

INDUSTRY – SPAIN – PESCANOVA ESPAÑA

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	CIART-PL-01	Installation of LED lighting systems							7.3		9.4			12.2 12.6	13.2 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 12.6					
	Efficient consumption	CIART-PL-07	Reduction of water consumption						6.4			9.4			12.2 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		
	Respecting the natural environment	CIART-PL-10	ISO 14001 certification							6.3	7.3	8.4	9.4			12.2 12.4 12.5				

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	Respecting the natural environment	CIART-PL-11	Integrated Environmental Authorization						6.3	7.3	8.4	9.4			12.2 12.4 12.5						
	Respecting the natural environment	CIART-PL-12	Environmental Monitoring and Surveillance						6.3	7.3	8.4	9.4			12.2 12.4 12.5						
	Zero emissions	CIART-PL-13	Waste generation reduction									9.4			12.4 12.5						
PEOPLE 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
	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 12.3 12.5					

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	Labour responsibility	CIART-PE-09	Equality plan - production area										10.3							
	Labour responsibility	CIART-PE-10	Quality in recruitment - gender								8.7 8.8		10.3						16.b	
	Personal and professional development	CIART-PE-11	Work-family balance				4.4 4.7													
	Personal and professional development	CIART-PE-12	Training - training plan				4.4				8.5 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									
	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 12.6		14.2 14.7			

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	Consumer satisfaction	CIART-PR-02	BIO/ Organic Certification - organic production		2.4							9.4			12.2 12.6		14.2 14.7				
	Food safety	CIART-PR-03	ASC / MSC CoC certification		2.4							9.4			12.2 12.6		14.2 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 4.b				8.6									17.16 17.17	
	Promoting employment and entrepreneurship	CIART-CO-03	Promotion of local employment												12.6					17.17	
Our Common PLANET	Respecting the natural environment	CICAT-PL-01	ISO 14001 certification						6.3	7.3	8.4	9.4			12.2 12.4 12.5						
	Efficient consumption	CICAT-PL-02	Installation of LED lighting systems							7.3		9.4			12.2 12.6	13.2 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					

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PEOPLE First	Personal and professional development	CICAT-PE-01	Training - training plan				4.4				8.5 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 12.3 12.5						
	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 12.6		14.2 14.7				
Growing Together with the	Promoting employment and entrepreneurship	CICAT-CO-01	Internship Programmes / scholarships				4.4 4.b				8.6									17.16 17.17	

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COMMUNITIES	Promoting employment and entrepreneurship	CICAT-CO-02	Promotion of local employment - neighbouring municipalities								8.8										
Our Common PLANET	Efficient consumption	CICHA-PL-01	Installation of LED lighting systems							7.3		9.4			12.2 12.6	13.2 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 12.4 12.5					
	Respecting the natural environment	CICHA-PL-08	Environmental Monitoring and Surveillance							6.3	7.3	8.4	9.4			12.2 12.4 12.5					
	Zero emissions	CICHA-PL-09	Reduced leakage of fluorinated refrigerants										9.4				13.3				
	Respecting the natural environment	CICHA-PL-10	Reduction of non-halogenated solvent residue													12.2					

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	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 First	Personal and professional development	CICHA-PE-01	Training - training plan				4.4				8.5 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 12.3 12.5						
	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										

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	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 12.6		14.2 14.7			
	Consumer satisfaction	CICHA-PR-02	ELS certification		2.4							9.4			12.2 12.6		14.2 14.7			
	Consumer satisfaction	CICHA-PR-03	SAE certification		2.4							9.4			12.2 12.6		14.2 14.7			
	Consumer satisfaction	CICHA-PR-04	Reduction of claims												12.2					
	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					

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	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 4.b				8.6									17.16 17.17
	Promoting employment and entrepreneurship	CICHA-CO-03	Internship Programmes / scholarships - tutored people				4.4 4.b				8.6									17.16 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
	Supporting education and knowledge transfer	CICHA-CO-07	Support for education and outreach - 2020				4.4 4.b					8.6								17.16 17.17
	Supporting education and knowledge transfer	CICHA-CO-08	Student visits to the facilities				4.4													17.16 17.17
Our Common PLANET	Efficient consumption	CIPAT-PL-01	Installation of LED lighting systems							7.3		9.4			12.2 12.6	13.2 13.a				
	Efficient consumption	CIPAT-PL-02	Reduction of energy consumption							7.3		9.4			12.2					

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	Respecting the natural environment	CIPAT-PL-03	ISO 14001 certification						6.3	7.3	8.4	9.4			12.2 12.4 12.5					
	Respecting the natural environment	CIPAT-PL-04	Environmental Monitoring and Surveillance						6.3	7.3	8.4	9.4			12.2 12.4 12.5					
	Zero emissions	CIPAT-PL-05	Waste reduction on production lines									9.4			12.4 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		
	Respecting the natural environment	CIPAT-PL-10	Integrated Environmental Authorization						6.3	7.3	8.4	9.4			12.2 12.4 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 12.5					
PEOPLE First	Personal and professional development	CIPAT-PE-01	Training - training plan				4.4				8.5 8.8		10.2							

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	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 12.3 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															17.17
	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 12.6		14.2 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	Cooperation with civil society	CIPAT-CO-01	Food donation	1.3	2.1	3.4							10.2							17.17	

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COMMUNITIES	Promoting employment and entrepreneurship	CIPAT-CO-02	Internship Programmes / scholarships - tutored people				4.4 4.b				8.6									17.16 17.17
	Promoting employment and entrepreneurship	CIPAT-CO-03	Promotion of local employment - neighbouring municipalities								8.8									
Our Common PLANET	Efficient consumption	CIPOR-PL-01	Installation of LED lighting systems							7.3		9.4			12.2 12.6	13.2 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 12.4 12.5					
	Zero emissions	CIPOR-PL-07	Environmental Monitoring and Surveillance									9.4			12.4 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 12.5					
	Efficient consumption	CIPOR-PL-09	Recovery of leftover bread at the end of production							7.3	8.4	9.4			12.2 12.4 12.5					

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	Respecting the natural environment	CIPOR-PL-10	ISO 14001 certification - maintenance audit						6.4			9.4			12.2 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 12.5					
	Zero emissions	CIPOR-PL-15	Use of renewable energy								7.2		9.4			12.2	13.2			
PEOPLE First	Personal and professional development	CIPOR-PE-01	Training - training plan				4.4				8.5 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							
	Labour responsibility	CIPOR-PE-05	Equality Plan - WIP Programme					5.5				8.5		10.2						

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	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
	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									

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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 12.6					
	Health and nutrition	CIPOR-PR-04	Development of a new range of 100% natural products		2.4							9.4			12.2 12.6		14.2 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 12.6		14.2 14.7			
	Health and nutrition	CIPOR-PR-08	ELS certification		2.4								9.4		12.2 12.6		14.2 14.7			
	Health and nutrition	CIPOR-PR-09	HALAL certification		2.4								9.4		12.2 12.6		14.2 14.7			
	Consumer satisfaction	CIPOR-PR-10	SAE Certification - Specific Self-Control Systems 2019		2.1								9.5							
Growing Together with the	Cooperation with civil society	CIPOR-CO-01	Food donation - local institutions	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
COMMUNITIES	Promoting employment and entrepreneurship	CIPOR-CO-02	Internship Programmes / scholarships - tutored people				4.4 4.b				8.6									17.16 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 4.b				8.8									17.16 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 4.b				8.8									17.16 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 4.b													17.16 17.17
	Supporting education and knowledge transfer	CIPOR-CO-09	Student visits to the facilities - University and MSc degree students				4.4 4.b													17.16 17.17