

*ONLY NATURAL
INGREDIENTS*

SUSTAINABILITY REPORT
2022





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Letter from the President



We would like to welcome all of our interest groups to the twelfth Dacsa Group Sustainability Report. One year on, we would like to show the progress we have made, as well as the challenges faced, in matters of sustainability, and with regards to the planet.

2022 has been a year marked, in an international context, by the conflict in the Ukraine, which since the beginning had a profound impact on the supplies and strategies of companies such as ours, as one of our premises is located in this country. Therefore, we established a crisis committee tasked with closely monitoring the development of events, seeking to protect our staff, ensure supplies, and maintain, as much as possible, the operation of our plant in Vinnitsa.

This conflict has been added pressure to a complicated economic situation, which

has been characterised by an increase in price in both raw materials and energy, two essential elements when carrying out our activity. However, thanks to our international presence, we have been able to push for greater geographical diversification in terms of cereal supply, as well as optimising energy consumption through continually assessing our actions and processes.

These circumstances, however, have not diverted us from our purpose: to contribute to the achievement of a **more balanced and fairer world** through the development of our activity, of who we are and what we know how to do, in a responsible and sustainable manner. In this way, we have continued working to meet demanding sustainability criteria, continuously improve economic results, and promote stable and quality employment.

To this end, the United Nations **Sustainable Development Goals** (SDGs) serve as a

framework to guide our commitment to the planet, the natural environment, and society. We are aware that, as a large company, our responsibility towards the environment around us and the people who are part of it must be increasingly greater, and that we must respond to this challenge with enthusiasm and ambition.

On this journey towards sustainability, we have the support and collaboration of our **stakeholders**, whom we thank for joining us in generating shared value, which is increasingly bearing fruit. With this Sustainability Report, we invite you to discover the commitment, dedication, and effort that we maintain at Dacsa Group to build, together, a better society and a healthier planet.

D. Ricardo Císcar Martínez
President of Dacsa Group





Together, we can
continue giving our
best to achieve a
better society and a
healthier planet.



**2022 at a
glance**

01

2022 at a glance

DACSA GROUP

+138 M€ 
In equity

+513 M€ 
In revenue

10 
Own brands

10 
Production plants in Europe

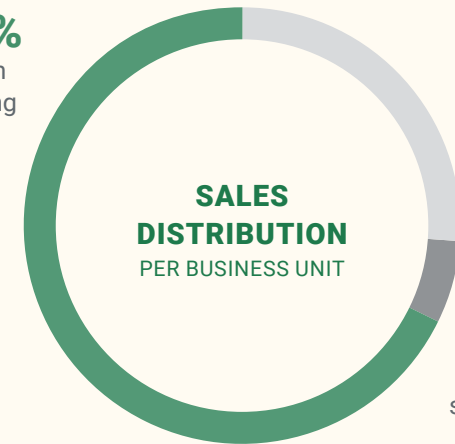
461 
Professionals

7 
Innovative investees

+800,000 TM 
Of milling capacity

68%
Corn
milling

26%
Rice
milling



6%
Food
solutions



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OUR ENVIRONMENTAL COMMITMENT

-20 % 
In our carbon footprint
compared to 2019

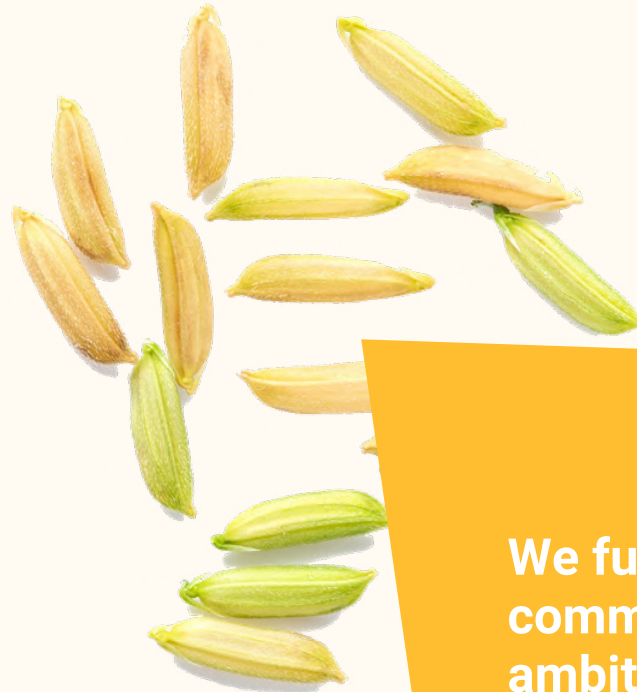
90 % 
Single-material
packaging used

+90 % 
Recovered waste

55 % 
Sustainable agricultural
raw materials

**B rating in
the CDP
questionnaire**

**We fulfill our
commitment with
ambition for a
better world.**



**OUR SOCIAL
COMMITMENT**



Proud of our diversity: professionals of 14 different nationalities.



We have created and registered our **2nd Equality Plan 2022-2026.**



We maintain a **high level of staff satisfaction: 9.61 eNPs.**



We embrace **charitable projects** in different areas (Mamás en Acción, PayaSOSpital, Crecer en Positivo, Asindown, Crecer con Futuro...).



We are involved in **talent at universities and technological centres** (Dacsa-UV Chair, Hyperloop UPV, ESIC, ADEIT).



We promote **international sports** (BBVA Valencia International Open, World Padel Tour Challenge, Faulcombridge Cup...).



We promote **Valencian cultural heritage** (Fallas, Moors and Christians, Calderes, Wikipaella...).



A photograph of a cornfield at sunset. The rows of corn stretch into the distance, with the sky showing soft orange and pink hues. A large, semi-transparent yellow graphic overlay is positioned on the right side of the image, containing the text 'Our company' and the number '02'.

**Our
company**

02

Our company

2.1. We are Dacsa group

Our origins date back to 1968 when Maicerías Españolas, S.A. was founded in Almàssera (Valencia). Initially, we focused on milling corn grits for the brewing industry. Later on, our family business expanded to include rice production, creating the brand Arroz Dacsa and laying the foundation for the diversification and growth that would characterise our company in the future.

Currently, at Dacsa Group, we are **present in 45 countries**, where we have an exceptional team consisting of 461 individuals from 14 different nationalities. Our professionals are the ones responsible for putting into practice the company's values in the workplace, not only with clients and the food industry, but also the rest of our stakeholders.

Nowadays, we are a European benchmark in the **production and development of food ingredients** in three business areas:



Rice milling

Mainly in Spain and Portugal.



Corn milling

A sector in which we are European leaders (cereal, snacks and beer).



Food solutions

Where our commitment to innovation, added value, and the promotion of a healthy lifestyle is displayed with greater strength.



Our mission and values



Mission

We are a committed company that manufactures quality food products and ingredients, creating value and trust amongst our customers.

This mission encapsulates the business model of Dacsa Group and describes our attitude towards the environment in which we operate, which is nothing other than the **creation of shared value** with our customers and other stakeholders.



Internationalization, innovation, and continuous improvement are the hallmarks of Dacsa Group, through which we bring our customers and the food industry quality products and more sustainable solutions.



Values



COMMITMENT

Working responsibly to create value in a sustainable and respectful way, fulfilling agreements established with all our stakeholders unconditionally.



CLIENT-FOCUS

Working with the aim of satisfying the demands of our clients in total cooperation with them and meeting their needs beyond their expectations.



EFFICIENCY

Working to obtain competitive high-quality products by optimising resources and continuously improving processes.



SAFETY

Working on safety. It's the best way we have to care for staff and their families, something we are proud of.



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Corporate structure

The corporate governance system of Dacsa Group is based on **two bodies**, which have the mission of integrating the management of the Group's companies, as well as ensuring the promotion and monitoring of a common strategy, in line with our mission and business objectives:

Strategic Committee

It addresses the design, implementation and evaluation of specific mechanisms to contribute effectively to the progress of the SDGs on which our strategy pivots.

Board of Directors

Defines the strategy and governance model of the Group, supervises the day-to-day operations of the organization, and strategically coordinates all of our departments and companies.

Management Committee

Executes the strategy and governance model spearheaded by the Board of Directors, as well as constantly assisting them in their supervision and adoption of strategic decisions, presenting proposals on relevant matters to the company. It consists of eight executives who manage the various departments of the Group.



Mr. Ricardo Císcar Martínez
Chairman of the Board



Araceli Císcar García
Executive Director



Ricardo Císcar García
Executive Director



Santiago Martín
General Manager



Adam Drozdowski
Northern Europe
Regional Manager



Pilar González
Corporate Sales
Manager



Pedro Jiménez
Corporate Financial
& Accounting CFO
Manager



Paco Martí
Corporate Quality &
Food Safety Manager



David Pérez
Southern Europe
Regional Manager &
New Business Manager



Vicente Sos
Corporate Operations
Manager



África Valdecabres
Corporate People
Manager



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Economic Performance

In 2022, we have **once again improved our financial results**, consolidating a rising trend that confirms the commitment we maintain at Dacsa Group to innovation and sustainability, leading us to continue growing.

In this fiscal year, our turnover has been 22% higher than in 2021, the operating result has doubled that of that year, and the consolidated result has been nearly four times higher.



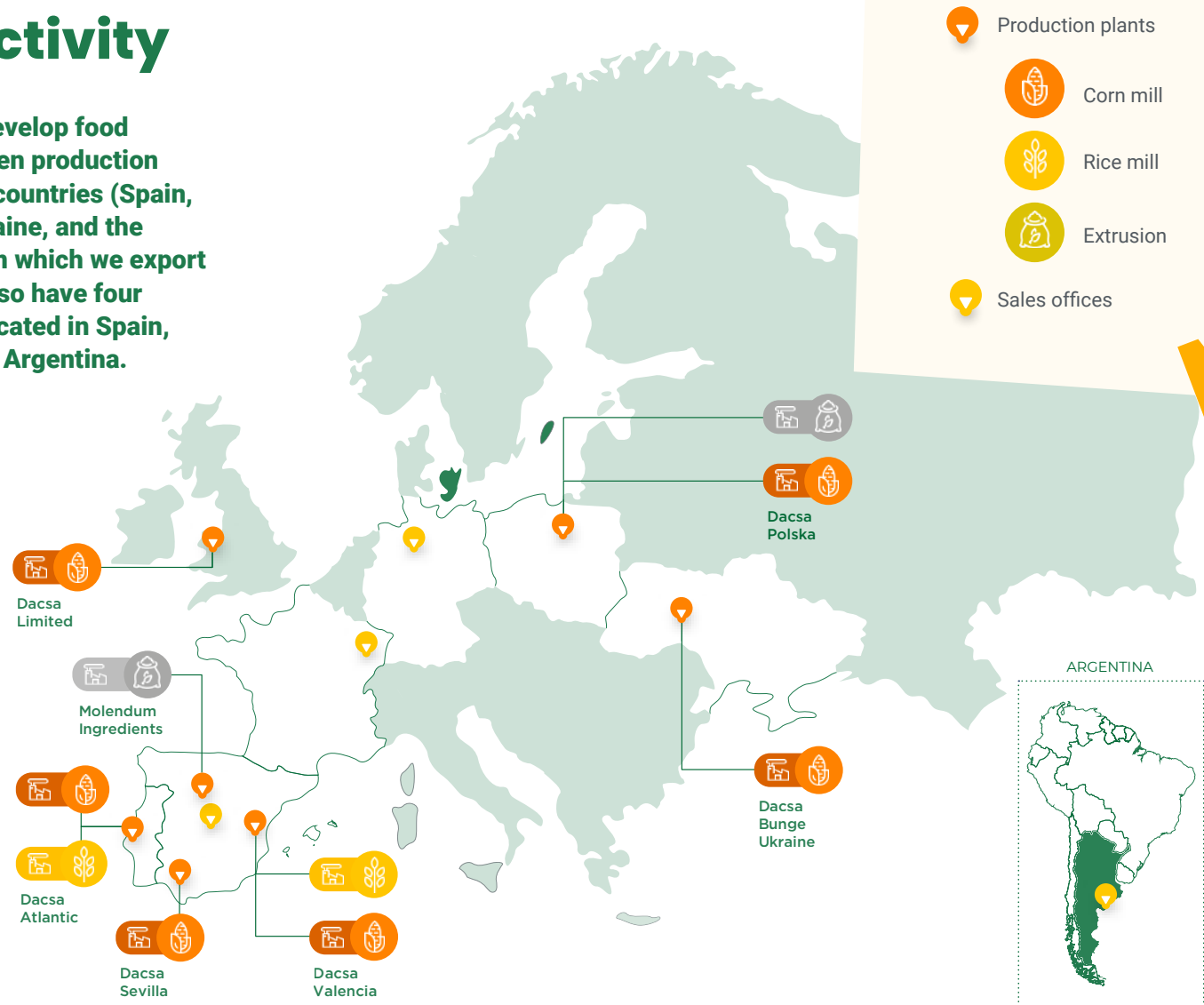
Consolidated figures Dacsa Group

2021	2022
421,710,000 € Net turnover	513,593,412 € Net turnover
5,150,000 € Operating result	10,686,285 € Operating result
2,931,000 € Net investment in non-current assets	2,215,000 € Net investment in non-current assets
65,042,000 € Net investment in current assets	46,207,000 € Net investment in current assets
1,196,000 € Consolidated result for the fiscal year	4,029,429 € Consolidated result for the fiscal year



2.2. Our activity

At Dacsa Group, we develop food ingredients in our seven production plants located in five countries (Spain, Portugal, Poland, Ukraine, and the United Kingdom), from which we export to 45 countries. We also have four commercial offices located in Spain, France, Germany, and Argentina.



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Origin of our raw materials



Corn

Spain, Portugal, Poland, France,
Ukraine, Romania and Argentina.



Rice

Spain, Portugal, Romania, Argentina,
Brazil, Pakistan, Cambodia and Myanmar.



Special milling

Spain, Holland, Ukraine, Turkey, Canada,
Brazil and Peru.



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Our products

With the **rice and corn-derived products** we market, we produce breakfast cereals and cereal bars, baby food, bakery products and pastries, snacks, beer, pasta, coatings and breaded products, sauces and creams, as well as pet food.

In all these sectors, we seek to provide our customers with **quality, sustainable, healthy, and innovative ingredients** that go beyond their demands and contribute

to better nutrition for the population, based on sustainability.

This would not be possible without our strong **commitment to innovation**, which is evident in the use of the latest technologies in all the processes we carry out, especially in production and packaging. In this way, our products surpass the most demanding controls, both internal and external, enabling our clients to manufacture healthy and balanced products.



At Dacsa Group, we are committed to providing quality solutions and products based on natural ingredients, to which we have access thanks to our strong international presence.



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Corn milling



Corn flour

For snacks
and bakery
products.



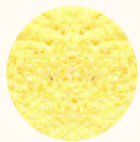
Corn grits

For breakfast
cereals like
corn flakes.



Cornmeal

For snacks.



Polenta

As high-quality non-
GMO (genetically
modified organisms)
flour with multiple
food applications.



Fibre

Obtained through
grinding the corn
husk, with many food
possibilities.



Brewer's grits

For brewing beer.

We are the leading
company in Europe in
dry corn milling across
all sectors.



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Rice milling



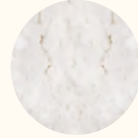
Whole rice

For the preparation of traditional dishes, pancakes, and breakfast cereals.



Broken rice

For animal feed and the brewing industry.



Rice flour

With the same chemical composition as white rice and intended for pastries, bakery products, pasta, crispy snacks, breadcrumbs, and tempura.

We are one of the main rice producers in Spain and Portugal, boasting prestigious and highly traditional brands such as Arroz Dacsa and Arroz La Campana, or Atlantic Le Chef, Ceifeira, and Sorraia, respectively in both countries.



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— DESDE 1925 —



OTHER
BRANDS



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Food solutions



Native flours

From cereals and legumes.



Pre-gelatinised flours

From lentils, peas, beans, chickpeas, quinoa, amaranth, buckwheat, and teff, gluten-free.



Crunchies, texturized and puffed grains

For muesli, cereal bars, and coatings for unconventional breading.



Thermo-treated flours

Such as pre-cooked, as well as fibres and stabilised flours.



Binders and breading

Such as predest (for bakery products and pastries) or breadcrumbs.

Food solutions

They are made **from legumes, cereals, and ancient grains**, from which we manufacture and process customised legumes and cereals, as well as gluten-free flour blends to improve the balance of amino acids.

Our innovative nature is evident in the food solutions division, through which we introduce novel and high-value-added products to the market, aiming to meet the demands of our customers and promote a more sustainable diet.



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We control the supply chain of the products we market under the brands Pésol Pea and Hi Veggies!. We have Spain's first wet-textured protein factory, which enables us to guarantee product supply to our clients and ensure the high quality of our developments.

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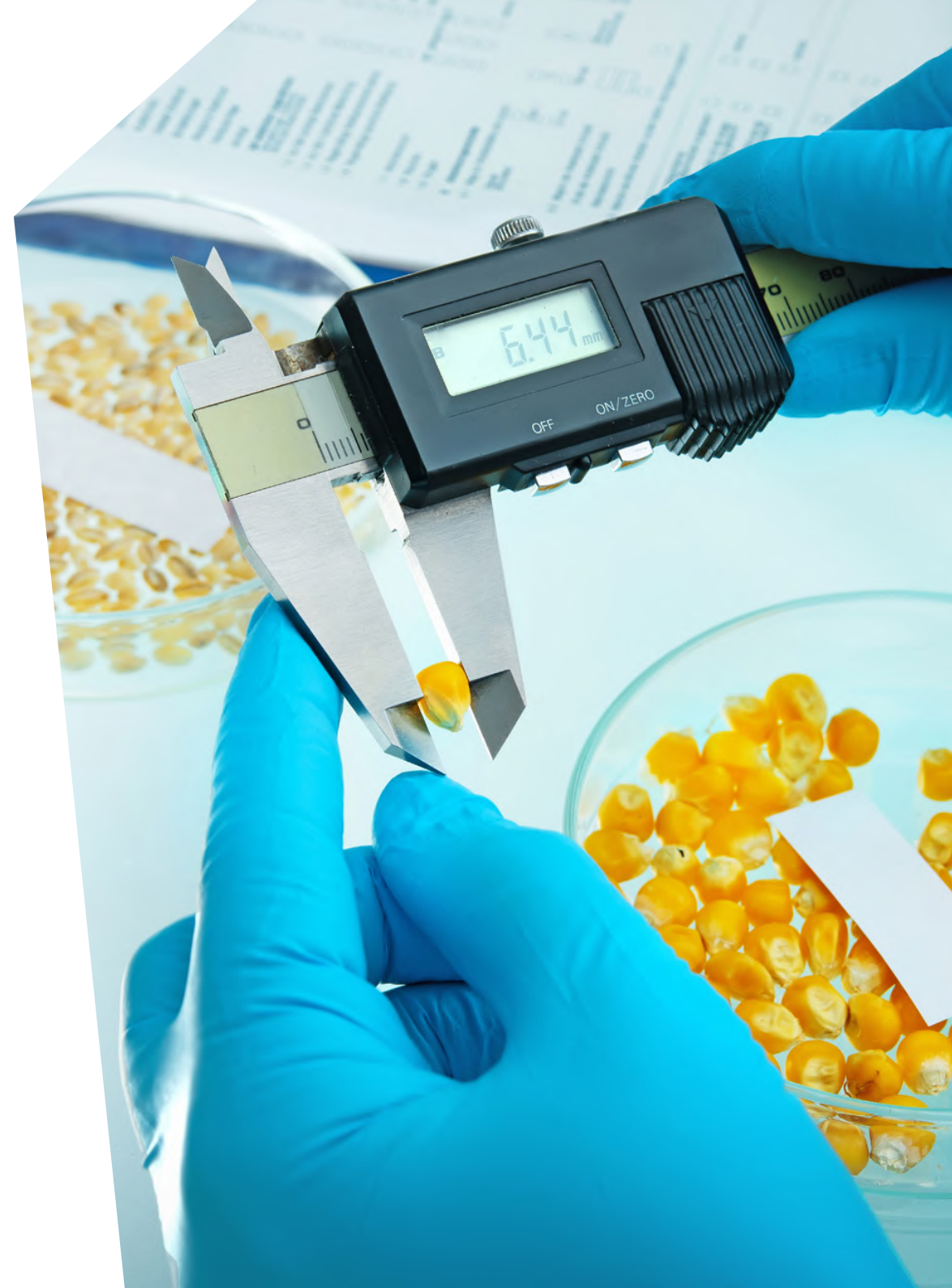
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Food quality and safety

The culture of quality and food safety that we maintain at Dacsa Group encompasses everything from our behaviour, attitudes, and beliefs to the safety of our staff and customers. It is who we are and what we do, defining us collectively in terms of ourselves and towards society.

Our values are of particular relevance in developing the **food quality and safety culture** of the Group, which encompasses the whole company through:

- The dedication of all individuals who are part of the company, applying the highest standards of legal and regulatory compliance to ensure the **protection of clients and consumers.**
- **Training our employees** in areas related to food quality and safety, while recognising their achievements in this field.
- **Commitment to continuous improvement**, which we ensure through evaluating the effectiveness of the model and making necessary adjustments to optimise its performance.





We are aware of the enormous importance of providing our customers with the highest food safety standards. Therefore, our employees work constantly to eliminate risks in this regard, ensuring their protection through the following attitudes:



Leading by example



Credibility in the message



Involvement of colleagues



Sense of belonging to the organisation

In this regard, we have equipped ourselves with various **tools to ensure the highest quality** of our products:

- **Quality and Food Safety Systems** based on hazard, threat and vulnerability control procedures (HACCP, TACCP, VACCP).
- **Quality standards** at our facilities.
- **Internal and external audits** subject to certification programmes.
- **Laboratories located in our plants**, to verify that the products we produce meet the established parameters.

Furthermore, for the standardisation of the corporate model in this field, we have implemented the **Food quality and Safety Culture Procedure**, which defines and systematises the actions and activities that translate the elements of this culture into practical terms. In this document, we include a roadmap to guide us in the implementation of the model according to the specific needs of each plant.



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Corporate policies in matters of food quality and safety



QUALITY POLICY

Aimed at maintaining the highest quality standards in our products, in line with the company's values.



ALLERGEN POLICY

To address the management of allergens in the manufacturing processes of our products.



NO GMO POLICY

In which we commit to not using genetically modified raw materials and to producing our products under strict traceability and labelling controls.



FOOD DEFENCE POLICY

Which aims to identify, mitigate, and monitor potential sources of intentional contamination of our products.

All our plants are audited by accredited external entities according to the BRCGS standard, one of the most demanding in terms of quality and food safety.



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Our food quality and safety certificates

 <p>Valencia</p>	        
 <p>Seville</p>	      
 <p>Portugal</p>	      
 <p>Poland</p>	       



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 Molendum



 Ukraine





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Likewise, **we belong to various associations**, through which we strive to advocate for the interests of our sector, as well as to improve existing regulations and policies implemented in various fields of our activity. These alliances enable us to continue enhancing our performance in terms of food quality and safety.



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Commitment to continuous improvement

Since the beginning of 2014, we have had a **Continuous Improvement System** that standardises the management models of all the plants within the Group. With the help of experts in the field, we have managed to transform the company both organisationally and structurally, ensuring adherence to best practices and identifying areas for improvement to maintain our leadership position.

To achieve this, we have implemented the **ESPIGA** system, which incorporates strategic indicators and objectives aligned with Dacsa Group's strategy into our daily activities, as well as a robust structure of well-organized meetings and action plans to address improvement needs.

Based on a **Lean Manufacturing and Continuous Improvement** model, ESPIGA was initially implemented in production areas and gradually extended to other areas of the company where we saw the benefit of its implementation. Today, all plants within Dacsa Group operate under the framework of this model.

Finally, we continue to work on **the development of the ESPIGA system**, implementing improvement tools and workshops, as well as organising training sessions in various fields, in order to establish it across all corporate departments.



In mid-2022, continuing with our digital transformation strategy and aiming to further increase efficiency and productivity across the organisation, we began the digitalisation of the Continuous Improvement model, ESPIGA 4.0 - LES, whose implementation we expect to complete by 2024.



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2.3. Investee Companies

We advocate for a healthy and sustainable lifestyle through our innovative products, as well as new food solutions that meet consumers' needs, while also promoting environmental protection.

As a result of our commitment to R&D, in 2022 we strengthened investments in **innovative and sustainable companies** in the food sector. In doing so, we contributed to the promotion of economic and social development in the communities where we operate, while also promoting research in food.

In this way, we participate in the capital of companies dedicated to **the development of innovative and high-quality food solutions**, in line with our goals of innovation and diversification. This allows us to offer increasingly greater added value to our customers and stakeholders.



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In November, we held a **meeting with our investee companies** to analyse the challenges we face in various markets. It was a unique opportunity to contribute to the development of these innovative companies and align their mission with that of the Group, sharing knowledge and experiences gained.

The companies participating in this enriching session were able to present their **innovative projects** in areas such as food production from alternative ingredients, the development of organic products, and the optimisation of production processes to reduce the environmental impact.

Additionally, **the challenges they face in their respective fields** were discussed, and common topics of interest were addressed, such as the importance of sustainability in food production, the need to adapt to new market trends, and the relevance of constantly seeking disruptive solutions to meet consumer demands.

At Dacsa Group, we are proud to have a group of companies committed to quality and environmental respect, and we will continue working together to achieve our common goals.



2.4. Innovative spirit

Innovation is a fundamental element to ensure the future growth of a company and to maintain its leadership position. That's why at Dacsa Group, we invest in research and product/process improvement, which has yielded notable results such as the launch of the Hi Veggies! brand and the widespread adoption of wet vegetable texturised proteins as substitutes for meat and fish.

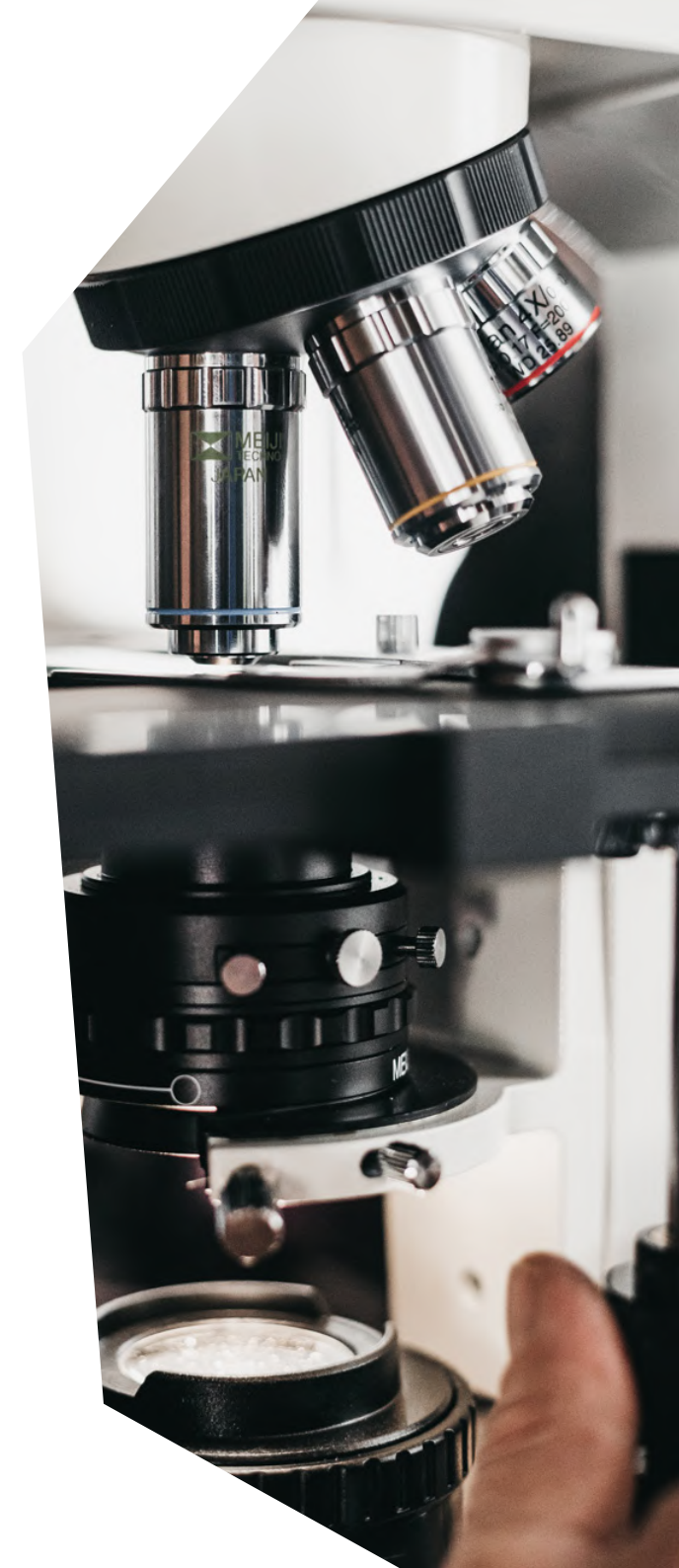
It's also essential to have the best team, so we **encourage the development of those with highly specialised talent** in key areas for the company, such as nutrition and bioprocesses, as well as collaboration with renowned chefs. At Dacsa Group, we understand that consumers are increasingly interested in tasting new flavours and textures, so a company like ours must introduce attractive and differentiated products to the market that meet the preferences of increasingly demanding customers.

Therefore, we have our own **Innovation Centre**, which leads the activity we carry out in this area, both in terms of organization and in benchmarking the sector and identifying

cutting-edge proposals. The **Innovation Committee** develops and oversees the implementation of this strategic corporate policy.



The goal of our innovation strategies is to anticipate customer needs, develop healthier and more sustainable products, and improve the efficiency of our production processes.



Our **main innovative projects in 2022** have been:



Collaboration with Tech Transfer Agrifood

This is a specialised investment platform in the agri-food sector to finance high-impact technologies and entrepreneurs. Through this collaboration, we work on the development of two concept tests:

- **Production of fermented lentil flour** and its incorporation into various foods in collaboration with the Polytechnic University of Valencia.

UPV

- **Valorisation of rice husks** to obtain high-value silica, with the Technological Institute of Plastics (AIMPLAS).



Bioplastics

We have succeeded in **valorising by-products from corn milling for the production of biodegradable and compostable bags**. With this project, we reduce dependence on fossil fuels and apply a circular economy model, promoting the use of low-value economic waste with numerous applications today.



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Innovation and sustainability go hand in hand with Hi Veggies!

In 2022, we launched the brand Hi Veggies!, offering **high-quality products sourced 100% from plants**, made with wet textured vegetable protein from peas, legumes, and cereals.

With this brand, we focus on providing our consumers with products made from healthy and nutritious ingredients, without preservatives or artificial additives, while promoting alternative proteins. At the same time, we **minimise the environmental impact** by promoting shorter transformation processes, using recyclable and recycled packaging, and sourcing from local suppliers whenever possible.

Our commitment to promoting a healthy and environmentally friendly lifestyle is manifested in a diverse range of **appealing products**, such as fish substitutes (tuna-flavoured bites, fish nuggets, and shrimp-flavoured balls) or meat substitutes (bites and strips in various flavours, burgers, and meatballs), and Veggieclara, a functional substitute for egg whites.

Furthermore, we ensure that these high-quality products are available on the shelves at **competitive prices**, so that our customers can enjoy a first-rate gastronomic experience.



Hi Veggies! offers a wide range of tasty plant-based products, substitutes for meat, fish and eggs, to respond to new consumer demands.



We have added even more **new investee companies** in 2022, with which we have launched 100% plant-based products under the **brand Hi Veggies!**



Vegadénia®



Innova Veg

With its Vegadénia brand, we have introduced products such as Veggieclara and four vegetable pâtés.

Rollito Vegano



Rollito Vegano

We have started using six of their plant-based sausages in our products: Fuet-free, Smoked fuet-free, Black pudding-free, Chorizo-free, Longaniza sausage-free, and Pepperoni-free.

mommus
honest food



Mommus

We introduced several of their products, such as semi-cured cheeses and spreadable cheeses.



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Through Hi VEGS!, we reinforce our commitment to offering our customers healthy, sustainable, tasty, and competitive products that meet their needs and contribute to better nutrition, promoting a healthier and more sustainable lifestyle.

In 2022, we launched the Hi VEGS! Alta Cocina product line, in collaboration with the prestigious chef RAKEL Cernicharo from the Karak restaurant (Valencia). This is a range of vegan dishes made with pea-textured protein and suitable for vegan and celiac diets. These dishes have a high protein content and are clean label products.



2.5. Communication with our stakeholders

Continuous dialogue and interaction with our stakeholders are fundamental to building a strong company that is well connected to our environment and generates value in the communities in which we operate. Therefore, clients, consumers, professionals, suppliers, the media, communities where we operate, and ultimately, society as a whole, are at the heart of our decisions.

To engage our stakeholders in our commitments, we disseminate the responsible, vegan, and more sustainable business model at Dacsa Group directly, transparently, and effectively through various channels. In this way, we aim to build **lasting and trusting relationships** with our stakeholders, as well as continuously identify their needs and priorities, with which shape our activities.

Our company's social **networks and websites** are one of the main tools that we use to communicate with those around us.



19,810

followers on Arroz Dacsa's Facebook



7,404

followers on Arroz Dacsa's Instagram



10,780

followers on Arroz Dacsa's LinkedIn



17,870

visits to the Arroz Dacsa website



53,730

visits to the Dacsa Group website



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Open dialogue with our staff

We value the opinions and suggestions of those who are part of our teams, so we promote a listening environment where they are encouraged to share their ideas and concerns. This is a crucial element for fostering a positive and productive work environment, providing them with the opportunity to share their ideas, concerns, and suggestions. We have a great responsibility to facilitate transparent dialogue between people and the company, allowing us to effectively respond to the needs of those who contribute to the growth of Dacsa Group through their work.



We aim for effective internal communication, which not only conveys information but also serves to listen to and understand the needs and expectations of our employees.


To keep all company employees informed and engaged, we use communication channels such as **What's Dacsa** and **HappyDacsa**. The first is a WhatsApp group through which we provide information, updates about the company, internal news, awareness campaigns, congratulations for individual or team achievements, prizes, and giveaways. The second is a two-way internal communication application.

Through both, we establish a fluid dialogue with our staff, inform about key issues for the company, and enable our staff to share interests and convey their concerns, needs, and expectations within the Group. This way, our staff stay updated and motivated, while strengthening their sense of belonging and community within the organisation.

Strong relationships with customers

We maintain a customer-centric approach, seeking to understand, address, and anticipate their demands. Our goal is to foster clear and transparent communication, ensuring the satisfaction of our consumers and promoting the establishment of long-term trusting relationships.





Effective communication with the company's stakeholders is an essential component of our CSR approach. Therefore, we strive to maintain an open and transparent relationship with all stakeholders, recognising that their commitment and support are crucial to our ongoing success.



Collaboration with suppliers

We strive to establish lasting and collaborative partnerships with our suppliers, promoting open communication and working together to ensure ethical and sustainable business practices throughout the whole value chain.



We have developed a Code of Ethics for Suppliers, as well as a Code of Good Farming Practices, to engage our partners in upholding the sustainability values and principles of Dacsa Group.

Community involvement

We have a significant responsibility towards the local communities in which we operate. Consequently, we strive for constant and active communication focused on understanding their needs and concerns, as well as developing projects that benefit the community as a whole.



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We showcase our commitment to food R&D with Hi Veggies!

The innovative nature of Hi Veggies! Demands that we develop groundbreaking communication to spread our message of sustainability and plant-based nutrition. Therefore, we implement various strategies aimed at building a strong brand that is well-connected with our target audience.



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How we communicate



Social media

This is the fundamental tool for sharing relevant content. On the Hi Veggies! and Natur Dacsa accounts, we showcase our products, offer tips and various recipes, as well as highlight news and events related to proper nutrition and its positive impact on the environment.

Hi Veggies! on social media



6,302

followers on Instagram



2,354

followers on Facebook



TikTok Presence



Launch of the Hi Veggies! Website

Recently, we launched the official website of the brand, where we introduce our products, offer tips and resources on 100% plant-based nutrition, and delve into sustainability-related issues. This is a way to get even closer to our customers so they can enjoy a complete experience with clear and accessible information.



52,000

visits to the Hi Veggies!
website since its
launch



Points of sale

We ensure a prominent presence in locations where our products are offered, providing promotional and communication materials such as brochures, posters, and displays to attract the attention of potential customers and emphasise the positive aspects of what we provide at Dacsa Group.



Press and social media appearances

Our innovative and committed strategy in this field is yielding very positive results. Additionally, we have increased the visibility of messages related to sustainability and healthy eating to reach a wider audience and increase engagement.





**Sustainable
development**

03



Sustainable development

3.1. HUMANE programme

HUMANE was born because we want to contribute to the development of society and the environment, responding to social demands and working intensely to generate a positive business impact on our environment.

HUMANE is our **Strategic Corporate Social Responsibility (CSR) Plan** at Dacsa Group. Since its inception, five years ago, we have been progressively framing the group's different policies in favor of sustainable development and giving them increasingly greater corporate relevance, permeating the set of operations we carry out.

In our Plan, we have established **four strategic lines** that encompass our corporate actions in environmental sustainability, social development and governance, which are the focus of this report.

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Strategic lines of our HUMANE Program



ETHICAL AND RESPONSIBLE MANAGEMENT

We frame our operations within respect for human rights, equality, and diversity through compliance with regulations and our Code of ethics.



SUSTAINABLE GROWTH

We balance economic growth with policies that promote sustainability, designed within the framework of sustainable development.



COMMITMENT TO OUR STAFF

We identify, understand, and promote opportunities for the individuals who make up Dacsa Group to facilitate personal and organisational growth.



INVOLVEMENT IN SOCIETY

We address social demands, recognising our role as an economic agent and also as a promoter of well-being in our environment, and in vulnerable contexts in terms of human rights on a global level.



For Dacsa Group, it is essential that CSR is part of our business strategy, involving all departments and individuals within the company.



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The HUMANE Program is **led by the CSR Committee**, composed of the directors of the HR, safety and health, origination, environment and management departments, and coordinated by the CSR manager. At the same time, it is a **live project**, open to the participation of all the people in the organisation, so that we can benefit from their contributions and maximise the benefits of this common enterprise.



CSR is integrated into the Dacsa Group's Strategic Committee, thus enshrining at the highest institutional level of our company the commitment we make to governance, environmental sustainability and social progress.



3.2. Committed to SDGs

In 2022, the world has been put on alert as a result of the fact that, contrary to what had been planned, there are some setbacks in the achievement of the Sustainable Development Goals (SDGs) approved by the United Nations as part of its Agenda 2030.

From the HUMANE Program, we have focused our performance this year on **promoting the progress of the SDGs**, especially from the five Objectives that we consider to be priorities due to their relationship with the activity we carry out at Dacsa Group.

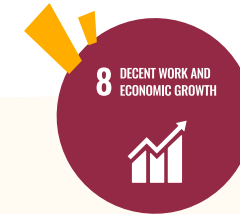
Our primary SDGs to which we contribute and related actions developed in 2022 (I)



SDG 2. Zero hunger

Through the development of various social initiatives to provide and distribute food to the groups most in need, actions to promote improved nutrition and sustainable agriculture.

- **We donate in kind** to multiple associations, having offered more than 5,000 kg of products during the year.
- **We promote and support sustainable agriculture** through our Code of Good Farming Practices, contributing significantly to improving agricultural productivity.
- **We encourage the cultivation of leguminous species** (Hi Veggies!), promoting the improvement of soil quality and fertility.



SDG 8. Decent Work and Economic Growth

Promoting quality employment, decent work, and the professional and personal development of our team.

- We maintain a **high rate of permanent positions** (92%).
- We continue to invest in the **training of our employees** with a Training Plan, through which we have provided over 15,252 hours of training throughout 2022.
- **We promote business growth** by participating in the social capital of eight innovative startups in the food sector.



Our primary SDGs to which we contribute and related actions developed in 2022 (II)



SDG 9. Industry, Innovation, and Infrastructure

Driving digital transformation and our strategic innovation goals to offer a quality product.

- **We promote innovation** as one of the hallmarks of the Group, and therefore, from our Food Solutions department, we have generated innovation drivers such as our brands Natur Dacsa and Hi Veggies!.
- **We promote inclusive and more sustainable industrialisation**, leading us to maintain an ambitious sustainability policy and efficient use of resources.



SDG 12. Responsible production and consumption

Ensuring more sustainable production and consumption patterns.

- **We advocate for textured vegetable protein** as a protein alternative to enrich the diversity of diets.
- **We promote circular management** which allows us to achieve very high levels in terms of the valorisation and reuse of waste and residue, in addition to minimising food waste as much as possible.



SDG 13. Climate action

Developing various environmental initiatives to combat climate change and its effects, and reduce our environmental impact.

- **We have a progressively more sustainable energy generation model**, through which we promote solar energy production and electricity obtained at our cogeneration plant, also using rice husks that come out of the process as fuel.
- **We promote the reduction of CO₂ emissions** positioning ourselves within the international framework of agreements against the climate emergency.





**Corporate
governance**

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Corporate governance

At Dacsa Group, we firmly believe in ensuring a governance model based on ethics and social and environmental commitment, conveying these principles to all our stakeholders and promoting an **ethical culture and respect for human and labour rights**.

4.1. Ethical and responsible management

At Dacsa Group, we are aware that as a responsible company, we must conduct our activities legally and transparently. Therefore, we focus on the social and economic realities of the current moment, paying special attention to the way in which we achieve our objectives.

Ethics, at the core

Ensuring **ethical and responsible behaviour** based on regulatory compliance and good governance brings us undeniable benefits. In this way, pursuing this purpose has resulted in the quantitative growth of the Group, but also in the strengthening of qualitative aspects such as our relationship with stakeholders, the trust of our customers and investors, corporate reputation, and the improvement of our decision-making process.



**At Dacsa Group,
we are committed
to ensuring ethical
principles and respect
for people, society,
and the environment
within our sphere of
influence, extending
the company's
responsibility to
all stakeholders.**

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Tools for good governance

INTEGRITY, RESPECT FOR PEOPLE, SOCIETY, AND THE ENVIRONMENT

These are essential principles for proper management of the company and should guide the actions of our staff at all times.

ETHICS COMMITTEE

Comprised of individuals from various departments, it is the body responsible for monitoring and promoting compliance with applicable regulations, the corporate policies of the Group, and the mandates of the Code of Ethics.

CRIMINAL COMPLIANCE MANAGEMENT SYSTEM

We ensure compliance, by all departments of our company, as well as by all plants and offices, with national and international legislation affecting the countries in which we operate, through a system certified by the UNE 19601 standard.

TRAINING

We reinforce the guidelines and knowledge necessary for our staff regarding corporate policies, the Code of Ethics, and the Code of Conduct and compliance.

CODE OF ETHICS

We define our commitments regarding ethics and strive to provide all individuals within the Group with a framework for appropriate behaviour in our day-to-day operations, in accordance with fundamental principles of human and labour rights, occupational health and safety, environmental sustainability, and business ethics and integrity.

CODE OF CONDUCT

It is directed towards our employees, informing them of the expected behaviours and actions within Dacsa Group, as well as urging them to apply ethical criteria in decision-making. This norm is based on the premises of avoiding conflicts of interest, ensuring confidentiality, conducting fair negotiations, protecting company assets, and acting in accordance with the law and the Code of Conduct.

CODE OF ETHICS FOR SUPPLIERS

It is the instrument through which we extend to our suppliers the same principles of behaviour that we apply within the Group, encouraging them to conduct their activities in a responsible way.

ETHICAL CHANNEL

This is the avenue through which our staff can report any breach or non-compliance with the Code of Ethics, using a red mailbox set up at Dacsa Group's headquarters or by email to ethical.channel@dacsa.com. The queries or complaints received are analysed and investigated by the Ethics Committee, which ensures confidentiality and protects whistleblowers from retaliation at all times.



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Similarly, although not strictly an ethical standard, we have a **Code of Good Farming Practices** aimed at ensuring that 100% of the farmers we collaborate with worldwide adopt a set of ethical behaviours that have a positive impact on the community as well as directly on the business. These behaviours include compliance with regulations, employee training, agricultural and environmental management plans, soil studies, and proper seed selection.

Furthermore, we continue to sponsor the **Étnor Foundation**, dedicated to promoting ethics in organisations.

Moreover, we have continued to reaffirm our commitment to the **United Nations Global Compact for the Defence of Fundamental Values**. Thus, we align ourselves with its Ten Principles to guarantee compliance with fundamental responsibilities in matters of human rights, labour, the environment and the fight against corruption.



We evaluate our behaviour

In line with our strong commitments to ethical and responsible behaviour, we work with various entities that **evaluate, rate, and audit** our performance in terms of compliance and sustainability, aiming to align it with the highest standards in the field.

In this way, at Dacsa Group, we are part of the **Sedex Platform**, which assesses the supply chain to store, analyse, share, and report on sustainability practices, driving continuous improvement throughout the value chain.

Similarly, we use the **SMETA audit**, which helps us understand and improve working conditions and environmental performance in the Group's business, as well as in our supply chain, based on four pillars: health and safety, labour standards, environment, and business management.

Additionally, we hold the **«Silver» EcoVadis medal**, with which we have been recognised since 2020 for our commitment to environmental sustainability, labour practices and human rights, ethics, and sustainable procurement.



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Ethical behaviours that characterise Dacsa Group



Legal compliance



Honesty and ethics



**Objectivity in decision
making**



Confidentiality



**Protection of materials
and facilities**



Fair negotiations



Anti-corruption



No discrimination



Fair treatment



Respect for the environment





4.2. We uphold human and labour rights

At Dacsa Group, we work diligently to ensure respect for human rights (HR) and maintain working relationships where the fundamental principles of protecting human and labour rights are upheld.

To ensure compliance, both within our organisation and throughout the value chain, we adhere to the guidelines outlined in the corporate **Code of Ethics**, which is directed at employees, as well as the Code of Ethics for suppliers.

In our **Human Rights Risk and Impact Analysis**, we have implemented a methodology based on various international treaties that we consider fundamental commitments of our company, primarily the United Nations Global Compact, as well as the opinions of various consulting entities and experts.

The actions we take within the Group regarding human rights protection are structured into **six stages**, coordinated by the CSR Committee.

- 1** **Commitment to respecting human rights** integrated into the corporate culture.
- 2** **Risk identification.**
- 3** **Measures and actions to mitigate or remedy** identified risks.
- 4** **Remediation proposals** for those who may have been affected in case of direct involvement in an action with negative impact.
- 5** Progress **monitoring.**
- 6** **Communication.**



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After analyzing the potential risk to human rights, the result is that our activity is not directly associated with any.

We have established a specific system for **monitoring and controlling the identification of risks**, as well as for detecting and implementing prevention and mitigation measures. This system requires the following to be applied in the event of a human rights violation in any area of the business:

- When a report is made through the Ethics Channel, the **Investigation Committee is responsible for its clarification.**
- The **Corrective Actions Plan** is activated continuously, available to all departments.
- Annually, the **monitoring and updating of the human rights risks and impacts analysis** is carried out by the CSR Committee.
- Every six months, the Ethics Committee **reviews the existence of potential violation situations.**





At the same time, we **communicate the actions that embody our commitment to human and labour rights** both internally, through training and our social networks, and externally, through the Dacsa Group website and tools like this report, in order to reach all individuals and groups related to the company.



Respect for human rights is essential to move towards the development of a fair and balanced society, since all people deserve the best treatment.



**Committed to
environmental
sustainability**

05

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Committed to environmental sustainability

The commitment we maintain at Dacsa Group to sustainability dates back to our foundation, from when we have had a strong desire to become increasingly efficient in our production process. In other words, thanks to environmental sustainability, we produce the same with fewer resources, through innovation and the advancement of technology.

Within the Group, we work on collaborative projects hand in hand with our suppliers and customers to achieve a **responsible value chain**. This approach allows us to generate agricultural raw materials according to good practices, and to use single material packaging and packaging that can be recycled and valorised more easily.



Due to our concern for the planet, we continually work on ambitious projects in order to produce products with a lower environmental impact.



5.1. Our environmental management

The daily management of our activities means that we renew Dacsa Group's commitment to sustainability every day, being aware of our environmental impact and taking necessary measures to reduce it.


In this regard, we insist on compliance with our **Environmental policy** in all of the Group's actions and processes, aiming to respect our environment and ensure the social well-being of present and future generations.

At corporate governance level, this strong commitment to environmental protection is reflected in the existence of our **Sustainability Management Team**, tasked with consolidating the progress made in recent years in transforming the company into a leader in environmental care, making respect for the planet the main driver of our development.

This Management team carries out its functions, with the assistance of a **Sustainability Committee**, which includes directors of Corporate Social Responsibility, Origination, Logistics, and EHS (Environment, Health, and Safety). Additionally, it leads both internal and external initiatives aimed at

promoting environmental sustainability as a core value in all our activities.

At Dacsa Group, we have set demanding Sustainability Goals for 2030, which include the reduction of emissions, the recovery of waste, the commitment to consume easily recycled packaging (such as monomaterials) and the consumption of agricultural raw materials that have been produced complying with recognized environmental and social sustainability standards.



Through our Good Farming Practices Code, disseminated by our Origination and Sustainability departments, we extend environmental, economic, and social sustainability to agricultural producers, aiming to ensure the highest quality of both food and non-food products.



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Our environmental sustainability objectives

	2020	2025	2030
Reduction direct emissions	7% vs. 2019	40% vs. 2019	57% vs. 2019 ZERO NET IN 2040
Waste valorisation	85% valorised	90% valorised	ZERO WASTE
Single-material packaging and reduction	90% single-material	95% single-material	100% single-material
CDP rating	D (Disclosure band)	B (Management band)	A (Leadership band)
Sustainable raw materials	40%	60%	80%





5.2. Towards decarbonisation

At Dacsa Group, we are aware of the need to take effective measures in response to the climate emergency, the effects of which are becoming increasingly more palpable every day. Given that our activity involves the emission of CO₂, mainly from indirect sources, we make every effort to identify, prevent, and reduce our impact to combat climate change.

In this regard, through the implementation of the company's **Environmental policy**, we address the minimisation of our environmental impact in activities as diverse as the sourcing of our raw materials, the processes carried out in our facilities, logistics and transportation activity, energy efficiency, and waste management.

For this purpose, this standard defines and implements the following **basic principles**:

- **Comply with environmental regulations** applicable to our facilities and operations, as well as other commitments we voluntarily assume.
- **Prevent pollution**, minimise waste generation, and responsibly use material and energy resources, aiming for continuous improvement.

- **Educate, raise awareness, and involve** all our stakeholders in this matter to improve environmental conditions in the immediate surroundings.

We measure the effectiveness of this policy by **calculating the carbon footprint**, which allows us to identify trends, correct possible deviations, and ensure the reduction of this magnitude according to the proposed objectives. Thus, in 2022, we generated 4138 tons of CO₂ scope 1 (direct emissions) and 15,835 tons of CO₂ scope 2 (indirect emissions).

In 2022, we reduced our carbon footprint by 20% compared to the baseline year (2019).



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To achieve our reduction targets, we have implemented **coordinated strategies at all levels** of the company to promote the use of energy from renewable sources, procure sustainably sourced raw materials, increase efficiency through investment in new technologies, and reduce energy and material losses in our processes, such as the amount of packaging put on the market and the valorisation of waste generated by our industrial activity.

As part of our commitment to transparent communication with the Group's stakeholders, we undergo the **Carbon Disclosure Project's (CDP)** Climate Change questionnaire annually. The CDP is a non-profit organisation that scores and disseminates the sustainability efforts of the world's leading companies. Following its analysis of all of our Group's plants, and the actions and processes we undertake globally, we received a B rating (*Management Band*) for our environmental commitments.



What do we do to reduce our emissions?



We generate renewable energy through the solar panels located at our Dacsa Atlantic plant, which we sell to the market.



We certify the carbon footprint of our products according to the voluntary PAS 2050 standard in our Portuguese subsidiary.



We produce clean energy through the cogeneration process carried out at the Dacsa Valencia site, where rice husk residue is burned.



We choose energy suppliers that **provide us with a larger quantity of renewable energy.**





5.3. Sustainable use of resources

In Dacsa Group, we work intensively to use resources efficiently and sustainably to effectively contribute to environmental protection and optimise the costs associated with our activity.

In 2022, the rise in energy prices continued to be a significant challenge for our company, as well as for citizens and many productive sectors. Bearing in mind that combating climate change is one of our strategic objectives, devising **energy-saving** solutions is a priority for us at Dacsa Group.

Therefore, in this fiscal year, we have implemented **measures to rationalise** energy expenditure, such as monitoring our electricity consumption, and we continue to transition to LED lighting. Additionally, we have conducted numerous energy audits to identify opportunities for reducing consumption, one of the many the benefits of our strong commitment to renewable energy sources.

Additionally, in 2022, we launched the **Zea Vision project**, which aims to define and develop an advanced decision-making system through the application of machine learning algorithms. These algorithms collect analytical

data in real-time from sensors installed in our plants in Sevilla and Valencia, capturing information about raw materials, final products, and processes. The aims of this project include improving the performance of our production processes, as well as increasing the energy efficiency of our plants.

Regarding water resources, Spain continues to face a critical situation regarding **water availability**. Therefore, despite our activity not involving significant water consumption due to the dry nature of our processes, it is essential that we remain responsible in our water usage.

Therefore, we track and measure our water consumption, promote good practices among our staff.

We also recognise the essential nature of water for our suppliers. Therefore, in our **Code of Good Farming Practices**, we include specific chapters on optimising the use of this resource.

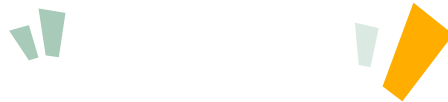
Finally, we are committed to contributing to the reduction of **food waste**. since we believe that wasting food goes against fundamental principles of social justice and has a profoundly negative impact on the environment. Hence, we use technology to optimize the efficiency of our processes and minimise any kind of loss.

We monitor the energy consumed per ton of milled material as a key performance indicator (KPI) to incentivise us to reduce consumption.

5.4. Circular economy

We aim to achieve circularity with the purpose of reducing emissions, innovating, using renewable resources in our activity, and optimising processes.

Circularity implies that both citizens and companies pursue sustainable development that makes economic growth and the prosperity of our society compatible through a rational use of natural resources. Talking about **circular economy** means discussing fewer emissions, degraded environments, and environmental deterioration, as well as more health, growth, and sustainability.



At Dacsa Group, we use waste, such as rice husks, to generate energy through cogeneration at our facilities in Dacsa Valencia.

Waste prevention and management

We strive to minimise and, whenever possible, avoid the generation of waste resulting from our activity through various means, such as marketing them as by-products or utilising them in our own facilities. However, we also ensure proper management of all waste that we unavoidably produce, whether originating from product transformation or office tasks.

The aim is to prevent the waste we generate from causing any type of pollution, as well as to facilitate its reuse, recycling, valorisation, or disposal. In 2022, we succeeded in **valorising 90% of our waste**, in line with the target set for this year.

Our aim is to achieve zero waste by 2030.



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Reduction of packaging

Packaging is essential for ensuring that our products reach our customers safely and with quality. Therefore, the key to making them more sustainable lies in the type of packaging we use and how feasible it is to recycle them. For years, this has led us to adopt a circular approach, allowing us to progressively reduce the percentage of plastic in our packaging, as well as using mono-material packaging, which is easier to recycle and less resource-intensive to manufacture as it consists of a single material.

In this way, we are committed to ensuring that by 2030 all our packaging is mono-material, so that recycling it at a recycling plant is straightforward, and there is nothing stopping it from having a second life.

In 2022, 90% of our products were marketed in mono-material packaging that is easy to recycle.

What do we do to optimise our packaging?



We manufacture Hi Veggies! packaging with **r-PET plastic**, recycled material through which solid waste that was made with PET plastic is given a new life.



We reduce the weight of our small-format **packages** by 1 kg without compromising their quality, avoiding the introduction of 12,000 kgs. of plastic into the market each year.



We commit to **continuously studying improvements** to further reduce our packaging and promote recyclability.





5.5. Sustainable value chain

At Dacs Group, we work closely with our suppliers to reduce the impact throughout the entire value chain, involving them as strategic partners in achieving the highest standards of sustainable development.

We protect the work of our farmers

We aim to achieve environmental sustainability goals at the first point of the supply chain, the field, as it represents the most significant impact of our supply chain.

To accomplish this, we have an **Origination department**, which ensures the raw materials reaching the factory are produced efficiently, yielding more product with fewer resources. They also ensure safety measures are in place and that good practices are applied across the three aspects of sustainability.

Our main allies in this goal are the farmers, for whom we have developed a **Code of Good Farming Practices**. This code includes recommendations and best practices to ensure the responsible use of resources, decarbonisation of their activity, and protection of biodiversity in their crops. We also provide them with information about regulations, work procedures, plant varieties, fertilisers and pesticides, and storage and transportation recommendations.



We support our suppliers through the Code of Good Farming Practices



We promote that the farm's agricultural management plan is adequate, always respecting both European legislation when applying agricultural inputs and labour standards, in addition to promoting training as the best way to stay updated.



We urge you to maintain a good state of maintenance of agricultural equipment and irrigation systems, as it is essential to guarantee energy efficiency on the farm.



We recommend **maintaining vegetative covers** on crops such as rice and corn during non-cropping periods, in order to avoid bare soil and therefore protect it from erosion.



We propose measures to care for biodiversity and value water and energy savings, recommending:

- The use of those **varieties of all crops that best adapt to each area** and that, therefore, will give us a higher yield with less consumption of a good as scarce as water.
- A correct distribution of **sowing densities** and the **most efficient fertilizer doses** in each situation, taking into account previous soil analysis.
- **Crop rotation**, essential to maintain good soil health, as well as the **planting of borders**, which help us maintain plant and animal biodiversity.



We make our **agronomic service** available to suppliers at all times.



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We also require that the various members of the value chain subscribe to the **Code of Ethics for Suppliers**, which encourages our suppliers to share with the company their responsibility for complying with Dacsa Group's sustainability principles, promoting compliance with our ethical standards in their activities.

Consequently, we promote ensuring that the farm's **agricultural management plan** is appropriate, complies with European legislation when applying agricultural inputs, adheres to labour standards, and promotes training as the best way to stay updated.

With Hi Veggies!, we use pea protein to manufacture meat analogues, which is an example of how a naturally sustainable crop contributes to improving crop rotation, capturing atmospheric nitrogen, consuming less water, and requiring less land than soy. Additionally, it is a source of high-quality, vegan, and hypoallergenic protein.



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We take care of our ingredients



In the food sector, the obligation to provide customers with a **quality product** is even more relevant than in other industries. The reason is clear: we all need to eat to live, so taking care of the ingredients that will become food is for us an essential professional and ethical obligation.

Therefore, we incorporate into the activity of our three business units **raw materials cultivated with a lower environmental impact** and participate in numerous initiatives that promote the sustainability of our production model.

Among them, the «**Orígenes**» program stands out, developed in collaboration with the company *Kellogg's*, which focuses on using the best ingredients for consumers, supporting farmers in the Ebro Delta, and L'Albufera in Valencia, protecting and improving the environment of production fields, and disseminating the history and origins of the ingredients we use.

We also work on other initiatives, such as the **Argentina Project**, developed in that country, or the **Klauss** and **Crop** projects, which are carried out in Spain. With all of them, we aim to contribute, in collaboration with our suppliers, to achieving the sustainability objectives of the Group, improving our environment.

Similarly, we have numerous **sustainability certifications** that attest to our commitment to finding the necessary balance between the development of our activity and the care of the planet.

Sustainability certificates in our raw materials



Our rice is certified with the **National Organic Program (NOP) seal** from the United States.



We have had the **Parcs Naturals brand certification** since 2021, guaranteeing that our rice is cultivated according to the most demanding standards for a protected area like L'Albufera in Valencia.



Our Polish subsidiary has certified **950 hectares of sustainable corn** bajo el sello FSA (*Farm Sustainability Assessment, SAI Platform*).



Flint corn from Argentina is certified as **Responsibly produced corn**.





Making the best ingredients available on the market becomes a great responsibility when it comes to our **Baby Food** product line, produced by our subsidiary Molendum. Therefore, we especially take care to ensure that these ingredients are sustainable, natural, healthy, and environmentally friendly, subject to a rigorous quality control that guarantees traceability from origin to the final product.

In addition to infant nutrition, we are involved in projects to improve the quality of our products and promote healthier lifestyle habits, such as our **Legume and ECO** food solutions, where we control both the origin and the quantity of inputs applied in the field.



Molendum Ingredients is a benchmark in research in the food sector, advising its clients on new lines of baby food to offer to the market, feeding the next generations in a healthy and more sustainable way.

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We promote sustainability among our stakeholders



The success in achieving our sustainability goals would not be possible without the people in the Dacsa Group teams, suppliers, and other stakeholders, to whom we thank for their **maximum involvement** in this goal. In coordination with our communication strategy, we foster continuous contact with them and promote their awareness of environmental issues.

Thus, in 2022, we participated in the following **roundtable** discussions:

- **LabODS (ESIC):** we conducted a focus group with companies from different sectors in the Valencian Community to analyse the role of regulation as a facilitator for the implementation of the SDGs in Valencian companies. This resulted in the development of an executive summary.
- **Fundación LAB Mediterráneo - "Hacking urban mobility":** this initiative, driven by the Valencian Business Association (AVE) in collaboration with the Polytechnic University of Valencia (UPV), was launched with the aim of fostering synergies between entrepreneurs, students, and researchers. The patrons of the foundation, including ourselves, provided guidance and support to the 100 participating students in solving the challenge.



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Likewise, we have joined the **celebration of World Days** on topics such as Earth, migratory birds, natural parks, nutrition, celiac disease, and water, among others.

2022 Dacsa Group, with awareness



February 2nd

World Wetlands Day

We are aware that caring for wetlands is vital, so we support and promote good agricultural practices with our farmers.

March 22nd

World Water Day

Although our processes do not require large amounts of water, we work to minimize our water footprint by reducing water usage in our processes and recommending efficient irrigation to our producers to increase agricultural production efficiency, which is undoubtedly a fundamental part of the entire process.

April 22nd

Earth Day

We do everything possible to protect our planet, seeking solutions to ensure that our processes and business activities have the least possible impact.

October 16th

World Food Day

We promote various actions with local organisations to improve access to food for disadvantaged groups, while also working on innovation and production of more natural and sustainable ingredients that promote healthier eating.

May 27th

National Coeliac Day

We research and develop new gluten-free products, such as those from our Natur Dacsa brand and Arroz Dacsa rice, healthy, easy to prepare, and allergen-free, obtained from cereal flours, ancient grains, or legumes so that people with coeliac disease can also enjoy our products.

May 25th

European Day of Natural Parks

We produce rice with the Denomination of Origin «Arroz de Valencia» in a privileged location: the Albufera Natural Park of Valencia. Therefore, we are committed to respecting and protecting it.

May 14th

World Migratory Bird Day

We are committed to our environment, and through our Code of Good Farming Practices and advising farmers, we contribute to nature conservation, focusing on the idea that the coexistence of human activities and the lives of flora and fauna is not only possible but necessary for people.





**Committed to
our staff**

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Committed to our staff



6.1. The Dacsa Group team

Throughout our history, we have always given importance to the initiative of each of our individuals and their contribution to collectively progress towards a common goal.

At Dacsa Group, we feel a deep **pride for the 461 individuals** from 14 different nationalities who are part of the company. We are aware that our position in the market, trajectory of growth, and exciting prospects for the future are the result of the coordinated work of our staff, both yesterday and today.

We are established as a **family company**, where we take care of those who are part of the team and strive to bring out the best in each person. Additionally, we seek to reward

good work, as well as commitment and alignment with our values.

Ultimately, we have a **significant responsibility** to attract and retain talent, promote the best working conditions for our staff, and foster stable and quality employment.



Our team is the key element on the path to success that, together, we have travelled up to today.



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Our staff

461

professionals



25%

women throughout
the company



49%

female representation
in management roles



92%

permanent contracts



42

years old on average



9

years within the
company on average



Keys to guaranteeing quality employment



We ensure **flexible working hours** for our professionals with various leave options and temporary schedule modifications, as well as **more flexibility regarding telecommuting**, which has provided a solution to help people work from home when needed.



We promote **job stability**, with 92% of our workforce on permanent contracts.



We have a **strong commitment to our people in Ukraine**, whom we have sought to support from the very beginning, maintaining 100% employment and not reducing salaries, neither for combatants nor in situations of production shutdowns.



We implement a wide range of **support measures for our employees and their families**, including medical, life, and accident insurance, as well as support for pregnant employees, mothers, and those breastfeeding. We also provide financial assistance to employees with children who are functionally diverse.





We aim to ensure that everyone who is part of Dacsa Group becomes a leader within the company, playing a significant role in achieving the set objectives while serving as a reference for those around them.

A culture of care in the workplace

Our personal and professional lives are continuously intertwined in many aspects of our daily routines. As a family business, at Dacsa Group, **we foster a culture of care and the promotion of good relationships**. We want the enthusiasm and eagerness for growth that we hold in our intimate circle to also be present in the workplace.

In this fiscal year, we have launched projects and activities that testify to this culture. Through these initiatives, we aim to encourage the people who are part of our teams to be **ambassadors for the brand and the values** of the Group.

Thus, we have selected ninety of our professionals from all plants to undergo a **review process of Dacsa Group's Leadership Model**, as well as its adaptation for integration into all functions and positions. The goal has been to give it greater versatility and depth, in addition to enhancing its role as a tool for fostering a positive work environment.

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Our Leadership Model



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This culture of care also extends to those who are not yet part of our organisation, but on whom we can also have a positive impact. Thus, in 2022, we initiated **two projects for integration and inclusion through employment:**

- We collaborate with several **special employment centers from Grupo SIFU and Grupo Lince** to integrate individuals with special needs into some activities at our plants in Valencia and Zamora (Molendum).
- We provide financial resources to the **«Emergency for Employment of the Most Vulnerable» project by the Adecco Foundation**, which aims to find stable employment for people at risk of socio-economic exclusion, victims of gender

violence, single parents, or seniors facing long-term unemployment. This year, we have focused our assistance on family members or individuals close to professionals who are part of our company.

Similarly, at Dacsa Group, we are committed to working towards equal **treatment and opportunities for women and men**, as well as for individuals of any circumstance, origin, and condition. We make equality a fundamental principle in our activities and staff policies, applying it across the organisation's entire strategy.



A true equity policy is manifested in various areas, such as staff recruitment, internal promotion, salary policies, training, health and safety conditions, and work-life balance. It is communicated to, and involves, all groups: professionals, suppliers, and society in general.



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Monthly, we communicate with our employees through internal communication channels, sharing Gender Equity Capsules aimed at raising awareness and encouraging the participation of all individuals in this important endeavour.

In line with this commitment, and in accordance with legal requirements, this year we have developed and registered the **2nd Equality Plan of Dacsa Group 2022-2026**, with which we aim to deepen the achievements of the first plan, always under the supervision and oversight of our Equality Commission.

In this regard, we place special emphasis on ongoing awareness, general training in equality content, and the incorporation of a **holistic approach** in adapting the company's policies. Our goal is to eliminate all obstacles

that may hinder effective equality among our staff, as well as to encourage female representation in departments where imbalances may persist.

Likewise, we seek effective **work-life balance** for our employees. To achieve this, we have expanded the circumstances under which a professional can opt for teleworking.

Promoting equality also involves ensuring that our employees can start their own families with the support of their company. Therefore, we have designed the *Welcome Baby program*, a support program for expectant mothers to inform them about the entire process they will follow in terms of employment and benefits, which has been highly valued.



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We have also implemented measures such as flexible working hours, adjustment of work shifts, reduction of working hours for studies or personal reasons for as long as necessary, and the accumulation of holiday time after paternity or maternity leave, or in exceptional cases.

In addition, we offer **benefits to the individuals in our teams** to reward their commitment to the Group and to demonstrate our concern for their well-being:

- **Supplementary benefit in case of temporary incapacity.** We pay the remaining difference, according to the General Social Security Regime, up to 100% of the salary of the worker who is on sick leave due to this situation.
- **Invitations** to sporting and culture events.
- **Free water and coffee** in our canteens and rest areas.
- **Annual awards** to reward the company's core values: safety, operational efficiency, commitment, customer orientation, as well as the equality champion.
- **Baby basket** for the birth of children of team members.



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Seeking the well-being of our staff

Consistent with this culture, at Dacsa Group, we foster **the commitment of our staff**, understood as a sense of connection that goes beyond the obligations of a contract.

Last year, we elevated the indicator measuring the commitment and satisfaction of our people to a «strategic» level, using the **eNPS or Employee Net Promoter Score**.

In 2022, we achieved a rating of 9.61 on the eNPS, reaching the improvement goal set for the first time.

This measures the likelihood of team members considering us a good place to work within their social circle, on a scale from 1 to 10, from least to highest satisfaction.

This positive outcome encourages us to continue evaluating the level of commitment of our people to the company, as well as developing **action plans** to maintain this high level of overall satisfaction, while also adjusting our actions to avoid potential deviations from this goal.

An important part of seeking well-being in the corporate environment is our commitment to **strengthening relationships among our staff** through recreational activities. In

True engagement is only achieved when it is authentic, when people perceive a clear reciprocity between what they experience, their efforts, and dedication to the project, and what they receive in return.

this way, we share leisure time with our colleagues, projecting our affection for each other and for the organisation itself, as well as fostering greater identification with our mission and values.



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In 2022, we have successfully **revived a series of events** where we have experienced touching demonstrations of the desire to come together, celebrate as a team, and express gratitude:



Annual Town Hall meeting

This is a meeting format where our management team visits the various Group workplaces located in different countries to share the year's results and provide a summary of completed and planned projects for the following year with all employees. This gathering promotes the involvement of the entire team in the project and awards the plants with the best performance in each of our corporate values.



Internal paella contest

We held the traditional paella cooking competition among colleagues at our Almàssera plant, which had 140 participants. This event aims to promote teamwork, improve communication and motivation among our staff, generate a positive impact, and promote the values of Dacsa Group.



IV Pádel Championship

With the participation of 22 people, celebrating sport, competition and the happiness of a magnificent lunch together.



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Christmas Postcard Contest

We conducted this competition with the participation of children of employees from all our company's locations. The winning postcards became Dacsa Group's 2022 Christmas greeting cards, and we also distributed prizes among their those who created them.



Christmas Parties

We have once again celebrated Christmas in all our locations, where we awarded group and individual prizes for the best ideas of the year.

Finally, this year we have made enormous efforts to **support the people of Dacsa Group who are in Ukraine**, as well as their families.

Since the beginning of the conflict, we have assisted some of the people from our team in leaving through Poland, as well as **maintained employment at Dacsa Bunge Ukraine and improved working conditions during such a difficult time. Additionally, we have not reduced or suspended the salaries of those who went to fight for their country, not even during the times when our plant remained closed as a result of the conflict.**





6.2. Committed to talent and training



Attracting, developing, and retaining talent holds strategic importance for our company due to its enormous relevance. We understand that having the best individuals, helping them grow, and rewarding their efforts ensures the progress of the Group.

The focus on talent is an approach we implement **across the organisation** and in all our processes, from recruitment to performance evaluation, and in accordance with the principles of confidentiality and equal opportunities. To achieve this, we have a transparent staff recruitment policy based on objective criteria and principles, as well as a performance orientation policy that articulates the career growth opportunities for our team members.

Therefore, the training actions we carry out are structured through various tools aimed at satisfying both the individual needs of the person and the general needs of the Group efficiently.

Since 2018, the PULSE project, led by our Human Resources department, aims to design, execute, and evaluate solutions for attracting, developing, and retaining talent, increasing our ability to identify and nurture it every day.



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We know the needs of our staff

In this way, we utilise the **Dacsa Performance Review** tool, which involves self-assessments and performance orientation interviews. This allows us to understand and address the interests and motivations of our staff, enabling us to establish goals for continuous professional improvement. These goals are set annually and reviewed together with the responsible individuals.

Furthermore, in this same category, we have the «**Hablemos**» (**Let's Talk**) project, through which we have ensured that in 2022, all members of our teams, across all areas and levels, have a personal interview with their direct supervisor. In these meetings, they have been able to discuss matters regarding their work performance as well as their professional aspirations.

The goal is to conduct these interviews annually. To achieve this, we have trained the supervisory team in their role of providing **support and managing people**, aiming to ensure that this purpose permeates throughout the organisation. Additionally, starting this year, a feedback interview with all employees in the operational areas of the company has also been formalised.

In 2022, more than half of the workers, who had not had the opportunity to conduct this interview, were able to do so with great satisfaction due to the involvement and commitment of all parties involved.



At Dacsa Group, all individuals have an annual feedback session with their supervisors, organised around the values and behaviours most important to the organisation. This aims to highlight their most valued skills as well as areas for improvement.



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A co-responsibility training model

On the other hand, we address the collective needs of Dacsa Group through a strong investment in our staff's learning. We focus on a policy of **democratising training**, being highly receptive to proposals from any team member in terms of acquiring new skills related to the competencies required to carry out their work excellently.

We attach **great importance to training**, as it is an essential tool for the development of our people, the reinforcement of a positive corporate culture, the increase in employee productivity, and the improvement of the company's competitiveness.

In this regard, our **Training Policy** is based on co-responsibility regarding the training needs of the team at all levels. This approach has brought us significant benefits, confirming the positive impact of our commitment to updating the knowledge, skills, and capabilities of our team members, as well as helping them to be open to incorporating changes, improving habits, and stepping out of their comfort zones in various job roles.

In terms of training, we promote responsible self-development: our people are trained in what they need and are genuinely interested in.

Training of our staff in 2022

15,252
hours of training
(+18% vs. 2021)

12,265
hours of
external training

2,987
hours of
internal training

34
hours of training per
employee annually
(+14% vs. 2021)

In 2022, we increased online training and internal training by 12% and 20%, respectively, compared to the previous year.



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Dacsa Campus is a co-creation project through which we promote the development of learning content in a digital format with strong didactic support. In this way, we encourage creativity, initiative, and the essential didactic competence needed to share ideas and knowledge.

The main internal training tool is the **Dacsa Campus** digital platform, a collaborative learning space aimed at meeting the training needs of our staff, while also sharing the most interesting knowledge acquired in other training spaces.

In 2022, the interest of our employees in Dacsa Campus in training and information has focused on areas related to food quality and safety, environmental issues, and occupational safety, as well as our digital **corporate onboarding program**, designed in all languages and for all plants. Thus, 147 hours of training have been provided through this digital platform, receiving a satisfaction NPS score of 70, with an average rating of 4.67 out of 5.

Assisting in the onboarding of new team members is one of the applications of this tool. It involves a comprehensive **welcoming process** that spans from a few weeks before to one month after joining.

The challenge in the immediate future is to add **new content of interest** for our staff, expanding on what already exists in this tool to acquire cross-cutting management, leadership, and relationship skills. Additionally, we aim to facilitate and improve the participation in the virtual classroom for those who are less accustomed to digital training.

The main milestone of our onboarding process is the 100-day interview, where the new member of staff and their supervisor discuss key issues that allow for the alignment of expectations from both sides, fostering values such as acceptance, security, and motivation.



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In addition, we highlight the following **internal training initiatives**:

- **«Creating Future in Dacsa Group» with ESIC:** in the first edition of this 10-month program, 20 individuals selected within the company for their growth potential completed this annual program, consisting of over 180 hours of training to develop their business vision, managerial competencies, and team-building skills. The program involved executives from our organization to «Dacsarise» content delivered by 12 ESIC instructors.
- **Programme GTM (Growth To Management Programme),** which aims to train our future executive talent by having high-potential professionals within the company serve in different departments to fully understand it and align with our Leadership Model.

Finally, and in line with our awareness of our great ability to attract talent while contributing to raising the educational and technical level of our environment, we offer **internships** to students and individuals who are entering the professional world.

Key data on the promotion of talent through internships in 2022

13,395
total hours offered



28
benefited people



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Departments/areas involved: R&D, Administration and Finance, Laboratory, Food Quality and Safety, Arroz Dacsa Marketing, Food Solutions Marketing, Food Solutions Expansion, Maintenance, Customer Service and Logistics, Horeca.

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Universities and educational centres with which we collaborate: Universidad de Valencia, Universidad Politécnic de Valencia, Universidad Católica de Valencia, Universidad de Sevilla, ESIC, FP Luis Amigo, CEU Universidad Cardenal Herrera, IES Serpis.



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We also collaborate in the development of projects or master's theses with students from universities and professional centres, and we have formalised **agreements with various universities** operating in our region to identify and support young talent.

At Dacsa Group, we participated in MEET YOUR FUTURE 2022, an employability forum organised by ESIC Business & Marketing School Valencia, where we had the opportunity to share our actions and strategies for attracting talent with students.



6.3. Health and safety

Our culture of occupational health and safety is the responsibility of every employee at Dacsa Group, being accountable for their own safety and the safety of the rest of the team.

At Dacsa Group, we are firmly committed to the **health and safety** of our staff. We strive to ensure that each professional in our organisation returns home just as they left after each day of work because safety is the best way we can care for our staff and their families.

In 2022, we implemented our EHS strategy through collaborative efforts, leading to the development of the **SEED EHS Program – safety, occupational health and the environment**. This program represents a new approach in this area, aiming to ensure that all our staff behave completely safely in all of their activities.

**Our motto is:
«Safety is our most
important job».**

Principles to ensure the safety and health of our staff



LEGAL COMPLIANCE

Adhere to our protocols, rules, and procedures at all stages of production, ensuring compliance with legal requirements.



TRAINING

Promote continuous improvement of staff and processes, taking into account the experience gained.



EHS MANAGEMENT SYSTEM

Foster a preventive culture, and one of care, both inside and outside of work.



BEHAVIOUR

Evaluate and control the risks of our activity, using all necessary protective measures.



CERTIFICATIONS

Allocate all necessary resources to achieve these principles.



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We highly value the progress we have made in health and safety in recent years. In this regard, the performance of our **SEED** programs, focusing on health, safety, and environmental aspects, and **Walk & Talk BBS Safety**, focusing on the continuous improvement of our teams' behaviour, enables both a sustained reduction in the number of accidents and the strengthening of the trend of continuous improvement within the company.

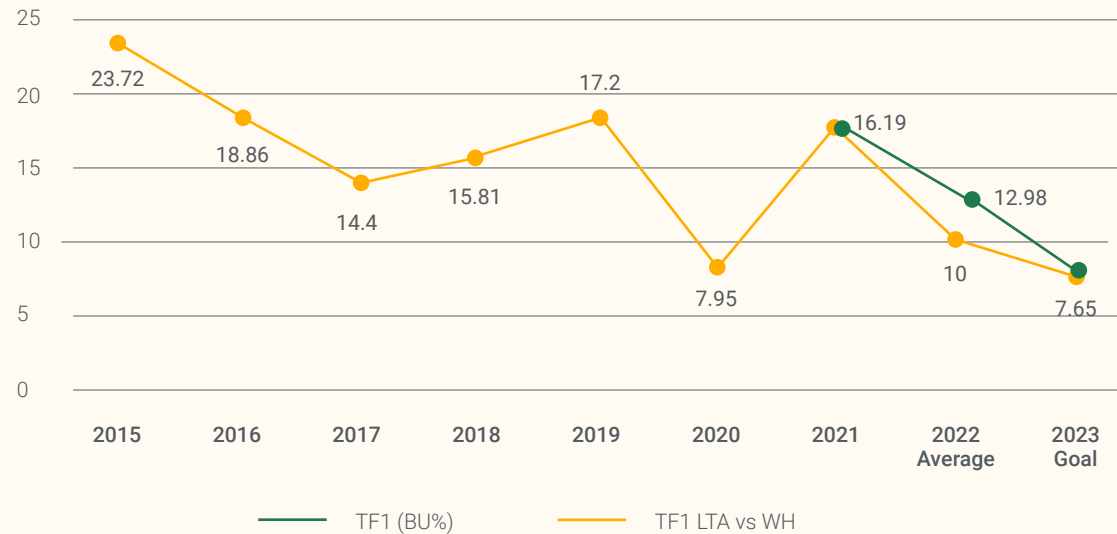
At the same time, the SEED Program provides us with **protocols** to identify and assess the hazards and risks associated with our production processes, distribution, and other operations. In order to fulfill this objective, all our plants have a local EHS Manager who leads the **Safety Committee** of their respective plant and ensures the proper implementation of the activities described in the SEED Program.

At Dacsa Group, we carry out effective communication and management of incidents through the **SEED Incident** Database, integrated into all plants of the Group. The purpose of this process is to conduct a RCA (Root Cause Analysis) in order to effectively implement CAPA (Corrective/Preventive Actions) to prevent the recurrence of such incidents in the future.



Our culture of occupational health and safety, along with the environmental management system certified according to ISO 14001, ensure our firm commitment to a clear goal: «Zero environmental and safety accidents».

Dacsa Group TF1 (%) Trend





In this regard, it is important to consider that all plants within the Group worldwide are exposed to **unique and specific risks**, which must be promptly and actively managed through assessment based on the tasks performed in each position within them. Therefore, it is necessary to promote constant awareness and vigilance of these risks to ensure that we maintain safe and healthy work environments.

To mitigate these risks, we have elevated the qualification and proper training of our staff in health and safety to an essential level. This contributes to the adequate management of hazards and risks associated with work activities and operations. This policy requires employees to become safety leaders in their workplace, promoting communication and analysis of **«Near Misses»** as a tool for continuous improvement to prevent potential future accidents.



We are aware that «a near miss today is a potential accident in the immediate future.»

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Based on the principles governing our health and safety policy, we carry out the following **actions**:

- **“Safety pauses”**: we reflect on the evolution of incidents that have occurred at the Group level, analysing the reasons behind them as well as potential root causes, in order to halt any negative trend.
- **Initial and ongoing training**: the company’s management provides the necessary resources annually so that each of our employees understands the legal requirements for their job position.
- **Safety days at the plants**: during these events, all staff at each plant receive ongoing training on corporate group-level safety policies, standards, and safe work practices.
- **Emergency Response Program**: at Dacsa Group, we aim to be prepared for any eventuality that may arise at any time. Therefore, we identify potential emergency scenarios, plan the response, and pre-design training procedures to safeguard the environment and the health and safety of staff in the plants, as well as the people living in the communities where these are located. As such, the response to potential



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emergencies (medical, fire or explosion, floods, or chemical spills) is practiced through emergency drills organised annually in all company plants.

In essence, at Dacsa Group, **we ensure the safety and health of our employees** and the effectiveness of our environmental management system by efficiently implementing legal requirements and conducting monthly follow-up meetings of the corporate EHS Committee.



We conduct audits and acoustic studies to continue reducing noise emissions in our factories, ensuring compliance with the most stringent legal parameters.





**Involvement
in society**

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Involvement in society



From Dacsa Group, we strive to generate a positive impact on our employees, clients, stakeholders, and society as a whole. For this reason, with the support of our HUMANE program, we carry out numerous socially-focused strategies, aiming to foster talent in our communities, and promote sports and culture. All of this, not only in our region of origin, the Valencian Community, but also in all the places where we are present.

7.1. Social Actions

All those communities that host a Dacsa Group center around the world have the **involvement of the people from our organization**. Thus, we try to promote a culture of sustainability, in addition to the promotion and benefit of our environment.

We want to respond to our environment by giving back part of what it provides us, helping those in need and **supporting just causes**.



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Dacsa Valencia (Spain)



Below, we compile those solidarity projects and social actions carried out in 2022 from our Valencia center.

PayaSOSpital

We have renewed our agreement for the fourth year with this organization dedicated to improving the quality of life for hospitalised children in the Valencian Community through laughter. In this way, Dacsa Group helps them perform personalised shows weekly in the Pediatric and Pediatric Oncology units of seven centres in the region. This year, we have also collaborated with the purchase of Plis-Plás stuffed animals to raffle among the people on

our teams so that they could give them to a loved one for Christmas.

Collaboration with Asindown

We continue working with this foundation to promote the comprehensive development of people with Down syndrome. This year, we have collaborated by sponsoring the charity calendar of Valencia CF through Arroz Dacsa and by participating in the «unstoppable» gala organised by the foundation, held in Valencia.

«More Than a Flower» Campaign

Once again, we have collaborated with the Novaterra Foundation by purchasing over 20,000 solidarity poinsettias to gift to our employees at the Valencia plant. The aim is

to support the foundation in its mission of social and labour integration for people facing exclusion. Additionally, all the plants come from nurseries in the Valencian Community and are in pots made from recycled material.

Mums in Action

Several people from our Dacsa Valencia team have collaborated in this initiative by reserving a table for the celebration of a charity dinner to raise funds for this association, which is dedicated to accompanying children who are alone in hospitals because they do not have a mother or father, or cannot live with them.





Support for Children's Villages

For the past 12 years, we have been a Future Builder partner of this organization, which we deeply admire for its valuable contribution to society, and with which we work together to prevent the separation of families in vulnerable situations, providing them with help, love, protection, and education.

Product Donations from NaturDacsa

We have assisted the Madrid Celiac Association with 478 units of our falafel mix.

Quantity Donated in Kind

In 2022, we have contributed over 20,000 kg from our Valencia and Portugal plants of rice to various social organizations.

Our social and charity commitment has earned us this year the 'Companies with Heart' Diploma from Caritas, which was received by our president, Mr. Ricardo Císcar, from the president of Caritas Diocesana de Valencia, Ignacio Grande Ballesteros.





Dacsa Sevilla (Spain)

As part of the firm commitment we maintain to children, from our Seville plant we have participated in 2022 in the fourth edition of the **Solidarity Race of the Crecer con Futuro association**.

The benefits of this activity were allocated to the development of two association projects to contribute to reducing the material and emotional poverty of minors: the protection of boys and girls under guardianship in Andalusia and development cooperation in Paraguay.

Likewise, we have been present at the **open day of the Higher Technical School of Agricultural Engineering (ETSIA)** of the University of Seville, in which we have been able to publicize the work of our plant in this city, as well as share our experiences with students and researchers in an environment of such importance to Dacsa Group as the university.



Molendum Ingredients (Spain)

At Molendum, we have developed various actions aimed at supporting different projects in our closest environment:

Zamarat Women's Basketball Club

We support this women's team, better known as the Recoletas de Zamora, in the 21/22 season of the Basketball Challenge League.

Zamora Tennis Club

We sponsor the cadet and junior teams of this club, both male and female, in the competition that gives access to the Spanish Championship of this sport and where the best rackets from Castilla y León participate, held in Valladolid.

Montesnegros Cultural Association

We support this entity through a financial contribution in order to contribute to its work in promoting culture in the area.

Great paellada de Coreses

Our Dacsa Rice was present in this enormous paella, prepared by a group of neighbors from Coreses.

San Isidro Neighborhood Association

Molendum Ingredients has been a sponsor of the annual festivals in this neighborhood of Zamora.



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Dacsa Limited (Liverpool)



From our Liverpool plant we contribute to the well-being of the population, mainly through the **promotion of local sports**, supporting football teams in the area, such as the Poulton Athletic children's team, which wears the Dacsa Group logo on its shirt.

We also work with local schools, and sponsor events aimed at **Dacsa Limited employees**, as well as their friends and family.

Likewise, we promote **fundraising for charitable causes** (go fund initiatives).

Dacsa Polska (Poland)



In Poland, we try to **generate positive impacts on society also through sport**. Thus, we sponsor a children's section of the "Twarde Pierniki" basketball team, which wears a kit with the Dacsa logo. We also support the football club "KS Sokół Radomin", from the same town where our plant is located.

Dacsa Atlantic (Portugal)



From our plant in Portugal, in 2022 we have supported the following events and initiatives:

"AstroCoruche astronomical meeting", this year under the motto "El Cielo del Montado"

The activity, which brings together astronomers from all over the country, includes a diverse and complete program that takes place at the Alcorniques and Corchos Observatory and, at night, in São Torcato, where astronomical observation is carried out.

54th and 55th National Meetings of Celiacs

Held in March and November 2022 in Porto and Lisbon, respectively.

Festivities in honor of Our Lady of Coruche Castle

Which has activities such as a historical and ethnographic parade.

Rancho da Branca Folklore Festival

In Coruche, which in 2022 celebrated its XXXIV edition.

Our commitment to the environment is also articulated through the **donation of products** to various collaborating entities, institutions

and schools, such as the Parish of San Juan Bautista de Coruche or the "Social Mercearia - Human Value" project, which places special emphasis on preservation. of the dignity of those who come to receive help.

Likewise, we contribute to **raising funds** for solidarity causes, mainly to benefit Ukraine in 2022.

At Dacsa Atlantic,
we have managed
to deliver more than
14,000 kilos of rice
to our collaborators,
with fundraising
amounting to
12,000 euros.

7.2. We promote talent, sport, and culture



Businesses have a responsibility to act as agents of change, promoting the transformation of society towards a model based on the pursuit of the common good for all people.

Therefore, we support the **talent of our communities** by promoting entrepreneurship and business innovation. We encourage participation in sports, so that everyone can learn the values of perseverance, determination, and commitment that it teaches. Additionally, we share the way of life of our land, shaped over generations.

We seek talent

At Dacsa Group, we leverage our leadership position to shape a space of **entrepreneurship and business dynamism** in our region, alongside prominent partners such as educational institutions, scientific organisations, and research entities with innovative proposals.



Projects promoting talent in which we participated in 2022

Dacsa-University of Valencia (UV) Chair «Excellence and Development in Entrepreneurship: From Student to Entrepreneur»:

In 2022, we celebrated the ninth edition of this program, which supports undergraduate and postgraduate students at the University of Valencia who want to start an entrepreneurial project.

Its traditional awards for the best business viability plans went to the Xoriveg initiative, which manufactures sustainable vegan chorizo with 100% plant-based raw materials and with a lower environmental impact.

Chair of Business Culture at the University of Valencia

Promoted by the University-Enterprise Foundation of this institution(ADEIT), of which we are patrons. The chair aims to promote the entrepreneurial spirit among the university community and collaborates with prominent entrepreneurs in the region. At Dacsa we collaborate by participating as teachers in the “Mentoring”, “I want to be an entrepreneur” and “Who can be an entrepreneur?” programs, whose students visited our Almàssera plant, including the rice and corn mills.

UPV’s SKills UP Programme

We participated for the second time in this program, which aims to connect university studies with the evolving demands of the real-world job market, with the goal of enhancing the employability and entrepreneurial skills of its participants.

Hyperloop UPV

Through Arroz Dacsa, we collaborated on this project with the Polytechnic University of Valencia, which this year held the European Hyperloop Week in the Netherlands. This consisted of an intense week of work with talks from major companies in the sector, networking sessions, and conferences. During this event, the **Auran project** was evaluated, which is based on electromagnetic levitation and consists of a prototype vehicle with its own infrastructure (a 20-meter steel tube), a preliminary interior design of a hyperloop cabin integrating the vehicle, and a scalability study proposing the first hyperloop station in Spain in Valencia.

The Auran proposal was recognised with awards such as the *Best Thermal Management*, *The Ingenuity Award*, and *Most Scalable Design*, granted respectively by the companies Würth Elektronik, Swisspod, and Zeleros. Additionally, the technical jury decided to award it the *Best Guiding Award* for Auran’s electromagnetic levitation and guidance.



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We are involved in sports

This year, we have continued to promote sports activities as a tool for inclusion and improvement of people's quality of life. In doing so, we have sponsored charity events with organisations we have been collaborating with for years, while also fostering the values of sports, which align with those of our organisation.



Inclusive Padel Tournament «Crecer en Positivo-Dacsa Group»: this year marked the second edition of this tournament, organised to promote a positive growth environment for people with intellectual disabilities through sports and leisure activities. During this event, pairs of players, composed of professionals from our group and young individuals from the association, added another milestone to the ongoing support from our company for the UNITTS Padel CD team of this organisation.



Cancer Run Circuit: for the past four years, we have sponsored the «Valencia Against Cancer» race through our brand Arroz Dacsa, as part of the charity race circuit RunCáncer organised by AECC Valencia. The entire proceeds from these events are allocated to cancer research.



50th Anniversary of AVAPACE: we sponsored the celebration of the 50th anniversary of AVAPACE, an organisation dedicated to improving the lives of people with cerebral palsy and their families since 1972. As part of this celebration, the 9th «Volta a Peu de Tavernes I+D» (Inclusion and Sports) took place, in which Arroz Dacsa was one of the main collaborators.



Red Cross Race: several employees from Dacsa Group participated in the charity fun run organised by the Red Cross in Valencia.



Central Lechera Asturiana Women's Race: 20 employees from Dacsa Group participated in Valencia in this charity sports event, which donates its proceeds to the Spanish Association against Cancer (AECC).



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In 2022, we once again sponsored the **BBVA International Open of Valencia**, which featured the top female tennis players. As part of this, our executive board member, Araceli Císcar, participated in the roundtable discussion 'Women's Day: Paths to Success' with prominent women from the world of sports, business, and cooperation.

Additionally, we collaborated with the **World Padel Tour Tau Cerámica Torrent Challenger**, also held in Valencia, and supported the return of the **Faulcombridge Cup Open Ciudad de Valencia** tennis tournament, established in 1933 and revived this year by the Club de Tenis Valencia after a 20-year absence.



We collaborate in the development of internationally renowned sports events held annually in the Valencian Community.



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We support our culture

This year, we have continued to demonstrate our **involvement in Valencian culture** by promoting the celebration of traditions that define us as individuals and members of our community.

Cultural events sponsored by Dacsa Group

L'Arròs de Ximo

Once again, we are one of the main sponsors of this highly successful gastronomic program, broadcast on Levante TV and hosted by Ximo Rovira. This year marks its eighth season of promoting Valencian rice.

Moors and Christians Festival

We sponsored the «Almorávides» Filà, one of the founding groups of this tradition.

Almàssera Festivities 2022

300 kg of our rice were cooked to prepare «arròs amb fesols i naps» during the traditional *Les Calderes d'Almàssera* celebration.

International Valencian Paella Contest in Sueca

We sponsored the 61st edition of this competition, which aims to award the best paella in the world and featured our rice, cultivated in L'Albufera in Valencia.

Fallas 2022

With the Arroz Dacsa brand, we once again celebrated our most universal festival by carrying out special actions around our advertising campaign, «***I know how you made the last paella***».

Furthermore, we have featured on protective barriers around monuments, street decoration banners, and neighborhood lighting signs.

Paellas Puerto - World Paella Contest for companies in the logistics sector

Once again, our rice has been the star of the new edition of this event, held around the Logistics Party of Valencia, organised by the Diario del Puerto, which is the largest gathering of professionals in this sector. With 246 registered companies and over 10,000 participants, this unique event has donated its proceeds to the *Friends of the Street Association*.

Wikipaella

For the fifth year, we have collaborated with this organisation dedicated to the defence and promotion of traditional rice dishes from the Valencian Community as part of Spain's cultural heritage. Wikipaella once again awarded the best rice restaurants in the world. Our Marketing Director attended the annual awards gala of this organisation, reaffirming our company's commitment to other Wikipaella initiatives, such as the *V Paella Forum*.





7.3. Publicity campaigns, fairs and other events



At Dacsa Group, we aim to create **shared value** with our stakeholders, striving to build lasting relationships based on trust.

To achieve this, it is essential that we communicate in a **simple, transparent, direct, and honest** manner, adapting to the needs of each of these groups and in accordance with the nature of the various channels through which we convey and reinforce the company's values.



The goal of «I know how you made the last paella» was to position ourselves as defenders of authenticity and highlight the Denomination of Origin, while also connecting with a generation of young adults passionate about paella, rice, and Valencian traditions.

For our customers, the primary means in this regard is **advertising**, through campaigns that have become the cornerstone of our communication strategy. In this way, we aim to build brand equity, positioning ourselves as a product of the highest quality, while maintaining a connection with an audience that expects to be surprised with each campaign.

In 2022, the award-winning campaign **«I know how you made the last paella»** has continued our path of recent years, aiming to gain brand visibility and differentiation through fresh advertising anchored in the values of our land. It stands out for its humour and love for our customers.

In this campaign, the main theme has been the importance of choosing **authentic rice from Valencia** with Designation of Origin when cooking the true Valencian paella. The campaign mimics the style of 1990s teenage horror movies, both in its audiovisual and graphic aspects. In it, the protagonists make an unforgivable mistake: using rice that is not Dacsa's, and they suffer the consequences of

The campaign's figures have been excellent: the video reached 2.42 million views and over 31,000 clicks. We achieved a record coverage of 75.2% in online media, had a significant impact on the streets, and were present at the main festivals in the Valencian Community.

this act. An imposing «hooded figure» armed with a wooden spoon makes them regret their decision.

This campaign was complemented by **additional actions** at key moments of the year, such as the Fallas festival, where the «hooded figure» made appearances, giving prizes to those who knew our traditions well. We also sponsored special events like *La Mascletà*, an amateur horror short film contest, or a special piece for *Halloween* that rewarded the most terrifying paella. In addition to the main video aired on television and digital platforms, we also conducted various outdoor advertising actions and collaborated with different influencers who cooked traditional rice dishes, using the aesthetics of the campaign.



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Fairs and other events

With the same aim of reaching everyone, we have participated in numerous **fairs and sectoral events**, which have allowed us to connect with other industry leaders, present our products and services to a wide audience, showcase our innovations, and get firsthand knowledge of the latest trends in the food industry.

Once again, we have found #ftalks22 to be an excellent opportunity to showcase our commitment to finding innovative, healthy, and sustainable food solutions, such as the Pésol Pea Project. We hope to continue showcasing this project in this forum in the future.

Main events and fairs in which we have participated (I)

FTalks

We sponsored the 4th edition of the **FTalks Food Summit**, the leading event for innovators in the food industry. This year, it took place in Valencia and focused on topics such as health and well-being, biodiversity and resilience, proteins 4.0, and digitalisation.

The event featured the participation of our executive advisor, Araceli Císcar, who took part in the roundtable discussion «*Creating Future Companies with Open Innovation*». The conversation, which included other industry leaders, focused on the various strategies that this sector can adopt to promote open innovation and create successful companies. It also emphasised the importance of collaboration among different actors in the supply chain to develop innovative and sustainable solutions that meet the needs of current and future consumers.

HIP (Horeca Professional Expo) 2022

We attended this hospitality fair through the Food Solutions division, where we showcased our wide range of plant-based products developed with vegetable protein. We also had the opportunity to emphasise our commitment to CSR and to interact with other industry leaders, share experiences, and learn best practices in food innovation.

XV Snack Seminar 2022

The most important event in the snack market in Spain was also held in Madrid under the theme «The Fifth Dimension of Snacks», where we attended both as sponsors and participants.

Snackex 2022

We attended the 19th edition of this fair organised by the European Snacks Association (ESA) in Hamburg, Germany. It is the main international meeting point for trends in the snack sector. There, we showcased our natural ingredients for the production of healthier snacks.

Gulfood 2022

We have participated in the largest agri-food fair in the world, held in Dubai, which attracts manufacturers and distributors of equipment and service providers for the food and hospitality sectors.

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Main events and fairs in which we have participated (II)

Alimentaria

We have been present at this international gathering of the food, hotel, and restaurant industry sector. There, we focused on presenting our wide range of products for all channels and were able to establish contact with potential clients, distributors, and suppliers. We also strengthened relationships with current clients who enjoyed our booth featuring products such as *Aquafaba* and *Sobravegana* from Vegadénia.

SIAL 2022

This event took place in Paris, bringing together the global market of the food industry with a comprehensive and representative offer from worldwide players in this sector. Our product lines such as rice, textured dry protein, Baby Food, and Natur Dacsa were of particular relevance at the event.

Mediterránea Gastrónoma 2022

Together with Especies Carmencita, we have once again sponsored the «Valencia Designation of Origin Rice Classroom» at this Mediterranean Gastronomic Fair, a multidisciplinary space featuring *show cookings*, talks, and tastings focused on this key product in the Mediterranean diet.

Food Ingredients Europe 2022

This fair, a reference in the European food sector, was held in Paris, addressing the future of the sector and food ingredients.

Additionally, in May, we attended the **General Assembly of Euromaisiers**, the European trade association for corn milling, where discussions revolved around the market situation and the current issues affecting the corn milling industry. The assembly also addressed future trends and challenges for our sector.



Our company stands out for its strong commitment to sustainability and corporate social responsibility, so we work every day to improve our processes and products, thereby contributing to the well-being of society and the planet.





7.4. Acknowledgements

Our innovative DNA and constant pursuit of business excellence have earned us a wide variety of awards in 2022.

Awards received in 2022

University-Enterprise Collaboration Award

We received this award, granted by the Social Council of the University of Valencia and its University-Enterprise Foundation ADEIT. The awards, which celebrated their 25th edition, recognised the strong ties between Dacsa Group and this University, shown in programs such as the Dacsa-UV Chair, jointly contributing to an impact of approximately 370,000 euros in business volume.

Ecotrophelia Spain 2022 Awards

Three students from the University of Valladolid and Tecnocampus (Pompeu Fabra University) have won first place in this award, organised by the Spanish Federation of Food and Beverage Industries (FIAB) with the support of the Ministry of Agriculture, Fisheries, and

Food, aimed at contributing to the training of future professionals in the sector.

The *Veguiss* team has succeeded in creating a «veggie pork rind» using textured pea protein, with the support of our Pésol Pea Project. The panel highlighted the great taste and texture of this product, as well as the innovative and differentiated nature of it.

Aster Award for Best Business Trajectory

In its 39th edition, ESIC Business & Marketing School has awarded the achievements attained by Dacsa Group since our foundation. Araceli Císcar, executive advisor of the Group, received this award, highlighting our company's commitment to excellence and wealth creation in our environment.



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MIA Awards 2021 and 2022 from the Mediterranean Marketing Club

Our campaign «*Save the Authentic*», by Arroz Dacsa, was honored with the «Best Campaign of the Year promoted by Zenithbr» award at the X Mediterranean Marketing Night. Additionally, in the 2022 edition, the campaign «*I know how you made the last paella*» was voted by the public, among twelve finalists, as the most outstanding marketing strategy, receiving the «Best MIA Award of the Year promoted by À Punt.» These awards recognise the best marketing actions and practices of companies in the Valencian Community.

XI Edition of the La Lluna Advertising Festival


Following the award in 2021 for «*Save the Authentic*», our campaign «*I know how you made the last paella*» has received six awards at this advertising festival organised by ComunitAD (the Association of Advertising Communication Companies of the Valencian Community): 5 Bronze Lluna awards in the categories of «*TV and cinema*», «*radio*», «*social media*», «*audiovisual in digital media*», and «*audiovisual production*»; and 1 Gold Lluna award in the «*campaign strategy*» category.



With these awards, at Dacsa Group, we reaffirm our commitment to fresh and direct marketing, based on creativity, humour, and deep understanding of our customers, in a sector as deeply rooted as rice.

Entrepreneur of the Year Awards 2022 of EY

Our executive advisors, Ricardo Císcar and Araceli Císcar, have been named winners in the Innovation category of the XVI edition of these awards. The Entrepreneur of the Year Award granted by this multinational is sponsored by BNP Paribas and in collaboration with IESE Business School. Its international edition is a global reference in terms of business recognition and entrepreneurship.



The numerous awards we receive at Dacsa Group, in such diverse areas, only motivate us to keep improving and continue innovating in sustainability.



**About
this report**

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About this report

The 2022 Sustainability Report of Dacsa Group serves, once again, to communicate to our stakeholders the progress we have made in social, environmental, and good governance matters in the past year, with transparency, rigour, and detail.

The 2022 Sustainability Report of Dacsa Group serves, once again, to communicate to our stakeholders the progress we have made in social, environmental, and governance matters in the past year, with transparency, rigor, and detail. It is a detailed yet comprehensive document that outlines the strategies and actions we design and implement within the Group to strengthen our commitment to society and the planet, in line with the **United Nations Sustainable Development Goals (SDGs)** and the **Global Compact**. Therefore, this report is a synthesis of our commitment to placing sustainability at the core of our economic activities, establishing a business model that is both responsible and respectful of the planet.

This report has been prepared based on the guidelines of the GRI Standards version of the **Global Reporting Initiative (GRI)**, which contains the essential requirements of this type of document regarding informing in a transparent and reliable way.

For any doubts, clarifications, or enquiries related to our **Sustainability Report**, you can contact us via email at: sustentabledacsa@dacsa.com.





**GRI Standards
Table & SDGs**

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At Dacsa Group, we strive to contribute value to society, which is why we are committed to the Sustainable Development Goals.



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 <p>1 NO POVERTY</p>	<p>Erradicate poverty in all its forms worldwide.</p>	 <p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure availability and sustainable management of water and sanitation for all.</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Ensure sustainable consumption and production patterns.</p>
 <p>2 ZERO HUNGER</p>	<p>End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.</p>	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable, and modern energy for all.</p>	 <p>13 CLIMATE ACTION</p>	<p>Take urgent action to combat climate change and its effects.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p>	 <p>14 LIFE BELOW WATER</p>	<p>Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Develop resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation.</p>	 <p>15 LIFE ON LAND</p>	<p>Protect, restore, and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.</p>
 <p>5 GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls.</p>	 <p>10 REDUCED INEQUALITIES</p>	<p>Reduce inequalities between countries and within them.</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, responsible, and inclusive institutions at all levels.</p>
		 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements inclusive, safe, resilient, and sustainable.</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Strengthen the means of implementation and revitalise the global partnership for sustainable development.</p>



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GRI Standards Table

Declaration of use	This Sustainability Report presents the information cited in this GRI content index for the period between January 1, 2022 and December 31, 2022 using the GRI Standards as a reference
GRI 1 used	GRI 2021: Fundamentals 2021
Applicable GRI sector standards	Does not apply

Standard GRI	Description	SDG	Location/Direct response
GRI 2 GENERAL CONTENTS (2021)			
1. The organization and its reporting practices			
2-1	Organisational details		2.1. We are Dacsa Group
2-2	Entities included in the organization's sustainability reporting		2.2. Our activity
2-3	Reporting period, frequency and contact point		8. About this report



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Standard GRI	Description	SDG	Location/Direct response
2-4	Restatements of information		8. About this report
2-5	External assurance		This report has not been verified by an external entity
2. Activities and workers			
2-6	Activities, value chain and other business relationships		2.2. Our activity
2-7	Employees		6.1. The Dacsa Group team
2-8	Workers who are not employees		We carry out a numerical control of workers who are not employees, but the data is highly variable depending on the month
3. Governance			
2-9	Governance structure and composition		3.1. Ethical and responsible management
2-10	Nomination and selection of the highest governance body		3.1. Ethical and responsible management



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	Standard GRI	Description	SDG	Location/Direct response
	2-11	Chair of the highest governance body		3.1. Ethical and responsible management
	2-12	Role of the highest governance body in overseeing the management of impacts		3.1. Ethical and responsible management
	2-13	Delegation of responsibility for managing impacts		3.1. Ethical and responsible management
	2-14	Role of the highest governance body in sustainability reporting		3.1. Ethical and responsible management
	2-15	Conflicts of interest		3.1. Ethical and responsible management
	2-16	Communication of critical concerns		3.1. Ethical and responsible management
	2-17	Collective knowledge of the highest governance body		3.1. Ethical and responsible management
	2-18	Evaluation of the performance of the highest governance body		3.1. Ethical and responsible management



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	Standard GRI	Description	SDG	Location/Direct response
	2-19	Remuneration policies		6.1. The Dacsa Group team
	2-20	Process to determine remuneration		6.1. The Dacsa Group team
	2-21	Annual total compensation ratio		6.1. The Dacsa Group team
	4. Strategy, policies and practices			
	2-22	Statement on sustainable development strategy		4.1 HUMANE programme
	2-23	Policy commitments		4.1. HUMANE programme
	2-24	Embedding policy commitments		4.1. HUMANE programme
	2-25	Processes to remediate negative impacts		4.1. HUMANE programme
	2-26	Mechanisms for seeking advice and raising concerns		4.1. HUMANE programme



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Standard GRI	Description	SDG	Location/Direct response
2-27	Compliance with laws and regulations		3.1. Ethical and responsible management
2-28	Membership associations		2.2. Our activity
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement		2.5. Communication with our stakeholders
2-30	Collective bargaining agreements		We apply the corresponding collective agreements for each centre depending on the place where it is located.
GRI 3 MATERIAL TOPICS (2021)			
3-1	Process to determine material topics		4.1. HUMANE programme
3-2	List of material topics		4.1. HUMANE programme
3-3	Management of material topics		4.1. HUMANE programme



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Standard GRI	Description	SDG	Location/Direct response
201 Economic performance (2016)			
201-1	Direct economic value generated and distributed		2.1. We are Dacsa Group
203 Indirect economic impacts (2016)			
203-1	Infrastructure investments and services supported		7.1. Social Actions 7.2. We promote talent, sport, and culture
205 Anti-corruption (2016)			
205-2	Communication and training about anti-corruption policies and procedures		3.2. We uphold human and labour rights
301 Materials (2016)			
301-1	Materials used by weight or volume		1. 2022 at a glance
301-2	Recycled input materials used		5.4. Circular economy
301-3	Reclaimed products and their packaging materials		5.4. Circular economy



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Standard GRI	Description	SDG	Location/Direct response
302 Energy (2016)			
302-1	Energy consumption within the organization		5.3. Sustainable use of resources
302-4	Reduction of energy consumption		5.3. Sustainable use of resources
302-5	Reductions in energy requirements of products and services		5.3. Sustainable use of resources
303 Water and effluents (2018)			
303-3	Water withdrawal		5.3. Sustainable use of resources
304 Biodiversity (2016)			
304-2	Significant impacts of activities, products and services on biodiversity		5.5. Sustainable value chain



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Standard GRI	Description	SDG	Location/Direct response
305 Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions		5.2 Towards decarbonisation
305-2	Energy indirect (Scope 2) GHG emissions		5.2 Towards decarbonisation
305-3	Other indirect (Scope 3) GHG emissions		5.2 Towards decarbonisation
305-4	GHG emissions intensity		5.2 Towards decarbonisation
305-5	Reduction of GHG emissions		5.2 Towards decarbonisation
306 Waste (2020)			
306-1	Waste generation and significant waste-related impacts		5.4. Circular economy



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Standard GRI	Description	SDG	Location/Direct response
308 Supplier environmental assessment (2016)			
308-1	New suppliers that were screened using environmental criteria		5.5. Sustainable value chain
308-2	Negative environmental impacts in the supply chain and actions		5.5. Sustainable value chain
401 Employment (2016)			
401-1	New employee hires and employee turnover		6.1. The Dacsa Group team
401-3	Parental leave		6.1. The Dacsa Group team
403 Occupational health and safety (2018)			
403-1	Occupational health and safety management system		6.3. Health and safety
403-2	Hazard identification, risk assessment, and incident investigation		6.3. Health and safety



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403-3	Occupational health services		6.3. Health and safety
403-5	Worker training on occupational health and safety		6.3. Health and safety
403-6	Promotion of worker health		6.3. Health and safety
404 Training and education (2016)			
404-1	Average hours of training per year per employee		6.1. The Dacsa Group team
404-2	Programs for upgrading employee skills and transition assistance programs		6.1. The Dacsa Group team
405 Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees		6.1. The Dacsa Group team
406 Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken		There have been no cases of discrimination in 2022.



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Standard GRI	Description	SDG	Location/Direct response
410 Security practices (2016)			
410-1	Security personnel trained in human rights policies or procedures		3.2. We uphold human and labour rights
412 Human rights assessment (2016)			
412-1	Operations subject to reviews or impact assessments on human rights		3.2. We uphold human and labour rights
412-2	Training employees in human rights policies or procedures		3.2. We uphold human and labour rights
412-3	Significant investment agreements and contracts with clauses on human rights or subject to human rights assessment		3.2. We uphold human and labour rights
413 Local communities (2016)			
413-1	Operations with local community engagement, impact assessments, and development programs		7.1. Social Actions 7.2. We promote talent, sport, and culture



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Standard GRI	Description	SDG	Location/Direct response
414 Supplier social assessment (2016)			
414-1	New suppliers that were screened using social criteria		5.5. Sustainable value chain
414-2	Negative social impacts in the supply chain and actions taken		5.5. Sustainable value chain
416 Customer health and safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories		2.2. Our activity
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		There have been no such breaches in 2022.
417 Marketing and labeling (2016)			
417-2	Incidents of non-compliance concerning product and service information and labeling		There have been no such breaches in 2022.





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www.dacsa.com

Design by:  ecoavantis