

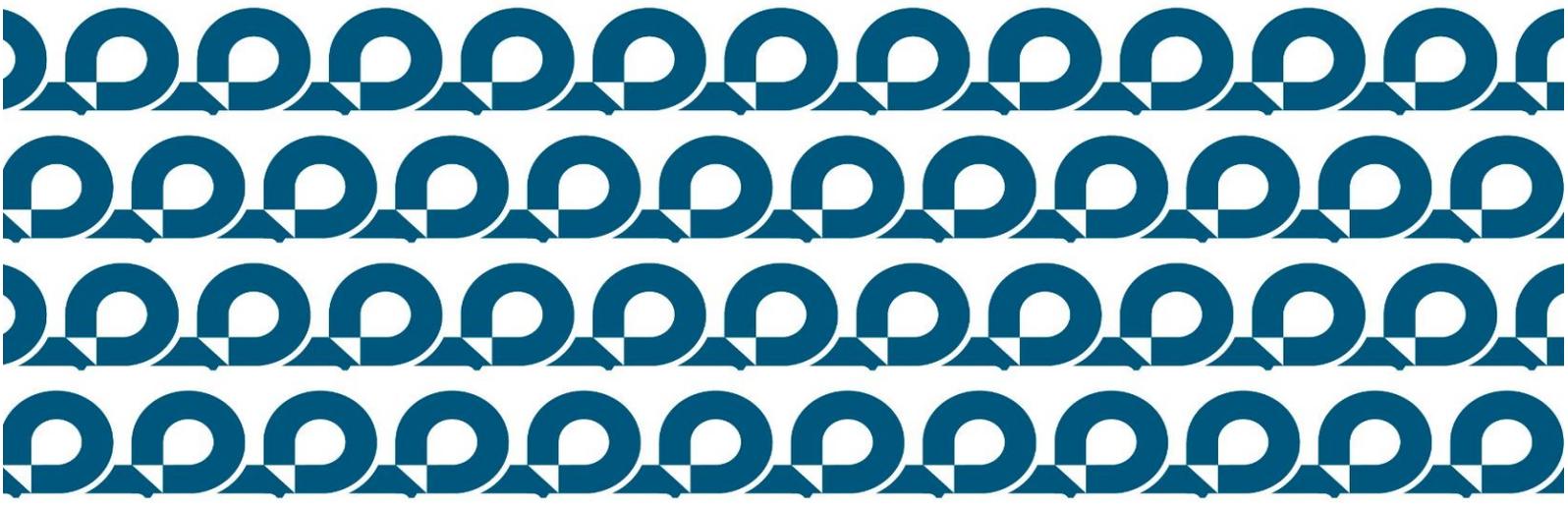


Contribution to the Sustainable Development

The Nueva Pescanova Group's Sustainability Strategy

Rúa José Fernández López s/n
36320 Chapela. Redondela. Pontevedra [Spain]
Telephone: +34 986 818 100 www.nuevapescanova.com

NUEVA PESCANOVA SL. Registro Mercantil Pontevedra - folio 40, libro 4054, inscripción 1ª, hoja PO-58757 - NIF ES B94123908



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January 2019

Corporate Directorate
Corporate Social Responsibility and Institutional Relations

Executive Summary

In the Nueva Pescanova Group, we have aligned the Corporate Social Responsibility and Sustainability strategies with the Sustainable Development Goals (SDGs). We assume our commitment to United Nations' 2030 Agenda for Sustainable Development by incorporating the 17 SDGs into our activities, whether they relate to fishing, aquaculture farming, seafood processing or their commercialization. This commitment is seen as transversal to every country where the Nueva Pescanova Group is present.

We are confident on the role that SDGs play in the society and economy by improving the quality of life of people and of our environment. For this reason and based on our four guiding principles of responsible action: Planet, People, Product and Communities, we have analysed the contribution of our CSR projects to the SDGs, and specifically to the fulfilment of their 169 specific targets. The present document refers to the results obtained from the analysis of 226 CSR projects in 4 countries – Ecuador, Guatemala, Nicaragua and Namibia.

From this work, we conclude that our business responsibility strategy finds a match in all the 17 SDGs, with a greater impact on the development goal **8 DECENT WORK AND ECONOMIC GROWTH**, goal **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** and goal **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**.



Result of the analysis in 4 countries where the Group Nueva Pescanova operates, showing the number of CSR projects that contribute to each Sustainable Development Goal.

The analysis of the contribution to the SDGs, together with a materiality analysis that was also performed, helps us designing 4 specific focus areas: *QUALITY EXCELLENCE*, *SUSTAINABLE PLANET*, *PEOPLE FIRST*, and *RESILIENT COMMUNITIES* that shape the CSR action plan for 2019-2020, which is further aligned with Nueva Pescanova's 2016-2020 strategic plan "All in sync".

1. The Nueva Pescanova Group and its CSR strategy

The Nueva Pescanova Group is a multinational company specialized in fishing, farming, processing and commercialization of seafood products, especially fish and crustaceans.

The responsible and sustainable development of our activities in their biological, environmental, technological, economic, commercial and social aspects is an essential and firm commitment of the business culture of the Nueva Pescanova Group, for these activities are determined by an extractive or consumptive nature of fisheries, aquaculture, industry and distribution.

The development of the abovementioned activities is strongly determined by our corporate DNA, which reflects a commitment based on:

"We work to be the best food company, bringing the freshness of the sea to the consumer's table."

"We rely on our brand and innovation to fish, farm, select and process the best product wherever it may be."

"Our commitment to the sustainability of natural resources and of our partner communities, whose trust we build and maintain by acting ethically and creating value."

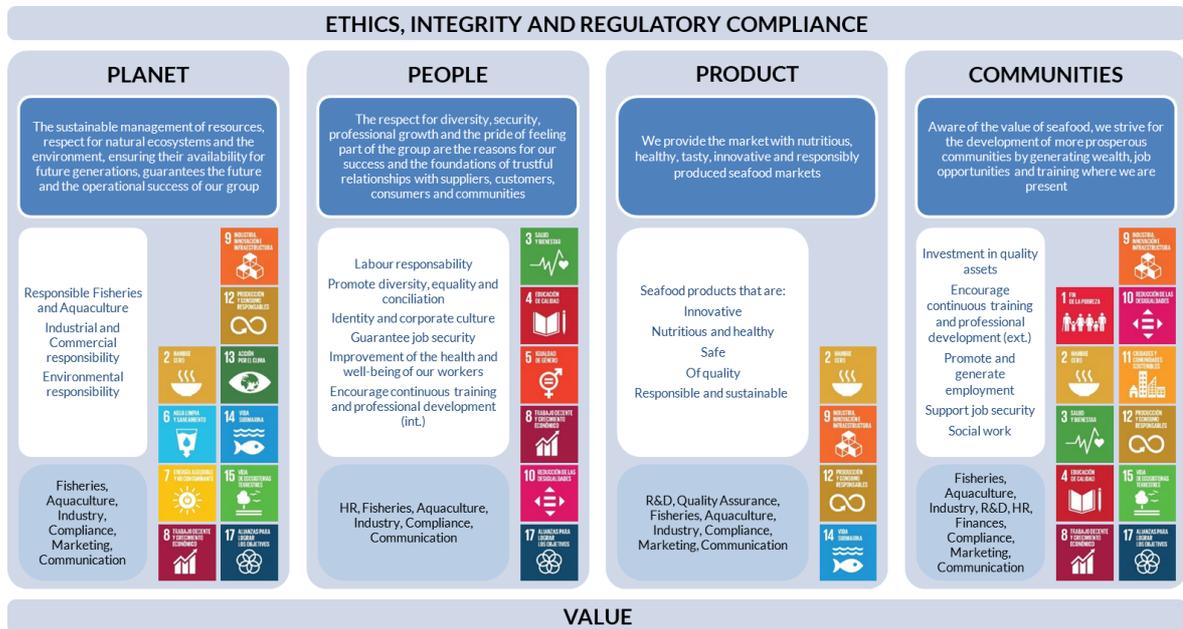
In this context, we see Corporate Social Responsibility (CSR) as paramount for the business strategy of the Group, supported by strict compliance of all legal requirements in every country and community we have a presence.

The guiding principles, or pillars, that define the Nueva Pescanova Group's CSR plan are the respect for the **Planet**, the personal and professional development of the **People** that make the Nueva Pescanova Group, the commitment to the markets through our **Products** and the contribution to the improvement of the quality of life of the **Communities** where we are present. In parallel, we guarantee the full adherence to principles of **business ethics, institutional integrity and regulatory compliance** as established, in addition to the respective legal systems of the countries where we operate, in "Our Code of Ethics" and in the remaining provisions of our Regulatory System of Corporate Governance and Compliance.

The Nueva Pescanova Group understands, and therefore assumes, its role in the social, economic and environmental parts of the sustainable development, whichever the influence revealed by its operations both at national and international level.

In this line, in 2018, the Nueva Pescanova Group designed its CSR plan and Sustainability strategy and initiated their implementation. The plan stems from our DNA, as defined in the 2016-2020 strategic plan "All in sync", is aligned with the **Sustainable Development Goals** (SDGs) of the 2030 Agenda of the United Nations (UN) in the form of CSR projects comprising each of the four guiding principles.

The commitment of the Nueva Pescanova Group to the development goals is part of our business development strategy, which is closely related to our vertical integration model that runs from source to markets, both in the fishing and in the aquaculture farming business areas.



The structure of the Nueva Pescanova Group's Corporate Social Responsibility strategic plan, with its four pillars (Planet, People, Product and Communities) embraced by Ethics, integrity and regulatory compliance and resulting in the generation of Value. Reference to the most representative UN Sustainable Development Goals in each CSR pillar.

In 2018, with the collaboration of the CSR ambassadors stationed in the countries where the Group operates, we conducted a thorough analysis of to what extent we find our CSR projects aligned with the SDGs and their targets, in the scope of the fishing, aquaculture farming, industrial or commercial activities, in each country.

The work described here is the result of that analysis and includes the inventory and details of the actions and projects that cover any of the four CSR pillars. We also discuss the projects' alignment with the 17 SDGs and 169 targets defined by the UN 2030 Agenda, to identify how the Nueva Pescanova Group is contributing, or can contribute, to meeting these targets.

2. Contribution of the Nueva Pescanova Group to the SDGs

In the analysis of the various actions and projects implemented across the different companies of the Group and the business areas over the years, of the CSR guiding principles and material aspects¹, and of the alignment with the SDGs and respective targets, we concluded that **there is an active contribution of the Nueva Pescanova Group to all the 17 SDGs.**

The alignment of each project developed by the Nueva Pescanova Group to the SDGs was defined from both the principles, using our four pillars: **Planet, People, Product and Communities**, and specific vision of the concrete actions implemented, which were identified and documented each of the four countries analysed.

Each CSR pillar is assisted by the material aspects embedded in the Nueva Pescanova Group's operational strategy, such as the environmental responsibility, the promotion of continuous training, the commitment to food safety and quality, or the promotion of social and development projects in the communities we interact with.

Similarly, the material aspects bring together the projects and actions that were implemented over time, either concluded or ongoing, in each business area and country analysed. Each action or project was documented and compared with the specific targets of each SDG, and ultimately aligned with them. The way the targets were met by each action or project, shows the contribution to the respective SDG.

The success of the alignment of the Nueva Pescanova Group strategy with the SDGs relies on what we learned from the assessment conducted, coordinated by the CSR Corporate Directorate and brought about by the CSR ambassadors in the countries where the group operates, and in particular by those from Ecuador, Guatemala, Nicaragua and Namibia, who have inventoried and documented the various actions and projects in the first semester of 2018.

The results shown ahead are based on the information collected in Ecuador, Guatemala, Nicaragua and Namibia, regarding 226 projects embedding our CSR principles and related to the 17 SDGs and their respective targets.

These four countries represent different business areas (fishing, aquaculture, processing) and very different social, economic and environmental contexts. Regardless, every activity developed in these four countries incorporate our CSR guiding principles, so that each country shows its contribution to all 17 SDGs, without exceptions, visible in the following summary table.

¹ See document 'Materiality analysis' of the Nueva Pescanova Group, 2018.

The Corporate Social Responsibility (CSR) projects implemented by the Nueva Pescanova Group, in four countries, and their contribution to the Sustainable Development Goals (SDGs) of the UN.

Country	CSR pillar	Nr. of Projects	Total SDGs
Ecuador	4	49	17
	Planet	15	9
	People	14	9
	Product	9	6
	Communities	11	10
Guatemala	3	47	17
	Planet	18	13
	People	22	9
	Communities	7	10
Namibia	4	70	17
	Planet	25	11
	People	21	8
	Product	8	5
	Communities	16	9
Nicaragua	4	60	17
	Planet	15	12
	People	32	10
	Product	5	4
	Communities	8	8
Total		226	17

The inventory of documented actions and projects per country is included in Annex I. There, one can see how each project is contributing to the specific target and the SDG that it relates to. Every documented project is further included in a database, that can be consulted but is not included in the current document.

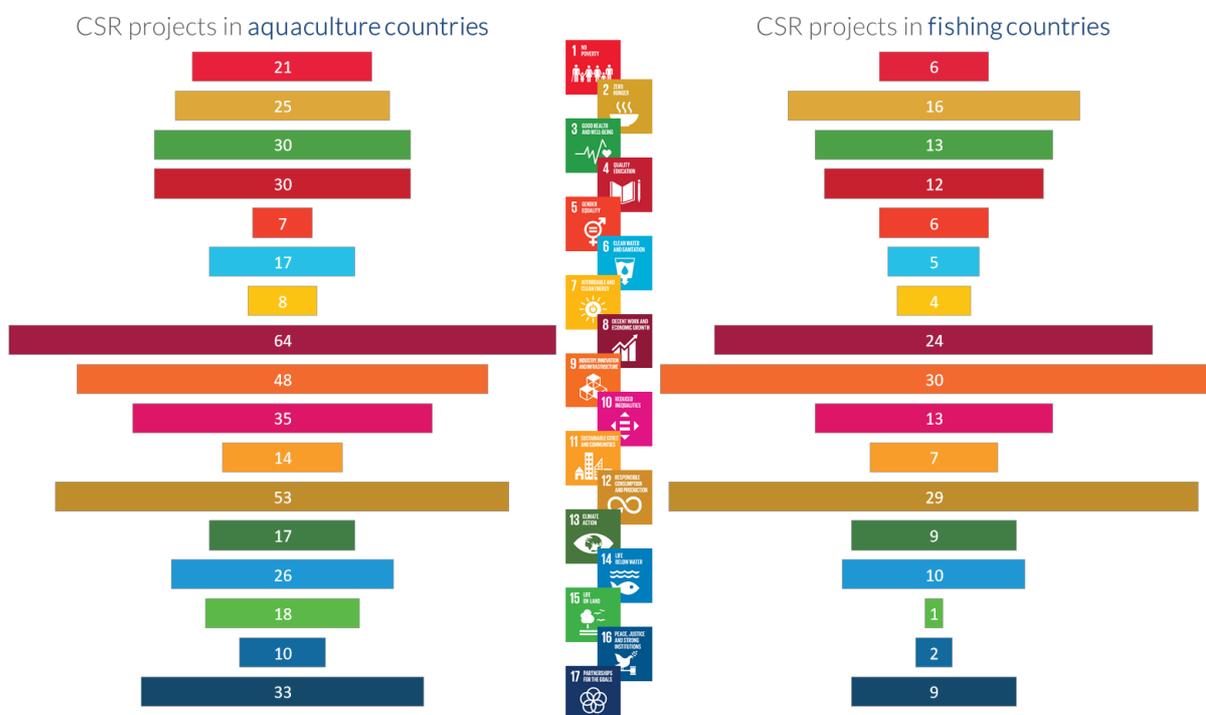
The analysis conducted delivered the global contribution to the sustainable objectives and the results of individual projects' contribution to each of the 17 SDGs and 169 targets.

The description of the contribution of the 226 CSR projects implemented by the Nueva Pescanova Group, in 4 countries, to the 17 Sustainable Development Goals of the UN.

<p>1 NO POVERTY</p> 	<p>We create sustainable employment and guarantee equality, and we reinforce professional skills that help generating higher income to families.</p>	<p>2 ZERO HUNGER</p> 	<p>We implement projects to favor the access of vulnerable groups to food and basic services, and to achieve a sustainable exploitation of resources, contributing to their long-term availability.</p>
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>We work in awareness and disease prevention campaigns; ensuring regular medical check-ups, psychological well-being programs, organized activities and healthy living habits for employees, and healthy products for the consumers.</p>	<p>4 QUALITY EDUCATION</p> 	<p>We engage in several training projects that range from ensuring basic education to programs aimed at completing high school, and scholarships to promote access to University studies.</p>
<p>5 GENDER EQUALITY</p> 	<p>We are committed to ensure equal opportunities in access to employment and training, and we promote equality in positions of responsibility.</p>	<p>6 CLEAN WATER AND SANITATION</p> 	<p>We invest in new technologies and more efficient equipment, which need less volume of water to operate, considerably reducing its consumption and environmental impact.</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>We implement energy efficiency improvement measures in plants and vessels, and work on feasibility projects for the use of renewable sources in aquaculture farms and hatcheries.</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Aware of the impact of the fishing industry, we are committed to promoting decent employment, ensuring job security and promoting the inclusion of all people.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>We work on the improvement of logistic processes, and invest in new technologies and more efficient equipment; favoring the rational and sustainable use of resources.</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>We conduct awareness campaigns and promote fair remuneration, with equal opportunities for workers, respecting the diversity, safety and professional growth of men and women.</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>We promote the improvement of slums towards sustainable human settlements; and we contribute to protect and safeguard the cultural and natural heritage.</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>We invest in the necessary means to achieve a more sustainable management of resources; reducing chemical and biological pollution, controlling emissions, and promoting the circular economy through waste valorisation.</p>
<p>13 CLIMATE ACTION</p> 	<p>We work on the use of renewable energy, the reduction of fossil fuels consumption and on energy savings, and implement reforestation projects; contributing to the mitigation of the effects of climate change.</p>	<p>14 LIFE BELOW WATER</p> 	<p>We work to promote the sustainable management of fisheries and aquaculture in the countries where we operate, protecting the marine resources to achieve their conservation.</p>
<p>15 LIFE ON LAND</p> 	<p>Our projects contribute to re-establishing and reducing the degradation of coastal and freshwater ecosystems and their associated biodiversity.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>We work on policies of regulatory compliance, ethical culture and CSR, promoting fairer and solid relationships in every country we operate in.</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>We promote the establishment of effective alliances with civil society, public administrations, academia and sectoral organizations.</p>	<p>SUSTAINABLE DEVELOPMENT GOALS 17 GOALS TO TRANSFORM OUR WORLD</p>	

The three SDGs to which the group is contributing with more projects, in the four countries analysed, are goal number **8 DECENT WORK AND ECONOMIC GROWTH** with 88 projects, goal **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** with 82 projects, and goal **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE** with 78 projects. A similar trend is found in the analysis per activity (fishing and aquaculture).

Regarding other SDGs, we can see that both the fishing and aquaculture activities contribute in a specific way by means of project implementation. The comparison finds activity-dependent scores for each SDOs (1, 6, 15, 16 and 17). Regardless, this should not be extrapolated for a general pattern, as it depends more on the data-collection method followed in each company than to the specific activity itself.



Relative contribution of the number of projects developed by Nueva Pescanova Group companies in the countries with aquaculture farming (Ecuador, Guatemala and Nicaragua) and fishing (Namibia) activities, including primary processing, to each of the Sustainable Development Objectives.

A project matrix showing detailed information about the projects' contribution to each specific target and SDG is included in Annex II. An inventory of projects by country is also presented, showing how the CSR pillars are represented and the specific targets addressed.

3. The methodology of the contribution analysis

The contribution of the Nueva Pescanova Group to the Sustainable Development is measured by the implementation of the CSR management plan and Sustainability strategy, through specific projects and actions in the countries analysed.

The result is obtained by fulfilling the established objectives for each [action and project implemented by country](#), as well as by [business area defined in other plans and focus areas](#); all of these are linked to the four CSR pillars: Planet, People, Product and Communities. In practice, the metric results from the implementation of projects/actions and responds to the targets proposed in each of the 17 SDGs of the UN 2030 agenda.

The methodology followed to analyse the contribution to the SDGs is based on internationally recognized methods and tools, such as the guidelines for integrating the SDGs into business strategies, like the *SDG Compass* or the *Business Reporting on the SDGs* series. These methods aim at large multinational companies and, typically, define phases for integrating the SDGs into their strategies. Generically, these can be summarised in an initial assessment of the SDGs and their targets, in the definition of priorities for the company (acknowledging its positive and negative impacts on its entire value chain), in setting its own objectives based on such identified priorities, aligning own objectives with the SDGs and with the evaluation and communication of the results.

Along these criteria, and in the mentioned four-country scope, the method applied for the first phases was as follows:

- The Nueva Pescanova Group's CSR strategic plan was defined based on four pillars (Planet, People, Product, Communities) aligned with the UN SDGs.
- The Nueva Pescanova Group designated CSR ambassadors for each country where the Group has activities, and the CSR strategic plan was communicated to the entire organization.
- The CSR Corporate Directorate and the CSR ambassadors in each country initiated an inventory and documentation phase for every actions/project, either completed or ongoing, with relation to the four principles of the CSR strategy.
- Project details were standardised by using an information sheet template. With it, we aimed at harmonising the type and detail of the data collected and make its analysis comparable. Project data collection is done continuously in the Nueva Pescanova Group's companies so that the information can be incorporated into the CSR strategic plan evaluation process and thereon to the contribution to the SDGs.
- We linked the inventoried projects to the material aspects associated with the CSR pillars and to the targets of each SDG:
 - Assigning the projects to materiality criterion according to the applicable CSR pillar.
 - Identifying the SDGs to which the project contributes to.

- Identifying the specify SDG target(s) the project contributes to.
- Describing why and how each target and goal is supported by the specific project.
- A project information database is since kept updated.
- Evaluations and results can be obtained at any given moment about the contribution of the Nueva Pescanova Group to the SDGs and to medium-term compliance objectives.
- Relevant results obtained from a performance analysis were integrated into the Group's CSR strategic plan.
- A communication tool based on transparency to the stakeholders was designed and implemented.

In a following phase, we will establish specific medium-term objectives for the contribution to the SDGs and identify the corresponding performance indicators. This will help quantifying the contribution of the Group to the SDG targets and quantitatively evaluate the success of our Sustainability Strategy, which, in turn, should be aligned with the Strategic and Operational Plan.

4. Communicating the contribution of the Nueva Pescanova Group to the SDGs.

The transparency towards the stakeholders, represented by public administrations, academy, suppliers, customers, consumers, civil society organizations, and the companies' workforce, is key to the implementation of the Nueva Pescanova Group's CSR strategic plan and its Sustainability Strategy, and as consequence to everyone with whom we share our daily work.

Communicating our contribution to the sustainable development opens a permanent and bidirectional dialogue with our stakeholders, and that way we can share the results of the joint effort put into actions and projects that we promote in the various countries we are creating shared value.

This document is therefore a commitment and a fundamental contribution to the transparency of the responsible operations the Nueva Pescanova Group has in fishing, aquaculture farming, food processing and commerce. It further characterises our work along a wide value chain and will help us acknowledging and managing our performance over time.

The Nueva Pescanova Group's companies work in fishing and seafood primary processing – in Argentina, Uruguay, Peru, Namibia, Mozambique, Angola, South Africa and Ireland, in aquaculture farming – in Ecuador, Nicaragua, Guatemala and Spain, in the seafood processing – in Spain and France, and in the seafood products commerce – in Spain, France, Italy, Portugal, Greece and United States. The current analysis is an opportunity to show the efforts made, globally and on a country basis, in contributing to the UN 2030 Agenda on Sustainable Development.

ANNEX I: Projects Inventory

CSR Projects - Contribution to the UN Sustainable Development Objectives

CSR	Count	Pillar	Category	#	Project name	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18								
PEOPLE ECUADOR	PEOPLE	ECUADOR	PEOPLE	PE.1	HR development in PROMARISCO	PE.1.1	Maintenance and replacement of equipment																								
				PE.2	Occupational health and safety	PE.2.1	Reduction of the accident rate and improvement of safety conditions																								
				PE.3	Equality and diversity	PE.3.1	Inclusive labour for disadvantaged groups	1.4																							
				PE.4	Labour responsibility and certification	PE.4.1	Labour agreements (legal contracts, fair and decent work)	1.4																							
							PE.4.2	Freedom of association, collective bargaining and the formation of trade unions																							
							PE.4.3	Identity and corporate culture - awareness and induction of the ethical code																							
							PE.4.4	Workers' accommodation																							
							PE.4.5	Labour certification in Social Responsibility practices																							
							PR.1.1	Reduction of salt level in frozen product per brine line																							
							PR.1.2	Promoting the use of freezing format in plastic cardboard boxes (Flexi Project)																							
							PR.1.3	Promotion of automatic drying in primary packaging prior to shrink wrapping with plastic film																							
							PR.1.4	Optimization of the palletization and cubic capacity by improving secondary packaging measurements																							
							PR.1.5	Generating a new scheme in the training of sensory tests																							
				PRODUCT	PRODUCT	PRODUCT	PRODUCT	PR.2.1	IS Quality and Food Safety certification																						
								PR.2.2	Global GAP certification																						
PR.2.3	BAP certification																														
PR.2.4	Organic shrimp farming certification (qual.)																														
COMMUNITIES	COMMUNITIES	COMMUNITIES	COMMUNITIES	CO.1	Promoting history, culture and products of Ecuador	CO.1.1	Participation in the National Chamber of Aquaculture (NCA)																								
				CO.1.2	Founding member of the Sustainable Shrimp Partnership (SSP)																										
				CO.1.3	Founding member of the competitive improvement plan																										
				CO.2	New skills and knowledge transfer	CO.2.1	Promotion and generation of youth employment																								
			CO.2.2	Pre-professional internships																											
			CO.2.3	Strategic partnerships with the community for recruitment processes																											
			CO.2.4	Analysis of labour force with the Ministry of Labour and the National Chamber of Aquaculture																											
			CO.3	Support to the development of Social Work																											
			CO.3.1	Support to the development of Social Work																											
			CO.3.2	Improving health and well-being in communities																											
			CO.3.3	Improving health and well-being in communities																											
			CO.3.4	Disaster Relief in Ecuador - April 2016's Earthquake																											

CSR Projects - Contribution to the UN Sustainable Development Objectives

Count	Pillar	CSR Category	#	Project name	1 Energy	2 Eco	3 Health	4 Quality	5 Skills	6 Gender	7 Climate	8 Innovation	9 Inclusion	10 Digital	11 Community	12 Economy	13 Env	14 Water	15 Soc	16 Life	17 Planet		
PLANET	PL1	Reduction of energy consumption and emissions	PL1.1	Water consumption reduction in processing plant		2.4					5.4	7.3		9.4		12.2	13.3						
			PL1.2	Energy consumption reduction in processing plant											9.4		12.2	13.3					
			PL1.4	Reduction of the use of chemical products in the processing plant				3.9							9.4		12.4	13.3					
	PL2	Aquaculture production efficiency and certification plan	PL2.1	IFS certification		2.4						6.3			9.4		12.2-12.6	13.2-13.7					
			PL2.3	Organic Shrimp CoC certification		2.4									9.4		12.2-12.6	13.2-13.7					
			PL2.4	CoC MSC certification		2.4									9.4		12.2-12.6	13.2-13.7					
			PL2.5	Fertilizer reduction system during preparation of farm ponds		2.4									9.4		12.4	13.2					
			PL2.6	Reduction of water consumption in production ponds											9.4		12.4	13.2					
	PL3	Environmental management	PL3.1	Organic Waste Management Programme								6.3		8.2		11.6	12.4-12.5	13.2					
			PL3.2	Non-hazardous Waste Management Programme								6.3		8.4		12.4	13.1						
			PL3.3	Process wastewater recycling programme								6.6				11.4	12.2-12.6	13.1					
			PL3.4	Mangrove reforestation programme in estuaries								6.6				11.4	12.2-12.6	13.1					
			PL3.5	Iguala conservation programme								6.6				11.4	12.2-12.6	13.1					
			PL3.6	Olivierley sea turtle conservation programme								6.6				11.4	12.2-12.6	13.1					
			PL3.7	Mahogany and cedar trees reforestation programme								6.6				11.4	12.2-12.6	13.1					
			PL3.8	Native plants nursery programme in Xan								6.6				11.4	12.2-12.6	13.1					
	PEOPLE	PE1	HR development in NOVAGUATEMALA	PE1.1	Effective and Assertive Communication Training Programme																		
PE1.2				Pest and Rodent Control Training Programme																			
PE1.3				Safe Use of Chemical Products Training Programme				3.3															
PE1.4				HACCP and Food Safety Training Programme				3.9															
PE1.5				Fire Extinction Usage Training Programme		2.4																	
PE1.6				Microbiological Analysis Training Programme																			
PE1.7				First Aid Training Programme																			
PE1.8				Team Work Training Programme																			
PE2		Collective pride and group identity in NOVAGUATEMALA	PE2.1	Traceability Training Programme		2.4																	
			PE2.2	ABACO programme: career and professional development (NOVAGUATEMALA)																			
			PE2.3	Donation of basic necessities to collaborators during the low production season		1.3																	
			PE2.4	Vegetables donation to NOVAGUATEMALA collaborators		1.3	2.1																
			PE2.5	Christmas food donation to NOVAGUATEMALA employees		1.3	2.1																
			PE2.6	Christmas celebration for employees' children and relatives		1.3																	
			PE2.7	Vaccination against Hepatitis B																			
			PE2.8	Pap smears for female workers																			
			PE2.9	Occupational Health and Safety Training Programme																			
PE3	Occupational health and safety	PE3.1	Disaster emergency drill																				
		PE3.2	Equal promotion in positions of responsibility																				
		PE3.3	SMETA Certification of Labour and Social Responsibility																				
		PE3.4	Legal contracts, fair and decent work																				
		PE3.5	Cleaning of sidewalks in Chaperico's town center																				
COMMUNITIES	Social work	CO1.1	Elimination of clandestine garbage dumping sites																				
		CO1.2	Popular consultation about Belize Guatemala Territorial Dispute																				
		CO1.3	Food donation to low-income families in Chaperico																				
		CO1.4	Food donation to low-income families in Chaperico																				
		CO1.5	Installation of a sluice gate in the river in Chaperico - Xan																				
		CO1.6	Installation of a sluice gate in the river in Chaperico - Xan																				
		CO1.7	Support and investment programme to CEPAC School																				

CSR Projects - Contribution to the UN Sustainable Development Objectives

Count	Plan	Category	#	Project name	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17							
PLANET	Reduction of energy consumption and emissions	PL1	PL1.1	Reduction of water consumption in Processing Plant							6.4					7.3												
			PL1.2	Reduction of electricity consumption in Processing Plant									7.3															
			PL1.3	Replacement of fluorescent by a LED-based lighting system in the Processing Plant																								
	Aquaculture production efficiency and certification plan	PL2	PL2.1	Replacing the water heating system from diesel to solar energy at the Miramar Hatchery																								
			PL2.2	Feasibility study of solar energy use in farms																								
			PL2.3	Investment for the operation of open flow pumping system																								
			PL2.4	Global GAP certification																								
	Environmental Management	PL3	PL3.1	BMP certification																								
			PL3.2	AC certification project																								
			PL3.3	Proper disposal of organic shrimp waste																								
			PL3.4	Non-hazardous Waste Management Programme																								
			PL3.5	Hazardous Waste Management Programme																								
	HR development in CAMANCA	PE1	PE1.1	Manpower restoration program in the Delta del Estero Real Natural Reserve																								
			PE1.2	Manpower programme for secondary parenthood																								
			PE1.3	Technical training program for labor performance, attendance and maintenance through NATEC																								
			PE1.4	Technical training program for new staff temporary staff with emphasis on Quality Control, Safety																								
			PE1.5	Technical training program: HACCP, Food Biosecurity, Critical Points																								
PE1.6			Program of updating and constant renewal of Boiler Licenses and ISO																									
PE1.7			Training of labour and administrative variables																									
PE1.8			ABACO programme: career and professional development (CAMANCA)																									
PE1.9			Annual devolution of the company and employees to Foundations of People with Disabilities																									
PE1.10			Annual competition for the elaboration of a mural on issues of risk prevention, hygiene and safety																									
Collective pride and group identity in CAMANCA	PE2	PE2.1	Solidarity and sponsorship program for collaborators																									
		PE2.2	Financial aid for the death of a relative: condolences message in the CAMANCA Group																									
		PE2.3	Group congratulations during birthdays, activities and sphenisers																									
		PE2.4	Sports programs in various disciplines: trophies, collection																									
		PE2.5	Reduction of the accident rate and improvement of safety conditions																									
		PE2.6	Immediate medical assistance program through the Medical Clinic																									
		PE2.7	Annual health check-up programme at Prevention of Labour Risks																									
		PE2.8	Internal fumigation brigades: facilities fumigation plan																									
		PE2.9	Medical talks about care, prevention of diseases and strengthening of health																									
		PE2.10	Vaccination programmes in coordination with the Ministry of Health																									
Occupational health and safety	PE3	PE3.1	Voluntary blood donation: cooperation with the Red Cross																									
		PE3.2	Ophthalmic consultations and eyeglass dispensing																									
		PE3.3	Women in responsibility positions																									
		PE3.4	Workers with disabilities in technical and professional performance activities																									
		PE3.5	Maternity counseling for female workers																									
		PE3.6	Freedom of association																									
		PE3.7	Legal contracts, fair and decent work																									
		PE3.8	Labour agreements: benefit policy																									
		PE3.9	Corporate values program																									
		PE3.10	Compliance with labour social responsibility practices: certification and activities																									
Equality and diversity	PE4	PE4.1	Accommodation and general conditions for employees																									
		PE4.2	Effective harvesting management and logistics in coordination with the Processing Plant																									
		PE4.3	Standarization of working days in the production line Monday to Friday																									
		PE4.4	Flexi Project: product quality improvement and container and packaging waste reduction																									
		PE4.5	Alive Shrimp harvest Project: Product freshness and market differentiation																									
		PE4.6	IFS Quality and Food Safety certification																									
		PE4.7	Global GAP certification																									
		PE4.8	Awareness raising in school communities - Environment and resources conservation																									
		PE4.9	Environmental protection of natural areas																									
		PE4.10	Regional and national events to promote socio-environmental awareness																									
Labour responsibility and certification	PE5	PE5.1	Women's sewing groups in CAMANCA																									
		PE5.2	Voluntary programme "A cool for my country"																									
		PE5.3	Collaboration with the Association of Parents of Children with Disabilities "Los Pipilos"																									
		PE5.4	Partnership for training of technical skills in shrimp cooperatives																									
		PE5.5	CAMANCA Environmental Education Programme (PEAC)																									
		PE5.6	Partnership for training of technical skills in shrimp cooperatives																									
		PE5.7	Partnership for training of technical skills in shrimp cooperatives																									
		PE5.8	Partnership for training of technical skills in shrimp cooperatives																									
		PE5.9	Partnership for training of technical skills in shrimp cooperatives																									
		PE5.10	Partnership for training of technical skills in shrimp cooperatives																									
Improving product quality	PR1	PR1.1	Effective harvesting management and logistics in coordination with the Processing Plant																									
		PR1.2	Standarization of working days in the production line Monday to Friday																									
		PR1.3	Flexi Project: product quality improvement and container and packaging waste reduction																									
		PR1.4	Alive Shrimp harvest Project: Product freshness and market differentiation																									
		PR1.5	IFS Quality and Food Safety certification																									
		PR1.6	Global GAP certification																									
		PR1.7	Awareness raising in school communities - Environment and resources conservation																									
		PR1.8	Environmental protection of natural areas																									
		PR1.9	Regional and national events to promote socio-environmental awareness																									
		PR1.10	Partnership for training of technical skills in shrimp cooperatives																									
Certification in Run	PR2	PR2.1	Global GAP certification																									
		PR2.2	Awareness raising in school communities - Environment and resources conservation																									
		PR2.3	Environmental protection of natural areas																									
		PR2.4	Regional and national events to promote socio-environmental awareness																									
		PR2.5	Partnership for training of technical skills in shrimp cooperatives																									
		PR2.6	Partnership for training of technical skills in shrimp cooperatives																									
		PR2.7	Partnership for training of technical skills in shrimp cooperatives																									
		PR2.8	Partnership for training of technical skills in shrimp cooperatives																									

CSR Projects - Contribution to the UN Sustainable Development Objectives

Count	Pillar	Category	Project name	#	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17							
	PLANET	Reduction of energy consumption and emissions	PL1.1 Lightweight nets																									
			PL1.2 Improving trawl doors design																									
			PL1.3 Change of lighting to LED-based systems on vessels																									
			PL1.4 Change of fleet's water pollution system to osmosis																									
			PL1.5 Fuel consumption efficiency in new vessels																									
			PL1.6 Net drums new designs																									
	PLANET	Fishing efficiency and certification plan	PL2.1 Trawl net sensors																									
			PL2.2 Trawl net sensors																									
			PL2.3 Improved fishing certification programme 'Pescanova Blue'																									
			PL2.4 Resposable fishing certification programme 'Pescanova Blue'																									
			PL2.5 Sea bed friendly design for new nets																									
			PL2.6 Trawl lines (bird scaring lines) to avoid seabird bycatch while fishing																									
	PLANET	Environmental management (FISH)	PL3.1 Change from flake ice to liquid ice																									
			PL3.2 Waste management programme for the fleet																									
			PL3.3 Environmental management in new vessels																									
			PL3.4 ITC programme to reduce electricity consumption of freezing compressors in WVI and Lideritz																									
			PL3.5 Optimizing energy consumption of freezers in Walvis Bay (time and temperature)																									
			PL3.6 Progressive replacement of lighting to LED-based systems in Lideritz and Walvis Bay																									
	PLANET	Reduction of industrial freshwater consumption	PL4.1 Change from fresh water for cleaning and pre-cooling, ensuring quality of the intake and discharge of water																									
			PL4.2 Reduce water consumption for the glazing process																									
			PL4.3 Environmental Management System ISO 14001 certification in Lideritz and Walvis Bay																									
			PL4.4 Reduction and optimisation of the use of plastic gloves by production people																									
			PL4.5 Conversion of fish organic waste in fishmeal in Lideritz																									
			PL4.6 Conversion of fish organic waste in fishmeal in Walvis Bay																									
	PLANET	Environmental management (INDUST)	PL5.1 Waste Management Plan implementation programme																									
			PL5.2 Clean up Namibia Campaign - National cleaning day																									
			PL5.3 Empowerment programme																									
			PL5.4 Programme to improve qualification up to grade 12																									
			PL5.5 Bursary programme for MDP and KSC for professional staff																									
			PL5.6 Training programme for MDP and KSC for administration people																									
	PEOPLE	HR development in NOVAMM	PE1.1 Training programme for MDP and KSC for administration people																									
			PE1.2 ARACO programme career and professional development (NOVAMM)																									
			PE1.3 Promoting team building and healthy habits - football and netball teams																									
			PE1.4 Promoting competitiveness and healthy habits - dart and snook fishing day																									
			PE1.5 Long service time award																									
			PE1.6 Fun day programme in Lideritz and Walvis Bay																									
	PEOPLE	Collective pride and group identity in NOVAMM	PE2.1 Health and safety on board programme																									
			PE2.2 Health and safety programme in Lideritz and Walvis Bay plants (P017)																									
			PE2.3 Health and safety programme in Lideritz and Walvis Bay plants (P018)																									
			PE2.4 Fire fighting programme in Lideritz and Walvis Bay plants																									
			PE2.5 Annual health inspection programme																									
			PE2.6 Health awareness in collaboration with the Ministry of Health and Social Services																									
	PEOPLE	Equality and diversity	PE3.1 Female employees on professional positions on board																									
			PE3.2 Female employees on professional positions in plants and administration																									
			PE3.3 Legal contracts and fair and decent work																									
			PE3.4 Use of liquid ice produced on board of the vessels instead of solid ice																									
			PE3.5 Produce filllets from pett HG																									
			PE3.6 Produce bake pieces instead of pin or fish block																									
	PRODUCT	Labour responsibility	PR1.1 Maximising production of prime cuts																									
			PR1.2 Optimising yield from landed fish to finished products																									
			PR1.3 Reducing over-weight of finished products																									
			PR1.4 Improve container weight loading																									
			PR1.5 Contribute with fish donations to local communities in Lideritz and Walvis Bay																									
			PR1.6 Contribute with fish donations to the Namibian veterans																									
	PRODUCT	Value-added product programme	PR2.1 Supporting activities to promote increase of fish consumption																									
			PR2.2 Collaboration with Namibia Fish Consumption Promotion Trust																									
			PR2.3 Contribute to the food Namibia COMEX																									
			PR2.4 NOVAMM Monthly Medal Golf Competition																									
			PR2.5 Local for sale																									
			PR2.6 Publishing the book 'Lideritz: A Journey through time'																									
	COMMUNITIES	Contribute to increase fish consumption in Namibia	CO1.1 Running the medical study about Namibian Hake and flat fish in Spain, and publishing it																									
			CO1.2 School visits to NOVAMM facilities																									
			CO1.3 Participate in the Oshana Annual Trade Fair																									
			CO1.4 Memorizing																									
			CO1.5 Contribution to the economic development of Lideritz																									
			CO1.6 Hosting programme in Lideritz																									
	COMMUNITIES	Promoting history, culture and products of Namibia	CO2.1 Investment in local infrastructures																									
			CO2.2 New skills and knowledge transfer																									
			CO2.3 Investment in quality assets and infrastructures																									
			CO2.4																									
			CO2.5																									
			CO2.6																									

ANNEX II: Contribution of the Nueva Pescanova Group to each SDG and its targets

 <p>1 NO POVERTY</p>	<p>Promotion of inclusive economic growth through the generation of sustainable employment and the promotion of equality</p> <p>Secure social protection systems</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable</p> <p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p> <p>1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions.</p>
<p>Explanation and reference to projects</p>	<p>The commitment to the development of the communities around the Nueva Pescanova Group activities is based on the creation of sustainable employment that generates equality. The Nueva Pescanova Group develops projects to reinforce professional skills that help families have generate more income, going beyond the established contractual relationships. Likewise, collaboration is established in the improvement of basic services for the communities and the design of inclusive development projects.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Inclusive labour for disadvantaged groups (Ecuador) • Support to Foundations of Social Work (Ecuador) • Promotion and generation of youth employment (Ecuador) • Donation of basic necessities to collaborators during the low production season (Guatemala) • Voluntary programme “A roof for my country” (Nicaragua) • Contribution to the economic development in Lüderitz (Namibia) • Housing programme in Lüderitz (Namibia)

 <p>2 ZERO HUNGER</p>	<p>The food and agriculture sector offers key solutions for development, and is central for hunger and poverty eradication</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.</p> <p>2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.</p>
<p>Explanation and reference to projects</p>	<p>Conscious and committed to the development of the communities around our activities, we have designed and implemented projects to favour the most vulnerable groups in accessing to food and basic services, through the donation of food. Other projects are dedicated to achieving a more sustainable exploitation of resources, contributing to their long-term availability, and to the recovery and conservation of associated ecosystems to improve their resilience and productivity.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Mangrove reforestation program around PROMARISCO farming area (Ecuador) • Donation of basic necessities to collaborators during the low production season (Guatemala) • IFS Quality and Food Safety Certification (Nicaragua) • Fish donations to local communities in Lüderitz and Walvis Bay (Namibia) • Sustainable fishing certification programme Pescanova Blue/FAO/BV (Namibia)

	<p>Ensure healthy lives and promote well-being for all at all ages</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.</p> <p>3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.</p> <p>3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.</p> <p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p>3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.</p> <p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.</p> <p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p> <p>3.D Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.</p>
<p>Explanation and reference to projects</p>	<p>Companies should ensure good physical and mental health of their employees, as it directly affects productivity, and indirectly increases their commitment to the company, derived from the investment in their well-being. For that, we actively work in addressing this issue from different perspectives: through awareness and educational campaigns, and disease prevention; ensuring regular medical check-ups; launching psychological wellness programs and promoting healthy lifestyle habits through campaigns and other activities organized for the employees.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Improving health and well-being in communities (Ecuador) • Health and Safety at Work Programmes (in every country) • Maternity counselling for female workers (Nicaragua) • Health awareness campaigns in collaboration with the Ministry of Health and Social Services (Namibia)

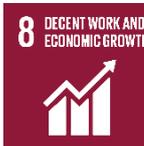
	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and Goal-4 effective learning outcomes.</p> <p>4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and preprimary education so that they are ready for primary education.</p> <p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p> <p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</p> <p>4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.</p> <p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.</p> <p>4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, nonviolent, inclusive and effective learning environments for all.</p> <p>4.B By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries.</p> <p>4.C By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states.</p>
<p>Explanation and reference to projects</p>	<p>Inclusive and equitable education is essential to ensure sustainable development as it promotes a sound development of all people and improve their chances of access to employment and promotion in their jobs. It also creates environmental awareness, and inclusive and peaceful communities. We are aware of the benefits of investing in the education of communities and employees and therefore we have launched projects to help guaranteeing basic, primary and secondary education, based on the identified of needs in the communities where we operate. We further contribute to the training of our employees by reinforcing their technical skills helping on their professional development and improving their employability. In parallel, we have launched scholarship programs to facilitate the access to university studies.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Literacy and basic education programme for the operational staff (Ecuador) • Effective and Assertive Communication Training Programme (Guatemala)

- Technical training program for field personnel: Aquaculture and Maintenance through INATEC (Nicaragua)
- Programme to improve qualification up to grade 12 (Namibia)
- Bursary programme for MDP and MSc studies for professional staff (Namibia)
- ABACO programme - career and professional development (transversal to all countries)

<p>5 GENDER EQUALITY</p> 	<p>Promote equality for women and girls in accessing to education, medical care, decent work, and representation in political and economic decision-making processes</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p> <p>5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.</p>
<p>Explanation and reference to projects</p>	<p>Promoting equal access of women and girls to education and employment, favours sustainable and inclusive economies, benefiting companies and society at large. We work in this aspect through projects aimed at ensuring equal opportunities to employment and promoting the presence of women in responsibility positions. Likewise, through training projects and scholarship programs, we ensure a parity distribution of the beneficiaries.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Promotion of gender equality (Ecuador) • Equal promotion in positions of responsibility (Guatemala) • Women in responsibility positions: Directors, Heads of Farms, and Security, Plant of Processes and Laboratories Supervisors (Nicaragua) • Female employees on professional positions on board (Namibia)

	<p>Ensure water availability and its sustainable management and sanitation for all</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p> <p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.</p>
<p>Explanation and reference to projects</p>	<p>The fishing and aquaculture industry have a potential impact on the use of water, requiring significant amounts of this resource for the cultivation and processing of fish. We are committed to an efficient and sustainable use of water to ensure its availability in the future, and we invest in the development of new technologies and in the acquisition of more efficient machinery (using less water to operate, both in plants and vessels) that significantly reduce our consumption levels. Considering wastewater treatment is as important as the consumption reduction, we work to reduce water pollution by aquaculture farms and processing plants.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Meeting the water consumption saving target (Ecuador) • Fertilizer reduction system during preparation of farm ponds (Guatemala) • Reduction of water consumption in production ponds (Guatemala) • Mangrove reforestation program in the Delta del Estero Real Natural Reserve (Nicaragua) • Change from fresh to seawater for cleaning and processing, ensuring quality of the intake and discharge of water in Lüderitz and Walvis Bay (Namibia)

<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3 By 2030, double the global rate of improvement in energy efficiency.</p>
<p>Explanation and reference to projects</p>	<p>We are implementing energy management strategies, such as replacing systems (machinery, lighting) for more efficient ones, both in processing plants and vessels, reducing electricity consumption, which also means significant economic savings. WE are also studying the feasibility of adopting energy supply from renewable sources, from processing plants to aquaculture farms and hatcheries.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Energy saving by changing fluorescent lamps to LED-based systems (transversal to all countries) • Energy consumption reduction in processing plant (Guatemala) • Feasibility study of solar energy use in farms (Nicaragua) • Replacing the water heating system from diesel to solar energy at the Miramar laboratory (Nicaragua) • Change of lighting to LED-based systems on vessels (Namibia)

 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote inclusive and sustainable economic growth, employment and decent work for all</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.</p> <p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p> <p>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>
<p>Explanation and reference to projects</p>	<p>The private sector has a determining role in contributing to this objective, considering that it is the key actor in the promotion of decent, inclusive and sustainable employment, essential to achieve fair and prosperous societies. This also contributes to the establishment of companies and improves its performance.</p> <p>Through our activity and projects, we have a direct impact on several targets of this SDG, thus being committed to impact positively the communities where we have established our facilities. For that, we always work minding equality regarding gender, age, race or condition, in training of people to improvement their abilities. Professional careers development is promoted, and this contributes to improve their employability.</p> <p>Initiatives and programs are developed to ensure that working conditions and contractual relationships are always fair and compliant of regulations, avoiding abusive practices. Work is intensively focused on improving work spaces and ensuring that they are safe to prevent any occupational risk to which employees may be exposed.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Labour certification in Social Responsibility practices (Ecuador) • SMETA Certification of Labour and Social Responsibility (Guatemala) • Reduction of the accident rate and improvement of safety conditions (Nicaragua) • Technical training program for field personnel: Aquaculture and Maintenance through INATEC (Nicaragua)

- ABACO programme - career and professional development (transversal to all countries)

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Investments in infrastructure and innovation to achieve sustainable development, empower the societies of many countries, promote greater social stability and achieve cities more resistant to climate change</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p> <p>9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.</p> <p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.</p>
<p>Explanation and reference to projects</p>	<p>We contribute by investing in new technologies and more efficient equipment, favouring the rational and sustainable use of resources; by adopting new industrial processes and logistics that are less polluting and logistically improved to be more effective and efficient.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Optimization of palletization and cubic capacity by improving secondary packaging measurements (Ecuador) • Non-Hazardous Waste Management Programme (Guatemala) • Effective harvesting management and logistics in coordination with the Processing Plant (Nicaragua) • Conversion of fish organic waste in fishmeal in Walvis Bay and Lüderitz (Namibia)

	<p>Reduction of inequality by addressing the needs of disadvantaged populations and promoting access to health services, education and other productive assets</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>
<p>Explanation and reference to projects</p>	<p>Aware of the right of all people to have a decent work and free from discrimination regardless of their condition, in our activity we favour labour inclusion of vulnerable people and guaranteeing and promoting the integration and social participation of people with disabilities. We promote awareness campaigns and a fair treatment in remuneration, without discrimination and with equal opportunities for workers, respecting the diversity, safety and professional growth of men and women.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Labour inclusion of disadvantaged groups (Ecuador) • Support and investment programme to CEPAC School (Guatemala) • Legal contracts and fair and decent work (Nicaragua) • Housing programme in Lüderitz (Namibia)

	<p>Improve urban planning and management to achieve more inclusive, safe, resilient and sustainable spaces. Guarantee access to basic services, energy, housing, transportation and more facilities for all</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.</p> <p>11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.</p> <p>11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.</p> <p>11.5 By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations.</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.</p> <p>11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.</p>
<p>Explanation and reference to projects</p>	<p>The improvement of the social and environmental conditions of the settlements where we operate, as well as the health and safety of our workers, is a key aspect in the projects we develop, contributing to ensure the access for all people to housing and basic, safe and affordable services. We promote the improvement of slums towards sustainable human settlements; and we contribute to protect and safeguard the cultural and natural heritage, among others.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Shrimp farm waste management (Ecuador) • Disaster Relief in Ecuador – April 2016’s Earthquake (Ecuador) • Improving health and well-being in communities (Ecuador) • Elimination of clandestine garbage dumping sites (Guatemala) • Plant nursery programme for soil recovery partnership (Nicaragua) • Investment in local infrastructures (Namibia)

<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Generate economic activities that promote the efficient use of resources and energy, reduce environmental degradation and pollution and at the same time achieve a better quality of life</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources. 12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. 12.A Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production.</p>
<p>Explanation and reference to projects</p>	<p>Production efficiency in economic activities comes from generating a greater productivity with the smallest exploitation of resources, reducing the environmental degradation and pollution and simultaneously achieving better quality of life. It is also necessary to adopt a holistic approach and achieve cooperation among all agents in supply chains, from producer to final consumer. Aware of the above, we invest in the necessary means to sustainably and efficiently manage resources (through a certification system of production processes for continuous improvement and the use of technological improvements); similarly, we improve the efficiency of waste management, reducing chemical and biological pollution, controlling atmospheric emissions and wastewater, promoting circular economy practices through waste valorisation. We contribute to achieve a more sustainable production throughout the life cycle of the product and reduce environmental impacts.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • BAP Certification (<i>Best Aquaculture Practices</i>) (Ecuador) • IFS Quality and Food Safety Certification (<i>International Featured Standards - Food</i>) (Guatemala) • Organic Shrimp CoC Certification (Guatemala) • Fenix Project: product quality improvement and packaging waste reduction (Nicaragua) • Optimise yield from landed fish to finished products (Namibia)

 <p>13 CLIMATE ACTION</p>	<h2>Take urgent action to combat climate change and its impacts</h2>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p> <p>13.A Implement the commitment undertaken by developed-country parties to the United Nations Framework Convention on Climate Change to a goal of mobilizing jointly \$100 billion annually by 2020 from all sources to address the needs of developing countries in the context of meaningful mitigation actions and transparency on implementation and fully operationalize the Green Climate Fund through its capitalization as soon as possible.</p>
<p>Explanation and reference to projects</p>	<p>Climate change affects all countries on every continent, producing a negative impact on the economy, quality of life and communities. We are aware that adverse effects tend to increase in the future, and that the poorest and most vulnerable people will be the most affected, therefore we join international commitments in terms of climate change mitigation and promote awareness to face it. We work on the use of renewable energies, the reduction of fossil fuel consumption and energy savings, we carry out reforestation campaigns and we work on reducing greenhouse gas emissions to the atmosphere; contributing to the mitigation of the effects of the climate change.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Changing electricity supplier: from fossil fuels to renewable energy (Ecuador) • Mahogany and cedar trees reforestation programme (Guatemala) • Reduction of the electricity consumption in Processing Plant (Nicaragua) • Replacement of fluorescent by a LED-based lighting system in the Processing Plant (Nicaragua) • Optimizing energy consumption of freezers in Walvis Bay (time and temperature) (Namibia)

	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.</p> <p>14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p> <p>14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.</p> <p>14.7 By 2030, increase the economic benefits to Small Island developing States and least developed countries from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism.</p>
<p>Explanation and reference to projects</p>	<p>Being aware of the impact that fishing and aquaculture activities generate in the environment, we see that it is essential to adopt sustainable fishing and aquaculture practices and scientifically-based management plans aimed at restoring fish populations and ecosystems. We work on contributing to the conservation of the fishing resource, at levels that could produce the maximum sustainable yield according to its biological characteristics. Thus, we work to promote the sustainable management of fisheries and aquaculture in the countries where we operate, protecting marine resources to achieve their conservation, applying and respecting principles of international law reflected in the United Nations Convention on the Rights of the Sea, the principles of responsible fishing and aquaculture by FAO, and the regulatory frameworks applicable in the countries where we operate.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Compliance with the Environmental Management Plan of the packing plant (Ecuador) • CoC MSC (<i>Marine Stewardship Council</i>) Certification (Guatemala) • Olive ridley sea turtle conservation programme (Guatemala) • Mangrove reforestation program in the Delta del Estero Real Natural Reserve (Nicaragua) • Tori lines (bird scaring lines) to avoid seabird bycatch while fishing (Namibia)

	<p>Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>
<p>Explanation and reference to projects</p>	<p>Impacts from waste generation and disposal is associated with the economic and industrial development. We are aware of the impacts generated by our activity on associated ecosystems, so we design and implement projects aimed at minimizing impacts environmental degradation of coastal and freshwater ecosystems and its restoring and conservation of biodiversity (mangrove forestation); with conservation programs for endemic species (iguanas); improving effective management of productive processes; or awareness campaigns among local communities. We therefore contribute to halt biodiversity loss and to the restoration of degraded ecosystems and soils.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Beach and river clean-up campaigns (Ecuador) • Mangrove reforestation programme (Ecuador, Guatemala, Nicaragua) • Sea turtle conservation programme (Guatemala) • Reforestation of native plants (Guatemala, Nicaragua) • Iguana conservation programme (Nicaragua) • Clean-up Namibia Campaign – National cleaning day (Namibia)

	<p>Promote just, peaceful and inclusive societies</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.</p> <p>16.5 Substantially reduce corruption and bribery in all their forms.</p> <p>16.6 Develop effective, accountable and transparent institutions at all levels.</p> <p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.</p> <p>16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.</p> <p>16.B Promote and enforce non-discriminatory laws and policies for sustainable development.</p>
<p>Explanation and reference to projects</p>	<p>In our commitment to society, we work on regulatory compliance policies, ethical culture and CSR, promoting fairer and solid relationships in the countries we operate. Similarly, we strive to train our employees in ethics and regulatory compliance, fighting corruption and bribery, in assertive communication, and strengthening the pride of belonging and corporate identity.</p> <p>Through public consultations and ensuring access to information, we promote a more inclusive and participatory decision making in communities matters that involve the Group's operations, ensuring that decisions are taken to respond to the real needs.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Identity and corporate culture awareness and induction of the ethical code (Ecuador) • Popular consultation about Belize-Guatemala Territorial Dispute (Guatemala) • Compliance with labour social responsibility practices: certification and activities (Nicaragua) • Promotion of Corporate Governance in Namibia (Namibia)

<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>Strengthen alliances between governments, the private sector and civil society to achieve the objectives of sustainable development</p>
<p>Country</p>	<p>Ecuador, Guatemala, Nicaragua and Namibia.</p>
<p>Targets</p>	<p>17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the sustainable development goals, including through North-South, South-South and triangular cooperation.</p> <p>17.14 Enhance policy coherence for sustainable development.</p> <p>17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.</p> <p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>
<p>Explanation and reference to projects</p>	<p>In coherence with our CSR policy, we respect the regulatory frameworks of every country in which we have operations, and we carry out actions of sectoral development, promoting the construction of effective alliances in the different spheres of civil society, administration, academic and research entities, and sectoral organizations alike.</p>
<p>Reference projects</p>	<ul style="list-style-type: none"> • Analysis of labour issues with the Ministry of Labour and the National Chamber of Aquaculture (Ecuador) • Support to Foundations of Social Work (Ecuador) • SMETA Certification of Labour and Social Responsibility (Guatemala) • Technical training program for field personnel: Aquaculture and Maintenance through INATEC (Nicaragua) • Contribute to the Food Namibia CONFEX (Namibia) • Promotion of Corporate Governance in Namibia (Namibia)