



WE GENERATE  
*sustainable*  
VALUE

2022-2023  
SUSTAINABILITY  
REPORT



ANGEL CAMACHO

# INDEX

# WE GENERATE AND SHARE *sustainable value*



We have come a long way. Throughout our 126-year history, we have cemented our foundation and gained experience, always guided by firm values that we have passed on from generation to generation. This heritage has gone hand-in-hand with a constant desire to offer the best quality in our products and the flexibility necessary to tackle the changes we face from time to time. We are prepared to move forward, **generating and sharing value for many more years.**

We are a company that flexibly adapts to the challenges imposed on us by today's world. The effects of

the pandemic, spiralling inflation and geopolitical uncertainty are just some of the obstacles we have faced with determination, keeping our principles firm, with a long-term vision and a deep conviction in sustainability as the cornerstone of our actions.

Since our inception, our DNA has had a deep connection and respect for the rural environment, particularly the countryside. We understand that the Earth provides us with resources, and it is our responsibility to protect and preserve it for future generations. This connection has inspired our commitment to sustainable and responsible management.



*Our history, tradition and commitment guide us in every step we take toward a more prosperous and sustainable future”*

For Grupo Ángel Camacho sustainability is integral to our business strategy. From our products' conception to their distribution, we consider the environmental and social impact at every step of the process. We go from commitment to action with concrete measures, among which we can highlight our substantial investment in olive growing by bringing in cutting-edge farming techniques. In addition to favouring the olive sector, these techniques positively impact our activity (absorbing the CO<sub>2</sub> we generate). Other measures include using biomass as a fuel that helps reduce our carbon footprint; having achieved a zero-discharge factory; and promoting self-consumption in the last two years by installing solar panels in our facilities.

The environmental goals we have set ourselves for 2030 are ambitious.

Still, we will achieve them, as the whole company is aligned to contribute to the sustainable development of our environment.

**All this is only possible thanks to our incredible staff's talent and responsibility**, which is why we are committed to fostering stable and quality employment, providing training and development opportunities, ensuring security and well-being, and promoting equality and diversity.

At the epicentre of Ángel Camacho are our customers and consumers, whom we are fully committed to serving. We strive daily to achieve our purpose **'To delight consumers all around the world'**, and to do this we offer products of the highest quality, designed to fully meet your needs and preferences. We understand that

your satisfaction is the cornerstone of our activity. Therefore, as part of our strategic plan, we are committed to meeting your expectations and staying in tune with your tastes, and being attentive to your demands.

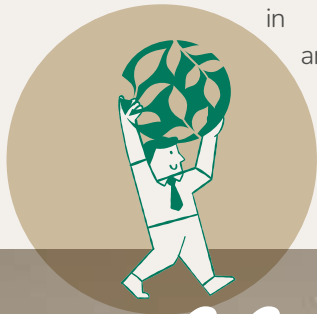
We strongly believe that business success is measured not only in economic terms but also by the positive impact we generate in our community. Thus, we create value and share it with the rest of society. Our history, tradition and commitment to all our stakeholders guide us in every step we take toward a more prosperous and sustainable future for everyone.

**Ángel Camacho Perea**  
CEO

A LOCAL *company* WITH GLOBAL REACH

# THE STORY THAT MARKS *a path*

Inspired by the premise that opens its latest corporate video *'The first step to building a great project is dreaming about it'*, **Grupo Ángel Camacho (GAC)** has emerged as a 100% family-run company, a benchmark in the development and distribution of food products for consumers from all over the world.



Throughout its 125-plus years of experience, and with the third and fourth generations at the helm, this 'small-town multinational' is sticking firmly to its local roots, global vocation, innovative character, commitment to sustainability and drive for the primary agricultural sector. This vision has allowed it to embark on a path marked by values such as effort, dedication and enthusiasm. It exports to 90

countries and is setting up business units in the most strategic markets of the world.

The main business unit, **Ángel Camacho Alimentación (ACA)**, leads the world market as a supplier of table olives. The Group also develops and distributes a wide and varied range of food products, including fruit preserves, olive oils, pickles and functional herbal teas.

“  
A history of over 125 years”  
”



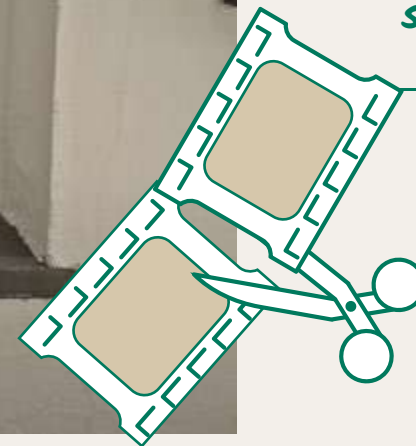
Its portfolio includes well-known brands such as **Fragata, La Vieja Fábrica, Susarón and Mario**. Each of them has been carefully positioned with its own identity and strategic approach to meet the needs of the demanding consumers in each country.

Yet another year, the Group has published its **Sustainability Report** with this same objective of meeting stakeholders' needs and showing with transparency the evolution of the company. This report presents the ESG (Environmental, Social &

Governance) commitments of its parent company, Ángel Camacho Alimentación, as well as some initiatives and significant data of Grupo Ángel Camacho at a consolidated level during the years 2022 and 2023.



*The corporate video conveys the vocation of a 100% family-owned, local company, with an innovative character and with a strong commitment to sustainability”*



# GROW WITH *mediterranean roots*

Grupo Ángel Camacho's **head office** is still at the company's place of origin, **Morón de la Frontera (Seville)**, a small village with a long olive-growing tradition. From this location, the company has gone international. Today it has six business units spread worldwide (four in Spain, one in the

United States and one in the United Kingdom) and sales offices in Poland, Russia and Malaysia to respond quickly and efficiently to customers' and consumers' demands.

The Group also has interests in other food industry companies:

Cartier Saada (Morocco) since 2019 and Sama (Italy) since 2022. These companies complete Grupo Ángel Camacho's offer, further strengthening its global leadership in the table olive industry, as well as increase its catalogue with other Mediterranean products.



“ — ✕ —  
*Year after year, the company further establishes its leadership in the table olive industry”*  
— ✕ —



## IN THE WORLD

### BUSINESS UNITS OF GRUPO ÁNGEL CAMACHO

#### SPAIN

**Ángel Camacho Alimentación**  
Morón de la Frontera and Espartinas (Seville)

**Infusiones Susarón**  
Otero de las Dueñas (León)

**Agricultural companies\***  
Morón de la Frontera and Espartinas (Seville)

**A. Camacho Foods\*\***  
Morón de la Frontera (Seville)

#### UNITED KINGDOM

**A. Camacho UK** (Great Cambourne)

#### United States

**Mario Camacho Foods** (Plant City, Florida)

### SALES OFFICES

**MALAYSIA**  
(Kuala Lumpur)

**RUSSIA**  
(Moscú)

**POLAND**  
(Bydgoszcz)

### INVESTEE COMPANIES

**MOROCCO**  
Cartier Saada (Marrakech)

**ITALY**  
Sama (Ponso)

## IN FIGURES



**6** **business units**

**3** **sales offices**

**2** **investee companies**

**Exports to 90** **countries**

**> 79%** **sales outside Spain**

**641** **EMPLOYEES\***

\*in 2023

\*Business unit comprising four agricultural companies owned by GAC.

\*\*New commercial business unit operating since 1 January 2024.

# OUR essence

Local roots define our identity:

*proximity, quality and long-term vision*



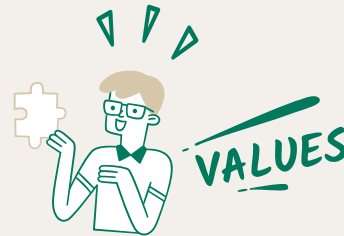
To delight consumers all over the world



To be part of consumer's life, every day and in a special way



Adding flavour to your life



**TEAMWORK**

We coordinate and integrate our efforts to achieve results. Teamwork involves knowing how to share, and being in solidarity with a vocation of respect, responsibility, participation and dialogue.



**INTEGRITY**

We are honest, transparent and respect people. We deliver on our promises and commitments. Integral action means doing things right and the right things.

**SIMPLICITY**



We want to simplify things and seek clear and concise solutions. If we do things simply, we will do things with excellence.

**EXCELLENCE**



We seek continuous improvement in everything we do. Excellence drives us to be better every day, not to compete with others but as a personal challenge to grow. It is doing things optimally and trying to make them better next time.



**COMMITMENT**

We deliver with passion in all that we do. Commitment connotes effort, respect, personal relationships with the company and, above all, improvement in productivity and results. With commitment, we bring responsibility, initiative and creativity.



# BUSSINES model

Grupo Ángel Camacho develops its business strategy with sustainable development as a central axis with a long-term horizon that allows it to generate shared value for all its stakeholders, ensuring the economic viability of its own business. As a **100% family-owned company**, it strives to ensure that the legacy lasts and is passed on to the next generations, remaining firm in the vision of **'To be part of consumer's life, every day in a special way'**.

The business model revolves around the well-being of professionals, assuring them their work in a quality work environment. The search for excellence extends throughout the company, both in internal processes and in the results, developing and selling products that meet the needs of customers and consumers.

Respect and protection of the environment are fundamental to progress, both for society and the Group. The economic and social development of the local and rural communities where the company operates is also essential. These principles guide the company's performance and underpin its commitment to the well-being of society as a whole.

To succeed in these aspects, in 2023 the company worked on its **2024-2026 Strategic Plan**, also known as the SCC (Satisfied Customer and Consumer) Plan. This three-year roadmap defines the path to a customer- and consumer-based

business model. This new plan is clearly committed to product excellence, continuous improvement of the value chain, the global and integrated vision of the business units, as well as the best trained and committed team.



# OUR products

The product catalogue stands out for its variety, providing a wide and diversified offer that meets the needs of customers and consumers. Quality comes first and foremost, by always having the best raw materials and ingredients.

## DIVERSITY OF PRODUCTS

Through its reference brands such as **Fragata, La Vieja Fábrica, Mario and Susarón**, the company markets a wide range of products in the following categories:

### OLIVES

Consumer preference for table olives is increasing worldwide. The company sells the main Spanish varieties (Manzanilla, Hojiblanca, Queen, Verdial, etc.) in different presentations and brines, and its catalogue also includes olives from other origins (Halkidiki and Kalamata, from Greece; Beldi from Morocco, etc). This characteristic makes it the world's first olive packer and global supplier of this product.

### HERBAL TEAS

The company presents a wide selection of functional herbal teas based on traditional recipes with medicinal plants and herbs. These infusions are carefully crafted with the best combinations of plants, providing an excellent taste, pleasure, and natural well-being.

Its brands also offer **other products** such as pickles, condiments, sweet sauces and other Mediterranean specialties.

### FRUIT PRESERVES

The company offers high-quality fruit preserves, handcrafted with the best raw materials, using a recipe over 180 years old. The product range includes classic flavours such as bitter orange, strawberry, raspberry, blueberries and peach, as well as more exotic options such as pineapple & mango and plum & date blends.

### OILS

The company distributes the best Spanish olive oils, including extra virgin as its flagship product. It also sells other varieties for various culinary needs.





## PRODUCTS

Since its creation in 1925, Fragata has won recognition for its quality and innovation. It is the company's most historical and global brand and has become a benchmark thanks to the excellence of its numerous products and varieties, adapted to the preferences of each market. Fragata's selection of raw materials and manufacturing processes attest to its focus on quality.

## LATEST PRODUCT NOVELTIES

**New olives seasoned** in the 'Andalusian style' and 'Extremadura style', made with the Verdial variety and seasoned with traditional spices. Both of these are offered in convenient glass jars.



Launch for the British market of a practical and delicious range of **snacks: seasoned Greek olives** packaged in 'pots', without brine, ideal for carrying and eating anywhere.





LA VIEJA FÁBRICA  
Desde 1834



## PRODUCTS

La Vieja Fábrica is known for exploring the market's new needs and searching for flavours that surprise both its current and new consumers. The brand embraces tradition and authenticity, values that are reflected in its wide variety of fruit preserves designed to satisfy all tastes.

## LATEST PRODUCT NOVELTIES

**Sweet sauces and chutneys.** New range 'Goes with everything' with 280g retail formats and 800g and 28g formats for the hotel industry. A key feature of these sauces is their versatility, meaning that they can be used as dressings, condiments, complements or garnishes. It includes chutneys and sweet sauces, such as Mango and Onion Chutney, Pepper and Jalapeño Sauce, Sweet

Onion Sauce, Sweet Roasted Pepper Sauce and Fig and Date Sauce.

**New fruit preserves line.** The brand presented 'Fusión', a new range of fruit preserves that includes a blend of fruits and very innovative varieties such as Peach, Mango and Ginger; Pineapple and Mango; Blueberries and Strawberries; and a selection of seven fruits.





## SUSARÓN



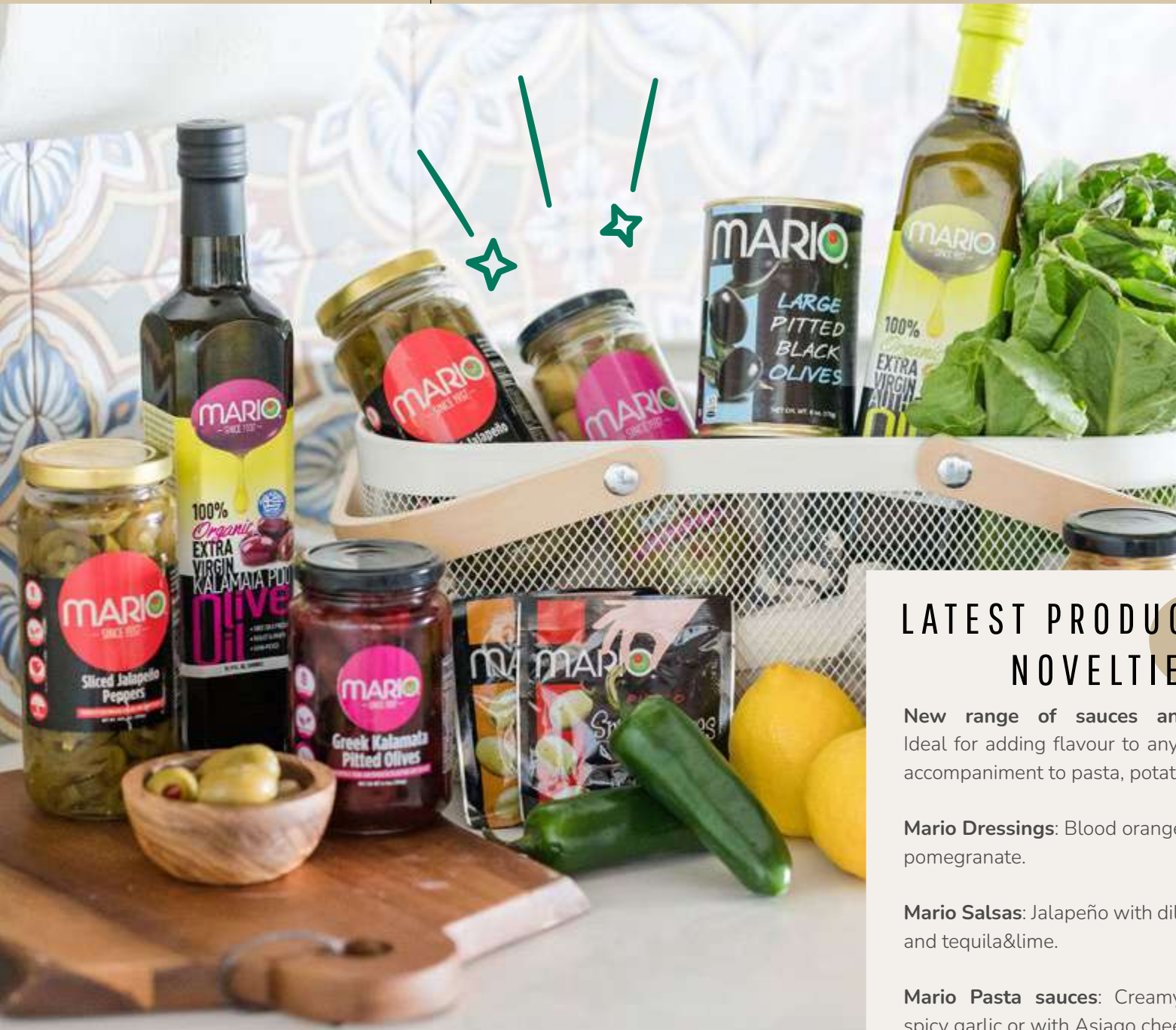
## PRODUCTS

Susarón has earned consumers' trust thanks to its commitment to health and well-being. Its wide range of functional herbal teas helps people take care of themselves, and the brand constantly monitors the taste of its products to ensure that consumers enjoy every moment of consumption to the fullest.

## LATEST PRODUCT NOVELTIES

For greater well-being, the brand launched 'Sleep', an herbal tea that combats insomnia with natural ingredients such as melatonin and passionflower. It also added two more varieties: 'Digestion' and 'Intestinal transit'. Now Susarón offers a wide range of products that includes 'Memory', 'Joints', 'Menstruation', 'Healthy belly', 'Slimmer', 'Lax-sana' and 'Fat burner'.





MARIO



## PRODUCTS

The Mario brand stands out in the North American market for its prestige and recognition, driven by innovative and high-quality products. Mario's catalogue includes olives, oils and a wide variety of Mediterranean foods such as scallions, peppers and artichokes.

## LATEST PRODUCT NOVELTIES

**New range of sauces and dressings:** Ideal for adding flavour to any dish or as an accompaniment to pasta, potatoes or salads.

**Mario Dressings:** Blood orange, pineapple or pomegranate.

**Mario Salsas:** Jalapeño with dill, rum&mango and tequila&lime.

**Mario Pasta sauces:** Creamy vodka, with spicy garlic or with Asiago cheese.



## WE GUARANTEE QUALITY

GAC's mission is simple but ambitious: 'Add flavour to consumers' lives'. This goal implies meeting the demands of an increasingly demanding public. To achieve this, the company prioritises quality in all its products, from raw materials to manufacturing processes. This commitment to quality translates into trust and security, core values that define the company and are present in all its activities.

Thus, the Group has a **Quality Management and Food Safety System** designed for continuous improvement, which applies the necessary food safety and legal compliance requirements.

As a guarantee for its customers and consumers, this system pursues the following objectives:

- Apply continuous improvement to processes.
- Achieve dynamic adaptation to quality and food safety standards. Involve the entire workforce in the continuous improvement process.
- Satisfy the implicit and explicit requirements of the products in terms of quality, legality, safety, and third-party audit requirements.
- Ensure the availability of the resources needed to achieve the objectives.

In addition to controlling the internal processes, a **traceability system** allows detailed tracking of products as they move along the supply chain, from the origin of the raw materials to the final distribution of each batch sold, thereby increasing operational efficiency and improving customer service.

Moreover, the company periodically undergoes extensive **external audits** to verify proper compliance with the legal requirements and the different certifications and accreditations. This includes the specific requirements certain customers set regarding quality and food safety.



## CERTIFICATIONS

This strategic approach has led the company to obtain the most prestigious international certifications:



**20+** annual audits carried out by third parties and clients

**500+** sample shipments for finished product and raw materials analysis

✓ Annual inspections by the administration

✓ Technical visits by clients

✓ Monthly self-inspections

In 2023, the company conducted several **internal audits** to strengthen quality and food safety mechanisms. In addition, **monthly self-inspections** were conducted at each production plant and warehouse on food safety culture requirements.

**FOOD SAFETY CULTURE**

To promote food security, the company conducts a yearly survey to determine its actions during the next fiscal year. The last survey, in September 2023, resulted in the following objectives:



-  Encourage participation in the Employee Portal.
-  Include food safety issues in the Directorate-General's communication meetings on results.
-  Prepare a list of possible improvements and investments to optimise the infrastructure.
-  Provide a space for comments and observations in the next survey.



**INDEX OF IMPROVEMENT OPPORTUNITIES**

In 2023, the company handled 792 complaints (internally referred to as 'improvement opportunities'), with an overall favourable index compared to 2022, despite having produced an additional 20.7 million units.

	2022	2023
Global index	42	33
Opportunities for improvement	912	792

**FOOD SAFETY AND FOOD HANDLING TRAINING**

Every year, the entire staff receives training covering topics such as quality policy and food safety, good handling and personal hygiene practices at work and maintenance, as well as allergen policies, glass, pest control, safety, integrity, Halal and Kosher, among others.





## CONSTANT INNOVATION

Innovation is a key tool to achieve excellence and encourage continuous improvement. Aware of this, Grupo Ángel Camacho has a specific policy in this area to integrate it into its daily life.

That is why it constantly reviews and updates its wide range of products to suit market preferences, launching increasingly varied ranges aimed at providing the best consumer experience. It emphasises attention to taste, ensuring that products are

nutritious, healthy, sustainable, and highly appreciated and desired.

### UNIQUE STRAINS TO IMPROVE OUR OLIVES

GAC launched the LIO-CEP project, which seeks to develop a strain of proprietary inoculums to **control** the packaged olive fermentation process **more efficiently**. The selected strains were tested in the pilot phase to verify their fermentation capacity. Additionally, they were compared with fermentations with different

types of commercial bacteria. The chosen strains presented better fermentation kinetics than spontaneous processes, greater free acidity production, better fruit luminosity and better texture. From the organoleptic point of view, these olives obtained a **degree of preference of 62%** compared to olives from spontaneous fermentations.



“

*We are committed to quality through innovation”*



## DISTRIBUTION CHANNELS

The company's products reach the final consumer through different channels, marketed under its own brand or distributors' brands. They all seek to find the best balance between excellent quality and competitive prices.



### RETAIL CHANNEL

Products that are distributed with own brands or distributors in supermarkets, hypermarkets, convenience stores, etc.



### FOODSERVICE CHANNEL

Products that can be marketed in the HORECA channel or be reprocessed or used as ingredients in hotels, restaurants, etc.



### FOOD INDUSTRY

Products to be reprocessed or packaged in different formats or in bulk, for third parties or other manufacturers.



### ONLINE CHANNEL

Direct marketing to end or professional consumers, through the 'La Vieja Fábrica' and 'Susarón' online stores. There are also online channels in marketplaces such as Amazon Fresh or in our main customers' online stores.

# 2022-2023 KEY FIGURES

## BUSINESS


Grupo Ángel Camacho's consolidated sales amounted to 252.3 million euros in 2022 and to 253 million euros in 2023. Turnover of Ángel Camacho Alimentación, the main business unit, whose sales in these two years amounted to 171.1 and 186.3 million euros, respectively, accounted for around 73%.

Grupo Ángel

Camacho's **SALES** in **2023** totalled

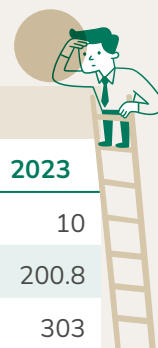


.... • **253** • ....  
MILLION EUROS

	ECONOMIC FIGURES (€M)			
	ÁNGEL CAMACHO ALIMENTACIÓN		GRUPO ÁNGEL CAMACHO	
	2022	2023	2022	2023
<b>Sales</b>	171.3	186.3	252.3	253.1
<b>EBITDA</b>	7.1	13.1	18	23.3
<b>Investments</b>	4.6	5.1	7.1	10.3
<b>Pre-tax result</b>	2	6.6	9.3	17.1
<b>Total assets</b>	141.6	152.2	212.7	226.1
<b>Equity</b>	27.6	32.5	84.6	96.2

	GAC ECONOMIC FIGURES (€M)	
	2022	2023
<b>Taxes*</b>	7.9	10
<b>Exports</b>	204.1	200.8
<b>Suppliers</b>	374	303
<b>Salaries</b>	20	21.1

\* Taxes include Corporation, Social Security and other taxes.

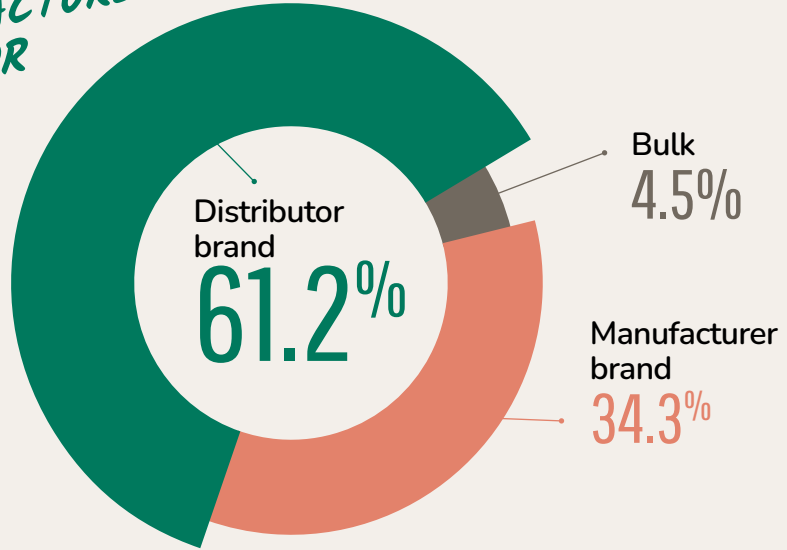




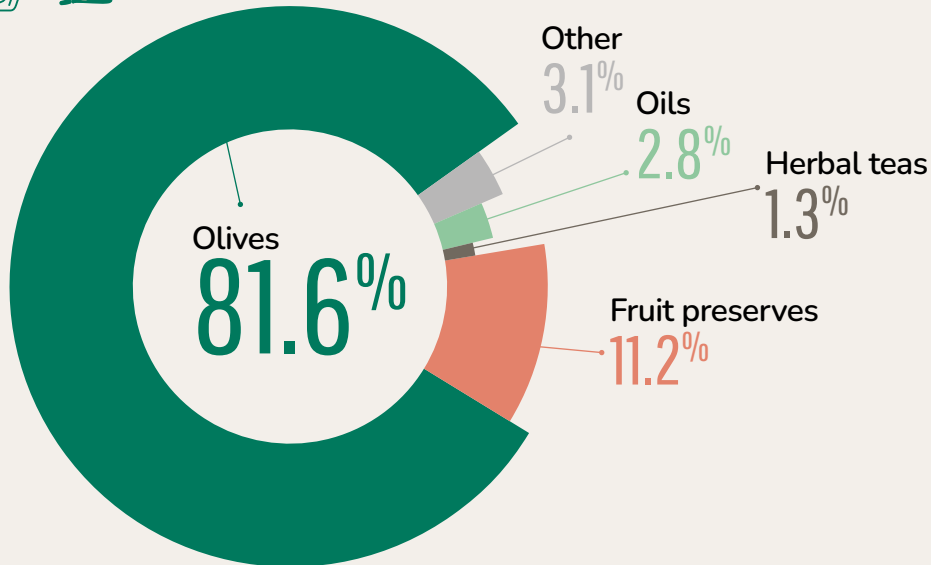
2023  
SALES



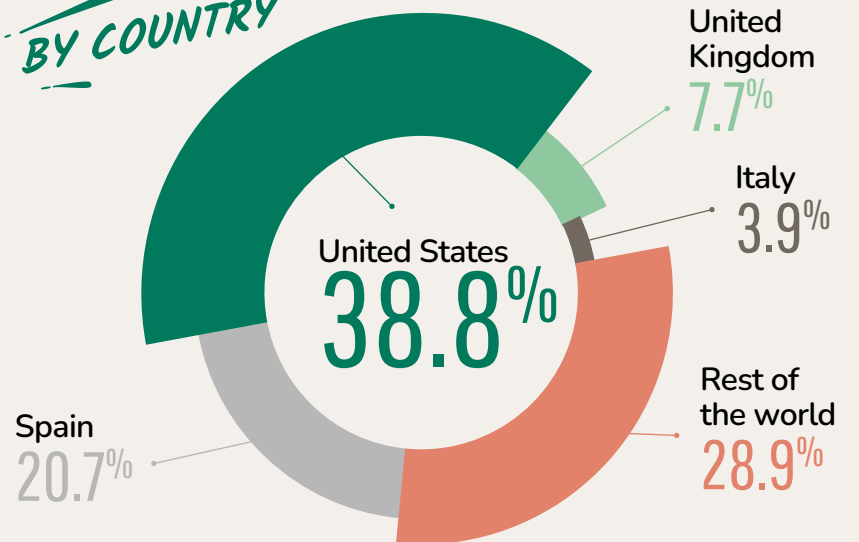
**BRAND MANUFACTURER  
OR DISTRIBUTOR**



**PRODUCT  
CATEGORY**



**BY COUNTRY**





**ACA ENVIRONMENTAL DATA\***

	2022-2023
CO <sub>2</sub> emissions per kilogram of packaged olives	-2.9%
Water consumption**	-0.90%
Electricity consumption	-0.20%
Diesel oil consumption	+5%
Biomass consumption	+3%
Factory surface area occupied	-2%

\* Only ACA figures are shown because it is the Group's business unit responsible for the main factories.

\*\*Includes consumption in factories and farms.



**GAC PEOPLE**

	2022	2023
Employees (annual average)	693	641
Female staff (annual average)	239	193
Investment in training (€)	66,385.8	118,724.3
Salaries (€M)	20	21.1
Local purchases (%)	49.2	38.1
Integrated suppliers (Camacho Integra Programme)	45	50



**GOOD GOVERNANCE**

	2022	2023
Reports received via the Complaints Channel (#)	1	0
Investment in digitalisation R&D (€)	100,650	148,452
Social investment in associations and other entities (€)	102,545	126,940
Tax contribution (€M)	7.9	10

# 2022-2023 MILESTONES



## BUSINESS

- ✓ GAC buys into the shareholding of the Italian company **Sama S.p.A.**
- ✓ Building of the **2024-2026 Strategic Plan**, or SCC (Satisfied Client and Consumer) Plan, a roadmap toward a business model based on customers and consumers.
- ✓ Drive to move olive groves from traditional and intensive farming to **highly intensive** dryland farming to facilitate automated olive harvesting.
- ✓ Establishment of a **new commercial business unit** called A. Camacho Foods.



## PEOPLE

- ✓ Increase of **78.8% of investment** in staff training.
- ✓ Implementation of the **Transformation of Preventive Culture project**, which includes prevention, awareness-raising and communication measures.
- ✓ Implementation of a **hybrid work model**, in line with global work-life balance and flexibility trends.



## PRODUCT

- ✓ Launch of **LIOCEP**, an innovation project to develop a strain of proprietary inoculums that more efficiently controls the packaged olive fermentation process.
- ✓ New **over-wrapping** of the Susarón herbal teas without the layer of aluminium and plastic, using only paper and applying glue in the welding areas.
- ✓ New **stand-up pouches**, flexible packaging for brine-free olives made from 100% recyclable material.



# 2022



## SOCIETY

- ✓ Susarón supports the **national Women's Race circuit** by providing products for 'runner's bags'.
- ✓ Renewed participation in 'Andaluces Compartir' (Andaluces Sharing), a **food donation campaign** for Andalusia's most disadvantaged families.
- ✓ Launch of the **destACA project**, devised to support olive suppliers in developing products with optimal physicochemical characteristics through efficient and sustainable processes.

# 2023



## ENVIRONMENT



- ✓ Olive pit biomass **accounts for 92% of total fuel consumption.**
- ✓ Factory implementation of **cooling circuit improvements** to guarantee the demand for cooling water and the sterilisation and pasteurisation processes.
- ✓ Installation of **2,545 solar panels** on different industrial buildings in Morón de la Frontera and **244** on the Infusiones Susarón plant in Otero de las Dueñas.
- ✓ Hiring of a new electricity supplier to guarantee the **renewable origin of electricity.**

## AWARDS AND RECOGNITIONS



La Vieja Fábrica won the **Clara magazine award** in the '**Best Launch of the Year in Food**' subcategory with its new 'Goes with Everything' sauces.



Our 2020-2021 Sustainability Report won the **2023 Silver Astrid Awards** in the Specialised-Online Annual Reports category.



The Fragata Variety 'Aliño del Abuelo' olives won the '2023 Award for the best olives' awarded by the consumers of DegustaBox, which collected more than 1.8 million responses.



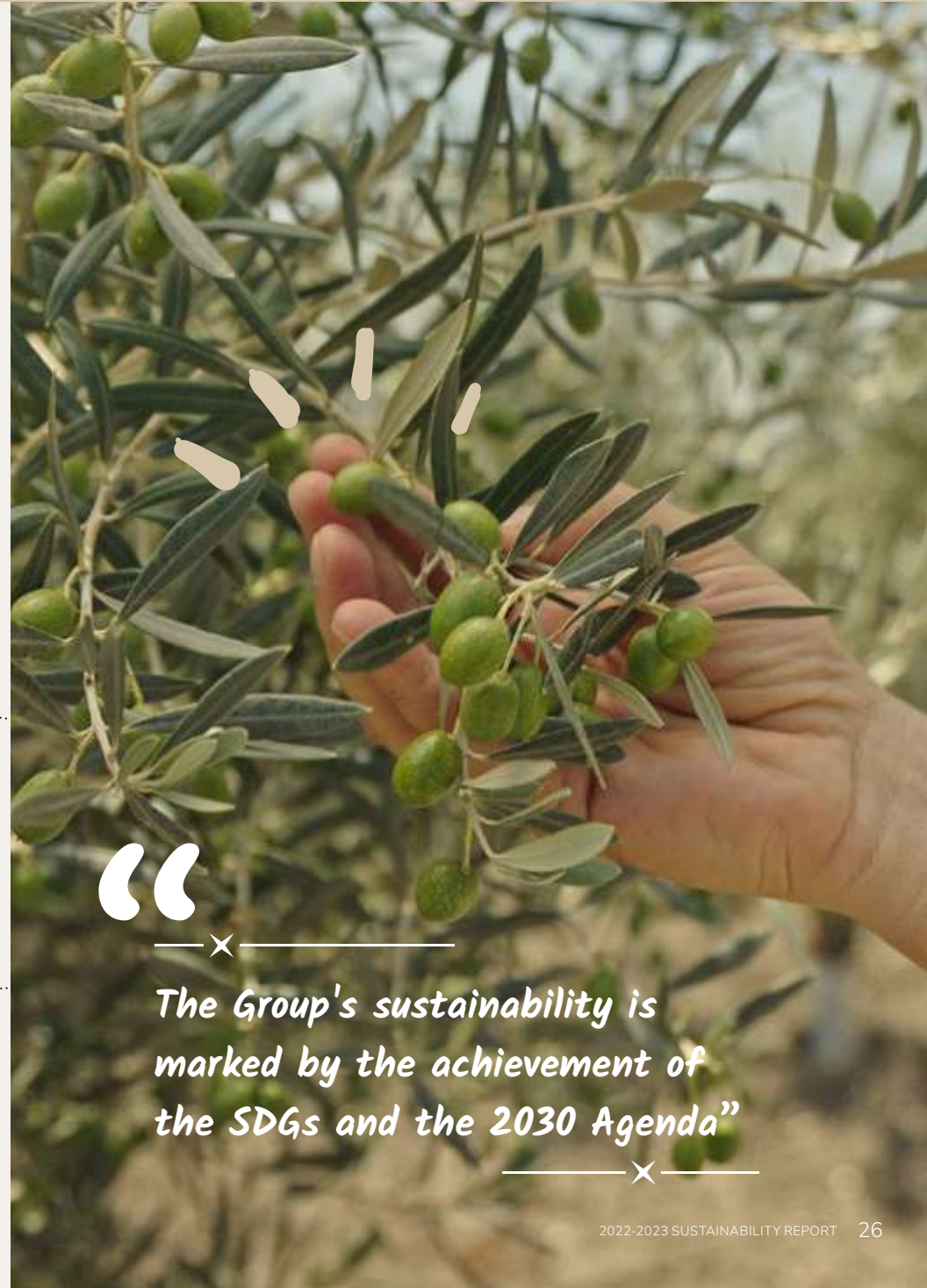
The Andalusian Regional Government, specifically the Regional Ministry of Agriculture, Livestock, Fisheries and Sustainable Development, published a review in its Environmental Education for Sustainability bulletin that highlights ACA's **commitment to environmental sustainability.**

# WE CONTRIBUTE TO A *sustainable future*

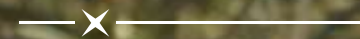
In line with sustainable development and the generation of shared value with all its stakeholders, Grupo Ángel Camacho has complied with the **United Nations Global Compact** since 2013. This commitment guides responsible business conduct in key areas such as human rights, the environment and the fight against corruption, based on the ten principles of the Global Compact. Year after year, this commitment is validated through the Progress Report, which reflects how the company has integrated these principles into its operations.

GAC supports and contributes through its activities to the **UN 2030 Agenda and the Sustainable Development Goals (SDGs)** which represent a crucial roadmap to address the most pressing global challenges and build a more just, prosperous and sustainable future for all.

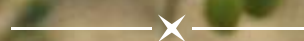
In addition to its global commitment, at local level and in 2016, Ángel Camacho Alimentación adhered to the **Ten Golden Rules of Responsible Companies of Seville**. This regional initiative promotes the creation of wealth and employment as engines to promote local social and economic development.








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*The Group's sustainability is marked by the achievement of the SDGs and the 2030 Agenda”*



# GRUPO ÁNGEL CAMACHO'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS


ODS	ACTIONS	STAKEHOLDERS
<b>1</b> NO POVERTY 	Collaboration with food banks and NGOs; implementation of measures to reduce food waste, increase the amount of local purchases and promote local employment.	Communities and Third Sector
<b>3</b> GOOD HEALTH AND WELL-BEING 	Quality Management and Food Safety System.	Suppliers, customers and consumers
	Health and safety protocols for all workers in the different jobs.	Employees
	Development of healthy products in all areas to promote people's health and well-being.	Customers and consumers
	Implementation of the 'Zero Waste' protocol in agricultural companies to produce safe food.	Suppliers and consumers
<b>4</b> QUALITY EDUCATION 	Promoting employee training and professional development.	Employees
	Collaboration with educational entities.	Communities
<b>5</b> GENDER EQUALITY 	It is committed to equality in the workforce with the commitment to increase the proportion of women throughout the organisation.	Employees
<b>6</b> CLEAN WATER AND SANITATION 	Development of programmes to care for water resources.	Environment / Communities
	Recycling of all the water that is processed in the main factory ('Zero Spill').	Environment / Communities
	Water reduction by highly intensive dryland farming.	Environment / Communities





ODS	ACTIONS	STAKEHOLDERS
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	Installation of 2,542 solar panels, equivalent to 1,507.61 kWp, designed to generate 2,000,000 kWh. With this installation, at ACA2 an average of 12% per year was self-consumption, while at ACA1 it accounted for 50%, and reached 65% in the central summer months. The surpluses will be sent to the electricity grid from 2024 onwards.	Environment / business-shareholders
	Contracting of renewable energies.	Environment
	Production of biomass from olive pits, which is used in the facilities as an energy source. 93% of energy consumption and 100% of electricity consumption come from renewable sources.	Environment / business-shareholders
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	Promoting protection, training and safety of people.	Employees
	Code of Ethics as the basis of relations with employees.	Employees
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	More efficiency and less emissions through industrial reorganisation and modernization of the main olive factory.	Environment / business-shareholders
	Implementation of a new Improvement Ideas Management System to take advantage of the collaborative knowledge of everyone in the company.	Employees / business-shareholders
<b>10</b> REDUCED INEQUALITIES 	Non-discrimination policy.	Employees
	Development of a project for the integration of people with disabilities with the aim of promoting their job opportunities, in addition to raising awareness among all employees and making them participate in this initiative.	Employees / Communities
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	Environmental Management System.	Environment
	Responsible waste management.	Environment
	Zero discharge into the sewage system.	Environment



ODS	ACTIONS	STAKEHOLDERS
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	Implementation of initiatives such as drafting the Supplier Guide, production-by-order and supplier integration with the Camacho Integra project.	Suppliers
<b>13</b> CLIMATE ACTION 	Measurement of the carbon footprint and water footprint with the commitment to reduce the impact and curb climate change.	Environment
	Plastic Reduction Project: transparent stand-up pouches made of recyclable plastic and a reduction of the use of plastic in the herbal tea overwraps.	Environment
<b>15</b> LIFE ON LAND 	Planting of 204 hectares of olive grove (approximately 220,000 olive trees) between 2022 and 2023.	Environment
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promotion of ethical and responsible conduct through the Code of Ethics, Compliance Committee and the Good Environmental Practices Guide	Employees Environment
<b>17</b> PARTNERSHIPS FOR THE GOALS 	Adherence to the Ten Golden Rules of Responsible Companies of Seville for the creation of wealth and employment that contributes to local social and economic development.	Communities
	Participation in the 'Food has no waste' programmes of AECOC, and 'Andaluces Compartir' by Landaluz.	Communities



# ALLIANCES THAT *strengthen us*



Grupo Ángel Camacho works to be a benchmark in the sector, in line with its commitment to generating shared value and promoting development in search of a common benefit. To this end, it belongs to and actively participates in numerous organisations, entities and associations, with which it shares experience and knowledge and collaborates to **promote social development** in various areas.



Association of table olive exporters and industrialists. Juan Camacho Bilbao, director of the Olive Division, is vice-president of its management body.



Alimentos de Andalucía Business Association. Ángel Camacho Perea, CEO of GAC, is its 1<sup>st</sup> Vice-President.



Spanish Federation of Food and Beverage Industries.



Confederation of Entrepreneurs of Andalusia.



Spanish Association of Industry and Commerce Exporter of Olive Oils and Olive Kernel Oils.



Seville Olive and Grease Business Association.



Association of Manufacturers and Distributors.



Morón Entrepreneurs Association.



Association for Progress of the Directorate.



Protected geographical indications of Manzanilla and Gordal olives in Seville.



Spanish Association of Teas and Infusions.



National Federation of Associations of Processed Plant Foods and Processed Foods.

MOVING TOWARD THE  
MODERNIZATION  
OF *farms*

Spain ranks as an agri-food power. Thanks to the excellence and diversity of its food products, it is the fourth-largest European country in exports and the seventh in the world. In response to new climate dynamics and changes in market trends, the Spanish agricultural sector has had to adjust, thus promoting the search for more efficient and sustainable production methods.

In this context, **land is a highly valuable commodity** for Grupo Ángel Camacho, because it produces raw materials that, in many cases, are turned into high-quality products and excellent taste. The company advocates for a modern, innovative

and sustainable countryside, where efficient and environmentally friendly agricultural production is encouraged.

To comply with the highest quality standards and contribute to the economic and social development of rural areas of Spain, Grupo Ángel Camacho has made **important advances in innovation** implemented in the agricultural sector in general, and the olive sector in particular, to address and manage current challenges. This translates into a holistic approach toward more efficient and sustainable production, where technologies and knowledge become fundamental allies for the whole chain.



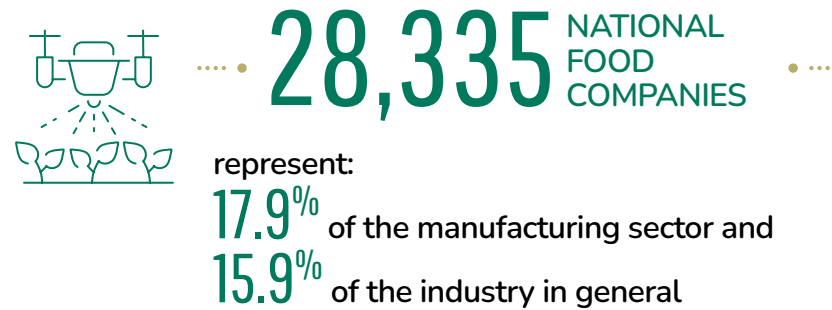
**A KEY SECTOR**

GAC's operates in the food sector, one of Spain's and the European Union's economic pillars. According to figures from the Ministry of Agriculture, Fisheries and Food, this industry is one of the most important in the EU's manufacturing sector, with a turnover of over 1,121,000 million euros, representing 14.3% of the total turnover.

Nationwide, the food industry has a turnover of 142,073.3 million euros, equivalent to 24.2% of the industrial sector, employing 22.6% of the population, representing 20.4% of the total economic value generated by the sector. The number of Spanish companies engaged in this market is 28,335, representing 17.9% of the manufacturing sector and 15.9% of the industry in general.



“ *The company promotes innovative practices to promote a more efficient and sustainable agriculture industry* ”





# NEW CHALLENGES, NEW *paradigms*

The countryside, agriculture, has played a fundamental role in society and is the main source of food consumed daily. Thanks to the evolution of agricultural production in previous decades, supplies are abundant and accessible to all, which has generated a widespread expectation in society of availability and variety at affordable prices.

However, society is currently facing new challenges. Rising production costs and raw materials, as well as climate and environmental challenges, together with changes in consumption habits mean that agricultural production models need to be revised. It is crucial to recalibrate the focus on **productivity and sustainability**, driving the adoption of new technologies throughout the

production cycle, from the fields to the end consumer. This paradigm shift is essential to ensure the long-term viability of the agricultural sector and the entire food chain.

“

*New technologies must help ensure productivity and sustainability”*



# MORE ENVIRONMENTAL challenges

One of the main challenges for the agri-food sector is **climate change**. Increasingly frequent droughts, extreme temperature fluctuations and alterations in weather patterns are affecting the availability of raw materials and harming production.

In Spain, **water scarcity** is particularly worrying. The agri-food industry is the fourth priority in terms of access, after the population, agriculture and energy production. According to the European Environment Agency

(EEA), Spain is one of the European countries most affected by water scarcity, with a chronic water deficit in many regions. It is therefore imperative to implement measures to reduce water consumption and encourage its reuse in industry.

In addition, the agricultural sector faces **depopulation from rural areas**, due to migration to urban areas in search of better opportunities. This threatens the viability of farms and rural infrastructure, highlighting

the need to boost agricultural development to counter this phenomenon.

Similarly, there is a **growing demand for healthy and underprocessed products**, especially from younger consumers, who value trusted suppliers and products with labels that certify their origin, quality and sustainable production.



*Climate change, water scarcity, depopulation in rural areas and changes in consumption habits are challenges facing the agricultural sector”*



# INNOVATE TO BE *sustainable*

Given this scenario, the sector should promote production models based on technologies and knowledge that optimise crops and preserve the environment. These models should focus on responsible and efficient water use, proper soil management, reduction and elimination of the use of chemicals and pesticides, and practices promoting biodiversity conservation.

In the medium and long term, GAC has seen a much more resource-efficient and environmentally friendly agricultural production,



with a firm commitment to quality. To achieve this, the Group provides the agricultural sector with its knowledge and technologies to adapt to present and future demands.

**Digitalisation plays a key role in this area** by providing more information for decision-making, increasing the sector's efficiency and transmitting transparency and trust to stakeholders. Steps are already being taken toward integrating technology and knowledge to support producers to meet quality, sustainability and consumer health requirements, gradually moving toward a model that prioritises sustainability and consumer welfare over maximising production.





# PROMOTING BALANCED *production*

For GAC, supporting the olive sector is essential for the company's own viability and a more sustainable environment. Specifically, the company has two projects focused on providing support to the productive sector: **Camacho Integra** and **DestACA**.

## CAMACHO INTEGRA

This programme focuses on **integrating producers** and providing them with knowledge and advice to make informed decisions on their farms. It focuses on growing olives that meet rigorous quality and sustainability standards while being profitable. We propose a sustainable agricultural production model free of waste, where trees, soil, climate and irrigation water form a balanced, integral system.



No of hectares  
**2,150**



Integrated farms  
of **32**  
Suppliers

## DestACA

Once the integration is complete, we work with producers to develop **articles with optimal physicochemical characteristics**. This facilitates a more efficient and

sustainable industrial process, always oriented to satisfy consumer demands.

The project includes support for

farmers to ensure sustainable production, specifically in matters such as the reducing organic and chemical fertilisation, consuming rainwater, as they are primarily

dryland crops, rationally using electric and fuel energy, and preserving native flora to prevent soil corrosion.



# NEW AGRICULTURAL DIVISION IN A CHALLENGING *context*

Grupo Ángel Camacho has created a new division focused on the agricultural business. Among its objectives is to lead the transformation of the traditional olive grove, which depends, to a large extent, on irrigation water and manual harvesting, **toward highly intensive farming** with automated harvesting. The Group foresees a gradual transition to this production method, with the goal of reaching 519 hectares under this model by 2025 and 2026.

**The company has planted 200,000 olive trees in highly intensive farms in the last 3 years, now has 280,000 olive trees of its own and aims to exceed half a million olive trees in highly intensive farm land by 2026.**

The development of this division is crucial in the face of the drought that has affected the production of table olives in Spain in 2022 and 2023. This drought, the worst ever on record,

has wreaked havoc on olive groves, causing desiccation and fruit loss in many trees. The table olive harvest in Spain was **429,000 tonnes, 18% below average**, exacerbating shortages and increasing prices.

## NEW PROJECT OF THE DIVISION

The **Carbon Credit Project** is underway, and aims to quantify and certify the tonnes of CO<sub>2</sub> captured by agricultural and environmental cultural measures carried out on GAC crops.

Later, the project will be extended to the farms that are part of Camacho Integra.

OBJECTIVE



**519** hectares of highly intensive farming with automated harvesting for the years **2025** and **2026**





TAKING CARE OF THE  
*environment*

# EXCELLENCE IN ENVIRONMENTAL management

Ángel Camacho Alimentación is committed to environmental sustainability as an integral part of its business strategy, supported by an **Environmental and Energy Policy** dedicated to caring for the environment and efficiently using resources.

To roll out this strategy, the company implements **Environmental and Energy Management Systems**, promoting continuous improvement and efficiency. Its **Environmental Management System** is certified under the **ISO 14001:2015 standard**, which guarantees compliance with

the highest environmental quality standards. Meanwhile, the **Energy Management System** complies with **ISO 50001:2018**.

In addition, the company has certifications such as **EMAS** (Eco-Management and Audit Scheme) and **The Water Footprint Network**. It measures its carbon footprint using the methodology of the **PAS guide: 2050:2011**, the **Green House Gases Protocol** and **UNE-EN ISO 14064-1:2019**.

In 2021, ACA obtained the **Zerya certification** for its 'Zero Pesticide Waste'

protocol on olive farms. The company is also part of the **Global Security Verification (GSV) Programme**, which checks security in all its processes and in the supply chain.

These systems are supervised by an **Energy Efficiency Committee**, which meets periodically to manage the **Energy Efficiency Action Plan (EAP)**. Its main functions include the identification and evaluation of projects, the justification of investments, the estimation of savings, the verification of the correct implementation of measures adopted and monitoring of achievements.

## CERTIFICATIONS





Environmental management is a shared responsibility”



## ALL FOR ONE FOR THE ENVIRONMENT

The Environmental and Energy Policy extends to employees, collaborators and suppliers, and its management is a shared responsibility.

That is why the company works on continuous training and dissemination initiatives to raise awareness of the importance of environmental practices and promotes the efficient consumption of resources such as water, electricity and fuels

through the **Guide to Good Environmental and Energy Practices**. In addition, environmental policies emphasise compliance with environmental and energy regulations and commitments, both in the acquisition of products and services such as in the design of new facilities.

In terms of the relationship with its **suppliers**, to ensure that they operate under sustainable parameters,

ACA requests them to **sign the environmental clauses**, and requires that they have their own management systems, mainly certified by ISO 14001. In addition, its suppliers and subcontractors receive a document summarising the company's environmental commitment and includes a question to request information on their performance in this area.



# SUSTAINABLE progress



## ON THE ROAD TOWARD SELF-CONSUMPTION

During 2022 and 2023, ACA installed 2,542 solar panels in two phases on the roofs of the warehouse, the olive factory, the head office and the fruit preserve plant. This facility has a capacity of 1,507.61 kWp and generates a total of 2,000,000 kWh of energy.

This facility has allowed the olive warehouse and plant to reach an average of 12% self-consumption, while the head office and fruit preserve plant accounted for 50% annually, even reaching more than 65% in the central summer months. The surpluses will be sent to the electricity grid from 2024 onwards.

In addition, in the Susarón plant, located in León, completed the installation of 244 solar panels, generating 24,000 kWh of energy, in 2022. Of this total, 43% are self-

consumed in the factory, while 57% are surpluses. During production days, the plant reaches a self-consumption level of 70%. It should be noted that the consumption of this infrastructure is 100% renewable.

Thanks to these projects, energy consumption from photovoltaic panels increased by 323.71% from 2022 to 2023, from 251,181.76 kWh to 1,064,275.10 kWh. This has meant a significant reduction of the carbon footprint, avoiding the

indirect emission of 68.57 tonnes of CO<sub>2</sub>E in 2022 and 276.71 tonnes CO<sub>2</sub>E in 2023.

Along these lines, one notable milestone is that, from 2023, the Group secured the provision of green electricity through a contract validated by a **Certification of Renewable Origin**.

Thus, as a result of these actions, a remarkable 78% of the total electricity consumed comes from renewable sources.



*In 2023, 78% of the energy consumed came from clean energy”*



Thanks to this photovoltaic installation, we will be awarded the **MITECO seal**, which recognises companies that fight against climate change by reducing their carbon footprint by generating green, clean and renewable energy.

## TRANSFER OF THE ACTIVITY OF ESPARTINAS TO MORÓN DE LA FRONTERA

As part of the industrial modernization plan, the company moved its operations from the Espartinas facilities to the Morón de la Frontera plant. This move is part of the strategic plan of Ángel

Camacho Alimentación that seeks to **optimise industrial processes, improve productivity** and increase competitiveness. In 2023, fuel consumption fell significantly. We achieved a 53 per cent decrease

in propane use and 1.6 per cent in biomass use compared to 2022. These achievements showcase the company's dedication to improving its energy efficiency and reducing its environmental impact.



*In 2023, biomass use accounted for 92% of total fuel consumption”*



## REDUCTION OF LAND OCCUPATION

Ángel Camacho Alimentación has maintained its production capacity through the optimisation of resources and processes, which has let it reduce its infrastructure and spaces and, therefore, land occupation. As part of this strategy, the company decided to close the plant dedicated to oil packaging and the IESA land (former olive packaging plant).

## PROTOCOL AND MONITORING TO OPTIMISE CROPS

The company has implemented a **pesticide elimination** protocol to produce safe and chemical-free foods. It also quickly and efficiently records the **state of health of the plants**

**on each farm.** This lets it anticipate the most common problems they are likely to face and gather data on their evolution, a powerful tool for decision-making based on previous experience.



## ADDING TO 'A MILLION TREES'

ACA supported DKV Seguros' 'One Million Trees' project. The initiative aims to contribute to climate mitigation by promoting forest restoration projects to capture CO<sub>2</sub> and preserve natural ecosystems.

these trees to **filter 300,000 kg of harmful CO<sub>2</sub> from the atmosphere** and store the carbon in their wood and soil.

The company has helped to sponsor the planting of 1,000 trees in the Yucatan Peninsula (Mexico), in the Balam-Kú and Calakmul biosphere reserves. This contribution will enable



## INNOVATION IN PACKAGING



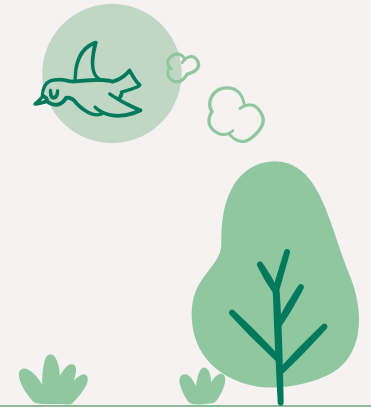
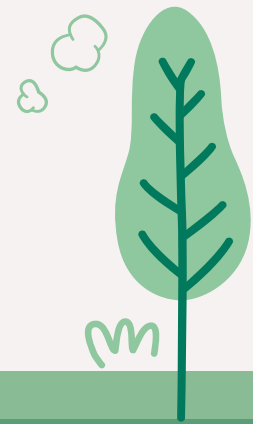
The company and a supplier designed the 'doypack' (stand-up pouches), flexible packaging for brine-free olives, made from 100% recyclable material. Through innovation, thickness of the last layer of the container was reduced from 80 to 60 microns, achieving **plastic savings of close to 5,500 kilos per year.**

## INFUSIONES SUSARÓN REDUCE PLASTIC IN OVERWRAPS

The company has removed the aluminium and plastic layers, leaving only the paper layer and applying glue in the welding areas. It has reduced its plastic usage from 9,035 kg to 395 kg, while the herbal tea properties remain intact. The primary packaging supplier and the University of León devised this innovation.



# 2022-2023\* MAIN ENVIRONMENTAL FIGURES




**CARBON** FOOTPRINT   
**CO<sub>2</sub> EMISSIONS** **-2.9%**  
 per kg of packaged olive

**CONSUMPTION**

Electricity **-0.20%** 


Compressed air **+4.20%** 


Diesel **+5%** 

Biomass **+3%** 

Zero fuel oil 

Fuel from biomass **92%**

Energy coming from renewable sources **93%** 

Green electric (from renewable sources) **100%** 

**WATER** FOOTPRINT   
**Water CONSUMPTION** **-0.90%**

RAW MATERIALS AND **PACKAGING** CONSUMPTION

Raw materials **-3.40%\*** 

Packaging **-2.60%\*** 

\* Tonne of packaged product.

WASTE AND **DISCHARGES** 

Generation of discharges **-8.80%** 

Non-hazardous **+5%** 

Hazardous **-4.80%** 

REDUCTION OF OCCUPIED **LAND AREA**   
**-2%**



**-11.05%\***  
Direct water consumption

\*In 2023 with respect to 2022.



Ángel Camacho Alimentación has taken a significant step toward sustainable resource management when calculating the water footprint, following the **Water Footprint Network** methodology. This rigorous approach allows the company to understand the impact of its direct and indirect water consumption and develop effective strategies to reduce it. Thanks to these efforts, in 2023, we **reduced** our **water footprint** by 0.10% compared to 2022.

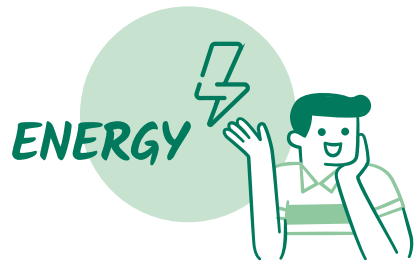
Although apparently small, this reduction results from careful and continuous optimisation of direct water consumption in all operations, decreasing from 427,548 m<sup>3</sup> in 2022 to 380,296.25 m<sup>3</sup> in 2023. Several water efficiency initiatives have managed to minimise water usage without compromising the quality of products or processes.

ACA's commitment to accurate measurement and continuous improvement of its water footprint not only underlines its environmental responsibility and demonstrates a proactive approach to sustainability.

“  
For decades we have  
been working on  
responsible water  
management in  
both production  
and consumption”



-  Transforming traditional olive groves into a **highly intensive dryland crop** that uses rainwater and uses automated harvesting.
-  Meter-based monitoring and control to ensure that farms do not draw more irrigation water than the volume allowed by the Guadalquivir Water Authority.
-  Inspecting facilities to **detect possible leaks or spills**.
-  Installing **timed taps and cut-off systems** to prevent them from being left open.
-  Installing small reservoirs in **farms for using rainwater and drip irrigation systems**.
-  New technologies and **water-saving production processes**.



Photovoltaic panel electricity consumption: **+323.71%\***

\*In 2023 with respect to 2022.



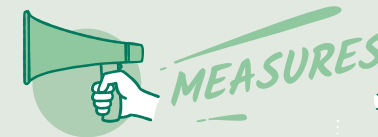
In 2023, Ángel Camacho Alimentación has made a remarkable advance in the use of sustainable energy. Guarantee of Origin (GO) electricity consumption increased significantly to 7,207,514 kWh, representing 68% of the total electricity consumed, compared to 0% registered in 2022. In addition, photovoltaic panel-generated electricity consumption grew considerably, from 251,181.76 kWh in 2022 to 1,064,275.10 kWh in 2023, which is equivalent to an increase of 23%, **thus reaching 10% of the total solar generated electricity consumption** in 2023 compared to 3% of the previous year.

These data reflect the company's commitment to adopting cleaner and renewable energy sources, reducing its dependence on electricity from

total non-GO consumption from 97% in 2022 to 22% in 2023.

The company also implements various measures to reduce energy consumption, both electricity and fuel.

“**10% of total electricity consumption comes from photovoltaic panels**”



**ENERGY SAVING**

Using **heat pumps** in installations where domestic hot water is used.

Avoiding frequent **switching off and switching on** of fluorescent tubes and starting and stopping the equipment.

Installing of **sensors for turning on and off outdoor lights**.

Replacing incandescent lighting devices with **fluorescent tube or energy-efficient lamp systems**.

Avoiding placing refrigeration installations near heat sources, ensuring that they close tightly and **regulating their internal thermostat at suitable temperatures**.

**FUEL ECONOMY**

Replacing Liquefied Petroleum Gas (LPG) trucks with **electric ones**.

Acquisition, installation and commissioning since 2023 of a **new biomass boiler** in the olive factory in Morón de la Frontera.

**Facility and equipment preventive maintenance plan.**

## RAW MATERIALS, CONTAINERS AND PACKAGING

Consumption of raw materials for:  
production:

**+4.34%\***

\*In 2023 with respect to 2022.

containers and packaging:

**-25.84%\***



The company strives to reduce the consumption of raw materials for the containment and packaging processes. Despite a 2% increase in production in 2023 compared to the previous year, consumption of these raw materials fell 25%. This achievement underscores efforts to optimise resources and minimise the environmental impact associated with these processes.

The continuous commitment to **process optimisation** and **innovation in the design of more sustainable packaging** positions the organisation as a reference in responsible business practices.



*The company is a benchmark in responsible business practices*

This initiative improved operational efficiency and reduced supplier transport by 65.35% in 2023 compared to 2022. Decreasing the amount of materials used in containers and packaging has cut costs and our carbon footprint.

In addition, the company has drafted various purchasing measures and policies in this regard.

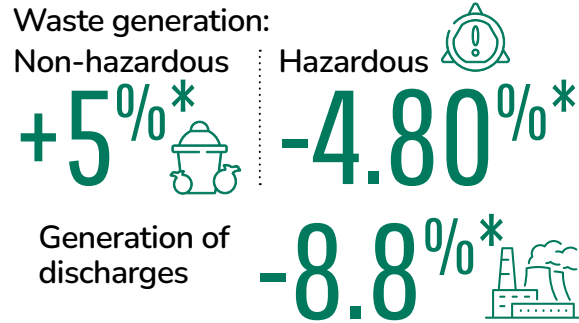


**Bulk-purchasing products** with the lowest possible volume of containers and packaging.

**Prioritising purchasing from local suppliers** to avoid unnecessary haulage expenses, choosing products with calculated and certified carbon and water footprint, and, as far as possible, materials and products from accredited organic farming.

Using packaging made of **recycled, biodegradable materials** that can be returned.

## WASTE AND DISCHARGES



\*In relation to the period 2020-2021.

The waste that ACA generates in its operations is classified as hazardous and non-hazardous. Among the latter are non-recyclable waste, delivered to final managers, and recyclable waste, delivered to managers for recycling or recovery (cardboard, plastic, glass, tin, electrical equipment, scrap metal, boxes or toner).

In relative terms, non-hazardous waste increased by 5% in 2022-2023, compared to the previous period.

In addition, those considered hazardous include contaminated containers, aerosols, solid ink, non-halogenated solvents, waste oils, contaminated paper and absorbents, filters, fuels, etc. ACA produces approximately 1.43 tonnes of hazardous waste, which ranks it as a 'small producer'. In relative

terms, the generation of hazardous waste decreased by 4.80% in 2022-2023.

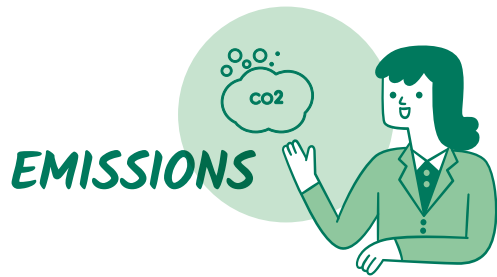
In terms of discharges, an 8.8% decrease was achieved in 2022-2023, thanks to measures such as the prohibition of discharging waste into the public sewer system and the proper segregation of wastewater.



**Proper waste and discharge management is essential for sustainability**



-  Segregating organic waste for the **production of compost** as fertiliser.
-  **Separating technological waste** and its disposal at authorised recycling points.
-  Reducing raw material **storage times** through stock management to avoid waste production.
-  **Donating disused electronic equipment** so that NGOs and associations can recycle them.



CO<sub>2</sub> emissions per kg of packaged olives  
**-19.89%\***

\*In 2023 with respect to 2022



ACA calculates its carbon footprint as per UNE-EN ISO 14064-1:2019.

reduction of Category 4 emissions by 13.04%.

In 2023, we reduced our emissions/kg of olives indicator by 19.89%. This reduction is mainly due to decreases in emissions in some of the categories of said standard: Category 2 (electricity consumption), Category 3 (transport) and Category 4 (use of raw materials).

Other initiatives and processes are also underway to reduce carbon emissions.

The company has reduced category 2 emissions by 77.8% by **buying Guarantee of Origin (GO) electricity and increasing self-consumption of photovoltaic panel electricity**. It also reduced category 3 emissions by 48% **after supplier transport** decreased due to lower raw material consumption (for packaging). This also affected the

“  
*Energy consumption from renewable sources has significantly reduced the carbon footprint*”



Using **extraction equipment with suitable filters**.

Training and informing staff on the importance of **reducing the company's polluting potential**.

Installing **fume extraction, treatment and purification systems**.

Proper **maintenance of the boilers** to ensure their efficiency.

Reducing **noise emissions** by keeping the equipment running only for the necessary time and performing proper maintenance.

## MORE SUSTAINABLE SYSTEMS

In 2023, the company took a significant step forward in its transformation and sustainability strategy by migrating its on-premise solution-based IT infrastructure to cloud platforms.

This change, rolled out in collaboration with its strategic partner Telefónica Tech, has given us a new modular infrastructure that is flexible, scalable and secure. It adapts to the company's needs and contributes to environmental sustainability.

Telefónica Tech's data centres, now home to ACA's IT infrastructure, are designed to maximise energy efficiency

through advanced management and cooling technologies. This optimisation **reduces total energy consumption**, directly reducing the Group's carbon footprint.

The decision to establish this alliance aligns with the company's strategic objectives of **reducing greenhouse gas emissions**, as Telefónica Tech has committed to operate exclusively with renewable energy by 2030.

Likewise, the technology company has a strategy to reduce waste and recover valuable materials extracted from electronic equipment and reintroduce them into the supply

chain. Thus, with this agreement, ACA is participating in a more circular economy in its value chain.

Digitalising the company's processes also provides more efficient operation that depends less on physical resources. These platforms can scale resources dynamically according to demand, ensuring that energy is not wasted on underutilised resources.

In short, this collaboration is not only a demonstration of innovation capacity and response to technological challenges, but also reflects a commitment to a sustainable and responsible business model.

“



*The decision to migrate to the cloud reflects a strategic and conscious approach to sustainability”*



# COMPANY COMMITMENTS FOR 2030

## CARBON FOOTPRINT

NET CO<sub>2</sub> EMISSIONS TO  
the atmosphere:  
**ZERO** 

## CONSUMPTION OF RESOURCES

**100%** CARDBOARD  
and PAPER  
with ZERO net  
deforestation certificate

**100%** recyclable  
PLASTIC,  
reusable or compostable

## WASTE

Reduction of FOOD  
WASTE by **50%**

**ZERO** TO LANDFILL  
Food waste

## WATER FOOTPRINT

Reduction of WATER  
use by **30%** 

“

— × —  
*We work to continue reducing our water and carbon footprint, with the aim of achieving a positive impact on the environment”*

×



FOR  
*people's*  
WELL-BEING

# THE STRENGTH OF *the team*




*Advocating for an excellent working environment and promoting quality employment are priorities for the Group”*

Undoubtedly, Grupo Ángel Camacho owes its success to every member of its staff, both in Spain and abroad. It is they who, with their commitment and dedication, manage to boost the performance, competitiveness and excellence that characterise the organisation. Therefore, for GAC it is essential to ensure people's well-being and provide the best working conditions so that they can develop

professionally in a safe, motivating environment and with the same opportunities for everyone.

In 2023, the company passed the SMETA 4 PILLARS audit, an audit that guarantees compliance with business and social ethics standards, as well as labour, occupational safety and health standards, and environmental standards.



	NUMBER OF EMPLOYEES BY BUSINESS UNIT					
	2022			2023		
	Women	Men	Total	Women	Men	Total
Ángel Camacho Alimentación	125	330	455	140	381	521
Grupo Ángel Camacho	18	34	52	25	35	60
A. Camacho UK	2	3	5	4	2	6
Infusiones Susarón	5	14	19	6	9	15
Mario Camacho Foods	15	8	23	15	8	23
Stovit Group	74	51	125	-	-	-
Agricultural companies	0	14	14	2	14	16
<b>Total</b>	<b>239</b>	<b>454</b>	<b>693</b>	<b>193</b>	<b>449</b>	<b>641</b>



**PERFORMANCE EVALUATION**

"The best way to orient the professional development of everyone who works at GAC is to begin with awareness of their best skills and opportunities for improvement.

In this way, by always striving to offer people a context that enables their professional and personal growth, the company promotes performance evaluation processes, to value the best behaviours that offer excellent results.

This exercise has generated new procedures, such as the internationalisation of this tool in the organisation's business units and developing training plans designed to address the improvement opportunities identified in the performance evaluations."

**LEADERSHIP**

Promoting employees is essential, so the company organises internal training plans that develop leadership skills and reinforce awareness of its values.

Likewise, the company has developed an extensive '**Leadership in Values**' programme to identify and promote behaviours aligned with the company's core values, such as tenure, service vocation and recognition - a way to lead based on offering trusting relationships oriented toward development, achieving results and teamwork.

Under this approach, the company has created the '**Leadership Style Green Paper**', a publication that provides a reference framework regarding the types of behaviour that team leaders must adopt and those they must avoid because they are not aligned with the company's values."



**COMPETENCE MANAGEMENT MODEL**

With the competence management model, we have defined each professional's jobs and inherent competencies. Thus, it seeks to align each position's talent, expectations and requirements with respect to the company to drive a successful performance that results in excellent results.

## FOR EQUALITY

Grupo Ángel Camacho has assumed an unwavering commitment to equality and non-discrimination that is evident in a labour and development policy that guarantees equal treatment for the entire workforce. The organisation promotes equal opportunities, without discrimination based on race, colour, nationality, religion, gender, sexual orientation, marital status, age, disability or family responsibilities.

In line with this commitment, on 21 April 2016 it drafted the first **Equality Plan**, which marked a significant milestone on the road to equality.

This Plan led the company to set up an **Equality Plan Monitoring Committee**, tasked with monitoring the actions implemented, verifying compliance with these measures annually, and preventing any form of discrimination within the organisation.

Each year, the Committee conducts a diagnosis to analyse the Group's situation in key areas such as

access to employment, professional classification, promotion and training, remuneration, and the balance between work, personal and family life.

The company revised the Plan in 2023 to enhance effective equality between men and women, promote balance and align it with current legislation. The company intends to adopt a new Equality Plan in mid-2024.

In addition, there is a Code of Ethics which specifies that the following behaviours are unacceptable:

- Sexual harassment.
- Language or offensive jokes.
- Offensive comments about race, colour, nationality, ethnicity, religion, gender, sexual orientation, marital status, age or disability.
- Degrading comments.



*Equal opportunities are promoted without discrimination based on race, gender, religion, age or any other factor”*



## GENDER EQUALITY

In a traditionally male-dominated sector, the company is committed to promoting equal opportunities between men and women in access to employment, internal promotion processes and working conditions.

It offers flexibility measures that make it possible to balance professional dedication with personal life, and remote work policies with the hybrid work model.

STAFF  
2023



70%  
men



30%  
women



## RECRUITMENT AND SELECTION

The Group implements the following measures in its staff selection process to ensure equal opportunities:

- Gender equality training of recruitment staff.
- Avoid sexist language in job offers
- Evaluate candidates objectively and transparently, based on job requirements.
- Ensure that external selection consultants apply equality criteria and are informed of the GAC Equality Plan and the measures taken in this regard.

## REMUNERATION, COMPENSATION AND BENEFITS

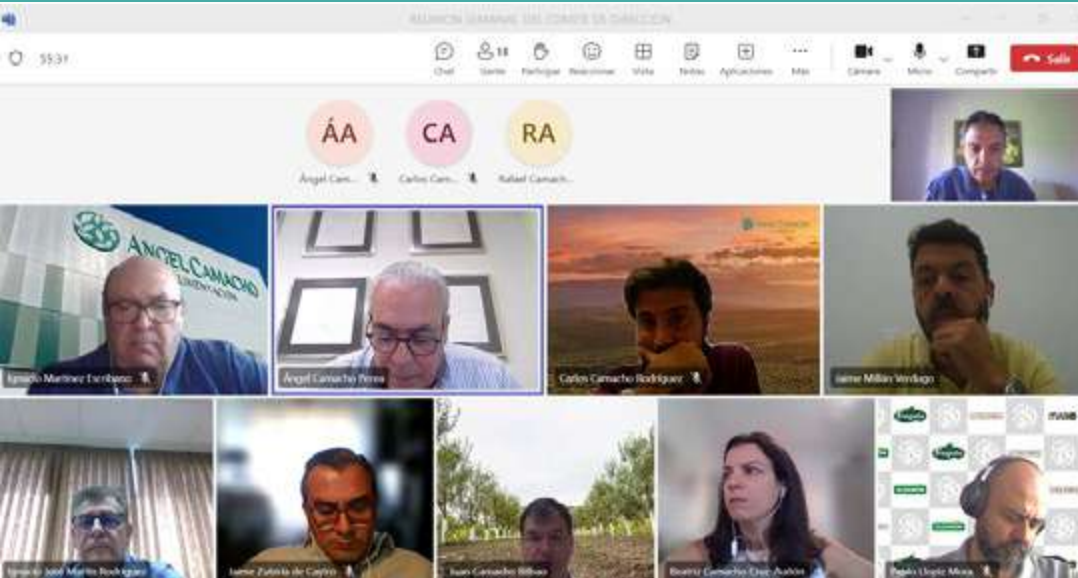
To ensure that employee remuneration is based on objective and proportional criteria, the following actions have been established:

- Guarantee equitable compensation without gender discrimination, including fixed, variable, in-kind wages and social benefits, through a transparent system.
- Identify and clearly define factors that may influence wage differences to avoid gender-based disadvantages.
- In 2023, the company began changing its permanent seasonal contract to indefinite open-ended contracts, following the trend of transforming the contractual structure of the company in order to do away with temporary contracts.
- Maintain a compensation system based on the valuation of jobs and results, regardless of whoever hold the positions.

## COLLECTIVE AGREEMENT

In 2023, a new General Efficiency Collective Agreement, which applies to all employees, was negotiated and signed by all parties involved. This agreement, in force since 2024, will regulate labour relations in the company for five years.





## ENCOURAGING A WORK-LIFE BALANCE

In line with global work-life balance and flexibility trends, in March 2022 the company launched a **hybrid work model**, where the majority of people working in the offices alternate during the week from face-to-face work (two days) and remote work (three days), and can tailor this model to their particular work needs.

experience, the company decided to implement this measure, which benefits a large group of people living in Seville, 65 km from the offices. It lets them commute to the office much less, **reduce their carbon footprint and balance their work and personal lives** without compromising productivity.

This model emerged from the smartworking that was implemented during the COVID-19 pandemic, which helped the company to maintain its operations successfully. Based on this



## FLEXIBILITY POLICIES

Work-life balance is a key aspect of the Equality Plan, and the company has implemented a number of actions to promote its employees' work-life balance for employees. These include the following measures:

- Flexible schedules for people working in offices and continuous working hours for factory staff when they do not work in shifts
- Commitment to inform all workers about the work-life balance measures established by legislation and Law 3/2017 (General State Budget Act 2017).
- Flexibility in schedules for lactation breaks.
- Ensure that the exercise of work-life balance rights does not adversely affect employees.
- Allow employees with reduced working hours or on leave for family reasons to take part in training courses.
- Analyse possible changes of position or shift to facilitate a work-life balance.

### WORK-LIFE BALANCE

Employees	2022			2023		
	Women	Men	Total	Women	Men	Total
With maternity/paternity	5	20	25	6	22	28
With reduced working hours	11	2	13	7	1	8
On family care leave	1	0	1	0	0	0
<b>Total</b>	<b>17</b>	<b>22</b>	<b>39</b>	<b>13</b>	<b>23</b>	<b>36</b>



## DIVERSITY

GAC promotes diversity and respects the personal dignity of all employees, promoting equal opportunities in all areas, including disability, without prejudice of any kind.

It is committed to employing people with special disabilities, through a **Disability Administrative Declaration Recognition Plan**, which analyses the benefits, tax advantages, accessibility, employment, economic and welfare benefits, and educational

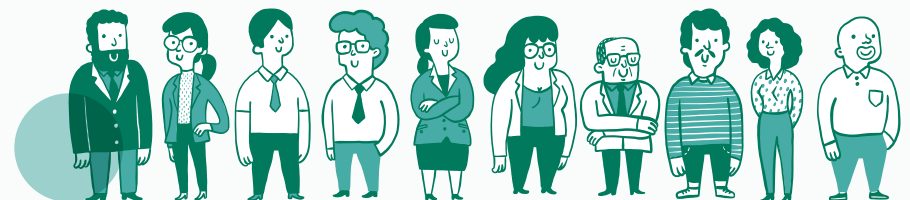
aids, in order to inform and advise these employees.

In 2022 and 2023, 11 people with disabilities were on staff, demonstrating the company's commitment to inclusion.

The company has taken other measures, such as hiring of a **Special Employment Centre to provide** industrial cleaning and service assistant services.



*A socially responsible company generates a fairer environment that favours plurality and diversity”*





## TRAINING TO BE BETTER

Retention, attraction and development of talent are fundamental pillars. A **solid and trained team** is crucial to facing future challenges and guiding the company toward new challenges.

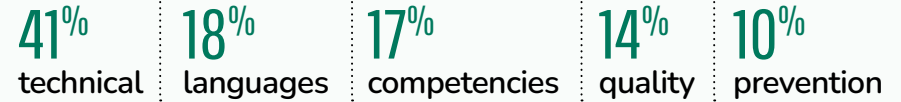
During 2022 and 2023, the Group invested €185,110.15 in training its staff, adding 5,106 hours of training in 2022 and 8,121 hours in 2023 (59% more).

INVESTMENT IN TRAINING (€)		
Business units	2022	2023
ACA + GAC	65,211.8	115,136.6
Susarón	1,174	1,367.7
MCF	-	2,220
<b>Total</b>	<b>66,385.8</b>	<b>118,724.3</b>

Based on an **Annual Training Plan**, various initiatives are in place to promote employee knowledge and talent and include the following actions:



## TYPE OF TRAINING IN 2023



## TRAINING PLAN



The company's global vocation requires a multilingual team.



Food safety culture, food handling and critical point analysis training for production personnel.



Briefing on Competency Management within the Performance Management Framework.



Training linked to the implementation of the Performance Management System.



The commitment to safety is strong, so continuous training in this area is offered for all employees and new hires.



The company provides training programmes in each of the following fields: electricity, mechanics, pneumatics, computer and office science, data analysis, and marketing.

## MAXIMUM ATTENTION TO HEALTH AND SAFETY

Grupo Ángel Camacho is firmly committed to its employees' health and safety, dedicating continuous efforts to improve in all aspects related to this field. Since 2015, it has adopted the OHSAS 18001 management models, and since 2021, ISO 45001, which integrates prevention and safety into the processes.

This commitment starts with the Group's Management and extends throughout the organisation. It promotes a culture of prevention that seeks to involve and raise awareness among everyone about the importance of engaging in safe behaviour. The company advocates moving from **risk control to preventive commitment**.

Through an **Occupational Risk Prevention Management System**, we strive to achieve the following objectives:

- Motivate people toward preventive and safe behaviours.
- Maintain the commitment to improve working conditions.
- Make preventive culture a sustainable practice over time.

In addition, there are two occupational health and safety committees, one in the Espartinas workplace and the other in Morón de la Frontera, which are responsible for ensuring compliance and development of these policies.



## PROJECT FOR THE TRANSFORMATION OF PREVENTIVE CULTURE

The safety of people at GAC is a **priority, urgent and non-negotiable**.

All the company's processes, whatever their nature, must respect and guarantee this principle. For this reason, in 2023 the company launched the **'Project for the Transformation of Preventive Culture'**, which outlines defines a permanent roadmap for ensuring a safe working environment.

This project, which is strategic for the company, seeks permanent improvement. It focuses on strengthening the preventive and

safety culture through prevention, awareness and communication.

It means a commitment to maintain a demanding culture in terms of occupational risk prevention that does not tolerate unsafe habits and promotes best practices. The company puts forward proposals for improving resources to modernize the facilities, reviews its tool and machinery inventory for process optimisation purposes, and emphasises training and internal communication. The company's management firmly supports all these actions.



### OCCUPATIONAL SAFETY CERTIFICATION

Ángel Camacho Alimentación complies with ISO 45001, which guarantees the implementation of a preventive management system.



## MEASURES FOR A SAFER COMPANY



### Preventive training

- 8-hour training programme to train, educate and raise hazard prevention awareness matters.
- Preventive awareness activities in collaboration with the Mutua MAZ, including musculoskeletal disorders, stress management and firefighting days with virtual reality glasses.

### Preventive leadership

- Training programme in competencies and skills, with specific seminars on preventive leadership.

### Communication and raising awareness

- Awareness in preventive matters and taking responsibility for everyone through signs throughout the factory.

### Safety in machines

- Revision of equipment and factory lines to comply with safety regulations.

### Review of processes

- Process improvement to ensure workplace ergonomics and safety, intervening in the design of new posts and improving existing ones.

### CYBERSECURITY IS EVERYONE'S RESPONSIBILITY



The company reinforces its preventive cybersecurity culture through a digital platform that encourages employees' training and awareness and publicises the mechanisms for identifying the main risks in the field and individual responsibilities.

The platform, which sends out regular emails with valuable content and features a continuously updated repository accessible by all employees, serves two purposes:

- Cybersecurity training to minimise the risks associated with the use of computer systems.
- Information about cybersecurity news that helps employees both at work and at home

The available content includes 'Keys to recognise malicious emails', 'Daily dangerous situations in our jobs' and 'Safely surfing the internet'.



## FLUID AND CONSTANT COMMUNICATION

Grupo Ángel Camacho strives to establish direct and fluid communication with its employees to provide the best possible working environment. In this sense, it has launched several initiatives to ascertain their expectations and implement more efficient communication channels.

### 2023 AWARD FOR THE BEST IMPROVEMENT IDEA

The **Improvement Ideas Management System** seeks to value the team's knowledge and talent, motivate the provision of ideas, improve communication and implement more efficient working methods.

Since its implementation in 2021, **the system has received 165 improvement ideas, of which 46 are now in place.** Through this system, all proposals are received and processed with Management's full support, which guarantees resources for their implementation. In 2023, the company awarded the Annual Grand Prize, worth €1,200, for a proposal that increased customer satisfaction with a minimum investment, easy and fast implementation and a direct impact on cost reduction.

### LABOUR CLIMATE SURVEY

The company conducts regular work climate surveys to keep on improving the work environment and further strengthen the organisational culture. A new survey is scheduled for the first half of 2024, and employees at the Morón de la Frontera, Espartinas and León facilities can complete the survey either on paper or online. It assesses their satisfaction level and identifies their needs and concerns to foster a positive and rewarding work environment.





### STRATEGIC AND GLOBAL ALIGNMENT

On 26 and 27 September 2023, GAC held its 7th Business Units Convention. Held for the first time after the pandemic, it brought together 37 executives from 9 nationalities, **representing all the Group's business units**. Throughout the two busy days, participants analysed each unit's 2022 year-end financial data, the results of the first half of 2023, and the company's consolidated data. In addition, **each subsidiary presented its**



**main projects and challenges** aligned with the new Strategic Plan. The convention also allowed the different business units to pool experiences, knowledge and best practices at case-by-case meetings.

### 'ADD FLAVOUR TO YOUR LIFE' DAY

On 24 November 2023, the Group celebrated its 12th 'Add flavour to your life' Day at San Telmo Business School, Seville, which 130 employees attended. The event served to close the 'Evolution Plan' and present the **new 2024-26 strategic plan**, known as the '**Satisfied Customer and Consumer Plan**'. Subsequently, the Group held a Recap Day at the Morón site for the 40 employees who had stayed behind to provide the minimum services during the event on 24 November.



### NEW EMPLOYEE PORTAL

This platform lets employees find information about their time management, send and download documentation, manage leave and absences, digitally sign documents and receive communications and notifications, among other functions.

# CONSUMERS AT THE HEART OF *our business*



*It seeks to meet consumers' needs through high quality products that combine tradition and innovation"*



Grupo Ángel Camacho is committed to improving and enriching the lives of its consumers by bringing exceptional flavours into their culinary experiences. Their mission, 'Add flavour to consumers' lives', goes beyond a simple statement; it represents an exciting challenge that the company embraces with determination.

To achieve this goal, the company focuses on one fundamental

principle: Quality. Every item produced in its facilities results from a meticulous process emphasising excellence, from the selection of ingredients to the rigorous controls in production processes.

This commitment to quality translates into confidence for both consumers and customers, who know that each product is backed by the highest standards, thus strengthening its positioning in the market.



## LISTENING FOR CONTINUOUS IMPROVEMENT

Consumers are the *raison d'être* of Grupo Ángel Camacho. Under the continuous improvement philosophy, we constantly seek new paths and products to meet their demands and, above all, to surprise them with more advanced and healthy options.

For this reason, it is essential to enhance active listening to guarantee excellence in their products or define new launches. This entails involving them in the development through qualitative research and encouraging their active participation in sensory analysis and tasting.

In line with its commitment to ethics and transparency, the company offers its diverse audiences **direct contact** channels, such as customer service and social media. These channels allow us to listen to suggestions, respond to queries and, above all, address complaints

in an effective way, backed by a specific protocol.

Consumer opinions are considered internally as **'improvement opportunities'**, which shows a proactive approach to continuous improvement. Faced with negative feedback, we seek to propose concrete solutions, always prioritising the importance of consumers and constantly pursuing excellence.

Whenever we receive an 'Improvement opportunity', we activate a protocol which establishes the responsibilities, systems and criteria for dealing with and controlling non-conformities, as well as customer or consumer complaints and, if necessary, product returns.

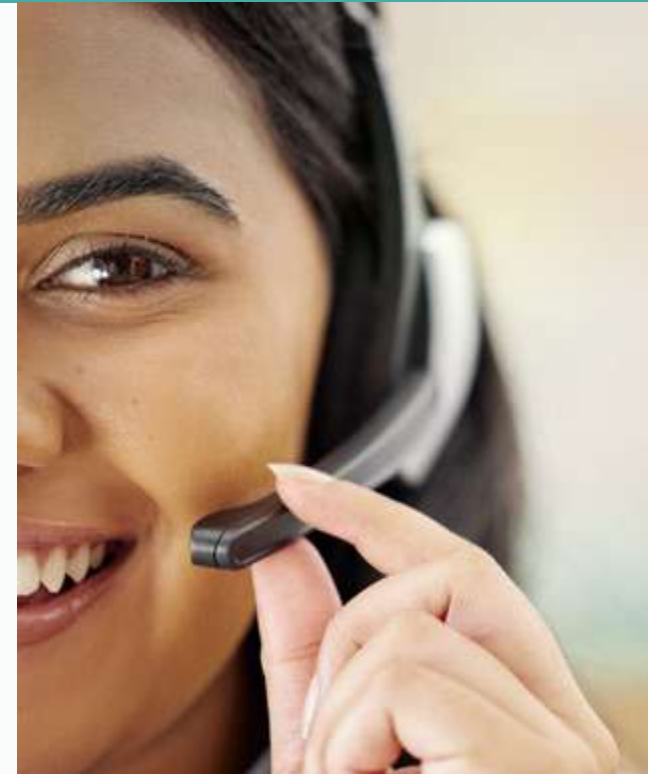
In addition, the Group develops a training plan for customer service managers, providing tools, skills

and techniques that **improve and strengthen the relationship with this important stakeholder.**

During 2022 and 2023, we received an average of 33 complaints for every 10 million units manufactured. These complaints are always regarded as improvement opportunities and followed up closely.



**Close and transparent communication is essential to strengthen authentic relationships with consumers"**





## HAND IN HAND WITH CUSTOMERS

The Group is committed to developing and strengthening global alliances with strategic clients with whom it builds **long-term relationships of trust**, promoting the recognition and growth of their brands in the different markets.

Currently, there are over a **thousand customers from about 90 countries**,

ranging from large distribution chains to small local supermarkets, each with their own needs and requirements.

These close and stable relationships, based on transparency and honesty, generate shared value for the entire chain. The company seeks to ensure its growth and, most importantly, the sustainability of the future.

“*More than a thousand customers have joined, through relationships that are maintained over the long term*”

CUSTOMERS



**+1.000**  
customers

Present in **+65%**  
of the world's largest retail  
companies Top25\*

**+20 years**  
of relationship with many  
of the customers

\* Top 25 of the ranking published annually by Deloitte (Global Powers of Retailing 2022).

# A CLOSE AND COMMITTED *company*



*There is a firm commitment to the immediate environment, keeping intact the concept of being a 'people's multinational'”*

Grupo Ángel Camacho is best known for its commitment to regional development and close ties to its surrounding environment. In this way, Seville, and more specifically Morón de la Frontera, is the epicentre of a company that is committed to:

- Promoting local employment.
- Promoting the economy of proximity.
- Prioritising local purchases.
- Contributing to improve the environment and building a more united and egalitarian world.



*Grupo Ángel Camacho is one of the main economic engines of the Sierra Sur region of Seville in which it is located”*



**+75%\***  
of purchases are local



**+90%**  
of employees are from the region

## SUPPLIERS: A RELATIONSHIP OF TRUST

Its commitment to the development of the region is non-negotiable. Therefore, in its purchasing strategy, whenever possible it prioritises its relationship with local suppliers. In this way, in addition to ensuring the supply of the best raw materials in quality and safety for the production of its products, it ensures that the companies with which it works operate with a sustainable vision similar to its own. This policy reduces CO<sub>2</sub> emissions by ensuring shorter transport routes.

This is a global partnership because all the products are sold internationally.

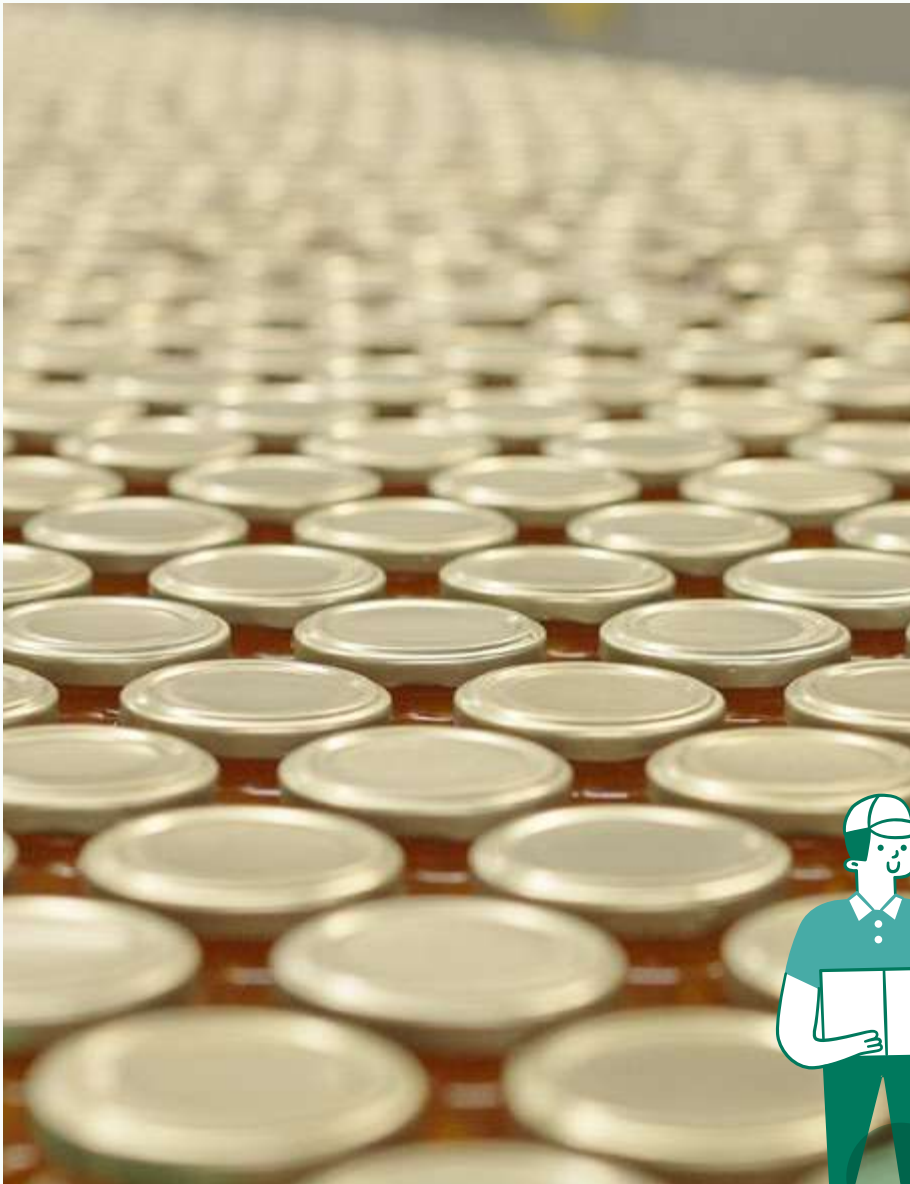
This framework applies to a growing number of suppliers certified in **the most demanding quality and food safety standards on the market** (ISO, BRC and IFS), not only for raw material suppliers, but also for companies that supply food products and also for the rest of suppliers.

The evaluation process is transparent and has the collaboration of the Group's companies and the suppliers themselves. All suppliers receive the Supplier Guide and the Code of Ethics, which they must accept and sign as a prerequisite to work with Grupo Ángel Camacho.



*The company collaborates with a wide range of suppliers ranging from large multinational companies to small local companies and farmers' cooperatives in the region"*





## A RESPONSIBLE VALUE CHAIN

Since the company implemented the Supplier Guide in 2015, suppliers must comply with the mandatory food safety requirements. This requires working with committed suppliers that are periodically audited and have obtained the various certifications required in the same guide.

Achieving the goal of ensuring a supply of the best raw materials and the rest of the ingredients or components necessary for the production of the products sold by the Group entails having suppliers of the highest level, who provide their quality and excellence.

This commitment allows the Group to build long-term relationships and now has **historical suppliers** with whom we have worked for more than 25 years.

To develop and market excellent products, **the company controls all the factors involved in this process.** Ensuring the traceability of the entire chain helps to know the state of raw

materials when they are growing in the field to the final distribution of finished products, vital information to guarantee quality.

In addition, different schemes encourage continuous improvement in areas such as **waste reduction** and **energy efficiency, using environmentally friendly materials and promoting the circular economy** to work together for a more sustainable tomorrow.

Finally, the company prefers sturdier made up of less raw materials, which results in cost savings and a lower environmental impact.

One successful example is reducing plastic from brine-free olive containers, specifically in 70- gram stand-up pouches and 30- and 20- gram pouches. In collaboration with the supplier, changes were implemented to reduce the thickness of the last layer of the package from 80 to 60 microns, resulting in **savings of approximately 5,500 kilos of plastic per year.**



## CAMACHO INTEGRA

The organisation has Camacho Integra, a scheme designed to integrate farmers into the value chain, facilitate technical supervision of purchasing needs, and advise producers on how to improve their farms' efficiency.

The scheme lets the company and suppliers share a vision and strategy, reinforcing the quality and safety of both raw materials and final products.

Specifically, Camacho Integra offers the following services:

- Comprehensive technical advice focused on pest and disease control, and reducing olive tree abiotic stress. This approach is based on a preventive measure culture and using environment-friendly products. It also uses predictive models supported by



a network of plant pathology and weather stations near the production plots.


- Dynamic nutritional advice, based on soil content and microbiota information, as well as physiological needs according to the tree's phenological state and local climatic conditions.


In addition, to promote fluid communication and a greater understanding, Grupo Ángel Camacho publishes a **newsletter** that provides information on pests and diseases that occurring throughout the season, among other data of interest to farmers.


## A REAL COMMITMENT



### OF TOTAL LOCAL PURCHASES:

53%   
raw materials


25%   
containers and packaging

22%   
auxiliary materials

Integrated suppliers:

45  
in 2022

50  
in 2023

+75%   
purchase of green olives from integrated suppliers

## SUPPORTING THE COMMUNITY

A company's social impact hinges both on how it does business and its commitment to the communities in which it is present. Aware of this, it maintains strong ties with the local environment and for more than 125

years has contributed to its economic and social development.

Thus, to create shared value with its stakeholders, the company collaborates with various local

initiatives aimed at generating reflection, awareness and sensitivity of those who need it most and that allow it to link the company's culture and values with the actions in which it is involved.



■ The company has been collaborating with the **Sevilla Food Bank** for over two decades, donating products from its leading brands to help the neediest families in the province. It also works closely with other food banks and organisations such as **Cáritas** or, on a more local level, the Sisters of the Holy Cross Convent.



■ For ten years, it has taken part in the “Andaluces Sharing” campaign, a scheme launched by the Cajasol Foundation, La Caixa Foundation and Landaluz that has brought together more than 50 Andalusian brands to donate food for the most disadvantaged families in Andalusia. By the end of 2023, the scheme had donated more **than 3,000,000 kilos of food**, is now known for guaranteeing aid to more than 110,000 families who have been hit hardest by the current economic situation, and promotes activities for equality, solidarity, education and employment. The donation included staple foods such as oil, canned fish and vegetables, and milk, among others.



■ The company participated in the ‘Food has no waste’ campaign, promoted by AECOC, the association of large consumer companies. Supported by **over 500 manufacturing and distribution companies**, the initiative aims to make more efficient use of resources throughout the food value chain.



## EQUAL OPPORTUNITIES



■ The company supports the social and educational project of La Inmaculada School in Morón de la Frontera, 'Attention to Diversity', so that the school can attend the growing number of students with specific educational support needs.

## SUPPORT FOR SPORT



■ The Fragata brand historically supports the local Morón Basketball Club team. It has done so in different ways from sponsoring of the first team to collaborating with the 'Campusur, sport for young children' programme. In recent years it has focused

its collaboration on the club school, working on educating children through sports.

■ The Susarón brand collaborated in 2022, and again in 2024, with the Women's Race national circuit by providing products for the 'runner's backpack' that is delivered to all participants, in all races that are held.



■ Backing the 'Peñón Xtreme'. The company sponsors the FEDME (Spanish Federation of Mountain Sports and Climbing) national mountain-trail racing circuit race held in the Sevillian town of Algámitas. It provides Fragata and Susarón brand products, as well as merchandising, for the 'runner's backpack'.



## PROMOTING THE GENERATION OF KNOWLEDGE

### COLLABORATING WITH UNIVERSITY

As part of its support for knowledge and training, GAC participated in the 16th ACIEK Congress (Academy of Innovation, Entrepreneurship, and Knowledge Conference), held at the University of Seville. This event featured prominent academics in business management from important national and international universities.

Juan Carlos Sánchez, Marketing and Communication Director of the Group, attended the opening conference, alongside representatives of food sector companies and academia.

During his speech, he highlighted the importance of the business fabric and its historical export focus. The conference also addressed issues of importance to the sector, such as sustainability and digitalisation.

The Group also actively collaborated, providing a welcome gift for VIP guests, consisting of a box with leading Fragata, La Vieja Fábrica and Susarón products. Everyone who attended the conference received a welcome bag with a pack of three La Vieja Fábrica fruit preserves.

### POOLING EXPERIENCES IN THE LOGISTICS SECTOR

Grupo Ángel Camacho actively participated in the 9th Alimarket Logistics Great Consumer Event, organised by Alimarket magazine, to publicise new perspectives in optimisation, review and improvement in processes in the major consumer goods supply chain.

In a joint presentation, Ismael Villarrubia, ACA's Supply Chain Director and Emilio de la Cruz, Maersk's Director of Commercial Key Accounts for Southwest Europe, underscored how both companies have worked together in logistics for approximately two years. In their presentation, they unveiled a process digitalisation project devised to combine synergies, reorganising resources to focus them on areas where they can add greater value and contribute to sustainability.



### TRAINING AND EMPLOYMENT: OPPORTUNITIES TO GROW

Committed to training and professional development, the company has established strong ties with the **ESIC Business & Marketing School** and several Middle and Higher Vocational Training Centres in Morón de la Frontera and nearby areas. These ties allow students to gain work experience within the company, thus favouring employment and professional opportunities.

Likewise, the CEO, Ángel Camacho Perea, is a sponsor of the **Fundación del Instituto Internacional San Telmo** of Sevilla, a prominent business school with which the company carries out various activities, including courses for managers, working days and annual internal training.





ETHICAL AND RESPONSIBLE  
*governance*

# COMMITTED TO INTEGRITY AND *transparency*

The company relates both to its closest environment (professionals, suppliers, customers and consumers) and to other agents (market, sector, local government) from the perspective of responsibility and transparency. To this end, it has policies and procedures that guarantee integrity in all areas in which it operates and throughout its entire organisational structure.



## THE ORGANISATION'S STRUCTURE

Grupo Ángel Camacho is a 100% family-owned company whose shareholders are the third and fourth generations. It is managed by the CEO, who adheres to the highest standards of transparency.

It also has a Management Committee responsible for defining the company's strategy and ensuring its long-term vision by fulfilling corporate objectives, among other functions.



**Top row**, from left to right: Juan Carlos Sánchez, Ignacio José Martín, Jaime Zubiría, Pablo Llópiz, Jaime Millán and Ignacio Martínez.  
**Bottom row**, from left to right: Juan Camacho, Ángel Camacho, Beatriz Camacho and Carlos Camacho.



### STEERING COMMITTEE MEMBERS

<b>Ángel Camacho Perea</b>	CEO
<b>Beatriz Camacho Cruz-Auñón</b>	Fruit Preserve Division Director
<b>Juan Camacho Bilbao</b>	Olive Division Director
<b>Ignacio José Martín Rodríguez</b>	Financial Administrative Director
<b>Jaime Millán Verdugo</b>	Director of Operations
<b>Jaime Zubiría de Castro</b>	Director of People
<b>Juan Carlos Sánchez Herrera</b>	Director of Marketing and Communication
<b>Ignacio Martínez Escribano</b>	Director of Information Systems
<b>Carlos Camacho Rodríguez</b>	Director of the Business Development Division
<b>Pablo Llópiz Mora</b>	General Manager of A. Camacho Foods



## THE STEERING COMMITTEE'S REMIT



**ENSURE**  
the viability of the business



**BUILD**  
and ensure compliance with the strategic plan



**DEVELOP**  
talent and leadership



**DEFINE**  
and enhance corporate culture



**PROMOTE**  
integrated sustainability in the business



### STRENGTHENING THE ORGANISATIONAL STRUCTURE

Following the implementation of the Evolution Plan, the company now has three divisions: **Olives**, **Fruit Preserves** and **Business Development**. The first two reinforce the monitoring of projects in these

areas and speed up decision-making, in addition to driving the transformation toward a food company. While the Business Development Division brings together four areas of responsibility: Agriculture, real estate, energy, as well as other future business areas.

### FAMILY PROTOCOL

As a family business, the company has a specific protocol for regulating, organising, and internally managing relationships between the family, the company and its owners. This protocol is oriented to give continuity to future generations. This family protocol regulates aspects such as appointing family members to executive positions, training and motivating descendants, and the dividends policy. The document is revised every 5 years, the latest version being 2023.





# ACTING WITH *integrity*

The company's actions are underpinned by its values and commitment to integrity, honesty and respect. Its Code of Ethics is the tool that allows you to establish a strong business culture with shared values and criteria for action. In addition, this guide provides a relationship of trust with shareholders, employees, customers and consumers, providers, and society in general.

To achieve and maintain the standards set out in the Code of Ethics, we are continuously working on various actions, such as:

- System and information security.
- Competition laws.
- Protection of health and safety at work.
- Conflict of interests.

- Intellectual property and intangible property rights.
- Social and environmental commitment.

Staff become acquainted with this document in in-house training sessions, and information about this subject is also provided through corporate newsletters and posters. In addition, all internal communications remind them of the channels available to report possible breaches of the policies established in the Code.

The company revised the Code at the end of 2023 and released a new update in 2024.

Finally, the Compliance Committee ensures the Code of Ethics is in force and applied correctly in all areas. It is also responsible for conducting

follow-up meetings and verifying that the company's decisions, processes, and strategic objectives align with the principles of the Code of Ethics.

“

— X —

*The Code of Ethics brings together values, principles and standards that are respected and promoted by the Group's employees”*

— X —

**PREVENTION OF MONEY LAUNDERING**

The organisation has a money laundering prevention and detection action protocol. Under this protocol, the CFO is responsible for identifying these situations, following the instructions set out in the protocol, and always liaising with the Commercial Department. Any high risk of a possible money laundering offence must be reported to the Compliance Committee, which will escalate it to the CEO.

**CORPORATE RESPONSIBILITY**

Grupo Ángel Camacho, its professionals, and anyone else involved in its operations must always adhere to the following basic principles:

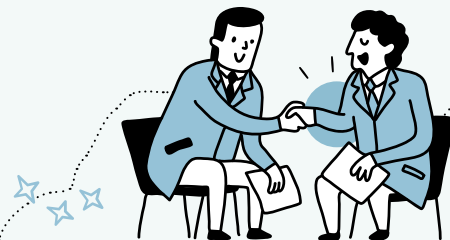
- Avoid any conduct likely to harm the company's reputation.
- Act legally and honestly, taking account of GAC's interests.
- Respect the established Code of Ethics.



We work to adequately process data by complying with protocols, established procedures and current legislation regarding the regulatory framework in data protection and the processing of confidential and confidential information.

The organisation has a security document that sets out the technical and organisational measures. These actions seek to ensure the confidentiality, integrity and permanent availability of the personal data processing systems and services for which the Group is responsible.

We are continuously working to adapt the internal procedures related to the Data Protection Act, in accordance with the new regulations.



**COMMUNICATION CHANNELS**


The Directorate General and the Marketing and Communication Department strive to maintain and improve internal and external communication channels, promoting stakeholder trust and dialogue. Many initiatives are taken in this regard, from breakfasts with the company's CEO to a large annual internal communication event.


The company's employees can use its complaints box to report any breach of the policies set out in the Code of Ethics. The Code Compliance Committee receives any complaints made through this channel.

Code of Ethics breaches can be reported to:

Immediate responsible:  
Compliance Committee

 comitedecumplimiento@acamacho.com

 Avda. del Pilar 6, 41530 Morón de la Frontera (Seville)

 676 25 95 86



**COMMITTED TO HUMAN RIGHTS**



Grupo Ángel Camacho applies all the United Nations Declaration of Human Rights principles. In its Code of Ethics, it is also committed to remaining compliant with current law and a series of good practices that allow its professionals to perform their work in optimal conditions, encourage their commitment and motivation, and eliminate all forms of forced or coerced labour. In addition, the company has communication channels so that its stakeholders can report incidents or abuses that jeopardise GAC's commitments to the defence, respect and protection of human rights.

If any complaint is made, the company has its own Legal Advisory Department and People (Human Resources) prepared to resolve any incident.



*future*  
COMMITMENTS

# SUSTAINABILITY TO *continue evolving*

Sustainable companies are those that look to the long term. Aligned with this statement, Grupo Ángel Camacho has always faced its challenges with determination, which has allowed it to build a history of over 125 years. Inspired by values such as

commitment and excellence, from day one they have embraced continuous improvement as a growth driver.

2023 will be remembered as the year that the Group laid the foundations and drew up the SCC (Satisfied

Customer and Consumer) Plan - a new strategic plan already defining the way forward in the coming years. This research exercise allows the organisation to establish a clear roadmap that continues to generate value for all its stakeholders.



## ✓ A more modern and sustainable field

Boosting the agricultural business is essential to preserving the primary sector and promoting sustainability. GAC concentrates efforts on modernizing olive farms, activating their transformation through more efficient and sustainable farming methods. Technologies and knowledge become essential allies for achieving this goal.



## ✓ A highly intensive dryland crop

The drought has hit olive tree production driving the search for solutions independent of irrigation water and traditional harvesting. The aim is to transform traditional olive groves into highly intensive dryland crops, thus modernizing the field to reach more than 1,200 hectares of production under this system.

## ✓ More energy independence

Committing to clean and sustainable energy consumption is a priority. We have taken significant steps toward self-consumption by installing solar panels and contracting energy with renewable origin certification. We will keep rolling out measures to achieve the greatest possible energy independence in the future.



## ✓ Value chain: From the origin to the table

Our priority for the coming years will be integrating quality, sustainability, and profitability into our own and supplier production models through the Camacho Integra programme. This programme seeks to consolidate the value chain from the origin to the consumer.



✓ **2030 Environmental Commitments**

Defining quantifiable environmental goals is essential to be an increasingly sustainable company. Therefore, by 2030 the company proposes an ambitious plan that aims to achieve zero net CO2 emissions, reduce water consumption and food waste, use only materials with certificates of sustainable origin, recyclable, reusable or compostable and achieve zero food waste to landfill.

✓ **Satisfied consumers and customers**

To achieve its objectives, Grupo Ángel Camacho offers high-quality products with excellent flavours that meet consumers' expectations. It remains close to them with an active listening attitude and flexibility to adapt to their new tastes and demands. It also strives to communicate and promote the company's values and vision of sustainability, building stronger ties with the environment and society.



✓ **Small-town multinational with a clear purpose**

The company's raison d'être is embodied by its purpose: 'Delighting consumers all over the world'. This purpose guides the footsteps of this global company, which is proud of its origin, land and tradition. With integrated business units, it focuses on its customers and consumers, not only in Spain, but also on strategic markets around the world.



✓ **The people who make it possible**

Teamwork is one of the organisation's fundamental values, reflected in a committed, trained and diverse workforce. In this regard, it intends to continue with the strategy of attracting and retaining talent, as well as promoting an internal communication that reaches all people in the different business units. Efforts will also be focused to ensure their occupational health and safety.

✓ **More value for society**

The company continues to promote the prosperity of the regions where it is present. It continues to foster local employment, maintain stable and trusting relationships with local providers, and collaborate with those who need it most.

# ABOUT THIS *report*

ANGEL CAMACHO  
ALIMENTACION

# SCOPE AND coverage

Faithful to its commitment to ethics and transparency, Ángel Camacho Alimentación publishes its Sustainability Report in order to share with all its **stakeholders** (customers, employees, suppliers and collaborators, society and partners) the **main milestones and results of its performance**, with special attention to the economic, environmental and social fields.

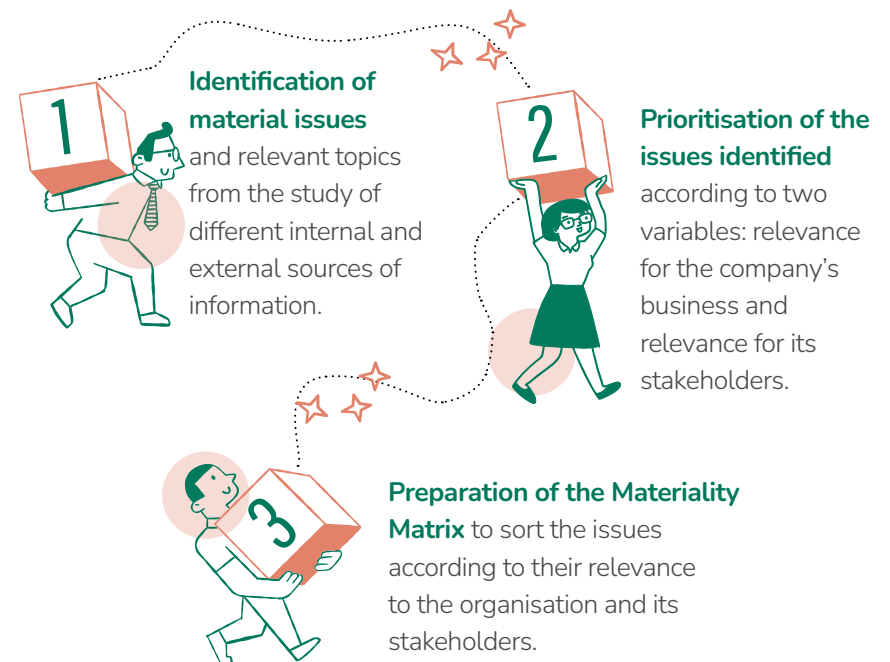
This report, **the sixth published by the company**, outlines the activities of ACA, the main business unit of Grupo Ángel Camacho, during **2022 and 2023**. However, it may include consolidated data from the parent company, which will be stated where appropriate. The report displays information in a format that facilitates comparison with the information published in previous editions, providing a simple and coherent

overview of the **company's track record in recent years. In drafting it, the company has considered the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI)** in its 'with reference to GRI1' option. It also states the correlation between GRI contents, the Sustainable Development Goals (SDGs) and the ten Global Compact principles.



# MATERIALITY analysis

The company has based its Sustainability Report on the results of its materiality analysis, an **essential Corporate Social Responsibility** management tool, to align the information presented with the **issues deemed most relevant by its stakeholders**. This analysis consisted of the following three phases:



MATRIX OF RELEVANT ISSUES

RELEVANCE FOR STAKEHOLDERS	HIGH	<ul style="list-style-type: none"> <li>Boost the economy and local development</li> <li>Promotion of responsible behaviour</li> </ul>	<ul style="list-style-type: none"> <li>Innovation and product diversification</li> <li>Sustainable water management and water footprint reduction</li> <li>Responsible supply chain</li> <li>Energy consumption and carbon footprint compensation</li> </ul>	<ul style="list-style-type: none"> <li>Quality and safety of products</li> <li>Encouraging the development of suppliers and farmers</li> <li>Corporate ethics and transparency</li> </ul>
	AVERAGE	<ul style="list-style-type: none"> <li>Eco-efficiency in packaging</li> <li>Diversity and equal opportunities</li> <li>Sectoral awareness on sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Respect for the environment in the production chain</li> <li>Training and professional development</li> <li>Balance of personal and professional life</li> <li>Creating value for the community</li> <li>Lasting and trusting relationship with our customers</li> </ul>	<ul style="list-style-type: none"> <li>Long-term vision</li> <li>Culture of prevention and safety</li> </ul>
	MODERATE		<ul style="list-style-type: none"> <li>Motivation and commitment of employees</li> <li>Efficiency and profitability</li> </ul>	<ul style="list-style-type: none"> <li>Know and satisfy the needs of our customers</li> </ul>
		MODERATE		AVERAGE
RELEVANCE FOR BUSINESS				
<ul style="list-style-type: none"> <li>ENVIRONMENT</li> <li>SUPPLIERS</li> <li>CUSTOMERS</li> <li>COMMUNITY</li> <li>EMPLOYEES</li> <li>CORPORATE</li> </ul>				

## CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
<p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>305-1 Direct GHG emissions (Scope 1)</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>2 Do not be complicit in the violation of human rights</li> <li>3 Support freedom of affiliation and collective bargaining</li> <li>4 Support the elimination of all forms of forced or coerced labor</li> <li>5 Support the eradication of child labor</li> <li>6 Support the abolition of discrimination practices</li> <li>10 Work against corruption in all its forms</li> </ul>
<p><b>4</b> QUALITY EDUCATION</p>	<p>404-1 Average training hours per year per employee</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>1 Do not be complicit in the violation of human rights</li> </ul>
<p><b>5</b> GENDER EQUALITY</p>	<p>2-9 Governance structure and composition</p> <p>2-10 Designation and selection of the highest governing body</p> <p>401-1 New employee hires and employee turnover</p> <p>404-1 Average hours of training per year per employee</p> <p>404-3 Percentage of employees receiving regular performance and career development reviews</p> <p>405-1 Diversity of governance bodies and employees</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>1 Do not be complicit in the violation of human rights</li> <li>3 Support freedom of affiliation and collective bargaining</li> <li>4 Support the elimination of all forms of forced or coerced labor</li> <li>5 Support the eradication of child labor</li> <li>6 Support the abolition of discrimination practices</li> </ul>
<p><b>6</b> CLEAN WATER AND SANITATION</p>	<p>303-3 Recycled and reused water</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>1 Do not be complicit in the violation of human rights</li> <li>7 Maintain an environmentally friendly preventive approach</li> <li>8 Promote initiatives that promote greater environmental responsibility</li> <li>9 Promote the development and dissemination of environmentally friendly technologies</li> </ul>

## CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>302-1 Energy consumption within the organization</p> <p>302-4 Reduction of energy consumption</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>2 Do not be complicit in the violation of human rights</li> <li>7 Maintain an environmentally friendly preventive approach</li> <li>8 Promote initiatives that promote greater environmental responsibility</li> <li>9 Promote the development and dissemination of environmentally friendly technologies</li> </ul>
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>2-30 Collective bargaining agreements</p> <p>302-1 Energy consumption within the organization</p> <p>302-4 Reduction of energy consumption</p> <p>401-1 New employee hires and employee turnover</p> <p>404-1 Average hours of training per year per employee</p> <p>404-2 Programs for upgrading employee skills and transition assistance programs</p> <p>404-3 Percentage of employees receiving regular performance and career development reviews</p> <p>405-1 Diversity of governance bodies and employees</p>	<ul style="list-style-type: none"> <li>1 Support and respect the protection of human rights</li> <li>2 Do not be complicit in the violation of human rights</li> <li>3 Support freedom of affiliation and collective bargaining</li> <li>4 Support the elimination of all forms of forced or coerced labor</li> <li>5 Support the eradication of child labor</li> <li>6 Support the abolition of discrimination practices</li> </ul>
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>201-1 Economic value</p>	<ul style="list-style-type: none"> <li>3 Support freedom of affiliation and collective bargaining</li> <li>4 Support the elimination of all forms of forced or coerced labor</li> <li>5 Support the eradication of child labor</li> <li>6 Support the abolition of discrimination practices</li> <li>7 Maintain an environmentally friendly preventive approach</li> <li>8 Promote initiatives that promote greater environmental responsibility</li> <li>9 Promote the development and dissemination of environmentally friendly technologies</li> </ul>

## CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>302-1</b> Energy consumption within the organization</p> <p><b>302-4</b> Reduction of energy consumption</p> <p><b>305-1</b> Direct GHG emissions (Scope 1)</p> <p><b>204-1</b> Proportion of expenditure on local suppliers</p>	<p><b>7</b> Maintain an environmentally friendly preventive approach</p> <p><b>8</b> Promote initiatives that promote greater environmental responsibility</p> <p><b>9</b> Promote the development and dissemination of environmentally friendly technologies</p>
<p><b>13</b> CLIMATE ACTION</p>	<p><b>302-1</b> Energy consumption within the organization</p> <p><b>302-4</b> Reduction of energy consumption</p> <p><b>305-1</b> Direct GHG emissions (Scope 1)</p>	<p><b>7</b> Maintain an environmentally friendly preventive approach</p> <p><b>8</b> Promote initiatives that promote greater environmental responsibility</p> <p><b>9</b> Promote the development and dissemination of environmentally friendly technologies</p>
<p><b>15</b> LIFE ON LAND</p>	<p><b>305-1</b> Direct GHG emissions (Scope 1)</p>	<p><b>7</b> Maintain an environmentally friendly preventive approach</p> <p><b>8</b> Promote initiatives that promote greater environmental responsibility</p> <p><b>9</b> Promote the development and dissemination of environmentally friendly technologies</p>
<p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p>		<p><b>1</b> Support and respect the protection of human rights</p> <p><b>2</b> Do not be complicit in the violation of human rights</p> <p><b>3</b> Support freedom of affiliation and collective bargaining</p> <p><b>4</b> Support the elimination of all forms of forced or coerced labor</p> <p><b>5</b> Support the eradication of child labor</p> <p><b>6</b> Support the abolition of discrimination practices</p> <p><b>10</b> Work against corruption in all its forms</p>

HUMAN RIGHTS

LABOUR STANDARDS

ENVIRONMENT

FIGHT AGAINST CORRUPTION

# ANNEX III - CONTENTS INDEX

## GRI CONTENT INDEX

### GRI 1: BASICS. DECLARATION OF USE

Grupo Ángel Camacho has presented the information cited in this GRI content index for the period between 1 January 2022 and 31 December 2023 using GRI standards as a reference. [GRI 2-3]

GRI 1: Foundation 2021

GRI	CONTENT	PAGES	DIRECT RESPONSE
<b>GRI 2: General contents 2021</b>			
<b>The organization and its reporting practices</b>			
GRI 2	2-1 Organizational details	6-9	Avda. del Pilar, 6 41530 Morón de la Frontera (Seville), Spain
GRI 2	2-2 Entities included in the organization's sustainability reporting	9	
GRI 2	2-3 Reporting period, frequency and point of contact		Financial year 2022-2023: 1 January 2022 to 31 December 2023. This report is published every two years. Contact for inquiries: <a href="mailto:juancarlos.sanchez@acamacho.com">juancarlos.sanchez@acamacho.com</a>
GRI 2	2-4 Restatements of information		No information is restated with respect to the previous report.
GRI 2	2-5 External assurance		There has been no external assurance.
<b>Activities and workers</b>			
GRI 2	2-6 Activities, value chain and other business relationships	6-9	
GRI 2	2-7 Employees	53	

GRI	CONTENT	PAGES	DIRECT RESPONSE
<b>Governance</b>			
GRI 2	2-9 Governance structure and composition	75-76	
GRI 2	2-10 Nomination and selection of the highest governing body	75	
GRI 2	2-11 Chair of the highest governing body	75	
GRI 2	2-13 Delegation of responsibility for managing impacts	75	
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GRI 2	2-22 Statement on Sustainable Development Strategy	3, 4	
GRI 2	2-23 Values, principles, norms and standards of conduct	10, 11, 75, 77, 78	
GRI 2	2-25 Processes to remediate negative impacts	17, 18, 65	
GRI 2	2-26 Mechanisms for seeking advice and raising concerns	75-78, 84	
GRI 2	2-28 Membership of associations	30	
<b>Stakeholder involvement</b>			
GRI 2	2-29 Stakeholder engagement approach	83, 84	
GRI 2	2-30 Collective bargaining agreements	56	
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<b>CONTENT</b>			
<b>PAGES</b>			
<b>DIRECT RESPONSE</b>			
<b>Material topics 2021</b>			
<b>MATERIAL TOPIC: CORPORATE ETHICS AND TRANSPARENCY</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	75-78	
GAC's own indicators	Percentage of employees trained in Code of Ethics	59	
<b>ANTI-CORRUPTION</b>			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	77, 78	

GRI	CONTENT	PAGES	DIRECT RESPONSE
<b>MATERIAL TOPIC: LONG-TERM VISION</b>			
GRI 3: TMaterial topics 2021	3-3 Management of material topics	11, 24, 25, 80, 81	
<b>MATERIAL TOPIC: EFFICIENCY AND PROFITABILITY</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	11, 35, 39-50	
<b>ECONOMIC PERFORMANCE</b>			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	21	
<b>MATERIAL TOPIC: SECTORAL AWARENESS ON SUSTAINABILITY</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	39-43, 51	
<b>MATERIAL TOPIC: RESPECT FOR THE ENVIRONMENT IN THE PRODUCTION CHAIN</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	39-51	
GAC's own indicators	Reduction of hazardous waste production per ton of packaged product from 2015 to 2019	44, 48	
	Reduction of discharge production per ton of packaged product	44, 48	
	Relative reduction in the consumption of packaging	44, 47	
	Reduction of occupied land area	44	
<b>MATERIAL TOPIC: SUSTAINABLE WATER MANAGEMENT AND WATER FOOTPRINT REDUCTION</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	39, 40, 44, 45	
<b>WATER</b>			
GRI 303: Water 2018	303-3 Recycled and reused water	45	
<b>MATERIAL TOPIC: ENERGY CONSUMPTION AND CARBON FOOTPRINT OFFSETTING</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	39, 40, 44, 49	
<b>ENERGY</b>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	46	
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<b>MATERIAL TOPIC: ECO-EFFICIENCY IN PACKAGING</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	39, 40, 44, 47	
<b>MATERIAL TOPIC: RESPONSIBLE SUPPLY CHAIN</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	36, 67-70	
<b>PROCUREMENT PRACTICES</b>			
GRI 204: Procurement practices 2016	204-1 Proportion of expenditure on local suppliers	67	
<b>ENVIRONMENTAL ASSESSMENT OF SUPPLIERS</b>			
GRI 308: Environmental Assessment of suppliers 2016	308-1 New suppliers who have passed assessment and selection filters according to the environmental criteria	36, 68-70	
<b>MATERIAL TOPIC: ENCOURAGING THE DEVELOPMENT OF SUPPLIERS AND FARMERS</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	32-37	
GAC's own indicators	Farmers integrated by the Camacho Integra project	36, 70	
<b>MATERIAL TOPIC: INNOVATION AND PRODUCT DIVERSIFICATION</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	12-17	
<b>MATERIAL TOPIC: PRODUCT QUALITY AND SAFETY</b>			
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<b>MATERIAL TOPIC: KNOW AND SATISFY OUR CUSTOMERS' NEEDS</b>			
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<b>MATERIAL TOPIC: LASTING AND TRUSTING RELATIONSHIP WITH CUSTOMERS</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	66	
<b>MATERIAL TOPIC: EMPLOYEE MOTIVATION AND COMMITMENT</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	53, 54, 62, 63	

GRI	CONTENT	PAGES	DIRECT RESPONSE
<b>EMPLOYMENT</b>			
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<b>MATERIAL TOPIC: PREVENTION AND SAFETY CULTURE</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	60, 61	
<b>MATERIAL TOPIC: WORK-LIFE BALANCE</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	57	
GAC's own indicators	Main work-life balance indicators in 2022 and 2023	57	
<b>MATERIAL TOPIC: TRAINING AND PROFESSIONAL DEVELOPMENT</b>			
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<b>MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITIES</b>			
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<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>			
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	55-58	
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GRI 3: Material topics 2021	3-3 Management of material topics	60, 61	
<b>MATERIAL TOPIC: BOOSTING THE ECONOMY AND LOCAL DEVELOPMENT</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	32-37, 67-70	
<b>LOCAL COMMUNITIES</b>			
GRI 413: Local communities 2016	413-1 Operations with local community involvement, impact assessments and development programs	67-73	
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GRI 3: Material topics 2021	3-3 Management of material topics	71-73	



## CONTACT DETAILS

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