

SUSTAINABILITY REPORT

2021



congelados
de navarra



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MESSAGE FROM THE CHAIRMAN & CEO



MESSAGE FROM THE CHAIRMAN & CEO



From day one, our goal at Congelados de Navarra has been to provide our customers and consumers with the best frozen vegetables using outstanding, locally selected products.

Over the years, we have become one of Europe's leading frozen vegetables, food and food component companies, and we stand by our vision to become an industry leader.

Quality and food safety, ongoing investment in leading technology, across-the-board process improvement, innovation, and taking care of our staff and their safety along with our customer service have been at the heart of Congelados de Navarra's success, which is founded on the CN Group's amazing staff.

Sustainability is found throughout the company's value chain at the social, environmental and economic level. This report aims to outline our most significant policies and actions. They are part and parcel of our daily work, and demonstrate our commitment and responsibility internally and externally towards our stakeholders, and ultimately show our contribution as a company towards socio-economic development, with this development leading to a higher standard of living for people in the areas where we operate. On the other hand, we thought is crucial to identify the Sustainable Development Goals where we can have a larger impact. That way we will continue to help get closer to reaching these goals and play our part in meeting the 2030 agenda.

Here at Congelados de Navarra we have a clearly outlined **PURPOSE**: "Improve quality of life and play a part in building a more sustainable future for our business, community and consumers by promoting and improving access to healthy food", is our guiding motto and will remain our motto in the future to try to always help make this world a little bit better.

Benito Jiménez Cambra
Congelados de Navarra Chairman & CEO



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THE CONGELADOS DE NAVARRA GROUP





2.1. THE WHY BEHIND OUR COMPANY

The CN Group operates in the food industry. We manufacture and provide frozen vegetables, ready food and food components.

The company began operating on 18 February 1998, evolving and growing as a group ever since and established CN Corp, SL, the Group's controlling company, in May 2007 (which changed its name from Investbva Holding, SL, in 2018). It has its registered office and business address in Arguedas (Navarre), the birthplace of the company. The object of the company is to produce, distribute, market, sell, import and export a wide variety of frozen vegetables and food products, as well as to acquire, dispose of, hold and manage company shareholdings. In addition to its controlling company (CN CORP, SL), the group is comprised of Congelados de Navarra SAU, Grupo Desarrollo División Alimentaria SL, Iberfresco SL, Alimentos congelados de La Rioja SA, Congelados de La Vega, SL, Free World Foods (UK), CN Deutschland (Germany), CN Real Estate (Germany), CN Frozen Foods LLC (USA) and CN Frozen Foods (Canada) (which will be referred to as a whole under the name "CN Group").



2.2. OUR HISTORY



The CN Group is the newest company in the industry in Europe, with our history going back to the late 90's. From the very beginning we have been **firmly committed to technology, innovation, ongoing investment and all of our staff**. Thanks to this today we can be pleased about our growth and our strong position in the frozen vegetable, food and food component industry.

**We are a
Navarre-based
family and
global company.**

The Group's origins date back to 1998, when Benito Jiménez Cambra **decided to launch his own business in his native Navarre**. In Benito Jiménez's own words, "in the beginning my only goal was to start a business that I could be proud of, that would make me happy, and where I could work day in and day out and make a living making my own decisions." Yet, with a great team always by his side and the unconditional support of his family, the business grew and established itself into what the Congelados de Navarra Group is today.

**In 2021 we
employed over
1000 people.**

The Congelados de Navarra Group is a **success-story chock-full of ambition, humility, passion, a great deal of effort, perseverance and teamwork**. Today it is one of Europe's leading frozen vegetable **producers**, boasting five production factories across Spain and one in Germany, not to mention sales offices in the UK, USA and Canada. **Even though the company is global, it remains firmly rooted in its family and Navarre origins** and Jiménez still owns the 100% of Congelados de Navarra. The company has been steadily growing over recent years, ending 2021 with EUR 250 million in revenue, 260 thousand tonnes of vegetable production distributed around the world and over 1000 people employed.

Although the industry faces a host of challenges, Congelados de Navarra is optimistic about the future. Benito Jiménez, CEO and Chairman, is galvanising and leading a **team operating under the belief that the company's future will remain bright and build value around it by upholding values and product quality, boosting efficiency, and leveraging talent, ongoing investment, innovation, digitalisation and sustainability, with hard work being poured into all these**.





COMPANY
ESTABLISHED

1998

First Automated
Cold Store



2001



2006

Storage capacity doubled



2010

ALCORIOJA



2016

Fustiñana Water Treatment
Plant



2018

SAP
implementation



2020



1999

PFIRST
PRODUCTION
FACTORY -
ARGUEDAS. New
line of grilled
vegetables



2004

FIRST EUROPEAN BROCCOLI
PRODUCER.
Production expanded and
second automated cold store.



2008

SECOND
PRODUCTION
FACTORY -
FUSTIÑANA



2015

Packaging
capacity
expanded



2015

IBERFRESCO



2017

Internal restructuring



2019

New 88,000 pallet cold room.
Congelados De la Vega plant
began operating.
CN Deutschland purchased



2021

4 new packaging lines. New
water treatment plant in
Alcorioja. New 20,000 pallet
cold room.

2.3. VISION, MISSION, VALUES AND PURPOSE

VISION

Be a LEADING frozen vegetable, and food component company.



MISSION

Efficiently and sustainably produce and offer our consumers the best frozen vegetables, food and food components with the help of our farmers.



VALUES



AMBITION



EFFORT



PERSEVERANCE



COMMITMENT



CLOSENESS



HUMILITY



PURPOSE

Improve quality of life and play a part in building a more sustainable future for our business, community and consumers by promoting and improving access to healthy food

- This Purpose represents WHAT WE ARE ALL ABOUT
- The WHY behind our company
- This purpose is a source of:
 - Identity
 - Hope
 - Action

And seeks to engage all of us working at the CN Group so we can give our all, and feel like a team knowing that our business gives back to society and the community.



2.4. GUIDING PRINCIPLES



Our operations and growth over recent years, along with our newly established policies, work systems and socially responsible practices, have together led us to identify a set of Guiding Principles that define us as a company.

1

Efficiently and competitively prepare frozen vegetables, food and food components backed by guaranteed quality, traceability and food safety.

2

Meet our customers' needs and be by their side as they grow.

3

Raise employee well-being and satisfaction by fostering group pride.

4

Help our local community grow economically and socially.

2.5. HOW WE WORK AT THE CN GROUP

2.5.1. OUR POLICIES

The CN Group's Management model draws on the Group's company standards, which are set out in its Code of Ethics and policies.

- Quality and Food Safety Policy.
- Occupational Health and Safety Policy.
- Environmental Policy.
- CSR Policy.

These cover the following:

- Legal, standard and regulatory compliance.
- Information Management and Security.
- Respect for Human Rights.
- Environmental Protection and Improvement.
- Product Quality and Food Safety Assurance.
- Anti-Bribery and Corruption Policies.
- Welfare of workers.
- Equality and non-discrimination.
- Harassment prevention.
- Social Actions.
- Supplier commitments.
- Customer commitments
- CSR and SDG Management System.

The CN Group has put in place procedures to enforce and continuously update company policies to ensure compliance, showing how seriously Management across the board takes corporate governance and sustainability, which is particularly important for stakeholders.



CODE OF ETHICS AND POLICIES

INFORMATION MANAGEMENT AND SECURITY.

Respect and protect confidential information and be transparent about information.

QUALITY AND FOOD SAFETY ASSURANCE.

Meet all quality and food safety standards required by law and customers.

WELFARE OF WORKERS.

Actions for work-life balance, occupational welfare, occupational health and safety, freedom of association, etc.

HARASSMENT PREVENTION.

Prevent sexual, moral or psychological harassment and bullying in all its forms.

SUPPLIER COMMITMENTS.

Relationships based on trust, respect and good work practices.

COMPLIANCE

Company-specific legal, standard and regulatory compliance, including all the countries where it operates.

SDG-ALIGNED SCR MANAGEMENT

RESPECT FOR HUMAN RIGHTS.

Protecting human rights across all our relationships

FIGHTING BRIBERY AND CORRUPTION

Explicitly rejecting any form of bribery or corruption

EQUALITY AND NON-DISCRIMINATION.

Not discriminating based on disability, physical handicap, age, race, sex, religion, sexual orientation, marital status or motherhood, political opinion or ethnicity.

GIVING BACK

Encouraging social actions to help the community to develop and improve.

CUSTOMER COMMITMENTS.

Strictly complying with and adhering to customer agreements as part of our commitment to offering a product of the highest calibre, quality, security and safety.



2.5.2. OUR PROCESSES

To be able to provide safe and healthy products that meet the highest quality and freshness standards. The CN Group strictly and carefully manages its entire production chain. Here it employs the best work and handling practices while leveraging the latest technology on the market.

1. On the farms.

We select the best plots for each crop after a rigorous analysis of the soil, farmlands and seeds. Our agronomists work closely with farmers and cooperatives in the areas near our factories to achieve the best greens and vegetables for each process and each customer. Plus, the fact that the farmlands are close to our facilities ensures the freshest product is always processed.

**CN Group covers the
full production lifecycle
from the farm to
our customers' hands.**

2.Processing.

Products undergo strict quality control checks before being processed to fit customer-specific needs and requirements. Here, products may be peeled, sliced, blanched, grilled, pre-fried, mixed, etc., while meeting the highest Quality and Food Safety standards.



3. Deep-freezing.

To ensure products retain their properties during shelf-life they are deep frozen using a -40°C air blast which quickly freezes vegetables at -18°C in a matter of minutes. This prevents large ice crystals from forming inside vegetable cell tissue, helping products thawed later on to retain their original texture, nutritional value and flavour.

**-40°C deep-freezing
brings vegetables down
to -18°C in
minutes**

4. Packaging and logistics.

After being deep frozen, products are packaged according to our customers' needs and requirements, and stored in cold rooms (at a minimum of -18°C) featuring state-of-the-art technology for ideal management and storage before being sent out and during their shelf-life.

The cold chain is crucial throughout the process so products should always be kept below -18°C .



2.6. OUR OPERATIONS IN 2021

2021 operations were in line with the company's Guiding Principles and Purpose.

The CN Group is one of Europe's leading frozen vegetable, food and food component producers and suppliers serving a wide range of customers across over 70 countries. Our product catalogue covers everything from single vegetables, mixtures, side dishes, fruits and vegetable based-meals, such as sautéed or roasted meals, to grain-based food such as pasta and rice, all through our 3 supply channels.

RETAIL



FOOD SERVICE



INDUSTRY



CN Group's domestic and international operations.

The CN Group has experienced major domestic and international growth since being established 24 years ago, putting the company once again in a league of its own.

At the end of 2021, exports made up over 60% of the Group's revenue with its products available in almost 70 countries. It is active across all distribution channels: retail, food service and industry.

Our Fustiñana facilities are our main supply, distribution and logistics hub, and we also operate the following sales offices across the world:

- Freeworld Foods - Spalding (UK)
- CN Frozen Foods - Miami (USA)
- CN Frozen Foods- Canada

Our products are available in almost 70 countries

Exports make up over 60% of the Group's revenue

PRODUCTION FACTORIES AND SALES OFFICES





Quality and food safety is the BACKBONE of the CN Group's operations. Protecting and ensuring these has helped us become trusted by our customers and be by their side as they grow, and even helped us expand into the leading company we are today. Our strong commitment to quality and food safety, founded on the principles of sustainability and social responsibility, is key to what sets us apart as an organisation and represents our main focus.

Testament to this is the fact that the company has had third-party certified quality and food safety systems since 2003.

**We have 6
quality and
food safety
certifications.**

	FSSC 2200	IFS FOOD	FSMA	ECO	KOSHER	SMETA
FUSTIÑANA	X	X	X	X	X	X
ARGUEDAS		X	X	X	X	
C. DE LA VEGA	X					
IBERFRESCO		X		X		X
ALCORIOJA		X		X		
CN DEUTCHSLAND		X		X		



In addition to our factories' certifications, most of our suppliers' farms are FSA-certified (Farm Sustainability Assessment).



THIS YEAR'S HEADLINE FIGURES

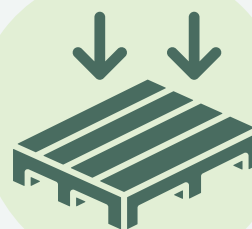
At the end of the day, all of our dedication and hard work to improve product and process quality, innovate and keep our customers happy has led to remarkable growth for the company once again in 2021, reflected in these headline figures.



€ 250 million
TURNOVER



60% OF TURNOVER
EXPORTS



220,000
PALLETS
STORAGE CAPACITY



250,000
tonnes
ANNUAL
PRODUCTION



1,500
FARMERS



24,000 ha.
FARMLAND
UNDER
MANAGEMENT



712
CUSTOMERS
WHO MADE
PURCHASES THIS
YEAR



123
NEW CUSTOMERS



4.29/5
AVERAGE
CUSTOMER
SATISFACTION

2.7. OUR PRODUCTS

Our products are the purest expression of who we are as a company. We always strive for top product quality, freshness, development and innovation, and ensure traceability and food safety at all times.

We fully monitor all of our products across their lifecycle from the farm to the customer's hands. Our farm team selects the best farmlands, varieties and seeds, and provides our farmers with ongoing advice to grow the best fruits and vegetables, ensuring we have the great quality products our customers demand.

ESSENTIALS

The usual vegetables that allow you to create dishes like never before.



ESSENTIALS +

The finest vegetables for the most demanding palates.

GARNISHES

Carefully selected products to accompany and liven up your meals.



CULINARY AIDS

Save time and effort with our cooking helpers for easy, tasty and healthy meals every time.



FRUITS

As nutritious and good as fresh fruit. The perfect ally for a creative and natural cuisine



READY-MADE DISHES

A wide variety of ready meals for quick and easy cooking without sacrificing quality or flavour.



BIO

Our organic vegetables are grown in compliance with the European Regulation on Organic Farming.



3

RELATIONSHIP WITH SOCIETY AND STAKEHOLDERS



3.1 VALUE CHAIN

RESOURCES

The CN Group possesses a large number of resources for growing sustainably.

PEOPLE

Young and multidisciplinary team.
Attracting talent.
Continuous training.
Internal communication processes.



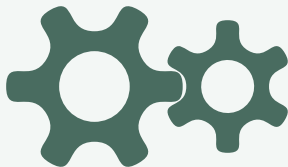
FARMING KNOW-HOW

Agricultural and food industry experience. Deep farming know-how. Fully managing crops. Improving and streamlining production. Agricultural sustainability plan with farmers. Supply chain monitored and guaranteed.



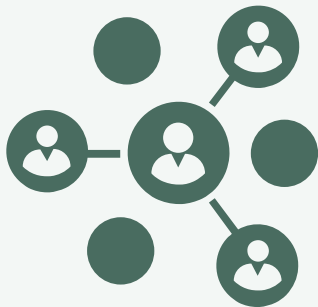
TECHNOLOGY

Continuously investing in the latest technology. Automated processes and cold rooms. Streamlining and continuously improving equipment and processes.



FINANCIAL RESOURCES

Healthy balance sheets.
Purchasing, investment and financial resource management policies.



ENERGY

Obtaining energy resources in a sustainable and socially responsible way. 100% renewable energy in both Arguedas and Fustiñana facilities. Four Photovoltaic park projects by 2022

RELATIONSHIPS

Close relationships with suppliers, contractors and local communities. Maintaining a running dialogue with stakeholders.

FRUITS AND VEGETABLES

Using the best fruits and vegetables for production. Sustainably sourcing fruits and vegetables.



PROCESSING

The CN Group uses and processes resources efficiently through its operations

FARMING

Sustainable crop management.
Optimum use of resources.
Keeping inputs to a minimum.
Helping professionalise farmers and rural development.



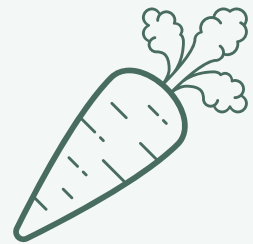
SOURCING

Full lifecycle sourcing management.
Supplier certification and assessment.
Socially responsible purchasing practices.



PRODUCTION

Sustainable and optimal processing.
Production managed following the highest quality and food safety standards.



CREATING VALUE

The CN Group creates value for its main stakeholders



THE CN GROUP

Forever changing and transforming, while focusing operations and resources on creating value.



CUSTOMERS

LOCAL COMMUNITY

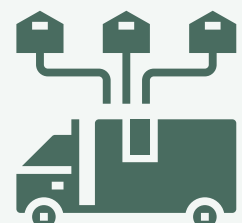
Creating local wealth (jobs, resources, local development, etc.)



Fitting customer needs.
Staying by their side as they grow. Proactive.
Customer satisfaction.

SUPPLIERS AND SUB-CONTRACTORS

Creating opportunities for suppliers. Encouraging growth and professionalisation. Creating value.



3.2 IDENTIFYING STAKEHOLDERS



Here at the CN Group we have established a system for identifying stakeholders, which are defined as entities or individuals that can reasonably be expected to be significantly affected by our activities, products, or services; or, conversely, whose actions may at one point affect our ability to implement our strategies or achieve our objectives.

Our objective is to develop synergies with identified stakeholders in order to build strong relationships based on our guiding principles:

- Efficiently and competitively prepare frozen vegetables, food and components backed by guaranteed quality, traceability and food safety
- Meet our customers' needs and be by their side as they grow
- Raise employee well-being and satisfaction by fostering group pride
- Help our local community grow economically and socially





The following system has been established for identifying stakeholders:

FINDING STAKEHOLDERS

Here at the CN Group we have identified all of our stakeholders, which include the following parties:

SUPPLIERS	Service and resource suppliers / Associations / Fresh fruit and vegetable farmers and suppliers / Frozen fruits and vegetables / Ingredients / Other products / Certification authorities
CUSTOMERS	Current / Potential
EMPLOYEES	CN Group staff / Subcontracted employees
SOCIETY	City Councils / Provincial Councils / Autonomous Communities / General Government / Other governmental institutions / Other social groups connected to the company or its community.
GROUP SHAREHOLDERS	Fully owned by the Chairman & CEO

STAKEHOLDER SIGNIFICANCE

Not all stakeholders have the same impact on our activities, materiality or strategic decisions. So, in order to maintain a running dialogue with stakeholders, we have drawn up a list in terms of stakeholder significance. We have assessed this based on:

- Importance, which tells us how involved the stakeholder is in the system.
- Influence, which tells us how much the stakeholder can affect the system.

The following were our findings:

IMPORTANT AND INFLUENTIAL STAKEHOLDERS
Fresh fruit and vegetable farmers and suppliers
Frozen fruit and vegetable suppliers
Other product suppliers
Group shareholders (Chairman & CEO)
IMPORTANT OR INFLUENTIAL STAKEHOLDERS
Service and resource suppliers
Other product suppliers
Customers
Employees
Authorities

STAKEHOLDER ENGAGEMENT AND DIALOGUE

Here at the CN Group we have set up ongoing channels for dialogue with stakeholders helping develop our sustainable work system.

Our various channels are made to fit stakeholders, which help us identify what is most important for our operations. Below are the communication channels set up with stakeholders:



STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY	INFORMATION
Farmers, fresh and frozen fruit and vegetable and ingredient suppliers, service and resource suppliers and other product suppliers.	Distributing background papers, meetings, interviews and events. Email and phone calls. Trade fairs. Social media	As needed	Quality policy Environmental policy Internal rules Emergencies. Technical specifications. Other documents. Impact of significant environmental matters. Other important information Code of Ethics CSR-SDG policy Sustainability Report
Group shareholders (Chairman & CEO)	Distributing background papers, meetings, interviews and events. Email and phone calls.	As needed	Quality policy Environmental policy Customer requirements Suggestions for improvement Briefings Emergencies Impact of significant environmental matters Profit. Code of Ethics CSR-SDG policy Sustainability Report
Current customers	Website Meetings and interviews (including visiting customers or customers visiting us) Email Phone calls Mail Social media Trade fairs and events	As needed When requested by the customer Whenever the QMS/EMS is modified	Quality policy Environmental policy Quotes, offers and contracts Service catalogue Notices Results of satisfaction surveys Emergencies Technical specifications Analytical reports Other reports Other documents Impact of significant environmental matters Any changes affecting product quality or safety, processes or technical specifications. Code of Ethics. SCR-SDG policy. Sustainability Report

STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY	INFORMATION
Potential Customers	Website Email and phone calls. Mail Social media Trade fairs	When requested by the customer	Quality policy Environmental policy Offers and contracts Technical specifications Service catalogue Impact of significant environmental matters Any changes affecting product quality or safety, processes or technical specifications Code of Ethics CSR-SDG policy Sustainability Report
Employees	Noticeboard Intranet Employee portal (coming soon) Training Distributing background papers, meetings and interviews. Email and phone calls. Social media	As needed	Quality targets and policy Environmental targets and policy Applicable rules Environmental information Campaigns Work procedures and instructions. Training Important workplace information Emergencies Customer requirements Impact of significant environmental matters. General information. Code of Ethics CSR-SDG policy Sustainability Report
Authorities	Website Meetings and interviews Email and phone calls. Visits Social media Events	As needed	Quality Policy Environmental Policy Briefings and/or licenses Emergencies Campaigns Relevant documentation Impact of significant environmental matters. General information.



CN GROUP'S CONTRIBUTION TO CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT GOALS (SDGs)



SUSTAINABLE DEVELOPMENT GOALS

On 25 September 2015, the United Nations General Assembly unanimously adopted the 2030 Agenda for Sustainable Development: a plan of action for people, planet, prosperity and universal peace. It features 17 Sustainable Development Goals (SDGs) and 169 targets to be met by 2030.

The SDGs reflect the planet's and humanity's most important needs. The UN was the driving force behind establishing the SDGs, and 196 UN-recognized countries and over 1500 companies took part in providing a common framework for assessing impacts, setting goals and monitoring progress.

In order to implement an SDG-aligned corporate social responsibility management system, the CN Group has made a number of commitments which are set out in its policies and Code of Ethics, with the following being key examples:

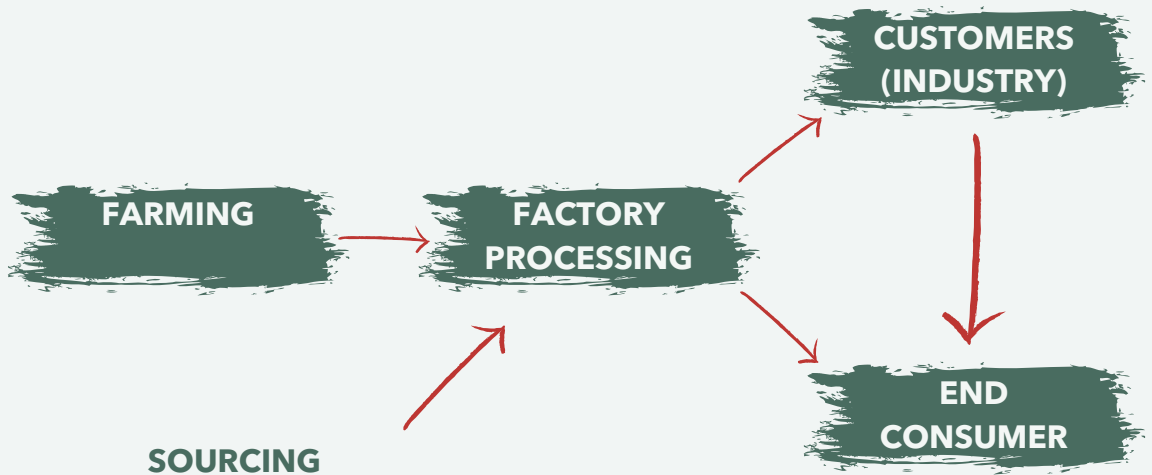
- Strict and swift legal compliance.
- Promoting sustainable development.
- Including Management System features across the board for key company processes and operations.
- Providing the resources needed to design, implement and continuously improve the Management System.
- Conveying to stakeholders the importance of procedure compliance, hitting targets and the consequences of non-compliance.
- Managing potential conflicts of interest, if any, between strategic company goals and the Management System, if any.
- Being transparent about sustainable development performance reporting.





SCOPE.

The CN Group can operate across the entire supply chain from the farm to the end consumer, playing a clear and direct role in the first two links: Farming and factory processing.



1. Farming.

Most fresh fruit and vegetables are sourced from local farmers near the Group's factories. This supports local development while ensuring maximum freshness for harvested products. We have an ongoing sourcing relationship with 1,500 farmers. All our farmers follow the recommendations made by the Group's Agricultural Department when it comes to methods, treatments, and more. Operations are managed on a daily basis through an app developed specifically for this.



2. Sourcing.

All purchasing meets the CN Group's Supply Chain Plan, and we only buy from certified suppliers whose specific products have been approved.





3. Factory processing.

All our fruits and vegetables are processed in accordance with customer requirements and technical specifications for quality end products, with traceability and food safety ensured at all times.



4. Customers.

All end products are supplied to end customers following their individual specifications. The CN Group operates heavily both domestically and internationally across three distribution channels: retail, food service and industry.



5. End consumers.

Retail packaged products are shipped through distribution channels to be sold to end consumers. Packaging provides consumers with clear information about products and how to dispose of any used packaging.

Regarding the production factories under the scope of this report, two of these clearly stand out in terms of production volume, these being our Fustiñana and Arguedas factories. This being said, our Olmedo, Alfaro and Formentera del Segura factories were also taken into account. Our Manschnow factory (Germany) and the group's international sales offices do not engage in any major production activity and are outside the scope of this report.

CN Fustiñana

Located in the town of Fustiñana, this is our largest factory. It is the seat of management and the home of our main offices. All of the CN Group's operations are led and managed from here. This is the largest factory in terms of production capacity (except for pre-fried and grilled products), packaging and storage, and acts as the group's shipping hub. Products are packaged by private labels or using the group's own brands (manufacturer brands): CN and Verleal. This factory supplies the entire Spanish market and most international markets.





CN Arguedas

Located in the town of Arguedas, this was the CN Group's first factory. It is capable of processing and packaging all products, and supplies the Group with its pre-fried and grilled products.



Congelados de la Vega

Located in Formentera del Segura, Alicante, this facility processes local products and fresh vegetables.

Iberfresco

Located in the town of Olmedo, this facility processes local products and fresh vegetables.



Alimentos Congelados de La Rioja (Alcorioja)

Located in the town of Alfaro, this facility processes and packages local products and fresh vegetables.

CN Deutschland

Located in Manschnow, CN Deutschland provides special packaging and logistics services while offering assistance for Germany and neighbouring markets.



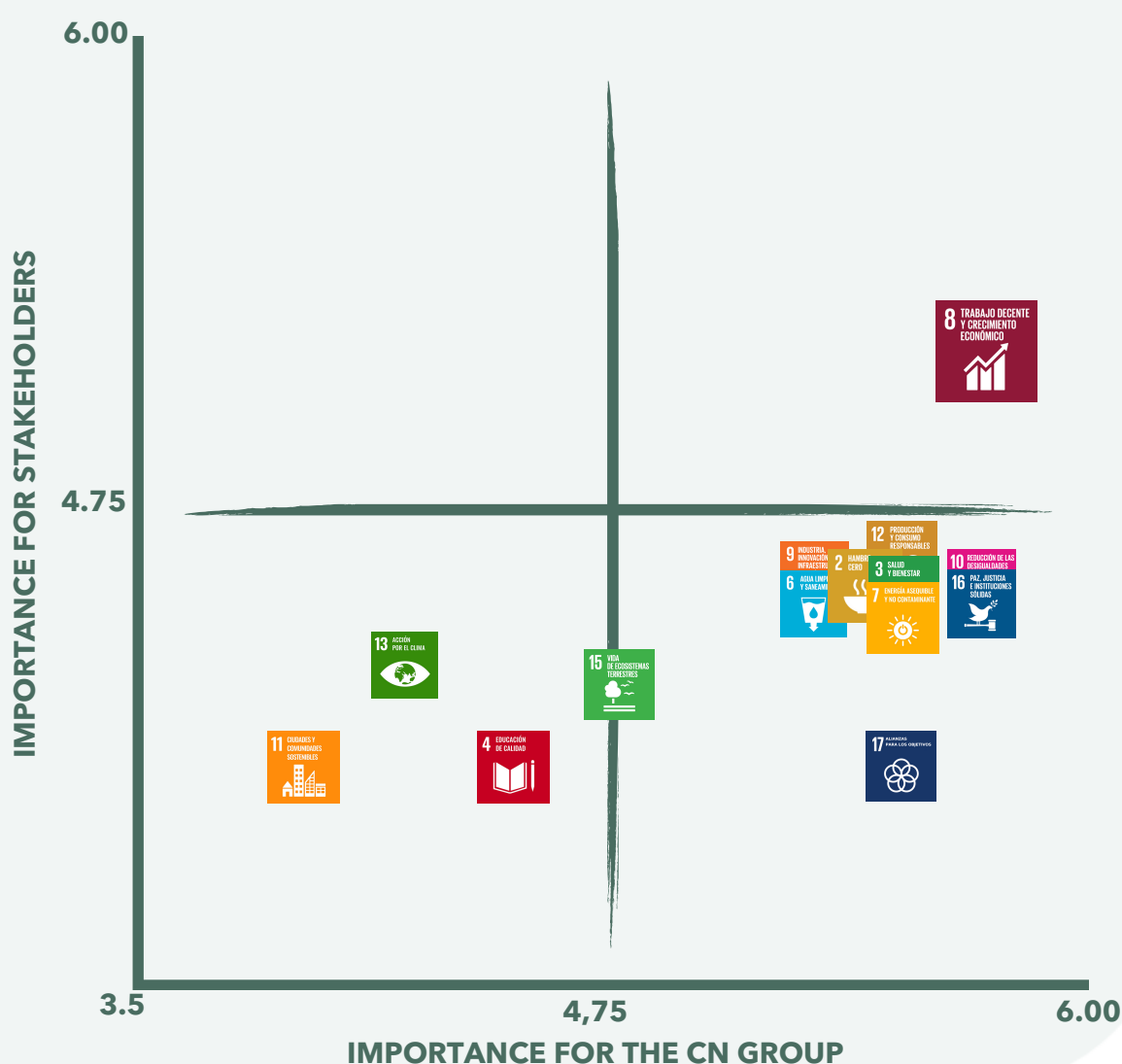
The organisational structure and main indicators for each factory are described in chapter 5.

INITIAL AND ONGOING ANALYSIS.

Here at the CN Group we have conducted an initial analysis to identify key SDGs, which will be reviewed annually so we may assess its impact and ability to influence these. We have looked across the entire supply chain, and considered every process taking place over the course of every product's lifecycle, where we based our analysis on: Importance for Stakeholders and Importance for the CN Group.

To measure the materiality of SDGs, we kicked off the year surveying a sampling of CN Group employees. The goal is to repeat the survey and expand it to phase in other stakeholders in later years. The average score for each SDG was generally above 4 out of 6, so we decided to focus the materiality matrix for establishing key SDGs on the upper score range, as shown below.

CN GROUP'S SDG MATERIALITY MATRIX





The findings of this matrix show the following:

- Number 8 is the clearest example of a key SDG (Decent Work and Economic Growth)
- Despite significant scores, SDGs 4, 11 and 13 are slightly lower on the materiality scale than the rest; plus, SDG 4 (Quality Education) and 13 (Climate Action), are mostly tackled through actions for other SDGs:
 - SDG 4: Tackled through SDG 8.
 - SDG 13: Tackled through SDGs 6, 7 and 15.
- SDGs 2, 3, 6, 7, 9, 10, 12, 15, 16 and 17 scored significantly for stakeholders and were shown to be important for the CN Group, which is why they were established as extremely key SDGs that must be tackled in the same way as SDG 8.
- Regarding the other SDGs:
 - SDG 1 (End of Poverty) is tackled through more specific SDGs such as SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production).
 - SDG 5 (Gender Quality) is tackled specifically and as a part of SDG 10 (Reduced Inequalities).
 - SDG 14 (Life Below Water) does not apply for CN Group operations.

Over the following pages we will detail the various targets the CN Group helps achieve as well as all the actions CN Group carries out for each of its key SDGs.



KEY CN GROUP SDGs



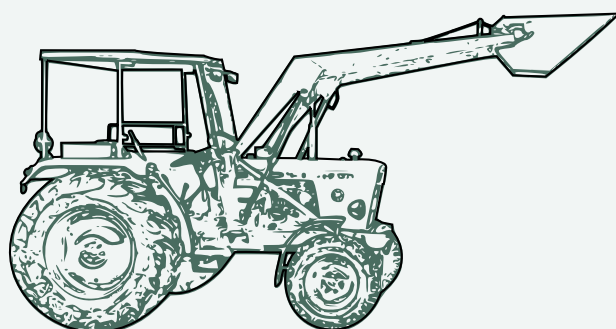
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Here at the CN Group we are strongly committed to ending hunger and are focused on the following targets:

- Promote small-scale food producers (target 2.3).
- Implement sustainable and resilient agricultural practices (target 2.4).
- Help limit food price volatility (target 2.c).
- Implement systems ensuring food security for products produced.
- Promote the consumption of fresh and healthy food.

To do this the Group has carried out the following:

- Sustainable agriculture and plant health plan for farming.
- Stable, full-time contracts for farmers all season round.
- Introduced new crops and extended abandoned land.
- "Less is more": only treat when strictly necessary, using low toxicity and small doses.
- Food safety policies became third-party certified.
- Sourcing contracts with local farmers.
- Donated to at-risk groups.
- Third-world projects to promote access to food and nutrition for vulnerable groups.



Ensure healthy lives and promote well-being for all at all ages



Here at the CN Group we promote healthy lifestyles using the products we produce and through our actions with employees and society. We do this in order to, as a group, help meet the goals that have been set.

- By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being (Target 3.4).
- By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination (Target 3.9).

To do this the Group has carried out the following:

- Sustainable agriculture and plant health plan for farming.
- Lowered use of pesticides and chemicals.
- Promoted consumption of high-quality, local vegetables.
- Sponsors for promoting sport and healthy lifestyles.
- Initiatives for protecting and promoting healthy lifestyles.
- Launched our new VERLEAL brand for premium frozen vegetables, a top-quality and innovative brand across the board.
- In-house extensive occupational health and safety training plan.
- Ongoing investment in workplace safety. Special emphasis on COVID-19 rules.
- Machines for moving goods. Palletising robots.
- Special musculoskeletal injury prevention courses.
- No smoking on company premises. 30% of pre-ban smokers have stopped smoking.
- Partnered with associations and organisations to promote healthy lifestyles.





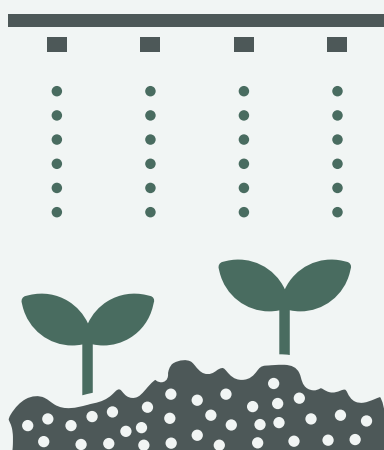
Ensure availability and sustainable management of water and sanitation for all

Here at the CN Group we encourage water be used efficiently and less as much as possible, in addition to encouraging a better management system for process water. All of this is interwoven with the following targets:

- Implement measures to improve water quality, reduce pollution and increase the proportion of treated wastewater (Target 6.3).
- Increase water-use efficiency (Target 6.4).
- Implement integrated water resources management (Target 6.5).
- Protect water-related ecosystems (Target 6.6).

To do this the Group has carried out the following:

- Sustainable agriculture and plant health plan for farming.
- Enhanced farm irrigation plans and systems.
- Enhanced production.
- Reused conveyor circuit and washing machine water.
- Treated wastewater.
- Approved to discharge into Fustiñana natural water courses.
- Monitored water vapour emissions.
- Farms became FSA-certified.



Ensure access to affordable, reliable, sustainable and modern energy for all.

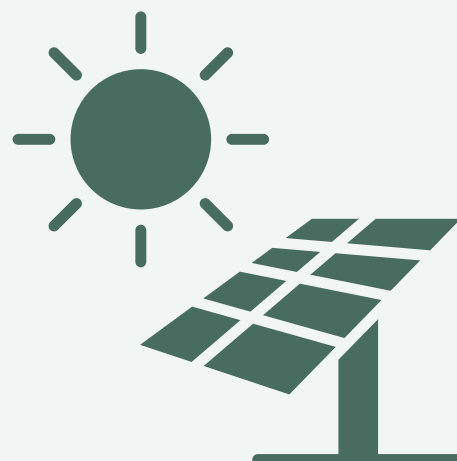


Major energy investments, improvements and breakthroughs have been seen in recent years. Some of the measures adopted are aimed at:

- Make efforts to use renewable, environmentally-friendly energy (Target 7.2).
- Efficient energy production and management models (Target 7.3).

In this sense, the CN Group has carried out the following:

- Sustainable agriculture and plant health plan for farming.
- Emission monitoring: Including greenhouse gas emissions.
- The Fustiñana and Arguedas factories operate under PPAs which certify they are running on renewable energy.
- 4 solar PV farm projects are underway.
- Automated production lines for more efficient energy and water use.
- Tracked energy indicators for enhancing operations.
- Motion sensor lighting installed across factory premises.
- Conventional bulbs replaced with LED bulbs.
- Invested in new, more energy-efficient technology.
- Worked with local farmers located near our factories and studied the best way to improve transportation routes.
- Farms became FSA-certified.





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

One of the areas the CN Group takes most seriously is promoting and developing the local communities where it operates. Helping these places grow and generate wealth is directly related to the following targets:

- Promote production and efficient and environmentally-friendly resource consumption (Target 8.4).
- Achieve full and productive employment and decent work for all (Target 8.5).
- Help the youth achieve, and be interested in having, adequate access to work and/or education (Target 8.6).
- Commit to labour rights and safe work (Target 8.8).

In this sense, the CN Group has carried out the following:

- Became SMETA 4-Pillar certified.
- Operation and workplace specific health and safety plans.
- Employment policies promoting the welfare of workers.
- Employee communication policies using the intranet, screens and notice boards.
- Suggestion boxes for boosting employee engagement. When a suggestion is approved, it is announced publicly, implemented and rewarded.
- Daily 5S meetings featuring various departments, overseen by our continuous improvement engineer.
- Equality plan.
- Harassment prevention procedures.
- Breakfast with the CEO. Factory staff meetings with the CEO to share concerns and suggestions.
- Open door policy for all levels of management.
- Information forums and weekly training to pass on specific information there and then.
- Yearly staff-wide convention, featuring a relaxing, team-building lunch with all staff invited.

- Health and safety always considers the staff's views and thoughts when choosing factory workwear and PPE.
- In-house extensive occupational health and safety training plan.
- Ongoing investment in workplace safety. Special emphasis on COVID-19 rules.
- Continuous, employee-specific training.
- PPE vending machines.
- Chemicals stored separately with eye wash and body wash stations. Safety sheets for each chemical.
- All electrical enclosures are located in the main corridor on the factory's ground floor, away from wet production areas and connected to special fire protection systems.
- Machines for moving goods in packaging areas. Palletising robots. Special musculoskeletal injury prevention courses.
- Private parking for staff.
- 66% company-paid catering service for all staff.
- Staff Christmas gifts.
- Optional medical insurance at a discounted rate.
- All workers that retire receive a gift.
- CN products are handed out to staff quarterly for them to learn about and try.
- Gas vouchers for workplace commuting during gas price hikes.
- Flexible start and finish times and shifts can be made to fit workers when needed and possible.





Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Here at the CN Group we are continuously investing to improve our facilities and infrastructure in order to make them more sustainable, energy-efficient and safer to work at, which helps provide a perfect work environment for our operations. In this regard, we very much identify with the following targets:

- Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries (Target 9.2).
- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities (Target 9.4).

To do this the CN Group is working on the following projects:

- Enhanced farm irrigation plans and systems.
- Enhanced production.
- Reused conveyor circuit and washing machine water.
- 4 solar PV farm projects are underway.
- Automated production lines for more efficient energy and water use.

Investing in new, more energy-efficient technology.



Reduce inequality within and among countries



From day one, CN Group policies have aimed to reduce inequalities across the board, which have brought about major progress and resulted in a stable and comfortable work climate for all staff. These policies are closely linked to the following targets:

- Strive for social, economic and political inclusion (Target 10.2).
- Promote equal opportunity for everyone at the Group (Target 10.3).
- Create fiscal, wage and social protection policies (Target 10.4).

To do this the Group has carried out the following:

- Became SMETA 4-Pillar certified.
- Employment policies promoting the welfare of workers.
- Met women on board quotas.
- Equality plan.
- Harassment and discrimination prevention procedures.
- We have staff from 29 different nationalities.
- Workers from temporary employment agencies are ensured the same PPE and workwear as the rest of employees.





Ensure sustainable consumption and production patterns

The changes recently seen in consumption and production models have not required a mental shift at the CN Group, which has always known full well that choosing sustainable production models is the only way for positive, long-term results while ensuring minimal environmental impact. In this sense, we strongly support the following targets:

- Promote the efficient use of natural resources (Target 12.2).
- Minimise food waste (Target 12.3).
- Environmentally sound management of chemicals and all wastes (Target 12.4).
- Prevent, reduce, recycle and reuse waste (Target 12.5).
- Integrate sustainability information into the company's reporting cycle (Target 12.6).

To do this the Group has carried out the following:

- Food loss and waste prevention plan.
- Sustainable agriculture and plant health plan for farming.
- Fruits and vegetables tested for contamination.
- Staff training and awareness programmes.
- Enhanced operations.
- Recovered animal feed waste and by-products. Agreements with livestock owners.



- Waste management. The Group works across the board to increase proper waste sorting and maximise the waste management circular economy.
- Lowered the amount of plastic packaging and studying the use of alternative materials such as paper. 80% of plastic used is recyclable.
- Encouraged healthy eating habits and responsible consumption.
- Launched our own VERLEAL brand to rejuvenate the frozen vegetable market and provide added value here.
- All plastic materials used for farming are biodegradable.
- Farms became FSA-certified.
- Spread the word on how frozen vegetables help in the fight against food waste.
- Raised awareness.
- Delivered products to employees.
- Donations.





Sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.

At their core, the CN Group's operations hinge on the well-being of ecosystems and farmlands, making stewardship a vital part of its business. Ensuring these areas is set out under the following targets, which support our goals:

- Conservation and sustainable use of ecosystems (Target 15.1).
- Combat desertification (Target 15.3).
- Set out environmentally-sensible plans (Target 15.9).
- Allocate financial resources to improve and conserve ecosystems (Target 15.a).

All of the following by the CN Group has helped get closer to these targets:

- Sustainable agriculture and plant health plan for farming.
- Became SMETA 4-Pillar certified.
- Set out environmentally-friendly plans.
- Environmental friendliness policies.
- Farmer training and awareness.
- Supplied seeds, promoted crop rotation and encouraged biodiversity.
- Protected wildlife in different areas.
- Replaced flood irrigation with drip irrigation.
- Protected ecosystems and insect pollinators.
- Farms became FSA-certified.



Promote just, peaceful and inclusive societies



All the efforts aimed at improving the environment and social rights would not be possible without good governance policies ensuring proper business management, and along with it, business viability and survival. This is mirrored by the following targets:

- Tackle child abuse, exploitation and trafficking (Target 16.2).
- Tackle corruption and bribery (Target 16.5).
- Develop effective and transparent institutions (Target 16.6).
- Promote laws and policies (Target 16.b).

To meet these targets, the CN Group has carried out the following:

- Became SMETA 4-Pillar certified.
- Commitment to human rights policy.
- Code of Ethics.
- Anti-corruption and bribery policies.
- Reviewed and strictly complied with legislation.





Revitalising the Global Partnership for Sustainable Development

Here at the CN Group we firmly believe that in order to encompass and make progress towards the Sustainable Development Goals, first we need to develop synergies with other organisations for better reaching the SDGs and unlocking the individual potential of each side. This is mirrored in the targets set out under this goal:

- Pursue partnerships for promoting sustainable development (Target 17.16).
- Build public-private partnerships with other organisations pursuing the same targets as the Group (Target 17.17).

To do this the Group has carried out the following:

- Partnership agreements for job placements (job training, universities, etc.).
- Partnerships with other organisations: ASEVEC, ALIÑAR, AER, ADEFAN, CEAPI, CEN, FIAB, CRE100DO, etc.



SOME OF OUR STRATEGIES

WATER REDUCTION STRATEGIES



MES SYSTEM ALARMS



RECIRCULATE



REUSE



DAILY MONITORING

HOW WE REDUCE THE IMPACT OF WASTE



WASTE MONITORING



ANIMAL FEED



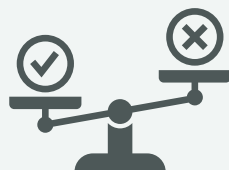
PLASTIC

80% RECYCLABLE
PLASTIC



INCIDENT MANAGEMENT
INCIDENTS

DIALOGUE WITH SUPPLIERS



CORPORATE ETHICS



ENVIRONMENTAL IMPACT



HEALTH AND SAFETY



LABOUR RIGHTS AND
REGULATIONS

2021 MILESTONES



ENERGY SAVINGS

The energy we saved in 2021 is enough to power around 400 homes for a full year.



REDUCING EMISSIONS

Based on our 2022 emission reduction estimates we will offset the emissions of 23 Madrid to New York flights carrying 200 passengers.



0 SPILLS

No chemical spills or incidents occurred in 2021.



RESPONSIBLE PROVIDERS

No negative environmental impacts were recorded for any of our providers in 2021.



RECYCLABLE PACKAGING

80% of our packaging is recyclable.



RECYCLING

100% of our farmers take part in recycling pesticide packaging.



SUSTAINABLE INVESTMENT

23.7 million euros invested in environmentally sustainable stock.



CIRCULAR ECONOMY

Over 80% of our waste is vegetable by-product reused entirely for animal feed, an example of a good circular economy practice.





24/7 COVID SUPPORT

In 2020 and 2021 we invested lots of hard work and resources to take care of our staff during the pandemic.



GROWTH

We have doubled our staff since 2016.



EQUALITY

Women hold over 40% of management positions.
Women make up over 40% of staff.



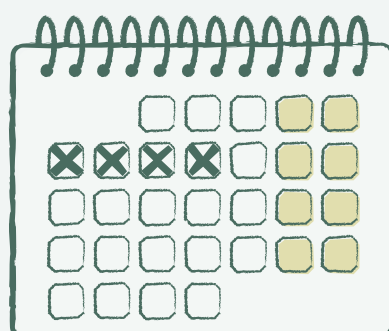
YOUTH

Around 60% of staff is under 40.



JOB STABILITY

Approximately 40% of staff have been at the CN Group for over 5 years.





COMPETENCE

D7,623 hours of training were provided in 2021, the equivalent of over 950 shifts.



QUALITY TRAINING

Average user satisfaction for training is 9/10.



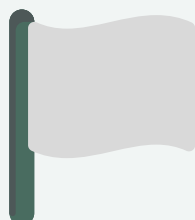
OCCUPATIONAL HEALTH AND SAFETY

No major accidents occurred in 2021.



DIVERSITY

We have staff from 29 different nationalities.



LOCAL ECONOMY

We source approximately 70% of our fruits and vegetables from the Ebro Valley.



WORK-LIFE BALANCE

Around 85% of employees stay on at the Group 12 months after their childbirth and childcare leave ends.





EXCELLENT

All 2021 audit findings were satisfactory and rated highly.



SERVICE

Average customer satisfaction for 2021 was 4.29/5.



STRINGENT

All CN Group providers are approved before working with us.



GIVING BACK



We invest in social causes, and in 2021 we donated 25,600 kg.

PARTNERSHIPS

We work with a large number of agencies and organisations to defend common interests.



CÓDIGO ÉTICO



The CN Group did not make any donations to political parties or associations in 2021.

The CN Group does not tolerate money laundering or terrorism financing.

SETTING GOALS AND ACTION PLANS

After setting its key SDGs, the CN Group has been laying out its 2022 goals and action plans which are aimed at:

- Removing, reducing, mitigating and fixing weaknesses.
- Preventing threats and vulnerabilities.
- Building on strengths.
- Exploiting opportunities.





5

CN GROUP AND CORPORATE SOCIAL RESPONSIBILITY



5.2.3 CN GROUP GIVING BACK

We would especially like to highlight what we have given back, which is both essential and very important to our operations. Some great examples are:

SPONSORS.

We have developed a number of sponsors in our local area to promote sport, where we help sports organisations and initiatives that share our values: hard work, ambition, perseverance, commitment, closeness and humility.

On the other hand, promoting sport is part of our commitment to advocating for a healthy lifestyle backed by proper and balanced nutrition, with our vegetables and an activity for staying healthy such as sport at the core.

In addition to sponsoring Osasuna, Navarre's top football club and a team with an important social role, we sponsor local kids and youth teams in the areas surrounding our factories to help these individuals develop along with the activities run by local organisations, keeping towns active while playing a part in sport catching on and staying alive there.

- Osasuna's official sponsor.
- Valtierra 2018-2019 Season.
- City of Valtierra's sports club activities.
- 24-hour futsal tournament in Alfaro.
- Peña Fustiñana.
- San Fulgencio (Congelados de la Vega).
- Extreme Bardenas cycling race.





IMPLEMENTING PROJECTS IN THE THIRD WORLD

We like to help to protect human rights by working on projects in the Third world. These projects are aimed at helping educate children, integrate women into society and fund the construction of infrastructure for helping small groups develop in disadvantaged areas.

We have been working on the construction and upkeep of an Ethiopian primary school for three years. During the first year we made a donation to build the school, and over the next two years, including in 2021, we made donations for school supplies, teachers, and more.

We are working on building two dams for supplying water to an extreme desert and disadvantaged region in inland Kenya. We are set to help build a nursery/primary school in 2022 which will ensure 80 children are fed and educated, and will also integrate, support and provide shelter for their mothers and other women involved.

We support the Mandali initiative in India to educate, care for, and feed children.





DONATIONS

We like to support disadvantaged and at-risk groups in our local community by donating food products to help them uphold their diet.

We work with food banks in Navarre, La Rioja, Madrid, Málaga, and more, along with foundations such as Villa Javier, a variety of convents, and soup kitchens such as Paris 365.

We also help out by donating food products for social causes in local communities, which are held by Town Halls or organisations to keep towns running and attractive.



PARTNERSHIPS

We work with a variety of educational organisations to try to provide education to society, where we foster both learning and entrepreneurship.

We also mentor students finishing their final thesis or other projects, and also give talks, take part in forums, round tables, and more.

We work with the following organisations: University of Navarre, Public University of Navarre, IESE, high schools, vocational schools, CRE100do, Industrial Foundation of Navarre, AEDIPE, CEAPI, and more.

GIVING BACK POLICY

Today the CN Group has a Giving Back Policy based on the following principles:

- Improve the Group's reputation and recognition in the areas where it operates by helping boost local economic and social development.
- Raise employee satisfaction through Group pride.
- Help create and stimulate sustainable business.



AWARDS AND ACCOLADES

REI JAUME I'S ENTREPRENEURIAL AWARD - BENITO JIMÉNEZ CAMBRA



AWARDED FOR PASSING ON ENTREPRENEURIAL AND FAMILY BUSINESS VALUES - ADEFAN (2022)



LA RIOJA FOOD BANK'S CORPORATE SOCIAL RESPONSIBILITY SEAL (2022)



6

CHALLENGES AHEAD

THE FUTURE
IS EXCITING...





CHALLENGES AHEAD

- LEAD the frozen vegetable, food and fcomponent industry
- Become more efficient
- Become more international
- Professionalise farmers while staying by their side
- Provide top customer service and stay by their side as they grow
- Offer our consumers the best vegetables
- Make progress towards integrating the SDGs in our sustainability strategy
- Continue to grow as people while retaining our group pride
- Help develop our local communities socially and economically
- Promote healthy eating and lifestyles
- Overall, uphold our purpose: Improve quality of life and play a part in building a more sustainable future for our business, community and consumers by promoting and improving access to healthy food



CONTACT INFO

Readers can send any questions, concerns, requests or suggestions via:
<https://www.congeladosnavarra.com/en/contact>

