



# 2020 Sustainability Report





We believe that we can make a difference in people's lives and that is why we take our products seriously.

We control their quality at every moment, bringing the land closer to the market, the market closer to the kitchen, the kitchen closer to the plate and the plate closer to the land.

We live through our business and believe that to reinvent there is no need to invent. We sow, nurture, harvest, transform and distribute, feeding far more than an industry.

After growing for one century, it is time to feed the next.

# Feeding Futures



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## Message from the CEO

**JORGE DE MELO**  
Sovena CEO

2020 was another year that will remain in Sovena's<sup>1</sup> history, with the presentation of the new positioning "Feeding Futures", which reinforces our vision of the future of the agricultural and food industry and integrates new trends in food and sustainability.

Our vision of sustainability is intrinsically linked to our understanding of the business, as well as the conviction that our contribution to Sustainable Development only makes sense if it has its foundations in the development of an activity that seeks the sustainability of the planet and people.

2020 was also the year the world was affected by the COVID-19 pandemic. We sought to minimize the impacts of this unexpected context and provide safety conditions for our teams, always maintaining our responsibilities towards the business and concentrating efforts to support society, in the different parts of the world where we operate.

Without prejudice to this context, we continued an important work focused on our culture, with a set of initiatives aimed at reinforcing Sovena's values. At the community level, we nurtured neighbourly relationships and expanded our contribution to society, highlighting the role of our brands as active agents for change in dimensions of sustainability as fighting waste and promoting nutritional education. We launched energy production projects from renewable sources in our factories and lighter packaging with recycled plastic.

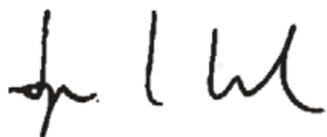
We also started the process of reviewing the sustainability strategy for 2021-2023. To this end, we revisited trends, listened to our stakeholders and reflected on our priorities, understanding that the challenges we set ourselves today require reinforced action, capable of achieving the desired results.

<sup>1</sup>Throughout the document, references to Sovena will include both Sovena Group, SA subsidiaries and Nutrifarms, both 100% owned by Nutrinveste SGPS (GRI 102-1).

The strategy for the 2021-2023 cycle – “Feeding Futures for a planet that prospers and for people that thrive”, derives from our purpose and drives us to a constant search for doing better. We want to promote an increasingly diversified and sustainable diet through the quality and innovation of our products, through the use of agriculture that protects nature and through efficient and circular transformation. We want to “feed” a team of committed employees, an energized community and informed consumers who adopt diverse diets. It will be around these commitments, which represent the areas in which we intend to have the greatest impact, that we will work in the coming years, and from which we highlight, until 2023:

- The development of a Biodiversity and Ecosystem Services Management Plan for our farms;
- A 30% reduction in Greenhouse gas emissions (scopes 1 and 2);
- 100% electricity from renewable sources in our factories;
- Average incorporation of 50% of recycled PET in Sovena brands plastic packaging;
- EFR (Family Responsible Companies) certification in Portugal, the first geography to implement an important set of measures that promote work-life balance.

Today we have more than 1,000 employees in 9 countries, 8 manufacturing units in Portugal, Spain and the United States and more than 7,000 ha of olive groves in Portugal and Morocco, with a turnover of 1.1 billion Euros and a wide value chain, from agriculture to sourcing, through processing, packaging and sales. With this legacy, we reinforce our responsibility to continuously improve our performance and aim to expand our impacts. We will continue to count on all our stakeholders, internal and external, to go further.



JORGE DE MELO





# Our nature

## Seeding our truth is feeding futures

We respect the land, what it provides to us and to all those who live on it and of it, today and tomorrow. This is the truth that we put into everything we sow so that we may naturally contribute to the acceleration of food transformation at a global scale.



## Our Vision for Sustainability

### Feeding Futures for a planet that prospers and for people that thrive

Our vision for sustainability is inextricably linked to our understanding about the future of food consumption. That is why our contribution to development is based on the principle of feeding people and the planet in a sustainable way.

We want to be part of the change and boost the transition necessary for the future of food.

The attention we pay to our products and to the raw materials we purchase is a criterion for developing products with quality and nutritional value.

We ensure the most demanding Quality and Food Safety certifications, we apply the sustainability best practices, we continuously invest in research, development and innovation.

We are aware that the rebalance of our planet includes rebuilding the food cycle, bringing the land closer to the market, the market closer to the kitchen, the kitchen closer to the plate and the plate closer to the land. It is essential that we act with environmental responsibility, through a responsible agriculture production, a closer relationship with producers and an efficient energy management, from the by-products to the waste we generate.

We know that our industrial or agricultural activity generates a set of impacts with the communities where we operate. We acknowledge that there is an important path to tread in order to increase positive contributions and deepen our good neighbourly relations with the local population.

Our people are the element that combines everything we do. Through their skills and dedication, make this vision possible and renew it everyday. The difference we can make will be greater the higher our capacity to provide learning skills which will generate a collective force relevant to society.

Finally, the search for an activity with better impacts must be the reason of our existence, always with the purpose of surpassing ourselves and continuously improving.

## Who we are

We are a family company, committed to preparing the future of food. Our purpose is to accelerate global food evolution. We develop and provide products and services in the sectors of olive oil and cooking oils. We are one of the largest companies in the world in our sector.

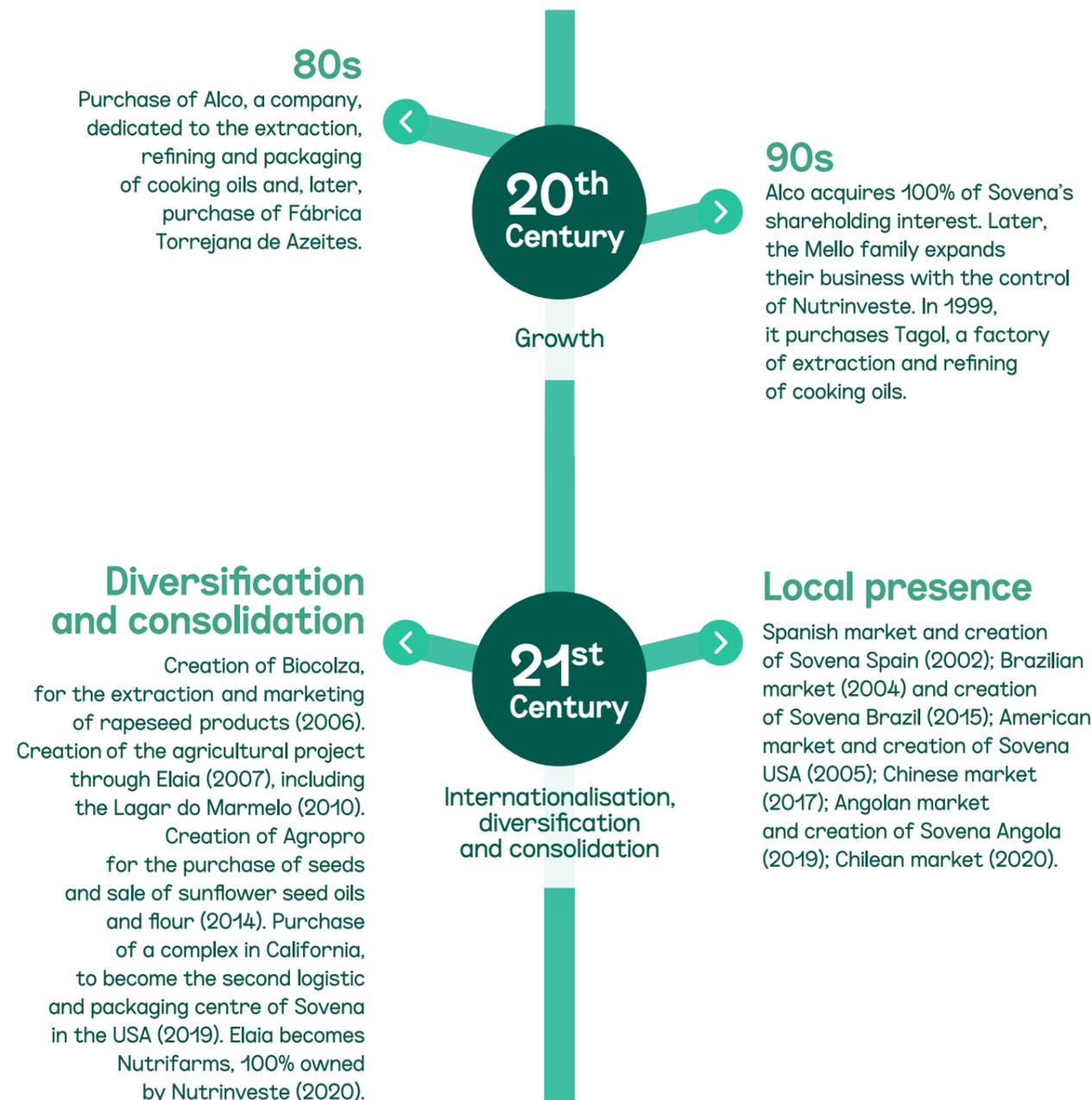
Sovena is a Portuguese family company, leader in the food industry, with a strong international presence. It carries out several activities and provides several products, whose central elements are olive oil and cooking oils.

100% owned by Nutrinveste SGPS, Sovena's past is filled with a history of unique experience and skills in the sector, and its future holds the important challenge of positioning itself in the context of the promotion of a diverse and sustainable food consumption.



## The experience of our history

Our ambition stems from the creation, in 1865, of the CUF - Companhia União Fabril, by the hands of Alfredo da Silva who turned it into the largest industrial, commercial and financial group in Portugal.



## The management of our business is based on the following set of beliefs:



To reinvent, there's no need to invent



Good food has always been, and will continue to be, valued



The solution to restore Earth's balance lies in rebuilding the food cycle



What we grow feeds more than just one industry



To inspire, we need to be involved



We advance when we look at partners, not at competitors



These **beliefs**, together with our **values**, are reflected in our actions, relations and aspirations.



Professionalism

**We live our business**

We fully dedicate ourselves to the partnerships we build, basing them on respect, honesty and the professionalism of someone who's been around for more than a century.

“We embrace challenges with enthusiasm, integrity and dynamism, seeking to meet the expectations of our partners. Professionalism comes naturally.”

Henrique Teles Feio,  
Industrial Department,  
Sovena Oil Seeds Portugal

Responsibility

**We remain conscientious**

We take pride in accelerating the building of futures that are both sustained and sustainable, locally and globally. For us and for the Planet.

“At Sovena, responsibility is our daily experience, in ensuring the Quality and Food Safety of our products, focusing on sustainability, creating futures for the planet and for generations to come.”

Paula Lopes,  
Corporate Quality



Reinvention

**We grow at every opportunity**

The flexibility with which we respond to challenges allows us to explore new paths and pursue new opportunities, every day.

“In order to thrive in a dynamic environment, we must permanently reinvent ourselves to quickly respond to a changing reality and find new paths.”

Vasco Campos,  
Sovena Brazil

Inspiration

**We advance together**

We move in the direction of new paradigms with many questions and some answers, encouraging everyone to come with us, side by side.

“Joining the Sovena team a little more than three years ago has been the best career decision that I have made. The loyalty and dedication of the team here is such an inspiration.”

David Winberg,  
Human Resources,  
Sovena USA



Knowledge

**We know our stuff**

We keep on deepening our understanding of the whole value chain, to generate evolution and differentiation in our processes and services.

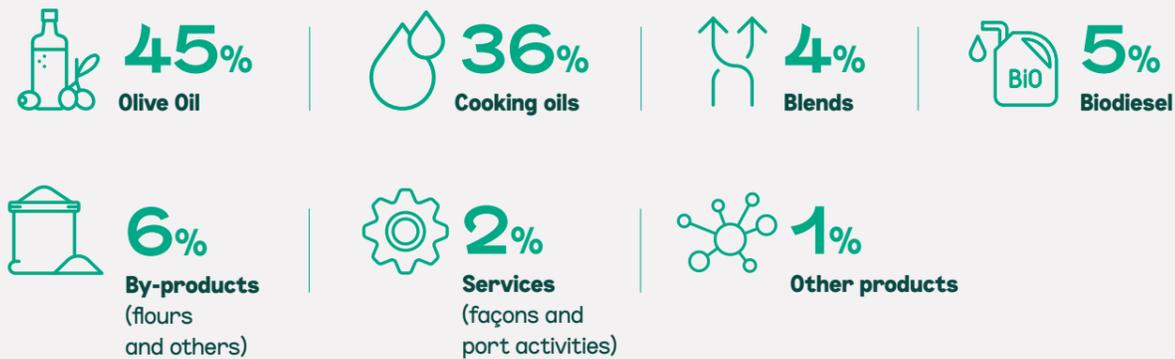
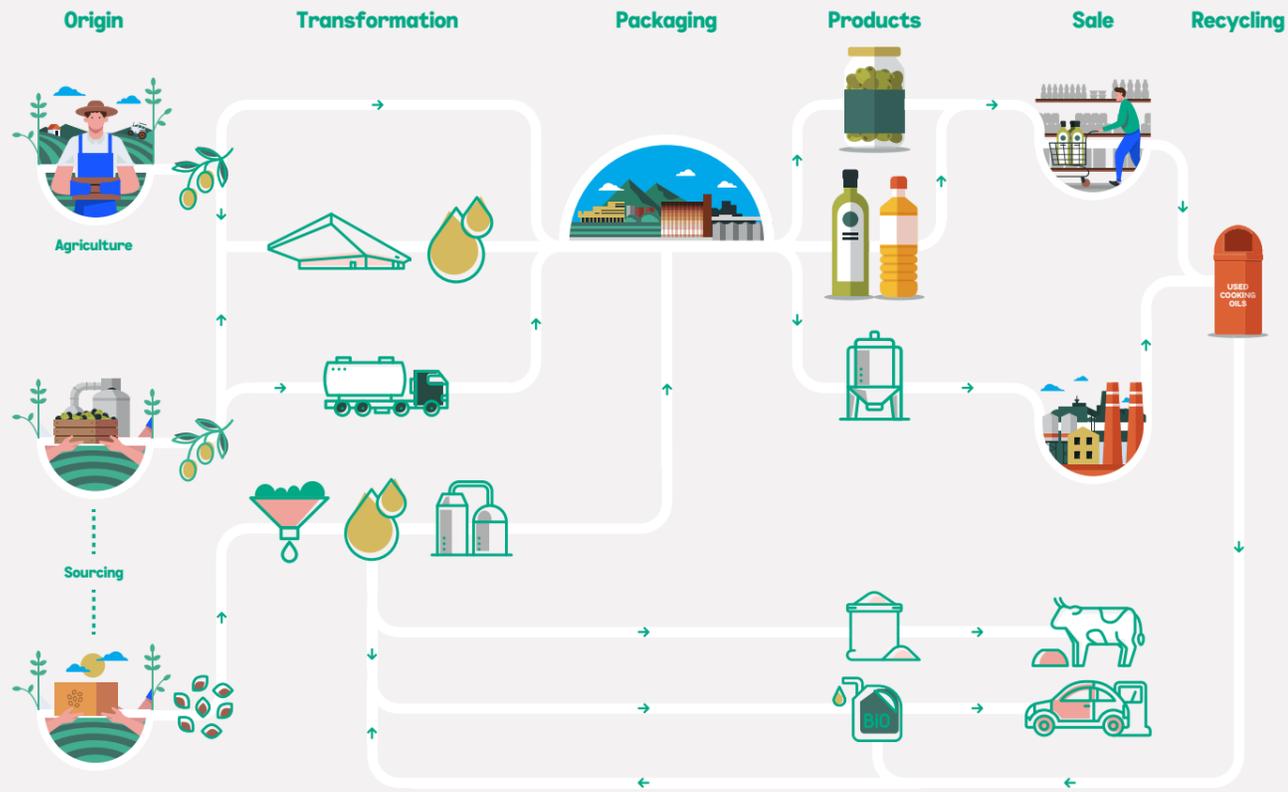
“Knowledge enables us to move forward, to know the path we wish to tread, and helps us understand why we do it. For me, it is part of my personal growth”

Amparo Ruiz de Adana,  
Sourcing – Organoléptica



# What we do

Able to supply any kind of olive oil, cooking oils and related products, Sovena is present at all the steps of the value chain, from the origin of the product - with the production of olives, sunflower and access to the world's main olive oil, seed and cooking oil producers - through the extraction and refining, to the packaging and distribution to customers.



Proportion of turnover per type of product

**+ 1,000**  
employees



● 39% Portugal ● 36% Spain ● 14% USA  
● 2% Brazil ● 9% Other

**+ 2,000**  
customers

Sales per market



● 29% Other markets ● 24% Portugal  
● 21% Spain ● 17% North America  
● 9% Brazil

**€ 1,071**  
Million turnover  
(net sales)

**+70**  
countries among  
destination markets

**7,100ha**  
of olive groves  
Portugal and Morocco

**8**  
Industrial Units

**4**  
Mills

**Produce food in a sustainable way**

Integrated Production method in all Sovena's olive groves

**+90%** of the water supplied is captured by the olive trees

**900ha** dedicated to conservation and biodiversity

**Foster employee's development and connection**

**79%** of people are proud to work at Sovena

**52%** of people consider that we must improve communication efforts

**Encourage informed food choices and diverse diets**

Nutrition appointments for employees and awareness campaigns for strengthening the immune system.

Launch of Feed magazine, whose purpose is to share information and knowledge about food trends worldwide, concerns related to food and the planet.

**Process efficiently, in a low carbon and circular way**

**1,144 kt**  
CO<sub>2</sub> e Emissions (Scope 1, 2 and 3)

**94%** waste produced found a second life

**20%** incorporation of R-PET in plastic bottles (Sovena brands)

**Engage and energize the local ecosystem**

**69%** spending with local suppliers

**96%** local employment in agriculture production

**+ 780t** of donations in products (nearly EUR 1,500,000)



## The products

We are responsible for producing food products, which are consumed everyday around the world. Olive oil, vegetable oils and olives are our main products.

With the production of vegetable oils, we also generate meals for animal feed. Each step of the process is carefully prepared and executed, to ensure the best Quality and Food Safety on an ongoing and consistent basis.



### Olive Oil



Olive oil is a food product mostly composed of healthy monounsaturated fats (up to 83%) and is rich in natural antioxidants that are key to its heat resistance. Due to these characteristics, the cognitive, anti-carcinogenic, digestive, and cardiovascular benefits are clear. This also contributes to improved bone and joint health, modulation of the immune system and skin protection.

#### Did you know

Olive oil is a main ingredient in the Mediterranean diet, classified by UNESCO as Intangible Cultural Heritage of Humanity since 2013, as it is related to living in community and sharing meals prepared with local and seasonal food.

### Vegetable Oils



Vegetable oils are an important source of vitamin E and polyunsaturated essential fatty acids (omega 3 and omega 6), which our body cannot produce by itself. These fats are very important for the structure of cells, the regulation of the immune system and skin integrity. These oils also contribute to a better absorption of some vitamins and antioxidants, such as vitamin D or A, and antioxidants such as beta-carotene, lycopene and other carotenoids.

#### Did you know

Oils sold by Sovena are 100% natural, extracted from sunflower, corn, peanuts, coconut, grape seeds, sesame, avocado and rapeseed.

### Olives



Preferably served as an appetizer, olives are increasingly used as an accompaniment to meat or fish dishes. In both cases, they are a healthy and nutritious option.

#### Did you know

Each olive has only nine calories and a fat content of approximately 20%: most of those fats are beneficial, such as omega 3 or omega 6. It is one of the few food products that gathers the four basic flavours detected by our palate: bitter, sweet, salty and acid.

# Where we are

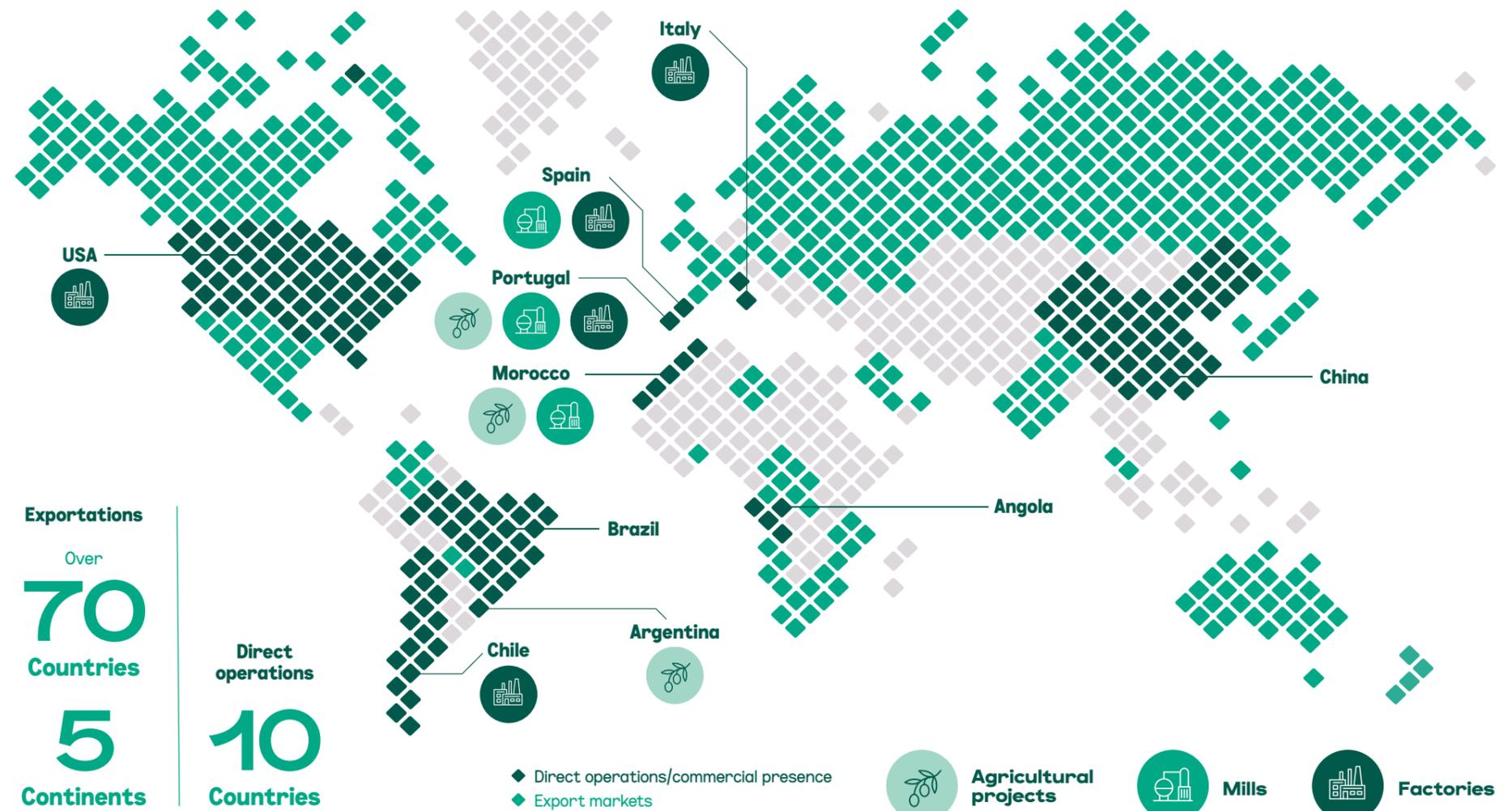
We export to over 70 countries in five continents and we have direct operations in ten countries.

Sovena has a strong worldwide presence, either through direct operations and commercial presence, or in markets to which it exports its products.

In several countries, Sovena is present with agricultural projects, mills and factories.

The industrial operations show Sovena's capacity in the areas of extraction, refining and packaging.

## Worldwide presence with direct operations in several countries



Industrial operations	Portugal			Spain	
	<b>Extraction capacity</b>	Sunflower 1,350 tons/day	Rapeseed 1,200 tons/day	Soy 1,950 tons/day	Sunflower 1,350 tons/day <small>Including a façon contract in Olmedo (Spain) for the extraction of oil (500tons/day).</small>
<b>Refining capacity</b>	Sunflower 375 tons/day		Neutral oils (non-edible) 300 tons/day		
	Soy/Rapeseed 615 tons/day		Biodiesel production capacity 300 tons/day		
<b>Packaging capacity</b>	Portugal	Spain	USA	Chile	Italy
	8 packaging lines 250,000 litres/day of olive oil 900,000 litres/day of oil	11 packaging lines 2,000,000 litres/day	8 packaging lines (Rome, New York) 700,000 litres/day 2 packaging lines (Modesto, California) 500,000 litres/day	3 packaging lines 100,000 litres/day	7 packaging lines 800,000 litres/day (Façon contract)

Mills	Portugal Ferreira do Alentejo	Spain Monteolivo and San Pedro	Morocco Marrakesh
Transformation capacity (tons of olives/day)	1,500	600	350
Olive oil storage capacity (tons)	5,280	2,300	1,500

Agricultural project	Portugal	Morocco	Argentina
Olives groves (ha)	5,900	1,000	
Oilseed crops (ha)	169		9,215



## Our brands

Our portfolio comprises strong brands, and was designed to meet the needs of our diversified consumers. Our brands tell stories and build their own impact territories.

Our brands are strongly established - some of them are market leaders - and are acknowledged by consumers as reliable, close, differentiated and high-quality. This excellent image capital reflects the values that express our concerns towards consumers and customers and anchor our contribution to the development of healthier lifestyles and more sustainable production systems.



## Accelerating the evolution of global food is the purpose of Sovena's brands

### Oliveira da Serra created in 1969

Iconic brand, leader in Portugal with a 31% market share. It is the most awarded Portuguese olive oil brand in the world.

#### Mission | Social-food sustainability:

committed to creating a positive impact on the food system.

“Oliveira da Serra has based its leadership on the bond between innovation and sustainability. We endeavour to provide customers with more sustainable solutions, that reduce the brand's ecological footprint, and innovative solutions, with the purpose of making a difference for the future.”

Ana Schedel,  
Head of the Oliveira da Serra brand

#### Other Sovena's brands

Córdoba | Worldwide  
Flor de Olivo | Spain  
Fontasol | Spain  
Fontoliva | Worldwide

### Andorinha created in 1927

It is Sovena's largest brand in volume, a reference in Brazil with a 23% market share.

#### Mission | Education oriented towards health and wellbeing:

involved in a positive transformation of the relationship of people with food.

“Andorinha is an agent for the transformation of knowledge about real food, as we know the benefits that good food brings to people's lives.”

Marina Barros,  
Head of the Andorinha brand

Frigi | Portugal  
GEM | USA  
Olivari | Worldwide

### Fula created in 1962

It is a segment leader in Portugal, where it holds a 42% market share. It is also a reference brand in Angola.

#### Mission | Food diversification and inclusion:

committed to contributing to a more diverse and inclusive food future.

“In 2020, Fula presents itself as more sustainable and has a new purpose: to bring a more inclusive future, through greater diversity in the diet of consumers.”

Luísa Bragança,  
Head of the Fula brand

Soleada | Spain  
Tri-Fri | USA  
Vêgê | Portugal



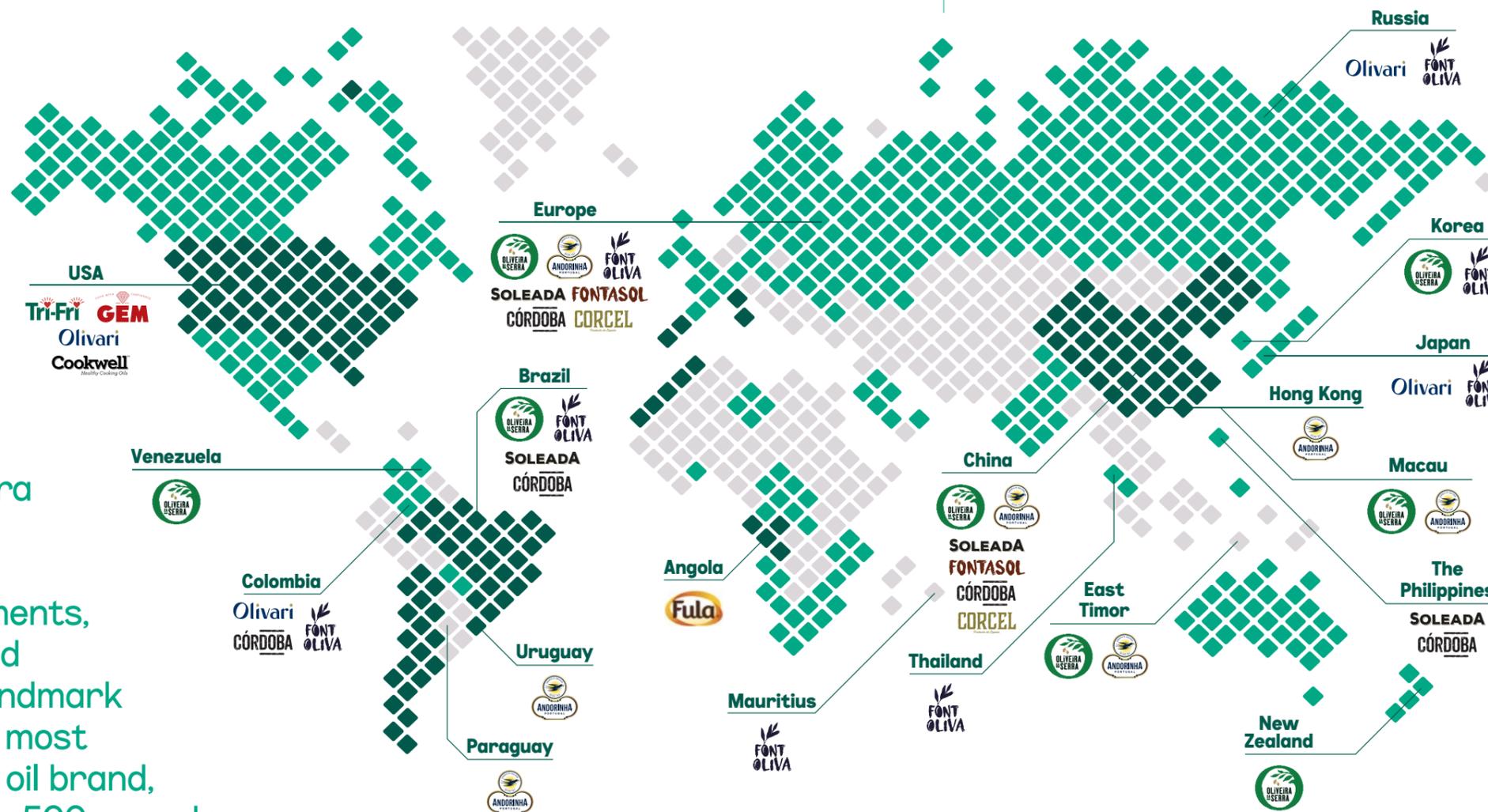
## Awards of which we are proud

In 2020, Sovena's olive oils have once more received a series of awards in national and international competitions. As an example, we highlight the acknowledgements of Fula and Oliveira da Serra, with the "Flavour of the Year Award" (Flavour of the Year for Fula Alimentar, Flavour of the Year - Top Innovation for the Fula Nativos range and Flavour of the Year for Oliveira da Serra Clássico) and of Andorinha, with the gold medal in the International Olive Oil Competition / Brazil 2020, (Andorinha Extra Virgem Vintage)<sup>2</sup>.

Oliveira da Serra has received more than 60 acknowledgements, having reached the historic landmark of the world's most awarded olive oil brand, with more than 500 awards throughout the years.

<sup>2</sup> See the awards received by Sovena at [sovenagroup.com](http://sovenagroup.com).

## International Marketing Managing several brands around the world



## The brands of our customers

We supply olive oils and cooking oils to customers around the world, supporting them in developing their own brands. Our growing involvement has been based on our capacity to meet in an efficient, proactive and agile way the different and demanding requirements of our customers: a broad oil portfolio; different olive oil profiles and origins; providing diversified formats; with production lines compatible with more than 70 different types of packaging and sizes; and delivering the product, with factories in strategic locations and with logistic skills, anywhere in the world.

Sovena is the world's largest supplier of olive oil for private label.



## The way we work

Quality and Food Safety and innovation are the core pillars. The first, which is a prerequisite, enables us to comply with the most demanding standards. Innovation guides us as a compass, so that we may evolve.

### Quality and Food Safety

Committed to ensuring at all times the best products and the provision of the best service, Quality and Food Safety management begins with the process of selection of our suppliers, that must comply with a predefined set of requirements, be able to use the most advanced technology and aspire to become involved in an ongoing partnership work process.

We apply a rigorous control over all the stages of production: auxiliary and raw materials acquisition, extraction, refining and preparation of batches, packaging and preparation of products for delivery. In the particular case of olive oil, apart from the relevant physico-chemical analysis, organoleptic validations are always performed by International Olive Council (IOC) accredited external tasting panels. In order to ensure the Quality and Food Safety of the product and its suitability to the demands of each market, customer and brand, we count on the support from our own internal tasting panel in Spain, accredited by Entidad Nacional de Acreditación (ENAC).

This practice has ensured the regular renewal of all our Quality and Food Safety certifications and the approval in several audits conducted by the world's largest distribution groups, that regularly examine, re-examine and prove that they can trust our factories, processes, products and policies.

For consumers and customers, these Quality and Food Safety certifications are an assurance of trust in our products.

“Food production has an economic, social and environmental impact in all countries in the world and, from a sustainability standpoint, Food Safety is the main component that binds all those aspects and provides a common platform to boost changes that seek to ensure a healthy life for all of us.

Sovena's current products and processes already integrate Food Safety, Quality and Continuous Improvement at each step of the supply chain, from the supply of raw materials to the production, storage and delivery to our customers and consumers. As a result of this approach, our Quality professionals are involved and support on a daily basis an endless number of activities in areas as diverse as procurement, production, engineering, product development, logistics or sales, in order to reach the common goal and consolidate the Company's Quality and Food Safety culture.”

Luis Aparicio,  
Corporate Quality



Throughout the years, updating the Quality Management tools has become a standard procedure in our management.



**Quality and Food Safety Policy**

Sovena is committed to ensuring the best products to its customers, setting up standardised procedures and criteria in all factories.

<https://sovenagroup.com/en/group-policy/>

2017-2020  
Sustainability Plan

**Done**

Unannounced Global Food Safety Initiative (GFSI) audits in our plants.



**Traceability**

Sovena has systems which ensure traceability over the entire value chain, from farmers to customers, enabling us to tell the complete story of the product at all the stages it went through.

**Did you know**

In our agriculture production model, under fully Integrated Production, we use the precision of technological innovation to obtain high quality olive oil and to achieve a very efficient resource management, with deep respect for the surrounding environment. Our mills have several certifications, such as ISO 22000 which ensures the entire prerequisite programme and the principles of Hazard Analysis and Critical Control Point (HACCP), and ISO 14001 for the environmental management system. Our industrial units have a broad range of certifications, such as ISO 9001, ISO 14001, BRC, IFS, GMP.

The biodiesel production process integrates the most recent technology of online control and analytical equipment.

**Did you know**

Sovena's Sensory Analysis Internal Laboratory is composed of 16 specialists from different areas of the company.



**Risk assessment**

In each production unit (Portugal, Spain, Tunisia and USA) we possess Quality and Food Safety control systems aimed at preventing, identifying and eliminating risks of contamination or fraud.

**1,623**  
Analysed potential risk alerts



**Quality and Food Safety Certifications**

Enable a secure access to the market, greater trust from customers, better identification and control of risks, a better operating control and a global acknowledgement by complying with international standards, enabling the identification of Sovena as a competitive organization in terms of its processes, products and services<sup>3</sup>.

**Did you know**

Sovena has extended the use of a tool dedicated to risk and alerts assessment to all the countries where it sells its products and where the suppliers are located. Through the reporting structure of each country (which considers inputs from the media and official bodies) we are able to obtain a global overview of those risks, to efficiently and proactively react to and decide on all situations that arise or may occur in the future.

**Did you know**

in almost all of our factories, the accreditation bodies, and some of our clients, perform unannounced audits, putting Sovena's Quality and Food Safety culture to the test.

<sup>3</sup> See a list of certifications in the end of the chapter "Our results".





### Codes of best practices

Our Code of Ethics and Conduct is a self-regulation voluntary system, which sets the basic ethical principles for operations and for the relationships between the several players of the value chain. This Code has been revised and shared to suppliers and partners with the purpose of strengthening the expected standard practices.

As we understand that the concept of continuous improvement applies also to this area, this document will keep being updated, seeking the integration of the challenges of context and the valorisation of Sovena's operating principles concerning its supply chain. A Behaviour Code for Suppliers is also currently under development, whose requirements will be included in a new Sourcing Policy and will include a revision of social and environmental criteria.

2017-2020  
Sustainability Plan

### Ongoing

Behaviour code  
for suppliers

Note: in situ assessment  
during audits  
to critical suppliers

“At Sovena, we are very demanding with the suppliers we select, our partners. We ensure total alignment with the our Ethics and Strategic Goals, acting in accordance with key axes: Competitiveness, Quality, Flexibility, Innovation and Sustainability.”

Joana Oom,  
Corporate Strategy and Procurement

A satisfaction survey is performed every year with all Sovena's customers of food products, animal feed and biosiesel. In 2020, 99% of our customers have classified Sovena as a satisfactory, good or excellent supplier, having contributed with a total of 85 suggestions, which are examined by the areas responsible for the implementation of the proposed improvement actions.

## Research, Development and Innovation

The Innovation work at Sovena is permanent, whether in the search for new products and business models, whether in the continuous improvement of our core activities.

Within this scope, we promote and head projects focused on the improvement of oil and olive oil quality, the minimization of the environmental impact of our activity and our packages, the valorisation of by-products, the efficiency increase of our factories, and also the search for solutions that reinforce the production competitiveness of our raw materials, such as olive groves, sunflower and rapeseed. These projects are internally developed, based on the knowledge and experience of cross-disciplinary teams, in close cooperation with universities, research centres and other partner companies.

R&D Investment  
**EUR 1.4 M**  
in 2020

Over  
**EUR 6.7 M**  
since 2017



## Some of the projects under development

### Challenges

### Some cases

**Increasing agriculture production**, within a scenario of climate change, is a constant challenge, especially considering that fertile soil and fresh water are scarce resources that we must preserve.

We dedicate ourselves to responsible agriculture, using knowledge, technology and constant innovation to trace the status of our crops, allowing us to adjust the use of all the resources in the right amount (no more, no less), in order to ensure excellent harvests with great respect for the surrounding environment.

Simplifying **oil analyses** to reduce the time and costs involved (namely for the environment) and to improve the control of the refining processes.

Swifter analytical techniques that allow an online control of the production and more agile entry and exit monitor processes are under development. We also highlight the identification and control of volatile compounds in oil samples, for a better control of the refining processes.

**Increasing self-provisioning**, through the promotion of rapeseed cultivation.

With the involvement of several partners, we promote the identification and testing of high quality rapeseed varieties, from the best agronomic options, with the purpose of sharing the resulting knowledge to farmers and increasing the productivity and the quality of the seeds produced.

Promoting circular economy through the **valorisation of by-products** based on the recovery of compounds, the development of new materials with the by-products of mills and the exploitation of new applications of sunflower seed flour.

Olive oil production by-products - olive-pomace oil, leaves and process water - were valued within the scope of the Oil4Health project, which promoted their application to the cosmetic industry. Other studies are in course seeking the valorisation of the olive pit and sunflower seed flour.

Identifying **new processes for the treatment of industrial effluents** as a process of continuous improvement of Sovena's environmental management.

Some surveys are underway in partnership with the academia and expert bodies for the development of new methods for the treatment of effluents that do not involve the use of chemical compounds.

Increasing **the sustainability and circularity of packaging**, investing in innovation and development.

The reduction of material consumption, the improvement of product functionality and the increase of the recyclability of packaging components are the main targets of the several products under development.

## Featured

### Sensolive

We are improving the analytical support of the organoleptic assessment panel (Sensolive Oil) seeking a more objective rating for virgin olive oils, through models that combine statistical strategies and an experimental methodology based on gas chromatography-ion mobility spectrometry (GC-IMS).

2017-2020  
Sustainability Plan

### Ongoing

Innovation projects focused on quality of Olive Oil:  
2 projects complete in 2020 and 9 ongoing.

Yearly New Product Introduction goals implementation  
(product and packaging, including sustainability aspects)

New by-products application and uses  
Project Oil4Health



## Approaching innovation in a transversal way

In 2020, Sovena began a process of reflection to define its innovation strategy for the future, aligned with the Feeding Futures positioning. The development plan is still ongoing and will imply a cultural and functional change. In 2020, the first stage was completed with the creation of the Feeding Futures Lab programme, meant to **create value and relevance, through the assessment of the context and the development of solutions that lead to a healthier and more sustainable future - our innovation thesis.**

### Principles that guide Sovena's new innovation vision

#### Connecting

We interact with our consumers and communities, in order to become aware of their needs and concerns.

#### Involving

We are committed to the main causes of our communities. Working as a team, we can reach further.

### Cooperating

We are prepared to search for the most adequate partners in order to develop solutions that meet the needs of consumers and our communities.

#### Motivating

More than employees of a company, we belong to something greater and more relevant. That sentiment of belonging inspires us.

#### Impacting

We are committed to creating a positive impact on the planet and on people's lives. We want to ensure Sovena's business sustainability.

*"We are aware that our leading position does not grant us an advantage or an assurance of future competitiveness. We work everyday, bearing in mind that 'The electric light did not come from the continuous improvement of candles'".*

João Basto,  
New Ventures and Sustainability

## 2020 at a glance

Launch of Sovena's new positioning - Feeding Futures

Sovena Culture 2020 and beginning of the Desarrollo Directivo 2020/21 programme

Oleoprecision Project, to improve the profitability and traceability of sunflower crops, through new cultivation techniques and precision crop management

Take-off of the packaging unit and logistic warehouse in Modesto, California (USA)

Andorinha, Fula e Oliveira da Serra are featured in initiatives against food waste: Casa Andorinha in Brazil, contents "Chega e Sobra" for Fula, and a partnership between Oliveira da Serra and Too Good to Go

Entry in the Chilean market, with the purchase of a shareholding interest in Soho

Installation of the new olive oil tank park and of new packaging lines in Barreiro (Portugal)

First company to implement an analytical technique through ion mobility for the rating of its olive oil

Sovena joined the Ellen MacArthur Foundation's "The New Plastics Economy Global Commitment", with the target of 3,500 tons reduction of virgin plastic by 2025 (31%), by recycled PET increase (28%) and an effective plastic reduction (3%)

Oliveira da Serra in the context of COVID-19 in Portugal: Solidarity programme "Eu dou a casa" to support and disseminate the take-away service of small restaurants  
Azeite Ajuda Extra programme to support the Food Emergency Network

Involvement in the "Consumir Português" movement, which values local products.

Management and response to the COVID-19 pandemic: employees, healthcare professionals, communities

More sustainable packaging: reduction of ink on the boxes and of pigment on the bottles and inclusion of recycled PET in the packaging of Fula and Oliveira da Serra.

First company of the sector with the certification Foreign Supplier Verification Programs - Voluntary Qualified Importer Program

Elaia becomes Nutrifarms, an agricultural project, 100% owned by Nutrinveste





# Our commitment

## Growing with a purpose is feeding futures

The sustainability of nature and human development are always present in our plans for growth and the future. We work and innovate on a daily basis in order to create a food cycle with a positive impact. For each and everyone.



## Our priorities

To create a positive impact on society and to actively contribute to feed the future of our planet and people, being guided by the continuous improvement of our performance.

We are at the end of a cycle in our strategy for Sustainable Development, in place between 2017 and 2020. During this period, we have supported our action in seven strategic priorities and registered throughout the years learning experiences, conquests and adjustments arising from the plan, seeking a better adequacy to the context<sup>4</sup>.

We acknowledge that there are many challenges and that in order to provide the best response in an ever-changing world, we need to adapt. Thus, we considered our Feeding Futures positioning as an opportunity to perform this reassessment, revisiting our exercise of materiality to ponder once more the relevant topics for the next triennium.

<sup>4</sup> This may be consulted on our website, in previous sustainability reports: <https://sovenagroup.com/en/sustainability/sovena-and-sustainability/>



## Considering the feedback and expectations of stakeholders

The involvement with our stakeholders is part of our approach to doing business. The multiple relationships we establish and foster everyday give rise to learning experiences and conquests in an important value ecosystem. The assessment of their connection with the company's activity, as well as the influence and dependence criteria enable us to identify shareholders, board, employees, suppliers, business partners and the banking sector, as our most relevant stakeholders. Risks, opportunities and tension were the context criteria that led us to local communities, social organizations, academia and media. We also consider that consulting thematic specialists, such as sectoral bodies, experts in the environment, health and agriculture grants value to our reflection.

We held talks with all these stakeholders and their considerations were analysed and integrated in the strategic reassessment.

### About the consultation to Sovena's stakeholders in 2021

**Internally**, interviews were conducted with several elements of top management, as well as focus groups with employees, which have represented the several geographies where Sovena operates.

**Externally**, interviews were conducted with customers, suppliers/partners, local community organizations, business associations; international bodies, NGOs, academia and experts, companies in the agrifood sector, as well as a questionnaire addressed to customers, suppliers and partners.

### About other processes of consultation to stakeholders

In 2020/2021, other consultations to stakeholders have taken place, within the scope of other projects that intertwined with this work and whose results have complemented it. We highlight two of those projects: the definition of Sovena's innovation strategy and Sovena Culture.

Many thanks to all the stakeholders that accepted our challenge and shared with us their vision on Sovena, their expectations and the challenges they have identified.

Some of the results of the consultation to stakeholders<sup>5</sup>.

### The vision of our stakeholders

- In general, internal and external stakeholders express high trust in Sovena's social and environmental practices and in the way it conducts its business activity, although they state they possess little information on specific initiatives and projects.
- The aspects acknowledged as more positive are related to the high quality of the products, efficient production, environmental management in factories and the commitment to more sustainable packaging.
- The aspects that can be improved are related to the communication and sharing of its commitments and projects, the proximity and involvement with local communities and the management of relations in its value chain.
- We highlight a topic over which stakeholders have mixed opinions: the case of agricultural practices. For most stakeholders, Sovena's agricultural practices are perceived as positive, although the company must improve the sharing of information on the management of olive groves and the measures used to minimize negative impacts and optimise positive impacts. For some external stakeholders, Sovena must permanently seek alternatives that reinforce the economic and environmental viability of the agricultural model in the medium and long term.

"Sovena's activity integrates a complex value chain with multiple risk factors, which are monitored very closely by a team with a high response capacity. In matters of sustainability commitments, it is important that they are strongly conveyed both internally and externally, given the concern and the work carried out in topics such as water, energy and carbon management in agricultural and industrial production, as well as with people and their safety and wellbeing."

Alexandre Relvas, Sovena's Strategic Council

"The interaction with the communities, in the areas where Sovena's factories and agriculture production sites are located should be better accomplished, more involving and transparent."

Francisco Ferreira, ZERO

"The great challenge of intensive agriculture is to be able to reconcile competitiveness with the response to a set of important concerns from environmental, climate and health standpoints. Attention is required to monitor day-to-day themes and challenges. I think Sovena has been doing just that."

Francisco Avillez, Agrogos

"The installed model must be adapted, viable and sustainable. Sovena must be able to do all the necessary improvements and contribute to the evolution of the olive oil sector in the world."

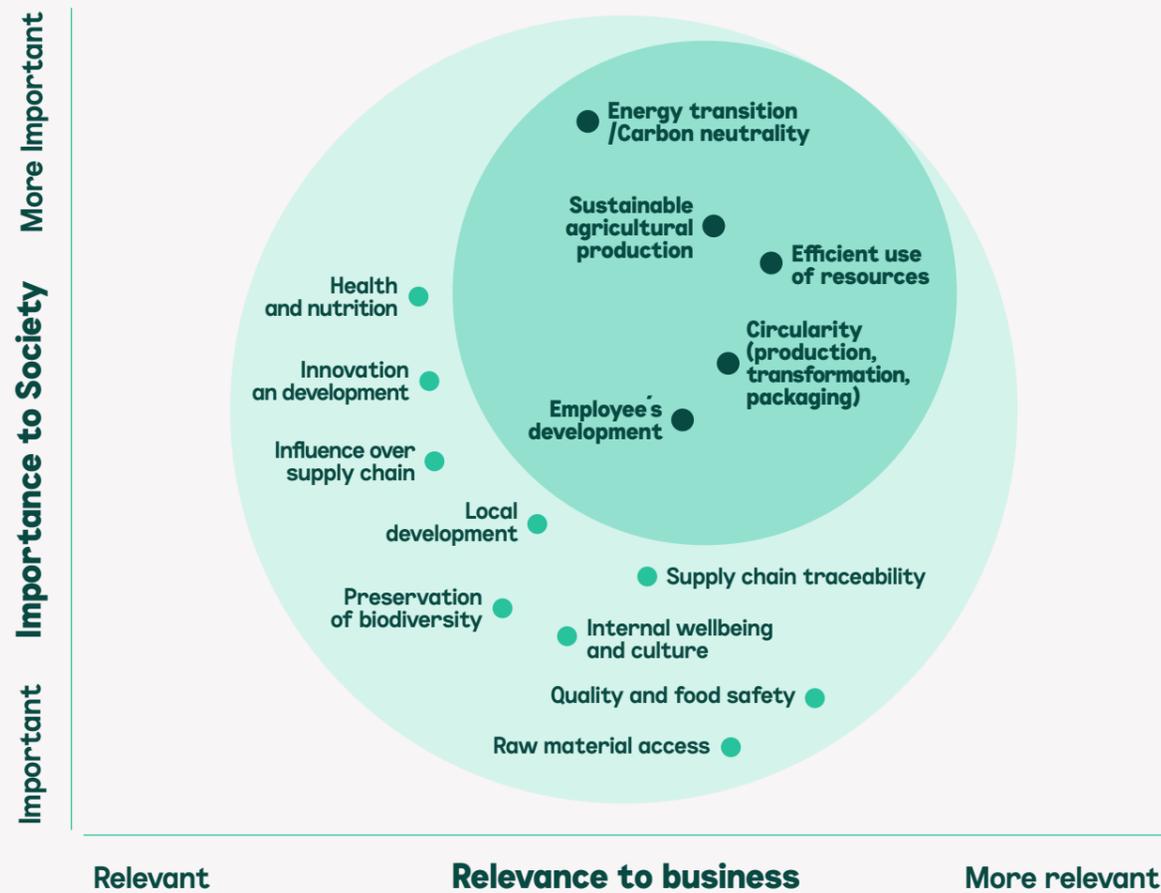
Nuno Oliveira, Natural Business Intelligence

<sup>5</sup> Apart from this consultation, which had a very specific purpose, Sovena manages the relationship with its stakeholders through several formal communication channels, moments of dialogue and cooperation or co-construction projects.



## Our reflection on priorities

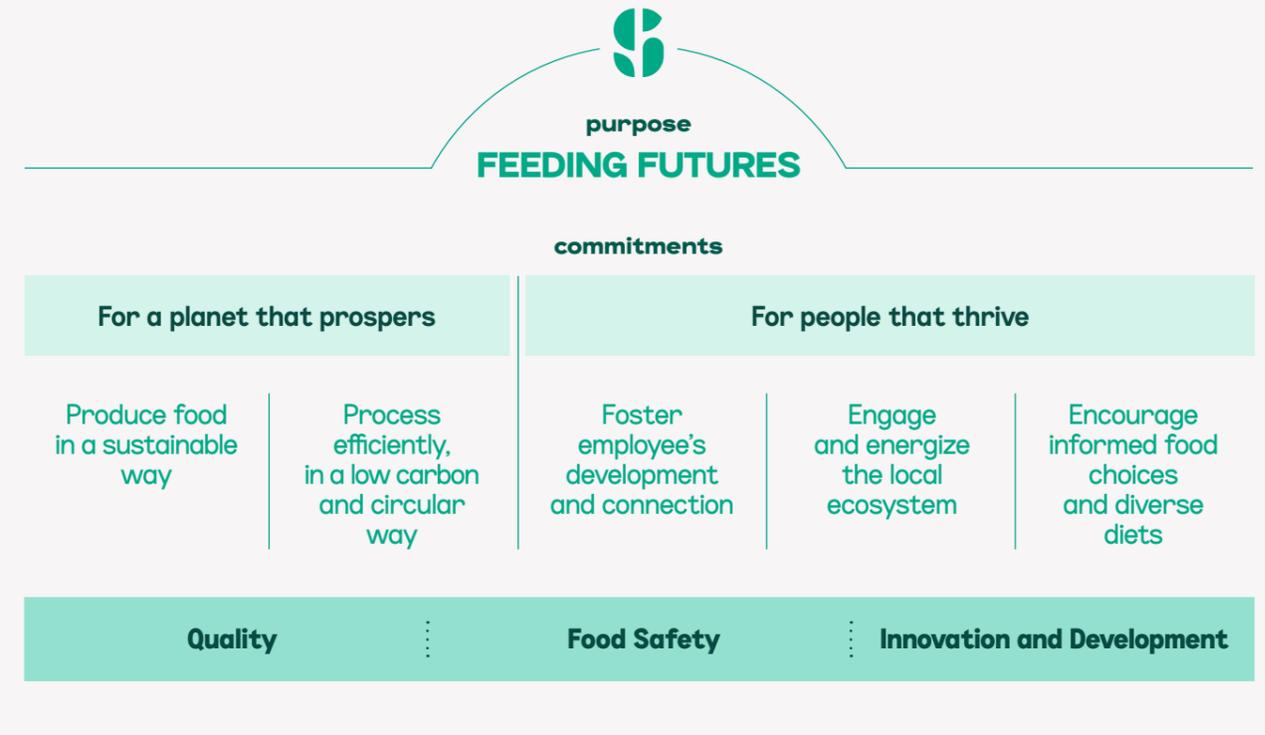
In order to define our priorities, we have reflected about key topics both from internal business vision and external expectations. We have deepened and systematised the main trends, opportunities and challenges posed to our society in general and to the agrifood sector in particular; we have analysed other companies in the sector, we have understood the challenges faced by sectoral associations and we have heard the expectations of our stakeholders.



## Our strategy

The new strategy **FEEDING FUTURES FOR A PLANET THAT PROSPERS AND FOR PEOPLE THAT THRIVE**, is built on our purpose, and compels Sovena for a constant drive for improvement.

Promote an increasingly diverse and sustainable diet through the quality and innovation of our products, through the use of agriculture that protects nature, and through efficient and circular transformation. Fostering a team of engaged and connected employees, an energized community and informed consumers with diverse diets.



We are engaged in contributing with our strategy and action plan, to the [United Nations Sustainable Development Goals](#), specially those aligned with our strategy and to which we contribute more strongly with our actions.

Our latest materiality assessment informed our new strategy, that is structured around five commitments, that represent the areas in which we aim to have the greatest impacts. We have developed an action plan that takes us in the direction of the impacts we wish to have. To support our strategy there are three key enablers that ensure that we succeed. The highest QUALITY and FOOD SAFETY standards as imperative practices for Sovena and a strong INNOVATION and DEVELOPMENT culture that help us to achieve our goals in a rapid and efficient way.



For a planet that prospers

Commitments	Goals	Key actions	KPI	Targets		
				2021	2022	2023
<b>Produce food in a sustainable way</b>						
Contribute to sustainable food production, maintaining soil health, preserving water and biodiversity	Improve biodiversity, soil health, water preservation	Define and implement the Biodiversity and Ecosystem Services Management Plan on the farms (2023-25)	Development of the Biodiversity Management Plan and Farm Ecosystem Service	30%	60%	100%
	Improve biodiversity, soil health, water preservation and responsible use of phytopharmaceuticals	Adopt and implement measures in EDIA's "Guide to Good Agro-Environmental Practices"	% of the area that complies with at least 50% of the applicable measures	20%	40%	60%
Collaborate with our suppliers to ensure sustainable purchase	Sustainable sourcing	Sourcing Policy endorsement	% suppliers that endorse the Purchasing Policy	50%	90%	100%
		Increase the proportion of FSC-certified materials purchased	% FSC certified cardboard boxes Baseline year: 2020	40%	50%	55%
<b>Process in an efficient, low carbon and circular way</b>						
Reduce the ecological footprint of our activity, through efficiency in the use of natural resources, energy transition and reduction of GHG emissions, promoting the circularity of our by-products and packaging	Reduce carbon emissions in 30%	Define a plan to guarantee scope 1 and 2 emissions reduction	GHG emissions (tons) scope 1 and 2 (with the goal of reducing emissions until reaching the value of our carbon sink (Sovena Olive Groves) Baseline year: 2020	85,000	70,000	60,000
	Transition to green electricity	Electricity supply agreement renegotiation + expansion of solar panels installation in our plants	% electricity consumed from renewable sources (purchased and produced) Baseline year: 2020	55%	80%	100%
	Improve circularity	Incorporation of recycled PET in packaging (Sovena brands)	% of recycled PET into packaging Baseline year: 2019	30%	40%	50%

For people that thrive

Commitments	Goals	Key actions	KPI	Targets		
				2021	2022	2023
<b>Foster employee's development and connection</b>						
Guarantee the development and well-being of our employees, promoting inclusion and diversity	Development Learning Knowledge dissemination	Development and training of our people with an increase in the total number of training hours	% of increase in the total number of training hours	5%	10%	15%
	Promote work life balance	EFR Certification (Empresas Familiarmente Responsáveis) - work life balance	Certification for Portugal (pilot)		100%	
	Promote People Wellbeing	Employee Assistant Program (social and psychologic support)	% of employees with access to the program Baseline year: 2020	70%	90%	100%
<b>Engage and energize the local ecosystem</b>						
Promote initiatives and support projects that foster the local dynamic of the places where Sovena is located	Promote social innovation projects	Promote and develop Social Innovation Projects in rural areas (Portugal + Spain)	Number of municipalities covered	2	3	4
		Finance the acceleration of social innovation projects (that foster food security and accessibility) – Project Revoa (Brazil, northeast region)	Number of social businesses accelerated	0	6	7
	Foster sunflower crop competitiveness	Oleoprecision: presentation of the application, promotion of its use and implementation of new modules	Number of farmers involved	100	300	500
<b>Encourage informed food choices and diverse diets</b>						
Promote trust in our foods and diverse diets	Improve employee's awareness on nutrition	Nutrition program for employees (consultations + campaigns)	% of employees with access to the program Baseline year: 2020	30%	60%	100%
	Disseminate products nutritional information	Nutritionists and doctors' program in Brazil	Number of contacted professionals	1,310	1,343	1,376



# Our results

## Harvesting together is feeding futures

We are guided by the timings of nature and of producers; by the dreams and ambitions of our team; by the tastes of families; and by market and community needs. All this is translated into concrete results that have a real impact on our value chain.



#### Featured in this chapter:

Consolidation of a responsible, 100% traceable provisioning and based on long-term relationships of cooperation

Contribution to local agriculture production, generating high quality food and more sustainable work processes

## Through the food system

From land to plate, we believe in the food cycle. And we believe that we will have a greater impact when we can secure the entire production process for our foods. We work the land, to get the best olives and the best sunflower seeds. We produce our oils and olive oils in an efficient and sustained manner. Along the way we create partnerships with which we grow together, for a more sustainable food system.

The transition into a sustainable food system requires more and more attention to the environmental, social, ethical and health-related challenges posed by our sector. Consumers want to know the origin of their food, producers must adopt more sustainable and profitable practices and it is necessary to ensure that we have enough food at accessible prices to all. In this demanding context, a great opportunity emerges to which Sovena wishes to contribute.

Sovena's activity integrates all the steps of the value chain - **agriculture production, product transformation and packaging** - and it takes place in Portugal, Spain, Morocco, Tunisia, Italy, Chile and the United States of America, which leads us to manage a big supply chain.

The evolution of raw materials prices has a great impact on the supply chain. Price fluctuations are common between crop seasons, and within each season, not only due to the variation of the yields, production area and consumption, but also to the regular speculation on these variables. Sovena monitors all these elements very closely to ensure **access to raw materials, with the quality requirements demanded by our customers** so that we may ensure the sustainability of the business.

This concern, added to the will of increasing the knowledge about our products and the expansion of the upstream business, have given rise to the investment in **own production** and in **stable and trusted partnership relations with farmers, cooperatives and industrial partners with which we promote the sustainability of product supply**. This is the case of our partnerships with Syngenta, to promote sunflower in Spain, with Olio Dante, which enables packaging in Italy and the access to Italian olive oils, with Bunge, a big player in the industry of vegetable oils. Also with Sovena's partners at SOHO in Chile, which has enabled the entry into a new geography, with Sovoilar in Argentina, to increase the self-sufficiency in sunflower, with Agropro, a strategic partnership with the ACOR Cooperative, for the promotion of sunflower in Spain, and with Sovena Ng Fung Olive Oil in China.

### Our main supplier categories

➤ **Raw materials: olive oil, seeds, oils**

➤ **Packaging**

➤ **Utilities**

➤ **Transports**

## Responsible sourcing and traceability

We have established long-term partnership relations with our suppliers in the production of raw materials of the best quality, on the basis of fair income and respect for the environment.

Our supplier network is heterogeneous, with diverse dimensions and locations, minimizing risk and ensuring a better management of product Quality and Safety.

The good environmental and social practices of our producers are of the most importance for us so that we may comply with the sustainability criteria throughout the chain. The challenge of accessing raw materials exerts additional pressure on maintaining a good performance of the supply chain, which led Sovena to introduce some measures of which we highlight the following:

### External mills approval programme

Integral part of Sovena's sourcing policy, the purpose of this programme is to improve the quality of olive oil through the identification and application of the best practices in the process of food production, hygiene and safety. The process is implemented by Sovena's Corporate Quality Department, which audits the mills, our suppliers, in direct cooperation with the olive oil Sourcing team.

### Risk analyses

With the purpose of ensuring the Quality, Food Safety and traceability of our products, we carry out a regular risk and performance analysis to all suppliers, assessing topics such as: certifications, Quality, Food Safety or environmental and service performance.

**437**  
local olive  
oil suppliers

103 in Portugal  
and 334 in Spain

As a player in the purchase and sale of sustainable rapeseed (seeds and oil), Sovena holds the ISCC - International Sustainability and Carbon Certification, for the environmental and social aspects of biomass production.

## About OLIVES and OLIVE OIL

Our olive oil suppliers are mostly cooperatives and private producers, with which are associated farmers with traditional olive groves, and to a lesser extent, modern olive groves, with a diversity of agricultural practices - ecological, biodynamic, integrated and conventional.



### Featured

#### Partnership with a supplier to improve the quality of olive oil

We have started a project with a strategic supplier to anticipate harvesting (in the beginning of November, instead of the traditional season in December), to obtain olive oil of the best quality and at an adequate price. The result has been quite positive, as it was possible to produce 500 tons of fruity extra virgin olive oil, of the highest quality, which resulted in a higher price for farmers, and Sovena was able to meet the specific requirement of one of its most important customers.

“The olive oil sector is under transformation, where the core objective is to advance with a modernisation, both agricultural and industrial, that facilitates reduction in costs through the incorporation of more modern technologies, R&D and the development of agricultural and industrial best practices, enabling to improve the final quality of the olive oil.”

Luis Quero,  
Olive Oil Sourcing Spain

## About SEEDS and VEGETABLE OILS

Sovena seeks to promote the cultivation of sunflower with producers in Portugal and Spain, which enables shorter supply chains, due to the proximity between production and extraction. Simultaneously, Sovena has been working with universities, research centres and other companies with the purpose of improving the profitability and the attraction of this crop, not only through the use of more adequate seeds, but also through the improvement of cultivation techniques.

In 2014, the creation of Agropro, joint venture of Sovena and Acor in Spain, strengthened the commitment to the national market, bridging the gap with farmers, making agricultural undertakings more competitive, thanks to the reduction of transports and, consequently, less harmful to the environment.

Agropro has also focused on improving the productivity of sunflower crops, investing in profitability. For that purpose, it has an agreement with multinational company Syngenta, for a broad catalogue of varieties, defined based on their compatibility with the climate conditions of the region.

Agropro has a qualified field team with a broad experience, that seeks to be as close as possible to farmers, providing them with the necessary technical advice for the improvement of its profitability, and it is actively involved, as a member of the Spanish Sunflower Association, in the development of field tests at a national level for the promotion of innovative techniques.

Sovena also actively cooperates with Research Centres (ITACYL) in the development of tests so that farmers get acquainted with all the varieties and hold the most updated data on income and quality.



### Did you know

The olive fruit is a drupe. It has a bitter component (oleuropein), with many health benefits, a low sugar content (2.6-6%) and a high oil content (12-30%) depending on the time of year and variety.

Olive oil represents 1.5% of the total fats consumed worldwide; sunflower seed oil represents 7%.

Olive oil is produced in 64 countries and is consumed in 180 countries. The 10 largest producers produce 92% of total production.

Due to its great resistance to heat and drought, sunflower is one of the few existing crops in the Iberian Peninsula during the summer, bringing benefits to the cover and protection of soil.

## Featured

### Project in Spain: improving the sustainability of the sunflower production

Sovena joined several companies, cooperatives and research centres in the Oleoprecision project that seeks to integrate new techniques of cultivation and precision crop management in order to improve the production, profitability and traceability of sunflower crops. It also seeks to develop a decision support tool which, from soil analyses, the vegetation index and data from weather stations, issues warnings and technical advice to farmers. This project is very relevant in terms of our relationship with farmers and of the management of sunflower production, which takes place in Castile and León, Extremadura and Andalusia.

### Project in Portugal: improving the sustainability of the rapeseed and sunflower production

Sovena is involved in the Oleocolza Project, whose purpose is to obtain varieties of rapeseed with superior characteristics in terms of quality, introduced as a high-yield rotation crop, with soil restoration and features in keeping with the specifications of the industry.

In the medium term, we also intend to promote and consolidate the chain of production (farmers and their associations), organising the concentration of supply, in order to provide to the industry homogeneous and high quality rapeseed batches and to promote the increase of areas and yields.

## Agriculture production

Our main goal is to produce high quality olives and olive oil, resorting to the development of the most advanced practices and establishing sustainable production commitments in the places where we operate.

We work day after day in order to achieve a good agriculture production, using constant knowledge, technology and innovation to efficiently manage all the resources, with special focus on water, soils and biodiversity. All the olive groves managed by Sovena are cultivated under the Integrated Production method, a sustainable production method certified by external bodies, which takes into consideration the nutrient cycles and the increase of plant resilience. This production method is transversal to the entire production cycle, from the installation of the olive grove, pruning, irrigation, fertilisation and plant protection to the harvesting of the olives.

This precision crop management of Sovena's olive groves - the result of much learning and evolution - implies the resort to technology which we apply to their installation, design, and management. We monitor the crops, climate, soil conditions and, according to their evolution, we adjust the resources in order to apply only what is missing. No more, no less.

The use of predictive models, based on the extensive information collected, enables Sovena to assess the annual production, predict plagues and diseases. In all the farms, the areas dedicated to production are integrated with the conservation areas. This way, the crops are supported by natural areas with ecosystem services which regulate nutrient and water cycles and promote biodiversity - essential to the greater resilience of our crops.

**7,100 ha**  
olive groves, in more than 40 farms in Portugal and Morocco

**900 ha**  
dedicated to nature conservation

**50,000 t**  
of olives produced (subject to fluctuations between campaigns)

**96 %**  
of local employment in agriculture production

**42 %**  
of employees with degrees in agriculture production

**9,215 ha**  
sunflower in Argentina

“Technology helps us make better decisions: choose the most adequate soils, decide when and how much to irrigate or estimate the best moment for harvesting. Our team is the critical element for all this work: young people, motivated, with good technical knowledge and a great will to do better, we are highly coordinated.”

Isabel Ribeiro,  
Business Development, Sustainability & Innovation, Nutrifarms

### Project in Argentina: ensuring the traceability of the sunflower production

The same approach is adopted with our sunflower production in Argentina, where - through geographical information systems and satellite image interpretation - we are able to measure, assess and control the evolution of our fields, developing a production method using the least amount possible of plant-protection products.

The sunflower production in Argentina, of more than nine thousand hectares, has emerged from Sovena's partnership with a local company, with the purpose of ensuring the traceability of seeds free from pesticides and contaminants. We intend to create specific protocols for the control of production, storage, transport and export, to ensure that the raw materials comply with all the requirements for their export to Europe.

In Portugal we manage the sunflower production on 170 hectares, testing new techniques, such as sowing in paired rows and row fertilisation, to validate their viability and promote the subsequent transfer of this production technology into the sector.

### Did you know

That olive growing has been revolutionised with the introduction of super high-density olive groves, enabling the mechanisation of olive picking. Through this process, there is no contact with the olives, which arrive at the mill in a perfect degree of maturity.

Olives are harvested in the winter, in a brief window of opportunity, due to the shorter daytime period and the more frequent occurrence of adverse climate conditions. As mechanisation enables a more efficient and swifter harvesting, the available time is better used, thus contributing to the improvement of olive oil quality.

As they require specialised labour, modern olive groves enhance the establishment of population and the professionalization of farmers, and simultaneously introduce a method more efficient and profitable than the traditional one: lower harvest costs and better quality of the olive oil produced.

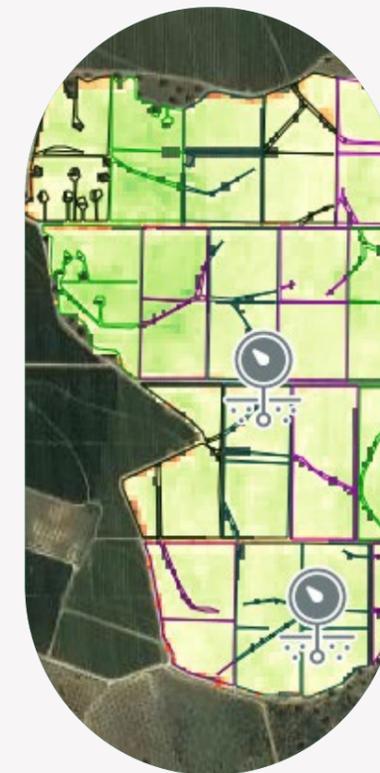
## Featured

### Efficient use of water

The efficient use of water in olive groves is crucial as it is a scarce resource. In this sense, the drip irrigation systems with flow control used in our olive groves are designed taking into account a detailed soil survey, to ensure that water is delivered in the exact and sufficient amount to meet the water needs of trees.

In drip irrigation, we guarantee that more than **90%** of the water used is captured by the olive trees.

We have also introduced a series of tools to optimise water use:



**Single platform that controls and reports on all irrigation systems** (developed with the know-how of our team), enabling the technicians to control and know, in real time, where and how much watering is taking place and then optimise water use and detect problems such as punctual ruptures or interruptions, being able to start or stop any of the systems remotely. This platform also optimises energy use, as it privileges irrigation during periods of greater energy availability.

**Weekly irrigation plans and recommendations**, considering the development of plants throughout the year, adjusted by weather factors and the data supplied by humidity sensors installed on all olive groves.

Finally, it should also be noted that we adopt a set of practices to improve the capacity of soil to retain water, among which we highlight the permanent grassing in-between rows to favour greater infiltration and retention of water by the soil and to prevent water erosion.

### Plant nutrition and health

Before any investment decision in every farm, we study in detail the soil, the existing natural values and the adaptability and potential of the varieties to be planted. In a second stage, we proceed to the careful planting design, including the irrigation system, whose efficiency is critical, to ensure that water and nutrients reach plants in a precise manner, minimizing any waste and losses, and enabling a nutritional adjustment throughout the year. For each olive grove, we prepare annual nutritional plans, adjusted to each stage of plant development.

Throughout the year, and according to the monitoring of the nutritional status of each olive grove, we adjust the nutritional plans by adapting the nutrient input to their development stage and to environmental conditions, as we know that a good nutrition will contribute to a greater resilience of crops, namely in terms of resistance to plagues and diseases.

# 500+

Average number of annual analyses performed to soil, water or leaves that support our nutritional plans

### Technology helps us preserve natural resources

We resort to complex predictive models that help us anticipate the risk of incidence of plagues or diseases. This way, we are able to precisely predict when and where there is a risk of attack and ensure a surgical treatment by narrowing the area to be treated without compromising production.

We perform treatments on olive groves using equipment enabling great precision in the application of plant-protection products. We apply them when and where they are necessary.

### Ecosystem services and preservation

As a result of the rigorous and detailed knowledge about each farm, we dedicate an important part of its area, which generally has as lower production capacity or high natural values, to the preservation of natural resources or to the creation of gaps between production areas. In these areas, we focus on ecosystem services, important for the resilience of the rest of the farm and, frequently, for the surrounding region; on soil or water preservation, on the promotion of biodiversity and on carbon sequestration. In our case, these areas typically include waterway banks, path ridges and limits of the farms, cork forest areas, pine groves, pastures, bush lands or natural permanent meadows. In the future, we intend to connect all these preservation areas of high ecological value by creating “ecological highways” so that the natural fauna and flora may freely cross the places where we operate.

All the projects we have just highlighted related to the efficient use of water, the creation of interconnected ecological corridors or the preservation of natural resources are carried out in cooperation with several scientific and technological teams (of the public and private sectors) who work with us on a daily basis and help us to do better everyday.

### Did you know

54% of the total area of olive groves is in Europe, namely in Spain, Italy, Greece, Turkey and Portugal.

Worldwide, nearly 70% of olive groves are operated according to the traditional production method and among these, 32% are in highly steep areas, which hinders their operation and the harvest. Super high-density olive groves represent only 7.5% of total area, despite the growth registered over recent years. New plantations and the reconversion of existing plantations will imply a foreseeable increase of their proportion.

In Portugal, non-irrigated olive groves prevail, and only 26% are grown on irrigated land.



**Featured in this chapter:**

Commitment to reduction and reuse, aiming at achieving full packaging circularity

The efficient management of resources as a result of the strong investment in research and innovation to help rebalance the planet

## Protecting the environment

We have strongly committed to using resources more efficiently, thus minimizing the environmental impacts of our activity, reducing our emissions and improving the circularity of our packaging. We want our tables filled with products that leave a smaller environmental footprint.

The activities of transformation and packaging of our products give rise to environmental challenges, which we seek to minimize through:

- The efficient use of energy, water and raw materials
- The energy transition aiming at carbon emissions reduction
- The promotion of circular economy, valuing by-products, minimizing waste and reusing used cooking oils
- The reduction of packaging materials and the promotion of their circularity

### Principles of Sovena's Environmental Policy



Environment protection, including pollution prevention, the sustainable use of resources, the mitigation and adaptation to climate changes and the protection of biodiversity and ecosystems:

- Minimizing the environmental impacts of the activities we carry out.
- Fostering a sustainable management of the value chain.
- Assessing the possibility of implementing environmental improvements, whenever there are changes in processes, people and products.
- In terms of R&D, developing environment-friendly technologies, processes, products and packaging materials.

- Compliance with standard legal obligations.

- Continuous improvement of the Environmental Management System.

In our factories, we implement the best solutions from a standpoint of energy and resource efficiency, process optimisation and waste reduction.

We are governed by the strict compliance with regulations, as evidenced by the set of industrial licences we possess in our facilities.

“In industrial operations WE BELIEVE that we can always do better! The targets we set today will never be the same as those we set tomorrow. The constant search for efficiency, productivity and resource consumption reduction, as important as power, water and raw materials, are an OBSESSION that enables us to face the carbon neutrality goals with a lot of OPTIMISM.

We are also greatly concerned about all the by-products and waste we generate in our operations and we act in accordance with the environmental CIRCULARITY principle - REUSE, REDUCE AND VALUE.”

Lina Dionísio, Industrial Oilseeds

2017-2020 Sustainability Plan

**Done**

- Carbon footprint reduction in 10%
- Energy consumption reduction in 5%
- Water use optimization
- Recycled PET viability study & introduction



## Carbon footprint 2020



**2%**  
direct emissions

**5%**  
electricity & steam

**93%**  
indirect emissions along the value chain

**62 kt CO<sub>2</sub>e**  
Carbon Sink

Produced by GET2

We are committed to the reduction of greenhouse gases. The calculation of the carbon footprint for 2020 covered all our operations.

## Packaging circularity

We are committed to optimizing packaging that simultaneously preserves our products and the planet.

Packaging protects our products, ensuring always their Quality and Food Safety and maintaining their characteristics for the longest possible period of time. Without compromising the quality of our products, we seek to contribute to the increase of packaging circularity.

In our packaging reduction and reuse plan, our practice is:

- To reduce and optimise the amount of materials to be used
- To enhance circularity, through the adequate combination of materials and the reduction/elimination of pigments and inks
- To use recyclable materials when designing the packaging

“Consumers and our customers have become more and more aware of the way products arrive at their homes and their impact on society and the environment. Our challenge is to deliver our product, ensuring efficiency in its production, in the supply chain and its fitness for use upon their utilisation, generating as little waste as possible.

Our concern with the circularity of materials includes promoting the incorporation of recycled paper and plastic, as well as the management of the different components of packages, in order to enhance efficiency in the recycling process.”

Tânia Diogo,  
Product Development

## Featured

**Sovena joined the Ellen MacArthur Foundation’s “The New Plastics Economy Global Commitment”,** with the target of 3,500 tons reduction of virgin plastic by 2025 (31%), by recycled PET increase (28%) and an effective plastic reduction (3%).

**Reduction of PET bottle weight (Portugal)** in nearly 2 grams, in some models used in the packaging of cooking oils.

**Incorporation of R-PET recycled plastic** in PET bottles of the Oliveira da Serra and Fula brands to reduce the consumption of virgin raw materials in the production of new packages.

**20%**  
incorporation of R-PET in plastic bottles

**Reduction in the pigment percentage** of PET bottles of the Fula (40%) and Oliveira da Serra (50%) to improve the recyclability of packaging materials.

**Reduction of the amount of ink on the boxes** of Oliveira da Serra and replacement of white paper (when subject to bleaching processes) with brown paper, with the purpose of reducing the amount of contaminant substances on the cardboard.

**Elimination of necklace** in Oliveira da Serra bottles, to reduce the amount of paper per sales unit.

**Purchase of 1,000 litre returnable stainless steel deposits for bulk sale** or transport of products between factories with washable, reformable and reusable containers, instead of the conventional PVC unicubes.

## Eco efficiency

The efficiency in the use of all resources is critical to achieve the goal of reducing greenhouse gas emissions and improving the performance of our operations.

Sovena invests in the best available technology and in good practices to optimise its operations, which are frequently the result of sharing between factories, that takes place in terms of processes that improve industrial efficiency, energy efficiency and renewable energy production in the factories.

As an example, in our factories in Portugal internal audits are performed and the water consumption is analysed on a monthly basis to check possible deviations from the defined goals. There is also the obligation of complying with the best available techniques of sectoral reference documents, as these facilities are covered by the industrial emissions directive.

### 1,3 Energy intensity

(GJ/€ thousands of net turnover)

### 1,07 Emissions intensity

(t CO<sub>2</sub>e/€ thousands of net turnover)

### 100% renewable sources

electrical power supply in Portugal since July 2020

## Featured

### Almada Factory

#### Energy

Integration of a new heat exchanger in the process of soy extraction, to improve energy efficiency

Replacement of exchangers with greater thermal capacity in the process of pre-treatment of biodiesel oils

Replacement of lighting with LED technology

#### Water

In the process of refining of vegetable cooking oils, the oil is rinsed with hot water to remove traces of soaps in two series centrifuges. Nearly 45% of the water used is recycled, i.e. the residual water from the second washing centrifuge is reused in the first centrifuge.

**10,000 m<sup>3</sup>/year** of fresh water incorporated in the process is reused

#### Air

For a better gas dispersion: increase of the height of chimneys

**29% of chimneys extended** (9 chimneys)

Establishment of a protocol for a survey on the reduction of chimney emissions stemming from vegetable oil extraction processes

### Barreiro Factory

#### Energy

Installation of the new olive oil tank park, reducing the need for land transportation of 10 Ml of olive oil

#### Water

In the vegetable cooking oil refining process, the oil is rinsed with hot water to remove traces of soaps and waxes. Nearly 40% of the water is recycled in the centrifuges.

**4,000 m<sup>3</sup>/year** of fresh water incorporated in the process is reused

### Rome Factory

Purchase of water treatment equipment, with savings

Adoption of new water filtering systems to reduce water consumption

Replacement of lighting with LED technology

### Brenes Factory

#### Energy

Installation of photovoltaic panels for the production of (in average) 15% of the electricity of the factory

Installation of a new biomass boiler enabling to satisfy 80% of power consumption (the remaining 20% come from gas)

### Andújar Factory

#### Water

Recovery of the fat that comes with the waters from oil dewatering - In the vegetable oil refining process, an effluent is produced which consists of water with a 3% fat content. These waters are treated to recover the fat as a raw material for the production of animal feed products.

**5,000 tons** of fat recovered as a raw material for animal feed production factories.

Reuse of the water from the treatment plant - In the physical-chemical processes of effluent treatment, the water needs are met through the flow of treated water instead of fresh water

**22,000 m<sup>3</sup>/year** of potable water saved

## Valorisation of by-products and waste minimization

By-products and waste are valuable resources to which we must apply the principles of circularity, maintaining them in use for the longest time possible, minimizing the environmental impact and preserving resources.

Sovena has always searched for innovative solutions for the by-products stemming from the oil and olive oil production processes, to reduce waste production and its landfilling. The priority is always to recover waste, through reuse, valorisation or recycling.

The correct management of by-products enables us to give them a second life, as what is waste from one activity may be the raw material for another.

**94 %**  
of waste produced  
was given a second life

**99.7 %**  
of waste produced  
is not hazardous

**12,000 t**  
of waste produced  
in 2020



## Featured

All by-products have a clear purpose, whether internally or externally.

### Internally

- Incorporation of oil bleaching earths and lecithins into sunflower seed flour
- Use of sunflower chaff in biomass boilers
- Use of lampante olive oil in equipment lubrication
- Use of olive pits as biomass
- Return to the olive groves of leaves and branches resulting from the cleaning of olives at the mills (scattering)
- Use of residual waters from mills in irrigation, after pH correction

### Externally

- Use of sunflower seed flour, soapstocks and filter cakes from oil polishing in animal feed
- Use of soapstocks, waxes, olive oil distillates in the oleo-chemical industry
- Production of biodiesel from distilled fatty acids
- Recovery of valued-added products from deodorisation distillates
- Use of olive pits as biomass
- Extraction of oil from olive pomace



#### Featured in this chapter:

Search for proximity and solidarity-based relationships with the local communities in the geographies where we operate

The presence of our brands in societal actions and their contribution to post-pandemic recovery

The promotion of a healthy diet among consumers, improving their experience and information about our products through the messages of our brands

## Engaging with the community

In each place we operate, we look to become an integral part of the community, playing a socially active and relevant role. We know that we can make a difference and we work with that purpose: through the creation of direct and indirect jobs, enhancing local economy, being actively involved in social development projects, and through the environmental management of our activities.

Our activity is guided by minimizing the negative impacts of our operations and optimising the positive impacts of our presence. In this sense, and considering our involvement with the community, we intend to perfect the conditions for dialogue and territorial involvement and to contribute to their economic and social development.

Our local presence enables us to become better acquainted with the vulnerability situations and to act in a more flexible and closer way in those moments. We support social bodies, not only in more urgent situations, as was the case of the crisis caused by the pandemic, but also those which need other types of support to develop their projects.

The capital of presence and affection of Sovena's brands constitutes a platform of dialogue and proximity with consumers and the community, which has brought advantages in local awareness-raising activities to themes such as a varied and balanced diet or food systems with positive impacts.

## Proximity relations

As our business is geographically made of “people” and “places”, Sovena is still committed to improving the wellbeing of local communities and adopting an open-door policy, involving and supporting local communities with their causes and opening up its spaces to the community to share its practices.

We organize regular visits to Marmelo Mill, for all kinds of public, where we highlight the pedagogic component about the production process, the management of environmental impacts and the importance of preserving natural resources. In 2020, the pandemic-related restrictions limited said activity, but we plan on resuming it as soon as the appropriate conditions are restored.

Apart from the visits, the connection with the territories is also performed by developing the sharing and cooperation with local stakeholders. Becoming involved in local initiatives and celebrations, as was the case of the Festival Terras Sem Sombra in the Alentejo — a cultural initiative that also dedicates to biodiversity protection actions — contributes to the purpose of rooting our activity and the company in the regions.

### About the agricultural project in the heart of the Alentejo

The Marmelo Mill, located in Ferreira do Alentejo next to the Herdade do Marmelo, is a symbol of modernity which is perfectly integrated in the landscape. A reference architectural work where high technology is put to the service of olive oil quality and environmental sustainability. It represents one of the greatest investments of the last 20 years in Portuguese agriculture, generating direct and indirect jobs. Nearly 96% of our team lives near the farm where they work, over half of them are less than 45 years old and a significant part have attended higher education. Seasonally, there are some peaks of activity, during the pruning (February-March) and harvesting season (October-December). In the 2020-2021 campaign, which took place during the pandemic, a closer follow-up of all the employees was part of the contingency plan, including nearly 110 employees working by way of service provision. We focused particularly on coordinating and sharing information with local authorities, to enable better monitoring and assistance to all, especially to foreign workers.

“Sovena’s enterprise in the Alentejo was a major step in the social and economic revolution of that region. An example of a paradigm shift. Sovena has made a decisive impression on the Alentejo”.

Joaquim Pedro Torres, Valinveste

From an industrial perspective, Sovena is focused in minimizing the negative environmental impacts connected with its activity, which stem from the transformation of agri-industrial materials. Thus, in parallel with the implementation and monitoring of minimization measures for local impacts, we will be attentive to the stakeholders’ feedback and with them we will seek to improve our performance in this area.

## Featured

### Social integration for employability

With the purpose of contributing to employability and responding to the needs of local communities, Sovena has been taking part in several social inclusion projects:

- In Brenes, Spain, Sovena is cooperating with Futurem Servicios Y Empleo, a local social employment company for people with disabilities, established next to the factory to perform a repackaging work (over 16 thousand pallets in 2020) that cannot be performed by our machines.
- In Rome, United States of America, we have been following a recruitment policy oriented towards the surrounding community, such as the “second chance” programme, which seeks to support the reception of ex-offenders upon the new start of their active lives.
- In Portugal, Sovena has established several protocols with universities and vocational schools that seek to provide students with a first contact with the labour market, developing works in industrial environments, in the field of engineering, laboratory, IT and management.

#### Brenes, Spain

**17 people**

employed by Futurem, a social integration company

**3 years**

of collaboration

#### Rome, USA

**6 people**

employed through our ‘second chance’ programme

**2 years**

Average seniority

### Atmospheric odour monitoring programme

In recent years, several surveys were conducted to know the impacts of the Almada factory on the neighbouring community and to prepare measures to mitigate them. The surveys have been conducted with the involvement of local residents, as voluntary observers, including members of the Municipal Council and Assembly of Almada, by writing odour journals. These surveys have a 12-month duration and the last one was conducted in 2019-2020. The odours emitted by the factory process are related to the processing of seeds, but there can be other odours detected by the population whose source we must identify, as they may not necessarily arise from our industrial unit. The results of this work, performed in partnership with an Air Quality specialist team of NOVA School of Science and Technology of the Universidade Nova de Lisboa, will enable to identify some improvements to be introduced in the production process and provide information to be shared with the neighbouring population. Notwithstanding the attention we have paid to this matter, and despite the inconvenience it may cause, one of the conclusions of these surveys is that the odours do not harm health.

Among the suggestions for improvement that were raised, some of them are already being implemented, such as the conduction of further surveys with new formats; provision of an online form to optimise discussion and the proximity relations with the local community.

## Partnership and solidarity relations

In 2020, the pandemic put the entire world on hold, affecting society in general. However, some sectors were more severally affected than others. At Sovena, we have been paying attention to the most vulnerable segments and made our best contribution, taking advantage of our position to help mitigate the socioeconomic consequences of the health crisis.

Throughout the years, in our different locations, Sovena has privileged historic and continuity relations with relevant local institutions, mainly through the donation of food products, playing a more active role with vulnerable families and communities. Through our brands, we have been able to expand the impact of our involvement.

**Over 780 t**

of in-kind donations with our products

**Over 140 organizations supported**

Social organizations, NGOs, Fire-fighters, Cáritas and Food Banks

## Featured

### Support in the fight against Covid-19

Sovena joined the fight against the effects of the pandemic through several actions of support to first-line professionals and people with a high degree of exposure to the consequences of the virus due to their vulnerable situations. Considering the social challenges of the regions where it operates, Sovena has applied in a surgical and coordinated manner the principle of social solidarity and emergency. Some of these initiatives are described below:



#### Supporting Food Banks Against Hunger

In April 2020, the company has implemented a plan of support to the Food Emergency Network, created by the Portuguese Food Bank to take food to the most vulnerable populations. Sovena has contributed with monetary and food donations, extendable to the Food Banks of Seville, Cáceres and Jaén, in Spain.



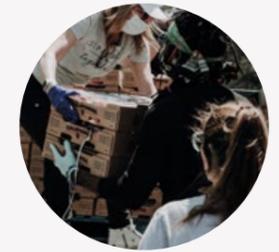
#### Ajuda Extra for the Food Emergency Network

Also during 2020, we launched in Portugal the Ajuda Extra olive oil (the Oliveira da Serra Clássico olive oil), where per each bottle purchased 10% of its value were donated to the Food Emergency Network. This initiative has resulted in the donation of 30,000 litres of extra virgin olive oil.



#### For Healthcare Professionals

A donation of Clarim bar soaps was made to the Associação de Hotelaria de Portugal for hotels that were exclusively taking in healthcare professionals, to the several campaign hospitals and also to the several institutions supporting vulnerable or homeless families, through the municipal councils.



#### More support for local protection

In Portugal we have donated masks and soap to the municipalities of Ferreira do Alentejo and Avis, to be distributed to local institutions.

In Rome (USA), at the onset of the pandemic, Sovena took part in the collection of funds to support local bodies.



### Oliveira da Serra for local consumption

Through the “Consumir português” initiative, Oliveira da Serra has promoted national producers and donated part of the sales to national public hospitals.

Also through the solidarity programme “Eu dou a casa”, for three months the brand has supported and promoted the take-away services and delivery systems of small restaurants (in Portugal) who have suffered the economic consequences of business reduction.



### Fula against waste

The lockdown has led to the reduction of shopping trips and at the same time has motivated the increase of home-prepared meals. In this context of more care with food products, Fula has decided to develop a set of digital contents “Chega e Sobra”, with the purpose of helping Portuguese people with easy recipes and tips to prevent food waste.



### Training the new generations

Within the scope of the 2020 scholarship award process of the Amélia de Mello Foundation, we financially support our employees or their children, in Portugal and Spain, who wish to pursue further education. In 2020, we have awarded six graduations and three Master’s degree scholarships. Besides acknowledging merit, this programme promotes personal and professional enhancement.

“Our work with Amélia de Mello Foundation along the years has been of major importance to our workers and their children. Together we invest in future and better professionals!”

Carolina Cabral,  
People and Culture

### Incentive to study and reduction of school dropout

In Rome (USA), in coordination with high schools, local companies and other players, Sovena organises field trips for students to its facilities to share the work it has been doing, the skills, the training and the working conditions of our people. The purpose is, on the one hand, to raise awareness to the importance of completing their education; and, on the other hand, to introduce and draw the company closer to the community. In 2020, due to the restrictions arising from the pandemic, in-person initiatives were not possible. However, and as an example, it should be noted that in 2019 four field trips were performed with over 120 students.

In Portugal, Sovena is a founding member of EPIS (Empresários pela Inclusão = Entrepreneurs for Inclusion), an association that seeks to reduce school dropout through a holistic empowerment approach around each student. Sovena supports this association on an annual and ongoing basis, from a standpoint of incentive to the development of our children and, consequently, of the country.

### Actions with long-term partners

Active citizenship interventions are part of the Sovena's DNA. All that we do, but most of all how we do it, is based on the ambition of being involved in building a society with a better quality of life. Cooperative participation is, therefore, a purpose we intend to work on, being aware that we have a path of co-creation to tread with our stakeholders.

#### Cardiovascular disease prevention and support to war veterans in the USA

Sovena USA has had a local intervention partnership with the American Heart Association for over 10 years, supporting their fundraising events. Through the involvement of voluntary employees, it sponsors the "Heart, Run & Walk" initiative that awards a prize to a winning member of the local community. The money is directed towards research, education and the purchase of medical devices to support the community. The "Feed Our Vets" initiative is another historic partnership, supporting war veterans and their families by means of free food assistance, education and monetary donations.

#### Health protection and training support in Spain

In Spain, Sovena annually supports TAS Foundation - Trabajo, Asistencia y Superación de Barreras, through donations which help pay for transportation costs of people with disabilities who need to travel to receive treatments.

We also support Fundación Gota de Leche, in the daily costs with breakfast for nearly 50 children of families at risk of social exclusion.

#### Support to the integration of people with motor disabilities in Portugal

Since 2016, Sovena Portugal has supported the Associação Salvador, whose mission is to promote the integration in society of people with motor disabilities through annual monetary donations as well as the involvement in specific causes such as those around Christmas time.

### The actions of our brands

We acknowledge the important role that our brands can play in taking our vision of integration in society further. There are several initiatives headed by our brands in the regions where we operate:



#### Oliveira da Serra – the Portuguese brand with institutional power

Through Oliveira da Serra, we have strengthened our institutional partnerships with Cozinha com Alma, Vale de Acór, Banco Alimentar (Portuguese Food Bank), Movimento ao Serviço da Vida, through frequent product donations; and by suggesting employees to donate their income tax refund to the organizations we support.



#### Fula – a strong intergenerational presence

The "Do fio ao pavio" action is oriented towards educating and raising the awareness of younger generations to the importance of recycling used cooking oils.

During November and December 2020, Fula was also featured in the "360º Fula Natal" campaign, to support to elderly citizens in situations of isolation and solitude.



#### Olivari – on the front line to help those in need

Olivari has supported the non-profit organization United Way to make healthy meals more accessible to vulnerable families. "Take and Make" meal boxes, Olivari extra virgin olive oil and balsamic vinegar sachets were provided to 1,700 families. In total, the initiative has resulted in donations of 42,500 kits.

## At the service of food literacy

As a player in the food sector, Sovena is aware of its responsibility to promote a well-balanced diet and greater food literacy among consumers and its employees. For that reason, promoting healthy lifestyles and fitting the consumption of its products into a varied and balanced diet are important work axes, both internally and externally.

Thus, our responsibility includes the challenge of granting to consumers the tools so they can improve their food literacy and standards. We trust that we do it through our products and brands which, apart from their quality, due to their nature, are aligned with healthy diets. Through Fula, Oliveira da Serra, Fontasol, Soleada and Andorinha, we share with consumers information about the nutritional composition of the products, healthcare and nutrition in general, both on the packaging and on their websites. Throughout the year, we train customers, partners and employees in order to enable them within the universe of olive oil. In Brazil, our mini doses, that reach thousands of consumers, through partnerships with restaurants, events, nutrition clinics, among others, contain information about the product and its benefits.

2017-2020  
Sustainability Plan

### Ongoing

Mediterranean  
diet promotion

Promote healthy diets  
and lifestyles, including  
physical activity

## Featured

As an enhancement of the Feeding Futures positioning, in 2020 we launched the Feed magazine, whose purpose is to share information and knowledge about food trends worldwide, concerns related to food and the planet, and the integration of our brands in that equation. Published bimonthly in digital format, Feed is a continuity project as part of our food literacy mission.

Inspired by Sovena's business positioning, our brands are actively involved in the promotion of a more regulated and healthier diet, as well as in the fight against food waste.



### Andorinha is still soaring in nutrition education in Brazil

In 2020, Andorinha resumed the project of awareness-raising and information among nutritionists and doctors. Since 2014 it has reached more than 1,000 professionals per year in Brazil, with tours and the offer of educational materials on the benefits of olive oil, to help information reaching consumers. In 2020, 1,380 professionals were contacted, including cardiologists, endocrinologists and nutritionists.



### Oliveira da Serra joins Too Good to Go

In line with the resource savings and the circularity that the brand defends in its production process, Oliveira da Serra is cooperating with Too Good to Go, a platform that provides products and meals at reduced prices that would otherwise be destroyed.





#### Featured in this chapter:

Professional and personal development as a stimulus for excellence careers

Health, wellbeing and quality of life defended by our brands as a priority for our people

The strategic evolution of culture so that involvement and individual performance combine through the affirmation of one single Group

## For an active and inspired team

Cultivating our values and fostering a new sustainability culture, enabling us to work better together now and in the future.

2020 was a pivotal year for Sovena. We introduced first hand to the Sovena family our new positioning – Feeding Futures – whose ambition is translated into a broad set of development dimensions that all of us are called to work on.

It was also an important year of consolidation of the Sovena culture, based on the vision of one single Group, integrating several business areas, present in several geographies and generating new opportunities. The transformations required by this new positioning must be anchored in a culture strengthened by its legacy, but also renewed by new challenges.

In parallel with this vision of consolidation of the Sovena culture, 2020 was a year of development and improvements in several areas: in the quality and way of working, in the professional and personal development, in leadership models, in the fostering of equal opportunities, in the support to employees' families and wellbeing and in the awareness to the adoption of more sustainable behaviours.

All this process of evolution has taken place in the context of a pandemic, that apart from the demanding challenges in terms of employees' safety, also brought new models of organization due to mandatory teleworking, which has increased virtual meetings and remote training.

2017-2020  
Sustainability Plan

### Ongoing

Corporate Human Resources platform development and KPIs associated (Younify)

New safety initiatives and certifications

“Despite the pandemic, we must focus on the positive side of this situation, by transforming into effective policies the processes that have proven to be successful. It is with this spirit that we will continue working with all the Employees to ensure that we become increasingly prouder of being Sovena.”

João Guerreiro,  
People and Culture

## Our profile

**+ 1,000**  
employees



● 39% Portugal ● 36% Spain  
● 14% USA ● 2% Brazil  
● 9% Other

### Gender



**71%**  
Men



**29%**  
Women

### Age



**13%** under 30 years  
**60%** between 30 and 50 years  
**27%** over 50 years

### New admissions

**73%**  
Men

**27%**  
Women

**54%**  
between 30  
and 50 years

### Diversity

Men per category:

**86%**  
Executives

**83%**  
Directors

**64%**  
Managers

**54%**  
Professionals

**80%**

Assistants and Operators

### Staff turnover



**11%**

## Health and wellbeing

The global health crisis shifted our priorities towards the health and wellbeing of our people and their working conditions.

Regardless the adverse context in which we live in 2020, occupational safety continued to be fundamental for Sovena, especially considering our strong industrial component.

We have triggered a set of exceptional safety measures in all our facilities which enabled us to continue working and meeting our costumers' needs, with the level of excellence they have been accustomed to.

## Featured

### Sovena's actions in the fight against Covid-19

At Sovena, our activity did not stop, thanks to timely planning and the adaptation of the work processes to a contingency plan that was regularly adjusted to the evolution of the pandemic situation, in the different countries where we operate. In a consistent manner (we have even launched a specific internal newsletter for the purpose) we have provided training, information and raised the awareness of our people to safety, protection and physical and emotional wellbeing measures required by the context. Since the onset of the pandemic, we have monitored 469 risk situations, of which only 28 have been confirmed as positive cases. Nonetheless, our production lines and service levels were not significantly impacted.

Examples of the measures adopted in our operations:

- Application of contingency plans, with the maximum possible number of employees in teleworking;
- Awareness-raising initiatives through several tools, such as videos, online courses, signs, and team sessions;
- Provision of individual use safety kits (reusable mask, disposable mask, soap and hand sanitizer), temperature measurement at the entrance, and use of several entry and exit doors to reduce the risk of infection;
- Internal audits and COVID-19 tests on shared surfaces and equipment in the industrial facilities;
- Sanitisation every three hours;
- Reassessment of the entire spaces (distancing, teams, physical barriers) to reduce the risk of infection;
- Permanent follow-up of Alert States and adjustment of the Contingency Plan.

A word of thanks to all our people for their dedication to Sovena in a period marked by uncertainty and risk, who month after month gave their best, adjusting to new circumstances so that our products could arrive at all our tables.

### Safety is always a Priority

Due to its industrial activities, Sovena fosters a strong safety culture and in 2020 the adjustment to the pandemic context was a natural process carried out according to our own set of rigorous measures.

The collective safety and protection of our people was analysed in all its aspects, which has implied a set of actions that included the review of processes, the preparation of our facilities and the increase of individual protection equipment, thus ensuring a safer, healthier environment with less underlying risks. Specialised training was also provided as well as numerous prevention and awareness-raising campaigns which are part of the annual Safety plans of industrial units.

We also highlight, as an example, the Safety News information bulletin, available at some of our industrial units, that reiterates basic concepts of behaviour in safety and provides updates on the evolution of the pandemic situation. Safety is in the hands of each one of us and must always be a priority to all.

### Wellbeing programme with an emotional and psychological support componenty

In 2020, we have started a programme that provides employees and their families access to emotional and psychosocial support. This service also includes a diagnosis and support helpline available 24/7 and the provision of thematic webinars in the psychosocial field. In 2020, more than 25 webinars were shared in the fields of healthcare, nutrition and physical and psychosocial wellbeing.

Launched in Portugal, this programme was another step in the care for our people's wellbeing and we are considering extending it to our other locations in 2021.

Investing in Health and Wellbeing Programmes is investing in the future of the company, because we are taking care of our biggest asset... our People! Only then we will be Feeding Futures!

Vera Ramos, People and Culture

Other initiatives focused on wellbeing and quality of life are the following:

### Because reading is good for your health!

Sovena is permanently developing initiatives for the adoption of healthier lifestyles, which include nutrition appointments and awareness-raising campaigns to boost the immune system. We also continue to promote health literacy through diversified information and knowledge in our Feed magazine, with three editions in 2020.

### Wellness by Sovena

To enhance the quality of life and the adoption of healthier lifestyles, Sovena establishes protocols every year to facilitate access to diverse products and services, such as pharmacies, gyms and holiday camps.

When we think about the most common chronic illnesses, many times we do not think they are related, but diabetes, cardiac illnesses, depression, autoimmune illnesses share a common cause: lifestyle. Nutrition appointments have helped improve diet, recover nutritional deficiencies, sleep better, promote exercise and reduce exposure to environmental toxins, thereby improving the health of Sovena's employees."

Carmo Cabral,  
Sovena Nutritionist

### Temporary workers

Given the characteristics of its agricultural and industrial activities, Sovena must temporarily resort to outsourcing, with a monthly average of 130 people, to whom the company ensures, as for all other workers, occupational health and safety conditions. These people are a fundamental workforce to face the business dynamics.

## Professional and personal development

Focusing on the development of our human capital to boost excellence careers is undoubtedly one of Sovena's most valuable premises.

In 2020, the development of skills was processed in a different way, with the use of remote training tools and webinars. However, we kept the plan of development of technical, behavioural and management skills, which are critical for a highly demanding quality performance.

According to the strategic guidelines, the Development Plans at Sovena focus on three big topics:

- Mandatory operating training in Safety and Quality;
- Professional empowerment training, strengthening technical knowledge, but also for the improvement of personal performance, such as languages, management tools, communication or leadership;
- "Feeding futures", preparing our people within the scope of succession plans already identified or solely as development of potential.

Talent development and optimisation are without a doubt one of the biggest strategic goals of Sovena.

### Featured

#### Training, development and leadership

In 2020, "Programa de Desarrollo Directivo 2020/21 – Sovena, Growing Future Leaders" took off, in partnership with the San Telmo Business School, in Seville/Spain, where we have invested in the development of management and leadership skills, thus preparing more than 40 managers in Portugal and Spain for the challenges of tomorrow.

#### Single access point for all human resource processes

Because we wish our people to draw closer and connect, we highlight the digitalisation effort made since 2017, with the consolidation of the internal platform that enables employees to have a single access point to all the Human Resource processes. Through the several models of this platform, it is possible to manage all the critical processes such as performance assessment, talent management, bonuses and training.

## Culture and engagement

January 2020 is a turning point in Sovena's history, with the introduction of our new brand and positioning. The launch of the new branding, in all our industrial units, has enhanced the determining role of each one of our people, from their country and region, in the building of a collective vision and common purpose. The internalisation of the Feeding Futures philosophy includes the consolidation of the Sovena culture, through a set of initiatives meant to strengthen Sovena's values, in the context of current challenges and the new positioning. To achieve this, it was essential to enhance communication, through the activation of new channels that foster greater agility and proximity in the dialogue among teams.

### Featured

#### Sovena culture

Following the new positioning, a Climate Survey was conducted - Sovena Culture 2020 - which enabled a reflection on the company's operations in 5 core axes: Agility, Cooperation, Innovation, Orientation towards Results and Engagement, but above all it enabled to involve our people in a broad moment of active and shared listening, ensuring a better adequacy of our management strategy to their needs. The conduction of a Climate and Culture Survey presupposes the openness to a constant improvement, and places employees right at the centre of our attention. The results of the survey were enhanced by the performance of focus groups (with over 200 employees), which enabled to develop the analysis of strengths and of aspects to be improved. These contributions were decisive for the involvement of our people in the identification of priority actions and in the creation of the People & Culture Roadmap for 2021/2022 within the scope of the following work axes:

- Recognition Culture and Continuous Development
- Agility and Working processes
- Collaboration and Communication
- Conciliation and Corporate Social Responsibility

#### Some of the results of the Sovena Culture Survey

Positive:

# 79%

of people are proud to work at Sovena

To be improved:

# 52%

of people consider that we have to improve Communication



**Period and Scope**

The report focuses on the period from the 1st January 2020 to the 31st December 2020 of the activities in which Sovena has operational control:

Portugal: Sovena Oilseeds Portugal (Almada), Sovena Consumer Goods Portugal (Barreiro), Biocolza, Headquarters (Algés).

Spain: Sovena Oils Seeds Spain (Andújar), Sovena Consumer Goods Spain (Brenes and Plasencia), Monteolivo and San Pedro mills, Agropro.

Other countries: Sovena USA, Sovena Brazil, Sovena MENA (Tunisia), Sovena Italia.

Nutrifarms (Portugal and Morocco) - ELAIA's assets, with the exception of the mills, were divided between its partners; the assets allocated to Nutrinveste were consolidated in Nutrifarms.

Following the intention set in previous years, Sovena continues to broaden the scope and disclose more sustainability data each year and intends to continue doing so in the following years.

For Global Reporting initiative disclosures, "local" refers to the country where each operation is located.

**Structure**

This report has been prepared in accordance with the GRI Standards: Core option. Additionally, it includes sector specific indicators identified in the Food Processing Sector Disclosures of GRI.

This report content considers the GRI reporting principles (Stakeholder inclusiveness, Sustainability context, Materiality and Completeness) and it aims to meet the requirements of the Reporting Principles for defining report quality (Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness).

The report is aligned with the spirit and principles of the Sustainable Development Goals.

Previous reports are available online at: <https://www.sovenagroup.com/en/sustainability/sovena-and-sustainability/>

# Certifications

	AGRICULTURE	OILSEEDS		CONSUMER GOODS				
CERTIFICATIONS	Marmelo Mill Portugal	Almada Portugal	Andújar Spain	Barreiro Portugal	Brenes Spain	Rome USA	Bir El Kassaa Tunisia	Plasencia Spain
<b>FOOD SAFETY</b>								
BRCS			•	•	•		•	•
IFS			•		•		•	•
SQF						•		
GMP		•						
ISO 22000	•							
<b>QUALITY</b>								
ISO 9001		•	•	•	•			•
ISO 17025					•	•		
<b>ENVIRONMENT AND SUSTAINABILITY</b>								
ISO 14001	•		•		•			
ISCC		•	•	•				
INTEGRATED PRODUCTION	•							
<b>GLOBAL MARKETS</b>								
KOSHER		•	•	•	•	•	•	
HALAL			•		•			
GOST				•	•			•
FDA			•	•	•	•	•	•
ORGANIC OLIVE OIL (EU)				•	•			
ORGANIC OLIVE OIL (BRAZIL)				•	•			
ORGANIC OLIVE OIL (JAPAN)					•			
ORGANIC OLIVE OIL (USDA)					•	•	•	
ORGANIC OLIVE OIL (TN)							•	
NON-GMO			•			•		
Foreign Supplier Verification Program (FSVP)					•			
Voluntary Qualified Importer Program (VQIP)						•		

# Global Reporting Initiative Index

## GENERAL DISCLOSURES

DISCLOSURE	LOCATION OR COMMENT																																																																						
ORGANIZATIONAL PROFILE																																																																							
102-1	Name of the organization Sovena Group, S.A subsidiaries (Sovena Oilseeds Portugal, Sovena Consumer Goods Portugal, Biocolza, Sovena Oils Seeds Spain, Sovena Consumer Goods Spain, Monteolivo and San Pedro mills, Agropro, Sovena USA, Sovena Brazil, Sovena MENA, Sovena Italia) and Nutrifarms S.A. [SOVENA]																																																																						
102-2	Activities, brands, products, and services "Where we are"; "Our brands"; "The way we work"																																																																						
102-3	Location of headquarters Rua Dr. António Loureiro Borges, nº 2. Edifício Arquiparque 1495-131 Algés, Portugal																																																																						
102-4	Location of operations "Where we are"																																																																						
102-5	Ownership and legal form "Who we are", "What we do" Sovena Group, SA subsidiaries and Nutrifarms S.A., both 100% owned by Nutrinveste SGPS																																																																						
102-6	Markets served "Where we are", "Our brands"																																																																						
102-7	Scale of the organization "Who we are", "What we do"																																																																						
102-8	Information on employees and other workers <table border="1"> <thead> <tr> <th></th> <th colspan="3">2019</th> <th colspan="3">2020</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="7"><b>Employment contract</b></td> </tr> <tr> <td>Permanent</td> <td>656</td> <td>238</td> <td>894</td> <td>640</td> <td>238</td> <td>878</td> </tr> <tr> <td>Fixed Term</td> <td>107</td> <td>55</td> <td>162</td> <td>114</td> <td>59</td> <td>173</td> </tr> <tr> <td><b>Total</b></td> <td><b>763</b></td> <td><b>293</b></td> <td><b>1,056</b></td> <td><b>754</b></td> <td><b>297</b></td> <td><b>1,051</b></td> </tr> <tr> <td colspan="7"><b>Employment Type</b></td> </tr> <tr> <td>Part-time</td> <td>0</td> <td>7</td> <td>7</td> <td>87</td> <td>16</td> <td>103</td> </tr> <tr> <td>Full-time</td> <td>763</td> <td>286</td> <td>1,049</td> <td>657</td> <td>291</td> <td>948</td> </tr> <tr> <td><b>Total</b></td> <td><b>763</b></td> <td><b>293</b></td> <td><b>1,056</b></td> <td><b>744</b></td> <td><b>307</b></td> <td><b>1,051</b></td> </tr> </tbody> </table>		2019			2020				Male	Female	Total	Male	Female	Total	<b>Employment contract</b>							Permanent	656	238	894	640	238	878	Fixed Term	107	55	162	114	59	173	<b>Total</b>	<b>763</b>	<b>293</b>	<b>1,056</b>	<b>754</b>	<b>297</b>	<b>1,051</b>	<b>Employment Type</b>							Part-time	0	7	7	87	16	103	Full-time	763	286	1,049	657	291	948	<b>Total</b>	<b>763</b>	<b>293</b>	<b>1,056</b>	<b>744</b>	<b>307</b>	<b>1,051</b>
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102-9	Supply chain "Who we are", "What we do", "Responsible sourcing and traceability"																																																																						
102-10	Significant changes to the organization and its supply chain "About this report"																																																																						
102-11	Precautionary Principle or approach Sovena believes that responsible behavior is a critical issue for the Company and its relationship with the different stakeholders. Sovena adopts a precautionary approach to environmental management, anticipating and reducing the environmental degradation risk related with the operations and activities. In this way, the vision, mission, and values reflect the principles that underlie this precautionary approach. Sovena supervises and assesses risks identified and implements the appropriate actions within the companies in the Group. Sovena also has a Crisis Manual, which serves as a roadmap and establishes the basic response mechanisms to address a crisis - a dynamic document contains the main activities that should be followed before, during and after a crisis. This document provides hypothetical scenarios that can cause a potential crisis in our organization. It is tested and updated regularly and provides answers to the following topics: Control of the crisis in each scenario; Message to be emitted because of the crisis; Definition of stakeholders involved and appropriate communication channels; Preparation of an action plan.																																																																						
102-12	External initiatives Ellen MacArthur Foundation's "The New Plastics Economy Global Commitment", Business Council for Sustainable Development																																																																						

DISCLOSURE	LOCATION OR COMMENT
ORGANIZATIONAL PROFILE	
102-13	Membership of associations <p>Olive Oil: ANIERAC (ES); ASEOGRA (ES); ASOLIVA (ES); Casa do Azeite (PT); International Olive Oil Council; Interaceituna (ES); North American Olive Oil Association (USA); Oliva (Brasil); ORIVA (ES)</p> <p>Oilseeds: ACICO; AFOEX; ASEMESA; FEDIOL</p> <p>Associação de proprietários e Beneficiários do Empreendimento de Fins Múltiplos do Alqueva; Associação de Olivicultores da Região de Elvas; Agrotejo; Olivum – Associação de Olivicultores do Sul</p> <p>AECOC (ES); Association Food Industry (USA); ANIGOM (PT); Federação das Indústrias Portuguesas Agro- Alimentares (PT); LANDALUZ (ES)</p> <p>IBET – Instituto de Biologia Experimental e Tecnológica (PT)</p> <p>Associação Portuguesa de Produtores de Biocombustíveis (PT)</p> <p>APEQ – Associação Portuguesa de Empresas Químicas (PT); American Oil Chemist Society (USA)</p> <p>Associação Comercial de Lisboa; Câmara de Comércio e Indústria Luso-Espanhola; Câmara de Comércio Portuguesa em São Paulo; US Portuguese Chamber of Commerce; US Spain Chamber of Commerce</p> <p>APAN – Associação Portuguesa de Anunciantes</p> <p>Centromarca – Associação Portuguesa de Empresas de Produtos de Marca</p> <p>Sociedade Ponto Verde</p>
STRATEGY	
102-14	Statement from senior decision-maker "Message from the CEO"
ETHICS AND INTEGRITY	
102-16	Values, principles, standards, and norms of behavior "Who we are"
GOVERNANCE	
102-18	Governance structure <pre> graph TD     A[Nutrinvest SGPS] --&gt; B[Sovena Group, SGPS, S.A.]     A --&gt; C[Nutrifarms, S.A.]             </pre>
STAKEHOLDER ENGAGEMENT	
102-40	List of stakeholder groups Customers; Community; Employees; Investors; Suppliers
102-41	Collective bargaining agreements 100% of the employees are covered by collective bargaining agreements
102-42	Identifying and selecting stakeholders "Our priorities" For the process of stakeholder's identification, the main criteria considered was responsibility, influence and dependence over the Sovena.

DISCLOSURE	LOCATION OR COMMENT																																																												
<b>ORGANIZATIONAL PROFILE</b>																																																													
102-43	<p>Approach to stakeholder engagement</p> <p>"Our priorities", "Quality and food safety" (customer satisfaction)</p> <table border="1"> <thead> <tr> <th>COMMUNITY</th> <th>CUSTOMERS</th> <th>EMPLOYEES</th> <th>INVESTORS</th> <th>SUPPLIERS</th> </tr> </thead> <tbody> <tr> <td>Partnerships</td> <td>Feed magazine</td> <td>Sovena News</td> <td>General Assembly</td> <td>Evaluation of Suppliers</td> </tr> <tr> <td>Donations and sponsorship</td> <td>Mail</td> <td>Feed magazine</td> <td>Board meetings</td> <td>Frequent meetings and contacts</td> </tr> <tr> <td>Participations in events</td> <td>Evaluation of customer satisfaction</td> <td>Intranet</td> <td>Follow-up meetings</td> <td>Partnerships</td> </tr> <tr> <td>Workgroups</td> <td>Open door Policy</td> <td>Annual Staff Meeting</td> <td>Annual Report &amp; Accounts</td> <td>Stakeholders consultation on sustainability</td> </tr> <tr> <td>Press releases</td> <td>Complaints</td> <td>Performance evaluation</td> <td>Stakeholders consultation on sustainability</td> <td>Stakeholders Report</td> </tr> <tr> <td>Stakeholders consultation on sustainability</td> <td>Participations in sector events</td> <td>Follow-up meeting</td> <td>Sustainability Report</td> <td>Corporate website</td> </tr> <tr> <td>Sustainability Report</td> <td>Hotline Customer Support</td> <td>Cultural and sports activities</td> <td>Corporate website</td> <td></td> </tr> <tr> <td>Corporate website</td> <td>Stakeholders consultation on sustainability</td> <td>Sovena Principles and Policies</td> <td></td> <td></td> </tr> <tr> <td></td> <td>Sustainability Report</td> <td>Stakeholders consultation on sustainability</td> <td></td> <td></td> </tr> <tr> <td></td> <td>Visits to plants</td> <td>Sustainability Report</td> <td></td> <td></td> </tr> <tr> <td></td> <td>Corporate website</td> <td>Corporate website</td> <td></td> <td></td> </tr> </tbody> </table>	COMMUNITY	CUSTOMERS	EMPLOYEES	INVESTORS	SUPPLIERS	Partnerships	Feed magazine	Sovena News	General Assembly	Evaluation of Suppliers	Donations and sponsorship	Mail	Feed magazine	Board meetings	Frequent meetings and contacts	Participations in events	Evaluation of customer satisfaction	Intranet	Follow-up meetings	Partnerships	Workgroups	Open door Policy	Annual Staff Meeting	Annual Report & Accounts	Stakeholders consultation on sustainability	Press releases	Complaints	Performance evaluation	Stakeholders consultation on sustainability	Stakeholders Report	Stakeholders consultation on sustainability	Participations in sector events	Follow-up meeting	Sustainability Report	Corporate website	Sustainability Report	Hotline Customer Support	Cultural and sports activities	Corporate website		Corporate website	Stakeholders consultation on sustainability	Sovena Principles and Policies				Sustainability Report	Stakeholders consultation on sustainability				Visits to plants	Sustainability Report				Corporate website	Corporate website		
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102-44	Key topics and concerns raised "Our priorities"																																																												
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102-45	Entities included in the consolidated financial statements "About this report"																																																												
102-46	Defining report content and topic Boundaries "About this report"																																																												
102-47	List of material topics "Our priorities"																																																												
102-48	Restatements of information "About this report"																																																												
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102-53	Contact point for questions regarding the report "About this report"																																																												
102-54	Claims of reporting in accordance with the GRI Standards "About this report"																																																												
102-55	GRI content index Present table																																																												
102-56	External assurance For the current report, Sovena decided not to seek external assurance, given that data consolidation from the different countries where it operates is being improved. The option to include external assurance will be considered for the next report.																																																												

TOPIC SPECIFIC DISCLOSURES

DISCLOSURE	LOCATION OR COMMENT																																										
<b>GRI 200 – ECONOMIC DISCLOSURES</b>																																											
<b>GRI 201 – ECONOMIC PERFORMANCE</b>																																											
201-1	<p>Direct economic value generated and distributed</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td><b>Direct economic value generated (€ thousand)</b></td> <td><b>1,180,711</b></td> <td><b>1,093,741</b></td> </tr> <tr> <td>Net turnover (€ thousand)</td> <td>1,152,009</td> <td>1,071,874</td> </tr> <tr> <td>Financial income (€ thousand)</td> <td>290</td> <td>566</td> </tr> <tr> <td>Other incomes (€ thousand)</td> <td>28,411</td> <td>21,301</td> </tr> <tr> <td><b>Economic value distributed (€ thousand)</b></td> <td><b>1,152,007</b></td> <td><b>1,082,652</b></td> </tr> <tr> <td>Consumption of goods (€ thousand)</td> <td>897,601</td> <td>836,027</td> </tr> <tr> <td>Operating costs (€ thousand)</td> <td>160,982</td> <td>184,059</td> </tr> <tr> <td>Employee wages (€ thousand)</td> <td>46,632</td> <td>46,266</td> </tr> <tr> <td>Payments to providers of capital (€ thousand)</td> <td>9,514</td> <td>7,565</td> </tr> <tr> <td>Income tax (€ thousand)</td> <td>11,365</td> <td>-3,173</td> </tr> <tr> <td>Community Investment (€ thousand)</td> <td>25,913</td> <td>11,907</td> </tr> <tr> <td>Other (€ thousand)</td> <td>0</td> <td>0</td> </tr> <tr> <td><b>Economic value retained (€ thousand)</b></td> <td><b>28,704</b></td> <td><b>11,090</b></td> </tr> </tbody> </table>		2019	2020	<b>Direct economic value generated (€ thousand)</b>	<b>1,180,711</b>	<b>1,093,741</b>	Net turnover (€ thousand)	1,152,009	1,071,874	Financial income (€ thousand)	290	566	Other incomes (€ thousand)	28,411	21,301	<b>Economic value distributed (€ thousand)</b>	<b>1,152,007</b>	<b>1,082,652</b>	Consumption of goods (€ thousand)	897,601	836,027	Operating costs (€ thousand)	160,982	184,059	Employee wages (€ thousand)	46,632	46,266	Payments to providers of capital (€ thousand)	9,514	7,565	Income tax (€ thousand)	11,365	-3,173	Community Investment (€ thousand)	25,913	11,907	Other (€ thousand)	0	0	<b>Economic value retained (€ thousand)</b>	<b>28,704</b>	<b>11,090</b>
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<b>GRI 202 – MARKET PRESENCE</b>																																											
103	<p>Management approach</p> <p>"Proximity relations"</p> <p>Sovena operates in several countries and in each seeks to have a positive contribution to economic development in local areas, namely through local hiring.</p>																																										
202-1	<p>Ratios of standard entry level wage by gender compared to local minimum wage</p> <p>Between 1 and 1.9, according to location; the same ratio by gender per location.</p>																																										
202-2	<p>Proportion of senior management hired from the local community</p> <p>70%</p>																																										
<b>GRI 204 – PROCUREMENT PRACTICES</b>																																											
103	<p>Management approach</p> <p>"Responsible sourcing and traceability"</p> <p>Supply chain sustainability is a priority for Sovena. We seek to promote the local economies of where we have operations, foster competitiveness, and local development. The relevance of this issue was reinforced by the stakeholder consultation and benchmarking analyses. By purchasing whenever possible to local suppliers, acquiring materials and raw materials, we contribute to local economies and employment.</p>																																										
204-1	<p>Proportion of spending on local suppliers</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>SCG Spain</td> <td>78%</td> </tr> <tr> <td>SCG Portugal</td> <td>83%</td> </tr> <tr> <td>SO Spain</td> <td>82%</td> </tr> <tr> <td>SO Portugal</td> <td>42%</td> </tr> <tr> <td>Exoliva Spain</td> <td>98%</td> </tr> <tr> <td>Sovena MENA [Tunisia]</td> <td>100%</td> </tr> <tr> <td>Nutrifarms</td> <td>87%</td> </tr> </tbody> </table>		2020	SCG Spain	78%	SCG Portugal	83%	SO Spain	82%	SO Portugal	42%	Exoliva Spain	98%	Sovena MENA [Tunisia]	100%	Nutrifarms	87%																										
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DISCLOSURE		LOCATION OR COMMENT				
<b>GRI 300 – ENVIRONMENTAL DISCLOSURES</b>						
<b>GRI 302 – ENERGY</b>						
103	Management approach	"Protecting the environment"				
302-1	Energy consumption within the organization	Direct energy consumption (units: GJ)				
			2019	2020		
		SCG [Spain] – Brenes Plant	Natural gas	75,314	92,982	
		SCG [Portugal] – Barreiro Plant	Butane /Propane /LPG	63	106	
			Natural gas	50,891	49,526	
		SO [Spain] - Andújar Plant	Diesel from fleet or other vehicles	983	508	
			Natural gas	86,447	88,351	
		SO [Portugal] - Almada Plant	Diesel from stationary sources (sites)	15	0	
			Natural gas	58,867	58,867	
		Exoliva [Spain] – Plasencia Plant	Diesel from stationary sources (sites)	6,378	6,575	
			Diesel from fleet or other vehicles	0	270	
		Sovena Mena [Tunisia] - Ben Arous	Diesel from fleet or other vehicles	617	662	
			Gasoline	0	204	
		Sovena USA [USA] - Rome Plant	Diesel from fleet or other vehicles	-	38,382	
			Butane /Propane /LPG	-	1,502	
			Natural gas	-	6,220	
		Nutrifarm	Diesel from stationary sources (sites)	10,899	0	
			Diesel from fleet or other vehicles	35,080	16,514	
			Gasoline	0	5,238	
		Sovena Spain - Monteolivo mill	-	0	0	
		Sovena Spain – San Pedro mill	-	0	0	
		Sovena Brazil	-	0	0	
		Sovena Headquarters	-	0	0	
		<b>Total</b>		<b>325,554</b>	<b>366,973</b>	
		Indirect energy consumption (units: GJ)			2019	2020
		SCG [Spain] – Brenes Plant		45,149	92,982	
		SCG [Portugal] – Barreiro Plant		27,548	26,148	
SO [Spain] - Andújar Plant		312,562	79,915			
SO [Portugal] - Almada Plant		811,120	830,295			
Exoliva [Spain] – Plasencia Plant		4,009	3,600			
Sovena Mena [Tunisia] - Ben Arous		439	310			
Sovena USA [USA] - Rome Plant		-	23,781			
Nutrifarms		11,016	16,690			
Sovena Spain - Monteolivo mill		-	1,288			
Sovena Spain – San Pedro mill		-	171			
Sovena Brazil		-	73			
Sovena Headquarters		-	477			
<b>Total</b>		<b>1,211,844</b>	<b>1,027,668</b>			
302-3	Energy intensity		2019	2020		
	Energy intensity (GJ/€ thousands of net turnover)		1.33	1.30		

DISCLOSURE		LOCATION OR COMMENT			
<b>GRI 303 – WATER AND EFFLUENTS</b>					
103	Management approach	"Protecting the environment"			
		"Eco efficiency"			
303-3	Water withdrawal		2019	2020	
		SCG [Spain] – Brenes Plant	Municipal water (third party water) (m3)	120,492	115,708
		SCG [Portugal] – Barreiro Plant	Surface Water (m3)	527,157	579,075
			Municipal water (third party water) (m3)	38,365	48,284
			Total (m3)	565,522	627,359
		SO [Spain] - Andújar Plant	Municipal water (third party water) (m3)	263,666	287,780
		SO [Portugal] - Almada Plant	Surface Water (m3)	4,488,205	5,139,580
			Municipal water (third party water) (m3)	259,703	264,452
			Total (m3)	4,747,908	5,404,032
		Exoliva [Spain] – Plasencia Plant	Surface Water (m3)	42,058	52,008
			Municipal water (third party water) (m3)	12,378	10,782
			Total (m3)	54,436	62,790
		Sovena Mena [Tunisia] - Ben Arous	Municipal water (third party water) (m3)	1,873	738
		Sovena USA [USA] - Rome Plant	Municipal water (third party water) (m3)	6,956	5,025
		Nutrifarms – Mills	Surface Water (m3)	45,778	16,157
		Nutrifarms – Olive groves	Surface Water (m3)	31,573,553	16,879,865
			Groundwater (m3)	1,315,565	127,714
			Total (m3)	32,889,118	17,007,579
		Sovena Spain - Monteolivo mill	Groundwater (m3)	-	3,750
		Sovena Spain – San Pedro mill	Municipal water (third party water) (m3)	-	968
Sovena Brazil	(m3)	-	-		
Sovena Headquarters	(m3)	-	-		
<b>Total</b>	<b>(m3)</b>	<b>38,695,749</b>	<b>23,531,886</b>		

DISCLOSURE		LOCATION OR COMMENT			
GRI 303 – WATER AND EFFLUENTS					
303-4	Water discharge		2020		
		SCG [Spain] – Brenes Plant	Municipal water (third party water) (m3)	70,166	
		SCG [Portugal] – Barreiro Plant	Surface water (m3)	579,075	
			Municipal water (third party water) (m3)	26,821	
			Total (m3)	605,896	
		SO [Spain] - Andújar Plant	Municipal water (third party water) (m3)	131,690	
		SO [Portugal] - Almada Plant	Surface Water (m3)	5,248,814	
			Municipal water (third party water) (m3)	-	
			Total (m3)	5,248,814	
		Exoliva [Spain] – Plasencia Plant	(m3)	6,279	
		Sovena Mena [Tunisia] - Ben Arous	Municipal water (third party water) (m3)	Not available	
		Sovena USA [USA] - Rome Plant	Municipal water (third party water) (m3)	Not available	
		Nutrifarms	(m3)	Not available	
		Sovena Spain - Monteolivo mill	(m3)	Not available	
		Sovena Spain – San Pedro mill	(m3)	Not available	
		Sovena Brazil	(m3)	-	
		Sovena Headquarters	(m3)	-	
			<b>Total (m3)</b>	<b>6,062,845</b>	
		303-5	Water consumption		2020
				SCG [Spain] – Brenes Plant	Municipal water (third party water) (m3)
SCG [Portugal] – Barreiro Plant	Municipal water (third party water) (m3)			21,463	
SO [Spain] - Andújar Plant	Municipal water (third party water) (m3)			156,090	
SO [Portugal] - Almada Plant	(m3)			155,218	
Exoliva [Spain] – Plasencia Plant	(m3)			56,511	
Sovena Mena [Tunisia] - Ben Arous	Municipal water (third party water) (m3)			738	
Sovena USA [USA] - Rome Plant	Municipal water (third party water) (m3)			5,025	
Nutrifarms – Mills	Surface Water (m3)			16,157	
Nutrifarms – Olive groves	Surface Water (m3)			16,879,865	
	Ground Water (m3)			127,714	
	Total (m3)			17,007,579	
Sovena Spain - Monteolivo mill	(m3)			3,750	
Sovena Spain – San Pedro mill	(m3)			968	
Sovena Brazil	(m3)			-	
Sovena Headquarters	(m3)			-	
	<b>Total (m3)</b>	<b>17,469,041</b>			

Notes:  
 GRI 303: Water and Effluents 2018 - the updated version of the disclosure was applied in this report. For that reason, information for 303-4 and 303-5 exists for 2020.  
 In 2020, Nutrifarms as around 50% less area of olive groves than in 2019.  
 Monteolivo and San Pedro mills started to report in 2020.  
 Sovena Brazil and the headquarters are offices and water disclosures are less relevant compared to the other facilities.

DISCLOSURE		LOCATION OR COMMENT		
GRI 304 – BIODIVERSITY				
103	Management approach	"Agriculture production" The agricultural activity of Sovena takes place in a natural space, classified as a National Agricultural Reserve. All olive groves are designed taking into account the characteristics of the soil, terrain, climate and natural values of each location, seeking to reconcile agricultural activity with the protection of nature with a special focus on protecting the soil, water and biodiversity.		
304-2	Significant impacts of activities, products, and services on biodiversity	"Agriculture production"		
304-3	Habitats protected or restored	"Agriculture production"		
GRI 305 – EMISSIONS				
103	Management approach	"Protecting the environment" "Eco efficiency"		
305-1	Direct (Scope 1) GHG emissions	Units: t CO <sub>2</sub> e		
			2019	2020
		SCG [Spain] – Brenes Plant	5,535	8,357
		SCG [Portugal] – Barreiro Plant	2,877	2,846
		SO [Spain] - Andújar Plant	4,952	8,187
		SO [Portugal] - Almada Plant	3,324	3,361
		Exoliva [Spain] – Plasencia Plant	469	575
		Sovena Mena [Tunisia] - Ben Arous	45	47
		Sovena USA [USA] - Rome Plant	-	3,868
		Nutrifarms	3,379	2,368
		Sovena Spain - Monteolivo mill	-	447
		Sovena Spain – San Pedro mill	-	0
		Sovena Brazil	-	0
		Sovena Headquarters	-	0
	<b>Total</b>	<b>20,583</b>	<b>30,056</b>	
305-2	Energy indirect (Scope 2) GHG emissions	Units: t CO <sub>2</sub> e		
			2019	2020
		SCG [Spain] – Brenes Plant	3,114	4,684
		SCG [Portugal] – Barreiro Plant	2,163	699
		SO [Spain] - Andújar Plant	22,323	7,880
		SO [Portugal] - Almada Plant	59,552	39,924
		Exoliva [Spain] – Plasencia Plant	276	250
		Sovena Mena [Tunisia] - Ben Arous	57	40
		Sovena USA [USA] - Rome Plant	-	2,664
		Nutrifarms	851	777
		Sovena Spain - Monteolivo mill	-	141
		Sovena Spain – San Pedro mill	-	19
		Sovena Brazil	-	9
		Sovena Headquarters	-	23
	<b>Total</b>	<b>88,336</b>	<b>57,111</b>	

DISCLOSURE		LOCATION OR COMMENT	
GRI 305 – EMISSIONS			
305-3	Other indirect (Scope 3) GHG emissions	Units: t CO <sub>2</sub> e	
			2020
		SCG [Spain] – Brenes Plant	319,111
		SCG [Portugal] – Barreiro Plant	49,767
		SO [Spain] - Andújar Plant	263,406
		SO [Portugal] - Almada Plant	195,622
		Exoliva [Spain] – Plasencia Plant	9,306
		Sovena Mena [Tunisia] - Ben Arous	20,479
		Sovena USA [USA] - Rome Plant	105,196
		Nutrifarms	7,994
		Agropro	70,173
		Sovena Spain - Monteolivo mill	2,485
		Sovena Spain – San Pedro mill	599
		Sovena Brazil	1,845
		Sovena Headquarters	25
		Sovena Itália	10,893
		<b>Total</b>	<b>1,056,902</b>

DISCLOSURE		LOCATION OR COMMENT			
GRI 306 - WASTE					
103	Management approach	"Protecting the environment"			
		"Valorisation of by-products and waste minimization"			
306-3	Waste generated	Hazardous Waste (t)			
			2019	2020	
		SCG [Spain] – Brenes Plant	8.0	5.1	
		SCG [Portugal] – Barreiro Plant	4.2	2.5	
		SO [Spain] - Andújar Plant	12.8	14.3	
		SO [Portugal] - Almada Plant	23.7	20.2	
		Exoliva [Spain] – Plasencia Plant	5.0	0	
		Sovena Mena [Tunisia] - Ben Arous	0	0	
		Sovena USA [USA] - Rome Plant	0.5	1.0	
		Nutrifarms	0	2.9	
		Sovena Spain - Monteolivo mill	-	0	
		Sovena Spain – San Pedro mill	-	0	
		Sovena Brazil	-	-	
		Sovena Headquarters	-	-	
		<b>Total</b>	<b>54.1</b>	<b>42.1</b>	
			Non - Hazardous Waste (t)		
			2019	2020	
SCG [Spain] – Brenes Plant	3,342.1	3,309.9			
SCG [Portugal] – Barreiro Plant	1,955.2	3,139.3			
SO [Spain] - Andújar Plant	2,903.2	2,638.4			
SO [Portugal] - Almada Plant	2,091.5	1,708.6			
Exoliva [Spain] – Plasencia Plant	228.9	72.4			
Sovena Mena [Tunisia] - Ben Arous	17.8	0			
Sovena USA [USA] - Rome Plant	450.4	566.0			
Nutrifarms	18.4	135.6			
Sovena Spain - Monteolivo mill	-	900.0			
Sovena Spain – San Pedro mill	-	300.0			
Sovena Brazil	-	-			
Sovena Headquarters	-	-			
<b>Total</b>	<b>11,007.5</b>	<b>12,634.7</b>			

DISCLOSURE		LOCATION OR COMMENT			
GRI 306 - WASTE					
306-4	Waste diverted from disposal		Recovery operation	2019	2020
		SCG [Spain] – Brenes Plant			
		Hazardous waste	Other recovery operations	2.2	3.8
		Non-hazardous waste	Other recovery operations	3,342.1	3,309.9
		SCG [Portugal] – Barreiro Plant			
		Hazardous waste	Recycling	0	2.4
			Other recovery operations	4.2	
		Non-hazardous waste	Recycling	0	2,951.3
			Other recovery operations	1,772.4	0
		SO [Spain] - Andújar Plant			
		Hazardous waste	Recycling	0	7.8
			Other recovery operations	7.8	0
			Preparation for reuse	0	265.9
		Non-hazardous waste	Recycling	0	413.2
			Other recovery operations	2,827.5	1,956.1
		SO [Portugal] - Almada Plant			
		Hazardous waste	Recycling	0	20.2
			Other recovery operations	19.8	
			Recycling	0	1,601.5
		Non-hazardous waste	Other recovery operations	1,987.3	0
		Exoliva [Spain] – Plasencia Plant			
		Non-hazardous waste	Recycling	0	28.8
			Other recovery operations	43.4	0
		Sovena Mena [Tunisia] - Ben Arous			
		Non-hazardous waste	Other recovery operations	17.8	0
		Sovena USA [USA] - Rome Plant			
		Hazardous waste	Other recovery operations	0.5	0
		Non-hazardous waste	Recycling	0	150.0
		Nutrifarms			
		Non-hazardous waste	Other recovery operations	18.4	82.7
		Sovena Spain - Monteolivo mill			
		Non-hazardous waste	Preparation for reuse	-	600.0
Non-hazardous waste	Other recovery operations	-	300.0		
Sovena Spain – San Pedro mill					
Non-hazardous waste	Preparation for reuse	-	200.0		
Non-hazardous waste	Other recovery operations	-	100.0		
Sovena Brazil					
		-	-		
Sovena Headquarters					
		-	-		
<b>Total</b>					
		<b>10,043.5</b>	<b>11,910.8</b>		

DISCLOSURE		LOCATION OR COMMENT			
GRI 306 - WASTE					
306-5	Waste directed to disposal		Disposal operation	2019	2020
		SCG [Spain] – Brenes Plant			
		Hazardous waste	Other disposal operations	5.8	1.3
		SCG [Portugal] – Barreiro Plant			
		Hazardous waste	Other disposal operations	0	0.1
			Landfilling	0	9.8
		Non-hazardous waste	Other disposal operations	182.8	178.2
		SO [Spain] - Andújar Plant			
		Hazardous waste	Other disposal operations	5.0	6.5
		Non-hazardous waste	Other disposal operations	75.7	3.3
		SO [Portugal] - Almada Plant			
		Hazardous waste	Other disposal operations	3.8	0
		Non-hazardous waste	Other disposal operations	104.2	107.1
		Exoliva [Spain] – Plasencia Plant			
		Hazardous waste	Other disposal operations	5.0	
			Landfilling		43.6
		Non-hazardous waste	Other disposal operations	185.5	
		Sovena Mena [Tunisia] - Ben Arous			
				0	0
		Sovena USA [USA] - Rome Plant			
			Landfilling	0	416.0
		Non-hazardous waste	Other disposal operations	450.4	0
		Nutrifarms			
		Hazardous waste	Other disposal operations	0	1
		Non-hazardous waste	Other disposal operations	0	53.0
		Sovena Spain - Monteolivo mill			
				-	0
		Sovena Spain – San Pedro mill			
				-	0
		Sovena Brazil			
				-	-
		Sovena Headquarters			
		-	-		
<b>Total</b>					
		<b>1,018.1</b>	<b>766.0</b>		

Notes:

GRI 306: WASTE 2020 - the updated version of the disclosure was applied in this report. For that reason, information for 303-4 and 303-5 exists for 2020.

Monteolivo and San Pedro mills started to report in 2020.

Sovena Brazil and the headquarters are offices and waste disclosures are less relevant compared to the other facilities.

DISCLOSURE	LOCATION OR COMMENT	
GRI 307 – ENVIRONMENTAL COMPLIANCE		
103	Management approach	"Protecting the environment"
307-1	Non-compliance with environmental laws and regulations	Sovena did not incur fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations
GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT		
103	Management approach	"The way we work" "Responsible Sourcing and Traceability" Sovena aims for a sustainable supply chain, working towards both environmental and social sustainability along Sovena's supply chain. This strategic priority was reinforced by the results of the stakeholder consultation, being identified as a relevant issue. Sovena is currently applying a supplier code and assessment to specific suppliers with the objective of extending it to the whole supply chain.
308-1	New suppliers that were screened using environmental criteria	Sovena is committed in a near future, through its sustainability strategy, to the definition, at a Group level, of a common and centralized system for selection and evaluation of suppliers, including environmental and other sustainability criteria, in order to best answer to this indicator.

DISCLOSURE	LOCATION OR COMMENT															
GRI 400 – SOCIAL DISCLOSURES																
GRI 401 – EMPLOYMENT																
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Rate of new employees hires</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>73%</td> </tr> <tr> <td>Female</td> <td>27%</td> </tr> <tr> <td>&lt;30 years</td> <td>37%</td> </tr> <tr> <td>30-50 years</td> <td>54%</td> </tr> <tr> <td>&gt;50 years</td> <td>9%</td> </tr> <tr> <td><b>Total</b></td> <td><b>11%</b></td> </tr> </tbody> </table>	Rate of new employees hires	2020	Male	73%	Female	27%	<30 years	37%	30-50 years	54%	>50 years	9%	<b>Total</b>	<b>11%</b>
		Rate of new employees hires	2020													
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		<30 years	37%													
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		>50 years	9%													
		<b>Total</b>	<b>11%</b>													
		<table border="1"> <thead> <tr> <th>Employee turnover rate</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>8%</td> </tr> <tr> <td>Female</td> <td>3%</td> </tr> <tr> <td>&lt;30 years</td> <td>3%</td> </tr> <tr> <td>30-50 years</td> <td>6%</td> </tr> <tr> <td>&gt;50 years</td> <td>2%</td> </tr> <tr> <td><b>Total</b></td> <td><b>11%</b></td> </tr> </tbody> </table>	Employee turnover rate	2020	Male	8%	Female	3%	<30 years	3%	30-50 years	6%	>50 years	2%	<b>Total</b>	<b>11%</b>
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<b>Total</b>	<b>11%</b>															

DISCLOSURE	LOCATION OR COMMENT																
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY																	
103	Management approach	"For an active and inspired team" "Health and wellbeing"															
403-9	Work-related injuries	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number of fatalities as a result of work-related injury (fatalities)</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of recordable work-related injuries (Injuries)</td> <td>75</td> <td>73</td> </tr> <tr> <td>Number of fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of recordable work-related ill health (Occupational diseases)</td> <td>0</td> <td>0</td> </tr> </tbody> </table>		2019	2020	Number of fatalities as a result of work-related injury (fatalities)	0	0	Number of recordable work-related injuries (Injuries)	75	73	Number of fatalities as a result of work-related ill health	0	0	Number of recordable work-related ill health (Occupational diseases)	0	0
			2019	2020													
		Number of fatalities as a result of work-related injury (fatalities)	0	0													
		Number of recordable work-related injuries (Injuries)	75	73													
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Number of recordable work-related ill health (Occupational diseases)	0	0															
403-10	Work-related ill health	<table border="1"> <thead> <tr> <th></th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number of fatalities as a result of work-related ill health</td> <td>0</td> </tr> <tr> <td>Number of cases of recordable work-related ill health</td> <td>0</td> </tr> </tbody> </table>		2020	Number of fatalities as a result of work-related ill health	0	Number of cases of recordable work-related ill health	0									
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Notes: GRI 403, 2018 - the updated version of the disclosure was applied in this report

DISCLOSURE	LOCATION OR COMMENT																																																									
GRI 404 – TRAINING AND EDUCATION																																																										
103	Management approach	"For an active and inspired team" "Professional and personal development"																																																								
404-1	Average hours of training per year per employee	<table border="1"> <thead> <tr> <th></th> <th colspan="3">2019</th> <th colspan="3">2020</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Executives</td> <td>16.9</td> <td>36.9</td> <td>22.6</td> <td>1.2</td> <td>1.5</td> <td>1.3</td> </tr> <tr> <td>Directors</td> <td>9.4</td> <td>25.9</td> <td>15.6</td> <td>3.6</td> <td>27.7</td> <td>8.0</td> </tr> <tr> <td>Managers</td> <td>6.5</td> <td>4.5</td> <td>5.3</td> <td>3.4</td> <td>5.9</td> <td>4.2</td> </tr> <tr> <td>Professionals</td> <td>8.0</td> <td>6.1</td> <td>6.8</td> <td>11.8</td> <td>11.0</td> <td>11.5</td> </tr> <tr> <td>Assistants and Operators</td> <td>9.1</td> <td>6.5</td> <td>8.7</td> <td>1.6</td> <td>9.7</td> <td>3.2</td> </tr> <tr> <td><b>Total</b></td> <td><b>10.0</b></td> <td><b>16.5</b></td> <td><b>11.8</b></td> <td><b>4.1</b></td> <td><b>9.9</b></td> <td><b>5.8</b></td> </tr> </tbody> </table>		2019			2020				Male	Female	Total	Male	Female	Total	Executives	16.9	36.9	22.6	1.2	1.5	1.3	Directors	9.4	25.9	15.6	3.6	27.7	8.0	Managers	6.5	4.5	5.3	3.4	5.9	4.2	Professionals	8.0	6.1	6.8	11.8	11.0	11.5	Assistants and Operators	9.1	6.5	8.7	1.6	9.7	3.2	<b>Total</b>	<b>10.0</b>	<b>16.5</b>	<b>11.8</b>	<b>4.1</b>	<b>9.9</b>	<b>5.8</b>
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404-3	Percentage of employees receiving regular performance and career development reviews	<table border="1"> <thead> <tr> <th></th> <th colspan="3">2019</th> <th colspan="3">2020</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Executives</td> <td>99%</td> <td>97%</td> <td>98%</td> <td>60%</td> <td>100%</td> <td>67%</td> </tr> <tr> <td>Directors</td> <td>68%</td> <td>91%</td> <td>76%</td> <td>96%</td> <td>100%</td> <td>97%</td> </tr> <tr> <td>Managers</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>96%</td> <td>94%</td> <td>95%</td> </tr> <tr> <td>Professionals</td> <td>85%</td> <td>70%</td> <td>76%</td> <td>47%</td> <td>57%</td> <td>51%</td> </tr> <tr> <td>Assistants and Operators</td> <td>63%</td> <td>56%</td> <td>62%</td> <td>12%</td> <td>31%</td> <td>16%</td> </tr> <tr> <td><b>Total</b></td> <td><b>70%</b></td> <td><b>78%</b></td> <td><b>72%</b></td> <td><b>33%</b></td> <td><b>53%</b></td> <td><b>39%</b></td> </tr> </tbody> </table>		2019			2020				Male	Female	Total	Male	Female	Total	Executives	99%	97%	98%	60%	100%	67%	Directors	68%	91%	76%	96%	100%	97%	Managers	100%	100%	100%	96%	94%	95%	Professionals	85%	70%	76%	47%	57%	51%	Assistants and Operators	63%	56%	62%	12%	31%	16%	<b>Total</b>	<b>70%</b>	<b>78%</b>	<b>72%</b>	<b>33%</b>	<b>53%</b>	<b>39%</b>
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DISCLOSURE	LOCATION OR COMMENT
<b>GRI 409 – FORCED AND COMPULSORY LABOR</b>	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor "Proximity relationships"
<b>GRI 413 – LOCAL COMMUNITIES</b>	
103	Management approach "Engaging with the community"
413-1	Operations with local community engagement, impact assessments, and development programs "Engaging with the community"
413-2	Operations with significant actual and potential negative impacts on local communities "Agriculture production" "Eco efficiency" "Engaging with the community"
<b>GRI 414 – SUPPLIER SOCIAL ASSESSMENT</b>	
103	Management approach "The way we work" "Responsible Sourcing and Traceability" Sovena aims for a sustainable supply chain, working towards both environmental and social sustainability along Sovena's supply chain. This strategic priority was reinforced by the results of the stakeholder consultation, being identified as a relevant issue. Sovena is currently applying a supplier code and assessment to specific suppliers with the objective of extending it to the whole supply chain.
414-1	New suppliers that were screened using social criteria Sovena is committed in a near future, through its sustainability strategy, to the definition, at a Group level, of a common and centralized system for selection and evaluation of suppliers, including social and other sustainability criteria, in order to best answer to this indicator.
<b>GRI 416 – CUSTOMER HEALTH AND SAFETY</b>	
103	Management approach According to its materiality matrix and sustainability strategy, and as the food industry is an extremely sensitive domain, where standards of safety and trust are of vital importance, quality control has to be assured daily by efficient policies, strategies and actions in each of Sovena's industrial units and laboratories. Sovena's commitment is to always guarantee the best product and therefore assures the quality in all phases of the supply chain, from the raw materials to the final product. In order to ensure high quality of the products and processes all across the supply chain, Sovena has implemented several certifications, policies, systems and codes of practices for food safety and quality assurance and traceability. Some examples are: ISO 9001, BRC and IFS certifications; Food Safety and Quality Policies; Codes of practices for transportation of raw-materials, among others.
416-1	Assessment of the health and safety impacts of product and service categories "The Way We Work - Quality and Food Safety" "Certifications"
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services "The Way We Work - Quality and Food Safety" "Certifications" Sovena did not identify any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services.

**SECTORIAL PERFORMANCE INDICATORS – FOOD PROCESSING**

DISCLOSURE	LOCATION OR COMMENT
<b>PROCUREMENT/SOURCING PRACTICES</b>	
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy "The Way We Work - Quality and Food Safety" "Responsible sourcing and traceability" For Sovena, having strong, long-term relationships with its most strategic suppliers is a critical step in improving performance and generating greater cost efficiencies that can help the business grow. We select all our partners carefully based on their products, quality, supply chain efficiency, financial structure and effort to create a stable supply. We carry out several audits to potential and current suppliers (raw materials, packaging, chemicals, installations, certification norms, among others). To this end, Sovena counts with a group of wide experienced auditors, experts in different fields that cover almost all of the required know-how. We also valorise partnerships that create value through innovation. 100% of our purchased volume is compliant with our sourcing policy.
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards "The Way We Work - Quality and Food Safety" "Responsible sourcing and traceability"
<b>HEALTHY AND AFFORDABLE FOOD</b>	
DMA (FORMER FP4)	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need "Engaging with the community"
<b>PRODUCT AND SERVICE LABELING</b>	
DMA (FORMER FP8)	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements "At the service of food literacy"

## Methodological notes

DISCLOSURE		DEFINITION/CALCULATION CRITERIA
201-1	Direct economic value generated	Corresponds to the sum of net turnover, financial income and other incomes.
	Economic value distributed	Corresponds to the costs related to consumption of goods, employee wages, operating costs, payments to providers of capital, income taxes, community investment and others.
	Accumulated economic value	Corresponds to the subtraction of the economic value distributed from the direct economic value generated.

### Carbon footprint

Sovena developed its carbon footprint for 2020 in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC) and the World Resources Institute / World Business Council for Sustainable Development (WRI / WBCSD) under the Greenhouse Gas Protocol (GHG Protocol), and ISO 14064.

To determine the carbon footprint and to define organizational boundaries, Sovena selected the “operational control” approach, considering all quantifiable GHG emission associated with the facilities in which the company holds operational control (>50%):

- Industrial plants: Sovena Oilseeds Portugal (Almada Plant), Sovena Consumer Goods Portugal (Barreiro Plant), Sovena Consumer Goods Spain (Brenes and Plasencia Plants), Sovena Oilseeds Spain (Andújar Plant), Sovena USA (Rome Plant), Sovena Tunisia (Mena Plant).
- Non Industrial Facilities: Sovena Headquarters (Algés), Sovena Italy, Sovena Brasil, Agropro (50% held by Sovena).
- Mills: Monteolivo mill (Spain), San Pedro mill (Spain).
- Agricultural activities: Nutrifarms Marmelo mill (Portugal), Nutrifarms Olive groves in Portugal and Morocco.

Categories considered in each emissions scope:

- **Scope 1:** Fuel consumption within the facilities, fugitive emissions from refrigerant equipment, Industrial wastewater treatment, use of fertilizers.
- **Scope 2:** Acquisition of electricity and heat & steam.
- **Scope 3:** Purchased goods and services (life cycle assessment of auxiliary products + life cycle assessment of raw materials, upstream transportation, downstream transportation, business travel, waste treatment, carbon sink).

Emission Factors	Factor	Value	Unit	Source		
<b>Stationary and mobile combustion</b>						
Mobile Combustion	Diesel	EF CO <sub>2</sub>	74.17	kg CO <sub>2</sub> /GJ	NIR 2020	
		EF CH <sub>4</sub>	0.0012	kg CH <sub>4</sub> /GJ	NIR 2020	
		EF N <sub>2</sub> O	0.0022	kg N <sub>2</sub> O/GJ	NIR 2020	
	Gasoline	EF CO <sub>2</sub>	71.95	kg CO <sub>2</sub> /GJ	NIR 2020	
		EF CH <sub>4</sub>	0.013	kg CH <sub>4</sub> /GJ	NIR 2020	
		EF N <sub>2</sub> O	0.0017	kg N <sub>2</sub> O/GJ	NIR 2020	
	Cargo ship-general cargo	EF CO <sub>2,e</sub>	0.01323	kg CO <sub>2,e</sub> /t.km	DEFRA 2020	
	Cargo ship-bulk carrier	EF CO <sub>2,e</sub>	0.00354	kg CO <sub>2,e</sub> /t.km	DEFRA 2020	
	Road vehicle articulated (>3.5-33t)	EF CO <sub>2,e</sub>	0.14179	kg CO <sub>2,e</sub> /t.km	DEFRA 2020	
Stationary combustion	Diesel equipment	LHV	0.038	GJ/m <sup>3</sup>	APA 2013	
		Density	0.838	t/m <sup>3</sup>	DEFRA 2020	
		EF CO <sub>2</sub>	74.1	kg CO <sub>2</sub> /GJ	APA 2013	
		EF CH <sub>4</sub>	0.003	kg CH <sub>4</sub> /GJ	IPCC 2006	
		EF N <sub>2</sub> O	0.0006	kg N <sub>2</sub> O/GJ	IPCC 2006	
		Natural gas	LHV	43	GJ/t	APA 2013
	EF CO <sub>2</sub>		56.6	kg CO <sub>2</sub> /GJ	APA 2013	
	EF CH <sub>4</sub>		0.001	kg CH <sub>4</sub> /GJ	IPCC 2006	
	EF N <sub>2</sub> O		0.0001	kg N <sub>2</sub> O/GJ	IPCC 2006	
	OF		0.995	-	APA 2013	
	Gasoline		LHV	44	GJ/t	APA 2013
		Density	0.734	t/m <sup>3</sup>	DEFRA 2020	
		EF CO <sub>2</sub>	74.1	kg CO <sub>2</sub> /GJ	APA 2013	
		EF CH <sub>4</sub>	0.003	kg CH <sub>4</sub> /GJ	IPCC 2006	
		EF N <sub>2</sub> O	0.0006	kg N <sub>2</sub> O/GJ	IPCC 2006	
		OF	0.990	-	APA 2013	
	Propane	LHV	48	GJ/t	APA 2013	
		EF CO <sub>2</sub>	63.1	kg CO <sub>2</sub> /GJ	APA 2013	
EF CH <sub>4</sub>		0.003	kg CH <sub>4</sub> /GJ	IPCC 2006		
EF N <sub>2</sub> O		0.0006	kg N <sub>2</sub> O/GJ	IPCC 2006		
Business travel		Short haul Economic class	EF CO <sub>2,e</sub>	0.1597	kg CO <sub>2,e</sub> /p.km	GHG PROTOCOL
		Short haul Business class	EF CO <sub>2,e</sub>	0.23955	kg CO <sub>2,e</sub> /p.km	GHG PROTOCOL
	Long haul Economic class	EF CO <sub>2,e</sub>	0.16279	kg CO <sub>2,e</sub> /p.km	GHG PROTOCOL	
	Long haul Business class	EF CO <sub>2,e</sub>	0.65115	kg CO <sub>2,e</sub> /p.km	GHG PROTOCOL	

Emission Factors	Factor	Value	Unit	Source
<b>Waste treatment</b>				
Industrial waste treatment (landfill)	EF CH <sub>4</sub>	0.038	t CH <sub>4</sub> /t <sub>waste</sub>	NIR 2020
Industrial waste treatment (incineration)	EF CO <sub>2</sub>	1.6448	T CO <sub>2</sub> /t <sub>waste</sub>	NIR 2020
	EF CH <sub>4</sub>	0.00023	T CH <sub>4</sub> /t <sub>waste</sub>	NIR 2020
	EF N <sub>2</sub> O	0.0001	T N <sub>2</sub> O/t <sub>waste</sub>	NIR 2020
<b>Electricity supplier</b>				
EDP comercial	EF CO <sub>2</sub>	192.37	g CO <sub>2</sub> /kWh	EDP
Iberdrola	EF CO <sub>2</sub>	173.80	g CO <sub>2</sub> /kWh	Iberdrola
Galp Energia Spain	EF CO <sub>2</sub>	355.00	g CO <sub>2</sub> /kWh	Galp
Endesa SAL	EF CO <sub>2</sub>	398.88	g CO <sub>2</sub> /kWh	Endesa
Brazil	EF CO <sub>2</sub>	453.90	g CO <sub>2</sub> /kWh	MDL Brasil
USA	EF CO <sub>2</sub>	403.33	g CO <sub>2</sub> /kWh	EPA
Tunisia	EF CO <sub>2</sub>	462.70	g CO <sub>2</sub> /kWh	Sunearthtools.com
Morocco	EF CO <sub>2</sub>	717.77	g CO <sub>2</sub> /kWh	Sunearthtools.com
<b>Purchase goods &amp; services</b>				
Ammonium nitrate	EF CO <sub>2</sub> e	1112	t CO <sub>2</sub> e/t	fertilizerseurope.com
Calcium nitrate	EF CO <sub>2</sub> e	9510	t CO <sub>2</sub> e/t	fertilizerseurope.com
Urea	EF CO <sub>2</sub> e	1611	t CO <sub>2</sub> e/t	fertilizerseurope.com
Hexane	EF CO <sub>2</sub> e	0.620	t CO <sub>2</sub> e/t	winipeg.ca
Caustic soda	EF CO <sub>2</sub> e	0.590	t CO <sub>2</sub> e/t	winipeg.ca
Hydrochloric acid	EF CO <sub>2</sub> e	0.890	t CO <sub>2</sub> e/t	winipeg.ca
Methanol	EF CO <sub>2</sub> e	0.3	t CO <sub>2</sub> e/t	winipeg.ca
Phosfonic acid	EF CO <sub>2</sub> e	0.001	t CO <sub>2</sub> e/t	winipeg.ca
Nitrate	EF CO <sub>2</sub> e	0.0004	t CO <sub>2</sub> e/t	winipeg.ca
Ferric sulphate	EF CO <sub>2</sub> e	0.328	t CO <sub>2</sub> e/t	Kent Academic Repository
NPK compound	EF CO <sub>2</sub> e	7.470	kg CO <sub>2</sub> e/kg N	IFA 2011
Biofuel	EF CO <sub>2</sub>	9.450	kg CO <sub>2</sub> /t	EPA
	EF CH <sub>4</sub>	0.140	kg CH <sub>4</sub> /t	EPA
	EF N <sub>2</sub> O	0.010	kg N <sub>2</sub> O/t	EPA
Glass	EF CO <sub>2</sub> e	0.843	t CO <sub>2</sub> e/t	DEFRA 2020
Plastic	EF CO <sub>2</sub> e	3.270	t CO <sub>2</sub> e/t	DEFRA 2020
Rigid plastic	EF CO <sub>2</sub> e	3.277	t CO <sub>2</sub> e/t	DEFRA 2020
Metal cans	EF CO <sub>2</sub> e	3.001	t CO <sub>2</sub> e/t	DEFRA 2020
Cardboard	EF CO <sub>2</sub> e	0.75	t CO <sub>2</sub> e/t	DEFRA 2020
Olive oil production (Portugal)	EF CO <sub>2</sub> e	1.576	kg CO <sub>2</sub> e/l <sub>oliveoil</sub>	CIRIAP 2015
Olives production (Portugal)	EF CO <sub>2</sub> e	0.188	kg CO <sub>2</sub> e/kg <sub>olives</sub>	Feliciano M., et al, 2014
Oil production	EF CO <sub>2</sub> e	1270	kg CO <sub>2</sub> e/t <sub>oil</sub>	Anda Fridrihsone et al., 2020
Oilseeds production	EF CO <sub>2</sub> e	0.93	kg CO <sub>2</sub> e/kg <sub>oilseeds</sub>	Carboncloud.com



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