
	<p>Promotion of inclusive economic growth through the generation of sustainable employment and promotion of equality. Ensure social protection systems.</p>
<p>ACTIVITY/ 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"> • Assistance with construction materials to employees affected by cyclone Idai (Mozambique) • Emergency rescue by the fishing fleet to people stranded by cyclone Idai (Mozambique) • Coordination of the reception and distribution of disaster relief aid after the cyclone Idai (Mozambique) • Financial aid to the families of the crew victims of the 'Vega V' hijacking (Mozambique) • Financial support for expenses and school integration in cases of deceasing employee of family member (Mozambique) • Financial contribution to Casa del Hombre Doliente, Fundación Hogar San José and Fundación María Guare (Ecuador) • Integration programme for unemployed people in coordination with the municipality of Xove (Spain) • Financial support plan for employees in case of illness, accidents, etc. (Nicaragua) • 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) • Humanitarian aid to the fishing community of Culebras (Peru)


	<p>The food and agriculture sectors offer key solutions for development and are vital to the end hunger and poverty</p>
<p>ACTIVITY/ 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"> • Collaboration on the nutritional development of the village children through the purchase and donation of non-perishable food, dairy, and vegetables (Argentina) • Donation and delivery of fish to orphanages and other charity institutions (Mozambique) • Donation of fish to children in the community, to retirement homes, and to veterans of the Navy (Namibia) • Donation of the Christmas dinner to the elderly of the community at the retirement home (Guatemala) • Donation of frozen and refrigerated products to social canteens and food banks (Spain, Peru)


	<p>Ensure healthy lives and promote well-being for all at all ages</p>
<p>ACTIVITY/ 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"> • Annual medical check-up for all employees (Group) • Training in handling and storage of chemicals (Argentina) • Awareness campaigns on the impacts of AIDS, risk factors, support, and treatment (Mozambique) • AIDS awareness program for NOVANAM employees with participation in the national programme for awareness and participation on the International Tuberculosis Day (Namibia)

- Programme for the identification, evaluation, treatment, and monitoring of psychosocial factors working on the improvement of employees' mental health (Ecuador)
- Awareness campaign on the risks of alcohol, tobacco, and drug consumption in general and subsequent detection, intervention, and monitoring (Ecuador)
- Awareness programme among residents of the Caserío El Pijuy focused on self-care through good preventive hygiene practices (Guatemala)
- 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)


	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>
<p>ACTIVITY/ 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 people 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"> • Programme for the continuous improvement of individual competences through initial evaluation and establishment of a career plan (Mozambique)

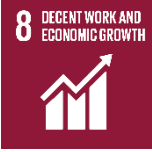
- Transfer of skills and local job creation with the training programme in the netmaking shop (Mozambique)
- Scholarship programme for the educational of employees' children (Mozambique)
- Establishment of a kindergarten ensuring good education for children (Namibia)
- Training scholarship programme for higher education studies (Namibia)
- Six-month company internship programme for students from various training centres (Namibia)
- 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)

	<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/ 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 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 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 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"> • Awareness campaigns to eradicate discrimination against women (Argentina) • Integration and diversity policies (Mozambique) • Promotion of women in positions of responsibility on board (Namibia) • Promotion of gender equality (Ecuador) • 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) • Insertion program for female personnel in positions historically managed by male personnel such as: head of processes and operations, head of farms (Nicaragua) • Ensuring equal opportunities in selection processes (Spain) • Promotion of women in management positions in plants and administration (Peru)


	<p>Ensure availability and sustainable management of water and sanitation for all</p>
<p>ACTIVITY/ 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</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p> <p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</p>
<p>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"> • Installation of desalination equipment (fishing fleet) • On-board sewage treatment plant (fishing fleet) • Bilge water separator on board (fishing fleet) • Rainwater collection system and its use (Mozambique) • Use of seawater for cleaning and industrial process (Namibia) • Production of liquid ice on board from sea water and improving freezing capacity (Namibia) • Installation of a closed-circuit glazing machine (Namibia) • Optimization of chemicals dosing in the water treatment equipment (Ecuador) • Compliance with the Environmental Management Plan in shrimp farms by identifying risks and minimizing impacts (Ecuador) • Reduce water consumption in processing plant by means of periodic inspections of the facilities (Guatemala) • Inspection plan for leakages in the water supply system to reduce water consumption per ton produced (Nicaragua) • Reduce the organic load in discharged water by implementing soil cleaning practices and awareness-raising actions among workers (Spain)

- Optimization of water discharges according to their conductivity and awareness-raising actions for both production and cleaning personnel (Spain)
- Identification and implementation of actions to reduce water consumption per ton of product manufactured with periodic monitoring (Spain)
- Improved cleaning/disinfection processes to reduce water consumption while maintaining the facilities clean (Spain)
 - Reducing water consumption through a code of good practices and improvement actions (Peru)


	<p>Support new initiatives that improve energy efficiency and increase the use of renewable sources</p>
<p>ACTIVITY/ 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 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"> • Reducing power consumption by switching to LED-based systems in the fleet (Argentina, Mozambique, and Namibia) • Reducing power consumption by switching to LED-based systems in all factories (Group) • Installation of new and more efficient freezing tunnels (Mozambique) • Optimization of energy consumption with efficient freezing compressors (Namibia) • Purchase of cleaner electricity from a new supplier (Ecuador) • Replacement and preventive maintenance programme for generators and stationary engines, aiming at new and more efficient equipment (Ecuador) • Solar energy installation in factories (Nicaragua) • New pasteurizer with improved capacity lowering power consumption per kg of finished product (Spain)


 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>
<p>ACTIVITY/ 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"> • Ensuring access to decent and registered work, in compliance with labour regulations (Argentina) • Creation of a free union that guarantees workers' rights (Mozambique) • Ensuring fair and decent working conditions for all workers (Namibia)

- Promotion of local employment by promoting the circular economy of organic by-products (Ecuador)
- Promotion of fair treatment respecting diversity, safety, and professional growth, complying with regulations. Include social workers to promote workers well-being (Ecuador)
- 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)


	<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/ 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"> • Research programme for sulphite substitution in shrimp (Argentina) • Investment plan to restore PESCAMAR HQ building historical value (Mozambique) • Investment in changing plate freezing to forced air process (Mozambique) • More efficient engines in new vessels (Namibia and Mozambique) • Installation of new classification and monitoring equipment in the processing plant (Namibia) • Improvement in packaging to optimize occupation of volumetric capacity of the containers (Ecuador) • Installation of semi-automatic systems to control maximum level in the water storage tank (Ecuador) • Research program with feed suppliers to improve the conversion rate of reared fish (Spain) • Research program with vaccine suppliers. Testing aeromona to reduce mortality rate of reared fish (Spain) • Replacement of porex boxes with returnable plastic trays (Spain) • Investment in changing boiler's fuel from diesel to natural gas (Group)

- Progressive replacement of lighting by LED-based systems (Group)
- Solar energy installation projects (Group)
- Installation of new packaging machinery for refrigerated fish sticks aiming at reducing plastic use and organic waste generation (Spain)
- 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)


	<p>Reduction of inequality by meeting the needs of underprivileged populations and promoting access to health, education, and other productive means</p>
<p>ACTIVITY/ 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"> • Promotion of women to positions of responsibility contributing to greater gender equality (Namibia) • Youth employment programme (Ecuador) • 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) • Promotion of local employment in Xove municipality (Spain) • Detecting demands for technical qualification in the female community, as well as fund management promotion of partnerships. Provision of 30 sewing machines (Nicaragua) • 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) • Recruitment of personnel with different capacities, and a plan for active elderly employees in the company (Nicaragua) • Partnerships with foundations to improve the quality of life of people at risk of social exclusion (Spain)


	<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/ 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"> • Housing programme for company personnel no originated from Buenos Aires and Puerto Deseado (Argentina) • 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) • Renovation plan for the company's facilities to restore the historic façade of the PESCAMAR building (Mozambique) • Contribute with construction materials to employees to repair the damages caused by Idai cyclone (Mozambique) • Improving living conditions of employees through housing acquisition and construction in different areas of Lüderitz (Namibia)

- 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)
- Palm tree plantation programme in the vicinity of the Lüderitz plant (Namibia)
- Improving accommodation services for workers (Ecuador)
- Responsible environmental management programme for waste generated at the processing plant (Guatemala)
- Improving living conditions for internal staff in canteens and housing to reduce heat stress (Nicaragua)
- 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)

	<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/ 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"> • Reduction of fuel consumption by working on reducing fishing gear weight (Argentina, Namibia) • Responsibly managing the waste generated by appropriate treatment and disposal (Mozambique) • Installation of modern freezing tunnels with lower energy consumption (Mozambique) • Circular solutions for the valorisation of organic fish co-products generated in the processing plant (Namibia) • Private Standard for Sustainable Fishing, verified by Bureau Veritas (Namibia) • Savings costs in water potabilization (Ecuador)


- GLOBALG.A.P. certification (Ecuador)
- BAP certification (Ecuador)
- Organic (ecological) production with a European BIO certification (Ecuador)
- Partnership with a fish meal company to circulate organic co-products from the shrimp processing (exoskeletons and heads) (Guatemala)
- Commitment to offer safe and sustainable aquaculture products regarding compliance of environmental and social responsibility standards (Nicaragua)
- 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)


	<p>Take urgent action to combat climate change and its impacts</p>
<p>ACTIVITY/ 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"> • 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) • Purchase cleaner electrical energy from a new supplier (Ecuador) • Reforestation programme of mahogany (<i>Swietenia macrophylla</i>) and cedar (<i>Cedrus</i> sp.) (Guatemala) • Reforestation programme of red mangrove (<i>Rhizophora mangle</i>) in the Delta del Estero Real Natural Reserve (Nicaragua) • Switching from fossil energy (diesel) to solar in water heating systems in the Miramar shrimp nursery (Nicaragua) • Feasibility projects for the installation of solar energy in shrimp farms (Nicaragua) • Reduction of refrigerant gas leakage by means of improvement actions (Spain) • Switching refrigerant R-22 (HCFC) by an environmental friendlier solution (Peru)


	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>
<p>ACTIVITY/ 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>

Examples of
flagship projects

- Participation in the Argentine red shrimp FIP (Argentina)
- Participation in the mahi-mahi FIP (Peru)
- Participation in a scientific research programme for monitoring the biomass of shrimp species in the Sofala Bank (Mozambique)
- Private Standard for Sustainable Fishing of Cape hake in Namibia by NOVANAM, verified by Bureau Veritas (Namibia)
- 'Pescanova Blue' Sustainability Programme (Group)
- ASC certification (Ecuador)
- GLOBALG.A.P. certification (Ecuador, Nicaragua, Spain)
- IFS certification (Ecuador, Guatemala, Nicaragua, Spain, Namibia)
- 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)

	<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/ 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"> • Avoiding accidental bycatch of seabirds. Implemented in the trawling fleet (Argentina and Namibia) • Awareness campaign for employees to participate in national initiatives to keep their environment clean (Namibia) • Compliance with the Environmental Management Plan for shrimp farms (Ecuador) • Reforestation program of areas affected by fires and irresponsible actions (Guatemala) • Iguana conservation programme (species <i>Iguana iguana</i>) Nicaragua) • Plant nursery programme for reforestation and recovery of eroded soils in partnership with local actors (Nicaragua) • Beach cleaning programme in collaboration with the LIBERA project "1 m² for Nature", in the Ulló salt flats in the Vigo estuary (Spain) • Planning and campaigning for cleaning the environment activities (Peru)

	<p>Build fairer, more peaceful and inclusive societies</p>
<p>ACTIVITY/ 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"> • 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) • 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) • 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) • Entry into force of the internal normative document Anti-Corruption Code of the Nueva Pescanova Group (Corporate) • Promotion of our corporate values for the strengthening of ethical organizational behaviour (Corporate)

	<p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>
<p>ACTIVITY/ 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"> • Holding workshops dictated by the Department of Gender-based Violence of the Municipality of Puerto Deseado (Argentina) • Support in receiving and distributing humanitarian aid to the population in collaboration with the Spanish Ministry of Foreign Affairs and AECID (Mozambique) • PPP programme development between the Polytechnic Maritime-Fisheries Institute of the Atlantic and the Escola de Pesca de Matola with AECID (Mozambique) • 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) • Full scholarship contribution of 480 USD to the Fe y Alegría Association for the specialized educational inclusion of children with disabilities or vulnerable (Ecuador) • Contribution with the municipality of Xove for the placement of unemployed people identified in their job market (Spain)

- High-level education in the municipality of Champerico to contribute to its development in partnership with CEPAC (Guatemala)
- 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)