

Ready to feed futures?

FEED

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July 2021



sovena

Feeding Futures

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Reading time: 15 minutes

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Quinoa, the nutrient-rich plant that can spice up your summer

For those seeking food without gluten, quinoa is the perfect answer. It can be difficult to get out of the jar, but with a little skill anything is possible. If you can make rice, you can make quinoa too. It is not a cereal, but instead a herbaceous plant from the same family as beetroot, chard and even spinach, which is rich in protein, and which provides all the amino acids that we need. It has manganese, copper, phosphorus, magnesium, folic acid and zinc. It does not combat sluggishness 100%; a little will is also necessary for that. You must wash it well to avoid the presence of toxic substances such as saponins. To do so, the quinoa must be soaked, then rubbed

in water until it stops creating foam, and then cooked like rice.

But where did it come from? It grew mainly in the Andes, and was cultivated by the Incas for over five thousand years, becoming established as a staple diet for them. In Peru and Bolivia it is one of the most consumed foods, and it has now become fashionable worldwide.

As it is quick to prepare, it is very useful in this summer season, when we would rather spend more time in the water than in the kitchen. Most fun of all, there are several types of quinoa: white, red, yellow and black, which also means the inclusion of various types of antioxidants. There is a lot to choose from – try it and enjoy it!



Fajita Quinoa Bowls with Cilantro Lime Dressing



TYPE OF DISH:
Main Course



PREPARATION TIME:
20 minutes



COOK TIME
10 minutes



SERVINGS:
4 people



DIFFICULTY
Easy

INGREDIENTS:

1 tbsp Olivari Extra Virgin

Olive Oil

1 lb boneless skinless chicken
breasts, thinly sliced

1 onion, chopped

2 cloves garlic, minced

1 yellow or orange pepper,
sliced

1 red pepper, sliced

2 tsp chili powder

1/4 tsp each salt and pepper

3 cups cooked quinoa

1 avocado, peeled, pitted
and sliced

1 cup corn kernels, fresh
or frozen and thawed

1/2 cup crumbled queso fresco

1/3 cup thinly sliced radish

CILANTRO LIME DRESSING:

1/3 cup Olivari Extra Virgin

Olive Oil

3 tbsp lime juice

1 tbsp white wine vinegar

1 clove garlic, minced

1 tsp Dijon mustard

1 tsp honey

Pinch each salt and pepper

1/4 cup chopped fresh cilantro

PREPARATION:

This perfect late-summer lunch is healthy and packed with protein. The chicken mixture can be prepared ahead of time and reheated for quick meal prep.

Cilantro Lime Dressing

1. Whisk together olive oil, lime juice, vinegar, garlic, mustard, honey, salt and pepper. Stir in cilantro.
2. Heat olive oil in skillet set over medium heat; sauté chicken for 2 to 3 minutes or until browned. Add onion, garlic, peppers, chili powder, salt and pepper; sauté for about 5 minutes or until peppers are tender-crisp and chicken is no longer pink. Stir in 1/4 cup water, scraping up any brown bits.
3. Dress quinoa with 2 tbsp dressing; divide among 4 bowls. Top with chicken mixture, avocado, corn, queso fresco and radish. Drizzle with remaining dressing.

Tips:

- To cook quinoa, bring 1 cup quinoa and 2 cups water to boil. Reduce heat; cover and simmer for 15 minutes. Fluff with fork.
- Substitute feta or goat cheese for queso fresco if desired.
- Replace quinoa with brown rice if desired.

“Especially in demanding contexts, I need to keep looking forward”

This is a formal and recognized certification where we will be periodically audited, like others, something we are used to in the food industry.

Sovena will proceed with the EFR (Family Responsible Company) certification, continuing all the work that has been done so far, with a focus on people. “This certification is very important in terms of the strategic plan for Sovena’s People and Culture area”, says João Guerreiro, People & Culture director of the Sovena Group. This project is part of an integrated vision, as the group has been designing and implementing other initiatives and programs such as “Sovena, Growing Future Leaders”, which have allowed the development of leadership and management skills of the group’s staff, always with the future in view.

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“The only difference is that this is a certification totally dedicated to people management, which makes a lot of sense in the strategy we have been implementing”, says João Guerreiro.

Within this plan, issues such as the quality of day-to-day work, equal opportunities, diversity, personal and professional development, and the health and well-being of our employees are our main focus. Basically, to show that: “we continue to be proud to be Sovena”.



The monitoring of this plan will thus be done systematically, much more formally and coherently. We want to look at our “set of practices and policies for managing our employees, systematize and survey this information”, which is often dispersed.

“Today we do not have harmony between all our practices and policies and this is what we are going to try to achieve with the implementation of the EFR Certification”, says João Guerreiro. As for extending the plan further, like in Spain, it will be necessary to “go step by step”. “The objective is to start with Portugal, consolidate what we have and, from there, yes, when we are satisfied with

the achieved result, we will seek to extend this certification to other geographies.”. In addition, this is not a process that is carried out in the People & Culture Department alone. “It has to be done together – industrial area, support areas, commercial, with everyone – so that it is transversal. By systematizing, we reflect and,

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in the future, we improve these practices”, says João Guerreiro. Because, it is necessary to show employees that Sovena is, and wants to continue to be, present in their lives. As for objectives and with the focus on Portugal, we identified the need to have a people management instrument. “An auditable model that allows, in an objective way, to have a set of indicators and metrics, to understand how we are, how we can evolve, aiming at a continuous improvement, as we do with other certifications”, says João Guerreiro.

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But this will not be a difficult task since, as mentioned, Sovena Group has followed this pattern with other certifications. It is a medium-term process, yes, but that is the only way to reach the excellence that has been guided by this brand. “This allows us to capitalize on this type of certification internally, but also abroad. The EFR Certification can be very interesting in terms of reputation for the group”, says Sovena’s People & Culture director.

João Guerreiro also leaves an important note, often forgotten: the importance of the emotional salary, which is also part of this theme and which is increasingly relevant. “On a daily basis, what constitutes the emotional salary is not publicized and communicated as well as it could. Since all the commitment associated with this theme is very important”, he concludes. S





Program of Directive Development San Telmo 2021- Sovena Growing Future Leaders

It ended on the 13th of July, another edition of the Directive Development Program at the San Telmo Business School, in Seville. With this program,

Sovena trained 41 Managers, in an initiative aimed at investing in internal talent and the next line of management. Congratulations to all!

Sovena Get in Touch

Sovena Get in Touch is the internal initiative launched in March 2021, which intends to bring a little more awareness to what we do in each department of Sovena, thereby making us feel closer as a group. The first 5 editions were a success. At each session we had around 150 colleagues from all regions, with a total of 1050 hours dedicated to better understanding what we do at Sovena. Sovena Get in Touch returns in September, and we will have the participation of everyone – ready to feed futures!

PREVIOUS EVENTS

30 MARCH

Sovena & Our Brands

Loara Costa

27 APRIL

Sovena & Innovation

João Basto

25 MAY

Sovena & Agribusiness

Vasco Cortes
Martins

23 JUNE

**Sovena & Olive
Oil Sourcing**

Gabriel Estevez

9 JULY

**Sovena
& Commodities**

Miguel Costa

UPCOMING EVENTS

SEPTEMBER

**Sovena &
Our Markets**

Nuno Santos

OCTOBER

Sovena Industrial PT

Lina Dionisio

NOVEMBER

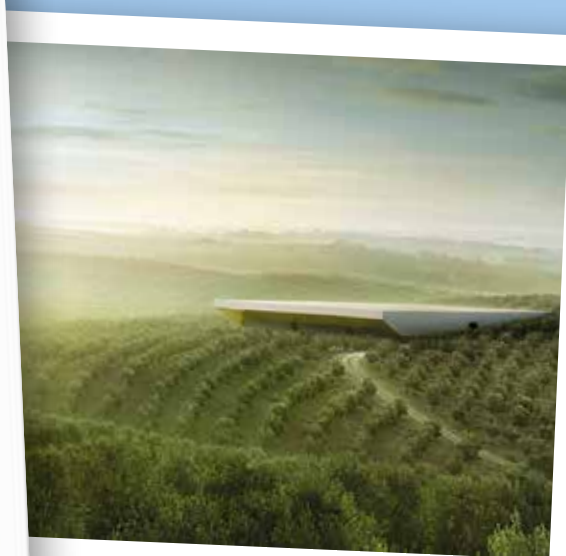
**Sovena Consumer
Goods ESP**

Carmelo Blanco

DECEMBER

Sovena @ USA

Enrique Escudero
& Frank Talarico



Lagar do Marmelo

CUF, Olive Oil and Oilseeds: Past, Present and Future” - embracing the future of sustainability from the olive grove

The Alentejo region is the favorite location of many Portuguese people during summer, but it may also be the setting for embracing the future. On the 6th of May, in Lagar do Marmelo, in Ferreira do Alentejo, the “CUF, olive oil and oilseeds:

past, present and future” conference was held, promoted by the Amélia de Mello Foundation, where the importance of these two foods was highlighted. This event also served to celebrate the 150th anniversary of Alfredo da Silva. These products are not only important when we sit down at the table for lunch. They are much more than that. The business of oil, which Sovena Group has been a critical part of since the 1980s, was discussed over the course of the day, including sustainability, technological evolution and also the benefits to health and wellbeing of those who consume it. Not to mention, of course, a close look at the past, because it is sometimes in tradition that we find the answers for the future. Among other topics, this conference also

Some facts such as:

“The olive tree, a native species, has a low water consumption in comparison with many other cultivations”

included an extensive debate over the sustainability of olive groves and the future of this cultivation in the Alentejo region, which benefits from the largest artificial lake in Europe, called Alqueva. Alqueva was designed to bring about a necessary change in the Alentejo region, so we cannot be surprised by the results this advance has led to. Thus, the speakers at this conference helped to clarify some misconceptions and to present facts, many of them unknown by the majority of the population, especially the more urban population. 🌿

“In the times we live in, with huge media coverage on topics related to what we eat and how we produce, it is important that we seek to obtain reliable information based on scientific studies so that we can argue and build a better future for everyone. Because what we eat at the table doesn't just matter to us, but to the entire planet.”



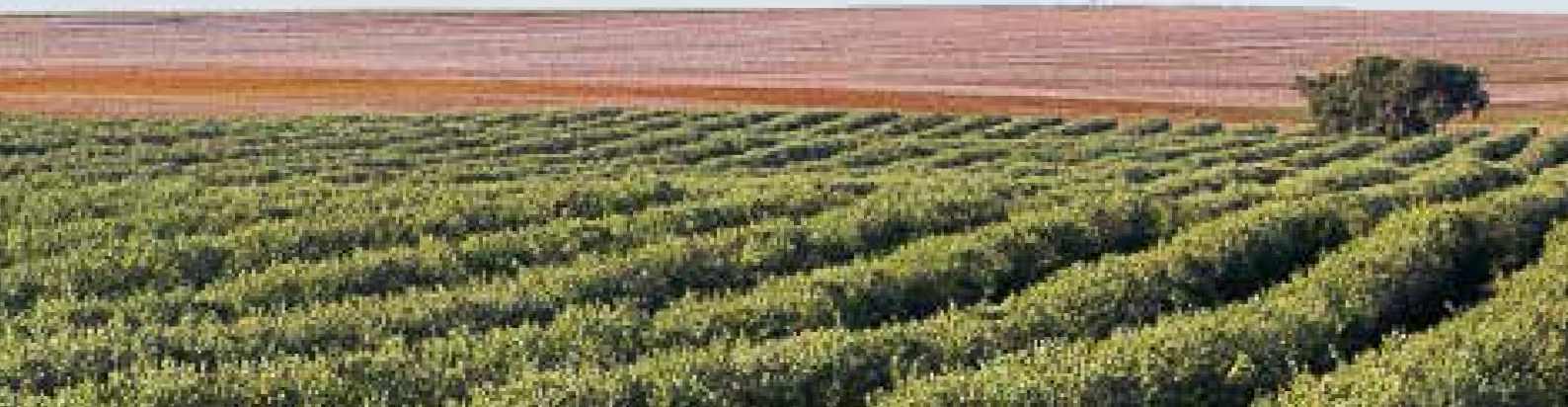
“The area of olive groves represents only 1% of the total area of the Alentejo region”



“The olive groves of Alqueva sequesters carbon equivalent to the emissions of the towns of Beja and Évora (82,000 people)”

“Between 2007 and 2017, Portugal reduced its use of phytopharmaceuticals by 43%”

“Portugal is the only country in the world which produces 95% extra virgin olive oil”
among many others mentioned during this conference, Sovena contributes to a better perception in public opinion.




“Nuestra Almazara” (Our Oil Mill) Webseries

The pandemic has changed our paths. We learned to live apart from one another. To not see each other. To not share experiences. Companies had to revolutionise their way of working and communicating. Sovena Group, aware of this limitation, acted with responsibility to remain close to its clients. Taking into account this desire to do more, it created the “Nuestra Almazara” webseries, with the objective of presenting our oils a little better, so that we would not lose the relationship with the public we

had created now that visits are not available for everyone. In this series we will see the whole process, from production to arrival on our table. The project was developed for the Oliveira da Serra, Andorinha and Flor de Olivo brands. Because sometimes, to know the product better, it is necessary to know the story it tells us. Who are the people behind it, and what memories are within it.

This has led to this webseries, which allows Sovena Group to reinvent itself without losing its focus and adapting



to a new reality, in which brand communication must also be through the small screen. However, “Nuestra Almazara” will not only be on the digital platforms of the group. We wish to go further. It will be used in educational sessions and presentations to add value to the brand and initiate a dialogue between clients, partners and Sovena Group. The pronoun of the title was chosen for a reason. The episodes will be available on Instagram, Facebook and YouTube, so that we are all more connected. 



<https://www.instagram.com/azeiteoliveiradaserra/>



<https://www.facebook.com/ReceitasOliveiradaSerra>



<https://www.youtube.com/channel/UCTRIayuVUH1B1Gc5LGwp4oA>



Sovena ... Feeding Our Family

After Children's Day in Portugal, we invited our employees to visit the "Down the rabbit hole" exhibition at the Cultural Center of Belém, an immersive experience based on the book "Alice in Wonderland", which invites children to think beyond what we know.

The day dedicated to Sovena and the family had over 66 people registered, divided into several sessions, between 10:00 am and 5:00 pm. It was great to see the excited faces of the children, who were able to explore the enchanting world of Alice with their families. Thanks to everyone who celebrated this day dedicated to our Children and Family with Sovena!





B-side

ANTONIO MORENO

Colaborador de Brenes

A life dedicated to the art of restoration

32 years. Antonio Moreno has been at Sovena for 32 years. It is a long period, which began in a very different era, but which conserves the tradition of work which can only be kept alive with great dedication. He began in 1989 in the refining workshop. He moved through various sectors: from hydrogeneration, to packaging operator, to maintenance. Today, more closely related to the latter task, he is also one of the faces of Holy Week, where he carries out meticulous artisan work to gild the large religious structures which form part of the celebrations. Antonio began in the “boom” of artisan work. “My sister suggested it to me, I began with figures and the restoration of paintings and small pieces,” the craftsman says. There are siblings who grow up fighting, but these two helped each other.

However, Antonio Moreno and his sister are not alone in this profession. The house is full of craftspeople, including his wife and sister-in-law. Antonio works from home, in a room prepared for this type of work. There he has everything he needs, nothing more. Having a “normal” job, he takes advantage of his free time to create these gilded figures. You cannot stop doing what you love. “Normally I do it in my free time, between changes of shift, but mostly on the weekends. That’s when I have more time to dedicate to it,” he says. Dedication. That is the most important word.

Dedication and “pleasure”. “This work doesn’t pay enough; a lot of time must be spent on it, and the materials and tools are expensive. That’s why I do it for pleasure,” he tells us. In the restoration process, from small adornments to altars, the patience of a surgeon is needed, with steady hands and high levels of concentration. “If you enjoy what you do, that affects the result. It is very satisfying when you see the work completed,” he says. Despite the work seeming solitary, Antonio Moreno is grateful for those he works with, “a great family”. It could not be any other way.

In his town, Brenes, he fondly remembers the Kings’ Procession. “I spent 16 years making floats with eight friends, who are today part of the family, after many moments and stories we experienced together.” The other work he carried out with his wife and son-in-law was that of the brotherhood of the Gran Poder de Brenes. The memories and stories are forever, as is the feeling of having fulfilled a duty.



But not everything is perfect. There are events which turn out badly and result in funny stories to tell. “In one Procession of the Magi, halfway along the route the rain took us by surprise. We had to suspend the parade. All the floats were taken away, apart from ours (that of King Balthasar).” The fun continued, with sweets and toys for everyone. “I’ll never forget the look of satisfaction of the children who saw us,” he says. In the end, it did not turn out so badly.

After almost a year and a half of the pandemic, Antonio Moreno changed his perspective. It was difficult, but he never stopped working. It helped to forget the sad situation that Spain and the rest of the world were experiencing. Even as retirement approaches, he wants to keep up his work, conveying all his love for this profession to his granddaughter. “I want to teach her everything, my tricks, for example, so that she can continue with the family tradition. She’s four years old now and really likes to paint,” he concludes. S



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the next FEED?**

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