



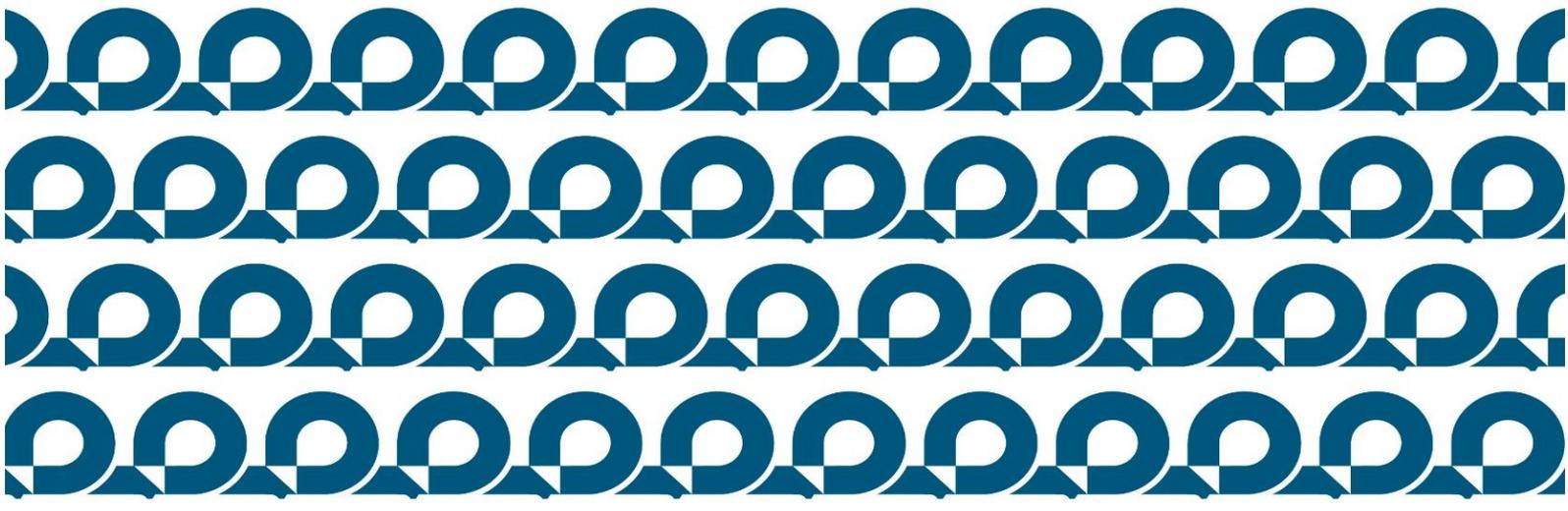
## II Report on the Contribution to Sustainable Development of the Nueva Pescanova Group



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



## Letter from Ignacio González Hernández, CEO of Nueva Pescanova S.L.



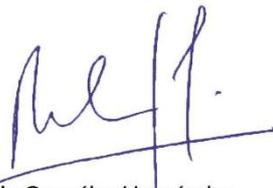
Chapela, May 21, 2020

I am pleased to introduce this II Report on the Contribution to Sustainable Development of the Nueva Pescanova Group for 2019 - the same year in which we have joined, as signatories, the UN Global Compact initiative. By joining this initiative, we support the ten principles relating to Human Rights, Labor Rights, the Environment, and the fight against Corruption. We also assume to make the Global Compact and its principles part of the strategy, culture and day-to-day actions of our Group and also to engage in cooperation projects that contribute to the broader UN development purposes, in particular the Sustainable Development Goals.

In this report on the Contribution to Sustainable Development of the Nueva Pescanova Group we have increased the scope of analysis of our responsible actions to 8 countries, which represent more than 90% of the workforce of our Group - Argentina, Mozambique, Namibia, Ecuador, Guatemala, Nicaragua, Spain and Peru, in which we carry out our fishing, aquaculture, and industrial activities.

The results of the analysis of more than 600 responsible actions in these countries and their comparison to the 169 targets of the 17 UN 2030 Agenda for SDGs show that in our Group we contribute to each and every SDG, and particularly relevant is our contribution to SDGs number 8 (Decent Work and Economic Growth), number 12 (Responsible Consumption and Production), number 9 (Industry, Innovation and Infrastructure), and number 17 (Partnerships for the Goals).

I want to thank all the people who make up the Nueva Pescanova Group for taking part in each responsible action and therefore in our contribution to sustainable development and its social, environmental and economic impact in the communities where we are present.



Ignacio González Hernández  
CEO Nueva Pescanova S.L.

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### Acknowledgements

The cooperation of our CSR Ambassadors and their teams was indispensable for the preparation of this report. From the Global CSR Office we want to show our most sincere gratitude to every single one of them, for their time and contribution in making this report available to you.

April 2020

Global Corporate Social Responsibility and Institutional Relations Office

## Executive Summary

At the Nueva Pescanova Group, we align our Corporate Social Responsibility (CSR) and Sustainability strategy with the Sustainable Development Goals (SDGs) of the United Nations (UN) 2030 Agenda. We are committed to foster the 17 SDGs in the activities along the value chain of our products.

In 2019 we have designed a **Responsible Action Programme (RAP)** that builds on the guiding principles, or pillars, of our CSR strategy and its material aspects. For each pillar we define a general action plan and for each material aspect we assign specific plans. Based on these, we identify responsible projects and actions within the Group's companies with fishing, aquaculture, and industrial activities.

The RAP has allowed us to identify, classify, and measure a total of **668 responsible actions in 8 countries**: Argentina, Mozambique, and Namibia in the Fishing activity; Ecuador, Guatemala, Nicaragua, and Spain in the Aquaculture activity; and Peru and Spain in the Industrial activity.

The analysis of each of the actions and its contribution to the 17 SDGs and 169 targets lead us to conclude that **the Nueva Pescanova Group contributes to every one of the 17 SDGs of the UN 2030 Agenda**.

The actions identified contribute, predominantly, to the targets of:

- **SDG 8 DECENT WORK AND ECONOMIC GROWTH** with 267 actions.
- **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** with 260 actions.
- **SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE** with 215 actions.



Contribution of the responsible actions of the Nueva Pescanova Group to the Sustainable Development Goals of the UN 2030 Agenda.

## **1. The UN 2030 Agenda for Sustainable Development**

In September 2015, the General Assembly of the United Nations adopted the 2030 Agenda for Sustainable Development, defining **17 Sustainable Development Goals (SDGs)** and **169 targets** that seek gender equality, protection of the planet, and ensuring prosperity.

The 2030 Agenda explicitly recognizes the role of the private sector as a major driver for productivity, inclusive economic growth, and job creation. At the Nueva Pescanova Group, we are committed to the promotion of a positive impact anywhere we operate, and we acknowledge the relevance of the SDGs as guidance to contribute to address the sustainable development challenges. Thus, we work on aligning our business strategy to the 2030 Agenda and in measuring our contribution to the achievement of the SDG targets.

At the Nueva Pescanova Group we have fostered the 17 SDGs in the activities along the value chain of our products: capture fisheries, aquaculture farming, seafood processing, and commercialization of seafood products in any of the countries where we operate. We are convinced of the role SDGs play on society and economy in achieving a better quality of life and environment.

In 2019 we joined the UN Global COMPACT initiative through their Spanish network, as a signatory member. The UN Global Compact this is the largest corporate sustainability initiative in the world, with 13,000 member entities in more than 160 countries and more than 70 local networks.

## 2. The Nueva Pescanova Group and its CSR policy

The Nueva Pescanova Group is a multinational business group engaged in fishing, aquaculture farming, processing, and commercialization of seafood products, mainly fish, cephalopods, and crustaceans.

The responsible and sustainable development of our activities considering the biological, environmental, technological, economic, commercial and social perspectives is an unwavering and essential aspect of the business culture at the Nueva Pescanova Group, as these activities are determined by the extraction and/or consumption of natural resources.

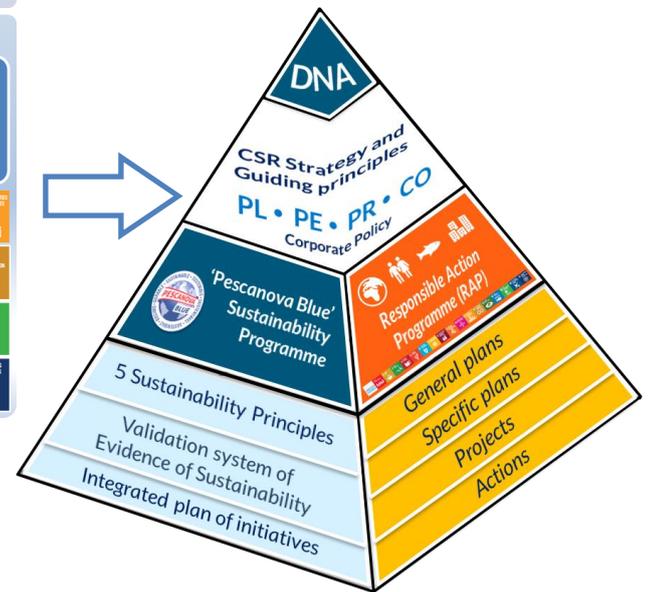
Our commitment to sustainable development is distinctly marked by our DNA that embodies the commitment based on the *belief that our first responsibility is the sustainability of natural resources and of our partner communities, whose trust we build and maintain by acting ethically and creating value.*

In this context we consider the Corporate Social Responsibility (CSR) as an crucial element of the business strategy of the Nueva Pescanova Group. The guiding principles, or pillars, that define the CSR strategy of the Nueva Pescanova Group read as **the respect for the PLANET, the personal and professional development of the PEOPLE who make up the Group, our commitment to the markets through our PRODUCTS, and the contribution to improving the quality of life of the COMMUNITIES wherever we operate.** At the same time, we ensure the strict observance of the principles of business ethics, institutional integrity, and compliance with all applicable regulations and of the legal systems of the countries where we operate.

We acknowledge and assume our role in the sustainable development of the society, economy, and environment that we may influence through our operations, both domestically and internationally. The Group's commitment to sustainable development, as part of our business strategy, is closely linked to our concept of vertical integration "from source to market".

In 2019, supported by the CRS strategy with its 4 pillars and the Global CSR and Sustainability policies, we have developed two important programmes:

- The '**Pescanova Blue' Sustainability Programme**, whose purpose is to validate the evidence of compliance of the sustainability principles on the 4 pillars of our CSR, including the sustainable sourcing of the raw materials of fisheries and aquaculture origin for the products bearing the PESCANOVA brand name.
- The **Responsible Action Program (RAP)**, whose main purpose is to identify and guide the responsible actions of the Nueva Pescanova Group around the 4 guiding principles, by documenting the work of the Group companies in generating shared value with the stakeholders.



The structure of the CSR strategy of the Nueva Pescanova Group, with its four pillars (Planet, People, Product and Communities) embraced by Ethics, Integrity and Compliance to achieve Value generation. Unfolding of CSR principles in the genesis of Sustainability and Responsible Action programmes.

### 3. The Responsible Action Program (RAP)

The Responsible Action Program (RAP) of the Nueva Pescanova Group shapes the responsible action intentions and commitments of the Group companies for generating value to share with its stakeholders, hence contributing to the social, economic, and environmental sustainability of the Group's activities in fishing, aquaculture, processing and commercialization of seafood products.

According to its description in the document *Responsible Action Programme of the Nueva Pescanova Group*, the RAP relies on the guiding principles, or pillars, of the Group's CSR and the material aspects described in the *Materiality Analysis*, so that for each pillar we design a general action plan, i.e. 'A Common Planet', 'People First', 'Excellent Product' and 'Growing Together with the Communities'; from each material aspect we identify specific plans (see chart below). These are linked to specific plans (12 altogether), and programs and actions derive from each of them; these actions and programs are contrasted with specific the targets of each of the 17 SDGs, thus allowing us to quantify their contribution.

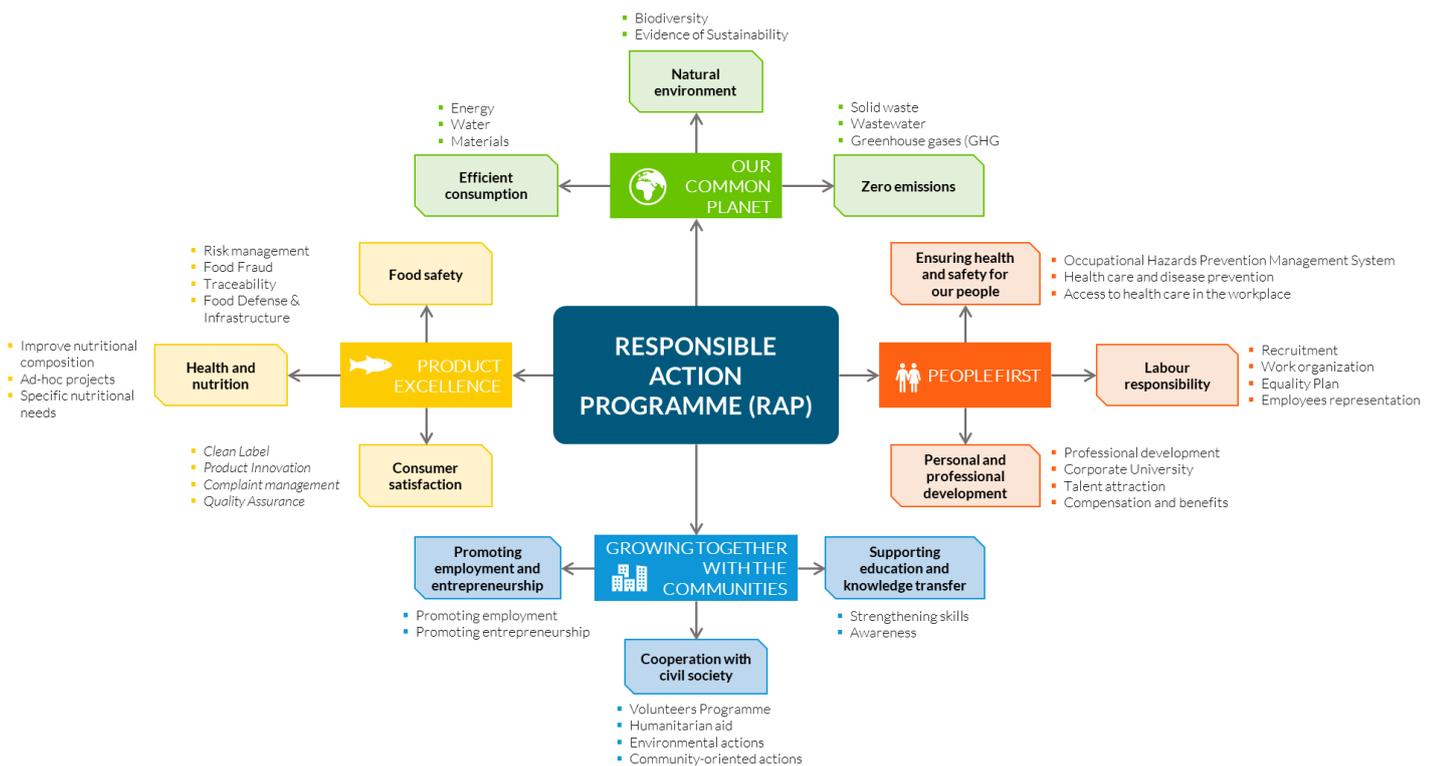


Diagram showing the structure of the Responsible Action Programme (RAP), identifying the 4 general plans, the 12 specific plans, and the 38 themes linked to each of the latter.

In 2019, we have gathered a total of **668 actions in 8 countries** in the RAP:

- In the Fishing activity of the companies ARGENOVA (Argentina), PESCAMAR (Mozambique) and NOVANAM (Namibia).
- In the aquaculture activities of the companies PROMARISCO (Ecuador), NOVAGUATEMALA (Guatemala), CAMANICA (Nicaragua) and INSUIÑA (Spain).
- In the Processing activity of the factories of NOVAPERU (Peru) and PESCANOVA ESPAÑA (Spain), the latter with 5 industrial centres.

The companies in this assessment represent 98% of the headcount of the Nueva Pescanova Group. In this edition (2019) we have not considered the commercial companies on the different countries nor the industrial centres in France and Ireland.

The presence of the Group companies in African and Latin American countries is significantly stimulating local employment and development, i.e., 85% of the Group's headcount, globally, is in those countries. There, we favour training in the fishing and industrial sectors, and we promote the professional and personal development of our employees. Furthermore, we create jobs, transfer know-how and technology, we sponsor social development projects, and we invest in assets and infrastructure, which are essential to improve the living standards of these communities.

The analysis of the actions documented in the RAP and their contribution to SDGs, demonstrate the link between Nueva Pescanova Group's commitment and the UN 2030 Agenda.

## 4. Contribution of the Nueva Pescanova Group to the SDGs

In line with the commitments assumed in the CSR and Sustainability Policies, the Nueva Pescanova Group, their professionals, and all those acting on their behalf, contribute to the responsible development and stewardship of the fishing, aquaculture and processing activities to satisfy the multiple needs and desires of the society and partners communities. All that without risking the possibility of future generations to benefit from all goods and services that marine ecosystems provide.

The preservation of natural resources and of the productive and regenerative capacity of the ecosystem - as well as the generation of social and economic benefits for the stakeholders – for the benefit of both present and future generations, through responsible actions, frame the definition of Sustainability for the Nueva Pescanova Group.

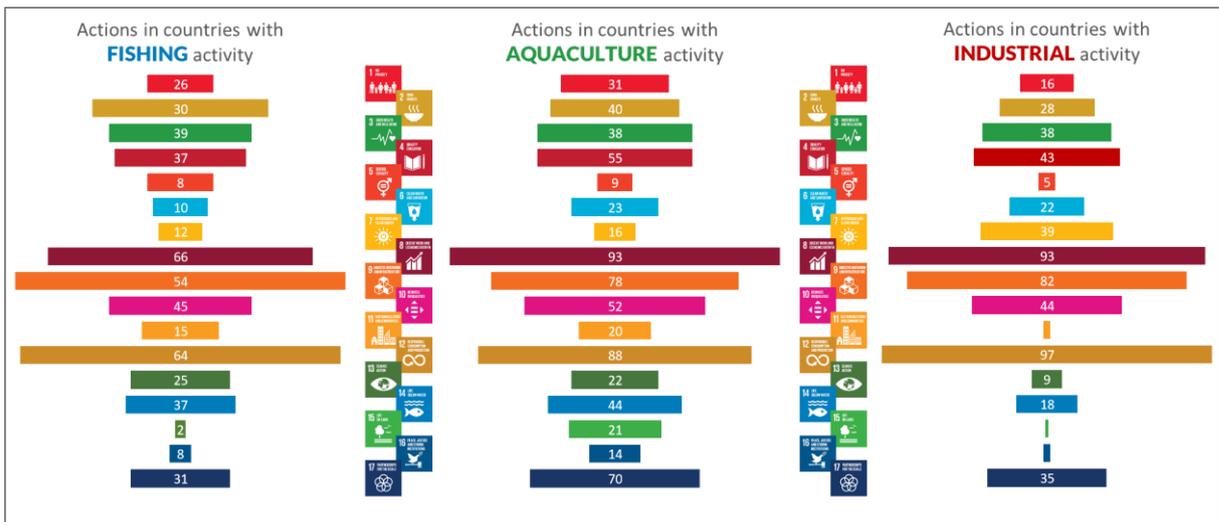
In the analysis of the RAP 2019 we have identified the contribution of each of the 668 actions to the SDGs and their targets. This analysis is both country-specific and general plan-specific, and considered each specific plan in relation to the material aspects. From the analysis we conclude that:

- The Nueva Pescanova Group contributes to all 17 SDGs with their 668 actions.
- The reported actions contribute to a greater extent to the following SDGs:
  - **SDG 8 DECENT WORK AND ECONOMIC GROWTH:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all, **with 267 actions**,
  - **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION:** Ensure sustainable consumption and production patterns, **with 260 actions**.
  - **SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, **with 215 actions**.
- And to a lower extent, the reported actions significantly and similarly contribute to the achievement of the SDGs below:
  - **SDG 17 PARTNERSHIPS FOR THE GOALS:** Strengthen the means of implementation and revitalize the global partnership for sustainable development, **with 148 actions**.
  - **SDG 10 REDUCED INEQUALITIES:** Reduce inequality within and among countries, **with 147 actions**.
  - **SDG 4 QUALITY EDUCATION:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, **with 146 actions**.



Number of actions of the Nueva Pescanova Group reported in 2019 having an impact on the 17 SDGs of the UN 2030 Agenda.

The contribution profile of the reported actions to the 17 SDGs among the fishing, aquaculture and industrial activities is quite similar. With a total of 181, 236 and 211 actions respectively, the chart below shows the impact of these activities on each SDG.



Nueva Pescanova Group's contribution to sustainable development by activity. Profiles of the contribution to the SDGs for the fishing, aquaculture, and industrial activities.

#### 4.1. Contribution of the Fishing activity to the SDGs

From the analysis of the 181 actions implemented in the countries and companies predominantly with fishing activity, namely ARGENOVA (Argentina), PESCAMAR (Mozambique) and NOVANAM (Namibia), we conclude that:

- The 181 actions reported in the fishing activity contribute to all 17 SDGs.
- The actions implemented contribute to a greater extent to the following SDGs:
  - **SDG 8 DECENT WORK AND ECONOMIC GROWTH:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all, **with 66 actions.**
  - **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION:** Ensure sustainable consumption and production patterns, **with 64 actions.**
  - **SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, **with 54 actions.**
  - **SDG 10 REDUCED INEQUALITIES:** Reduce inequality within and among countries, **with 45 actions.**
  - **SDG 3 GOOD HEALTH AND WELL-BEING:** Ensure healthy lives and promote well-being for all at all ages, **with 39 actions.**
  - **SDG 4 QUALITY EDUCATION:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, **with 37 actions.**
  - **SDG 14 LIFE BELOW WATER:** Conserve and sustainably use the oceans, seas, and marine resources for sustainable development, **with 37 actions.**



Number of actions of the Nueva Pescanova Group reported in 2019 for the companies predominantly engaged in **Fishing**, having an impact on the 17 SDGs of the UN 2030 Agenda.

|   | FISHING   |         |            |
|---|-----------|---------|------------|
|   | ARGENTINA | NAMIBIA | MOZAMBIQUE |
| SDG 1 NO POVERTY                              | 10        | 5       | 11         |
| SDG 2 ZERO HUNGER                             | 4         | 17      | 9          |
| SDG 3 GOOD HEALTH AND WELL-BEING              | 12        | 17      | 10         |
| SDG 4 QUALITY EDUCATION                       | 16        | 11      | 10         |
| SDG 5 GENDER EQUALITY                         | 1         | 6       | 1          |
| SDG 6 CLEAN WATER AND SANITATION              | 1         | 5       | 4          |
| SDG 7 AFFORDABLE AND CLEAN ENERGY             | 1         | 3       | 8          |
| SDG 8 DECENT WORK AND ECONOMIC GROWTH         | 23        | 23      | 20         |
| SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 7         | 25      | 22         |
| SDG 10 REDUCED INEQUALITY                     | 16        | 14      | 15         |
| SDG 11 SUSTAINABLE CITIES AND COMMUNITIES     | 2         | 7       | 6          |
| SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 8         | 27      | 29         |
| SDG 13 CLIMATE ACTION                         | 6         | 6       | 13         |
| SDG 14 LIFE BELOW WATER                       | 7         | 14      | 16         |
| SDG 15 LIFE ON LAND                           | 1         | 1       | 0          |
| SDG 16 PEACE AND JUSTICE STRONG INSTITUTIONS  | 4         | 3       | 1          |
| SDG 17 PARTNERSHIPS TO ACHIEVE THE GOAL       | 10        | 11      | 10         |

Contribution of the actions of the companies engaged in **Fishing**: ARGENOVA (Argentina), PESCAMAR (Mozambique) and NOVANAM (Namibia) to the 17 Sustainable Development Goals.

#### 4.2. Contribution of the Aquaculture activity to the SDGs

From the analysis of the 236 actions reported in 2019 in the RAP for the countries and companies engaged predominantly in aquaculture, namely PROMARISCO (Ecuador), NOVAGUATEMALA (Guatemala), CAMANICA (Nicaragua) and the two centres of INSUIÑA (Spain), we conclude that:

- The 236 actions reported in the aquaculture activity contribute to all 17 SDGs.
- The actions implemented contribute to a greater extent to the following SDGs:
  - **SDG 8 DECENT WORK AND ECONOMIC GROWTH**: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all, **with 93 actions**.
  - **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**: Ensure sustainable consumption and production patterns, **with 88 actions**.
  - **SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, **with 78 actions**.
  - **SDG 17 PARTNERSHIPS FOR THE GOALS**: Strengthen the means of implementation and revitalize the global partnership for sustainable development, **with 70 actions**.
  - **SDG 4 QUALITY EDUCATION**: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, **with 52 actions**.
  - **SDG 10 REDUCED INEQUALITIES**: Reduce inequality within and among countries, **with 52 actions**.



Number of actions of the Nueva Pescanova Group reported in 2019 for the companies predominantly engaged in **Aquaculture**, having an impact on the 17 SDGs of the UN 2030 Agenda.

|   | AQUACULTURE |           |           |       |
|---|-------------|-----------|-----------|-------|
|   | ECUADOR     | GUATEMALA | NICARAGUA | SPAIN |
| SDG 1 NO POVERTY                              | 11          | 8         | 10        | 2     |
| SDG 2 ZERO HUNGER                             | 10          | 20        | 8         | 2     |
| SDG 3 GOOD HEALTH AND WELL-BEING              | 8           | 12        | 13        | 5     |
| SDG 4 QUALITY EDUCATION                       | 11          | 19        | 20        | 5     |
| SDG 5 GENDER EQUALITY                         | 2           | 2         | 4         | 1     |
| SDG 6 CLEAN WATER AND SANITATION              | 5           | 8         | 4         | 6     |
| SDG 7 AFFORDABLE AND CLEAN ENERGY             | 3           | 1         | 5         | 7     |
| SDG 8 DECENT WORK AND ECONOMIC GROWTH         | 20          | 22        | 34        | 17    |
| SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 19          | 25        | 19        | 15    |
| SDG 10 REDUCED INEQUALITY                     | 18          | 9         | 19        | 6     |
| SDG 11 SUSTAINABLE CITIES AND COMMUNITIES     | 4           | 6         | 8         | 2     |
| SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 25          | 25        | 19        | 19    |
| SDG 13 CLIMATE ACTION                         | 4           | 7         | 8         | 3     |
| SDG 14 LIFE BELOW WATER                       | 13          | 14        | 10        | 7     |
| SDG 15 LIFE ON LAND                           | 6           | 8         | 7         | 0     |
| SDG 16 PEACE AND JUSTICE STRONG INSTITUTIONS  | 4           | 3         | 6         | 1     |
| SDG 17 PARTNERSHIPS TO ACHIEVE THE GOAL       | 25          | 11        | 26        | 8     |

Contribution of the actions of the companies engaged in **aquaculture**: PROMARISCO (Ecuador), NOVAGUATEMALA (Guatemala), CAMANICA (Nicaragua) and INSUIÑA (Spain) to the 17 Sustainable Development Goals.

### 4.3. Industrial activity's contribution to the SDGs

For the industrial activity we have reported the actions implemented in the NOVAPERU (Peru) and PESCANOVA ESPAÑA (Spain). In the latter, the reported actions refer to the Industrial Centres of Galicia – Arteixo, Chapela and Porriño, and in the Valencian Community – Catarroja and Paterna.

From the analysis of such actions reported in 2019 in the RAP, we conclude that:

- The 211 actions reported in the industrial activity contribute to all 17 SDGs.
- The actions implemented contribute to a greater extent to the following SDGs:
  - **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION:** Ensure sustainable consumption and production patterns, **with 97 actions.**
  - **SDG 8 DECENT WORK AND ECONOMIC GROWTH:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all, **with 93 actions.**
  - **SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation, **with 82 actions.**
  - **SDG 10 REDUCED INEQUALITIES:** Reduce inequality within and among countries, **with 44 actions.**
  - **SDG 4 QUALITY EDUCATION:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, **with 43 actions.**
  - **SDG 7 AFFORDABLE AND CLEAN ENERGY:** Ensure access to affordable, reliable, sustainable, and modern energy for all, **with 38 actions.**
  - **SDG 3 GOOD HEALTH AND WELL-BEING:** Ensure healthy lives and promote well-being for all at all ages, **with 38 actions.**



Number of actions of the Nueva Pescanova Group reported in 2019 for the companies predominantly engaged in **Processing Industry**, having an impact on the 17 SDGs of the UN 2030 Agenda.

|   | INDUSTRY |       |
|---|----------|-------|
|   | PERU     | SPAIN |
| SDG 1 NO POVERTY                              | 11       | 5     |
| SDG 2 ZERO HUNGER                             | 3        | 25    |
| SDG 3 GOOD HEALTH AND WELL-BEING              | 8        | 30    |
| SDG 4 QUALITY EDUCATION                       | 9        | 34    |
| SDG 5 GENDER EQUALITY                         | 3        | 2     |
| SDG 6 CLEAN WATER AND SANITATION              | 2        | 20    |
| SDG 7 AFFORDABLE AND CLEAN ENERGY             | 4        | 35    |
| SDG 8 DECENT WORK AND ECONOMIC GROWTH         | 18       | 75    |
| SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12       | 70    |
| SDG 10 REDUCED INEQUALITY                     | 15       | 29    |
| SDG 11 SUSTAINABLE CITIES AND COMMUNITIES     | 1        | 1     |
| SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 14       | 83    |
| SDG 13 CLIMATE ACTION                         | 2        | 7     |
| SDG 14 LIFE BELOW WATER                       | 3        | 15    |
| SDG 15 LIFE ON LAND                           | 1        | 0     |
| SDG 16 PEACE AND JUSTICE STRONG INSTITUTIONS  | 1        | 1     |
| SDG 17 PARTNERSHIPS TO ACHIEVE THE GOAL       | 8        | 27    |

Contribution of the actions of the companies engaged in the industrial activity NOVAPERU (Peru) and Industrial Centres of PESCANOVA ESPAÑA (Spain) to the 17 Sustainable Development Goals.

## **5. Methodology for the contribution to SDGs analysis**

Previously, we published the first report on contribution of the responsible actions of the Nueva Pescanova Group to the SDGs. That report was prepared taking as a basis the analysis of 226 actions reported for 4 countries – Namibia in the fishing activity; Ecuador, Guatemala, and Nicaragua in the aquaculture activity.

For the present II Report on the Group's contribution to sustainable development, we have increased the characterization and classification of responsible actions to a total of 8 countries in 2019.

The RAP maintains a database for actions' data reporting, to help measuring their impact and assigning actions to general and specific plans defined for RAP. This tool considers the impact and classification of each action to one or more of the 17 SDGs, and to projects, themes, and scope. Actions impact is further assigned to the specific targets of the SDGs they contribute to, among the 169 targets available.

The work on assigning actions to SDG and their targets is performed by the Global CSR Office, after the local CSR ambassadors have assigned actions to themes and scope for each project and classified them into specific and general plans.

Assigning the actions to targets and SDGs delivers the quantitative contribution of the Nueva Pescanova Group to each SDG by activity and company.

The magnitude of each action is further quantified by means of defined objectives and indicators.

## 6. Reporting our contribution to sustainable development

Transparency towards our stakeholders, such as public administration, academia, suppliers, clients, consumers, civil society organizations, and our employees, is key for the success of the Nueva Pescanova Group's CSR and Sustainability strategies.

Reporting on the contribution of the Nueva Pescanova Group to sustainable development through responsible actions is part of the permanent and two-way dialogue with our stakeholders. It gives us the opportunity to share the results of the joint effort we make in the countries where we operate in generating shared value.

This II Report on the Group's contribution to sustainable development reiterates our commitment to transparency in responsible fishing, aquaculture, industrial, and commercial activities along the value chain of our products, and simultaneously establish time-based measurable targets.

This report is public and accessible through our webpages. This way, the Nueva Pescanova Group, and each of their business divisions and companies, can report the impact of their activities on social, economic, and environmental aspects.

Furthermore, the Group's commitment to responsibility, sustainability, and transparency has been recognized by the Seafood Stewardship Index (SSI) prepared by the *World Benchmarking Alliance* as the best scoring fishing company in their contribution to the SDGs, and the fifth in the overall ranking of seafood companies.

## ANNEX I: Inventory of actions by country

**FISHING – ARGENTINA – ARGENOVA**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14       | SDG 15 | SDG 16 | SDG 17 |       |
|-------------------|------------------------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------------|--------|--------|--------|-------|
| Our Common PLANET | Efficient consumption              | ARG-PL-01 | Reduction of energy consumption - energy consumption                |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |       |
|                   | Zero emissions                     | ARG-PL-02 | Reduction of energy consumption - GHG emissions                     |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |       |
|                   | Efficient consumption              | ARG-PL-03 | Improved design of trawl doors - energy consumption                 |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |       |
|                   | Zero emissions                     | ARG-PL-04 | Improved design of trawl doors - GHG emissions                      |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |       |
|                   | Efficient consumption              | ARG-PL-05 | Installation of LED lighting systems                                |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        |              | 12.2<br>12.6 | 13.2<br>13.a |        |        |        |       |
|                   | Respecting the natural environment | ARG-PL-06 | Participation in FIP - Argentine red shrimp                         |       |       |       |       |       |       |       |       | 8.4   |        |        |              | 12.2         |              | 14.4   |        |        | 17.17 |
|                   | Respecting the natural environment | ARG-PL-07 | Participation in the Coalition of Legal Toothfish Operators (COLTO) |       |       |       |       |       |       |       |       | 8.4   |        |        |              | 12.2         |              | 14.4   |        |        | 17.17 |
|                   | Zero emissions                     | ARG-PL-08 | Fleet Waste Management Plan   |       |       |       |       |       |       |       |       |       | 9.4    |        |              | 12.4         |              |        |        |        |       |
|                   | Respecting the natural environment | ARG-PL-09 | Seabird bycatch reduction programme (use of tori lines)             |       |       |       |       |       |       |       | 6.6   |       |        |        |              |              | 13.1         | 14.2   | 15.1   |        | 17.17 |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE                                 | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17       |       |
|-----------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|--------------|-------|
| PEOPLE<br>First | Ensuring health and safety for our people | ARG-PE-01 | Occupational Health and Safety Programme (OHS) |       |       |       |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |              |       |
|                 | Ensuring health and safety for our people | ARG-PE-02 | Medical service - assistance                   |       |       | 3.4   |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |              |       |
|                 | Ensuring health and safety for our people | ARG-PE-03 | Medical service - periodical health check-ups  |       |       | 3.4   |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |              |       |
|                 | Labour responsibility                     | ARG-PE-04 | Quality in contracting - legal contracts       | 1.4   |       |       |       |       |       |       | 8.7<br>8.8 |       | 10.3   |        |        |        |        |        |        | 16.b         |       |
|                 | Labour responsibility                     | ARG-PE-05 | Quality in recruitment - fair and decent wages | 1.4   |       |       |       |       |       |       | 8.7<br>8.8 |       | 10.3   |        |        |        |        |        |        | 16.b         |       |
|                 | Labour responsibility                     | ARG-PE-06 | Quality in contracting - permanent contracts   | 1.4   |       |       |       |       |       |       | 8.7<br>8.8 |       | 10.3   |        |        |        |        |        |        | 16.b         |       |
|                 | Labour responsibility                     | ARG-PE-07 | Work-family reconciliation                     |       |       |       |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |              |       |
|                 | Labour responsibility                     | ARG-PE-08 | Equality plan                                  |       |       |       |       | 5.5   |       |       |            |       |        | 10.2   |        |        |        |        |        |              | 17.17 |
|                 | Labour responsibility                     | ARG-PE-09 | Freedom of association                         |       |       |       |       |       |       |       | 8.5<br>8.8 |       | 10.2   |        |        |        |        |        |        | 16.3<br>16.7 |       |
|                 | Personal and professional development     | ARG-PE-10 | Talent recruitment and development             |       |       |       | 4.4   |       |       |       |            | 8.5   |        | 10.2   |        |        |        |        |        |              |       |

| GENERAL PLAN | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|--------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
|              | Personal and professional development | ARG-PE-11 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.8   |       | 10.2   |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-12 | Occupational Health and Safety (OHS): Training - manual handling of loads                        |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-13 | Occupational Health and Safety (OHS): Training - accidents 'en route'                            |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-14 | Occupational Health and Safety (OHS): Training - personal protection equipment                   |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-15 | Occupational Health and Safety (OHS): Training - activity specific risks                         |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-16 | Occupational Health and Safety (OHS): Training - handling and storage of chemicals               |       |       | 3.9   | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-17 | Occupational Health and Safety (OHS): Training - clean and tidy workplace                        |       |       | 3.9   | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-18 | Occupational Health and Safety (OHS): Training - electrical risks                                |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-19 | Occupational Health and Safety (OHS): Training - fire extinguishers and fire prevention          |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-20 | Occupational Health and Safety (OHS): Training - emergency due to the escape of ammonia or freon |       |       | 3.4   | 4.4   |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|--------------|---------------------------------------|-----------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
|              | Personal and professional development | ARG-PE-21 | Occupational Health and Safety (OHS): Training - lifting equipment |       |       |       | 4.4        |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-22 | Talent recruitment and development                                 |       |       |       |            |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-23 | Celebration of special dates - celebration of special days         |       |       | 3.4   |            |       |       |       |       |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-24 | Employee support - 'day of' gift                                   |       |       | 3.4   |            |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-25 | Work-family reconciliation   |       |       |       | 4.4<br>4.7 |       |       |       |       |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-26 | Celebrating special dates - license                                |       |       | 3.4   |            |       |       |       |       |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-27 | Training - leadership  |       |       |       | 4.4        |       |       |       |       |       |        |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-28 | Employee support - Christmas gift                                  |       |       | 3.4   |            |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-29 | Employee support - end of year gift                                | 1.3   | 2.1   | 3.4   |            |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |
|              | Personal and professional development | ARG-PE-30 | Employee support - housing project                                 | 1.3   |       |       |            |       |       |       |       |       | 10.2   | 11.1   |        |        |        |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE                                       | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |       |
|---------------------------------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|-------|
|                                       | Personal and professional development | ARG-PE-31 | Food service - access to canteen                     |       | 2.1   |       |       |       |       |       |            |       |        |        |        |        |        |        |        |                |       |
|                                       | Personal and professional development | ARG-PE-32 | Training - training plan, levels and competencies    |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |        |        |        |        |        |                |       |
| PRODUCT Excellence                    | Health & nutrition                    | ARG-PR-01 | Alternative to the use of sulphite as an antioxidant |       | 2.4   |       |       |       |       |       |            | 9.4   |        |        |        |        |        |        |        |                |       |
| Growing Together with the COMMUNITIES | Cooperation with civil society        | ARG-CO-01 | Food donation to village children                    | 1.3   | 2.1   | 3.4   | 4.5   |       |       |       |            |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |       |
|                                       | Cooperation with civil society        | ARG-CO-02 | Other donations - sports teams                       | 1.4   |       | 3.4   |       |       |       |       |            |       |        |        |        |        |        |        |        |                | 17.17 |
|                                       | Cooperation with civil society        | ARG-CO-03 | Monetary donation - village's day                    | 1.4   |       |       |       |       |       |       |            |       |        |        | 11.4   |        |        |        |        |                |       |
|                                       | Cooperation with civil society        | ARG-CO-04 | Other donations - children's day                     | 1.4   |       |       |       |       |       |       |            |       |        | 10.2   |        |        |        |        |        |                | 17.17 |
|                                       | Cooperation with civil society        | ARG-CO-04 | Monetary donation - sports club                      | 1.4   |       |       |       |       |       |       |            |       |        | 10.2   |        |        |        |        |        |                | 17.17 |

**FISHING – MOZAMBIQUE – PESCAMAR**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14       | SDG 15       | SDG 16 | SDG 17 |                |
|-------------------|------------------------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------------|--------------|--------|--------|----------------|
| Our Common PLANET | Efficient consumption              | MOZ-PL-01 | Reduction of energy consumption - energy consumption  |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |              |        |        |                |
|                   | Zero emissions                     | MOZ-PL-02 | Reduction of energy consumption - GHG emissions   |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |              |        |        |                |
|                   | Efficient consumption              | MOZ-PL-03 | Improved design of trawl doors - energy consumption   |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |              |        |        |                |
|                   | Zero emissions                     | MOZ-PL-04 | Improved design of trawl doors - GHG emissions  |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |              |        |        |                |
|                   | Respecting the natural environment | MOZ-PL-05 | Fishing loss reduction Programme  |       | 2.4   |       |       |       |       |       |       |       |        |        | 12.2         |              | 14.4         |              |        |        |                |
|                   | Efficient consumption              | MOZ-PL-06 | Installation of LED lighting systems - vessels  |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        |              | 12.2<br>12.6 | 13.2<br>13.a |              |        |        |                |
|                   | Efficient consumption              | MOZ-PL-07 | Installation of LED lighting systems - shipyard   |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        |              | 12.2<br>12.6 | 13.2<br>13.a |              |        |        |                |
|                   | Efficient consumption              | MOZ-PL-08 | Engine efficiency improvement: Pilot - change of Boudouin piston-connecting rod kit                 |       |       |       |       |       |       |       | 7.3   |       |        |        |              |              | 13.2<br>13.a |              |        |        |                |
|                   | Respecting the natural environment | MOZ-PL-09 | Collaboration plan with the IIP in carrying out scientific evaluation studies of the shrimp fishery |       |       |       |       |       |       |       |       |       |        |        |              | 12.2         |              | 14.2<br>14.7 |        |        | 17.16<br>17.17 |

| GENERAL PLAN | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13       | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------|------------------------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|--------------|--------------|--------|--------|--------|
|              | Respecting the natural environment | MOZ-PL-10 | Improving fisheries management - closed season and fisheries control measures |       |       |       |       |       |       |       |       |       |        |        | 12.2                 |              | 14.2         |        |        |        |
|              | Respecting the natural environment | MOZ-PL-11 | Collaboration in a pilot project to improve artisanal fishing                 |       |       |       |       |       |       |       |       |       |        |        |                      |              | 14.4         |        |        | 17.17  |
|              | Zero emissions                     | MOZ-PL-12 | Fleet Waste Management Plan   |       |       |       |       |       |       |       |       |       |        |        | 12.5                 |              | 14.1<br>14.2 |        |        |        |
|              | Zero emissions                     | MOZ-PL-13 | Cleaning up trash in the ocean  |       |       |       |       |       |       |       |       |       |        |        |                      |              | 14.1<br>14.2 |        |        |        |
|              | Zero emissions                     | MOZ-PL-14 | Responsible waste management - shipyard                                       |       |       |       |       |       |       |       |       |       |        |        | 12.4<br>12.5<br>12.6 |              |              |        |        |        |
|              | Zero emissions                     | MOZ-PL-15 | Prevention of marine pollution  |       |       |       |       |       |       |       |       |       |        |        |                      |              | 14.1<br>14.2 |        |        |        |
|              | Efficient consumption              | MOZ-PL-16 | Reduction of water consumption - rainwater harvesting system                  |       |       |       |       |       | 6.4   |       |       |       |        |        | 12.2                 |              |              |        |        |        |
|              | Efficient consumption              | MOZ-PL-17 | Reduction of energy consumption - measures                                    |       |       |       |       |       |       | 7.3   | 8.2   | 9.4   |        |        |                      | 13.2<br>13.a | 14.4         |        |        |        |
|              | Respecting the natural environment | MOZ-PL-18 | Documentary sustainability management - on board                              |       |       |       |       |       |       |       |       |       |        |        | 12.2<br>12.6         |              | 14.2         |        |        |        |
|              | Zero emissions                     | MOZ-PL-19 | Responsible waste management - sewage treatment plant                         |       |       |       |       |       | 6.3   |       |       |       |        |        | 12.2<br>12.4         |              | 14.1<br>14.2 |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------------|--------|--------|--------|
|              | Zero emissions                        | MOZ-PL-20 | Responsible waste management - bilge water separator                       |       |       |       |       |       | 6.3   |       |       |       |        |        | 12.4         |              | 14.1<br>14.2 |        |        |        |
|              | Zero emissions                        | MOZ-PL-21 | Responsible waste management - waste containers                            |       |       |       |       |       |       |       |       | 9.4   |        | 11.6   | 12.5         |              | 14.1         |        |        |        |
|              | Efficient consumption                 | MOZ-PL-22 | Reduction of energy consumption - fishing nets drums                       |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2         | 13a          |              |        |        |        |
|              | Efficient consumption                 | MOZ-PL-23 | Reduced energy consumption - more efficient motors                         |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         | 13a          |              |        |        |        |
|              | Efficient consumption                 | MOZ-PL-24 | Reduction of energy consumption - cold compressors and frequency inverters |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         | 13a          |              |        |        |        |
|              | Efficient consumption                 | MOZ-PL-25 | Installation of LED lighting systems - on board                            |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6 | 13.2<br>13.a |              |        |        |        |
|              | Efficient consumption                 | MOZ-PL-26 | Reduction of energy consumption - cold tunnels                             |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         | 13a          |              |        |        |        |
|              | Efficient consumption                 | MOZ-PL-27 | Reduction of water consumption - desalination plant                        |       |       |       |       |       |       | 6.4   |       |       | 9.4    |        |              | 12.2         |              |        |        |        |
|              | Zero emissions                        | MOZ-PL-28 | Responsible waste management - segregation                                 |       |       |       |       |       |       |       | 8.4   | 9.2   |        |        | 12.4<br>12.5 |              |              |        |        |        |
| PEOPLE First | Personal and professional development | MOZ-PE-01 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.3   |        |              |              |              |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|--------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|              | Personal and professional development     | MOZ-PE-02 | Talent recruitment and development   |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-03 | Training - corporate university  |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.3   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-04 | Training - welding and materials   |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.3   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-05 | Identity and corporate culture   |       |       |       |       |       |       |       | 8.3   |       |        |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-06 | Employee support - Vega V  | 1.4   |       |       |       |       |       |       |       |       | 10.b   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-07 | Employee support - integration and human dignity                                     | 1.3   |       | 3.4   |       |       |       |       |       |       | 10.b   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | MOZ-PE-08 | Employee support - scholarships and income   | 1.4   |       |       | 4.b   |       |       |       |       |       | 10.b   |        |        |        |        |        |        |        |       |
|              | Labour responsibility                     | MOZ-PE-09 | Employee support - internship Programme  |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.3   |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | MOZ-PE-10 | Occupational Health and Safety Programme (OHS) - improvement of working conditions   |       |       |       |       |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | MOZ-PE-11 | Occupational Health and Safety Programme (OHS) - identification of risks and hazards |       |       | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |        | 17.17 |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8        | SDG 9 | SDG 10       | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16       | SDG 17 |
|--------------|---|-----------|---|-------|-------|------------|-------|-------|-------|-------|--------------|-------|--------------|--------|--------|--------|--------|--------|--------------|--------|
|              | Ensuring health and safety for our people | MOZ-PE-12 | Healthy life campaign - awareness   |       |       | 3.3        |       |       |       |       |              |       |              |        |        |        |        |        |              |        |
|              | Ensuring health and safety for our people | MOZ-PE-13 | Medical service - prevention and assistance   |       |       | 3.4<br>3.d |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |
|              | Labour responsibility                     | MOZ-PE-14 | Diversity and inclusion   | 1.4   |       |            |       | 5.5   |       |       | 8.5          |       | 10.2<br>10.3 |        |        |        |        |        |              |        |
|              | Labour responsibility                     | MOZ-PE-15 | Syndical freedom  |       |       |            |       |       |       |       | 8.5 -<br>8.8 |       | 10.2         |        |        |        |        |        | 16.3<br>16.7 |        |
|              | Ensuring health and safety for our people | MOZ-PE-16 | Occupational Health and Safety Programme (OHS): Training - signaling and traffic lights |       |       |            |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |
|              | Ensuring health and safety for our people | MOZ-PE-17 | Occupational Health and Safety Programme (OHS): Training - drum fishing nets            |       |       |            |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |
|              | Personal and professional development     | MOZ-PE-18 | Improving working conditions - staterooms   |       |       | 3.4        |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |
|              | Labour responsibility                     | MOZ-PE-19 | Talent Recruitment and Development - research cabin                                     |       |       |            | 4.7   |       |       |       |              |       |              |        |        |        |        |        |              | 17.17  |
|              | Personal and professional development     | MOZ-PE-20 | Improvement of working conditions - air conditioning in work areas                      |       |       | 3.4        |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |
|              | Personal and professional development     | MOZ-PE-21 | Improvement of working conditions - air conditioning and habitability                   |       |       | 3.4        |       |       |       |       | 8.8          |       |              |        |        |        |        |        |              |        |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|---------------------------------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------|--------|--------|--------|-------|
| PRODUCT Excellence                    | Consumer satisfaction                       | MOZ-PR-01 | Continuous process improvement plan   |       |       |       | 4.4   |       |       |       |       | 9.4   |        |        | 12.3         |        |        |        |        |        |       |
|                                       | Consumer satisfaction                       | MOZ-PR-02 | Continuous improvement plan for factories and freezing systems on board                           |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.3         |        |        |        |        |        |       |
|                                       | Food safety                                 | MOZ-PR-03 | Process and classification of the accompanying fauna fish in boxes with quality and uniformity    |       |       |       |       |       |       |       |       | 9.5   |        |        | 12.2<br>12.3 |        |        |        |        |        |       |
|                                       | Consumer satisfaction                       | MOZ-PR-04 | Better (faster) freezing of raw material on board   |       |       |       |       |       |       |       |       | 9.5   |        |        | 12.2<br>12.3 |        |        |        |        |        |       |
|                                       | Consumer satisfaction                       | MOZ-PR-05 | Temperature recording to improve raw material quality - temperature control                       |       | 2.4   |       |       |       |       |       |       | 9.5   |        |        | 12.2<br>12.3 |        |        |        |        |        |       |
|                                       | Consumer satisfaction                       | MOZ-PR-06 | Better classification of fisheries and improvement of quality of raw material - product transport |       | 2.4   |       |       |       |       |       |       | 9.5   |        |        | 12.2<br>12.3 |        |        |        |        |        |       |
| Growing Together with the COMMUNITIES | Cooperation with civil society              | MOZ-CO-01 | Promotion of the consumption of seafood - facilitating the sale of fish                           | 1.4   | 2.1   | 3.4   |       |       |       |       |       |       |        |        |              |        |        |        |        |        |       |
|                                       | Cooperation with civil society              | MOZ-CO-02 | Promotion of the consumption of seafood - plan for 'safe food' from the MOZ Government            |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |              |        |        |        |        |        | 17.17 |
|                                       | Cooperation with civil society              | MOZ-CO-03 | Donation of food to institutions  | 1.3   | 2.1   | 3.4   |       |       |       |       |       |       | 10.2   |        |              |        |        |        |        |        |       |
|                                       | Supporting education and knowledge transfer | MOZ-CO-04 | Promotion of seafood consumption - market diversification   |       |       |       |       |       |       |       | 8.8   |       |        |        |              |        |        |        |        |        |       |

| GENERAL PLAN | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|--------------|---|-----------|---|-------|-------|-------|------------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|              | Cooperation with civil society              | MOZ-CO-05 | Infrastructure improvement - facilities renovation    |       |       |       |            |       |       |       |            | 9.4   |        | 11.4   |        |        |        |        |        |        |       |
|              | Promoting employment and entrepreneurship   | MOZ-CO-06 | Promotion of local employment - netmaking shops       | 1.4   |       |       | 4.4        |       |       |       | 8.3        |       |        |        |        |        |        |        |        |        |       |
|              | Supporting education and knowledge transfer | MOZ-CO-07 | Support for education and outreach - maritime workers |       |       |       | 4.3<br>4.4 |       |       |       | 8.3<br>8.5 |       |        |        |        |        |        |        |        |        |       |
|              | Cooperation with civil society              | MOZ-CO-08 | Housing Programme                                     | 1.4   |       |       |            |       |       |       |            |       | 10.5   | 11.1   |        |        |        |        |        |        |       |
|              | Cooperation with civil society              | MOZ-CO-09 | Disaster relief - Cyclone Idai                        | 1.3   | 2.1   |       |            |       |       |       |            |       | 10.2   | 11.5   |        |        |        |        |        |        | 17.17 |
|              | Cooperation with civil society              | MOZ-CO-10 | Disaster relief - basic basket                        | 1.3   | 2.1   |       |            |       |       |       |            |       | 10.2   | 11.5   |        |        |        |        |        |        |       |
|              | Cooperation with civil society              | MOZ-CO-11 | Disaster relief - restoration                         | 1.3   |       |       |            |       |       |       |            |       | 10.2   | 11.5   |        |        |        |        |        |        | 17.17 |

**FISHING – NAMIBIA – NOVANAM**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6      | SDG 7 | SDG 8 | SDG 9      | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|------------|-------|-------|------------|--------|--------|--------------|--------|--------------|--------|--------|--------|
| Our Common PLANET | Respecting the natural environment | NAM-PL-01 | ISO 14001 certification  |       | 2.4   |       |       |       |            |       |       | 9.4        |        |        | 12.2 - 12.6  |        | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | NAM-PL-02 | Private Standard of Sustainable Fishing of the Nueva Pescanova Group         |       | 2.4   |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | NAM-PL-03 | Seabird bycatch reduction programme (use of tori lines)                      |       |       |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6 |        | 14.7         |        |        |        |
|                   | Respecting the natural environment | NAM-PL-04 | Design of new seabed-friendly trawling nets                                  |       |       |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|                   | Efficient consumption              | NAM-PL-05 | Reduction of water consumption - glazing                                     |       |       |       |       |       | 6.4        |       |       | 9.4        |        |        | 12.2<br>12.6 |        |              |        |        |        |
|                   | Efficient consumption              | NAM-PL-06 | Reduction of water consumption - desalination                                |       |       |       |       |       | 6.3<br>6.4 |       |       | 9.4        |        |        | 12.2<br>12.4 |        |              |        |        |        |
|                   | Zero emissions                     | NAM-PL-07 | Circular valorisation organic of fish co-products as fish meal in Lüderitz   |       |       |       |       |       |            |       |       | 9.2<br>9.4 |        |        | 12.5<br>12.6 |        |              |        |        |        |
|                   | Zero emissions                     | NAM-PL-08 | Circular valorisation of organic fish co-products as fish meal in Walvis Bay |       |       |       |       |       |            |       |       | 9.2<br>9.4 |        |        | 12.5<br>12.6 |        |              |        |        |        |
|                   | Zero emissions                     | NAM-PL-09 | Responsible waste management - management plan                               |       |       |       |       |       |            |       |       | 9.4        |        | 11.6   | 12.4<br>12.5 |        |              |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11       | SDG 12       | SDG 13       | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------|------------------------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------------|--------------|--------------|--------------|--------|--------|--------|
|              | Zero emissions                     | NAM-PL-10 | Improved design of trawl doors  |       |       |       |       |       |       |       |       | 9.4   |        |              | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |
|              | Zero emissions                     | NAM-PL-11 | Reduction of energy consumption - new vessels   |       |       |       |       |       |       |       |       | 9.4   |        |              | 12.2<br>12.6 | 13.a         | 14.1         |        |        |        |
|              | Respecting the natural environment | NAM-PL-12 | Cleaning campaigns - National Clean Up Day  |       |       |       |       |       |       |       |       |       |        | 11.3<br>11.6 |              |              |              | 15.1   |        |        |
|              | Zero emissions                     | NAM-PL-13 | Trawling nets weight reduction  |       |       |       |       |       |       |       |       | 9.4   |        |              | 12.2<br>12.a | 13.2<br>13.a | 14.2<br>14.7 |        |        |        |
|              | Efficient consumption              | NAM-PL-14 | Installation of LED lighting systems - on board   |       |       |       |       |       |       | 7.3   |       | 9.4   |        |              | 12.2<br>12.6 | 13.2<br>13.a |              |        |        |        |
|              | Respecting the natural environment | NAM-PL-15 | New design of fishing net drums   |       |       |       |       |       |       |       | 8.8   | 9.4   |        |              |              |              | 14.4         |        |        |        |
|              | Respecting the natural environment | NAM-PL-16 | Programme for reducing fish harvest losses  |       |       |       |       |       |       |       |       |       |        |              | 12.2         |              | 14.4         |        |        |        |
|              | Efficient consumption              | NAM-PL-17 | Programme to reduce power consumption of freezer compressors in Walvis Bay and Lüderitz |       |       |       |       |       |       | 7.3   |       | 9.4   |        |              | 12.2<br>12.6 | 13.a         |              |        |        |        |
|              | Efficient consumption              | NAM-PL-18 | Optimizing power consumption for freezers in Walvis Bay                                 |       |       |       |       |       |       | 7.3   |       | 9.4   |        |              | 12.2         | 13.a         |              |        |        |        |
|              | Respecting the natural environment | NAM-PL-19 | Management of fisheries sustainability documentation                                    |       |       |       |       |       |       |       |       |       |        |              | 12.6         |              | 14.1         |        |        | 16.b   |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10       | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---|-----------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------------|--------|--------------|--------|--------|--------|--------|--------|
|                 | Zero emissions                            | NAM-PL-20 | Responsible waste management - segregation and containers      |       |       |       |            |       |       |       |       |       |              |        | 12.4<br>12.5 |        |        |        |        |        |
|                 | Efficient consumption                     | NAM-PL-21 | Reduction of water consumption - desalination plant            |       |       |       |            |       | 6.4   |       |       |       |              |        | 12.4<br>12.5 |        |        |        |        |        |
|                 | Zero emissions                            | NAM-PL-22 | Responsible waste management - bilge water separator           |       |       |       |            |       | 6.3   |       |       |       |              |        | 12.4<br>12.5 |        | 14.1   |        |        |        |
| PEOPLE<br>First | Personal and professional development     | NAM-PE-01 | Talent Recruitment and Development - ABACO Programme           |       |       |       | 4.4        |       |       |       | 8.5   |       | 10.2         |        |              |        |        |        |        |        |
|                 | Personal and professional development     | NAM-PE-02 | Talent recruitment and development - scholarships and training |       |       |       | 4.3<br>4.b | 5.5   |       |       | 8.5   |       | 10.2         |        |              |        |        |        |        |        |
|                 | Ensuring health and safety for our people | NAM-PE-03 | Improving working conditions - new vessels                     |       |       | 3.4   |            |       |       |       | 8.8   |       |              |        |              |        |        |        |        |        |
|                 | Ensuring health and safety for our people | NAM-PE-04 | Occupational Health and Safety Programme (OHS)                 |       |       |       |            |       |       |       | 8.8   |       |              |        |              |        |        |        |        |        |
|                 | Personal and professional development     | NAM-PE-05 | Training - knowledge transfer                                  |       |       |       | 4.3        | 5.5   |       |       | 8.5   |       | 10.2<br>10.3 |        |              |        |        |        |        |        |
|                 | Personal and professional development     | NAM-PE-06 | Training - literacy and training                               |       |       |       | 4.5        | 5.5   |       |       | 8.3   |       | 10.2         |        |              |        |        |        |        | 17.17  |
|                 | Personal and professional development     | NAM-PE-07 | Training Programme - NIMT, COSDEC, VTC                         |       |       |       | 4.3<br>4.b | 5.5   |       |       | 8.5   |       | 10.2         |        |              |        |        |        |        | 17.17  |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10       | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|--------------|---|-----------|---|-------|-------|------------|-------|-------|-------|-------|-------|-------|--------------|--------|--------|--------|--------|--------|--------|----------------|
|              | Ensuring health and safety for our people | NAM-PE-08 | Healthy life campaign - sports activities                                     |       |       | 3.4        |       |       |       |       | 8.3   |       |              |        |        |        |        |        |        |                |
|              | Ensuring health and safety for our people | NAM-PE-09 | Healthy life campaign - sponsorship of sports activities                      |       |       | 3.4        |       |       |       |       | 8.3   |       |              |        |        |        |        |        |        |                |
|              | Personal and professional development     | NAM-PE-10 | Identity and corporate culture  |       |       |            |       |       |       |       | 8.3   |       |              |        |        |        |        |        |        |                |
|              | Personal and professional development     | NAM-PE-11 | Celebrating special dates   |       |       |            |       |       |       |       | 8.3   |       |              |        |        |        |        |        |        |                |
|              | Personal and professional development     | NAM-PE-12 | Identity and corporate culture - annual fleet meeting                         |       |       |            |       |       |       |       | 8.3   |       |              |        |        |        |        |        |        |                |
|              | Ensuring health and safety for our people | NAM-PE-13 | Occupational Health and Safety Programme (OHS) - fire fighting                |       |       |            |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        |                |
|              | Ensuring health and safety for our people | NAM-PE-14 | Occupational Health and Safety Programme (OHS) - medical periodical check-ups |       |       | 3.4<br>3.d |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        |                |
|              | Ensuring health and safety for our people | NAM-PE-15 | Healthy life campaign - awareness   |       |       | 3.3<br>3.4 |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Labour responsibility                     | NAM-PE-16 | Equality plan - professional positions on board                               |       |       |            | 4.3   | 5.5   |       |       | 8.5   |       | 10.2<br>10.3 |        |        |        |        |        |        |                |
|              | Labour responsibility                     | NAM-PE-17 | Equality plan - positions of responsibility                                   |       |       |            | 4.3   | 5.5   |       |       | 8.5   |       | 10.2<br>10.3 |        |        |        |        |        |        |                |

| GENERAL PLAN       | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|--------------------|---|-----------|---|-------|-------|------------|-------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|                    | Personal and professional development     | NAM-PE-18 | Identity and corporate culture - African Corporate Governance Conference                  |       |       |            |       |       |       |       |            |       |        |        |        |        |        |        | 16.6   | 17.16<br>17.17 |
|                    | Labour responsibility                     | NAM-PE-19 | Quality in recruitment  | 1.4   |       |            |       |       |       |       | 8.7<br>8.8 |       | 10.3   |        |        |        |        |        | 16.b   |                |
|                    | Ensuring health and safety for our people | NAM-PE-20 | Medical service   |       |       | 3.3<br>3.4 |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |                |
|                    | Labour responsibility                     | NAM-PE-21 | Improvement of working conditions - air conditioning and accommodation on board new ships |       |       | 3.3<br>3.4 |       |       |       |       | 8.8        |       |        |        |        |        |        |        |        |                |
|                    | Personal and professional development     | NAM-PE-22 | Talent Recruitment and Development - Mentoring Programme                                  |       |       |            | 4.4   |       |       |       | 8.5        |       | 10.2   |        |        |        |        |        |        |                |
| PRODUCT Excellence | Consumer satisfaction                     | NAM-PR-01 | Use of on-board produced liquid ice instead of solid ice                                  |       | 2.4   |            |       |       | 6.4   |       |            | 9.4   |        |        | 12.2   |        |        |        |        |                |
|                    | Consumer satisfaction                     | NAM-PR-02 | Sensors in fishing nets codends   |       | 2.4   |            |       |       |       |       |            |       |        |        | 12.2   |        | 14.4   |        |        |                |
|                    | Health and nutrition                      | NAM-PR-03 | Optimize fillet production from petit HG  |       | 2.4   |            |       |       |       |       |            | 9.4   |        |        | 12.2   |        |        |        |        |                |
|                    | Health and nutrition                      | NAM-PR-04 | Produce pieces of hake instead of fish block  |       | 2.4   |            |       |       |       |       |            | 9.4   |        |        | 12.2   |        |        |        |        |                |
|                    | Food safety                               | NAM-PR-05 | Maximize the production of premium cuts   |       | 2.4   |            |       |       |       |       |            | 9.4   |        |        | 12.2   |        |        |        |        |                |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |       |                |
|---------------------------------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|-------|----------------|
|                                       | Consumer satisfaction                       | NAM-PR-06 | Optimize yield of final product from landed fish                        |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.3   |        |        |        |        |                |       |                |
|                                       | Consumer satisfaction                       | NAM-PR-07 | Reduce overweight of final products                                     |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2   |        |        |        |        |                |       |                |
|                                       | Health and nutrition                        | NAM-PR-08 | Maximize containerized cargo  |       |       |       |       |       |       |       |       | 9.4   |        |        |        |        |        |        |        |                |       |                |
| Growing Together with the COMMUNITIES | Promoting employment and entrepreneurship   | NAM-CO-01 | Contribution to local development - Lüderitz socio-economic development | 1.4   |       |       | 4.4   |       |       |       | 8.2   |       | 10.2   | 11.1   |        |        | 14.b   |        |        | 17.16<br>17.17 |       |                |
|                                       | Promoting employment and entrepreneurship   | NAM-CO-04 | Promotion of local employment - netmaking shop                          |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |        |        | 14.a   |        |        |                |       |                |
|                                       | Cooperation with civil society              | NAM-CO-03 | Food donation - children and retirement homes                           | 1.3   | 2.1   | 3.4   |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |                |       |                |
|                                       | Cooperation with civil society              | NAM-CO-04 | Food Donation - Navy Veterans   | 1.3   | 2.1   | 3.4   |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |                | 17.17 |                |
|                                       | Supporting education and knowledge transfer | NAM-CO-05 | Promotion of the consumption of seafood - crayfish festival             |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |                |       |                |
|                                       | Supporting education and knowledge transfer | NAM-CO-06 | Promotion of seafood consumption - Kavango trade fair                   |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |                |       | 17.16<br>17.17 |
|                                       | Supporting education and knowledge transfer | NAM-CO-07 | Promotion of seafood consumption - CONFEX                               |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |                |       | 17.16<br>17.17 |

| GENERAL PLAN | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|--------------|---|-----------|---|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|              | Supporting education and knowledge transfer | NAM-CO-08 | Promotion of seafood consumption - sporting events  |       |       | 3.4   |            |       |       |       |       |       |        |        |        |        |        |        |        |                |
|              | Supporting education and knowledge transfer | NAM-CO-09 | Promotion of seafood consumption - restaurant and fish shop   |       | 2.1   | 3.4   |            |       |       |       |       |       |        |        |        |        |        |        |        |                |
|              | Supporting education and knowledge transfer | NAM-CO-10 | Supporting education and cultural outreach - publication of book on Lüderitz socio-economic development |       |       |       |            |       |       |       |       |       |        | 11.4   |        |        |        |        |        |                |
|              | Supporting education and knowledge transfer | NAM-CO-11 | Promotion of seafood consumption - a clinical study on the benefits of consuming hake                   |       | 2.4   | 3.4   |            |       |       |       |       | 9.5   |        |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | NAM-CO-12 | Contribution to environmental protection - palm trees plantation  |       |       |       |            |       |       |       |       |       |        | 11.7   |        |        |        |        |        |                |
|              | Supporting education and knowledge transfer | NAM-CO-13 | Student visits to the facilities  |       |       |       | 4.4<br>4.7 |       |       |       |       |       |        |        |        |        |        |        |        | 17.17          |
|              | Supporting education and knowledge transfer | NAM-CO-14 | Promotion of seafood consumption - Ongwediva fair   |       | 2.1   | 3.4   |            |       |       |       |       |       |        |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | NAM-CO-15 | Housing programme   | 1.4   |       |       |            |       |       |       |       |       | 10.2   | 11.1   |        |        |        |        |        |                |
|              | Cooperation with civil society              | NAM-CO-16 | Other donations - institutions  |       |       |       | 4.4        |       |       |       |       | 9.1   | 10.2   | 11.1   |        |        |        |        |        |                |

**AQUACULTURE – ECUADOR – PROMARISCO**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6      | SDG 7 | SDG 8 | SDG 9      | SDG 10 | SDG 11 | SDG 12               | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|------------|-------|-------|------------|--------|--------|----------------------|--------|--------------|--------|--------|--------|
| Our Common PLANET | Respecting the natural environment | ECU-PL-01 | GLOBALG.A.P. Certification   |       | 2.4   |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6         |        | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | ECU-PL-02 | ASC certification  |       | 2.4   |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6         |        | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | ECU-PL-03 | BAP certification  |       | 2.4   |       |       |       |            |       |       | 9.4        |        |        | 12.2<br>12.6         |        | 14.2<br>14.7 |        |        |        |
|                   | Efficient consumption              | ECU-PL-05 | Compliance with the objective of saving water consumption                          |       |       |       |       |       | 6.3<br>6.4 |       |       | 9.4        |        |        | 12.2                 |        | 14.1         |        |        |        |
|                   | Efficient consumption              | ECU-PL-06 | Cost optimization in water purification  |       |       |       |       |       | 6.3        |       |       | 9.4        |        |        | 12.2<br>12.4         |        | 14.1         |        |        |        |
|                   | Respecting the natural environment | ECU-PL-07 | Environmental Monitoring and Surveillance - quality control of effluent discharges |       |       |       |       |       | 6.3        |       |       |            |        |        | 12.4<br>12.6         |        | 14.1         | 15.1   |        |        |
|                   | Respecting the natural environment | ECU-PL-08 | Environmental Monitoring and Surveillance - waste management                       |       |       |       |       |       | 6.3        |       |       |            |        |        | 12.4<br>12.6         |        | 14.1<br>14.2 | 15.1   |        |        |
|                   | Zero emissions                     | ECU-PL-09 | Responsible waste management - non-recyclable and non-organic                      |       |       |       |       |       |            |       |       |            |        |        | 12.4<br>12.5<br>12.6 |        |              |        |        |        |
|                   | Zero emissions                     | ECU-PL-10 | Responsible waste management - organic by-products                                 |       |       |       |       |       |            |       |       | 8.2<br>8.4 |        |        | 12.4<br>12.5         |        |              |        |        |        |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11       | SDG 12       | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|-----------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------------|--------------|--------------|--------|--------|--------|--------|-------|
|                 | Efficient consumption                     | ECU-PL-11 | Equipment replacement and maintenance Programme - generators and stationary motors |       |       |       |       |       |       | 7.3   |       | 9.4   |        |              | 12.2         | 13.2         |        |        |        |        |       |
|                 | Efficient consumption                     | ECU-PL-12 | Installation of LED lighting systems - processing plant                            |       |       |       |       |       |       | 7.3   |       | 9.4   |        |              | 12.2<br>12.6 | 13.2<br>13.a |        |        |        |        |       |
|                 | Zero emissions                            | ECU-PL-13 | Use of energy from renewable sources - supplier management                         |       |       |       |       |       |       | 7.2   |       | 9.4   |        |              |              | 13.2         |        |        |        |        |       |
|                 | Respecting the natural environment        | ECU-PL-14 | Cleaning campaigns - riverbanks, beaches, and bays                                 |       |       |       |       |       |       |       |       |       |        | 11.3<br>11.6 |              |              |        | 15.1   |        |        |       |
|                 | Respecting the natural environment        | ECU-PL-15 | Recognition of compliance with SSP requirements                                    |       |       |       |       |       |       |       |       | 8.4   | 9.4    |              |              | 12.2         |        |        |        |        |       |
|                 | Respecting the natural environment        | ECU-PL-16 | GLOBALG.A.P. Certification of third parties  |       |       |       |       |       |       |       |       |       |        |              |              |              |        |        |        |        | 17.17 |
|                 | Respecting the natural environment        | ECU-PL-04 | Mangrove reforestation Programme   |       |       |       | 4.7   |       |       | 6.6   |       |       |        |              |              |              | 13.1   | 14.2   | 15.1   |        | 17.17 |
| PEOPLE<br>First | Personal and professional development     | ECU-PE-01 | Talent Recruitment and Development - ÁBACO Programme                               |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |              |              |              |        |        |        |        |       |
|                 | Personal and professional development     | ECU-PE-02 | Training - literacy and post-literacy  |       |       |       | 4.4   |       |       |       | 8.3   |       | 10.3   |              |              |              |        |        |        |        | 17.17 |
|                 | Ensuring health and safety for our people | ECU-PE-03 | Occupational Health and Safety Programme (OHS) - plan                              |       |       |       |       |       |       |       | 8.8   |       |        |              |              |              |        |        |        |        |       |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10       | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16       | SDG 17 |
|--------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------------|--------|--------|--------|--------|--------|--------------|--------|
|              | Ensuring health and safety for our people | ECU-PE-04 | Occupational Health and Safety Programme (OHS) - awareness                  |       |       | 3.4   |       |       |       |       | 8.8        |       |              |        |        |        |        |        |              | 17.17  |
|              | Ensuring health and safety for our people | ECU-PE-05 | Occupational Health and Safety Programme (OHS) - execution and verification |       |       | 3.4   |       | 5.6   |       |       | 8.8        |       |              |        |        |        |        |        |              | 17.17  |
|              | Ensuring health and safety for our people | ECU-PE-06 | Healthy life campaign - awareness of alcohol, tobacco, and other drugs use  |       |       | 3.5   |       |       |       |       |            |       |              |        |        |        |        |        |              | 17.17  |
|              | Labour responsibility                     | ECU-PE-07 | Diversity and inclusion   | 1.4   |       |       |       |       |       |       | 8.5        |       | 10.2<br>10.3 |        |        |        |        |        |              | 17.17  |
|              | Labour responsibility                     | ECU-PE-08 | Improving the work environment  |       |       | 3.4   |       |       |       |       | 8.5        |       | 10.2<br>10.3 |        |        |        |        |        |              |        |
|              | Labour responsibility                     | ECU-PE-09 | Equality plan   |       |       |       |       | 5.5   |       |       |            |       | 10.2<br>10.3 |        |        |        |        |        |              |        |
|              | Labour responsibility                     | ECU-PE-10 | Quality in recruitment  | 1.4   |       |       |       |       |       |       | 8.8        |       | 10.3         |        |        |        |        |        |              |        |
|              | Labour responsibility                     | ECU-PE-11 | Freedom of association  |       |       |       |       |       |       |       | 8.5<br>8.8 |       | 10.2         |        |        |        |        |        | 16.3<br>16.7 | 17.17  |
|              | Labour responsibility                     | ECU-PE-12 | Identity and corporate culture  |       |       |       |       |       |       |       | 8.5        |       |              |        |        |        |        |        | 16.5         |        |
|              | Ensuring health and safety for our people | ECU-PE-13 | Improving working conditions - inspection of accommodation places           |       |       | 3.4   |       |       |       |       |            |       | 10.2         | 11.1   |        |        |        |        |              | 17.17  |

| GENERAL PLAN       | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |       |
|--------------------|---------------------------------------|-----------|--|-------|-------|------------|-------|-------|-------|-------|------------|-------|--------|--------|--------------|--------|--------------|--------|--------|--------|-------|
|                    | Labour responsibility                 | ECU-PE-14 | Compliance with Labour Responsibility requirements - inspection                                |       |       |            |       |       |       |       | 8.3<br>8.8 |       |        |        |              |        |              |        | 16.2   | 17.17  |       |
|                    | Personal and professional development | ECU-PE-15 | Training - basic education   |       |       |            | 4.4   |       |       |       | 8.3        |       | 10.3   |        |              |        |              |        |        |        | 17.17 |
|                    | Personal and professional development | ECU-PE-16 | Training - training plan   |       |       |            | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |              |        |              |        |        |        |       |
| PRODUCT Excellence | Health and nutrition                  | ECU-PR-01 | Project to reduce the level of salt in frozen product by brine line                            |       | 2.1   | 3.4<br>3.d |       |       |       |       |            |       |        |        | 12.2<br>12.6 |        |              |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-02 | Replace plastic units (breadbaskets, temporary storage) with plastic cartons (final packaging) |       |       |            |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        |              |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-03 | Automatic drying in primary packaging prior to shrink wrapping with plastic film               |       |       |            |       |       |       |       |            | 9.4   |        |        | 12.5         |        |              |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-04 | Palletizing and cubing optimization by improving secondary packaging measures                  |       |       |            |       |       |       |       |            | 9.4   |        |        | 12.6         |        |              |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-05 | New scheme in training of sensory tests  |       |       |            |       |       |       |       | 8.2        | 9.4   |        |        |              |        |              |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-06 | IFS certification  |       |       |            |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |       |
|                    | Consumer satisfaction                 | ECU-PR-07 | GLOBALG.A.P. Certification   |       | 2.4   |            |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |       |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9        | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |                |
|---------------------------------------|---|-----------|---|-------|-------|-------|------------|-------|-------|-------|-------|--------------|--------|--------|--------------|--------|--------------|--------|--------|--------|----------------|
|                                       | Consumer satisfaction                     | ECU-PR-08 | BAP certification   |       | 2.4   |       |            |       |       |       |       | 9.4          |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |                |
|                                       | Consumer satisfaction                     | ECU-PR-09 | Organic shrimp production certification (BIO / Organic certification)       |       | 2.4   |       |            |       |       |       |       | 9.4          |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |                |
|                                       | Consumer satisfaction                     | ECU-PR-10 | ASC certification   |       | 2.4   |       |            |       |       |       |       | 9.4          |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |                |
|                                       | Consumer satisfaction                     | ECU-PR-11 | SSP certification Recognition of compliance with SSP requirements           |       | 2.4   |       |            |       |       |       |       | 9.4          |        |        | 12.2         |        |              |        |        |        |                |
|                                       | Consumer satisfaction                     | ECU-PR-12 | GLOBALG.A.P. Certification third party                                      |       | 2.4   |       |            |       |       |       |       |              |        |        |              |        |              |        |        |        | 17.17          |
| Growing Together with the COMMUNITIES | Promoting employment and entrepreneurship | ECU-CO-01 | Internship / scholarship Programmes - recruitment campaigns                 |       |       |       | 4.4<br>4.b |       |       |       |       | 8.6          |        |        |              |        |              |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | ECU-CO-02 | Social and cultural support - industry breakthroughs                        |       |       |       |            |       |       |       |       | 8.8          |        |        | 12.6         |        |              |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | ECU-CO-03 | Internship / scholarship Programmes - agreement with universities and fairs |       |       |       | 4.4<br>4.b |       |       |       |       | 8.6          |        |        |              |        |              |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | ECU-CO-04 | Promotion and generation of youth employment                                | 1.4   |       |       |            |       |       |       |       | 8.5 -<br>8.6 |        | 10.2   |              |        |              |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | ECU-CO-05 | Support for education and outreach - sustainable leadership                 |       |       |       |            |       |       |       |       |              |        |        | 12.6         |        |              | 15.1   |        |        | 17.16<br>17.17 |

| GENERAL PLAN | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|--------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|              | Promoting employment and entrepreneurship   | ECU-CO-06 | Support for education and outreach - continuous improvement plan            |       |       |       |       |       |       |       |       |       |        |        | 12.6   |        |        | 15.1   | 16.6   | 17.16<br>17.17 |
|              | Supporting education and knowledge transfer | ECU-CO-07 | Social and cultural support - scholarships to associations                  | 1.4   |       |       | 4.5   |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Supporting education and knowledge transfer | ECU-CO-08 | Support for education and cultural outreach - AGEARTH graduates association | 1.4   |       |       | 4.5   |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Supporting education and knowledge transfer | ECU-CO-09 | Other donations - computer equipment, Nueve de Octubre school               | 1.4   |       |       | 4.5   |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Supporting education and knowledge transfer | ECU-CO-10 | Other donations - computer equipment, Luis Garzón school                    | 1.4   |       |       | 4.5   |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | ECU-CO-11 | Monetary donation - house of the suffering man                              | 1.4   |       |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | ECU-CO-12 | Monetary donation - Hogar San José foundation                               | 1.4   |       |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | ECU-CO-13 | Monetary donation - María Guare Foundation                                  | 1.4   |       |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Cooperation with civil society              | ECU-CO-14 | Other donations - goods and training in disease prevention                  |       |       | 3.3   |       |       |       |       |       |       |        | 11.1   |        |        |        |        |        |                |
|              | Cooperation with civil society              | ECU-CO-15 | Disaster relief - post-earthquake assistance                                | 1.3   |       |       |       |       |       |       |       |       |        | 11.5   |        |        |        |        |        |                |

**AQUACULTURE – SPAIN – INSUIÑA**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE                               | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13               | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|----------------------|--------------|--------|--------|--------|
| Our Common PLANET | Efficient consumption              | INS-PL-01 | Reduction of energy consumption              |       |       |       |       |       |       | 7.3   | 8.4   | 9.4   |        |        | 12.2                 | 13.2<br>13.a         |              |        |        |        |
|                   | Efficient consumption              | INS-PL-02 | Reduction of water consumption               |       |       |       |       |       | 6.4   |       | 8.4   |       |        |        | 12.2                 |                      |              |        |        |        |
|                   | Efficient consumption              | INS-PL-03 | Installation of LED lighting systems         |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6         | 13.2<br>13.a         |              |        |        |        |
|                   | Efficient consumption              | INS-PL-04 | Energy Audit (Xove)                          |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2                 | 13.2<br>13.a         |              |        |        |        |
|                   | Respecting the natural environment | INS-PL-05 | ISO 14001 certification                      |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |                      |              |        |        |        |
|                   | Respecting the natural environment | INS-PL-06 | EMAS certification                           |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |                      |              |        |        |        |
|                   | Respecting the natural environment | INS-PL-07 | GLOBALG.A.P. Certification                   |       | 2.4   |       |       |       |       |       |       |       | 9.4    |        | 12.2<br>12.6         |                      | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | INS-PL-08 | GLOBALG.A.P. Certification of feed suppliers |       |       |       |       |       |       |       |       |       | 9.4    |        | 12.2<br>12.6         |                      | 14.2<br>14.7 |        |        |        |
|                   | Respecting the natural environment | INS-PL-09 | Environmental Monitoring and Surveillance    |       |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4    |        |                      | 12.2<br>12.4<br>12.5 |              |        |        |        |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---|-----------|--|-------|-------|-------|------------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | Respecting the natural environment        | INS-PL-10 | Compliance with Standard UNE173300 'Guide to good practice for sacrifice' (Xove) |       |       |       |            |       |       |       |            |       |        |        | 12.2   |        | 14.c   |        |        |        |
|                 | Zero emissions                            | INS-PL-11 | Elimination of unwanted materials  |       |       |       |            |       |       |       |            |       |        |        | 14.4   |        |        |        |        |        |
|                 | Zero emissions                            | INS-PL-13 | Responsible waste management   |       |       |       |            |       | 6.3   |       |            | 9.4   |        |        | 12.4   |        |        |        |        |        |
|                 | Respecting the natural environment        | INS-PL-14 | Research Programme - genetic improvement (Mougás)                                |       |       |       |            |       |       |       |            | 9.5   |        |        | 12.3   |        | 14.a   |        |        |        |
|                 | Respecting the natural environment        | INS-PL-15 | Research Programme - feed performance (Xove)                                     |       |       |       |            |       |       |       |            | 9.5   |        |        | 12.3   |        | 14.a   |        |        | 17.17  |
|                 | Respecting the natural environment        | INS-PL-16 | Research Programme - prevention of aeromonas (Xove)                              |       |       |       |            |       |       |       |            | 9.5   |        |        | 12.3   |        | 14.a   |        |        | 17.17  |
| PEOPLE<br>First | Personal and professional development     | INS-PE-01 | Training - training plan   |       |       |       | 4.4        |       |       |       | 8.5<br>8.8 |       | 10.2   |        |        |        |        |        |        |        |
|                 | Personal and professional development     | INS-PE-02 | Talent Recruitment and Development - Abaco Programme                             |       |       |       | 4.4        |       |       |       | 8.5        |       | 10.2   |        |        |        |        |        |        |        |
|                 | Personal and professional development     | INS-PE-03 | Improving the working environment - open house                                   |       |       |       | 4.4<br>4.7 |       |       |       |            |       |        |        |        |        |        |        |        |        |
|                 | Ensuring health and safety for our people | INS-PE-04 | Occupational Health and Safety Programme (OHS)                                   |       |       |       |            |       |       |       | 8.8        |       |        |        |        |        |        |        |        |        |

| GENERAL PLAN       | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17       |
|--------------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|----------------------|--------|--------------|--------|--------|--------------|
|                    | Ensuring health and safety for our people | INS-PE-05 | Medical service - periodical health check-ups                   |       |       | 3.8   |       |       |       |       | 8.8        |       |        |        |                      |        |              |        |        |              |
|                    | Ensuring health and safety for our people | INS-PE-06 | Healthy life campaign - gyms                                    |       |       | 3.8   |       |       |       |       |            |       |        |        |                      |        |              |        |        |              |
|                    | Ensuring health and safety for our people | INS-PE-07 | Medical service - annual flu vaccination campaign               |       |       | 3.8   |       |       |       |       | 8.8        |       |        |        |                      |        |              |        |        | 17.17        |
|                    | Labour responsibility                     | INS-PE-08 | Equality plan   |       |       |       |       | 5.5   |       |       |            |       |        |        |                      |        |              |        |        |              |
|                    | Labour responsibility                     | INS-PE-09 | Quality in recruitment  |       |       |       |       |       |       |       | 8.5<br>8.8 |       | 10.2   |        |                      |        |              |        |        | 16.3<br>16.7 |
|                    | Personal and professional development     | INS-PE-10 | Talent Recruitment and Development - Mentoring Programme        |       |       |       | 4.4   |       |       |       | 8.5        |       | 10.2   |        |                      |        |              |        |        |              |
|                    | Ensuring health and safety for our people | INS-PE-11 | Agreements with third parties - medical clinics                 |       |       | 3.4   |       |       |       |       |            |       |        |        |                      |        |              |        |        | 17.17        |
|                    | Ensuring health and safety for our people | INS-PE-12 | Occupational Health and Safety Programme (OHS) - defibrillators |       |       | 3.4   |       |       |       |       |            | 8.8   |        |        |                      |        |              |        |        |              |
| PRODUCT Excellence | Consumer satisfaction                     | INS-PR-01 | ISO9001 certification (Mougás)                                  |       |       |       |       |       | 6.3   | 7.3   | 8.4        | 9.4   |        |        | 12.2<br>12.4<br>12.5 |        |              |        |        |              |
|                    | Consumer satisfaction                     | INS-PR-02 | IFS certification (Xove)  |       |       |       |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6         |        | 14.2<br>14.7 |        |        |              |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-----------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|                                       | Consumer satisfaction                       | INS-PR-03 | Packaging material reduction                           |       |       |       |            |       |       |       |       | 9.4   |        |        | 12.5   |        |        |        |        |                |
|                                       | Food safety                                 | INS-PR-04 | Control of Anisakis in finished gutted product (Xove)  |       | 2.4   |       |            |       |       |       |       |       |        |        | 12.2   |        |        |        |        |                |
| Growing Together with the COMMUNITIES | Promoting employment and entrepreneurship   | INS-CO-01 | Promotion of local employment - employment bank (Xove) | 1.4   |       |       |            |       |       |       | 8.2   |       | 10.2   | 11.1   |        |        |        |        |        | 17.16<br>17.17 |
|                                       | Supporting education and knowledge transfer | INS-CO-02 | Support for education and outreach - Red Cross         |       |       |       |            |       |       |       |       |       |        |        |        |        |        |        |        | 17.17          |
|                                       | Promoting employment and entrepreneurship   | INS-CO-03 | Internship/scholarships programme                      |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |        |        |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship   | INS-CO-04 | Promotion of local employment                          | 1.4   |       |       |            |       |       |       | 8.2   |       | 10.2   | 11.1   |        |        |        |        |        |                |

**AQUACULTURE – GUATEMALA – NOVA GUATEMALA**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15       | SDG 16       | SDG 17 |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------------|--------------|--------|
| Our Common PLANET | Respecting the natural environment | GUA-PL-06 | Native plants nursery for soil recovery in local communities |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2         |        | 14.7         |              |              |        |
|                   | Respecting the natural environment | GUA-PL-01 | IFS certification  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |              |              |        |
|                   | Respecting the natural environment | GUA-PL-02 | ASC / MSC CoC certification                                  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |              |              |        |
|                   | Respecting the natural environment | GUA-PL-03 | BAP certification  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |              |              |        |
|                   | Respecting the natural environment | GUA-PL-04 | Mangrove reforestation Programme                             |       |       |       |       |       |       | 6.6   |       |       |        |        |              | 13.1   | 14.2         | 15.1         |              | 17.17  |
|                   | Respecting the natural environment | GUA-PL-05 | Mahogany and Cedar Reforestation Programme                   |       |       |       |       |       |       | 6.6   |       |       |        |        |              | 13.1   | 14.2         | 15.1         |              | 17.17  |
|                   | Respecting the natural environment | GUA-PL-07 | Iguana conservation programme                                |       |       |       | 4.7   |       |       |       |       |       |        |        |              |        |              | 15.1<br>15.5 |              | 17.17  |
|                   | Respecting the natural environment | GUA-PL-08 | Iguana conservation programme - awareness                    |       |       |       | 4.7   |       |       |       |       |       |        |        |              |        |              | 15.1<br>15.5 |              | 17.17  |
|                   | Respecting the natural environment | GUA-PL-09 | Olive Ridley sea turtle conservation programme               |       |       |       |       |       |       |       |       |       |        |        |              |        |              | 14.2         | 15.1<br>15.5 |        |

| GENERAL PLAN | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15       | SDG 16 | SDG 17 |
|--------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------|--------------|--------|--------|
|              | Respecting the natural environment | GUA-PL-10 | Olive Ridley sea turtle conservation programme - awareness                       |       |       |       |       |       |       |       |       |       |        |        |              |        | 14.2   | 15.1<br>15.5 |        |        |
|              | Efficient consumption              | GUA-PL-11 | Implementation of a fertilizer reduction system in the preparation of farm pools |       |       |       |       |       | 6.3   |       |       | 9.4   |        |        | 12.4         |        |        |              |        |        |
|              | Efficient consumption              | GUA-PL-12 | Reduction of the use of chemicals in the processing plant                        |       |       |       |       |       | 6.3   |       |       | 9.4   |        |        | 12.4         |        |        |              |        |        |
|              | Efficient consumption              | GUA-PL-13 | Reduction of energy consumption  |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         | 13.3   |        |              |        |        |
|              | Efficient consumption              | GUA-PL-14 | Reduction of water consumption - filling of production ponds                     |       |       |       |       |       | 6.4   |       |       | 9.4   |        |        | 12.4         |        |        |              |        |        |
|              | Efficient consumption              | GUA-PL-15 | Reduction of water consumption - hoses and pipes                                 |       | 2.4   |       |       |       | 6.4   |       |       | 9.4   |        |        | 12.2         |        |        |              |        |        |
|              | Efficient consumption              | GUA-PL-16 | Reduction of water consumption - awareness                                       |       | 2.4   |       |       |       | 6.4   |       |       | 9.4   |        |        | 12.2         |        |        |              |        |        |
|              | Zero emissions                     | GUA-PL-17 | Responsible waste management - non-hazardous waste                               |       |       |       |       |       |       |       | 8.4   | 9.2   |        |        | 12.4<br>12.5 |        |        |              |        |        |
|              | Zero emissions                     | GUA-PL-18 | Responsible waste management - procedure and QMS                                 |       |       |       |       |       |       |       | 8.2   |       |        | 11.6   | 12.4<br>12.5 | 13.2   |        |              |        |        |
|              | Zero emissions                     | GUA-PL-19 | Responsible waste management - awareness   |       |       |       |       |       |       |       | 8.2   |       |        | 11.6   | 12.4<br>12.5 | 13.2   |        |              |        |        |

| GENERAL PLAN    | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------|--------|--------|--------|
|                 | Zero emissions                        | GUA-PL-20 | Reduction of the polluting load of discharged water  |       |       |       |       |       | 6.3   |       |       | 9.4   |        |        | 12.4         |        |        |        |        |        |
|                 | Zero emissions                        | GUA-PL-21 | Responsible waste management - organic by-products   |       |       |       |       |       |       |       | 8.2   |       |        | 11.6   | 12.4<br>12.5 | 13.2   |        |        |        | 17.17  |
| PEOPLE<br>First | Personal and professional development | GUA-PE-01 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-02 | Training - needs analysis  |       |       | 3.3   |       |       |       |       | 8.8   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-03 | Occupational Health and Safety Programme (OHS): Training - handling of chemicals             |       |       | 3.9   | 4.4   |       |       |       | 8.8   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-04 | Training - HACCP   |       | 2.4   |       | 4.4   |       |       |       | 8.2   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-05 | Occupational Health and Safety Programme (OHS): Training - fire types and fire extinguishers |       |       |       | 4.4   |       |       |       | 8.8   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-06 | Training - cleaning and final product  |       |       |       | 4.4   |       |       |       |       |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-07 | Occupational Health and Safety Programme (OHS): Training - first aid                         |       |       | 3.4   | 4.4   |       |       |       | 8.8   |       |        |        |              |        |        |        |        |        |
|                 | Personal and professional development | GUA-PE-08 | Training - first aid   |       |       |       | 4.4   |       |       |       | 8.3   |       |        |        |              |        |        |        |        |        |

| GENERAL PLAN                              | SPECIFIC PLAN                             | CODE                                      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|---|---|---|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|   | Personal and professional development     | GUA-PE-09                                 | Training - traceability                                |       | 2.4   |       | 4.4   |       |       |       | 8.2   |       |        |        |        |        |        |        |        |        |       |
|   | Personal and professional development     | GUA-PE-10                                 | Talent Recruitment and Development - ABACO Programme   |       |       |       | 4.4   |       |       |       | 8.5   |       |        |        |        |        |        |        |        |        |       |
|   | Labour responsibility                     | GUA-PE-11                                 | Support to employees - awareness "All in Sync"         | 1.3   |       |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|   | Labour responsibility                     | GUA-PE-12                                 | Employee support - raising awareness for donations     | 1.3   | 2.1   |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|   | Ensuring health and safety for our people | GUA-PE-13                                 | Employee support - Christmas festivities               | 1.3   | 2.1   |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|   | Labour responsibility                     | GUA-PE-14                                 | Celebrating special dates - Christmas festivities      | 1.3   |       |       |       |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|   | Ensuring health and safety for our people | GUA-PE-15                                 | Healthy life campaign - Hepatitis B vaccination day    |       |       | 3.d   |       |       |       |       |       | 8.8   |        |        |        |        |        |        |        |        | 17.17 |
|   | Ensuring health and safety for our people | GUA-PE-16                                 | Healthy life campaign - cervical cancer prevention day |       |       | 3.d   |       | 5.1   |       |       |       |       |        |        |        |        |        |        |        |        | 17.17 |
|   | Ensuring health and safety for our people | GUA-PE-17                                 | Healthy life campaign - eye check-up                   |       |       | 3.4   |       |       |       |       |       | 8.8   |        |        |        |        |        |        |        |        | 17.17 |
| Ensuring health and safety for our people | GUA-PE-18                                 | Training - occupational health and safety |  |       | 3.4   | 4.4   |       |       |       |       | 8.8   |       |        |        |        |        |        |        |        | 17.17  |       |

| GENERAL PLAN       | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|--------------|--------|--------------|--------|--------|--------|
|                    | Ensuring health and safety for our people | GUA-PE-19 | Occupational Health and Safety Programme (OHS): Training - earthquake evacuation drill |       |       | 3.4   | 4.4   |       |       |       | 8.8        |       |        |        |              |        |              |        |        |        |
|                    | Labour responsibility                     | GUA-PE-20 | Equality plan - positions of responsibility  |       |       |       |       | 5.5   |       |       | 8.5        |       | 10.2   |        |              |        |              |        |        |        |
|                    | Labour responsibility                     | GUA-PE-21 | Labor certification - SMETA  |       |       |       |       |       |       |       | 8.3<br>8.8 |       |        |        |              |        |              |        |        |        |
|                    | Labour responsibility                     | GUA-PE-22 | Quality in recruitment   | 1.4   |       |       |       |       |       |       | 8.7<br>8.8 |       | 10.3   |        |              |        |              |        |        | 16.b   |
|                    | Ensuring health and safety for our people | GUA-PE-23 | Occupational Health and Safety Programme (OHS) - plan                                  |       |       |       |       |       |       |       | 8.8        |       |        |        |              |        |              |        |        |        |
|                    | Ensuring health and safety for our people | GUA-PE-24 | Medical service - health check   |       |       | 3.4   |       |       |       |       |            |       |        |        |              |        |              |        |        |        |
|                    | Personal and professional development     | GUA-PE-25 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |              |        |              |        |        |        |
| PRODUCT Excellence | Health and nutrition                      | GUA-PR-01 | Manufacture of gluten-free products  |       | 2.4   |       |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|                    | Consumer satisfaction                     | GUA-PR-02 | Healthy and natural products   |       | 2.1   |       |       |       |       |       |            |       |        |        | 12.2         |        |              |        |        |        |
|                    | Consumer satisfaction                     | GUA-PR-03 | Versatility and product innovation   |       | 2.1   |       |       |       |       |       |            | 9.5   |        |        |              |        |              |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN         | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------|-----------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|--------|
|              | Food safety           | GUA-PR-04 | Decrease in claims for metallic foreign matter  |       |       |       |       |       |       |       |       |       |        |        | 12.2         |        |              |        |        |        |
|              | Food safety           | GUA-PR-05 | Reduction of incidence of metallic foreign matter in plant  |       |       |       |       |       |       |       |       | 9.4   |        |        |              |        |              |        |        |        |
|              | Food safety           | GUA-PR-06 | Reduction of incidence of non-metallic foreign matter in the plant                                    |       |       |       |       |       |       |       |       | 9.4   |        |        |              |        |              |        |        |        |
|              | Food safety           | GUA-PR-07 | Ensuring the safety of ready-to-eat products  |       |       |       |       |       |       |       |       | 9.4   |        |        |              |        |              |        |        |        |
|              | Consumer satisfaction | GUA-PR-08 | Customer satisfaction through fast and complete attention   |       |       |       |       |       |       |       |       |       |        |        | 12.2         |        |              |        |        |        |
|              | Consumer satisfaction | GUA-PR-09 | Quality Management System implemented in NOVAGUATEMALA  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|              | Consumer satisfaction | GUA-PR-10 | BAP certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|              | Consumer satisfaction | GUA-PR-11 | Organic shrimp production certification (BIO / Organic certification) and respective chain of custody |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|              | Consumer satisfaction | GUA-PR-12 | IFS certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|              | Food safety           | GUA-PR-13 | ASC / MSC CoC certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
| Growing Together with the COMMUNITIES | Cooperation with civil society              | GUA-CO-01 | Improvement of infrastructures - awareness of CEPAC cleaning and urban area        |       |       |       |       |       |       |       |       | 9.1   |        | 11.3   |        |        |        |        |        |                |
|                                       | Cooperation with civil society              | GUA-CO-02 | Contribution to environmental protection - removal of clandestine garbage cans     |       |       |       |       |       |       |       |       | 9.1   |        | 11.6   | 12.5   |        |        | 15.1   |        |                |
|                                       | Cooperation with civil society              | GUA-CO-03 | Food donation - communities  | 1.3   | 2.1   |       |       |       |       |       |       |       |        | 10.2   |        |        |        |        |        |                |
|                                       | Promoting employment and entrepreneurship   | GUA-CO-04 | Infrastructure improvement - floodgate in the estuary                              | 1.4   |       |       |       |       |       |       |       | 9.1   |        | 11.3   |        |        |        |        |        |                |
|                                       | Supporting education and knowledge transfer | GUA-CO-05 | Support for education and cultural outreach  |       |       |       | 4.4   |       |       |       |       |       |        | 10.2   |        |        |        |        |        | 17.16<br>17.17 |
|                                       | Supporting education and knowledge transfer | GUA-CO-06 | Support for education and cultural outreach - health and nutrition at home         |       |       | 3.4   | 4.7   |       |       |       |       |       |        |        |        |        |        |        |        | 17.17          |
|                                       | Cooperation with civil society              | GUA-CO-07 | Contribution to environmental protection - reforestation                           |       |       |       | 4.7   |       |       |       |       |       |        |        |        |        |        | 15.1   | 16.8   |                |
|                                       | Cooperation with civil society              | GUA-CO-08 | Contribution to environmental protection - awareness protection of the environment |       |       |       | 4.7   |       |       |       |       |       |        |        |        | 13.2   |        |        | 16.8   |                |
|                                       | Supporting education and knowledge transfer | GUA-CO-09 | Support for education and outreach - food security                                 | 1.3   | 2.1   | 3.4   | 4.7   |       |       |       |       |       |        |        |        |        |        |        |        |                |
|                                       | Cooperation with civil society              | GUA-CO-11 | Food donation - Christmas dinner   |       | 2.1   | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |                |

**AQUACULTURE – NICARAGUA – CAMANICA**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE                                     | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14       | SDG 15 | SDG 16       | SDG 17 |       |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------------|--------|--------------|--------|-------|
| Our Common PLANET | Respecting the natural environment | NIC-PL-01 | GLOBALG.A.P. Certification                         |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |              | 14.2<br>14.7 |        |              |        |       |
|                   | Respecting the natural environment | NIC-PL-02 | BAP certification                                  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |              | 14.2<br>14.7 |        |              |        |       |
|                   | Respecting the natural environment | NIC-PL-03 | ASC certification                                  |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |              | 14.2<br>14.7 |        |              |        |       |
|                   | Respecting the natural environment | NIC-PL-04 | Mangrove reforestation Programme                   |       |       |       |       |       |       | 6.6   |       |       |        |        |              |              | 13.1         | 14.2   | 15.1         |        | 17.17 |
|                   | Respecting the natural environment | NIC-PL-05 | Iguana repopulation Programme - awareness          |       |       |       |       |       |       |       |       |       |        |        |              |              |              |        | 15.1<br>15.5 |        | 17.17 |
|                   | Respecting the natural environment | NIC-PL-06 | Iguana repopulation Programme                      |       |       |       |       |       |       |       |       |       |        |        |              |              |              |        | 15.1<br>15.5 |        | 17.17 |
|                   | Respecting the natural environment | NIC-PL-07 | Plant Nursery Programme                            |       |       |       |       |       |       | 6.6   |       |       |        |        | 11.4         |              | 13.1         |        | 15.1         |        | 17.17 |
|                   | Zero emissions                     | NIC-PL-08 | Responsible waste management - non-hazardous waste |       |       |       |       |       |       |       |       | 8.4   | 9.2    |        |              | 12.4<br>12.5 |              |        |              |        |       |
|                   | Zero emissions                     | NIC-PL-09 | Responsible waste management - organic by-products |       |       |       |       |       |       |       |       | 8.2   |        |        | 11.6         | 12.4<br>12.5 | 13.2         |        |              |        | 17.17 |

| GENERAL PLAN    | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE                                       | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------|--------|--------|--------|
|                 | Zero emissions                        | NIC-PL-10 | Responsible waste management - hazardous waste       |       |       | 3.9   |       |       |       |       | 8.4   | 9.2   |        |        | 12.4<br>12.5 |        |        |        |        |        |
|                 | Zero emissions                        | NIC-PL-11 | Feasibility study of renewable energy use            |       |       |       |       |       |       | 7.2   |       | 9.4   |        |        | 12.2         | 13.2   |        |        |        |        |
|                 | Efficient consumption                 | NIC-PL-13 | Reduction of energy consumption - awareness          |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         | 13.2   |        |        |        |        |
|                 | Efficient consumption                 | NIC-PL-14 | Installation of LED lighting systems                 |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6 | 13.a   |        |        |        |        |
|                 | Efficient consumption                 | NIC-PL-15 | Reduction of water consumption - supply system       |       |       |       |       |       |       | 6.4   |       | 9.4   |        |        | 12.2         |        | 14.1   |        |        |        |
|                 | Efficient consumption                 | NIC-PL-16 | Reduction of energy consumption                      |       |       |       |       |       |       | 6.4   |       | 9.4   |        |        | 12.2         |        | 14.1   |        |        |        |
|                 | Zero emissions                        | NIC-PL-17 | Renewable energy use - water heating in larviculture |       |       |       |       |       |       |       | 7.2   |       | 9.4    |        |              | 12.2   | 13.2   |        |        |        |
|                 | Efficient consumption                 | NIC-PL-18 | Use of renewable energy - PP geomembrane system      |       |       |       |       |       |       |       | 7.2   |       | 9.4    |        |              | 12.2   | 13.2   |        |        |        |
| PEOPLE<br>First | Personal and professional development | NIC-PE-01 | Talent Recruitment and Development - ÁBACO Programme |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |        |              |        |        |        |        |        |
|                 | Personal and professional development | NIC-PE-02 | Training - INATEC agreement                          |       |       |       | 4.4   |       |       |       | 8.5   |       |        |        |              |        | 14.2   |        |        | 17.9   |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|--------------|---|-----------|--|-------|-------|-------|------------|-------|-------|-------|------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|              | Personal and professional development     | NIC-PE-03 | Training - educational repository  |       |       |       | 4.4        |       |       |       |            |       |        |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | NIC-PE-04 | Training - HACCP   |       |       |       | 4.4        |       |       |       | 8.2        |       |        |        |        |        |        |        |        |        | 17.16 |
|              | Personal and professional development     | NIC-PE-05 | Training - Unique Declaration Central America  |       |       |       | 4.4        |       |       |       | 8.5        |       |        |        |        |        |        |        |        |        | 17.17 |
|              | Ensuring health and safety for our people | NIC-PE-06 | Occupational Health and Safety Programme (OHS) - Occupational Safety and Hygiene license |       |       |       | 4.4        |       |       |       | 8.8        |       |        |        |        |        |        |        |        |        | 17.17 |
|              | Ensuring health and safety for our people | NIC-PE-07 | Occupational Health and Safety Programme (OHS) - occupational hygiene and safety         |       |       |       | 4.4        |       |       |       | 8.8        |       |        |        |        |        |        |        |        |        | 17.17 |
|              | Ensuring health and safety for our people | NIC-PE-08 | Training - occupational hygiene and safety   |       |       |       | 4.4        |       |       |       | 8.8        |       |        |        |        |        |        |        |        |        | 17.17 |
|              | Personal and professional development     | NIC-PE-09 | Training - Personal First Income Induction   |       |       |       | 4.4        |       |       |       | 8.3<br>8.5 |       |        |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | NIC-PE-10 | Occupational Health and Safety Programme (OHS) - work center mural                       |       |       | 3.4   |            |       |       |       | 8.8        |       |        |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | NIC-PE-11 | Employee support - scholarship and study funding Programme                               |       |       |       | 4.4<br>4.b |       |       |       | 8.2        |       |        |        |        |        |        |        |        |        | 17.17 |
|              | Personal and professional development     | NIC-PE-12 | Employee support - family death  |       |       | 3.4   |            |       |       |       |            |       |        |        |        |        |        |        |        |        |       |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10       | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|--------------|---|-----------|---|-------|-------|------------|-------|-------|-------|-------|-------|-------|--------------|--------|--------|--------|--------|--------|--------|--------|
|              | Personal and professional development     | NIC-PE-13 | Celebration special dates - congratulations notices                 |       |       | 3.4        |       |       |       |       |       |       |              |        |        |        |        |        |        |        |
|              | Ensuring health and safety for our people | NIC-PE-14 | Healthy life campaign - sports activities                           |       |       | 3.4        |       |       |       |       |       |       | 10.2         |        |        |        |        |        |        |        |
|              | Ensuring health and safety for our people | NIC-PE-15 | Occupational Health and Safety Programme (OHS) - plan               |       |       |            |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        |        |
|              | Ensuring health and safety for our people | NIC-PE-16 | Medical service - medical post                                      |       |       | 3.4        |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        |        |
|              | Ensuring health and safety for our people | NIC-PE-17 | Medical service - periodic examinations                             |       |       |            |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        |        |
|              | Ensuring health and safety for our people | NIC-PE-18 | Occupational Health and Safety Programme (OHS) - fumigation brigade |       |       | 3.3        |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        | 17.17  |
|              | Ensuring health and safety for our people | NIC-PE-19 | Healthy life campaign   |       |       | 3.4<br>3.7 |       | 5.6   |       |       | 8.8   |       |              |        |        |        |        |        |        | 17.17  |
|              | Ensuring health and safety for our people | NIC-PE-20 | Medical service - vaccination                                       |       |       | 3.4<br>3.8 |       |       |       |       | 8.8   |       |              |        |        |        |        |        |        | 17.17  |
|              | Ensuring health and safety for our people | NIC-PE-21 | Medical service - ophthalmology                                     |       |       | 3.4        |       |       |       |       |       |       |              |        |        |        |        |        |        | 17.17  |
|              | Labour responsibility                     | NIC-PE-22 | Equality plan - internal promotion                                  |       |       |            | 4.3   | 5.5   |       |       | 8.5   |       | 10.2<br>10.3 |        |        |        |        |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3      | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8       | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17       |       |
|--------------|---|-----------|---|-------|-------|------------|-------|-------|-------|-------|-------------|-------|--------|--------|--------|--------|--------|--------|--------|--------------|-------|
|              | Labour responsibility                     | NIC-PE-23 | Training - different capacities                             |       |       |            |       |       |       |       | 8.5         |       | 10.2   |        |        |        |        |        |        |              |       |
|              | Labour responsibility                     | NIC-PE-24 | Medical service - pregnancy                                 |       |       | 3.1<br>3.2 |       | 5.1   |       |       | 8.5         |       |        |        |        |        |        |        |        |              |       |
|              | Ensuring health and safety for our people | NIC-PE-25 | Employee support - legal guidance                           | 1.4   |       |            |       |       |       |       | 8.8<br>8.10 |       | 10.4   |        |        |        |        |        |        | 16.10        |       |
|              | Labour responsibility                     | NIC-PE-26 | Syndical freedom  |       |       |            |       |       |       |       | 8.8         |       | 10.2   |        |        |        |        |        |        | 16.3<br>16.7 |       |
|              | Labour responsibility                     | NIC-PE-27 | Quality in contracting - legal contracts                    | 1.4   |       |            |       |       |       |       | 8.8         |       | 10.3   |        |        |        |        |        |        | 16.b         |       |
|              | Personal and professional development     | NIC-PE-28 | Employee support - school credit                            | 1.4   |       |            |       |       |       |       | 8.8         |       | 10.3   |        |        |        |        |        |        | 16.7         | 17.17 |
|              | Personal and professional development     | NIC-PE-29 | Employee support - financial support for family emergencies | 1.4   |       |            |       |       |       |       | 8.8         |       | 10.3   |        |        |        |        |        |        | 16.7         |       |
|              | Personal and professional development     | NIC-PE-30 | Identity and corporate culture                              |       |       |            |       |       |       |       | 8.3         |       |        |        |        |        |        |        |        | 16.5         |       |
|              | Labour responsibility                     | NIC-PE-31 | Labor certification   |       |       |            |       |       |       |       | 8.3         |       |        |        |        |        |        |        |        |              | 17.14 |
|              | Personal and professional development     | NIC-PE-32 | Improve working conditions - habitability                   |       |       | 3.4        |       |       |       |       |             |       | 10.2   | 11.1   |        |        |        |        |        |              |       |

| GENERAL PLAN       | SPECIFIC PLAN                         | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15       | SDG 16 | SDG 17 |
|--------------------|---------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|--------------|--------|--------|--------------|--------|--------|
|                    | Labour responsibility                 | NIC-PE-33 | Work-family balance  |       |       |       |       |       |       |       | 8.8        |       |        |        |              |        |        |              |        |        |
|                    | Personal and professional development | NIC-PE-34 | Training - e-learning platform   |       |       |       | 4.4   |       |       |       |            |       | 10.2   |        |              |        |        |              |        |        |
|                    | Personal and professional development | NIC-PE-35 | Talent recruitment and development - vacancies and selection                     |       |       |       | 4.4   |       |       |       |            |       | 10.2   |        |              |        |        |              |        |        |
|                    | Personal and professional development | NIC-PE-36 | Talent recruitment and development - loyalty                                     |       |       |       |       |       |       |       | 8.5        |       | 10.2   |        |              |        |        |              |        |        |
|                    | Personal and professional development | NIC-PE-37 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |              |        |        |              |        |        |
| PRODUCT Excellence | Consumer satisfaction                 | NIC-PR-01 | Scheduling and effective logistics of harvest in coordination with Process Plant |       | 2.4   |       |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        |        |              |        |        |
|                    | Consumer satisfaction                 | NIC-PR-02 | Fenix Project: better product quality and reduction of packaging waste           |       |       |       |       |       |       |       |            | 9.4   |        |        | 12.2<br>12.6 |        |        |              |        |        |
|                    | Consumer satisfaction                 | NIC-PR-03 | Live Shrimp Harvest Project: Product freshness and market differentiation        |       | 2.4   |       |       |       |       |       |            |       | 9.4    |        | 12.2         |        |        |              |        |        |
|                    | Consumer satisfaction                 | NIC-PR-04 | IFS Food Quality and Safety Certification  |       |       |       |       |       |       |       |            |       | 9.4    |        |              |        |        |              |        |        |
|                    | Consumer satisfaction                 | NIC-PR-05 | GLOBALG.A.P. Certification   |       | 2.4   |       |       |       |       |       |            |       | 9.4    |        | 12.2<br>12.6 |        |        | 14.2<br>14.7 |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|----------------|
|                                       | Consumer satisfaction                       | NIC-PR-06 | BIO / Organic Certification - organic production                            |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
|                                       | Food safety                                 | NIC-PR-07 | ASC / MSC CoC certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
| Growing Together with the COMMUNITIES | Supporting education and knowledge transfer | NIC-CO-01 | Support for education and outreach  |       |       |       | 4.3   |       |       |       | 8.4   |       | 10.2   |        |              |        |              | 15.1   |        | 17.16<br>17.17 |
|                                       | Cooperation with civil society              | NIC-CO-02 | Contribution to environmental protection - PEAC project                     |       |       |       | 4.7   |       |       |       |       |       |        | 11.4   |              |        |              |        |        | 17.17          |
|                                       | Cooperation with civil society              | NIC-CO-03 | Contribution to environmental protection - environmental awareness          |       |       |       |       |       |       |       |       |       |        | 11.4   |              |        |              |        |        |                |
|                                       | Promoting employment and entrepreneurship   | NIC-CO-04 | Supporting the local economy - technical qualification of women             | 1.4   |       |       |       | 5.5   |       |       | 8.5   |       | 10.2   |        |              |        |              |        |        |                |
|                                       | Cooperation with civil society              | NIC-CO-05 | Housing Programme   | 1.4   |       |       |       |       |       |       |       |       | 10.2   | 11.1   |              |        |              |        |        |                |
|                                       | Cooperation with civil society              | NIC-CO-06 | Social and cultural support - children's week                               | 1.4   |       |       |       |       |       |       |       |       | 10.2   |        |              |        |              |        |        |                |
|                                       | Cooperation with civil society              | NIC-CO-07 | Contribution to environmental protection - environmental issues and schools |       |       |       | 4.7   |       |       |       |       |       |        |        |              |        |              |        | 15.1   | 17.17          |
|                                       | Cooperation with civil society              | NIC-CO-08 | Contribution to environmental protection - cleaning shakes                  |       |       |       |       |       |       |       |       |       |        |        |              |        |              |        | 15.1   | 17.17          |

| GENERAL PLAN | SPECIFIC PLAN                  | CODE      | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|--------------|--------------------------------|-----------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
|              | Cooperation with civil society | NIC-CO-09 | Other donations - awareness of the importance of aid        | 1.3   |       |       | 4.7   |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.17  |
|              | Cooperation with civil society | NIC-CO-10 | Other donations - Red Cross                                 |       |       | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        | 17.17  |
|              | Cooperation with civil society | NIC-CO-11 | Infrastructure improvement - tile installation in school    | 1.2   |       |       | 4.2   |       |       |       |       |       |        | 11.1   |        |        |        |        |        | 17.17  |
|              | Cooperation with civil society | NIC-CO-12 | Infrastructure improvement - installation of school toilets | 1.2   |       |       | 4.2   |       |       |       |       |       |        | 11.1   |        |        |        |        |        | 17.17  |

**INDUSTRY – SPAIN – PESCANOVA ESPAÑA – C.I. Arteixo**

| GENERAL PLAN            | SPECIFIC PLAN         | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-------------------------|-----------------------|-------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------|--------|--------|--------|
| Our<br>Common<br>PLANET | Efficient consumption | CIART-PL-01 | Installation of LED lighting systems   |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6 | 13.2<br>13.a |        |        |        |        |
|                         | Efficient consumption | CIART-PL-02 | Improvement of the energy efficiency of the freezing process due to the renewal of compressors |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-03 | ITCL Programme for reducing energy consumption in compressors                                  |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |              |        |        |        |        |
|                         | Zero emissions        | CIART-PL-04 | Installation of natural gas boilers  |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-05 | Identification of energy consumption   |       |       |       |       |       | 6.4   | 7.3   |       | 9.4   |        |        | 12.2         |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-06 | Identification of water consumption  |       |       |       |       |       | 6.4   |       |       | 9.4   |        |        | 12.2<br>12.6 |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-07 | Reduction of water consumption   |       |       |       |       |       | 6.4   |       |       | 9.4   |        |        | 12.2<br>12.6 |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-08 | Reduction of energy consumption  |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        | 12.2         |              |        |        |        |        |
|                         | Efficient consumption | CIART-PL-09 | Reduction of the polluting load of the discharged water  |       |       |       |       |       |       | 6.3   |       |       | 9.4    |        | 12.2         |              |        | 14.1   |        |        |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|-----------------|---|-------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|--------|--------|--------|--------|--------|-------|
|                 | Respecting the natural environment        | CIART-PL-10 | ISO 14001 certification                                     |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |        |        |        |        |        |       |
|                 | Respecting the natural environment        | CIART-PL-11 | Integrated Environmental Authorization                      |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |        |        |        |        |        |       |
|                 | Respecting the natural environment        | CIART-PL-12 | Environmental Monitoring and Surveillance                   |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |        |        |        |        |        |       |
|                 | Zero emissions                            | CIART-PL-13 | Waste generation reduction                                  |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.4<br>12.5         |        |        |        |        |        |       |
| PEOPLE<br>First | Ensuring health and safety for our people | CIART-PE-01 | Occupational Health and Safety Programme (OHS) - prevention |       |       |       |       |       |       |       | 8.8   |       |        |        |                      |        |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CIART-PE-02 | Medical service - periodical health check-ups               |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |                      |        |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CIART-PE-03 | Medical service - vaccination                               |       |       | 3.8   |       |       |       |       | 8.8   |       |        |        |                      |        |        |        |        | 17.17  |       |
|                 | Ensuring health and safety for our people | CIART-PE-04 | Medical service - oral check-up                             |       |       | 3.8   |       |       |       |       | 8.8   |       |        |        |                      |        |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CIART-PE-05 | Healthy life campaign - health programmes                   |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |                      |        |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CIART-PE-06 | Agreements with third parties - medical clinics             |       |       | 3.8   |       |       |       |       |       |       |        |        |                      |        |        |        |        |        | 17.17 |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|--------------|---|-------------|--|-------|-------|-------|------------|-------|-------|-------|------------|-------|--------|--------|----------------------|--------|--------|--------|--------|--------|
|              | Ensuring health and safety for our people | CIART-PE-07 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |            |       |       |       | 8.8        |       |        |        |                      |        |        |        |        |        |
|              | Ensuring health and safety for our people | CIART-PE-08 | Improvement Ideas Participation (IDM)  |       |       |       |            |       |       |       | 8.3        | 9.4   |        |        | 12.2<br>12.3<br>12.5 |        |        |        |        |        |
|              | Labour responsibility                     | CIART-PE-09 | Equality plan - production area  |       |       |       |            |       |       |       |            |       | 10.3   |        |                      |        |        |        |        |        |
|              | Labour responsibility                     | CIART-PE-10 | Quality in recruitment - gender  |       |       |       |            |       |       |       | 8.7<br>8.8 |       | 10.3   |        |                      |        |        |        | 16.b   |        |
|              | Personal and professional development     | CIART-PE-11 | Work-family balance  |       |       |       | 4.4<br>4.7 |       |       |       |            |       |        |        |                      |        |        |        |        |        |
|              | Personal and professional development     | CIART-PE-12 | Training - training plan   |       |       |       | 4.4        |       |       |       | 8.5<br>8.8 |       | 10.2   |        |                      |        |        |        |        |        |
|              | Personal and professional development     | CIART-PE-13 | Talent Recruitment and Development - ÁBACO Programme                         |       |       |       | 4.4        |       |       |       | 8.5        |       | 10.2   |        |                      |        |        |        |        |        |
|              | Personal and professional development     | CIART-PE-14 | Celebration of special dates - playful day                                   |       |       |       | 4.4        |       |       |       |            |       |        |        |                      |        |        |        |        |        |
|              | Personal and professional development     | CIART-PE-15 | Food service   |       |       |       |            |       |       |       | 8.8        |       | 10.2   |        |                      |        |        |        |        |        |
|              | Personal and professional development     | CIART-PE-16 | Employee support   |       |       |       |            |       |       |       | 8.8        |       |        |        |                      |        |        |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-------------|---|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|----------------|
|                                       | Personal and professional development     | CIART-PE-17 | Talent Recruitment and Development - Mentoring Programme        |       |       |       | 4.4        |       |       |       | 8.5   |       | 10.2   |        |              |        |              |        |        |                |
|                                       | Ensuring health and safety for our people | CIART-PE-18 | Occupational Health and Safety Programme (OHS) - defibrillators |       |       | 3.4   |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |
| PRODUCT Excellence                    | Consumer satisfaction                     | CIART-PR-01 | IFS certification   |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
|                                       | Consumer satisfaction                     | CIART-PR-02 | BIO / Organic Certification - organic production                |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
|                                       | Food safety                               | CIART-PR-03 | ASC / MSC CoC certification                                     |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society            | CIART-CO-01 | Food donation   |       |       |       |            |       |       |       |       |       | 10.2   |        |              |        |              |        |        | 17.17          |
|                                       | Promoting employment and entrepreneurship | CIART-CO-02 | Internship Programmes / scholarships                            |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | CIART-CO-03 | Promotion of local employment                                   |       |       |       |            |       |       |       |       |       |        |        | 12.6         |        |              |        |        | 17.17          |

**INDUSTRY – SPAIN – PESCANOVA ESPAÑA – C.I. Catarroja**

| GENERAL PLAN      | SPECIFIC PLAN                         | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |  |
|-------------------|---------------------------------------|-------------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|----------------------|--------------|--------|--------|--------|--------|--|
| Our Common PLANET | Respecting the natural environment    | CICAT-PL-01 | ISO 14001 certification  |       |       |       |       |       | 6.3   | 7.3   | 8.4        | 9.4   |        |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |  |
|                   | Efficient consumption                 | CICAT-PL-02 | Installation of LED lighting systems   |       |       |       |       |       |       | 7.3   |            | 9.4   |        |        | 12.2<br>12.6         | 13.2<br>13.a |        |        |        |        |  |
|                   | Efficient consumption                 | CICAT-PL-03 | Identification of energy consumption   |       |       |       |       |       |       | 7.3   |            | 9.4   |        |        | 12.2                 |              |        |        |        |        |  |
|                   | Zero emissions                        | CICAT-PL-04 | Recovery of losses in the salmon cutting process to produce a block suitable for consumption |       |       |       |       |       |       |       |            | 9.4   |        |        | 12.3                 |              |        |        |        |        |  |
|                   | Zero emissions                        | CICAT-PL-05 | Installation of natural gas boilers  |       |       |       |       |       |       |       | 7.3        |       | 9.4    |        |                      | 12.2         |        |        |        |        |  |
|                   | Respecting the natural environment    | CICAT-PL-06 | Replacing porex packaging with returnable trays  |       |       |       |       |       |       |       |            |       | 9.4    |        |                      | 12.5         |        |        |        |        |  |
| PEOPLE First      | Personal and professional development | CICAT-PE-01 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |                      |              |        |        |        |        |  |
|                   | Personal and professional development | CICAT-PE-02 | Talent Recruitment and Development - ÁBACO Programme   |       |       |       | 4.4   |       |       |       | 8.5        |       | 10.2   |        |                      |              |        |        |        |        |  |
|                   | Personal and professional development | CICAT-PE-03 | Participation in Improvement Ideas (IDM)   |       |       |       |       |       |       |       | 8.3        | 9.4   |        |        | 12.2<br>12.3<br>12.5 |              |        |        |        |        |  |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17         |       |
|---------------------------------------|---|-------------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|----------------|-------|
|                                       | Ensuring health and safety for our people | CICAT-PE-04 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |       |
|                                       | Ensuring health and safety for our people | CICAT-PE-05 | Medical service - periodical health check-ups                                |       |       | 3.4   |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |       |
|                                       | Ensuring health and safety for our people | CICAT-PE-06 | Medical service - vaccination  |       |       | 3.8   |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |       |
|                                       | Personal and professional development     | CICAT-PE-07 | Talent Recruitment and Development - Mentoring Programme                     |       |       |       | 4.4        |       |       |       | 8.5   |       | 10.2   |        |              |        |              |        |        |                |       |
|                                       | Ensuring health and safety for our people | CICAT-PE-08 | Agreements with third parties - medical clinics                              |       |       | 3.4   |            |       |       |       |       |       |        |        |              |        |              |        |        |                | 17.17 |
|                                       | Ensuring health and safety for our people | CICAT-PE-09 | Occupational Health and Safety Programme (OHS) - defibrillators              |       |       | 3.4   |            |       |       |       |       | 8.8   |        |        |              |        |              |        |        |                |       |
| PRODUCT Excellence                    | Food safety                               | CICAT-PR-01 | IFS certification  |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |       |
| Growing Together with the COMMUNITIES | Promoting employment and entrepreneurship | CICAT-CO-01 | Internship Programmes / scholarships   |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |       |
|                                       | Promoting employment and entrepreneurship | CICAT-CO-02 | Promotion of local employment - neighbouring municipalities                  |       |       |       |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |       |

**INDUSTRY – SPAIN – PESCANOVA ESPAÑA – C.I. Chapela**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13               | SDG 14 | SDG 15 | SDG 16 | SDG 17 |  |
|-------------------|------------------------------------|-------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|----------------------|--------|--------|--------|--------|--|
| Our Common PLANET | Efficient consumption              | CICHA-PL-01 | Installation of LED lighting systems                          |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6 | 13.2<br>13.a         |        |        |        |        |  |
|                   | Efficient consumption              | CICHA-PL-02 | ITCL Programme for reducing energy consumption in compressors |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |                      |        |        |        |        |  |
|                   | Zero emissions                     | CICHA-PL-03 | Natural Gas boiler installation                               |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |                      |        |        |        |        |  |
|                   | Zero emissions                     | CICHA-PL-04 | Measurement of energy consumption                             |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |                      |        |        |        |        |  |
|                   | Efficient consumption              | CICHA-PL-05 | Reduction of energy consumption                               |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2         |                      |        |        |        |        |  |
|                   | Efficient consumption              | CICHA-PL-06 | Reduction of the polluting load of the discharge water        |       |       |       |       |       |       | 6.3   |       |       | 9.4    |        |              | 12.2                 |        | 14.1   |        |        |  |
|                   | Respecting the natural environment | CICHA-PL-07 | ISO 14001 certification                                       |       |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4    |        |              | 12.2<br>12.4<br>12.5 |        |        |        |        |  |
|                   | Respecting the natural environment | CICHA-PL-08 | Environmental Monitoring and Surveillance                     |       |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4    |        |              | 12.2<br>12.4<br>12.5 |        |        |        |        |  |
|                   | Zero emissions                     | CICHA-PL-09 | Reduced leakage of fluorinated refrigerants                   |       |       |       |       |       |       |       |       |       | 9.4    |        |              |                      | 13.3   |        |        |        |  |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13               | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|-----------------|---|-------------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|--------|----------------------|--------|--------|--------|--------|-------|
|                 | Respecting the natural environment        | CICHA-PL-10 | Reduction of non-halogenated solvent residue                                 |       |       |       |       |       |       |       |            |       |        |        | 12.2   |                      |        |        |        |        |       |
|                 | Efficient consumption                     | CICHA-PL-11 | Plastics reduction - density reduction                                       |       |       |       |       |       |       |       |            |       |        |        | 12.2   |                      |        |        |        |        |       |
|                 | Efficient consumption                     | CICHA-PL-12 | Plastics reduction - new packing machine                                     |       |       |       |       |       |       |       |            | 9.4   |        |        | 12.2   |                      |        |        |        |        |       |
| PEOPLE<br>First | Personal and professional development     | CICHA-PE-01 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |        |                      |        |        |        |        |       |
|                 | Personal and professional development     | CICHA-PE-02 | Talent Recruitment and Development - ÁBACO Programme                         |       |       |       | 4.4   |       |       |       | 8.5        |       | 10.2   |        |        |                      |        |        |        |        |       |
|                 | Personal and professional development     | CICHA-PE-03 | Special dates celebration  |       |       |       |       |       |       |       | 8.3        |       |        |        |        |                      |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CICHA-PE-04 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |       |       |       |       | 8.8        |       |        |        |        |                      |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CICHA-PE-05 | Medical service - periodical health check-ups                                |       |       | 3.4   |       |       |       |       | 8.8        |       |        |        |        |                      |        |        |        |        |       |
|                 | Ensuring health and safety for our people | CICHA-PE-06 | Medical service - vaccination  |       |       | 3.8   |       |       |       |       | 8.8        |       |        |        |        |                      |        |        |        |        | 17.17 |
|                 | Personal and professional development     | CICHA-PE-07 | Participation in Improvement Ideas (IDM)                                     |       |       |       |       |       |       |       |            | 8.3   | 9.4    |        |        | 12.2<br>12.3<br>12.5 |        |        |        |        |       |

| GENERAL PLAN       | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |       |
|--------------------|---|-------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|--------|-------|
|                    | Personal and professional development     | CICHA-PE-08 | Training - practical training                                   |       |       |       | 4.4   |       |       |       | 8.8   |       | 10.2   |        |              |        |              |        |        |        |       |
|                    | Personal and professional development     | CICHA-PE-9  | Celebrating special dates                                       |       |       |       |       |       |       |       | 8.3   |       |        |        |              |        |              |        |        |        |       |
|                    | Personal and professional development     | CICHA-PE-10 | Talent Recruitment and Development - Mentoring Programme        |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |        |              |        |              |        |        |        |       |
|                    | Ensuring health and safety for our people | CICHA-PE-11 | Healthy life campaign - Fifty-fifty Programme                   |       |       | 3.5   | 4.6   |       |       |       |       |       |        |        |              |        |              |        |        |        |       |
|                    | Ensuring health and safety for our people | CICHA-PE-12 | Agreements with third parties - medical clinics                 |       |       | 3.4   |       |       |       |       |       |       |        |        |              |        |              |        |        |        | 17.17 |
|                    | Ensuring health and safety for our people | CICHA-PE-13 | Occupational Health and Safety Programme (OHS) - defibrillators |       |       | 3.4   |       |       |       |       |       | 8.8   |        |        |              |        |              |        |        |        |       |
| PRODUCT Excellence | Consumer satisfaction                     | CICHA-PR-01 | IFS certification   |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |       |
|                    | Consumer satisfaction                     | CICHA-PR-02 | ELS certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |       |
|                    | Consumer satisfaction                     | CICHA-PR-03 | SAE certification   |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |       |
|                    | Consumer satisfaction                     | CICHA-PR-04 | Reduction of claims   |       |       |       |       |       |       |       |       |       |        |        | 12.2         |        |              |        |        |        |       |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-------------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|                                       | Consumer satisfaction                     | CICHA-PR-05 | Product development without flavour enhancers (E-621 and E-635) (monosodium glutamate) |       | 2.1   |       |            |       |       |       |       |       |        |        | 12.2   |        |        |        |        |                |
|                                       | Consumer satisfaction                     | CICHA-PR-06 | Development of products without modified starch  |       | 2.1   |       |            |       |       |       |       |       |        |        | 12.2   |        |        |        |        |                |
|                                       | Health and nutrition                      | CICHA-PR-07 | Development of products reduced in salt  |       | 2.1   |       |            |       |       |       |       |       |        |        | 12.2   |        |        |        |        |                |
|                                       | Health and nutrition                      | CICHA-PR-08 | Product development 0% fat   |       | 2.1   |       |            |       |       |       |       |       |        |        | 12.2   |        |        |        |        |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society            | CICHA-CO-01 | Food donation  | 1.3   | 2.1   | 3.4   |            |       |       |       |       |       | 10.2   |        |        |        |        |        |        | 17.17          |
|                                       | Promoting employment and entrepreneurship | CICHA-CO-02 | Internship Programmes / scholarships - agreements with schools                         |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |        |        |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | CICHA-CO-03 | Internship Programmes / scholarships - tutored people                                  |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |        |        |        |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | CICHA-CO-04 | Promotion of local employment - neighbouring municipalities                            |       |       |       |            |       |       |       | 8.8   |       |        |        |        |        |        |        |        |                |
|                                       | Cooperation with civil society            | CICHA-CO-05 | Monetary donation - Vicente Ferrer foundation  | 1.4   |       |       | 4.7        |       |       |       |       |       |        | 10.2   |        |        |        |        |        | 17.17          |
|                                       | Cooperation with civil society            | CICHA-CO-06 | Participation in food collection   | 1.3   | 2.1   | 3.4   |            |       |       |       |       |       |        | 10.2   |        |        |        |        |        | 17.17          |

| GENERAL PLAN | SPECIFIC PLAN                               | CODE        | ACTION'S TITLE                            | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |                |
|--------------|---|-------------|---|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|----------------|
|              | Supporting education and knowledge transfer | CICHA-CO-07 | Support for education and outreach - 2020 |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |        |        |        |        |        |        | 17.16<br>17.17 |
|              | Supporting education and knowledge transfer | CICHA-CO-08 | Student visits to the facilities          |       |       |       | 4.4        |       |       |       |       |       |        |        |        |        |        |        |        |        | 17.16<br>17.17 |

**INDUSTRY – SPAIN – PESCANOVA ESPAÑA – C.I. Paterna**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |  |
|-------------------|------------------------------------|-------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|--------------|--------|--------|--------|--------|--|
| Our Common PLANET | Efficient consumption              | CIPAT-PL-01 | Installation of LED lighting systems                      |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6         | 13.2<br>13.a |        |        |        |        |  |
|                   | Efficient consumption              | CIPAT-PL-02 | Reduction of energy consumption                           |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2                 |              |        |        |        |        |  |
|                   | Respecting the natural environment | CIPAT-PL-03 | ISO 14001 certification                                   |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |  |
|                   | Respecting the natural environment | CIPAT-PL-04 | Environmental Monitoring and Surveillance                 |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |  |
|                   | Zero emissions                     | CIPAT-PL-05 | Waste reduction on production lines                       |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.4<br>12.5         |              |        |        |        |        |  |
|                   | Efficient consumption              | CIPAT-PL-06 | GEA Programme to reduce energy consumption in compressors |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        |                      | 12.2         |        |        |        |        |  |
|                   | Efficient consumption              | CIPAT-PL-07 | Identification of water consumption                       |       |       |       |       |       |       | 6.4   |       |       | 9.4    |        |                      | 12.2         |        |        |        |        |  |
|                   | Efficient consumption              | CIPAT-PL-08 | Identification of energy consumption                      |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        |                      | 12.2         |        |        |        |        |  |
|                   | Zero emissions                     | CIPAT-PL-09 | Reduction of the polluting load of the discharge water    |       |       |       |       |       |       | 6.3   |       |       | 9.4    |        |                      | 12.2         |        | 14.1   |        |        |  |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8      | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---|-------------|--|-------|-------|-------|-------|-------|-------|-------|------------|-------|--------|--------|----------------------|--------|--------|--------|--------|--------|
|                 | Respecting the natural environment        | CIPAT-PL-10 | Integrated Environmental Authorization                                       |       |       |       |       |       | 6.3   | 7.3   | 8.4        | 9.4   |        |        | 12.2<br>12.4<br>12.5 |        |        |        |        |        |
|                 | Respecting the natural environment        | CIPAT-PL-11 | MSC CoC certification  |       |       |       |       |       |       |       |            |       |        |        |                      |        |        |        |        |        |
|                 | Efficient consumption                     | CIPAT-PL-12 | Reduction of use of plastics - composition of materials                      |       |       |       |       |       |       |       |            |       |        |        | 12.4<br>12.5         |        |        |        |        |        |
| PEOPLE<br>First | Personal and professional development     | CIPAT-PE-01 | Training - training plan   |       |       |       | 4.4   |       |       |       | 8.5<br>8.8 |       | 10.2   |        |                      |        |        |        |        |        |
|                 | Personal and professional development     | CIPAT-PE-02 | Talent Recruitment and Development - ÁBACO Programme                         |       |       |       | 4.4   |       |       |       | 8.5        |       | 10.2   |        |                      |        |        |        |        |        |
|                 | Personal and professional development     | CIPAT-PE-03 | Participation in Improvement Ideas (IDM)                                     |       |       |       |       |       |       |       | 8.3        | 9.4   |        |        | 12.2<br>12.3<br>12.5 |        |        |        |        |        |
|                 | Ensuring health and safety for our people | CIPAT-PE-04 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |       |       |       |       | 8.8        |       |        |        |                      |        |        |        |        |        |
|                 | Ensuring health and safety for our people | CIPAT-PE-05 | Medical service - periodical health check-ups                                |       |       | 3.4   |       |       |       |       | 8.8        |       |        |        |                      |        |        |        |        |        |
|                 | Ensuring health and safety for our people | CIPAT-PE-06 | Medical service - vaccination  |       |       | 3.8   |       |       |       |       | 8.8        |       |        |        |                      |        |        |        |        |        |
|                 | Ensuring health and safety for our people | CIPAT-PE-07 | Agreements with third parties - medical clinics                              |       |       | 3.4   |       |       |       |       |            |       |        |        |                      |        |        |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE  | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-------------|---|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|----------------|
|                                       | Ensuring health and safety for our people | CIPAT-PE-08 | Occupational Health and Safety Programme (OHS) - defibrillators |       |       | 3.4   |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |
| PRODUCT Excellence                    | Food safety                               | CIPAT-PR-01 | IFS certification   |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |
|                                       | Food safety                               | CIPAT-PR-02 | Anisakis control  |       | 2.4   |       |            |       |       |       |       |       |        |        | 12.2         |        |              |        |        |                |
|                                       | Consumer satisfaction                     | CIPAT-PR-03 | Improvement of Claims Management                                |       |       |       |            |       |       |       |       |       |        |        | 12.2         |        |              |        |        |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society            | CIPAT-CO-01 | Food donation   | 1.3   | 2.1   | 3.4   |            |       |       |       |       |       | 10.2   |        |              |        |              |        |        | 17.17          |
|                                       | Promoting employment and entrepreneurship | CIPAT-CO-02 | Internship Programmes / scholarships - tutored people           |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |
|                                       | Promoting employment and entrepreneurship | CIPAT-CO-03 | Promotion of local employment - neighbouring municipalities     |       |       |       |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |

**INDUSTRY – SPAIN – PESCANOVA ESPAÑA – C.I. Porriño**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-------------------|------------------------------------|-------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|--------------|--------|--------|--------|--------|
| Our Common PLANET | Efficient consumption              | CIPOR-PL-01 | Installation of LED lighting systems   |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6         | 13.2<br>13.a |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-02 | Improvement of the energy efficiency of the freezing process due to the renewal of compressors |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2                 |              |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-03 | ITLC Programme to reduce energy consumption in compressors                                     |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2                 |              |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-04 | Identification of energy consumption   |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2                 |              |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-05 | Reduction of energy consumption  |       |       |       |       |       | 6.3   | 7.3   |       | 9.4   |        |        |                      |              |        |        |        |        |
|                   | Respecting the natural environment | CIPOR-PL-06 | ISO 14001 certification  |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |
|                   | Zero emissions                     | CIPOR-PL-07 | Environmental Monitoring and Surveillance  |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.4<br>12.5         |              |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-08 | Reduction of waste in the production lines - losses at the head and end of the line            |       |       |       |       |       |       |       |       | 9.4   |        |        | 12.4<br>12.5         |              |        |        |        |        |
|                   | Efficient consumption              | CIPOR-PL-09 | Recovery of leftover bread at the end of production  |       |       |       |       |       |       |       | 7.3   | 8.4   | 9.4    |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |

| GENERAL PLAN    | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9      | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-----------------|---|-------------|--|-------|-------|-------|-------|-------|-------|-------|-------|------------|--------|--------|--------------|--------|--------|--------|--------|--------|
|                 | Respecting the natural environment        | CIPOR-PL-10 | ISO 14001 certification - maintenance audit            |       |       |       |       |       | 6.4   |       |       | 9.4        |        |        | 12.2<br>12.6 |        |        |        |        |        |
|                 | Efficient consumption                     | CIPOR-PL-11 | Reduction of water consumption                         |       |       |       |       |       | 6.3   |       |       | 9.4        |        |        | 12.5         |        |        |        |        |        |
|                 | Zero emissions                            | CIPOR-PL-12 | Reduced pour volume                                    |       |       |       |       |       | 6.3   |       |       | 9.4        |        |        | 12.5         |        |        |        |        |        |
|                 | Zero emissions                            | CIPOR-PL-13 | Responsible Waste Management - donation of by-products |       |       |       |       |       |       |       |       | 9.4        |        |        | 12.5         |        |        |        |        | 17.17  |
|                 | Efficient consumption                     | CIPOR-PL-14 | Responsible Waste Management - reduction               |       |       |       |       |       |       |       |       |            |        | 11.6   | 12.4<br>12.5 |        |        |        |        |        |
|                 | Zero emissions                            | CIPOR-PL-15 | Use of renewable energy                                |       |       |       |       |       |       |       | 7.2   |            | 9.4    |        |              | 12.2   | 13.2   |        |        |        |
| PEOPLE<br>First | Personal and professional development     | CIPOR-PE-01 | Training - training plan                               |       |       |       | 4.4   |       |       |       |       | 8.5<br>8.8 |        | 10.2   |              |        |        |        |        |        |
|                 | Personal and professional development     | CIPOR-PE-02 | Talent Recruitment and Development - ÁBACO Programme   |       |       |       | 4.4   |       |       |       |       | 8.5        |        | 10.2   |              |        |        |        |        |        |
|                 | Ensuring health and safety for our people | CIPOR-PE-03 | Healthy life campaign - Fifty-fifty Programme          |       |       | 3.5   |       |       |       |       |       | 8.8        |        |        |              |        |        |        |        |        |
|                 | Personal and professional development     | CIPOR-PE-04 | Participation in Improvement Ideas (IDM)               |       |       |       |       |       |       |       |       | 8.8        |        | 10.2   |              |        |        |        |        |        |

| GENERAL PLAN | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|--------------|---|-------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|              | Labour responsibility                     | CIPOR-PE-05 | Equality Plan - WIP Programme                            |       |       |       |       | 5.5   |       |       | 8.5   |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | CIPOR-PE-6  | Medical service - periodical health check-ups            |       |       | 3.5   |       |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | CIPOR-PE-7  | Medical service - oral check-up                          |       |       | 3.5   |       |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | CIPOR-PE-8  | Training - Immersive English Training in Ireland         |       |       |       | 4.4   |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | CIPOR-PE-9  | Training - Academia Pescanova CSI                        |       |       |       | 4.4   |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | CIPOR-PE-10 | Training - Academia Pescanova HR                         |       |       |       | 4.4   |       |       |       |       |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Personal and professional development     | CIPOR-PE-11 | Talent Recruitment and Development - Mentoring Programme |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | CIPOR-PE-12 | Medical service - vaccination                            |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | CIPOR-PE-13 | Medical service - prevention of breast cancer            |       |       | 3.4   |       | 5.6   |       |       |       |       |        |        |        |        |        |        |        |        |       |
|              | Ensuring health and safety for our people | CIPOR-PE-14 | Agreements with third parties - medical clinics          |       |       | 3.4   |       |       |       |       |       |       |        |        |        |        |        |        |        |        | 17.17 |

| GENERAL PLAN       | SPECIFIC PLAN                             | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17 |
|--------------------|---|-------------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|--------|
|                    | Ensuring health and safety for our people | CIPOR-PE-15 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |       |       |       |       | 8.8   |       |        |        |              |        |              |        |        |        |
|                    | Ensuring health and safety for our people | CIPOR-PE-17 | Occupational Health and Safety Programme (OHS) - defibrillators              |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |              |        |              |        |        |        |
| PRODUCT Excellence | Consumer satisfaction                     | CIPOR-PR-01 | BIO / Organic Certification - organic production                             |       | 2.1   |       |       |       |       |       |       | 9.5   |        |        | 12.2         |        |              |        |        |        |
|                    | Consumer satisfaction                     | CIPOR-PR-02 | SAE Certification - Specific Self-Control Systems 2018                       |       | 2.1   |       |       |       |       |       |       |       |        |        | 12.4         |        |              |        |        |        |
|                    | Consumer satisfaction                     | CIPOR-PR-03 | Product innovation: Salmon Peskitos  |       | 2.4   |       |       |       |       |       |       |       |        |        | 12.2<br>12.6 |        |              |        |        |        |
|                    | Health and nutrition                      | CIPOR-PR-04 | Development of a new range of 100% natural products                          |       | 2.4   |       |       |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|                    | Consumer satisfaction                     | CIPOR-PR-05 | Development of a new range of CLEAN LABEL products                           |       | 2.1   |       |       |       |       |       |       |       |        |        | 12.2         |        |              |        |        |        |
|                    | Health and nutrition                      | CIPOR-PR-06 | Salt reduction   |       | 2.1   |       |       |       |       |       |       |       |        |        | 12.2         |        |              |        |        |        |
|                    | Food safety                               | CIPOR-PR-07 | IFS certification  |       |       |       |       |       |       |       |       |       | 9.4    |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |
|                    | Health and nutrition                      | CIPOR-PR-08 | ELS certification  |       | 2.4   |       |       |       |       |       |       |       | 9.4    |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                               | CODE        | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14       | SDG 15 | SDG 16 | SDG 17         |                |
|---------------------------------------|---|-------------|--|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------------|--------|--------|----------------|----------------|
|                                       | Health and nutrition                        | CIPOR-PR-09 | HALAL certification  |       | 2.4   |       |            |       |       |       |       | 9.4   |        |        | 12.2<br>12.6 |        | 14.2<br>14.7 |        |        |                |                |
|                                       | Consumer satisfaction                       | CIPOR-PR-10 | SAE Certification - Specific Self-Control Systems 2019   |       | 2.1   |       |            |       |       |       |       | 9.5   |        |        |              |        |              |        |        |                |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society              | CIPOR-CO-01 | Food donation - local institutions   | 1.3   | 2.1   | 3.4   |            |       |       |       |       |       | 10.2   |        |              |        |              |        |        | 17.17          |                |
|                                       | Promoting employment and entrepreneurship   | CIPOR-CO-02 | Internship Programmes / scholarships - tutored people  |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |                |
|                                       | Supporting education and knowledge transfer | CIPOR-CO-03 | Support for education and outreach - collaboration with the Master of Conservation of Fishery Products |       |       |       | 4.4<br>4.b |       |       |       | 8.8   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |                |
|                                       | Supporting education and knowledge transfer | CIPOR-CO-04 | Support for education and outreach - final works of Master of Conservation of Fishery Products         |       |       |       | 4.4<br>4.b |       |       |       | 8.8   |       |        |        |              |        |              |        |        | 17.16<br>17.17 |                |
|                                       | Promoting employment and entrepreneurship   | CIPOR-CO-05 | Promotion of local employment - neighbouring municipalities  |       |       |       |            |       |       |       | 8.8   |       |        |        |              |        |              |        |        |                |                |
|                                       | Supporting education and knowledge transfer | CIPOR-CO-08 | Student visits to the facilities - schools   |       |       |       | 4.4<br>4.b |       |       |       |       |       |        |        |              |        |              |        |        |                | 17.16<br>17.17 |
|                                       | Supporting education and knowledge transfer | CIPOR-CO-09 | Student visits to the facilities - University and MSc degree students                                  |       |       |       | 4.4<br>4.b |       |       |       |       |       |        |        |              |        |              |        |        |                | 17.16<br>17.17 |

**INDUSTRY – PERÚ – NOVAPERU**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE                                     | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12               | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|----------------------|--------------|--------|--------|--------|--------|-------|
| Our Common PLANET | Efficient consumption              | PER-PL-01 | Installation of LED lighting systems               |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6         | 13.2<br>13.a |        |        |        |        |       |
|                   | Zero emissions                     | PER-PL-02 | Promotion of the local economy                     |       |       |       |       |       |       |       |       | 9.4   |        |        |                      |              |        |        |        |        | 17.11 |
|                   | Respecting the natural environment | PER-PL-03 | ISO 14001 certification                            |       |       |       |       |       | 6.3   | 7.3   | 8.4   | 9.4   |        |        | 12.2<br>12.4<br>12.5 |              |        |        |        |        |       |
|                   | Zero emissions                     | PER-PL-04 | Change of refrigerant gas used in freezer cabinets |       |       |       |       |       |       |       |       | 9.4   |        |        |                      | 13.3         |        |        |        |        |       |
|                   | Respecting the natural environment | PER-PL-05 | Participation in the FIP of mahi-mahi of Peru      |       |       |       |       |       |       |       | 8.4   |       |        |        | 12.2                 |              | 14.4   |        |        |        | 17.17 |
|                   | Respecting the natural environment | PER-PL-06 | Participation in FIP of giant flying squid of Peru |       |       |       |       |       |       |       | 8.4   |       |        |        | 12.2                 |              | 14.4   |        |        |        | 17.17 |
|                   | Zero emissions                     | PER-PL-07 | Responsible Waste Management                       |       |       |       |       |       |       |       |       |       | 9.4    |        | 12.4<br>12.5<br>12.6 |              |        |        |        |        |       |
|                   | Efficient consumption              | PER-PL-08 | Reduction of water consumption                     |       |       |       |       |       |       | 6.4   |       | 8.4   |        |        | 12.2                 |              |        |        |        |        |       |
|                   | Efficient consumption              | PER-PL-09 | Reduction of energy consumption                    |       |       |       |       |       |       |       | 7.3   |       | 9.4    |        | 12.2                 |              |        |        |        |        |       |

|                 |   |           |  |     |  |     |     |  |  |     |     |     |      |              |  |  |  |  |
|-----------------|---|-----------|--|-----|--|-----|-----|--|--|-----|-----|-----|------|--------------|--|--|--|--|
|                 | Efficient consumption                     | PER-PL-10 | Reduce paper use   |     |  |     |     |  |  | 7.3 | 9.4 |     |      | 12.2         |  |  |  |  |
|                 | Zero emissions                            | PER-PL-11 | Responsible Waste Management   |     |  | 3.9 |     |  |  |     | 8.4 | 9.2 |      | 12.4<br>12.5 |  |  |  |  |
| PEOPLE<br>First | Personal and professional development     | PER-PE-01 | Employee support - continuity or completion of academic studies                  | 1.4 |  |     | 4.4 |  |  |     | 8.3 |     | 10.3 |              |  |  |  |  |
|                 | Personal and professional development     | PER-PE-02 | Training - development workshops   |     |  |     | 4.3 |  |  |     | 8.3 |     | 10.3 |              |  |  |  |  |
|                 | Personal and professional development     | PER-PE-03 | Training - training plan   |     |  |     | 4.3 |  |  |     | 8.3 |     | 10.3 |              |  |  |  |  |
|                 | Personal and professional development     | PER-PE-04 | Talent Recruitment and Development - ÁBACO Programme                             |     |  |     | 4.4 |  |  |     | 8.5 |     | 10.2 |              |  |  |  |  |
|                 | Personal and professional development     | PER-PE-05 | Employee support - loans   | 1.4 |  |     |     |  |  |     |     |     | 10.2 |              |  |  |  |  |
|                 | Ensuring health and safety for our people | PER-PE-06 | Occupational Health and Safety Programme (OHS) - plan                            |     |  |     |     |  |  |     | 8.8 |     |      |              |  |  |  |  |
|                 | Personal and professional development     | PER-PE-06 | Occupational Health and Safety Programme (OHS): Training - workshops and courses |     |  |     | 4.4 |  |  |     | 8.8 |     |      |              |  |  |  |  |
|                 | Ensuring health and safety for our people | PER-PE-07 | Occupational Health and Safety Programme (OHS): Training - evacuation plan       |     |  | 3.4 | 4.4 |  |  |     | 8.8 |     |      |              |  |  |  |  |
|                 | Ensuring health and safety for our people | PER-PE-08 | Medical service - periodical health check-ups                                    |     |  | 3.4 |     |  |  |     | 8.8 |     |      |              |  |  |  |  |

|                    |   |           |   |     |     |     |     |     |  |  |            |            |      |  |              |  |              |       |
|--------------------|---|-----------|---|-----|-----|-----|-----|-----|--|--|------------|------------|------|--|--------------|--|--------------|-------|
|                    | Labour responsibility                     | PER-PE-09 | Equality plan - diversity management            |     |     |     |     | 5.5 |  |  | 8.5        | 10.2       |      |  |              |  |              |       |
|                    | Labour responsibility                     | PER-PE-10 | SMETA / B-CORP labour certification             |     |     |     |     |     |  |  | 8.3<br>8.8 |            |      |  |              |  |              |       |
|                    | Labour responsibility                     | PER-PE-11 | Agreements with third parties - school supplies | 1.2 |     |     | 4.4 |     |  |  |            |            |      |  |              |  |              | 17.17 |
|                    | Labour responsibility                     | PER-PE-12 | Agreements with third parties - medicines       | 1.2 |     | 3.4 |     |     |  |  |            |            |      |  |              |  |              |       |
|                    | Ensuring health and safety for our people | PER-PE-13 | Healthy life campaign - healthy diet            | 1.2 | 2.1 | 3.4 |     |     |  |  |            |            |      |  |              |  |              |       |
|                    | Personal and professional development     | PER-PE-14 | Healthy life campaign - sports activities       |     |     | 3.4 |     | 5.1 |  |  |            |            | 10.2 |  |              |  |              |       |
|                    | Personal and professional development     | PER-PE-15 | Improving the work environment - harassment     |     |     |     |     | 5.2 |  |  |            |            | 10.2 |  |              |  |              |       |
|                    | Labour responsibility                     | PER-PE-16 | Quality in contracting - legal contracts        | 1.4 |     |     |     |     |  |  |            | 8.7<br>8.8 | 10.3 |  |              |  |              | 16.b  |
|                    | Labour responsibility                     | PER-PE-17 | Quality in contracting - insurance              |     |     |     |     |     |  |  |            | 8.7<br>8.8 | 10.3 |  |              |  |              |       |
|                    | Personal and professional development     | PER-PE-18 | Training - training plan                        |     |     |     | 4.4 |     |  |  |            | 8.5<br>8.8 | 10.2 |  |              |  |              |       |
| PRODUCT Excellence | Consumer satisfaction                     | PER-PR-01 | BRC certification                               |     | 2.4 |     |     |     |  |  |            | 9.4        |      |  | 12.2<br>12.6 |  | 14.2<br>14.7 |       |



**COMMERCIAL – SPAIN - NUEVA PESCANOVA**

| GENERAL PLAN      | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13       | SDG 14 | SDG 15 | SDG 16 | SDG 17 |
|-------------------|---|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------------|--------|--------|--------|--------|
| Our Common PLANET | Efficient consumption                     | COM-PL-01 | Installation of LED lighting systems   |       |       |       |       |       |       | 7.3   |       | 9.4   |        |        | 12.2<br>12.6 | 13.2<br>13.a |        |        |        |        |
|                   | Efficient consumption                     | COM-PL-02 | Disposal of single-use plastic   |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |              |        |        |        |        |
|                   | Efficient consumption                     | COM-PL-03 | Disposal of single-use plastic - awareness                                   |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |              |        |        |        |        |
| PEOPLE First      | Personal and professional development     | COM-PE-01 | Talent Recruitment and Development - Mentoring Programme                     |       |       |       | 4.4   |       |       |       | 8.5   |       | 10.2   |        |              |              |        |        |        |        |
|                   | Ensuring health and safety for our people | COM-PE-02 | Healthy life campaign - Fifty-fifty Programme                                |       |       | 3.5   | 4.6   |       |       |       |       |       |        |        |              |              |        |        |        |        |
|                   | Ensuring health and safety for our people | COM-PE-03 | Agreements with third parties - medical clinics                              |       |       | 3.4   |       |       |       |       |       |       |        |        |              |              |        |        |        | 17.17  |
|                   | Ensuring health and safety for our people | COM-PE-04 | Medical service - periodical health check-ups                                |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |              |              |        |        |        |        |
|                   | Ensuring health and safety for our people | COM-PE-05 | Occupational Health and Safety Programme (OHS) - defibrillators              |       |       | 3.4   |       |       |       |       | 8.8   |       |        |        |              |              |        |        |        |        |
|                   | Ensuring health and safety for our people | COM-PE-06 | Occupational Health and Safety Programme (OHS) - external prevention service |       |       |       |       |       |       |       | 8.8   |       |        |        |              |              |        |        |        |        |

| GENERAL PLAN                          | SPECIFIC PLAN                             | CODE      | ACTION'S TITLE                       | SDG 1 | SDG 2 | SDG 3 | SDG 4      | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12 | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17         |
|---------------------------------------|---|-----------|--------------------------------------|-------|-------|-------|------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|----------------|
|                                       | Ensuring health and safety for our people | COM-PE-07 | Medical service - vaccination        |       |       | 3.5   | 4.6        |       |       |       |       |       |        |        |        |        |        |        |        |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society            | COM-CO-01 | Internship Programmes / scholarships |       |       |       | 4.4<br>4.b |       |       |       | 8.6   |       |        |        |        |        |        |        |        | 17.16<br>17.17 |

**CORPORATE – SPAIN - NUEVA PESCANOVA**

| GENERAL PLAN      | SPECIFIC PLAN                      | CODE      | ACTION'S TITLE   | SDG 1 | SDG 2 | SDG 3 | SDG 4 | SDG 5 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 10 | SDG 11 | SDG 12       | SDG 13 | SDG 14 | SDG 15 | SDG 16 | SDG 17 |       |
|-------------------|------------------------------------|-----------|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------------|--------|--------|--------|--------|--------|-------|
| Our Common PLANET | Zero emissions                     | COR-PL-01 | Zero Litter Project  |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |        |        |        |        |        |       |
|                   | Zero emissions                     | COR-PL-02 | No Plastic Stirrers & No Sugar Project   |       |       | 3.5   |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |        |        |        |        |        |       |
|                   | Zero emissions                     | COR-PL-03 | Responsible Waste Management - segregation   |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 | 13.3   |        |        |        |        |       |
|                   | Efficient consumption              | COR-PL-04 | Disposal of single-use plastic - corporate centre  |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |        |        |        |        |        |       |
|                   | Efficient consumption              | COR-PL-05 | Disposal of single-use plastic - marketing gifts   |       |       |       |       |       |       |       |       |       |        | 11.6   | 12.4<br>12.5 |        |        |        |        |        |       |
|                   | Respecting the natural environment | COR-PL-06 | Awareness actions in projects to improve the 'Pescanova Blue' - 'Lalandii 1' field               |       |       |       |       |       |       |       |       |       |        |        |              | 12.6   | 13.3   | 14.1   |        |        |       |
|                   | Respecting the natural environment | COR-PL-07 | Awareness-raising actions in improvement projects in the area 'Pescanova Blue' - 'Ponta Matirre' |       |       |       |       |       |       |       |       |       |        |        |              | 12.6   | 13.3   | 14.1   |        |        |       |
|                   | Respecting the natural environment | COR-PL-08 | Awareness-raising actions - Improvement of Environmental Performance                             |       |       |       |       |       |       |       |       |       |        |        |              |        | 13.3   |        |        |        |       |
|                   | Respecting the natural environment | COR-PL-09 | Cleaning campaigns - LIBERA Ecoembes / SEOBirdlife Project                                       |       |       |       |       |       |       |       |       |       |        |        | 11.3<br>11.6 |        |        |        | 15.1   |        | 17.17 |

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| PEOPLE<br>First                           | Personal and professional development     | COR-PE-01                                     | Food service - dining room                                       |  | 2.1 |     |     |  |  | 8.3 | 10.2 |  |      |  |  |  |  |  |       |
|   | Ensuring health and safety for our people | COR-PE-02                                     | Medical service - vaccination                                    |  |     | 3.8 |     |  |  | 8.8 |      |  |      |  |  |  |  |  | 17.17 |
|   | Ensuring health and safety for our people | COR-PE-03                                     | Healthy life campaign - sugar intake                             |  |     | 3.5 |     |  |  |     |      |  | 12.5 |  |  |  |  |  |       |
|   | Ensuring health and safety for our people | COR-PE-04                                     | Healthy life campaign - vending machines                         |  | 2.1 | 3.5 |     |  |  |     |      |  |      |  |  |  |  |  |       |
|   | Labour responsibility                     | COR-PE-05                                     | Identity and corporate culture - Anticorruption Code             |  |     |     |     |  |  |     |      |  |      |  |  |  |  |  | 16.6  |
|   | Labour responsibility                     | COR-PE-06                                     | Improvements in working conditions - workspaces                  |  |     |     |     |  |  | 8.8 |      |  |      |  |  |  |  |  |       |
|   | Personal and professional development     | COR-PE-07                                     | Employee support - Pescaflex                                     |  |     |     |     |  |  | 8.5 |      |  |      |  |  |  |  |  |       |
|   | Personal and professional development     | COR-PE-07                                     | Training - Campus Nueva Pescanova                                |  |     |     | 4.4 |  |  | 8.5 | 10.2 |  |      |  |  |  |  |  |       |
|   | Personal and professional development     | COR-PE-08                                     | Talent Recruitment and Development - Mentoring Programme         |  |     |     | 4.4 |  |  | 8.5 | 10.2 |  |      |  |  |  |  |  |       |
|   | Personal and professional development     | COR-PE-09                                     | Talent Recruitment and Development - promoting the Group's image |  |     |     |     |  |  | 8.5 |      |  |      |  |  |  |  |  | 17.17 |
| Ensuring health and safety for our people | COR-PE-10                                 | Healthy life campaign - Fifty-fifty Programme |  |  | 3.5 | 4.6 |     |  |  |     |      |  |      |  |  |  |  |  |       |

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|                                       | Ensuring health and safety for our people | COR-PE-11 | Agreements with third parties - medical clinics                     |     |     | 3.4 |            |  |  |  |     |      |      |  |  |  |  |  | 17.17          |
|                                       | Ensuring health and safety for our people | COR-PE-12 | Medical service - periodical health check-ups                       |     |     | 3.4 |            |  |  |  | 8.8 |      |      |  |  |  |  |  |                |
|                                       | Ensuring health and safety for our people | COR-PE-13 | Occupational Health and Safety Programme (OHS) - defibrillators     |     |     | 3.4 |            |  |  |  | 8.8 |      |      |  |  |  |  |  |                |
| Growing Together with the COMMUNITIES | Cooperation with civil society            | COR-CO-01 | Monetary donation - UNICEF solidarity gifts                         | 1.4 |     |     | 4.7        |  |  |  |     | 10.2 |      |  |  |  |  |  | 17.17          |
|                                       | Cooperation with civil society            | COR-CO-02 | Monetary donation - solidarity breakfast                            | 1.4 |     |     | 4.7        |  |  |  |     | 10.2 |      |  |  |  |  |  | 17.17          |
|                                       | Cooperation with civil society            | COR-CO-03 | Participation in food collection                                    | 1.3 | 2.1 |     |            |  |  |  |     |      |      |  |  |  |  |  | 17.17          |
|                                       | Cooperation with civil society            | COR-CO-04 | Support for education and outreach - AECOC sustainability committee |     |     |     | 4.7        |  |  |  |     |      | 11.4 |  |  |  |  |  | 17.17          |
|                                       | Cooperation with civil society            | COR-CO-05 | Support for education and outreach - Global Goals Jam               |     |     |     |            |  |  |  |     |      |      |  |  |  |  |  | 17.17          |
|                                       | Cooperation with civil society            | COM-CO-06 | Internship Programmes / scholarships                                |     |     |     | 4.4<br>4.b |  |  |  | 8.6 |      |      |  |  |  |  |  | 17.16<br>17.17 |

## **ANNEX II: Contribution to SDGs and their targets**

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|  | <p>Promotion of inclusive economic growth through the generation of sustainable employment and promotion of equality. Ensure social protection systems.</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>   |
| <p>Targets</p>  | <p>1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to its partner communities in generating sustainable employment, promoting equality, and participating and supporting projects that contribute to improving the living conditions of the people of these communities.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Assistance with construction materials to employees affected by cyclone Idai (Mozambique)</li> <li>• Emergency rescue by the fishing fleet to people stranded by cyclone Idai (Mozambique)</li> <li>• Coordination of the reception and distribution of disaster relief aid after the cyclone Idai (Mozambique)</li> <li>• Financial aid to the families of the crew victims of the 'Vega V' hijacking (Mozambique)</li> <li>• Financial support for expenses and school integration in cases of deceasing employee of family member (Mozambique)</li> <li>• Financial contribution to Casa del Hombre Doliente, Fundación Hogar San José and Fundación María Guare (Ecuador)</li> <li>• Integration programme for unemployed people in coordination with the municipality of Xove (Spain)</li> <li>• Financial support plan for employees in case of illness, accidents, etc. (Nicaragua)</li> <li>• Cooperation with the community in improving the infrastructure of the Francisco Montealegre School in the Palacio community through the installation of floors and toilets (Nicaragua)</li> <li>• Humanitarian aid to the fishing community of Culebras (Peru)</li> </ul> |

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|  | <p>The food and agriculture sectors offer key solutions for development and are vital to the end hunger and poverty</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to its partner communities through projects that facilitate access to food for vulnerable groups, mainly through the donation of food, not forgetting the projects dedicated to the conservation of ecosystems that positively impact their resilience and productivity.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Collaboration on the nutritional development of the village children through the purchase and donation of non-perishable food, dairy, and vegetables (Argentina)</li> <li>• Donation and delivery of fish to orphanages and other charity institutions (Mozambique)</li> <li>• Donation of fish to children in the community, to retirement homes, and to veterans of the Navy (Namibia)</li> <li>• Donation of the Christmas dinner to the elderly of the community at the retirement home (Guatemala)</li> <li>• Donation of frozen and refrigerated products to social canteens and food banks (Spain, Peru)</li> </ul> |

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|  | <p>Ensure healthy lives and promote well-being for all at all ages</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to preventing the health of its employees and its partner communities. For that, it works actively on educational and disease prevention campaigns, guaranteeing periodic medical check-ups, launching mental wellness programs, promoting campaigns and planned activities for employees on healthy lifestyle habits, and vaccination campaigns.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Annual medical check-up for all employees (Group)</li> <li>• Training in handling and storage of chemicals (Argentina)</li> <li>• Awareness campaigns on the impacts of AIDS, risk factors, support, and treatment (Mozambique)</li> <li>• AIDS awareness program for NOVANAM employees with participation in the national programme for awareness and participation on the International Tuberculosis Day (Namibia)</li> <li>• Programme for the identification, evaluation, treatment, and monitoring of psychosocial factors working on the improvement of employees' mental health (Ecuador)</li> <li>• Awareness campaign on the risks of alcohol, tobacco, and drug consumption in general and subsequent detection, intervention, and monitoring (Ecuador)</li> <li>• Awareness programme among residents of the Caserío El Pijuy focused on self-care through good preventive hygiene practices (Guatemala)</li> </ul>  |

- Glucose test and blood pressure check-up for employees as a preventive method of diabetes (Guatemala)
- First aid training focusing on identification of vital signs, transfer methods, and urgent treatment of hemorrhages, burns and poisonings (Guatemala)
- Hepatitis B vaccination day in coordination with the Ministry of Health (Guatemala)
- Biennial program for testing for the prevention of cervical cancer (Guatemala)
- Cooperation with the National Blood Donation Programme of the Red Cross with voluntary blood donation (Nicaragua)
- Medical care at the plant and farms for periodic medical check-ups, control of employees with chronic diseases and emergencies (Nicaragua)
- Prevention of transmission of viral diseases by mosquitoes within the company's facilities and surrounding areas through training of a fumigation brigade (Nicaragua)
- Pregnant woman's health and baby care programme (Nicaragua)
- Employee benefits policy for eye care and subsidy for the acquisition of lenses (Nicaragua)
- Annual vaccination campaign program (Nicaragua)
- Annual flu vaccination campaign (Spain)
- Preventive dental check-up campaign (Spain)
- Fifty-fifty programme to promote healthy habits (Spain)
- Implementation of prevention measures to reduce risks in disaster situations (Peru)
- Agreement with Inkafarma for accessible medicines to employees (Peru)

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|  | <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>  |
| <p>Targets</p>  | <p>4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary 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.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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the professional and personal development of their employees and communities. An inclusive and equitable education is essential to ensure sustainable development as it fosters access and promotion in employment, improves environmental awareness, and inclusive and peaceful communities. Projects are underway to ensure basic, primary, and secondary education, based on identified needs in the partner communities. Projects contribute to the training of workers by reinforcing technical abilities to ensure their professional development and improve their employability and, in parallel, the development of scholarship programs to facilitate access to university studies.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Programme for the continuous improvement of individual competences through initial evaluation and establishment of a career plan (Mozambique)</li> <li>• Transfer of skills and local job creation with the training programme in the netmaking shop (Mozambique)</li> <li>• Scholarship programme for the educational of employees' children (Mozambique)</li> <li>• Establishment of a kindergarten ensuring good education for children (Namibia)</li> <li>• Training scholarship programme for higher education studies (Namibia)</li> <li>• Six-month company internship programme for students from various training centres (Namibia)</li> </ul>  |

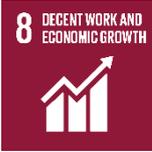
- Employee empowerment program through adult education up to grade 12 contributing to personal and professional development (Namibia)
- Literacy and basic education programme for employees in collaboration with the Ministry of Education for their final examination (Ecuador)
- Full scholarship contribution to the Fe y Alegría Association for the specialized educational aiming at the inclusion of children with disabilities or vulnerable (Ecuador)
- Financial support and co-management of the Centro Experimental del Pacífico (CEPAC) in Champerico community to contribute to the development of the area (Guatemala)
- Training programme coordinated with the municipalities close to the aquaculture farms and the National Institute of Technology to raise the technical level of the residents of the shrimp cooperatives through semi-annual training addressing issues of food safety, biosafety, occupational health and safety, HACCP, and food defense (Nicaragua)
- Strengthening of formal content and training learning in Primary Education (Nicaragua)
- Scholarship programme and financing of studies for priority careers in relation to the aquaculture and seafood processing industry (Nicaragua)
- Abaco Programme for talent attraction and management (Group)
- Mentoring Programme for skills development and internal promotion (Spain)
- Incentives Programme for personal development of employees for continuity of studies (Peru)
- Capacity building programme in maritime-fishing, aquaculture, and industrial activities. Professional training actions for local fisherman on regulations and food safety (Peru)

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|  | <p>Promote equal opportunities for women and girls in accessing education, health care, decent work, and representation in political and economic decision-making processes</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>   |
| <p>Targets</p>  | <p>5.1 End all forms of discrimination against all women and girls everywhere<br/>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation<br/>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<br/>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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to gender equality, being aware that the access of girls and women to education and employment drives sustainable and inclusive economies. Work in this line is focused on projects that seek to ensure equal opportunities of access to employment and the promotion of women to positions of responsibility. Likewise, ensuring an equal distribution of benefits through projects aimed at training and scholarship programmes.</p>   |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Awareness campaigns to eradicate discrimination against women (Argentina)</li> <li>• Integration and diversity policies (Mozambique)</li> <li>• Promotion of women in positions of responsibility on board (Namibia)</li> <li>• Promotion of gender equality (Ecuador)</li> <li>• Program to increase the representation of women in positions of responsibility: management, leadership, and supervision. Generate equal opportunities for men and women based on experience, training, and performance (Guatemala)</li> <li>• Insertion program for female personnel in positions historically managed by male personnel such as: head of processes and operations, head of farms (Nicaragua)</li> <li>• Ensuring equal opportunities in selection processes (Spain)</li> <li>• Promotion of women in management positions in plants and administration (Peru)</li> </ul> |

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|  | <p>Ensure availability and sustainable management of water and sanitation for all</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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<br/>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<br/>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</p>   |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the efficient consumption of resources and aims at zero emissions, discharges, and waste generation. Water is an essential resource in the fishing, aquaculture, and seafood processing industry. The commitment to an efficient and sustainable use of water to ensure its availability in the future, as well as the commitment to the development of new technologies and more efficient processes in water management are present through various projects. Water treatment is as important as the efficiency in its consumption, so we work on returning the used water to its origin and optimal state.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Installation of desalination equipment (fishing fleet)</li> <li>• On-board sewage treatment plant (fishing fleet)</li> <li>• Bilge water separator on board (fishing fleet)</li> <li>• Rainwater collection system and its use (Mozambique)</li> <li>• Use of seawater for cleaning and industrial process (Namibia)</li> <li>• Production of liquid ice on board from sea water and improving freezing capacity (Namibia)</li> <li>• Installation of a closed-circuit glazing machine (Namibia)</li> <li>• Optimization of chemicals dosing in the water treatment equipment (Ecuador)</li> <li>• Compliance with the Environmental Management Plan in shrimp farms by identifying risks and minimizing impacts (Ecuador)</li> <li>• Reduce water consumption in processing plant by means of periodic inspections of the facilities (Guatemala)</li> <li>• Inspection plan for leakages in the water supply system to reduce water consumption per ton produced (Nicaragua)</li> <li>• Reduce the organic load in discharged water by implementing soil cleaning practices and awareness-raising actions among workers (Spain)</li> <li>• Optimization of water discharges according to their conductivity and awareness-raising actions for both production and cleaning personnel (Spain)</li> <li>• Identification and implementation of actions to reduce water consumption per ton of product manufactured with periodic monitoring (Spain)</li> <li>• Improved cleaning/disinfection processes to reduce water consumption while maintaining the facilities clean (Spain)             <ul style="list-style-type: none"> <li>• Reducing water consumption through a code of good practices and improvement actions (Peru)</li> </ul> </li> </ul> |



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|  | <p>Support new initiatives that improve energy efficiency and increase the use of renewable sources</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>   |
| <p>Targets</p>  | <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix<br/>7.3 By 2030, double the global rate of improvement in energy efficiency</p>  |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the efficient consumption of resources and aims at zero emissions, discharges, and waste generation. Implements energy management measures and systems upgrades (machinery, lighting systems) to more efficient ones, both in process plants and vessels, to reduce energy consumption. Feasibility studies for the implementation of energy supply systems from renewable sources in aquaculture facilities.</p>   |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Reducing power consumption by switching to LED-based systems in the fleet (Argentina, Mozambique, and Namibia)</li> <li>• Reducing power consumption by switching to LED-based systems in all factories (Group)</li> <li>• Installation of new and more efficient freezing tunnels (Mozambique)</li> <li>• Optimization of energy consumption with efficient freezing compressors (Namibia)</li> <li>• Purchase of cleaner electricity from a new supplier (Ecuador)</li> <li>• Replacement and preventive maintenance programme for generators and stationary engines, aiming at new and more efficient equipment (Ecuador)</li> <li>• Solar energy installation in factories (Nicaragua)</li> <li>• New pasteurizer with improved capacity lowering power consumption per kg of finished product (Spain)</li> </ul> |

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|  | <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to its partner communities, in the generation of full and productive employment and decent work for all, promoting economic and sustained growth to achieve fair and prosperous societies. It works from an equality perspective, in the training of people to promote the improvement of their abilities, contributing to a better employability. Working conditions and contractual relations are ensured, which are always fair and comply with regulations. Improved workspaces, ensuring that they are safe to prevent occupational risks and improve health and well-being of all employees.</p>   |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Ensuring access to decent and registered work, in compliance with labour regulations (Argentina)</li> <li>• Creation of a free union that guarantees workers' rights (Mozambique)</li> <li>• Ensuring fair and decent working conditions for all workers (Namibia)</li> <li>• Promotion of local employment by promoting the circular economy of organic by-products (Ecuador)</li> <li>• Promotion of fair treatment respecting diversity, safety, and professional growth, complying with regulations. Include social workers to promote workers well-being (Ecuador)</li> </ul>  |

- Promote the role of the aquaculture sector as the economic driver in the country (Ecuador)
- Ensure freedom of association and compliance with the provisions issued by the Ministry of Labour regarding syndicates (Ecuador)
- SMETA audits for Labour and Social Responsibility (Guatemala)
- Ensuring access to productive employment with fair wages, safe workplace, and social security for their families, as well as personal development and social integration (Guatemala)
- Legal counseling explaining Social Security, Regulations and Retirement to access the necessary benefits (illnesses, accidents, maternity, disabilities, retirement, widowhood, orphanhood, etc.) (Nicaragua)
- Certifications issued by the Municipalities, Ministry of Labour, Red Cross and other institutions that have recognized compliance in business labour matters (Nicaragua)
- Mentoring programme (Spain)
- Good practices programme on Occupational Health and Safety (Spain and Group)
- 100% of workforce insured against all risks (Peru)

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|  | <p>Investments in infrastructure and innovation to achieve sustainable development, empower societies, promote greater social stability and make cities more resistant to climate change</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to economic and sustainable development of its partners communities, through investments in new technologies and more efficient equipment, favouring the rational and sustainable use of resources; adoption of new industrial processes and logistics that are cleaner, and more effective and efficient.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Research programme for sulphite substitution in shrimp (Argentina)</li> <li>• Investment plan to restore PESCAMAR HQ building historical value (Mozambique)</li> <li>• Investment in changing plate freezing to forced air process (Mozambique)</li> <li>• More efficient engines in new vessels (Namibia and Mozambique)</li> <li>• Installation of new classification and monitoring equipment in the processing plant (Namibia)</li> <li>• Improvement in packaging to optimize occupation of volumetric capacity of the containers (Ecuador)</li> <li>• Installation of semi-automatic systems to control maximum level in the water storage tank (Ecuador)</li> <li>• Research program with feed suppliers to improve the conversion rate of reared fish (Spain)</li> <li>• Research program with vaccine suppliers. Testing aeromona to reduce mortality rate of reared fish (Spain)</li> <li>• Replacement of porex boxes with returnable plastic trays (Spain)</li> <li>• Investment in changing boiler's fuel from diesel to natural gas (Group)</li> <li>• Progressive replacement of lighting by LED-based systems (Group)</li> <li>• Solar energy installation projects (Group)</li> <li>• Installation of new packaging machinery for refrigerated fish sticks aiming at reducing plastic use and organic waste generation (Spain)</li> </ul> |

- Renovation of equipment in the compressor room aiming at reducing energy consumption (Spain)
- Installation of raw material recovery mechanisms in the production process to increase recovery (Spain)

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|  | <p>Reduction of inequality by meeting the needs of underprivileged populations and promoting access to health, education, and other productive means</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations</p> <p>10.b Encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programmes</p>   |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to reducing inequality in its partner communities, through the inclusive employment for vulnerable people, ensuring and promoting the integration and social participation of people with disabilities. Awareness campaigns are conducted, and fair treatment is practiced in wages, no discrimination policy and equal opportunities respecting everyone's diversity, safety, and professional growth.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Promotion of women to positions of responsibility contributing to greater gender equality (Namibia)</li> <li>• Youth employment programme (Ecuador)</li> <li>• Inclusion programme and promotion of awareness-raising opportunities for people with disabilities, in coordination with the Ministry of Labour, as well as a sign language training (Ecuador)</li> <li>• Promotion of local employment in Xove municipality (Spain)</li> <li>• Detecting demands for technical qualification in the female community, as well as fund management promotion of partnerships. Provision of 30 sewing machines (Nicaragua)</li> <li>• Awareness campaign on caring of children with different capacities, celebration of the 'week of the child with different capacities' at the Regional Center for Rehabilitation and Early Education (Nicaragua)</li> <li>• Recruitment of personnel with different capacities, and a plan for active elderly employees in the company (Nicaragua)</li> <li>• Partnerships with foundations to improve the quality of life of people at risk of social exclusion (Spain)</li> </ul> |

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|  | <p>Improve urban planning and management to achieve more inclusive, safer, resilient, and sustainable spaces. Guarantee access to basic services, energy, housing, transportation, and better conditions for all</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to its partner communities. The social and environmental improvements, and the health and safety of the workers, are key aspect of the Group's projects, which contribute to better housing, and safe and affordable basic services. In addition, we promote sustainable human settlements, and the protection and conservation of cultural heritage.</p>   |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Housing programme for company personnel no originated from Buenos Aires and Puerto Deseado (Argentina)</li> <li>• Access to decent housing programme for employees through the acquisition and promotion of construction of houses in different areas of the city of Beira, as well as aid to workers with monthly subsidies (Mozambique)</li> <li>• Renovation plan for the company's facilities to restore the historic façade of the PESCAMAR building (Mozambique)</li> <li>• Contribute with construction materials to employees to repair the damages caused by Idai cyclone (Mozambique)</li> <li>• Improving living conditions of employees through housing acquisition and construction in different areas of Lüderitz (Namibia)</li> <li>• Publication and donation to entities and libraries of the book "Lüderitz: A Journey Through Time" that documents the social, cultural, and economic development of this city (Namibia)</li> <li>• Palm tree plantation programme in the vicinity of the Lüderitz plant (Namibia)</li> <li>• Improving accommodation services for workers (Ecuador)</li> <li>• Responsible environmental management programme for waste generated at the processing plant (Guatemala)</li> <li>• Improving living conditions for internal staff in canteens and housing to reduce heat stress (Nicaragua)</li> </ul> |

- Awareness campaigns to the Pacific Experimental Centre (CEPAC) and to residents of the urban area of Champerico, about the importance of keeping the environment clean. To instill in the students the pride of belonging and love to their municipality of Champerico (Guatemala)

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|  | <p>Generate economic activities that promote the efficient use of resources and energy, reduce environmental degradation and pollution, and at the same time achieve better quality of life</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>   |
| <p>Targets</p>  | <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>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</p> <p>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</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production</p>  |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the responsible production and consumption of seafood, through the adoption of a systemic approach seeking cooperation between participants in the supply chain, from the producer to the final consumer. Aware of this, all the necessary means are made available to achieve a more sustainable and efficient management of resources (through the certification of production processes for continuous improvement and the use of technological upgrades). In addition, circular economy practices that contribute to achieving more sustainable production throughout the value chain are promoted.</p>   |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Reduction of fuel consumption by working on reducing fishing gear weight (Argentina, Namibia)</li> <li>• Responsibly managing the waste generated by appropriate treatment and disposal (Mozambique)</li> <li>• Installation of modern freezing tunnels with lower energy consumption (Mozambique)</li> <li>• Circular solutions for the valorisation of organic fish co-products generated in the processing plant (Namibia)</li> <li>• Private Standard for Sustainable Fishing, verified by Bureau Veritas (Namibia)</li> <li>• Savings costs in water potabilization (Ecuador)</li> <li>• GLOBALG.A.P. certification (Ecuador)</li> <li>• BAP certification (Ecuador)</li> <li>• Organic (ecological) production with a European BIO certification (Ecuador)</li> <li>• Partnership with a fish meal company to circulate organic co-products from the shrimp processing (exoskeletons and heads) (Guatemala)</li> <li>• Commitment to offer safe and sustainable aquaculture products regarding compliance of environmental and social responsibility standards (Nicaragua)</li> </ul> |

- Reduction of product losses at the head and end of line, identifying inefficiencies and improvement solutions (Spain)
- IFS certification (Spain)
- Preparation of ISO 14001 environmental certification (Peru)
- Installation of LED-based lighting systems to reduce energy consumption (Group)
- 'Pescanova Blue' Sustainability Programme (Group)

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|  | <p>Take urgent action to combat climate change and its impacts</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>Acknowledging the potential contribution of its activities to climate change, the Nueva Pescanova Group commits to the efficient consumption of resources and the goal of zero emissions, discharges and waste. Climate change affects every country in any continent, producing a negative impact on the economy, the lives of people and communities. The focus is put on the use of renewable energies, the reduction of fossil fuel consumption and on energy savings, while promoting reforestation campaigns and reducing greenhouse gas emissions, and contributing to the mitigation of the effects of climate change.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Reduction of atmospheric emissions by reducing fuel consumption on the fishing vessels by reducing the weight of the trawl gears, redesign of the trawl doors and change of lighting to LED-based systems (Argentina, Mozambique and Namibia)</li> <li>• Purchase cleaner electrical energy from a new supplier (Ecuador)</li> <li>• Reforestation programme of mahogany (<i>Swietenia macrophylla</i>) and cedar (<i>Cedrus</i> sp.) (Guatemala)</li> <li>• Reforestation programme of red mangrove (<i>Rhizophora mangle</i>) in the Delta del Estero Real Natural Reserve (Nicaragua)</li> <li>• Switching from fossil energy (diesel) to solar in water heating systems in the Miramar shrimp nursery (Nicaragua)</li> <li>• Feasibility projects for the installation of solar energy in shrimp farms (Nicaragua)</li> <li>• Reduction of refrigerant gas leakage by means of improvement actions (Spain)</li> <li>• Switching refrigerant R-22 (HCFC) by an environmental friendlier solution (Peru)</li> </ul> |

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|  | <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>14.a Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account the Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries</p> <p>14.b Provide access for small-scale artisanal fishers to marine resources and markets</p> <p>14.c Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in UNCLOS, which provides the legal framework for the conservation and sustainable use of oceans and their resources, as recalled in paragraph 158 of The Future We Want</p> |
| <p>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the responsible management of the natural environments anywhere it operates, through the promotion of sustainable management of fisheries and aquaculture, the protection of marine resources to promote its conservation, and the application and compliance of the principles of international law reflected in the United Nations Convention on the Law of the Sea, the FAO principles for responsible fishing and aquaculture, and the legal framework of the countries where it operates. Aligned with these commitments, the Group has developed its Sustainability Policy and the 'Pescanova Blue' Sustainability Programme.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Participation in the Argentine red shrimp FIP (Argentina)</li> <li>• Participation in the mahi-mahi FIP (Peru)</li> <li>• Participation in a scientific research programme for monitoring the biomass of shrimp species in the Sofala Bank (Mozambique)</li> <li>• Private Standard for Sustainable Fishing of Cape hake in Namibia by NOVANAM, verified by Bureau Veritas (Namibia)</li> <li>• 'Pescanova Blue' Sustainability Programme (Group)</li> <li>• ASC certification (Ecuador)</li> <li>• GLOBALG.A.P. certification (Ecuador, Nicaragua, Spain)</li> <li>• IFS certification (Ecuador, Guatemala, Nicaragua, Spain, Namibia)</li> </ul>   |

- BRC certification (Peru)
- Members of the Coalition of Legal Toothfish Operators (COLTO) (Argentina)
- Contribution to the recovery of degraded areas of the mangrove forest in the Delta del Estero Real Natural Reserve (Nicaragua)

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|  | <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to the responsible management of the natural environments anywhere it operates, implementing projects that contribute to the restoration of coastal and freshwater ecosystems and associated biodiversity; conservation programme for endemic species (iguanas), improved management of production processes and awareness campaigns in partner communities. The projects contribute to halting biodiversity loss and the contribute to the restoration of degraded ecosystems and soils.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Avoiding accidental bycatch of seabirds. Implemented in the trawling fleet (Argentina and Namibia)</li> <li>• Awareness campaign for employees to participate in national initiatives to keep their environment clean (Namibia)</li> <li>• Compliance with the Environmental Management Plan for shrimp farms (Ecuador)</li> <li>• Reforestation program of areas affected by fires and irresponsible actions (Guatemala)</li> <li>• Iguana conservation programme (species <i>Iguana iguana</i>) Nicaragua)</li> <li>• Plant nursery programme for reforestation and recovery of eroded soils in partnership with local actors (Nicaragua)</li> <li>• Beach cleaning programme in collaboration with the LIBERA project "1 m<sup>2</sup> for Nature", in the Ulló salt flats in the Vigo estuary (Spain)</li> <li>• Planning and campaigning for cleaning the environment activities (Peru)</li> </ul> |

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|  | <p>Build fairer, more peaceful and inclusive societies</p>   |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</p>   |
| <p>Targets</p>  | <p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children</p> <p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</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>16.8 Broaden and strengthen the participation of developing countries in the institutions of global governance</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to ethical behaviour and regulatory compliance in all areas and communities where it operates, and thus works on compliance policies, ethical culture, and CSR, promoting fairer and more solid relationships in any country it operates. Its effort is focused on training employees in ethics and regulatory compliance, fighting corruption and bribery, assertive communication, and strengthening pride of belonging and corporate identity.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Participation in the African Corporate Governance Conference in Windhoek with the aim of developing the institutional capacity of ACGN members to improve effective corporate governance practices towards better public and private sector organizations in Africa (Namibia)</li> <li>• Commitment to fair and ethical action, complying with the responsibilities stipulated by the internal and external control organizations and thus contributing to the integral development of the human being, economic growth and social development in a sustainable manner in collaboration with the Ministry of Labour (Ecuador)</li> <li>• Legal guidance to personnel with needs to explain the procedures established in the Social Security Law, Regulations and Retirements for the enjoyment of benefits contemplated in the different programmes (Nicaragua)</li> <li>• Entry into force of the internal normative document <a href="#">Anti-Corruption Code of the Nueva Pescanova Group (Corporate)</a></li> <li>• Promotion of our corporate values for the strengthening of ethical organizational behaviour (Corporate)</li> </ul> |

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|  | <p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>  |
| <p>ACTIVITY/<br/>Country</p>  | <p>FISHING (Argentina, Mozambique, Namibia), AQUACULTURE (Ecuador, Spain, Guatemala, Nicaragua), INDUSTRY (Spain, Peru).</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>17.11 Significantly increase the exports of developing countries, in particular with a view to doubling the least developed countries' share of global exports by 2020</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>Rationale and reference to projects</p>  | <p>The Nueva Pescanova Group is committed to ethical behaviour and regulatory compliance in all areas and communities where it operates. Its Global CSR policy promotes the development of improved quality of life in those communities. For that, development aid cooperation actions are promoted by supporting the construction of effective partnerships in the different spheres of civil society, the administration, academic and research entities, as well as sectoral organizations.</p>  |
| <p>Examples of flagship projects</p>  | <ul style="list-style-type: none"> <li>• Holding workshops dictated by the Department of Gender-based Violence of the Municipality of Puerto Deseado (Argentina)</li> <li>• Support in receiving and distributing humanitarian aid to the population in collaboration with the Spanish Ministry of Foreign Affairs and AECID (Mozambique)</li> <li>• PPP programme development between the Polytechnic Maritime-Fisheries Institute of the Atlantic and the Escola de Pesca de Matola with AECID (Mozambique)</li> <li>• Support employees in improving their literacy level as a contribution to their personal and professional development through the Namibian College of Open Learning (NAMCOL) (Namibia)</li> <li>• Full scholarship contribution of 480 USD to the Fe y Alegría Association for the specialized educational inclusion of children with disabilities or vulnerable (Ecuador)</li> <li>• Contribution with the municipality of Xove for the placement of unemployed people identified in their job market (Spain)</li> <li>• High-level education in the municipality of Champerico to contribute to its development in partnership with CEPAC (Guatemala)</li> <li>• Cooperation with the community in improving the infrastructure of the schools in the area improving the educational conditions in the community – Francisco Montealegre School (Nicaragua)</li> </ul> |

## ANNEX III: Measuring the socio-economic contribution in our partner communities

### Sources:

- (\*) [www.datos.bancomundial.org](http://www.datos.bancomundial.org)
- (\*\*) Spain: [www.ine.es](http://www.ine.es)  
Ecuador: [www.ecuadorencifras.gob.ec](http://www.ecuadorencifras.gob.ec)  
Nicaragua: [www.inide.gob.ni](http://www.inide.gob.ni)  
Argentina: [www.santacruz.gob.ar](http://www.santacruz.gob.ar)  
Peru: [www.inei.gob.pe](http://www.inei.gob.pe)  
All other: [www.worldometers.com](http://www.worldometers.com)
- (\*\*\*) Own calculation except Peru

| Activity    | Company          | No. of employees | Country    | Population (*) | Active Population (*) | Ratio Active Pop. / Population | Municipality           | Population (**) | Active population (***) | % Employment |
|-------------|------------------|------------------|------------|----------------|-----------------------|--------------------------------|------------------------|-----------------|-------------------------|--------------|
| FISHING     | ARGENOVA         | 743              | Argentina  | 44,494,502     | 20,551,682            | 0.46                           | Puerto Deseado         | 14,183          | 6,551                   | 11           |
|             | NOVANAM          | 1,977            | Namibia    | 2,448,255      | 911,498               | 0.37                           | Lüderitz               | 15,137          | 5,636                   | 35           |
|             |                  | 382              |            |                |                       |                                | Walvis Bay             | 52,058          | 19,381                  | 2            |
|             | PESCAMAR         | 870              | Mozambique | 29,495,962     | 12,772,428            | 0.43                           | Beira                  | 530,604         | 229,764                 | <1           |
| AQUACULTURE | PROMARISCO       | 1,894            | Ecuador    | 17,084,357     | 8,365,114             | 0.49                           | Durán                  | 235,769         | 115,441                 | 2            |
|             | NOVAGUATEMALA    | 879              | Guatemala  | 17,247,807     | 7,048,674             | 0.41                           | Retalhuleu             | 36,656          | 14,980                  | 6            |
|             | CAMANICA         | 1,665            | Nicaragua  | 6,465,513      | 2,992,406             | 0.46                           | Chinandega             | 133,361         | 61,723                  | 3            |
|             | INSUIÑA          | 38               | Spain      | 46,796,540     | 23,064,439            | 0.49                           | Oia                    | 3,018           | 1,487                   | 3            |
|             |                  | 117              |            |                |                       |                                | Xove                   | 3,314           | 1,633                   | 7            |
| INDUSTRY    | NOVAPERU         | 114              | Peru       | 31,989,256     | 18,346,713            | 0.57                           | San Juan de Miraflores | 355,219         | 184,983                 | <1           |
|             | PESCANOVA ESPAÑA | 133              | Spain      | 46,796,540     | 23,064,439            | 0.49                           | Arteixo                | 31,917          | 15,731                  | <1           |
|             |                  | 201              |            |                |                       |                                | Redondela              | 29,194          | 14,389                  | 1            |
|             |                  | 161              |            |                |                       |                                | Porriño                | 19,740          | 9,729                   | 2            |
|             |                  | 55               |            |                |                       |                                | Catarroja              | 27,827          | 13,715                  | <1           |
|             |                  | 67               |            |                |                       |                                | Paterna                | 69,156          | 34,085                  | <1           |