



2021-2022

SUSTAINABILITY

REPORT

Grow what's good
for
everyone



Grow what's good *for everyone*

Sustainability – it's our DNA

Because our vision of agriculture has always been to respect nature as well as the men and women who work the land and live off it, our environmental, social and societal commitments are genuine and sincere. This report demonstrates with transparency and honesty how far we have come and how far we still have to go to share the culture of 'what is good' with our partners, employees, communities and of course our consumers throughout Europe.

Over the past 30 years, we have integrated all our activities to become a leader in tomato production. A positive, proactive leader who inspires and drives forward behaviours for change. The state of our planet and the economic challenges we have been facing on every continent for several years should not make us give up, but rather encourage us to find solutions, innovate, improve, and make progress while respecting our environment and our ecosystem.

Growing What's Good for the planet, for consumers, for society and for employees: this is what we are about. It is what has built our company since 1988, defines us today and shapes our ambition for future generations.

We believe that driving our development strategy in line with our CSR policy and in partnership with our stakeholders will enable us to meet the social, environmental and societal challenges we face.



Hicham Harakat,
CEO of Azura Group

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The   Azura

Group



THE AZURA GROUP

Azura is a private Franco-Moroccan family group created in 1988 and specialising in the production of high-quality fresh and healthy products (tomatoes, fresh herbs, edible flowers and clams) for major European retailers and chefs.

Over more than 30 years it has become one of the leaders in cherry tomato production, with more than 1,000 hectares of tomato crops in Morocco. Each year we export more than 120,000 tonnes of tomatoes and test more than 300 varieties of tomatoes to cater to new market trends.



TOMATOES

"Tasty, crunchy tomato varieties that will delight consumers"



FRESH HERBS

"An array of aromatic scents and flavours to tempt all food lovers".



EDIBLE FLOWERS

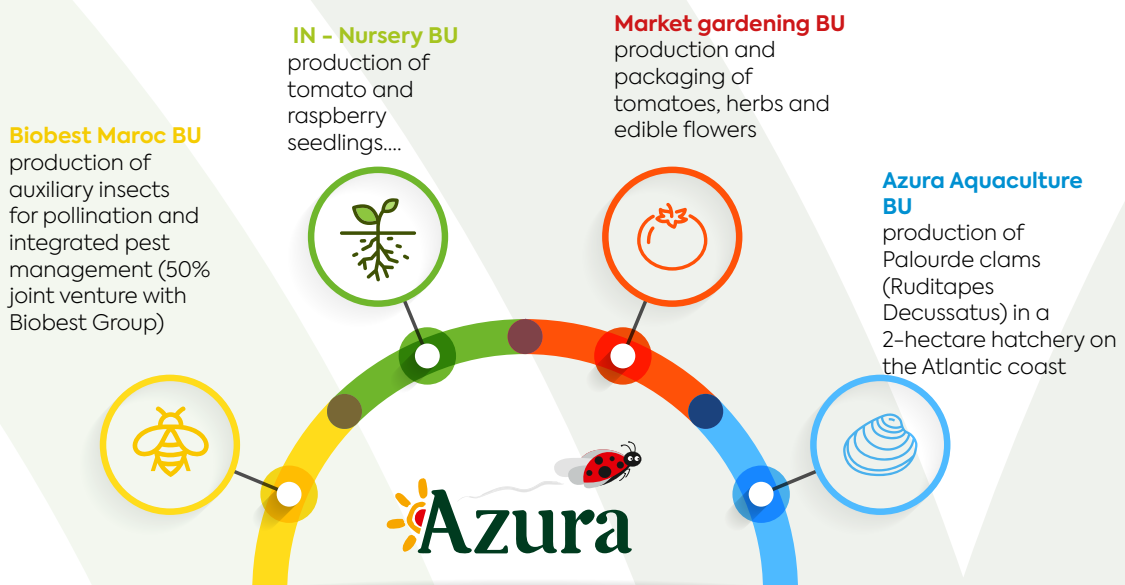
"A festival of colours on the table"



CLAMS

"A premium variety intended for the best fishmongers and restaurants in Europe"

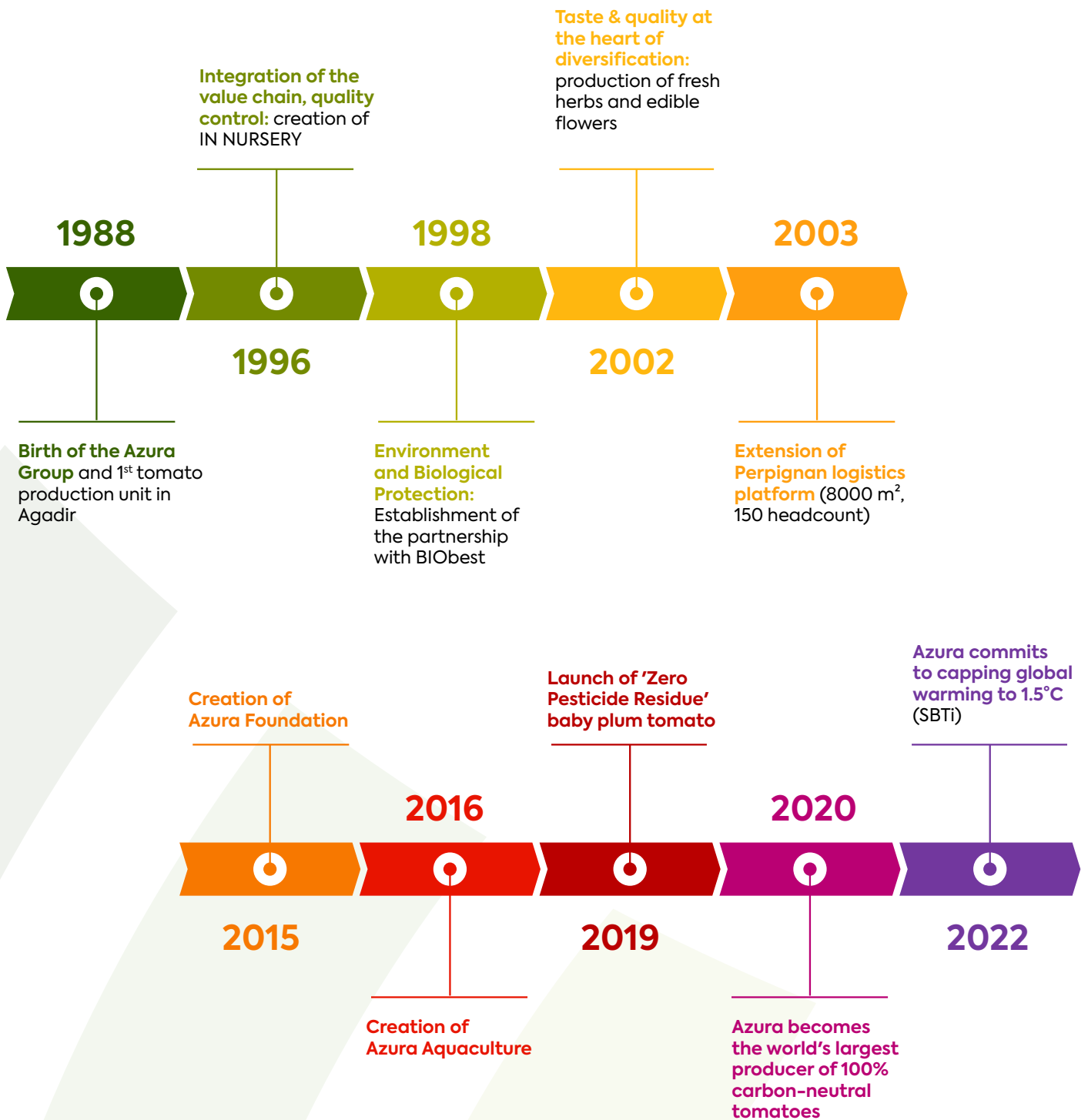
Azura is also more than 16,000 employees and 55 production sites involving different professions – R&D, Quality, Production, Packaging, Logistics and Marketing. Azura has built itself up by pulling together all of these professions and skills to grow and provide quality produce for its retail customers. From farm to fork, Azura is committed to a policy of continuous improvement to meet the needs and expectations of consumers.



A 100% integrated group, Azura's business is split between Morocco and France.

Once packaged at the Maraissa site in Agadir, the products are transported to the Perpignan facility in France, for sale to the different European markets.

KEY DATES



KEY FIGURES

1 *Franco-Moroccan family group*
created a little over
30 years ago

1 *packaging facility*
in the
Agadir region
of Morocco

14,000 *workers*
and **2,000** *employees*
divided between France
and Morocco

50 *farms*
producing
cherry tomatoes

1 *logistics platform*
located in Perpignan,
France with a capacity of
11,000 *m²*

475
million euros
consolidated turnover
Forecast 22-23

More than
1,000
Ha of greenhouses,
producing tomatoes
all year round

Nearly
200 *employees*
in France:
sales teams
logistics, etc.

2
best selling products:
the elongated cherry tomato
and the cherry tomato
mix

More than
150,000
tonnes of cherry tomatoes
sold in Europe per year



GROW WHAT'S GOOD, OUR PURPOSE

Since our inception and in all our businesses, we have sought to grow healthy and tasty products that are good for the planet and future generations, making our products affordable for consumers while fostering the development of our employees and the communities in which we operate.

We are committed long-term to:

- Playing a role in society
- Guaranteeing virtuous commitments
- Having a tangible, concrete impact on the whole ecosystem

Our Purpose is the driving force behind a dynamic of change throughout the value chain. We seek to steer all our stakeholders in the right direction, *Grow What's Good for Everyone*.



OUR PURPOSE



GROW WHAT'S GOOD
FOR EVERYONE

OUR MISSION



DRIVING THE DEVELOPMENT OF
TASTY, HEALTHY AND SUSTAINABLE
FOOD MADE ACCESSIBLE FOR ALL

OUR VALUES

Empathy

We care for and respect each other; we stand together; we strive to create a respectful and pleasant working environment.

Humility

We stay modest even in success; we constantly seek to improve ourselves.

Integrity

We strive to be irreproachable in our behaviours and actions, authentic, transparent and open-minded.

Commitment

Moving forward together with determination and ambition; we aim for excellence in all our actions; we seek to have a positive impact on society beyond profit.

Meritocracy

We strive to promote the most deserving people and value them fairly.

NEW CORPORATE SOCIAL RESPONSIBILITY -ORIENTED GOVERNANCE

GOAL: To implement ethical and transparent governance to manage sustainable development issues and stakeholder dialogue on a daily basis.

Recognising that quality of governance contributes to the company's performance, we reviewed our management structure in 2022. We created executive bodies capable of making decisions and initiating actions that respond to the interests of each stakeholder. This governance defines, decides, steers and informs while taking environmental, social and societal challenges into account.

The Executive Committee's role is to monitor financial and operational performance, to arbitrate on the roadmap, to endorse and monitor implementation of the Group's standards, to monitor core issues and potential risks related to sustainable development in particular, and to monitor the KPIs.

Each BU then has a *Performance Review Committee* to keep all subsidiary managers informed of the group's results and progress on the roadmap, as well as growth opportunities and other key information.

In addition, a *Business Review Committee* within each BU meets monthly to maintain cohesion and to monitor project progress and financial performance.

This horizontal governance structure facilitates the decision-making process, making it quick and efficient. It enables decisions to be taken by the people concerned, by those who are impacted by them.

Decomartmentalising processes has made it possible to establish a new internal ideation process that promotes the entrepreneurial spirit. This new organisation involves all employees in the group's momentum.



A RELATIONSHIP OF TRUST WITH OUR STAKEHOLDERS

Azura is committed to maintaining an ongoing dialogue with all of its stakeholders to enable the group to grow and develop in a sustainable manner. This ensures that everyone is involved in the different issues and projects.

EMPLOYEES

GOAL:

To maintain good working conditions and ensure employee safety, well-being and professional development.

We foster the well-being and development of our employees' skills while instilling values based on environmental, social and societal sustainability in order to increase both their awareness and their commitment to the group.

SUPPLIERS AND SUBCONTRACTORS

GOAL:

To build relationships based on ethics and raise awareness of social and environmental responsibility among our partners.

We share best practices with our suppliers and subcontractors and encourage them to commit to our environmental and social policy so that together we can increase the positive impact we have on the planet and society.

COMMUNITIES

GOAL:

To sustainably develop the territories in which we operate through actions that support education and help build new infrastructure.

We support the local communities in which we operate to mitigate environmental impact and enable them to live in a thriving environment. We work continuously with local stakeholders and by funding different programmes and actions carried out via the Azura Foundation for the promotion of sustainable development on a territorial scale.

CLIENTS AND CONSUMERS

GOAL:

To provide healthy, quality products while implementing a sustainable development policy throughout our value chain.

We are committed to a continuous, transparent and reciprocal dialogue in order to respond to the needs of our clients and consumers as best we can.

SUSTAINABILITY, THE LIFEBLOOD OF OUR COMPANY

Azura is at the heart of a world that is confronted with economic, social and environmental turbulence and profound changes in our lifestyles. Since its creation, the Group has implemented a social and environmental responsibility approach which has grown with the Group. Sustainability is an integral part of the Group's overall development strategy.

Our sustainable development approach demands a thorough understanding of the needs and expectations of our customers, consumers, employees and local communities. Sustainability comprises both strategic and operational aspects. We therefore ensure we deploy a consistent and multidimensional sustainable strategy, as an intrinsic part of both our projects and our operational approach.



Growing what's good *for everybody*

4 STRATEGIC CSR PILLARS IN LINE WITH OUR PURPOSE



Growing what's good
for the Planet

- Climate
- Water and waste
- Biodiversity



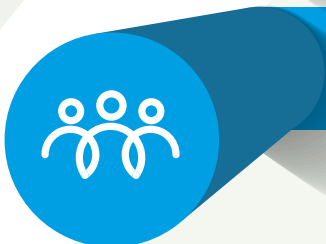
Growing what's good
for Employees

- Staff well-being
- Gender equality
- Labourers' working conditions



Growing what's good
for Consumers

- Health and safety
- Accessibility
- Learning



Growing what's good
for Society

- Communities
- Azura Foundation

*We aspire to be a leader
so that our entire ecosystem Grows
What's Good for Everyone with us*

Through its activities, Azura makes sure that it carries out its mission in line with its ongoing approach to social responsibility, aiming to contribute to the development of solutions to challenges such as combatting global warming, reducing greenhouse gas emissions, optimising water and energy consumption, and developing the role of women in the regions where it operates, etc.

The group strives daily for environmental protection, economic performance and social progress. In order to succeed in building sustainable and innovative solutions that create shared and local value, Azura places particular importance on its department.

The group's sustainability governance is participatory and closely connected to the different stages of the value chain, from the sourcing of raw materials to the arrival of our products on consumers' plates. It constantly interacts with the operational and functional entities but also with the highest level of general management, in order to disseminate sustainable development at all levels of the company and to promote the shared interests of the group.



INTERVIEW

JOINT INTERVIEW

CÉLINE MONTAURIOL, Sustainability Director
& CYRILLE MOUADDINE, Administrative and Financial Director



For a long time, Corporate Social Responsibility (CSR) and finance were two very different worlds. On the one hand, finance with its performance objectives, and on the other, CSR, which deals with what is sometimes called "extra-financial": the environment, social impact, governance, etc Today, the financial players who are in contact with the business (direct shareholders, internal finance team, financial backers) understand that the two worlds overlap in many areas: long-term vision, prudent resource management, strong governance.

If Azura announces that CSR plots the course for development strategy: what does this really mean and involve? Two-fold answers.

CAN GOOD FINANCIAL RESULTS AND HIGH SOCIAL AND ENVIRONMENTAL PERFORMANCE GO HAND IN HAND?

Cyrille Mouaddine (Cy. M.): It is worth remembering the objective of seeking good financial results. It guarantees the company's sustainability, an active role in the ecosystem, an ability to invest in the long term and to honour the trust placed in the company by all its stakeholders. The idea that finance and sustainable development could pursue contradictory objectives is rooted, in my opinion, in a misrepresentation of what a company is, born out of a Taylorist culture. Everyone in their own place, specialised in their own field, focused solely on achieving their own objectives. However, systems are complex and the issues are shared. It is this unity that is resurfacing today at both corporate and global levels. **A company that is financially robust, but disconnected from its natural environment, its employees and its stakeholders, has a limited future.** A company that does not care about its financial health would also find it very difficult to undertake and commit to long-term CSR objectives. So in conclusion, **they not only can but must**

go hand in hand, and be involved at all levels of decision-making

Céline Montauriol (Cé M.): In view of the ecological emergency and climate change, it is the duty of every manager, shareholder and director to take these aspects into account in the company's financial analysis and prospects. **We cannot imagine a long-term strategy without taking into account and including extra-financial aspects.** CSR's role is to help finance understand how exposed the company and its entire value chain are to social and environmental risks (from the raw materials required to the products' end-of-life). Together, they have a role to play in defining and planning an ecological transition plan (OPEX/CAPEX) for implementation internally and externally.

WHERE DO YOU STAND ON THE NOTION OF SUSTAINABLE OR GREEN FINANCE?

Cé M.: I prefer the term sustainable finance to green finance. Sustainability is not just about addressing environmental issues; social issues of inequality and inclusion must also be

addressed by sustainable finance. **Sustainable finance** covers the whole range of processes that promote projects or activities whose impact on society is positive. It is **therefore an essential and key catalyst for identifying and supporting actions that contribute to the ecological transition.** However, finance needs to shift from a logic of increasing funds (via Economic and Social corporate Governance (ESG) indicator reviews), to a much more radical logic of ruling out activities that do not contribute to the ecological transition, which is what European green taxonomy defends to an extent.

Cy. M.: I am very wary of these adjectives. They are used for the sake of simplification and immediate impact on non-technical investors and the general public. The reality is more complex than that. If anyone needs convincing, they need only look at how long we have been talking about green or sustainable finance and the impact that this has had on all the variables that are of concern: GHG emissions, biodiversity, social inequalities, etc Personally, I think we need to move away from a binary vision (sustainable/not; green/not)

INTERVIEW

and put in place tools that enable us to differentiate, categorise and evaluate the actions undertaken over time. Some sectors whose activity is not sustainable today are ripe for change. And it is in our collective interest that they succeed, because what they produce tends to be used by a majority of the population.

As Céline points out, we've seen a taxonomy emerge in Europe, which is a good approach if it is not misused. A new reference framework will emerge, but it must not be the only one. We need new indicators to understand the company's activity and performance, in particular in terms of CSR. Everything must be certifiable, by independent bodies, and measurable immediately and in the long term. Even if we take baby steps at first. We must not be afraid to face reality, to have a language of truth, both internally an externally Carbon footprints, which are now documented, reliable and audited, are as necessary as published accounts.

IS THERE A LINK BETWEEN CSR AND LONG-TERM FINANCIAL PERFORMANCE?

Cy. M.: I am a strong believer in that link, personally. Thinking about water resources, use of inputs, our packaging, invariably leads to the question of how, in a world of finite resources, to reduce consumption per work unit; or even to reuse the same resource, in a circular manner and as locally as possible. So the two go hand in hand.

Sustainable finance covers the whole range of processes that promote projects or activities whose impact on society is positive.

But **while there is a link, long-term financial performance is not only about that correlation. A strategic vision and the ability to take our key stakeholders along with us are key factors in long-term performance.** The challenge for management is to put the overall picture together, including all these variables.

Cé M.: CSR makes it possible to contribute to long-term financial performance, by anticipating risks and proposing action plans to support it. At Azura, for example, we are dependent on long supply chains for some of our inputs, whose production and transport processes are energy-intensive. We

shared this observation and are already looking for innovative solutions.

PRACTICALLY SPEAKING, HOW DO YOUR FINANCIAL AND CSR DEPARTMENTS WORK TOGETHER ON THESE ISSUES ON A DAILY BASIS?

Cé M.: We have constant and permanent informal discussions on current CSR issues but also formal ones regarding internal projects **We are constantly challenging each other**, whether it is Cyrille about how I bring issues to the table and lead change with the staff, or me on budget allocations for the transition, for example. Cyrille is a member of Azura's Climate Committee, where we work together on joint projects. For example, we piloted the climate risk exposure study conducted by Carbone 4 together and we are currently working hand in hand to present the company's transition plan to our colleagues.

Cy. M.: Exchanges are lively and regular, thoughts are shared, projects are analysed jointly, and an internal and quite innovative governance has been put in place. For example, we have worked together to include carbon emission calculations in the assessment of all new investments, which is the premise of internal carbon accounting. We are looking at whether it will enable us to reduce our CO2 emissions or go the other way.

We show the impact in the overall evaluation of the project.

We now assess all our positive and negative externalities for each project. For example, we are working together to set up an internal composting platform that takes into account all the variables and objectives.

This cooperation is essential if we are to transform the company but it goes far beyond that. The transition **commits the whole company and every department** is involved, invited to participate in the discussions and even to take the lead on certain subjects. This also implies training as many internal stakeholders as possible in CSR issues, quickly and effectively.

HAVE YOU BUILT A SHARED INFORMATION REPOSITORY (FOR YOU, YOUR EMPLOYEES, YOUR INTERNAL AND EXTERNAL STAKEHOLDERS)?

Cé M.: Yes, **all the departments and professions are now involved and are aware of the objectives to be achieved in order to improve our impact and even contribute to finding solutions for our field of business.** Every profession knows what the different scopes of a carbon audit involve, but also what it means to be involved in the SBTI (Science Based Targets Initiative). Four working groups were set up, each with a specific theme (production, technical, packaging and logistics) to share the results in detail and to begin the transition by costing and implementing existing solutions, as well as establishing partnerships for R&D. The purchasing department plays a major role in all these solutions, particularly in finding suppliers who share our interest in this type of approach and understand our shared challenges. A fifth working group is considering how to put carbon accounting in place.

THE GROUP'S COMMITMENTS HAVE BEEN IN PLACE FOR MANY YEARS, IN TERMS OF SOCIAL INVOLVEMENT WITH LOCAL COMMUNITIES AND ALSO WITH REGARD TO THE ENVIRONMENT. WHAT IS DIFFERENT ABOUT YOUR INVOLVEMENT TODAY?

Cé M.: **The key to a successful and effective CSR approach lies in it being truly embraced by each profession in the company.** If everyone is aware of the risk of carrying on with "business as usual" but above all has understood the competitive advantage, the company as a whole benefits. And individually, putting solutions in place makes employees proud.

WHAT IS THE GROUP'S 5/10 YEAR PROJECTION?

Cé M.: **Our ambition is for Azura to become the driving force behind the ecological transition in its field of business.** We identify innovative companies or partners with whom we try out more sustainable production solutions: more sustainable fertilisers, re-circularisation of organic matter, water recycling...

Growing

what's good

for the
Planet





ROLLING OUT AN **AMBITIOUS** CLIMATE STRATEGY



GOAL: to reduce our emissions by 34% over the next five years and, in the long term, to compensate only for unavoidable emissions.

Azura has made it its mission to protect the environment and combat global warming. Every day, we make sure that our environmental impact is minimal.

The world – and the agricultural sector in particular – is increasingly exposed to the risks that accompany climate change. Azura is now confronted with rising temperatures, water shortages, increased pest outbreaks, etc.

With this backdrop of global upheaval, Azura is striving to:

- Assess its exposure to the risk of climate change, through a study by Carbone 4
- Reduce its climate footprint by cutting GHG emissions

A Climate Committee has been set up within the group to monitor the entire ecological transition plan.



WHAT IS THE PURPOSE OF THE CLIMATE COMMITTEE?

To monitor progress and re-direct on 2 topics

> **MITIGATING our impact** on climate change

> **ADAPTING to climate change**

1. Assess exposure to climate change risk
2. Anticipate, test and develop solutions

THE METHODOLOGY SCIENCE-BASED TARGET INITIATIVE (SBTI)

LIFE CYCLE ASSESSMENT AND CARBON FOOTPRINT

In order to have a global view of our group's environmental impact, we have carried out a carbon footprint and a life cycle assessment (LCA).

The LCA was conducted in accordance with ISO 14040, ISO 14044 and PAS 2050 standards. The specificity of this approach is to establish a summary of the incoming materials and energy (water consumption, energy consumption, etc.) and the outgoings (greenhouse gas emissions, waste production, etc.) during each stage of a product's life cycle and to be able to determine concrete and realistic CO₂ reduction targets.

These assessments take into consideration the activities of the entire chain: from seed production (nursery), to growing tomatoes/aromatic herbs and flowers, through the support functions and packaging, to transport to our European customers (direct delivery or via distribution platforms to retailers or restaurants), to the final consumers and the end of life of the products (food and packaging waste).



Aware of its vital role and impact in reducing greenhouse gas (GHG) emissions and building a resilient and zero-emission economy, the Azura group took a further step forward for the good of the planet in 2022 by joining the SBTi (Science Based Targets Initiative).

Azura has embarked on the process of achieving the objectives of the Paris Climate Agreement, which is to keep global warming

down to 1.5°C, the scientifically recognised threshold for avoiding the most serious consequences of climate change.

Our commitment to reducing GHG emissions over the next five years stems from a strong conviction throughout the group. It is now committed to reducing both its carbon footprint for activities directly related to the production and packaging of products (scopes 1 and 2), but also for activities required to produce and deliver purchased goods and services (scope 3).

REPRESENTATION OF AZURA'S CLIMATE STRATEGY



STEP 7
Ambitious Climate plan:
Committed to limiting
Global Warming to 1.5°C



STEP 6
A specific logo,
affixed on
100%
of Azura's
brand products
as of March 2021



STEP 5
100%
carbon neutral
as of November 2020 across production
(tomato, edible flowers, aromatic herbs),
offsetting 100% of Azura's CO₂e emissions
through various projects.

STEP 4
Since 2010,
-20%
reduction
of CO₂e emissions
and continuation of the plan
to reduce GHG emissions.

STEP 3
In 2010, Azura launched its environmental
impact analysis using the
**Life Cycle
Assessment Method**
to measure the quantifiable effects
of its activity on the environment
(especially CO₂ emissions),
covering the entire life of its products,
from sourcing the necessary raw materials
to shelving the finished product in the stores

STEP 2
The total greenhouse gas (GHG) emissions
of an Azura tomato (farm to table) are
**1,65 kg CO₂e
per kilo of tomato**

STEP 1
A seasonal production,
which benefits from the natural heat
and light of sunshine.

* Carbon Neutral - Azura reduces its environmental footprint and offsets 100% of CO₂e emissions, from tomato farm to fork.

AZURA'S PRIORITY PROJECTS

In order to fulfil its SBTi commitment, the Azura Group has identified 8 priority projects:

1. Optimise fertiliser consumption through water recycling and R&D on the quantities to be used.
2. Identify fertilisers with a lower emission factor as well as alternatives to current fertilisers.
3. Accelerate the use of solar panels and shutdown of fuel/propane pumps.
4. Optimise transport (staff and goods).
5. Find closer sourcing.
6. Recover waste.
7. Optimise recyclability and the proportion of recycled material in primary and secondary packaging.
8. Switch to 100% irrigation with desalinated water and recycle drainage water.

To define these targets, Azura followed the SBTi FLAG (Forest, Land and Agriculture) sectoral approach, a specific methodology developed by WWF and created for companies in the agricultural industry to take into account emissions and absorption to do with land use, as well as the non-FLAG approach for emissions not related to farm operations (including the packing station and offices).

These 8 priority projects represent a business transformation challenge to reduce GHG emissions while maintaining the Group's operational performance.

IMPROVING ENERGY EFFICIENCY

GOAL : To improve our energy consumption for sustainable use of resources

Global energy demand is expected to double by 2050, putting further strain on the availability of fossil fuels. If we are to preserve our planet, we will have to use less energy, better.

OUR AMBITION? DO AS WELL WITH LESS.

Azura is working hard to reduce energy consumption while maintaining the same level of performance. Audits are carried out in order to identify energy-intensive aspects and to propose practical solutions.

For example, packaging stations are equipped with energy monitoring tools to help understand and analyse their consumption. Following the diagnostics carried out in 2021, a technical approach was adopted to rationalise electricity, in particular by switching from incandescent lighting to LED energy. Monitoring consumption and preventive equipment maintenance are essential to putting good environmental practices in place. Similarly, cooling guidelines are defined depending on the temperature required at the time of storage of the products, in order to avoid overconsumption. In addition, we are managing to optimise our energy consumption by changing our machinery criteria to favour low energy equipment where possible, and by introducing green lighting through stand-alone solar panels. The same applies to the offices, where natural lighting is favoured.

On the farms, electrical power audits are carried out to define the measures required to optimise the equipment's electricity consumption. Green energy is being introduced year after year as solar panels are introduced to power irrigation pumps. Our aim is to reduce the use of electricity from the grid, a source with a high carbon impact. The technical criteria of the farms' equipment are also optimised, taking into account the energy consumption factor, and particularly the criteria for the generators on certain farms that are not connected to the electricity grid.



INVESTING IN RENEWABLE ENERGIES

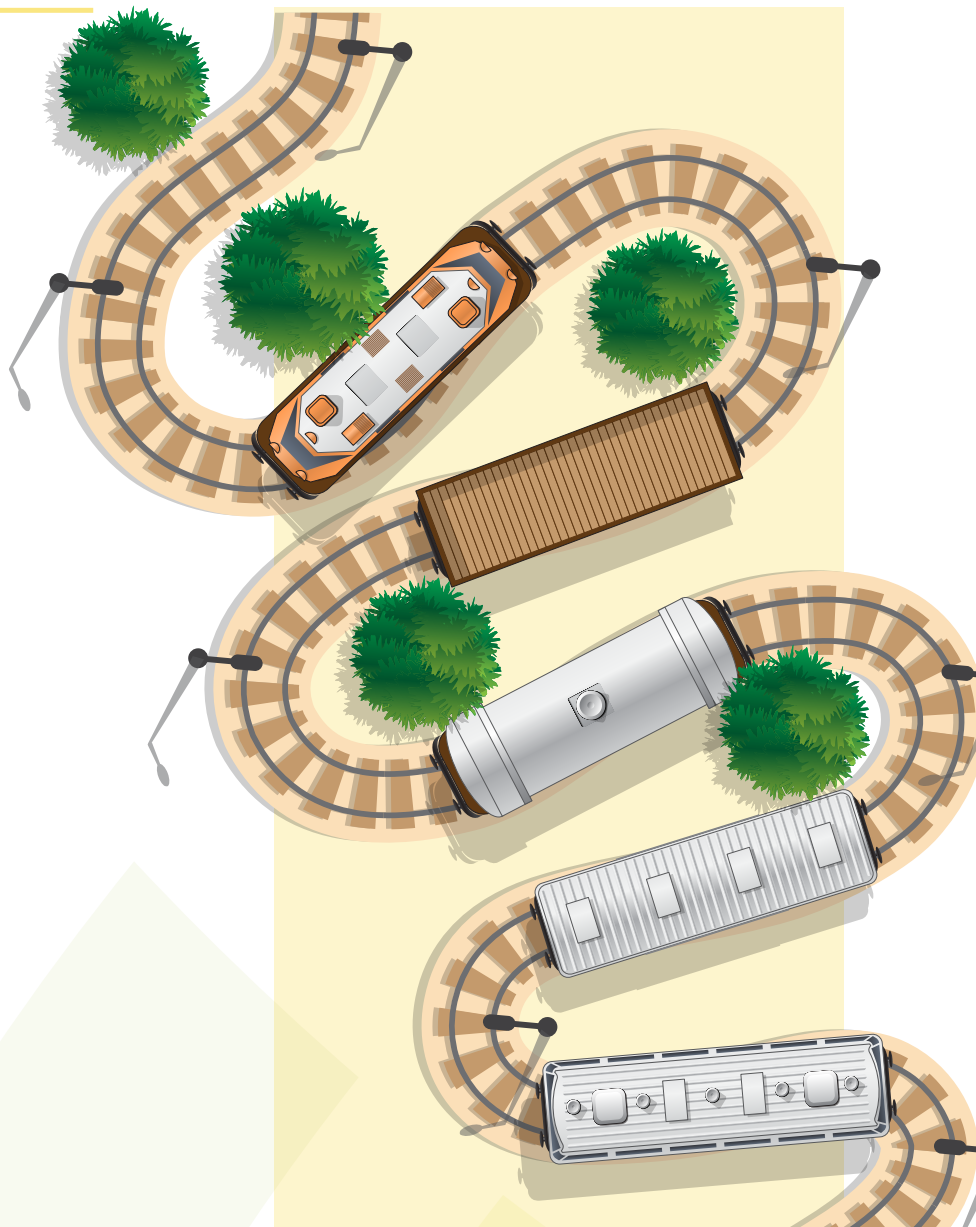
Azura has chosen to reinvest a substantial proportion of its profits in the energy transition by developing new renewable energy projects. Currently, some of Azura's farms are equipped with photovoltaic solar panels to operate wells. The Group aims to expand the amount of solar panels at its production and packaging sites in order to reduce fossil energy consumption and CO₂ emissions.

OPTIMISING TRANSPORT : A TRAIN CALLED AZURA

Since 2019, the Azura Group has been optimising its freight transport using a train linking Le Boulou, close to its logistics platform in the heart of the Pyrénées-Orientales, to Düsseldorf in Germany.

Of a total journey of 3,288 km from the packaging facility to the delivery point in Germany, **950 km are now made by rail** (the Perpignan to Düsseldorf section) rather than by truck.

Replacing trucks by a train **saves 26% in carbon emissions per year**, for the same volume of tomatoes transported.



100% CARBON NEUTRAL

100% CARBON NEUTRAL: OUR OFFSET PROJECTS

Since its creation in 1988, the Azura Group has distinguished itself through its seasonal, energy-saving production methods.

Azura tomatoes thrive in the heat and natural sunlight in unheated greenhouses. These processes make it possible to obtain incomparable quality, but above all a low environmental footprint.

From farm to fork, the total greenhouse gas emissions of Azura tomatoes are only 1.65 kg CO₂e per kg of tomato (LCA 2020-2021).

The carbon footprint of our tomatoes is 3 to 4 times lighter than that of European tomatoes

In December 2020, the Azura Group will become 100% carbon neutral thanks to its carbon offset scheme. Since March 2021 all Azura tomato packaging has been labelled "100% carbon neutral", with a QR code that enables consumers to access the amount of offset CO₂e emissions and all the actions and projects supported by Azura to reduce its environmental footprint for over 10 years .

From the production of tomatoes, herbs and edible flowers to support functions, nearly 231,000 t CO₂e were offset for the 22-23 campaign through the support of projects that are consistent with Azura's values and goals:

1. Solar Photovoltaic Projects in Mauritius
2. Oualidia wind farm in Morocco
3. Tambopata-Bahuaja Biodiversity Reserve Project in Peru
4. Biomass Energy Project in Chile
5. Hydro project in India
6. Waste-to-energy project in Turkey





RECOVERING WASTE AND DEVELOPING CIRCULAR ECONOMY

GOAL: To recycle 100% of our waste by 2025

Azura's environmental policy is fully compatible with a circular economy approach. The company is adopting a recycling and waste recovery strategy.

As a committed eco-responsible player, Azura has deployed a detailed action plan for enhancing its waste management system: from sorting to storage, including processing hazardous industrial waste, landfilling, recovery and recycling of industrial and organic waste.

Since 2019, Azura has taken significant steps to reduce, recycle and recover its waste:

- **100% recycling of its reusable industrial waste**, including plastic, giving these by-products a second life.
- The launch of a **pilot composting scheme** in the spring of 2022, with the aim of **recycling 100% of its organic waste** composed of coco blocks, tomato leaves, buds and stems, in partnership with SUEZ Maroc. Together, they are creating compost that will be used by argan tree producers in the Souss-Massa area to fertilise the soil. Another part of this compost will be sold to local producers. This environmentally virtuous approach will make it possible to reduce landfill and, by extension, reduce our greenhouse gas emissions (GHG) but also to reuse the carbon as an organic amendment for the argan trees. Azura regularly reviews its waste management with its partners, to find innovative and sustainable solutions.

INTERVIEW



**BENJAMIN VAUTHIER,
MANAGING DIRECTOR
OF SUEZ NORTH AFRICA**

The AZURA Group is a source of Moroccan pride due to its social and environmental commitment, which has made it an international reference in agricultural production and the leader in tomato production.

The enlightened vision of the Azura Group's management and its strong commitment to the values of innovation while respecting nature, are in perfect alignment with Suez's ambition.

For a country like Morocco where agriculture is an essential economic component, the climatic, demographic and environmental challenges only reinforce the importance of sustainable agricultural management. A partnership such as the one we have with Azura paves the way to a real synergy and complementarity between different players in the sector, towards an agriculture that consumes less energy, less water, preserves the quality of the soil more efficiently and recovers its waste.



PRESERVING WATER

A PRECIOUS RESOURCE



GOALS:

- Zero groundwater use
- AWS - Alliance for Water Stewardship certification

CUTTING DOWN ON OUR CONSUMPTION AND IMPROVING OUR IMPACT ON WATER QUALITY

Sustainable water management is one of Azura's key commitments. In the region where production is located, water scarcity and drought are increasingly prevalent, and the agricultural sector relies heavily on water resources.

It is fundamental for Azura to innovate, for efficient and responsible water management. We are convinced that water is a shared asset and must be shared by all users: inhabitants, agriculture, industry. This belief drives

our actions to do with water-related risks in tomato and herb growing, from production to consumption. We take action at the watershed level, creating a sustainable water management plan. To ensure the smooth running and management of water-related projects, a "water committee" is in place, supported by a "technical water committee" whose purpose is to suggest the most appropriate technologies for these projects.

IMPROVING THE QUALITY OF OUR WASTE WATER

In our southernmost production area (Dakhla), we have set up 3 wastewater treatment plants to treat the wastewater from the workers' housing areas, with a treatment process that is suitable for the rural environment thanks to the use of reeds and bricks in the treatment process.

This system enables high quality of water discharge without the need for high energy consumption. Analyses are carried out periodically to monitor output compliance with regulations.

OPTIMISING WATER USE

A water-saving project has been implemented at the packaging site for the water-intensive points in the process, in particularly the laundry, grading machines and crate washers. This project will provide solutions to reduce our end-of-cycle water consumption by more than 50% and will be in operation very soon. In addition, tools for the analysis, management and monitoring of our water consumption have been put in place to supervise the distribution of water in the water circuits and to better detect any leaks or anomalies at the farms and the packaging facility.

AWS METHOD (ALLIANCE FOR WATER STEWARDSHIP)



ALLIANCE FOR WATER STEWARDSHIP CERTIFICATION

Azura decided to develop a global approach called "Water Stewardship" for its market gardening and packaging activities, but also for the entire catchment area so that its actions are as relevant and impactful as possible.

This certification promotes responsible water use that benefits local communities economically and socially and preserves the sustainability of groundwater, both of which are priorities for Azura.

COVERING 100% OF WATER REQUIREMENTS THANKS TO THE DESALINATION PLANT

To meet the water needs of our operations in a region that is subject to water stress, Azura has contracted the supply of 100% of its needs in the Agadir region using desalinated water.

This solution will make it possible to avoid groundwater use almost entirely. As a stakeholder in the Souss-Massa region, it is our responsibility to develop approaches that increase the resilience of watersheds to climate change and safeguard groundwater reserves.



ENCOURAGING PROGRESS, RESEARCH & DEVELOPMENT AND INNOVATION

Our Research and Innovation model is based on cross-disciplinary expertise, from testing new tomato varieties to developing innovative solutions to reduce carbon impact and optimise fertigation and operational processes. The R&D and Innovation Department is working on a project to digitalise acquisition of irrigation data, and to digitally schedule the opening and closing of irrigation valves.

In addition, Azura is developing a new action plan for **new low-carbon growing pathways** by 2030, with choice of inputs and how they are used as keys to reducing our negative impact on the environment.



*Azura, aiming for new low-carbon
production pathways by 2030*



INTERVIEW

**OLIVIER MULLER,
SUSTAINABILITY PARTNER
PRICEWATERHOUSECOOPERS ADVISORY**

Our organisation has been working with Azura for 3 years on the environmental impact of its products, from production to delivery. We were involved in defining an assessment framework, firstly for calculating the tomato BU's carbon footprint, then herbs, etc. Today, we support the staff in other BUs (on Azura Atlantic clams' packaging, for example), with the aim of assessing the company's overall impact. The Azura CSR team, led by Céline Montauriol, is able to carry out the analyses, but together we developed a methodological framework and defined a grid to measure the impacts, prioritise actions and reduce not only GHGs, but also the impact on air, water, consumption of raw materials, waste, etc. It was through the Life Cycle Assessment that we were able to define the environmental policy. We also carried out an analysis of the social impacts of Azura and its ecosystem (taking into consideration working conditions, health and safety, relations with local authorities, etc.).

Azura's impact measurement work is very thorough and is clearly at the forefront of a trend towards transparency.

The overall view of the life cycle will enable year on year comparisons. This in-depth work helps Azura to respond to questions from its stakeholders about its impacts. Our role today is to support and train the Azura staff so that they have the right tools at their disposal to establish these benchmarks and guide them towards continuous improvement of practices in order to reduce the company's overall impact.



pwc





PROMOTING AND **PRESERVING** BIODIVERSITY

AZURA FOUNDATION: PLANTING 6800 TREES

In April 2021, the Azura Foundation launched an initiative called “Des Arbres pour la Planète” (Trees for the Planet) with the aim of enhancing biodiversity in Chtouka Ait Baha province, in the Souss-Massa region of Morocco, in partnership with the High Atlas Foundation NGO.

“Trees for the Planet” has made it possible to plant more than 6,800 fruit trees (olive, argan, carob, pomegranate and fig trees),

including 5,192 seedlings that were made available to recipients in the rural municipality of Ait Milk. Through the operation, 1,400 trees were also planted on Azura farms and 225 in 8 primary schools in the province. By preserving and planting trees, we can adapt and fight climate change in a sustainable way, as they purify the air, absorb CO₂, reduce greenhouse gas emissions and of course promote biodiversity.

GOOD TO KNOW!

High Atlas Foundation (HAF) is a Moroccan charity and American NGO founded in 2000 by former Peace Corps volunteers committed to promoting sustainable development. Since 2011, the NGO has had consultant status with the United Nations Economic and Social Council.



SPOTLIGHT ON...

COMPOST PROJECT - ENRICHING THE ARGAN ORCHARD BIOSPHERE

The organic quality of Moroccan soils is poor because they do not receive adequate nutrients. To remedy this, it is necessary to add organic matter through a process of decomposition and mineralisation that allows nutrients to return to the soil and become available once more. It is a cyclical process of nutrient recycling.

Our business generates a significant amount of organic waste each year, including tomato stalks, leaves and coco blocks, which can be transformed through a composting process and recycled in various ways, including as organic fertiliser.

This is not only beneficial in terms of biodiversity, it also reduces GHG emissions as the breakdown of organic waste leads to significant methane production, and improves sequestration by the soil and trees.

This year, we are launching our pilot composting scheme in Agadir, in order to carry out a full analysis of the technical solution before building the final composting platform.



Growing

what's good

for

Employees





DEVELOPING OUR EMPLOYEES' TALENTS


New technologies, new management models, changes in the workplace... in a global context of constantly changing jobs, Azura knows that human capital is the main driving force behind its growth.


Convinced of the importance of helping our employees to upskill, we have a continuous improvement strategy for our 16,000 employees in both France and Morocco. With the support of qualified partners, we analyse business needs and implement change management actions.

Azura provides its employees with a varied and targeted range of training courses, guaranteeing efficient career management. These include job-specific training, and courses in management, communication, personal development, neuro-linguistic programming, etc



HUMAN RESOURCES CERTIFICATIONS

 **BSCI** BSCI: The Business Social Compliance Initiative (BSCI) is led by companies that are committed to improving working conditions in their international supply chains. The BSCI provides companies with a shared code of conduct and action plan that applies to all sectors and all producing countries.

 **SMETA** | **Sedex** SEDEX SMETA: SMETA (Sedex SMETA the Sedex Members Ethical Trade Audit) Members Ethical Trade Audit) is the most widely used social audit in the world. It allows companies to assess their facilities and suppliers so as to understand the working conditions in their supply chain.





ENCOURAGING DIVERSITY AND EQUALITY

Openness, at the heart of our ethical principles, guides our HR policies and our actions in favour of inclusive diversity and equal opportunities. Our goal is to provide a healthy and caring work environment that encourages personal growth while ensuring differences are respected. Gender equality is a challenge for the Group.

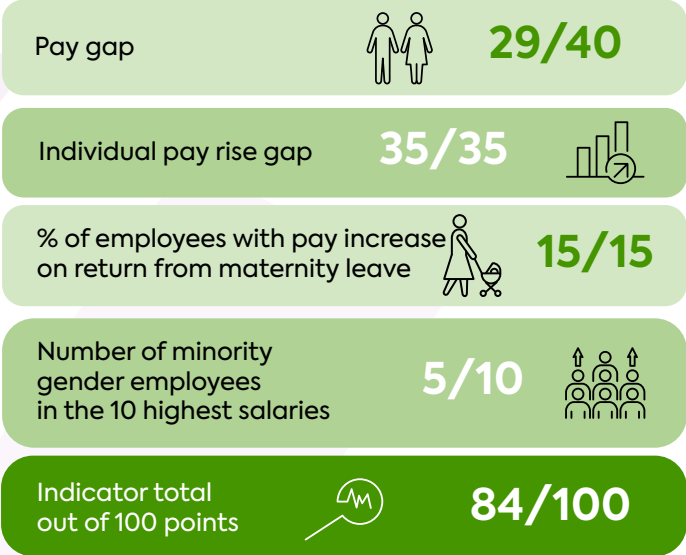
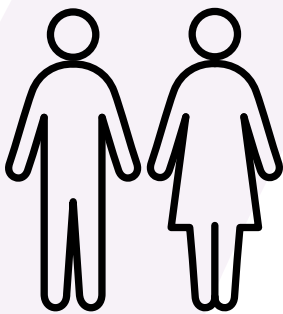
The multiculturalism of our workforce is a real driving force. We are convinced that the diversity of talents we possess forges the innovation, collaboration and competitiveness that are the core strengths of the Group.

Equal opportunities are engrained in our management practices and we are committed to increasing diversity within our workforce via our recruitment process. At Azura, we encourage diverse profiles and inter-generational cooperation to ensure that we work well together and learn from each other through passing on knowledge and sharing skills.

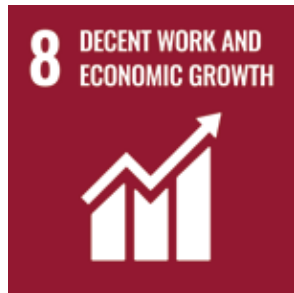
DISMA INTERNATIONAL

Gender equality index

Points obtained in 2021



In France, the group uses the gender equality index to guide and improve its activities. Its subsidiary DISMA Internationale is proud to have obtained a score of 84/100 for the year 2021 for the male/female professional equality index, an increase of 9 points compared to 2018. This improvement was made possible through specific actions concerning pay consistency checks.



GUARANTEEING DECENT WORKING CONDITIONS

Working-class families in the Souss-Massa region of Morocco are often faced with difficult choices due to wages that are considered low. A guaranteed living wage is a tool in the fight against poverty and is part of Azura’s commitments. Providing employees with an income that meets their needs and those of their families is an integral part of the Group’s policy.

We recently began an evaluation of our workers’ salary levels, seeking to identify an appropriate minimum salary for the region where we are located in Morocco (Souss-Massa region). To do so, we are drawing on the Anker methodology, but also on self-assessment tools provided by the Human Development Index (HDI).

The wage matrix developed by the HDI takes into account wages, bonuses, cash and in-kind benefits (food, accommodation, transport, health care).

Here are our results for workers in the Agadir area: All workers have a monthly income above the Living Wage reference value, defined by Anker in 2022 for the rural population of Morocco.

What is a “Living Wage” ?





OPTIMISING QUALITY OF LIFE IN THE WORKPLACE



DELIVERING ON HEALTH AND SAFETY THROUGH PREVENTION

The best health and safety of our employees is one of the main objectives of the Azura Group's social policy. We are committed to providing good working conditions by introducing best practices and a culture of prevention.

OCCUPATIONAL RISK MANAGEMENT

In order to protect their safety, Azura assesses all the occupational risks employees may face, with 4 principles: detection, assessment, anticipation and action. A risk analysis on employee safety and asset security is carried out for each type of activity, across all Azura subsidiaries and premises. At Azura, all measures are taken into consideration to prevent accidents and work-related illnesses, which is why we carry out investigations to determine the causes and take action to reduce the likelihood of further occurrences. An accident analysis report is published annually, which helps to monitor accident indicators, to evaluate the means deployed and to draw up action plans aimed at reducing the risk of accidents in the workplace.

360° TRAINING ON HEALTH AND SAFETY AT WORK

As it is concerned about the well-being of its employees, Azura provides considerable safety training: rescue and first aid, use of agrochemical products, use of machinery (tractor operators and forklift operators), fire prevention, etc.

Azura is rethinking its approach to outsourced training in order to address the unavailability of external trainers at all its sites, and is preparing to adopt a new approach: training in-house trainers on teaching methods and the identified risks for each activity. They will then be responsible for imparting the necessary techniques to employees.

Security personnel are trained to ensure the safety of employees and safeguard the group's assets; this training is centred on respect for human rights; communication is the only way to deal with delicate situations, ensuring employees' physical well-being, no matter how challenging the circumstances.

PREVENTION AND AWARENESS

So as to continue to reduce work-related accidents and illnesses, the Azura Group conducts prevention operations and targeted awareness-raising, providing safety guidelines on the risks of commuting accidents, the use of agrochemical products, electricity, for example. These measures are accompanied by a management system with performance indicators to measure the effectiveness of these operations.



TAKING OWNERSHIP OF AN HEQ™ WORKING ENVIRONMENT

Azura inaugurated its new Moroccan offices in November 2022, with a total surface area of 5,530 m², built according to HEQ™ (High Environmental Quality) standards, combining functional spaces, user comfort and respect for the environment.

The offices' layout and furnishings were designed to provide employees with a pleasant working environment that pulls together the latest technology and the know-how of all our departments. To improve the energy efficiency of the buildings, carports will be fitted with photovoltaic solar panels and the energy produced will be consumed directly by the building, covering more than 10% of its energy needs.

The quality of the new administration building lies in its ability to meet three complementary requirements:

- Limited impact of the building on the external environment.
- A comfortable and healthy environment for users.
- Optimal use of natural resources

Our building's HEQ™ approach ensures it is sustainable and adaptable to future developments, with environmentally-responsible materials to minimise environmental impact: selection of materials based on carbon footprint studies, 100% FSC wood, materials from renewable resources, etc.

The building is equipped in line with our commitment to long-term energy savings: thermal insulation, LED lamps, motion and presence detection lighting, metres at each point of consumption, automatic infrared taps, etc.

Providing a healthy working environment for our employees is part of Azura's policy framework. Its construction and layout mean the building is visually, hygrothermally and acoustically comfortable, with low electro-magnetic levels (Wifi terminals installed in passageways) and healthy air quality thanks to its filtered air injection system and the selection of Indoor Comfort A+ certified materials (paint, flooring, etc.).

In addition, the premises are designed and certified to cater for people with disabilities.

Its architectural design favours natural lighting to make the most of daylight each day.





INTERVIEW

**KARIM JERATE (GENERAL MANAGER OF BIOBEST MAROC)
AND ABDELMOGHIT SIJILMASSI (HR MANAGER)**

In 2018, we began a consultation process with our employees to find out their aspirations in terms of conditions and well-being in the workplace. We had already launched social actions with the help of employees and aimed at local communities, but we also wanted to work on the company's in-house conditions. **One of the initiatives taken to improve the working environment was to provide a canteen where all professional categories could meet in the same place and have the same menu.** We ask for a modest contribution from each employee, and the rest is funded by the company. This is an innovation in Morocco and it has proved very popular (we serve 300 people every day!).

We have also worked on employee attachment to the company and our 'brand image' as an employer, in order to retain our employees. Convinced that the strength of the company is in its workforce, we have developed a programme that has enabled us to reduce the absenteeism rate from 9% in 2018 to 0.3% in 2022 and to now have more than 80% of our employees on permanent contracts (compared to 23% in 2018). **Our HR policy encourages innovation and is based on respect and mutual support.** Valuing employees better has enabled us to make these transformations (we have replaced the term "workers" with the more gratifying "operators"; we have also invested in new equipment that is safer and less arduous to use, etc.). We have set up a training programme for middle management on supporting staff, based on the notions of responsibility and non-violent communication, encouraging the soft skills of each individual. By guiding managers and employees through change management, employees have 'bought in'. A certain corporate culture is now in place and corporate performance has become a common goal. **Motivating employees, listening to them and protecting them has contributed to the company's positive image, both internally and externally.** The company is more attractive today than in 2018. Our objective is to continue in this direction and to put in place a 3 - 4 year training plan to continue to support staff and their talents.

We developed a programme that has enabled us to have more than 80% of employees on permanent contracts today.



Growing

what's good

for

Consumers





GUARANTEEING **FOOD** SAFETY

**FOR CONSUMERS
AND PRODUCT QUALITY
CONTROL ARE
OUR PRIORITIES**

Azura's expertise is also attested to by its Quality certifications and its clients' endorsements. Committed to a quality certification process, Azura complies with all its clients' standards, whether French or European. Azura's trained and practiced internal audit teams carry out more than 90 audits each year at the Group's different facilities.

- **GLOBAL G.A.P.**
- **BRC**
- **QS**
- **IFS FOOD & LOGISTICS**
- **GSPP**
- **CoC Chain of Custody**

Azura has introduced checkpoints all along the way from the nursery to the customer's door, always with the aim of achieving excellence. Quality and traceability are guaranteed from farm to fork.

- Daily checks during harvesting; these take place as early in the day as possible to avoid the heat. The harvested tomatoes are sorted by batch, then quickly transported to the packaging facility.
- Quality control: the fruit is checked for conformity with each customer's specifications. For each batch, staff will assess several criteria such as size, colour, etc.
- Azura uses external ISO 170025 certified laboratories to ensure product compliance. 100% of the analyses carried out on the products comply with European regulations.





GOOD TO KNOW!

A "pesticide residue" is the residual content of a substance (active ingredient or metabolites) that can be found on or in tomatoes after treatment with synthetic phytosanitary products or those derived from natural substances.

To use the term 'residue', it is necessary to be able to identify, through analysis, a quantity of residual active matter that exceeds the Quantification Limit.

Conversely, the term "No Pesticide Residue" is used when the analyses show levels below the Quantification Limit.

This Quantification Limit is the lowest concentration that can be reliably identified technically, and is usually in the order of 0.01 mg/kg.

OBJECTIVE ZERO PESTICIDE RESIDUE ON TOMATOES: A MONITORED PROCESS

After 3 years of research by our Quality and Production staff, we have been producing a guaranteed "Zero Pesticide Residue" elongated cherry tomato range since 2019.

This Zero Pesticide Residue approach, implemented on one of our flagship products, reinforces the good practices put in place on our production farms. To obtain this "ZPR" product, we choose tomato varieties that are more resistant to pests, ensure natural pesticides are used whenever possible and employ integrated pest management, which consists of introducing insects to control pests in our greenhouses, a natural solution.

The production of Azura "Zero Pesticide Residue" Elongated Cherry Tomatoes requires more than mere compliance with the Maximum Residue Limits (MRLs) on each of the production farms where our tomatoes are grown*.

We monitor and test our products throughout the production process to ensure that our customers receive tomatoes that comply with our ZPR approach, with residue levels under 0.01 mg/kg. The veracity of this claim on Azura Elongated Cherry Tomatoes is proven by regular analyses confirming the absence of pesticide residues on our products, carried out by accredited and ISO 170025 certified laboratories.

This initiative is a fundamental step for Azura, as we champion good food for all and are actively involved in changing agricultural methods through constant progress and investment in R&D.

*Maximum Residue Limit (MRL) is a regulatory threshold for the concentration of pesticide residues

PRODUCT QUALITY, A PRIORITY COMMITMENT

In order to maintain its promise of delivering delicious tomatoes that meet the desires of our consumers, in terms of taste, texture, flavours... Azura carries out sensory analyses following a defined protocol, both internally and externally.

An in-house sensory panel, made up of around fifteen specifically trained Azura employees, tastes the different varieties of tomatoes produced and evaluates them objectively on several criteria: sweetness, acidity, crunchiness, etc. In a second phase, we invite any of our employees who wish to volunteer, to test the tomato varieties we are working on before they are launched on the market, in order to assess their preferences in the form of a score ranging from 1 (inedible) to 9 (excellent). On average, we carry out 500 in-house tastings each year, enabling us to monitor the taste quality of the different varieties we market and to select the varieties of tomorrow. We have a designated room for the sensory panel, reserved for the organisation of tastings, and software developed in-house to enable independent collection, consolidation and processing of test data.

In addition, to better understand and meet the expectations of our consumers in different countries, we are currently conducting laboratory tests in France, the UK, Germany and the Netherlands, allowing consumers there to taste and assess our products (calculation of a performance indicator from 0 to 2).

In parallel, our R&D team carries out instrumental measurements to assess sugar, juice and acidity levels.





INTERVIEW

YOUCEF AICHOUNE,
CLAMS AZURA ATLANTIC BU DIRECTOR



We are subject to independent checks, but we also carry out our own, in-house, imposing strict checkpoints on ourselves. We know that the reputation and sustainability of our entire company depend on the quality of the products that we put on the market. We take particular care to provide a natural, high quality product to our customers, whether they are Michelin-starred chefs, catering professionals, retailers or private consumers. Our mission: to keep the most demanding palates happy, so that the act of consuming Azura products is a choice 'from the heart'!

It is a badge of honour for us to achieve excellence in terms of both taste and quality, for each of our products.



MAINTAINING AFFORDABLE AND SUSTAINABLE PRODUCTS

Azura has developed a range of elongated tomato products that are sold to end customers at €0.99 per 250g punnet, giving everyone access to products that are healthy for both the body and the environment.

We guarantee quality tomatoes year-round at affordable prices, meeting consumers' expectations in terms of the environment (carbon neutrality, greenhouses without artificial heat or lighting, commitments to good working conditions and support for local communities, etc.).

What makes Azura tomatoes special is that they generate positive social and environmental impacts without our consumers having to pay excessive prices. We consider that it is our responsibility as an economic stakeholder, a producer in the agro-industry, to take on board, at our level, all the established actions that are conducive to the protection of the environment and to social and societal development. One example is carbon neutrality, an environmental initiative that we have been able to achieve through carbon offsetting and actions to reduce our CO2 emissions.

ADIL BOUATEL, MOROCCO TOMATO BU DIRECTOR



“We are proud of the quality of the products we sell, built up over the years. We are now developing increasingly sustainable production methods, some of which are still only in the innovation phase.”

This means that we generate less pollution, consume less energy, all without affecting the price for the consumer.

We can keep our prices under control thanks to our business model based on the integration of our value chain, from the purchase of seeds to growing tomato seedlings, through the production of auxiliary insects used for pollination and pest control, to the production of our tomatoes and their packaging to their transport to our marketing platform in Perpignan or directly to our customers.

Our operational excellence, based on an ethical and sustainable approach, is confirmed by major organisations such as SEDEX SMETA, GLOBAL GAP, GSPP, QS, BSCI, etc. and measured at every stage of the production and distribution process. This is made possible by a traceability system throughout the process, whereby we can quantify, for example, the levels of irrigation or fertiliser that we apply to each tomato plant, and consequently keep our costs under control, in order to apply competitive prices to our retailers.



SUSTAINABLE CONSUMPTION EVERYONE'S BUSINESS

GOAL: To reduce our plastic consumption

- 100% plastics from recycled materials
- 100% of our packaging to be recyclable or biodegradable by 2025

With a view to preserving the environment and biodiversity, our R&D and packaging staff are continually striving to find new methods to ensure our packaging process has a more positive impact.

A continuous improvement plan is currently being rolled out: process change, switching some of our products from flow pack to sealed packaging to reduce the weight of certain plastic packaging, and replacing plastic punnets with cardboard packaging, some of which is FSC-certified, at the request of our customers. One of Azura's strengths is its ability to adapt to its clients' needs. At the request of its French market, Azura's staff are working on new Zero Plastic packaging to meet the regulations in force by 2023.

As part of its environmental objectives, Azura is committed to using 100% recycled plastics in its packaging process.

Currently, 80% of our primary PET plastic packaging is made from recycled material, and we aim to use this on all our plastic packaging in order to provide our consumers with packaging made only from recycled materials. We strive to increase the positive impact of our business on the environment. We are therefore taking the necessary steps to ensure that our customers have access to recyclable and/or biodegradable packaging.

100% of the corrugated cardboard used in primary packaging is FSC-certified.

TRANSPARENCY

Transparency is one of the group's key values in all its undertakings.

From farm to fork, we are able to inform our customers about the products they buy.

We now use all possible communication channels to inform our customers and consumers about all our environmental and social initiatives.

Whether through social networks, QR codes on packaging or our websites, we can "have a conversation", and are able to reassure people about our expertise and our desire to produce in a way that respects people and the planet.

GOOD TO KNOW!

An FSC-certified product is made from wood fibres derived from ecologically appropriate, socially beneficial and economically viable forest management.

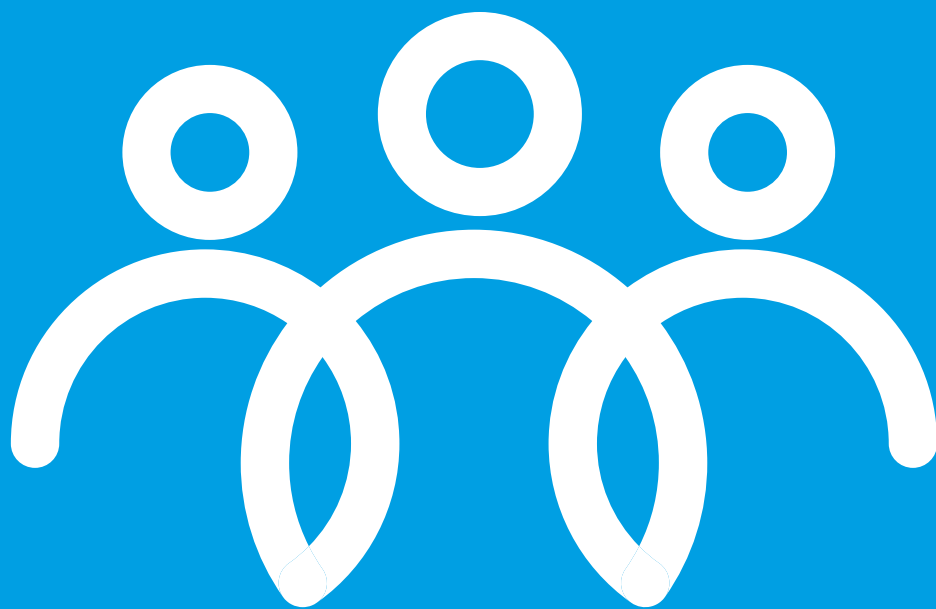


Growing

what's good

for

Society





AZURA FOUNDATION HELPING LOCAL COMMUNITIES

With progress as a shared objective, Azura Group values its integration and interaction with the territories and communities in which it operates. Through its societal commitments that impact the families of the group's employees, Azura is a supporter of communities, a partner in local life as well as an active player in terms of employment and the local economy.

VALUES THAT ARE PART OF AZURA'S DNA: SOLIDARITY, SHARING, DEVELOPMENT, WELL-BEING

As a responsible company committed to the development of its territory, the Azura Group created the Azura Foundation in 2014 to create the conditions for an ever-improving future for its community. It aims to improve the socio-economic and educational prospects of communities living in the Agadir and Dakhla regions, through projects addressing education, empowerment of vulnerable populations, health and environmental protection. These four topics reflect the needs expressed by employees and are in line with our values. The projects are managed in partnership with local NGOs and local authorities, with 85% funded by the Azura Group and 15% through partnerships with some of our clients.



SIGNIFICANT IMPACT SINCE 2014

Since its creation, the Azura Foundation has invested more than 3.5 million euros in projects to promote education and access to drinking water, as well as community development through different channels:

- **Infrastructure funding:** Creation of 1 nursery and 3 Dar Talibas (boarding schools for young girls to tackle the problem of rural children dropping out of school), renovation of 7 schools and a centre for people with special needs, and funding of several boreholes for drinking water reservoirs.
- **Funding of external projects:** grants to local non-profit organisations, purchase of school supplies, operating grants for centres for people with disabilities, environmental initiatives
- **Funding of in-house projects:** donations to non-profits chosen by the group's employees, provision of scholarships for their children, women's discussion groups.

A total of
3,400 CHILDREN are impacted
by projects run
by the Azura Foundation and
approximately **680 CHILDREN**
PER YEAR have benefited from
support programmes since 2014.

In 2021, the Azura Foundation agreed to co-fund 50% of three drinking water projects, along with some of its clients.

The douar (village) associations also helped finance these projects.

- Digging of 3 boreholes
- Construction of a 600 tonne semi-underground tank
- Hydraulic and solar equipment
- Construction of a 100 tonne water tower



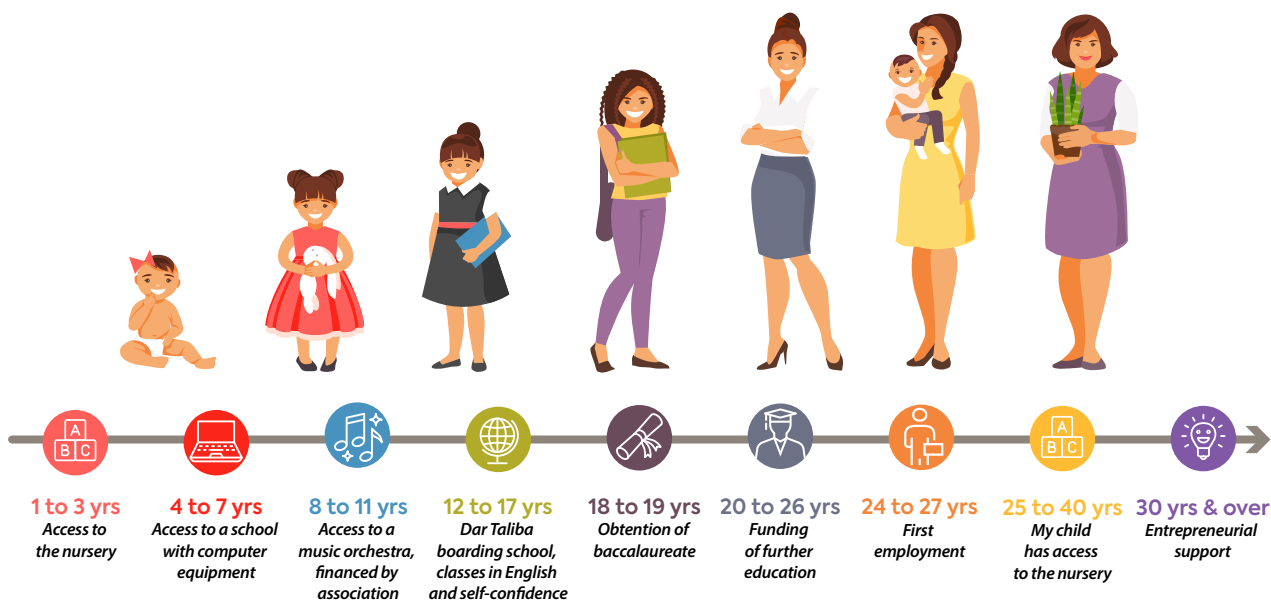
SINCE 2021, WOMEN AT THE HEART OF THE FOUNDATION'S ACTIONS

In line with the National Initiative for Human Development, a royal programme designed to support socio-educational development in Morocco, the Azura Foundation is expanding its actions through a new framework that complements the public initiative, launched in 2022, with women at the heart of the scheme.

Rural women in our regions face a number of constraints that are obstacles to their development:

- **Lack of basic infrastructure in rural areas:** the lack of basic structures such as schools, health facilities and transport prevents young girls from continuing their education, causing a huge drop-out rate in secondary school. In addition, the lack of childcare prevents women from working and being independent.
- **Lack of information on women's rights:** Women in the region are not informed about their rights, particularly in terms of violence or personal development, which puts them in a very vulnerable position.
- **Leadership and women's empowerment:** Funds are dedicated to rural women to finance income-generating projects, but the issue is the lack of training in soft skills to carry out and sustain their activities.





SOWING →

NOURISHING →

GROWING →

The Azura Foundation's actions are based on three priorities:

- **SOWING** to promote equal opportunities: construction of nurseries and schools, construction of Dar Taliba, literally "Student Houses", boarding schools for young female pupils.
- **NOURISHING by providing access to information:**
 - academic development: tutoring, language classes, scholarships, etc.
 - personal development: coaching, awareness-raising on women's health in rural communities (nutrition, contraception, breastfeeding, etc.)
 - professional development: training in women's entrepreneurship, support for cooperatives and income-generating projects.
- **GROWING** by shaping tomorrow's citizens: raising awareness about environmental protection among pupils in Azura schools, organising cultural, sporting and entertainment activities, and a children's orchestra.

INTERVIEW



KHADIJA BENMOKHTAR
in charge of operations
at the Azura Foundation

"In line with the National Initiative for Human Development, our objective through the Azura Foundation is to offer lifelong support to women, through early education, schooling, studies, starting employment, career development and managing their family life.

*Women are at the heart
of the Azura Foundation*

We have made meaningful commitments towards achieving equal opportunities. A new generation, a new balance, a new future!

SOCIAL AND SOCIETAL BENEFITS EXPECTED FOR ALL KEY PLAYERS IN THE LONG TERM



GENERATION 1

Improvement of family education,
including rural girls and women



GENERATION 2

Improved education of all children



Increase in the employability of the target population

Increased level of responsibility and autonomy



Better health, nutrition and well-being

Increased income per capita



Visit to the Belfaa centre for the disabled with IN staff for a presentation of the projects carried out by the Azura Foundation

THE JOURNEY OF A FEMALE BENEFICIARY OF THE AZURA FOUNDATION

As a child, Zaina was very studious, with excellent marks at school, often coming top of her class. When her mother died, she had to stop her schooling to take care of her siblings and her father.

Once married, she moved with her husband to a small village where the education system was quite limited, and where access to culture was difficult for women. Passionate about reading and with an endless thirst for learning, supported and encouraged by her husband, Zaina decided to create a women's circle to share their knowledge and teach them to read and write. Her initiative led to her being employed as a school teacher for 14 years. In addition to her job, she set up an organisation to continue to help the women of her village by teaching them reading, writing, mathematics, sewing and providing health education. With the help of donations, she managed to provide her organisation with computer equipment, sewing machines, etc.

As her income and that of her husband were insufficient to support her family, Zaina decided to go back to her studies in order to obtain her baccalaureat and return to the town. Employed as a canteen worker in the Dar Taliba in Biougra, built by the Azura Foundation, she continued to inspire her

female colleagues by sharing her knowledge. She resumed her studies (middle school year 5) by correspondence, organising her time between work, family life and schoolwork. She studied on her way to work, during her breaks at work, at home... After a successful year 5, Zaina enrolled for the baccalaureat as an external candidate, and studied for three years before obtaining her baccalaureate.

Zaina enjoyed French language support classes provided by the French Institute - an Azura Foundation project that helps young girls prepare for the French exam by focusing on written and oral expression. Diploma in hand, she obtained her driving licence, proof of her desire for autonomy and independence!

Today, Zaina is proud of her achievements and of having obtained her baccalaureate. She is unstoppable, and plans to continue her studies at university, but is still hesitating about whether to choose sociology or law.

Zaina
46 years old, married, 3 children



SPOTLIGHT ON PROJECTS CARRIED OUT BY THE AZURA FOUNDATION

SOWING EQUAL OPPORTUNITIES, PROVIDING QUALITY EDUCATIONAL INFRASTRUCTURE

The Foundation has decided to manage each infrastructure project through an ethical committee made up of all the local partners (local authorities, douars, etc.). Its purpose is to organise and monitor the entire operational implementation of the project, from the choice of service providers to sign-off on the work. The committee draws up an agreement, which is signed by each of the parties at the start of each project, clarifying the roles and responsibilities of each partner and engaging all the project stakeholders in its monitoring.

BIRTHING CENTRE

Our project to renovate the Sidi Bidi birthing centre started in 2021.

The work was specifically aimed at improving the general atmosphere in the maternity ward. It was planned and carried out with maximum peace and quiet for the patients as a priority. The funds were also used to equip the birthing centre with electro-medical equipment and birthing beds.

Women will be able to be supported throughout their pregnancy (pre-natal classes and pregnancy checks), birth and breastfeeding. The home is run and administered by midwives who cater for women who wish to give birth in privacy, and safely.



CONSTRUCTION OF AIT MOUSSA BELFAA SCHOOL

The Azura Foundation, in a 50/50 partnership with the Albert Heijn Foundation, is currently funding the construction of a school, Ait Moussa Belfaa. The project involves demolishing the existing school and rebuilding it on more solid foundations.

We decided to support the operation because of the dilapidated state of the school, with 4 prefabricated classrooms and a single, extremely run-down toilet block.

The hundred or so pupils of the Ait Moussa Belfaa school will have 6 large classrooms, a pre-school class with its own play area, and a multimedia room equipped with computer equipment, an internet connection and a projector, as well as computer classes for pupils in the 5th and 6th year of primary school. The school will have a landscaped area and a sports field to allow children to let off steam and practice a variety of sporting activities.



NOURISHING BY PROVIDING ACCESS TO INFORMATION, AND SELF-CONFIDENCE THROUGHOUT THE WOMAN'S LIFETIME

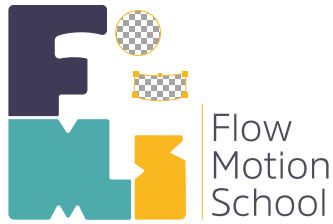
ENTREPRENEURSHIP TRAINING FOR WOMEN

A programme aimed specifically at rural women has been set up to support women who wish to become entrepreneurs, to help them carry out their projects by providing them with the necessary skills. This socio-economic initiative has encouraged the entrepreneurship of 60 women, particularly in sewing, hairdressing and pastry-making, and has improved the socio-economic conditions of rural women. The training includes workshops in pre-creation of projects, market research, business plans, marketing and management. 30 of the women were selected and supported throughout the project ideation and business plan development phase, and received an auto-entrepreneur certificate.

CLASSES ON INFANT NUTRITION, HYGIENE AND FEMALE CONTRACEPTION

Poor infant health and nutrition perpetuate social inequalities and poverty. The Azura Foundation has taken necessary steps to help improve women's and children's health. With that aim in mind, the Azura Foundation set up a health workshop with local organisations that work to help women in the region, led by an expert coach and a doctor. Prevention and information sessions on early childhood development, promotion of breastfeeding, use of health care services and use of contraception were the focus of the Azura Foundation's initiatives. The project aims to improve the treatment and overall health of women, and their access to appropriate care.





FLOW MOTION SCHOOL

Given the current context of technological progress and the changing nature of jobs, the Azura Foundation has launched a training course in motion design for 30 young people in partnership with INDH, the Rasmart non-profit organisation, and the prefecture of the Hay Hassani district. This is an 8-month vocational training course in 2D animation, with 2 programmes: 2D Graphic Designer and Motion Designer.

The course is entirely free of charge and is based on learning by doing, i.e. a participatory approach, with professionals, which enables students to give free rein to their creativity through project-based learning. Workshops and Masterclasses are organised throughout the course.

The FMS site is located in Casablanca, extends over more than 600 m² and provides a modern and friendly working and learning environment with a layout that encourages cooperation and a positive atmosphere.

In addition, the Azura Foundation provides a vocational integration programme:

- 5 places for the best candidates on the Rasmart team for a minimum of 6 months
- Implementation of a monitoring and follow-up programme by a temp agency for 10 candidates
- Sending out of students' resumé to industry players and to partner recruitment agencies,
- Organisation of a "company open day" where professionals will be invited to discover the students' work and to swap ideas.



SUPPORT FOR THE DAR TALIBAS

The Azura Foundation has builet and supports two Dar Talibas, or "Student Houses", boarding schools for young girls in the municipalities of Biogra and Inchaden, through the distribution of school supplies at the beginning of the year and tutoring for young girls at baccalaureate level. We are working with the French Institute to enable the girls to attend French language communication classes. In addition, a coaching programme is provided on personal development (sexual harassment, self-confidence, time management) specifically for the girls in the Dar Talibas but also for the staff who work there, in order to encourage debate on these issues and to help find concrete solutions to any difficulties encountered. Azura Foundation's new framework, focused on the development of women and children, has led us to assist young girls with their academic orientation and to award merit scholarships throughout their university studies: a laptop computer is provided as well as a monthly allowance to cover their needs. The initiative focuses on coaching, tutoring, health, training of girls during puberty, and awareness programmes on hygiene and body function.

DIGITALISATION OF SCHOOLS RENOVATED BY THE AZURA FOUNDATION

The Azura Foundation was keen to support and transform the teaching methods in the schools it renovated through educational digitalisation (data show equipment and videoconferencing system). The schools were equipped with a multimedia room including computers, printers, a sound system and an Internet connection. Pupils attend classes to learn about digital technology.



"HAND IN HAND" PROJECT

The well-being and development of Azura's employees are fundamental principles within the group. For this reason, the Azura Foundation has developed a collaborative and participatory programme called "Main dans la Main" (Hand in Hand) which aims to involve all employees in the selection of social projects so that they become Foundation 'messengers' in their douar (village). Each site receives a donation and a representative site committee serves as a communication channel between the Foundation and the employees. The staff make project proposals on issues facing the municipalities in the region and then vote on the most relevant projects.

MERIT SCHOLARSHIP PROJECT

The Azura Foundation is proud to sponsor, in association with the Jadara Foundation, young women and men – all children of Azura employees and young girls from the Dar Talibas – for five years, throughout their university studies, both in their academic and professional orientation and through scholarships. This project supports education and employment opportunities for Azura families, with the aim of improving the overall socio-economic development of our region.

This partnership aims to sponsor 50 baccalaureate students by 2025 who will each benefit from:

- A monthly financial allowance
- A free laptop
- French and English classes
- Expertise coaching through support for enrolment in further education institutions and tutoring workshops
- Life skills guidance through coaching and personal development workshops;
- Tutoring through to graduation

- Assistance with finding employment
- The offer of a free place in a private school for students who do not pass entrance exams

Between 2019 and 2021, 21 children of Azura employees who received the highest marks in their high school graduation exams, benefited from the merit scholarship programme:

- 1st year: 7 students
- 2nd year: 4 students
- 3rd year: 10 students



GROWING - SHAPING TOMORROW'S CITIZENS THROUGH SHARING AND ACCESS TO CULTURAL AND SPORTING EVENTS

EL SISTEMA PROJECT

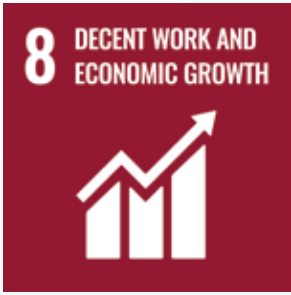
The Azura Foundation has embarked on a cultural and artistic project to compensate for the lack of cultural activities for children in the Souss Massa region. El Sistema is the name given to this music education programme originally developed in Venezuela, which gives music and singing lessons to the children of workers at Biobest, a subsidiary of the Azura Group, providing them with entertainment and musical culture.



PLANTING AND ENVIRONMENTAL AWARENESS PROJECT

The Azura Foundation and its partner Surf Rider Maroc have introduced a workshop at the Ouifak school in Inchaden (renovated by the Azura Foundation), aimed at educating children about environmental issues through fun activities - tree planting, art workshops with paper maché - and raising awareness about environmental protection. The aim of the initiative is to enable children to develop a connection and emotional bond with biodiversity so that they can grow up with values that respect the environment around them.





OUR SOCIO-ECONOMIC IMPACT IN FRANCE AND MOROCCO

A socio-economic study on Azura was carried out by the firm Utopies using the LOCAL FOOTPRINT® method.

Their model makes it possible to measure the economic and social impact of the tomato production chain in Morocco (Souss-Massa and Dakhla region) and the logistics and sales platform in France (Perpignan, Occitanie region), and consequently to illustrate our local presence and the company's added value by quantifying our gross economic

contribution in terms of wealth creation (salaries, taxes, purchases from suppliers) and employment.

The LOCAL FOOTPRINT® model provides an understanding of the 3 types of impact by the group's operations:

- Direct impacts: Azura's employees and direct added value
- Indirect impacts: supplier chain for our operating supplies
- Derived impacts: through taxation and household consumption



26,452 jobs
supported in France and Morocco
by Azura's business



1 direct job =
0.8 additional jobs
supported in France and Morocco

**LOCAL
FOOTPRINT®**
MADE IN UTOPIES

GOOD TO KNOW!

The LOCAL FOOTPRINT® model, developed by Utopies, is based on national and sectoral statistics (INSEE), the world's most detailed input-output table on 380 business sectors (source BEA) and work in regional economics by the University of Bristol.

KEY FIGURES ON IMPACT IN FRANCE AND MOROCCO - EMPLOYMENT



26,452 FTEs

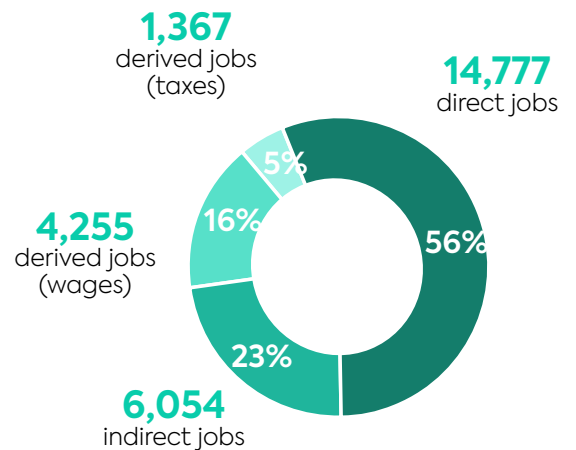
This is the equivalent of the number of jobs (FTEs) supported by Azura's operations in France and Morocco over the 2019/2020 agricultural year.

1.8 factor

For each direct job with Azura, 0.8 additional jobs are supported.

340 FTEs

This is the number of FTEs created per million euros injected into the French or Moroccan economy in the form of purchases, taxes or wages.



1 direct job in Morocco = 0.8 additional jobs supported in Morocco

1 direct job in France = 5.1 additional jobs supported in France

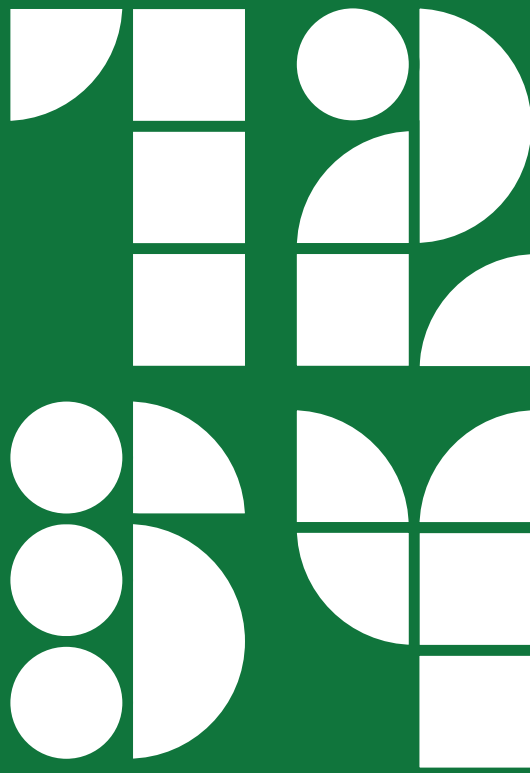
MAIN BUSINESS SECTORS SUPPORTED (SECTORAL BREAKDOWN OF EMPLOYMENT IMPACTS)

The top three sectors impacted by Azura are **Agriculture and Fisheries**, with a high level of direct employment, **Transport and Logistics**, which is the main purchasing sector and therefore involves mostly indirect employment (in the supplier chain), and **Trade and Commerce**.



Sustainability

Indicators



Growing what's good *for the Planet*

KPI	2020-2021	2021-2022	Evolution
Electrical energy consumed (in Kwh)	39.968.430,80	41.313.970,56	+3,37%
CO2 emissions <i>(teqCO2, tomato, herbs and flowers BU & support functions)</i>	231.095	-	-
Scope 1	41.908	-	-
Scope 2	16.763	-	-
Scope 3	172.423	-	-
Waste generated (in tonnes, BU tomatoes)	4.976	4.656,46	-6,42%
Household waste	504,67	881,74	+74,72%
Recoverable Industrial Waste	4.401,93	3.656,29	-16,94%
Hazardous Industrial Waste	69,40	118,43	+70,63%
Treatment of waste generated (in tonnes, BU tomatoes)	4.963,63	5.132,87	
Recovery	4.458,96	4.251,13	
Landfilled	504,67	881,74	

Growing what's good *for the Society*

KPI	2021-2022
Budget of the Azura Foundation (in euros)	796.600
SOW equal opportunities	430.693
of which client contribution	159.820
NOURISH by giving access to information	229.286
GROW by developing the citizens of tomorrow	12.902
Fondation Mohamed 5	90.177
Annex	33.542
Number of beneficiaries of the Azura Foundation	15.063
of which Azura employees	4.568
of which Women	1.132
SOW equal opportunities	11.170
of which Azura employees	3.770
of which Women	0
NOURISH by giving access to information	3.493
of which Azura employees	695
of which Women	965
GROW by developing the citizens of tomorrow	400
of which Azura employees	103
of which Women	167

Growing what's good *for Employees*

KPI	2020-2021	2021-2022	Evolution
FTE (Full-time equivalent)	12.160	13.379	+10,02%
Breakdown of workforce by type of contract			
Permanent employees	22,23%	20,81%	-1,42
Fixed-term employees	77,44%	79,17%	+1,73
Employees on Apprenticeship Contract	0,33%	0,02%	-0,31
Breakdown of workforce by gender and socio-professional status			
Managerial staff	0,68%	0,73%	+0,05
of which Men	70,32%	66,53%	-3,79
of which Women	29,68%	33,47%	+3,79
Intermediate occupation	7,13%	6,63%	-0,50
of which Men	82,47%	82,58%	+0,11
of which Women	17,53%	17,42%	-0,11
Workers	92,25%	92,67%	+0,42
of which Men	66,64%	71,07%	+4,43
of which Women	33,36%	28,93%	-4,43
Gender equality index (score out of 100) (DISMA)	84	Calculation period not ended	
Total number of new permanent hires	213	245	+15,02%
Percentage of new female permanent hires	33,80%	27,76%	-6,54
Percentage of new male permanent hires	66,20%	72,24%	+6,04
Number of Trainees	7	12	+71,43%
Average permanent turnover rate (%)	3,87%	5,84%	+1,97
Workplace injury			
Workplace injury frequency rate	8,22	6,05	-26,40%
Workplace injury frequency index	20,21	15,12	-25,20%
Workplace injury Severity Rate	0,18	0,14	-22,81%
Workplace injury Severity Index	0,09	0,05	-50,78%
Workplace illness frequency rate	0	0	Not significant
Rate of absenteeism due to illness and workplace injuries	0,24%	0,29%	+0,05
Skills Development Training			
Number of training hours	2.465,60	15.101,08	+512,47%
Number of beneficiaries	256	886	+246,09%
Training hours per employee trained	9,63	17,04	+76,97%
Safety training			
Number of training hours	6.306,72	10.020	+58,88%
Number of beneficiaries	720	1.090	+51,39%
Training hours per employee trained	8,76	9,19	+4,95%
Compliance with social practices and environmental commitments			
Audits	4	4	-
Certifications			
SMETA	Obtained	Obtained	-
GRASP	Fully Compliant	Fully Compliant	-
BSCI	A	A	-

Growing what's good *for* Consumers

KPI	2020-2021	2021-2022	Evolution
Quality compliance (good agricultural practices)			
Audits	4	4	
Certifications			
GSPP	Obtained	Obtained	
Global Gap	Obtained	Obtained	
Food safety compliance			
Audits	16	16	
Certifications			
IFS FOOD	Herb: Higher level Tomatoes: higher level	Herb: Higher level Tomatoes: higher level	
BRC	Herb: AA Tomatoes: AA	Herb: AA Tomatoes: AA+	
TFS	Blue	Blue	
QS Wholesaler	1	1	
QS Coordinateur	1	1	
AH	Obtained	Obtained	
TESCO Nurture	Obtained	Obtained	
IFS Logistique	Higher level 95,27%	Higher level 95,90%	+0,63

METHODOLOGY NOTE

The purpose of this note is to explain the reporting methodology used by the Azura Group with regard to Corporate Social Responsibility (CSR). The Azura Group wishes to comply with European standards.

Awareness-raising efforts are regularly carried out to strengthen contributors' and managers' appropriation of the reporting and therefore contribute to data reliability.

REPORTING PERIOD AND FREQUENCY

The data collected covers different periods depending on the business unit, in line with its fiscal year. Data is transmitted annually

Business Unit	Year N-1	Year N
MARAISSA	01/07/2020 - 30/06/2021	01/07/2021 - 30/06/2022
DISMA	01/07/2020 - 30/06/2021	01/07/2021 - 30/06/2022
Biobest	01/01/2020 - 31/12/2020	01/01/2021 - 31/12/2021
CCS	01/01/2020 - 31/12/2020	01/01/2021 - 31/12/2021
IN	01/10/2020 - 30/09/2021	01/10/2021 - 30/09/2022 (data for September 2022 is estimated based on August 2022 figures, except for training indicators which are actuals)

DATA COLLECTION

Data collection for a given scope is carried out as follows:

- For social data, most of the quantitative indicators are collected by each Group entity via the ERP tool "Power BI" and "Sage I7" by collectors, who enter the data, which is checked and validated by controllers.
- The other data is collected directly from the Azura Group's CSR correspondents or from the departments concerned (Purchasing, Methods Office, Human Resources, Technical, Infirmary, Safety) by the Group's Sustainability Department.

CSR CONSOLIDATION SCOPE

SOCIAL DATA

The quantified indicators on workforce breakdown and training in skills development and safety cover all Business Units, except for the health and safety indicators, which only take the Moroccan entities into account (DISMA is not covered in this section, but will be included in future reports).

ENVIRONMENTAL DATA

The calculation of greenhouse gas emissions covers the tomato BU (Maraissa and Disma) and concerns the 2020-2021 crop year specific to each BU.

The calculation of greenhouse gas emissions per scope was carried out on the tomato BU as follows:

- **Scope 1** includes direct emissions from the company's activity (excluding electricity) - for example, fuel combustion for running machinery, emissions from fertilisers' chemical reactions, etc.
- **Scope 2** includes operational electricity consumption
- **Scope 3** includes the emissions required to produce and deliver goods and services purchased by the company, as well as emissions related to the company's holdings

The reporting scope on waste indicators includes the tomato BU for reasons of availability of reliable data. IN and CCS waste registration started in 2022 and will therefore be included in the next Sustainability report.

Consumption of electrical and renewable energy covers all entities in the Azura Group.

INTERNAL REPORTING MECHANISMS

A formal communication to all contributors was made at the time of the collection campaigns' launch, giving the campaign calendar, a Group instruction and a protocol for each indicator area. The protocol serves to set out the indicators' definitions and application criteria.

SPECIFICS

1. Workforce/FTEs

The FTE, full-time equivalent, is calculated using the coefficient of assigned working hours and theoretical working hours. The FTE total is the sum of monthly employee FTE (26 theoretical days) and manual worker FTE (208 theoretical hours).

2. Workplace injury frequency rate

The workplace injury frequency rate (including commuting accidents for all indicators) is the ratio of the number of workplace injuries (as defined by local regulations) involving permanent and fixed-term staff compared to the total number of hours worked during the individual entity's campaign, multiplied by 1,000,000.

3. Workplace injury frequency index

The frequency index represents the number of accidents per 1,000 employees over a campaign. The frequency index is equal to the number of accidents resulting in more than 24 hours' absence from work, divided by the number of employees (in FTEs) and multiplied by 1,000. This provides the number of workplace injuries per 1,000 employees.

4. Workplace Injury Severity Rate

The severity rate is the ratio between the number of days over a campaign effectively lost due to workplace injuries and the number of hours of exposure to the risk (hours worked), multiplied by 1,000. Severity rates serve mainly to express the severity of accidents in terms of the length of time off work.

5. Workplace Injury Severity Index

This expresses the severity of accidents that resulted in permanent disability. The severity index is the sum of permanent disability rates per 1,000,000 hours worked.

6. Rate of absenteeism due to illness and workplace injuries

This covers only permanent and fixed-term contract staff. The days of absence only cover absence through illness and workplace accidents; and the theoretical working days worked are calculated for the entity's own crop year.

7. Skills development and safety training

The figures for professional skills development training cover both face-to-face training and e-learning. The consolidated quantitative data for safety training excludes fire drills because all employees take part in these.

A full day's training is counted as 7 hours. Training hours are calculated by the number of recipients. A training of duration X is multiplied by the number of participants in the course.









Growing what's good
for
everybody
