

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



SUS TAI NA BI LI TY



2025 STRATEGY

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01

MESSAGE FROM THE CEO

01.1

Message from the CEO

The 2030 Agenda presents us with a common challenge and unique framework for working towards a more sustainable and prosperous future that leaves nobody behind. As an actor linked to the places where we operate, Grupo Apex wants to actively contribute to a social and economic development that also respects the environment.

Sustainability features more prominently than ever on economic and business agendas at all levels, transcending the responsibility of public authorities and international agencies. The 2030 Agenda, with its 17 Sustainable Development Goals (SDGs), is a direct call to all social actors to work for the planet, people and prosperity. It recognises the indispensable role of the private sector in achieving the goals set.

For this reason, at Grupo Apex we want to do our bit to achieve the global challenges set by the Sustainable Development Goals through our daily activity: the production of top-quality appetisers and snacks. We have committed ourselves to improving our products and processes to make them healthier and more sustainable and we are doing so through the collaboration of everyone who forms part of Grupo Apex, together with our partners, suppliers and customers.

In this journey towards sustainability, we have chosen to maintain our essence: at Grupo Apex we generate value locally, working with our suppliers and especially the farmers who are responsible for providing us with top quality raw materials. In this way, the growth of the group goes hand in hand with the growth of our partners, promoting the sustainability of local economies.

In addition, we are working to make our production processes more resource-efficient, making more sustainable use of the raw materials and consumables needed to make our products, striving for excellence not only in the quality of our snacks and appetisers but also in the way that we produce them.

With this plan to make a concrete and defined contribution to the SDGs, we confirm and demonstrate our commitment to sustainable development, always offering the best product to our customers in order to better respond to their needs and transforming our processes and relationships to maximise the value we bring to society and the planet.

02

WHAT DO WE DO?

02.1

What do we do? Grupo Apex activity

At Grupo Apex, we have dedicated ourselves for more than 40 years to doing what we love best: producing and marketing high-quality crisps and snacks.

Our journey has led us to become a leader in the snack sector in the market, among other things, thanks to our careful selection process of raw materials, manufactured under strict production control with the highest quality standards.

Grupo Apex was founded and developed in Spain. Based in Ribaforada, we currently have three crisp production factories in Riego de la Vega (León), Miramar (Valencia) and Getafe (Madrid). There are also two extrusion factories in Ribaforada (Navarra) and Ejea de los Caballeros (Zaragoza). There are two sales offices in Spain, located in Riba-roja de Túria (Valencia) and Palma de Majorca, while at an international level we also have an office in France.

We have a team of more than 400 people and work to supply our own-brand and private label products. Being Grupo Apex allows us to offer a wide range of products and great distribution, making us the quickest, most efficient and best. As a result, we build long-term relationships based on transparency, closeness and complete dedication.

The following map shows the location of our premises in Spain:

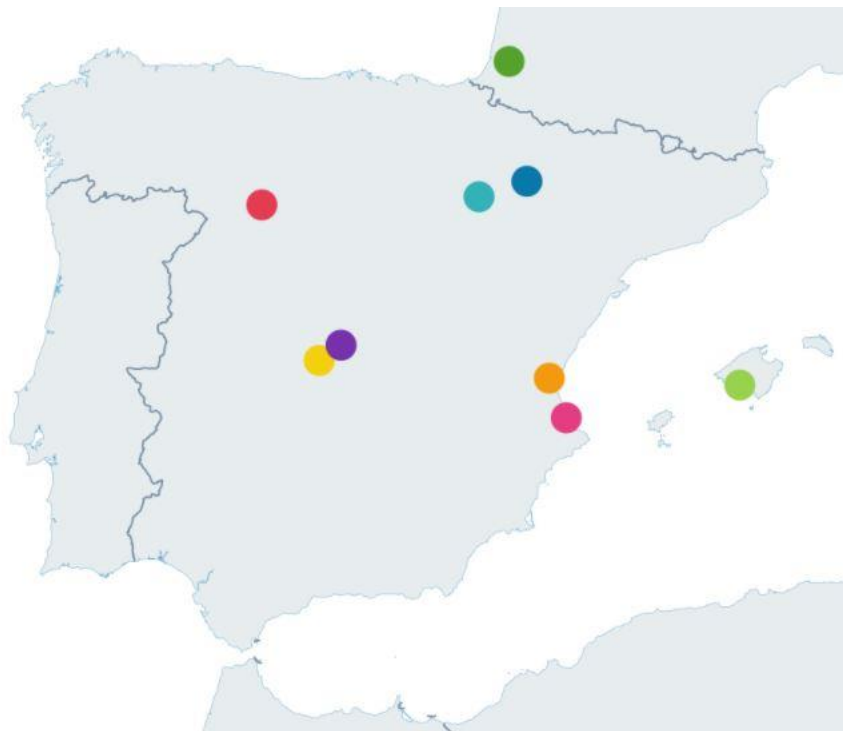


Illustration 1 Location of the Grupo Apex premises in Spain
+info at: www.grupoapex.es/en/who-we-are

Grupo Apex also has an international presence, as seen in the map below:



Illustration 2 Grupo APEX's presence worldwide
+info at: www.grupoapex.es/en/who-we-are

In terms of products, the Group has more than 8 own brands which, together with private label production (PLP), are characterised by constant innovation in the search for originality regarding packaging, shapes, flavours, textures and promotions, providing added value to our products. These include the brands Aspil, Aspitos, Jumpers, Vicente Vidal and Marinas:



Illustration 3 Brands belonging to Grupo Apex
+info at: <https://www.grupoapex.es/en/our-brands>

03

CONTRIBUTION TO THE SDGs

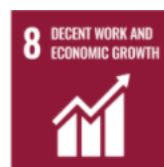
03.1

Contribution to the SDGs

The SDGs present a global and joint plan of action to achieve sustainable development through a series of common goals that promote multi-stakeholder partnerships. As actors in this global ecosystem, Grupo Apex is committed to incorporating the principles and objectives set out in the 2030 Agenda and the SDGs into its business model.

To this end, Grupo Apex has carried out an analysis of our value chain in order to identify the main impact, both positive and negative, of our different activities on the SDGs. This identification has allowed us to define the main SDGs that we contribute to (1), which have guided us in setting sustainable development goals for 2025 and others on which we have a more indirect impact (2) but which we also take into account in our business strategy and activities.

Grupo Apex contributes directly to the following SDGs through its business activities:



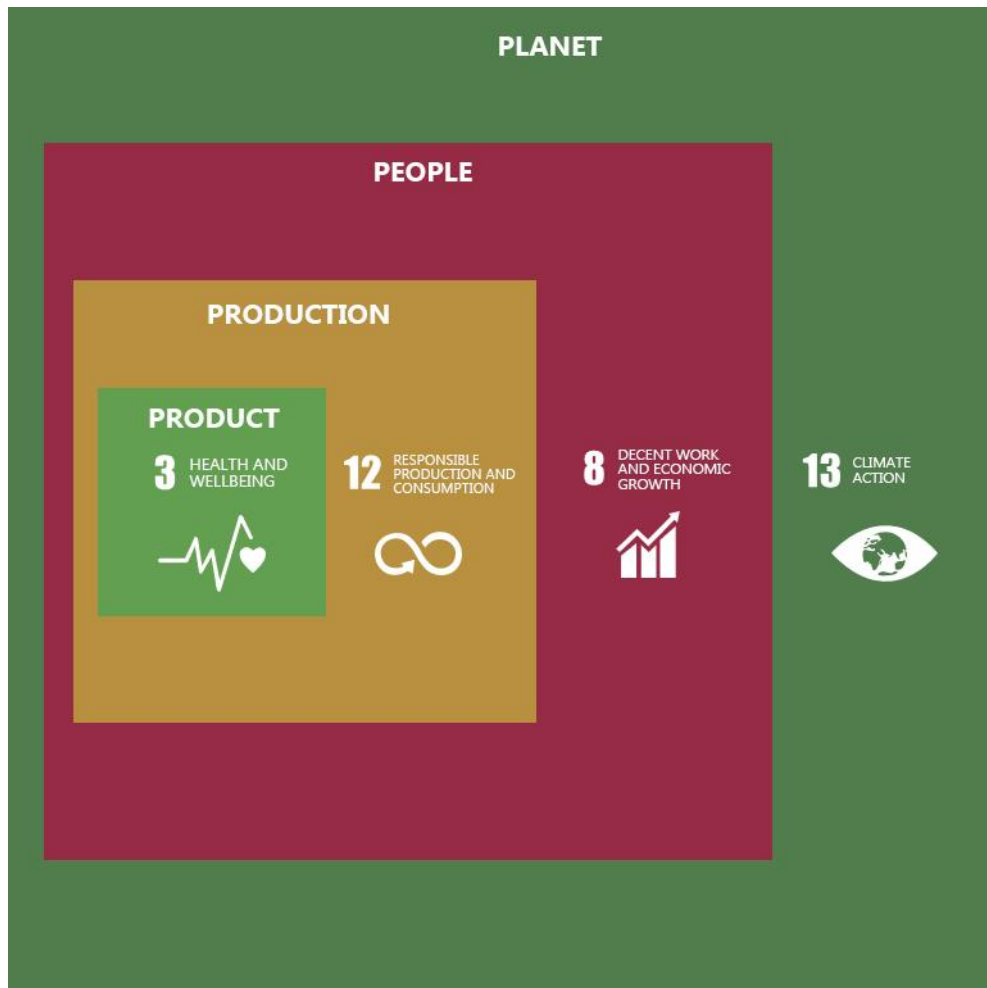
Grupo Apex contributes indirectly to the following SDGs through its business activities:



03.2

Our commitment: Objectives and indicators

Taking into account the main impacts of Grupo Apex, we have split our future sustainability challenges and goals into three main areas (product, production and people). These three areas combined contribute directly to sustainable development and, therefore, to looking after the Planet:





PRODUCTS

This area is based on our core value and focuses on innovation to deliver higher quality and healthier products to our customers. We have set key objectives to achieve by 2025 in order to improve the nutritional value of our products and the sustainability of the packaging we use:



MAIN SDG



SECONDARY SDGs



Objectives	Indicators	Objectives for 2025
Improve the nutritional value of our products	Average salt content in our products (g/100g)	Reduce the average salt content of our crisps by 10% and the salt content of our snacks by 5%
Eliminate single-use plastics and reduce the use of plastics in general	% turnover made from products with non-recyclable plastic.	0% of our turnover made from non-recyclable products.
	% turnover made from plastic-free products.	20% of our turnover made from plastic-free products



PRODUCTION

In the area of production, we have set ourselves the goal of making our production processes more sustainable, reducing resource consumption and waste generation while increasing value for local communities. To monitor our contribution in this area, we have set a number of quantitative targets related to efficient production and consumption:

1

MAIN SDG



2

SECONDARY SDGs



Objectives	Indicators	Objectives for 2025
Promote sustainable water management	% reduction in water consumption (litres of water per kg of crisps and per kg of extruded snacks)	1% reduction in water consumption per kg of crisps and extruded snacks
Energy: promote energy efficiency measures and the use of renewable energies	% energy reduction (gas and electricity) per kg produced (crisps and extruded snacks)	1% reduction in gas consumption per kg produced and 2% reduction in electricity consumption per kg produced
	% of energy consumed that comes from own production	7% of the energy consumed will come from own production

Objectives	Indicators	Objectives for 2025
Reduce raw material losses	% reduction in raw material used to produce one kg of crisps	1% reduction in the amount of raw material needed to produce one kg of crisps
	% reduction in discarded potato (waste)	1.5% reduction in discarded potato
	% reduction in discarded plastic (waste) from product and packaging bags	1.5% reduction in discarded plastic
	% reduction in product waste (closer to the established standards)	13% to 20% reduction in waste (closer to the established standards)
Support local suppliers	% of products and services purchased locally (same region as the factory buying them)	25% of products and services purchased locally (same region as the factory buying them)
	% of products and services bought in Spain	95% of products and services bought in Spain
Support the production of BIO-certified raw materials	Increase the number of materials purchased that have international accreditation for responsible production (BIO)	Quadruple the amount of material purchased that is BIO-certified
Offer job opportunities for vulnerable groups	Increase purchases from special employment centres	Double the number of purchases made from special employment centres
More sustainable distribution of products by making better use of gaps per shipment or lorry	Increase the average pallet occupancy per shipment	Increase the average occupancy per shipment by 3% per year



PEOPLE

In the people area, our main objective is to contribute to a more inclusive society by generating economic growth and collaborating with different actors, both internal and external to Grupo Apex, building the relationships needed to promote sustainable development and contribute to the SDGs.

1

MAIN SDG



2

SECONDARY SDGs



Objectives	Indicators	Objectives for 2025
Promote gender equality in the workplace	% of women and men in the workforce	Maintain gender balance in the workforce
Promote a safe and healthy work environment	Injury frequency rate (per 1000 workers)	Reduce the injury frequency rate by 10%
	Absence rate	Reduce the absence rate by 5.70%
Foster inclusive work environments that respect international rights standards	% staff satisfied with working conditions	80% of staff say they are satisfied with the working conditions

Objectives	Indicators	Objectives for 2025
Improve the training of workers on an ongoing basis	Average number of hours training per employee	Achieve an average of 8 hours training per employee
Contribute to local economic growth	Increase the number of jobs available	Increase the number of jobs available by 4.5%
Contribute to ending hunger	Implement a policy to avoid product waste through donations	Outline and implement a zero-waste policy
Contribute to the social development of social communities through partnerships with external organisations	% of profits for sponsorships and donations	Maintain the percentage of profits earmarked for sponsorships and donations (10%), increasing the total figure each year.
Raising internal awareness of sustainability and the SDGs	% of internal information related to sustainability and the SDGs	100% of internal communication contains content related to sustainability and/or the SDGs
Raising external awareness of sustainability and the SDGs	Referencing our commitment to sustainability and the SDGs in corporate media	Referencing our commitment to sustainability and the SDGs in 100% of corporate media

04

ACTION PLAN

04.1

Our path to a more sustainable 2025: action plan

At Grupo Apex we know that objectives need a roadmap or specific action plan to ensure they are achieved. Consequently, once we identified and established our sustainability and SDG contribution objectives for the year 2025, every department in the organisation participated in defining a series of actions to guarantee the goals set are achieved. These actions can be summarised into three main activities:



The following actions have been proposed for achieving each of the objectives in the different areas:



PRODUCTS

Improve the nutritional value of our products:

- » **Analysis:**
 - Check the amount of salt in our products
 - Source healthier ingredients (oils and salts)
- » **Innovation:** launch products with smaller quantities of salt.

Improve the impact of packaging on the environment:

- » **Analysis:** search for alternative materials to plastic.
- » **Innovation:** replace non-recyclable plastics with 100% recyclable plastics.



PRODUCTION

Promote sustainable water management:

- » **Innovation:**
 - Reuse water resources.
 - Develop production processes that consume less water.
 - Design and install equipment that reduces pollution load.

Ensure efficient energy consumption and use renewable energies:

- » **Innovation:** renewable energy production equipment in the facilities, more efficient systems for monitoring and controlling energy consumption.

Reduce raw material consumption and revalue waste:

- » **Innovation:** develop and implement waste revaluation systems (starch, cardboard and plastic).

Promote the local economy and inclusion:

- » **Collaboration:**
 - Maintain relationships with local suppliers and prioritise local products and services.
 - Develop a plan for collaboration with local farmers.
 - Increase purchases from special employment centres (Davidown) and social associations (ATECE).

Support the production of BIO-certified raw materials:

- » **Analysis:** search for BIO suppliers.

Make distribution more sustainable:

- » **Innovation:** standardise packaging.
- » **Collaboration:** work with customers to design more efficient deliveries.

Promote gender equality:

- » **Innovation:** plan to promote equality in the Group's various workplaces.
- » **Collaboration:** implement the equality plan.



PEOPLE

Promote a safe and healthy work environment:

» **Innovation:**

- Create and implement resources for risk prevention, safety and quality.
- Protection and prevention measures for the pandemic.

Promote inclusive work environments:

» **Collaboration:**

- Develop a code of ethics and conduct.
- Promote internal communication.
- Integrate people with disabilities.

Promote staff participation and development

» **Innovation:**

- Create a staff portal.
- Improve the training plan at a quantitative and qualitative level.

Contribute to ending hunger:

- #### » **Collaboration:**
- Donate surplus products, avoiding discarding products fit for consumption.

Contribute to community development:

» **Collaboration:**

- Donations and sponsorships to various local projects and organisations.
- Participate in sector initiatives/associations.
- Collaborate with Ecoembes to improve our environmental impact.



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