

*SanLucar*

# DREAMS MAGAZINE

Taste in harmony with people and nature  
2023







# **DREAMS Magazine**

**Taste in harmony with people and nature**

**2023**



# Imprint

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# Dear friends of SanLucar,

It is a real pleasure to welcome you to the latest edition of our DREAMS Magazine, signifying a remarkable milestone in our dedication to »Taste in harmony with people and nature«.

The year 2023 marked the birth of our »Sustainability Working Group (SWG)«, a team made up of experts from various areas of our organization, all selected for their deep experience and passionate commitment to sustainability. Their mission is clear and ambitious: to develop and implement a comprehensive sustainability strategy that encompasses all our subsidiaries, ensuring that they are perfectly aligned with our values and fully committed to the cause of sustainability.

In a world facing challenges such as the climate crisis and various humanitarian emergencies, we recognise the immense importance of our corporate responsibility. We continually strive to make a difference and strongly believe in the power of collaboration and mutual support to achieve our goals.

During the year, we have strengthened our commitment to education, in line with »Sustainable Development Goal (SDG) 4: Quality Education«. We launched and supported education projects and activities in all our subsidiaries. In South Africa, Tunisia and Spain, we delivered essential

school materials. In Spain, we have continued with our school support programme that includes tutoring to ensure that all children have equal learning opportunities. In Ecuador, our »Learning Together« programme has celebrated its third year since its inception. In addition, in Quilziolli, Ecuador, we have collaborated in the creation of educational workshops in partnership with the leader of the canton of Santa Elena and the president of the El Azúcar commune.

Earlier this year, in Costa Rica, we donated more than 40 desks to students at the »Rio Cascadas School« in the El Limon community. In Tunisia, we launched the third edition of the »Takween programme« in partnership with »AVFA« and »SwissContact«. Its main objective is to improve the employability of young people and the attractiveness of vocational training in agriculture.

In terms of our environmental efforts, we remain committed to reducing the use of plastic and expanding solar energy to reduce our CO2 emissions. A notable achievement is the implementation of the first super battery at our facilities in La Vall d'Uixó, which allows us to use exclusively solar energy.

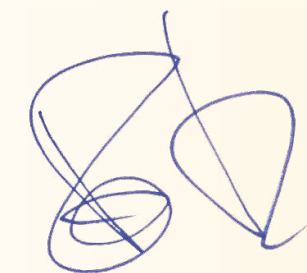
Internally, we have launched a new initiative called »People 4 Future« which aims to motivate employee retention

through four key modules: goals, skills and learning, appraisal, and development, along with meetings and feedback.

In this edition of »DREAMS Magazine«, you will find the latest updates on our social and environmental projects. We continue to work tirelessly to forge a world in which we can all realize our dreams.

We extend our heartfelt thanks to our families, friends and partners, whose unwavering support drives us forward on this noble journey towards a better world.

With gratitude and enthusiasm,  
Stephan.





# I The world of SanLucar.

Our highlights from the more exceptional and memorable projects.



**January**  
**»Gymkhana«-»School Support in Spain« with interactive learning activities.**

A morning full of fun for our school support children.



**March**  
**Our commitment to renewable energy.**

We are the first company in Spain to install »Huawei's 200 Kwh« super battery.



**May**  
**Desk Donation for »Río Cascada School« in Costa Rica.**

43 high-quality desks were donated to the kids in »Río Cascada School«.



**February**  
**»School Support in Spain« in Valencia.**

Our weekly program providing two hours of school tutoring.



**April**  
**Foundation of the »Sustainability Working Group«.**

Experts from all our areas join forces to implement our sustainability strategy.



**June**  
**Soccer Tournament for a cause.**

We initiated our first solidarity tournament in which the children participated with the goal of collecting oil donations for »El Puchero«, our solidary kitchens in Spain.



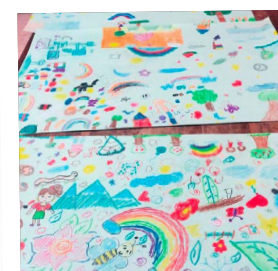
**July**  
**Visit to the »Oceanographic« in Valencia!**

As a closing event of the summer school, the children were able to have an exciting visit to the »Oceanographic«.



**September**  
**The 8th Anniversary of the »Sustainable Development Goals«.**

Raising the flag to celebrate the eighth anniversary of the »SDGs« all over the world in our subsidiaries.



**November**  
**Art Therapy.**

Providing emotional support through art sessions.



**August**  
**»Learning without Boundaries« in Ecuador.**

Fostering emotional growth and self-expression in Santa Elena's young hearts, through the magic of art therapy.



**October**  
**Another edition of »Takween Programme«.**

New career opportunities in agriculture thanks to »Takween« training courses



**December**  
**Xmas in a shoe box.**

Our »SanLucarians« prepared shoe boxes filled with joyful surprises for the youngsters at »El Puchero«.

## 2023 Highlights



# SanLucar Worldwide.



Germany



Austria



South Africa



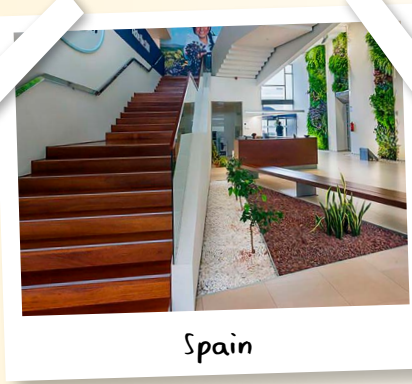
Middle East



Italy



Tunisia



Spain



Benelux



Ecuador



# Raising the flag to celebrate our commitment to the »Sustainable Development Goals«.

In line with our commitment in »Harmony with People and Nature«, we joined the »Raise the Flag for Sustainable Goals« campaign. In 2011, our company became a member of the »Spanish Global Compact Network«. Following the »United Nations« definition of the »17 Sustainable Development Goals« and the »2030 Agenda«, we promptly integrated these objectives across our entire supply chain.



Ten out of the seventeen SDGs that are part of our strategy.

As a company with a high international presence, we are dedicated to greater responsibility in our »SDG« practices across various aspects and geographical areas. Our headquarter in Spain and some of our subsidiaries in Germany, Austria, Netherlands, Ecuador, Tunisia, and South Africa raised the flag to celebrate our dedication to the »UN´s SDG«.



SanLucarians in Austria.

We have outlined 10 out of 17 key objectives to prioritize. To illustrate some examples, as we are in the food industry, we actively align with »SDG 2: Zero Hunger«. For instance, we are teaming up with a local NGO, »Coordinadora Solidaria del Puerto de Valencia«, to operate 2 solidarity kitchens »El Puchero«, »El Puchero Portuario« in Valencia and have successfully help to distribute 500 meals daily. Our aim is to redistribute these foods to families in risks of social exclusion. As well, in Ettlingen, Germany, we also collaborate with »Projekt Karlsruhe« an organization that helps us to get food donations to those who need it most.



Guayaquil Office.

SanLucarians in Ecuador.



Farm »Santa Elena«.



Farm »La Magdalena«.





SanLucarians in Ettlingen, Germany.

In our commitment to »**SDG 12: Responsible Consumption and Production**«, we promote the use of biodegradable, recyclable or reusable packaging. We also contribute to »**SDG 6: Clean Water and Sanitation**«, with efficient and sustainable irrigation programs for our crops, and to »**SDG 15: Life in Terrestrial Ecosystems**«, through sustainable agricultural practices that reduce the use of fertilizers and chemicals. Other methods we use is the vegetative cover for the conservation of agriculture, this helps to shield the soil from raindrop impact and maintain it moisture and shade.



SanLucarians in Italy.

We promote »**SDG 4: Quality Education**« through the annual delivery of school supplies at the beginning of the school year and the »School Support« project in collaboration with the Social Initiative Foundation, which offers tutoring to children to match their knowledge with their peers. In Ecuador, we continue to promote education through our »Learning Together« program that helps children with reading and math learning.



SanLucarians in South Africa.

All these actions are possible thanks to the partnerships we establish with entities and non-profit organizations. Our partnership development strategy contributes to »**SDG 17: Partnerships to achieve goals**«.

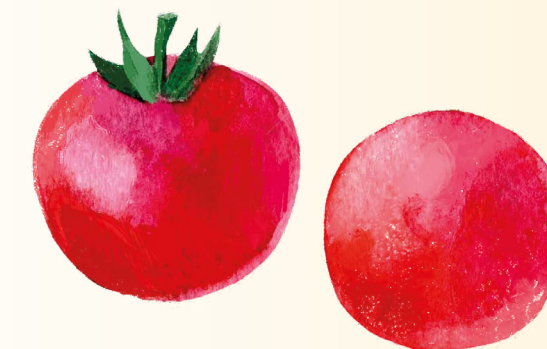


SanLucarians in Puzol, Spain.



SanLucarians in Tunisia.

We still have a long way to come, and it's clear that challenges will be part of the process. However, our commitment remains unwavering, and our determination to make a meaningful impact on these critical global issues drives us forward.





## II In harmony with people.

### Supporting education through school desk donations.

Fostering children's learning is a key objective of our DREAMS program. We firmly believe that quality education opens doors to new and better opportunities. To support this goal, we acquired 43 high-quality desks for the students of »La Lidia community's school« in Limón, Costa Rica, region where our SanLucar pineapples come from.



*For the desk donation event, the children warmly welcomed us with a traditional dance from the country.*



These desks are thoughtfully designed to enhance student comfort and promote better posture during study hours. To gain a deeper understanding of the needs of these communities, we work closely with »Fruktus Foundation«, a private non-profit organization focused on education, health, wellness, and zero hunger initiatives, this collaboration allows us to continue transforming the lives of individuals and communities through this and future projects.



In Costa Rica, our pineapple cultivation grows in its warm, humid climate.



## Learning without boundaries in Ecuador.

Recognizing the challenges faced by many children due to the interruption in their studies caused by the pandemic, we created the »Learning Together« program. This project aimed not only to reinforce math and literature lessons but also to restore hope for those children who were excluded from the educational system.



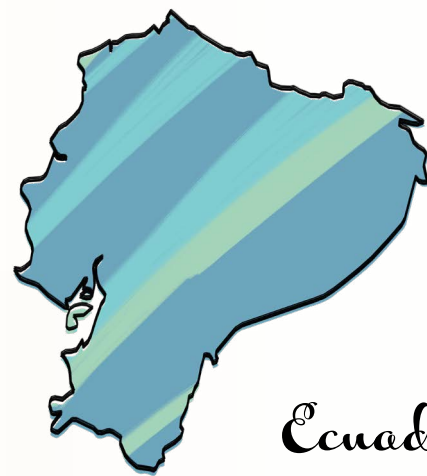
First art workshop!



Kids having fun with their teacher.



To continue with our commitment to the education and emotional well-being of children, we joined a local's NGO »Learning without boundaries« initiative. In the »El Azúcar community«, workshops were held where children immersed themselves in the art of dance, watercolor painting, and drawing, discovering not only new skills but also a way to express their emotions.



Ecuador

Through these activities, much more was achieved than just academic improvement: confidence was nurtured, social skills were strengthened, and the handling of challenging emotions like stress and anxiety was learned. They found a safe space to share their thoughts and concerns about their families, while empathy and respect among them were encouraged.



Getting ready for the closure dance.

These initiatives not only made a difference in the lives of those 49 boys and girls but also resonated in the community, raising awareness about the importance of emotional support in the path towards comprehensive well-being.



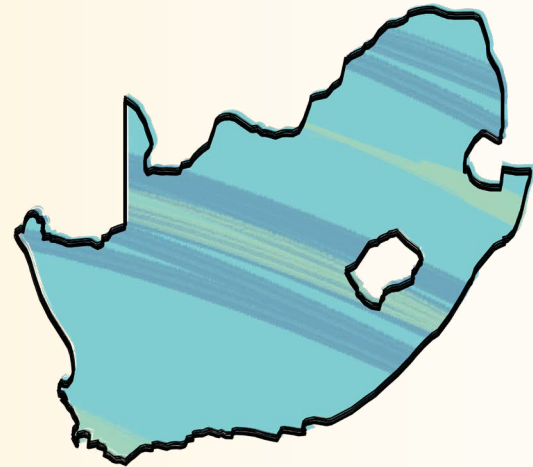
Applying what was learned during the dance workshop.



# Exploring the Aquarium's Wonders.

Our recent outing was an absolute delight for the children! It was their first trip of the year, and it was nothing short of amazing. Riding in one of Jafta's luxurious buses added that extra touch of excitement to our journey.

## South Africa



At The Aquarium entrance.

Their high spirits made it a challenge to keep them seated during the drive to Cape Town's Waterfront. Upon arrival, we headed straight to the Aquarium, and with prepaid tickets, everything went seamlessly. For many of our children, this marked their first encounter with the sea, a far cry from their familiar farm surroundings, and witnessing the majestic Table Mountain.

We explored the entire Aquarium twice, savored a delightful lunch at Steers, and then wandered around Waterfront, soaking in the sights until it was time to return. The children were enthralled by the sharks, not so much by the penguins due to the strong smell, but were captivated by the vastness of the sea. Observing and learning about diverse marine life was incredibly educational; some even had the chance to touch ocean plants and oyster shells.



Learning about sea creatures.



Happiness all around the place!



# Learning through Fun Activities.

It has been a thrilling learning journey for the children enrolled in our »Learning Together« program in Valencia, Spain.

»Learning Together – School Support« is a program where children from families facing social exclusion receive two hours of school tutoring twice a week. This collaborative initiative with »Fundación Iniciativa Social«, a local NGO, aims to nurture the futures of children from families associated with our solidarity kitchens "El Puchero".

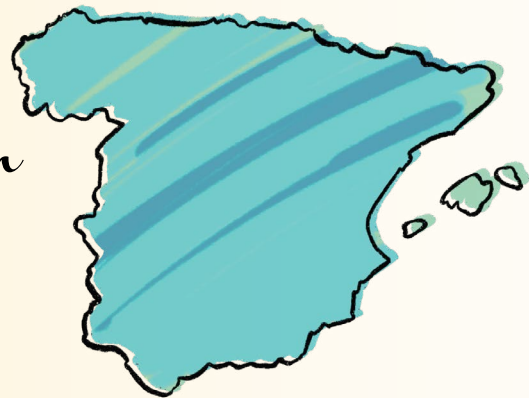


*Learning together.*

The challenges posed by global conflicts, such as migration, have led to an adaptation of the project. Now, it also focuses on teaching the Spanish language to bridge language gaps.

In addition to academic improvement classes, dynamic activities are organized to instill values, promote a culture of effort, enhance self-esteem, and foster camaraderie among the children. Throughout the year, these dynamic and enjoyable activities have facilitated learning by making it engaging and fun.

Spain



*Catch the dragon – gymkhana.*

Children embarked on a mysterious and delightful gymkhana in the heart of Valencia. Their mission? To decipher clues leading to the dragoness hidden in the city's most iconic sites. This engaging activity brought together the children from our program, along with their families and SanLucar employees, fostering shared experiences.



We culminated the program with a vibrant multicultural fiesta. Each student showcased their country's culture, creating an inclusive and international atmosphere. The event was a fascinating exploration of Algeria, Cuba, Ecuador, Germany, India and Morocco.



Multicultural Celebration.

Introducing a new initiative offering individual art therapy sessions for children. These sessions aim to enhance their communication skills, boost self-esteem, and unleash their creativity through the power of art.



Art Therapy.



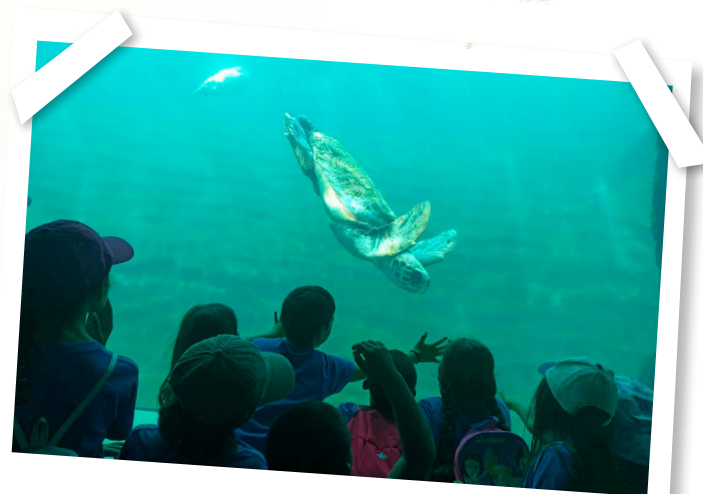
## A memorable morning at the Oceanographic!

During the summer, we held the “Summer School” as part of our collaboration with the Fundación Iniciativa Social in Valencia.



Kids at the Oceanographic entrance.

With great enthusiasm and in partnership with EDEKA Ueltzhöfer we provided 40 children, aged six to twelve, a space for both fun and learning. Over three weeks, they engaged in educational activities, ranging from creative crafts to collaborative games and challenging puzzles. Additionally, they enjoyed outdoor activities, had swimming lessons and we provided our delicious fruits for them to have as healthy snacks.



A turtle came to greet us!



Fun while learning about the sea creatures.



Enjoying our delicious watermelons.



# Our solidarity kitchen »El Puchero« celebrates its 10th anniversary!

In Valencia, Spain, we're proud to mark the 10th anniversary of our »El Puchero« Solidarity Kitchens. For a decade, we've been serving our community with dedication and compassion, making a difference in the lives of families facing hardships.

Here are some highlights from our impactful journey:

**2013**



Opening of the First Solidarity Kitchen at Orriols.



**2014**



Initiating Employment Training Sessions to empower individuals.



Daily hot meals expanded from 50 to over 500 families.



Supporting family routines by providing meals for home consumption.

**2017**



Acquisition of a van to improve the donations distribution.



**2018**



Launch of El Puchero Portuario - our second Solidarity Kitchen with the support of the Foundation Coordinadora Solidaria de los puertos de Valencia.



Annual contributions to education with school material donations.



**2020-2021**



Continual support amid the COVID pandemic, prioritizing health and safety.



Spreading joy with Christmas gifts during the holidays.



Collecting and distributing food, hygiene products, clothing, and toys over the years.

This incredible journey wouldn't have been possible without the support of our community, collaborators like »La Coordinadora Solidaria de los puertos de Valencia«, and the tireless efforts of our dedicated team.



## Soccer Championship for a good cause.

In collaboration with »La Coordinadora Solidaria« we held the first edition of the »Solidarity Soccer Tournament«. In which more than 200 boys and girls participated in mixed teams to play soccer.

In addition to showing off their sports skills, they enjoyed workshops, penalty kick competitions and a fun raffle with exciting prizes. It was a morning full of fun and generosity, as the event was organized with the aim of collecting olive oil for our El Puchero Solidarity Kitchens.



Our volunteers and the kids ready to have fun!



Time for a break!



Group picture!

## Back to School with new supplies!

Each year in September, we provide school materials to the children of El Puchero, ensuring their seamless transition into the new academic year.

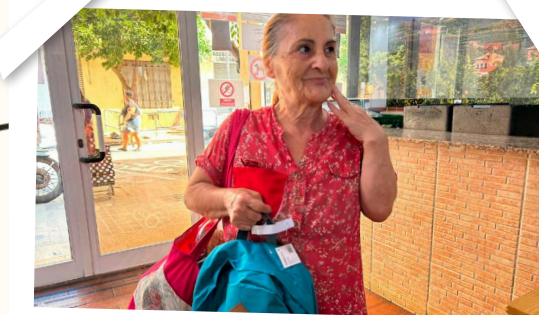
With the collaboration of the »Coordinadora Solidaria del Puerto de Valencia«, we had the privilege to make a little positive impact on the educational essentials for 90 young scholars.



Backpacks full of school supplies!



Kids receiving their backpacks.



Grandma's joy as she receives the materials.

These thoughtfully put-together school packages include students' necessities, ranging from backpacks to essential textbooks, various stationery tools, art supplies, and USB drives among others, to equip these students in their pursuit of knowledge.



## Christmas in a shoebox.

To celebrate Christmas with our users from our two solidarity kitchens, »El Puchero« once again we carried out our “Christmas in a Shoebox” campaign. This activity aims to involve our SanLucarians by asking them to fill a shoebox with gifts, ranging from toys and school supplies to clothing—any items that can bring joy to children under 13 years old.



With the help of our Sanlucarians and »El Liceo Francés« we were able to collect more than 150 boxes.



Children surprised by Santa Claus.



Time for face painting!

To make the delivery even more enjoyable, Santa Claus joined us to distribute the gifts to each child. It was undoubtedly an afternoon filled with excitement and celebration, where guests, parents, and children enjoyed cookies, panettone, hot chocolate, and other activities led by entertainers. It was a heartwarming event that brought joy and festive spirit to all involved.





# Ahmed's Journey: From Agricultural Vocational Training to Project Manager at SanLucar.

Ahmed, a graduate in agricultural vocational training, is one of the 76 young people who joined our Flor'Alia farm after the berry training course created within the framework of the public-private partnership between the agricultural vocational training center, SwissContact and SanLucar. This training, adapted to SanLucar processes and requirements, as well as to his life skills, has enabled him to obtain a Project Manager position in our SanLucar farm in Portugal.



Ahmed in our Headquarter's.



Checking our fruits quality.



## How was your experience in participating in the training course (Takween) in berries and then joining Flor'Alia?

- Working with the SanLucar Flor'Alia team was a unique experience for me. It was my first time working in a team environment and I learned a lot about production conditions and stages. I was able to adapt to new challenges and contribute to the company's success in a collaborative atmosphere. Additionally, I was able to further my learning and training.

## What specific skills did you acquire during this training that allowed you to obtain the position of Project Manager at a SanLucar farm in Portugal?

- I have learned many skills including communication and interpersonal skills, listening skills, emotional intelligence, teamwork, adaptability, and ambition for the best.

## How do you assess the impact of this type of training program on the lives and careers of young Tunisians?

- I believe that these training programs have a positive impact on society and Tunisian youth. They provide valuable training and development opportunities, as well as prestigious job positions, which can help build a better future for everyone.



Presenting when he was an intern in the Takween program.



Tunisia





# III

## In harmony with nature.

## From Farm to Fork: Our plan towards a sustainable production.

As you know, the world is changing and there is more and more environmentally friendly legislation and agricultural practices. Within this framework, our production team has developed a strategy for our farms that is part of our global sustainability strategy and contributes to achieving our goals. Our colleague Fernando Bañón and José María Guillot will explain what this strategy consists of and how, thanks to these actions, we are going to even more sustainably produce the fruits that make our consumers happy.



*Fernando Bañón and José María.*



## What is our sustainability goal?

- We want to make a difference in the world and be leader regarding sustainability in fruit & vegetables.



At Ecuador.



## What are our fields of action to reach this goal?

- To reach this goal, we have implemented a methodology to sustainably produce the fruits that make our consumers happy by taking action in 10 fields. To begin, people will always come first. We will optimize consumption of water, fertilizers, phytosanitary, herbicides, electricity, and fuel. We will also respect our ecosystems, including soil, climate, and biodiversity.

## How will the company measure the success of these goals?

- In this strategy, we set our goals and different indicators. To know if we reach our objective, we have a goal for every one of the 10 fields we mentioned before. For example, for people, we have policies in place, regular audits and DREAMS Projects that contribute with the communities development. For water, we have optimized water practices to reduce water use. We will constantly monitor all of our 10 fields to ensure goal success.



Working for a better water management.

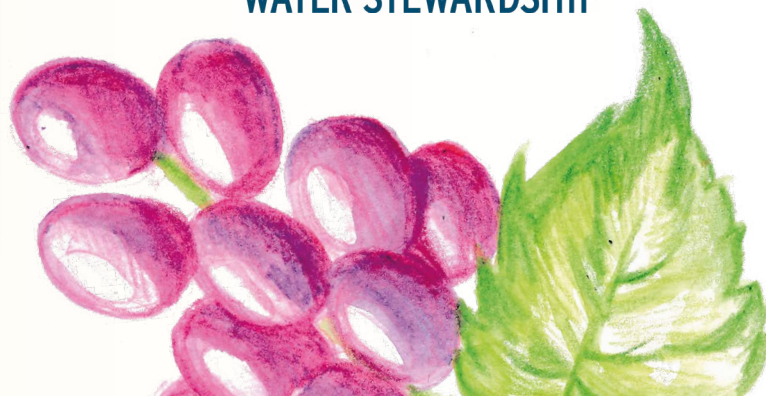


Rooihogte South Africa.



## New alliances for a better Water Management.

We are proud to support Phase 1 of the »Alliance for Water Stewardship's (AWS)« Impact Accelerator program. Together with other members of »AWS«, we are working in Huelva and with our producers to provide our suppliers with the knowledge, skills, and networks they need to better understand their water use and its impact on the basin. By working together, we aim to solve shared water challenges and promote sustainable water stewardship practices.



## A Research-Driven Approach for innovative packaging solutions.

To improve our packaging and make it more sustainable, we work in collaboration with a group of research organizations. This helps us to identify which materials are the most environmentally friendly, but at the same time allow us to maintain the protection of our fruits and ensure shelf life. To go into more detail, we have prepared this short interview with our colleague and expert in Packaging, María Plasencia.

### Tell us about the research for packaging improvement at SanLucar.

- We are working on several lines of research, including packaging adaptability to user consumption. We are evaluating how the new 225 g and 300 g paper cups for berries will impact the capacity of the non-convenience range. We have also launched a paper packaging for onions that will be an innovation in the market, with improved shape, visibility, materials and capacity. We will continue to work on new features and other R&D lines that can extend the shelf life of the product thanks to its box, packaging or auxiliary material, in collaboration with our Quality department.

### According to the results of the research carried out in recent years, what is the current state of our packaging and what conclusions were obtained?

- We have a very wide range of packaging and materials, and each of them has a particularity that we have had to add to meet product use or marketing criteria. We know which containers may be at risk in the coming years, so we are already working on proposals for improvements, changes in materials and new parameters in technology that can help their eco-design.



María Plasencia, Packaging Innovation Manager.





## What are the key criteria for determining the recyclability of packaging in different countries?

- I believe this is the most important question that the »European Commission« is currently reformulating. We knew that our blueberry plastic packaging was recyclable in Germany but not in Spain, and that a multi-layered paper container can be recycled as paper packaging in some countries but not in others. The recycling casuistry by country will exist, as recycling and reuse systems will depend on the industry that each country has exploited or that has an economic return. However, there are countless variables that we can pay attention to in the progress that they will make in the coming years, such as the manufacture of new additive plastics that allow better recycling, new materials from sustainable sources, etc. In addition, there are business associations such as »FEFCO, CEPI, Veolia, PlasticsEurope...« that are doing a very powerful job in training and work rules, as well as recommendations and future standards.

The only thing that is clear is that according to the »EU Packaging« and »Packaging Waste Regulation (PPWR)«, by 2030, 100% of packaging must be recyclable or reusable, and this leads all of us (manufacturers, retailers, transformers, and brands) to do a lot of homework. And we are ready.



## How can the »Prevenpack« project help to reduce food waste in the packaging industry and how can it be applied at SanLucar?

- »Prevenpack« is a research project led by a technological institute and supported by »FEDER funds«, which we support from SanLucar. This helps us reinforce one of our values of »Up for Change« which makes us prepared for change. It is a very initial R&D project in which they have just developed polymeric structures that can protect our fruit, or in post-harvest treatments (our collaborator SaniFruit is conducting tests) or through its application to packaging.
- But this is not the only project we are working on in this regard. Private companies have also made different developments in which we may conduct tests soon.





## SanLucar is one of the 10 Spanish companies selected for the »EnTrainer Project«.

Our premium fruit and vegetable company got chosen to be part of a European project called »EnTRAINER«. This project is about making businesses in Europe use energy better. It's funded by the LIFE program and involves universities and energy experts.



*Team ready to start the energy check!*



In simple terms, the project will create a method called »Energy Transition Audits» (ETAs). This method helps companies that use a lot of energy be more efficient. Energy experts, like guides, will work with our company to make a plan that suits our local area and the challenges we face.

Our company will have a special energy check by experts who will suggest ways to use energy better. The project will give us a full plan to make our office more sustainable with actions for the short, medium, and long term. They will also show how these changes benefit our business.



*Solar Panels.*

As another of our energy-related news, we are the first company in Spain to install Huawei's 200 Kwh super battery. Thanks to the ultra-modern energy storage system, we will be able to use 100% of the photovoltaic energy.

All of these projects are a big chance for our company to stay responsible with the environment and stick to our promise of taking care of nature.



*Huawei's 200 Kwh super battery.*



# IV Let's be SanLucarians!

## Introduction to our new »Sustainability Working Group«.

Created in April 2023 at our headquarters in Puzol, the »Sustainability Working Group (SWG)« is dedicated to the development and implementation of a global sustainability strategy across our subsidiaries. It is a collaborative effort that values input from all corners of our organization, ensuring that we can all relate to and support it.

In this interview, Nancy Daiss tells us about how this new team will help us act in a cross-cutting way in all areas, reinforcing our commitment to the »Sustainable Development Goals (SDGs)« and the Global Compact Principles, which are fundamental to human rights.



Nancy Daiss, CR Manager International.



## What is Sustainability Working Group (SWG)?

- The Sustainability Working Group (SWG) was established at our corporate headquarters in Valencia in April 2023 with a specific focus on formulating and executing a comprehensive sustainability strategy that spans across all our departments.

## What are the objectives?

- In alignment with our belief, the notion of sustainability should not just be a buzzword and marketing tactic. Our aim is to secure the alignment of all subsidiaries with the strategy that we will collaboratively formulate.



Sustainability Working Group first take off meeting!

## Who makes part in SWG?

- The Sustainability Working Group consists of various departments within our company, collaborating to craft and execute a sustainability strategy. It is essential to integrate sustainability critical thinking and corresponding actions into all departments within our business operations. This includes operational departments like Logistics, Packaging, Purchasing and Sales, in addition to the cross-cutting departments like Legal, Human Resources and Corporate Responsibility.





### What are the key challenges and opportunities in fostering sustainability within a company?

- Currently, the most significant challenge lies in the dynamic legal and social landscape of sustainability. This necessitates ongoing cross-departmental dialogue, employee awareness, and engaging all stakeholders. Now, stakeholders' involvement, surely is a shift from the past where strategies were developed internally. Nowadays we adopt a collaborative approach rather than behind closed doors. While this approach requires increased attention, it also unlocks more opportunities and increases transparency.
- We're reassessing our processes to comprehend sustainability better in the ESG aspects. Sustainability, in this context, goes beyond the mainstream understandings of using less plastic for our packaging or using solar energy to power our office. Collaborating within the interdisciplinary SWG group provides us with a holistic understanding of the company and fosters idea exchange.



## Our new collaboration agreement to be part of the Master in Corporate Social Responsibility.

We have joined the »Business Council« of the »Master of Lifelong Learning in Corporate Responsibility and Sustainability« of the »Universitat Politècnica de València (UPV)«. With this incorporation, our presence in the council of the agri-food sector, one of the pillars of the economy of the Valencian Community, is reinforced.

The agreement between SanLucar and the Master in CSR of the »UPV« is valid for four years, during which we will collaborate both in actions related to the training plan, as well as in other initiatives and joint projects aimed at the dissemination and promotion of sustainability in the university and business environment of the Valencian Community.

Our broad international presence will contribute to enrich the reflections, projects and actions within the »Business Council« and with the students of the training plan, who will be able to learn first-hand about pioneering and innovative initiatives and projects that can serve as inspiration for other organizations.



*Signing of the agreement.*



# Sustainable Business Award 2023.

We won the »Sustainable Company 2023 Award«, granted by the »Agri-Food Business Federation of the Valencian Community (FEDACOVA)« in Spain, thanks to our tireless commitment to sustainability in our daily activities.

From production in the field to the distribution of the product on supermarket shelves, we at SanLucar ensure that each of our activities along the entire value chain of the agri-food industry is guided by our philosophy »Taste in harmony with people and nature«, says Jennifer Heer, Director of Communication and Corporate Responsibility at SanLucar.



»Recently, at SanLucar, we have set up a multidisciplinary working group to exclusively address sustainability challenges, focusing on the respect of human rights, the preservation of nature as the main partner of our agricultural activity, due diligence in our value chain and the new dual materiality in the area of reporting. We also have our DREAMS program, which aims to carry out social and environmental projects for the communities in which we operate,« adds Daiss.





## Improving the employee experience through »Leapsome«.

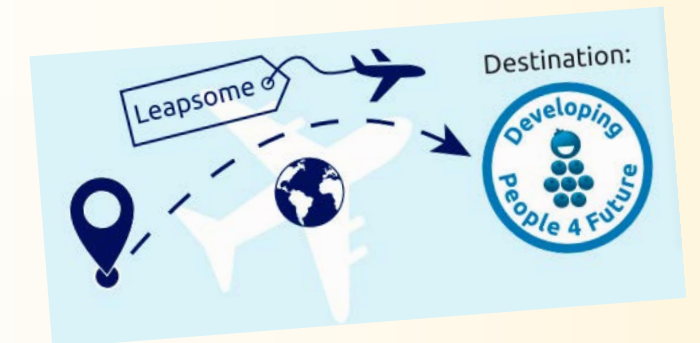
»LEAPSOME« is a platform designed to be accessible and beneficial to both managers and employees, with the aim of meeting the needs of both groups. We are currently testing the platform in Spain, the Netherlands, the Middle East and Italy.



### What advantages does LEAPSOME offer employees compared to the other platforms that SanLucar has been using until now?

- There are many, but the main one is that we will finally be able to unify all the information that connects with the employee's performance, development and training. But let's take a closer look at some of the key points:
- The »LEAPSOME« platform allows employees to have personalized development goals and access to an online course platform with many courses available in areas such as productivity, leadership, personal development, communication, business development, team management and more. It also encourages active employee participation by involving them in their own development and tracking their progress.

- In addition, »LEAPSOME« integrates competency assessment into the performance evaluation process, which helps you know where you are very good and where you can improve, leading to new opportunities for professional development and growth. »LEAPSOME« also facilitates and promotes feedback, allowing employees to have more objective, fact-based conversations.





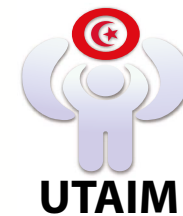


### What should a SanLucarian do if he or she wants to continue to develop professionally?

- As a first step, one should specify what “develop” means. For some it may mean continuous learning, for others it may mean becoming a Sales Manager and for others it may mean earning more money.
- Once the employee clearly identifies what “developing” means to them, they should have a conversation with their manager to jointly explore what “development” options exist and how to pursue them. This may be through training, taking on an additional task, participating in a project or applying for an internal selection process.
- And, of course, it is important to remind all SanLucarians that you can always contact the People’s Development team to guide and support you in your development desires.







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