



# **Sustainability Report 2022**





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# 01

# About Agrosevilla

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# Letter from the Chairperson



I am pleased to present the Agrosevilla Group's Sustainability Report 2023. It is an executive round-up of our work this year focusing on three aspects: environmental, social, and economic. Our work is focused on the social Economy model: a working group of cooperatives employing more than 450 people, which brings together twelve cooperatives and represents more than 4,000 farmers in Seville, Malaga, and Cordoba.

Many challenges have been thrown our way over the past year. On the one hand, the short harvest and the upward pressure on raw material, auxiliary material, and energy prices have affected us significantly. And on the other hand, the drought has presented problems, which we have suffered with for several years. There seems to be every indication the drought situation will be here to plague us for many years to come. This forces us to look for long-term solutions to continue growing with water shortages.

We have set ambitious targets to further reduce our environmental impact. We focus on maximising natural resources in the most

efficient way, including water and land management, and minimising greenhouse gas emissions emitted because of our activities.

Sustainability is not limited to the environment. Sustainability is also about our economic operations and how we interact with the community. This report is based on the international GRI (Global Reporting Initiative) standard. This allows us to measure and report our environmental, social, and economic performance systematically and objectively. This approach allows us to assess our impact and work on strategies to improve our sustainable performance in the future.

We hope our readers will find value and use from this report.

**Gabriel Cabello López**  
Chairperson



# Letter from the Director

The following is Agrosevilla Group's sustainability report for the 2023 financial year, in which we faithfully and transparently present our achievements on material issues of the greatest relevance for our stakeholders. It considers the new reality that the COVID-19 pandemic has created for us, the instability of the International Market and the difficult situation of the Agricultural Sector. Without a shadow of a doubt, the water challenge is the biggest threat we face.

Agrosevilla Group has been investing heavily in the circular economy for years. Environmental sustainability is one of our core values and one of the main focuses of Agrosevilla Group's activities. We are, therefore, committed to an olive grove management model that is based on technological development to respond to the challenges presented by traditional and intensive farming methods. It provides value and greater sustainability for the business.

We look forward to 2023 which is full of opportunities thanks to the Group's management capacity. It is a collective effort to achieve future goals based on sustainable growth, job creation and respect for our environment and customs. These are our main wor-

king pillars. But they are not without difficulties and uncertainties. There will be more intense and prolonged periods of drought due to climate change, uncertainties in tariffs and consumption trends, and the inflationary environment for both secondary materials and raw materials.

However, 2022 has been a success, without a doubt, with record profits and turnover figures, as well as in agreement prices, which have been a tool to give back to our "shareholders", the farmers, the members, the effort they make to keep the cooperative going.

Agrosevilla has positioned itself to be able to keep responding to challenges well. Confidence in our management model, the results obtained and the workforce on the ground that make up the group, from the farmer to the customer, are the guarantors of our future.

Julio Roda  
CEO





# Who are we?

## OPENING REMARKS AND BUSINESS MODEL

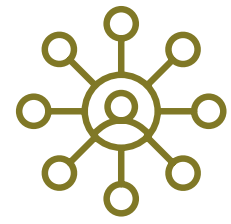
**Agro Sevilla Aceitunas, S.Coop.And.,** was founded in 1977 and is a world leader in the production, packaging, and marketing of table olives and one of Spain's main olive oil exporters.

**Set up as a cooperative of olive-growing cooperatives,** Agro Sevilla controls every stage of production for its olives. It is involved in tending the olive trees and harvesting the olives to manufacturing, distributing, and marketing the final product. This ensures high traceability and greater quality control throughout every stage of the value chain, from field to consumer.





## SIZE OF THE ORGANISATION



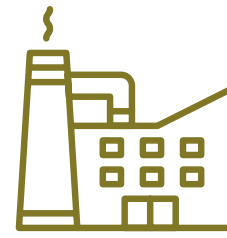
**12**

COOPERATIVES



**4K**

FARMING  
PARTNERS



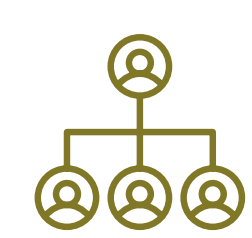
**2**

PRODUCTION PLANTS  
(1 for olive oil and 1 for olives)



**5**

PLACES  
OF BUSINESS



**400+**

EMPLOYEES



**80K+**

METRIC TONS  
OF OLIVES PER YEAR



EXPORTS  
TO **75+** COUNTRIES



**60K+**

WORK DAYS PER YEAR



AGGREGATE TURNOVER 2022

**190M+**  
EUROS





## EXTERNAL INITIATIVES: POLICIES

Social responsibility is reflected in the different policies, procedures and actions approved by the Group's leadership teams, which **establish the guidelines and directives to be followed when carrying out its activities and in the development of stakeholder relations.**

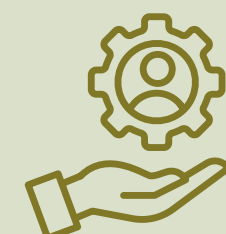
The policies that form a part of Agrosevilla's commitment to Corporate Social Responsibility include the following:



**Integrated Quality,  
Environment and Occupational Risk Prevention Policy**



**Code of Conduct (CoC)  
Social Policy and Good Business Practices**



**Code of Conduct  
for Suppliers**





## CERTIFICATIONS

- > **SMETA (Sedex Member Ethical Trade Audit) 4 PILLAR:** an audit methodology that provides a compilation of best practice ethical audit techniques to help businesses evaluate their sites and suppliers and work conditions along their supply chain.
- > **BRC Certification:** a standard created by the British Retail Consortium to guarantee a specific standard for better food safety and the control of food products.
- > **IFS:** international standard for the selection and qualification of suppliers in nutrition.

- > **European Certification Council Regulation (EC) No 834/2007:** Regulations on food for products that can be labelled with the terms eco, bio, ecological or biological.
- > **Stewardship Council (MSC):** international standard for sustainable fishing and traceability of fish products.
- > **ISO 14001:** international standard for companies and organisations to manage their environmental responsibilities.

- > **ISO 45001:** international standard for improving employee safety, reducing workplace risks, and creating better, safer working conditions.
- > **KOSHER Y HALAL:** certifications guaranteeing that products adhere to all Kosher Law requirements for Jewish customers and Islamic Law requirements for Muslim customers.
- > **Integrated Production in Andalusia for Industries.**



↑  
9  
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**Each of Agrosevilla Group’s 12 Cooperatives are certified in Integrated Production. This certification verifies agricultural systems for food production, which optimise resources and natural mechanisms, ensuring long-term sustainable farming**

↑  
10  
↓





## MEMBERSHIP OF ASSOCIATIONS

Agrosevilla belongs to several business associations, among which the following are worth mentioning:



Spanish Association of Exporters and Industrialists of Table Olives



Spanish Olive Oil and Pomace Olive Oil Exporters Association



Sevillian Olive and Fats Business Association



Agri-food Cooperatives of Andalusia



Technological Corporation of Andalusia



Manufacturers and Distributors Association



Spanish Association for Management Progress



Seville Chamber of Commerce



Agrarian Association of Young Farmers of Andalusia



# Our Brands

Agrosevilla markets its products through 4 major brands:



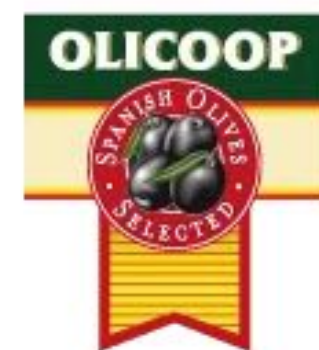
Since 1977 it has been our flagship brand and a benchmark within the sector, having become synonymous with quality right from the source and because we only sell olives from our own harvest. They are grown, selected, and processed by our farmers. Our experience allows us to innovate every day and to maintain prestige and quality recognised worldwide.



Our leading brand: it has maximum notoriety in the countries where it is sold, being one of the most identified olive and olive oil brands by consumers. Coopoliva represents the know-how of generations of Spanish olive growers and has become synonymous with the Spanish way of life.



It takes olive grove culture and the thousands of years of olive growing tradition and disseminates it across the world: the aim of this brand is to transmit the Mediterranean lifestyle with the flavour of our olives and olive oil and the artisan character with which we make our products every day.



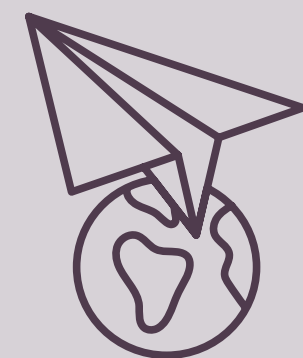
Olicoop offers excellent value for money and a wide variety that adapt to the market demands in each country. It is positioned as a staple item for a supermarket shop, aimed at those consumers who are looking for a functional product with our company's guarantee.



# Where are we?

Agrosevilla is a working group of cooperatives with a strong presence in international table olive markets.

Agrosevilla has made sales to 72 countries in 2022.



## 90,3%



TURNOVER FROM INTERNATIONAL SALES IN 2022



**AGROSEVILLA U.S.A., INC.**  
340 Herndon Parkway  
VA 20170 (USA)

**AGROSEVILLA ITALIA S.R.L.**  
Via Miamare, 49  
16040 - Leivi (Italia)

**AGROSEVILLA ACEITUNAS S. COOP. AND.**  
Paseo de Castel Madama s/n,  
41590 - La Roda de Andalucía,  
Sevilla (España)

**A.S. COMERCIO Y SERVICIOS, S.A.**  
Avda. Innovación, s/n  
Edif. Renta Sevilla, 8ª planta  
41020 - Sevilla (España)

**ACEITES AGROSEVILLA, S.A.U.**  
Pol. Ind. Corbones s/n,  
41540 - La Puebla de Cazalla,  
Sevilla (España)

**BIOACTIVE OLIVE PRODUCTS, S.L.**  
Paseo de Castel Madama s/n,  
41590 - La Roda de Andalucía,  
Sevilla (España)

**GROUP'S COMPANIES LOCATIONS**





# Supply chain

## SUBCONTRACTING AND SUPPLIERS

Agrosevilla has a strict Purchasing and Supplier Evaluation Procedure which defines the guidelines and procedures for carrying out the evaluation of all our suppliers (raw materials, auxiliary materials, and services) **with a direct impact on the final quality and food safety of the product** as required by the IFS, BRC, Halal and Kosher standards, and in relation to the environment, as required by the ISO 14001:2015 standard.

We are **mainly supplied with olives from our cooperatives**, which we process and pack in our factory in La Roda de Andalucía, Seville. Likewise, most of the products and materials that are incorporated into the production process at this centre are of national origin.

“  
Most of the products and materials that are incorporated into the production process are sourced nationally



# 02

# Sustainability Strategy

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[Mission, Vision, and Values >](#)

[Strategies and Trends >](#)

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[Governance Structure >](#)

[Risk Management >](#)

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[Regulatory Compliance >](#)

[Materiality Analysis >](#)

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# Mission, Vision, and Values



## MISSION

- > To contribute to the sustainable growth of our farming partners by ensuring the commercialisation of their products on the global market.
- > To produce safe, authentic, quality food for our customers and consumers, in compliance with the law and with optimum profitability.
- > To promote the personal and professional development of our employees. We aim to provide them with safe, dignified, equal, legally compliant, and paid work with a fair wage. We look after their health and reduce occupational hazards. We also promote worker consultation and participation through representatives. All of this whilst looking to the future to promote the region's socio-economic progress.



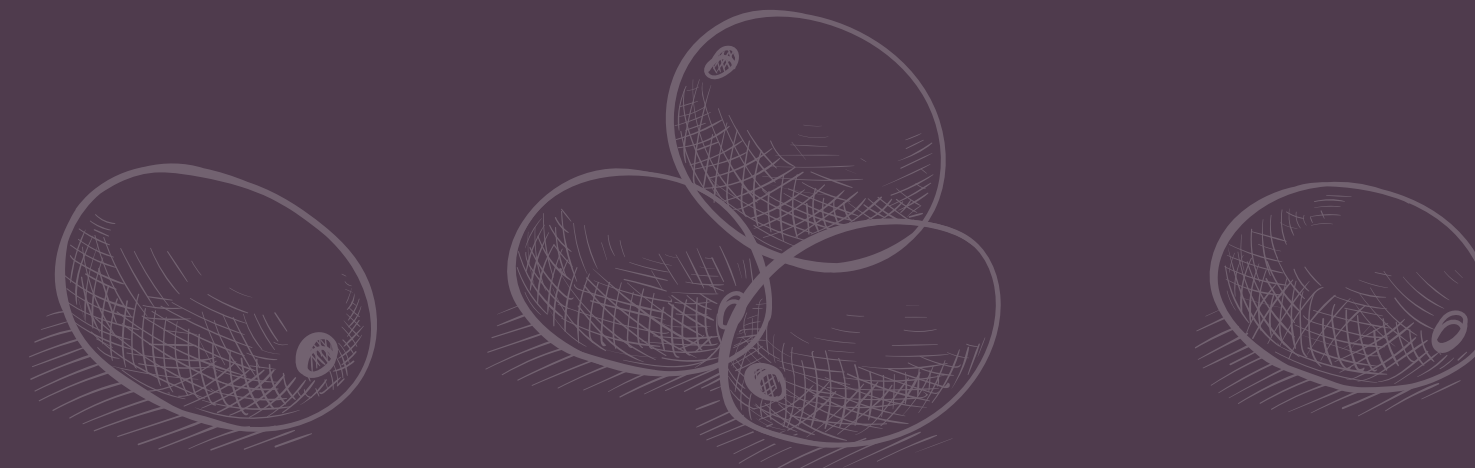
## VISION

- > To strengthen our leadership position and become a world-class benchmark in the table olive industry.
- > To establish a culture oriented towards innovation in processes and products through the integral management of our value chain with national and international projection.



## VALUES

- > **Customer orientation:** to meet the needs of our customers in a relationship of trust and continuous development.
- > **Identity:** We are in touch with our roots and are proud to show them off.
- > **Integrity:** We are true to our word, we believe in our potential, in our product and in ourselves.
- > **Sustainability:** We grow in a way that respects the environment, people, and resources, ensuring minimal environmental impact and pollution prevention according to the standards set by current legislation.
- > **Food Safety Culture:** We promote the awareness of all personnel involved in the production process of our products, from source to customer.



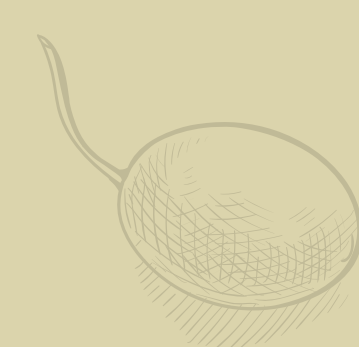
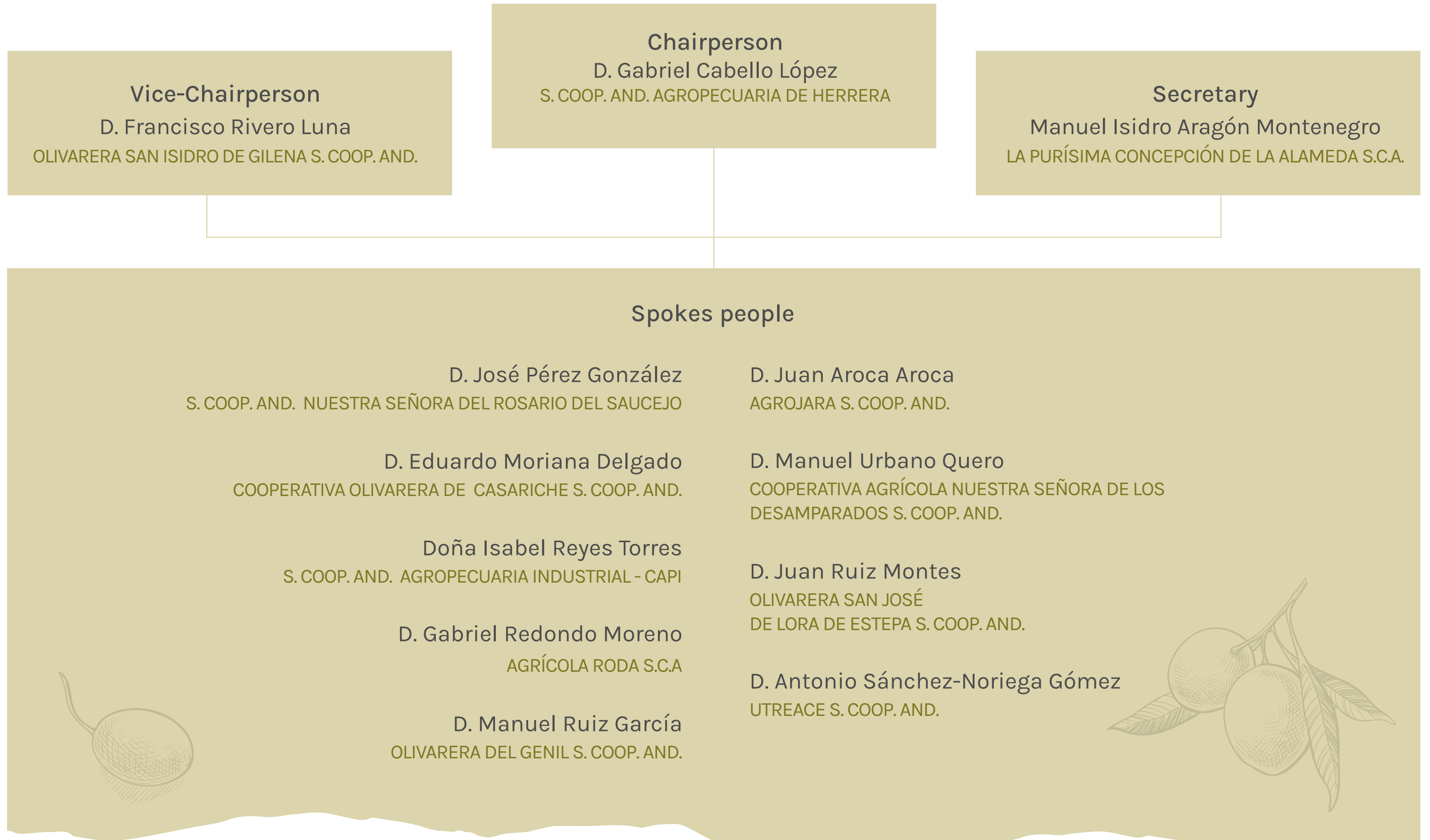


# Governance Structure

The Board of Directors, as Agro Sevilla Group's highest governing body, has full authority to direct, administer and represent the Company in the development of activities that make up its corporate purpose.

The Board of Directors entrusts the day-to-day management of the Company to the Managing Committee, focusing its activity on the supervision of the latter and assuming its legal obligations.

## BOARD OF DIRECTORS






## MANAGING COMMITTEE


The Managing Committee is made up of the following members:




**Chief Executive Officer**  
D. Julio Roda Peñalvo



**Chief Financial Officer**  
D. Jerónimo Camacho Noci




**Head of People & Legal**  
Dña. Rosario Núñez Cornejo




**Purchasing & Logistics Director**  
D. Luis Garrote Coloma




**Sales & Marketing Director**  
D. José Ignacio Montaña Díaz



**Director of R&D&I**  
D. José María Fernández Ginés



**Industrial Director**  
D. Carlos Mateos García



**USA Business Unit Director**  
D. César de Paz



# Regulatory Compliance

Compliance with all applicable environmental, health and safety, food safety, tax, labour, and other legal provisions is a priority for the Agrosevilla Group when undertaking business activities.



*Compliance with all legal provisions is a priority for the Agrosevilla Group*

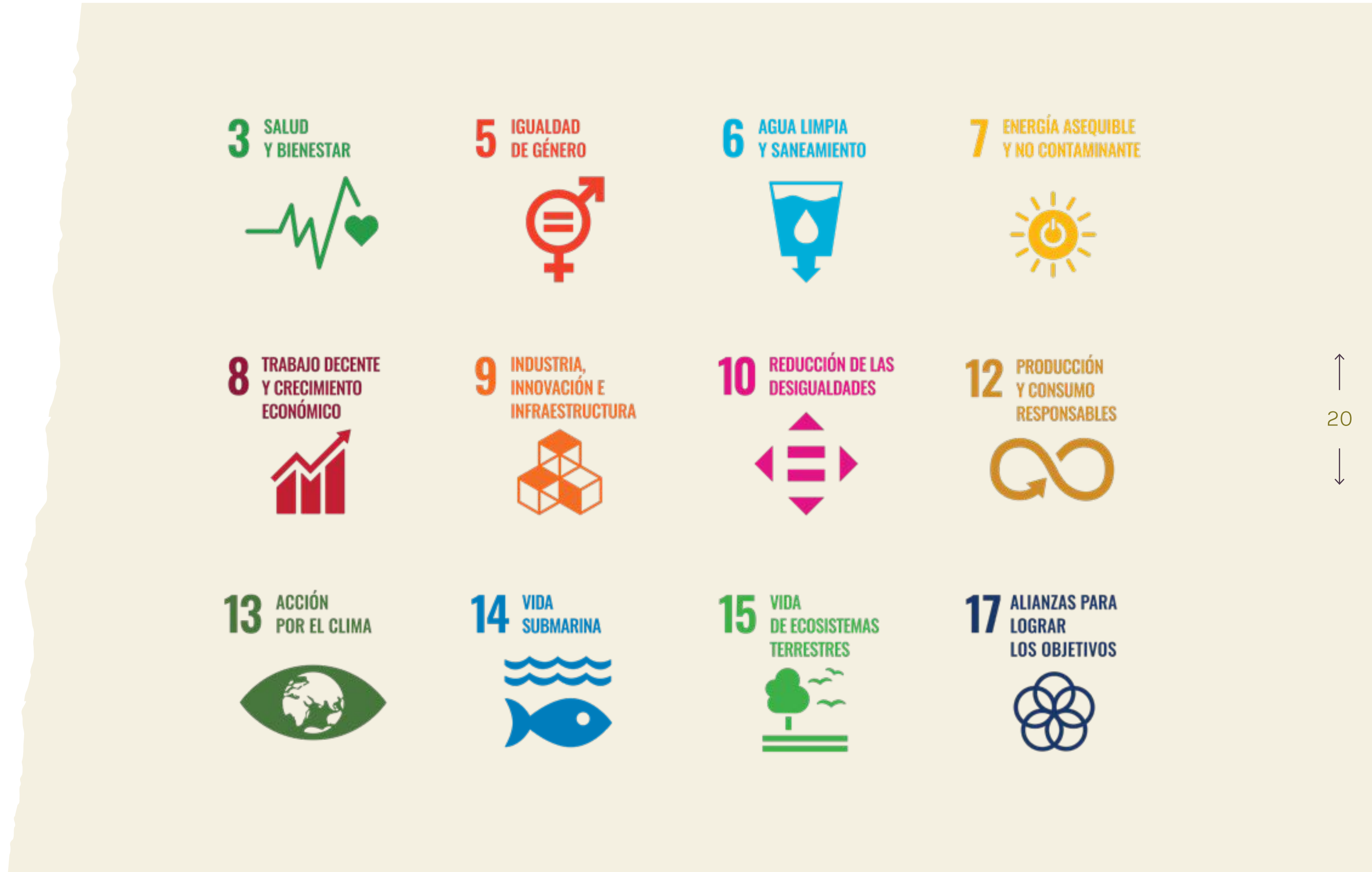




# Strategies and Future Trends

## 2030 AGENDA

Agrosevilla, seeking to align itself with the United Nations Global Compact, focuses its efforts on the fulfilment of the following Sustainable Development Goals (see chapter 8.3.), through different measures, tools and strategies carried out during 2022.







### 3. GOOD HEALTH AND WELLBEING: Ensuring healthy living and promoting well-being for all

- > Recertification for a further 3 years of the ISO 45001:2018 Occupational Health and Safety Management System certificate at the Group's main production centre.
- > Provision of specific internal and external training in occupational risk prevention.
- > Carrying out hygienic and specific studies of workstations.



### 5. GENDER EQUALITY



### 8. DECENT WORK AND ECONOMIC GROWTH

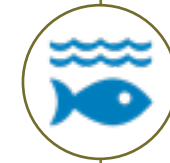


### 10. REDUCED INEQUALITIES: Achieve gender equality and empower all women and girls

- > Negotiation of the Group's Gender-Based Equalities Plan.
- > Staff with functional diversities.



### 6. CLEAN WATER AND SANITATION: Ensure availability and sustainable management of water and sanitation for all



### 14. LIFE BELOW WATER: Conserve and sustainably use the oceans, seas, and marine resources for sustainable development



### 15. LIFE ON LAND: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

- > Calculation and Assessment of the Water Footprint due to Scarcity and Degradation according to ISO 14046.
- > Application of measures dictated by the Integrated Production rules by our farmers and Cooperatives.
- > Maintenance of ISO 14001:2015 Environmental Management Systems certification at the Group's main production centre.
- > Setting targets for water consumption reduction and liquid effluent improvement in production plants.







**7. AFFORDABLE AND CLEAN ENERGY:** Ensure access to affordable, reliable, sustainable, and modern energy for all



**13. CLIMATE ACTION:** Take urgent action to combat climate change and its impacts



**17. PARTNERSHIPS FOR THE GOALS:** Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

- > Calculation and Assessment of the Carbon Footprint according to ISO 14064.
- > Maintenance of ISO 14001:2015 Environmental Management Systems certification at the Group's main production centre.
- > Setting targets to reduce energy consumption in production plants.
- > Application of measures dictated by the Integrated Production rules by our Cooperative members.



**9. INDUSTRY, INNOVATION, AND INFRASTRUCTURE:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation



**12. RESPONSIBLE CONSUMPTION AND PRODUCTION:** Ensure sustainable consumption and production patterns

- > Consolidation of Bioactive Olive Products, S.L. for the integral use of the biomass generated in Agrosevilla's production processes: use of by-products and waste to obtain bioactive compounds.
- > Maintenance and Certification of Food Safety Management Systems according to BRC, IFS, Kosher and Halal standards.








# Risk Management

## HOW TO ANTICIPATE POSSIBLE UNFORESEEN EVENTS

Agrosevilla has internal information systems and procedures that make it possible to identify potential financial risks. There are specific policies and standards for global financial risk management, as well as for specific aspects such as foreign exchange risk management, interest rate risk, credit risk and liquidity risk, among others.

Over the last few years, Agrosevilla has systematically extended risk analysis and detection to areas such as occupational risk prevention, environment, food safety and **regulatory compliance through the different Management Systems implemented in the Group's companies, in accordance with international standards.**

Agrosevilla Group's main challenges, along with being a challenge for the sector as whole, are detailed in the following table:

 SHORT TERM	 MEDIUM TERM	 LONG TERM
Tariff and non-tariff barriers		
Rising costs of raw materials, energy, and logistics operations		
	Competition from other producing countries	
Lack of mechanisation of olive groves.		
Drought		
	European climate change policy	
Trade wars between countries or economic blocs		
Trade wars between countries or economic blocs		





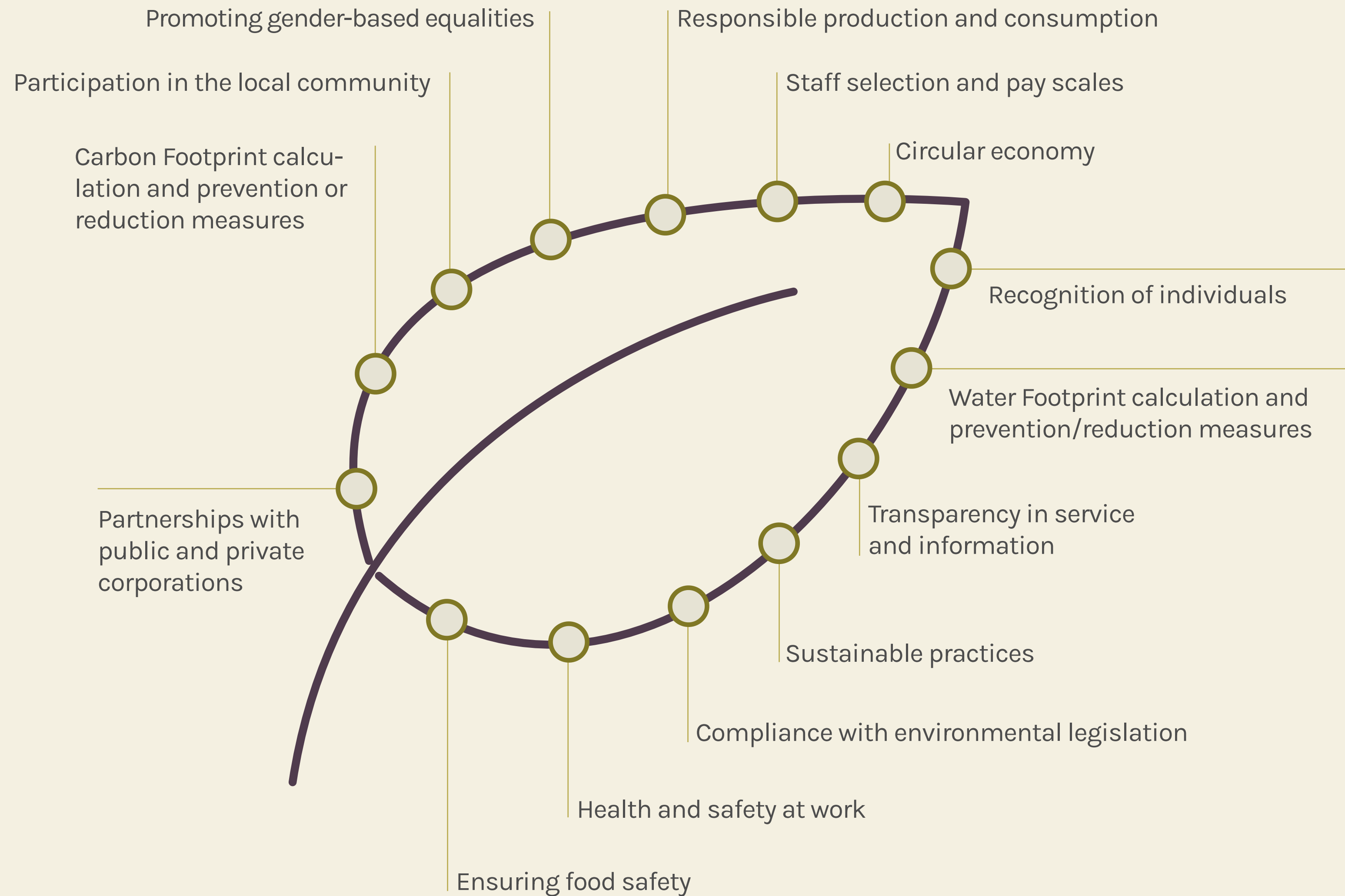
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**The private sector has a central role to play, which is both a responsibility and an all-time opportunity to align the business objectives with equity and sustainability**



# Materiality Analysis

At the Agrosevilla Group, we have carried out a materiality analysis with the aim of aligning our Corporate Social Responsibility strategy with the priorities of our stakeholders. This analysis identifies the issues and aspects that are relevant to the company's strategy and business model.







Economy



Environment



People

## RELEVANT MATTERS

We show the relevant issues, ordered according to the score obtained and organised according to the main themes in Corporate Social Responsibility.

ENGAGED THEMES	RELEVANT MATTERS
	1. Ensuring food safety
	2. Health and safety at work
	3. Compliance with environmental legislation
	4. Sustainable practices
	5. Transparency in service and information
	6. Water Footprint calculation and prevention/reduction measures
	7. Recognition of individuals
	8. Circular economy
	9. Staff selection and pay scales
	10. Responsible production and consumption
	11. Promoting gender-based equalities
	12. Participation in the local community
	13. Carbon Footprint calculation and prevention or reduction measures
	14. Partnerships with public and private corporations



# 03

# Commitment to the environment

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[Environmental value >](#)

[Sustainable use of resources >](#)

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[Pollution and climate change >](#)

[Biodiversity protection >](#)

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[Circular economy and waste prevention and management >](#)

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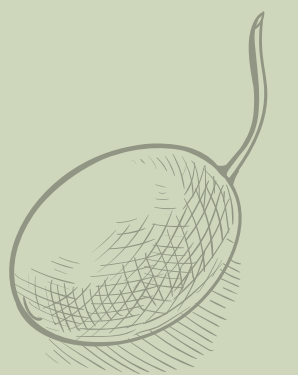
# Environmental value

Agrosevilla carries out its activities in such a way as to minimise the adverse environmental impacts resulting from its operations and to have high quality processes, facilities, and products. It pays special attention to protecting the environment and to employee relations, supply chain, customers, and other stakeholders.

This is reflected in our Code of Conduct (CoC), Social Policy and Good Business Practices, and in the Integrated Quality, Environment and Occupational Risk Prevention Policy, which incorporate environmental protection and conservation premises into Agrosevilla's processes. These include: the application of the circular economy principles (efficiency in resource, energy, and water con-

sumption, minimising wastage, and its correct management) and tackling climate change or protecting biodiversity and ecosystems.

Its success resulted in **ISO 14001:2015 Environmental Management Systems certification from Agrosevilla's main production facility: Agro Sevilla Aceitunas, S.Coop.And.**





# Pollution and Climate Change

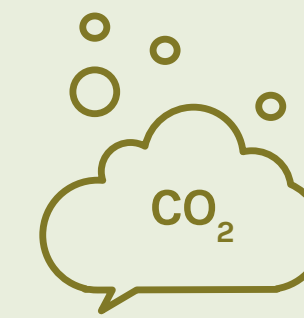
## INDICATORS ASSOCIATED WITH CARBON EMISSIONS

The second phase of the Carbon and Water Footprint Calculation Project was carried out in 2022. The aim was to calculate the impact of its main working centres' activity in Spain, in terms of Greenhouse Gas (GHG) emissions for scopes 1, 2 and 3 (direct (1) or indirect (2 and 3) emissions).

Using the updated Ecoinvent database (3.9.1) allows for the improvement in emissions details for the different sub-processes of the olive packing and oil packaging process, as well as the organisation's support activities.

In 2022, the CO2 absorption rate by our olive groves, which act as carbon sinks, among other carbon-removal sources, reached 45,581.70 metric tons, exceeding the total CO2 emissions produced by the company's activities (-37,308.700 metric from olive groves).

Total CO2 emissions\* in 2022, classified according to the scope (direct emissions (1) or indirect emissions (2 and 3)):



SCOPE 1

**215,43**  
(tonne co2 eq.)

SCOPE 2

**3.515,10**  
(tonne co2 eq.)

SCOPE 3

**20.822,70**  
(tonne co2 eq.)

\*Emissions minus removals 2022



# Circular economy and waste prevention and management

## MEASURES FOR PREVENTION, RECU- PERATE, REUSE, RECYCLE, AND WASTE DISPOSAL

One of Agrosevilla Group's main sustainability objectives, successfully implemented after a major investment of close to 2 million euros, is the **generated spillage treatment so that it can be reintroduced into the water system without having an adverse effect on water quality**, through the installation of a IWWTP (Industrial Wastewater Treatment Plant).

### > USE OF WASTE/ BIOMASS PRODUCTION

Through Bioactive Olive Products, S.L.'s creation and consolidation, biomass from industrial processes has been harnessed to obtain high-value bioactive compounds.

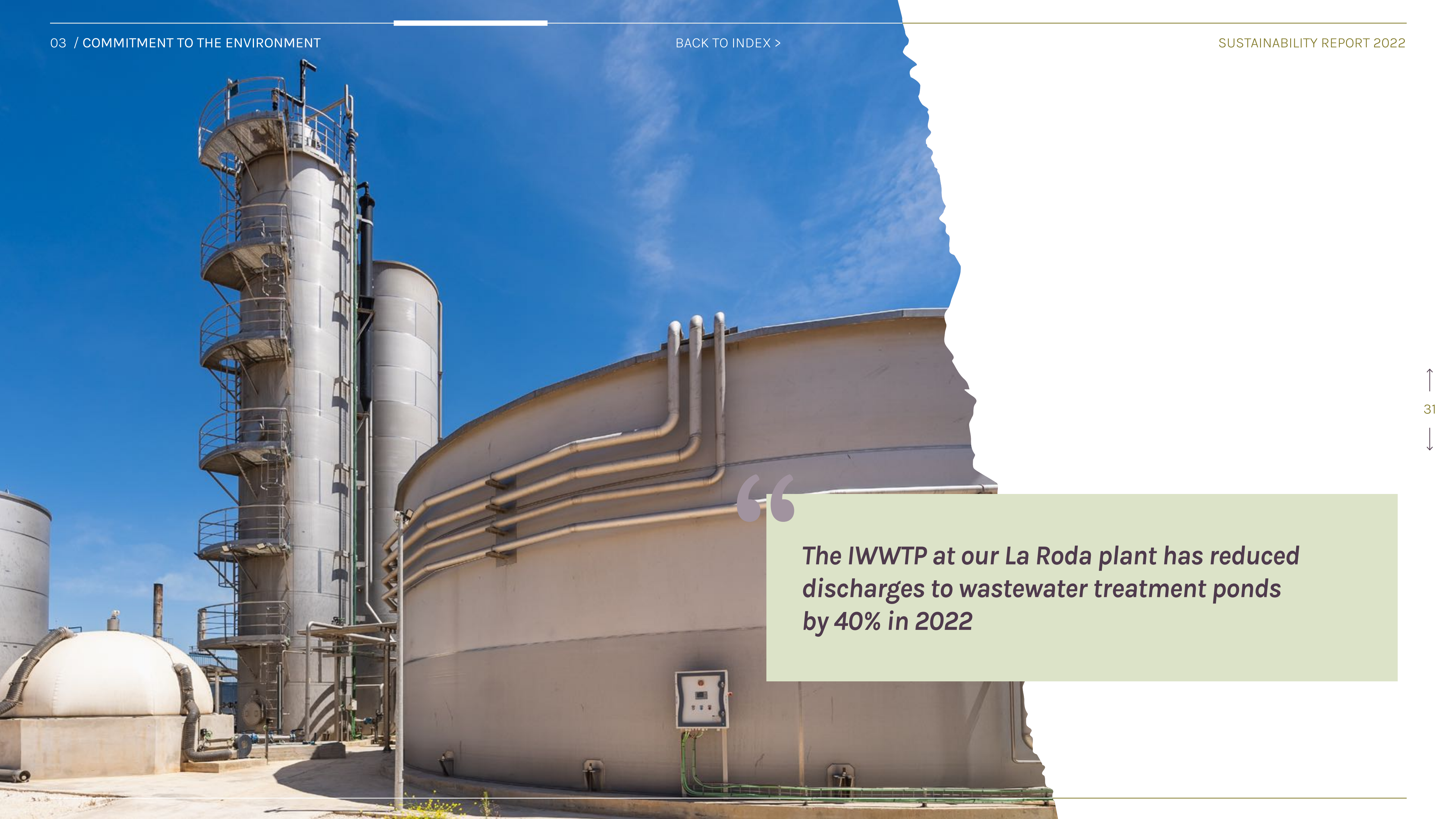
### > USE OF SPILLAGE INTENDED FOR RESERVOIRS

Use of stored plant sludge and spillages as fertiliser.

### > USE OF BIOGAS GENERATED AT IWWTP







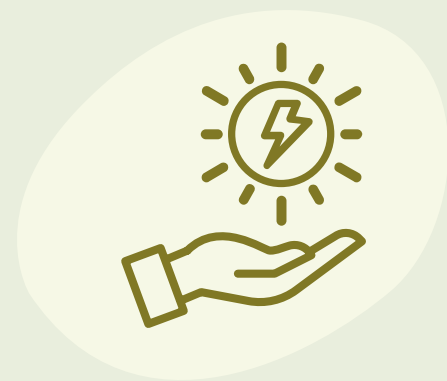
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**The IWWTP at our La Roda plant has reduced discharges to wastewater treatment ponds by 40% in 2022**



# Sustainable use of resources

## MEASURES TAKEN TO IMPROVE ENERGY EFFICIENCY AND PROMOTE THE USE OF RENEWABLE ENERGY RESOURCES



### ENERGY CONSUMPTION

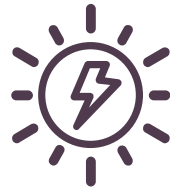
Throughout 2022, a series of actions aimed at reducing energy consumption and improving energy efficiency were implemented as part of a major Action Plan planned to be put into place from 2021 to 2024:

- 1. Improvements have been made to the lighting systems: progressive replacement of lights with LEDs in the different work centres.
- 2. A new mill centrifuge was constructed, as well as a new centrifuge and degreasing and hydrometer control system being installed.
- 3. Completion of the Group's Carbon and Water Footprint Calculation Project.

↑  
32  
↓

“

*Despite the increase in production activity, biomass consumption has decreased by 0.8% thanks to measures to improve energy efficiency.*

↓ **1%**   
BIOMASS  
CONSUMPTION






### WATER CONSUMPTION

Actions have been carried out with the aim to reduce water consumption for Agro Sevilla Aceitunas, S.Coop.And.'s production centre in 2022:



*Water consumption has decreased by more than 195%, thanks to the water consumption reduction action plan.*

 **195%**   
WATER CONSUMPTION

1. Oxidation process with a reduced frequency of washes: this has reduced the amount of water extracted and consumed, without sacrificing the quality of the final product.
2. Ongoing awareness campaign: daily data sent to department heads.
3. Completion of the Group's Carbon and Water Footprint Calculation Project.
4. The water extracted and consumed by Agrosevilla saw a sharp decrease due to an elaborate action plan at the La Roda production centre.
5. Biomass consumption has also decreased, because of energy efficiency measures.





# Biodiversity Protection

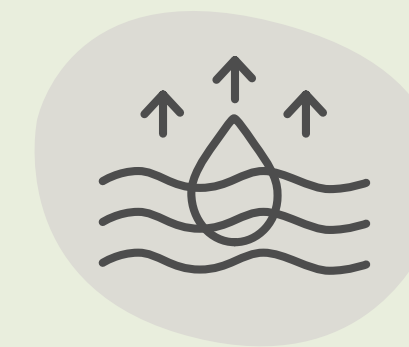
At Agrosevilla, we create sustainable products, starting with the olive grove's proper cultivation: **the Integrated Production standard, to which all our farming partners are committed. It includes agricultural practices that protect biodiversity, reduce the use of chemicals, and keep soil in good condition.**

Agrosevilla Aceitunas S.C.A.'s plant is ISO 14001:2015 certified. This ensures proper compliance with environmental legislation and regular assessment of the main environmental aspects and impacts of its activities throughout the life cycle.

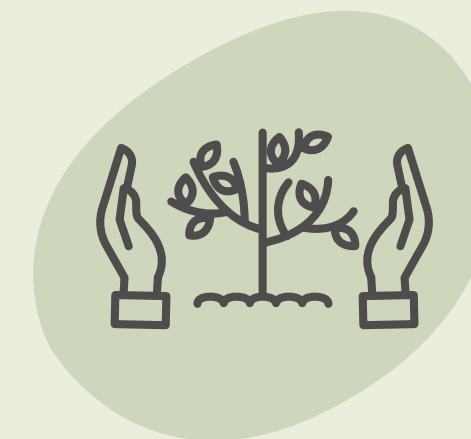
↑  
34  
↓

*At Agrosevilla we have made investments with our environmental objectives in mind. They are aligned with the European Union's Regulation 2020/852:*

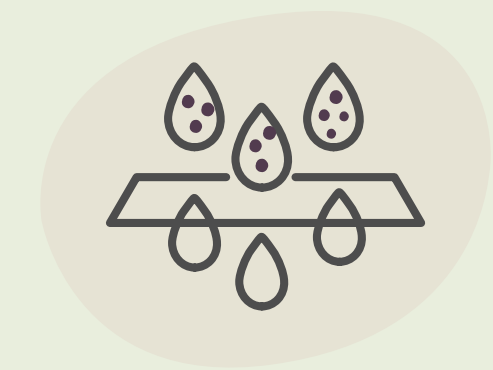
WASTEWATER  
TREATMENT  
PONDS



PROTECTION  
OF OUR  
SURROUNDINGS



WATER  
TREATMENT





# 04

# Commitment to Employment, Equality and Diversity

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[Commitment to  
Our People >](#)

[Diversity and Equal  
Opportunities >](#)

---

[Health and Safety >](#)

[Universal Accessibility >](#)

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[Social Dialogue, Consultation  
and Participation >](#)

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# Commitment to Our People

For Agrosevilla, its employees are its main asset due to the important role they play in the production processes.

Agrosevilla believes in talent development and that is why it invests in its people. It supports their skill development, aware of their importance for the company's growth.





## EMPLOYMENT FIGURES 2022





## TRAINING

In-house training is carried out on an ongoing basis and lectures are given on food handling, environmental management, and occupational risk prevention, to name a few.

We have implemented staff training and recruitment procedures, which are regularly revised and updated:

- > Recruitment and Promotion
- > Training Management and Funding Sources
- > Training Management and Needs Detection.



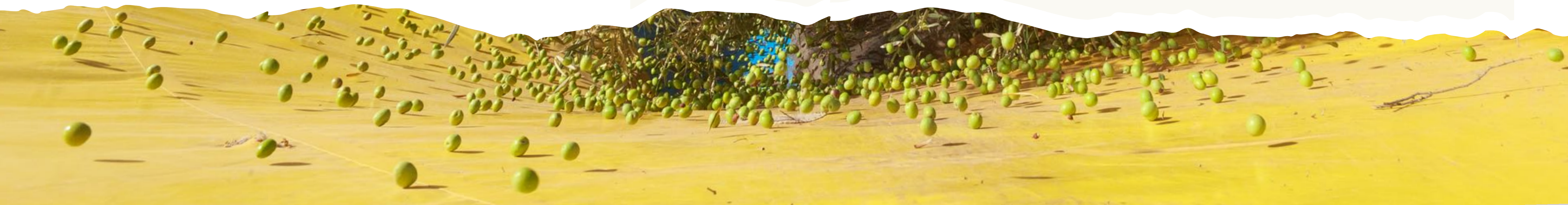
**32**  
TRAINING  
ACTIONS



**123**  
PEOPLE WERE  
TRAINED



**709**  
TEACHING  
HOURS







## TALENT MANAGEMENT

Throughout 2022, Agrosevilla continued with Performance Evaluations of its staff. We worked with Comercio y Servicios, S.A. **by implementing an evaluation tool that allows us to identify training needs and determine each employee's objectives to improve pay scales and, as a result, job satisfaction levels.** The aim is to extend this system to the rest of the Group's companies in 2023.



# Health and Safety

## HEALTH AND SAFETY CONDITIONS AT WORK. WORKER PARTICIPATION

In 2022, workstation risk assessments and facilities at the Group's companies have been reviewed, following technical visits from the Spanish Health and Safety Security Agency (SPA according to its initials in Spanish). Furthermore, training, medical check-ups and PPE deliveries have been carried out, among other measures aimed at making the work environment safer.

Within the Group, an Occupational Risk Prevention Policy has been implemented, and Agro Sevilla Aceitunas, S.Coop.And. renewed ISO 45001:2018 Occupational Health and Safety Management Systems certification for the La Roda de Andalucía work centre.

## TRAINING AND AWARENESS

In the past year, the Group has implemented health and safety training for its employees in Spain. The main training actions provided were as follows:

- > Health and Safety in the Industry
- > Health and Safety in Laboratories
- > Risk Prevention in Cleaning Jobs
- > Risk Prevention in Maintenance Operator Positions
- > Risk Prevention in Office Spaces
- > Electrical Risk Prevention
- > Prevention of Musculoskeletal Disorders
- > Handling of Chemical Products
- > Risks Arising from Noise Exposure
- > Risks and Preventive Measures in Warehousing and Logistics Positions

↑  
40  
↓







## ACCIDENTS AT WORK

To further reduce the accident rate, we have established the following measures to be implemented from 2022 moving forward:

- > Compliance Monitoring with Preventive Planning issued by the Spanish Health and Safety Security Agency (SPA).
- > Accidents Type Study: where and when it occurred.
- > PPE Review and Continuous Control of its use by Staff.
- > Continued Training in Management of Health and Safety Risk Prevention.
- > Keeping Agro Sevilla Aceitunas, S.Coop.And.'s ISO 45001:2018 Certification

↑  
41  
↓



AGROSEVILLA RENEWS  
ITS ISO 45001:2018  
CERTIFICATION



# Social dialogue, consultation and participation

## SOCIAL RELATIONS : ORGANISING SOCIAL DIALOGUE

Agro Sevilla Aceitunas, S.Coop.And. organises social dialogue through the Business Committees, made up of 13 worker representatives and trade unions (23.08% women and 76.92% men).

## COLLECTIVE BARGAINING AGREEMENTS

At the end of 2022, the negotiating table, made up of employers and trade unions, was set up to negotiate the new collective agreement for olive dressing, stuffing, packaging and export sector in Seville and its wider province. It was valid until 31 December 2022. Meetings and agreements with the Workers' Legal Representation during the past year focused mainly on the Group's Gender-Based Equalities Plan.

“

**100% of Agrosevilla's personnel in Spain are subjects of the Olive Dressing Industry's Collective Agreement in Seville Province or, alternatively, of the Workers' Statute**





# Diversity and Equal Opportunities

The Equality Committee has been working on identifying protocols for prevention and tackling sexual harassment in the workplace in 2022. They also worked on pay audits and putting together Agrosevilla's Gender-Based Equalities Plan, with the aim of finalising its approval at the beginning of 2023.

## MEASURES TAKEN TO PROMOTE EQUAL TREATMENT AND EQUAL OPPORTUNITIES BETWEEN GENDERS.

### > Selection Processes

- Equal opportunities for access to employment.
- Encouragement of professional development in the company.

### > Access to Training

- Promoting equal access for women and men to training opportunities that contribute to their professional development within Agrosevilla.
- Promotion of women's role in the workforce.

### > Sexual Harassment

- Promoting actions that support women in cases of discrimination or sexual harassment.

### > Fight against Gender-Based Violence

- Paying particular attention to each victim's needs, guaranteeing confidentiality and urgent and personalised treatment for each case.

### > Talent Retention

### > Occupational Risk Prevention

- Health prevention and implementation of occupational risk prevention tools or initiatives adapted to the needs of each gender.

### > Other areas

- Improving the working environment through internal communication meetings while maintaining gender equality (Breakfast with the CEO).
- Healthy breakfasts where the company can talk to employees and relay news about women's visibility in the company
- Promotion of gender-neutral language through management communications and posters.
- Development of programmes for calculating quantitative KPIs, through the contracting of an external company.





## WORKING SCHEDULE ORGANISATION

Agrosevilla recognises work-life balance as a fundamental right.

It has been developing a series of **policies and best practices to balance work and family life**. This has meant improvements in staff satisfaction.



Special care is taken to ensure that the times at which work meetings are held are conducive to work-life balance



**Remote working/WFH options:** following the pandemic, this was done for specific job roles and the organisation now has a remote working/WFH policy for office and management positions



Flexible working hours / à la carte working hours regarding the start and end of the working day



In relation to geographical mobility or employee transfers, due to the care of dependent persons



In terms of leave of absence, facilities are provided for applying for leave of absence and there are mechanisms in place to replace sick leave and leave of absence



**Reduced working hours:** for employees with children under the age of 12 can take time for childcare needs



At Agrosevilla, we are aware of the importance of disconnecting from work to improve job satisfaction



# Universal Accessibility

Agrosevilla is firmly committed to promoting measures that promote equal opportunities by removing barriers that people with functional diversities face when integrating into the workplace.

Our 2017 Code of Conduct (CoC), Social Policy and Good Business Practices states:

- > Decisions affecting employees, suppliers, customers, or partners shall be taken exclusively based on factual and objective considerations, and shall in no case be discriminatory, coercive, or inappropriate (art.4).
- > Diversity must be respected, and unlawful discrimination is not permitted. At Agrosevilla we do not accept any kind of discrimination on the grounds of race, age, colour, appearance, sex, religion, political opinion, nationality, social background, or disability, in relation to our employees, customers and suppliers (art. 8).
- > Sexual harassment and discrimination are prohibited, and the necessary legal proceedings will be pursued under applicable labour laws (art.8)





# 05

# Commitment to Society

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[Commitment to the Community >](#)

[Commitment to Consumers >](#)

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[Commitment to Cooperatives >](#)

[Marketing, Communication, Awards and Recognition >](#)

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## Commitment to the Community

At Agrosevilla, one of our objectives is to give back to society a part of the benefits that are achieved with the effort and dedication of all our Stakeholders.

**The impact of the activities carried out by Agrosevilla, in relation to local development and job creation, is very high.** The Group's ability to recruit people for its production plants to fulfil its day-to-day activities and the jobs created, directly and indirectly, through the Cooperatives and auxiliary industries.



# Commitment to Cooperatives

Agrosevilla, established as one of the largest food cooperative groups, brings together thousands of farming families who work together to offer their produce to households all over the world through its 12 Cooperatives located in the Autonomous Community of Andalusia:

**1. LA PURÍSIMA CONCEPCIÓN DE LA ALAMEDA S. COOP. AND.**  
(Alameda-Málaga)

**2. COOPERATIVA OLIVARERA DEL GENIL S. COOP. AND.**  
(Badolatosa-Sevilla)

**3. COOPERATIVA OLIVARERA DE CASARICHE S. COOP. AND.**  
(Casariche-Sevilla)

**4. S. COOP. AND. AGROPECUARIA INDUSTRIAL-CAPI**  
(Écija-Sevilla)

**5. AGRÍCOLA RODA S. COOP. AND.**  
(La Roda de Andalucía-Sevilla)

**6. AGROJARA S. COOP. AND.**  
(Martín de la Jara-Sevilla)

**7. UTREACE S. COOP. AND.**  
(Utrera-Sevilla)

**8. COOPERATIVA AGRÍCOLA NUESTRA SEÑORA DE LOS DESAMPARADOS S. COOP. AND.**  
(Puente Genil-Córdoba)

**9. S. COOP. AND. NUESTRA SEÑORA DEL ROSARIO DEL SAUCEJO**  
(El Saucejo-Sevilla)

**10. OLIVARERA SAN ISIDRO DE GILENA S. COOP. AND.**  
(Gilena-Sevilla)

**11. S. COOP. AND. AGROPECUARIA DE HERRERA**  
(Herrera-Sevilla)

**12. OLIVARERA SAN JOSÉ DE LORA DE ESTEPA S. COOP. AND.**  
(Lora de Estepa-Sevilla)





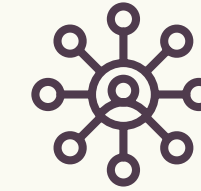
The joint marketing of the cooperatives' entire agricultural production with an optimal profitability and the reduction in production costs for the members thanks to the joint purchase of materials and inputs are guidelines for the Group's management. All cooperatives are involved in the Board of Directors' strategic and operational decision-making, achieving the highest standards of transparency, integrity, and satisfaction.

In accordance with Law 14/2011 on Andalusian Trading Cooperatives, Agrosevilla makes contributions to a Training and Sustainability Fund based on the profits obtained, earmarked for:



### Training

Training of members and workers in cooperatives



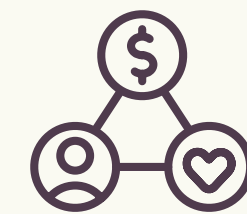
### Relation

Promoting inter-cooperative relations



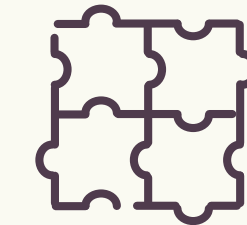
### Equality

Fostering effective gender-based equalities and business sustainability policies



### Social Development

Dissemination of cooperativism and the cultural, professional, and social promotion of the local environment



### Integration

The organisation of training and promotional activities aimed at members and workers with difficulties assimilating into the social and work environment



### Environment

Promoting activities aimed at fostering sensitivity for environmental protection and sustainable development



# Commitment to consumers

## MEASURES FOR THE HEALTH AND SAFETY OF CONSUMERS

Agrosevilla renewed the different quality and food safety certifications for its plants in La Puebla de Cazalla (oil bottling) and La Roda de Andalucía (olive production). It renews its BRC and IFS certifications, among others (see section 1.2.) in 2022. It got the AA+ rating (the maximum rating possible by BRC) and Higher Level (98.69%) for IFS. La Roda de Andalucía got its highest score ever.

## COMPLAINT SYSTEMS, COMPLAINTS RECEIVED AND RESOLUTIONS

In addition to Agrosevilla's food safety measures and actions done in accordance with the standards, procedures for managing non-conformities, complaints and claims have been implemented in all production centres. It lays out the work methodology to be followed in the event of any food safety incidents related to its products.

**Agro Sevilla Aceitunas, S.Coop.And. has recorded 179 claims in 2022 down from 203 in 2021. That's a 11.82% decrease despite the increase in production and sales.**

The severity from a food safety point of view is low. It is medium in 3/4 of the complaints, with non-complaints dropping from 29% to 16%.

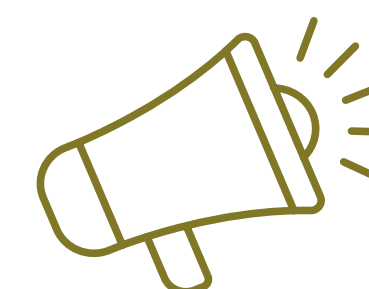


RATING  
**AA+**



HIGHER LEVEL RATING  
**99,02%**

↑  
50  
↓



↓ **12%**

REDUCTION IN CLAIMS IN 2022



# Marketing, Communication, Awards and Recognitions



## FAIRS AND EVENTS

Throughout the 2022 financial year, Agrosevilla participated in the following international trade fairs in the food and beverage industry:

- > RODEXPO Moscow 7-11 February
- > GULFOOD Dubai 13-17 February
- > PLMA Amsterdam 28-31 March
- > ALIMENTARIA Barcelona 4-7 April
- > CIBUS Parma 3-6 May
- > SIAL Paris 15-19 October



## AWARDS AND RECOGNITIONS

Agrosevilla's new black olives stuffed with spicy roasted pepper were recognised by the SIAL Innovation committee. It is a competition in which products that will set future food trends participate. Agrosevilla's stuffed black olives are a double novelty, both due to the olive variety (hoji-blanca) and also for the ingredients and preparation method.





# 06

# Financial Performance





# Financial Performance

VERIFIED BALANCE SHEET	2021	2022
Non-current assets	38.916 €	40.757 €
Current assets	95.127 €	98.158 €
<b>Total assets</b>	<b>134.043 €</b>	<b>138.915 €</b>
Equity	39.725 €	42.962 €
Non-current liabilities	20.444 €	20.144 €
Current liabilities	73.874 €	75.836 €
<b>Total liabilities</b>	<b>134.043 €</b>	<b>138.942 €</b>



## TURNOVER

TURNOVER	2021	2022
International	118.778.924 €	144.771.379 €
National	9.841.615 €	13.897.746 €
<b>Total</b>	<b>128.620.539 €</b>	<b>158.669.125 €</b>



**↑ 23,4%**

INCREASE IN TURNOVER  
COMPARED TO 2021





## BENEFITS AND TAXES

Agrosvilla acts in full accordance with the current regulations on pricing, transfer, and international taxation. Its operations through its many entities respond to proper business practices and results are aligned in each case with the real value generation and progress of the activity, in keeping with the functions, assets and risks assumed.

FIGURES	2021 (thousands of euros)	2022 (thousands of euros)
Sales	128.621	158.669
Operating result	850	5.025
Operations Finances	131	(1.243)
Figures before Taxes	979	3.786
Taxes	(148)	(606)
<b>Figures for the Financial Year</b>	<b>831</b>	<b>3.180</b>



# 07

## Commitment to Human Rights, Against Fraud and Corruption

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[Respect for Human Rights >](#)

[Contributions to Foundations and Non-profits >](#)

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[Measures taken to prevent corruption and bribery. Ethics and Integrity >](#)

[Measures to Combat Money Laundering >](#)

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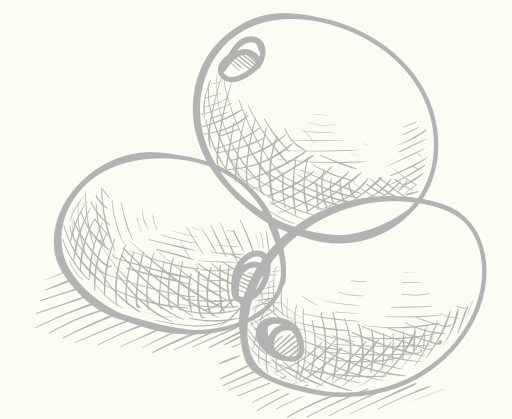


# Respect for Human Rights

> Agrosevilla is fully committed to fundamental human rights and workers' rights, recognised both at a national and international level and, in the same way, and extends this commitment to all its Interested Groups.

> Agrosevilla defends and promotes its firm commitment to the promotion of and compliance with the **International Labour Organisation's fundamental conventions**, as well as in the collective agreements on which it regulates its labour relations, always respecting freedom of association and the right to collective bargaining.

In the Code of Conduct (CoC), Social Policy and Good Business Practices, approved in March 2017, and the recently approved Supplier Code of Conduct, the principles, and guidelines necessary to ensure compliance with and respect for human rights are integrated together to develop a framework of relations based on equality, respect for diversity and non-discrimination.





### TECHNICAL AUDIT

To demonstrate its commitment to human rights and workers' rights, preventing corruption and bribery and upholding high ethical standards and integrity, Agrosevilla undergoes an exhaustive ethical auditing process according to the SMETA (SEDEX Member Ethical Trade Audit) procedure.

### SEDEX (Supplier Ethical Data Exchange)

The Supplier Ethical Data Exchange (SEDEX) is the largest collaborative platform for sharing ethical supply chain data.

Sedex has over 60,000 members in 180 countries, across 35 industry sectors, and uses the Ethical Trading Initiative (ETI) Base Code, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice. It also adheres to local laws as an assessment tool. SMETA, part of Sedex, audit pillars are occupational health and safety, labour standards, environment, and business ethics.

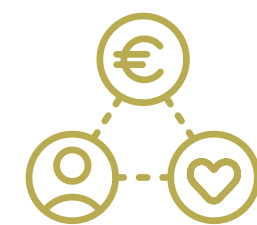






# Measures taken to prevent corruption and bribery. Ethics and Integrity

## VALUES, PRINCIPLES, STANDARDS AND NORMS OF CONDUCT



Agrosvilla is committed to maintaining the highest ethical and professional standards

We have our own Code of Conduct (CoC) Social Policy and Good Business Practices and a recently approved Supplier Code of Conduct. We put this together to set in stone criteria for professional, diligent, responsible, and efficient conduct, focused on excellence and integrity. Agrosvilla demands all its members, suppliers and partners comply with the standards.

The Code of Conduct (CoC) Social Policy and Good Business Practices, along with supporting materials, has been distributed to all Agrosvilla members, including the personnel of temporary employment agencies and contract and subcontract employees, for the provisions that may apply to them.

All Agrosvilla members, regardless of their position or relationship with the company, must comply with principles of **Ethical Behaviour, Professionalism at work and Confidentiality.**

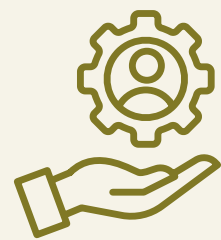


# Contributions to Foundations and Non-Profits

As the world's population grows, resources diminish and climate change accelerates, there is an increasing need for a technological transformation in the agri-food industry to secure production and value chain.

**Agrosevilla is committed to using new technologies needed to make the most of re-**

**sources and to produce quality foodstuffs.** This is why, for several years now, it has been making contributions to the Technological Corporation of Andalusia (CTA).



The Agrosevilla Group finalised contributions to the Technological Corporation of Andalusia (CTA) in accordance with the agreements signed in the Second Cycle in the 2022 financial year. Talks began at the end of 2022 for contributions to be made in the Third Cycle, which will take place in the 2023 financial year, to the CTA





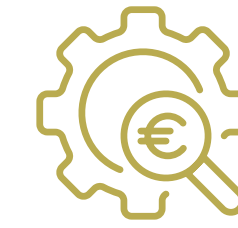
# Measures to Combat Money Laundering



Agrosevilla applies the **principle of due diligence** across all its operations, as well as having international control measures with respect to its financial resources.



All the people involved in Agrosevilla Group's operations comply with anti-money laundering regulations in line with our **Code of Conduct (CoC) Social Policy and Good Business Practices**.



The Group also maintains a positive relationship with the state authorities and adheres to all the necessary measures and control mechanisms in place to detect and properly respond to incorrect behaviour. **The principles of collaboration and transparency** are used as the framework that guide the Group to any requests made from the state authorities.





# 08

# Annexes

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[About This Report >](#)

[Traceability of Reported Information >](#)

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[Contact Details >](#)

[Reliability >](#)

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# About This Report

This report, the second of its kind, reflects the Group's performance in the economic, social, labour, and environmental spheres. The document covers the full financial year for 2022. Information from previous years has been included so that readers can see how the indicators will evolve in the medium term and can be used as reference points.

The Board of Directors delegates the responsibility for reviewing and approving the information presented to the Managing Committee, which includes information about the Group's organisation. The review process with final approval of this report's materials is carried out by the weekly convening of the Managing Committee. The Managing Committee is also involved in this report's external verification process.

This report was put together adhering to standards set out in the Global Reporting Initiati-

ve (GRI) Sustainability Reporting Framework, which provides guidance for organisations to use as the basis for disclosure about their sustainability performance. Other non-essential elements have been voluntarily included. The UN Sustainable Development Goals (SDGs) have also been used as a guiding reference.



# Contact details

## OFFICES AND COMMERCIAL MANAGEMENT

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### > Agro Sevilla – U.S.A., Inc.

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### > Agro Sevilla Italia, SRL Unipersonale

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TEL: +39 347 9028151

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### > Aceites Agro Sevilla, S.A.U

Pol. Ind. Corbones, s/n 41540 La Puebla de Cazalla. Sevilla – ESPAÑA  
TEL: +34 955 843 768 FAX: +34 955 843 805

### > Bioactive Olive Products, S.L.

Paseo de Castel Madama, s/n 41590 La Roda de Andalucía Sevilla – ESPAÑA  
TEL: +34 954 016 045 FAX: +34 954 016 355







# **Traceability of information reported under the Non- Financial Reporting Act and Global Reporting Initiative**



## TRACEABILITY OF INFORMATION REPORTED UNDER THE NON-FINANCIAL REPORTING ACT AND THE GLOBAL REPORTING INITIATIVE

As per Law 11/ 2018 in force in the Kingdom of Spain		GRI Standard	SDGs	Material Issue	Section of the Report
General information	A brief description of the business model including its business environment, organisation, and structure. Markets in which it operates. Organisational objectives and strategies. Main factors and trends that may affect its future development.	2-1 / 2-2 / 2-3 / 2-6 / 2-9 / 2-10 / 2-11/ 2-12 / 2-13 / 2-14 / 2-15 / 2-16 / 2-17/ 2-18 / 2-22 / 2-23 / 2-24 / 2-27 / 2-28 / 2-29	Not applicable	Partnerships with public and private corporations 1.1., 1.2., 1.3., 1.4. 1.5. 2.1	1.1., 1.2., 1.3., 1.4. 1.5. 2.1., 2.2., 2.3., 2.6., 6.1.
	Policies/Procedures of due diligence applied for the identification, prevention and mitigation of risks and significant impacts; and of verification and control and the measures adopted. Results of policies.	403-1, 403-8	Not applicable	Cumplimiento de la legislación ambiental	1.3.
	The main risks related to these issues linked to the Group's activities.	-	Not applicable	No aplica	2.4.
	Main indicators Principle of materiality	2-29 / 3-1 / 3-2 / 3-3	Not applicable	No aplica	2.5.
	Reporting framework	2-4	Not applicable	No aplica	8.1, 8.2., 8.3., 8.4.



As per Law 11/ 2018 in force in the Kingdom of Spain		GRI Standard	SDGs	Material Issue	Section of the Report
<b>Environmental issues</b>	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety. Environmental assessment or certification procedures. Resources used for the environmental risk prevention. Application of the precautionary principle, the number of provisions and safeguards for environmental risks.	-	No aplica	Compliance with environmental legislation	3.1.
	Pollution / Climate change	305-1, 305-2, 305-3, 305-5		Carbon Footprint calculation and prevention or reduction measures	3.2.
	Circular economy and waste prevention and management	306-1, 306-2, 306-3, 306-4, 306-5		Circular economy	3.3.
	Sustainable use of resources	302-1, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5		Responsible production and consumption Carbon Footprint calculation and prevention or reduction measures Water Footprint calculation and prevention/reduction measures	3.4.
	Biodiversity Protection	304-1, 304-2		Not applicable	3.5.



As per Law 11/ 2018 in force in the Kingdom of Spain	GRI Standard	ODS	Material Issue	Section of the Report	
<b>Social and staff issues</b>	Employment	201-1,401-1, 2-7 / 2-8 / 2-19/ 2-20 / 2-21	 	Staff selection and pay scales. Recognition of individuals	4.1.
	Work organisation	401-2, 401-3		Recognition of individuals	4.4.
	Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10		Health and safety at work	4.2.
	Social relations / Social dialogue	403-4, 402-1 2-30		Staff selection and pay scales. Recognition of individuals	4.3.
	Training	404-1, 404-2, 404-3		Recognition of individuals	4.1.
	Universal access for people with disabilities	406-1		Not applicable	4.5.
	Equality	405-1, 405-2			Promoting gender-based equalities



As per Law 11/ 2018 in force in the Kingdom of Spain	GRI Standard	ODS	Material Issue	Section of the Report	
Information on respect for human rights	408-1, 409-1, 412-2, 412-3 2-25/2-26		Not applicable	7.1., 7.3.	
Information on the fight against corruption and bribery	--	Not applicable	Transparency in service and information	7.2., 7.4.	
Company information	Company commitments to sustainable development	413-1, 413-2	 	Sustainable practices Participation in the local community	5.1., 5.2.
	Subcontracting and suppliers	204-1		Partnerships with public and private corporations	1.6.
	Consumers	416-1, 416-2, 417-1, 417-2		Ensuring food safety	5.3.
	Tax information	201-1, 201-4,		Transparency in service and information	2., 5., 6



# Reliability

## PRINCIPLES FOR DEFINING THE REPORT'S QUALITY

This Sustainability Report's preparation principles concerning quality, including its fair presentation, guide decision-making to ensure that stakeholders can make sound and reasonable assessments and take appropriate actions.





## BALANCE, CLARITY, AND COMPARABILITY

The information presented reflects the positive and negative aspects of Agrosevilla Group's performance. This includes favourable and unfavourable results in terms of its economic, social, and environmental identities, as well as information that may influence Stakeholders' decisions in proportion to its materiality.

The information is presented in a comprehensible way and includes graphs and tables with verified data for easy accessibility and interpretation.

Some of the contents include data from the previous year to allow the reader to compare the performance and see the company's evolution or simply due to an absence of data for the current financial year.

## ACCURACY AND RELIABILITY

Information transparency is fundamental to ensure the credibility of the statements being made and the messages Agrosevilla Group wants to convey to all its stakeholders. Because of this, a set of sustainability indicators will be developed on an annual basis.

All data in the notes included as supplements to the financial statements serve as indicators, which are taken from the Group's verified financial statements. They are subject to an annual external financial audit. The external auditor was DELOITTE S.L for the 2022 financial year.







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