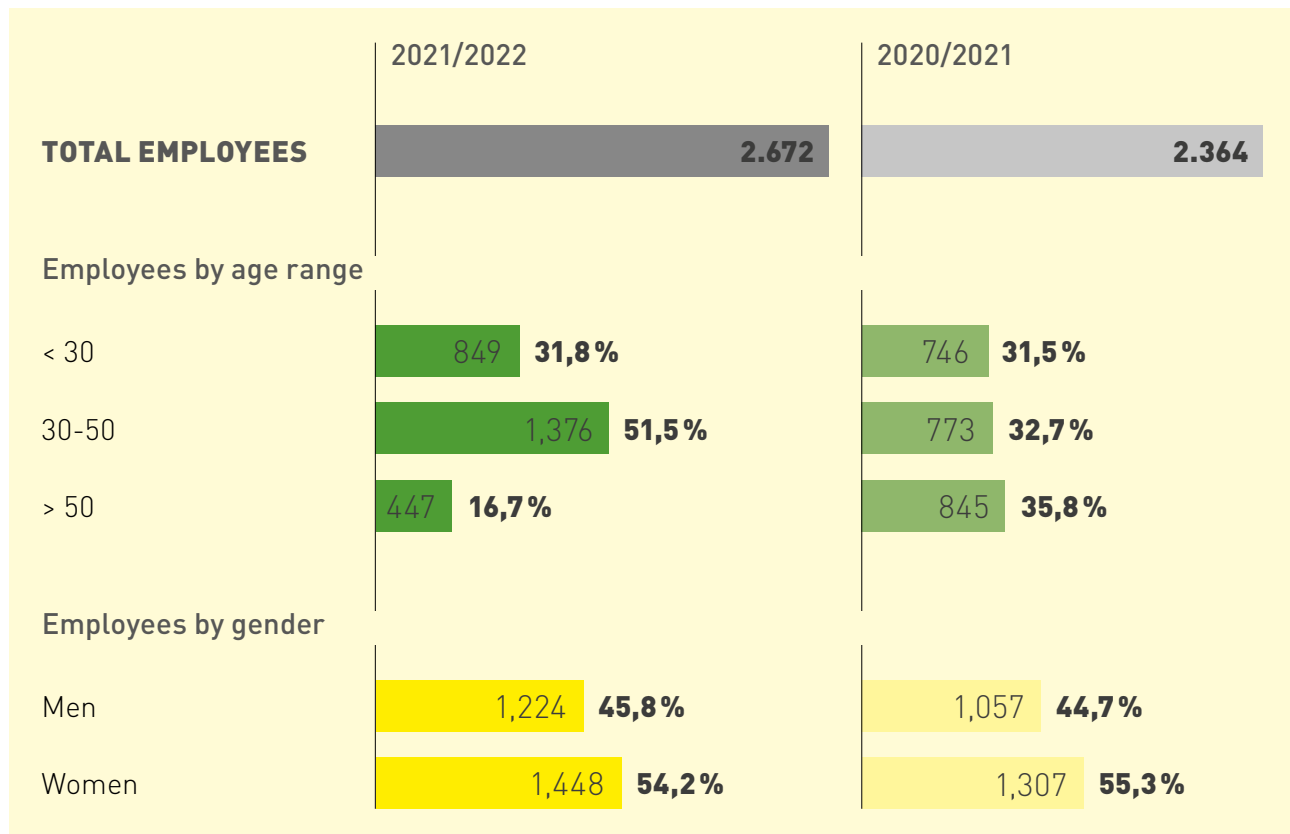
We therefore feel that it is essential that our employees feel completely aligned with Planasa's **corporate values**, so that they are reflected in their day-to-day work and they provide quality service.



In line with SDG 8: Decent Work and Economic Growth, we are working hard to provide our employees with **fair and respectful working conditions**, which enable them to make economic progress, in line with the principles and fundamental rights of the International Labour Organisation (ILO) Declaration and the Universal Declaration on Human Rights.

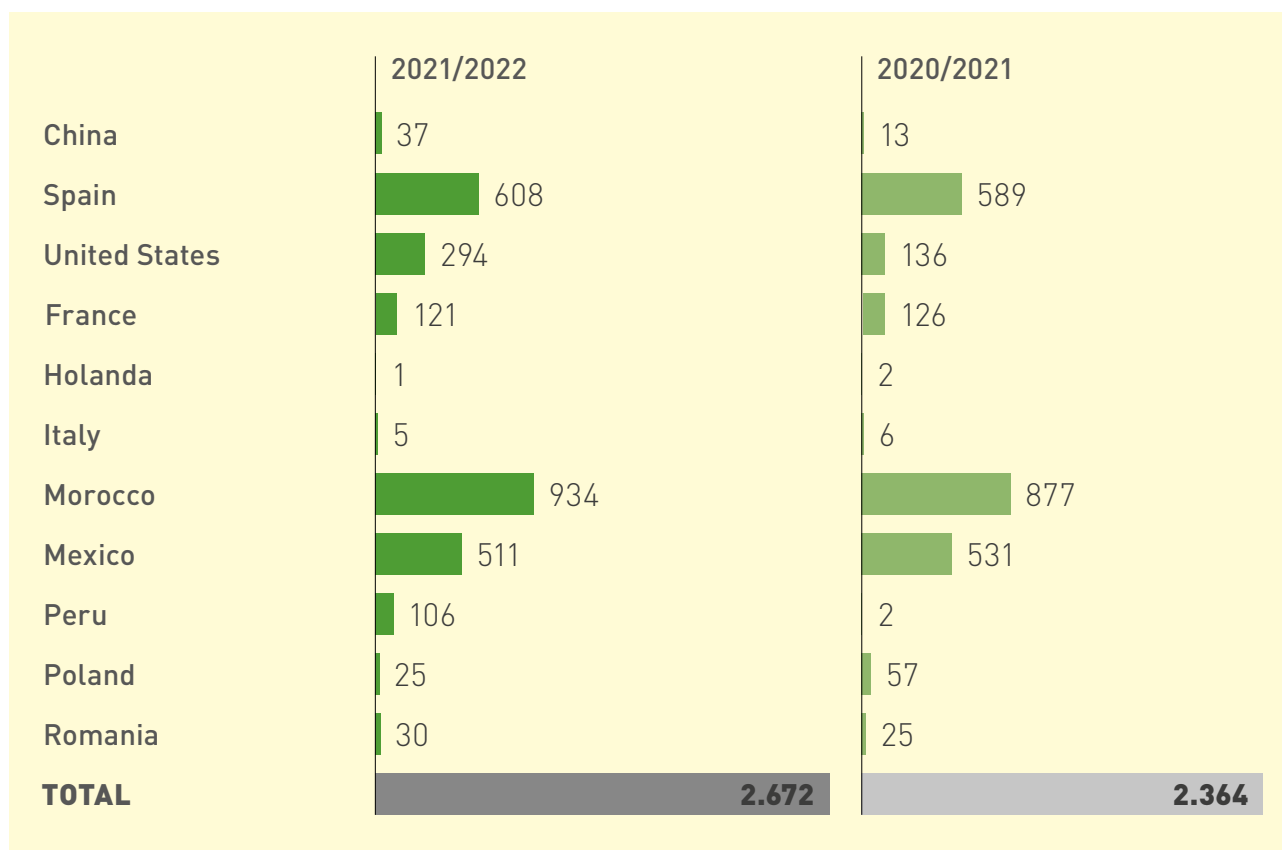
At Planasa we have a **diverse team** of people, with employees from over 25 nationalities and a high level of female employment, 54%. The most common age range for our employees is between 30 and 50 years old, covering 51% of staff.

OUR TEAM

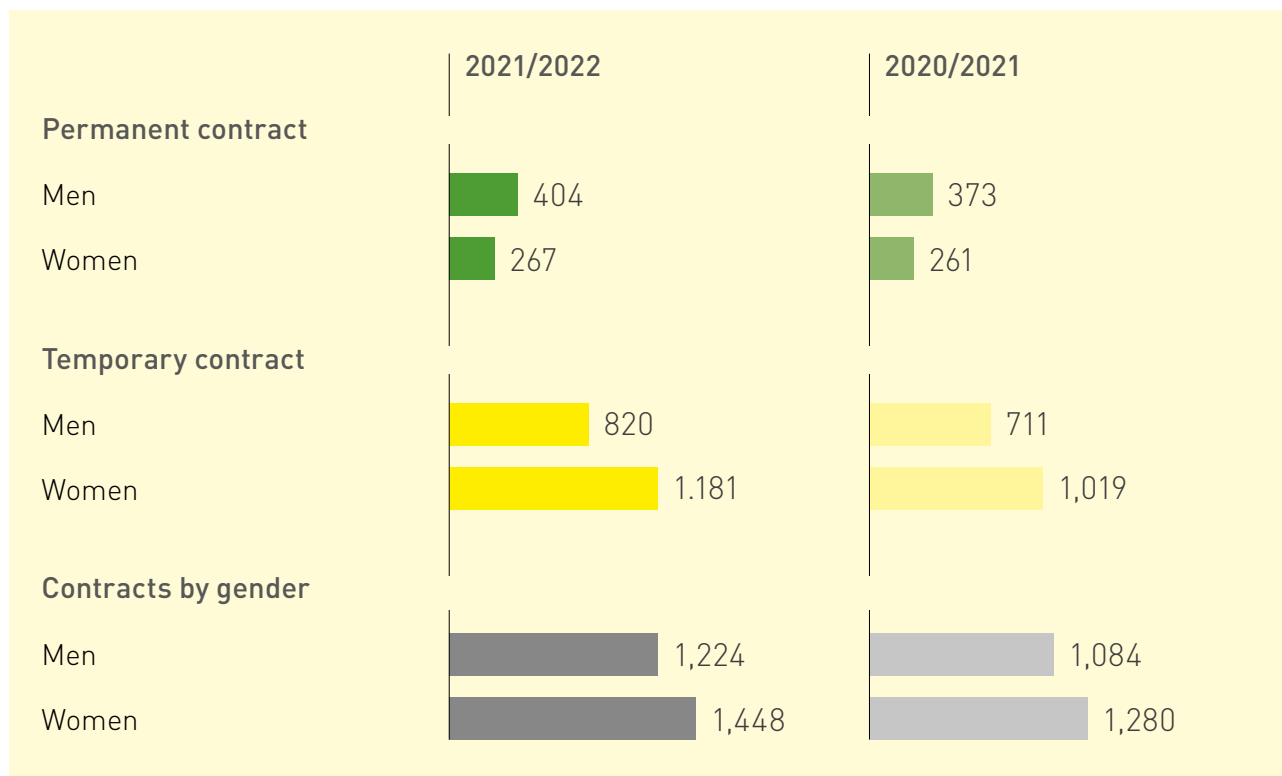


We work with trust, loyalty, honesty and passion for what we do, and promote talent, ideas and constant innovation, so as to offer the best products.

EMPLOYEE DISTRIBUTION BY COUNTRY



TYPE OF CONTRACTS



As can be seen from these tables, there is quite a high proportion of temporary workers among our employees, mostly due to the type of highly seasonal activity we perform. Despite this, it should be mentioned that every year we move seasonal workers to permanent seasonal contracts, according to the needs of our workflow and complying with national legislation.

4.2 PROTECTING WORKPLACE HEALTH AND SAFETY

At Planasa, we make care and protection of our employees one of our highest priorities, so as to ensure a **safe, healthy workplace**. We focus our efforts on risk prevention and workplace safety, so that working conditions in all areas of our activity improve continuously.

NOUR COMMITMENTS TO HEALTH AND SAFETY



ESTABLISH ONGOING TRAINING COURSES ON WORKPLACE RISK PREVENTION

Establish ongoing training courses on workplace risk prevention, focused primarily on new recruits and seasonal workers, with the aim of developing a high level of skill in completing daily activities.



INFORMATION AND AWARENESS

Information and awareness raising for all Planasa team members, including those in outsourced companies, to ensure knowledge of and compliance with health and safety standards.

In line with these commitments, Planasa has implemented a series of measures and **initiatives across the countries we work in to reduce risks** in the workplace, creating safe and healthy working conditions. We would highlight the following actions:

- **CHINA:** We provide training to new recruits on the prevention of workplace risks, with the aim of creating a Health and Safety Committee in the near future.
- **ROMANIA:** We provide training on workers' health and safety and have improved working conditions. Furthermore, we cooperate with an external company to strengthen our actions in this area.
- **ITALY:** We perform an evaluation of workplace risks, as well as working with an external company to provide training in emergency response, fire prevention and emergency and evacuation management.
- **POLAND:** We provide health and safety training to employees, who sign an accreditation certificate.

Our aim is to reduce workplace accidents and to ensure a safe working environment.

- **MEXICO:** We carry out Workplace Risk Prevention activities and are working to create Health and Safety Committees, which are also responsible for the prevention of mental health risks. Furthermore, we run an adaptation programme for workers whose tasks require great physical effort, thereby helping to prevent injury.
- **UNITED STATES:** We hold monthly safety meetings, monitoring different work areas and carrying out audits of our work protocols. The main topics addressed in our meetings are the prevention of occupational injuries and disease, the measures for reporting unsafe conditions, first aid and emergency services, and the employer's Code of Safety Practices.

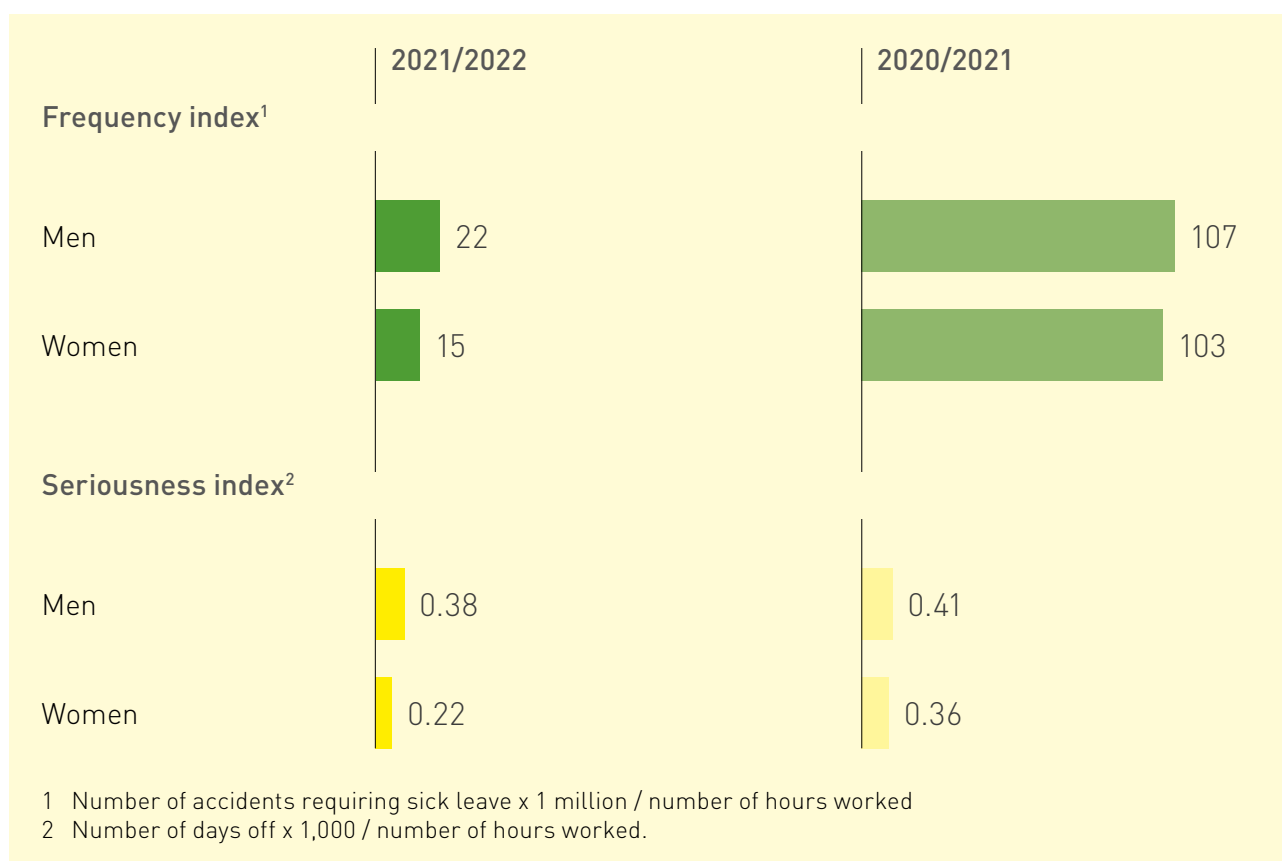
Additionally, we organise events to reinforce the culture of workplace safety, providing a **safety programme** to incentivise employees. The following are some of the improvements implemented:

- Ergonomic modifications to sowing and weeding machines
- Increase in the number of bathrooms and shade available to outdoor workers
- Ergonomic modifications to plant cutting tables.
- **MOROCCO:** We have a Works Council and a Health and Safety Committee and we hold regular meetings to address issues related to workers' health and safety. Furthermore, we provide training to first aid and workplace risk prevention representatives.
- **FRANCE:** We have a workplace risk prevention plan that we share with employees, as well as running training to promote workers' health and safety. Besides that, in the event of an accident we carry out a survey to identify the causes and take the necessary measures. Furthermore, we hold monthly meetings with staff representatives to address health and safety issues.



- **SPAIN:** In Planasa and Provedis, we have a health and safety committee that meets quarterly. In the other workplaces we have designated staff members who, alongside the prevention coordinator, create prevention plans and determine the necessary actions. Furthermore, we provide risk training and information in the workplace, according to the evaluations performed, and investigate all accidents with the aim of identifying the causes and taking the necessary measures to avoid them reoccurring.

Below we present the data on the frequency and seriousness of accidents at Planasa for the periods 2020/21 and 2021/22:



It should be mentioned that the frequency index has decreased considerably this year, as figures for the previous year included medical leave for Covid-19.

4.3 DEVELOPING TALENT

For Planasa, it is vital to encourage the **professional development, training and talent of our team**, so that they can enhance their performance and improve and broaden their knowledge. In this way we boost their motivation and job satisfaction, as well as ensuring a high-quality service.

To achieve this, we have a **Training Procedure** in place, which enables us to identify needs within the team, draw up a bespoke Training Plan and analyse the results so as to measure satisfaction levels and the efficiency of the Plan.

To ensure that the **Training Plan** is an accurate reflection of the team's needs, we provide questionnaires to each head of department, analyse the responses and feed them into a training needs report. Using that report, a provisional training plan is drafted and then approved by management before being implemented.

MAIN ASPECTS OF OUR TRAINING PROCEDURE



TRAINING BY JOB CATEGORY

HOURS OF TRAINING

	2021/2022	2020/2021
Directors	410	305
Technical staff and middle management	2,786	733
Administrative staff	861	200
Workers	95,308	15,995
TOTAL	99,365	17,240

As can be seen in the above table, the hours of training provided have increased significantly compared to the previous year, as the training plan that had been reduced due to the pandemic was reactivated. Additionally, the professional category of labourers received the highest number of training hours, primarily in the area of health and safety, given the greater exposure to risk in their roles.



The **main areas** covered by employee training were the following:

- Risks and preventative measures in different roles
- Basic Plant Protection Product Application
- Road safety training
- Covid-19 protection training
- Anti-harassment training.



Our employees have received a total of 99,365 hours of training this year, with an average of 37 hours per employee.



4.4 COMMITMENT TO EQUALITY AND WORK-LIFE BALANCE

Promoting **equal opportunities** and ensuring that our organisation is free from all types of discrimination, whether on the basis of race, sex or religion is one of the core components of our Human Resources strategy.

This is reflected in our **Code of Conduct**, in which we stress the need to treat all workers with respect and equality at all times, and the importance of basing workplace decisions on criteria of merit, achievement and talent.

As part of Planasa's commitment to equal opportunities, we have developed an Equality Plan for Planasa Nurseries and we are putting the finishing touches to the last phase of the plan for the other Spanish entities.



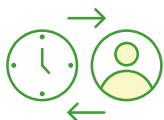
Using these Plans and our commitments in different countries, we are working to achieve our **main equality aims**, in line with the SDG 5: Gender Equality:

- Keeping a gender balance across all areas of staff
- Ensuring no discrimination in pay policy
- Ensuring no discrimination in hiring and promotion policies and making sure that women candidates are considered in all processes.
- Promoting access to the underrepresented sex in female- or male-dominated positions or tasks
- Promote women's presence in positions of responsibility
- Communicate existing work-life balance measures to staff, to improve awareness and uptake.

We are working hard to strike a balance between the interests of the organisation and the quality of life of the people who work there through work-life balance policies.



We offer **flexible working hours** and make sure that meetings are always held during working hours, bearing in mind the time difference in employees' different countries. This allows staff members to disconnect at the end of their working day. Furthermore, we offer one flexible day for working outside of the office, with the aim of improving work-life balance.



For labourers, flexible working times are less feasible, but we offer **shift work** that is distributed over the year among all staff members, to take account of planting and harvesting seasons. This promotes a shift distribution among staff that allows them to achieve a better work-life balance.



Similarly, as a part of our commitment to improving employees' working conditions, not only do we offer **free housing** in several countries for employees who work in the fields, thereby solving the problem of difficult access to housing at various points in the year, we also provide transport from the point of origin, transport to the work centre, free logistics for their weekly shop and economic assistance for their first shop. We work continuously to make sure that that workers' stays with us are adapted to their needs and ensures their comfort. We carrying out surveys at the end of each season, enabling us to identify areas for continuous improvement.

One of the improvement measures put in place was the installation of wifi and adapting housing to host families in Spain, the renovation of housing in Poland and the appointment of a dedicated worker care officer in Mexico.



Furthermore, we encourage employees to take up **maternity and paternity leave** according to the measures in place in each country, and we strive to ensure that employees' work life is not negatively affected by taking parental leave, or any other absence associated with family life.

We are also developing a partnership with the Adecco Foundation, which specialises in managing the social and professional inclusion of people with disabilities and other vulnerable groups. In doing so we are joining its Work For All mission, with the aim of helping to create a more inclusive workplace and society. In 2022 we will implement several initiatives focused on training, hold awareness raising events and observe the International Week of Persons with Disabilities.

In 2021, 100% of workers who took maternity or paternity leave returned to their positions.

COMMITMENT TO SOCIETY

5.1 SOCIAL CONTRIBUTION

At Planasa, we are aware of our sector's ability to **promote economic and social development** in the communities we work in, especially in the rural world, by providing direct and indirect employment, developing the local economy and fighting population loss.

In line with our desire to integrate our sustainable approach throughout our organisation, making it a part of our brand, we are working on a clear road map enabling us to make progress towards our goal of bringing value to society.

In pursuit of our goal to **boost local development**, we prioritise recruiting local community members, thereby increasing employment and contributing to the economic progress of those areas.

In this way, and in line with our ESG Policy, the company's social strategy is structured around a clear objective, **helping to reduce social inequalities**, improving the quality of life of disadvantaged communities.

Our highest ambition is to be one of the main motors for sustainability within our sector, and to contribute to the transformation of society through a healthier, more sustainable business model

Over the course of this year we have participated in various social initiatives, through which we have increased our contribution to **social wellbeing** and prosperity in the community.

Specifically, we would like to highlight our activities in **Mexico**, where we implemented several initiatives to help both the local population and our own employees. These include:

- **DONATING 114 WOODEN PLATFORMS** to employees to use in their homes
- **VACCINATING 51 EMPLOYEES** against Covid-19
- **DONATING 150,000L OF WATER** to the Tierra Blanca community to help combat the water scarcity issue there
- **DONATING NON-PERISHABLE FOODSTUFFS** to the Providencia Juventud y Alegria A.C. orphanage, which gives housing and education to children facing extreme poverty
- Donating recycled soil to **SUPPORT SMALL FARMERS IN THE REGION.**

We contribute to job creation in the communities in which we operate, which is a key driver of development and of promoting economic progress and wellbeing.



Additionally, we have a firm intention to involve our employees in the charity initiatives that we develop, to promote a spirit of solidarity among the team and maximise our social impact. To do so, we are organising several **corporate volunteering** activities as part of a forthcoming *Planasa Volunteering Day*, where our employees will participate in supporting several disadvantaged communities over the course of 2022.

We also cooperate with several **universities and educational establishments**, through agreements for educational cooperation schemes at our centres for undergraduate and masters students.

This **supports access to the job market** and the professional development of young people, providing them with practical experience that is relevant to their degree course, under the supervision of a tutor from their college and a representative of the company.

Additionally, in line with SDG 17: Partnerships for the goals, we contribute to and cooperate with **business organisations** within the farming sector, which enables us to improve communication and share knowledge and experiences in our sector.

We also promote **access to exercise** and a healthy lifestyle within our communities, through sponsorship deals with various football clubs located in the communities close to Planasa in Spain, France and our subsidiaries in Eastern Europe.

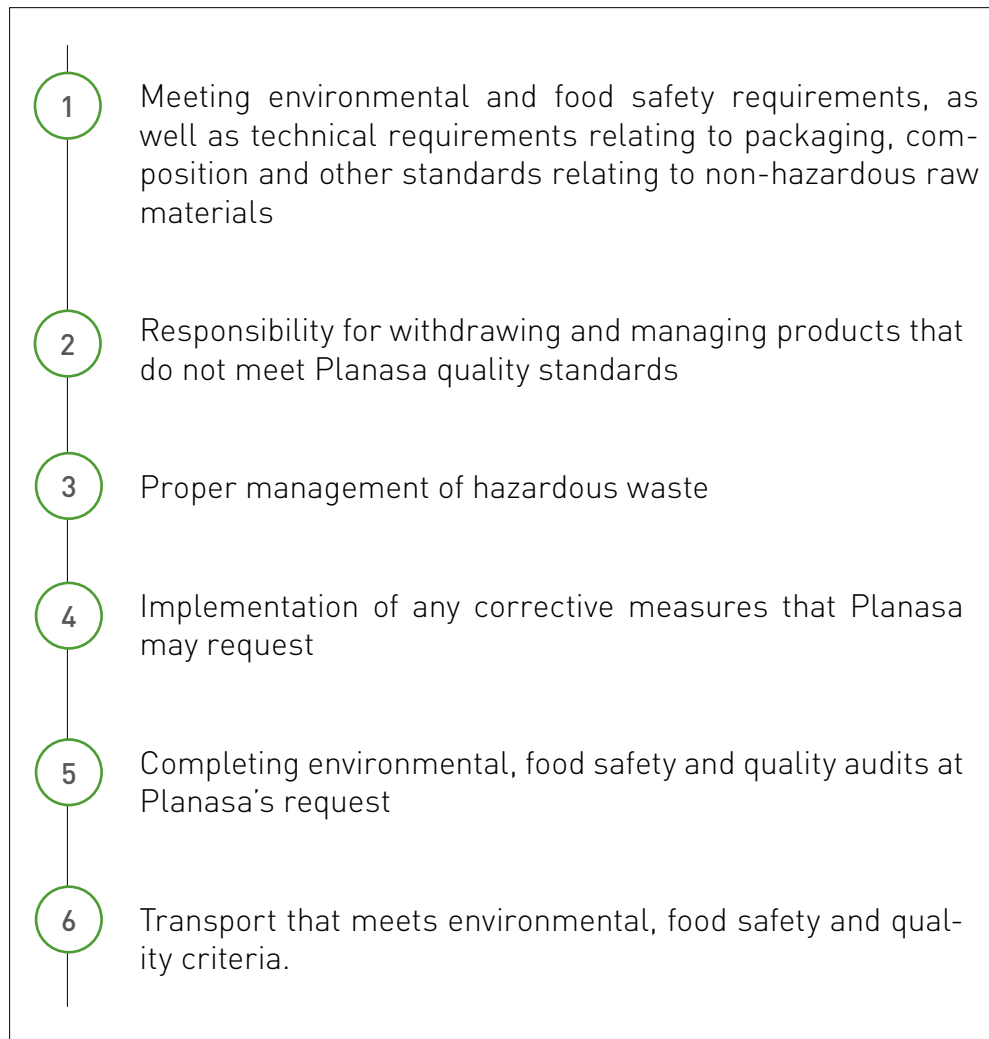
5.2 RESPONSIBLE SUPPLY CHAIN

At Planasa, we know how important it is to ensure that we meet **ethical and responsible business standards**, not only within our organisation but throughout our supply chain. For this reason, we strive to make sure that our suppliers meet the required quality and efficiency criteria, as well as Planasa's environmental, social and governance commitments.



At Planasa, we extend our commitment to the environment, quality and food safety to our suppliers, and share with them a series of standards and requirements.

We set out the main requirements that our suppliers must comply with:



At Planasa we have a **clear procedure for managing procurement**, in which we set out a series of checks to avoid poor practices that could affect the purchase cycle as a whole. These checks may be reinforced in some cases by audits and site visits to the supplier's premises, to make sure that the required standards are actually being met.

Our **Code of Conduct** also applies to suppliers, so that it is used as a framework to guide its behaviour and actions and to guarantee that its reputation, processes and abilities are adequate and satisfactory.

Furthermore, over the course of this year we are working on **certifying and evaluating suppliers** on the basis of ESG criteria. We will analyse their actions in this area and we will suggest potential corrective actions or improvements, to ensure that they are aligned with our sustainability, governance and health and food safety commitments, thereby ensuring a sustainable supply chain.

This certification process for suppliers will be supplemented by a specific Supplier Code of Conduct, which we expect to launch during the third quarter of 2022, to ensure their total alignment with Planasa's values and commitments.

| CORPORATE GOVERNANCE

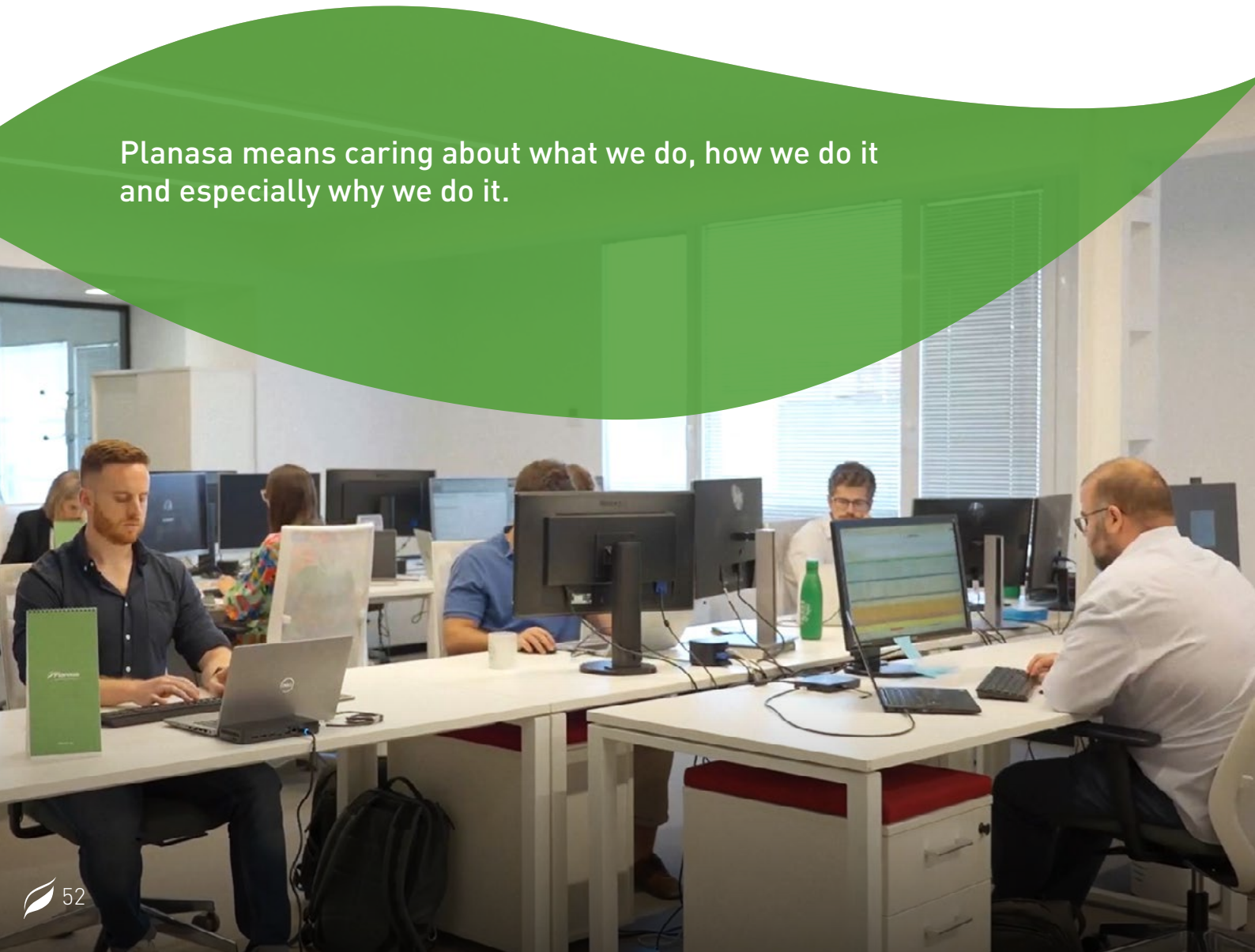
6.1 ETHICS AND INTEGRITY

At Planasa, we want to support and promote a **business culture based on ethics and transparency**, raising awareness among our employees about the importance not only of complying with the law and applicable rules, but of acting at all times with integrity and honesty, in line with the principles of good governance and professional ethics.

This is reflected in our **Code of Conduct**, which applies not only to our employees, but also to anyone directly or indirectly linked to the company. Through this Code, we share the values and rules of behaviour that should guide our interactions with employees, customers, partners, suppliers and the communities where we live.

In our **ESG policy** we strengthen our organisation's commitment to a responsible, sustainable business model, committed to environmental protection, social development and business practices based on ethics and integrity.

Planasa means caring about what we do, how we do it and especially why we do it.





In doing so we reaffirm our intention to abide by the **highest ethical standards** in all areas of business activity, consolidating our brand image and working with trust and loyalty in everything we do. Our employees should not only feel ownership of the results the company achieves, but also how they are achieved.

Within the ethical principles and behavioural rules that we promote in our Code of Conduct, we reiterate our total rejection of any abusive, offensive behaviour or of verbal or physical harassment. We promote **respect and equality** and fight to avoid any type of bribery or corruption.

With the aim of ensuring compliance with the principles laid out in the Code of Conduct, we have in place a **Whistleblowing Channel**, where employees, customers, suppliers or any third party directly or indirectly linked to Planasa can report any inappropriate, irregular or illegal behaviour by emailing **ethicsline@planasa.com**. This reporting system is aligned with the provisions of the new European 'Whistleblowing Directive' on reporting irregular practices (2019/1937).

Any reports that we receive are duly investigated and managed, based on the contents of our **Whistleblowing Policy**, in which we set out the internal mechanisms for reporting, investigating and remedying any improper actions occurring within the company. We maintain confidentiality to the extent that the circumstances of the case allow, and we have a zero-tolerance approach to reprisals of any sort towards workers who report any illegal or unethical behaviour. Our procedure therefore guarantees the transparency and impartiality of the parties involved in the process.

Over the current fiscal year we have received a total of three communications through this reporting line, which were duly managed and resolved.

We provide training and communication sessions on our Code of Conduct and other applicable policies and procedures, both to comply with legal requirements and to ensure that employees always comply with the ethical principles underpinning our company.

We also have a **Conflict of Interest Policy**, created to define the basic guidelines and standards enabling employees to identify, oversee and properly manage any real or potential conflicts of interest that may affect business decision-making. As such, a series of scenarios are identified in which workers should notify and submit for the approval of their manager or the Director of Legal, Tax and Compliance any circumstances that could give rise to a conflict of interest.

Therefore, as stated in our Code of Conduct, we promote the protection of human rights as set out in the **United Nations Universal Declaration of Human Rights**, acting with due diligence within our sphere of influence to ensure that it is universally and effectively recognised and complied with.

Additionally, we absolutely reject child labour, are committed to respecting freedom of association and collective bargaining, as well as rejecting all forms of discrimination and exploitation, ensuring that we comply with the provisions of the **International Labour Organisation (ILO)** both within our organisation and throughout the supply chain.

Furthermore, we have a **corporate governance matrix** that we use to guarantee proper internal approval of significant decisions, ensuring impartiality, objectivity and appropriateness of actions, minimising risks and guaranteeing legal compliance and criteria based on ethics and workplace integrity.



6.2 LEGAL COMPLIANCE








At Planasa, it is essential that local laws and regulations are complied with at all times. This creates trust between our employees, partner businesses, customers and shareholders, fostering a responsible business culture. We support this via our Legal Compliance department.

Our Code of Conduct is used as the basis for our **Compliance Form**, supplemented by a series of Policies, all approved by the Planasa Board of Directors. These documents go into greater detail regarding the aspects that guarantee effective legal compliance, and all employees must sign a declaration that they have read and will comply by those standards.

Among those Policies, we would highlight the **Planasa Anti-Bribery Policy**, in which we reaffirm our commitment to a zero-tolerance approach to bribery and we restate our support for fair, honest and open business. In that Policy, we detail the steps to take if anyone notices any signs or suspicions of corrupt activities or bribery that infringes the law or the principles and values of the Group. We prohibit bribery in all its forms, considering it a serious or **very serious disciplinary issue** that would incur measures that may include dismissal.

We adopt the strictest, most rigorous anti-bribery standards, regardless of the local legislation applicable in the regions we operate in.

OUR KEY PRINCIPLES FOR MANAGING THE RISK OF BRIBERY

	Proportionate procedures	
	Commitments from management	
	Risk assessment	
	Due diligence	
	Communication and training	
	Monitoring and supervision	

In addition, to strengthen our commitment to fighting corruption, we have a **Policy on Gifts and Hospitality** which establishes the general principles that should be adhered to when accepting or giving gifts or hospitality in the context of business activities, in order to guarantee that no inappropriate influence or conflicts of interest may arise, which may be considered bribes or a serious breach of applicable legislation.

For this reason, our employees are required to **declare and register** any objects or gifts that they accept or receive, and to use good judgement and moderation when giving or accepting gifts or hospitality in a business context.

Besides that, in order to strengthen our commitment to a zero-tolerance approach to any criminal behaviour within the organisation, we are working to **update our risk map**, including criminal risks, and to strengthen our preventive measures, including detection plans and training activities.

Therefore, Planasa has a firm intention to safeguard the information to which we have access. For this we have an **Information Security Policy**, which serves as a guide to implement and continually improve processes and good practices, and which defines employees' goals, strategies and basic responsibilities when it comes to ensuring the security of information, based on applicable standards and legislation.

This Policy is supported by the **Information Security Regulation**, which establishes the general guidelines for initiating, implementing, maintaining and improving the Group's information security, including the security measures applicable to information as well as to the corporate information systems.



| GRI TABLE OF CONTENTS

GRI Standards indicator	Description	Location in the Report
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102-5	Ownership and legal personality	2.1 Get to know us
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102-8	Information about employees and other workers	2.1 Get to know us
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102-12	External initiatives	2.1 Get to know us
102-13	Membership of associations	3.1 Our environmental commitments
102-14	A statement from executives with decision making responsibilities	2.5 Interacting with our stakeholders
102-15	Main impacts, risks and opportunities	2.5 Interacting with our stakeholders
102-16	Ethics and integrity: values, principles, standards and rules of behaviour	Letter from the CEO
102-40	Stakeholder participation	2.3 Committed to sustainability
102-42	Identifying and choosing stakeholders	6.1 Ethics and integrity
102-44	Main issues and concerns	2.5 Interacting with our stakeholders
102-46	Practices for drawing up reports: defining the content and subjects to be covered in the report	2.5 Interacting with our stakeholders
102-50	Period covered by the report	2.3 Committed to sustainability
102-54	Statement of the report's compliance with GRI Standards	1.1 Introduction
102-55	GRI table of contents	GRI table
103-1	Explanation of the main subject and its coverage	1.1 Introduction
103-2	Management approach and its components	1.1 Introduction
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201-2	Financial implications, risks and opportunities deriving from climate change	Throughout the report
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207-2	Financial governance, control and risk management	1.3 Our impact in figures
301-1	Materials used by weight or volume (partial coverage)	3.1 Our environmental commitments
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303-05	Water consumption	3.4 Contribution to the circular economy and protecting biodiversity
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305-1	Direct GHG emissions (Scope 1)	3.2 Energy efficiency 3.3 Efficient use of water 3.4 Contribution to the circular economy and protecting biodiversity
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403-1	Workplace health and safety management system	3.4 Contribution to the circular economy and protecting biodiversity
403-2	Identifying dangers, evaluating risks and investigating incidents	5.2 Responsible supply chain
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404-2	Programmes to improve employees' skills and programmes to aid transition	4.2 Protecting workplace health and safety 4.3 Developing talent
412-1	Operations subject to checks or evaluations regarding human rights	4.3 Developing talent
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414-1	Social evaluation of suppliers	5.1 Social contribution 5.2 Responsible supply chain





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