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## Letter from the CEO

In our first Sustainability Report, we describe our actions to drive value creation in our organization in an atypical year, marked by the COVID-19 crisis. We are proud of how our teams managed the response to the pandemic. Faced with a context characterized by uncertainty, we made our ways of working more flexible while ensuring the operation of our business. In the face of the situation, we focused on two main objectives: protecting the health and safety of our employees and guaranteeing supplies to our customers. The activity did not develop in a normal way since it required the imposition of protection protocols throughout each of the steps that cover the different activities: harvesting, packing, production, logistics. The results were satisfactory considering the low number of cases detected in our plant and the production and delivery volumes we had during the campaign.

After the concrete progress with our commitment to constant improvement and quality through the certification of the FSCC 22000 Standard, our focus in 2021 was Sustainability, defining this as our commitment to what makes the social environment of the company and the care of the environment in general. This new focus began at the end of 2020 with the hiring of a consulting firm specializing in a new Sustainability program, with whom we began to outline a new business strategy whose

implementation became a reality in 2021.

We believe in corporate sustainability based on 3 pillars: The Planet, The People and The Company. We also know that sustainability requires the consistent and systematic work of the entire company. It is not a single area, it is not a single person or group of people, it is all encompassing.

Faced with these new opportunities, it is time to be creative, identify those actions and projects with which we can contribute to global objectives and set concrete goals for improvement for the benefit of our community and the world in which we live.

We invite you to read this report which, together with the GRI Standards Annex, describes our efforts to contribute to sustainable development.



**Pablo Octaviano Navarro**





Chapter 1

# We are vicente trapani



 **Vicente  
Trapani**



## The Family of Don Trapani: A Story of Overcoming

The foundation of our company dates back to 1935, when Mr. Ignacio Trapani and his wife Rosalía settled in Los Nogales and started growing “soft” citrus fruits such as Grapefruit and Oranges. Years later, the Tristeza Disease caused the death of those plantations, but adversity helped them to take a new and successful path: growing lemons.

In 1965, Mr. Vicente Trapani, the youngest of Ignacio Trapani's three sons, started the industrial activity with the installation in Tucumán of the first machine for the extraction of lemon essential oil.

From then on, we consolidated as a company dedicated to the integral exploitation of lemons, becoming a reference within the industry at an

international level. Our production center and central administration offices are located in Los Nogales, north of the capital city of Tucumán, the heart of lemon country. First class technology and excellence in our services, added to special agro-ecological conditions, are the main source of our prestige, advantage and quality. We are a company dedicated to the production of lemons, processing, marketing and exporting fresh fruit and its industrial derivatives.



## Mission

To be an agro-industrial company, sustainably producing lemons and their derivatives, from the countryside, to the world.

## Vision

Modernize our production to sustainably develop the cultivation of lemons and the industrialization of its derivatives. To be recognized in the world for our quality, efficiency and innovation, achieved by a strong and responsible growth within the community in which we exist.



# Values

At Vicente Trapani S.A. we consider Integrity as the highest of values.

## Integrity

Honest, transparent, consistent, coherent, austere and responsible conduct in all operational and decision-making actions is a priority and a fundamental characteristic.

## Respect

We build and foster relationships based on personal and professional considerations, providing support and security to all those with whom we interact. We always maintain a prudent attitude, oriented to sustained growth, aware of our strengths and weaknesses and with a spirit of self-criticism.

## Commitment

We develop management of our businesses based on continuous improvement, stimulating the interaction, effort and contribution of all our collaborators towards the effective achievement of the planned objectives.

## Trust

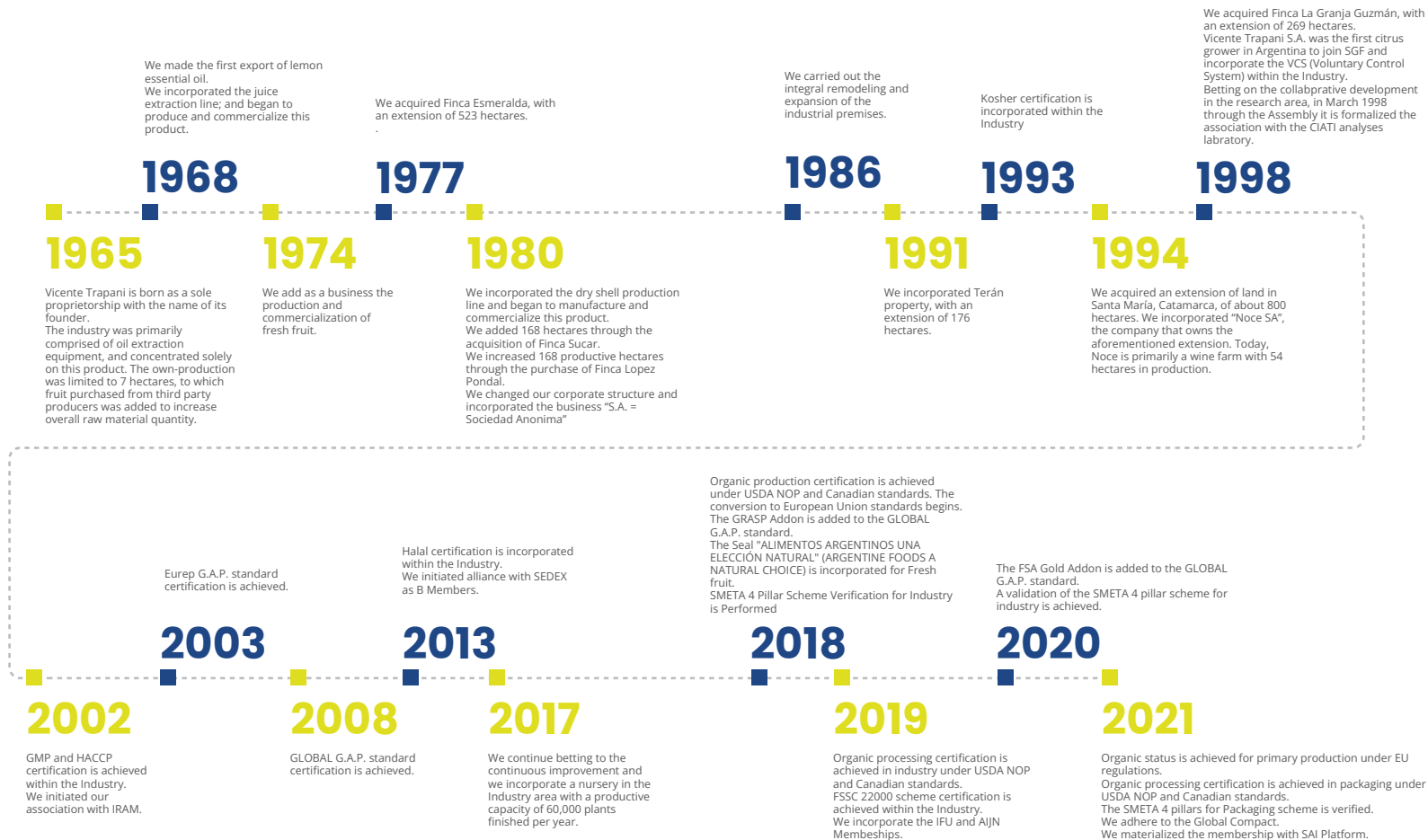
Based in our historic and extensive experience within the citrus industry (more than 50 years), and in the corporate integrity that is expressed in the firm purpose: of fulfilling all the commitments assumed with the interest groups of this company, shareholders, clients, suppliers, collaborators and the community.

## Creativity

We have a long-term vision that drives us to seek innovative forms of competitiveness, optimizing the available resources with creativity, ingenuity and courage.



## The Trajectory of Vicente Trapani S.A.



# OUR BUSINESS

Vicente Trapani S.A., is a family owned company, whose creation dates back to 1965, becoming a pioneer in the export and industrialization of lemons. Since its beginnings the company has been synonymous with innovation, quality and products tailored to each customer.

## Packing House

with a processing capacity of 10,000 tons per season

The Company represents

**6% of the processed**

fruit in Argentina and 4% of the exported fresh fruit

We ship our products to

**more than 20  
countries**

around the world



**57 years**

of experience  
in citriculture

**Wholly owned  
nursery**

with capacity to produce  
**60,000**  
finished plants per year

**1.300 Hectares**

of owned-production

**8262**

preserved wild hectares

**Industrial plant**

with a processing capacity of  
80,000 tons per season

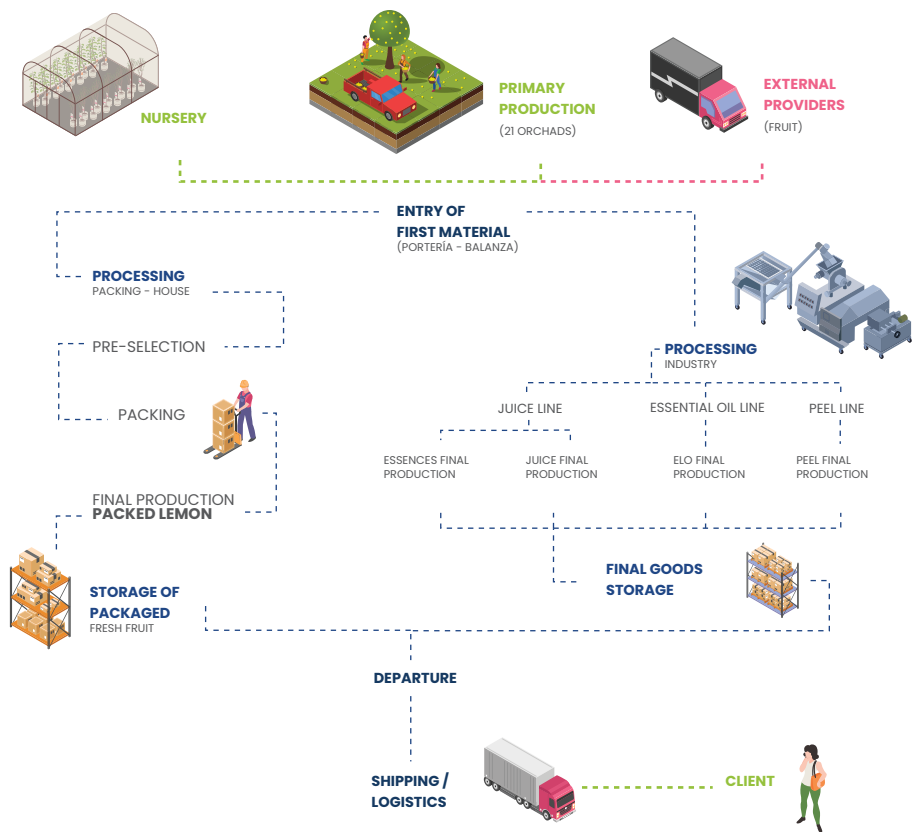
These numbers expose one of our strengths: our client portfolio; developed throughout our commercial history and according to the objective on which we develop each of our sales, building lasting relationships with our unique and varied customers.

The aforementioned objective can only be achieved through trust, which is created by marketing an excellent product and providing a service that consistently meets expectations.

**A portfolio of more  
than 80 clients**

**753 containers**

shipped around the world



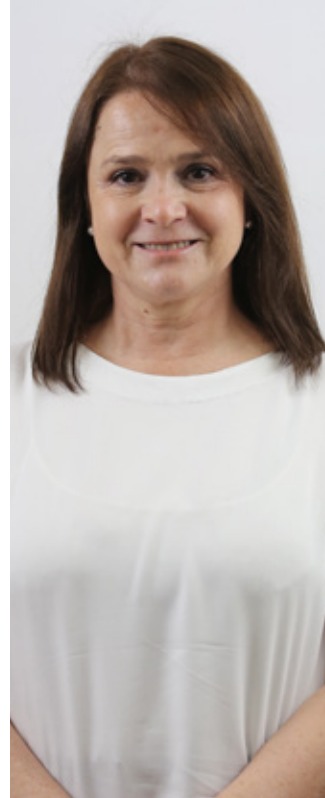
## Lay out

Our processes begins in the nursery, where the plants that will later be transplanted to the orchards are produced. Through the harvesting process, the raw material will be sent either to the Packing House or Industrial Factory for processing. To cover the demand of the processes, we have a portfolio of loyal producers with whom we work. Once the products have been elaborated and having passed all the quality controls, they are dispatched to our customers.

## Governance Structure and Functioning

The election of the Board of Directors takes place every three years at a shareholders' meeting by a vote of the shareholders. The corresponding remuneration and the corresponding roles are defined during this meeting. At the Annual Meeting, shareholders evaluate its performance and management.

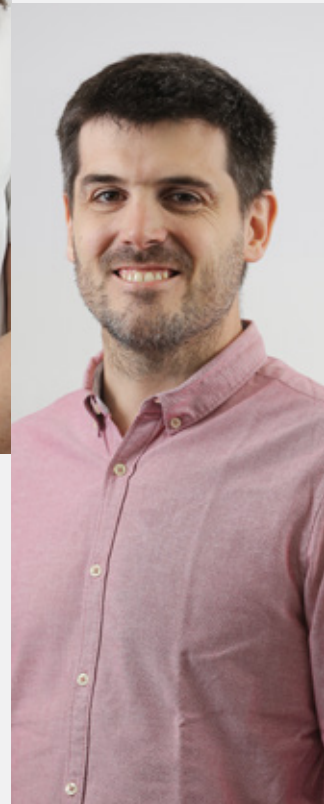
As of the date of this report, the governance of Vicente Trapani S.A. is headed by the Senior Management, composed of 5 members:



Silvia Susana Trapani

### **PRESIDENT**

Company strategic decisions



Pablo Andrés González

### **VICEPRESIDENT**

Fresh Fruit and Industrial  
Products processing strategies



José Federico Domínguez

### **VOCAL MEMBER**

Strategies related to  
primary production

Through weekly meetings, the Management of Vicente Trapani S.A.:

1

Defines the purpose, values and strategy of the Organization.

2

Defines, validates and evaluates the management and economic, social and environmental performance of the business.

3

Carries out a periodic follow-up of the projects in execution.





## 2.2.1

## Our Corporate Structure

Vicente Trapani S.A. has a General Manager, 6 Area Directors and 4 Area Managers who respond jointly and synergistically for the benefit of the Company's needs.

The developed structure is based on an operational relationship headed by the General Manager with a direct link to the Senior Management:



**GENERAL MANAGER**  
Pablo Navarro



**MANAGEMENT CONTROL**  
José Lopez



**FARM MANAGER**  
José Domínguez



**PACKAGING MANAGER**  
Sergio Pérez



**INDUSTRY MANAGER**  
José Bernabé Ruiz



**MAINTENANCE MANAGER**  
Patricio Corral



**COMMERCIAL BUSINESS  
MANAGER**  
Andrés González



**ADMINISTRATION,  
FINANCE AND HUMAN  
RESOURCES MANAGER**  
José Ricci



**HEAD OF QUALITY**  
Marcos Ramírez



**HEAD OF SUSTAINABILITY**  
Paula Dip



**HEAD OF IT**  
Marco Limpas



**HEAD OF HYGIENE,  
SAFETY AND  
ENVIRONMENT**  
Luis Medina



**HEAD OF FARM**  
Gastón de la Rosa

2.3

## Our Products

We continue on the path of continuous improvement with the main objective of generating valuable relationships and betting on collaborative development with our customers. We work with tailor-made products in terms of quality and presentation, always taking into consideration the customer's needs.

2.3.1

### Packed Fresh Fruit

Our lemons are characterized by their excellence, high juice content and perfect ripeness. They are also recognized for their freshness and good quality throughout the season. They are certified by international standards, which guarantee the properties in terms of safety and quality, and have multiple uses within the beverage and food industries. Eureka type varieties



## 2.3.2

# Industrial Products



## Lemon Juice Concentrate – Cloudy

This product is primarily in demand within the beverage and aroma industries.

Packaging: 200 liter metal drums

Good-Pack

100 liter pastic drums

20 liter pastic drums



## Lemon Juice Concentrate – Clear

This product is primarily in demand within the beverage and aroma industries.

Packaging: 200 liter metal drums

Good-Pack

100 liter pastic drums

20 liter pastic drums



## Lemon Juice Concentrate – Low Sedimentation

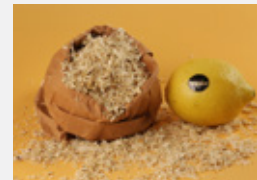
This product is primarily in demand within the beverage and aroma industries.

Packaging: 200 liter metal drums

Good-Pack

100 liter pastic drums

20 liter pastic drums



## Dehydrated Lemon Peel

This product is primarily in demand within the pectin industry.

Packaging: 50kg raffia bags



## Lemon Essential Oil

The product is primarily in demand within the beverage and flavor & fragrance industries.

Packaging: 200 liter metal drums



## Distilled Lemon Oil

The product is primarily in demand within the beverage and aroma industries.

Packaging: 200 liter metal drums



## Lemon Oil Phase– Lemon Essence

The product is primarily in demand within the beverage, aromas, perfumery and natural flavors industries.

Packaging: 200 liter metal drums



## Water Phase – Lemon Essence

The product is primarily in demand within the beverage, aromas, perfumery and natural flavors industries.

Packaging: 200 liter metal drums

## 2.4

## Our Performance in 2021 Highlights

### 2.4.1 Economic Performance

- Investments: U\$D 2 MM
- Sales: ARS 2,258 M

### 2.4.2 Social Performance

- 472 Collaborators joined us in 2021
- 1,051 teaching hours of external training were delivered
- 532 hours of in-house trainings were delivered
- 300 hours of awareness-raising on COVID-19
- 61% local suppliers
- 15,000 kg of firewood donated to the community

### 2.4.3 Environmental Performance

- 40% reduction in office paper consumption by 2020
- 12.5% of our electricity consumption comes from renewable sources
- Incorporation of LED luminaires in the industrial plant with a saving of 50% in relation to electricity consumption applied to luminaires in the sector
- 100% of the effluent is treated and used to irrigate our own farms
- 8% reduction in generated waste
- First measurement of corporate carbon footprint and water footprint
- Identification and characterization of 6,637 hectares of native forest
- Adhesion to the "UN Global Compact"

## 2.4.4 Farm

35.732,51

tons of fruit were harvested

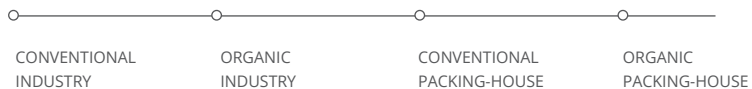
85%

of conventional fruit

15%

of organic fruit

## Destinations



## Achievements

We reached 237 Ha. under organic production certified under USDA – NOP, Canada and AR-EU standards

We certify GLOBAL G.A.P. version 5.4.1 GFS

Expansion of the irrigation system to 85% of our plantations

Rainwater harvesting in the nursery, increasing the capacity to 105,000 liters of water for irrigation of plants in the nursery

We reached 300 hectares replanted, 60% of our integral plan of farm renovation

50% reduction in water consumption due to improvements in spraying systems







## Achievements

We successfully incorporated the SMETA 4 pillar assessment

We achieved USDA NOP certification for organic processing of fresh fruit

We incorporated periodic environmental monitoring into our processing in order to improve and sustain our cleaning and disinfection processes

Incorporation of pre-selection line for the process of fruit without post-harvest treatment and organic fruit

A decrease in the use of synthetic post-harvest assets of 3.2% in 2020, 2.3% in 2021 with the intention of reaching 3.5% in 2022 was achieved

Reduction in the amount of post-harvest actives applied with the consequent reduction in water consumption (reduction of 7400 liters/hour) and gas consumption (reduction of 50 m3/hour)

Inherent improvement in the quality of the effluent generated by the production processes

### 2.4.5 Fresh Fruit

22,510 tons of fruit were processed  
6,560 pallets were marketed (5,299 processed in own packaging and 1,261 outsourced)

We shipped our first container of fresh lemons to China

Market distribution:

60%	25%
Europe	North America
10%	5%
Russia	Asia

#### 2.4.6 Industry:

77,600 tons of fruit were processed  
 They were marketed:  
 5000 tons of juice concentrate  
 4000 tons of dehydrated lemon peel  
 384 tons of lemon essential oil  
 Market distribution:  
 Europe: 60%.  
 USA: 30%.  
 Domestic market and others: 10%.

## Achievements

We passed the second follow-up audit of the FSSC 22000 scheme under unannounced inspection mode

Installation of a new osmosis equipment to feed the boiler. This improvement is expected to reduce gas consumption, boiler products and the amount of purge water

A 54% saving in salt consumption was achieved compared to the 2020 consumption associated with this improvement

Incorporation of new technologies in the shell pre-drying circuit

Incorporation of new technologies in the process of obtaining clarified juice

Incorporation of a distiller to the line in order to make the oil recovery process more efficient

The incorporation of technologies and optimization of production processes has allowed us to achieve improvements in the quality and processes of our products.

A reduction in the consumption of energy, water, gas and chemical products has also been achieved, generating a positive impact on the quality of the effluent generated by the production processes.

A challenge to come for 2022 is the implementation of a new rotary filter to make the process of making lemon essential oil more efficient; and to be able to quantify and value all these improvements both in productivity and consumption reduction.



#### 2.4.7

### **New Challenges, New Destinations**

One of the objectives set for the 2022 season involves moving forward with the participation and development of new customers in the USA and ASIA, understanding that the greatest opportunities for new products and applications are there. In Europe, meanwhile, the market has reached a level of maturity where growth is slower.

## Chapter 3

## OUR COMMITMENT WITH THE OBJECTIVES OF SUSTAINABLE DEVELOPMENT

During 2021, we holistically and transversally analyzed our daily work in order to carry out an initial survey of our contribution to the Sustainable Development Goals and alignment with the 10 principles of the Global Compact. As a result of this evaluation, we identified concrete actions from which we have defined our priority contributions.

We also identified initiatives that contribute to the 17 UN SDGs.



### Health and Wellbeing

Goals: 3.2; 3.3; 3.4; 3.5; 3.6; 3.8; 3.9a; 3.9d



### Clean and Healthy Water

Goals: 6.1; 6.2; 6.3; 6.4; 6.5; 6.6a



### Industry: Innovation and Infrastructure

Goals: 9.2; 9.3; 9.4; 9.5b



### Responsible Production and Consumption

Goals: 12.1; 12.2; 12.3; 12.4; 12.5; 12.6; 12.8



### Wildlife Eco-systems

Goals: 15.1; 15.2; 15.3; 15.4; 15.5; 15.6; 15.7; 15.8; 15.9

We detect those opportunities for improvement that will allow us to contribute with new programs for the near future. In this way, we incorporate the commitment to the United Nations 2030 Agenda within our management guidelines.

A great challenge ahead is to determine those indicators that will allow us to define our actions and quantify improvements.

### Direct impact



### Indirect impact





Chapter 4

**COLLABORATIVE  
DEVELOPMENT**

We are committed to collaborative work throughout our entire value chain in order to align our activities around common goals.

4.1 Building Trust

Analyzing the context of our Organization, we identified our Stakeholders. We evaluated their relevance and influence within the value chain in which we operate and, based on this, we recognized their needs and expectations.

COMMUNITY

UNIONS

SUPPLIERS

EDUCATIONAL ENTITIES

COLLABORATORS

NGO

CUSTOMERS

MEMBERSHIPS

AUTHORITIES

SHAREHOLDERS

CERTIFICATION BODIES

## 4.2 Dialogue with Our Stakeholders

In Vicente Trapani SA we have established guidelines to ensure that sufficient information is available and applicable throughout the value chain in which we perform our activities. We maintain external communication with different stakeholders and internally with the staff, identifying and maintaining documented methodologies and responsibilities applicable according to the type of communication and stakeholder involved.

### Community

- \* Periodic meetings with community leaders and authorities
- \* Permanent contributions and collaborations within the community.
- \* Institutional communication channels: website, email, telephone, social networks)

### Collaborators

- \* Attention to complaints and suggestions (can be anonymous)
- \* Permanent communication with the Human Resources department \* Whatsapp Human Resources for complaints or suggestions (can be anonymous)
- \* Complaints and suggestions mailbox
- \* Institutional communication channels: website, email, telephone, social networks)
- \* Posters and mailing
- \* Annual inductions and training in applicable guidelines
- \* Annual performance evaluations

### Suppliers

- \* Supplier development
- \* Permanent communication via email/phone
- \* Technical advice on Quality, GAP, GMP, GMP, Safety, Sustainability and applicable requirements.
- \* Inclusive and transparent agreements
- \* Annual performance evaluations
- \* Institutional communication channels: website, email, telephone, social networks)

### Customers

- \* Audits and certifications
- \* International fairs
- \* Periodic communication with clients through the commercial area
- \* Plant visits
- \* Attention and management of complaints and suggestions
- \* Institutional communication channels: website, email, telephone, social networks)

### Authorities

- \* Compliance in time and form of the applicable requirements
- \* Institutional communication channels: website, email, telephone, social networks)

### Unions

- \* Regular meetings with delegates
- \* Institutional communication channels: website, email, telephone, social networks)

### NGO

- \* Meetings with referents of different NGOs
- \* Collaborative development and support with different programs and NGOs
- \* Institutional communication channels: website, email, telephone, social networks)

### Certification Bodies

- \* Inclusive and transparent agreements
- \* Certification audits
- \* Institutional communication channels: website, email, telephone, social networks)

### Educational Entities

- \* Collaborative agreements
- \* Communication with the Human Resources department
- \* Institutional communication channels: website, email, telephone, social networks)

### Strategic Memberships

- \* Direct communication with senior management.
- \* Collaboration in strategic working groups and collaborative development
- \* Institutional communication channels: website, email, telephone, social networks)

### Shareholders

- \* Shareholders' Meetings

### 4.3 Materiality

We believe that Sustainability is built on the basis of permanent communication, which is why we conducted a survey between 05/26/2022 and 06/06/2022 of our Stakeholders in order to provide the necessary support to back up the evaluation carried out internally. According to the results, we were able to confirm that we are working on the right topics and we gained a better idea of the existing challenges.

We obtained 74 returns, of great value for the company, from which the Materiality Process was carried out, covering the following stages:

/ Identification

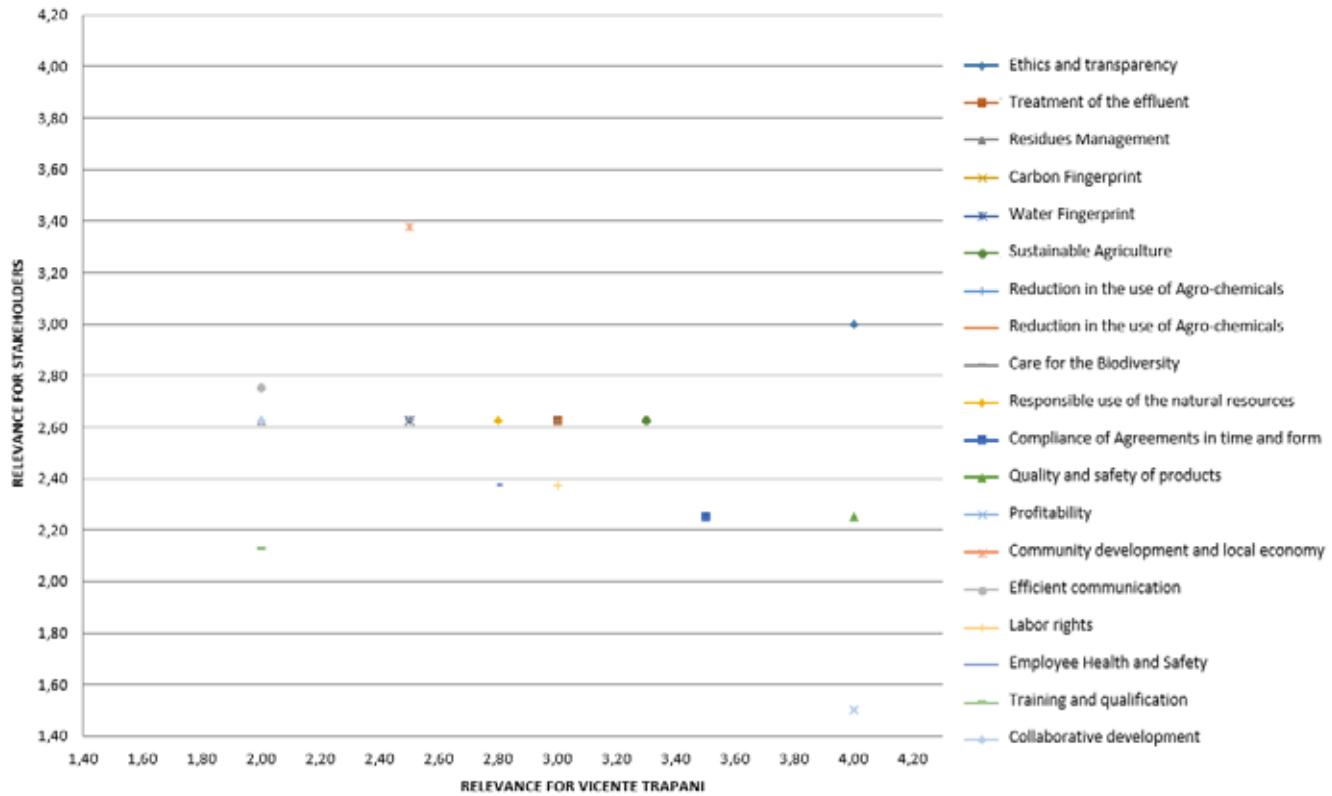
/ Prioritization

/ Review

/ Validation

In order to define our strategy for contributing to sustainable development, we assessed our materiality and relevance to sustainability guidelines.

The Materiality Analysis was carried out by Senior Management and the material issues defined are included in the Company's Integrated Management Policy.





Chapter 5

# Organizational changes and risk management

 **Vicente  
Trapani**



## ORGANIZATIONAL CHANGES AND RISK MANAGEMENT

In Vicente Trapani S.A. we have developed a detailed analysis as a starting point for this process, taking into account external issues derived from: the environment, legal and applicable requirements, technology, suppliers, customers, food-fraud, food-defense; as well as internal issues related to: values, culture, knowledge, company performance, the environmental impact of our activities and the welfare and safety of our employees. From this analysis, the guidelines and methodology are defined, resources and mechanisms are established to manage the first responses to an emergency, potential incidents and/or accidents that may affect our activities or our performance.

We have a procedure in place to identify, assess, review and update internal and external factors relevant to the business that could affect our ability to achieve our planned results.

### 5.1. COVID – 19. We are In This Together:

As of March 2020, we have initiated a change in our habits, in our way of relating to one another, which is here to stay. In this context, the Company evaluated each process and defined strategies and guidelines necessary to mitigate the risk of contagion, guarantee safe working conditions for all personnel and ensure business continuity. Being among the activities considered essential, we focused on the following aspects:



5.11 Our People

A protocol was developed in order to clearly define the methodology to be followed in each case that may arise.

A survey of people categorized as risk groups was carried out, granting leave or referring them to the home-office as necessary.

The operational sectors where there was a higher concentration of personnel were adapted in order to guarantee social distancing.

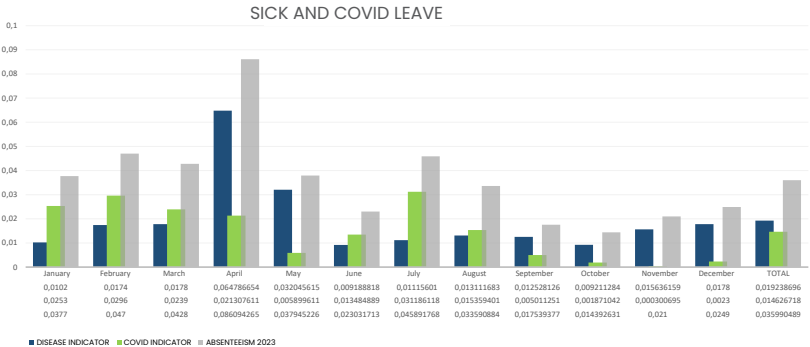
New spaces were adapted as rest and refreshment areas in order to ensure social distancing.

Temperature control was incorporated at the entrance.

65 swabs were performed at the Company during 2021.

Positive cases were followed up with referral to ART.

Ongoing training was provided to staff on prevention, care and monitoring; encouraging responsible vaccination of staff.





### 5.1.2. Business Continuity

Hand washing stations were refurbished, incorporating alcohol-gel in all of them, as well as in all staff offices. In those positions where it was possible, work-groups and home-office schemes were defined in order to reduce contact and guarantee the continuity of operations. Given the global situation of uncertainty, we conducted risk analyses that allowed us to determine clear strategies for the management of the business, such as the supply of inputs and transportation. Capital was allocated to the incorporation of technology in order to ensure staff connectivity. “COVID Management” was incorporated as a process to be evaluated within the annual internal audit plan and is audited throughout the season.

## 5.2 Connectivity and Computer Security

### 5.2.1 Communication in the Times of The Pandemic

At the beginning of the pandemic, the Company faced the challenge of the Home-Office. We invested in technology and were able to guarantee connectivity for up to 50 workers.

With this project and in order to ensure the security of connectivity, we migrated technology to a modern enterprise firewall (edge router equipment). It was possible to ensure the processing connection capacity with the expansion of the bandwidth of the Internet connection.

For those employees who did not have computer equipment for home office work, the company provided the necessary equipment. In those cases where the Internet connection was not available or its capacity was not adequate, mobile phone equipment was added.

Training of the systems-team was necessary and conventional work methodologies were adapted in order to be able to give continuity to

operational-ability. All the modifications were documented and translated into working procedures.

One of the greatest added values observed was the knowledge acquired on "how to do" with which many more collaborators were accompanied.

For remote meetings, we incorporate professional technology equipment in Logitech Rally Video Conferencing, providing professional quality images with high definition and vocal clarity for smooth, uninterrupted and more natural meetings.

## 5.3 Technology and Communication

### 5.3.1 Improving Our Customer Service

During 2021 we worked on the implementation of a software called Noatracking, which aims to provide information to our customers, initially targeting the fresh-fruit business.

This application, with its web environment and also through APP, allows the company to make documents available on traceability and information of its products, notifying the interested party via email when new information is uploaded. This information is available at any time and from any device.

This service will be available to our industrial customers by 2022.



### 5.3.2. Our IT Security

In order to improve the safeguarding of the information generated by our activity and reduce the risk of damage and/or loss of information, through preventive measures in 2021, we have invested in effort, training and technology.

Upgrade of the corporate email service: Containing all IT security criteria (confidentiality, integrity, availability, authentication).

This project is already in development stage with two modalities, On-Premises and another in the cloud that will be On-Line, will be operational by May 2022.

Information backup: Implementation of a hardware server as a repository outside the building where the server room is located. With this advance, a fiber optic network was also incorporated as a physical means of connection between the server room and the administration building where the Backup is located.

The virtualization of servers, which were in physical form, was made possible by the investment in a main-frame with adequate capabilities.

### 5.3.3. Continuous Improvement and New Challenges

Process Automation - Change of the PLC of the main industry line: We moved forward with the survey and analysis of each and every one of the equipments involved in the manufacturing process in order to establish the technological needs to carry out the measurement and automation project in the plant.

This work will result in a Pre-Engineering document from which we will be able to plan the stages of the project, the probable times and costs involved.

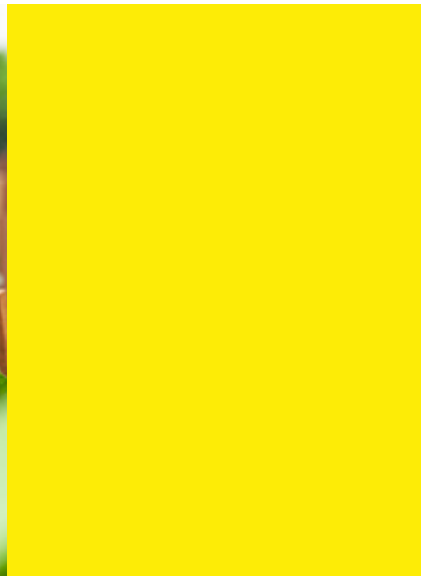






Chapter 6

# The path to the corporate sustainability



## 6.1 General Commitment to Sustainable Development

The pillars for our activities are defined in the Integrated Management Policy and the Code of Ethics and Conduct.

We assumed the commitment to work with transparency and responsibility, guaranteeing a safe workplace, both for our collaborators and the community-environment where our productive activities take place.

We understand that economic development must be in harmony with welfare and social inclusion, as well as with the valuation, conservation and care of the environment.

Therefore, our commitment is based on the following guidelines:

To establish a sustainable Process Management, based on a balance between economic, social and environmental parameters.

Promote the integral development of the community where we operate, and contribute to the sustainable development of the region where we operate.

Support and respect the protection of human-rights within our sphere of influence, ensuring that we are not complicit in human-rights abuses.

Sponsoring and facilitating actions and projects for the promotion of sustainability and human development.

Apply the best environmental conservation practices, minimizing and compensating for the impacts of our operations.

Promote awareness and training programs, seeking to raise the awareness of each member of our company and our entire value chain, as active agents in the construction of a corporate culture committed to sustainability.

We act loyally with our stakeholders in a clear and honest manner, in an atmosphere of trust and cordiality both personally and professionally.

## 6.2 Ethics and Transparency

Our Code of Ethics and Conduct is made up of: Values, Ethical Principles, Standards of Conduct and the General Commitment to Sustainable Development; that guide the actions of all the people who are a part of our company.

Ethical Principles:

They establish the necessary ethical and transparent framework for the construction of long-lasting and trustworthy relationships with Vicente Trapani S.A.'s stakeholders, promoting a culture of integrity and legal compliance for a sustainable and competitive context.

**With our customers:** in our dealings with them there is no room for any kind of corruption, bribery, favoritism or any activity that is contrary to good customs or undermines the safety of the products we sell. We do not offer or receive illegal payments, tips or bribes.

**With Shareholders:** we establish the best corporate practices to provide full transparency and certainty. Good corporate governance strengthens the shareholders' mandate and provides the framework to be a well-managed, socially responsible, efficient and a profitable company. We protect the company's physical and intangible assets and do not use them for unauthorized purposes. We maintain confidentiality in all industrial information including intellectual property.

**With Employees:** we work so that every employee is respected and finds adequate space for their professional and personal development. We hire our employees only for their qualities and abilities; we do not hire people

under 18 years of age.

Vicente Trapani S.A. does not accept under any circumstances the practice of child-labour.

**Dealing with our employees is the golden rule of relationships:**

Respect, Fairness, Trust and Affection. We promote diversity and we do not allow any kind of discrimination regarding age, religion, race, sex and/or sexual preference.

**With Our Suppliers:** we conduct honest and fair negotiations without discrimination and/or imposition/bias of any kind. We do not offer or receive illegal payments, gratuities, bribes or benefits.

We always provide all necessary information to ensure that tenders and bids are transparent and fair. We do not work with contractors who use child-labour in their activities.

**With Our Competition:** we are committed to compete based on price, quality and service, within a framework of integrity, respecting our competitors in every way. All advertising or promotion is based on the truth and in compliance with current legislation.

**With Government:** Vicente Trapani S.A. has full respect for the laws in force in the field of its activities. We keep ourselves informed of the laws that govern our activity and we make the necessary adaptations in order not to incur any violations. This principle applies to all areas of business without exception.

### 6.3 Our Suppliers

As part of the collaborative development of our entire value chain, we work continuously with our suppliers.

Following the criteria of our Integrated Management Policy, we guide ourselves by ethics and transparency in the selection, approval and evaluation of suppliers, complying with the standards defined by the Company.

It works through specific requirements for:

Raw Material Suppliers

Input Suppliers

Service Providers

An annual evaluation of their performance is carried out in order to work together in their growth and adaptation to our standards.



### 6.3. Input Suppliers:

	2020	2021
N° LOCAL SUPPLIERS	326	348
N° NATIONAL SUPPLIERS	210	215
N° INTERNATIONAL SUPPLIERS	9	7
AMOUNT OF PURCHASES MADE LOCALLY (AR PESOS)	\$77.574.595,15	\$141.740.787,75
AMOUNT OF DOMESTIC PURCHASES (AR PESOS)	\$13.366.766,91	\$19.412.110,63
AMOUNT OF TOTAL PURCHASES (AR PESOS)	\$90.941.362,06	\$161.152.898,38



### 6.3.2 Collaborative Lemon Grower Development

In 2021 we have done hard work with raw material suppliers through training and awareness workshops, on Good Agricultural Practices and international quality and safety requirements. Accordingly, in addition to strengthening our business relationship and encouraging collaborative work, we were able to incorporate them to the certification of standards such as GLOBAL G.A.P.

### 6.3.3 We Manage Quality

During the production of our products, a huge chain of different interrelated links is involved.

We manage the quality and innocuousness of our products through the preventive control of the productive processes in all their stages. We take care of every bit of our processes in order to bring healthy and safe food to all our customers.

### 6.4.1 Safety Culture

The culture of Food Safety has arrived to challenge conventional Quality schemes. It is those "shared norms, beliefs and values that affect food safety thinking and behavior throughout an organization."

GFSI:

This new challenge allowed us to advance in an internal diagnosis through surveys to our collaborators. We received 139 returns, from which we were able to detect and work on those opportunities for improvement that allow us to guarantee excellence in our products.

*"Quality begins with education and ends with education"... Kaoru Ishikawa*

## 6.5 Our Certifications

We demonstrate our commitment as a company committed to sustainable development by certifying the strictest quality and safety standards.

We guarantee the production of healthy and safe food in a friendly way with the environment and the community around us, without neglecting the welfare and personal and professional growth of all our employees.



### 6.5.1 Milestones 2021

We successfully passed within the industry. The audit does not mention the **FSSC 22000** scheme in its new version, 5.1.

We incorporated the Packaging to the verification of the **SMETA 4** Pillars scheme, version 6.1

We achieved 100% compliance with the requirements applicable to the new version of the **GRASP 1.3-1i Addon** in Farm and Packaging.

We received 2 audits from industry customers, meeting requirements and strengthening business ties.

100% of the Annual Plan of planned external audits was fulfilled.

### 6.5.2 Strengthening Our Internal Audit Processes

We work consistently in the development of a proactive and systematic organizational culture based on ethics, honesty and transparency, in such a way that, among other things, allows us to evaluate the performance, compliance and effectiveness of the guidelines established in the Integrated Management Policy of Vicente Trapani S.A.,

We have an annual Internal Audit plan through which we evaluate the complete processes, from primary production to the dispatch of the finished product. With this tool we can ensure a general survey of the procedures, standards and policies established by the Company, ensuring compliance and detecting those opportunities that allow us to move forward in a process of continuous improvement.

In 2021, we met 100% of the Annual Internal Audits plan defined for the season.

We performed an annual audit of our Financial Statements, performed by our auditors, the firm: Marchese, Grandi Mesón & Asociados.

As a complement to this annual control, we carry out internal audits throughout the year on different processes related to our operations. These audits are also performed by MGM.

## 6.6 Quality from Seed

The nursery is the first link in our production chain. It has a production capacity of approximately 60,000 plants per year. The production of these plants has its origin in seeds of excellent quality, health and genetics.

The irrigation system used in the nursery is designed to recover and reuse rainwater, which is ideal for plant growth. We have 4 tanks that allow us to collect about 105,000 liters of water from the roof of the modules of the structure in question.

This project substantially improved the growth and quality of the plants.



## 6.6.1 Good Practices and Farming Systems Sustainability

The agricultural system is one part of a whole and that is why we work in an integrated and respectful manner. Our goal is to achieve optimal results compatible with the environment in which we develop and with the food security of the entire human population.

**Irrigation Sustainability:** we have 1350 hectares planted with lemons, 1124 hectares of which have a drip irrigation system. This system is the most efficient for the supply and distribution of water, and reduces the chances of water stress in the plant.

Our equipment is permanently monitored by specialized personnel to minimize losses and make the best use of water resources.

Soil conditions, fruit and stem diameter, and environmental conditions are taken into account. Based on these parameters, irrigation volumes and frequencies are planned.

This water resource management minimizes losses due to evaporation, runoff and/or deep percolation.

**Integrated Pest Management:** all applications are made based on periodic monitoring and targeted to specific pests.

Thresholds of appearance are defined for each pest, making applications only when the threshold has been exceeded.

No total insecticides are used in order to respect the beneficial insects, reducing the impact on biodiversity.

**Maintenance and Calibration of Application Machinery:** we implemented calibration technology, improving the efficiency of spraying and herbicide applications. We achieved a decrease in application volumes, without sacrificing quality.

In 2021, savings of 50% of water in spraying and up to 70% in herbicide application were achieved compared to 2020 season consumption.

**Pruning:** we participated in the implementation of a new mechanized system, which consists of recovering the pruning remains, chipping them and using this material as energy biomass or for composting.

**Sustainable Fertilization and Soil Conservation Practices:** Periodic monitoring is carried out to determine the levels of nutrients available in the soil and the nutritional status of the plants. Based on these, strategies are planned for each season.

Although mineral elements are provided in the soil, organic matter and beneficial microorganisms are also incorporated, so that the plantations can efficiently take advantage of the nutrients, contributing to the natural regeneration of the soil and its biological richness.

**Integral Plan for the Renovation of Farms:** Between 2018 and 2021 we will plant approximately 300 hectares, replacing low-yielding mature farms with new plantations with high yield potential.

These changes imply an opportunity to improve the genetics of the plantations, thus increased plant productivity, to incorporate new technologies and improvements in the use of the surfaces by modifying the plantation frames.

The orientation of the plantation is done thinking about maximizing the use of sunlight, in case the relief does not allow it because of excessive slopes, we build contour lines in order to prevent erosion of our fields.

It improves not only the productivity but also the general health of the plantations.

**Organic Agriculture:** We reached 237 hectares certified for organic production



for industry and fresh fruit for the markets of the United States, Canada and the European Union.

Within the differential practices, we have incorporated, for example, the use of service crops, and cover crops in cups or planting lines. These practices allow us a differential in irrigation management, as we conserve moisture for longer and reduce water input, and in turn a more sustainable management of weeds, competing with them through the shade generated by the cover. Without the use of herbicides.

We provide organic fertilizers that allow us to have a good nutritional balance in plants, with benefits such as the extra contribution of organic matter and beneficial microorganisms, which allow a better use of soil resources.

Compost Production: We revalue our organic waste by using it to produce compost, thus obtaining an organic fertilizer that allows us to reduce the use of chemical synthesis products. Although the product is made for our own consumption, it has a direct impact on the community and the environment through the sustainable management of our own and third party waste.

This project has a global socio-environmental impact that allows us to

contribute, from the circular economy, a friendly management of organic waste, recycling them, recovering them and improving the environmental conditions in their points of origin, consequently, in the surrounding community.

In each of the stages of the process, the participation of male and female collaborators is required, thus increasing employability.

The final product, being able to substitute a part of the synthetic nitrogen fertilizers, would contribute to the reduction of GHG emissions.

plantaciones y para incorporar nuevas tecnologías y mejoras en el aprovechamiento de las superficies al modificar los marcos de plantación. La orientación de la plantación se efectúa pensando en maximizar el aprovechamiento de la luz solar. En caso de que el relieve no lo permita por pendientes excesivas, construimos curvas de nivel para evitar la erosión de nuestros campos. Mejoramos la productividad y la sanidad general de las plantaciones.

## 6.6.2 New Challenges

**Irrigation:** recovery of water from industrial processes in cold seasons where rainfall frequency is lower. Sustainable management of irrigation systems.

**Compost:** Parameterize the raw materials used, work with community producers, implement the composting process and its dosage, standardize the parameters in compliance with applicable regulations and finally quantify the contribution to both our plantations and the environment.

**Management of Organic Plantations:** continue to incorporate farms for industry and quality fresh fruit for the most demanding markets. Generalize practices and incorporate more and more sustainable technology and products. Evaluate and increase the presence of beneficial microorganisms in our soils.



## 6.7 Our Biodiversity

Our fields are immersed in eco-regions of great environmental value: Yungas and Chaco. These have shared a history of uninterrupted use and supply of resources with mankind, in addition to offering important environmental services such as the regulation of water flows, and for being the habitat of a great biological diversity that includes vulnerable or endangered species.

The province of Tucumán produces 90% of the lemons that Argentina generates, and in the last two decades Tucumán has been the scene of the strong transformation of the citrus activity and is now the second largest agro-industrial sector of the province.

### 6.7.1 Pollinators: The Invisible Hand Behind Production

Although citrus production does not require specific pollinators, but relies on them naturally, pollination allows for a wide variety of foods, mainly horticultural crops. In fact, pollinators such as bees, birds, and bats affect 35% of the world's agricultural production, increasing the yield of 87 of the world's major crops, as well as many plant-based medicines.

All the actions mentioned throughout this work show the importance of a sustainable and respectful management of the production.

The forest provides pollination services. By conserving the patches of forest that are immersed in our own productive farms and coexisting with production, or in proximity to protected reserves such as the Aguas Chiquitas Nature Reserve, Aconquija National Park or the Los Sosa Provincial Reserve, we are able to protect biodiversity, achieving a natural coexistence between wild and productive areas.

## 6.7.2 Our Forests

We currently have 6,637 hectares of native forests, with no immersed productive activities and in balance with our production. Together with the Pro Yungas Foundation, we started a process of identification and valuation of the environmental contributions of our crop. Convinced of the contribution of citrus in environmental conservation and biodiversity protection, we are working on the compatibility of productive activities with the conservation of biodiversity and ecosystem services, linked in areas of high environmental value.

The objective of this project is to provide a conceptual framework for the eco-environmental management actions implemented by the Company and to define a work plan to consolidate and visualize the eco-environmental and social commitments framed in the Protected Productive Landscape Program.

In parallel, and as part of our challenge in this matter, we will have to identify compensation mechanisms for CO capture<sup>2</sup> and quantify this contribution from both our native areas and crops.

Forests as a complex natural system contribute to mitigating global climate change by storing carbon in vegetation and soil, and exchanging carbon with the atmosphere through photosynthesis and respiration.

Since the Kyoto Meeting, forests have begun to be perceived as producers of environmental services for society as a whole,

amplifying the classical conception of timber production. Forests play an important role in the global CO<sub>2</sub> balance through their fixation in wood through photosynthesis. Taking as a reference a study carried out by the Forestry Department of the Secretariat of Environment and Sustainable Development\*, we were able to observe that the Eco regions of Chaco and Yungas, where our wild areas are located, have an estimated content of total carbon stock stored of 110 and 185 tons per hectare respectively. Consequently, we could estimate that Vicente Trapani has an approximate stock of 749,720 tons of carbon. These data should be confirmed by adjusting the metrics to our surfaces with a specific local approach.

\*Reference: Gasparri I., Manghi E. (2004). "Estimation of volume, biomass and carbon content in Argentine forest regions".

Although the carbon sequestered by each forest region depends on the area of the region and the average annual increase in dry matter per hectare for each type of forest, this is a first approximation and valuation of our forests.

Our next challenge is to assess the conservation status of our forests, to identify the mechanisms of compensation for CO sequestration<sup>2</sup> applicable and to quantify this contribution of both our native areas and crops.



Chapter 7

# Committed to the environment



We carry out each of our activities respecting the environment, its biodiversity and its resources.

We are carrying out different actions that share the same objective, to achieve progress in a healthy balance with the environment and the community, in order to guarantee a better future for the generations to come. We are convinced that this is the right path.

## 7.1 Beyond the 3Rs

The 3Rs are no longer enough if we want sustainable production. To achieve this goal we must add new actions and work on them consistently. This is where the circular economy presents itself as the alternative to follow, as it provides us with other concepts that lead us to redesign the corporate strategy and the way we produce.





## 7.2 The Importance of Preventive Management

The maintenance area seeks to ensure the reliability of the company's assets, reducing the occurrence of accidents that put people's lives at risk or that may compromise the product, the assets and/or the ecosystem. For this, the area develops preventive, predictive and corrective maintenance tasks.

The participation of this sector is essential in order to carry out projects related to the optimization of water, gas and electricity consumption.

## 7.3 Effluent ZERO

We guarantee compliance with the legal requirements applicable to our activity and we manage our effluent in such a way that we do not discharge it into public water sources.

We have a treatment system of facultative lagoons of mixed fermentation. We obtain a conditioned effluent that allows its use in the irrigation of our own plantations. 100% of the recovered water is used and incorporated into irrigation systems.

We carry out periodic monitoring in order to guarantee a correct reduction of the organic load and to be able to monitor any type of variation.

As a medium-term challenge, we are evaluating concrete options to ensure and optimize the treatment of effluents.

### 7.4 Waste Management

We have a waste management procedure where the guidelines for the separation of waste at source are defined, promoting the reduction and recovery of surplus resources, considering the principles of circular economy as a basis.

#### REDUCTION

In 2021 we had a reduction in waste generation compared to 2020:

RESIDUE	Reduction in generation	Provision
Cardboard	37%	Recycling
Plastic	17%	Recycling
Plastic Drums	66%	Recycling
RSU	41%	Landfill
Organic Waste	3%	Local Livestock-based Composting

## REUSE

Following the guidelines of the circular economy, 1093 drums were revalued for internal processes and our waste management.

## SPECIAL WASTE

Final disposal was carried out according to the legal regulations applicable to phytosanitary residues and those contemplated in Law 24.51.

phytosanitary residues (1406114)	special waste (10 - 140 - 10)
2000 units	1000 kg



## 7.5 Corporate Footprint 2021

In order to manage the environmental impact of our activity, we have evaluated the environmental performance of the Organization.

Through the development of our productive activities, we generate Greenhouse Gas Emissions (GHG) with its consequent impact on climate change.

At the same time, during the Company's production cycle, from primary production to processing in Packaging and Industry, water is consumed.

Being aware of this effect, and within an Integrated Management Policy that contemplates Sustainable Development, the Company proposed to calculate its Carbon Footprint (CF) and Water Footprint (WF) in order to reduce the impact as much as possible.

This evaluation was carried out with reference to a series of international standards:

GHG Protocol methodology for corporate carbon footprint in its equivalent to ISO 14064.

ISO 14046 "Environmental Management - Water Footprint - Principles, requirements and guidelines".

### Water Footprint (WF)

Is an indicator that calculates the water utilization to produce food, within industrial processes and the generation of energy, as well as water that is contaminated within these processes.

### Carbon Footprint (CF)

Calculates the quantity of Greenhouse Gas emissions for a product during its complete life cycle. That is to say, from when it is produced until it is thrown away.

7.5.1 Corporate Carbon Footprint

In 2021, we generated a total of 18486.85 tonnes of CO2

SECTOR	TOTAL TON OF CO2 EMISSIONS	Scope 1	Scope 2	Scope 3
ORCHARD	1,557,96	80.66%	15.64%	4.06%
PACKAGING	1,314,34	50.34%	17.96%	31.4%
INDUSTRY	1,524,55	70.33%	18.94%	9.43%

Based on this evaluation, we have defined specific measures that will allow us to adjust and reduce consumption in order to achieve the greatest efficiency in our processes.

- Achieve continuous processes, in order to minimize the consumption of natural gas and resources (water and electricity) per unit of production, achieving processes with greater overall efficiency
- Work with both input and service providers in calculating their own footprints Reinforce preventive maintenance of machinery in order to maintain efficient processes and avoid unscheduled downtime
- Standardize and systematize the processes of measuring the consumption of water, electricity, natural gas, liquid fuels and inputs with high environmental impact
- Guarantee efficient use of water in primary production: Monitoring of consumption, correct operation and maintenance of irrigation systems
- Improve the current effluent treatment system
- Train and make staff aware of the efficient use of resources (water, electricity, fuel). Increasing the share of renewable energies

7.5.2 Corporate Water Footprint

In 2021, 4,302,695.19 m3 of water will be consumed.

SECTOR	LC WATER consumed
ORCHARD	4,339,334,33
PACKAGING	71,333,33
INDUSTRY	33,333,33

## 7.6 Incorporating Friendly Technologies

During 2021, inefficient technology luminaires were replaced with LED lights in the main industrial building and in the dryer. A reduction of 63.5% and 49.5% was achieved in electricity consumption applied to luminaires in the sector, respectively.

## 7.7 Renewable Energies

**The energy consumption during 2021 was 899,503.00 MWh.**

In compliance with Law 27,191 through resolution E 281/2017 of the Ministry of Energy and Mining, as of 2017 we have incorporated renewable energy sources to our consumption.

By December 2021, we reached 12.5%\* of consumption from renewable energy sources, detailed below:

9 % Wind Power

2% Solar

1% Renewable Hydro

0.5 % Biomass - Biogas

\*References: Global Analysis and Control Management - Compañía Administradora del Mercado Mayorista Eléctrico Sociedad Anónima, CAMMESA. December 2021 Report.

A challenge ahead is to be able to increase this percentage progressively to 20% by 2025.







Chapter 8

# Our people



Vicente  
**Trapani**

## 8.1 Our Work Teams

### 8.1.1 Distribution of Employees by Sector and Gender

SECTOR	FEMALE	MALE	FEMALE PERCENTAGE	MALE PERCENTAGE
ADMINISTRATION	10	8	55,56%	44,44%
SUSTAINABILITY	1	0	100,00%	0%
QUALITY	11	3	78,57%	21,43%
TRADE	3	8	27,27%	72,73%
DIRECTORY	1	3	25,00%	75,00%
PACKAGING	33	67	32,73%	67,27%
ORCHARD	3	89	3,30%	96,70%
GENERAL MANAGEMENT	0	1	0,00%	100,00%
INDUSTRY	4	89	4,30%	95,70%
MAINTENANCE	0	18	0,00%	100,00%
HUMAN RESOURCES	3	7	30,00%	70,00%
HEALTH AND SAFETY	0	8	0,00%	100,00%
SYSTEMS	0	4	0,00%	100,00%
PACKAGING CONSULTANTS	41	73	35,98%	64,02%
TOTAL	98	374	20,78%	79,22%

### 8.1.2 Distribution of Employees by Age and Gender

DIRECTORY	4	MANAGERS	7	HEADQUARTERS	7
Men	2	Men	7	Men	5
Women	1	Women	0	Women	2
Under 20 years old	0	Under 20 years old	0	Under 20 years old	0
Between 20 and 50 years old	3	Between 20 and 50 years old	5	Between 20 and 50 years old	7
Over 50 years old	1	Over 50 years old	2	Over 50 years old	0

SUPERVISION	14	ANALYSTS	22	OPERATORS	407
Men	12	Men	19	Men	327
Women	1	Women	14	Women	110
Under 20 years old	0	Under 20 years old	0	Under 20 years old	271
Between 20 and 50 years old	14	Between 20 and 50 years old	22	Between 20 and 50 years old	36
Over 50 years old	0	Over 50 years old	0	Over 50 years old	0

8.1.3 Distribución de  
colaboradores por categoría y  
género

EMPLOYMENT CONTRACT	Women	Men
Permanent	35	127
Temporary	36	114
Agencies	0	58
Eventual	2	32
Part-time Contract	41	55

## 8.2 Liaison with Guilds and Unions

Currently, 23% of our employees occupy positions outside the collective bargaining agreement, while the rest, according to their function, are part of the following unions:

UATRE: 60%.

STIA: 18%.

The collective bargaining agreements that apply to our activity are:

Food Convention

Farm Bill

Agreement 296/91 - UATRE

Unions freely negotiate their working conditions and wages. There are 2 meetings per year.

As for outsourced activities, compliance with the same regulations applicable to Vicente Trapani S.A. is required.

## 8.3 Recruitment and Remuneration

We have a Selection and Training procedure, which establishes the general guidelines for the incorporation and training of personnel. In an inclusive manner and excluding any type of discrimination, hiring is carried out in accordance with the technical competencies and skills required for the position to be held, giving priority to internal personnel with the experience and skills necessary for such promotion. Our employees receive their salaries in accordance with the applicable legislation in force. We are convinced that a living wage contributes to the economic well-being of workers, eliminates inequalities and promotes equal opportunities.

### 8.3.1 New Additions

During 2021, 29 employees joined the Vicente Trapani S.A. family.

MEN 27

WOMAN 2

The staff turnover rate in 2021 was 9.5%.

### 8.4 Training our Teams

Training is an important pillar in the company. Always oriented towards continuous improvement, we work in the detection and identification of those training needs in order to provide the necessary knowledge and tools to each employee for the proper performance of their work.

During 2021 we celebrated:

532 total hours of internal trainings on topics:

GAP
GMP
QUALITY AND SAFETY
FRAUD AND FOOD DEFENSE
PROPER HANDLING OF SYSTEMS
COVID PREVENTION AND CARE
INTEGRATED MANAGEMENT POLICY
CODE OF ETHICS AND CONDUCT
PROPER USE OF PPE
SAFE OPERATION OF MACHINERY
HANDLING OF CHEMICAL AND PHYTOSANITARY PRODUCTS. TRIPLE WASHING
WASTE MANAGEMENT
COMPLAINTS AND SUGGESTIONS

1044 total hours of external training on topics:

EXCEL
LOGISTICS MANAGEMENT
SQL SERVER
MICROBIOLOGY
FOOD DEFENSE
SUSTAINABLE IRRIGATION MANAGEMENT
FSSC 22000 LEAD AUDITOR TRAINING
CHROMATOGRAPHY
CORPORATE SUSTAINABILITY



## 8.5 Performance and Continuous Improvement

The company has a documented procedure to evaluate on an annual basis, the potential of our employees in the performance of their tasks, skills, behavioral development and to detect training needs.

The "90 degrees" methodology is applied, taking as a reference a matrix of competencies defined for each category to be evaluated.

During 2021, 80% of the staff underwent performance evaluations.

## 8.6 Programa de beneficios

The commitment of our work teams is fundamental in order to achieve excellence in our activities.

We have benefit programs that contribute to the balance between professional and personal life in order to strengthen a healthy and lasting bond with the Company.

MEDICAL COVERAGE

MEDICAL CHECKUP

CREDIT ADVANCES

AGREEMENT BANK OPTIONS

UNPAID LEAVE OF ABSENCE

MOVING LEAVE

EXAMINATION LEAVE

MATERNITY, PATERNITY AND ADOPTION LEAVE: DURING 2021, 2 MATERNITY LEAVES AND 7 PATERNITY LEAVES WERE GRANTED. 100% OF STAFF WERE REINSTATED.

INFLUENZA VACCINATION CAMPAIGN: DURING 2020 AND 2021, 300 DOSES WERE GIVEN TO THE COMPANY'S PERSONNEL.

PERSONAL LOANS FOR EMERGENCY/HEALTH SITUATIONS.

FREE ADVICE SERVICE FOR ANSES PROCEDURES.

AGREEMENTS WITH UNIVERSIDAD SIGLO 21, FUNDACIÓN CULTURAL DEL NORTE, WITH DISCOUNTS FOR EMPLOYEES AND THEIR FAMILIES.

AGREEMENT BETWEEN FARMACIA DEL PUEBLO AND UNIÓN, WITHDRAWAL OF MEDICATION AND PAYROLL DISCOUNT.

NEW YEAR'S EVE DINNER, WITH PRIZES FOR EMPLOYEES.

RECOGNITION AND GRATUITY TO EMPLOYEES FOR RETIREMENT.

## 8.7 Betting on Education

With the aim of providing students or recent graduates with the possibility of putting into practice all the knowledge learned through a first experience in the working world, we actively contribute to the process of job placement with internships for students who are being trained through the various agreements we have signed with educational institutions of secondary, tertiary and university level.

During 2021 we had the contribution of 13 interns who worked in different sectors of the company:

Hygiene and Safety: 2  
 Quality and Process Control: 8  
 Industrial Production: 1  
 Systems: 1  
 Administration: 1

Benefits for The Company:	Benefits for The Student:
Having young people with new knowledge	Gaining experience
Clearly and impartially evaluate your processes	Knowing the business environment
Identify points for improvement	Share with professionals in your area
Receive innovative ideas	To know the ethics and values of the company
Reduce headhunting processes and recruitment costs	Put your knowledge into practice
Reduce the induction period for new collaborators.	Receive appropriate guidance

## 8.8 Zero Tolerance of Child-Labor

We have a "Policy of Good Social Practices" where we assume the commitment to ensure good social practices and human rights of our employees, as well as the community where we develop our activities. In accordance with current labor agreements, we have procedures for hiring and personnel management.

Committed to children's rights, we work to prevent and eradicate child labor:

Training for our own staff: During the annual inductions we focus on the importance of detection and survey in the workplaces. We also raise awareness of the importance of schooling for children. For staff living in our camps, certificates are required every year for children under 18 years of age to start and finish school.

Induction to producers and contractors: The company's guidelines and values are transmitted to our suppliers, particularly to those we purchase raw materials from. The signing of a declaration of commitment is required.

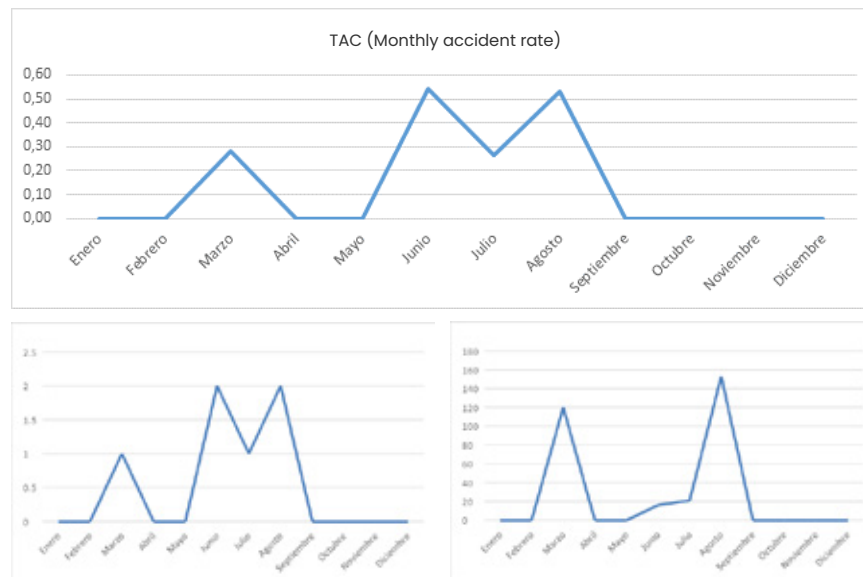
On-site control of crews during the harvest with emphasis on the detection of minors performing prohibited work.

**"It is our obligation to ensure their safety, integrity and education. If they get tired, it'll be only of playing...!"**

## 8.9 Safety First

The well-being and safety of our employees is one of the most important pillars of our Organization.

Following the guidelines of the ISO 45001 standard, a preventive approach is adopted on the risks detected in order to eliminate or control them, thus avoiding a possible accident or material losses. A "STOP" tool was implemented to detect and manage UNSAFE ACTS or CONDITIONS, contributing with the registration and management of unsafe conditions to the general maintenance plan and with the registration and management of unsafe acts to promote the cultural change of the organization to understand HEALTH AND SAFETY as a responsibility of all its members. We work hard on the concept of order and cleanliness with a sectorized report to achieve standards with cleaner and safer areas for staff, encouraging habits of order and cleanliness.





Chapter 9

# Vicente Trapani and the community



## 9.1 Food Bank Foundation

As of July 2021 we are sponsoring the Food Bank Foundation, a non-profit organization that works to reduce hunger, improve nutrition and prevent food waste.

The contribution provided during 2021 allowed:

37 COOKING WORKSHOPS, FOR A TOTAL OF 111 HOURS OF CLASSES GIVEN

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42 PEOPLE, LEADERS, VOLUNTEERS AND BENEFICIARIES FROM VARIOUS ORGANIZATIONS BENEFITED

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27 SOCIAL ORGANIZATIONS BENEFITED

---

THEY BENEFITED 4151 INDIRECTLY, AS THEY BELONGED TO THE ORGANIZATIONS THAT PARTICIPATED IN THE WORKSHOPS

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## 9.2. Foundation for Aid to the Child in Need

The Foundation assists both the individual and his or her family context in its integral social dimension. Its objective is the attention, assistance and treatment of children, adolescents and young people in humble conditions. It also works with vulnerable social groups as they go through situations of lack of resources to cover their basic needs, family problems related to violence, addictions, family dysfunction, disability condition of any of the members and / or need for guidance for family organization and emotional support.

The Company purchased "Los Soles de FANN" candies in order to include them in the Christmas box that is delivered annually to its employees. This contribution had the following impact:

666 PLATES OF FOOD FOR THE 250 CHILDREN WHO ATTEND THE FOUNDATION'S KINDERGARTEN.

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INCORPORATION OF 4 MOTHERS FROM THE GARDEN IN THE PRODUCTION PROCESS, WHO ARE NOW BREADWINNERS IN THEIR HOMES.

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### 9.3 Municipality of Tafi del Valle

We participate in the "Integral Management of Urban Solid Waste" Plan of the Environment and Sustainable Development Department of the Municipality of Tafi del Valle, in order to preserve, conserve, defend, improve and recover those resources that belong to a tourist place of transcendence for our province and that are part of the daily landscape of the local people.

We have made contributions that have allowed this entity to set up 30 waste separation stations distributed in the area.

### 9.4 Our Commitment to The Community

Those materials in disuse that have value for the community are managed through donations, collaborating to cover, in a concrete way, the needs of our community.

THE DONATION OF 15000 KG OF FIREWOOD WAS MADE FOR THE BENEFIT OF:

LOS NOGALES DINING HALL

EL CADILLAL DINING HALL

WALDORF COMMUNITY, SCHOOL EL FARO

54 PEOPLE FROM THE COMMUNITY

HORCO MOLLE RESERVE: 14 TREES

COMMUNE OF LOS NOGALES: 2 BICYCLES

MIGUEL CERVANTES SCHOOL: MERCHANDISE AND BEVERAGES



Chapter 10

# Together, there is strength



## 10.1 Memberships

In order to contribute to the continuous improvement in which we develop our activities, we have several memberships of scientific and research nature, betting to collaborate with the technological improvements of the processes and the advance in knowledge and market development.

SEDEX  
IFU  
AIJN  
IFEAT  
IRAM  
CIATI  
ACNOA  
FEDERCITRUS

In 2021 we are committed to increasing the challenges and we are moving forward with new memberships:

**SAI Platform:** This is an organization whose purpose is to promote and collaborate in the widespread adoption of sustainable agricultural practices and the transformation to sustainable food systems.

**UN Global Compact:** This is a corporate social responsibility initiative that aims to mobilize the business sector and its stakeholders to commit to the principles of the United Nations. In this way we have committed to the annual delivery of the Communication on Progress (CoP) showing our progress towards sustainable production.

We adhere to the "Early Adopter Program". It seeks to evaluate an improved version of the Communication on Progress (CoP), which will come into force as mandatory from 2023.



Sedex Member



FEDERCITRUS



## 10.2 Strategic Alliances

We are constantly updating, training and collaborating on Corporate Business Sustainability.

The objective is to work together on innovation and sustainable improvements for the activity and for the community that accompanies us. We maintain a permanent collaborative relationship with:

**Obispo Colombres Agroindustrial Experimental Station (EEAOC):** a governmental entity derived from the Ministry of Productive Development of the Government of Tucumán, whose main purpose is the creation and development of technologies and methods for an efficient management of crops and related industries. Together with this organization we work collaboratively on research and development projects.

**Environmental and Technological Interpretation Center (CIAT):** a complex dedicated to the separation, classification and revaluation of dry urban waste, belonging to the Municipality of Tafi Viejo. We moved forward with the signing of an agreement in order to contribute to the proper management of our waste, thus collaborating in the revaluation of waste, circular economy and reducing the impact of our activities.





Chapter 11

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GRI 102		
GENERAL CONTENTS		
1. Organizational Profile		CHAPTER
102 - 1	Name of the organization	Home page
102 - 2	Activities, brands, products and services	1
102 - 3	Location of the headquarters	Ruta Nacional nº 9, km 1308, Los Nogales, Tucumán, Argentina. ZIP 4101
102 - 4	Location of operations	
102 - 5	Ownership and legal form	
102 - 6	Markets served	2
102 - 7	Size of the organization	2
102 - 8	Information about employees and other workers	2 and 8
102 - 9	Supply Chain	2
102 -10	Significant changes in the organization and its supply chain	1 and 5
102 - 11	Precautionary principle or approach	4 and 5
102 - 12	External initiatives	10
102 - 13	Membership in associations	10
2. Strategy		
102 -14	Statement from senior executive decision-makers	CEO Letter
102 - 15	Main impacts, risks and opportunities	4 and 12

3. Ethics and Integrity		
102 - 16	Values, principles, standards and norms of conduct	1 and 2
102 - 17	Counselling mechanisms and ethical concerns	6
4. Governance		
102 - 18	Governance structure	2
102 - 19	Delegation of authority	2
102 - 20	Executive-level responsibility for economic, environmental and social issues	2
102 - 21	Stakeholder consultation on economic, environmental and social issues	4
102 - 22	Composition of the highest governance body and its committees.	2
102 - 23	Chairman of the highest governing body	2
102 - 24	Nomination and selection of the highest governing body	2
102 - 25	Conflicts of interest	2
102 - 26	Role of the highest governance body in the selection of objectives, values and strategy	2
102 - 27	Collective knowledge of the highest governance body	2
102 - 28	Performance evaluation of the highest governance body	2
102 - 29	Identification and management of economic, environmental and social impacts.	2 and 4
102 - 30	Effectiveness of risk management processes	4 and 6
102 - 31	Assessment of economic, environmental and social issues	The evaluation is carried out on an annual basis
102 - 32	Role of the highest governance body in sustainability reporting	2
102 - 33	Communication of critical concerns	2 and 4
102 - 34	Nature and total number of critical concerns	Note 1
102 - 35	Remuneration policies	2
102 - 36	Process for Determining Compensation	2
102 - 37	Stakeholder involvement in remuneration	2
102 - 38	Total annual compensation ratio	Note 2
102 - 39	Ratio of the percentage increase in total annual compensation.	Note 3
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102 - 40	List of stakeholders	4
102 - 41	Collective bargaining agreements	8
102 - 42	Identification and selection of stakeholders	4
102 - 43	Approach to Stakeholder Engagement	4
102 - 44	Key issues and concerns mentioned	4
6. Reporting practices		
102 - 45	Entities included in the consolidated financial statements	1
102 - 46	Definition of the contents of the reports and coverage of the topic.	4



102 - 47	List of material topics	4
102 - 48	Re-expression of information	Note 4
102 - 49	Changes in reporting	Note 5
102 - 50	Reporting period	12
102 - 51	Date of last report	Note 6
102 - 52	Reporting cycle	Note 7
102 - 53	Contact point for questions about the report	Last page
102 - 54	Statement of reporting in accordance with the GRI Standards	12
102 - 55	GRI Content Index	13
102 - 56	External verification	

**GRI 103****MANAGEMENT APPROACH****General requirements for reporting on the management approach**

103 - 1	Explanation of the material subject and its Coverage	2 and 4
103 - 2	The management approach and its components	2 and 4
103 - 3	Evaluation of the management approach	2 and 4

**GRI 200****ECONOMIC STANDARDS****GRI 201: ECONOMIC PERFORMANCE**

201 - 1	Direct economic value generated and distributed	2, 6, 8, 9
201 - 2	Financial implications and other risks and opportunities arising from climate change	4 and 5
201 - 3	Defined benefit and other retirement plan obligations	Note 8
201 - 4	Financial assistance received from the government	Note 9

**GRI 202: MARKET PRESENCE**

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202 - 2	Proportion of senior executives recruited from the local community	Note 11

**GRI 203: INDIRECT ECONOMIC IMPACTS**

203 - 1	Investments in infrastructure and services supported	2
203 - 2	Significant indirect economic impacts	6, 8 and 9

**GRI 204: PROCUREMENT PRACTICES**

204 - 1	Proportion of spend with local suppliers	6
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**GRI 205: ANTI-CORRUPTION**

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205 - 2	Communication and training on anti-corruption policies and procedures	6
205 - 3	Confirmed cases of corruption and measures taken	Note 13
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207 - 2	Fiscal governance, control and risk management	N/A
207 - 3	Stakeholder engagement and management of tax concerns	N/A
207 - 4	Country-by-country reporting	N/A

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302 - 3	Energy intensity	7
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304 - 4	Species on the IUCN Red List and national conservation lists whose habitats occur in areas affected by operations	Note 17



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GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS		
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401 - 3	Parental Leave	8
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403 - 2	Hazard identification, Risk Assessment and Incident Investigation	6
403 - 3	Occupational Health Services	6
403 - 4	Worker participation, consultation and communication on health and safety at work	6
403 - 5	Training of workers on occupational health and safety at work	6
403 - 6	Promotion of workers' health	6

403 - 7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships.	6
403 - 8	Workers covered by an occupational health and safety management system	6
403 - 9	Work-related injuries	6
403 - 10	Occupational illnesses and diseases	6
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<b>GRI 419: SOCIO-ECONOMIC COMPLIANCE</b>		
419 - 1	Non-compliance with laws and regulations in the social and economic spheres	Note 40

NOTES	DESCRIPTION		
<b>Note 1</b>	No critical concerns have been identified in the reporting period.		
<b>Note 2</b>	For confidentiality reasons this indicator is not reported		
<b>Note 3</b>	For confidentiality reasons this indicator is not reported		
<b>Note 4</b>	Not applicable as this is the first report.		
<b>Note 5</b>	Not applicable as this is the first report.		
<b>Note 6</b>	Not applicable as this is the first report.		
<b>Note 7</b>	The sustainability report is prepared annually.		
<b>Note 8</b>	We comply with the legal requirements of the country in relation to social contributions of employees		
<b>Note 9</b>	The organization does not receive these types of benefits		
<b>Note 10</b>	The salary of the initial remuneration category for both men and women in the Company is above the minimum living and mobile wage. See table		
	<b>Category</b>	<b>Agreement</b>	<b>% above the SMVM</b>
	General Operator	CCT 276/91 UATRE	35,86%
	Operator	CCT 244/94 Food	137,01%
	General Labourer	Agrarian Law L.26727	61,44%
	Administrative	Out of Agreement	88,25%
<b>Note 11</b>	100% of the Directors belong to the provinces where Vicente Trapani S.A. operates.		
<b>Note 12</b>	100% of the activities have been considered in this regard.		
<b>Note 13</b>	No cases of corruption have been detected in the reported period.		
<b>Note 14</b>	No such actions were recorded in the reporting period.		
<b>Note 15</b>	Not applicable due to food safety requirements.		
<b>Note 16</b>	Not applicable. First report		
<b>Note 17</b>	In process of evaluation with the Pro Yungas Foundation.		
<b>Note 18</b>	These emissions were included in the carbon footprint calculation and are expressed as CO2 equivalent.		
<b>Note 19</b>	There were no cases of spills in the reported period.		
<b>Note 20</b>	There is no discharge of water or runoff into water bodies.		
<b>Note 21</b>	There were no non-compliances in the reported period.		
<b>Note 22</b>	No negative impacts were detected in the reported period.		
<b>Note 23</b>	Significant operational changes are communicated 30 days in advance to the employee.		

<b>Note 24</b>	The salary ratio is 0.94. It is calculated on the basis of the same operative Salary Ratio = Woman's salary/man's salary.
<b>Note 25</b>	No cases of discrimination were detected during the reporting period.
<b>Note 26</b>	The guidelines applied in the Company are required to suppliers.
<b>Note 27</b>	No risk situations associated with the subject have been detected during the reporting period.
<b>Note 28</b>	There were no own or supplier activities with a risk of being the origin of episodes of forced or compulsory labor. There were no own or suppliers' activities with potential risk of incidents of child exploitation.
<b>Note 29</b>	This statement does not apply to the activities of Vicente Trapani S.A.
<b>Note 30</b>	The entire organization is covered by the Human Resources Policy and the Code of Ethics. Compliance with human rights and labor agreements is supported by GRASP certifications in Farm and SMETA in Industry and Packaging.
<b>Note 31</b>	Not identified in the reporting period.
<b>Note 32</b>	There were no negative impacts in the reported period.
<b>Note 33</b>	We have not detected any suppliers with negative social impacts so far.
<b>Note 34</b>	Vicente Trapani S.A. does not make contributions to political parties or representatives.
<b>Note 35</b>	100% of products are assessed for their impact on consumer health and safety.
<b>Note 36</b>	There were no reports of non-compliance with regulations relating to the impacts of products on customer health and safety.
<b>Note 37</b>	There were no reports of non-compliance with regulations and voluntary codes relating to product and service information and labelling.
<b>Note 38</b>	There were no breaches of regulation and voluntary codes relating to marketing communications and advertising.
<b>Note 39</b>	No claims of this type have been detected in the reporting period.
<b>Note 40</b>	No non-compliance, fines or sanctions were recorded for non-compliance with laws and regulations in the social and economic spheres.



Chapter 12

# Scope and guidelines



Our first Sustainability Report covers the period from January 1 to December 31, 2021. We present the main initiatives that we face in the course of 2021 and those that we have been developing prior to the year of reference.

The preparation of our sustainability reports involved a global process within the Company, with the active participation of all areas in order to be able to respond in a concrete manner to the issues raised.

Our economic, social and environmental performance is based on international guidelines:

Global Reporting Initiative (GRI) Standard. Essential Option  
United Nations Global Compact. Valid as an annual submission  
Communication for Progress (COP).

Sustainable Development Goals. We apply the SDG Compass tool.  
We believe in sustainability and as such we focus on it in the company's strategic decisions for the medium and long term. In this way, our operations will be directed towards taking advantage of the advantages and/or opportunities that will open up from what we believe will be the sustainable world of the future.

We understand that, among other actions, we must reduce the use of agrochemicals, improve efficiencies to allow relative reductions in energy use, move towards the use of renewable energies replacing energy generated from the use of fossil fuels, control and improve water consumption, control and reduce the emission of greenhouse gases throughout our operations.

The markets will demand products that are generated from productive processes that are executed considering actions such as those mentioned above. In this sense, we are working internally, including sustainability as a focus, to continue satisfying the market with the product quality that characterizes us and meeting the expectations of our customers in terms of our services.

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# Acknowledgements

We appreciate the valuable contribution of our collaborators on the way to this first report.

We want our Stakeholders to know the guidelines on which we are working and how we have decided to walk this path of Corporate Sustainability.

Elaborated by: Paula Dip

This report was made to share our progress with you. We welcome your comments related to what is expressed here in order to continue our process of continuous improvement.

This is our present and our near future. The commitment is daily, the work is hard and the passion makes it possible. We care for our environment, our resources and our people. We will work to progress together.

**"Individually we are a drop, together we are an ocean."**

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