



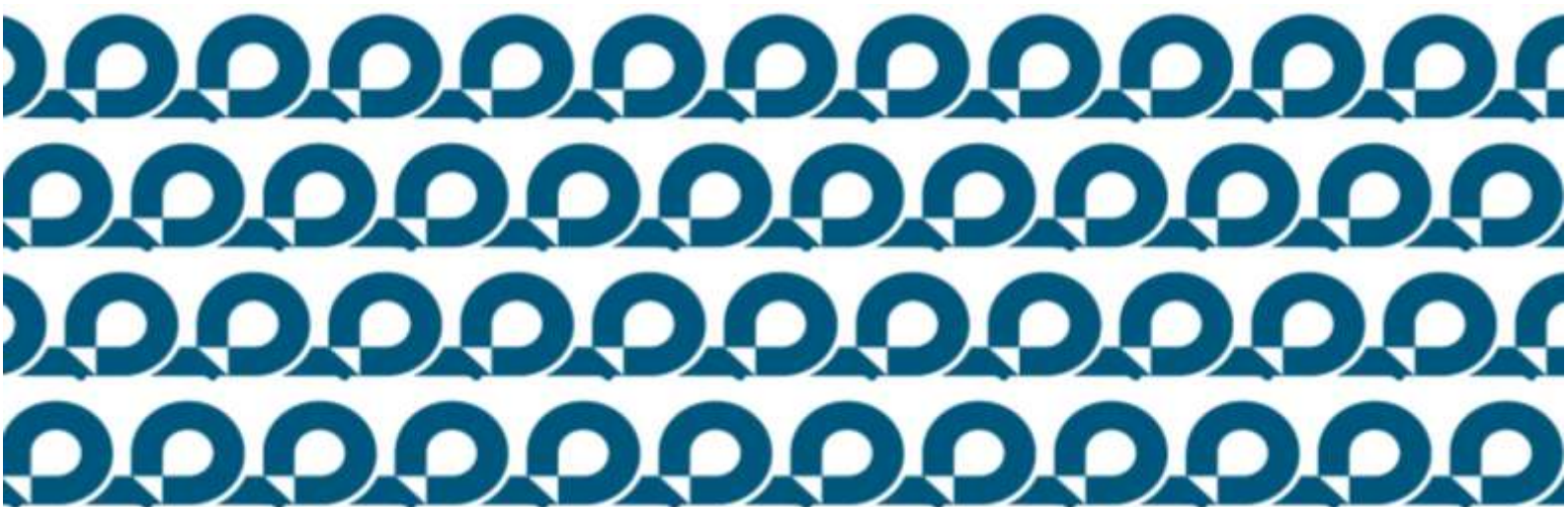
Progress report on sustainability objectives 2021

Transparency in Sustainability Programme

Sustainability Strategy - Grupo Nueva Pescanova

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Executive summary

This document reports on the progress made towards the compliance with the sustainability objectives, in clear alignment with the sustainability principles of our Corporate Sustainability Policy. It demonstrates our permanent commitment to transparency in our performance across all our activities and geographies.

With this document we propose to communicate to the stakeholders of the Nueva Pescanova Group companies the commitments, objectives and goals, the progress made to meet these objectives and goals, and communicate other relevant aspects about the planning and execution of the projects and action plans in the various topics addressed. The transparent disclosure of this report helps our stakeholders to incorporate relevant information in their decision making.

The scope of the report of the actions implemented, and the measurement of their impact, is the entirety of the Group's companies, their operations, and associated value chains.

We want this communication on the progress towards our sustainability objectives to be transparent, public, and responsible. It further complies with our commitment to 'transparency and accountability' assumed in various corporate and sectoral policies developed for the areas and topics reported herein.

Summary of the commitments and goals included in this report:

<i>Sustainability principle / topic</i>	<i>Target</i>	<i>Time horizon</i>
<i>Sustainable sourcing</i>	100% sustainable sourcing of seafood raw materials for our products by 2030.	2030
	The traceability of 100% of our seafood raw materials and products aligned with the GDST 1.0 standard in 2025.	2025
<i>Sustainable sourcing</i>	100% of aquaculture feed with verifiable sustainable key ingredients by 2030.	2030
<i>Animal welfare in aquaculture</i>	100% of aquaculture farming operations are respectful of animal welfare, across all cultivated species and geographies.	Always (2021)
<i>Animal welfare in aquaculture</i>	'ZERO USE', in all farmed species and geographies, of: <ul style="list-style-type: none"> • Antibiotics in prophylactic application. • Growth promoting substances. • Antibiotics classified as critically important antimicrobials for human medicine. 	Always (2021)
<i>Animal welfare in aquaculture</i>	'ZERO ESCAPES' in aquaculture farming in every year of operation, across all farmed species and geography.	Always (2021)
<i>Responsible operations</i>	100% of facilities and processes certified by environmental management standards by 2030.	2030
<i>Responsible operations</i>	100% of plants and processes certified by quality and food safety standards by 2030.	2030
<i>Labelling</i>	100% of our packaging must include a nutritional declaration by 2025.	2025
<i>Packaging</i>	By 2025: <ul style="list-style-type: none"> • 100% of PESCANOVA packaging will be recyclable, reusable, or compostable, as per the segregation and recycling technologies available in each market. • Increase the use of recycled material in our packaging by 25%. • Reduce the use of plastics in our packaging by 10%. 	2025

<i>Sustainability principle / topic</i>	<i>Target</i>	<i>Time horizon</i>
<i>Emissions and carbon footprint</i>	<ul style="list-style-type: none"> 100% of our paper and cardboard packaging will be sourced from certified sustainable raw materials. Reduce our carbon footprint (scopes 1 and 2) by 3% annually, aiming to a 30% cut by 2030 and 50% by 2040, from the 2020 baseline. Gradually compensate the residual scope 1 and 2 emissions towards a net-zero goal by 2040 in combination with the emission reduction effort. 	2040
<i>Rational use of water</i>	Continuous improvement of the efficiency indicator for the water consumed to ensure the production objective and reporting the KPI [m ³ /t prod] annually.	Continuous (2021)
<i>Waste management and by-products recovery</i>	100% of operations with Zero-Waste result, and reporting recovery solutions for all waste produced, by 2030. Minimize the production of organic by-products in our operations, while recovering the total amount in circular economy solutions.	Continuous (2021)
<i>Food losses</i>	Quantify and annually report the relevant indicators to measure the commitment to reducing food losses in the supply chain of our products	Continuous (annually)
<i>Product and nutrition</i>	100% of our products must have some beneficial effect on the health of our consumers by 2030.	2030
<i>Occupational health and safety</i>	100% of the workforce must benefit from legal, fair, and decent employment, formalized, and evidenced, by a valid employment contract, complemented by talent management, diversity and equality plans, recruitment, occupational health and safety and training and professional development, transparently verifiable by 2025. Zero accidents, and an annual 10% reduction of the OHS indicators: incidence, frequency, and severity rates.	2025 (continuous) (annually)

Global Sustainability Strategy

2021

Preamble

The report of the indicators and issues included in this document complies with the principles, plans and objectives of accountability, measuring progress in sustainability performance, and transparent communication, according to our commitments as described in our Corporate Social Responsibility and Sustainability Policies and in Responsible Action Policies of the respective business units. compliance

For reference and more detail, please check the Commitment section on our corporate website <http://www.nuevapescanova.com/compromiso/responsabilidad-social-corporativa/>

The **sustainability principles** defined in our 'Pescanova Blue' Sustainability Programme, on which we measure and report our performance, are as follows:



The specific **objectives** defined for each principle, as described in the Sustainability Policy, establish an ambition of full compliance with our sustainability principles, which can be translated into the following:

scope	SUSTAINABLE SOURCING	LABOUR RESPONSIBILITY	RESPONSIBLE OPERATIONS	PROSPEROUS COMMUNITIES
goals	100%	100%	100%	100%
GOVERNANCE – our policies and commitments				
TRANSPARENCY – our performance				
RESPONSIBLE ACTIONS – our Initiatives				

1. Sustainable sourcing

1.1. Sourcing key raw materials

Our commitment to 100% of sustainable fish raw materials used in our seafood products is set in our Sustainability Policy under *Sustainable sourcing principle: 100% of the species that we fish, farm, or purchase must have an evidence of sustainable origin and be processed responsibly.*

We are currently running a major transformation on the sustainability and traceability data for our seafood raw materials, affecting our way we record and manage it, as per the implementation of SAP, ERP data suites, sustainability, and traceability digital tools. We disclose the source of seafood ingredients of our products for both fishing and aquaculture raw materials (see [table SUSTAINABLE SOURCING](#)) obtained either by our Group's fishing fleet and aquaculture farms in various countries, or by purchases to external suppliers.

As part of our programme on [Transparency in Sustainability](#) we further disclose information on our fishing operations, including species/fishery, catch and bycatch data, fishing area and gear used, type of sustainability evidence or sustainability status associated with the fishery (see [table SUSTAINABLE SOURCING](#)) and fleet distribution per sustainability evidence (see [table OPERATIONS](#)).

It is also part of our commitment to the sustainable sourcing principle to transparently assure the sustainability attributes of all our seafood raw materials and products, whether these are originated in our fishing fleet, our aquaculture farms, or acquired from external suppliers. We are currently able to trace the origin and identify all processes and transactions affecting all our seafood raw materials and final products. Our present focus is the alignment to the Global Dialogue on Seafood Traceability (GDST) recommendations towards reliable and effective traceability in the seafood production and industry. Hence our membership to GDST in 2020 and the adoption of the GDST 1.0 standard for the revamping of our traceability digital tool implementing the IBM Food Trust.

The planned calendar for the implementation of these new tools is set and makes us confident of achieving our sustainable sourcing goals by 2030, on which we will regularly communicate our progress.



100% sustainable sourcing of seafood raw materials for our products by 2030.

The traceability of 100% of our seafood raw materials and products aligned with the GDST 1.0 standard in 2025.

Progress report: see [SUSTAINABLE SOURCING](#) and [OPERATIONS](#) tables.

As per our concrete measures for responsible action in our [Responsible Fisheries Policy](#), we do not participate in fishing or trading of threatened or protected species (cf. IUCN's Red List, or in those activities that may cause harm to sensitive ecosystems.

Our direct participation in fisheries improvement projects (FIPs) is publicly visible on the FisheryProgress.org platform. In summary:

- **Argentina offshore red shrimp - bottom trawl**

Progress Rating: A; Listing Status: Active; FIP Type: Comprehensive.

<https://fisheryprogress.org/fip-profile/argentina-offshore-red-shrimp-bottom-trawl>



Notes on the ETP species' indicator: Information collection on the fishery's interactions with ETP species needs to be strengthened. Notes on the habitats' indicator: Quantitative information is available and adequate to estimate the types and distribution of main habitats; as well as to estimate the consequence and spatial attributes of main habitats. Notes on the ecosystems' indicator: Information is adequate to comprehensively understand the key elements of the ecosystem, main functions of ecosystem components are known, and adequate data is being collected.



- **Peru mahi-mahi - longline (WWF)**

Progress Rating: B; Listing Status: Active; FIP Type: Comprehensive.

<https://fisheryprogress.org/fip-profile/peru-mahi-mahi-longline-wwf>

Notes on the ETP species' indicator: An electronic monitoring system on board is proposed to record fishing activity information on the interaction with ETP species and measure their impact. Crews' training is ongoing on the correct release and management of ETP species. Notes on the habitats and ecosystems' indicators: Identified as a positive feature, the electronic monitoring system proposed may also record position of possible lost fishing gear and measure the impact on ecosystems.

							
CSR PILLAR PRINCIPLE		PLANET SUSTAINABLE SOURCING					
		FISHING					
2020	CATCHES BIOMASS [t]	BYCATCH BIOMASS [t] AND (%)	FISHING AREA	FISHING METHOD/GEAR	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	STOCK SUSTAINABILITY STATUS
<i>Pleoticus muelleri</i> Argentine red shrimp (ARG)	6,352	11 (<1%)	FAO 41	Beam trawls	100%	FIP, FISHSOURCE	MANAGED (FIP)
<i>Illex argentinus</i> Shortfin squid (ARG)	6,456			Hooks and lines	0%	n/a	NEEDS IMPROVEMENT (FISHSOURCE)
<i>Dissostichus eleginoides</i> Toothfish (ARG)	1,054			Bottom trawls	0%	MSC PRE-ASSESSMENT	NOT RATED (relevant: COLTO, MSC PreAssess)
<i>Merluccius hubbsi</i> Argentine hake (URU)	4,518	402 (5%)	FAO 41	Bottom trawls	0%	n/a	NEEDS IMPROVEMENT (FISHSOURCE)
<i>Illex argentinus</i> Shortfin squid (URU)	1,485				0%	n/a	NEEDS IMPROVEMENT (FISHSOURCE)
<i>Helicolenus lahillei</i> Rubio (URU)	745				0%	n/a	NOT RATED
<i>Macruronus magellanicus</i> Patagonian grenadier (URU)	688				100%	FISHSOURCE	MANAGED (FISHSOURCE)
<i>Merluccius capensis</i> , <i>M. paradoxus</i> Cape hake (NAM)	25,693	548 (2%)	FAO 47	Bottom trawls	100%	MSC, PRIV STD NPVA	CERTIFIED (MSC)
<i>Genypterus capensis</i> Kingklip (NAM)	631				0%	n/a	NOT RATED
<i>Thyrsites atun</i> Snoek (NAM)	244				0%	n/a	NOT RATED
<i>Brama brama</i> Angel Fish (NAM)	146				0%	n/a	NOT RATED
<i>Lophius vomerinus</i> Devil anglerfish, monkfish (NAM)	104				0%	n/a	NOT RATED
Multiple species Prawns and crabs (ANG)	623				0	FAO 47	Trawls
Multiple species Prawns and shrimps (MOZ)	1,928	384 (15%)	FAO 51	Trawls	ca. 40%	FISHSOURCE	40% MANAG. FS 60% NOT RATED
Fam. <i>Scianidae</i> Croakers and meagres (MOZ)	550				0%	n/a	NOT RATED
Total	51,218	3%			65%		65%; 25%; 10% (MA; NI; NR)

 GRUPO NUEVA PESCANOVA						
CSR PILLAR		PLANET				
PRINCIPLE		SUSTAINABLE SOURCING				
AQUACULTURE						
2020	OWN PRODUCTION BIOMASS [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	SHARE WITH EVIDENCE OF SUSTAINABILITY	EXTERNAL SUPPLY BIOMASS [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	
<i>Litopenaeus vannamei</i> Shrimp, PROMARISCO (ECU)	14,177	100%	ASC, GAA BAP, GLOBALG.A.P.	26,625	17%	
<i>Litopenaeus vannamei</i> Shrimp, CAMANICA (NIC)	13,256	100%	GLOBALG.A.P.	-	-	
<i>Litopenaeus vannamei</i> Shrimp, NOVAGUATEMALA (GUA)	0	100%	GAA BAP	-	-	
<i>Scophthalmus maximus</i> Turbot, INSUIÑA (ESP)	2,089	100%	GLOBALG.A.P.	-	-	
	29,522	100%		26,625	17%	
EXTERNAL SUPPLIERS						
2020	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY				
FISH PRODUCTS	ca. 80%	MSC, FIP, FISHSOURCE				
CRUSTACEANS	ca. 30%	FISHSOURCE				
CEPHALOPODS	ca. 40%	FIP, FISHSOURCE				

PILLAR PRINCIPLE		PLANET SUSTAINABLE OPERATIONS													
		FISHING							AQUACULTURE			INDUSTRY			
		Type I - GSSI (MSC)	Type II - PRIV STD SUSTAIN. FISHERIES NPVA GROUP	Type III - FIP	Type IV - FISHSOURCE	no evidence	Type I-III evidence	Type I-IV evidence	Type I - GSSI HATCHERIES	Type I - GSSI FARMS	no evidence	Type I - GSSI (CoC) (MSC, ASC, BAP, GLOBALG.A.P.)	Type II - PRIV STD SUSTAIN. FISHERIES NPVA GROUP		
2020															
TARGET SCOPE		58 vessels, whole fleet, 5 countries							8 hatcheries, 3 countries	26 farms, 5 countries		17 processing plants, 10 countries			
EVIDENCE (nr. of vessels)		9	6	12	40	5	27	49	8	26	0	12	2		
PERFORMANCE/KPI		16%	10%	21%	69%	9%	47%	84%	100%	100%	0%	71%	12%		
notes		9 vessels, fishery MSC-F-31487, NAM (100%)	6/9 vessels NAM (70%)	12 beam trawlers, FIP red shrimp ARG	ARG, MOZ, URU	URU, ANG							2/2 plants, NAM (100%)		

1.2. Sustainable feed for aquaculture

The specific formulation of the aquaculture feed we use for farmed animals is always the most appropriate for each phase of their development and farming method. In addition, it is our objective to ensure that the ingredients in the feed we use, both in shrimp and turbot farms, are obtained and produced in a responsible manner and that they have the respective evidence of sustainable origin, in accordance with our sustainable sourcing policy.

We work with our feed suppliers and manufacturers to promote the use of sustainable and certified key raw materials in their feed, with special focus in the marine ingredients (fishmeal and fish oil). As we buy their standard products and formulations, we refer to their sustainability performance indicators, commitments, and criteria, as described in their public reports. We work closely with smaller suppliers to quantify and report on the sustainable origin of such key ingredients.

In our feed purchasing criteria, we homologate GLOBALG.A.P., GAA BAP, or SQF certified production as a minimum requirement, based on the requisites of certification standards and traceability of our farms.



100% of aquaculture feed with verifiable sustainable key ingredients by 2030.

Progress report: see [RESPONSIBLE SOURCING - FEED](#) table.

CSR PILLAR		PLANET	
PRINCIPLE		SUSTAINABLE SOURCING - AQUACULTURE FEED	
AQUACULTURE			
Supplier name	FEED		EVIDENCE OF SUSTAINABLE AND RESPONSIBLE SOURCING
	QUANTITY [t]	RELATIVE TO TOTAL CONSUMPTION [%]	
2020			
SKRETTING	20-40	66%	27% byproducts fishing industry, 63% whole fish (98% certified: 23% MarinTrust, 75% FIP) Fishmeal and fish oil: ca. 85% (various criteria) Soy: 33% (deforestation-free), 67% (legally deforested land)
ARECA	10-20	20%	GLOBALG.A.P., GAA BAP, SQF
NICOVITA	<5	4%	GLOBALG.A.P., GAA BAP, GS1
BIOMAR	<5	3%	Fish meal: 92% (IFFO RS, MSC or equivalent) Fish oil: 80% (IFFO RS, MSC or equivalent) Soy: 92% (ProTerra, RTRS or equivalente)
4 OTHERS	<10	7%	In progress

1.3. Our commitment to the animal welfare in aquaculture

Because we are farming animals and it is our duty to do it responsibly, we include animal welfare concerns into our standard operations, management, and governance.



100% of aquaculture farming operations are respectful of animal welfare, across all cultivated species and geographies.

Progress report: 100%

a) Our best practices on the commitment to the principles of animal welfare

Our shrimp farming on extensive systems is highly dependent of the environmental conditions. As we cannot control foreign sources of pathogen bacteria or viruses in our water sources, we strive to keep the best possible conditions to avoid any stress on the animals. We choose to work in harmony with the environment and comply with all requirements to minimise disease outbreaks as stipulated by our ASC and GLOBALG.A.P. certifications, including health plans for the farmed animals, biosecurity management, pathogen-free larvae, and restrictions on medicine use. We have not suffered any significant disease outbreak in our shrimp farming operations since the widespread impact of the white spot virus in 1999.

Animal's health is thoroughly checked every week to promptly identify any disease or source of stress. Carefully managing the water exchanges for optimum water quality and all feeding

operations, allow us to minimize possible unhealthy situations in the ponds. We may come across eventual disease events, but not severe outbreaks that risk collapsing the population of a pond.

We further document our disease management plans and any disease event, both for operational control and veterinary compliance purposes. Such plans include documented standard operational procedures designed to help managing pond's quality parameters when we identify an unbalanced state or disease signs. We do not use any therapeutic treatment, rather manage water quality and feeding protocols to improve medium conditions and reduce stress that may lead to unhealthy states.

b) Performance indicators

When controlling aquaculture farming efficiency, survival rate is a common basic indicator of the performance of the aquaculture operations. Annually, we evaluate the farming strategy and define the KPIs (including the survival rate) for each operation. It is important to understand that survival rate alone is not a target *per se*, rather a fundamental part of the full range of indicators that compose the farming strategy to maximize total performance. Such indicators include animal density and pond biomass, animal growth rate and feed conversion rate, among others. By managing the desired operational balance of these indicators, we can farm for specific results, productivity, individual weight, or time of harvest. So, survival rate may not be a meaningful indicator on its own. Still, we do keep track of this indicator (as we do for all the others) for every batch, pond, and cycle. For its limited significance, we only publicly report overall average survival rates for the whole operation over the two main life cycle stages – hatchery/nursing and grow-out.

c) Broodstock maturation

We directly commit our practice on animal welfare to the principles stated in our *Responsible Aquaculture Policy*, which is formalized as *responsible operations with due care for the cultivation media, feed, animal densities, predator control, health and disease control, at all stages of the process*. As an outstanding measure towards animal welfare in our shrimp farming, we want to highlight that we have abolished the practice of eyestalk epedunculation of the broodstock females, as targeted. After a successful 2-year research program, we have fully implemented it in our whole operations this year (2021).

For both shrimp and turbot farming we run our own broodstock programme keeping track of all parental lines and any new addition.

d) On antibiotics and medicine use

On the animal welfare control points and compliance, and following the requirements of GSSI-recognized standards for aquaculture sustainability, we keep record and report as necessary on the following:

- As per our GLOBALG.A.P. certification, where applicable, compliance is ensured regarding veterinarian health plans, disease control, medication use and treatments, biosecurity, culling and slaughter methods, water quality/hygiene plan, animal density, mortality and escapes, control of predators, pests and other external stress/disturbance sources, and feed management, among others.

- As per our ASC certification, where applicable, compliance is ensured to medications use restriction, including antibiotics, and prohibition on the use of any critically important antimicrobials for human medicine. We do not use medication in a prophylactic manner, rather medication is only used for animal welfare reasons and under strict conditions.
- As per our GAA BAP certification, where applicable, proper care of the animals is ensured with respect to stocking density, disease control, water quality, transportation methods and slaughter methods.

As part of our commitment, we do not use any antibiotics or growth promoting substances in all our shrimp farming operations. Moreover, we are founding members of the [Sustainable Shrimp Partnership \(SSP\)](#) in Ecuador, whose main goal is to promote antibiotics-free shrimp farming throughout the whole production cycle. We fully endorse all the efforts to avoid the use of antibiotics on shrimp farming due to the high environmental risk that it poses to our water sources. The use of antimicrobials with relevance for human medicine is restricted to the lowest tier of C1 criterion and only when therapeutically necessary for animal welfare reasons and following veterinary advice and prescription.

Specific targets of zero prophylactic use of both antibiotics and growth promoting substances across all farming operations and zero use of antibiotics classified as critically important antimicrobials for human medicine is duly verified for certification purposes. Monitoring and verification audits are regularly conducted on our antibiotic-free operations by both SSP and the GSSI-recognized certifications schemes under their respective auditing plans.



'ZERO USE', in all farmed species and geographies, of:

- Antibiotics in prophylactic application.
- Growth promoting substances.
- Antibiotics classified as critically important antimicrobials for human medicine.

Prevention and best management practices work in combination to produce optimal results and avert the use of medicines throughout the full production cycle. Prevention is either achieved by vaccination in turbot farming or probiotics use in shrimp farming. Allied to strict management of the water quality and an efficient management of feeding protocols, these practices work towards a healthy development of the animals and minimize any source of stress.

Working in harmony with the surrounding ecosystem, managing water quality, and minimizing stressful conditions has enabled our antibiotics- and medicine-free commitment. This has proved to be the best solution over the last years and has contributed to almost doubling our productivity in the shrimp farming from 971 kg/ha (in 2016) to 1,739 kg/ha (in 2020).

e) Stocking densities

We have defined 'our' stocking density for shrimp farming, as there are no specific applicable regulations. We follow density limits agreed upon with our main clients, when applicable, otherwise aim at a recommended 15 post-larvae/m² and ranging 12-18/m² for operational optimum.

The stocking densities we work with in our extensive systems play an important role in controlling water quality, disease proliferation, and environmental impact, and it constitutes a relevant aspect that governs productivity. This decision is also part of our commitment to animal welfare, and it further differentiates us from others that farm at higher densities, or from intensive systems at 250-500/m², yielding significantly higher environmental and operational risks.

As turbot is a flat fish, animals' density is limited by the area of the rearing tanks, and as a function of the development stage (fry, juveniles, adults). We work to keep production at recommended working densities, as agreed by the sector and with our insurance companies. We continuously monitor animal's size and growth and the impact on density to optimize the operation and ensure animals' welfare, recording an annual average 66% tanks at recommended densities.

f) Escapes

For both the shrimp and turbot farming we report zero escape events with zero animals lost. The conditions of none-to-low exposure points to the surrounding environment of our land-based facilities, favour the installation of nets/mesh filters and traps on the effluent channels or water exchange piping. Escape control is therefore efficient and easily implemented. Moreover, by farm native species we drastically reduce the impact of any possible escape. The low probability and low impact character of any escape event in our operation results in a very low to insignificant environmental risk.



'ZERO ESCAPES' in aquaculture farming in every year of operation, across all farmed species and geography.

Progress report: 0 escaped individuals in 0 escape events.

g) Communication

Our aquaculture operations keep records of all relevant parameters and indicators for operational control, veterinary, sanitary and food safety controls, transparent to all due national bodies. Likewise, such information is accessible for verification by all agents of the auditing requirements posed by the various sustainable production, environmental, food safety and quality certifications schemes which is confirmed by the current certifications we hold and publicly disclose (see table [ANIMAL WELFARE](#)).

CSR PILLAR PRINCIPLE		PLANET ANIMAL WELFARE IN AQUACULTURE									
		AQUACULTURE									
		Survival rate - hatcheries		Survival rate - grow-out							
		2020	2019	2020	2019						
<i>Litopenaeus vannamei</i>	Shrimp, PROMARISCO (ECU)	86%	91%	60%	58%						
<i>Litopenaeus vannamei</i>	Shrimp, CAMANICA (NIC)	74%	n/a	53%	52%						
<i>Litopenaeus vannamei</i>	Shrimp, NOVAGUATEMALA	No production in 2019-2020									
<i>Scophthalmus maximus</i>	Turbot, INSUIÑA (ESP)	10%	9%	95%	95%						
Key criteria for animal welfare		Significant disease outbreaks	Use of preventive products	Prophylactic use antibiotics and growth-promoting substances	Use of therapeutic products	Use of disinfectant chemicals	Broodstock maturation	Slaughter method	Biosecurity measures	Predators control	Escapes (number of events and individuals)
<i>Litopenaeus vannamei</i>	Shrimp, PROMARISCO (ECU)	No	Probiotics	None	None	Quicklime	No eyestalk epedunculation	Removed from the water	Yes, internal plan	Yes, in extensive system	No escapes Native species
<i>Litopenaeus vannamei</i>	Shrimp, CAMANICA (NIC)	No	Probiotics	None	None	Quicklime	No eyestalk epedunculation	Removed from the water	Yes, internal plan	Yes, in extensive system	No escapes Native species
<i>Litopenaeus vannamei</i>	Shrimp, NOVAGUATEMALA (GLIA)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>Scophthalmus maximus</i>	Turbot, INSUIÑA (ESP)	No	Vaccines	None	Minimum of 1.000 degree.day prior to harvest	Only antiparasitic treatment, with veterinary prescription	Not relevant	Hypothermia, as per AENOR UNE 173300	Yes, internal plan	Yes, in intensive system	No escapes

2. Responsible operations

2.1. Environmental certifications


The certification of the facilities and processes involved in obtaining, handling, and transforming raw materials and seafood is an integral part of our commitment to sustainability and responsibility. Responsible and environmentally friendly processing can be evidenced by third-party audit certificates from private environmental management standards, validating the compliance with the principles defined in such standards.

In our Sustainability and Environmental Responsibility Policies we have assumed the commitment to 100% of facilities and products certified by environmental standards, under the principles of sustainable sourcing and responsible operations, for which we set 2030 to achieve this objective and will communicate progress.



100% of facilities and processes certified by environmental management standards by 2030.

Progress report: see [ENVIRONMENTAL MANAGEMENT CERTIFICATIONS](#) table.

 CSR PILLAR PRINCIPLE		PLANET RESPONSIBLE OPERATIONS - ENVIRONMENTAL MANAGEMENT CERTIFICATIONS						
		AQUACULTURE				INDUSTRY		
2020		EMAS (Eco-Management and Audit Scheme)	ISO 14001 (Spain)	ISO 14001 (Global)	ISO 14001 (Global, in preparation)	ISO 14001 (Spain)	ISO 14001 (Global)	ISO 14001 (Global, in preparation)
TARGET SCOPE		2 Centres, Spain		34 Centres, hatcheries and farms, 5 countries		6 Centres, Spain	17 Centres, 10 countries	
EVIDENCE		1	2	2	30	4	5	12
PERFORMANCE/KPI		50%	100%	6%	88%	80%	29%	71%
notes		Turbot, Spain	Turbot, Spain		Planned, before 2024			Planned, before 2024

2.2. Food safety and quality certifications



The certification of the facilities and processes that entail the obtaining, handling, and transformation of raw materials and seafood products is an integral part of our commitment to quality and food safety. Compliance with principles and best practices in the sector, with international recognition and validity, can be evidenced by third-party audit certificates from private quality and food safety standards. We align our commitment with certifications recognized by the Global Food Safety Initiative (GFSI).

In our Sustainability Policy we have assumed the commitment with 100% of transformation facilities and their processes certified by quality and food safety standards under the principles of sustainable supply and responsible operations, for which we set 2030 to achieve this objective and will communicate progress.



100% of plants and processes certified by quality and food safety standards by 2030.

Progress report: see [QUALITY AND FOOD SAFETY CERTIFICATIONS](#) table.

 GRUPO NUEVA PESCANOVA								
CSR PILLAR PRINCIPLE		PLANET RESPONSIBLE OPERATIONS - FOOD SAFETY AND QUALITY CERTIFICATIONS						
		INDUSTRY						
2020		IFS-FOOD (International Featured Standards; Recognized by the Global Food Safety Initiative, GFSI)	BRC (British Retail Consortium; Recognized by the Global Food Safety Initiative, GFSI)	ELS FACE (Productos sin gluten)	HACCP (Hazard Analysis and Critical Control Points)	HALAL (Products suitable for consumption as per Islamic Law)	BIO (Organic Production EU)	SAE (Self Assessed Audited System for sanitary requirements of food products)
TARGET SCOPE		17 Centres, 10 countries	12 Centres, 6 countries	3 Centres, 1 country	12 Centres, 5 countries	10 Centres, 3 countries	9 Centres, 5 countries	7 Centres, 2 countries
EVIDENCE		12	1	3	2	1	5	1
PERFORMANCE/KPI		71%	8%	100%	17%	10%	56%	13%
notes			Planned (3), before 2024					

2.3. Clean and transparent labelling

We comply with all pertinent responsible marketing and communication regulations for our food products. We add here the full legal compliance with labelling and on-packaging information, in accordance with FAO's labelling guidelines for fish and fishery products, and national and international legislation.

Our commitment with clear and transparent nutritional labelling, include:

- Compliance with all applicable legislation regarding nutritional food labelling in every country we market our products.
- Statement of product's nutritional declaration in all our packaging facing final consumers (even where it is not mandatory).
- Statement of the nutritional information of the food after preparation (where appropriate), and when multiple types of preparation are possible, we state the nutritional information of all, to help consumers choose the healthiest option.
- Adopting the additional expressions and presentation of nutritional information that best help consumers to choose the healthiest option.



100% of our packaging must include a nutritional declaration by 2025.

Progress report: 100%

We are currently reporting total compliance of this goal, communicating the nutritional statements in all our products in all markets.

Examples of nutritional statements in PESCANOVA products in various international markets:

- Salmon Fingers (in PESCANOVA ESPAÑA): <https://www.pescanova.es/pescado-rebozado/fingers-de-salmon-200g/>
- Cod fillets (in PESCANOVA PORTUGAL): <https://www.pescanova.pt/produtos/lombos-de-bacalhau>
- Hake fillets (in PESCANOVA HELLAS): <https://pescanova.gr/en/product/hake-fillet/>
- Shrimp with Salted Butter & Garlic Sauce (in PESCANOVA USA): <https://www.pescanovausa.com/products/white-shrimp-with-salted-butter-garlic-sauce/>
- Squid rings (in PESCANOVA ITALIA): <https://pescanova.it/prodotti/anelli-di-totano-atlantico/>

We also communicate nutritional value on front-of-pack labelling schemes, such as NutriScore, to provide consumers with clearer nutritional information for packaged processed products (see **NUTRISCORE IN RETAIL BIG 6** table).

GRUPO NUEVA PESCANOVA		
CSR PILLAR PRINCIPLE	PRODUCT NUTRITION	
NUTRISCORE IN BIG 6 RETAIL - 2020		
MARKET	PRODUCT / SKUs	% SKUs MAY 2021
SPAIN	TOTAL SKUs	35%
	- Fish fillets	52%
	- Prepared fish	55%
	- Crustaceans	24%
	- Surimi	17%
	- Cephalopods	14%
FRANCE	40 SKUs	61%
GREECE	9 SKUs	47%
PORTUGAL	Launching in 2021	n/a
ITALY	In preparation	n/a
USA	Out of scope	n/a

2.4. More sustainable packaging

Our commitment to developing more sustainable packaging is aligned with the principles and measures described in our CSR, Sustainability, Quality and Food Safety and Environmental Responsibility policies. These, share objectives for the responsible use of natural resources and energy, and the optimization of the use of materials, which includes packaging materials, such as plastic and cardboard.

The plans we are working on involve analysing the design and the materials we use in each of our packages. The aim is to optimize the use of materials by working towards the minimum material that still fully functions to protect our products, while being able to eliminate overpackaging whenever possible. We seek to use recyclable materials, and for which there really is recycling technology in the countries where our products are marketed. Likewise, we seek to eliminate plastic and to use recycled plastic whenever possible, without compromising food safety. We also study and validate new solutions based on environmental friendlier materials.

Our Sustainable Packaging strategy sets the following sustainability objectives for our packages by 2025:

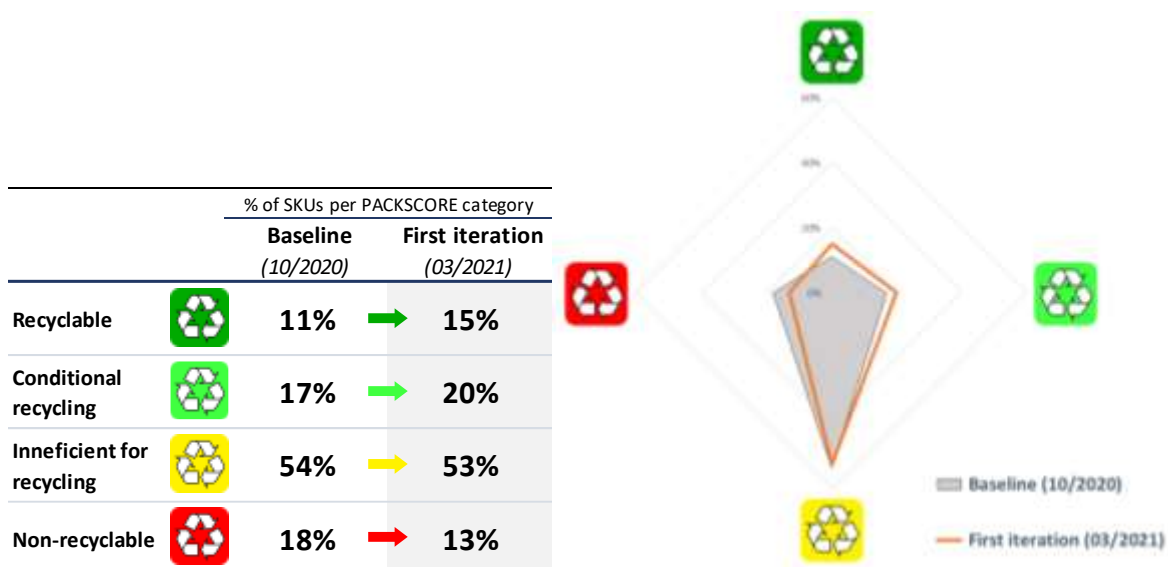


By 2025:

- 100% of PESCANOVA packaging will be recyclable, reusable, or compostable, as per the segregation and recycling technologies available in each market.
- Increase the use of recycled material in our packaging by 25%.
- Reduce the use of plastics in our packaging by 10%.
- 100% of our paper and cardboard packaging will be sourced from certified sustainable raw materials.

Progress report: see [PACKSCORE RESULTS](#) table and graphic.

The application of the PackScore methodology has already produced results after a preliminary analysis of our packaging in 2020-2021:



2.5. Emissions

We recognize that the activity of our companies in the different phases of the value and production chains entails the emission of certain substances, including GHGs, which, depending on their global warming potential, contribute to the greenhouse effect in the atmosphere and favour the consequent climate change.

We are aware that our fishing, aquaculture, and food processing activities consume a significant amount of energy (electricity and fuels) and requires the use of refrigerant gases for the freezing and preservation processes of our products. Additionally, there is also transportation and distribution of products, as well as the raw materials used.

It is our duty to work towards identifying and quantifying the environmental footprint caused by the emission of the substances the Group is responsible for, and with this information decide in a responsible way to implement more efficient processes and less impacting practices.

As a fundamental part of our decarbonization strategy, we have identified for the Nueva Pescanova Group companies the measures (i) aimed at reducing the atmospheric emission of said substances, mainly by reducing GHG emissions in energy conversion and consumption processes, (ii) aimed at industrial reconversion by promoting the replacement in industrial equipment of more polluting fuels to less polluting ones, and (iii) aimed at promoting the switch to energy from renewable sources.

The comprehensive set of measures, also defined as objectives, includes:

- Improving the energy efficiency of combustion equipment and electricity consumption.
- The preferential use of materials and products that, throughout their life cycle, generate fewer emissions and lower energy consumption.
- The energy recovery of the waste we generate.
- The increase in the production and/or consumption of energy from renewable sources.
- The reduction of losses and waste generation, allied to the recovery of by-products in all phases of our product chain.

Generically, we want to control the emission sources and the inefficient processes, and then identify opportunities to improve or replace equipment or processes to achieve a reduction in the emissions intensity of our products.

On this behalf, and as participant members of the UN Global Compact initiative, we have adhered to the Business Ambition for 1.5°C in 2019, a campaign led by the Science Based Targets initiative in partnership with the UN Global Compact. Therefore, we are committed to set scope 1 and 2 science-based emission reduction targets towards a 2040 scenario of 50% reduction of the 2020 baseline emissions.

The mitigation and compensation measures for our environmental footprints and the adaptation to climate change are the focus of most of our actions to improve efficiency in the use of energy or natural resources and reduce the generation of emissions, waste, and discharges.

We extend our emission reduction commitment to the progressive compensation of residual scope 1 and 2 emissions (offsetting). These refer to GHG and ODS emissions that we cannot avoid after

implementing the reduction measures (as per our decarbonisation plan), following our Environmental Compensation Programme.

The reduction and compensation measures are allied to meet our commitment to a net-zero scope 1 and 2 emissions by 2040. For our scope 3 emissions, we commit to set science-based interim goals and targets to help meeting our common ambition of limiting global warming.



- Reduce our carbon footprint (scopes 1 and 2) by 3% annually, aiming to a 30% cut by 2030 and 50% by 2040, from the 2020 baseline.
- Gradually compensate the residual scope 1 and 2 emissions towards a net-zero goal by 2040 in combination with the emission reduction effort.

Progress report: see [EMISIONES](#) table.

CSR PILLAR PRINCIPLE	PLANET RESPONSIBLE OPERATIONS - EMISSIONS											
	FISHING			AQUACULTURE			TRANSFORMATION			TOTAL		
	2020	2019	VAR (%)	2020	2019	VAR (%)	2020	2019	VAR (%)	2020	2019	VAR (%)
ENERGY CONSUMED [MWh]	0	368.618	-100%	0	190.324	-100%	0	122.553	-100%	0	681.496	-100%
DIRECT (SCOPE 1)	269.546	367.532	-27%	111.173	114.174	-3%	75.390	72.351	4%	456.109	554.057	-18%
INDIRECT (SCOPE 2)	1.445	1.086	33%	153.257	76.150	101%	69.483	50.202	38%	224.184	127.438	76%
Electricity from renewables sources	0	n/a	n/a	21.511	n/a	n/a	24.852	n/a	n/a	46.363	n/a	n/a
KPI [KWh/t prod]^a	7,5	7,0	6%	4,3	2,9	49%	1,5	1,3	14%	3,7	3,3	14%
GHG EMISSION [t CO_{2eq}]	163.550	222.714	-27%	138.753	63.620	118%	28.857	36.651	-21%	367.978	359.001	3%
DIRECT (SCOPE 1)	163.417	222.605	-27%	103.387	44.623	132%	25.821	27.041	-5%	292.624	294.571	-1%
INDIRECT (SCOPE 2)	131	107	23%	35.289	18.987	86%	2.824	9.452	-70%	38.245	28.574	34%
INDIRECT (SCOPE 3)	2	2	-23%	77	10	712%	212	158	34%	37.110	35.856	3%
KPI [t CO_{2eq}/t prod]^b	4,0	4,3	-6%	2,2	1,0	129%	0,3	0,8	-55%	1,9	1,7	14%
<small>notes</small>				<small>change of scope</small>			<small>change of scope</small>			<small>total includes more activities</small>		
ODS EMISSION [t CFC-11_{eq}]	1,8	2,4	-27%	0,3	0,3	0%	0,0	0,0	n/a	2,1	2,7	-24%
KPI [g CFC-11_{eq}/t prod]^c	42,8	46,0	-7%	4,8	4,5	6%	0,0	0,0	n/a	10,9	12,9	-16%

^a Energy intensity; ^b GHG intensity; ^c ODS intensity

2.6. Water withdrawal risk analysis

We have analysed how the water consumption in our companies and activities, per type of water source, may affect water availability now and in future scenarios, following the methodology proposed by the World Resources Institute (WRI) and their water risk assessment tool Aqueduct™ 3.0.

We have selected the water stress index to quantify the risk of water withdrawal per source (as per GRI 303-1 classification) as reported by our operations annually, and benchmark present and future (2030 and 2040) scenarios (business as usual, optimistic, and pessimistic). Finally, we have assessed the risk to the sustainable use of the resource to specific impacts: groundwater table decline (higher values indicate higher levels of unsustainable groundwater withdrawals), seasonal variability (higher values indicate wider variations of available supply within a year), and baseline water depletion (higher values indicate larger impact on the local water supply and decreased water availability). Check [Annex III – Water withdrawal risk analysis](#) for the full results matrix.

We use the water withdrawal risk analysis to conclude on the urgency and significance of the measures to implement in each company and activity and determine operational goals. We look to reduce our overall impact in the environment and comply with our commitment to rational use of natural resources.

2.7. Waste management and recovery of organic by-products

In our [Corporate Policy on Environmental Responsibility](#), we commit to the implementation of circular economy solutions guiding our activity towards a zero-waste strategy. Thus, in all industrial centres we follow responsible practices that prevent the generation of waste and by-products. We implement the best practices that ensure the correct segregation, recovery, classification, and maximization of the reuse and recyclability of all materials.

The global objectives set for an efficient waste management include minimizing the fraction of waste disposed in landfill (from 43% in 2019 to 17% in 2020), maximizing the fractions recovered by recycling (27% to 36% in the same period), composting (20% to 36%) and for energy (10% to 11%). We improved the indicator of non-hazardous waste per production unit from 65.7 to 65.4 kg/t, in a total of 12.3 thousand tons of this waste category.

We have also ensured a 26% increase in the indicator of organic by-products per production unit [kg/t] recovered in circular solutions between 2019 and 2020 by multiple alliances in various countries, with a total of 12.6 thousand tons of organic by-products.



100% of operations with Zero-Waste result, and reporting recovery solutions for all waste produced, by 2030.

Minimize the production of organic by-products in our operations, while recovering the total amount in circular economy solutions.

Progress report: 17% of non-hazardous waste not recovered (source: non-financial statement report 2020).

2.8. Fight against loss and waste of food

The fight against the loss and waste of food is a priority and a permanent concern for a Group operating in the food sector such as ours. Following FAO's definitions for food losses (*decrease in edible food mass throughout the part of the supply chain that specifically leads to edible food for human consumption that takes place at production, postharvest and processing stages in the food supply chain*) and food waste (*food losses occurring at the end of the food chain related to retailers' and consumers' behaviour*), we have implemented responsible practices that contribute to the minimization of losses and waste:

- In fishing operations, with the use of gear sensors, improvement of fishing efficiency and that of the on-board equipment and conservation techniques; in aquaculture farming, with optimized planning to match harvest and demand, promoting animal welfare, improving survival rates in the grow-out phase, improving the farming, transport, and storage conditions.

- In logistics processes, improving the cold chain, transport, and storage of products, the type of containers and an optimal packaging, among other measures; and in operational management through the optimization of stock management and demand.
- Donating the pertinent products to non-profit entities and institutions that collect food for food banks to the most deprived, at risk of poverty or social exclusion.
- And implementing specific R&D+i and food safety measures aimed at contributing to minimize food waste, such as adapting packaging to demand (type, size, and quantity), full safety assurance, clear, transparent, intuitive, and responsible labelling, and sharing the best information to retailers and consumers on the type and conditions of storage and conservation, and the most appropriate ways of preparation.



Quantify and annually report the relevant indicators to measure the commitment to reducing food losses in the supply chain of our products (such as the efficiency in the transformation and processing of our products from capture/harvest to the final product, the efficiency of the management of the finished product until its sale, and the effective management of the residual unsold final product).

Progress report: Quantified but indicators but not reported.

3. Product innovation and nutrition

We are committed to both food safety of our products and the certification of our facilities and processes by the pertinent standards (cf. 2.2). We will further work for our products to meet the strictest levels of food safety and quality, so that are healthy, nutritious, and pleasurable, and that the production processes are based on the best available techniques and on efficiency and sustainability.

3.1. Innovation and nutritional improvement processes

As part of our sustainability strategy, we have set as an objective that 100% of our products must have some beneficial effect on the health of our consumers. These, can be the presence of healthy fatty acids (such as omega 3, EPA and DHA), proteins of high biological value, vitamins (e.g., B12, B3, D, E, or A), minerals (e.g., phosphorus, selenium, zinc, iron, copper, iodine, magnesium, potassium, or calcium), that they contain ingredients with known positive effects on human health, and, lastly, that we can show continuous improvement of their formulations (e.g., low-fat, low-salt, gluten-free, lactose-free, etc.), including taking into account food allergies and intolerances that may affect some consumers through our products, by working on special formulations (e.g., gluten-free, lactose-free, etc.).



100% of our products must have some beneficial effect on the health of our consumers by 2030.

Progress report: 100%



As part of our R&D+i efforts in product innovation and improved formulations, we work continuously on improving the nutritional composition of our products by focusing on (see **NUTRITION** table):

- Reducing the content of specific detrimental nutrients: salt total fats, and saturated fats.
- Increasing the content of specific favourable nutrients: protein of high biological value, healthy fatty acids, fibre (from vegetables and wholegrains), vitamins and minerals.

We have adhered to the “Collaboration plan to improve the composition of food and beverages and other measures 2020” (*“Plan de colaboración para la mejora de la composición de los alimentos y bebidas y otras medidas 2020”*) launched by the Spanish Food, Safety and Nutrition Authority (AESAN), as part of the Strategy for Nutrition, Physical Activity and Obesity Prevention (or NAOS Strategy). https://www.aesan.gob.es/AECOSAN/docs/documentos/nutricion/BOE-A-20193631_ASEFAPRE.pdf

As per our definition of healthy foods – those that contribute positively to the health and well-being of our consumers -, our products must maximize the share of nutrients with beneficial effects on the health: healthy fatty acids (such as omega 3, EPA and DHA), proteins of high biological value, fibre, vitamins (e.g., B12, B3, D, E, or A), minerals (e.g., phosphorus, selenium, zinc, iron, copper, iodine, magnesium, potassium, or calcium), and minimize or avoid altogether the share of detrimental nutrients: total fats, saturated fats, trans fats, sugars, salt. More, all our products are low in sugars and free of trans fats, and we are committed to keep them like that.

We further work in innovation to offer the healthiest cooking/preparation options to consumers for both their health and convenience. In this sense, all our breaded and battered products can be prepared in the oven, to avoid adding fats through frying.

 GRUPO NUEVA PESCANOVA				
CSR PILLAR PRINCIPLE		PRODUCT NUTRITION		
REDUCTION IN SAL CONTENT - RESULTS IN 2020				
CATEGORY	PRODUCT	SALT CONTENT g/100 g		
		PREVIOUS	IN 2020	IMPACT (% SALT)
Crustaceans	Cooked vannamei shrimp extra 24-40 800 g	1,68	1,20	-29%
Crustaceans	Cooked tiger shrimp 24-32 800 g	1,68	0,99	-41%
Crustaceans	Paella mix	1,95	1,54	-21%
Cephalopods	Sepia (light salted)	1,63	1,15	-29%
Cephalopods	Cleaned cuttlefish	1,63	1,41	-13%
Breaded fish products	Breaded calamari sticks (rabas)	1,55	1,33	-14%
Breaded fish products	Hake fish fingers	1,30	1,10	-15%
Breaded fish products	Hake fish 'surfers'	1,38	0,95	-31%
Breaded fish products	Romana squid rings	1,63	1,43	-12%
Surimi products	Surimi sticks (230 g, 305 g, 315 g)	1,84	1,53	-17%
Surimi products	Surimi sticks with salmon filler	1,91	1,65	-14%
REDUCTION IN SATURATED FAT CONTENT - RESULTS IN 2020				
CATEGORY	PRODUCT	SATURATED FAT CONTENT g/100 g		
		PREVIOUS	IN 2020	IMPACT (% FAT)
Crustáceos	Gambón al horno	1.3	0.6	-54%
INCREMENT IN PROTEIN CONTENT - RESULTS IN 2020				
CATEGORY	PRODUCT	PROTEIN CONTENT g/100 g		
		PREVIOUS	IN 2020	IMPACT (% PROTEIN)
Breaded fish products	Breaded calamari sticks (Rabas)	7.6	11.4	50%

3.2. Prioritize healthy foods

We are committed to improving accessibility and affordability of seafood healthy products to all consumers. We are running several projects and initiatives towards this goal. A good example is the promotion of fish consumption in Namibia, by running a fish shop and a seafood restaurant in Lüderitz, by collaborating with the Namibia Fish Consumption Promotion Trust and doing our part on helping to improve the fish consumption from roughly 4 kg per capita in 1990 to 15.4 per capita in 2019. Other examples can be the new 'low-cost, same quality' products (fixed 1€ and 2€ retail price) launched during the pandemic period to secure access to seafood to an enlarged share of the population in several markets, and the continuous effort in donating seafood products in various countries, totalling some 90.3 t in Spain to dozens of associations that reached ca. 1.6 million beneficiaries, and 8 t donated to needed families in Namibia, and similar initiatives and impacts in Peru, Nicaragua, South Africa, and Portugal, totalling 7.5 t of seafood products, along with ca. 49 k€ in Ecuador, Nicaragua, Argentina, and Uruguay.

3.3. Responsible communication

Is part of our commitment to responsible communication and ethical marketing and promotion of our products, to support and adhere to codes of good business practices and responsible self-regulation. Thus, we have adhered to 'Código PAOS', the Spanish code of self-regulation of advertising of food and beverages directed to minors, prevention of obesity and health, launched by the Spanish Agency for Food Safety and Nutrition (AESAN) (cf. https://www.aesan.gob.es/AECOSAN/web/nutricion/detalle/empresas_adheridas.htm).

We are members of AUTOCONTROL (<https://www.autocontrol.es/socios/anunciantes/#P>), an independent advertising self-regulatory organisation (SRO) in Spain, comprised of advertisers, advertising agencies, media, and professional associations, with the goal of working for responsible advertising that is truthful, legal, honest, and reliable.

3.4. Nutrition at work and healthy habits

We have implemented multiple initiatives as part of a transversal programme in the Group's companies that focuses on nutrition and healthy lifestyle. The programme includes initiatives to promote education and awareness and to offer healthier food products at work. The main examples include:

- A programme on nutrition education and obesity prevention in NOVAPERÚ (Peru). It includes training for more than 113 employees, equivalent to 97% of the workforce, to promote a healthier lifestyle.
- Campaigns on healthy lifestyles to inform and raise awareness about the effects of the abuse of harmful substances such as tobacco or alcohol, including 'Awareness', 'Detection and control', and 'Verification, intervention, and monitoring', reaching up to 1,100 employees of PROMARISCO (Ecuador), in collaboration with the Ministry of Labour of Ecuador.
- An online training has been offered on 'Nutritional Education' at the Nueva Pescanova Campus.
- Offer of seasonal fruit baskets at the PESCANOVA PORTUGAL offices.

- Health checks focused on nutrition as part of the annual medical check-up programme extensive to all the Group's work centres in 13 countries (Argentina, Angola, Ecuador, Spain, France, Greece, Guatemala, Ireland, Mozambique, Namibia, Nicaragua, Peru, and Uruguay) and has reached 9.909 people.
- Improvement of the food offer at the vending machines at the Group's headquarters in Chapela in collaboration with the products' supplier. Another example is the project to reduce sugar in the coffee offered in these machines, reducing the consumption on ca. 1 kg of sugar a week in these offices.
- There is also a follow-up of nutritional aspects of the menus offered in the canteen of the same centre. The nutritional declaration of the different plates in the daily menu is available broken down into energy value, protein content, lipids, saturated fatty acids, carbohydrates, sugars, fibre, and salt content.

We have also supported initiatives focused on promoting physical activity and healthy habits. Examples:

- Access to local gyms with reduced fees/rates thanks to different company agreements to promote health and the physical and mental well-being, extended to several Group companies.
- Promotion of healthy lifestyles through sports by supporting soccer and volleyball teams among employees in PESCAMAR (Mozambique) and NOVANAM (Namibia).
- and the organization of annual company events with games and sports activities in companies in various countries.

In addition, we run the Fifty-Fifty programme in the work centres of PESCANOVA ESPAÑA in Galicia to promote healthier lifestyles for those participating, reaching more than 30 people, and the important breastfeeding programme in PROMARISCO (Ecuador) with 259 participants.

4. Labour responsibility

Concerning labour responsibility, we are committed to the diversity, safety, and personal and professional growth of our professionals. This principle integrates our sustainability policy and is accompanied by the objective set for 100% of the people who make up the workforce of the Nueva Pescanova Group companies must benefit from legal, fair, and decent employment, formalized and evidenced by a valid employment contract, according to the applicable legislation, along with the implementation of the appropriate plans for the talent management, diversity and equality, recruitment, health and safety at work, and training and professional development, with the respective evidence duly documented.



100% of the workforce must benefit from legal, fair, and decent employment, formalized, and evidenced, by a valid employment contract, complemented by talent management, diversity and equality plans, recruitment, occupational health and safety and training and professional development, transparently verifiable by 2030.

Zero accidents, and an annual 10% reduction of the OHS indicators: incidence, frequency, and severity rates.

Progress report: 100% implementation; see table [EVIDENCE OF COMPLIANCE](#) for % transparent verification.

CSR PILLAR PRINCIPLE		PEOPLE LABOUR RESPONSIBILITY		EVIDENCE OF COMPLIANCE					
		OHS MANAGEMENT SYSTEM		EXTERNAL VERIFICATION OF THE OHS MANAGEMENT SYSTEM		REGULATORY APPROVAL OCCUPATIONAL HEALTH		VERIFICATION OF REQUIREMENTS OF MARITIME HEALTH AND SAFETY ILO	
General scope		GROUP		GROUP		GROUP			
	people	10,277	100%	1,300	13%	7,309	71%		
	facilities	46 CENTRES	100%	12 CENTRES	26%	28 CENTRES	61%		
Specific scope				SPAIN				FLEET	
	people			1,300	100%			1,690	100%
	facilities			12 CENTRES	100%			58 VESSELS	100%
		5Z CERTIFICATION		MEPS ² CERTIFICATION		ISO 45001 CERTIFICATION			
General scope		GROUP		GROUP		GROUP			
	people	1,300	13%	1,300	100%	EXPECT. 2023	n/a		
	facilities	12 CENTRES	26%	12 CENTRES	26%	EXPECT. 2023	n/a		
Specific scope		SPAIN		SPAIN		SPAIN			
	people	1,300	100%	1,300	100%	EXPECT. 2021	n/a		
	facilities	12 CENTRES	100%	12 CENTROS	100%	EXPECT. 2021	n/a		

CSR PILLAR PRINCIPLE		PEOPLE LABOUR RESPONSIBILITY	
WORK-RELATED ACCIDENTS			
INDICATOR	2020	2019	
Number of employees	10,277	10,097	
Number of accidents	259 (-9%)	284	
Incidence rate (accidents per 1,000 employees)	23.83 (-13%)	27.43	
Frequency rate (accidents per 1.000.000 work hours)	10.74 (-13%)	12.35	
Severity rate (days lost per 1.000 work hours)	0.20 (+11%)	0.18	

Annex I – Progress on ambition

CSR PILLAR & MATERIAL ISSUES	AMBITION / GOAL	ACTION PLAN	PROMOTOR	EFFORT	PERFORMANCE	PROGRESS MADE	
ETHICS	ET1 Establish internal governance tools.	Responsible action policies for all business units.	Definition and implementation of the necessary responsible action policies and/or procedures to ensure compliance observance of our principles, code of ethics, and regulatory compliance.	Business or Support Areas in collaboration with the Compliance Unit.	Work on new policies and revise existing ones for adaptation when required. Collaborate with business units.	● Ongoing (72%)	18 relevant policies identified 13 policies published 2 in preparation
	ET2 Comply with the 10 Principles of the UN Global Compact.	Implement all 10 principles in our activities.	Communicate our contribution to sustainable development and these principles annually in Non-Financial Information report and progress report, which we will also report to the Spanish Global Compact Network as our COP.	CSR with the support of the Compliance Unit.			
	ET3 Align with the Sustainable Development Goals (SDGs) of the UN 2030 Agenda for Sustainable Development.	Measure and report the impact of our actions on the SDGs.	Prepare and publish an annual progress report on our contribution to sustainable development, and in particular how we affect, positively or negatively, the UN 2030 Agenda goals that are most relevant to our activities.	CSR.	Describe initiatives and measure their impact on specific SDG indicators. Publish annual report on our Contribution to Sustainable Development.	● Annually, 2020 version ● Annually, 2020 version	Submitted and approved. Report on Contribution to Sustainable Development and Non-Financial Information report. Published on 05.oct.2020.
	ET4 Ensure the transparency of all our activities.	Show transparent activities in all business units.	Report non-financial information statements in the Non-Financial Information report, integrated and transparent in sustainability reports and specifically the results of the Measurement and Performance and Sustainability Programmes.	CSR and Sustainability in collaboration with Communication.		● Annually, 2020 version	
	ET5 Adopt measures to combat illegal, unreported, and unregulated fishing.	Show legal and transparent fishing activities.	Compliance with our Sectoral Policy on Fisheries Responsibility, the implementation of traceability tools that make regulatory compliance transparent and our voluntary efforts with the sustainability of operations and resources.	Fisheries and promoted by the Sustainability.			
PLANET	PL1 Optimise our energy consumption and switch to cleaner sources of energy.	Implement and comply with the Decarbonization Plan.	Promote and implement decarbonisation measures and disclose the progress indicators of the implemented initiatives (such as efficiency of energy use in key processes, industrial reconversion with substitution of the most polluting energy sources or investment in renewable sources, among others). Implement the best practices in water management, promoting efficiency in its consumption, and investing in equipment that favours it, while establishing consumption indicators by production and ensuring effluents quality complies with applicable regulations.	Industry, Aquaculture, Fisheries, and Operations, with the collaboration of Sustainability in the integration and reporting of performance indicators in the corresponding programmes.	Develop the Decarbonization Plan. Annual communication in Non-Financial Information report. Publish the Transparency in Sustainability report.		Consumption (KWh) of energy from fossil fuels, by type. Electricity from national grids. Renewables from self-consumption.
	PL2 Optimise water management.	Rational use of the water resource.		Industry, Aquaculture, and Fisheries, and driven by Quality and Environment in collaboration with Sustainability.			
	PL3 Pursue maximum efficiency in the use of raw materials.	Optimize the use of main and auxiliary raw materials when processing our food products. In 2025: - 100% of PESCANOVA packaging will be recyclable, reusable, or compostable, as per the segregation and recycling technologies available in each market. - Increase the use of recycled material in our packaging by 25%. - Reduce the use of plastics in our packaging by 10%. - 100% of our paper and cardboard packaging will be sourced from certified sustainable raw materials.	Implement the best management practices in our transformation and production processes to optimize the use of main raw materials (fish and auxiliary (ingredients and related), as well as packaging materials (plastic, paper and cardboard, others) in all phases of the value chain (from capture or cultivation to transformation and manufacturing), and communicate the efficiency in materials consumption by area of activity, annually in non-financial information statements, in accordance with our Measurement and Performance Programme.	Fisheries, Aquaculture, Industry, and Operations, with the collaboration of Sustainability in the integration and reporting of performance indicators.	- Optimize primary transformation processes. - Promote better working conditions and working environment to increase work efficiency. - Optimize industrial processes and equipment, implementing control measures, and reducing losses. - Substitute non-recyclable multilayer multimaterial plastic film by recyclable polyethylene monomaterial film and standardizing packaging material specifications. - Substitute black plastic by recyclable or slightly colored transparent plastic. - Incorporate recycled RPET plastic in trays and skin packaging - Replace the plastic sheet in packages with a new alternative recyclable material without plastic while ensuring the required physical-mechanical properties.		
	PL5 Minimise atmospheric emissions of GHG and ODP.	Reduce our carbon footprint (scopes 1 and 2) by 3% annually, aiming for a 30% cut by 2030 and 50% by 2040, from the 2020 baseline. Gradually compensate the residual scope 1 and 2 emissions towards a net-zero goal by 2040 in combination with the emission reduction effort.	Implement decarbonization measures and technological improvement of equipment and processes. Promote the industrial reconversion with substitution of the most polluting fuels and switching to energy from renewable sources, whenever possible, increasing the share of renewables generation. Continue to invest in more efficient equipment and processes for energy conversion or production, and ensure their correct maintenance.	Industry and Operations (in particular Purchasing and Logistics) and driven by Quality and Environment in collaboration with CSR and Sustainability.	Reporting emission indicators, both for greenhouse gases (GHG) and for ozone depleting substances (ODS), per unit of production.	(2020) GHG: 1.95 t CO2-eq/t prod ODP: 12.9 g CFC-11-eq/t prod	We quantify annual GEI and ODP emissions and estimate our carbon footprint. We identify sources of GEI and ODP emissions. We work on action plans to optimize our operations and reduce our carbon footprint.
	PL6 Minimise wastewater discharges.		Develop and implement environmental performance indicators and continue investing in responsible water and waste management measures through the technological improvement of equipment and processes.	Quality and Environment in collaboration with Industry, Aquaculture, Fisheries, and Sustainability.			
	PL7 Improve waste management and valorisation.	100% of operations with Zero-Waste result, and reporting recovery solutions for all waste produced, by 2030. Minimize the production of organic by-products in our operations, while recovering the total amount in circular economy solutions.	Collect monthly information on the generation, segregation, and management of waste in each industrial centre or factory of the Group, recording the progress of the optimization measures of operations and waste management, working with the most appropriate authorized operators in each country, waste typology or technical solution for its disposal, treatment or recovery. We will promote circular economy solutions for the by-products of our activity so that they do not result in waste.	Industry and Operations and driven by Quality and Environment, R&D (in particular Circular Economy), CSR, and Sustainability.		2020: 12.3 kt non-hazardous waste 12.6 kt of organic by-products	From 2019 to 2020: Waste disposed in landfill (43% to 17%) Recovery by recycling (27% to 36%) by composting (20% to 36%) for energy (10% to 11%) Non-hazardous waste per production unit from 65.7 to 65.4 kg/t. 26% increase in the indicator of organic by-products per production unit [kg/t] recovered in circular solutions.
	PL9 Sustainable and transparent fishing and aquaculture operations.	Evidence of sustainability for 100% of fishery raw materials. Evidence of sustainability for 100% of aquaculture raw materials.	Document and communicate in a transparent way the evidence of sustainability of the raw materials we use (fisheries and aquaculture, both of our own production and acquired from external suppliers), complying with the principle of sustainable sourcing defined in our Sustainability Policy and in the 'Pescanova Blue' Sustainability Programme.	Fisheries and Aquaculture, with the collaboration of Sustainability in the integration and reporting of performance indicators.	Document the evidence of sustainability of our raw materials, products, and operations. Publish the Transparency in Sustainability report.	● Ongoing (60%) ● Annually, 2020 version.	Table SUSTAINABLE SOURCING Table ENVIRONMENTAL MANAGEMENT CERTIFICATIONS Published (this document).
	PE1 Establish responsible and transparent labour relations.	100% of the Group's workforce.	Develop and implement responsible action policies and/or procedures required to ensure the application of our principles, code of ethics, and regulatory compliance.	HR	Permanent negotiation of sectoral and private labor agreements, in accordance with national labour laws and company policies.	● Continuous	Commitment tables, published in the annual Non-Financial Information report, with data on employment, work organization, OHS, social relations, talent development and management, and equality.
	PE2 Ensure the health and safety of our employees.	100% of the Group's workforce covered by the OHS management system.	Disclose the results of the Group's OHS management system for all work centres, including performance indicators and reporting the plans and timetable for their implementation.	OHS Department	Continuous monitoring of the OHS management system and its indicators, with third-party verification.	● Continuous	Table WORK-RELATED ACCIDENTS
PE3 Promote equality and diversity.	Equality and Diversity Plans implemented in all companies of the Group.	Develop ways to evaluate, quantify, and communicate our commitment to equal opportunities between genders, non-discrimination, and diversity in all its variables, in accordance with our Corporate Policy for Responsible Management of People, implementing the specific measures necessary to achieve it.	HR	Prepare the equality plans of the Group's companies with the employees' legal representatives.	● Continuous	Commitment tables, published in the annual Non-Financial Information report, with data on employment, work organization, OHS, social relations, talent development and management, and equality.	
PRODUCT	PR1 Food safety and product quality assurance.	Ensure the quality of 100% of our products. Ensure the food safety of 100% of our products	Certify 100% of our seafood production facilities and processes by the relevant standards, or to maintain the current applicable certifications, and disclosing the products processed in each industrial centre and under which standards. Use the 'Quality Excellence Pescanova' Program to comply with the highest food safety standards and ensure their application to all our products.	Quality and Environment	Continuous preparation of third-party food safety and quality audits to certify facilities and processes.	● Ongoing	Table FOOD SAFETY AND QUALITY CERTIFICATIONS
	PR5 Products traceability.	100% traceable products.	Implement the appropriate processes and systems to ensure the traceability of the pertinent characteristics of origin, quality, value, regulatory compliance, and sustainability of our products from raw materials sourcing, their transformation and commercialization of the final products. Implement a robust digital traceability system that ensures compliance with traceability standards for seafood products.	Driven by CSR, requires the collaboration of Fisheries, Aquaculture, Industry, Commercial, Purchasing, Quality, Sustainability, and IT	Be part of the Global Dialogue on Seafood Traceability (GDST) of the UN Global Compact. Implement a traceability system for seafood products following the GDST 1.0 standard.	● Completed in October 2020 ● Ongoing with IBM Food Trust (expected 2024)	https://traceability-dialogue.org/whos-involved-3/ Pilot and deployment phases. Milestones and deliverables of the project. Relevant dates.
	PR7 Clean and transparent labelling.	100% product labelled according to regulations.	Comply with clear and transparent labelling and responsible communication regulations, anticipating the information requirements demanded by society through clients and consumers.	Marketing, R&D, Quality and Environment and driven by Categories and Country Managers	Continuous development of nutritional analysis of all products, to provide accurate and transparent information.		
COMMUNITIES	Socio-economic and environmental development projects in our partner communities.	Promotion of projects in all our partner communities, in accordance with the Corporate Policy for Cooperation and Development Assistance.	Create employment through knowledge and technology transfer. Train professionals in the fishing, aquaculture, and food industry sectors. Help mitigating the effects of emergency situation and social or economic crisis. Participate in environmental improvement projects Promote social development projects Support education and awareness projects Encourage proximity purchasing to contribute to local development. Invest in assets and infrastructure in the communities. Value the history, tradition, and local seafood.	Driven by CSR, requires the collaboration of Fisheries, Aquaculture, Industry and Sustainability.	Launch of new projects. Management of ongoing projects. Impact measurement of ongoing and closed projects. Documentation and archive of ongoing and closed projects.	● 93 projects in 19 communities of 11 countries.	Responsible Action Programme (RAP) projects' platform. RAP annual reports.

Annex III – Water withdrawal risk analysis



Country	Location	Facility type	Water use	Stress index								GRI 303-1: Water withdrawal by source 2020 [m ³]				Impacts of groundwater consumption on:		
				Baseline	Future scenario BAU		Future scenario optimistic		Future scenario pessimistic		Surface water	Ground water	Rainwater	Municipal water	Groundwater table decline	Seasonal variability	Baseline water depletion	
					2030	2040	2030	2040	2030	2040								
Argentina	Puerto Deseado	Primary processing	Industrial and fleet	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	39.600		24	Insignificant	Low-Medium (0.33-0.66)	Arid and low water use	
Ecuador	Duran	Processing plant	Industrial	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	648.545	461.710	5.280	Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)	
Ecuador	Guayaquil islands	Shrimp farms	Shrimp ponds	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	pond water	7.300		21.210	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
France	Lorient	Processing plant	Industrial	Medium-High (20-40%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)				73.204	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
France	Boulogne-sur-Mer	Processing plant	Industrial	Medium-High (20-40%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)				23.438	Low-Medium (0-2 cm/y)	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Guatemala	Champerico	Processing plant	Industrial	Medium-High (20-40%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)		220.695			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Guatemala	Champerico	Shrimp farms	Shrimp tanks	Medium-High (20-40%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)		no production in 2020			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Ireland	Cork	Primary processing	Industrial	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	n/a	n/a	n/a	n/a	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Mozambique	Beira	Shipyard	Industrial and fleet	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)			508	16.242	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Namibia	Lüderitz	Processing plant	Industrial	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	desalinated seawater			136.744	Insignificant	High (1.00-1.33)	Arid and low water use
Namibia	Walvis Bay	Processing plant	Industrial	Medium-High (20-40%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	desalinated seawater			1.949	Low-Medium (0-2 cm/y)	High (1.00-1.33)	Medium-High (25-50%)
Nicaragua	Chinandega	Processing plant	Industrial	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)		440.867			Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Nicaragua	Estero Real	Shrimp farms	Shrimp ponds	Low-Medium (10-20%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	pond water	4.440			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Peru	Lima District	Processing plant	Industrial	Low (<10%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)		16.150		15.908	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Spain	Porriño	Processing plant	Industrial	Medium-High (20-40%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)		67.595		3.178	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Chapela, Vigo	Processing plant	Industrial	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)		118.623		116.764	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Catarroja, Valencia	Processing plant	Industrial	Low-Medium (10-20%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)		42.442		160	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Paterna	Processing plant	Industrial	Low-Medium (10-20%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)				36.115	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Arteixo	Processing plant	Industrial	Low-Medium (10-20%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)				148.001	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Xove	Turbot farms	Turbot farming	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	production tank water			20.070	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Mougás	Hatchery	Turbot farming	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	production tank water	1.850		294	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Uruguay	Montevideo	Fleet	Potable	Low (<10%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)		14.292		107	Insignificant	Low (<0.33)	Low (<5%)