

**STATEMENT OF CORPORATE POLICIES AND SUSTAINABILITY**

**SANLUCAR GROUP**

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## 1. CEO and Founder's Statement of the company

My adventure in the world of fruit and vegetables began more than 30 years ago with the creation of SanLucar, since then I have been consistent to our company's mission to promote health, naturalness, and joy of living to the world. I have consistently strived to provide everyone with the most natural, fresh, and flavourful fruits and vegetables. And to do so in a way that we can be proud of by ensuring that we live up to our motto "in harmony with people and nature" at all our locations worldwide.

I truly believe that we have reached a point where our projects and initiatives, as well as our way of working, are a crucial part of our DNA and our company's strategy.

Today, we go far beyond DREAMS projects. Our commitment extends to the three fundamental pillars of sustainability - environmental, social and governance (ESG) - to achieve sustainable development for our company.

Sustainability is no longer a trend, but a tangible fact that drives government and business strategies. We highlight the importance of advancing due diligence on human rights issues throughout the supply chain, the relevance of sustainability reporting, the evolution of the Sustainable Development Goals (SDGs), and the progress in the fight against the climate crisis, which will set the course for the coming years.

This context urges us to develop policies and mechanisms that allow us to have clear guidelines regarding what we expect from both employees and the companies that are part of the SanLucar group. This helps us to ensure that our values and business ethics are applied in our day-to-day decision making and that we never lose sight of our desired approach at SanLucar.

Of course, we are committed to complying with Human Rights, international ILO, and UN conventions, respecting the environment, and achieving the SDGs. This commitment is supported by the implementation of the SA8000<sup>1</sup>, SIZA or SMETA standards, among others, at our various sites.

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<sup>1</sup> This policy is aligned with the requirements of the SA8000 Standard, which in SanLucar Fruit S.L.U. is audited by the company TÜV Nord Italia. Should you wish to comment on the implementation of this standard in SanLucar

The purpose of this policy is to establish the general commitments of the Group's management to the sustainability of all companies within the Group by defining ethical standards and ensuring compliance with good governance recommendations recognized in international markets, adapted to our company's reality.

Kind regards,  
Stephan Rötzer

## 2. Purpose and scope

The purpose of this document is to serve as a compendium of the ethical principles, commitments, and policies of the SanLucar Group related to environmental, social and good governance matters.

It serves as a reference framework for all companies within the group as a tool that facilitates communication and decision-making processes by providing clarity and agility. Furthermore, this policy, along with others mentioned, represents a declaration of the company's management principles and its commitment to work towards their fulfillment daily.

The policy provides guidance for our interactions with customers, suppliers, employees, society, investors, and all other stakeholders. Additionally, it is designed with the aim of effectively communicating to both customers and suppliers all the commitments adopted by the Group.

This policy is applicable to all employees of the SanLucar Group and must be complied with throughout the entire Group, regardless of the location of the work. As the SanLucar Group operates globally, adherence to local, national, and international laws and practices is mandatory and must be observed everywhere. In the event of a conflict between any of these policies and local legislation, the most stringent policy shall prevail.

### 3. Commitment to SanLucar Group's values

To achieve the objectives set by the company without losing sight of its vision and mission and while remaining true to our principles, we always try to act in line with our values to **be passionate about what we do**. Our internal policies and procedures serve as tools we use to achieve this daily and are approved by the company's management.

**Always act with respect** for people, human rights, and the environment core value of the company. This is reflected in our Human Management, Human Rights and Environmental policies, and have been further emphasized through the development of a sustainability strategy to meet this value throughout our entire supply chain. Additionally, we have developed Code of Ethics, that serves as a guide for our conduct to carry out our work without ever losing sight of our ethics, shared with suppliers for aligned collaboration. At SanLucar, we enforce Human Rights and Environmental Due Diligence to uphold these values. As an active member to the United Nations Global Compact, we are dedicated to achieving the Sustainable Development Goals by 2030.

**We strive for positive change** by implementing our sustainability strategy across the group. Furthermore, at an operational level, we have developed our anti-corruption policy, demonstrating our commitment to preventing, detecting, and mitigating corruption risks in all aspects of our operations.

**We focus on our consumers.** As one of our most important stakeholders, we strive to meet all their requirements with a quality policy that includes food safety and a purchasing policy that guarantees we can fulfill their expectations.

**We consider our master farmers as part of our SanLucar family,** and therefore, they are committed to comply with our code of ethics. Additionally, through our purchasing policy, we strive to be more socially, economically, and environmentally responsible and sustainable in the management of our entire supply chain.

### 4. Policy Development and Implementation

The initial version of the Policy was approved by the Top Management of SanLucar Fruit, S.L.U. and became effective on 2024.

This Policy must be regularly updated. To achieve this, it should be reviewed annually and on an ad hoc basis, whenever there are changes in strategic objectives or applicable legislation.

SanLucar will guarantee the execution of this policy through the Sustainability Working Group, with the endorsement and assistance of the Group's top management. Clear action plans and procedures will be developed to achieve the objectives, based on the aforementioned ESG principles.

In addition, if the changes are material, they must be submitted to the top management for approval, following a proposal by the Sustainability Working Group.