



RESPONSIBLE ACTION PROGRAMME

2019 Results

Corporate Social Responsibility Strategy

NUEVA PESCANOVA GROUP

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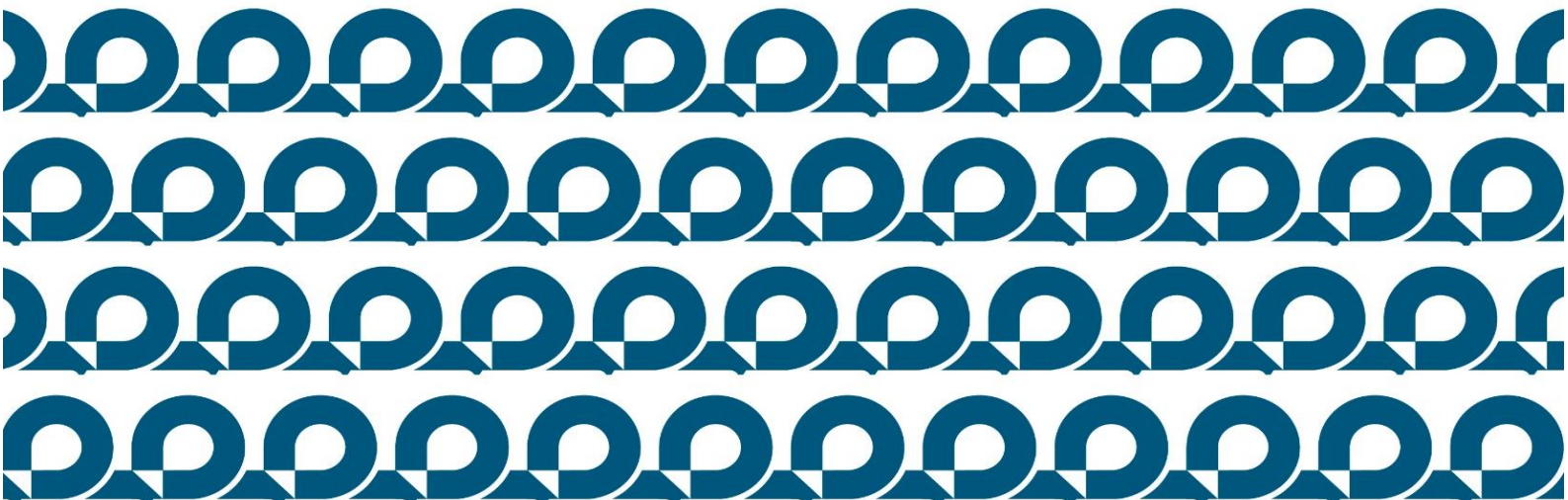


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Global Social Responsibility Office

Executive Summary

At the Nueva Pescanova Group, engaged in fishing, aquaculture, processing, and marketing of seafood products, we understand the need for all operations along our value chain to be carried out in a responsible way.

This understanding of responsibility is built on our [CSR Master Plan](#), its four pillars - Planet, Product, People and Communities- and its governance structure, consisting in the [Corporate Policies on CSR, Sustainability and Cooperation and Development Aid](#).

Based on all this, in 2019, the Group launched the [Responsible Action Program \(RAP\)](#), whose main purpose is to identify and guide responsible actions in the fishing, aquaculture, processing and commercial activities in each of the countries in which we are present and whose results are shown in this document.

The RAP has identified and documented our responsible action in **668 actions in 8 countries and 14 workplaces** that represent 96% of the total headcount of the Group: Argentina, Mozambique, Namibia, Ecuador, Guatemala Nicaragua, Spain, and Peru.

These 668 actions are classified into 4 General Plans, linked to our four CSR pillars, namely: **'A common Planet' with 209 actions, 'People First' with 269 actions, 'Product Excellence' with 81 and "Growing Together with the Communities' with 109**. All these actions have an objective and a description, and a comprehensive summary can be found in Annex II to this report.

All the business divisions that make up the value chain contribute to the Group's responsible action, so we have identified and documented **181 actions in the Fishing Division, 236 in the Aquaculture Division and 211 in the Processing Division** of the Global Supply Chain, reaffirming our cross-divisional commitment to responsible action.

The purpose of the RAP, while identifying and documenting responsible actions, aims to measure the **environmental, social, and economic impact** of each of the actions and projects in the environment in which they occur. This impact is detailed in section 3 below.

The RAP has been used in the preparation of the [II Report on Nueva Pescanova Group's Contribution to Sustainable Development](#), which concludes that we actively contribute to the 17 Sustainable Development Goals of the UN's 2030 Agenda, contributing predominantly, by number of actions, to **SDG number Decent Work and Economic Growth; to SDG number 9 Industry, Innovation and Infrastructure and to SDG number 12 Responsible Consumption and Production**.

1. Fundamentals of the Responsible Action Program (RAP)

The Nueva Pescanova Group is a multinational business group engaged in fishing, aquaculture, processing, and commercialization of seafood products, mainly fish, cephalopods, and crustaceans.

The Nueva Pescanova Group's **DNA** states that:

"We believe that our first responsibility is the sustainability of natural resources and of our partner communities, whose trust we build and maintain by acting ethically and creating value."

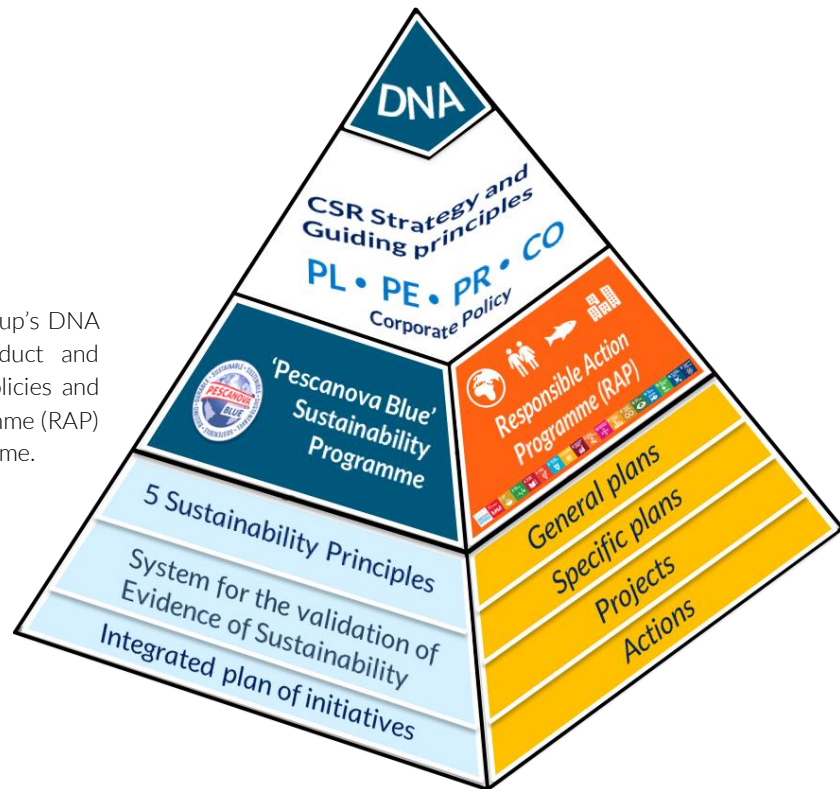
The CSR strategy of the Nueva Pescanova Group is aligned with the commitment above and it builds on four guiding principles, or pillars; the respect for the **PLANET**, the personal and professional development of the **PEOPLE** who make up the Group, our commitment to the markets through our **PRODUCTS** and the contribution to improving the quality of life of the **COMMUNITIES** anywhere we operate. At the same time, the plan ensures the comprehensive observance of the principles of business ethics, institutional integrity, and compliance with applicable regulations.



Inspired in the CSR strategy, its four pillars, and the governance structure around the CSR, Sustainability, and Cooperation and Development Aid Global Policies, we have firstly launched the **'Pescanova Blue' Sustainability Programme**, which aims at documenting the sustainable sourcing of the Group's seafood products, among other objectives, and the **Responsible Action Programme (RAP)**, whose main purpose is to identify and guide the Group's fishing, aquaculture, processing and commercial activities towards responsible actions in every country where we operate.

The RAP documents the work of the various companies of the Group in generating shared value among their stakeholders. Through responsible actions, the Nueva Pescanova Group contributes to the social, economic, and environmental aspects of sustainability in all those countries and communities.

Outline of the CSR strategy based on the Group's DNA and guiding principles (Planet, People, Product and Communities) defining Global and Sectoral policies and setting up both the Responsible Action Programme (RAP) and the 'Pescanova Blue' Sustainability Programme.



The RAP follows up on the inventory and CSR reporting done in 2018 by the Global CSR office along with the Group's CSR Ambassadors. That first exercise has identified 226 actions in four companies: PROMARISCO (in Ecuador), CAMANICA (in Nicaragua), NOVAGUATEMALA (in Guatemala) and NOVANAM (in Namibia). Together they represent more than two thirds of the overall Group's headcount.

Expanding on that first report, we have further published two key documents for the Sustainability Strategy of the Nueva Pescanova Group in early 2019: the [Materiality Analysis](#) and the report on the [Contribution to Sustainable Development](#); both are available on our corporate webpage under <http://www.nuevapescanova.com/en/engagement/corporate-social-responsibility/>.

1.1. Components of the Responsible Action Programme

The RAP sits on the four CSR pillars – PLANET, PEOPLE, PRODUCT and COMMUNITIES. It is structured in a 4-level scale:

- **PILLAR:**
It is the top level on which the CSR strategy and the RAP itself are designed. Each of the four pillars of the Nueva Pescanova Group's CSR is linked to a **GENERAL PLAN**.
- **MATERIAL ASPECT:**
From the four CSR pillars and for each of its general plans, we have identified 12 material aspects (three on each general plan) linked to **SPECIFIC PLANS**.
- **PROJECT:**
This level corresponds to the set of actions designed within each specific plan linked to a material aspect. Each project relates to a specific theme and scope, while each specific plan can relate to more than one project.

Theme: Defines the specific action topic on which each project is based, these are specific and answer to the materiality aspect to which they are linked.

Scope: Defines the scope of action of each theme and provides a greater detail in the definition of foreseen actions, nailing down the design of the project. Projects may have more than one scope if necessary.

- **ACTION:**

Is the variation of the projects in each of the companies, industrial centres, or workplaces for the different activities of the Group. Each project may be linked to several actions, segregating these by country/company, industrial or work centre.

1.2. Geographical scope

The RAP expands across all business divisions and companies of the Nueva Pescanova Group, except for the commercial field of activity. In this edition the reports covers the fishing, aquaculture and global supply chain divisions, leaving aside, for the time being, the companies and work centres of the Group's Commercial Division (USA, Brazil, South Africa, France, Greece, Italy, Spain and Portugal) and the industrial centres in France and Ireland.

In terms of geography, the countries analysed are Argentina, Mozambique, Namibia, Ecuador, Guatemala, Nicaragua, Spain, and Peru.

Of the Group's activities recorded in those countries we have separated primary or sourcing activities (fishing and aquaculture) in countries in Africa and Latin America, and secondary or industrial activities with a greater presence in Spain.

In 2019, these 8 companies and 14 work centres employ 9,680 people representing 96% of the overall Group's headcount.



Geographical scope of the 2019 Responsible Action Program (RAP).
 (Information on the global presence and activities of the Nueva Pescanova Group is available on:
<http://www.nuevapescanova.com/en/company/nueva-pescanova-in-the-world/>)

1.3. Time Scope

This RAP report refers to 2019 data as well as the aggregated data since the beginning of the identified actions, compiled in late 2019 and early 2020.

1.4. Methodology

The starting point for deploying the RAP and data gathering, actions identification and allocation to projects, to specific and general plans, was the document *Responsible Action Programme of the Nueva Pescanova Group*. This document sets how the RAP components, scope, commitments, control, and monitoring is established in its tool *RAP Scorecard*. The reporting tool allows data input for each action and its classification, and at the same time establishes quantitative indicators that are aimed at measuring the impact of each of the inventoried actions, and whose results are shown in Chapter 3 of this report.

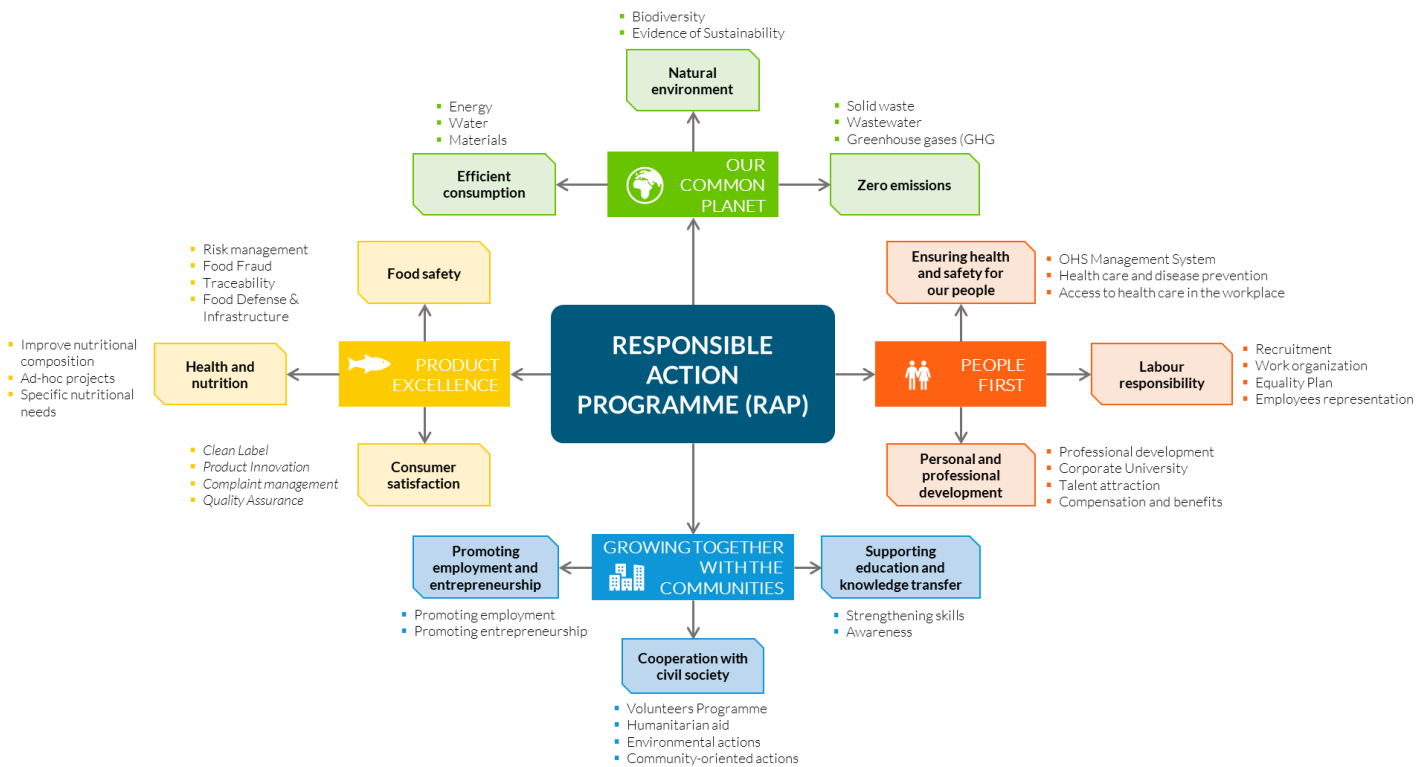
The four general plans under which the actions are classified are: 'A COMMON PLANT' linked to the CSR pillar **PLANET**, 'PEOPLE FIRST' linked to the **PEOPLE** pillar, 'PRODUCT EXCELLENCE' linked to the **PRODUCT** pillar and 'GROWING TOGETHER WITH THE COMMUNITIES' linked to the **COMMUNITIES** pillar. From each of these four general plans there are three specific plans, which makes a total of 12 plans.

The task of identifying actions and their assignment to projects and plans was carried out by the CSR ambassadors in the various countries in collaboration with the relevant teams in their companies or centres and the Global CSR Office team.

Every action has a description and an objective, and to each one these, indicators are assigned to measure their impact on the social, environmental, or economic dimensions. Finally, each action is linked to one or more Sustainable Development Goals (SDGs) of the UN 2030 Agenda.

1.5. Structure

The RAP is structured in four general plans, 12 specific plans and 38 themes, as shown below:



The structure of the Responsible Action Plan (RAP) identifying the four general plans, the 12 specific plans and the 38 themes.

2. Number of actions

The 2019 edition of the RAP has identified 668 actions in the 8 countries analysed. All identified actions are linked to projects, and to specific and general plans.

2.1. By type of activity

The Nueva Pescanova Group puts together a vertical value chain in the seafood sector. Our activities range from fishing and aquaculture to the commercialization of finished products.

The current edition of the RAP, although cross-divisional, shows the Group's responsible actions documented for capture fisheries, aquaculture, and industrial activities.

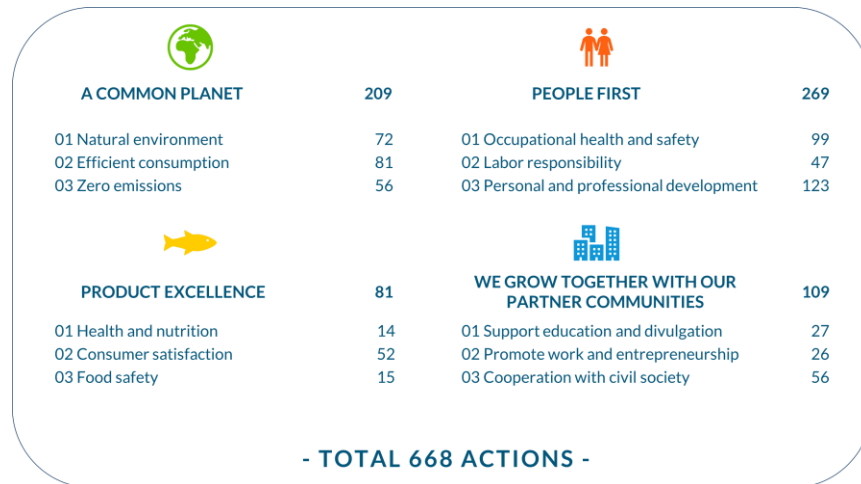
By type of activity, this 2019 edition includes 181 actions in the capture fisheries division, 236 in aquaculture, 211 in the Processing Division (Global Supply Chain) and 40 in the Corporate Division.



Number of actions by activity showing the Group's cross-divisional responsible actions.

2.2. By general and specific plan

Based on the RAP's structure, the 668 actions identified are allocated to general plans, which branch out into specific plans as follows:



Number of actions allocated to each of the general and specific plans as defined in the RAP.

2.3. By country

Within the geographical scope of the 8 countries analysed, the number of actions identified in each of the 14 work centres is shown below:

<i>Number of actions by country and type of activity</i>		
<i>Company name / Country or IC</i>	<i>Activity</i>	<i>No. actions</i>
ARGENNOVA – Argentina	Fishing	47
NOVANAM – Namibia	Fishing	68
PESCAMAR – Mozambique	Fishing	66
PROMARISCO – Ecuador	Aquaculture	59
NOVAGUATEMALA – Guatemala	Aquaculture	69
CAMANICA – Nicaragua	Aquaculture	73
PESCANOVA ESPAÑA – INSUIÑA	Aquaculture	35
PESCANOVA ESPAÑA – IC Chapela	Processing	41
PESCANOVA ESPAÑA – IC Porriño	Processing	48
PESCANOVA ESPAÑA – IC Arteixo	Processing	37
PESCANOVA ESPAÑA – IC Catarroja	Processing	18
PESCANOVA ESPAÑA – IC Paterna	Processing	26
NOVAPERU – Peru	Processing	41
NUEVA PESCANOVA – Group	Corporate	40
TOTAL	-	668

The RAP documents a significant number of actions that allow us to show the role of the Group companies in the sustainable development of their activity, and to represent it in the contribution to SDGs. This information, apart from being shown in Chapter 4 of this report, is fully explained in the “II Report on the Contribution to Sustainable Development of the Nueva Pescanova Group”.

2.4. Partnerships

As part of our responsible actions, we promote the collaboration with other entities, both public and private, with which we share our principles, values, or purposes. With these entities we establish synergies for the implementation of initiatives on a responsible basis, thus mobilizing joint resources for the development of activities in the communities where we operate.



Number of actions undertaken on our own and cooperating with different organisms and institutions, both public and private

Almost 27% of the reported actions (i.e. 182), have been implemented in cooperation with other entities in the four general plans, which are particularly relevant to our relationship with the communities and different educational institutions, or other non-profit organizations, with whom we collaborate.

Among these educational institutions we can point out the Escola de Pesca de Matola (Mozambique), the Instituto Politécnico Marítimo Pesqueiro do Atlântico (IPMPA), or the CEPAC School that we sponsor in the Champerico municipality in Guatemala. As a food company we have also entered into agreements with the Fundación Provincial del Banco de Alimentos in Vigo or the Banco de Alimentos de Madrid (food banks).

3. Impact of the actions and results

The RAP is centred in the characterization of the reported actions and on the quantification of their impact on the relevant subject and scope, through the incorporation of 'quantitative impact indicators'. On average, each of the 668 documented actions presents two indicators of environmental, social, or economic impact measurement, together with their verification source(s) to facilitate their traceability.

The reporting of the actions' results follows the structure of the RAP (cf. point 1.5 above), considering the sequence of general and specific plans, and coherent groupings of actions according to the themes and scopes defined.

3.1. 'A COMMON PLANET'

The Nueva Pescanova Group is committed to work to achieve a sustainable management of resources, respect for natural ecosystems and the environment, in order to ensure their quality and availability in sufficient quantity for the present and future generations, thus ensuring the continuity and the operational success of our Group.

This respect for the planet is manifested in a cross-divisional manner in the Group's four fields of activity: capture fisheries, aquaculture, processing, and commercialization of seafood products.

a) Respect for natural environment

i) Evidence of sustainable production

Our 'Pescanova Blue' Sustainability Programme defines the objective of 100% sustainable sourcing for the species we fish, farm, or procure from third parties. Hence, we need to produce the evidence of sustainable origin and responsible processing, as per requirements and criteria defined in the that programme and in the [Corporate Sustainability Policy of the Nueva Pescanova Group](#).

For that, we have found the following sustainability evidence in our capture fisheries activity:

- Cape Hake (*Merluccius capensis* and *Merluccius paradoxus*) fishing in Namibia complies with the Group's Private Standard for Sustainable Fisheries, which complies with FAO's Code of Conduct for Responsible Fisheries principles. Its compliance is verified on an annual basis by Bureau Veritas since 2013, and last verification held in November 2019.
- We take part in Fishery Improvement Projects (FIP) to improve the status and management of species like Argentine red shrimp (*Pleoticus muelleri*) in Argentina and mahi-mahi (*Coryphaena hippurus*) in Peru.
- We help promoting new FIPs and develop the required contacts and dialogue for the promotion of FIPs for species and fishing grounds that are relevant for our capture fisheries and processing activities.
- We cooperate with the *Global Sustainable Seafood Initiative (GSSI)* and the *Sustainable Fisheries Partnership (SFP)* in the consolidation of sustainable sourcing and adopting sustainable sourcing criteria as per the benchmark performed by the former.

Regarding the aquaculture activity:

- Our aquaculture farms in Latin America have gained the certification of compliance with the following sustainability standards (benchmarked by GSSI):
 - PROMARISCO (Ecuador) certified by GLOBALG.A.P. and ASC.
 - CAMANICA (Nicaragua) certified by GLOBALG.A.P.
 - NOVAGUATEMALA (Guatemala) certified by BAP.
- Turbot farming by INSUIÑA (Galicia) is certified by GLOBALG.A.P.
- Turbot's feed is also certified by GLOBALG.A.P. as sustainably sourced.

In the processing activity:

- PROMARISCO's processing facilities in Durán, Ecuador, is certified by GLOBALG.A.P., is ASC/MSC Chain of Custody certified, and is certified by the European BIO standard for organic production.
- NOVAGUATEMALA's processing facilities in Champerico, Guatemala, is certified by BAP, ASC/MSC Chain of Custody and the European BIO certificate for organic production.
- CAMANICA's processing facilities in Chinandega, Nicaragua, is certified by GLOBALG.A.P. and BAP.
- NOVANAM's processing plant in Namibia has been awarded the MSC Chain of Custody certificate.
- The Industrial Centres of PESCANOVA ESPAÑA in Arteixo holds the ASC/MSC Chain of Custody certification.

Also, regarding environmental management:

- The Galician INSUIÑA's farming facilities in Mougás and Xove, are EMAS (Eco-Management and Audit Scheme) certified.
- NOVANAM's processing plant in Namibia is certified by ISO14001.
- The PESCANOVA ESPAÑA Industrial Centres in Arteixo, Chapela, Paterna and Porriño are ISO14001 certified.
- The PESCANOVA ESPAÑA Industrial Centre in Catarroja is in the pre-certification phase for ISO14001 certification (expected to be certified in 2020).
- NOVAPERU's processing plant is in the pre-certification phase for ISO14001 certification (expected to be certified in 2020).

ii) We work to protect biodiversity

Within the framework of our responsible action in the natural environment, we take care of marine ecosystems and coastal wetlands through responsible actions, promoting conservation and reforestation programmes that mitigate and compensate the potential environmental impacts of our activities and preserve the services offered by those ecosystems (natural capital).

Through a significant work for the repopulation of potentially impacted species and the minimization of risks on other species that could be affected:

- In 2019 we released 550 iguanas (of the species *Iguana iguana*) thanks to the work of our colleagues in Guatemala and Nicaragua, and more than 1,000 since the beginning of this project in 2017.
 - 200 iguanas released by NOVAGUATEMALA.
 - 350 iguanas released by CAMANICA.
- Also 114 sea turtles (of the species *Lepidochelys olivacea*) have been released in the vicinities of NOVAGUATEMALA farming ponds, and approximately 2,000 since the beginning of this project back in 2009.
- Linked to the iguana and sea-turtles conservation programmes, we took part in other initiatives such as informative talks on species and their conservation with the Ministry of Environment in Guatemala, or involving the children of the CEPAC School in educational events back-to-back with the animals release campaigns.
- All the vessels in our fleets of NOVANAM and ARGENOVA use *tori lines* (bird scaring lines) to reduce the accidental catch of seabirds while fishing, we permanently have more than 100 sets of *tori lines* on board of these fleets (four sets per vessel).

Regarding the reforestation and recovery of planted areas, we have worked on the following initiatives:

- In 2011 we started the project of mangrove reforestation in the salt marshes/wetlands close to PROMARISCO farms. Thanks to this initiative, added to the natural reforestation of some parcels, we have achieved the reforestation of an area of 90 hectares.
- Also, since 2015, we have reforested 6 hectares in cooperation with the Instituto Nacional Forestal in Nicaragua, using up to 20 different species (5 ornamental plants, 11 forestry species, 2 species grown for biomass and 2 fruit trees species)
- We have replanted 800 mahogany and cedar trees in Guatemala in different reforestation projects, supported by the Plan Nacional de Desarrollo K'atun and with the participation of the students of the CEPAC school.
- In Namibia we have been planting palm trees, approximately 300 trees in areas close to our processing plants.

In 2019, the workers of the different Group companies, logistically assisted by the respective company, have participated in 6 campaigns devoted to cleaning natural or urban areas (such as the vicinity of schools or nurseries) in Spain, Ecuador, Guatemala, Namibia and Nicaragua.

- More than 7 tons of garbage were collected in these initiatives.
- More than 1,400 people, Group employees, their families, and friends, as well as other local volunteers from the were involved in these campaigns.

b) Efficient consumption

The Group was involved in a multitude of projects in 2019 aiming at complying with our commitment for efficient consumption and responsible management of energy, water and raw materials used in our production processes.

i) Energy

We work to improve the efficiency of all our activities and processes; we are changing our power consumption towards the use of less polluting energies:

- Since 2018 and throughout 2019, we have been gradually replacing the lighting systems to LED-based technology in the 8 countries of the scope, in processing plants, fishing vessels and shipyard, farms and offices.
- The new fishing vessels of the Nueva Pescanova fleet consume up to 15% less fuel and incorporate new technologies to improve the fishing operations and vessel's manoeuvrability, and protection of the seabed and biodiversity.
 - The launching of the M/V 'Lalandii 1' took place on March 9, 2019. This vessel joined NOVANAM's fleet in Namibia in November 2019.
 - The launching of the M/V 'Ponta Matirre' was on July 5, 2019. This vessel joined PESCAMAR's fleet in Mozambique in the 2020 season.
- All the companies in the Fishing Division work in the continuous improvement of fishing gear design and materials to reduce their weight, while keeping the necessary resistance, with the corresponding savings in fuel consumption and emission reduction that it entails. With these changes we have managed to achieve a 45% reduction in the weight of the trawl nets.
- Trawl doors have also been redesigned to improve the hydrodynamics of the dragged gear, and the fishing drums system to ease gear handling and improve the overall fishing operation efficiency.
- The improvement in fishing and operational efficiency due to the changes introduced in the fishing gear and in the vessels in the Namibian fleet, is estimated to be responsible for the reduction of 33% in the annual fuel consumption in the last 7 years (representing about 3,640 m³ in the period 2012-2019) and the corresponding saving of annual GHG emissions of 10.4 tCO_{2e}. The same estimate in the last 3 years (period 2016-2019) points to a 20% improvement in annual fuel consumption (about 2,150 m³) and a saving of 6.2 tCO_{2e} emitted into the atmosphere.

ii) Water

- All the vessels in our fleet have desalination equipment on board to provide freshwater to the processing deck, the galley, and bathrooms/toilets, thus significantly reducing the use of bottled water.
- At NOVANAM's processing plants in Lüderitz and Walvis Bay different projects have been implemented in the last years, to improve the efficiency of water usage, entailing water use savings of 131 m³ annually.
 - Use of seawater for cleaning operations in the processing plant.
 - Desalination of sea water for fish processing.
 - Installation of new closed-circuit machinery for fish processing.
- At the facilities of PESCAMAR (Mozambique) and CAMANICA (Nicaragua), we also use rainwater captured in a rooftop system and water tanks.

- We have also implemented projects to improve water usage at our aquaculture facilities, for example:
 - PROMARISCO has installed semi-automatic systems for the control of the maximum level of water storage in tanks and different meters by areas to know the points of greatest consumption and study efficiency improvements.
 - In INSUIÑA aquaculture facilities in Galicia in Xove and Mougás we have worked in the last years to achieve a 20% reduction in annual water use.
- At processing plants:
 - We periodically check the water use equipment (hoses, taps and tanks) to detect (and if necessary, repair) any leak at the processing plants in CAMANICA, NOVAGUATEMALA and NOVAPERÚ.
 - o In 2019 new pressure guns have been purchased for the efficient use of water at the CAMANICA processing plant.
 - o We use seawater for cleaning floors and toilets at our NOVAPERÚ processing plant.
 - To reduce water use in washing tasks we train all operators at PESCANOVA ESPAÑA centres on responsible habits for efficient water use.

iii) Raw material and other materials

- At the PESCANOVA ESPAÑA Industrial Centre in Porriño:
 - We improved the bread coating lines allowing the recovery of up to 128 kg of bread and flour per working day.
 - the changes implemented after analysing the product losses at the head and end of the processing line have reduced up to 5% of raw material losses.
- At the PESCANOVA ESPAÑA Industrial Centre in Chapela:
 - We have invested in a new bagging machine for PESCANOVA chilled surimi sticks reducing up to 8 tons of plastic and 265 tons of organic by-products per year.
 - The changes in the design of PESCANOVA Anguriñas packaging achieved a reduction in plastic material of 60 tons.
- At the PESCANOVA ESPAÑA Industrial Centre in Paterna, we have changed the type of material used in packaging, by gradually replacing (up to now 60% overall) the plastic films used by a 68% recycled-material film, thus representing a reduction of up to 70 tons of virgin plastic.
- NOVAPERÚ has reduced the consumption of almost 10 tons of paper through a project to optimize paper use in a virtual recording system (AVALAR) and different awareness raising actions to avoid unnecessary use of paper.
- At the PESCANOVA ESPAÑA fish shops in Chapela and Vigo, plastic bags are no longer used and have been replaced by recyclable paper since November 2019, representing a reduction of 148 kg of plastic material.
- At the Group's headquarters in Chapela, single-use plastic items have been removed:
 - By delivering more than 250 refillable drinking bottles and water dispensers and removing plastic glasses from the building.

- We also have removed sugar and plastic stirring sticks from the coffee vending machines, saving 6,500 plastic stirring sticks and 50 kg of sugar per year.

c) Zero emissions

To guarantee our commitment in reducing emissions and responsible waste management, the Nueva Pescanova Group has implemented several measures of circular economy as well as reduction of emissions – either solid, liquid, or gaseous – from source:

i) Solid waste and by-products

- We promote the circular economy of materials through agreements with other companies to produce fishmeal for animal feed from our organic by-products:
 - Almost 6 tons of fish heads, skins, and bones from our two processing plants in Lüderitz and Walvis Bay, Namibia, processed in partnership with EXIGRADE.
 - 2,000 tons of shrimp heads and exoskeletons at our facilities in Ecuador.
 - Up to 540 tons of organic by-products from shrimp processing in cooperation with local initiatives in Nicaragua.
 - 26 tons from our production in Guatemala in cooperation with the feed mill CONRESA.
- At the Group's headquarters in Chapela, we have replaced individual waste/paper bins in January 2019 by waste sorting coloured containers and information panels on how to stop waste generating (some 6 tons), improve waste sorting, and ensure plastic and paper/cardboard get to the recycling channel.

ii) Discharges

- Our fleet is fit with bilge water tanks, thus preventing the discharge of highly contaminated water to the ocean.
- Our vessels have sewage treatment plants, that return clean water to the ocean after separation, and the pollutant fraction is brought ashore in tanks for proper disposal.
- At the PESCANOVA ESPAÑA Industrial Centre in Paterna, the effluents are separated by conductivity, and we are evaluating the installation of an advanced (innovative and clean) brine-removal equipment for cod-desalting effluents.
- At the PESCANOVA ESPAÑA Industrial Centre in Porriño we are developing new processes and actions with the cleaning team to minimize water discharges for 2020.

iii) Greenhouse gas emissions

- CAMANICA has installed photovoltaic panels to power IT equipment and other basic needs and give some autonomy to the farms.
- 38% of the power used at PROMARISCO is supplied by a 'green-energy' external supplier (*Ecoelectric*). We plan to increase such demand to reduce the CO₂ intensity of our operation.
- The processing plant of NOVAPERU is committed to procure most of its inputs locally (80-90% within a radius of 450 km), thus reducing the emissions generated in freight transport.

3.2. 'PEOPLE FIRST'

At the Nueva Pescanova Group we reiterate our commitment to our people through legal and decent work, diversity and equal opportunities, occupational health and safety, personal and professional growth, and promotion of the pride of belonging as a basis for the success and trust in the relationships with suppliers, customers, consumers, and communities.

a) Labour responsibility

At the Nueva Pescanova Group we are committed to making sure that all offered employment is legal, safe, decent, and fair, and that our employees enjoy the right of association, syndication, collective bargaining, and strike. We actively respect, promote, and protect diversity, equal opportunities for men and women, and an adequate reconciliation of work and family life.

i) Contracting and compliance

- 100% of the 10,097 employees in the Group have their own legal employment contract, which is further in line with employment and recruitment laws.
 - Of these 10,097 contracts, more than 70% (7,103) are full-time.
- All our employees are covered by a labour framework in accordance with the relevant and applicable labour legislation. Our staff in Argentina (83%), Spain (99%), Namibia (100%), Mozambique (100%) are also covered by a sectoral or company's collective bargaining agreement.
- For those countries with no sectoral or company's collective bargaining agreement, the maximum working time, shifts, limits to overtime, minimum daily and weekly rests, or days off, as established in the relevant labour calendars are determined by local labour regulations.
- As part of our [Corporate Governance and Compliance Regulatory System](#), we have several ruling documents recognizing the principles of action and code of conduct regarding compliance with human and labour rights, internationally acknowledged, particularly regarding halting any form of discrimination in employment or any form of forced or compulsory labour, as well as the effective abolition of child labour.
- We guarantee the freedom of association and the right to collective bargaining for all staff of the Group's companies, ensuring freedom to organize and freely join unions if so desired and establishing the relevant communication and bargaining relations with the workers' representatives in accordance with national and international laws.
- The different Group companies and their respective work agreements or frameworks include measures to facilitate work and family balance, through initiatives such as:
 - ARGENOVA has implemented a shorter working day on Fridays for the 3 summer months.
 - CAMANICA is working to standardize the entire ordinary and extraordinary working day in production from Monday to Friday through an improved planning.
- NUEVA PESCANOVA (parent company) has flexible options in its working day, offering the possibility to enter or leave up to an hour earlier or later depending on personal needs, as

well as the possibility of reducing the lunch break (from 45 to 30 minutes) in order to end the working day earlier.

- The Nueva Pescanova Group Chief Compliance Officer has given 48 hours training (in 2-hour sessions) to 351 professionals of the Group in respect of human rights issues.
 - Also, another 211 employees of the Group, users of the Campus Nueva Pescanova (the Group's e-Learning platform) have taken and passed a course on "Our Code of Ethics and other rules in our Internal Regulations System" about "human and labour rights" as followed by the Group.
- In December 2019, the [Anticorruption Code of the Nueva Pescanova Group](#) was approved, and all employees were informed of their rights and responsibilities as Group workers.
- Awareness-raising talks are held on [Our Code of Ethics](#) for our employees: all new hires must sign our ethical decalogue, which contains 7 principles of conduct on human and labour rights - and its compliance is regularly reminded through emails, talks or other awareness-raising initiatives promoted by the Compliance Unit.
- We work to improve accommodation of our employees in the different activities and centres where they perform their work:
 - The new fishing vessels in NOVANAM's fleet (M/V 'Lalandii 1') and PESCAMAR's (M/V 'Ponta Matirre') have incorporated substantial improvements in terms of crew accommodation and living conditions: better equipment, wider spaces, air conditioning or rest areas, among others.
 - Up to 213 workers are currently housed in 63 houses owned by NOVANAM in Lüderitz, in an initiative launched in 2008.
 - ARGENOVA provides housing to employees hired outside of the city of Puerto Deseado, which is included in the employment contract. Five employees live in company-owned housing in the ARGENOVA neighbourhood.
 - We have improved substantially the accommodation conditions in the CAMANICA farms' camp facilities, by installing 7 dorms, 7 toilets and 372 separating curtains to improve users' privacy.
 - The employees of NUEVA PESCANOVA and PESCANOVA SPAIN at the Industrial Centre of Chapela have benefited from a canteen improvement and a new food service with better facilities and food quality, serving 343 meals daily.

ii) Equality and diversity plan

- In the Centres in Spain covered by the company's Collective Agreements, there is an Equal Opportunities Committee with the aim of identifying, designing, and developing the Equal Opportunities Plans for the Nueva Pescanova Group companies in Spain.

This Equal Opportunities Committee is currently drafting the [Equal Opportunities Plans](#) which will identify the initial status, a program with specific measures necessary to address the identified gaps, and a monitoring and evaluation procedure that will include the necessary indicators to assess the level of compliance with the actions of the Equal Opportunities Plans.

- We list below the initiatives on equality and diversity promotion that have been implemented in the rest of the Group companies:
 - PROMARISCO, as part of its equal opportunities plan, has hired 8 women for responsibility positions and has promoted other 7 women to higher positions.
 - NOVANAM has started to encourage the hiring of women for positions on board our vessels, and for responsibility and management duties in the 2 factories, with 9 women occupying these positions by the end of 2019.
 - In CAMANICA there are 20 women in the middle management level and 3 as senior managers.
 - In ARGENOVA we have held, together with 66 employees, a series of workshops against gender-based violence in collaboration with the Department of Gender Violence of the Municipality of Puerto Deseado.
 - We work on the integration of people with disabilities, offering them opportunities in our work centres and carrying out different tasks of raising awareness on this subject. The number of employees with disabilities in the Nueva Pescanova Group is 125, as of December 31, 2019. The following plans are worth of mention:
 - o PROMARISCO, together with the Ministry of Labour of Ecuador, carries out different awareness-raising tasks, and has also hired 61 people with disabilities (listing other 7 as substitutes).
 - o CAMANICA has hired 31 people with disabilities who are working with different teams.

b) Occupational health and safety

The companies of the Nueva Pescanova Group assume the principles of ensuring occupational health and safety, and workers' well-being, by promoting a healthy and safe working environment to all through an effective system of prevention of occupational hazards and campaigns to improve health and working climate.

i) Prevention of occupational hazards system

In the Nueva Pescanova Group, we have established the best practices in occupational health and safety that are continuously updated and go beyond global standards, and relevant labour laws in the countries where we are present. This commitment is promoted by encouraging behaviours that are respectful of health and safety, with a special emphasis on training and preparation of our employees so that they are aware of the work hazards and their potential impact on the safety of people, processes, and facilities.

There are two global policies of mandatory compliance for all the Group's companies: the [Corporate Policy on Safety and Health at Work](#) and the [Corporate Policy on the Prevention of Occupational Hazards](#), the latter being subject to audits by Bureau Veritas, who verifies its compliance in Spain.

The table below shows the data regarding the number and rate of work-related accidents in the Group:

	<i>Female</i>	<i>Male</i>	<i>Total</i>
Number of accidents	81	203	284
Incidence rate	22.28	30.21	27.43
Frequency rate	10.33	13.40	12.35
Severity rate	0.14	0.20	0.18

ii) *Improving health and preventing diseases*

- Vaccination programs:
 - As a prevention measure against seasonal diseases such as influenza, we offer free vaccination through the medical service of the company to all employees in the work centres of PESCANOVA ESPAÑA; more than 100 workers were vaccinated.
 - At the CAMANICA centres, in collaboration with the Nicaraguan Ministry of Health, we put in place a 3-day vaccination campaign, with special focus on risk groups. A total of 285 workers were vaccinated.
 - NOVAGUATEMALA carried out, in collaboration with the Ministry of Health of Guatemala, the vaccination of 120 workers against Hepatitis B.
- Other initiatives for prevention of diseases:
 - CAMANICA has carried out, in collaboration with the Ministry of Health of Nicaragua, up to 22 training actions in health promotion, prevention of chronic or sexually transmitted disease, and early detection of diseases; the number of participants was 1,182 employees.
 - The employees in CAMANICA may participate in the ophthalmological campaign for an eye check-up, and opt for funding from the company covering 80% of the cost of prescription glasses/contact-lenses; in 2019, the company provided this funding for the acquisition of 61 prescription spectacles.
 - We hold an annual training session for workers' representatives at our PESCAMAR facilities in Mozambique to inform and raise awareness on HIV/AIDS.
 - At NOVANAM we celebrate the 'World HIV/AIDS Day' and 'World Tuberculosis Day'. All employees participate in the national immunization campaign promoted by the Namibian Ministry of Health and Social Services.
 - At the PESCANOVA ESPAÑA's Industrial Centre in Porriño we carried out a campaign for breast cancer detection for all female workers.
 - At the PESCANOVA ESPAÑA's Industrial Centre in Arteixo information was provided to workers on various health programs (breast cancer detection, care for your back, etc.).
- Healthy life campaigns and promotion of sports habits:
 - We sponsor a football team and a volleyball team from the employees of our company in Mozambique, relying on sports to improve health and healthy lifestyle habits.

- An initiative, together with the Ministry of Labour of Ecuador, reached up to 650 PROMARISCO employees to inform and raise awareness of the effects of abusing harmful substances such as tobacco or alcohol, especially during working time.
 - o This campaign was divided into three phases: awareness raising campaign, detection and control, and a final stage for check-up, intervention, and monitoring.
- Up to 160 people belonging to our INSUIÑA aquaculture facilities in Galicia, can benefit from reduced rates in their local gyms thanks to different arrangements entered with the company to promote health as well as physical and mental well-being.
- NOVAPERU has promoted a healthy diet programme, after detecting an overweight problem among its staff; more than 100 employees were trained in the promotion of a healthier lifestyle.
- In 2019 we continued the *Fifty-Fifty* programme at the PESCANOVA ESPAÑA work centres in Galicia, launched in 2018 to promote healthy lifestyle habits; more than 30 people took part in this programme.
- Work has been done on offering healthier food items in the vending machines at the Group's headquarters in Chapela, together with the supplier (*Delikia*) and the Group's nutrition manager.
- To improve the oral health and hygiene we carried out a campaign at the work centres in Galicia (Arteixo, Chapela, and Porriño), offering a free voluntary dental check-up available to all employees.
- All the workers of the Group in Spain are offered, since their incorporation, the possibility of having a personal health discount card with which they are entitled to significant discounts in all *Gaias* clinics with which an agreement has been entered.

iii) Medical examination and assistance

- ARGENOVA has a medical examination programme for all risk-prone employees, having checked up to 176 employees with potential problems to verify their health condition,
 - Also, whenever an employee, reports an absence due to sickness, he or she is summoned to medical check-up.
- All new employees in NOVANAM undertake medical examinations, which is further required for food products-handling positions. Additionally, we organize several health awareness campaigns (such as hands hygiene) while displaying communication and awareness graphic material.
 - Also, the M/V 'Lalandii 1' has a fully equipped on-board hospital and infirmary-cabin to attend health-related emergencies for the crew.
- CAMANICA follows up the progress of all pregnant workers, conducting training talks and guaranteeing the necessary care in the facilities for their attention: in 2019 we had 31 pregnant women.

- NOVAGUATEMALA has carried out medical campaigns where 450 check-ups for glucose and blood pressure have been carried out, and staff has subsequently been trained on the importance of a healthy diet.
- NOVAPERU has carried out 105 medical examinations to their employees and set improvement guidelines for those who need/require them.
- PESCANOVA ESPAÑA performs medical examinations for all employees, either prior to joining the Group or on an annual basis. In 2019 the number of free medical examinations has ascended to 904.

c) Personal and professional development

We are committed to promote the professional growth of all workers with policies oriented to personal and professional development through continuous training, valuation, and compensation programmes; we have also created and maintain a corporate identity and culture and foster the pride of belonging to the Nueva Pescanova Group.

The corporate documents on which the Group's training actions pivot around are the [Corporate Policy on Talent Management](#) and its [Standard Procedure](#). In the latter, there are 4 different aspects: a) training and learning, b) internal promotion, c) performance assessment, and d) succession.

i) Professional development

- Every year, the Corporate Office for Talent Development and Talent Management prepares an Annual Training Plan to focus and promote the professional development of all our employees.

In 2019, this Plan has resulted in more than 65,000 training hours for the Group's employees as follows:

- ARGENOVA, in Argentina, 40 training actions over a total of 1,141.5 hours.
- PESCAMAR, in Mozambique, 12 training actions involving 935 employees.
- NOVANAM, in Namibia, different training actions have been carried out involving 2,200 employees.
- PROMARISCO, in Ecuador, 381 training actions, that reached more than 1,000 employees and taking place in more than 20,000 hours.
- CAMANICA, in Nicaragua, 112 training actions over 10,407 hours.
- NOVAGUATEMALA in Guatemala, 52 training actions over 2,132 hours.
- INSUIÑA in Galicia, 66 training actions over a total of 1,177 hours.
- NOVAPERU, in Peru, 84 training actions over 2,658 hours.
- The Industrial Centres of PESCANOVA ESPAÑA, 311 training actions and more than 6,900 hours, distributed as follows:
 - o The Industrial Centre in Chapela, 247 training actions and 3,010 hours.
 - It is worth mentioning a special training program in Chapela for 6 employees, who, over 3 months (2 weeks of theoretical training and the rest of practical training), received direct training from those in charge in the different departments of that centre.

- The Industrial Centre in Porriño, 29 training actions over 2,100 hours.
 - The Industrial Centre in Arteixo, 20 training actions over 620 hours.
 - The Industrial Centre in Catarroja, 10 training actions over 961 hours
 - The Industrial Centre in Paterna, 5 training actions over 214 hours.
- Our corporate program ABACO (implemented through the SAP tool *Success Factors*), is based on the building of a global Talent Management model for the Nueva Pescanova Group. It standardizes a process for personal development that has 3 phases in the year: goal setting between manager and collaborator, mid-year review of objectives and performance assessment, and annual objectives and performance assessment.
 - In the 8 countries included in the scope of the RAP, as of December 31, 2019, the ABACO programme incorporates 856 employees:
 - 85 from ARGENOVA in Argentina.
 - 67 from NOVANAM in Namibia.
 - 17 from PESCAMAR in Mozambique.
 - 170 from PROMARISCO in Ecuador.
 - 153 from CAMANICA in Nicaragua.
 - 16 from NOVAGUATEMALA in Guatemala.
 - 33 from INSUIÑA in Galicia.
 - 17 from NOVAPERU in Peru.
 - 222 from the Industrial Centres of PESCANOVA ESPAÑA in Spain, distributed as follows:
 - 103 from the Industrial Centre in Chapela.
 - 61 from the Industrial Centre in Porriño.
 - 22 from the Industrial Centre in Arteixo.
 - 21 from the Industrial Centre in Catarroja.
 - 15 from the Industrial Centre in Paterna.
 - 76 from the parent company of the NUEVA PESCANOVA GROUP.
- The Corporate program IMPULSE, a mentoring initiative aimed at promoting internal talent and improve skills and knowledge by which a mentor transmits his/her knowledge to his/her mentees and help them reaching their goals.
 - In the 8 countries included in the scope of the RAP, we have 68 employees, mentors, and mentees, taking part of this programme:
 - 3 participants from NOVANAM in Namibia.
 - 5 participants from INSUIÑA in Galicia.
 - 15 participants from the Industrial Centres of PESCANOVA ESPAÑA in Spain, distributed as follows:
 - 7 from the Industrial Centre in Chapela.
 - 3 from the Industrial Centre in Porriño.
 - 3 from the Industrial Centre in Arteixo.
 - 2 from the Industrial Centre in Catarroja.
 - 40 participants from the parent company of the Nueva Pescanova Group.

ii) *Corporate university and specific training programs*

- NOVANAM is working to empower people, improving their qualifications up to grade 12, their level of literacy, and the average level of academic qualifications of the processing plants employees. We had 62 employees participating in 2019 in this programme, with a 98% approval rate (all except one person have obtained his/her certification by NAMCOL).
- Additionally, two employees were awarded specific scholarships during 2019 to take on advanced university studies in Business Administration at the Business School of the University of Stellenbosch and Marine Sciences at the Heriot Watt University.
- PROMARISCO has an adult education programme in collaboration with the Ministry of Education in Ecuador, having trained 16 workers in 2019 and up to 59 since the launch of the programme.
- We offer English lessons to our NUEVA PESCANOVA employees at headquarters. Currently, we have 3 native English teachers working in shifts and sessions for our employees who request attending these lessons at the beginning of the academic year.
 - Also, in 2019, one employee of PESCANOVA ESPAÑA of the Industrial Centre in Porriño spent some time in Ireland, doing similar professional duties comparable to his own, to improve his level of English.

iii) *Talent attraction, sense of belonging and compensation*

At the corporate level, the Nueva Pescanova Group, represented by the HR team, has taken part in 5 events for talent recruitment and promotion of employment opportunities such as the *Feira Internacional do Emprego Universitario* of the University of Vigo.

- CAMANICA publishes its vacancies with different prestigious Universities, having hired 5 young people - and promoted 4 - in 2019.

To reinforce the sense of belonging of our workers in respect of our companies, we carry out different actions such as gatherings, support to workers, or company gifts to improve relationships or individual conditions:

- The PESCAFLEX programme is a flexible remuneration system that workers can use so that part of their remuneration is offered as a paid service. So far, a total of 98 workers have started using this system.
- ARGENNOVA in Argentina:
 - We organized 6 breakfasts or afternoon meals to celebrate a special day and increase the sense of belonging; 144 workers have taken part in the same.
 - We give away 56 school kits to the children of the workers at primary and nursery levels at the beginning of the school year.
 - We made 39 gifts to female workers on special dates such as Women's or Mother's Day.
 - At Christmas time we donated 155 boxes of Christmas sweets and other typical seasonal foods, totalling more than 450 kg of food.
 - 144 employees were given a pack of shrimps for them to enjoy our products.

- The company gives a daily allowance for every employee in Buenos Aires, and 47 workers take their meals at the canteen in the ARGENOVA neighbourhood in Puerto Deseado.
- NOVANAM in Namibia:
 - NOVANAM's kindergarten in Lüderitz, with 86 children attending day care, to whom we offer 3 meals a day, provides a safe and quiet place to learn and play. Our employees with children registered in the kindergarten, make a monthly contribution of 100 NAD, and the company further subsidizes a total of 600,000 NAD.
 - Two special collective events are held over the year, reinforcing the sense of belonging, team building, and improving relationships.
 - In 2019, 54 veterans from the company have been recognized for their work and dedication to the company over their professional life, adding to 74 others during the previous 3 years.
- PESCAMAR in Mozambique:
 - The company has recognized 15 veterans already retired for their work and dedication to the company throughout their professional life.
 - The company has offered 6 scholarships to children or the workers of the company for them to continue their studies.
 - We still support, financially, 7 workers and their families for the seizure and crew kidnap of the vessel 'Vega V' back in 2011.
- CAMANICA in Nicaragua:
 - We organized 6 events to celebrate special days and increase the sense of belonging, by being together on those days.
 - The company has made 4 condolence messages, for deaths of family members and has given support to 28 employees who have lost a member of their family.
 - 331 basic scholarships have been given to cover primary needs through a schooling loan (for a total amount of more than USD20,000).
- INSUIÑA in Galicia, has an annual open day; 126 people attended in 2019.
- NOVAPERU in Peru, lends money to its workers when duly justified; 30 workers benefited from these loans in 2019.
- The Chapela campus (NUEVA PESCANOVA and the PESCANOVA ESPAÑA Industrial Centre in Chapela) has a subsidized lunch service, for which the company assumes a large part of the cost; an average of 343 meals/day were served.

3.3. 'PRODUCT EXCELLENCE'

The Nueva Pescanova Group is committed to facilitating the access to markets for nutritious, healthy, tasty, and innovative seafood products, prepared responsibly and sustainably. We further optimize the design of our products, their packaging and processes, meeting efficiency criteria, and environmental performance. This work is built around the promotion of fish consumption and the belief that seafood is an essential component of a balanced diet.

a) *Food safety*

All Group companies are firmly committed with our customers, we can guarantee the quality and safety of all our products using the best raw materials, technologies, and processes available.

i) *Food safety hazards (physical and biological)*

- NOVANAM has installed *Marport* sensors in major fishing gear components including the cod-end. This avoids unnecessary damage to the fish caught, signalling the optimum moment to haul the gear and stop trawling. Sensors deliver various information that are relevant to the fishing operation, like vertical opening, depth, water temperature, etc.
- NOVANAM has changed the fish preservation method on board, moving from solid to liquid ice thus obtaining a better and more effective process and homogeneous temperature distribution regardless of the size or shape of the fish. Liquid ice also reduces mechanical pressure on fish, and it is produced on board from sea water.
- Together with the fish product quality improvements brought in by the above, NOVANAM has changed the freezing system from plates to forced air, further improving the conservation of product quality of.
- PESCAMAR vessels in Mozambique have temperature meters in the fish storage chambers for a continuous temperature record so that the captain knows and controls the conservation status of the fish.
- At the processing plant in NOVAGUATEMALA we work to minimize claims of foreign and non-foreign matter, through the implementation of standard procedures and detection processes:
 - In 2019, we received 4 complaints from clients for non-foreign matter and 8 for foreign matter, having recorded and solved other 33 foreign matter and 73 of non-foreign matter problems at the processing facilities.

ii) *Food quality*

- NOVANAM is working to reduce the overweight of finished products, through a multistep process: in 2017, identifying tare weight, defining the overweight by product and fixing Min-Max tare on *Marel* scales. In 2018 and 2019, continued monitoring overweight and extending this project to other product lines.
- PESCAMAR has improved its fish sorting method (and therefore fish quality) by improving the conveyor belts and materials in contact with the product, as well as better conditioning of the sorting areas thanks to new equipment with less deviation.
- NOVAPERU measures monthly all non-compliant product to work on continuous improvement to comply with quality standards and identify the points for improvement to work on.

iii) *Food Defence and Infrastructure*

- To prove our responsible action, we work on certifying all our work centres under the reference IFS Food (*International Featured Standard – Food*), which certifies the quality and food safety of our production. The following processing plants are IFS certified:

- NOVANAM's processing plant.
- PROMARISCO's processing plant.
- CAMANICA's processing plant.
- NOVAGUATEMALA's processing plant.
- INSUIÑA's facilities in Xove.
- The 5 Industrial Centres of PESCANOVA ESPAÑA in Arteixo, Catarroja, Chapela, Paterna, and Porriño.

iv) Traceability and sustainability certificates

- The processing plants of NOVANAM, PROMARISCO, and NOVAGUATEMALA, and the Industrial Centre in Arteixo are certified as compliant with the MSC/ASC chain of custody standard.

b) Health and nutrition

In the Nueva Pescanova Group, we are committed with the nutritional value of our products, which contribute to improving the health and diets of our consumers, while observing specific formulations respecting food allergies and intolerances.

i) Improving nutritional composition

- PROMARISCO has implemented a project for reducing the amount of salt in frozen shrimp, having achieved a ratio of 83 g of salt per ton of product.
- The Industrial Centres of PESCANOVA ESPAÑA in Chapela and Porriño have developed different product lines with up to 30% reduction of salt content.
- The Industrial Centre of PESCANOVA ESPAÑA in Chapela is working on developing low fat products; there are already 2 SKUs in which oil was eliminated and recipes were reformulated to ensure a healthy and good quality product.

ii) Ad-hoc projects

- ARGENOVA is researching an alternative to the use of sulphites as an oxidation inhibitor in line with new market demands towards a product with fewer artificial ingredients while achieving the highest quality.
- NOVANAM has optimized the yield of hake fillets, making fillets from the smallest pieces of hake (GO). For doing so it was necessary to install new machinery, create procedures, and daily monitor the optimization of the new process.
- NOVANAM developed a project to improve the performance in making first quality cuts, reducing losses, and improving the classification process.
 - Phase 1 (2017-2018): Installing monitoring systems, data analysis, testing our solutions, and defining needs and improvement projects.
 - Phase 2 (2018-2020): Implementing the identified projects, installing new machinery, and using liquid ice, among others.
- NOVAPERU acquired a new automatic portioner to improve the performance in the production of mahi-mahi cuts, and two autonomous plate freezers to improve the preservation and quality of products stored.

iii) Specific nutritional needs

- We produce gluten-free products for consumers suffering from coeliac disease or intolerant to certain flours:
 - NOVAGUATEMALA produces gluten-free breaded 'fish lollipops'.
 - The Industrial Centres of PESCANOVA ESPAÑA in Porriño and Chapela are certified as compliant with the ELS/FACE standard, that guarantees gluten-free products. PESCANOVA is the first brand to have achieved the production of gluten-free pre-cooked breaded products.
- The Industrial Centre of PESCANOVA ESPAÑA in Porriño is certified as compliant with the HALAL standard, an indispensable requirement for the processing of food products for Islamic consumers.

c) Consumer satisfaction

We work to offer innovative and healthy seafood products to our consumers, researching, and communicating the importance of the nutritional value of our products in their diet.

i) Clean label

- NOVAGUATEMALA has removed citric acid from the ingredients used in certain products and the processing of organic products, removing artificial ingredients from the source of raw material.
- The Industrial Centre of PESCANOVA ESPAÑA in Chapela processes products without the flavour enhancers E621 monosodium glutamate and E635; currently 30 SKUs (more than 40% of some 75 SKUs) are certified as 'clean label'.
- The Industrial Centre of PESCANOVA ESPAÑA in Chapela also produces 3 SKUs without modified starch.

ii) Development of new products

- NOVAGUATEMALA has developed new chimichurri and butter sauces for its products.
- The Industrial Centre of PESCANOVA ESPAÑA in Porriño has reinvented our traditional hake Peskitos and has now launched the new salmon Peskitos, with new shapes more attractive to kids.

iii) Superior products

- To achieve superior quality through responsible action in all our activities, we certify our work centres and processing plants under the best standards:
 - ARGENOVA:
 - o Its processing plant is HACCP certified.
 - NOVANAM:
 - o The processing plants of Lüderitz and Walvis Bay are IFS; Walvis Bay's is also MSC Chain of Custody certified.
 - PROMARISCO:

- Its processing plant is IFS, GLOBALG.A.P., ASC/MSC Chain of Custody certified.
 - Its farms are GLOBALG.A.P., BAP, ASC ecologic production certified.
 - In 2019 we have further helped 6 small producers (our suppliers) to get their GLOBALG.A.P. certification.
- CAMANICA:
 - Its processing plant is IFS, GLOBALG.A.P., MSC/ASC Chain of Custody certified.
 - Its farms are GLOBALG.A.P., ASC and BIO (ecological production) certified.
- NOVAGUATEMALA:
 - Its processing plant is IFS, ASC, BAP, MSC/ASC Chain of Custody, BIO (ecological production) and SMETA (ethical standard) certified.
 - Its farms are BAP certified.
- INSUIÑA:
 - INSUIÑA's facilities in Xove is IFS, ISO14001, GLOBALG.A.P. and EMAS certified.
 - INSUIÑA's facilities in Mougás is ISO14001, GLOBALG.A.P. and EMAS certified.
- NOVAPERÚ:
 - Its processing plant is HACCP and BRC certified.
- The Industrial Centres of PESCANOVA ESPAÑA in:
 - Arteixo: IFS, ISO14001, ASC/MSC Chain of Custody and ecological production certified.
 - Chapela: IFS, ISO14001, ELS/FACE (gluten-free) and SAE (for eligibility to export to certain countries with special requirements).
 - Porriño: IFS, ISO14001, ELS/FACE (gluten-free), HALAL, ecological production, and SAE (for eligibility to export to certain countries with special requirements).
 - Paterna: IFS and ISO14001 certified.
 - Catarroja: IFS certified and expecting ISO 14001 certified in 2021.
- Also, PROMARISCO and CAMANICA have their own projects pursuing differentiation through improved processing and handling of raw material:
 - We have started the Phoenix Project, aimed at achieved the highest quality and the maximum reduction in packaging material waste by standardizing the packaging used in processing and shipment of all products from Ecuador and Nicaragua to the cooking facilities, whether these are in those countries or in Spain (Arteixo) and France.
 - CAMANICA is working to improve its logistics planning from harvested to processing facilities to improve production yield and optimize resources performance.
 - CAMANICA has also developed a project to harvest live shrimp, in search for a premium quality product that can make a difference in the market.

iv) Innovation incentives

- The Industrial Centres of PESCANOVA ESPAÑA has implemented a system for Ideas for Improvement (IDM in Spanish) in which any worker at the processing plant can suggest a process optimization. Each of these ideas is assessed by a manager and is rewarded with a symbolic gift such as cinema tickets.
 - In 2019, the Industrial Centre in Chapela recorded 132 IDMs, from 52 different workers of which 68 were accepted.
 - In 2019, the Industrial Centre in Porriño recorded 69 IDMs.
 - In 2019, the Industrial Centre in Paterna recorded 10 IDMs.

3.4. 'GROWING TOGETHER WITH THE COMMUNITIES'

Regarding our relationship with the partner communities (understood as a *group of people that relate to each other in accordance with certain organization, legal, and customary rules, and who share the same culture in a certain space or time*, and that relate to the Nueva Pescanova Group companies, we reiterate our commitment to contribute to their social and economic development, focusing on the generation of wealth, employment opportunities, and training/awareness.

a) Supporting education and outreach

Committed to promote educational and informative projects in the neighbouring communities anywhere we operate, stimulating personal growth by strengthening skills and training, especially among the younger population, we lead or collaborate in the following actions:

i) Capacity building

We are committed to strengthen the aquaculture, fishing, and industrial capabilities of the people living in the communities where we operate, promoting knowledge transfer and the generation more complex and added value jobs.

- In the last quarter of 2019, we have launched a public/private cooperation agreement (Public-Private Partnership for Development, APPD in Spanish), with the Spanish Agency for International Cooperation for Development (AECID in Spanish), our Mozambican Group Company (PESCAMAR), the School of Fisheries in Matola (Mozambique), the Maritime and Fisheries Polytechnic Institute of the Atlantic (IPMPA in Spanish), Nueva Pescanova, S.L., to strengthen the maritime-fishing sector in Mozambique.

This two-year project with a budget of 242,000 euros aims at improving the maritime-fishing training of the students of the Matola School of Fisheries, starting with knowledge transfer from IPMPA of Vigo. Under this cooperation agreement, PESCAMAR is expected to incorporate several students from the Matola School of Fisheries as fishermen in its fleet in Mozambique.

- In Nicaragua, in coordination with neighbouring municipalities and the National Institute of Technology (INATEC), we develop projects to raise knowledge and technical capacity of the members of the shrimp cooperatives, organizing 7 training events in 2019.

- Through our foundation, FUNDANOVA, we support the socio-educational development of the community in Champerico, Guatemala, by running the Centro Experimental del Pacífico (CEPAC) school.
 - The school has 638 students in the academic year 2019-2020, that go from primary education to vocational training.
 - Up to 35 students graduated as food specialists, accountants, and teachers in 2019.

ii) Outreach

We raise awareness, both environmental and sustainable development, also partnering with NGOs or other local associations that request our collaboration:

- Through the CEPAC school in Guatemala, we conduct awareness raising workshops to improve the lives of the people in the community. In 2019 we organized:
 - An awareness session on food safety, consumption of nutritious and safe food, attended by 150 people (10 of them students of the CEPAC School).
 - A seminar on Sustainable Development and Linguistic and Cultural Diversity in Guatemala, for another 150 people.
- In Nicaragua, due to our location in the Protected Natural Reserve of the Estero Real Delta and the importance of this natural ecosystem, we organize awareness lectures in environment and natural resources management in 3 schools belonging to the Puerto Morazán communities, given by senior staff of CAMANICA and attended by 200 students.
- Some employees of INSUIÑA in Galicia have provided training for 20 people within the Red Cross Employment Plan.

We also support education and development through direct donations (monetary or materials) to different schools in the neighbour communities:

- Our shrimp farming company in Ecuador, PROMARISCO, contributed as follows in 2019:
 - Donation of 6 technological equipment (computers, printers, projectors, etc.) to the Nueve de Octubre school.
 - Donation of 30 technological equipment (computers, projectors, electronic whiteboards, ceiling fans, etc.) to the Luís Garzón Jiménez school.
 - Collaboration with the association Fe y Alegría to donate (USD1.20) for each gallon of shrimp probiotics we use, totalling a donation of USD1,260.

Our processing plants in Lüderitz and Walvis Bay are visited each year by school children; we have welcomed 7 local schools and 287 students in total during 2019.

Also, the Industrial Centres of PESCANOVA ESPAÑA in Galicia welcome, every year, visits from Galician primary and secondary schools, and universities, totalling approximately 200 students of all levels in 2019:

- 3 visits from primary schools.
- 4 visits from secondary schools.
- 3 visits from universities.

Also, NOVANAM promotes other initiatives for the promotion of fish products and fish consumption among the population, such as:

- Collaboration in the organization of *Food Namibia CONFEX*, the promotion of the northern festival and the *Crayfish Festival*
- Monthly sponsorship with 30 kg of hake fillets for the winners of a golf tournament.
- We also have a local fish shop (*NovaNam Fish Shop*) and a restaurant (*Captain Macarena*) that employ 8 people and sell up to 350 ton of fish per year.

Thanks to the commitment and drive by NOVANAM, the book "*Lüderitz: A Journey Through Time*" was published in 2018. Promoted throughout 2019, it shares the history, the culture, the people, the architecture, and places in Lüderitz, a Namibian city that we have helped developing its economic and social conditions.

b) Promotion of work and entrepreneurship

We are firmly committed to favour employment of quality and local entrepreneurship, with special attention to the inclusion of the most vulnerable groups, including those at risk of social exclusion.

- We transfer our knowledge and skills in netmaking to local netmakers in the countries where we fish:
 - In our Namibian fishing company NOVANAM, there are 10 people working in the netmaking workshop and a new trainee in 2019.
- Through a cooperation agreement between PROMARISCO and the Ministry of Labour in Ecuador we have hired 38 young people (18-26 years old), by taking part in job fairs or other similar events that facilitate job placement for newly graduated youngsters.
- In all the PESCANOVA ESPAÑA and INSUIÑA centres (Arteixo, Catarroja, Chapela, Paterna, Porriño, Mougás, and Xove) at least 80% of their employees live in the municipality or neighbouring locations, this being the usual place of residence before joining the company.
- We train students in their last years or newly graduated through different scholarship or internship programs in collaboration with different Universities or vocational training centres
 - Up to 45 people in the different work centres of PESCANOVA ESPAÑA and NUEVA PESCANOVA, both at the offices and processing plants.
 - 18 people in the work centres of PROMARISCO in Ecuador.
 - 5-year scholarships in CAMANICA for 3 students from the Universidad Cristiana Autónoma of Nicaragua and the International University Antonio de Valdiviezo.

c) Cooperation with civil society

i) Volunteering program

- In October 2019, we launched the Nueva Pescanova Group Volunteer Office, with 41 volunteers currently registered with an interest to actively collaborate on social and environmental initiatives.

- Some activities included in the framework of volunteering activities:
 - On June 2019, up to 50 employees, family members, and friends participated in a cleaning campaign of the Ulló marshes in Pontevedra through the Ecoembes LIBERA Project in association with SEO/Birdlife collecting more than 110 kg of plastic and other waste material.
 - 19 employees from our head office also participated, as volunteers, in the Food Bank campaign in 2019, offering 65 hours of their time.

ii) *Humanitarian aid*

- We also provided relief support: in 2019 in the city of Beira in Mozambique, one of the most affected areas of the Idai cyclone with more than 1,000 casualties and up to 3,000,000 people affected in countries on the south west Indian ocean.
 - The vessels of the company rescued more than 300 people from the sea.
 - We provided logistics support to authorities, especially to the Spanish Agency for International Cooperation for Development (AECID in Spanish), allowing the use of PESCAMAR's facilities as an "embassy" and making available our satellite communication system.
 - Up to 50 employees of PESCAMAR cooperated for a week in the reconstruction and disaster support duties.
 - We collected donations within the Group employees to help those Mozambican colleagues most affected by the cyclone, for acquisition of construction materials locally, and thus be able to reconstruct their houses: up to 262 workers and their families benefited from this donation that has gathered EUR11,100.
- As part of the Food Security plan of the Mozambican Government, PESCAMAR has distributed up to 1,000 tons of fish among supermarkets, retailers, and individuals, and another 350 tons to inland wholesalers, ensuring access to fish protein at accessible process to thousands of people.
- We also donate food to our own employees as well as to the partner communities, counting on the collaboration of different non-profit organizations and foundation like Food Banks.
 - ARGENOVA cooperates with the nutritional development of the children in Puerto Deseado by donating almost 8,000 kg of non-perishable food, dairy products, and vegetables to the municipal kindergarten.
 - NOVAGUATEMALA, at low production periods when there is no work activity, contributes by donating various first necessity goods to our employees, having distributed 800 kg of food products.
 - o Also, at Christmas time we donate chickens so that our employees can prepare typical dishes and other specialties, having donated more than 3.5 tons of chicken.
 - From the Industrial Centre of PESCANOVA ESPAÑA in Chapela more than 1,300 kg of our products were sent to the Food Bank in Vigo, that distributed them among the people in need in Vigo's area.

- The Industrial Centre of PESCANOVA ESPAÑA in Porriño also donates its products to several local institutions that work in the distribution of food to those in need: REMAR Association, AFAN Association, Cáritas de Meira, Friends of Galicia Foundation, and the Association Vida Digna.

iii) Environmental actions

- In 2019, NOVAGUATEMALA has planted up to 200 trees around the municipal schools in Champerico, involving 50 neighbours in these planting actions.
- Also, in Guatemala, we have conducted environmental awareness raising seminars, focused on minimizing the pollution of the natural environment; 800 people took part in these seminars.
- CAMANICA, in cooperation with the Ministry of Education, also conducts environmental awareness talks, which were attended by 120 students.
- The Group's Chief Sustainability Officer is a member of the Sustainability Committee of the CLUSAGA (Cluster of Galician Food Companies) and the Chief CSR Officer is member of the Sustainability Committee of AECOC (association of processors/manufacturers and distributors).

iv) Community services

- ARGENOVA, aware of the importance that football has in that country, acquired, and donated 172 football kits, and the local football team (Club Hispano) has received a donation of almost EUR5,000 to organize sports activities. It also provided EUR570 to help organize different activities for the Village's Day; it has also contributed with 3 bicycles to the Maritime Workers' Union (SOMU) for the celebration of the Children's Day festivity.
- PESCAMAR has restored several buildings (owned by the company, like the historic building of the company) as well as the restoration and maintenance of another 8 buildings in Beira.
- At the facilities of NOVAGUATEMALA we arrange a Christmas Dinner every year for the elderly of the community; the meal is provided by the company as well as some gifts, we also raffle off Christmas baskets, and organize some animation events. In 2019, 60 people participated in this event.
- PROMARISCO supports a series of social foundations and organizations through small economic contributions:
 - Fundación Casa del Hombre Doliente, Fundación Hogar San José, Fundación María Guare; the contribution amounts to USD1,000.
 - Donation of 286 mattresses to neighbours of the shrimp farms.
- The workers of NOVAGUATEMALA in collaboration with students and parents of the CEPAC school in Champerico, have participated in cleaning campaigns around different areas of the town, particularly the urban area, doing a garbage collection and general cleaning-up of some 400 m² thanks to the involvement of 1,000 people.
- CAMANICA cooperates directly with the community to improve the infrastructure of the local school Francisco Montealegre, though the installation of tiled toilets.



- In addition, CAMANICA also cooperates with other social organizations, like foundations for people with disabilities, through cash and materials donations from the workers and the company.
- Some workers of the Industrial Centre of PESCANOVA ESPAÑA in Chapela, and for more than 15 years, sponsor 5 children of the Vicente Ferrer Foundation, by giving away part of their salary to help these kids.
- The workers at the headquarters of the Group in Chapela hold the "solidarity breakfasts" every Friday, in which different foods items prepared by the participants are shared, each person makes a small contribution to take part in these breakfasts:
 - In 2019 we donated EUR320 to the Asociación Integra, who bought educational electronic equipment for their work with children with disabilities.

4. Contribution to the UN Sustainable Development Goals

At the Nueva Pescanova Group, we align our Corporate Social Responsibility (CSR) and Sustainability strategy with the Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations (UN). We are committed to the inclusion of the 17 SDGs into all activities throughout our value chain.

The 2030 Agenda is a cross-divisional road map for all the activities of the Nueva Pescanova Group. Reinforcing this commitment, in 2019 we have joined the **UN Global Compact** through their Spanish Network.

Based on the CSR strategy, presented in the first section of this report, and the absolute conviction of the role that the SDGs can play in the world to achieve an improvement in the quality of life of people and the resilience of our planet, we have also analysed the contribution of the 668 actions identified in the RAP for their contribution to each of the 17 SDGs and their 169 targets.

The chart below shows the number of CSR actions in the 8 countries covered by the RAP, contributing to each of the 17 SDGs.

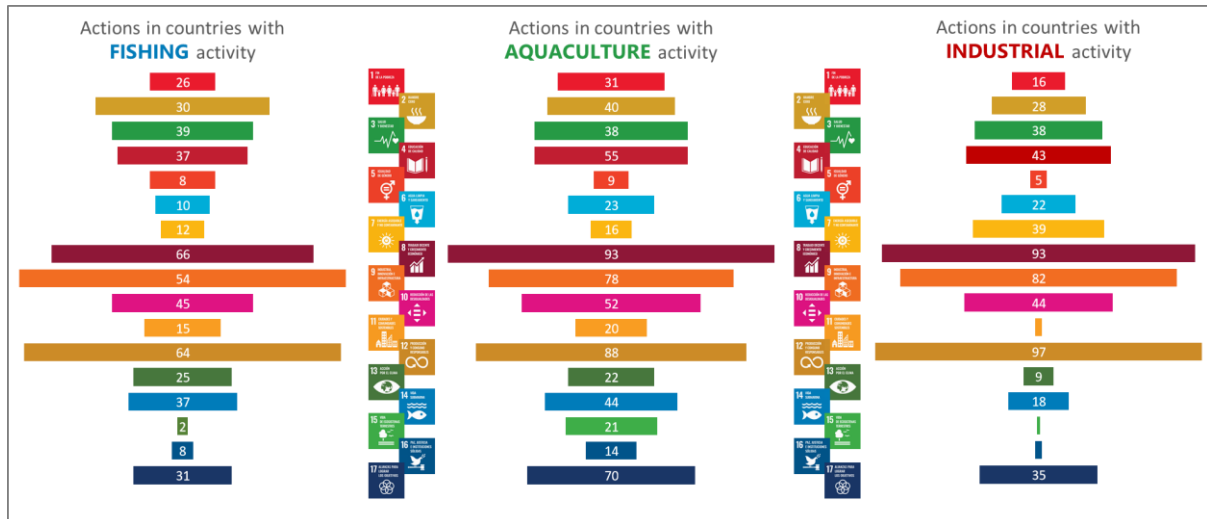


Number of actions contributing to each of the 17 SDGs in the 8 countries and 14 workplaces covered by this report.

The three SDGs to which the Group contributes to a greater extent, in the 8 countries analysed, are **SDG 8 Decent work and economic growth**, with 267 actions, **SDG 12 Responsible production and consumption** with 260 actions, and **SDG 9 Industry innovation and infrastructure** with 215 actions.

Regarding other SDGs, we have some kind of impact on all of them, being **SDG 17 Partnerships for the Goals**, **SDG 10 Reduced inequalities** and **SDG 4 Quality education** with 148, 147 and 146 actions respectively, the other 3 SDGs to which we contributed more as to the number of actions arising from our responsible action.

While certain peculiarities may be noted, the profile of our contribution to the SDGs does not vary significantly for each of the 3 main activities - aquaculture, fisheries, and food processing. Among these, the contribution focuses on the same three SDGs as for the whole Group's actions.



Number of actions and their contribution to each SDG from the 3 main activities of the Group in the 8 countries within the scope of this Report.

The methodology used and all the information concerning our contribution to Sustainable Development Goals is explained in a more comprehensive way in the II Report on Nueva Pescanova Group's Contribution to Sustainable Development, which is available in the sustainability section of our corporate website: <http://www.nuevapescanova.com/en/engagement/corporate-social-responsibility/contribution-to-sustainable-development/>.

We cannot conclude this report without thanking all our CSR ambassadors in the 8 countries and 14 centres that have taken part in this process. Without their participation this work would not have been possible, as they are an operative extension of the Corporate Social Responsibility Department and of the Sustainability Strategy of the Nueva Pescanova Group.

Our ambition is to replicate this tool on a yearly basis, and, in addition to updating the current 14 centres that already represent 96% of the Group's headcount, we want to extend its reach and document the actions in the countries and centres not yet covered by this tool.

5. Annex I: Work centres and companies in the RAP

Activity	Company name	No. employees	Country	Population (*)	Municipality	Population (**)	Active population (***)	% Jobs created
FISHING	ARGENOVA	743	Argentina	44,494,502	Puerto Deseado	14,183	6,551	11
	NOVANAM	1,977	Namibia	2,448,255	Lüderitz	15,137	5,636	35
		382			Walvis Bay	52,058	19,381	2
	PESCAMAR	870	Mozambique	29,495,962	Beira	530,604	229,764	<1
AQUACULTURE	PROMARISCO	1,894	Ecuador	17,084,357	Durán	235,769	115,441	2
	NOVAGUATEMALA	879	Guatemala	17,247,807	Retalhuleu	36,656	14,980	6
	CAMANICA	1,665	Nicaragua	6,465,513	Chinandega	133,361	61,723	3
	INSUIÑA	38	Spain	46,796,540	Oia	3,018	1,487	3
		117			Xove	3,314	1,633	7
PROCESSING	NOVAPERÚ	114	Peru	31,989,256	San Juan de Miraflores	355,219	184,983	<1
	PESCANOVA ESPAÑA	133	Spain	46,796,540	Arteixo	31,917	15,731	<1
		201			Redondela	29,194	14,389	1
		161			Porriño	19,740	9,729	2
		55			Catarroja	27,827	13,715	<1
		67			Paterna	69,156	34,085	<1

(*) Source: World Bank data base

(**) Sources: INE (Spain), INEC (Ecuador), INIDE (Nicaragua), Argentina Government and Worldometers.

(***) Own analysis except for Peru.

6. Annex II: List of actions by company

6.1. ARGENOVA

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ARG-PL-01	Reduction of energy consumption - energy consumption	Argentina	Fishing	A Common Planet	Efficient consumption
ARG-PL-02	Reduction of energy consumption - GHG emissions	Argentina	Fishing	A Common Planet	Zero emissions
ARG-PL-03	Improved design of trawl doors - energy consumption	Argentina	Fishing	A Common Planet	Efficient consumption
ARG-PL-04	Improved design of trawl doors - GHG emissions	Argentina	Fishing	A Common Planet	Zero emissions
ARG-PL-05	Installation of LED lighting systems	Argentina	Fishing	A Common Planet	Efficient consumption
ARG-PL-06	Participation in FIP - Argentine red shrimp	Argentina	Fishing	A Common Planet	Respecting the natural environment
ARG-PL-07	Participation in the Coalition of Legal Toothfish Operators (COLTO)	Argentina	Fishing	A Common Planet	Respecting the natural environment
ARG-PL-08	Fleet Waste Management Plan	Argentina	Fishing	A Common Planet	Zero emissions
ARG-PL-09	Seabird bycatch reduction programme (use of tori lines)	Argentina	Fishing	A Common Planet	Respecting the natural environment
ARG-PE-01	Occupational Health and Safety Programme (OHS)	Argentina	Fishing	People First	Ensuring health and safety for our people
ARG-PE-02	Medical service - assistance	Argentina	Fishing	People First	Ensuring health and safety for our people
ARG-PE-03	Medical service - periodical health check ups	Argentina	Fishing	People First	Ensuring health and safety for our people
ARG-PE-04	Quality in contracting - legal contracts	Argentina	Fishing	People First	Labour responsibility
ARG-PE-05	Quality in recruitment - fair and decent wages	Argentina	Fishing	People First	Labour responsibility
ARG-PE-06	Quality in contracting - permanent contracts	Argentina	Fishing	People First	Labour responsibility
ARG-PE-07	Work-family reconciliation	Argentina	Fishing	People First	Labour responsibility
ARG-PE-08	Equality plan	Argentina	Fishing	People First	Labour responsibility

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ARG-PE-09	Freedom of association	Argentina	Fishing	People First	Labour responsibility
ARG-PE-10	Talent recruitment and development	Argentina	Fishing	People First	Personal and professional development
ARG-PE-11	Training - training plan	Argentina	Fishing	People First	Personal and professional development
ARG-PE-12	Occupational Health and Safety (OHS): Training - manual handling of loads	Argentina	Fishing	People First	Personal and professional development
ARG-PE-13	Occupational Health and Safety (OHS): Training - 'en route' accidents	Argentina	Fishing	People First	Personal and professional development
ARG-PE-14	Occupational Health and Safety (OHS): Training - personal protection equipment	Argentina	Fishing	People First	Personal and professional development
ARG-PE-15	Occupational Health and Safety (OHS): Training - activity specific risks	Argentina	Fishing	People First	Personal and professional development
ARG-PE-16	Occupational Health and Safety (OHS): Training - handling and storage of chemicals	Argentina	Fishing	People First	Personal and professional development
ARG-PE-17	Occupational Health and Safety (OHS): Training - clean and tidy workplace	Argentina	Fishing	People First	Personal and professional development
ARG-PE-18	Occupational Health and Safety (OHS): Training - electrical risks	Argentina	Fishing	People First	Personal and professional development
ARG-PE-19	Occupational Health and Safety (OHS): Training - fire extinguishers and fire prevention	Argentina	Fishing	People First	Personal and professional development
ARG-PE-20	Occupational Health and Safety (OHS): Training - emergency due to the escape of ammonia or freon	Argentina	Fishing	People First	Personal and professional development
ARG-PE-21	Occupational Health and Safety (OHS): Training - lifting equipment	Argentina	Fishing	People First	Personal and professional development
ARG-PE-22	Talent recruitment and development	Argentina	Fishing	People First	Personal and professional development
ARG-PE-23	Celebration of special dates - celebration of special days	Argentina	Fishing	People First	Personal and professional development
ARG-PE-24	Employee support - 'day of' gift	Argentina	Fishing	People First	Personal and professional development
ARG-PE-25	Work-family reconciliation	Argentina	Fishing	People First	Personal and professional development
ARG-PE-26	Celebrating special dates - license	Argentina	Fishing	People First	Personal and professional development
ARG-PE-27	Training - leadership	Argentina	Fishing	People First	Personal and professional development

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ARG-PE-28	Employee support - Christmas gift	Argentina	Fishing	People First	Personal and professional development
ARG-PE-29	Employee support - end of year gift	Argentina	Fishing	People First	Personal and professional development
ARG-PE-30	Employee support - housing project	Argentina	Fishing	People First	Personal and professional development
ARG-PE-31	Food service - access to canteen	Argentina	Fishing	People First	Personal and professional development
ARG-PE-32	Training - training plan, levels, and competencies	Argentina	Fishing	People First	Personal and professional development
ARG-PR-01	Alternative to the use of sulphite as an antioxidant	Argentina	Fishing	Product Excellence	Health and nutrition
ARG-CO-01	Food donation to village children	Argentina	Fishing	Growing Together with the Communities	Cooperation with civil society
ARG-CO-02	Other donations - sports teams	Argentina	Fishing	Growing Together with the Communities	Cooperation with civil society
ARG-CO-03	Monetary donation - village's day	Argentina	Fishing	Growing Together with the Communities	Cooperation with civil society
ARG-CO-04	Other donations - children's day	Argentina	Fishing	Growing Together with the Communities	Cooperation with civil society
ARG-CO-04	Monetary donation - sports club	Argentina	Fishing	Growing Together with the Communities	Cooperation with civil society

6.2. NOVANAM

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NAM-PL-01	ISO 14001 certification	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-02	Private Standard of Sustainable Fishing of the Nueva Pescanova Group	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-03	Seabird bycatch reduction programme (use of tori lines)	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-04	Design of new seabed-friendly trawling nets	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-05	Reduction of water consumption - glazing	Namibia	Fishing	A Common Planet	Efficient consumption
NAM-PL-06	Reduction of water consumption - desalination	Namibia	Fishing	A Common Planet	Efficient consumption
NAM-PL-07	Circular valorisation organic of fish co-products as fish meal in Lüderitz	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-08	Circular valorisation of organic fish co-products as fish meal in Walvis Bay	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-09	Responsible waste management - management plan	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-10	Improved design of trawl doors	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-11	Reduction of energy consumption - new vessels	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-12	Cleaning campaigns - National Clean Up Day	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-13	Trawling nets weight reduction	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-14	Installation of LED lighting systems - on board	Namibia	Fishing	A Common Planet	Efficient consumption
NAM-PL-15	New design of fishing net drums	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-16	Programme for reducing fish harvest losses	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-17	Programme to reduce power consumption of freezer compressors in Walvis Bay and Lüderitz	Namibia	Fishing	A Common Planet	Efficient consumption
NAM-PL-18	Optimizing power consumption for freezers in Walvis Bay	Namibia	Fishing	A Common Planet	Efficient consumption

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NAM-PL-19	Management of fisheries sustainability documentation	Namibia	Fishing	A Common Planet	Respecting the natural environment
NAM-PL-20	Responsible waste management - segregation and containers	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PL-21	Reduction of water consumption - desalination plant	Namibia	Fishing	A Common Planet	Efficient consumption
NAM-PL-22	Responsible waste management - bilge water separator	Namibia	Fishing	A Common Planet	Zero emissions
NAM-PE-01	Talent Recruitment and Development - ABACO Programme	Namibia	Fishing	People First	Personal and professional development
NAM-PE-02	Talent recruitment and development - scholarships and training	Namibia	Fishing	People First	Personal and professional development
NAM-PE-03	Improving working conditions - new vessels	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-04	Occupational Health and Safety Programme (OHS)	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-05	Training - knowledge transfer	Namibia	Fishing	People First	Personal and professional development
NAM-PE-06	Training - literacy and training	Namibia	Fishing	People First	Personal and professional development
NAM-PE-07	Training Programme - NIMT, COSDEC, VTC	Namibia	Fishing	People First	Personal and professional development
NAM-PE-08	Healthy life campaign - sports activities	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-09	Healthy life campaign - sponsorship of sports activities	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-10	Identity and corporate culture	Namibia	Fishing	People First	Personal and professional development
NAM-PE-11	Celebrating special dates	Namibia	Fishing	People First	Personal and professional development
NAM-PE-12	Identity and corporate culture - annual fleet meeting	Namibia	Fishing	People First	Personal and professional development
NAM-PE-13	Occupational Health and Safety Programme (OHS) - fire fighting	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-14	Occupational Health and Safety Programme (OHS) - medical periodical check ups	Namibia	Fishing	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NAM-PE-15	Healthy life campaign - awareness	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-16	Equality plan - professional positions on board	Namibia	Fishing	People First	Labour responsibility
NAM-PE-17	Equality plan - positions of responsibility	Namibia	Fishing	People First	Labour responsibility
NAM-PE-18	Identity and corporate culture - African Corporate Governance Conference	Namibia	Fishing	People First	Personal and professional development
NAM-PE-19	Quality in recruitment	Namibia	Fishing	People First	Labour responsibility
NAM-PE-20	Medical service	Namibia	Fishing	People First	Ensuring health and safety for our people
NAM-PE-21	Improvement of working conditions - air conditioning and accommodation on board new ships	Namibia	Fishing	People First	Labour responsibility
NAM-PE-22	Talent Recruitment and Development - Mentoring Programme	Namibia	Fishing	People First	Personal and professional development
NAM-PR-01	Use of on-board produced liquid ice instead of solid ice	Namibia	Fishing	Product Excellence	Consumer satisfaction
NAM-PR-02	Sensors in fishing nets codends	Namibia	Fishing	Product Excellence	Consumer satisfaction
NAM-PR-03	Optimize fillet production from petit HG	Namibia	Fishing	Product Excellence	Health and nutrition
NAM-PR-04	Produce pieces of hake instead of fish block	Namibia	Fishing	Product Excellence	Health and nutrition
NAM-PR-05	Maximize the production of premium cuts	Namibia	Fishing	Product Excellence	Food safety
NAM-PR-06	Optimize yield of final product from landed fish	Namibia	Fishing	Product Excellence	Consumer satisfaction
NAM-PR-07	Reduce overweight of final products	Namibia	Fishing	Product Excellence	Consumer satisfaction
NAM-PR-08	Maximize containerized cargo	Namibia	Fishing	Product Excellence	Health and nutrition
NAM-CO-01	Contribution to local development - Lüderitz socio-economic development	Namibia	Fishing	Growing Together with the Communities	Promoting employment and entrepreneurship
NAM-CO-04	Promotion of local employment - netmaking shop	Namibia	Fishing	Growing Together with the Communities	Promoting employment and entrepreneurship

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NAM-CO-03	Food donation - children and retirement homes	Namibia	Fishing	Growing Together with the Communities	Cooperation with civil society
NAM-CO-04	Food Donation - Navy Veterans	Namibia	Fishing	Growing Together with the Communities	Cooperation with civil society
NAM-CO-05	Promotion of the consumption of seafood - crayfish festival	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-06	Promotion of seafood consumption - Kavango trade fair	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-07	Promotion of seafood consumption - CONFEX	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-08	Promotion of seafood consumption - sporting events	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-09	Promotion of seafood consumption - restaurant and fish shop	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-10	Supporting education and cultural outreach - publication of book on Lüderitz socio-economic development	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-11	Promotion of seafood consumption - a clinical study on the benefits of consuming hake	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-12	Contribution to environmental protection - palm trees plantation	Namibia	Fishing	Growing Together with the Communities	Cooperation with civil society
NAM-CO-13	Student visits to the facilities	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-14	Promotion of seafood consumption - Ongwediva fair	Namibia	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
NAM-CO-15	Housing programme	Namibia	Fishing	Growing Together with the Communities	Cooperation with civil society
NAM-CO-16	Other donations - institutions	Namibia	Fishing	Growing Together with the Communities	Cooperation with civil society

6.3. PESCAMAR

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
MOZ-PL-01	Reduction of energy consumption - energy consumption	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-02	Reduction of energy consumption - GHG emissions	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-03	Improved design of trawl doors - energy consumption	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-04	Improved design of trawl doors - GHG emissions	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-05	Fishing loss reduction Programme	Mozambique	Fishing	A Common Planet	Respecting the natural environment
MOZ-PL-06	Installation of LED lighting systems - vessels	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-07	Installation of LED lighting systems - shipyard	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-08	Engine efficiency improvement: Pilot - change of Boudouin piston-connecting rod kit	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-09	Collaboration plan with the IIP in carrying out scientific evaluation studies of the shrimp fishery	Mozambique	Fishing	A Common Planet	Respecting the natural environment
MOZ-PL-10	Improving fisheries management - closed season and fisheries control measures	Mozambique	Fishing	A Common Planet	Respecting the natural environment
MOZ-PL-11	Collaboration in a pilot project to improve artisanal fishing	Mozambique	Fishing	A Common Planet	Respecting the natural environment
MOZ-PL-12	Fleet Waste Management Plan	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-13	Cleaning up trash in the ocean	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-14	Responsible waste management - shipyard	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-15	Prevention of marine pollution	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-16	Reduction of water consumption - rainwater harvesting system	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-17	Reduction of energy consumption - measures	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-18	Documentary sustainability management - on board	Mozambique	Fishing	A Common Planet	Respecting the natural environment
MOZ-PL-19	Responsible waste management - sewage treatment plant	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-20	Responsible waste management - bilge water separator	Mozambique	Fishing	A Common Planet	Zero emissions

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
MOZ-PL-21	Responsible waste management - waste containers	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PL-22	Reduction of energy consumption - fishing nets drums	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-23	Reduced energy consumption - more efficient motors	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-24	Reduction of energy consumption - cold compressors and frequency inverters	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-25	Installation of LED lighting systems - on board	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-26	Reduction of energy consumption - cold tunnels	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-27	Reduction of water consumption - desalination plant	Mozambique	Fishing	A Common Planet	Efficient consumption
MOZ-PL-28	Responsible waste management - segregation	Mozambique	Fishing	A Common Planet	Zero emissions
MOZ-PE-01	Training - training plan	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-02	Talent recruitment and development	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-03	Training - corporate university	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-04	Training - welding and materials	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-05	Identity and corporate culture	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-06	Employee support - Vega V	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-07	Employee support - integration and human dignity	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-08	Employee support - scholarships and income	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-09	Employee support - internship Programme	Mozambique	Fishing	People First	Labour responsibility
MOZ-PE-10	Occupational Health and Safety Programme (OHS) - improvement of working conditions	Mozambique	Fishing	People First	Ensuring health and safety for our people
MOZ-PE-11	Occupational Health and Safety Programme (OHS) - identification of risks and hazards	Mozambique	Fishing	People First	Ensuring health and safety for our people
MOZ-PE-12	Healthy life campaign - awareness	Mozambique	Fishing	People First	Ensuring health and safety for our people
MOZ-PE-13	Medical service - prevention and assistance	Mozambique	Fishing	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
MOZ-PE-14	Diversity and inclusion	Mozambique	Fishing	People First	Labour responsibility
MOZ-PE-15	Freedom of association	Mozambique	Fishing	People First	Labour responsibility
MOZ-PE-16	Occupational Health and Safety Programme (OHS): Training - signalling and traffic lights	Mozambique	Fishing	People First	Ensuring health and safety for our people
MOZ-PE-17	Occupational Health and Safety Programme (OHS): Training - drum fishing nets	Mozambique	Fishing	People First	Ensuring health and safety for our people
MOZ-PE-18	Improving working conditions - staterooms	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-19	Talent Recruitment and Development - research cabin	Mozambique	Fishing	People First	Labour responsibility
MOZ-PE-20	Improvement of working conditions - air conditioning in work areas	Mozambique	Fishing	People First	Personal and professional development
MOZ-PE-21	Improvement of working conditions - air conditioning and habitability	Mozambique	Fishing	People First	Personal and professional development
MOZ-PR-01	Continuous process improvement plan	Mozambique	Fishing	Product Excellence	Consumer satisfaction
MOZ-PR-02	Continuous improvement plan for factories and freezing systems on board	Mozambique	Fishing	Product Excellence	Consumer satisfaction
MOZ-PR-03	Process and classification of the accompanying fauna fish in boxes with quality and uniformity	Mozambique	Fishing	Product Excellence	Food safety
MOZ-PR-04	Better (faster) freezing of raw material on board	Mozambique	Fishing	Product Excellence	Consumer satisfaction
MOZ-PR-05	Temperature recording to improve raw material quality - temperature control	Mozambique	Fishing	Product Excellence	Consumer satisfaction
MOZ-PR-06	Better classification of fisheries and improvement of quality of raw material - product transport	Mozambique	Fishing	Product Excellence	Consumer satisfaction
MOZ-CO-01	Promotion of the consumption of seafood - facilitating the sale of fish	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-02	Promotion of the consumption of seafood - plan for 'safe food' from the MOZ Government	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-03	Donation of food to institutions	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-04	Promotion of seafood consumption - market diversification	Mozambique	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
MOZ-CO-05	Infrastructure improvement - facilities renovation	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-06	Promotion of local employment - netmaking shops	Mozambique	Fishing	Growing Together with the Communities	Promoting employment and entrepreneurship

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
MOZ-CO-07	Support for education and outreach - maritime workers	Mozambique	Fishing	Growing Together with the Communities	Supporting education and knowledge transfer
MOZ-CO-08	Housing Programme	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-09	Disaster relief - cyclone Idai	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-10	Disaster relief - basic basket	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society
MOZ-CO-11	Disaster relief - restoration	Mozambique	Fishing	Growing Together with the Communities	Cooperation with civil society

6.4. PROMARISCO

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ECU-PL-01	GLOBALG.A.P. Certification	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-02	ASC certification	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-03	BAP certification	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-04	Compliance with the objective of saving water consumption	Ecuador	Aquaculture	A Common Planet	Efficient consumption
ECU-PL-05	Cost optimization in water purification	Ecuador	Aquaculture	A Common Planet	Efficient consumption
ECU-PL-06	Environmental Monitoring and Surveillance - quality control of effluent discharges	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-07	Environmental Monitoring and Surveillance - waste management	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-08	Responsible waste management - non-recyclable and non-organic	Ecuador	Aquaculture	A Common Planet	Zero emissions
ECU-PL-09	Responsible waste management - organic by-products	Ecuador	Aquaculture	A Common Planet	Zero emissions
ECU-PL-10	Equipment replacement and maintenance Programme - generators and stationary motors	Ecuador	Aquaculture	A Common Planet	Efficient consumption
ECU-PL-11	Installation of LED lighting systems - processing plant	Ecuador	Aquaculture	A Common Planet	Efficient consumption
ECU-PL-12	Use of energy from renewable sources - supplier management	Ecuador	Aquaculture	A Common Planet	Zero emissions
ECU-PL-13	Cleaning campaigns - riverbanks, beaches and bays	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-14	Recognition of compliance with SSP requirements	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-15	GLOBALG.A.P. Certification of third parties	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PL-16	Mangrove reforestation Programme	Ecuador	Aquaculture	A Common Planet	Respecting the natural environment
ECU-PE-01	Talent Recruitment and Development - ÁBACO Programme	Ecuador	Aquaculture	People First	Personal and professional development
ECU-PE-02	Training - literacy and post-literacy	Ecuador	Aquaculture	People First	Personal and professional development

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ECU-PE-03	Occupational Health and Safety Programme (OHS) - plan	Ecuador	Aquaculture	People First	Ensuring health and safety for our people
ECU-PE-04	Occupational Health and Safety Programme (OHS) - awareness	Ecuador	Aquaculture	People First	Ensuring health and safety for our people
ECU-PE-05	Occupational Health and Safety Programme (OHS) - execution and verification	Ecuador	Aquaculture	People First	Ensuring health and safety for our people
ECU-PE-06	Healthy life campaign - awareness of alcohol, tobacco, and other drugs use	Ecuador	Aquaculture	People First	Ensuring health and safety for our people
ECU-PE-07	Diversity and inclusion	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-08	Improving the work environment	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-09	Equality plan	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-10	Quality in recruitment	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-11	Freedom of association	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-12	Identity and corporate culture	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-13	Improving working conditions - inspection of accommodation places	Ecuador	Aquaculture	People First	Ensuring health and safety for our people
ECU-PE-14	Compliance with Labour Responsibility requirements - inspection	Ecuador	Aquaculture	People First	Labour responsibility
ECU-PE-15	Training - basic education	Ecuador	Aquaculture	People First	Personal and professional development
ECU-PE-16	Training - training plan	Ecuador	Aquaculture	People First	Personal and professional development
ECU-PR-01	Project to reduce the level of salt in frozen product by brine line	Ecuador	Aquaculture	Product Excellence	Health and nutrition
ECU-PR-02	Replace plastic units (breadbaskets, temporary storage) with plastic cartons (final packaging)	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-03	Automatic drying in primary packaging prior to shrink wrapping with plastic film	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-04	Palletizing and cubing optimization by improving secondary packaging measures	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ECU-PR-05	New scheme in training of sensory tests	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-06	IFS certification	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-07	GLOBALG.A.P. Certification	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-08	BAP certification	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-09	Organic shrimp production certification (BIO / Organic certification)	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-10	ASC certification	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-11	SSP certification Recognition of compliance with SSP requirements	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-PR-12	GLOBALG.A.P. Certification third party	Ecuador	Aquaculture	Product Excellence	Consumer satisfaction
ECU-CO-01	Internship / scholarship Programmes - recruitment campaigns	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-02	Social and cultural support - industry breakthroughs	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-03	Internship / scholarship Programmes - agreement with universities and fairs	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-04	Promotion and generation of youth employment	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-05	Support for education and outreach - sustainable leadership	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-06	Support for education and outreach - continuous improvement plan	Ecuador	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
ECU-CO-07	Social and cultural support - scholarships to associations	Ecuador	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
ECU-CO-08	Support for education and cultural outreach - AGEARTH graduates association	Ecuador	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
ECU-CO-09	Other donations - computer equipment, Nueve de Octubre school	Ecuador	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
ECU-CO-10	Other donations - computer equipment, Luis Garzón school	Ecuador	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
ECU-CO-11	Monetary donation - house of the suffering man	Ecuador	Aquaculture	Growing Together with the Communities	Cooperation with civil society
ECU-CO-12	Monetary donation - Hogar San José foundation	Ecuador	Aquaculture	Growing Together with the Communities	Cooperation with civil society
ECU-CO-13	Monetary donation - María Guare Foundation	Ecuador	Aquaculture	Growing Together with the Communities	Cooperation with civil society
ECU-CO-14	Other donations - goods and training in disease prevention	Ecuador	Aquaculture	Growing Together with the Communities	Cooperation with civil society
ECU-CO-15	Disaster relief - post-earthquake assistance	Ecuador	Aquaculture	Growing Together with the Communities	Cooperation with civil society

6.5. CAMANICA

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NIC-PL-01	GLOBALG.A.P. Certification	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-02	BAP certification	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-03	ASC certification	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-04	Mangrove reforestation Programme	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-05	Iguana repopulation Programme - awareness	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-06	Iguana repopulation Programme	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-07	Plant Nursery Programme	Nicaragua	Aquaculture	A Common Planet	Respecting the natural environment
NIC-PL-08	Responsible waste management - non-hazardous waste	Nicaragua	Aquaculture	A Common Planet	Zero emissions
NIC-PL-09	Responsible waste management - organic by-products	Nicaragua	Aquaculture	A Common Planet	Zero emissions
NIC-PL-10	Responsible waste management - hazardous waste	Nicaragua	Aquaculture	A Common Planet	Zero emissions
NIC-PL-11	Feasibility study of renewable energy use	Nicaragua	Aquaculture	A Common Planet	Zero emissions
NIC-PL-13	Reduction of energy consumption - awareness	Nicaragua	Aquaculture	A Common Planet	Efficient consumption
NIC-PL-14	Installation of LED lighting systems	Nicaragua	Aquaculture	A Common Planet	Efficient consumption
NIC-PL-15	Reduction of water consumption - supply system	Nicaragua	Aquaculture	A Common Planet	Efficient consumption
NIC-PL-16	Reduction of energy consumption	Nicaragua	Aquaculture	A Common Planet	Efficient consumption
NIC-PL-17	Renewable energy use - water heating in larviculture	Nicaragua	Aquaculture	A Common Planet	Zero emissions
NIC-PL-18	Use of renewable energy - PP geomembrane system	Nicaragua	Aquaculture	A Common Planet	Efficient consumption

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NIC-PE-01	Talent Recruitment and Development - ABACO Programme	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-02	Training - INATEC agreement	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-03	Training - educational repository	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-04	Training - HACCP	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-05	Training - Unique Declaration Central America	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-06	Occupational Health and Safety Programme (OHS) - Occupational Safety and Hygiene license	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-07	Occupational Health and Safety Programme (OHS) - Occupational Health and Safety	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-08	Training - occupational hygiene and safety	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-09	Training - Personal First Income Induction	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-10	Occupational Health and Safety Programme (OHS) - work centre mural	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-11	Employee support - scholarship and study funding Programme	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-12	Employee support - family death	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-13	Celebration special dates - congratulation notices	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-14	Healthy life campaign - sports activities	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-15	Occupational Health and Safety Programme (OHS) - plan	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-16	Medical service - medical post	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-17	Medical service - periodic examinations	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-18	Occupational Health and Safety Programme (OHS) - fumigation brigade	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NIC-PE-19	Healthy life campaign	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-20	Medical service - vaccination	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-21	Medical service - ophthalmology	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-22	Equality plan - internal promotion	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-23	Training - different capacities	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-24	Medical service - pregnancy	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-25	Employee support - legal guidance	Nicaragua	Aquaculture	People First	Ensuring health and safety for our people
NIC-PE-26	Freedom of Association	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-27	Quality in contracting - legal contracts	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-28	Employee support - school credit	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-29	Employee support - financial support for family emergencies	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-30	Identity and corporate culture	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-31	Labour certification	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-32	Improve working conditions - accommodation	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-33	Work-family balance	Nicaragua	Aquaculture	People First	Labour responsibility
NIC-PE-34	Training - e-learning platform	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-35	Talent recruitment and development - vacancies and selection	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PE-36	Talent recruitment and development - loyalty	Nicaragua	Aquaculture	People First	Personal and professional development

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NIC-PE-37	Training - training plan	Nicaragua	Aquaculture	People First	Personal and professional development
NIC-PR-01	Scheduling and effective logistics of harvest in coordination with Process Plant	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-02	Fenix Project: better product quality and reduction of packaging waste	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-03	Live Shrimp Harvest Project: Product freshness and market differentiation	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-04	IFS Food Quality and Safety Certification	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-05	GLOBALG.A.P. Certification	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-06	BIO / Organic Certification - organic production	Nicaragua	Aquaculture	Product Excellence	Consumer satisfaction
NIC-PR-07	ASC / MSC CoC certification	Nicaragua	Aquaculture	Product Excellence	Food safety
NIC-CO-01	Support for education and outreach	Nicaragua	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
NIC-CO-02	Contribution to environmental protection - PEAC project	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-03	Contribution to environmental protection - environmental awareness	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-04	Supporting the local economy - technical qualification of women	Nicaragua	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
NIC-CO-05	Housing Programme	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-06	Social and cultural support - children's week	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-07	Contribution to environmental protection - environmental issues and schools	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-08	Contribution to environmental protection - cleaning shakes	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-09	Other donations - awareness of the importance of aid	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-10	Other donations - Red Cross	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
NIC-CO-11	Infrastructure improvement - tile installation in school	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society
NIC-CO-12	Infrastructure improvement - installation of school toilets	Nicaragua	Aquaculture	Growing Together with the Communities	Cooperation with civil society

6.6. NOVAGUATEMALA

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
GUA-PL-01	IFS certification	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-02	ASC / MSC CoC certification	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-03	BAP certification	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-04	Mangrove reforestation Programme	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-05	Mahogany and Cedar Reforestation Programme	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-06	Native plants nursery for soil recovery in local communities	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-07	Iguana conservation programme	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-08	Iguana conservation programme - awareness	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-09	Olive Ridley sea turtle conservation programme	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-10	Olive Ridley sea turtle conservation programme - awareness	Guatemala	Aquaculture	A Common Planet	Respecting the natural environment
GUA-PL-11	Implementation of a fertilizer reduction system in the preparation of farm pools	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-12	Reduction of the use of chemicals in the processing plant	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-13	Reduction of energy consumption	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-14	Reduction of water consumption - filling of production ponds	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-15	Reduction of water consumption - hoses and pipes	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-16	Reduction of water consumption - awareness	Guatemala	Aquaculture	A Common Planet	Efficient consumption
GUA-PL-17	Responsible waste management - non-hazardous waste	Guatemala	Aquaculture	A Common Planet	Zero emissions

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
GUA-PL-18	Responsible waste management - procedure and QMS	Guatemala	Aquaculture	A Common Planet	Zero emissions
GUA-PL-19	Responsible waste management - awareness	Guatemala	Aquaculture	A Common Planet	Zero emissions
GUA-PL-20	Reduction of the polluting load of discharged water	Guatemala	Aquaculture	A Common Planet	Zero emissions
GUA-PL-21	Responsible waste management - organic by-products	Guatemala	Aquaculture	A Common Planet	Zero emissions
GUA-PE-01	Training - training plan	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-02	Training - needs analysis	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-03	Occupational Health and Safety Programme (OHS): Training - handling of chemicals	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-04	Training - HACCP	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-05	Occupational Health and Safety Programme (OHS): Training - fire types and fire extinguishers	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-06	Training - cleaning and final product	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-07	Occupational Health and Safety Programme (OHS): Training - first aid	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-08	Training - first aid	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-09	Training - traceability	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-10	Talent Recruitment and Development - ABACO Programme	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PE-11	Support to employees - awareness "All in Sync"	Guatemala	Aquaculture	People First	Labour responsibility
GUA-PE-12	Employee support - raising awareness for donations	Guatemala	Aquaculture	People First	Labour responsibility
GUA-PE-13	Employee support - Christmas festivities	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-14	Celebrating special dates - Christmas festivities	Guatemala	Aquaculture	People First	Labour responsibility

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
GUA-PE-15	Healthy life campaign - Hepatitis B vaccination day	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-16	Healthy life campaign - cervical cancer prevention day	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-17	Healthy life campaign - eye check-up	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-18	Training - occupational health and safety	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-19	Occupational Health and Safety Programme (OHS): Training - earthquake evacuation drill	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-20	Equality plan - positions of responsibility	Guatemala	Aquaculture	People First	Labour responsibility
GUA-PE-21	Labour certification - SMETA	Guatemala	Aquaculture	People First	Labour responsibility
GUA-PE-22	Quality in recruitment	Guatemala	Aquaculture	People First	Labour responsibility
GUA-PE-23	Occupational Health and Safety Programme (OHS) - plan	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-24	Medical service - health check	Guatemala	Aquaculture	People First	Ensuring health and safety for our people
GUA-PE-25	Training - training plan	Guatemala	Aquaculture	People First	Personal and professional development
GUA-PR-01	Manufacture of gluten-free products	Guatemala	Aquaculture	Product Excellence	Health and nutrition
GUA-PR-02	Healthy and natural products	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-03	Versatility and product innovation	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-04	Decrease in claims for metallic foreign matter	Guatemala	Aquaculture	Product Excellence	Food safety
GUA-PR-05	Reduction of incidence of metallic foreign matter in plant	Guatemala	Aquaculture	Product Excellence	Food safety
GUA-PR-06	Reduction of incidence of non-metallic foreign matter in the plant	Guatemala	Aquaculture	Product Excellence	Food safety
GUA-PR-07	Ensuring the safety of ready-to-eat products	Guatemala	Aquaculture	Product Excellence	Food safety

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
GUA-PR-08	Customer satisfaction through fast and complete attention	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-09	Quality Management System implemented in NOVAGUATEMALA	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-10	BAP certification	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-11	Organic shrimp production certification (BIO / Organic certification) and respective chain of custody	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-12	IFS certification	Guatemala	Aquaculture	Product Excellence	Consumer satisfaction
GUA-PR-13	ASC / MSC CoC certification	Guatemala	Aquaculture	Product Excellence	Food safety
GUA-CO-01	Improvement of infrastructures - awareness of CEPAC cleaning and urban area	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society
GUA-CO-02	Contribution to environmental protection - removal of clandestine garbage cans	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society
GUA-CO-03	Food donation - communities	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society
GUA-CO-04	Infrastructure improvement – inlet valves for estuary water	Guatemala	Aquaculture	Growing Together with the Communities	Promoting employment and entrepreneurship
GUA-CO-05	Support for education and cultural outreach	Guatemala	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
GUA-CO-06	Support for education and cultural outreach - health and nutrition at home	Guatemala	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
GUA-CO-07	Contribution to environmental protection - reforestation	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society
GUA-CO-08	Contribution to environmental protection - awareness protection of the environment	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society
GUA-CO-09	Support for education and outreach - food security	Guatemala	Aquaculture	Growing Together with the Communities	Supporting education and knowledge transfer
GUA-CO-11	Food donation - Christmas dinner	Guatemala	Aquaculture	Growing Together with the Communities	Cooperation with civil society

6.7. INSUIÑA

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
INS-PL-01	Efficient consumption	Spain - Insuiña	Aquaculture	A Common Planet	Reduction of energy consumption
INS-PL-02	Efficient consumption	Spain - Insuiña	Aquaculture	A Common Planet	Reduction of water consumption
INS-PL-03	Efficient consumption	Spain - Insuiña	Aquaculture	A Common Planet	Installation of LED lighting systems
INS-PL-04	Efficient consumption	Spain - Insuiña	Aquaculture	A Common Planet	Energy Audit (Xove)
INS-PL-05	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	ISO 14001 certification
INS-PL-06	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	EMAS certification
INS-PL-07	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	GLOBALG.A.P. Certification
INS-PL-08	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	GLOBALG.A.P. Certification of feed suppliers
INS-PL-09	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	Environmental Monitoring and Surveillance
INS-PL-10	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	Compliance with Standard UNE173300 'Guide to good practice for sacrifice' (Xove)
INS-PL-11	Zero emissions	Spain - Insuiña	Aquaculture	A Common Planet	Elimination of unwanted materials
INS-PL-13	Zero emissions	Spain - Insuiña	Aquaculture	A Common Planet	Responsible waste management
INS-PL-14	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	Research Programme - genetic improvement (Mougás)
INS-PL-15	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	Research Programme - feed performance (Xove)
INS-PL-16	Respecting the natural environment	Spain - Insuiña	Aquaculture	A Common Planet	Research Programme - prevention of aeromonas (Xove)
INS-PE-01	Personal and professional development	Spain - Insuiña	Aquaculture	People First	Training - training plan

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
INS-PE-02	Personal and professional development	Spain - Insuiña	Aquaculture	People First	Talent Recruitment and Development - Abaco Programme
INS-PE-03	Personal and professional development	Spain - Insuiña	Aquaculture	People First	Improving the working environment - open house
INS-PE-04	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Occupational Health and Safety Programme (OHS)
INS-PE-05	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Medical service - periodical health check ups
INS-PE-06	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Healthy life campaign - gyms
INS-PE-07	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Medical service - annual flu vaccination campaign
INS-PE-08	Labour responsibility	Spain - Insuiña	Aquaculture	People First	Equality plan
INS-PE-09	Labour responsibility	Spain - Insuiña	Aquaculture	People First	Quality in recruitment
INS-PE-10	Personal and professional development	Spain - Insuiña	Aquaculture	People First	Talent Recruitment and Development - Mentoring Programme
INS-PE-11	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Agreements with third parties - medical clinics
INS-PE-12	Ensuring health and safety for our people	Spain - Insuiña	Aquaculture	People First	Occupational Health and Safety Programme (OHS) - defibrillators
INS-PR-01	Consumer satisfaction	Spain - Insuiña	Aquaculture	Product Excellence	ISO9001 certification (Mougás)
INS-PR-02	Consumer satisfaction	Spain - Insuiña	Aquaculture	Product Excellence	IFS certification (Xove)
INS-PR-03	Consumer satisfaction	Spain - Insuiña	Aquaculture	Product Excellence	Packaging material reduction
INS-PR-04	Food safety	Spain - Insuiña	Aquaculture	Product Excellence	Control of Anisakis in finished gutted product (Xove)
INS-CO-01	Promoting employment and entrepreneurship	Spain - Insuiña	Aquaculture	Growing Together with the Communities	Promotion of local employment - employment bank (Xove)

Code	Title	Country / Centre	Activity	PILLAR SCALE		MATERIAL ASPECT SCALE	
				General Plan	Specific Plan	General Plan	Specific Plan
INS-CO-02	Supporting education and knowledge transfer	Spain - Insuiña	Aquaculture	Growing Together with the Communities	Support for education and outreach - Red Cross		
INS-CO-03	Promoting employment and entrepreneurship	Spain - Insuiña	Aquaculture	Growing Together with the Communities	Internship/scholarships programme		
INS-CO-04	Promoting employment and entrepreneurship	Spain - Insuiña	Aquaculture	Growing Together with the Communities	Promotion of local employment		

6.8. NOVAPERÚ

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
PER-PL-01	Installation of LED lighting systems	Peru	Industry	A Common Planet	Efficient consumption
PER-PL-02	Promotion of the local economy	Peru	Industry	A Common Planet	Zero emissions
PER-PL-03	ISO 14001 certification	Peru	Industry	A Common Planet	Respecting the natural environment
PER-PL-04	Change of refrigerant gas used in freezer cabinets	Peru	Industry	A Common Planet	Zero emissions
PER-PL-05	Participation in the FIP of mahi-mahi of Peru	Peru	Industry	A Common Planet	Respecting the natural environment
PER-PL-06	Participation in FIP of giant flying squid of Peru	Peru	Industry	A Common Planet	Respecting the natural environment
PER-PL-07	Responsible Waste Management	Peru	Industry	A Common Planet	Zero emissions
PER-PL-08	Reduction of water consumption	Peru	Industry	A Common Planet	Efficient consumption
PER-PL-09	Reduction of energy consumption	Peru	Industry	A Common Planet	Efficient consumption
PER-PL-10	Reduce paper use	Peru	Industry	A Common Planet	Efficient consumption
PER-PL-11	Responsible Waste Management	Peru	Industry	A Common Planet	Zero emissions
PER-PE-01	Employee support - continuity or completion of academic studies	Peru	Industry	People First	Personal and professional development
PER-PE-02	Training - development workshops	Peru	Industry	People First	Personal and professional development
PER-PE-03	Training - training plan	Peru	Industry	People First	Personal and professional development
PER-PE-04	Talent Recruitment and Development - ABACO Programme	Peru	Industry	People First	Personal and professional development
PER-PE-05	Employee support - loans	Peru	Industry	People First	Personal and professional development
PER-PE-06	Occupational Health and Safety Programme (OHS) - plan	Peru	Industry	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
PER-PE-06	Occupational Health and Safety Programme (OHS): Training - workshops and courses	Peru	Industry	People First	Personal and professional development
PER-PE-07	Occupational Health and Safety Programme (OHS): Training - evacuation plan	Peru	Industry	People First	Ensuring health and safety for our people
PER-PE-08	Medical service - periodical health check-ups	Peru	Industry	People First	Ensuring health and safety for our people
PER-PE-09	Equality plan - diversity management	Peru	Industry	People First	Labour responsibility
PER-PE-10	SMETA/ B-CORP labour certification	Peru	Industry	People First	Labour responsibility
PER-PE-11	Agreements with third parties - school supplies	Peru	Industry	People First	Labour responsibility
PER-PE-12	Agreements with third parties - medicines	Peru	Industry	People First	Labour responsibility
PER-PE-13	Healthy life campaign - healthy diet	Peru	Industry	People First	Ensuring health and safety for our people
PER-PE-14	Healthy life campaign - sports activities	Peru	Industry	People First	Personal and professional development
PER-PE-15	Improving the work environment - harassment	Peru	Industry	People First	Personal and professional development
PER-PE-16	Quality in contracting - legal contracts	Peru	Industry	People First	Labour responsibility
PER-PE-17	Quality in contracting - insurance	Peru	Industry	People First	Labour responsibility
PER-PE-18	Training - training plan	Peru	Industry	People First	Personal and professional development
PER-PR-01	BRC certification	Peru	Industry	Product Excellence	Consumer satisfaction
PER-PR-02	Installation of two autonomous cabinets to improve product quality	Peru	Industry	Product Excellence	Health and nutrition
PER-PR-03	Maximize the production of mahi-mahi cuts with the purchase of an automatic portioner	Peru	Industry	Product Excellence	Health and nutrition
PER-PR-04	FSMA Module Certification	Peru	Industry	Product Excellence	Food safety
PER-PR-05	Reduce Nonconforming Product	Peru	Industry	Product Excellence	Consumer satisfaction
PE-CO-01	Promotion of local employment - local fishermen	Peru	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
PE-CO-02	Support in a crisis situation to the fishing community of Culebras	Peru	Industry	Growing Together with the Communities	Cooperation with civil society
PE-CO-03	Other donations - uniforms	Peru	Industry	Growing Together with the Communities	Cooperation with civil society
PE-CO-04	Support for education and outreach - regulations and food safety	Peru	Industry	Growing Together with the Communities	Supporting education and knowledge transfer
PE-CO-05	Food donation	Peru	Industry	Growing Together with the Communities	Cooperation with civil society
PE-CO-06	Contribution to environmental protection - cleaning the environment	Peru	Industry	Growing Together with the Communities	Cooperation with civil society

6.9. PESCANOVA ESPAÑA

a) Arteixo Industrial Centre

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIART-PL-01	Installation of LED lighting systems	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-02	Improvement of the energy efficiency of the freezing process due to the renewal of compressors	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-03	ITCL Programme for reducing energy consumption in compressors	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-04	Installation of natural gas boilers	Spain - Arteixo	Industry	A Common Planet	Zero emissions
CIART-PL-05	Identification of energy consumption	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-06	Identification of water consumption	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-07	Reduction of water consumption	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-08	Reduction of energy consumption	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-09	Reduction of the polluting load of the discharged water	Spain - Arteixo	Industry	A Common Planet	Efficient consumption
CIART-PL-10	ISO 14001 certification	Spain - Arteixo	Industry	A Common Planet	Respecting the natural environment
CIART-PL-11	Integrated Environmental Authorization	Spain - Arteixo	Industry	A Common Planet	Respecting the natural environment
CIART-PL-12	Environmental Monitoring and Surveillance	Spain - Arteixo	Industry	A Common Planet	Respecting the natural environment
CIART-PL-13	Waste generation reduction	Spain - Arteixo	Industry	A Common Planet	Zero emissions
CIART-PE-01	Occupational Health and Safety Programme (OHS) - prevention	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-02	Medical service - periodical health check ups	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-03	Medical service - vaccination	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	Pillar Scale	Material Aspect Scale
				General Plan	Specific Plan
CIART-PE-04	Medical service - oral check-up	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-05	Healthy life campaign - health programmes	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-06	Agreements with third parties - medical clinics	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-07	Occupational Health and Safety Programme (OHS) - external prevention service	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-08	Improvement Ideas Participation (IDM)	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PE-09	Equality plan - production area	Spain - Arteixo	Industry	People First	Labour responsibility
CIART-PE-10	Quality in recruitment - gender	Spain - Arteixo	Industry	People First	Labour responsibility
CIART-PE-11	Work-family balance	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-12	Training - training plan	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-13	Talent Recruitment and Development - ÁBACO Programme	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-14	Celebration of special dates - playful day	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-15	Food service	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-16	Employee support	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-17	Talent Recruitment and Development - Mentoring Programme	Spain - Arteixo	Industry	People First	Personal and professional development
CIART-PE-18	Occupational Health and Safety Programme (OHS) - defibrillators	Spain - Arteixo	Industry	People First	Ensuring health and safety for our people
CIART-PR-01	IFS certification	Spain - Arteixo	Industry	Product Excellence	Consumer satisfaction
CIART-PR-02	BIO / Organic Certification - organic production	Spain - Arteixo	Industry	Product Excellence	Consumer satisfaction

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIART-PR-03	ASC / MSC CoC certification	Spain - Arteixo	Industry	Product Excellence	Food safety
CIART-CO-01	Food donation	Spain - Arteixo	Industry	Growing Together with the Communities	Cooperation with civil society
CIART-CO-02	Internship Programmes / scholarships	Spain - Arteixo	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship
CIART-CO-03	Promotion of local employment	Spain - Arteixo	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

b) Chapela Industrial Centre

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CICHA-PL-01	Installation of LED lighting systems	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PL-02	ITCL Programme for reducing energy consumption in compressors	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PL-03	Natural Gas boiler installation	Spain - Chapela	Industry	A Common Planet	Zero emissions
CICHA-PL-04	Measurement of energy consumption	Spain - Chapela	Industry	A Common Planet	Zero emissions
CICHA-PL-05	Reduction of energy consumption	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PL-06	Reduction of the polluting load of the discharge water	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PL-07	ISO 14001 certification	Spain - Chapela	Industry	A Common Planet	Respecting the natural environment
CICHA-PL-08	Environmental Monitoring and Surveillance	Spain - Chapela	Industry	A Common Planet	Respecting the natural environment
CICHA-PL-09	Reduced leakage of fluorinated refrigerants	Spain - Chapela	Industry	A Common Planet	Zero emissions
CICHA-PL-10	Reduction of non-halogenated solvent residue	Spain - Chapela	Industry	A Common Planet	Respecting the natural environment
CICHA-PL-11	Plastics reduction - density reduction	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PL-12	Plastics reduction - new packing machine	Spain - Chapela	Industry	A Common Planet	Efficient consumption
CICHA-PE-01	Training - training plan	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-02	Talent Recruitment and Development - ÁBACO Programme	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-03	Special dates celebration	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-04	Occupational Health and Safety Programme (OHS) - external prevention service	Spain - Chapela	Industry	People First	Ensuring health and safety for our people
CICHA-PE-05	Medical service - periodical health check ups	Spain - Chapela	Industry	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	Pillar Scale	Material Aspect Scale
				General Plan	Specific Plan
CICHA-PE-06	Medical service - vaccination	Spain - Chapela	Industry	People First	Ensuring health and safety for our people
CICHA-PE-07	Participation in Improvement Ideas (IDM)	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-08	Training - practical training	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-9	Celebrating special dates	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-10	Talent Recruitment and Development - Mentoring Programme	Spain - Chapela	Industry	People First	Personal and professional development
CICHA-PE-11	Healthy life campaign - Fifty-fifty Programme	Spain - Chapela	Industry	People First	Ensuring health and safety for our people
CICHA-PE-12	Agreements with third parties - medical clinics	Spain - Chapela	Industry	People First	Ensuring health and safety for our people
CICHA-PE-13	Occupational Health and Safety Programme (OHS) - defibrillators	Spain - Chapela	Industry	People First	Ensuring health and safety for our people
CICHA-PR-01	IFS certification	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-02	ELS certification	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-03	SAE certification	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-04	Reduction of claims	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-05	Product development without flavour enhancers (E-621 and E-635) (monosodium glutamate)	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-06	Development of products without modified starch	Spain - Chapela	Industry	Product Excellence	Consumer satisfaction
CICHA-PR-07	Development of products reduced in salt	Spain - Chapela	Industry	Product Excellence	Health and nutrition
CICHA-PR-08	Product development 0% fat	Spain - Chapela	Industry	Product Excellence	Health and nutrition
CICHA-CO-01	Food donation	Spain - Chapela	Industry	Growing Together with the Communities	Cooperation with civil society
CICHA-CO-02	Internship Programmes / scholarships - agreements with schools	Spain - Chapela	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CICHA-CO-03	Internship Programmes / scholarships - tutored people	Spain - Chapela	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship
CICHA-CO-04	Promotion of local employment - neighbouring municipalities	Spain - Chapela	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship
CICHA-CO-05	Monetary donation - Vicente Ferrer foundation	Spain - Chapela	Industry	Growing Together with the Communities	Cooperation with civil society
CICHA-CO-06	Participation in food collection	Spain - Chapela	Industry	Growing Together with the Communities	Cooperation with civil society
CICHA-CO-07	Support for education and outreach - 2020	Spain - Chapela	Industry	Growing Together with the Communities	Supporting education and knowledge transfer
CICHA-CO-08	Student visits to the facilities	Spain - Chapela	Industry	Growing Together with the Communities	Supporting education and knowledge transfer

c) *Porriño Industrial Centre*

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIPOR-PL-01	Installation of LED lighting systems	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-02	Improvement of the energy efficiency of the freezing process due to the renewal of compressors	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-03	ITLC Programme to reduce energy consumption in compressors	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-04	Identification of energy consumption	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-05	Reduction of energy consumption	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-06	ISO 14001 certification	Spain - Porriño	Industry	A Common Planet	Respecting the natural environment
CIPOR-PL-07	Environmental Monitoring and Surveillance	Spain - Porriño	Industry	A Common Planet	Zero emissions
CIPOR-PL-08	Reduction of waste in the production lines - losses at the head and end of the line	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-09	Recovery of leftover bread at the end of production	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-10	ISO 14001 certification - maintenance audit	Spain - Porriño	Industry	A Common Planet	Respecting the natural environment
CIPOR-PL-11	Reduction of water consumption	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-12	Reduced pour volume	Spain - Porriño	Industry	A Common Planet	Zero emissions
CIPOR-PL-13	Responsible Waste Management - donation of by-products	Spain - Porriño	Industry	A Common Planet	Zero emissions
CIPOR-PL-14	Responsible Waste Management - reduction	Spain - Porriño	Industry	A Common Planet	Efficient consumption
CIPOR-PL-15	Use of renewable energy	Spain - Porriño	Industry	A Common Planet	Zero emissions
CIPOR-PE-01	Training - training plan	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-02	Talent Recruitment and Development - ÁBACO Programme	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-03	Healthy life campaign - Fifty-fifty Programme	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-04	Participation in Improvement Ideas (IDM)	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-05	Equality Plan - WIP Programme	Spain - Porriño	Industry	People First	Labour responsibility

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIPOR-PE-6	Medical service - periodical health check ups	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-7	Medical service - oral check-up	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-8	Training - Immersive English Training in Ireland	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-9	Training - Academia Pescanova CSI	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-10	Training - Academia Pescanova RRHH	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-11	Talent Recruitment and Development - Mentoring Programme	Spain - Porriño	Industry	People First	Personal and professional development
CIPOR-PE-12	Medical service - vaccination	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-13	Medical service - prevention of breast cancer	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-14	Agreements with third parties - medical clinics	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-15	Occupational Health and Safety Programme (OHS) - external prevention service	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PE-17	Occupational Health and Safety Programme (OHS) - defibrillators	Spain - Porriño	Industry	People First	Ensuring health and safety for our people
CIPOR-PR-01	BIO / Organic Certification - organic production	Spain - Porriño	Industry	Product Excellence	Consumer satisfaction
CIPOR-PR-02	SAE Certification - Specific Self-Control Systems 2018	Spain - Porriño	Industry	Product Excellence	Consumer satisfaction
CIPOR-PR-03	Product innovation: Salmon Peskitos	Spain - Porriño	Industry	Product Excellence	Consumer satisfaction
CIPOR-PR-04	Development of a new range of 100% natural products	Spain - Porriño	Industry	Product Excellence	Health and nutrition
CIPOR-PR-05	Development of a new range of CLEAN LABEL products	Spain - Porriño	Industry	Product Excellence	Consumer satisfaction
CIPOR-PR-06	Salt reduction	Spain - Porriño	Industry	Product Excellence	Health and nutrition
CIPOR-PR-07	IFS certification	Spain - Porriño	Industry	Product Excellence	Food safety
CIPOR-PR-08	ELS certification	Spain - Porriño	Industry	Product Excellence	Health and nutrition
CIPOR-PR-09	HALAL certification	Spain - Porriño	Industry	Product Excellence	Health and nutrition
CIPOR-PR-10	SAE Certification - Specific Self-Control Systems 2019	Spain - Porriño	Industry	Product Excellence	Consumer satisfaction

				PILLAR SCALE		MATERIAL ASPECT SCALE	
Code	Title	Country / Centre	Activity	General Plan		Specific Plan	
CIPOR-CO-01	Food donation - local institutions	Spain - Porriño	Industry	Growing Together with the Communities		Cooperation with civil society	
CIPOR-CO-02	Internship Programmes / scholarships - tutored people	Spain - Porriño	Industry	Growing Together with the Communities		Promoting employment and entrepreneurship	
CIPOR-CO-03	Support for education and outreach - collaboration with the Master of Conservation of Fishery Products	Spain - Porriño	Industry	Growing Together with the Communities		Supporting education and knowledge transfer	
CIPOR-CO-04	Support for education and outreach - final works of Master of Conservation of Fishery Products	Spain - Porriño	Industry	Growing Together with the Communities		Supporting education and knowledge transfer	
CIPOR-CO-05	Promotion of local employment - neighbouring municipalities	Spain - Porriño	Industry	Growing Together with the Communities		Promoting employment and entrepreneurship	
CIPOR-CO-08	Student visits to the facilities - schools	Spain - Porriño	Industry	Growing Together with the Communities		Supporting education and knowledge transfer	
CIPOR-CO-09	Student visits to the facilities - University and MSc degree students	Spain - Porriño	Industry	Growing Together with the Communities		Supporting education and knowledge transfer	

d) *Catarroja Industrial Centre*

Code	Title	Country / Centre	Activity	PILLAR SCALE	
				General Plan	Specific Plan
CICAT-PL-01	ISO 14001 certification	Spain - Catarroja	Industry	A Common Planet	Respecting the natural environment
CICAT-PL-02	Installation of LED lighting systems	Spain - Catarroja	Industry	A Common Planet	Efficient consumption
CICAT-PL-03	Identification of energy consumption	Spain - Catarroja	Industry	A Common Planet	Efficient consumption
CICAT-PL-04	Recovery of losses in the salmon cutting process to produce a block suitable for consumption	Spain - Catarroja	Industry	A Common Planet	Zero emissions
CICAT-PL-05	Installation of natural gas boilers	Spain - Catarroja	Industry	A Common Planet	Zero emissions
CICAT-PL-06	Replacing porex packaging with returnable trays	Spain - Catarroja	Industry	A Common Planet	Respecting the natural environment
CICAT-PE-01	Training - training plan	Spain - Catarroja	Industry	People First	Personal and professional development
CICAT-PE-02	Talent Recruitment and Development - ÁBACO Programme	Spain - Catarroja	Industry	People First	Personal and professional development
CICAT-PE-03	Participation in Improvement Ideas (IDM)	Spain - Catarroja	Industry	People First	Personal and professional development
CICAT-PE-04	Occupational Health and Safety Programme (OHS) - external prevention service	Spain - Catarroja	Industry	People First	Ensuring health and safety for our people
CICAT-PE-05	Medical service - periodical health check ups	Spain - Catarroja	Industry	People First	Ensuring health and safety for our people
CICAT-PE-06	Medical service - vaccination	Spain - Catarroja	Industry	People First	Ensuring health and safety for our people
CICAT-PE-07	Talent Recruitment and Development - Mentoring Programme	Spain - Catarroja	Industry	People First	Personal and professional development
CICAT-PE-08	Agreements with third parties - medical clinics	Spain - Catarroja	Industry	People First	Ensuring health and safety for our people
CICAT-PE-09	Occupational Health and Safety Programme (OHS) - defibrillators	Spain - Catarroja	Industry	People First	Ensuring health and safety for our people
CICAT-PR-01	IFS certification	Spain - Catarroja	Industry	Product Excellence	Food safety
CICAT-CO-01	Internship Programmes / scholarships	Spain - Catarroja	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CICAT-CO-02	Promotion of local employment - neighbouring municipalities	Spain - Catarroja	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

e) *Paterna Industrial Centre*

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIPAT-PL-01	Installation of LED lighting systems	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PL-02	Reduction of energy consumption	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PL-03	ISO 14001 certification	Spain - Paterna	Industry	A Common Planet	Respecting the natural environment
CIPAT-PL-04	Environmental Monitoring and Surveillance	Spain - Paterna	Industry	A Common Planet	Respecting the natural environment
CIPAT-PL-05	Waste reduction on production lines	Spain - Paterna	Industry	A Common Planet	Zero emissions
CIPAT-PL-06	GEA Programme to reduce energy consumption in compressors	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PL-07	Identification of water consumption	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PL-08	Identification of energy consumption	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PL-09	Reduction of the polluting load of the discharge water	Spain - Paterna	Industry	A Common Planet	Zero emissions
CIPAT-PL-10	Integrated Environmental Authorization	Spain - Paterna	Industry	A Common Planet	Respecting the natural environment
CIPAT-PL-11	MSC CoC certification	Spain - Paterna	Industry	A Common Planet	Respecting the natural environment
CIPAT-PL-12	Reduction of use of plastics - composition of materials	Spain - Paterna	Industry	A Common Planet	Efficient consumption
CIPAT-PE-01	Training - training plan	Spain - Paterna	Industry	People First	Personal and professional development
CIPAT-PE-02	Talent Recruitment and Development - ÁBACO Programme	Spain - Paterna	Industry	People First	Personal and professional development
CIPAT-PE-03	Participation in Improvement Ideas (IDM)	Spain - Paterna	Industry	People First	Personal and professional development
CIPAT-PE-04	Occupational Health and Safety Programme (OHS) - external prevention service	Spain - Paterna	Industry	People First	Ensuring health and safety for our people
CIPAT-PE-05	Medical service - periodical health check ups	Spain - Paterna	Industry	People First	Ensuring health and safety for our people
CIPAT-PE-06	Medical service - vaccination	Spain - Paterna	Industry	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
CIPAT-PE-07	Agreements with third parties - medical clinics	Spain - Paterna	Industry	People First	Ensuring health and safety for our people
CIPAT-PE-08	Occupational Health and Safety Programme (OHS) - defibrillators	Spain - Paterna	Industry	People First	Ensuring health and safety for our people
CIPAT-PR-01	IFS certification	Spain - Paterna	Industry	Product Excellence	Food safety
CIPAT-PR-02	Anisakis control	Spain - Paterna	Industry	Product Excellence	Food safety
CIPAT-PR-03	Improvement of Claims Management	Spain - Paterna	Industry	Product Excellence	Consumer satisfaction
CIPAT-CO-01	Food donation	Spain - Paterna	Industry	Growing Together with the Communities	Cooperation with civil society
CIPAT-CO-02	Internship Programmes /scholarships - tutored people	Spain - Paterna	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship
CIPAT-CO-03	Promotion of local employment - neighbouring municipalities	Spain - Paterna	Industry	Growing Together with the Communities	Promoting employment and entrepreneurship

6.10. NUEVA PESCANOVA

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
COR-PL-01	Zero Litter Project	Corporate - Group	Global	Our Common Planet	Zero emissions
COR-PL-02	No Plastic Stirrers & No Sugar Project	Corporate - Group	Global	Our Common Planet	Zero emissions
COR-PL-03	Responsible Waste Management - segregation	Corporate - Group	Global	Our Common Planet	Zero emissions
COR-PL-04	Disposal of single-use plastic - corporate centre	Corporate - Group	Global	Our Common Planet	Efficient consumption
COR-PL-05	Disposal of single-use plastic - marketing gifts	Corporate - Group	Global	Our Common Planet	Efficient consumption
COR-PL-06	Awareness actions in projects to improve the 'Pescanova Blue' - 'Lalandii 1'	Corporate - Group	Global	Our Common Planet	Respecting the natural environment
COR-PL-07	Awareness-raising actions in improvement projects in the area 'Pescanova Blue' - 'Ponta Matirre'	Corporate - Group	Global	Our Common Planet	Respecting the natural environment
COR-PL-08	Awareness-raising actions - Improvement of Environmental Performance	Corporate - Group	Global	Our Common Planet	Respecting the natural environment
COR-PL-09	Cleaning campaigns - LIBERA Ecoembes & SEO/Birdlife Project	Corporate - Group	Global	Our Common Planet	Respecting the natural environment
COR-PE-01	Food service - dining room	Corporate - Group	Global	People First	Personal and professional development
COR-PE-02	Medical service - vaccination	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-03	Healthy life campaign - sugar intake	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-04	Healthy life campaign - vending machines	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-05	Identity and corporate culture - Anticorruption Code	Corporate - Group	Global	People First	Labour responsibility
COR-PE-06	Improvements in working conditions - workspaces	Corporate - Group	Global	People First	Labour responsibility
COR-PE-07	Employee support - Pescaflex	Corporate - Group	Global	People First	Personal and professional development
COR-PE-07	Training - Campus Nueva Pescanova	Corporate - Group	Global	People First	Personal and professional development
COR-PE-08	Talent Recruitment and Development - Mentoring Programme	Corporate - Group	Global	People First	Personal and professional development
COR-PE-09	Talent Recruitment and Development - promoting the Group's image	Corporate - Group	Global	People First	Personal and professional development

Code	Title	Country / Centre	Activity	PILLAR SCALE	
				General Plan	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
COR-PE-10	Healthy life campaign - Fifty-fifty Programme	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-11	Agreements with third parties - medical clinics	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-12	Medical service - periodical health check ups	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-PE-13	Occupational Health and Safety Programme (OHS) - defibrillators	Corporate - Group	Global	People First	Ensuring health and safety for our people
COR-CO-01	Monetary donation - UNICEF solidarity gifts	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COR-CO-02	Monetary donation - solidarity breakfast	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COR-CO-03	Participation in food collection	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COR-CO-04	Support for education and outreach - AECOC sustainability committee	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COR-CO-05	Support for education and outreach - Global Goals Jam	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COR-CO-06	Internship Programmes / scholarships	Corporate - Group	Global	Growing Together with the Communities	Cooperation with civil society
COM-PL-01	Installation of LED lighting systems	Commercial - Group	Global	Our Common Planet	Efficient consumption
COM-PL-02	Disposal of single-use plastic	Commercial - Group	Global	Our Common Planet	Efficient consumption
COM-PL-03	Disposal of single-use plastic - awareness	Commercial - Group	Global	Our Common Planet	Efficient consumption
COM-PE-01	Talent Recruitment and Development - Mentoring Programme	Commercial - Group	Global	People First	Personal and professional development
COM-PE-02	Healthy life campaign - Fifty-fifty Programme	Commercial - Group	Global	People First	Ensuring health and safety for our people
COM-PE-03	Agreements with third parties - medical clinics	Commercial - Group	Global	People First	Ensuring health and safety for our people
COM-PE-04	Medical service - periodical health check ups	Commercial - Group	Global	People First	Ensuring health and safety for our people
COM-PE-05	Occupational Health and Safety Programme (OHS) - defibrillators	Commercial - Group	Global	People First	Ensuring health and safety for our people
COM-PE-06	Occupational Health and Safety Programme (OHS) - external prevention service	Commercial - Group	Global	People First	Ensuring health and safety for our people
COM-PE-07	Medical service - vaccination	Commercial - Group	Global	People First	Ensuring health and safety for our people

Code	Title	Country / Centre	Activity	PILLAR SCALE	MATERIAL ASPECT SCALE
				General Plan	Specific Plan
COM-CO-01	Internship Programmes / scholarships	Commercial - Group	Global	Growing Together with the Communities	Cooperation with civil society