



Taste the SUN 

Sustainability Report 2022

Imprint.

If you have any suggestions regarding this Sustainability Report, please contact us by email: communicationcr@sanlucar.com

Responsible for content:

SanLucar Fruit S.L.U.

Serra Llarga 24

E-46530 Puzol

(Valencia) Tel. +34 96

142 40 40

Fax +34 96 142 41 58

office@sanlucar.com

ESB 96128590

V 24 902

Valencia Companies' Register

Additional information.

More information about SanLucar and our corporate responsibility is available at www.sanlucar.com and on Facebook: www.facebook.com/sanlucarfruit

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The Sustainability Report is available in Spanish and English versions. In case of any discrepancy between the two documents, the Spanish language version shall prevail.

The following report applies the generic use of male without distinguishing the sexes. Furthermore, the explicit mention of the feminine is only justified when contrasting the sexes is relevant in the context

Contents

Renewal of commitment letter	1
1. About the Sustainability Report.	2
2. About SanLucar.	5
3. Good governance and transparency.	16
4. Our commitment to sustainable development.	24
5. Our employees.	39
6. Community development.	77
7. Environment.	96
8. Fruit and vegetable suppliers and subcontractors.	107
9. Financial information.	111



Renewal of commitment letter.



Estimados amigos y amigos de SanLucar,

Dear friends of SanLucar,

For over a decade, every year, we share our Sustainability Report with you. We are thrilled to present, once again, our Report for the year 2022, which adheres to the standards of the Global Reporting Initiative (GRI) and the Non-Financial Information Statement (NFS) (Law 11/2018).

2022 was a year of new ESG regulations, supply chain challenges and geopolitical instability. Despite all of this, we achieved incremental volume and revenue growth. Furthermore, we opened new markets and introduced innovative products, as a sign of our commitment to sustainability, such as SanLucar's own vegan-friendly ice cream.

Sustainability is no longer just a trend, but a reality that drives governmental and business strategies alike. As such, we have increased due diligence in key areas including human rights throughout our supply chain, the relevancy of sustainability reporting and the evolution of Sustainable Development Goals (SDGs).

This context has pushed us to evaluate our business model and processes in collaboration with expert sustainability consultants. Together, we conducted a comprehensive analysis of ESG criteria throughout the SanLucar Group, identifying areas of strength and opportunities for improvement. As a result, we are currently determining our sustainability strategy and will share more details with you in the following Report.

The commitment and professionalism of our nearly 4,000 employees worldwide are the basis of our positive outcomes year after year. We continue to work on our employees' work life conditions as they pertain to personal development, training, diversity, equality, occupational health and safety, and salary reviews.

Nature is our ally, and as such we continue to invest in digitalisation and new technologies in our fields. We opt for tools that maximise added value and optimise our operations in favour of agricultural sustainability. Our long-term relationships with master farmers and suppliers help us build efficient operations adapted to future challenges.

We are proud to fulfil our commitment to the communities where we operate through initiatives supported by our DREAMS program. In Spain, Tunisia and Ecuador, we invested in quality education. In Valencia (Spain), we supported Solidarity Kitchens like El Puchero alongside our associates, and in South Africa we opened a Community Shop for employees at our De Hoek farm. All these actions we made possible thanks to strong partnerships, dedicated people and the collaboration of our customers.

We hope you'll find this reading interesting!

Sunny cheers,
Stephan Rötzer
Founder and CEO of the SanLucar Group

A handwritten signature in blue ink, appearing to read 'Stephan Rötzer', written in a cursive style.



Taste the SUN 

1. About the Sustainability Report.

1. About the Sustainability Report.

At SanLucar, consider it essential to communicate our activities, projects and results, and as such have worked to improve their visibility and transparency, following the recommendations and requirements of national and European legislation.

This Report compiles the Group's information and results in relation to ESG criteria (environmental, social and governance) and to the company's structure. All information is based on the recommendations of the Global Compact and of Law 11/2018, which regulates non-financial reporting in Spain. It also reflects our commitment to the 10 Principles of the Global Compact and the United Nations Sustainable Development Goals. It covers the period of January 1 to December 31 2022, accompanying the annual accounts and consolidated management report of the 2022 fiscal year.

The companies mentioned in this Report are outlined in the appendix "Group Companies". The parent company, Mamaritz S.L.U., is referred to as the "Group" or "SanLucar" throughout this Report.

In preparing this Report, we referred to the 2016, 2018 and 2021 Global Reporting Initiative Standards (GRI), according to the versions available at the time of the evaluation. The GRI table at the end of the Report facilitates the search for content and boxes are included throughout the document.

The selection of the GRI Standards is based on the analysis of the Group's activities in the countries in which it operates, as well as on its social and environmental impact, relevant to the defined stakeholders.

Cases where consolidated data or data for certain companies were not available are indicated next to their respective graphs or tables. For indicators with changes in criteria, comparative data is not shown due to lack of comparability.



The company Luis Caruana & Asociados, S.L. has verified this Report, at the request of SanLucar, ensuring accuracy and consistency in the information published. The verification complies with international assurance commissioning standards, with the guide for verification of non-financial information in Spain, and also includes objectives, scopes, procedures and conclusions. Its process involved meetings with personnel, analysis of processes, content revision and inspection by testing, and a letter of representation from administrators and management.

The Group's companies and area managers were involved in the preparation of the Report through meetings, interviews and the collection of indicators. The interests and expectations of stakeholders were also considered.

The Report will be available at www.sanlucar.com for at least five years after its approval by the *Registro Mercantil* (Public Registry of Commerce). The Communication and CR Department drafted the Report and, after external verification, senior management approved the 2022 Sustainability Report for publication.



Taste the SUN 

2. About SanLucar.

2.1 Vision, mission, values and code of ethics.

Sometimes we need to take time for ourselves. To stop, reflect on who we are, to rethink and redefine our sense of being and the mark we want to leave behind. This practice is also important in companies so that they do not lose their essence; that which characterises them and makes them unique. This year, as we carried out this process in SanLucar, the resulting outcome has led to a redefining of our corporate values.

SanLucar is a large company with locations across the world. In May 2022, we set an ambitious goal for ourselves: to launch a communication campaign in all our subsidiaries that communicates the new values of the company to our more than 1,400 employees. The campaign was translated into 5 languages and launched throughout all our locations: Austria, Chile, Costa Rica, Ecuador, Germany, Italy, Morocco, the Netherlands, South Africa, Spain, Tunisia, the United Arab Emirates and the United Kingdom.

A multidisciplinary team, consisting of Communication & CR, IT, Brand, Office Management and Human Resources, was in charge of developing, coordinating and implementing everything. To ensure that the campaign reached every SanLucar department, a network of 70 SanLucarian 'Champions' were appointed, who acted as ambassadors for the company's values campaign. In addition, Workvivo, a new internal communication tool accessible to all SanLucarians, was implemented. Over the course of 6 weeks, various actions were carried out both in-person (including posters, postcards, T-shirts, stickers, pens, lollipops, cellulose bags, caps, pins or activities at the summer party) and online (via Workvivo, LinkedIn and Outlook, through videos, computer lock screens and even memes). As a result, over 80% of SanLucarians felt well informed with a score of 4.05 out of 6 for the new internal communication survey.

As such, our vision and mission remain unchanged:

Vision: to bring health, nature and joy to the world.

Mission: to supply the world with the freshest and most delicious fruits, vegetables, juices and smoothies, as well as the most beautiful flowers. And to do it in a way that makes us proud.



GRI 2-23



Our values



Always act with respect.

To create a positive work environment that contributes to a culture built on consistent relationships based on trust and respect, embracing differences and allowing others to express their point of view. This inspires us to achieve common goals.

Principle: Act with respect!

Motto: I respect myself, I am respectful to others, and in return I receive respect back.



Strive for positive change.

Our consistent growth is based on continuously evolving and improving as we strive to revolutionise the world of fruits and vegetables. As such, we aim to remain open-minded and never shy away from positive changes or new opportunities, as we are aware that in order to maintain our high standards of excellence, we need to remain proactive, creative and willing to embrace change. All the while, we remain consistent that our traditions and SanLucar's history are the cornerstones of our culture.

Principle: We welcome change!

Motto: I am curious and accept new changes as an opportunity.



Be passionate about what we do.

Passion is the driving force behind everything we do, and we are proud to act in harmony with people and nature. Working passionately helps us uphold the vision and mission of our company.

Principle: Be passionate!

Motto: I feel genuine passion for what I do and for who we are





Focus on the consumer.

To be the leading premium brand and business partner in our markets, we must be able to respond to the needs and desires of our consumers, adapting our product range to changing tastes and lifestyles. We are at the forefront of innovation in the fruit and vegetable sector, bringing forth our knowledge and offering our customers unique experiences. It is important that we listen carefully to our customers and connect fully with them to understand their needs and implement the initiatives, services and developments that best meet those needs.

Principle: Make the consumer happy!

Motto: I know the consumer and I am aware of their needs.



Consider our master farmers as part of the SanLucar family.

We are all in this together! Working as a team with our farmers ensures long-term success for all. We value and respect them as the foundation of our value chain. Building consistent relationships based on collaboration, mutual accountability and trust enables us to achieve common goals.

Principle: Honour our master farmers!

Motto: I am committed to fostering cooperation.



Code of Ethics.

Our commitment to Human Rights is public and transparent, as is evidenced by our Code of Ethics. This document is based on the requirements of the International Standard SA8000, as well as the 10 Principles of the United Nations Global Compact and the conventions of the ILO (International Labour Organisation). Our commitments in the Code of Ethics are passed on to our farmers and suppliers, who, by working with SanLucar, commit themselves to comply with them too. Sustainable Development Goal 16 "Peace, justice and strong institutions" is directly related to the goal we are pursuing with the development, dissemination and implementation of our Code of Ethics: to ensure child protection, equality, fair and decent working conditions, anti-corruption practices, environmental protection and for work to meet occupational safety and health standards.



GRI 102-16



Taste the SUN

Code of Ethics.

2.2 Group business model

The SanLucar Group operates in the agricultural sector and specialises in the production, import, export and commercialisation of high-quality fruits and vegetables worldwide. Our business model is distinguished by our SanLucar brand, the premium brand of reference in the fruit and vegetable sector. We sell more than 100 types of fruits and vegetables from over 35 countries under the SanLucar umbrella, making us the brand with the widest range of produce. With the SanLucar brand, we strive for added value at every step of the process, from the selection of produce varieties to point-of-sale concepts. The SanLucar brand accounts for about 40% of our sales. In order to sell the whole tree throughout the campaigns, even if certain fruit don't meet our namesake brand's high quality requirements, we supplement the premium offering through standard quality programmes with other brands.

Our traditional market in Germany, Austria and Benelux still accounts for 75% of our sales. We are also growing in Eastern Europe, Spain, England, Scandinavia, Italy, Canada and the Middle East, and expanding into the French, Asian and US markets. In addition to the full range of fresh fruits and vegetables, our portfolio also includes smoothies, juice, fruit, ready-to-eat prepared salads and olive oil. As of January 2021, we expanded our product range to include plants and flowers through SanLucar Flowers. These products account for about 5% of our sales.



About SanLucar



In order to offer premium quality products, we rely on our farms and Master Growers, otherwise known as the "SanLucar Production". Our farms are located in areas especially suitable for our products in Spain, Tunisia, South Africa, Peru, Chile and Ecuador. Our Master Growers are located in different European countries and in Morocco, and put incredible passion, effort and knowledge into their area of expertise. They are key to our success, as thanks to them we learn more every day.

We are conscious that some of the areas in which we operate are in developing countries, and that we have a responsibility towards their communities. For this reason, together with local partners, we implemented social projects under the DREAMS programme ("Developing Responsible Environments And Multicultural Societies"). The aim of these projects is to develop initiatives that have an impact on improving the quality of life for employees, their families and local communities, as it is often cumulative small actions that bring about visible and lasting change in people's quality of life. Chapter 6 explained in further detail all the projects implemented

2.3 Business environment.

The agri-food sector is subject to uncertainties and factors that cannot always be planned for or prevented (for example, climatic conditions can vary considerably from year to year), and this is important to bear in mind when managing the company, as we have the great responsibility of providing access to basic, quality nutrition to millions of people around the world, all the while ensuring food safety throughout the process.

At SanLucar, innovation and technological modernisation help us provide solutions to these new demands and requirements from both the sector and society at large. That is why we are working to increase connectivity across all the actors in our value chain, implementing common platforms and Big Data analysis.

We also see new sustainability trends and legal requirements as an opportunity to create value with our stakeholders and, above all, with our customers and consumers. The pandemic accelerated the transformation towards a consumer profile that is much more concerned about wellbeing and the environmental footprint, thereby requesting healthier and more sustainable foods.

GRI 2-6



2.4 Markets we operate in.



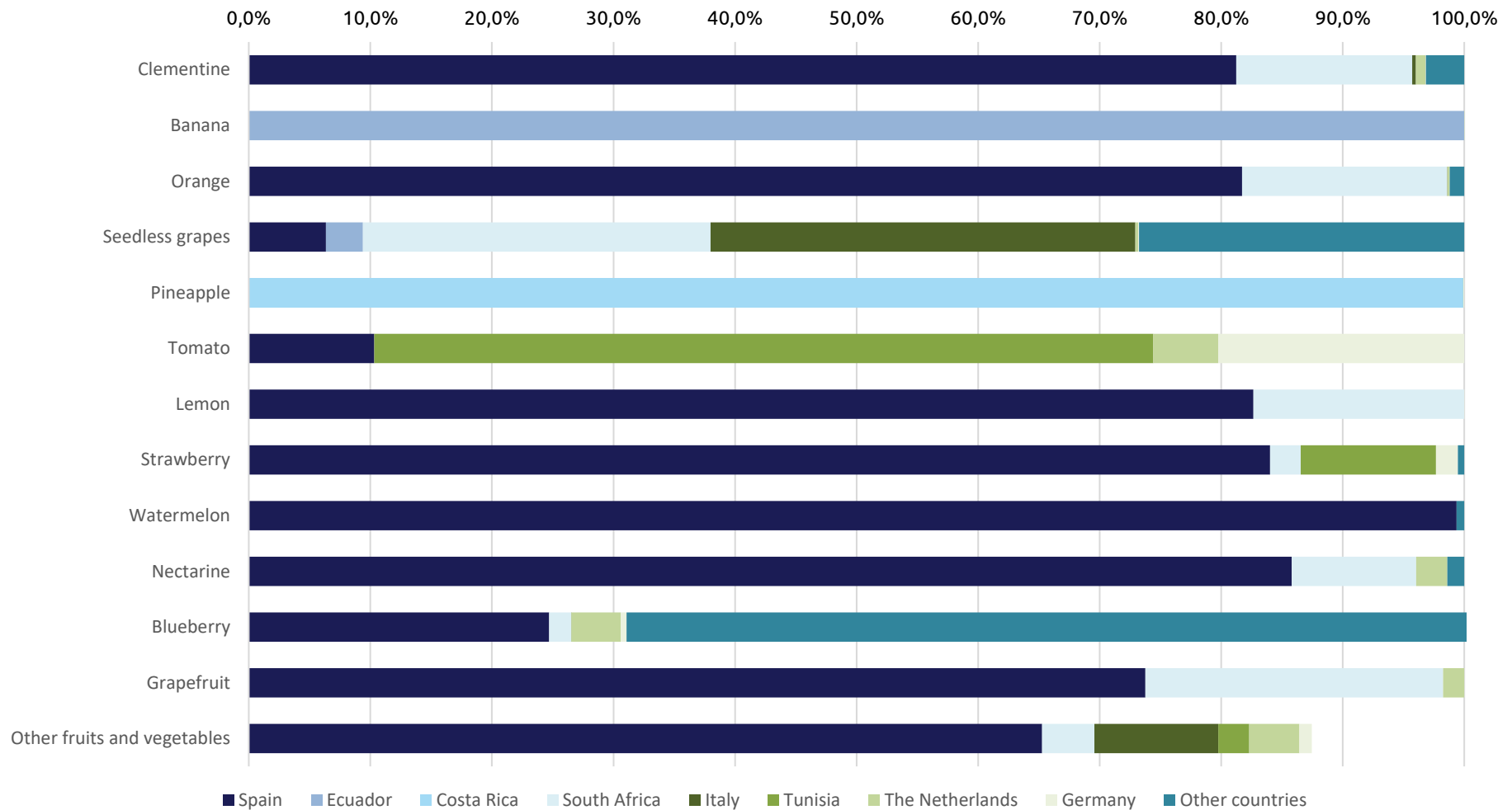
The fruit and vegetable market is global. Our customers are spread across 40 countries all over the world. Supplying them with high-quality fruit and vegetables 12 months a year is a differentiating factor that positively influences their decision to purchase from the Group. In order to improve its responsiveness, SanLucar has set-up production areas and suppliers all over the world.

The following image shows a graphic representation of the production countries (both our own and those of third parties) marked as cultivation countries, sales countries, and the different production and sales subsidiaries the Group relies on.

GRI 2-1 / 2-6

Origins of SanLucar brand fruit and vegetables in 2022

The following chart shows the most widely distributed SanLucar produce in 2022 by country of origin:

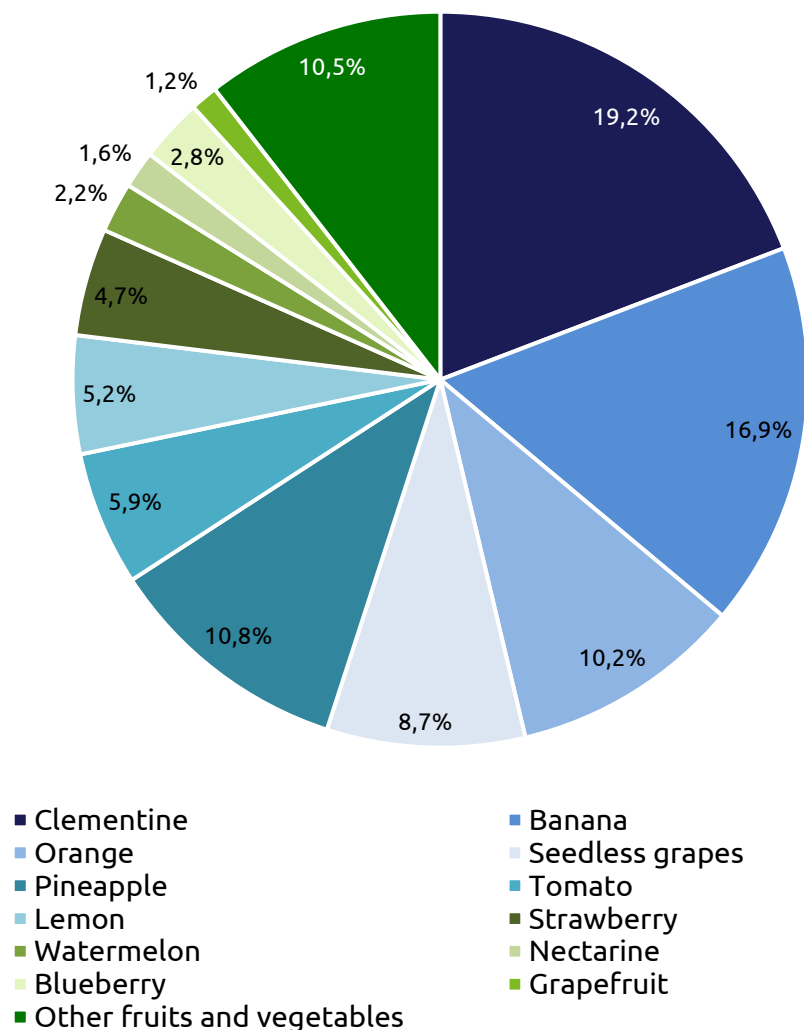


At 51.3%, the majority of SanLucar branded fruit comes from Spain.

Generally speaking, more than 60% of our fruits and vegetables come from Europe and 26% from South and Central America. This is followed by Turkey and the Maghreb with 5.9% and Tunisia with 5.4%.

GRI 2-6

Varieties of fruit sold



The three fruits most sold under the SanLucar brand this season were mandarins, bananas and oranges, followed closely by grapes. In the following chart you'll find a detailed breakdown of the fruits and vegetables most sold per kilogramme. It should be noted that bananas and pineapples have a higher individual weight, which explains why they appear as having the highest sales per kilogramme.

At 85.5%, most of the fruit is sold in German and Austrian markets. The following table shows the SanLucar brand's main consumer countries:

Main countries	%
Germany	54,7%
Austria	30,8%
The Netherlands	3,8%
Poland	3,0%
Spain	1,1%
Belgium	1,0%
Italy	1,0%
Other countries	4,6%

GRI 2-6

2.5 Our starting point of sustainability.

In 2022, we wanted to know where we stood in terms of sustainability throughout the Group. We therefore collaborated with a consultancy firm specialising in sustainability to carry out an in-depth diagnosis over the course of two months, external experts interviewed managers and teams across different areas and conducted questionnaires with the heads of our subsidiaries on specific subjects. The investigation was structured around environmental, social and good governance (ESG) criteria. With regards to environmental factors, issues such as the circular economy, water management, biodiversity, carbon footprint and sustainable production were taken into account. For social criteria, the diagnosis focused on management, personal and professional development, equality and diversity, occupational health and safety and the Group's social initiatives. Finally, for governmental criteria, it focused on due diligence, corporate ethics, transparency, and human rights risks and compliance.

Thanks to the inquiry, we were able to identify our level of compliance and development across each of these areas within the Group, as well as identify where we are doing well and where we have room for improvement.

In recent months we invested a lot of resources and effort in improving water management on our farms to reduce water use, as well as to advance in the innovation and digital transformation of our fields. This was identified as a strength by the diagnosis. People (including employees, their families and the communities in which we operate) are very important to us, that's why programmes for personal development and training, as well as occupational health and safety measures, are a core part of our corporate culture. As such, we have supported local communities in different countries for many years through our DREAMS programme.

The results were presented to management in order to set forth next steps. We decided to form an interdepartmental sustainability working group to define a comprehensive medium- and long-term sustainability strategy for the Group based on the results of this diagnosis. The working group will officially start its work in 2023.



2.6 Structure of the group.

The operating Group's companies are detailed below. The operating Group's activity, consisting primarily of producing and marketing premium fruits and vegetables under different brand names, was developed through different companies that were set up as the business grew.

GRI 2-1

The Group's Companies
SPAIN
Mamaritz, S.L.U.
The Roetzer Family, S.L.U.
SanLucar Fruit, S.L.U.
Consorcio SanLucar Group, S.L.
Berry Selections, S.L.
Santa María Fruit, S.L.
Uniqua Fruit, S.L.U.
Agrícola Dehesa de Baños, S.L.U.
Nature Origin Fruit, S.L.
GERMANY
Looking for Fruit GmbH
SanLucar Vertrieb Deutschland GmbH
SanLucar Deutschland GmbH
SanLucar Fruit & Juice GmbH
SanLucar Flowers GmbH

The Group's Companies
THE NETHERLANDS
SanLucar Fruit Import Netherlands BV
ITALY
SanLucar Italia, S.R.L.
Frutta Natura, S.R.L.
AUSTRIA
SanLucar Obst&Gemüse GmbH
Fruit to Go, GmbH
Victoria Fruit Handels, GmbH
SanLucar Manufaktur GmbH
FRANCE
SanLucar Fruit France, S.A.R.L.
MOROCCO
SL Morocco, S.A.R.L.

The Group's Companies
TUNISIA
La Cinquième Saison, S.A.
Shares & Co RH & Services, S.A.R.L.
Les Perles du Desert, S.A.
SanLucar Tunisie, S.A.R.L.
SanLucar Services, S.A.R.L.
SanLucar Flor'alia, S.A.
ECUADOR
SanLucar Ecuador, S.A.
Lexkingsa, S.A.
Quilziolli, S.A.
SOUTH AFRICA
SanLucar South Africa, (Pty) Ltd
SanLucar South Africa Citrus (Pty) Ltd
SanLucar DeHoek (Pty) Ltd
SanLucar Patensie (Pty) Ltd

2.7 Company's news.

Company structure

SanLucar Group is a group of companies based in Valencia, Spain, dedicated to the production, import, export and marketing of fresh fruits and vegetables. Including its various brands like SanLucar, SanLucar Taste the Sun and Amoria, it employs more than 3,000 people worldwide. The founders, Stephan Rötzer and Jorge Peris, together with CEO Armin Rehberg, manage the company, engaging employees, suppliers, customers and consumers.

In order to offer premium quality products, the SanLucar Group works with farmers and partners in different countries including Tunisia, South Africa, Ecuador and Spain, where they also grow their own crops. In addition, through its DREAMS (Developing Responsible Environments And Multicultural Societies) programme, the company focuses on local projects that benefit its employees, their families and the surrounding communities, contributing to a sustainable quality of life improvement and creating new opportunities in developing countries.

New openings

In order to strengthen its presence in the sector, SanLucar took a significant step forward by opening SanLucar Canarias SL on the 29th of March 2022. This new opening allows SanLucar to expand its operations and offer a wider range of services related to the fruit and vegetable supply chain.

New product lines

"Blue Wonder" blueberries

The best selection of varieties, Sekoya, produced according to SanLucar standards and offered at the point of sale in new sustainable packaging in heat-sealed carton or in bulk - this is the 'Blue Wonder' concept that we are introducing to the market to create a premium blueberry consumer segment. It is our fastest growing product with the highest market potential.

Carton packaging for Premium Strawberry

The biggest challenge for the Packaging Innovations department in 2022 was to develop a cardboard strawberry tray that is suitable for packaging this sensitive fruit directly in the field and provides optimum protection right up to the point of sale. We have succeeded, and by 2023 we are already planning to produce more than 4.5 million units of this innovative packaging.

Tomatoes

SanLucar has introduced a new tomato variety called Blacky on the German market, which has caught the attention of food lovers. These tomatoes stand out for their fruity, fresh and intense aroma as well as their juiciness. In addition, their dark colour and unique shape make them an attractive product both at the point of sale and on the consumer's plate.

GRI 2-6



Taste the SUN 

3. Good governance and transparency.

3.1 Sustainability management.

Agribusinesses are increasingly faced with the need to adopt responsible practices to address the world's social and environmental challenges. To meet sustainability expectations, all sectors and companies need to change their operating models and analyse their processes. ESG (Environmental, Social and Governance) criteria offer focus and help determine priorities for this new direction. As such, we are making progress in our sustainability management, introducing ESG criteria alongside the 10 Principles of the Global Compact and our Code of Ethics, which is itself based on the 10 Principles as well as the ILO Conventions.

During the period of April to May 2022, in collaboration with an external consultancy specialising in sustainability, we conducted an analysis of the ESG criteria for the SanLucar Group with the aim of promoting appropriate sustainability management. Knowing how our activity aligns with ESG criteria allowed us to develop a more adapted strategy. The analysis covered all activities in the SanLucar supply chain: production, importation, exportation, distribution and relations with employees and other stakeholders. To gather this information, we conducted document reviews, interviews and questionnaires.



Good governance and transparency

SUSTAINABLE DEVELOPMENT GOALS



Within the ESG criteria, the following areas were analysed:

- **Environmental:** water management, carbon emissions, biodiversity, sustainable production, circular economy and plastics.
- **Social:** personal wellbeing, equality and diversity, occupational health and safety, work/life balance and social engagement.
- **Governance:** due diligence, transparency, business ethics and human rights.

The analysis identified opportunities to implement new initiatives in environmental areas; it revealed a solid commitment, with potential for improvement, in social areas; and identified that there are areas of strength and others that require special attention in governance issues.

In preparing for the future, we will work to define a sustainability strategy with medium and long-term goals and concrete steps. We will be mindful of our business model and our supply chain activities to achieve a positive impact wherever possible.

GRI 102-15

3.2 Policies and procedures.

Thanks to our Integrated Policy, we have continued to improve in areas of human resources, product quality, corporate social responsibility and the environment. In 2022, we developed specific procedures to comply with the SA8000 Corporate Social Responsibility Standard, to which we are certified since 2010. These procedures reinforce our commitments and have been shared with employees to ensure their proper implementation.



GRI 2-23

3.3 Supply chain due diligence

In anticipation of the new laws, last year, SanLucar developed a human rights supplier control and monitoring system. Thanks to this system, we were able to prioritise suppliers according to a variety of parameters, and evaluate their responses to our questionnaires, all through an online platform which allows for the streamlining of information exchange.



GRI 2-23



3.4 Committees at SanLucar.

The SanLucar Group has a variety of committees in all its subsidiaries that operate autonomously through their members. These committees are made up of groups of people who represent employees and are responsible for looking after their interests and dealing with specific issues.

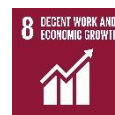
Establishing specific committees to address issues has helped us make appropriate decisions informed by the opinions and expertise of people across the company. This structure allows us to actively involve employees, have an open dialogue guided by transparency, and, thanks to multidisciplinary committees, be able to quickly address intersectional issues within the organisation.

SanLucar contains the following committees, all of which vary in department size and activity:

- **Inter-Area Committee (IAC) and Employee Committee:** facilitate the dialogue between employees and management, with the aim of communicating employee concerns and improving working conditions (Spain CIA], Tunisia, South Africa).
- **Health and Safety Committee:** ensures the participation of workers in health and safety issues, adhering to the law of occupational risk prevention as well as established norms (Spain, Germany, Tunisia, Ecuador, South Africa).
- **Social Performance Team (SPT):** ensures compliance with SA8000 Standard requirements (Spain).
- **Data Protection Committee:** manages record keeping, risk assessments, internal and external consultations, incident monitoring, compliance and periodic reviews (Spain).
- **Crisis Committee:** addresses crises with representatives from Quality, Communication and Corporate Responsibility, Legal and Management (Spain, Germany).

- **HACCP Committee:** oversees compliance with Hazard Analysis and Critical Control Points throughout the value chain (Germany).

- **Community Committee:** improves aspects of farm life for those employees residing in it (South Africa).



GRI 2-30 / 403-1



3.5 Presentation of the Social Performance Team (SPT).

The new version of the SA8000:2014 Standard was published in 2016. One of the biggest changes it entailed was the need to establish a social development team (the Social Performance Team) whose primary purpose is the accurate implementation of the Standard across the company.

We spoke with Amparo Márquez, HR Manager at SanLucar Fruit, S. L. U. and, as of December 2021, Management Representative for the SA8000 standard. This interview is helpful in better understanding how the Social Performance Team operates, as well as in learning about its importance in greater detail.

What does being a Management Representative entail?

It's actually a very interesting role. I haven't been doing it for very long, but basically what I do is participate in SPT and IAC meetings with HR, as well as inform senior management of the decisions taken within the SPT. In order to speed up the implementation of projects that have an impact on our employees, I have autonomy in decision-making.

You mentioned the SPT and IAC, could you explain what they are in greater detail?

The IAC is a workers' committee made up of colleagues from Puçol and Vall D' Uixò (VDU) who, on a voluntary basis, collect proposals, suggestions and complaints from workers at the Puçol, VDU and Huelva locations and collaborate with HR to find the best solutions. The existence of this working group significantly improves the work environment, as it creates a direct line of communication between the workforce and the company's management



Amparo Marquez
HR Manager



In addition, the SPT is the task force that brings together areas as diverse as Quality, Sustainability, Research and Development, HR, ORP, Equality Agent and workers, and is essentially dedicated to maintaining the implementation of all SA8000 Standard criteria across the company. Minutes are typed-up of our monthly meetings, and then communicated internally to all employees.

What are the responsibilities of this task force?

- Monitoring workplace activities to comply with the SA8000 Standard.
- Ensuring the effectiveness of the systems implemented so as to adhere to the organisation's policies and SA8000 Standard requirements. To achieve this, the group is authorised to collect information from all interested parties and stakeholders.
- Evaluating the company's risks related to the SA8000 Standard periodically and putting them in writing, so as to identify and prioritise areas of current and potential non-compliance.
- Recommending measures to Senior Management and implementing them to eliminate, prevent and reduce the identified risks.
- Performing routine internal audits, preparing reports for Senior Management on compliance with the SA8000 Standard and proposing corrective and preventative solutions.
- Conducting periodic meetings to review progress and identify potential measures to strengthen the implementation of the SA8000 Standard.
- Participating once a year in a review, together with Senior Management, and record minutes.

How does the SPT work?

The SPT meets every 2 or 3 months and prepares minutes outlining all the topics discussed at the meeting, which are then published both online and in print (with copies posted on bulletin boards across work sites).

What are the main challenges you face?

- Improving employees' knowledge of the SPT and what we do (like enhance internal communication).
- Continuing to improve the implementation of the Standard in the company.
- Improving communication within the SPT.



3.6 Anti-corruption and bribery.

The Group is a signatory member of the Global Compact, the world's largest association for the defence of fundamental values of Human Rights, Labour Standards, the Environment and the battle against Corruption.

The Code of Ethics dedicates its tenth section to the fight against corruption, bribery, kickbacks, influence peddling and money laundering, enshrining as guiding principles the obligation of the Group to eradicate all forms of corruption, and the absolute prohibition of all corruption and bribery. These principles are aligned with the 10 Principles of the United Nations Global Compact and are developed in internal policies aimed at eradicating these behaviours.

It should be noted that there have been no cases of corruption in any of the Group's companies or at any of its business partners'.



GRI 205-2



3.7 Money laundering.

We have implemented payment and collection processes and a structure of proxies through which we guarantee the adequate control and follow-up of the movement of money in all operations performed.

As such, with regards to collections and payments, the Group uses bank transfers and nominative payment tools that guarantee the ability to trace all cash movements.

There are also strict rules regarding the management of a "cash box". These types of cash transactions are minimised to such a degree that they can almost be considered irrelevant. However, where they are used, the amounts of "cash boxes" are carefully regulated, with justification of funds and documentation of their use being required at all times.

This operation and control are made using the Notilus application, through which an employee can make a cash request. The request may be approved following a rigorous review, at which point the employee is required to sign a "receipt" of the cash and must then present proof of expenses so these can be approved and reimbursed (using the process mentioned in the following paragraph).

In a similar manner, the reimbursement of expenses incurred by employees in the performance of their work is strictly controlled, requiring prior accreditation of the expense incurred, the reason for it, its justification and approval by a senior manager, thereby always adhering to the expense parameters/limits established by Human Resources. These expenses are also managed using the Notilus platform.



In the event of usage of a corporate credit card (by those employees who, due to their category or job description, are granted such a card), the requirements for accreditation of the use of funds and their justification are the same, or perhaps even more rigorous, as the ticket will already have been accounted for by directly debiting the company's account.

In the event of loss, misplacement or breakage of the receipt and inability to present it, it is required to justify the expense in any other reasonable way (such as travel receipts or expenses reflected in a bank statement).

The decision to withdraw funds from company bank accounts is evaluated by the Finance Department, and invoices are created by an individual with a role independent from those who have a signature in the company. In this way, the role that has an independent signature (not a joint signature) has the unique power to approve payment decisions previously prepared by another role in order to ensure the security of the process.



GRI 205-2



Taste the SUN 

4. Our commitment to sustainable development.

4.1 Commitment to the SDGs and the Global Compact Principles.

SanLucar is a global company that stands out as a leading supplier of a wide variety of fruits and vegetables in Germany, Austria, the Netherlands and Poland, among others. As such, we have joined the mission of the Global Compact: 10 Principles + 17 SDGs. Since 2011, we have signed and been committed to the Global Compact's 10 Principles and, in 2018, we adopted the Sustainable Development Goals (SDGs) throughout our supply chain. We are eager to contribute to the 2030 Agenda and preserve natural resources, as well as to improve people's quality of life.

By participating in these initiatives, we are committed to implementing the 10 Principles and the 17 SDGs internally, to respect human rights and labour standards, to preserve the environment, and to act with transparency in our activities and operations. In our Annual Sustainability Report and Progress Report we have detailed our progress in these areas.

We firmly believe that the business sector has an enormous opportunity to generate value both for society and for the environment. To identify our Group's SDG priorities, we have conducted a comprehensive review of both our operations across the value chain and our internal activities. Our commitment lies in treating our customers, employees and partners with respect, while remaining committed to our responsibilities towards the environment and society at large.

We have identified ten fundamental objectives for SanLucar (though we are conscious that the others cannot be neglected) and believe these objectives will help us maintain our commitment and focus on our day-to-day work.

GRI 2-28





End hunger

- Provide food to families with limited economic resources and/or who are at risk of social exclusion.

Sustainable and resilient agricultural practices

- Employ a variety of sustainable agricultural practices to minimise our environmental impact and aim to continue improving in this area in the coming years.
- Hire local labour and suppliers for the development of the company's activities.

Increase investment in agriculture

- Invest in probes and software to optimise irrigation in water-scarce regions.



Reduce the maternal mortality rate

- Adapt our workplaces to the needs of pregnant women, taking into account health and safety precautions.

Ensure the quality of primary and secondary education

- Collaborate with educational institutions to develop community education projects (AHK, FIS...).
- Promote the educational program >>Aprendemos Juntos Juntos<< (Learning Together), which seeks to close educational gaps for vulnerable families in Ecuador.

Ensure access to and quality of preschool education.

- Fund >>Amazing Brainz<<, a training program for preschool teachers at the nursery on our Rooihogte farm in South Africa, preparing children aged 3 months to 5 years for school through games and educational activities.

Ensure equitable access to higher education

- Offer financial assistance and scholarships for people in vulnerable communities.
- Provide courses to our employees on topics related to their specialised areas/departments, including language courses.
- Offer Dual Training between Spain and Germany with the possibility of employment upon completion.
- Hire students, so as to train them and improve their technical knowledge.
- Partner in Tunisia with Swiss Contact and AFVA to help young people in the agricultural sector improve their skills and chances of employment.





Eliminate gender disparity and support vulnerable groups

- In accordance with our Code of Ethics, we do not practice or support discrimination based on race, social or national origin, caste, religion, disability, gender, sexual orientation, family responsibility, marital status, union membership, political opinions, age or any other factor that may give rise to discrimination.

Improve safe and inclusive educational facilities

- Build and adapt educational facilities that provide safe learning environments.

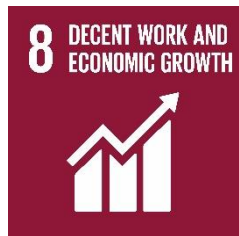


Achieve access to safe drinking water

- Ensure that workers have access to drinking water and appropriate spaces for personal hygiene in our facilities.

Improve water quality. Reduce pollution and wastewater.

- Use irrigation programmers and systems that ensure greater efficiency in water use and prevent water loss.
- Wherever possible, reuse water safely to reduce water consumption.



Promote small and medium-sized enterprises

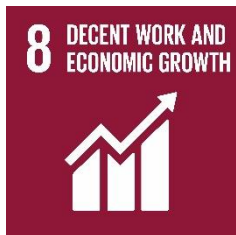
- Boost the local economy and culture of the places where we operate by supporting local businesses.

Achieve full employment and offer decent work

- Promote and provide living wages within regular working hours.
- Hire local labour.
- Create employment with dignified working conditions.

Reduce the number of young adults out of work and out of school

- Promote the employment of young adults in the company through hiring and internship programs.



Eradicate slavery, trafficking and child labour

- Maintain human rights due diligence processes in place across the company, assessing potential negative impacts throughout the value chain so as to prevent, mitigate and remedy them.

Protect labour rights and safe working conditions

- Guarantee dignified working conditions for all of the company's employees and suppliers, both nationally and internationally, and ensure non-discrimination in hiring, remuneration, benefits, training and promotions.
- Comply with tax laws and regulations of the countries in which we operate.

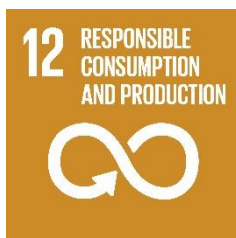


Promote social, economic and political inclusion

- Educational programmes for people at risk of social exclusion.

Ensure equal access to opportunities

- Create opportunities for low-wage workers to develop their skills and gain access to better job opportunities, both inside and outside the food industry.
- Provide decent working conditions and living wages throughout the value chain.
- Establish transparent internal procedures.



Achieve the sustainable management and efficient use of natural resources

- Maintain programmes to optimise water use on our farms, implementing technologies that allow for more efficient use and better control.

Waste and chemical management

- Maintain programmes to reduce post-harvest treatments and use of natural treatments.
- Maintain our programme to reduce the use of agrochemicals.

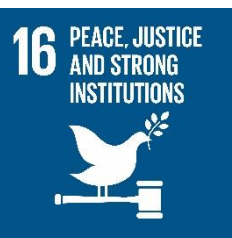
Prevention, reduction, recycling and reuse of waste

- Use products that are biodegradable, recyclable or reusable for select packaging.
- Design packaging that makes efficient use of natural resources and contributes to the reduction of food waste.



Ensure the conservation and sustainable use of ecosystems.

- Implement more sustainable agricultural practices by reducing fertilisers, chemical products, fuel and other derivative raw materials, and implementing more sustainable alternatives.
- Promote the development and innovation of new technologies that contribute to the protection of ecosystems.
- Respect the environmental legislation of countries in which we operate.



Eradicate child abuse, trafficking and exploitation.

- Have procedures in place to prevent child labour, forced labour, discrimination, etc.

Reduce corruption and bribery

- Adhere to our Code of Ethics' section dedicated to anti-corruption and bribery.

Promote and implement laws and policies (HRDs)

- Train employees and suppliers on transparency and human rights.



Promote investment in less developed countries

- Establish a strategy to develop partnerships with other actors.
- Implement initiatives to support development in the communities in which we operate.
- Align social or philanthropic activities with the 2030 Agenda.

4.2 Dialogue with stakeholders.

At SanLucar, we recognise the importance of dialogue with our stakeholders. Through a continuous and open approach, we seek to encourage the participation of these groups in our projects to maximise benefits for everyone involved. Our aim is to identify and better understand their needs while strengthening long-term relationships.

In order to better understand our stakeholders and to effectively communicate with them, we are developing a project that will enable us to communicate with those who have the greatest influence on our company. The objectives of this project are as follows: first, to carry out a materiality study to identify the priority and relevance of various issues, from the perspective of these groups; second, to adjust our communication channels and the manner in which we engage with them, so as to ensure they receive pertinent information at the right time. This will help us in our reporting, as we will be able to identify the most relevant issues, focus on them and communicate using the most appropriate language.

The project is divided into three phases: the first phase consists of mapping the stakeholders with the information provided by each area representative; the second phase involves the creation of a materiality matrix using the results of the interviews we conducted in the first phase; and finally, the third phase entails the integration of our findings so as to develop a communication plan.



GRI 102-40



We are currently in the first phase of the project, whose main objective is to identify and classify the most relevant stakeholders for SanLucar in terms of power, interest and influence. These stakeholders are:

- Suppliers
- Press
- Public entities
- Educational institutions
- NGOs, foundations and non-profit organisations
- Customers
- Employees
- Investors, financial institutions

4.3 Participation in round tables, workshops, events aimed at sustainability.

March

Fernando Bañón, Production Director, presented the case study >>SanLucar sobre el manejo de la escasez de agua<< (SanLucar on the management of water scarcity) at an online meeting organised by EIT Water Scarcity, in which he shared best practices implemented on our farms, and the collaborations with other entities which make this possible.

April

Jaime Sánchez, International Markets Director & Senior Operations Product Manager, participated as a speaker at the >>Cumbre mundial de la cereza<< (World Cherry Summit) in Chile, an event that brings together leaders and key players within the cherry industry. The summit aimed to find common ground so as to help overcome difficult seasons and an uncertain future.

May

Stephan Roetzer, founder of SanLucar, participated in the 3rd Chem-Free Day organised in Valencia by our partner Sanifruit. This event brought together experts from the food sector to discuss the importance of developing zero chemical residue solutions in agriculture.

June

Fernando Bañón spoke at the Madrid Chamber of Commerce, presenting our success story as a Spanish company operating in Tunisia. This event was also supported by the Agencia para la Promoción de la Inversión Extranjera en Túnez (Agency for the Promotion of Foreign Investment in Tunisia) and Fipa Madrid.

July

Nancy Daiss, International CR Manager, participated in the round table debate on "Challenges and opportunities in the agri-food sector of the Valencian Community", organised by the Polytechnic University of Valencia.



September

Marta Linares and Iris Rechinger, Talent Attraction Technician / Responsible respectively, spoke to the graduates of the Master in “Retos y oportunidades en el sector agroalimentario de la Comunidad Valenciana” (Plant Health and Sustainable Farming Systems) at the Polytechnic University of Valencia, offering them advice on finding a job in multinational companies.

October

Nancy Daiss spoke at the >>Consulta empresarial sobre desarrollo sostenible<< (Business consultation on sustainable development), an event promoted by the Global Compact in Spain. The event focused on the implementation of Sustainable Development Goals and the 2030 Agenda in companies within the Valencian Community. Nancy Daiss also participated in the round table organised by the Chamber of Commerce of Valencia, to talk about the advantages and opportunities of social enterprises and how they can help reach a vision of sustainability.

November

: Jennifer Heer, Communication & CR Director, represented SanLucar in the debate on the commitment of companies towards a green transition. During the debate, Jennifer emphasised responsible supply chain management. This sustainability forum was organised by the Cámara de Comercio de Valencia (Valencia Chamber of Commerce).

Nancy Daiss participated in the 2022 EWA Business Talks, "Incertidumbre y sostenibilidad" (Uncertainty and sustainability), where she spoke on the agricultural sector's current situation.

Gloria García and Carlota Moratilla, CR Coordinators, participated in the workshop “Salario digno: componentes y retos del cálculo” (Living Wage: the components and challenges of calculation) organised within the Ethical Trade Forum, whose objective was to carry out a practical exercise to calculate the living wage of an employee.



4.4 Linked via Workvivo.

As a multinational company which boasts locations across the world, and which contains great cultural diversity (both in terms of locations and employees), we introduced a communication tool that serves as a meeting point for all SanLucar employees. This way, SanLucarians can create a personalised activity feed using "Workvivo" to interact with the company and their colleagues. This allows employees to have both interdisciplinary and, more importantly, specialised knowledge of SanLucar.





Taste the SUN 

5. Our employees.

5. Our employees.

Employees are one of the Group's greatest assets. As a multinational Group, with companies and employees all over the world and with increasingly international projects, the Group promotes diversity and multiculturalism. With an employee body made up of different age ranges and nationalities, SanLucar sees diversity as an opportunity to attract human talent.

The companies whose employees have been taken into account this financial year can be found in Appendix 2 "Table 2. The Group's Companies". Any of them not taken into account, whether this year or in previous years, are specified in that section.



Our employees

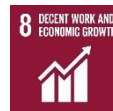


5.1 Living wage.

We have been calculating the living wage in Spain since 2013, but as of 2019 we started calculating it according to the Anker methodology, and, as of 2021, we have carried out the calculation in Ecuador in accordance with local legislation..

A living wage is defined as a wage that allows a person to cover costs of living in a given place (calculated on the basis of the average for that region), including housing, food, education, health, transport, etc.

In 2022 we carried out a thorough review of all the factors taken into account when calculating the living wage in Spain, according to the socio-cultural context of the country. In this revision we included a new factor: discretionary income. Discretionary income is understood to be the amount of money that a person has left to spend, invest or save after paying taxes and covering personal necessities such as food, housing and clothing. Discretionary income includes money spent on holidays and non-essential goods and services. It is calculated as 5% of the total costs included in the other items taken into consideration for the calculation.



5.2 Personal and professional development.

The Group's success depends on the skills and professionalism of its employees. We therefore strive to train all employees to foster high levels of motivation and performance and to enable them to realise their full potential.

To calculate the total hours of training, the total number of participants in a session was added up and multiplied by the number of hours, so as to obtain the total number of hours for each of the training sessions.

With regards to occupational health and safety, the company has always been committed to a safe working environment and continues to increase employee awareness through continuous training.

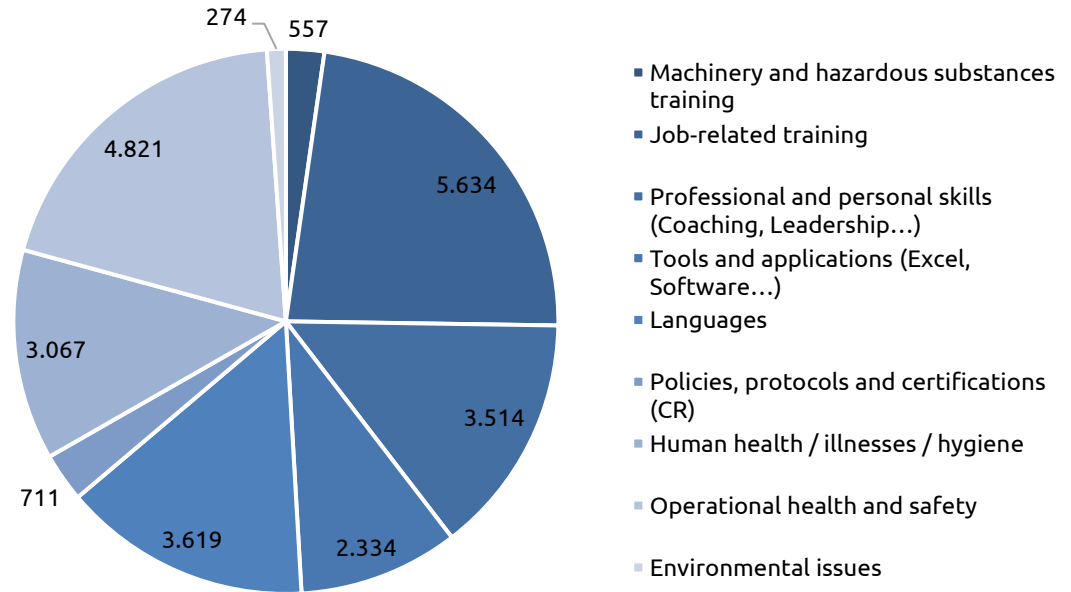
At the head office in Puzol, all employees have the opportunity to take language classes to help enhance their job performance. Among the languages offered are Spanish, English, German and French.

The number of hours of training provided this year are similar to those of previous years. The number of training hours for senior management has increased from an average of 145h to more than 1000h, as well as for managers, from an average of 2,300h to more than 4,000h of training.

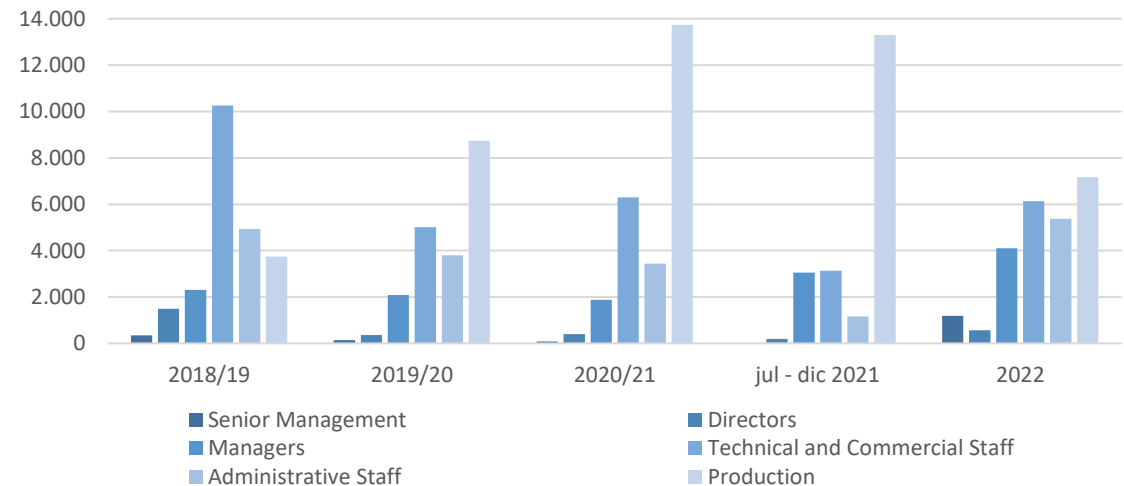


GRI 404-1

Hours of training in 2022



Hours of training by professional category



5.3 Workplace safety.

SanLucar attaches great importance to health and safety in the workplace, adhering at all times to national legislation, all the while trying to improve conditions wherever possible.

In the case of subsidiaries in Spain, Ecuador, South Africa and Tunisia, a medical examination is organised annually on the company's premises. The examination consists of a medical examination and blood and urine tests, all of which are carried out during the same appointment.

This medical appointment is mandatory for:

- New recruits
- Positions which require the driving of a vehicle during work duties
- Quality Technicians.
- Laboratory Technicians.
- Warehouse and Maintenance Dept.

Furthermore, medical examinations must be renewed in the following cases:

- People over 40 years of age, whose previous medical examination in the company occurred at 2 years prior or more
- Cases not included in the previous points, for whom 4 years or more have passed since their last medical examination were carried out in the company.

In Morocco, no medical examination is done, as it is not required by national law for the type of work carried out. In the Netherlands, medical examinations are entirely voluntary, and as of now no employee has volunteered to undergo one.

In Italy, an examination is compulsory when a new employee is being incorporated, and must be renewed every 2 years for office positions, drivers and quality technicians. In the event that workers have a previous medical examination with another company for the same ORP position/same risks, the validity of which has not expired, it is considered valid and shall be renewed at the end of its period.



GRI 403-2



5.4 Occupational accidents.

The Occupational Risk Prevention department is responsible for evaluating and analysing the indicators of occupational accidents, as these indicators are the basis for implementing preventive and corrective measures.

With regard to occupational accidents, the Group's main objective is to keep the accident rate as low as possible. To this end, it is essential to have an occupational health and safety management system in place in all companies, and to reduce occupational accidents as much as possible.

The accident rate has been calculated using the following formula:

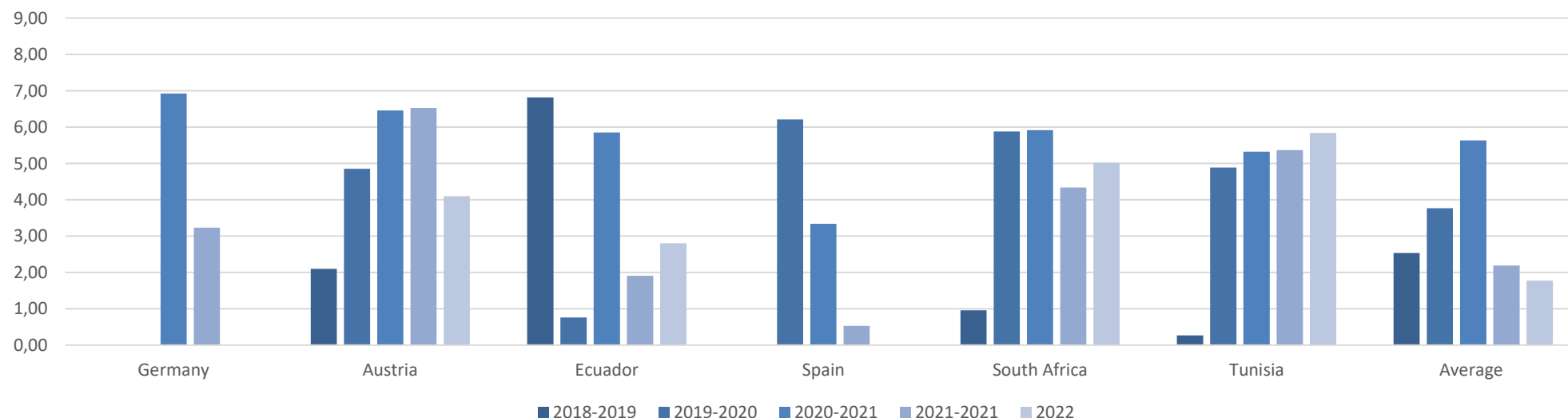
$$\frac{\text{Nº of accidents}}{\text{Nº of hours worked}} \times 200.000$$

As shown in the graph, companies from the United Arab Emirates, the Netherlands, Italy and Morocco are not displayed. This is because no accidents have been recorded in these areas and their accident rate is therefore 0.

GRI 403-2

Accident rate (average)					
	2018/19	2019/20	2020/21	2021/21	2022
Women	2,22	3,33	4,68	3,15	0,17
Men	2,85	6,76	6,72	3,88	0,07
Total	2,54	4,56	5,70	3,48	0,11

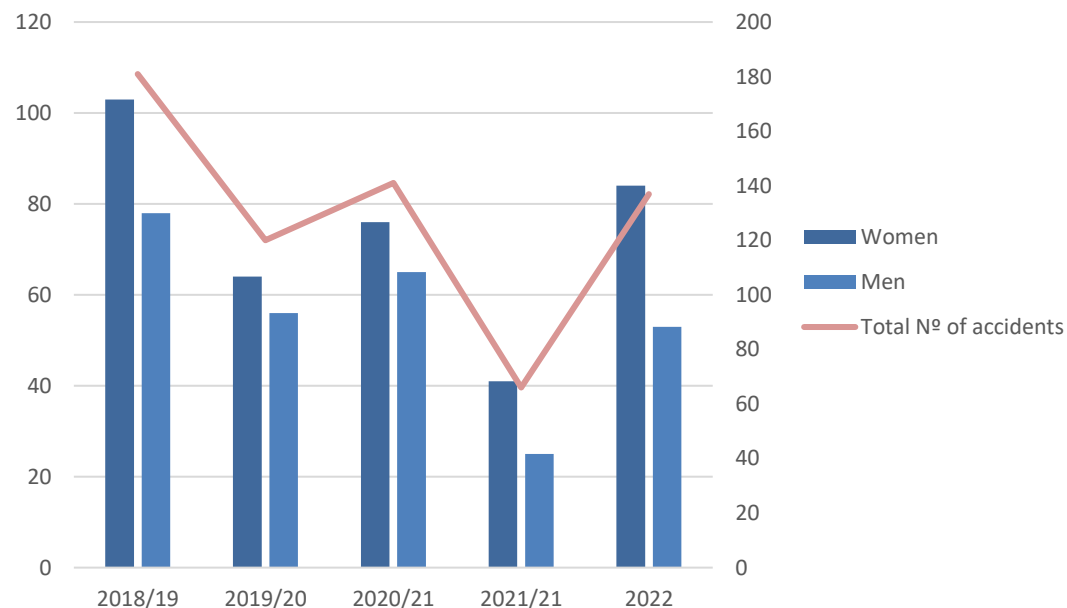
Accident rate



During the 2018/2019 financial year, the accident rate for occupational illnesses, fatalities and days of absence were reviewed for companies in Austria, Ecuador, South Africa and Tunisia. For the 2019/2020 financial year, companies with employees in Austria, Ecuador, Spain, South Africa and Tunisia were included. For 2020/2021, the same companies were taken into account as for the 2019/2020 financial year, with the addition of Germany. For the July–December 2021 financial timeframe, the same companies were taken into consideration as for the financial year 2020/2021, with the addition of the United Arab Emirates, the Netherlands, Italy and Morocco. Finally, for the 2022 financial calendar year, the companies taken into consideration were from the same countries as in the previous period.

A lower number of accidents can be seen during the period of July–December 2021 as the reporting period is shorter; what with being 6 months as opposed to the previous 12 months.

Number of occupational accidents with injuries



GRI 403-2

	N° of occupational illnesses (n° total)					N° of fatalities (n° total)					Days of absence (n° total)				
	2018/19	2019/20	2020/21	2021/21	2022	2018/19	2019/20	2020/21	2021/21	2022	2018/19	2019/20	2020/21	2021/21	2022
Women	0	0	0	0	0	0	0	0	0	0	433	2814	3541	1034	3211,5
Men	0	0	0	0	0	1	6	1	0	0	1042	5294	5126	1295	3039,5
Total	0	0	0	0	0	1	6	1	0	0	1475	8108	8667	2329	6251

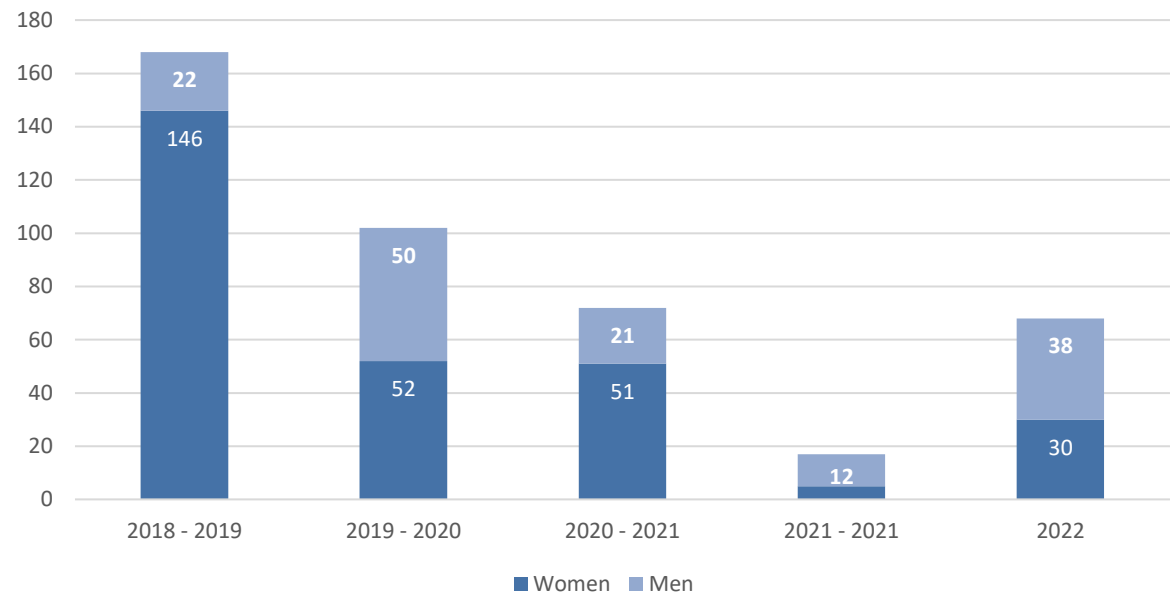
5.5 Work-life balance.

There is a widespread belief throughout the Group that employees should enjoy a good work-life balance and, accordingly, there are mechanisms in place to facilitate such a balance. In this respect, the Group supports flexible working conditions and encourages its employees to have interests and activities they are passionate about outside their professional life.

In order to help turn work-life balance into a reality, employees at the headquarters whose work allows for it are offered the ability to work from home two days a week. As such, they are provided with the tools and new technologies necessary to create a work-life balance.

In the rest of the companies, local labour regulations are complied with, all the while trying to improve conditions wherever possible.

Total number of employees taking maternity/paternity leave



GRI 401-3



Employees who have taken maternity leave

Women	2018 - 2019			2019 - 2020			2020 - 2021			2021 - 2021			2022		
	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50
Senior management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Managers	1	1	0	1	2	0	0	1	0	0	1	0	0	1	0
Commercial and Technical staff	0	3	0	2	7	0	3	6	0	0	3	0	0	7	0
Administrative staff	1	9	0	2	3	0	2	5	0	0	0	0	0	7	0
Production	67	59	5	0	35	0	7	27	0	0	1	0	4	11	0
TOTAL	146			52			51			5			30		

Employees who have taken paternity leave

Men	2018 - 2019			2019 - 2020			2020 - 2021			2021 - 2021			2022		
	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50
Senior management	0	0	0	0	0	0	0	0	0	0	0		0	0	0
Directors	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
Managers	0	6	0	4	3	0	0	1	0	0	0	0	0	5	0
Commercial and Technical staff	3	2	1	1	8	0	0	3	0	8	0	0	1	6	0
Administrative staff	0	2	0	1	2	0	0	3	0	0	0	0	0	5	0
Production	2	5	1	7	23	0	5	9	0	4	0	0	13	7	0
TOTAL	22			50			21			12			38		

5.6 Organisation of working hours.

Generally speaking, employees have very flexible working hours to attend to personal matters, doctor's appointments, maternity leave, paternity leave or breastfeeding and thus to balance work and family life.

When special circumstances arise, we adjust holidays (both in length and format) to personal needs. During the pandemic, work-from-home was widely implemented, and was shown to be successful in terms of performance and satisfaction. The HR department conducted a survey with employees and subsequently published the results, which showed that the majority wanted to continue working remotely. As such, we continued to offer the possibility to work remotely to those employees whose tasks allow for it.

5.7 Equality and diversity.

The Group is characterised by the diversity of its workforce. The company fosters diversity and multiculturalism, with its employees representing over 20 nationalities worldwide. This diversity is enabled by multilingual internal communication (in Spanish, German, English and French) and multinational departments.

To the company, this diversity represents an opportunity to attract great talent, gain a competitive advantage and enrich the corporate culture.

In order to maintain a culture of respect as well as policies of equality and diversity, the Group has implemented the following measures, guidelines and actions:

- **Code of Ethics:** In accordance with this document, the Group is committed to prohibiting discrimination. All suppliers with whom we work are obliged to comply with it.
- **SA8000** certification at the Spanish headquarters: Our SA8000 management system has protocols to prevent and stop discrimination, as well as protocols to deal with harassment.
- **Periodic training:** The Corporate Responsibility department provides training at least twice a year for all new recruits, and training for all employees every three years.
- **Equality Plan:** An Equality Plan was developed at the head office, whose compliance is assessed annually by the Human Resources department. The results of this analysis are shared with the Equality Committee to assess improvements. This document is currently being updated.
- **Suggestion channel:** In all its subsidiaries, the organisation has a suggestion box available to all employees which is checked only by the employee representative. An online and/or physical system has been implemented according to the access and activity of the company in each workplace.



GRI 102-17

5.8 Work disengagement policies.

There is no policy for the Group on work disengagement, but efforts are being carried out in different areas on policies that should be developed at a global level.

5.9 Accessibility for people with disabilities.

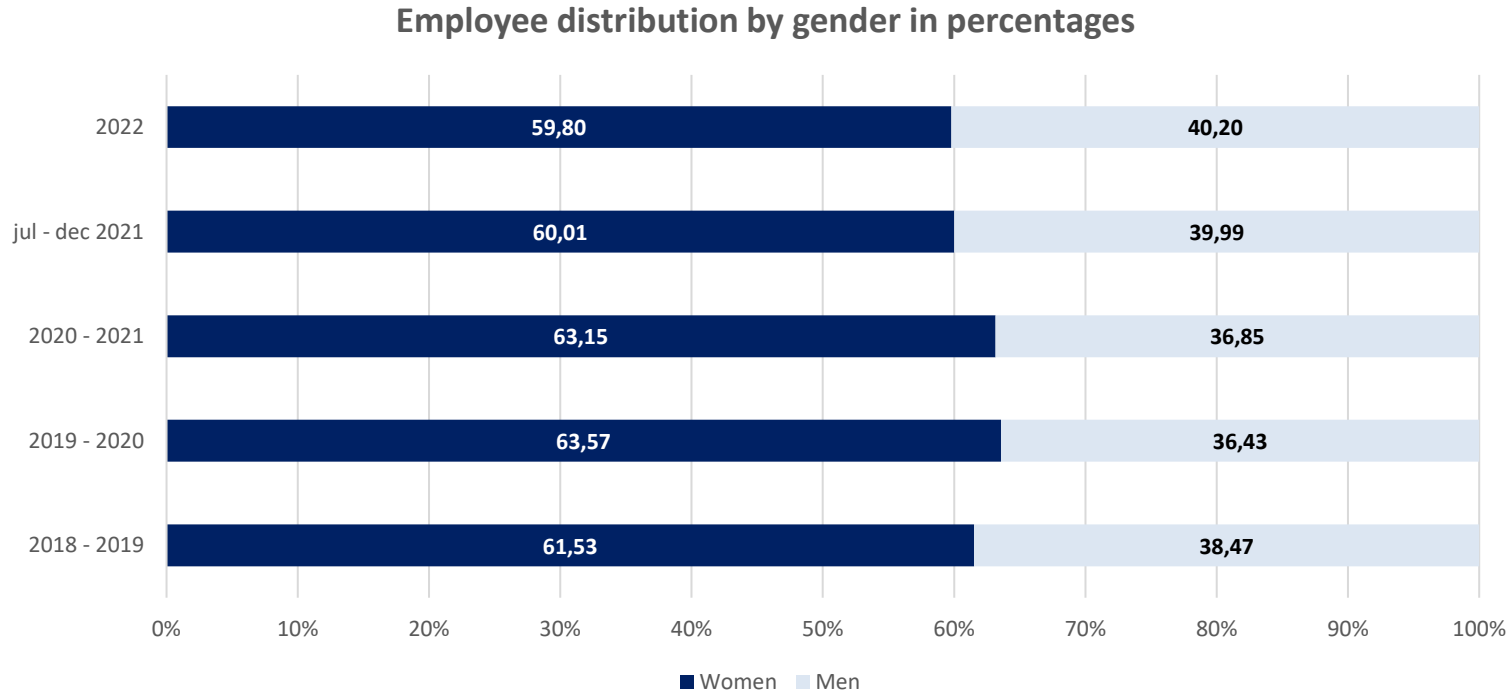
As of the 31st of December 2022, the Group has 23 employees living with a disability of 33% or above.

	Women	Men
Germany	0	1
Austria	1	3
Ecuador	1	4
United Arab Emirates	0	0
Spain	5	4
The Netherlands	0	0
Italy	0	0
Morocco	0	0
South Africa	1	3
Tunisia	0	0
Total	8	15



5.10 Number of employees by gender, age, country and occupational classification.

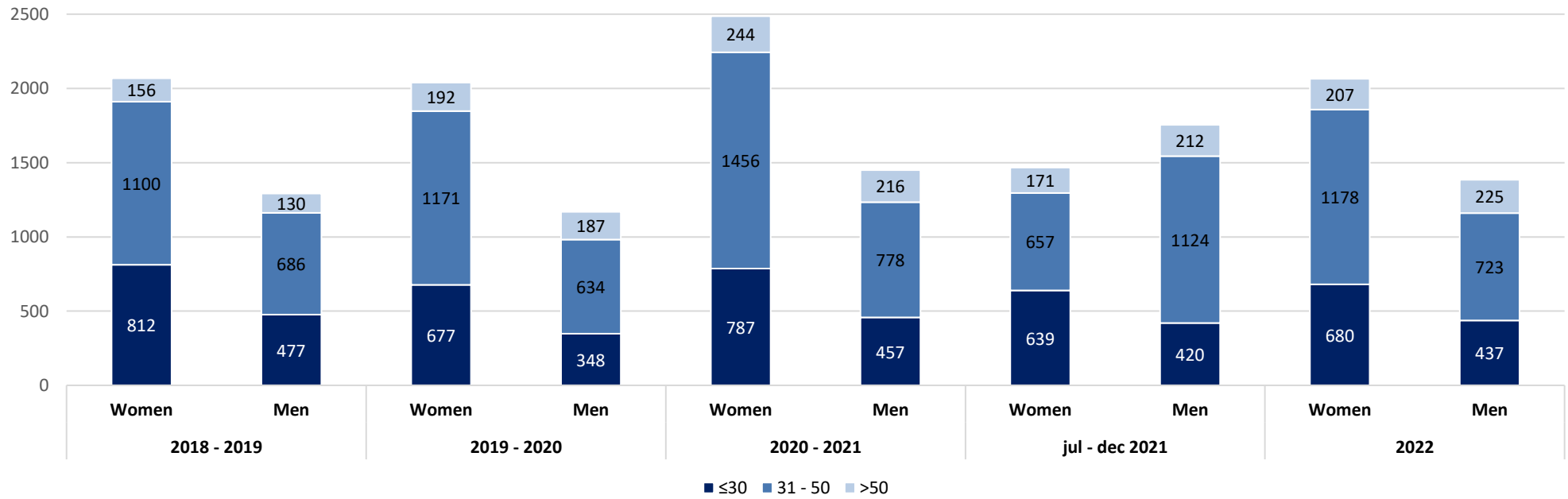
Employee distribution by gender in percentages



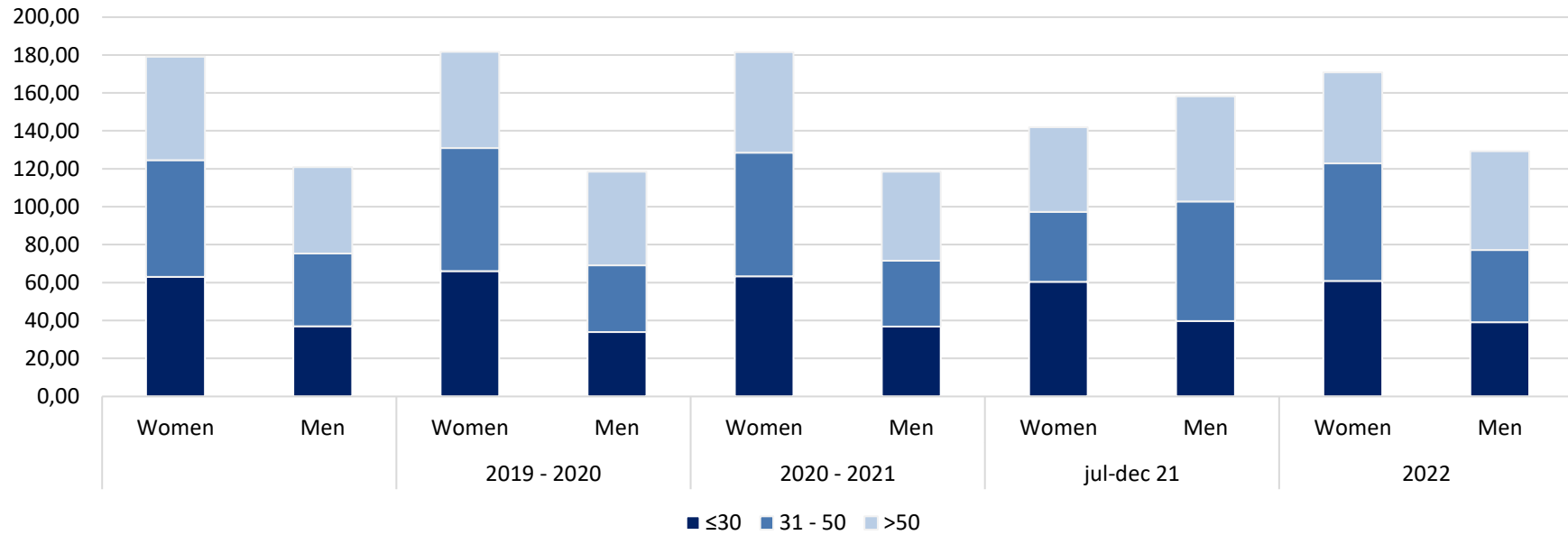
	N° of employees				
	2018 - 2019	2019 - 2020	2020 - 2021	Jul - Dec 2021	2022
Women	2068	2040	2487	1934	2063
Men	1293	1169	1451	1289	1387
Total	3361	3209	3938	3223	3450

Distribution of employees by age and gender

Number of employees by age and gender



Distribution of employees by age and gender

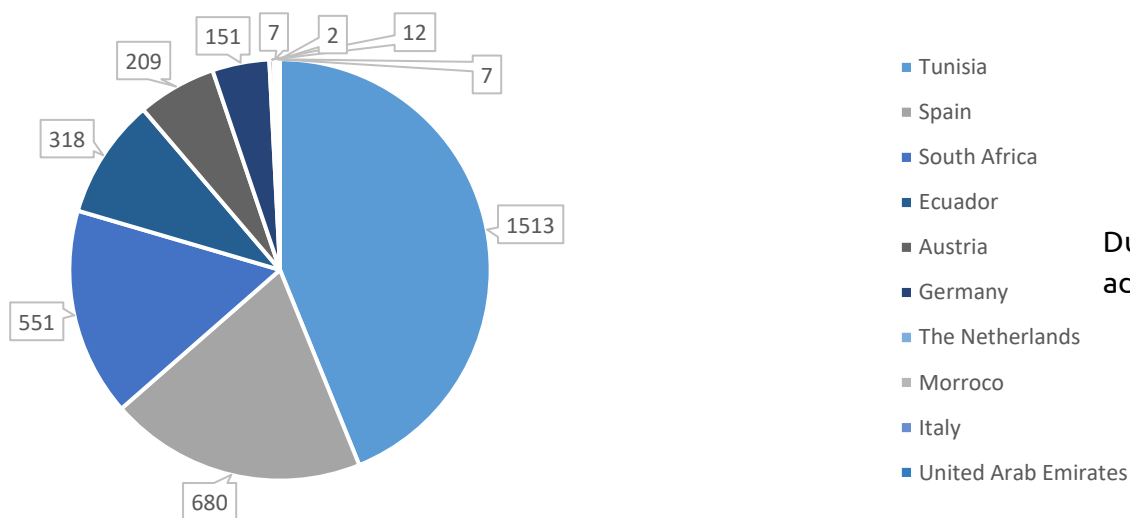


	2018 - 2019			2019 - 2020			2020 - 2021			2021 - 2021			2022		
	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50	≤30	31-50	>50
Women	812	1100	156	677	1171	192	787	1456	244	639	657	171	680	1178	207
Men	477	686	130	348	634	187	457	778	216	420	1124	212	432	729	224
Total	1289	1786	286	1025	1805	379	1244	2234	460	1059	1781	383	1112	1907	431

Number of employees by country

Number of employees by country										
Country	Employees 2018 - 2019		Employees 2019 - 2020		Employees 2020 - 2021		Employees 2021 - 2022		Employees 2022	
	Nº	Percentage with respect to total	Nº	Percentage with respect to total	Nº	Percentage with respect to total	Nº	Percentage with respect to total	Nº	Percentage with respect to total
Spain	400	11,90	494	77,92	550	13,97	553	17,16	680	21,10
Germany	101	3,01	101	15,93	120	3,05	131	4,06	151	4,69
Austria	85	2,53	151	23,82	186	4,72	204	6,33	209	6,48
The Netherlands	8	0,24	11	1,74	11	0,28	9	0,28	12	0,37
Ecuador	275	8,18	276	43,53	237	6,02	343	10,64	318	9,87
South Africa	804	23,92	327	51,58	933	23,69	518	16,07	551	17,10
Tunisia	1688	50,22	1840	290,22	1889	47,97	1449	44,96	1513	46,94
Morocco	-	-	5	0,79	6	0,15	8	0,25	7	0,22
Italy	-	-	2	0,32	4	0,10	6	0,19	7	0,22
United Arab Emirates	-	-	2	0,32	2	0,05	2	0,06	2	0,06
TOTAL	3361		3209		3938		3223		3450	

Total number of employees by country 2022



During the 2019/20 financial year, data from Italy and Morocco were added as those companies were formed that year.

Number of employees per company

Number of employees per company					
Group company	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2021	2022
SanLucar Fruit, S.L.U.	262	256	333	339	371
Santa María Fruit, S.L.	-	46	-	74	86
The Roetzer Family, S.L.U.	-	4	6	6	7
Uniqua Fruit, S.L.U.	-	-	1	1	2
Agrícola Dehesa de Baños, S.L.U. (antigua Agrícola Uniqua, S.L.)	-	-	211	133	140
Frutas Aqua, S.L.	-	-	-	-	72
Nature Origin Fruit, S.L.	-	-	-	-	2
SanLucar Vertrieb Deutschland GmbH	95	93	113	112	129
SanLucar Deutschland GmbH	6	8	7	6	8
SanLucar Flowers GmbH	-	-	-	13	14
SanLucar Fruit Import Netherlands BV	8	11	11	9	12
SanLucar Obst&Gemüse Handels GmbH	67	73	80	89	100
SanLucar Manufaktur GmbH	-	61	93	102	100
Fruit to Go, GmbH	1	2	12	12	8
Victoria Fruit Handels, GmbH	1	1	1	1	1
La Cinquième Saison, S.A.	1250	1329	1459	1240	1297
Les Perles du Desert, S.A.	74	7	10	10	23
SanLucar Flor'alia, S.A.	364	504	420	199	193

Number of employees per company					
Group company	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2021	2022
SanLucar Ecuador, S.A.	13	13	13	13	11
Lexkingsa, S.A.	120	121	118	120	111
Quilziolli, S.A.	142	142	106	210	196
SanLucar South Africa, (Pty) Ltd	28	114	8	8	9
SanLucar South Africa Citrus (Pty) Ltd	769	205	525	210	178
SanLucar South De Hoek (Pty) Ltd*	7	8	400	300	364
SanLucar Fruit SL DMCC Branch [1]	-	2	2	2	2
SanLucar Italia, S.R.L.	-	2	3	5	6
Frutta Natura, S.R.L. (antigua SanLucar Italia Berries, S.R.L.)	-	-	-	1	1
SanLucar Morocco, SARL	-	5	6	8	7
TOTAL	3207	3007	3938	3223	3450

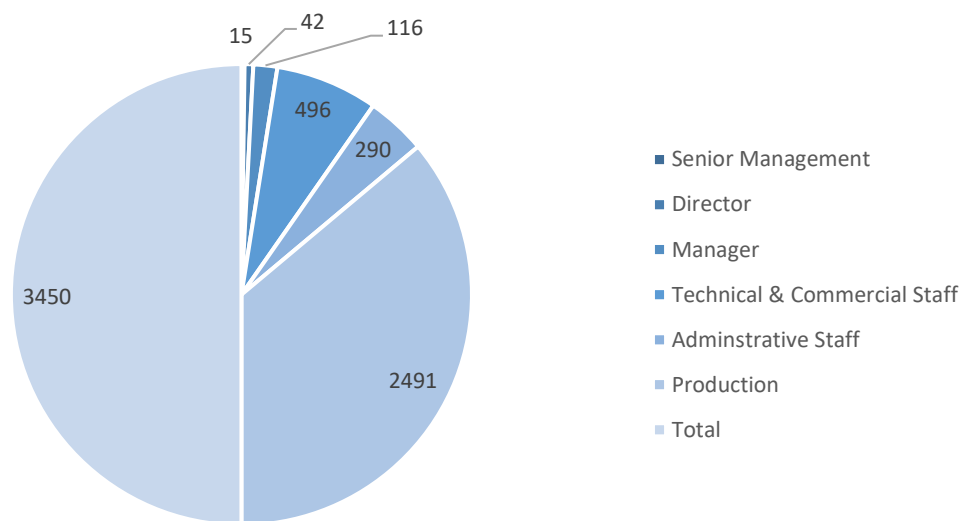
The significant decrease in the number of employees at SanLucar South Africa Citrus, (Pty), Ltd and SanLucar De Hoek (Pty) Ltd as of July-December 2021 is due to a change in the system of employment termination at these subsidiaries. Previously, departures from these companies (e.g. after contract termination) were reviewed every 90 days in the internal management system. As of July 2021, they are undergoing an effort to review terminations every 14 days.

[1] SanLucar Fruit SL DMCC Branch is a branch of SanLucar Fruit, S.L.U. in a free trade zone in the United Arab Emirates called DMCC.

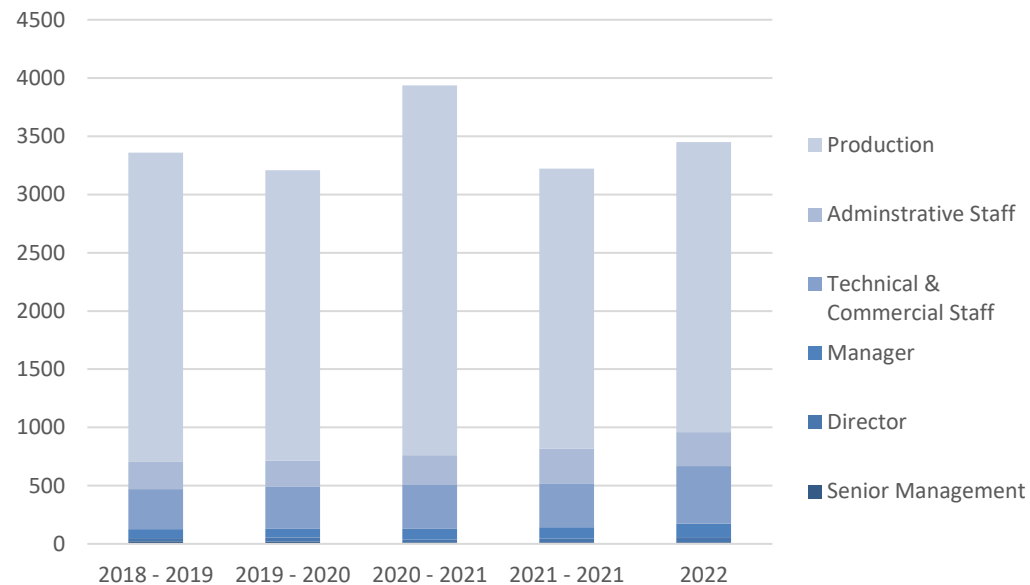
5.11 Number of employees by occupational classification

Number of employees by professional category in 2022

Number of employees by professional category in 2022

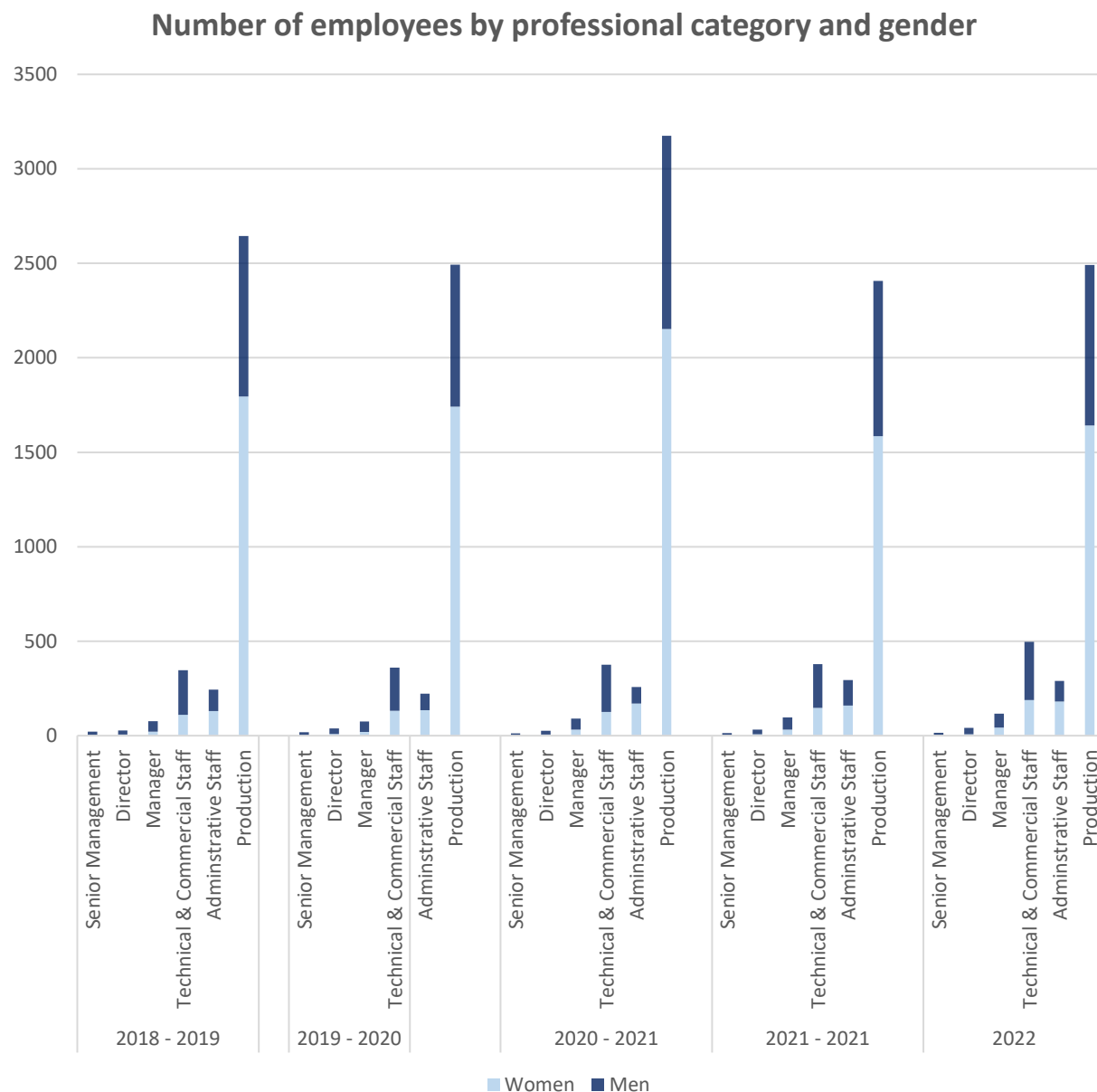


Number of employees by professional category in the last 5 financial years



5.12 Distribution of employees by professional category and gender

Number of employees by professional category and gender in the last 5 financial years



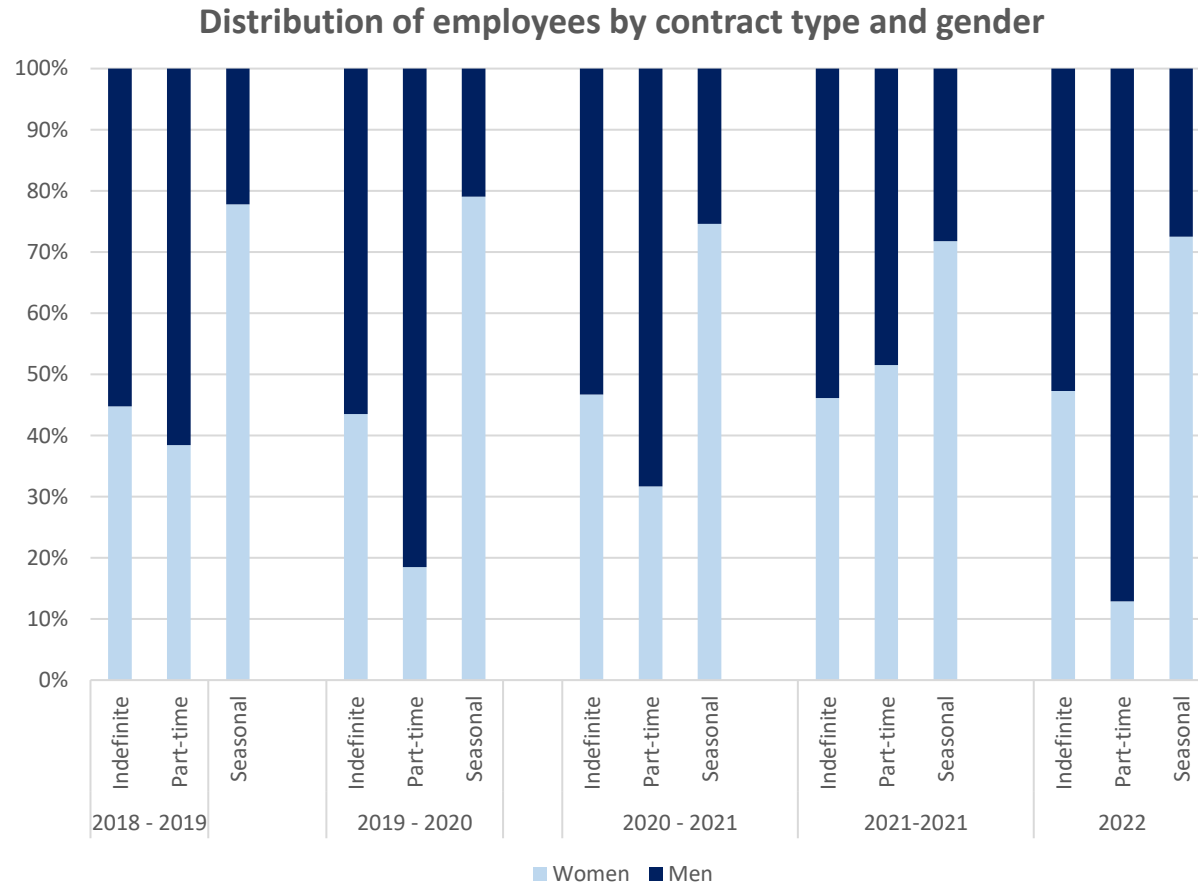
In the graph, a comparison is showcased between men and women's professional category distribution. The graph shows how the distribution of women is very high in the lower-wage professional categories and men are more present in the higher professional categories. This trend has not changed over the course of the years analysed.

Number of employees by professional category and gender in the last 5 financial years

Financial year	Professional category	Women	Men
2018 - 2019	Senior management	3	18
	Director	6	22
	Manager	22	55
	Technical and commercial staff	111	236
	Administrative staff	131	113
	Production	1795	849
2019 - 2020	Senior management	2	17
	Director	9	29
	Manager	20	55
	Technical and commercial staff	132	229
	Administrative staff	135	88
	Production	1742	751
2020 - 2021	Senior management	1	12
	Director	6	20
	Manager	32	59
	Technical and commercial staff	126	250
	Administrative staff	170	87
	Production	2152	1023
2021 - 2021	Senior management	3	11
	Director	7	25
	Manager	32	64
	Technical and commercial staff	147	232
	Administrative staff	160	135
	Production	1585	822
2022	Senior management	3	12
	Director	8	34
	Manager	43	73
	Technical and commercial staff	188	308
	Administrative staff	181	109
	Production	1642	849



Number of employees by professional category and gender in the last 5 financial years

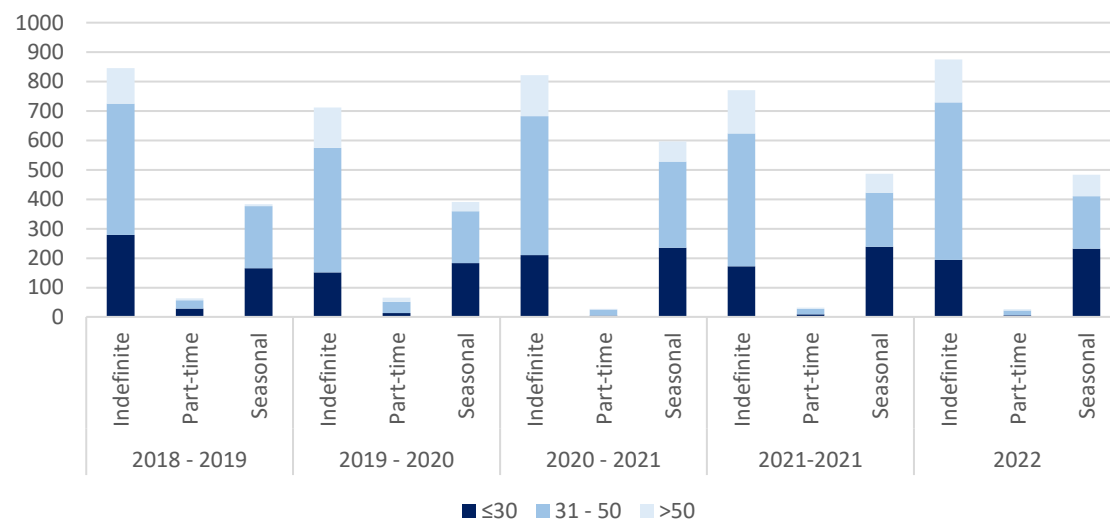


As can be seen in the graph above, the number of women employed on temporary contracts in the years studied is over 70% higher than that of men. Similarly, the number of men employed part-time in the years studied is between 48% and 87%.

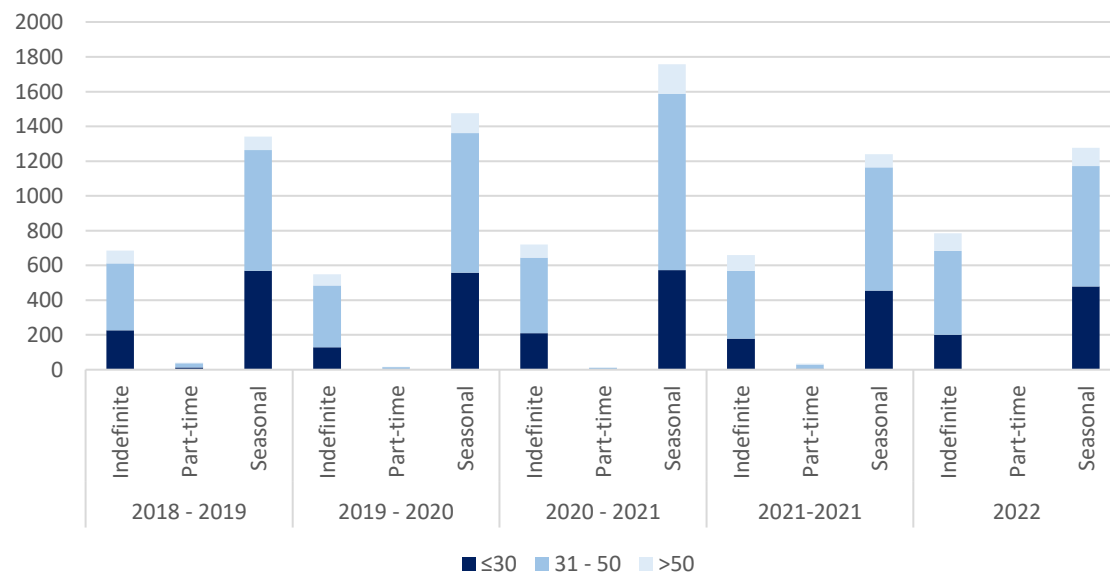


5.13 Breakdown by contract type and age group

Number of men by contract type and age group



Number of women by contract type and age group



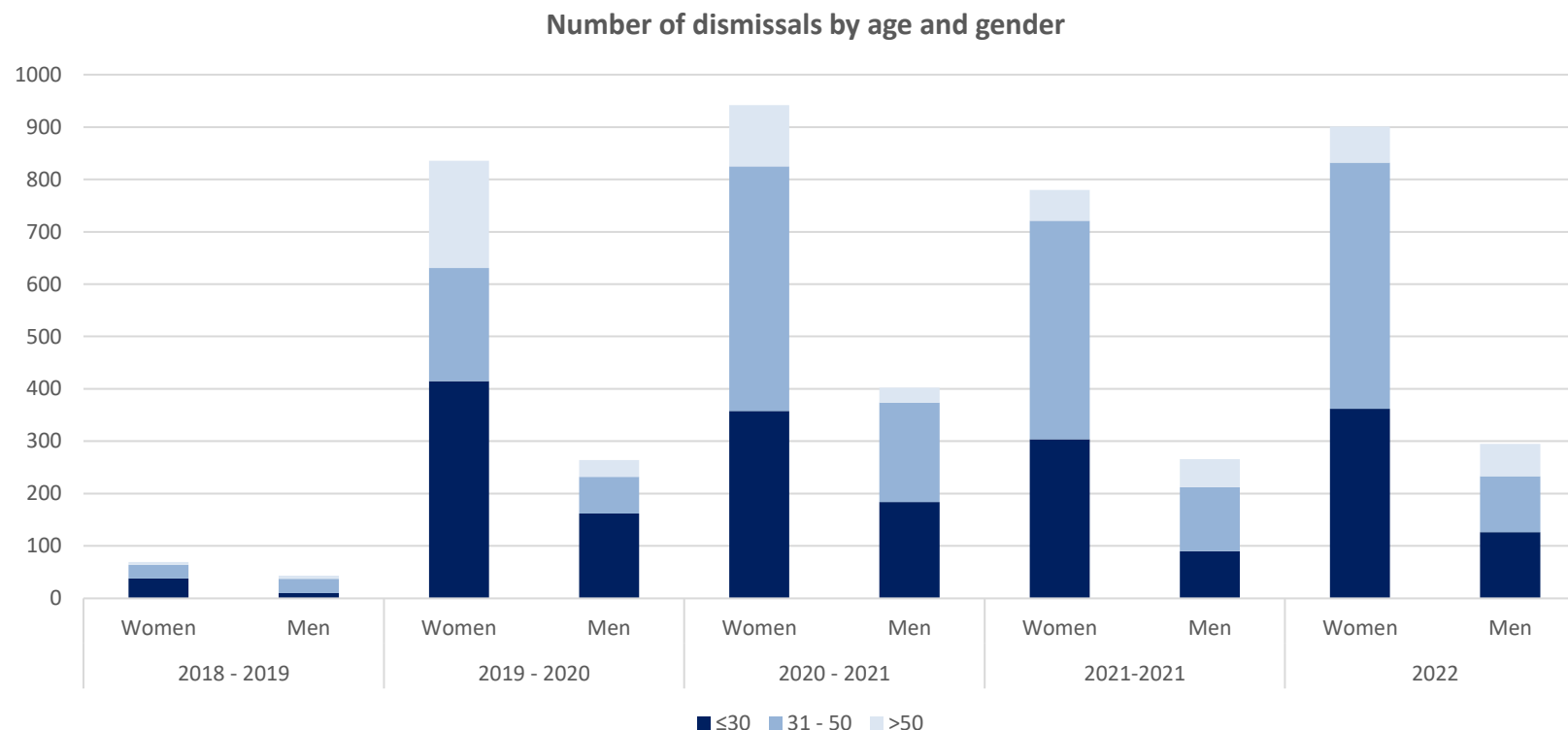
Seasonal workers are defined as persons who work only during the harvesting period of particular fruits or plants, i.e. persons who work on a temporary basis.

The data from the South African companies for years prior to 2020/21 do not reflect the number of seasonal workers, as those employees were hired through temporary employment agencies and were not included in the data collection.

Men	2018 - 2019			2019 - 2020			2020 - 2021			2021-2021			2022		
	Type of contract			Type of contract			Type of contract			Type of contract			Type of contract		
	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal
Senior management	18	0	0	17	0	0	10	0	1	10	0	1	11,00	0,00	1,00
Director	22	0	0	28	0	1	18	0	0	24	1	0	34,00	0,00	0,00
Manager	54	0	1	55	0	0	65	0	0	63	0	1	73,00	0,00	0,00
Technical and Commercial Staff	209	1	26	202	0	27	219	1	19	203	2	26	287,00	1,00	19,00
Administrative Staff	100	3	10	78	1	9	75	3	17	106	0	29	96,00	0,00	13,00
Production	443	60	346	332	65	354	429	24	572	365	29	429	375,00	26,00	449,00
Total men	846	64	383	712	66	391	816	28	609	771	32	486	876	27	482

Women	2018 - 2019			2019 - 2020			2020 - 2021			2021-2021			2022		
	Type of contract			Type of contract			Type of contract			Type of contract			Type of contract		
	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal	Indefinite	Part-time	Seasonal
Senior management	3	0	0	2	0	0	1	0	0	3	0	0	3	0	0
Director	6	0	0	9	0	0	6	0	0	7	0	0	8	0	0
Manager	22	0	0	20	0	0	32	0	0	32	0	0	43	0	0
Technical and Commercial Staff	90	3	18	115	0	17	110	0	29	114	22	11	156	0	32
Administrative Staff	111	5	15	115	4	16	127	5	29	128	13	19	164	1	16
Production	454	32	1309	288	11	1443	439	8	1699	390	961	234	410	4	1228
Total men	686	40	1342	549	15	1476	715	13	1757	674	996	264	784	5	1276

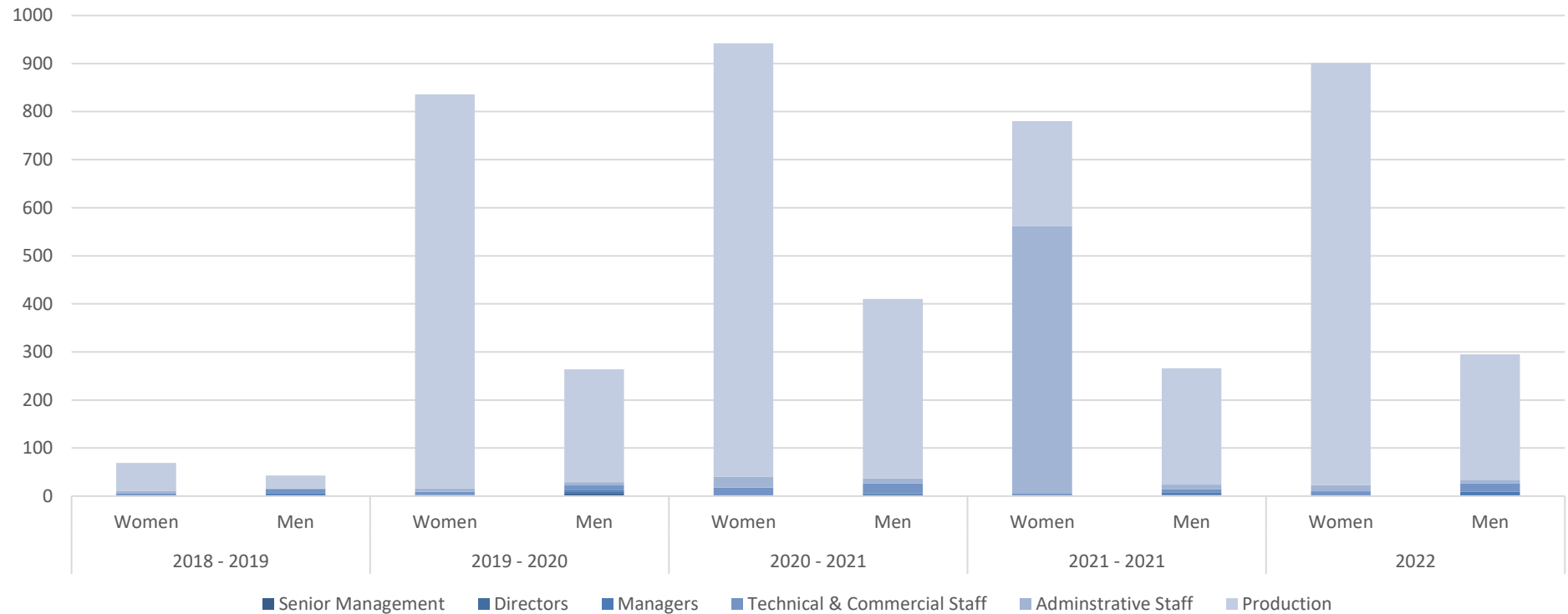
5.14 Number of dismissals by gender, age and occupational classification



	2018 - 2019			2019 - 2020			2020 - 2021			2021 - 2021			2022		
	≤30	31 - 50	>50	≤30	31 - 50	>50	≤30	31 - 50	>50	≤30	31 - 50	>50	≤30	31 - 50	>50
Women	38	26	5	415	216	205	293	323	70	304	417	59	362	470	69
Men	10	27	6	162	70	32	126	63	10	90	122	54	126	107	62

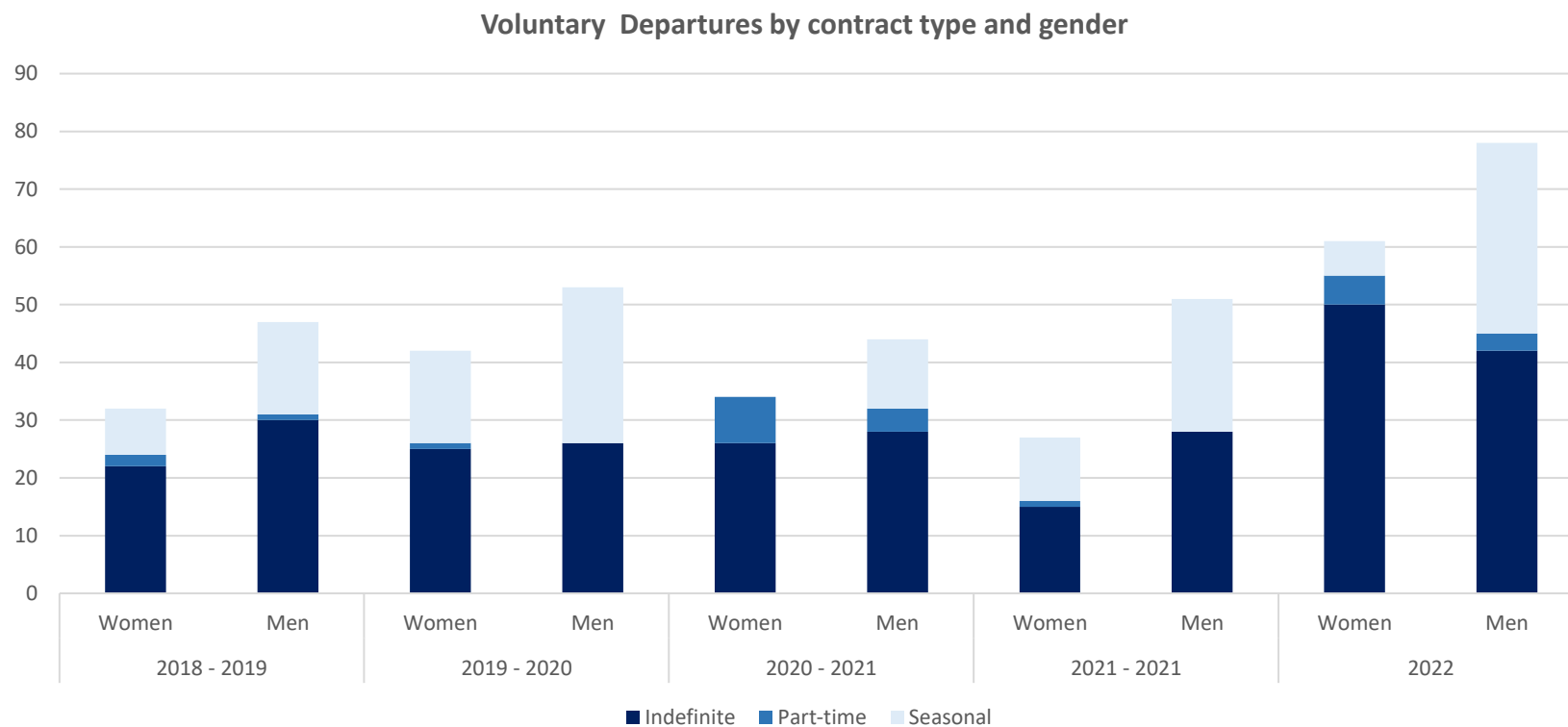
The number of dismissals among women is higher than among men, due to the fact that there is a higher proportion of women among temporary employment modalities (as seen above), thereby increasing the number of dismissals. The end of a contract is considered as a dismissal for the purposes of this data as of the 2019-2020 fiscal timeframe.

Dismissals by gender and professional category



	2018 - 2019		2019 - 2020		2020 - 2021		2021 - 2021		2022	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior management	0	0	0	6	0	1	0	1	0	0
Director	0	1	1	3	0	3	0	1	0	1
Manager	1	5	1	3	1	2	3	6	1	8
Technical and Commercial Staff	4	9	7	10	17	21	2	6	9	18
Administrative Staff	6	1	7	7	22	10	557	10	13	6
Production	58	27	820	235	902	372	218	242	878	262
Total	69	43	836	264	942	409	780	266	901	295

5.15 Voluntary departures by contract type and gender.



		Indefinite	Part-time	Seasonal
2018 - 2019	Women	22	2	8
	Men	30	1	16
2019 - 2020	Women	25	1	4
	Men	26	0	27
2020 - 2021	Women	26	8	0
	Men	28	4	12

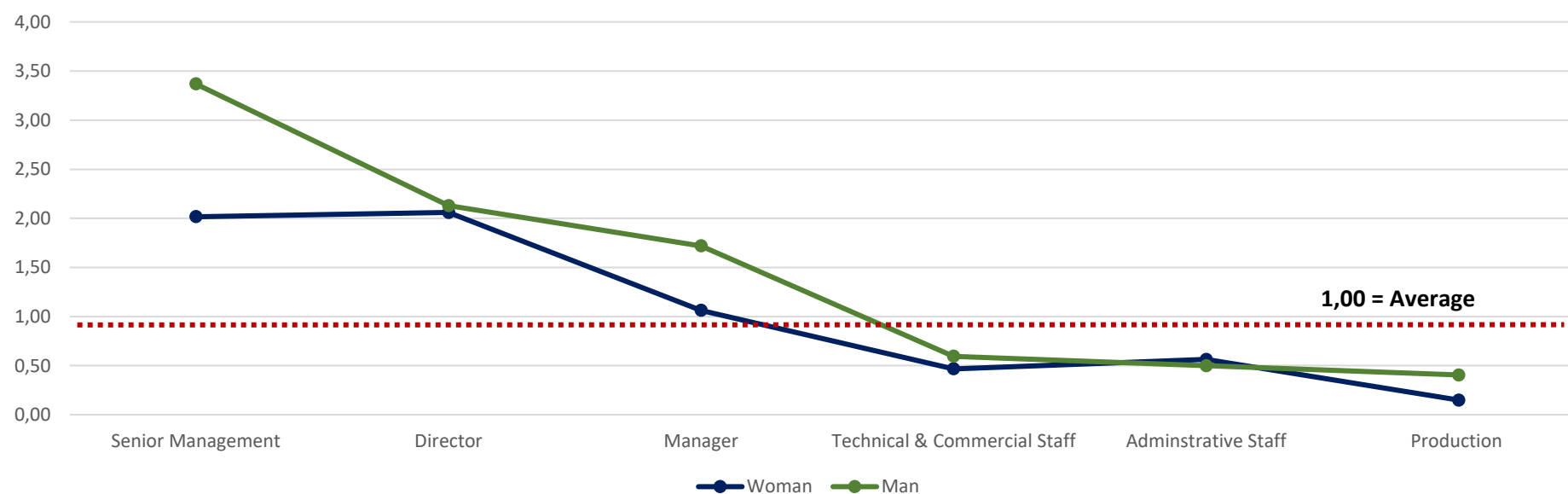
		Indefinite	Part-time	Seasonal
2021 - 2021	Women	15	1	11
	Men	28	0	23
2022	Women	50	5	6
	Men	42	3	33

5.16 Average remuneration of the total workforce.

The average remuneration per employee in the years analysed is:

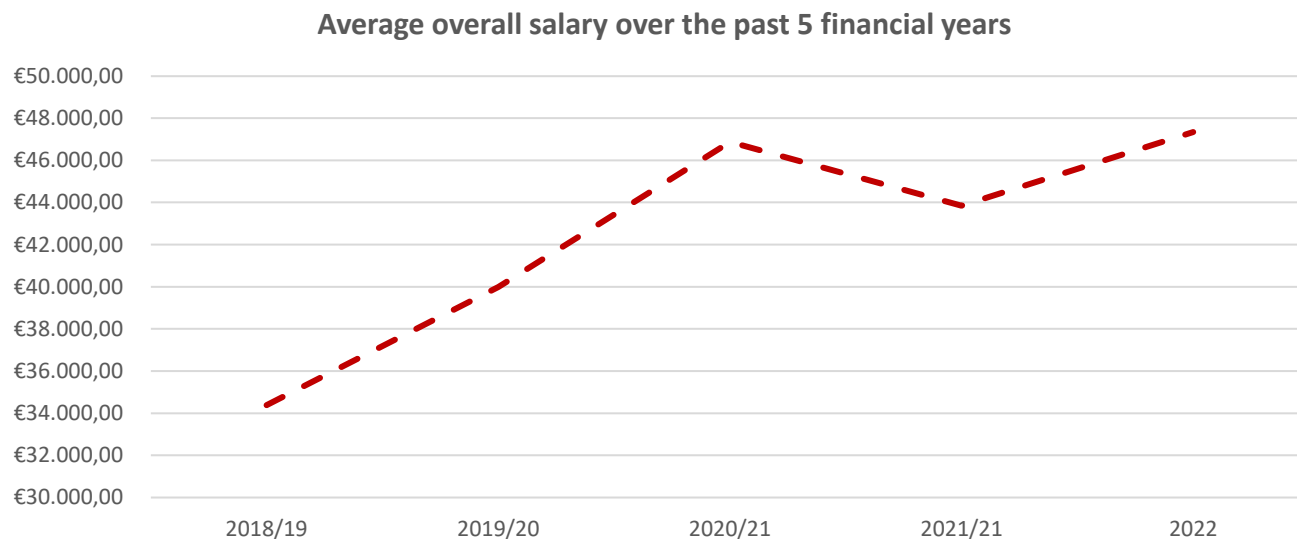
	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2021	2022
Remuneration (€)	34.386,12	39.984,52	46.873,57	43.843,94	47.339,92

Average salary for men and women in 2022



	< 30			31 - 50			> 50		
	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Senior management				2,02	2,82	0,71		3,92	
Director				2,06	1,96	1,05		2,30	
Manager				1,06	1,94	0,55		1,50	
Technical and Commercial Staff	0,37	0,48	0,77	0,40	0,64	0,62	0,64	0,66	0,96
Administrative Staff	0,53	0,52	1,03	0,56	0,51	1,10	0,59	0,47	1,27
Production	0,11	0,22	0,50	0,17	0,25	0,70	0,16	0,75	0,22

Average overall salary over the past 5 financial years:



Remuneration of administrative staff.

During the five financial years analysed, the remuneration of administrative staff is reflected in the reports of the Groups' consolidated annual accounts for each financial year.

The Sole Administrator of Mamaritz, S.L.U. or certain employees of the Group are listed as authorised, beneficiaries or have the power of disposal of the bank accounts of the Subsidiary Companies, whether national or residing abroad. The full identification of these accounts and entities is held by the respective treasury managers of the Group companies.





Taste the SUN 

6. Community development.

6.1. Working in partnerships.

As has been done in previous years, one of our key focuses in the development of communities in which we operate is engaging in strategic partnerships. These help us achieve our corporate responsibility goals and objectives.

Our key partners are the community, the employees and their families; they know the community's real needs and how to truly improve their quality of life. We also collaborate with non-profit organisations, educational institutions, local governments and other stakeholders on a variety of projects, and of course work closely with our customers and master farmers on particular projects.

As a private company, we recognise our role in Sustainable Development Goal 17: >>Partnerships for the goals<<, and as such our partnerships are based on long-term relationships to ensure continuity in our initiatives.

We actively participate in working groups, webinars, forums, conferences and meetings to share experiences and projects, promoting open dialogue and the exchange of knowledge. Furthermore, we regularly present examples of best practices to provide inspiration and generate new ideas.



GRI 413-1

Non-profit organisations we currently work with	Country	Since (year)	Duration (years)
UTAIM - Union Tunisienne d'Aide. aux Insuffisants Mentau	Tunisia	2010	12
Verein Pferde Stärken	Austria	2011	11
Amazing Brainz	South Africa	2012	10
Centro de Transfusión Comunidad Valenciana	Spain	2012	10
Cruz Roja	Spain	2012	10
AGIM - Association Générale des Insuffisants Moteurs	Germany	2014	8
ATAS - Association Tunisienne d'Aide Aux Sourds	Tunisia	2016	6
Ministerio de Educación tunecino	Tunisia	2016	6
Asociación Coordinadora Solidaria de los Estibadores del Puerto de Valencia	Spain	2018	4
FEDA - Escuela de Formación Dual Alemana Madrid	Spain	2018	4
Förderverein Träume werden wahr e.V.	Germany	2018	4
Arche Karlsruhe e. V	Germany	2019	3
Escuela Básica Miguel Suárez Seminario Ecuador	Ecuador	2020	2
Fundación Iniciativa Social	Spain	2020	2
FA - L'Agence de vulgarisation et de formation agricole	Tunisia	2021	1,5
Swiss Contact Tunisie	Tunisia	2021	1,5
ACNUR - Alto Comisionado de las Naciones Unidas para los Refugiados	Spain	2022	0.5

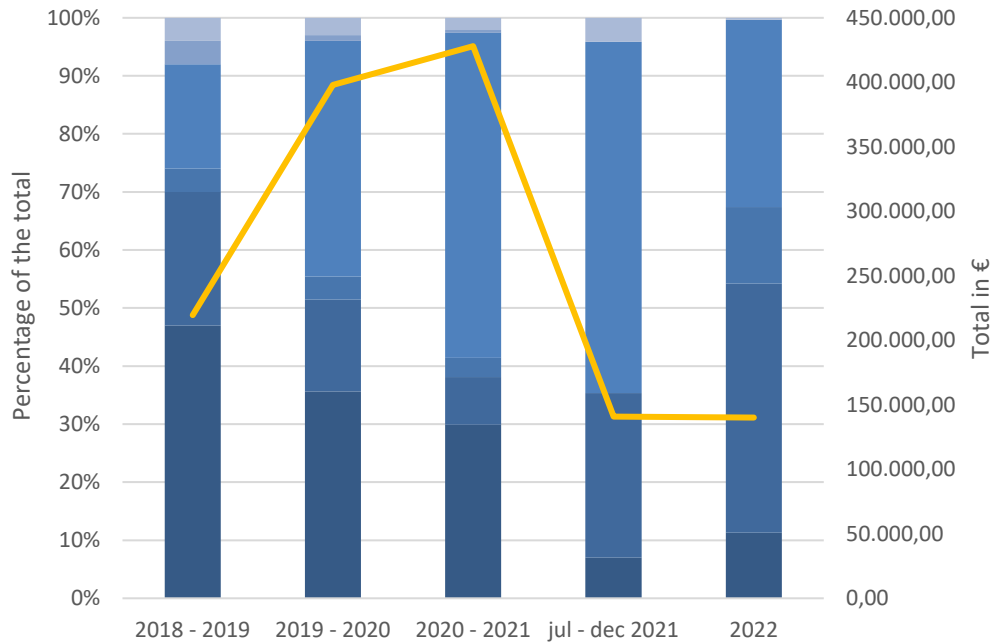
Our collaborations:



6.2. Investment in community development.

The graph below shows the Group's investment in community social development over the last 5 fiscal years. The penultimate year corresponds to a period of only 6 months.

Community investment



	Total annual investment €
2018/19	219.445,00
2019/20	398.044,00
2020/21	427.975,22
jul-dic 21	140.838,16
2022	289.991,74

- Alemania
- Austria
- South Africa
- Ecuador
- Tunisia
- Spain
- Total Amount

GRI 203-1



6.3. Commitments in Spain.

Our solidarity kitchens

The Solidarity Kitchen "El Puchero" was founded in 2013 in Valencia by Stephan Rötzer, founder of SanLucar. A second Solidarity Kitchen was opened in 2018, and both Solidarity Kitchens now operate in collaboration with the Coordinadora Solidaria del Puerto de Valencia (Solidarity Coordinator of the Port of Valencia), providing free nutritious meals and social services.

El Puchero began serving 50 people, and today provides basic food needs to more than 500 people in vulnerable situations and at risk of social exclusion. It operates in the following manners:

- 1. Food collection and donations:** our team collects and organises food donations from organisations, companies, supermarkets and individuals.
- 2. Preparation and distribution:** once the food has been collected, a weekly menu is designed with recipes based on the week's donated ingredients. The team in charge makes sure that the meals are cooked in a safe and hygienic manner, so that people may then collect their meals (which are ready to eat at home) alongside other complementary food products.

The fact that users can eat their meals at home allows them to maintain a normal family routine and thus avoid the stigmatisation of eating in a soup kitchen.

3. Attention and accompaniment/monitoring: our dining area is also used as a meeting space for people to meet with our social worker. Sessions may include social and employment counselling, as well as follow-ups on courses and their attendance. Through this service, we seek not only to cover their basic needs, but also to empower and support them throughout the process of social reintegration.

In 2022, in addition to all of the above, we carried out a variety of other activities that aim to positively support attendees.





In 2022, in addition to all of the above, we carried out a variety of other activities that aim to positively support attendees.

Donation of sanitary products

Thanks to a donation from one of our partners, we were able to deliver sanitary kits to 180 families at El Puchero. Each package contained cleaning products, disinfectant, bleach and personal hygiene products. In addition, families with babies received sanitary wipes, baby creams and nappies.

Donation of school supplies

To kick off the school year in September, we organise an annual donation of school supplies for the children of the families at El Puchero. This year, a total of 73 students received donations, which consisted of basic school supplies and backpacks. Our aim with this initiative is to continue promoting quality education in the community of Els Orriols in Valencia.

Christmas in a shoebox

"Christmas in a shoebox" is a new campaign created to celebrate Christmas with the families of El Puchero. For this initiative, our employees filled a shoebox with gifts like toys, school supplies, clothes, and other items that may be of interest or necessity to a child up to 14 years of age.

Following the gifts, we held a Christmas party with hot chocolate, croissants, panettone and fun activities planned by our entertainers.

School Support.

In 2020, we joined forces with the >>Fundación Iniciativa Social<< (Social Initiative Foundation) to implement the >>School Support<< project. The aim of the project is to provide assistance to children from marginalised families, by offering them tutoring sessions twice a week which help them navigate their homework and review topics covered in class. Each child that participates in this programme comes from a family at risk of social exclusion, and several are also part of our community at El Puchero Solidarity Kitchen.

To offer alternative, motivating teaching methods, we also organised special days with fun activities to reinforce a sense of community and strengthen interpersonal dynamics within the group. On the 14th of February, for Valentine's Day, we held a day of crafts and games. This day served to reinforce their friendships and teach them the importance of teamwork as they worked in pairs to solve assignments. At the end of the day, the kids offered sweets and hand-made cards to their parents and caregivers as a token of their gratitude. Finally, to celebrate the end of the >>School Support<< course, the children went on a fun treasure hunt in Valencia. Through various games (such as solving word search puzzles in groups, or activities around the playground), they got closer to their grand prize!

While their children were busy in the >>School Support<< programme, the student's parents were given the opportunity to broaden their knowledge in educational workshops. In February, for example, we organised a workshop on self-esteem and self-worth, and in June we held a conference on the emotions of parenting. These workshops were led by psychologists and teachers, with the goal of providing information and resources that parents can put implement at home.

Later in the year, we held a Summer School where fun and educational activities were planned for children to enjoy during their holidays. At the end of the programme, each child received a gift box with SanLucar fruit to take home and enjoy with the families.

We would like to thank the >>Fundación Iniciativa Social<< (Social Initiative Foundation) for organising these events and resources, and the >>Fundación Crecer Jugando<< (Grow Up Playing Foundation) for donating toys. These partnerships have a very positive impact, as not only do they reinforce our commitment to SDG 17; partnerships for the goals, but they also allow us to reach more children in vulnerable situations.





UNHCR Partnership: donations to Ukrainian refugees.

We joined forces with the >>UNHCR<<, the UN's refugee agency, to support their humanitarian efforts in response to this global humanitarian issue. Two of the ways in which we were able to help were to deliver fruit and vegetables to the Polish-Ukrainian border, and to launch a donation campaign in which any amount donated by an employee was doubled by SanLucar.

With the amount raised, we were able to provide protection and humanitarian aid to refugees in neighbouring countries, by donating 81 hygiene kits (which consisted of a toothbrush with toothpaste, a towel and a bar of soap), distributing 65 thermal blankets and supplying 65 sleeping bags.

The race: Valencia abierta al mar.

We participated once again in one of the biggest races in Valencia, the 15/7,5K Valencia abierta al mar, a race in which SanLucar and our partner Llusar's employees could partake in. At the finish line, we distributed no less than 1.3 tons of SanLucar mandarins to all participants.

Blood donation.

We have organised blood donation events for SanLucarians in Germany and Spain for many years now, to the point where it has become an annual tradition. In 2022, over 30 litres of blood were donated in Valencia, directly helping about 200 people.

6.4. Social engagement in Ecuador.

Development of the programme >>School Support<<

The project started as a holiday programme with 50 students in February 2020 and subsequently evolved into a permanent project. In 2021, the number of students started at 63 and increased to 79, and in 2022, began at 79 students and ended with 96.

Students enrolled by year				
2020	2021		2022	
Start of the project	Start of the year	End of the year	Start of the year	End of the year
50	63	79	79	96

In addition, we tracked the percentage of student attendance in 2022.

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Regular attendance	75	74	85	84	85	84	90	91	93	90	95	95
Irregular attendance	4	5	2	3	2	5	2	5	3	6	1	1
Total	79	79	87	87	87	89	92	96	96	96	96	96





In the field of education, the percentage of students in each group that reach optimal skills in language and literature and mathematics is a key indicator, as these skills are fundamental for students' academic and professional development.

Percentage January – June 2022			
Subject	Percentage (%) Group 1	Percentage (%) Group 2	Percentage (%) Group 3
Language	75%	80%	80%
Mathematics	80%	70%	80%

Percentage July – December 2022			
Subject	Percentage (%) Group 1	Percentage (%) Group 2	Percentage (%) Group 3
Language	80%	85%	83%
Mathematics	85%	75%	80%

In December, the "First DREAMS Graduation" took place, where 11 children were recognised for their efforts in language and literature and mathematics.

Starting in 2021, investments in the program began in the form of payments to teachers, classroom and bathroom renovations, classroom supplies and infrastructure. As of the close of 2022, the total invested amounts to \$18,000.

6.5. Social engagement in Tunisia.

Partnership with Swisscontact and AVFA.

In 2008, we began our journey in Tunisia with the grand opening of our first farm, «La Cinquième Saison», which is dedicated to growing tomatoes. This was followed by «Flor'Alia», where we grow high-end varieties of berries, and «Les Perles du Désert», which specialises in vine cultivation. In addition to growing fruit, we also partake in ecological and social initiatives that are widely recognised in the country. One of these initiatives is the «Vocational Training», which exists thanks to the public-private partnership between SanLucar, the «Tunisian Extension Agency», «Formación Agrícola (AVFA)» and «Swisscontact Tunisia». Its main objective is to help young adults improve their skills and chances of employment, and to improve the appeal of vocational training in agriculture. Our colleague Faycel Ghandri, national director of Human Resources and Corporate Responsibility in Tunisia, provides us with further details:

How did the association come into being and what is the aim of agricultural vocational training?

SanLucar has been committed to the training of young Tunisians for many years. In order to further expand its training programme, we have signed an agreement to support young talents in the Tunisian agricultural sector. The training system enables the trainees to get a head start in mastering the processes and production methods of fruit and vegetable farms. This way, these future professionals have greater certainty of job security after completing their training, and SanLucar benefits from a qualified staff that adapts to their needs.



¿What difficulties do young professionals face at the end of their studies?

Up to 70 per cent of university graduates in Tunisia have difficulty finding employment. Simultaneously, it is becoming increasingly important for companies to hire well-trained professionals.

What is the duration and course of study of the programme?

The programme lasts a total of six months and is divided into modules covering current topics in agriculture:

- Communication and information technologies in professional life.
- Installation of an irrigation system.
- Installation of a growing substrate and drainage system.
- Soil management and maintenance.
- Harvesting and packaging.
- Application of best practices to protect the environment and for safety at work.



Community development



How many of the graduates are employed at SanLucar?

Over the past two years we have supported more than 124 students, 72 of whom have joined the SanLucar workforce.

How will the programme continue to develop in the coming years?

In 2022 we renewed our agreements with universities and training centres to attract young talent and offer them professional opportunities within the SanLucar family. In order to be prepared for the potential development of the group's initiatives in Tunisia, we have chosen to prepare teams that will carry the torch in the future.

Fête du Savoir.

»La Cinquième Saison« organised a ceremony called »Knowledge Day«, to pay tribute to SanLucarians's children who shone in their studies in the 2021-2022 academic year. The number of awardees at this ceremony amounted to 270 across all grades. The event served to celebrate the start of the new 2022-2023 season and to involve the whole Tunisian SanLucar family in our new endeavours.

School renovation in El Hamma

In December 2021, we implemented a renovation in the school of El Hamma. So as to support Tunisian development, we worked closely with the government to identify the most urgent needs, and were asked by the Ministry of Education to renovate Sombat de Hamma primary school's playground in Gabes, Tunisia. We completed the renovation, ensuring the school's children could have a safe place for sports and extracurricular activities.





6.6. Social engagement in South Africa

Community Shop in De Hoek.

Thanks to a generous donation from one of our clients, we were able to raise €3,500 to improve the Community Shop at our De Hoek farm near Porterville, South Africa. This community shop primarily benefits our employees and their families by providing them with basic local services such as food, tools and household essentials. With the money raised, we were able to improve the farm's conditions by adapting them to the community's needs. For example, electrical appliances were installed so that farm workers could heat their food. The workers also began to manage their own loan fund with the money, allowing families facing financial emergencies to borrow money from the Community Shop.

6.7 Sustainability awards.

In 2022, all our efforts within the DREAMS programmes were recognised in the following ways:



2022 »Premio Ilustre«

The »Coordinadora Solidaria del Puerto de Valencia« (Solidarity Coordinator of the Port of Valencia) received the »Tránsitos« (Transits) award from the Valencia City Council for their work in El Puchero. This work consisted, among other things, of counselling with social workers, food distribution and job reintegration courses.



2022 »Buenas prácticas de sostenibilidad«

(2022 Good Sustainability Practices)

We won at the 14th Global CSR/Sustainability Week. Through our »Aprendemos juntos« (Learning together) programme, which focuses on school support in Ecuador, we are shaping the future of corporate responsibility and sustainability



»Premio a la Inversión Agrícola«

(Agricultural Investment Award)

This award is a tribute to all the efforts our company has invested in Tunisia, and to our contribution to the evolution of the Tunisian agricultural landscape.



»Premio Empresa Social 2022«

(2022 Social Enterprise Award)

This award recognises the social impact of our »Aprendemos juntos« (Learning together) programme in two categories: best child protection project and best social initiative in favour of inclusive education. The award was granted in Valencia, Spain, in recognition of our efforts in Ecuador.



Taste the SUN 

7. Environment.

7. Environment.

At SanLucar, nature is one of our most important partners, which is why we constantly strive to minimise any negative impact our operations may have on the environment. In the following chapter, you'll find details on how we address the most environmentally significant aspects of our activities at SanLucar.

The companies taken into account for this year can be found in Appendix 2 "Table 2. The Group's Companies". Any companies not taken into account for this or previous years are specifically addressed in that section.

The July-December 2021 campaign shown in this report reflects 6 months instead of the usual 12 in other campaigns. As a result, the environmental indicators show a considerable decrease in their data. This is an exceptional occurrence as a result of the transition to a fiscal year with different dates. As of January 2022, the last year reported in this report, the campaigns returned to a 12-month timeframe.

Over the course of the year 2022, a sustainability strategy began to be developed for the entire Group which takes into consideration the environmental aspects of our activities. A draft of this strategy is expected to be developed in 2023 in which the areas of action will be more fully defined.



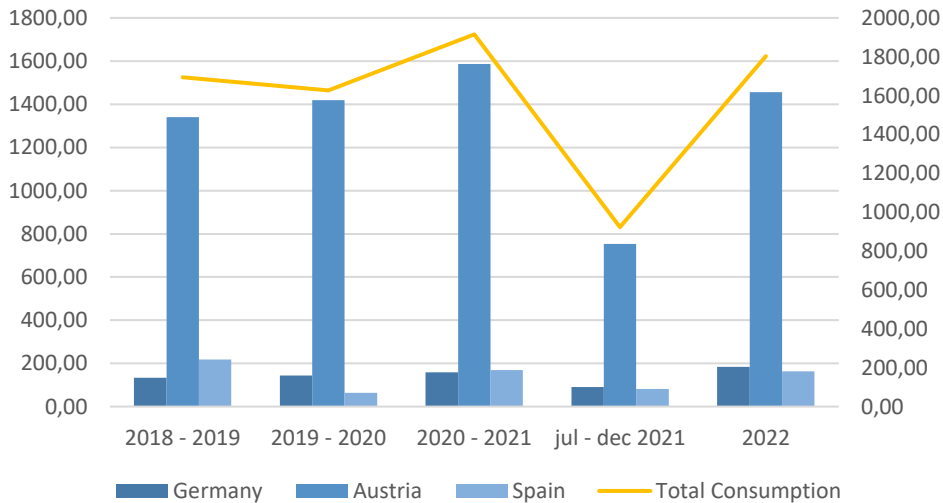
7.1 1 Environmental data.

Energy consumption in offices and warehouses

The graph below shows the percentage of energy consumption in offices and warehouses by country, compared with the total consumption per campaign per group. In addition, it also showcases the total energy consumption in kWh per square metre by country.

The surface area data for the calculation of kWh/m² can be found in Annex 3: Surface area of offices, warehouses and estates.

Electricity consumption in offices and warehouses (kWh)



GRI 302-1

The graph shows that Austria has a considerably higher energy consumption than Spain and Germany. This is due to the fact that Austria operates a process warehouse, which requires higher energy consumption.

A progressive increase in energy consumption can be observed beginning in the 2019/2020 financial year. Austria saw the highest increase because of SanLucar Manufaktur GmbH's production activities and associated premises.

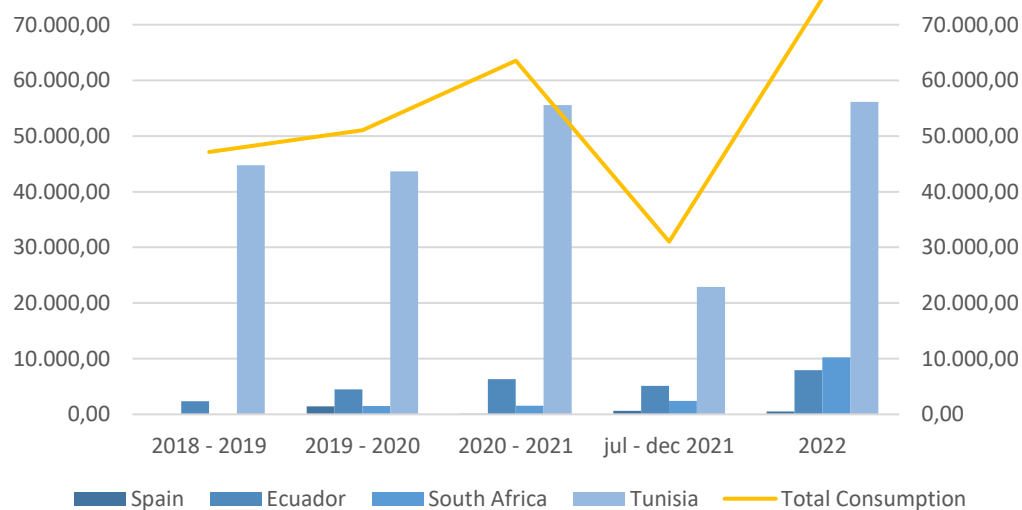
Lastly, the decrease in electricity consumption in July–December 2021 is due to the shorter duration of that timeframe. In 2022, energy consumption immediately returns to regular levels across all companies and countries.



Energy consumption on production farms.

The graph shows that the total energy consumption in the group's production farms has increased progressively. However, it is important to note that South Africa's energy consumption was only included for the first time in 2019/2020, which may explain the lower energy consumption levels in 2018/2019.

Electricity consumption of production farms (kWh)



In addition, the graph shows that Tunisia accounts for the most energy consumption on production farms. This is because it hosts a highly technified greenhouse. Energy consumption in Ecuador also increased over the 2019/2020 season, as a packing house with cold storage was built, which requires a high amount of energy.

As for producing subsidiaries in Spain, in 2020/2021 the former joint company Agrícola Uniqua S.L. was split into two parts, Uniqua Fruit, S.L.U. and Agrícola Dehesa de Baños, S.L.U. This explains why the data for 2019/2020 is higher and why the 2020/2021 period is practically negligible, with its consumption being much lower than that of other subsidiaries and countries. Agrícola Dehesa de Baños has not reported information regarding electricity consumption for the year 2022.

Lastly, as in the case of offices and warehouses, the change in electricity consumption on production farms during the mini-period between July and December 2021 is due to the shorter duration of that timeframe.

GRI 302-1

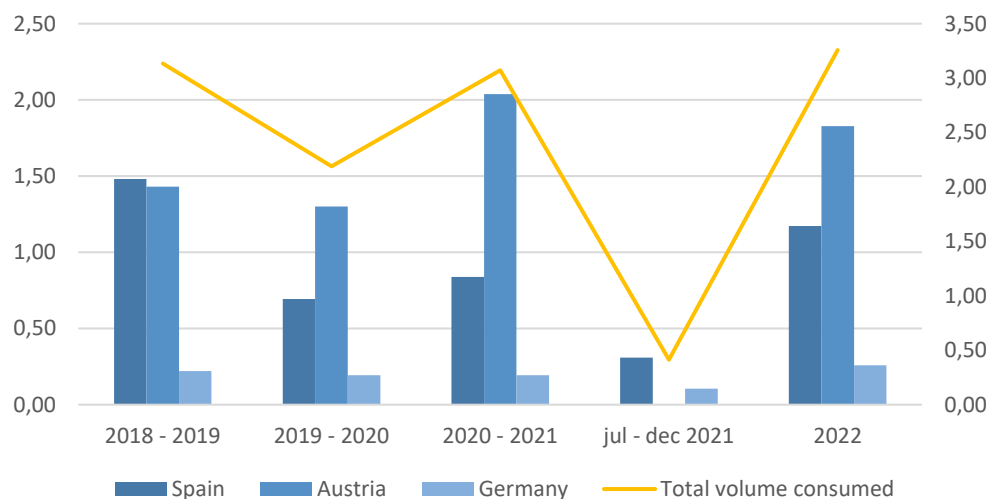


Water consumption in offices, warehouses and production farms.

Water consumption in offices and warehouses, shown in the graph below, was calculated in cubic metres per square metre, referencing the surface area in use at the facilities. The graph shows a reduction in average water consumption in 2019/2020, followed by a rebound in 2020/2021. This reflects the beginning of the pandemic when employees worked from home, as well as the gradual return to office which followed.

The surface area data for the calculation of m^3/m^2 can be found in Annex 3: Surface area of offices, warehouses and farms.

Water consumption in offices and warehouses
(m^3/m^2)



Regarding the consumption of the subsidiaries in Austria, no information is available as no precise data was recorded for the period of July–December 2021.

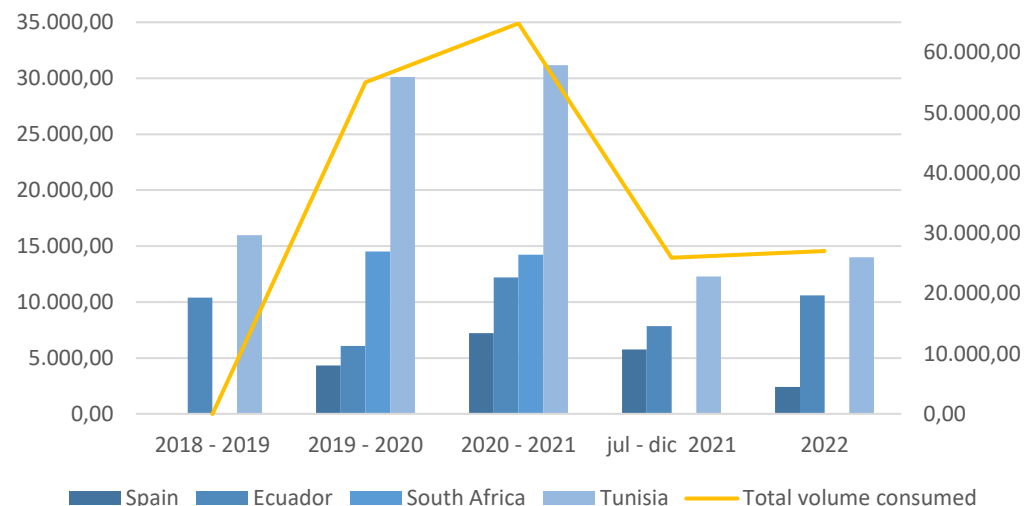


GRI 303-3



With regards to water consumption on production farms, it is important to note that South African companies were not included in the 2018/ 2019, July–December 2021, and 2022 timeframes as their corresponding data was not available.

Production water consumption (m3/ha)



The company SanLucar South Africa Citrus (Pty) Ltd. used the same figures for the 2020/2021 timeframe as that of the previous period, as closing data for 2020/2021 was not available at the time of writing this report. Water consumption data for South African companies are also not available for the July–December 2021 and 2022 timeframes.

Production companies in Spain were not included for the 2018/2019 fiscal year, as they were not considered significant. Furthermore, the company Agrícola Dehesa de Baños did not report data in the year 2022.



GRI 303-3

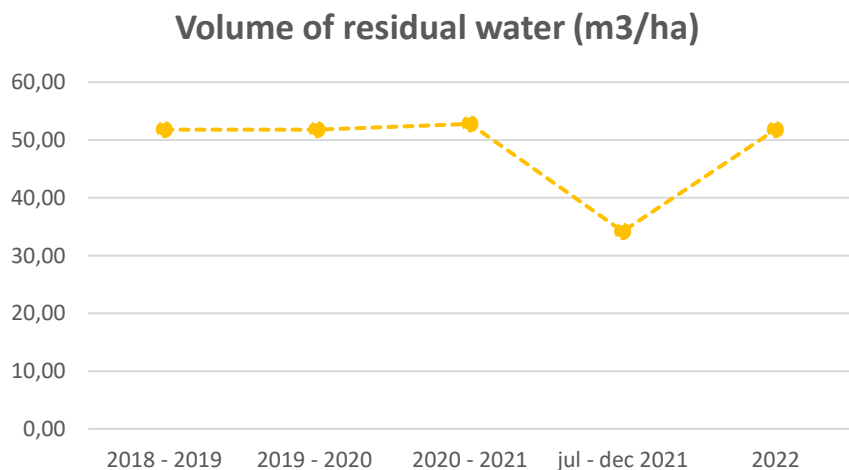
With regards to water consumption in Ecuador, it should be noted that there was a change in data collection. This is due to the fact that the water metre of the Santa Elena farm had previously been under the name of its former owner, despite being operated by SanLucar. In 2020/2021 ownership of the water metre was transferred to our Ecuadorian subsidiary Quilziolli S.A., which led to a recalculation of water consumption. Consumption on this farm from the 2019/2020 timeframe has been included in the consumption of the 2020/2021 timeframe.

Lastly, water consumption in offices, warehouses and production farms from July to December 2021 is lower than usual due to the shorter duration of that timeframe.



Discharge of water with regards to its quality and destination

In accordance with directives established by the GRI 2016 guidelines, Lexkingsa S.A., a company owned by SanLucar in Ecuador, was identified as producing wastewater. On its premises are banana plantations and a packaging station, and as such wastewater is produced there during the washing process.



Wastewater consumption only varies during processing weeks. As shown in the graph, the volume of wastewater produced per hectare was reduced by approximately half in the July–December 2021 period due to its short duration, only to stabilise again in 2022.



GRI 306-1

The following table shows the volume of wastewater produced per hectare of production:

	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021	Jul - Dec 2021	2022
Processing weeks	52	52	52	53	27	52
Water volume (m ³ /ha)	51,8	51,8	51,8	52,8	34,2	51,8

GRI 306-1



Waste prevention and Management.

In accordance with the guidelines established by the GRI 2016 guidelines, a company belonging to SanLucar has been identified that produces residual water: Lexkingsa S.A., in Ecuador. There are banana plantations here, where the packing station is also located and where wastewater is produced due to the washing process.

Sustainable packaging for waste prevention and management

SanLucar has a dedicated department focused on improving and innovating our fruit and vegetable packaging, so as to make our packaging more sustainable all the while maintaining product quality and shelf life, which in turn helps to reduce food waste. We are currently working on a strategy that promotes the reduction of plastic and the use of 100% recyclable packaging so as to help our end customers recycle more easily. Our approach is in line with the European Union's strategy to reduce the use of plastic in packaging, and at the cutting edge of new national legislation which aims to reduce plastic use. In addition, we are also working towards sourcing the majority of our paper and board from FSC certified forests, thereby promoting sustainable forest management.

The development of the packaging strategy is supported by the results of scientific studies developed with external institutes, such as the ITENE, which include studies on the carbon footprint of various types of packaging for our products. This demonstrates transparency and our commitment towards climate protection.



Waste management

We are working to improve waste management systems in all our subsidiaries. Our practices include waste prevention and good waste management. Thanks to the annual collection of GRI indicators, we are able to classify waste by type and disposal method, so as to assess where to focus our efforts.

SanLucar classifies waste management in two groups: hazardous waste and non-hazardous waste. Both groups of waste can be managed by SanLucar or by authorised agents. Presented here is data for the past five financial years from our subsidiaries in Germany, Austria, Ecuador, Spain, South Africa and Tunisia.

Hazardous waste: includes empty chemical containers, plastics with chemicals, energy-saving lamps, medical waste, batteries and used oil.

The data on waste in Spain in 2019/2020 has been modified in this report, with respect to that published last year, due to an error in previous data.

The volume of hazardous waste recovered from the July–December 2021 is higher in comparison to the 2020/2021 timeframe (keeping in mind that this was a 6-month period as opposed to the previous one of 12 months), as from this year onwards an additional company was added in the database (Santa María Fruit, S.L.). Furthermore, this company is an agricultural holding, which means its empty phytosanitary product containers led to increased waste recovery

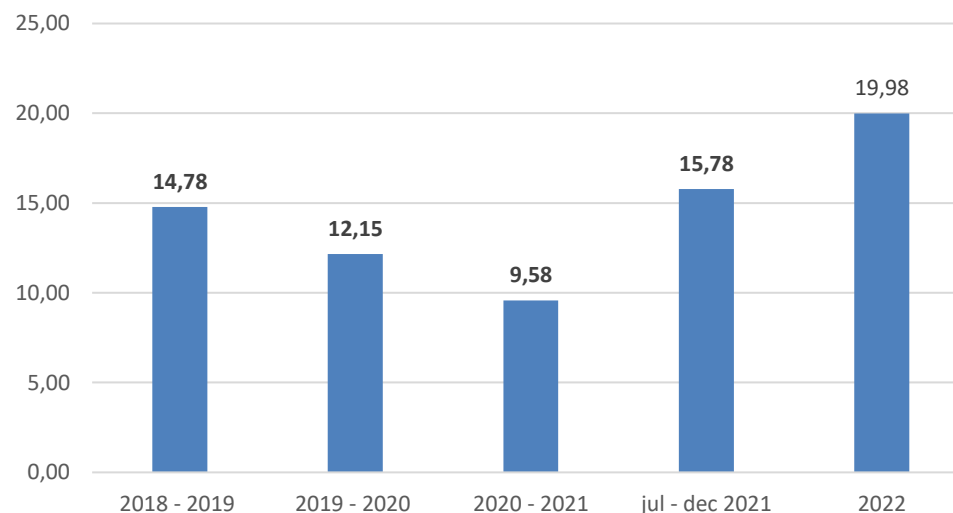


GRI 306-2

Hazardous waste (t)

	2018 - 2019	2019 - 2020	2020 - 2021	Jul-Dec 2021	2022
Re-use	0,02	1,08	0,23	0,14	0,00
Recycling	13,42	10,51	7,41	6,50	10,48
Composting	0,00	0,00	0,00	0,00	0,00
Incineration	0,01	0,00	0,51	0,21	0,00
Storage	1,14	0,00	1,32	1,40	0,15
Recovery	0,07	0,05	0,11	7,54	9,35
Other	0,12	0,51	0,01	0,00	0,00
Total weight	14,78	12,15	9,58	15,78	19,98

Hazardous waste generated (t)



Non-hazardous waste: includes plastic, paper and cardboard, organic waste, glass and wood.

Organic waste from South African companies was not taken into account in the calculation of the 2018/2019 financial year, explaining why the total amount of non-hazardous waste that year was lower than in subsequent years when recording began.

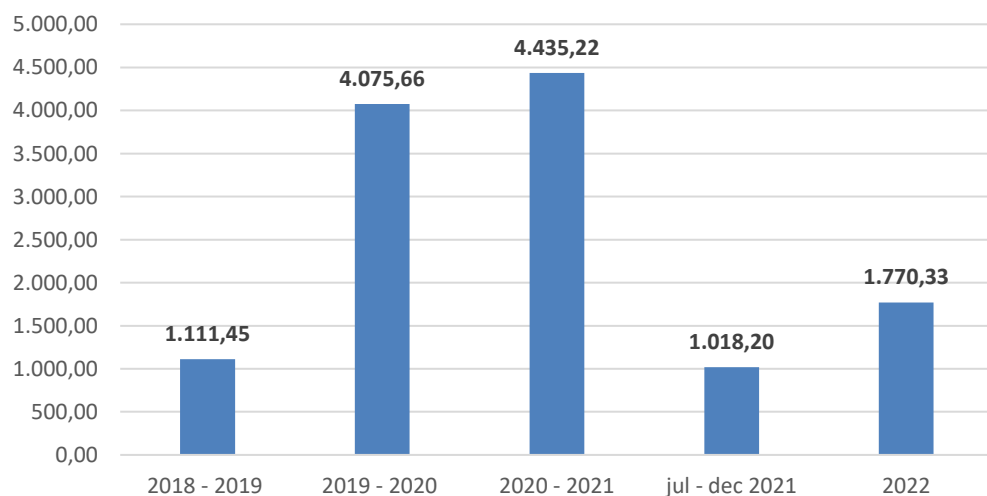


GRI 306-2

Non-hazardous waste (t)

	2018 - 2019	2019 - 2020	2020 - 2021	Jul-dec 2021	2022
Re-use	4,14	610,18	40,42	21,01	0,00
Recycling	812,43	3.009,42	3.866,19	651,35	843,07
Composting	188,00	0,00	520,30	341,00	900,04
Incineration	0,00	0,00	0,00	0,00	0,00
Storage	84,40	442,00	0,20	0,20	20,00
Recovery	0,00	0,00	0,00	1,12	2,03
Other	22,48	14,06	8,11	3,52	5,20
Total weight	1.111,45	4.075,66	4.435,22	1.018,20	1.770,33

Non-hazardous waste generated in (t)

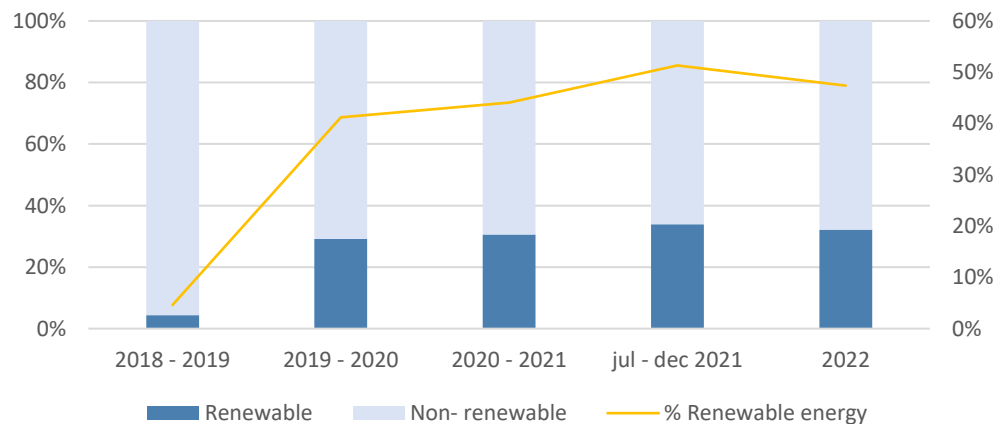


Use of renewable energies: solar panels

At SanLucar we are conscious of the impact that energy consumption has on the environment. That is why we decided to use solar energy in our offices in Puzol (Valencia, Spain) and Ebreichsdorf (Austria). By installing photovoltaic solar panels that harness solar energy on our office rooftops, we have increased energy efficiency all the while reducing environmental impact, especially when compared to other less sustainable sources of energy.

The solar panel installation in Puzol covers an area of 360m² and, on a day of average radiation, can produce around 190 kWh, saving between 18% and 22.5% of our total energy consumption.

Share of renewable energy based on total energy consumption



Elsewhere, our office in Austria boasts solar panels covering a rooftop area of 1,400m², supplying not only 7% of the total energy consumption, but doing it with cleaner and more renewable energy compared to other conventional energy sources.

Furthermore, our subsidiaries prioritise, wherever possible, suppliers that use renewable energy sources for electricity generation. The following graph shows the percentage of renewable energy (as a proportion of total energy consumed) of companies located in Spain, Austria, Germany, Ecuador, South Africa and Tunisia.

As can be observed in the graph, the percentage of renewable energy has remained constant since 2018. However, it should be noted that there was a change in the invoicing of suppliers for companies located in Spain: previously, the percentage of renewable energy consumed was broken down, but as of 2019 this is no longer the case.

In this calculation, the term "renewable energy" takes into account both the energy produced by our solar panels in Austria and Spain as well as renewable energy in countries where the supplier companies include this in their invoices, or only use renewable energy.

Spanish and German companies do not break down this information and are therefore not reflected in this data.

The installation of solar panels helps us increase the share of renewable energy in Austria and Spain, contributing to Sustainable Development Goal (SDG) 7: Ensure access to affordable, reliable, sustainable and modern energy for all and SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable.

Solar panels are planned to be installed by 2023 at the warehouse in La Vall d'Uixò, Spain.



GRI 302-1

7.2 Water efficiency initiatives.

Efficient water use in SanLucar

Agriculture is a highly water-dependent sector that is already facing drought and water scarcity issues. Currently, around 20% of European territory suffers from some form of water stress, presenting a major challenge for the agri-food sector. At SanLucar, we are very aware of this issue.

In order to protect the environment, and to anticipate the effects of climate change, we are already applying innovative technologies on our farms, and investing in R&D in order to use water as efficiently and sustainably as possible. With the help of big data, we are adapting water consumption according to crop needs. This technique performs a meteorological analysis that predicts future rainfall with relative accuracy, all the while recording data on water demand throughout the day for each type of crop and its corresponding area. All this information makes it possible to determine with greater accuracy the amount of water needed, thereby avoiding wastage.

Furthermore, we are able to save a lot of water for citrus and tomato crops on our farms in South Africa, Tunisia and Spain, thanks to probes used to calculate moisture content in soil. Additionally, in Tunisia, we reuse excess water from drains that plants no longer need for new irrigation in our tomato plantations. We also use vegetation covers on our farms, wherever possible, to help maintain soil moisture.



European Water Scarcity Programme

In 2021 SanLucar was chosen to participate in the Water Scarcity Programme, an initiative promoted by the European Institute of Innovation and Technology (EIT), aiming to combat water scarcity in Southern Europe and set out a path to a more sustainable future.

This initiative consists of various initiatives (from research to innovation and education) to join forces and find appropriate solutions to combat water scarcity in Southern Europe, which suffers the most from it, and to embark on a path towards a more sustainable future. The long-term goal of the programme is to facilitate the transition to a water-saving economy across the region and to contribute to reducing water consumption and waste.

SanLucar is participating as a partner company for the agriculture sector challenge, and has issued a challenge to 8 start-ups. The goal: to find solutions that improve the efficiency of water use for crops in regions of Spain facing the greatest drought problems.

At SanLucar, we are committed to promoting innovation and development, and to being at the forefront of innovative technologies to alleviate the issue of water scarcity.





Taste the SUN 

8. Financial information.

8.1 Accounting and fiscal information.

Detailed accounting and tax information on the Group and its various companies for the fiscal year ending on December 31st 2022 can be found in the consolidated financial statements notes.

The main figures of the Group's results and fiscal aspects are as follows:

Fiscal aspects

Mamaritz is the parent company of the Mamaritz Group. Its consolidated annual accounts include the financial statements of the companies directly and indirectly controlled by it on December 31st of each year.

The consolidated profit contribution of the companies comprising the Group, separated into profit attributable to "Parent company" and profit attributable to "External partners" for the six months ending on December 31st 2022 is as follows:

Subsidiary companies	Parent Company	External Partners	Total
Mamaritz, S.L.U.	83.373,96	-	83.373,96
The Roetzer Family, S.L.U.	267.829,52	-	267.829,52
SanLucar Flowers, GbmH	(1.885.938,01)	-	(1.885.938,01)
SanLucar Fruit, S.L.U.	1.555.438,73	-	1.555.438,73
SanLucar Fruit France, S.A.R.L.	(8.978,99)	-	(8.978,99)
SanLucar Vertrieb Deutschland, GmbH. (antes SanLucar Fruit Import, GmbH.)	3.300.864,60	-	3.300.864,60
SanLucar Fruit Import Netherlands, B.V.	(203.601,03)	-	(203.601,03)
Consortio SanLucar Group, S.L.	(286,52)	(217,29)	(503,81)
SanLucar Deutschland, GmbH.	360.167,91	119.416,52	479.584,43
SanLucar Obst & Gemüse Handels, GmbH.	101.596,91	97.612,71	199.209,62
SanLucar Fruit To Go, GmbH	62.540,40	62.540,40	125.080,80
SanLucar Manufaktur, GmbH	(185.804,26)	(185.804,26)	(371.608,52)
Victoria Fruit Handels, GmbH.	592.021,27	592.021,27	1.184.042,54
SanLucar Italia, S.R.L.	(399.717,00)	-	(399.717,00)
Frutta Natura, S.R.L. (antes SanLucar Italia Berries, S.R.L.)	224.061,76	-	224.061,76
La Cinquième Saison, S.A.	2.842.758,05	2.731.277,35	5.574.035,40
Santa María Fruit, S.L.	(27.201,82)	(284.977,40)	(312.179,22)
SanLucar Tunisia, S.A.R.L.	(86.450,23)	-	(86.450,23)
SanLucar Services, S.A.R.L.	(78.125,80)	-	(78.125,80)
SanLucar Flor'alia, S.A.	(457.823,75)	-	(457.823,75)
SanLucar South Africa (Pty), Ltd.	(1.193.211,69)	-	(1.193.211,69)
SanLucar South Africa Citrus Pty, Ltd.	90.305,96	(1.198.666,21)	(1.108.360,25)
SanLucar Ecuador, S.A.	9.564,28	-	9.564,28
Lexkinga, S.A.	(10.893,16)	-	(10.893,16)
Quilziolli, S.A.	(780.924,93)	-	(780.924,93)
Les Perles du Desert, S.A.	(286.592,04)	-	(286.592,04)
SanLucar De Hoek (Pty), Ltd	(371.975,63)	-	(371.975,63)
Berry Selections, S.L.	-	-	-
Agrícola Dehesa de Baños, S.L.U. (antes Agrícola Uniqua, S.L.U.)	(551.595,78)	122.826,14	(428.769,64)
Shares Co. RH & SLServices, S.A.R.L.	(458.775,98)	-	(458.775,98)
SanLucar Morocco, S.A.R.L., Associe Unique	39.745,25	-	39.745,25
Looking4fruit, GmbH.	(6.384,19)	-	(6.384,19)
Agrícola Pony, S.L.	-	-	-
El Puntal Agraria, S.A.	-	-	-
SanLucar Canarias, S.L.	(164.266,52)	-	(164.266,52)
Grupo Frutas Aqua Innova, S.L.	191.089,57	63.696,52	254.786,09
Nature Origin Fruit, S.L.	98.144,30	32.714,76	130.859,09
Uniqua Fruit, S.L.U. (antes Hortofrutícola Lucinala, S.L.U.)	99.973,46	33.324,49	133.297,95
Total	2.760.928,60	2.185.765,00	4.946.693,63

Fiscal aspects

The fiscal burden borne by each of the Group companies by country in relation to their taxable income is as follows:

Group company	BAI + Adjustments	GIS	%
Spain			
Mamaritz, S.L.U.	65.790,71	17.583,25	26,73%
The Roetzer Family, S.L.U.	267.829,52	-	0,00%
SanLucar Fruit, S.L.U.	2.196.725,26	(641.286,53)	-29,19%
Agricola Pony, S.L.	-	-	0,00%
El Puntal Agraria, S.A.	-	-	0,00%
SanLucar Canarias, S.L.	(219.022,03)	54.755,51	-25,00%
Grupo Frutas Aqua Innova, S.L.	254.786,09	-	0,00%
Nature Origin Fruit, S.L.	174.478,78	(43.619,69)	-25,00%
Consortio SanLucar Group, S.L.	(503,81)	-	0,00%
Berry Selections, S.L.	-	-	0,00%
Santa María Fruit, S.L.	(498.438,95)	186.259,73	-37,37%
Agrícola Dehesa de Baños, S.L.U.	(265.001,46)	(163.768,18)	-61,80%
Uniqua Fruit, S.L.U.	178.150,58	(44.852,64)	-25,18%
France			
SanLucar Fruit France, S.A.R.L.	(8.978,99)	-	0,00%
Austria			
SanLucar Obst & Gemüse Handels, GmbH	292.577,02	(93.367,40)	-31,91%
SanLucar Fruit to Go, GmbH	166.780,79	(41.700,00)	-25,00%
SanLucar Manufaktur, GmbH	(371.608,52)	-	0,00%
Victoria Fruit Handels, GmbH	1.423.850,82	(239.808,29)	-16,84%
Italy			
SanLucar Italia, S.R.L.	(399.702,71)	(14,29)	0,00%
Frutta Natura, S.R.L.	224.061,76	-	0,00%
Ecuador			
SL Ecuador	116.517,25	(106.952,97)	-91,79%
Lexkinga	24.439,89	(35.333,05)	-144,57%
Quilziolli	(780.924,93)	-	0,00%

Group company	BAI + Adjustments	GIS	%
Tunisia			
La Cinquième Saison, S.A.	6.074.143,85	(500.108,45)	-8,23%
Shares & Co. RH & SL Services, S.A.R.L.	(458.514,66)	(261,32)	0,06%
Les Perles du Desert	(286.592,04)	-	0,00%
SanLucar Tunisia, S.A.R.L.	(86.235,02)	(215,21)	0,25%
SanLucar Services, S.A.R.L.	(77.910,59)	(215,21)	0,28%
SanLucar Flor'alia, S.A.	(457.823,75)	-	0,00%
South Africa			
SanLucar South Africa, (Pty), Ltd.	(1.193.211,69)	-	0,00%
SanLucar South Africa Citrus	(1.108.360,25)	-	0,00%
SanLucar DeHoek	(371.975,63)	-	0,00%
Germany			
SanLucar Flowers, GmbH	(1.885.938,01)	-	0,00%
SanLucar Vertrieb Deutschland, GmbH	3.763.863,27	(462.998,67)	-12,30%
SanLucar Deutschland, GmbH	695.096,01	(215.511,58)	-31,00%
Looking4Fruit, GmbH.	(6.384,19)	-	0,00%
Morocco			
SL Morocco, S.A.R.L., Associe Unique	39.745,25	-	0,00%
The Netherlands			
SanLucar Fruit Import Netherlands, B.V.	(238.217,86)	34.616,83	-14,53%
Total	7.243.491,76	(2.296.798,16)	
CCAACC Mamartiz Figures	7.243.491,76	(2.296.798,16)	

*Includes corporate income tax accrued during the year ending on December 31st 2022.

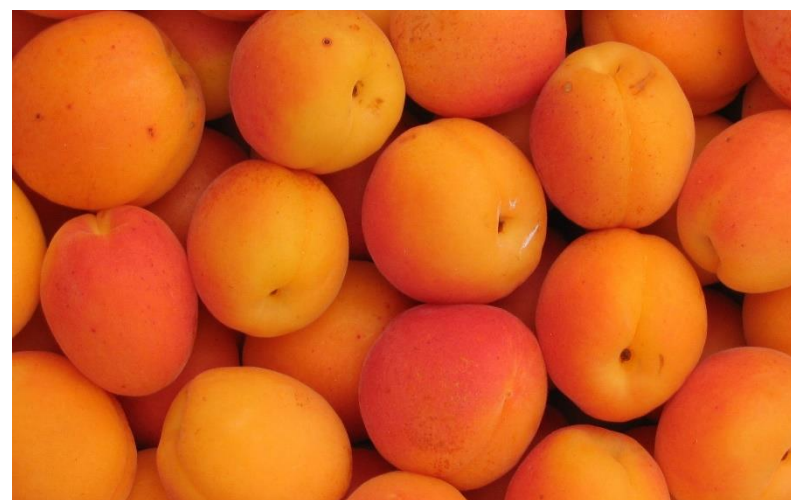
8.2 Public subsidies received.

In accordance with the information provided in the Notes to the Consolidated Financial Statements, the movements in the grants caption of the consolidated statement of financial position during the following periods: the year ended December 31, 2022, the six-month period ended December 31, 2021, the year ended June 30, 2021 and the results charged to the consolidated statement of comprehensive income are detailed below:

Agency	Initial Amount	Initial Balance	Net additions for the year	Transfers to results	Final Balance
2022 Financial Year					
Tunisian agencies	2.360.780,05	733.815,56	506.019,64	(517.779,22)	722.055,98
Total	2.360.780,05	733.815,56	506.019,64	(517.779,22)	722.055,98
2021 Financial Year					
Tunisian agencies	1.732.242,30	754.027,78	98.625,39	(118.837,61)	733.815,56
Total	1.732.242,30	754.027,78	98.625,39	(118.837,61)	733.815,56
2020-2021 Financial Year					
Tunisian agencies	1.732.242,30	730.185,73	181.317,67	(157.475,62)	754.027,78
Total	1.732.242,30	730.185,73	181.317,67	(157.475,62)	754.027,78

The amount recognised under "Allocation of subsidies for non-financial fixed assets and others" in the consolidated profit and loss account for the year ending December 31st 2022, for the six months ending December 31st 2021 and for the year ending June 30th 2021, amounts to EUR 517,779.22, EUR 118,837.61 and EUR 157,475.62 respectively.

In the years indicated, the most significant capital subsidies received by the Group are those granted by Tunisian agencies to subsidiaries located in Tunisia. As at the end of the year ending December 31st 2022, the six months ending December 31st 2021 and the year ending June 30th 2021, the Group had met all the requirements for the receipt and enjoyment of the outlined subsidies.



Annex 1. Next steps.

Status of the 2022 Sustainability Report commitments

Action	Objectives to achieve	Planned date	Current status
Equality Plan.	Develop a new evaluation of the current plan.	June 2021 - Postponed to March 2023	In progress.
Living wage calculation according to the Anker methodology.	Implement the Anker methodology in Spain and Ecuador.	June 2022	See chapter 5. Action completed.
Human Rights risk management.	Identify and assess human-rights-based risks for the Group, taking into account the value chain.	December 2024	The methodology used has been studied on the basis of various international guidelines. In 2023, all abstract risks along the value chain will be analysed.
Stakeholder mapping and dialogue.	Identify the priority stakeholders for the Group and the evaluation parameters.	June 2021 - Postponed to December 2023	Stakeholders have been identified and are in the process of valuation. The methodology to be used has been studied.
Materiality analysis.	Develop surveys and plan meetings for materiality analysis.	December 2024	Currently at a standstill until stakeholder mapping is completed.
Revision of the Code of Ethics.	Review and update the Group's Code of Ethics.	January 2021 - Postponed to December 2023	Currently at a standstill as the need for a Code of Conduct has been identified to complement the Code of Ethics.
Code of Conduct.	Complement the Code of Ethics by including a review of corporate values.	December 2023	The new values have already been defined (see chapter 2) and examples of companies with similar characteristics to those of SanLucar are being reviewed to serve as a guide for their further development.
Evaluation and monitoring system for fruit and vegetable suppliers.	Implement a social and environmental monitoring system for fruit and vegetable suppliers that is effective and complies with current and future legislation.	June 2021 - Postponed to January 2023	It has been decided to work with FoodExpert.
Internal communication improvement.	Implement a new system to facilitate internal communication to employees.	December 2023	The system has been successfully implemented in May 2022. The tool is called Workvivo (see chapter 4).
Sustainability Working Group (SWG) - working group	Create the SWG with key people from areas directly influenced by sustainability in their daily operations. Define the terms of reference. Hold a kick-off meeting with the working group.	December 2023	The need for the creation of this group is being assessed in order to address sustainability issues in a more interdepartmental and homogeneous way.

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
2-1			Name of the organisation	SanLucar Group is the name used for the group of companies, whose parent company is Mamaritz S.L.U. The report is produced by SanLucar Fruit S.L.U.
			Location of headquarters	Headquarters: Serra Llarga 24, 46530 Puzol (Valencia, Spain)
			Location of operations	See chapter 2.4
			Organisation size	See chapters 2.6 and 5
			Ownership and legal form	See chapter 2
2-6			Activities, brands, products and services	See chapters 2.4 and 2.7
			Markets served	See chapter 2.4
			Significant changes in the organisation and its supply chain	See chapter 2.7
2-7	8 10	1,2,3,4,5,6,10	Information on employees and other workers	See chapter 5
102-12		1,2	External initiatives	See chapter 6
2-28			Memberships to associations	See chapter 6
2-22			Statement by senior executive decision-makers	See Renewal letter
102-15			A description of key impacts, risks and opportunities	See chapters 2.5, 2.7 and 3.1
2-23	16		Description of the organisation's values, principles, standards and norms of conduct	See chapters 2.1, 3.3 and 3.4
2-9			Governance structure	There have been no changes since the last campaign
			Composition of the supreme governing body and its committees	The company has a sole partner, Mr. Stephan Rötzer.

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
2-11	16		President of the highest governing body	See chapter 2.7
2-14			Role of the highest governance body in the development	The NFS was drafted by the Corporate Responsibility team, signed by the sole director and approved by the sole partner.
102-40			List of stakeholders	See chapter 2.4
2-30	8	1,2,3,4,5,6	Collective bargaining agreements	See chapter 3.4
102-44			Key issues and concerns raised	The ICA (Workers' Committee) has received the following issues and concerns: changes in working conditions, both financially and organisationally, in particular with regard to teleworking; salary adjustment due to cost of living increases; adjustment of on-call compensation; need for possible improvements in commuting to the office.
2-2			Entities included in the consolidated financial statements	See chapter 8
2-3			Reporting period	January 1 st –December 31 st 2022
			Date of last report	July 1 st 2021–December 31 st 2021
			Reporting cycle	Annual
			Contact point for questions about the report	crteam@sanlucar.com
103-2		1,2,4,5,6,7,9	The management approach and its components	Throughout the Sustainability Report
2-11	16		President of the highest governing body	See chapter 2.7
2-14			Role of the highest governance body in the development	The NFS was drafted by the Corporate Responsibility team, signed by the sole director and approved by the sole partner.
102-40			List of stakeholders	See chapter 2.4
2-30	8	1,2,3,4,5,6	Collective bargaining agreements	See chapter 3.4

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
201-1	2, 5, 7, 8, 9	1,2,3,4,5, 6,7,8,9	Direct economic value generated and distributed	See chapter 8
203-1	11, 2, 5, 7, 9	1,2,3,4,5, 6,7,8,9	Investments in infrastructure and supported services	See chapter 6.2
204-1	1, 8	1,2,3,4,5,6	Proportion of expenditure on local suppliers	Austria: 16.7%, South Africa: 100%, Ecuador: 98%. Germany, the United Arab Emirates, Spain, the Netherlands, Italy, Morocco and Tunisia cannot be shown due to incomplete data.
205-2	16	1,2,3,4,5,6,10	Communication and training on anti-corruption policies anti-corruption policies and procedures	No Sanlucar Group company has registered any cases of corruption.
302-1	13, 12, 7, 8	1,2,3,4,5,6,7,8,9	Energy consumption within the organisation	See chapter 7.1
303-3	6	1,2,7,8,9	Water abstraction by source	See chapter 7.1

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
304-1	6, 14, 15	1,2,7,8,9	Owned, leased or managed operations centres located both within and adjacent to protected areas or areas of high biodiversity value outside protected areas	None of our production areas are located in protected areas.
306-1	6, 12, 14	1,2,7,8,9	Discharge of water in relation to its quality and destination	See chapter 7.1
306-2	3, 6, 12	1,2,3,4,5,6,7,8,9,10	Waste by type and disposal method	See chapter 7.1
308-1		7,8,9	New suppliers that have passed evaluation and selection filters according to environmental criteria	The supplier evaluation system is being restructured and therefore data is not currently available, but is expected to be implemented over the course of 2023. See chapter 3.3
401-1	5, 8, 10	1,2,3,4,5,6,10	New employee recruitment and staff turnover	See chapter 5
401-2	3, 5, 8	1,2,3,4,5,6,10	Benefits for full-time employees that are not provided to part-time or seasonal employees	In every country the same benefits apply regardless of whether the contract is full-time or part-time.
401-3	5, 8	1,2,3,4,5,6	Parental leave	See chapter 5.5
403-1	8	1,2,3,4,5,6	Worker representation in formal worker-company health and safety committees	See chapter 3.4
403-2	3, 8	1,2,3,4,5,6,10	Types of accidents and accident frequency rates, occupational illnesses, lost days, absenteeism and number of deaths due to occupational accidents or illness.	See chapters 5.3 and 5.4
404-1	4, 5, 8	1,2,3,4,5,6	Average hours of training per employee per year	See chapter 5.2

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
405-1	5, 8	1,2,3,4,5,6	Diversity in governing bodies and employees	See chapter 5
406-1	5, 8, 16	1,2,3,4,5,6,10	Cases of discrimination and remedial action taken	There were no cases in any of the subsidiaries.
407-1	8	1,2,3,4,5,6	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	Work is underway to conduct a human rights risk analysis. This analysis will include the entire value chain. The abstract analysis is expected to be completed, and the concrete analysis is expected to be completed in 2024. When this process is finished, more concrete data on this indicator will be available.
408-1	8, 16	1,2,3,4,5,6,10	Operations and suppliers with significant risk of child labour cases	
409-1	8	1,2,3,4,5,6	Operations and suppliers with significant risk of cases of forced or compulsory labour	
410-1	16	1,2,3,4,5,6,10	Security personnel trained in human rights policies or procedures	In countries where there are security personnel, there was no training.
411-1	2	1,2,7,8,9	Cases of violations of indigenous peoples' rights	The organisation does not operate in regions where there are indigenous peoples.
412-1		1,2,4	Operations subject to human rights impact assessments or reviews	See chapter 3.3
412-2		Employee training on human rights policies or procedures	Total number of hours (during the reporting period) devoted to training on policies or procedures concerning human rights and operationally relevant aspects of human rights. Percentage of employees trained during the reporting period in policies or procedures concerning human rights and operationally relevant aspects of human rights.	See chapter 5.10

Annex 5. Final 2022 summary table.

GRI Standards	SDG	Global Compact Principles	GRI Standard Definition	2022 Results
413-1		8,9	Operations with local community participation, impact assessments and development programmes	See chapter 6
414-1	5, 8, 16	1,2,3,4,5,6,10	New suppliers that passed selection filters according to social criteria	The supplier evaluation system is being restructured and therefore data is not available, but it is expected to be implemented throughout 2023. See chapter 3.3
416-2		1	Cases of non-compliance concerning health and safety impacts of product and service categories	There has not been any non-compliance
417-1	12	7,8,9	Requirements for information and labelling of products and services	100% of the products are subject to the required information. Regulated, among others, by the EU 543/2011 or UNECE 2011 and EU 1169/2011 labelling standard and specifications, as well as by the IFS, QS, ISO 9001 certifications and current legislation.
417-3	16	1,2,3,4,5,6,10	Cases of non-compliance related to marketing communication	There has not been any non-compliance
419-1	16	1,2,3,4,5,6,10	Non-compliance with laws and regulations in the social and economic spheres	There has not been any non-compliance
413-1		8,9	Operations with local community participation, impact assessments and development programmes	See chapter 6
414-1	5, 8, 16	1,2,3,4,5,6,10	New suppliers that have passed selection filters according to the social criteria	The supplier evaluation system is being restructured and therefore data is not available, but it is expected to be implemented throughout 2023. See chapter 3.3
416-2		1	Cases of non-compliance concerning health and safety impacts of product and service categories	There has not been any non-compliance