



## NUTRITION AND HEALTH PROGRAMME

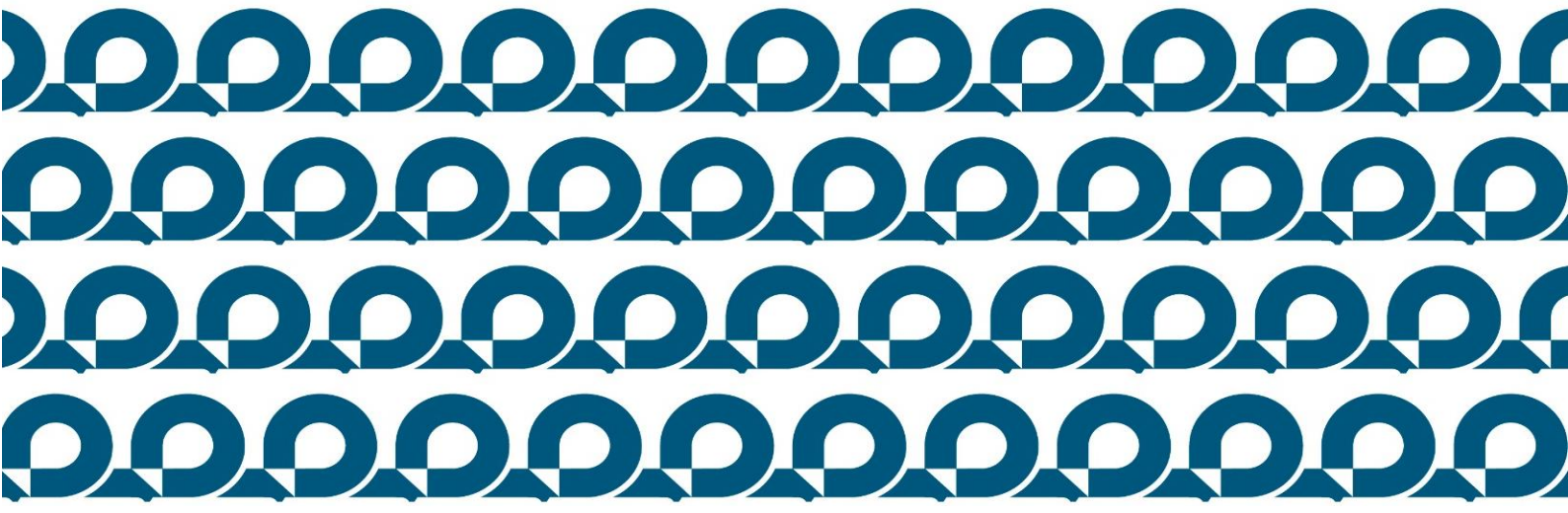
Nutritional Commitment to Our People

(Nutrition and Healthy Habits)

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# NUTRITION AND HEALTH PROGRAMME

## Nutritional Commitment to Our People (Nutrition and Healthy Habits)

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DEPARTMENT OF NUTRITION AND HEALTH  
**Nueva Pescanova Group**

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## NUTRITION AND HEALTH PROGRAMME

### Nutritional Commitment to Our People (Nutrition and Healthy Habits)

#### PREAMBLE

Sustainable development and responsible action are essential aspects of the business culture of the Nueva Pescanova Group. These two aspects are decisive for the fulfilment of our responsibility commitment to our people.

We acknowledge that nutrition is a fundamental pillar in today's society, where the quality of food and lifestyle play a key role for growth and maintenance of good health at all stages of life.

We express our firm commitment to nutrition and we extend it to our employees with the aim of promoting a healthy environment that contributes to their well-being and health.

To achieve this objective, we are implementing a **Nutrition and Healthy Habits Programme**, transversal to the entire Group, which implements specific measures in the following 4 topics:



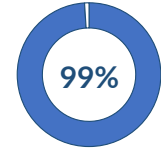
## 1. OFFER HEALTHY FOOD IN THE WORKPLACE

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Our goal is to have a work environment that promotes healthy eating. For this reason, we have:

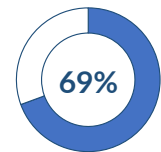
### 1.1 Rest and eating rooms

99% of our employees have specific **spaces or separate areas for resting and eating** available in the workplace, provided with equipment to heat food, a refrigerator, and space to rest and talk informally.



### 1.2 Canteens and cafeterias

69.4% of our workers have a **canteen or cafeteria** in the workplace offering free or subsidized menus by the company, which include daily healthy options with vegetables, fruits, and a variety of proteins of high biological value.



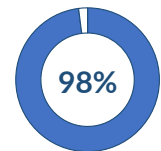
In Spain, the menus offered in the canteen of the Chapela headquarters (covering the Chapela Industrial Centre and the central offices of PESCANOVA ESPAÑA and NUEVA PESCANOVA) are complemented by the nutritional declaration broken down into energy value, protein content, lipids, acids saturated fats, carbohydrates, sugars, fibre, and salt for the different meals available each day.

### 1.3 Snacks and drinks

Healthy snacks are provided free of charge to our workers. Depending on the Centre, food is offered, such as fruit, yogurt, milk, coffee, and tea.

There are vending machines in most of the work centres offering healthy snacks.

In addition, 98% of our employees have at their disposal or are supplied free of charge, **potable water** during the workday, either through fountains, dispensers or bottled mineral water.



We are implementing a methodology to know in more detail the quality of the food offered to our employees to, when necessary, establish an improvement plan.

Additionally, we commit to 100% of our workers benefitting from a total or partial subsidy for food every day.

## 2. SUPPORTING BREASTFEEDING

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Breastfeeding is recognized by the World Health Organization (WHO) as the best source of nutrition for infants, as it is one of the most effective ways to guarantee children's health.

At the Nueva Pescanova Group we are aware of the need and benefits of breastfeeding to improve the health and quality of life of present and future generations and for this reason, we are committed to supporting breastfeeding throughout the organization, implementing the following actions to ensure conciliation during this important stage:

### 2.1 Maternity and paternity leave

We scrupulously comply with the legislation on the duration of maternity and paternity leave. Additionally, in Spain, an extra week is granted for the legal duration of parental leave.

## 2.2 Breastfeeding rooms

Our Centres in Guatemala, Peru, and Ecuador have separate spaces for the extraction and storage of breast milk, available to all employees during their work shifts.

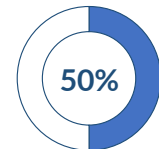


*Breast milk extraction and storage room in NOVAGUATEMALA, Champerico, Guatemala.*

We have established as a goal that 100% of our workplaces have a room for the extraction and storage of breast milk available to their employees by 2030.

## 2.3 Raising awareness about the importance of breastfeeding

We are aware of the importance of training to **raise awareness** about the need for **breastfeeding** and for this reason, during 2022, 49.9% of our employees have participated in awareness campaigns about the importance of breastfeeding.

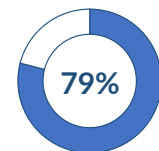


## 3. NUTRITIONAL TRAINING AND PROMOTION OF HEALTHY LIFE HABITS

We are aware of the importance of training, as well as the promotion of healthy lifestyle habits to create sustainable patterns of nutrition and lifestyles.

For this reason, we offer our employees nutrition training, and we encourage practices that help them acquire healthy lifestyle habits.

In 2022, 79% of our employees have benefited from **free training** with advice on how to adopt **healthier nutrition and lifestyle**, with a focus on diet, disease prevention, and physical exercise.



Examples of these initiatives that have been carried out are:

- Awareness campaigns in CAMANICA (Nicaragua) for healthy nutrition, with talks on healthy eating habits aimed at staff being monitored for chronic diseases (such as hypertension, diabetes, infections, or kidney failure), and recommendations for pregnant women. of pregnancy to prevent gestational obesity (diet and exercise plan).

- Healthy living campaigns to inform and sensitize the workers of PROMARISCO (Ecuador) about the effects of the abuse of harmful substances such as tobacco or alcohol, with 'Awareness', 'Detection and control' and 'Verification, intervention' campaigns. and monitoring'.
- Awareness campaign on healthy eating PROMARISCO (Ecuador) with talks facilitated by a nutritionist.
- Endocrinology health programme in PROMARISCO (Ecuador) through monitoring and control of height, weight, abdominal circumference, and clinical laboratory tests to rule out diabetes or prediabetes, and, if necessary, recommendation for a more adequate diet in the work canteen.
- Nutritional education and obesity prevention program in NOVAPERÚ (Peru).
- Course "Walking towards Health" in PESCANOVA ESPAÑA.

We also have initiatives underway to promote the practice of sport. For that, we access to local gyms with reduced fees thanks to different company agreements to promote health and physical and mental well-being, extensive to several Group companies

We have set ourselves the goal that by 2030 100% of our employees will benefit from an annual action that aims at nutritional training and lifestyle improvement or that encourages the adoption of healthy lifestyle habits.

#### 4. HEALTH CONTROL

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As part of our commitment to the Nutrition and Health of our employees, we have a free annual health check-up offered to everyone, which includes:

- Blood and urine analytics: blood count, biochemistry, enzymes, lipid, and protein metabolism.
- Anthropometric and blood pressure measurements.
- Physical exploration of the different systems of the human body.
- Personalized medical advice to improve lifestyle and nutrition habits.

Currently, 95% of our employees have access to a free annual health check-up and we set ourselves the goal of reaching 100% by 2025.

