



**2021**

# **Sustainability Report**









**2021**

# **Sustainability Report**



# Contenido.

08-23

## The pillars of the company

Recognizing our foundations, who we are and where we are going, becomes a strength that allows us to continue germinating achievements.

---

24-33

## Pioneering soul

Having a close connection with agriculture has meant growing up with many families who understand land management and becoming a support that helps them to improve every day.

---

34-45

## Sustainability

Our main objective is to minimize the negative environmental effects of our activities, which is why we are constantly searching for solutions in order to develop sustainability policies.

---

46-71

## Our people

One of our greatest pride is to generate employment for more than 1,300 people and income throughout the chain, contributing to the economy of 4,000 families of farmers and ranchers.

---

72-83

## Innovation

The food of our consumers is in our hands, that's why we care about every detail and we are at the vanguard with the products they require.

---

84-101

## We sow trust

We innovate and adapt to today's reality, without neglecting our contribution to the society that makes our reason for being possible.

---

# Message from the **General Manager**



José Juan González  
General Manager  
(In charge)

We are proud to present you the second Sustainability Report of Semvra, the Food Unit of the Vilaseca Group. This report allows us to present a global vision of the management of one of our fundamental pillars: sustainability. The report contains information and commitments concerning the economic, social, and environmental performance of the company, from the point of view of our customers, suppliers, and our employees, as well as the communities in which we exercise our commercial activity.

We are part of the national history, with products of the highest quality and with recognized brands in the local and international markets, and we are convinced that with our actions and strategies we must incorporate sustainability as part of our DNA. This is

what we have defined in our manifesto:

“At the heart of the VILASECA Group and of Semvra lives a collective dream: to leave our children a better world than we found it. Motivated by that dream, we have done and continue to do several things for the first time, honoring the pioneering and courageous instinct inherited from our people.

Over time, we have learned to value our relationships, the quality of our products, and the impact we have on families and homes around the world.

From nature to food, we transform lives. Always reinventing ourselves, remembering that people are our seeds, caring for the value of our chain and the planet, and offering products of the highest quality. Sowing what we are,



harvesting legacies”.

As part of our corporate social responsibility, we are committed to executing the best practices in sustainability, integrating the Global Compact Principles and the Sustainable Development Goals (SDGs) in our corporate strategy. From this point of view, we set the route to carry out efficient and responsible operations that strengthen the company's competitiveness in the long term and contribute to society, being SDG 2 - Zero Hunger - Semvra's standard-bearer.

In this environment, for us, thinking about the planet is not only a matter of having an “environmental concern” but rather the ability to rethink ourselves and to remake different, complementary,

and sustainable business models. For we integrate our farmers as allies in the business chain, we seek to engage our collaborators to play an increasingly important role in Semvra's value creation and to be seeds of our culture and purpose.

Last but not least, in order to reap legacies at Semvra, we have our value proposition:

- To be a sustainable business.
- Honor what the earth gives us
- Nurture Relationships

A commitment means that what we do and how we do it is our reason for being and our greatest challenge for society and for ourselves, in the present and in the future.

**+50**  
years of  
trajectory

One of  
Ecuador's  
**10 largest**  
food exporters



**+1.200**

collaborators.



**+4.000**

farmers and ranchers  
(and their families)  
benefited.



**+2.400**

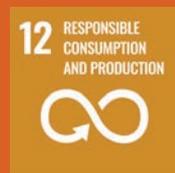
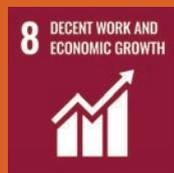
suppliers, partners and  
clients in the chain.





# The pillars of the company

*Recognizing our foundations, who we are, and where we are going, becomes a strength that allow us to continue germinating achievements.*



# Value Proposal

*As if it were a plant that has seeds as its origin, at Semvra we conceive innovation, unity, and sustainability as the principles that allow us to drive a business with awareness.*



Our products are characterized by their natural, healthy and excellent taste. How do we achieve this? With natural raw materials that are at the heart of our products and that contribute to the health of our consumers, without sacrificing the taste and pleasure of a healthy diet.

In this way, we are based on several pillars:



**Pioneer Soul**



**Value Chain**



**Sustainability**



Seed of  
Innovation



Seed of  
the Unit



Seed of  
sustainability

**1. SEED OF INNOVATION**

It grows in the land of solutions and opportunities. Our DNA of Alma pioneer soul has new ideas that improve the future. Proposing changes and solutions, believing and acting with the mentality that things can always be done better by striving for excellence and efficiency.

**2. Seed of the Unit**

It grows in the soil of collaboration and teamwork. Our DNA will always be to respect our value chain, and our projects are what help us to improve as a team, company and society. We care about what is around us, because actions can make someone's life better, this is your seed.

**3. Seed of sustainability**

It grows in the midst of flora and fauna. Our DNA is based on personal and team initiatives such as recycling and responsible use of resources. Those who plant this seed are driven by a love and respect for nature and trust and confidence in a better world.

# We set a **precedent**

*We made the unexpected possible. The bounties of Mother Earth have made it possible for Semvra to count on a wide range of products, once unimaginable. After five decades, we remain steadfast on the path to continue harvesting legacies.*

GRI 102-2



As the Vilaseca Group, we are united by four Business Units divided into Supply, Packaging, Real Estate Supply, Packaging, Real Estate, and Food, in which Semvra operates.

With this last division, we are present in the homes of Ecuador and the world after more than 50 years, when our founder, Juan José Vilaseca decided to launch Ecuador's first yogurt, Chiveria, Natural Yogurt at the end of the 1960s, although we sought to work more closely with the land.

That is why in 1986 we initiated an innovative project for the time: we launched a tomato paste on the market, with the help of a group of farmers. With this proposal, the Facundo brand was born, and with it, the Veconsa factory, located in Babahoyo.

We continued to reap prosperity and we gave step to the loafer, grain from

the Dominican Republic, which until the beginning of the 90 was still unknown in Ecuador.

As time went by, our business diversified and, in line with innovation, we added a portfolio of frozen foods which led to the e start of operations of the Veconsa Daule plant, where in addition also manufactures pigeon peas in cans.

In 2002, distribution companies were created. The Amerifoods and Tropicalimentos, are in charge of marketing our products domestically and for the international market.

Twenty years later, in 2020, we became Semvra a symbiosis of Agrofficial, Veconsa, Chiveria, Amerifoods y Tropicalimentos which continues to reap results. In 2021 we started a process of unification of our plants

at via a la Costa and via Daule under the so-called Project Chimborazo Project, today it is a reality.

In this way, we continue to serve our environment, without leaving aside our original identity, as a company that sows actions to reap legacies.



*Our Group is made up of 4 Business Units that group our companies by type of industry.*



# Production units and plants

*We take care of the bases of our products with a correct distribution of work and operations. Each space is synonymous with quality and the sum of our efforts to maintain the position we have earned among our customers.*

GRI 102-2, 102-3, 102-4, 102-5, 102-6

Semvra is divided into six production units located in the cities of Guayaquil (Guayas) and Babahoyo (Los Ríos).

01

## Semvra Veconsa Daule

In charge of the production of vegetables and frozen IQF products. From there, bananas, plantains, pigeon peas and sweet corn are distributed, products that have made us market leaders.

02

## Semvra Chiveria

Produces the classic yogurts of the same brand. This plant manufactures the traditional natural yoghurt, which was the first brand to offer consumers products free of artificial flavorings and colorants.

03

## Semvra Veconsa Babahoyo

Processes canned and unpreserved fruits and vegetables. We are national market leaders with more than 50% market share of our traditional Facundo brand and the world's largest exporter of canned green pigeon peas.



04

## Semvra route to the Coast

It is in charge of fruit processing. The IQF frozen system preserves or natural, ensures that food travels around the world while retaining all its nutrients. From there, our bananas leave to reach various destinations.

05

## Semvra Cedi

It is our distributor in charge of marketing and product development of food products of the brands Chiveria, Facundo, as well as distributing brands of several strategic commercial partners. It contributes to the generation of employment for more than 100 workers in Guayaquil and Quito, its localities.

06

## Administrative Offices

From there, the administrative and managerial activities are carried out. Its location is north of Guayaquil, in the Sky Building.

# Brands and markets

*From frozen vegetables and canned fruits to processed yogurt and butter, the diversity of products we offer is tailored to the needs of the market. Our greatest satisfaction is not only to serve local consumers but to reach the tables of households in more than 44 countries.*

## Brands

We build brands that focus on quality and commitment to bringing natural and great-tasting products. The portfolio that we proudly offer leads various categories and have the recognition of the Ecuadorian and foreign markets.

**FACUNDO:** It is made up of snacks and frozen vegetables, preserved fruits, ready meals, canned vegetables, dried grains, sauces and jams. Among them, our frozen bananas stand out, as we are the largest exporters of bananas.

**CHIVERIA:** It has products such as yogurt, butter, and cream.

**COSITA RICA (RICH LITTLE THING):** The brand is characterized by frozen pigeon peas and frozen ripe plantains.



## We feed Ecuador and the world

Through Semvra Food Solutions, our marketing brand, we cross borders and feed lives around the world. Our brands are present in 44 countries.

In these markets, our clients are importers, distributors, and supermarkets, as well as other industries that use our products as raw materials for new processes.



Markets:

Argentina - Bolivia - Chile - Colombia - Uruguay - Guyana - Venezuela - Bahamas - Barbados - Costa Rica - Guatemala - Guadeloupe - Jamaica- Martinique - Panama - Puerto Rico - Dominican Republic - Trinidad and Tobago - United States - Ecuador- Canada - Germany - Belgium - Denmark - Spain - France - Holland – Kingdom United - Italy - Poland - Russia - Ukraine - Portugal - Norway - China - South Korea - Israel - Indonesia - Japan - Oman - Cape Verde - Australia - New Zealand

# We sow achievements and **recognition**



Thanks to everyone's effort, for always seeking to offer products of the highest quality, with the strictest levels of safety, in 2021 we received **first place in the category of "Biosafety and Quality Standards", Edition of the export Award**, organized by the Ecuadorian Federation of Exporters (Fedexport).

Our outstanding work in productive activities also led us to obtain in 2021 a **recognition of Industries of Guayaquil for 30 years of affiliation** according to the principles y objectives promoted by the guild.

In the same year, we committed to decarbonization by **adhering to the Ecuador Zero Carbon Program, promoted by the Ministry of Environment, Water and Ecological Transition.**



We started with the consultation and evaluation of requirements to be part of the **Global Compact**, committed to making ours its strategy, culture, and day-to-day actions to achieve the Sustainable Development Goals, declared by the United Nations.

In this line, we are aware that our corporate management promotes a culture of responsible competitiveness, combats corruption practices, guarantees human rights and contributes to the preservation of the environment, this year we also applied for the **ESR Distinction, by (Ecuadorian Consortium of Social Responsibility).**



# Governance structure

*The seed of unity is strengthened at Semvra, especially when it comes to teamwork. Our structure, like a tree, is supported by roots that belong to men and women leaders with a clear purpose of commitment.*

GRI 102-18



From left to right, top row: Juan Diego Castanier, Local Business; Christian Lyon-Sullivan, Supply Chain; Mariuxi Ortiz, People & Transformation; José Antonio Vargas, International Business; Daniel Martínez, Operations.

From left to right, bottom row: José Juan González, General Manager (e); Carlos Andrés Piovesan, Group Executive President; Alexis San Lucas, Finance.



From left to right, top row: Ronald Naranjo, Monica Arias, Lorena Antepará, Diana Cevallos, Carlos Peñafiel, Diana Moreno.

From left to right, bottom row: Jean Carlo Cruz, Paoleth Iza, Viviana Sánchez, Isabel Peñaherrera.

# Sustainability Committee

The sustainability committee is made up of company volunteers who weekly progress with the follow-up of plans, sustainability campaigns, and the gathering of information for this report, which has been prepared in accordance with the standards of the Global Reporting Initiative (CRI). In addition, we were advised by the VILASECA FOUNDATION.

The information collected presents data from January 1 to December 31, 2021. We are committed to reporting our management on a regular basis.

We fulfill our commitment to transparency by sharing with our stakeholders our main strategies, progress, and challenges to carry out an innovative and sustainable management.

The Sustainability Committee has annual planning and its budget comes from the sale of pigeon peel, banana, and plantain in line with the circular economy principle where our waste is the raw material for other industries

# Stakeholder engagement

*Employees, shareholders, suppliers, and clients. Our stakeholders are part of the vital gear operations at Semvra, with whom we cultivate spaces of constant communication.*

GRI 102-40, 102-41, 102-42, 102-43, 102-44, 102-44, 102-45, 102-46, 102-47

The fruits of our work come mainly from the stakeholders with whom we have a close relationship that has been cultivated since our beginnings. In the production chain, we start with our farmers who supply the raw materials for most of our processes. There are also our collaborators, who work every day, putting all their efforts into the roots of Semvra. Then there are our customers and consumers who choose our products. our products to bring

them to each of their homes, and our shareholders who contribute with their strategies and trust in our work.

As part of our ongoing work, we maintain constant communication with our stakeholders through the channels mentioned below. Likewise, each area manager is also responsible for responding to the concerns and needs of each group under his or her responsibility.



Stakeholders	Means, channels or tools used for communication	Frequency of communication with stakeholder
<b>Employees</b>	Information boards in the plants, mass mailings, instant messaging and quarterly meetings with area leaders.	Periodical
<b>Shareholders</b>	Management reports, Directories, Sustainability Report	Permanent
<b>Suppliers</b>	Work meetings, workshops and training, plant visits, telephone communication.	Periodical
<b>Clients</b>	Satisfaction surveys, mailings, periodic meetings, training, specialized technical service.	Permanent





# Pioneer soul

*Having a close connection to agriculture has meant growing up with many families who understand land management, and becoming a support that helps them to improve every day.*



# We promote agriculture

*Farmers in different areas of the country have seen Semvra as a strategic ally for their labor development. At Semvra, we form a solid team with the protagonists of the land and our advice to obtain the highest possible quality.*

GRI 103-1, 103-2



For several years, Semvra has had an important role in agriculture, not only through the direct purchase of raw materials, but also through the development of promotion programs in this area, which are the result of the joint efforts of our farmers and our team.

This team is made up of professionals with experience in the vegetative development of crops and their objective is to help our farmers

generate the highest yields in the field and, consequently, to facilitate the communication of doubts, complaints or requests.

Thanks to these actions, many families have grown with us and their products have reached new markets. We currently have three agricultural development programs:



## PROgandul

semvra

This program has developed for more than 30 years, a crop that is little known in the country and has led to the production of industrial-scale volumes, which fully meets Semvra's demand. Its production mainly involves farmers in the areas near our processing plants, which facilitates the logistics of product delivery from the field.



## PROplátano

semvra

This production is mainly focused in the areas of Guayas and Los Ríos, in order to take advantage of optimal agricultural conditions that the crop needs and thus obtain the maximum possible yields for the benefit of our farmers, allowing families to generate more sources of employment.



## PROmaiz

semvra

The development of this program is located in the areas of Santa Elena, Guayas and Los Ríos, where Semvra's field professionals accompany farmers to obtain two harvests a year.

## Factors

## Crop (Spot)

		Plantain	Pigeon pea	Banana	Milk
<b>Hectares covered</b>	15.000	10.000	5.600	8.300	400
<b>Associated Farmers</b>	5.000	7.500	12.300	25.000	80
<b>Families Benefited</b>	1.340	2.000	3.400	5.300	40
<b>Persons per Family benefited</b>	6.000	7.500	7.100	35.000	120
<b>Other families who have employment thanks to the crop</b>	600	1.000	600	2.400	30
<b>Other persons who have employment thanks to the crop</b>	2.400	3.000	1.800	8.000	100
<b>Sectors of the country that are cultivated</b>	Manabí (El Carmen, Pedernales), Santo Domingo de los Tsáchilas (Santo Domingo), Guayas (Milagro, Naranjito, Vía a la Costa), Santa Elena (Santa Elena),	Guayas (Pedro Carbo, Isidro Ayora, Sabanilla). Los Ríos (Ventanas, Mocache, San Carlos).	Cotopaxi (La Maná), El Oro (Machala, Balao, El Guabo, Santa Rosa). Guayas (Vía a la Costa), Los Ríos (Quevedo, Valencia, Babahoyo, San Juan, Vínces).	Azuay (Cuenca), Cañar (Azogues), Imbabura (Ibarra), Guayas (Vía a la Costa).	Manabí (El Carmen), Santo Domingo de los Tsáchilas (Santo Domingo), Los Ríos (Quevedo).
<b>Kilometers around occupied</b>	5.300	10.000	6.700	16.000	3.400
<b>Generate employment from activities derived from cultivation</b>	Sí	Sí	Sí	Sí	Sí
<b>Percentage of tertiary labor that they provide</b>	10%	5%	8%	15%	30%

Malanga	Beans	Mango	Gooseberry	Pineapple	Papaya
400	3.000	5.500	200	400	200
80	4.500	900	50	300	120
40	1.300	400	20	150	60
120	5.200	1.200	60	500	180
30	1.000	400	10	80	50
100	5.300	900	40	240	125
Manabí (El Carmen), Santo Domingo de los Tsáchilas (Santo Domingo), Los Ríos (Quevedo).	Carchi (Tulcán), Imbabura (Ibarra).	Guayas (Vía a la Costa), Los Ríos (Vínces).	Cotopaxi (Latacunga).	Santo Domingo de los Tsáchilas (Santo Domingo).	Santo Domingo de los Tsáchilas (Santo Domingo).
2.345	12.000	15.000	2.300	400	400
sí	sí	sí	sí	sí	sí
30%	12%	30%	30%	25%	20%



At the beginning of each program, we carry out promotion campaigns in which we talk to the farmers interested in the most relevant data and clear up their doubts. They then receive seeds and a technological package, that covers the basic needs of each crop.

The technicians are in charge of accompanying them through the cultivation stages and making the appropriate suggestions to generate the best results in the field.

As Semvra, we are in compliance with our commitment to purchase all the volumes produced by our farmers, who are responsible for these raw materials being transported to our different plants.

The Pro-Sweet Corn and Pro-Pigeon Pea programs are intended to completely cover the raw material needs of our plants, but not Pro-Plantain, which partially meets the raw material needs of our plants.



## Results of agricultural development programs

	Plantain	Pigeon pea	Sweet corn	Total
<b>Hectares covered</b>	220	2.203	183	2.606
<b>Associated farmers</b>	32	441	30	503
<b>Benefited families</b>	12	147	10	169
<b>Persons per family benefited</b>	49	587	125	762
<b>Other families who have jobs thanks the cultivation</b>	9	98	4	111
<b>Other people who have jobs thanks to the cultivation</b>	37	392	17	445
<b>Sectors of the country that are cultivated</b>	Guayas (Naranjito, Milagro, Marcelino Maridueña, Bucay, El Empalme, Pedro Carbo), Los Ríos (Babahoyo, Buena Fe, Palenque)	Guayas (Pedro Carbo, Isidro Ayora, Sabanilla), Los Ríos (Ventanas, Mocache, San Carlos)	Guayas (Simón Bolívar), Santa Elena (Presa El Azúcar)	
<b>Kilometers around occupied</b>	200	5.600	400	6.200
<b>Generate employment from activities derived to cultivation</b>	Yes	Yes	Yes	
<b>Possibility of maintaining the the project in the long term (sustainability).</b>	Yes	Yes	Yes	

# Conexion

## with local suppliers

*A prosperous and abundant land that delivers unique elements to the equatorial territory, has allowed us to work with different regions of the country to have raw materials of the highest quality.*

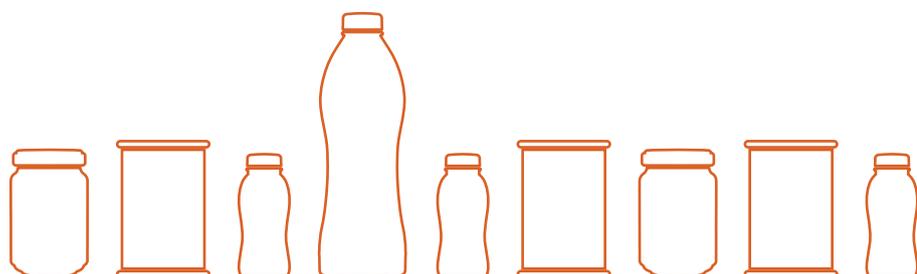
GRI 204-1

We develop the supply of local products mainly on the Ecuadorian coast. The majority of the raw materials used in our processes come from this region. However, most of the milk that is collected for Chiveria comes from the Sierra, as well as the fruits used in our processes.





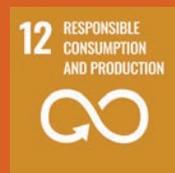
	2020	2021
<b>Plantain (TM)</b>	19.807	26.807
<b>Pigeon peas (QQ)</b>	233.155	425.865
<b>Conventional (MT)      banana</b>	19.151	32.027
<b>Organic banana (TM)</b>	11.367	12.032
<b>Mango (MT)</b>	4.636	7.130
<b>Milk (Kg)</b>	9'403.997	10'555.152
<b>Sweet corn (MT)</b>	998	1.036
<b>Guava (MT)</b>	290	100
<b>Cassava (MT)</b>	194	129
<b>Malanga (MT)</b>	12	0
<b>Beans (MT)</b>	483	394





# Sustainability

*Our main objective is to minimize the negative environmental effects of our activities, which is why we are constantly searching for solutions for the development of sustainability policies.*



*We take into account all stages of the life cycle of consumption of raw materials, inputs, and packaging, as well as those of the manufacturing of our products. that is why we give way to strategies that last over time.*

Among these solutions that we apply for the environmental preservation solutions we include the supply chain management, the management and reuse of waste and by-products and reuse of wastes and by-products, resource efficiency the resource efficiency along the value chain, cleaner production, life-

cycle management, the innovation of products that are friendlier to both the environment and our consumers and eco-labeling.

As of 2021, we have a monthly control and follow-up of the energy and water consumption indicators, as well as the CO2 generation.



# We sow Energy

*We know that energy is an important component of our reason for being, as we depend on it to maintain our production, especially in the in the manufacturing area, one of the largest consumers of energy.*

GRI 302-1

As a result of the search for the efficiency of this resource, we present the annual consumption by type of fuel:

<b>Fuel from non-renewable sources</b>	<b>Total used (Gigajoules) 2020</b>	<b>Total used (Gigajoules) 2021</b>
<b>Electric Energy</b>	88,958 GJ	94,917 GJ
<b>Bunker</b>	54,556 GJ	59,643 GJ
<b>Diesel</b>	11,807 GJ	12,472 GJ
<b>GLP</b>	16,911 GJ	800 GJ

The internal control and billing units handled within SEMVRA for energy sources are: Kilowatt-hours, gallons, and kilograms. In order to convert these values to Gigajoules, it was necessary to make conversions based on the density of the products and their calorific value; once these conversions were defined, it was possible to represent all the energy sources in a single unit, which is Gigajoules.

\*SEMVRA's manufacturing plants in Daule, Babahoyo, Chiveria, and via a la Costa have been considered for the calculation. Distribution Centers, the administrative building, and the Sabanilla plant are not included. The LPG used by forklifts has not been considered.

# We sow **Water**

*As a company closely related to nature, the care and use of water resources are part of our Management Plan, the guide that leads us to be more efficient.*

GRI 103-1, 103-2

In the last year, we implemented measurement sensors (flowmeters) to determine the quantities of water used in the production processes and thus to pursue a culture of saving and caring for the vital liquid.

Currently, in order to reduce the negative impact caused by the discharge of wastewater effluents, we treat them through various chemical biological processes that reduces contamination.

In addition, we carry out regular monitoring of wastewater by a verified external verifier, in order to validate and verify that our effluents are non-pollutant to the environment.

Based on the new guidelines and provisions required by the regulatory body, we have included the measurement of new parameters that demonstrate compliance with our commitment to the care of our water resources.



# Water withdrawal by source

GRI 302-1

The water resource used for each process obtained the following result:

Source of water	Total volume withdrawn 2020	Total volume withdrawn 2021
Groundwater	237,898 m <sup>3</sup>	274,268 m <sup>3</sup>
Municipal water supplies or other public or private water services	979,216 m <sup>3</sup>	603,167 m <sup>3</sup>

\*To obtain data on groundwater consumption in our processes, flow meters are used, and the consumption of water resources provided by the public service is obtained from the consumption sheets.



# We sow **clean air**

*Our commitment to preserve clean air goes hand in hand with the actions of regulatory agencies that have high requirements with respect to significant sources of gas emissions, mainly in the control of emissions from boilers and generators.*

GRI 306-1



There is an impact on all Semvra's operations but especially in the manufacturing operations, which are the largest consumers of electricity and fossil fuels within the company and therefore the largest contributors to the atmospheric emissions. However, to date, there is no stealthy implication of this impact, other than legal environmental compliance.

### SUSTAINABILITY

<b>ELECT</b> kWh/ton	<b>BUNKER</b> gal/ton	<b>DIESEL</b> gal/ton	<b>GLP</b> Kg/ton	<b>ENERGY</b> GJ/ton	<b>CO2</b> Kg/ton	<b>WATER</b> m3/ton
382,15	0,36	7,26	17,36	3,31	221,87	7,25

For the calculation of emissions, we are considering the 2021 values for Semvra's manufacturing plants: Daule, Babahoyo, Vía a la Costa, and Chiveria. Sabanilla is not included, whose impact could be considered insignificant since it is an operation that works a maximum of 90 days a year, during the pigeon pea harvest.



# We sow environmental culture

*Guided by our faithful commitment to environmental care we look for reuse alternatives to give a new life to the waste we generate.*

GRI 103-2

We are aware that the benefits of our agricultural products do not end at the table of the consumer, but that organic waste can be put to new use. We, therefore, have clients who buy part of our organic solid waste (husks and bran), in addition to recyclable materials (cardboard, plastics).

The main purpose of this management is to eliminate the risks that these wastes may have when it is dumped in a landfill, causing contamination and wear and tear of our soil.



The following are among the commitments aligned with our policy:



**Comply with local legislation in force**, international standards, other applicable requirements, and those mutually agreed with stakeholders in aspects of safety, quality, safe trade, security, occupational health, and the environment.



**Identify, assess and prevent the danger and risks of** safety, quality, security, occupational health, environment and illegal acts, preserving the integrity of our processes.

## Destination of solid waste

GRI 306-2

### Hazardous Waste

Method of disposal	Total weight 2020	Total weight 2021
Incineration	7,760 kg	6,984 kg

### Non-hazardous Waste

Method of disposal	Total weight 2020	Total weight 2021
Recycling	81,333 kg	125,408 kg
Landfill	35'955,948 kg	32'837.271 kg
Other (must specify)	0	21,600 kg

# We sow Initiatives

*We manage different projects not only for economic benefit but also for the saving of resources and the mitigation of our impact on the environment.*

GRI 103-2





## Babahoyo Plant

Project to reduce water consumption in the process.



## Chiveria Plant

Project to reduce cardboard consumption by replacing it with plastic.



## CEDI

Initiative to reduce weekly distribution routes, making our distribution system more efficient. our distribution system.



GRI 103-1

# Our People

*One of our greatest prides is to generate employment for more than 1,300 people and income throughout the chain, contributing to the economy of 4,000 families of farmers and ranchers.*



4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

# Management approach

*We seek to inspire, develop and empower the entire team through service, collaboration and teamwork.*

GRI 103-2

Our recruitment process is led by the Recruitment area, which manages the hiring process for all of Semvra. We are governed by Ecuadorian labor legislation, with different contractual modalities:

- Permanent hires
- Temporary contracts
- Contracts for work or service
- Hiring for Productive work
- Temporary hires
- Hiring of interns

Our attraction, selection, recruitment

and onboarding process has the following stages:

1. Personnel requirement
2. Offer publication
3. Assessment and selection of the candidate
4. Hiring
5. On-boarding

Our selection process is designed to evaluate the best candidates and arrange for their quick adaptation to Semvra's culture.





We have policies and procedures in place that allow us to incorporate personnel in each of the positions within the organization, establishing timeframes that allow us to respond in a timely manner to the requirements of our internal clients. Likewise we also have an induction program for the hiring process that allows us to have a quick adaptation within the Semvra culture.

Our onboarding process includes:

- Semvra information
- Code of Conduct
- Internal Regulations
- Safety and Occupational Health Regulations
- Conflict of Interest
- Technical aspects of Semvra's processes

- Benefits of Semvra and the Vilaseca Group
- Induction guide to the company
- Guide to adaptation to the position

We have agreements with higher education institutions such as the Higher Polytechnic School of the Coast (Espol, by its acronym in Spanish) and the University of Specialties Espiritu Santo (UEES, by its acronym in Spanish) for the opening of internships for their students.

We have also held job fairs to identify students' professional interests and guide them through the different opportunities the company offers or the market promotes.



# Management Assessment

*The personal and professional development of our employees is our main strategy, which seeks to generate a good working environment to achieve all of our objectives by vocation.*

GRI 103-3



The People and Transformation area seeks to attract new collaborators that add value to the company who fit the organizational culture, by promoting the personal and professional development of our employees.

In order to attract the best talent and ensure sustainability, the relevant area signs agreements with private and public universities, technical schools, non-profit organizations, among others, and participates in on-site and virtual job fairs.

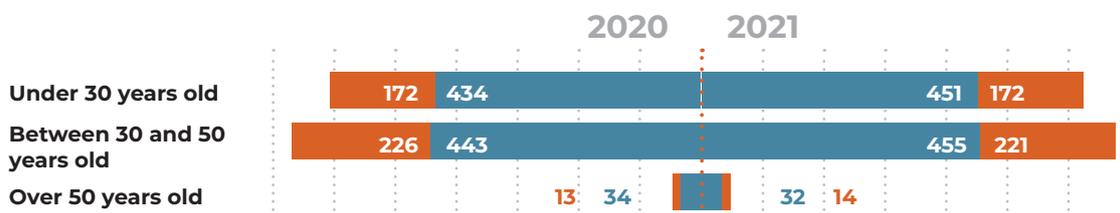
# People

*Semvra's pride and joy is in our team, which is the stem that sustains our organization to contribute to leaving good fruits in our environment.*

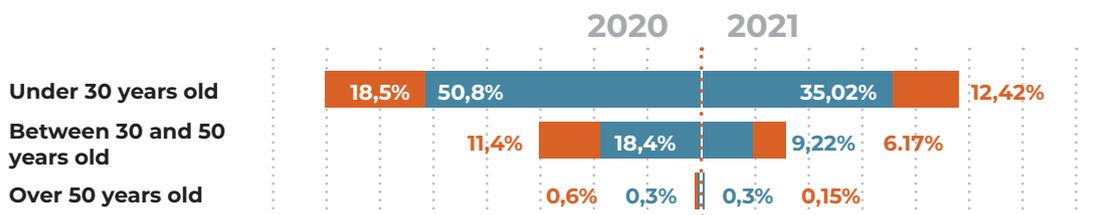
GRI 401-1

During 2021, we had 1,245 employees, mainly from Guayaquil (798). In the rest of the country, there are 543 and four are listed as foreigners.

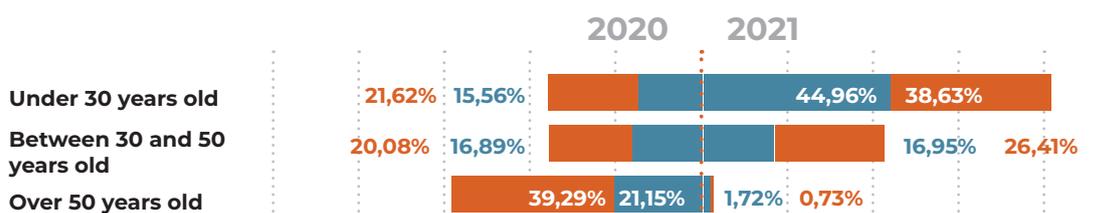
## Total employees



## New hires



## Employees who leave the organization



## Employees by region

Total employees	2020	2021
From Guayaquil	745	798
From the rest of Ecuador	574	543
Foreigners	3	4

New hires	2020	2021
From Guayaquil	64,64%	35,84%
From the rest of Ecuador	35,08%	27,14%
Foreigners	0,29%	0,30%

### Employees leaving the company

2021

From Guayaquil 77,09%

From the rest of Ecuador 52,10%

Foreigners 0,21%



# Benefits for employees

*Support and understanding, are two components that have allowed us to form a solid and empathetic organization that seeks to understand the needs of our employees in order to create optimal environments.*

GRI 401-2

We have standard benefits for the organization's full-time employees, which are ceded to part-time and temporary employees. depending on the facilities with significant operations. This includes:

- Life insurance
- Health care
- Coverage for disability and in-  
validity
- Parental leave
- Provisions for retirement

The distribution of benefits is presented as follows:

#### **Temporary personnel:**

- Food in the factories
- Express
- Accident insurance
- Life insurance
- Uniforms
- Pre-occupational assessment
- Medical attention (consultations  
and medicines from the dispensary)





**Full-time staff:**

- Food in factories
- Express
- Accident insurance
- Life insurance
- Uniforms
- Pre-occupational assessment
- Christmas card
- Medical assistance insurance
- Integration events
- Fuel card
- Vehicle leasing \*
- Parking card
- Cellular line and equipment\*.
- Credit for purchase of products
- Metropolitan Cooperative (saving, loans)
- Favorita Card
- Vilaseca Foundation
- Medical care (consultations and medicines from the dispensary)
- Home office \*
- Semvra Market

\*According to the function performed by the employee.



## Parental leaves

	34	34	34	30
	9	9	9	8
	Total number of employees who have been entitled to parental leave	Total number of employees who have parental leave	Total number of employees who returned to work after the end of the parental period	Total number of employees who have returned to work completed parental leave and who are still employed 1 year after returning to work

## Re-entry rate to work

	100%	69,77%
	100%	18,60%
	<b>Return to work rate after parental leave</b>	<b>Employee retention rate after parental leave</b>

# Relationship

## worker-company

*Labor relations have a significant value for the company's growth, which is why the success of organizations depends to a large extent on how employees perceive the organizational climate.*

GRI 103-1

Semvra considers each of its co-workers as ambassadors of its brand, its purpose, and its legacy, involving them in each of its new organizational proposals and events, the value proposition is based on the coherence of sowing who we are, and in the protagonism of sowing who we want to be.

Coverage encompasses all of Semvra's processes, with the factories we seek, to sow humanization and continuous improvement, in order to reap protagonism and performance in our co-workers.

Our factories have been a symbol of production, innovation and resilience throughout our history, contributing with infrastructure, technology and protective equipment that allow for the

proper performance and operability of the collaborators.

Now the challenge is to continually rethink all the processes that are carried out there, understanding fundamentally to humanize ourselves more and more, in order to generate working environments that allow for the development and improvement of the operability of each of our collaborators.

Our salespeople expect from us consistency in business strategy, tools, performance management and safety, both professionally and when performing their work on the street.

In general, we manage the relationship with the employee in the workplace, enhancing positive impacts in the following aspects:





- Interactions of leaders and collaborators
  - Workshops with internal teams.
  - Provision of personal protection equipment for the development of activities.
  - Implementation of biosafety equipment.
  - Keeping employees informed through communication campaigns and quarterly meetings.
  - Equipping the medical units with medicines.
  - Conducting medical campaigns to check the health of the collaborators.
  - Providing food in the different localities.
  - Providing transportation so that collaborators can get to their place of work.
  - Promoting internal activities to present new products and position the brand with employees.
- All with the aim of making the collaborator feel good and become a strategic entity for the organization.



## Some of our our actions in practice:

---

### Leadership Recognition Program

#WorldWorldWideLeaders recognizes quarterly to employees who stand out for their achievements in the areas of sales and support of Semvra's international business.

---

### Conversations for a transformational leadership

Together with Semvra's team of managers, we seek to turn the sequential monologue into a true co-creative dialogue, as well as transform conflicts into new synergies and develop new skills.

---

### Bootcamp "Together for therecord"

The Babahoyo Semvra Plant location was the setting for this great activity where we were able to get to know each other better, integrate and strengthen our teamwork. During this event we were notified of the goals for the season of pigeon peas 2021 season.



---

### **We created the song of the pigeon pea**

Promoting culture, by means of national music such as the pasacalle we created the song of the pigeon pea, a song to be sung by farmers to promote the entrepreneurial spirit of the agricultural sector.

---

### **Projective workshops**

At Semvra we use different alternative to identify the skills of future operators of our plants. These spaces help us to generate empathy and align our corporate culture.

At Semvra we seek to develop a wellness program that applies to the company's to the company's employees, guaranteeing an improvement their experience and, consequently, their satisfaction motivation and productivity.

We, therefore, expect our partners to become more and more owners of the company, as protagonists, being recognized for their value generation, beyond their time in the company. We also want them to be seedbeds of Semvra's culture and purpose, who become brand ambassadors; In short, we invite them to have a true relationship with the value chain.

# Safety and Occupational Health

*At all Semvra facilities, the well-being of our personnel comes first, therefore, the safety of all our employees is a priority in the organization's management.*

GRI 403-2

At Semvra, we focus our efforts to prevent risks and provide safe work spaces to generate confidence in our employees, eliminate hazards and reduce incidents that could affect the health and well-being of all stakeholders.

The impact of OHS Management involves all Semvra facilities, including

collaborators, external personnel, and other interested parties during their stay at the facilities.

OHS management involves reducing and/or eliminating impacts that negatively affect the well-being, health, and integrity of our workers.





At Semvra, we promote safety with a focus on prevention by maintaining safety programs such as:

- “On the line” which seeks to generate spaces for integration of administrative collaborators, chiefs and from other companies with the personnel of the floor, while they share their daily activities, generating a motivating experience and greater commitment to the personnel.
- Sowing in everyone the “STOP” prevention, which invites all collaborators to participate in behavior-based safety, generating effective

feedback to prevent injuries and/or occupational illnesses

- Closing “security gaps” which seeks to fill the deficits in staff competencies to prevent unsafe behavior.



## Accident rates and occupational illnesses

GRI 403-2

	2020	2021
<b>Accident frequency rate</b>	0.78	0.74
<b>Incidence rate of occupational diseases</b>	0	0
<b>Lost day rate</b>	10.33	10.10

**During this period there have been no deaths due occupational accidents or occupational diseases.**

## Accident types, excluding employees

	2020	2021
<b>Types of accidents</b>	Burns, cuts, vehicle crashes	Burns, cuts, falls, vehicular collisions
<b>Accident frequency rate</b>	0.78	0.74
<b>Lost day rate</b>	10.33	10.10

\* Incidents such as first aid are suppressed because their severity does not warrant absenteeism of any kind, however, the root cause of the event is assessed and an action plan is developed to mitigate and therefore eliminate the risk of a new incident.

\* The days lost are calculated from the day after the event occurred plus the recovery days necessary for the employee to return to his or her normal workday.

\* This information is reported annually to the respective control bodies.

# Equity

*At Semvra, diversity and equality have the necessary priority because it allows us to adequately manage the organization, helping it to nurture individual differences so that they can act together on common projects.*

GRI 103-1

Coverage encompasses all Semvra's processes and its four companies nationwide, we are united by the human quality of our people, which is why we promote equal opportunities in the following aspects:

- We are united by the human quality of our people, which is why we promote equal opportunities in the following aspects:
- We avoid any type of discrimination

within the organization.

- In the processes of attraction, selection, and hiring, we seek to grant equal employment opportunities for people regardless of race, gender, sexual orientation, marital status, nationality, disability or any other situation.
- The same opportunities are provided for different generations.





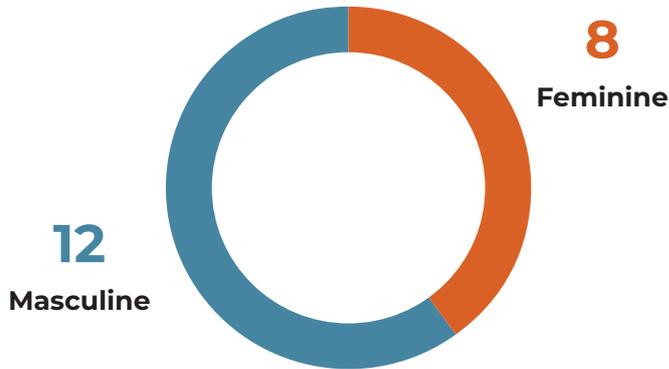
- Platforms are used that do not limit the hiring of foreigners.
- Facilities are granted to foreign personnel entering the organization
- Applicants undergo the same tests.
- Opportunities for promotions and transfers are given to personnel whose track record meets the requirements requested in the process, without distinction of gender.
- Digital means of communication, bulletin boards, and instant messaging are used to notify all employees of the company.
- There is no contractual distinction, we are all governed within the legal framework of the Labor Code.

At Semvra we comply with the annual minimum quota established by the Ministry of Labor regarding the selection of university interns and people with special skills.

In addition, as a means of enhancing the selection and professional development of women with the necessary qualifications in all areas, we establish that in the selection processes, at least one female candidate will be included in each shortlist of candidates. presented to its internal clients, provided that there are applicants of this gender.

## Managers by gender

103-3



## Diversity in governing bodies and employees

GRI 405-1

Total employees	2020		2021	
	Men	Women	Men	Women
Under 30 years old	434	172	451	172
Between 30 and 50 years old	443	226	455	221
Over 50 years old	34	13	32	14

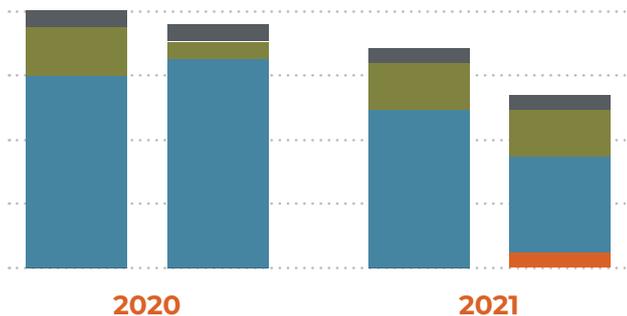
## Percentage of the organization for each of the diversity categories:

Total employees	2020		2021	
	Men	Women	Men	Women
Under 30 years old	32,83%	13,01%	33,53%	12,79%
Between 30 and 50 years old	33,51%	17,10%	33,83%	16,43%
Over 50 years old	2,57%	0,98%	2,38%	1,04%

# Percentage of employees by employee category

Percentage of employees by employee category in the organization for each of the following diversity categories:

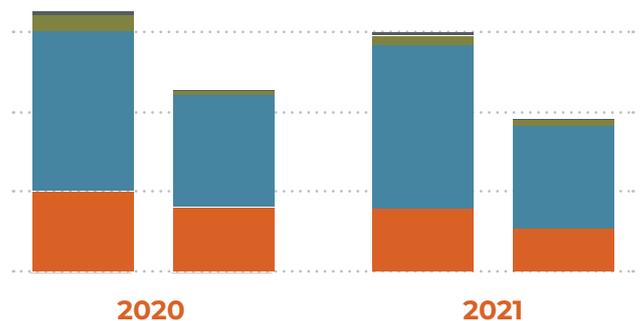
## Managers



Men	Women	Men	Women
0,08%	0,08%	0,07%	0,07%
0,23%	0,08%	0,22%	0,22%
0,91%	0,98%	0,74%	0,45%
			0,07

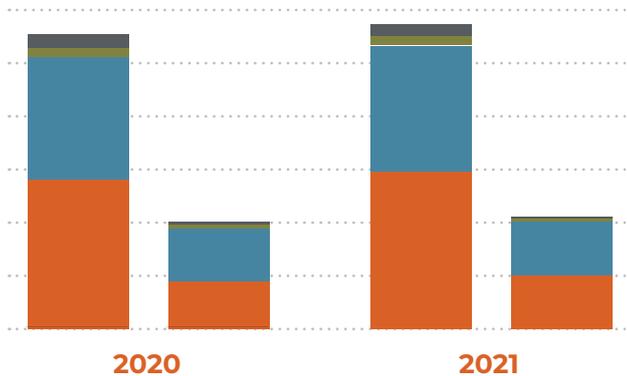
- Under 30 years old
- Between 30 and 50 years old
- Over 50 years old
- People with disabilities

## Administrative



Men	Women	Men	Women
0,23%	0,08%	0,22%	0,07%
0,98%	0,23%	0,59%	0,37%
10%	7%	10,19%	6,39%
5%	4%	3,94%	2,68%

## Operational



Men	Women	Men	Women
2,65%	0,61%	2,30%	0,45%
1,66%	0,68%	1,78%	0,67%
23%	10%	23,64%	10,04%
28%	9%	29,59%	10,11%



We are committed to the well-being and the health of our employees during the COVID-19 pandemic.

During the months of the health emergency in Ecuador, we ensured business continuity through a safe working environment for our employees.

After the isolation period, we ensure continuity of work, minimizing the risks of exposure, without neglecting our acquired commitments. We live in times of great challenges and the COVID-19 pandemic has changed the existing paradigm and needs rapid changes for all of us. Our response was the following:

- Strengthening digital communication with our stakeholders.
- Teleworking modality, maintaining proximity to our collaborators through technological means. Limit the capacity according to the restrictions established by the national COE.



- We implement disinfection processes for people, vehicles, and customer service areas. For example, we adapt disinfection tunnels for people and transportation for our collaborators.
- We increased the frequency of disinfection in the offices where clients, both internal and external, were served.
- Our employees complied with and enforced Biosafety regulations, with the permanent use of masks, alcohol, etc.
- We were oriented to strict control and sales were managed with a



focus on maintaining the contribution margin, based on good customer service to the client.

- We provide masks and alcohol to operational and sales personnel, being the most prone to contagion
- Informative communiqués on covid-19 to all operational and external personnel, handling and care of personal hygiene, and permanent motivation
- Medical follow-up and monitoring of confirmed and suspected cases (epidemiological encirclement) of covid-19 with telemedi-

cine during and after the disease

- Continuous assessment with the General Management in order to identify and implement action plans and protocols as the pandemic evolves.
- Separators were installed in the canteens to avoid, to the extent possible, contact with more people.
- Creation and dissemination of a specific protocol for temporary and permanent suppliers.
- Manuales de bioseguridad en la operación y de retorno seguro para el área administrativa.
- We joined the MSP vaccination campaign, achieving vaccination with the two doses for about 1085 people, including our collaborators and employees and our contractors (internal and external clients), at each of our sites, thus guaranteeing the immunization of our employees, thus contributing to safe workspaces, thus contributing economic reactivation of the country.

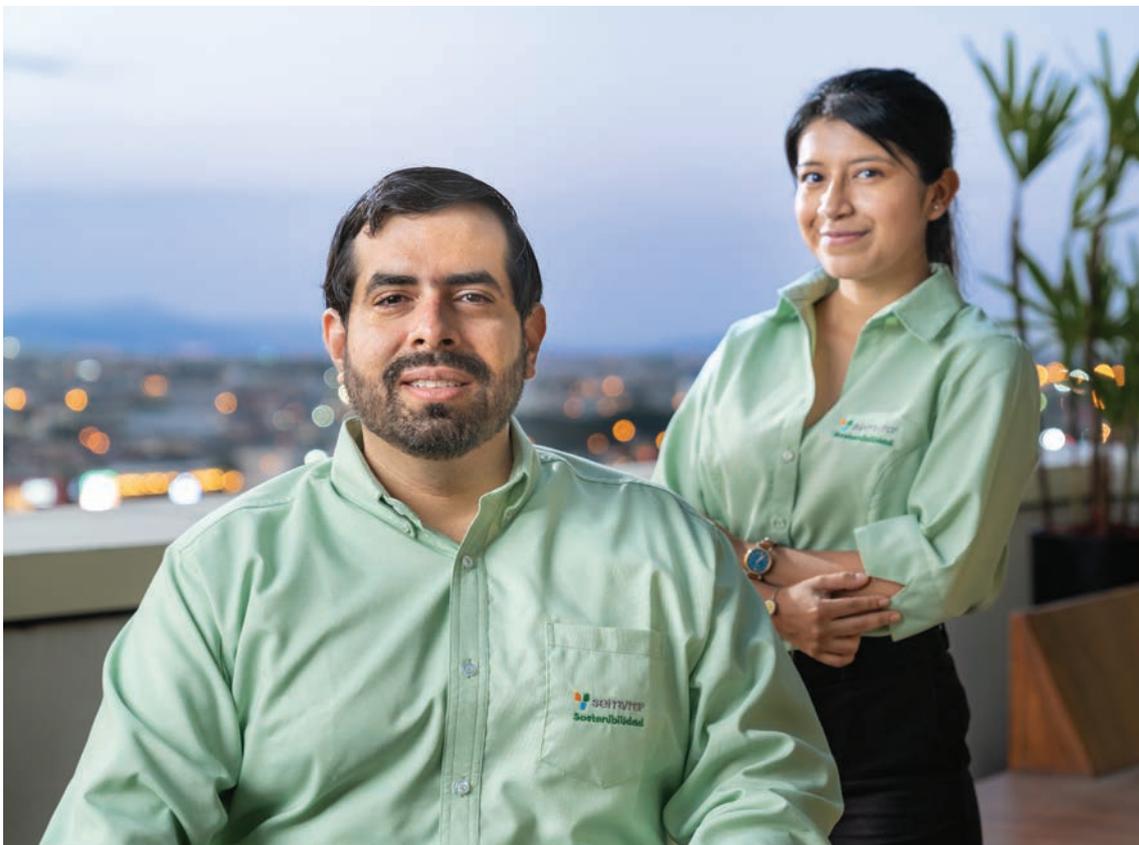


# Vilaseca Foundation

*Our commitment is to increase every year coverage and quality of education for the children of collaborators of the VILASECA Group, in such a way that will allow us to be above the the country's average.*



The foundation is the organization that manages the social responsibility programs of the Vilaseca Group, including Semvra.



# 297

## Beneficiaries of Primary school.

# 108

## Beneficiaries of secondary school.



### Program Educate

This program is aimed at students from kindergarten II to the seventh year of Basic Education. It consists of an economic incentive of US\$ 150 per student.



### Educational Agreements

Consists of the payment of tuition for students who are enrolled in institutions with which the foundation has an agreement.



### Program digital student

A computer is granted subsidized 50% of the cost to those students who are entering the eighth grade of elementary school.



### Recognition of the Achievement

It consists of financial awards based on academic average, from US\$ 150 to US\$ 600. The program is aimed at high school students, from the eighth year of elementary school to the third year of high school.



### Language scholarship

The top high school graduates in each promotion receive a full scholarship at Bénédict English academy, which includes tuition, monthly fees, books, and exams.



### Joy

This is a bonus of US\$ 60 per month for employees with children with disabilities.

# 50.000

## Beneficiaries of food donation



### Academic Program

The Vilaseca Foundation signed an agreement with Cuestionarix to carry out a preparation course for the Be a Bachelor exam. In total, the platform offers more than 200 hours of study focused on study in Mathematics, Language and Social Sciences.



### Orientation Psychological

It is an agreement with the Institute of Neurosciences of the Board of Charities of Guayaquil for the employees and their families to have access to consultations at subsidized prices.

## Beneficiaries per year:

Programs	BENEFICIARIES	
	2021	2020
EDUCATIONAL AGREEMENTS	7	0
LEARN SCHOLARSHIP	297	214
DIGITAL STUDENT	23	30
RECOGNITION OF ACHIEVEMENT	85	40
TECHNICAL BACCALAUREATE	2	1
ACADEMIC PROGRAM	2	1
LANGUAGE SCHOLARSHIP	3	5
SENIORITY SCHOLARSHIP	11	7
JOY	6	4
PSYCHOLOGICAL COUNSELING	8	11
<b>TOTAL BENEFICIARIES</b>	<b>444</b>	<b>313</b>



# Innovation

*The food of our consumers is in our hands, that's why we take care of every detail and we are at the forefront with the products they require.*



2 ZERO HUNGER



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

*At Semvra we seek to be pioneers in meeting new consumer needs, especially in their health care by means of what they consume, that is why we are constantly renewing our formulas and packaging.*

GRI 103-1

Our proposed renovations are reflected in the communications to the consumer through advertising labels, publicity, and now also through social networks.

In addition to advertising the properties or benefits of our products by means of labels, these also transmit certain essential information to the consumer, such as: how to conserve them, how to use them or how to prepare them, nutritional content, and warnings in the case of the allergens that the product contains, making sure that no consumer is at risk due to lack of information.

The greatest impact is on our consumers, as the omission of any warning statement on the content of our products can cause harm to certain vulnerable groups of consumers who may suffer health problems, such as allergies.

The organization is very responsible with the declaration of information that is mandatory and even with voluntary information, of which the organization is responsible for its review and approval of the Regulatory Affairs department of Semvra, with the guidance, if necessary, of the Corporate Legal department.

# Assessment

*We care about the health of our consumers and we join periodical audits in order to generate confidence and safety in each person who tries our products.*

GRI 103-2

Currently, the Regulatory Affairs department currently maintains a prerequisite program for consumer information that includes the monitoring and verification mechanisms that we carry out to ensure that the information presented to consumers on labels is clear, complete, and truthful, in compliance with the relevant law (Ecuador or country of destination) and that allows the consumer to make decisions about its consumption.

One of the verification methods is regular audits every month or at most every 60 days to the departments involved during the approval and management chain, for example, the Warehouse and Quality departments. At this point, we verified that the procedures for



material handling and approval for the entry of manufacturing material are properly monitored and within the specifications. In addition, we review the legal compliance checks of the packaging on a random basis and compare them with the regulations of the country of destination. This helps us to map possible differences or updates.



### Results of the 2021 audits:

Planta	Non-conformities
Semvra Veconsa Daule	
Semvra Veconsa Babahoyo	
Semvra Veconsa Vía a la Costa	
Semvra Chivería	
Semvra Ecuador Cedi	

With each result, the audited departments are in charge of the follow-up and closure of their non-conformities with the implementation of their corrective actions, these involve revisions and reviews, modifications of internal procedures, training of personnel in charge, and updating databases.



## Sustainable innovation

We work on the sustainable design of our products and services to increase environmental performance, to this end, it is important to have strategic suppliers that are aligned with the objectives of the organization. At the end of 2021, the supplier presented Semvra's innovation department with a new development of a new flexible packaging for Facundo sauces products in the following packaging references: ketchup, BBQ sauce, mayonnaise, and mustard in the presentations of Doypack 200g, 400g, and sachet of 25 and 100g. The application of this packaging will be implemented at the beginning of 2022.

The flexible packaging used in the product has aluminized foil, which acts as a light barrier and protects the appearance of the sauce during its shelf life. The barriers of the new packaging developed do not have aluminized foil, but the foil was pigmented to guarantee its barrier against light. This new composition results in a reduction in the number of films present in the package from 5 to 3 and therefore a reduction in the carbon footprint of the packaging.

# Labeling of products and services

*Our transparency in the information we provide is one of our greatest strengths, which has allowed us to gain the trust of our clients and consumers.*

GRI 417

The content, especially in relation to substances that could have an impact on the health of the consumers, the environment or the society.

At Semvra, we manage the labeling of products and services through two of its internal departments: Marketing and Regulatory Affairs. The first is in charge of identifying consumer needs and, together with the Product Development department, we translate them into products and their labels. The second department is one that acts as the immediate filter for Marketing requests, as it is in charge of landing nutritional or health claims, by reviewing formulas, raw material specifications, nutritional analysis, and finding scientific evidence on any ingredient or function. In addition to scientific results, we review the world's databases on claims, such as the European Union database.

Our main purpose is to avoid falling into what we call consumer deception, which is punishable in many countries, in addition to false advertising and even the omission of mandatory consumer information.



## The origin of the components of the product.

Our procedures are designed to comply with the national regulations with respect to labeling, this includes indicating the country of origin.

On each label, we indicate its components or ingredients, in-

cluding food additives, which, although they are placed in small quantities, are compulsory to declare. In the same way, the sub-ingredients of a compound ingredient whose content in the product is 5% or more.

## The correct and safe way to use or or consume the product.

All products requiring pre-heat treatment prior to consumption contain on their labels the the way in which the product must be prepared prior to consumption.

Due to the improvements in

formulas that we have made in some of our products, we have made an effort to inform this on our packaging with indications such as: free of preservatives, free of artificial flavorings and colorings, no added sugar, among others.

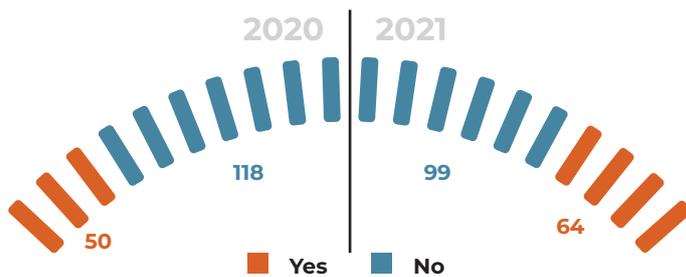
# Natural formulas

## 2020 vs 2021

During the year 2021 we have been working hard on our portfolio and we have succeeded in modifying 12 formulations and created another 12 new formula-

tions, each meeting the criteria of making it more natural and free of artificial colorants and flavorings, which greatly benefits our consumers.

### Natural



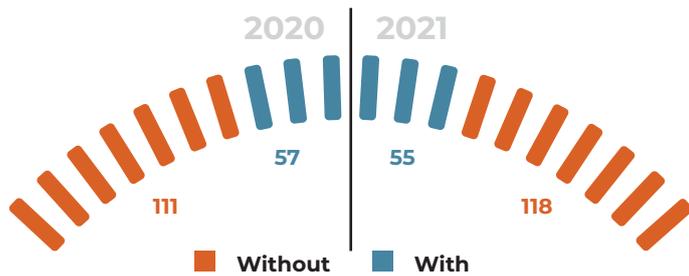
1.

39% of our formulas are "NATURAL" compared to the 30% achieved in 2020.

### Preservatives

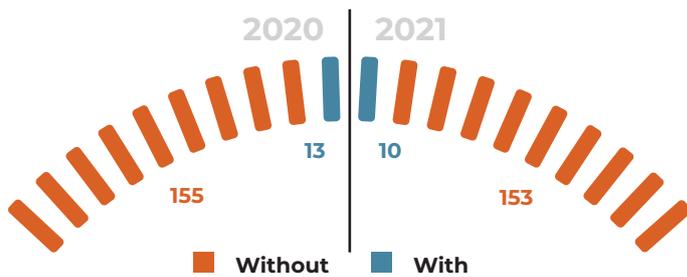
2.

66% of our formulas are "CONSERVATIVE-FREE", a value that has not changed since 2020.





### Colorants / Flavorings



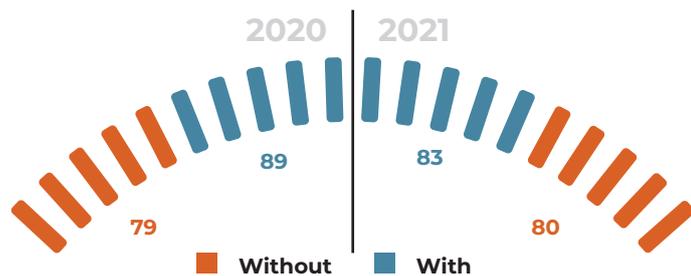
### 3.

94% of our formulas are “NO ARTIFICIAL FLAVORINGS OR COLORINGS” compared to the 92% achieved in 2020.

### Azúcar añadida

### 4.

49% of our formulas are with “NO ADDED SUGAR”, which has increased by 2% compared to the 47% achieved in 2020.

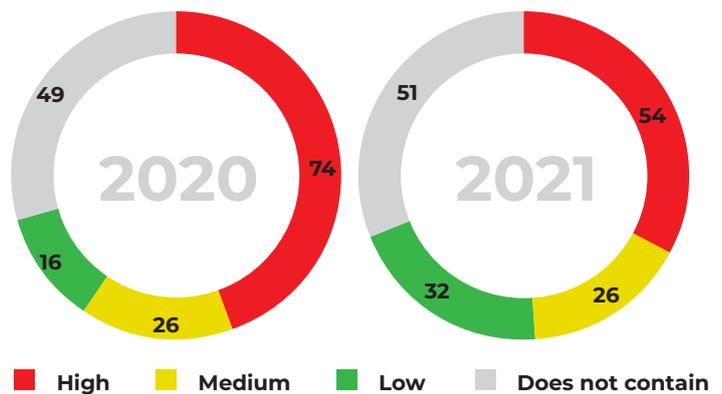


# Nutritional Traffic lights

As for our nutritional traffic lights the following differences were obtained:

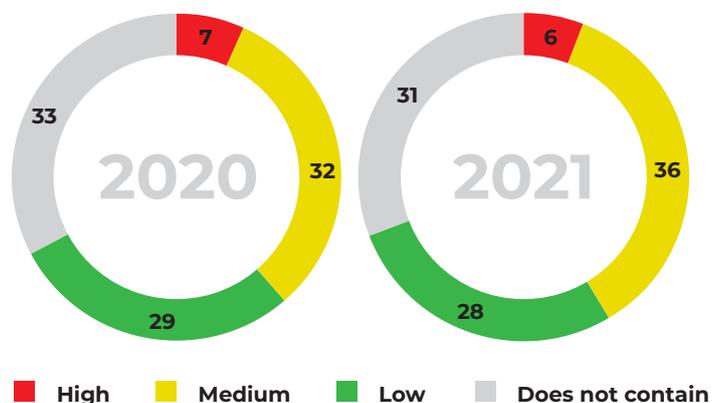
1. By the year 2021, it has been achieved 20% of formulas to be green light (low sugar) compared to 2020 where we achieved 11% (an increase of 9%). The formulas that do not contain sugar have risen from 29% in 2020 to 31% in 2021 (an increase of 2%).

## Sugar



2. By the year 2021, 28% of formulas will be green light (low fat) and 31% of our formulas are fat-free. The difference with 2020 lies in the 1% reduction in red traffic light (high fat) for this 2021 from 7% to 6% and average fat formulas increased from 32% in 2020 to 32% in 2020 to 36% by 2021.

## Grease



3. En el año 2021 se ha logrado que el 46% de fórmulas sean semáforo verde (bajo en sal) en comparación con el 2020 en donde obtuvimos un 42% (incremento del 4%). En lo que respecta a las fórmulas que no contienen sal permanecen en un 28% y las altas en sal han disminuido también un 2% de 8% en el 2020 y ahora en el 2021 un 6%.

### Sugar



At Semvra we are committed to the health of our consumers. Our Innovation Department works to reduce added sugar, fat and salt in our formulas





# We sow trust

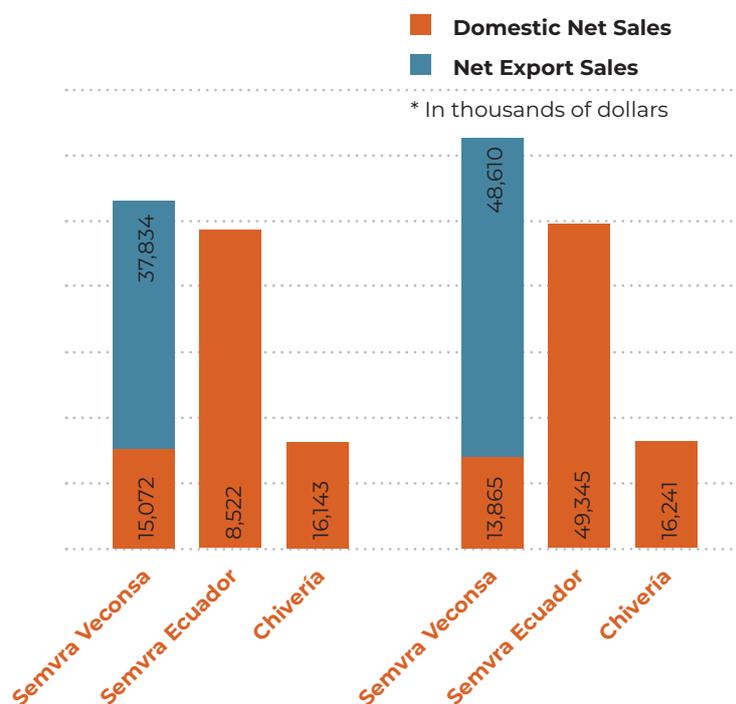
*We innovate and adapt to today's reality, without neglecting our contribution to the society that makes our reason to be possible.*



*We innovate and adapt to today's reality, without neglecting our contribution to the society that makes our reason to be possible.*

We consider transparency of information as a basic principle. For this reason, the companies that makeup Semvra ensure that all the information that is communicated is truthful and complete. For this reason, we publish the Financial Statements at the end of the fiscal year on the official pages of the

Superintendence of Companies and through this Sustainability Report. In turn, we transparently report the financial contribution to each of our stakeholders, such as shareholders, employees, customers, supplieremployees, clients, suppliers, the Ecuadorian government, among others.



	2020						2021					
	Semvra Veconsa		Semvra Ecuador		Chiveria		Semvra Veconsa		Semvra Ecuador		Chiveria	
<b>Income Tax</b>	US\$	195	US\$	36	US\$	2	US\$	150	US\$	-	US\$	80
<b>Net Income</b>	US\$	627	US\$	-530	US\$	41	US\$	1,168	US\$	-958	US\$	-475



Regarding our results, there were two factors that contributed to the fact that the economic results for 2021 were not the most expected:

1. First of all, the pandemic caused a slowdown in the consumption, which had an impact on sales volumes (particularly local sales) and caused the company to make a radical shift in its sales mix, with a predominance of consumption of low-priced presentations consumed in schools and recreational sites, which were restricted
2. In addition, the start-up of a new storage and production of IQF bananas for export was delayed, which significantly affected our productivity with declines in the expected production volumes, at a higher cost.

In retrospect, the pandemic presented us with an uncertain and volatile scenario, where innovation and continuous improvement become indispensable. Therefore, we have transformed ourselves and adapted to the new normality in the planning processes for the year 2022.

## Direct economic value generated and distributed

		2019	2020	2021
<b>DIRECT ECONOMIC VALUE GENERATED</b>	Revenues	US\$ 95,299	US\$ 105,062	US\$109,604
	Operational Costs	US\$ 68,603	US\$ 74,118	US\$ 78,430
<b>DISTRIBUTED ECONOMIC VALUE</b>	Administrative Expenses	US\$ 6,174	US\$ 7,900	US\$ 8,517
	Selling Expenses	US\$ 17,021	US\$ 16,900	US\$ 17,919
	Direct economic value generated, less retained economic value	US\$ 3,499	US\$ 6,142	US\$ 4,737

# Quality with Clients

*We are committed to ensuring that our clients and consumers purchase products with high quality and safe standards.*

GRI 103-1

The health and safety of clients is one of the most important aspects for our organization because we belong to the food industry.

We have a major impact on society, contributing to the SDG zero hunger goal.

being necessary as the first step to identify, establish and continually improve our management system and contribute to our value chain by managing the expectations and interests of our stakeholders.



## Collaborators

who are immersed in our processes and participate in training given by internal and external facilitators in order to effectively execute the procedures established in the process areas.



## Suppliers

who are qualified for the procurement of raw materials, inputs, manufacturing materials and services through remote and/or face-to-face documentary auditing through digital platforms and software contributing positively to the environment with the elimination and saving paper.



03



## Clients

who require compliance with rules and regulations, and their requirements, so we participate in auditing processes and in the attention to claims.

04



## Regulatory bodies

That ensures compliance with local and international regulations. We, therefore, participate in unannounced auditing processes that corroborate compliance with good manufacturing practices, control of hazards in our processes, and regulatory requirements for our products.

# Certifications

*We stand behind our commitment to quality, safety, social responsibility and care for the environment.*

We have audits and certifications in management systems for food safety, occupational health and safety, social responsibility, safety for safe commerce,

ethical commerce, and trade, and product certifications.

## Processes Certifications

### Food Safety

**FSSC 22000:** Food Safety Management System certification recognized by GFSI (Global Food Safety Initiative).

**GMP:** National food safety certification established under the requirements of Resolution ARC-SA-067 CCC.





### Physical Security

**BASC:** Security management system for secure commerce, which allows managing the risks related to illicit activities in the companies throughout the entire supply chain.



### Social Responsibility

**SMETA:** high-quality audit covering all aspects of responsible business practices covering the four pillars of Sedex: labor, health and safety, business ethics, and environment.





During the whole year 2021, we received external audits of certification, recertification and follow-up that support our commitment and compliance that our processes and products comply with applicable standards and regulations.

#### **Occupational Health and Safety**

**ISO 45001:** Occupational Safety and Health Management System which establishes guidelines for the control and protection of workers and visitors from accidents, incidents and occupational illnesses.





Debido al desarrollo de nuevos productos como: maduro horneado y blanqueado se requirió realizar las siguientes inclusiones dentro del alcance de las certificaciones de SEMVRA-VECONSA S.A planta Daule: Kosher, orgánico y FSSC 22000

Además, realizamos la renova-

ción de la certificación de buenas prácticas de manufactura en planta Chiveria S.A, adicional a la certificación FSSC 22000 vigente.

Gracias a estas acciones se incrementó el número de auditorías externas por certificaciones respecto al año 2020 en un 47%.

### Product Certification

**KOSHER:** Certifies that the product complies with the precepts of the Jewish religion.

**ORGANIC:** Certifies the quality quality (chemical free) of the product with the use of organic raw materials and technical requirements during processing, storage and dispatch.

**FAIRTRADE:** Certifies a fair trade throughout the value chain of the product to be traded.



# External audits of clients

During 2021, we received audits at the request of our clients, with 95% in documentary mode and a total of 16 on-site and remote audits with satisfactory results that gives continuity to the com-

mercial relationships with our clients. With relation to 2020, we reflect an increase of 20% in the total number of our audits.

## # Audits per Mode

	2020	2021
In-person	9	19
Remote	6	3
Total	15	22

## Audits per Mode

	2020	2021
Documental	245	282
In person	-	13
Remote	3	3
Total	248	298

## Total number of audits

Documental	282
In person	16
Remote	0

## On-site audits / remote

Product certification	6
Food safety	5
Product quality	2
Physical safety	2
Social Responsibility	1
Total	16

# Internal audits

To verify compliance with the controls controls implemented in the areas of quality, food safety social responsibility, physical safety, and occupational health we have established a team of trained in-house auditors made up of a Transversal Quality team, which focuses on audit processes to detect deviations and promote the continuous improvement of the management systems by taking corrective actions.

According to the annual planning of audits, in 2021 we increase also the number of audits, inspections, and drills by 15%.

This was due to the implementation of regulatory compliance audits by the regulatory affairs department transversal and monthly inspections in all Semvra sites.

	2020	2021
Audit	5	15
Inspection	62	57
Simulacrum	12	21
Total	79	93



# System of management

*Aware of environmental care, since 2020 we began to digitize procedures of the management and processes that promote environmental culture internally with the decrease in paper consumption.*

According to our view of progress We have made the following changes:

**Document control:** Digitization, online viewing and modification of the controlled documents of the companies through the Isotools platform.

**Execution of audit processes and inspections:** Drafting and capture of deviations on site using software with the use of tablets.

**Management of non-conformities:** Management of deviations from audit processes through the Isotools platform.

**ERP SAP System:** Implementation of a computer system for reporting parameters of production processes contributing to the traceability of the product.

**Digitization of personnel selection**

**processes:** Use of electronic signatures for contracting documents using DocuSign and use of collaborator information database.

**Financial area management:** Requests of transfers, advances, and checks using the DocuSign, a portal that allows you to enter and attach the information required for the process of supplier qualification and evaluation contributing to the environment with reduction of 2.97% compared to the year 2020.

**iSAP S4/Hana System Implementation:** Enterprise Resource Planning System Brings Simplification and increases the efficiency of our processes, with active support for making decisions in real time.





	Consumption variation 2019/2020	Consumption variation 2020/2021
Semvra Plant Road to the Coast	1,32%	-15,40%
Semvra Chiveria Plant	-7,40%	6,78%
Semvra Babahoyo Plant	-13,96%	-34,04%
Semvra Daule Plant	-45,85%	29,89%
Total	-20,88%	-2,97%

	2019	2020	2021
Semvra Babahoyo Plant	219	188	124
Semvra Chiveria Plant	223	207	221
Semvra Daule Plant	349	189	246
Semvra Plant Road to the Coast	189	192	162

# Programs of greater relevance

*We are at the forefront with the latest systems and developments that allow us to have high-quality processes and guarantee.*

Among the most important programs implemented, for the management of food safety we have hazard control plans that has been required for the analysis of each one of the stages of the processes with the identification of hazards that can be present and measures of control required. These documents are updated and revised at least once a year with the responsibility of the leader of the safety team of each factory.

Each of Semvra's factories has a safety team multidisciplinary, which meets regularly usually to be able to check the status of the management system and follow-up compliance with the proposed activities required.

In 2021, due to the incorporation of the Banana IQF line and the development of new products (mature baked do and ripe blanched) within the facilities, required the creation, implementation and

validation of new control measures before the production of these products.

One of the requirements of the management system is the maintenance of a system of traceability, so at the end of the year 2020 and beginning of 2021, we culminated with the implementation of the ERP SAP system, which digitized the data of the production processes and leads to improvement in the traceability process with the reduction in collection information time and saving paper as administrative appeal.

We also gave way to the Semvra Digital project, which consists of using the SAP and RPA software (Robotic process automation) of the MIA system to introduce different manual jobs to through robotics.

# Assessment

*We care about the health of our consumers through processes that invite us to conduct ongoing assessments.*

To measure the effectiveness of management, in regarding consumer health and safety, we established parameters of measurement, which are reviewed

accordingly on a monthly basis by senior management which are detailed in the following table:

SUBJECT	KPI/Indicator	Results	
		2020	2021
AUDIT PLANNING	# Audits	337	414
	#Documentary Audits	240	282
	# Onsite Audits	84	125
	# Remote Audits	12	7
	% Compliance with the Audit Plan	94%	99%
CLAIMS	Number. of claims	98	80

Audits in 2021 increased by 18% compared to 2020 with a total of 414 audits, inspections and drills. This could be due to the effect of the pandemic where they have affected the operation of industries and certification bodies. Likewise, there is an increase in the percentage of compliance with the annual audit plan with 99%.

Another important indicator that measures the product quality corresponds to number of claims. In the year 2021,

they reflected a total of 80 claims from the five Semvra sites. This value corresponds to a reduction in the number of claims by 18%.

## Claims for markets

	2019	2020	2021
EXPORTS	52	27	23
DOMESTIC	60	71	57

# Code of Conduct

*At Semvra we live every day the essence of our manifesto, pillars and policies established in the Code of conduct. This is because integrity and ethics They have been part of the company's DNA since its creation.*

All our values and full compliance with the laws have guided the business practices of all Semvra companies since its founding. Semvra collaborators are part fundamental to sustaining this commitment to their daily responsibilities, enhancing the company's reputation, one of its most important assets.

At Semvra we reiterate our commitment to business ethics, integrity, fair treatment and compliance with applicable laws, which is why the Code of Conduct reinforces the guidelines and standards that all employees of Semvra must comply with respect to their corporate principles: respect for the law and to human rights, caring for company assets, confidentiality of information, cyber behavior, commercial favors and gifts, free competition and declaration of conflict of interests.

We also require, on the part of our suppliers, minimum and non-negotiable

standards to be able to establish commercial relations with our company and we expect and encourage your contribution to corporate social responsibility in all its value chain: human rights and labor standards, wages and hours fair and competitive labor laws, abolition of child labor, prohibition of forced and compulsory labor, intolerance of discrimination, workers treated with dignity and respect, safe working conditions, integrity, fair business conduct and ethics, conflict of interest, gifts and entertainment, fight against corruption, environmental sustainability and reduction of pollution, among others. This allows us to be an organization with a proactive approach to corporate responsibility with respect to sustainable business practices for strengthening business integrity and ethics in our value chain.



## Channels of complaints

We have formal mechanisms for complaint against improper acts or reportable facts that violate the code of conduct. In addition, we have established protection mechanisms for those who report the violation or breach of the Code of Conduct, as well as for those who commit acts of corruption.

We have designed channels such as email corporate email, we have located a mailbox in the office of the Cooperative Metropolitan (Sky Building, 10th floor),

and we have enabled a digital form downloadable, using the following QR code, which allows collaborators-report to confidentially any improper act, the same as will be investigated and kept confidentially, as indicated the Code of Conduct.

# GRI Index

GRI Standard Number	GRI Standard Name	Content	Description	Page / comments
GRI 101: 2016 Fundamentals				
GRI 102: 2016 General Contents				
		102-1	Organization name	7
		102-2	Activities, brands, products and services	12
		102-3	Headquarters location	12
		102-4	Places of operation	12
		102-5	Nature of the property regime	12
		102-6	Markets served	12
		102-7	Organization size	9
		102-8	Employee Information	42
		102-9	Supply chain	14
		102-10	Significant changes in the supply chain	There have not been significant changes in the supply chain
		102-11	Precautionary principle	The precautionary principle is complied in accordance with the provisions of environmental legislation
GRI 102	General contents	102-12	External initiatives	Semvra is not a signatory to any external initiative.
		102-13	Association membership	14
		102-14	Statement of the main decision maker	7
		102-16	Values, principles, standards and norms of conduct	11
		102-18	Governance structure	15
		102-40	List of interest groups	16
		102-41	Collective bargaining agreements	16
		102-42	Identification and selection of interest groups	16
		102-43	Management of interest groups	16
		102-44	Main issues and concerns identified	16
		102-45	Entities included in the financial balance	16
		102-46	Defining the content of the report its scope	16
		102-47	List of material issues	16
		102-48	Information reformulations	There have been no reformulations of the information
		102-49	Changes in the report	There have been no changes to the report.

	102-50	reporting period	2020
	102-51	Date of last report	This is the first report.
	102-52	Ciclo de reporte	Anual
	102-53	Punto de contacto sobre asuntos del reporte	sustainability@semvra.com
	102-54	Conformidad con el Estándar GRI	8
	102-55	Índice de contenido GRI	66
	102-56	External verification	This report does not have external verification.

GRI Standard Number	GRI Standard Name	Content	Description	Page / comments
GRI 200: 2016 Economic Thematic Standards				
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	20
		103-2	The management approach and its components	20
		103-3	Evaluation of the management approach	20
GRI 201	Economic performance	201-1	Direct economic value, generated and distributed.	20
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	21
		103-2	The management approach and its components	21
		103-3	Evaluation of the management approach	21
GRI 202	Market presence	202-1	Ratio of the standard entry level salary by gender against the local minimum wage	21
		202-2	Proportion of senior executives hired from the local community	21
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	22
		103-2	The management approach and its components	22
		103-3	Evaluation of the management approach	22
GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers	22

GRI Standard Number	GRI Standard Name	Content	Description	Page / comments
GRI 300: 2016 Environmental Thematic Standards				
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	30
		103-2	The management approach and its components	30
		103-3	Evaluation of the management approach	30
GRI 301	Material consumption	301-1	Materials used by weight or volume	30
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	32
		103-2	The management approach and its components	32
		103-3	Evaluation of the management approach	32
GRI 302	Energy	302-1	Energy consumption of the organization	32
		302-3	energy intensity	
		302-4	Reduction of energy consumption	
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	34
		103-2	The management approach and its components	34
		103-3	Evaluation of the management approach	34
GRI 303	Water	303-1	Water withdrawal by source	34
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	35
		103-2	The management approach and its components	35
		103-3	Evaluation of the management approach	35
GRI 305	Emisiones	305-1	Direct GHG emissions (scope 1)	35
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	37
		103-2	The management approach and its components	37
		103-3	Evaluation of the management approach	37
GRI 306	Effluents and waste	306-2	Solid waste according to its quality and destination	37
		306-3	significant spills	Semvra has not had significant spills

GRI Standard Number	GRI Standard Name	Content	Description	Page / comments
GRI 300: 2016 Environmental Thematic Standards				
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	40
		103-2	The management approach and its components	40
		103-3	Evaluation of the management approach	40
GRI 401	Employment	401-1	New employee hires and staff turnover	42
		401-2	Benefits for full-time employees that are not provided to part-time or temporary employees	45
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	47
		103-2	The management approach and its components	47
		103-3	Evaluation of the management approach	47
GRI 402	Worker-company relationship	402-1	Minimum notice periods on operational changes	47
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	49
		103-2	The management approach and its components	49
		103-3	Evaluation of the management approach	49
GRI 403	Occupational Safety and Health	403-2	Types of injuries, occupational diseases, lost days, absenteeism, and work-related fatalities	49
		403-3	Workers with a high incidence or high risk of illnesses related to their activity	49
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	52
		103-2	The management approach and its components	52
		103-3	Evaluation of the management approach	52
GRI 405	Diversity and equal opportunities	405-1	Diversity in governing bodies and employees	52
		405-2	Ratio of the base salary of the remuneration of women compared to men	52
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	54
		103-2	The management approach and its components	54
		103-3	Evaluation of the management approach	54
GRI 416	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product or service categories	54
GRI 103	Management Approach	103-1	Explanation of the material topic and its coverage	59
		103-2	The management approach and its components	59
		103-3	Evaluation of the management approach	59
GRI 417	Marketing and Labeling	417-1	Requirements for information and labeling of products and services	59





