

CSR																																		
Country	Pillar	#	Category																															
NICARAGUA	PLANET	PL-1	Reduction of energy consumption and emissions	PL.1.1	Reduction of water consumption in Processing Plant															6.4				9.4			12.2		14.1					
				PL.1.2	Reduction of the electricity consumption in Processing Plant																			7.3			9.4			12.2	13.2			
				PL.1.3	Replacement of fluorescent by a LED-based lighting system in the Processing Plant																			7.3			9.4			12.2	13.a			
				PL.1.4	Replacing the water heating system from diesel to solar energy at the Miramar hatchery																			7.2			9.4			12.2	13.2			
				PL.1.5	Feasibility study of solar energy use in farms																			7.2			9.4			12.2	13.2			
		PL-2	Aquaculture production efficiency and certification plan	PL.2.1	Investment for the operation of open flow pumping system															6.4				9.4					12.2 - 12.6		14.2 - 14.7			
				PL.2.2	Global G.A.P certification											2.4								9.4					12.2 - 12.6		14.2 - 14.7			
				PL.2.3	BAP certification											2.4								9.4					12.2 - 12.6		14.2 - 14.7			
				PL.2.4	ASC certification project											2.4								9.4					12.2 - 12.6		14.2 - 14.7			
	PL-3	Environmental Management	PL.3.1	Proper disposal of organic shrimp waste																	8.2				11.6	12.4 - 12.5	13.2							
			PL.3.2	Non-Hazardous Waste Management Programme																	8.4	9.2				12.4 - 12.5								
			PL.3.3	Hazardous Waste Management Programme																	8.4	9.2				12.4 - 12.5								
			PL.3.4	Iguana conservation programme																											15.1 - 15.5		17.17	
			PL.3.5	Mangrove reforestation program in the Delta del Estero Real Natural Reserve															6.6									13.1	14.2	15.1		17.17		
			PL.3.6	Plant nursery programme for soil recovery partnership															6.6						11.4					13.1			17.17	
	PEOPLE	PE-1	HR development in CAMANICA	PE.1.1	Technical training program for field personnel: Aquaculture and Maintenance through INATEC																	4.4				8.5								17.16
				PE.1.2	Educational repository that serves as academic library via Intranet																			4.4										
				PE.1.3	Induction programme for new and temporary staff with emphasis on: Quality Control, Safety																			4.4				8.3 - 8.5						
				PE.1.4	Technical training programme: HACCP, Food Biosecurity, Critical Points																			4.4				8.2						
				PE.1.5	Program of updating and constant renewal of Boiler Licenses and HSO																			4.4				8.8						
				PE.1.6	Training of labour and administrative updates																			4.4				8.5						
				PE.1.7	ABACD programme: career and professional development (CAMANICA)																			4.4				8.5		10.2				
		PE-2	Collective pride and group identity in CAMANICA	PE.2.1	Annual donation of the company and employees to Foundations of People with Disabilities											1.3 - 1.4 - 1.a																		
				PE.2.2	Annual competition for the elaboration of a mural on issues of risk prevention, hygiene and safety																			3.4										
				PE.2.3	Scholarship and sponsorship program for collaborators																			4.4 - 4.b				8.8		10.2				
				PE.2.4	Financial aid for the death of a relative: condolences message in the CAMANICA Group																			3.4										
				PE.2.5	Group congratulations during birthdays, activities and ephemeris.																			3.4										
				PE.2.6	Sports programs in various disciplines: trophies collection																			3.4										
PE-3		Occupational health and safety	PE.3.1	Reduction of the accident rate and improvement of safety conditions																														
			PE.3.2	Immediate medical assistance program through the Medical Clinic																			3.4											
			PE.3.3	Annual health check-up programme at Prevention of Labour Risks																														
			PE.3.4	Internal fumigation brigades: facilities fumigation plan																														
			PE.3.5	Medical talks about care, prevention of diseases and strengthening of health																			3.3											
			PE.3.6	Vaccination programmes in coordination with the Ministry of Health																			3.4 - 3.7		5.6									
			PE.3.7	Voluntary blood donation: cooperation with the Red Cross																			3.4 - 3.8											
PE-4		Equality and diversity	PE.3.7	Voluntary blood donation: cooperation with the Red Cross																			3.4											
			PE.3.8	Ophthalmic consultations and eyeglass dispensing																			3.4											
			PE.4.1	Women in responsibility positions																			4.3		5.5									
			PE.4.2	Workers with disabilities in technical and professional performance activities																														
			PE.4.3	Maternity counseling for female workers																			3.1 - 3.2		5.1									
			PE.4.4	Advice for the enjoyment of Social Security benefits and Collective Life Insurance											1.4																			
			PE.4.4	Advice for the enjoyment of Social Security benefits and Collective Life Insurance											1.4																			
PE-5		Labour responsibility and certification	PE.5.1	Freedom of association																														
	PE.5.2		Legal contracts, fair and decent work																			1.4												
	PE.5.3		Labour agreements: benefits policy																			1.4												
	PE.5.4		Corporate values program																															
	PE.5.5		Compliance with labour social responsibility practices: certification and activities																			8.3												
	PE.5.6		Accommodation and general conditions for employees																			8.3												
	PE.5.7		Standardization of working days in the production line: Monday to Friday																			3.4												
PRODUCT	PR-1	Improving product quality	PR.1.1	Effective harvesting management and logistics in coordination with the Processing Plant																			2.4											
			PR.1.2	Fénix Project: product quality improvement and container and packaging waste reduction																														
			PR.1.3	Alive Shrimp Harvest Project: Product freshness and market differentiation																			2.4											
	PR-2	Certification Plan	PR.2.1	IFS Quality and Food Safety certification																														
PR.2.2			Global G.A.P. certification																			2.4												
COMMUNITIES	CO-1	Social work	CO.1.1	Awareness raising in school communities – Environment and resources conservation																			4.7											
			CO.1.2	Environmental protection of natural areas																														
			CO.1.3	Regional and national events to promote socio-environmental awareness																														
			CO.1.4	Women's sewing groups in CAMANICA																			1.4											
			CO.1.5	Voluntary programme "A roof for my country"																			1.4											
			CO.1.6	Collaboration with the Association of Parents of Children with Disabilities 'Los Pipitos'																			1.4											
	CO-2	News skills and knowledge transfer	CO.2.1	Partnership for training of technical skills in shrimp cooperatives																			4.3											
			CO.2.2	CAMANICA Environmental Education Programme (PEAC)																			4.7											