

# 2019 Sustainability Highlights





# **Sustainability within Sovena**

by Jorge de Melo, Sovena CEO



## Sustainability

has been an important mainstream of Sovena for many years and it will be the core of the business from now on.

In 2019, we continued with the previous strategy process and initiatives development in line with the Sustainable Development Goals. Our four-year plan was defined in order to strengthen sustainability as an enabler with focus on growing in a sustainable way in line with our stakeholders' expectations.

During 2019 all our ambitions have been met and all of us have made efforts creating safer workplaces, more competitive and sustainable processes, improving the engagement of our customers and consolidating the relationships with our suppliers. At the same time, new initiatives arisen and new environment contexts helped us to adapt our way of working and make it more flexible and collaborative.

We summarize here the sustainability highlights of the year and our work will

continue in order to identify further improvements to reduce our environmental impact and to bring sustainability within Sovena to the highest priority level in the following years. This will be reflected in a new Corporate Strategy that will described and developed in detail during 2020.

At his moment, we are immersed in a pandemic that is impacting people's health and business operations all over the world. Globalization will look very different after Coronavirus but we are positive about the future considering our capabilities and the new opportunities that will come up.



# Our Sustainable Performance





**Most awarded**  
Portuguese olive oil  
brand in the world;

**Leading Partner**  
in the food industry;

**Largest olive oil**  
companies worldwide;

**100% integrated**  
**value chain** (from olive  
groves till consumers);

**Market leaders**  
in Portugal, Spain, USA,  
Central Europe...

**Supplier** of the  
largest retail  
chains worldwide;

**Largest private**  
**olive grove** owning  
more than 12,000 Ha.;

**Direct relation / operations**  
with more than 800 olive oil mills  
and 1,500 seeds producers;

**More than 500 mills**  
**evaluated** within the Olive Oil  
Certification Program in the  
recent years;

Our products  
can be found in more  
than **70 countries**

**8 factories**  
& 6 Olive Oil Mills

**12,226** hours  
of training in 2019

**1,053** employees,  
**28%** of them  
are women

**9,2%** energy  
consumption reduction  
this year

**91%** of by-products  
revalorized



# **Products & Brands**



**Our products  
can be found in more  
than 70 countries**  
all over the world  
and Oliveira da Serra  
is the most awarded  
Portuguese olive oil  
and the best olive  
oil for the sixth year  
running.



Olive Oils



Seed Oils



Table Olives



Biodiesel



Soaps



**FONTASOL**

**FLOR  
DE OLIVO**

**FONT  
OLIVA**

**SOLEADA**

**CÓRDOBA**

**Olivari**

COOK WITH CONFIDENCE  
**GEM**

**Tri-Fri**










































Ethics,  
Transparency and  
Certifications







































# Sovena is valued not only for our products, but also for the way we work.

We will lead our industry demonstrating ethical business practices and applying high levels of integrity to everything we do. We apply consistently high standards of ethical practice and transparency throughout our business and supply chain. Our Ethical and Behaviour principles letter shows as we operate in a transparent and ethical way and we expect the same high standards from our suppliers and partners.

In another hand, the current market is more and more forcing to drive combined Quality & Food Safety and Sustainability Initiatives. Consumers are already making a direct connection between these two issues and they consider them as critical aspects within sustainability. In this way, Sovena adds confidence in delivering safe products through many GFSI certification in our operations.

		AGRICULTURE			OIL SEEDS		CONSUMER GOODS				
		Avis Mill PT	Marmelo Mill PT	Navalvillar de Pela Mill SPAIN	Almada PT	Andújar SPAIN	Barreiro PT	Bienes SPAIN	Rome USA	Bir ElKassaa TUNISIA	Plasencia SPAIN
FOOD SAFETY											
											
											
											
											
QUALITY											
											
ENVIRONMENT & SUSTAINABILITY											
											
											

		AGRICULTURE			OIL SEEDS		CONSUMER GOODS				
		Avis Mill PT	Marmelo Mill PT	Navavillar de Pela Mill SPAIN	Almada PT	Andújar SPAIN	Barreiro PT	Brenes SPAIN	Rome USA	Bir ElKassaa TUNISIA	Plasencia SPAIN
GLOBAL MARKETS											
											
											
											
											
											
											
											
	ORGANIC OLIVE OIL (TN)										
											

Sovena also has two recognitions awarded by the International Olive Oil Council, namely in Brenes and **Andújar (physicochemical laboratory)**, and also achieved the SOLAS certification (weight certification **for export containers**) for the **Andújar, Brenes** and Barreiro plants.



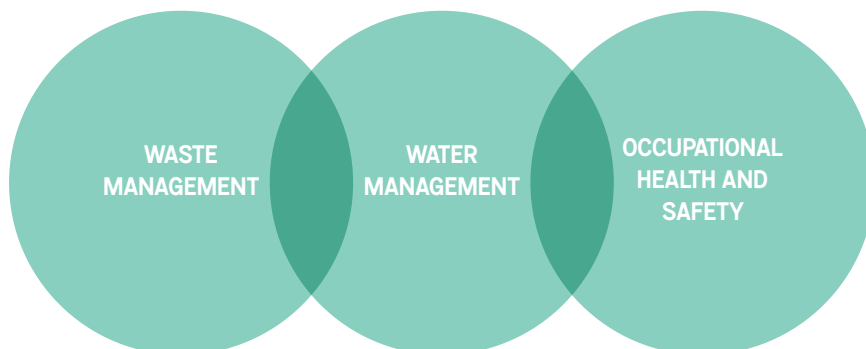
# **Sustainability Strategy 2017-2020**

Our strategy for this period arises from a clear stakeholder engagement and through the establishment of six main sustainability priorities focused on the most relevant issues that currently allow Sovena to continue being a market leader. Other three aspects, already included and covered in the past period, are still monitored.

### SUSTAINABILITY PRIORITIES

STAKEHOLDER ENGAGEMENT	EMBEDDING SUSTAINABILITY INTO SOVENA'S BUSINESS			
	Product Safety	Sustainable Supply Chain	Ethics, Conduct & Compliance	R&D and Innovation
	PROMOTING HEALTH AND NUTRITION		DEVELOPING PEOPLE	ENHANCING ECO-EFFICIENCY
	Health & Nutrition		Human Capital Development	Energy & Climate Change Management

### ISSUES TO BE MONITORED














Within this strategy, Sovena has identified a set of initiatives. Those initiatives are also aligned with the Sustainable Development Goals approved with the United Nations.

# EMBEDDING SUSTAINABILITY INTO SOVENA'S BUSINESS

AREA	PRIORITY	INITIATIVE DESCRIPTION	2018 STATUS	2017-2020 GOALS	SUSTAINABLE DEVELOPMENT GOALS
Product Safety	Very High	Unannounced Global Food Safety Initiative (GFSI) audits in our plants	Brenes (British Retail Consortium – BRC - & International Food Standard - IFS), Rome (Safe Quality Food - SQF) and Sovena's operations in Italy through Olio Dantearre subject to unannounced certification audits. Barreiro will be certificate in IFS during 2020	2020	 
		Emerging risks assessment	Regular and intensive review and analysis of possible food safety risks implemented.	2018	   
		Responsible labelling & marketing	Development process in Sovena, with extension to Sovena Italia	2018	  
Sustainable Supply Chain	Very High	Certification program initiatives for sunflower suppliers	Homologation procedure of suppliers running International Sustainability and Carbon Certification (ISCC) in Olmedo, Almada South America crops also under scope	2020	    
		Homogenization of quality systems	Integrated Quality platform running	2018	 
		Development of Concerted Quality Agreements	In operation with main clients	2019	  
		Planning optimization project	Study conducted in 2018	2018	    
Ethics, conduct and compliance	Very High	Global ethic, conduct and compliance manual	Updated manual	2019	   
		Behaviour code for suppliers	SR codes under development and to be aligned with new Corporate policies	2020	   
R&D and Innovation	Very High	Innovation projects focused on quality of Olive Oil	Several R&D projects and activities running (in collaboration with research entities, sector associations and Universities)	2020	   
		Yearly NPI (New Product Introduction) goals implementation (product and packaging, including sustainability aspects)	KPI implemented and followed at Commercial & Operations level	2020	    
		New by-products development	Project approved, launched in November 2018 and to be closed in 2020	2020	   



	AREA	PRIORITY	INITIATIVE DESCRIPTION	2018 STATUS	2017-2020 GOALS	SUSTAINABLE DEVELOPMENT GOALS
PROMOTING HEALTH AND NUTRITION	Health and Nutrition	High	Mediterranean diet promotion	Activities implemented related to Mediterranean diet promotion	2020	
			Promote healthy diets and lifestyles, including physical activity	Activities implemented related to the promotion of healthy diets and lifestyle	2020	
DEVELOPING PEOPLE	Human Capital Development	High	Corporate Human Resources platform development and KPIs associated	Younify platform working in all operating companies (Opco's)	2020	
			Talent attraction & retention program		2018	
			Corporate Policies & Standards development	Sovena's Quality platform in use.	2019	
			New safety initiatives and certifications	Actions developed in each Opco, related to new safety initiatives and certifications	2020	
ENHANCING ECO-EFFICIENCY	Energy & Climate Change Management	High	Carbon footprint reduction in 10% (in the strategy period)	Continuous initiatives in order to reduce our carbon footprint. New measurement to be made at the end of the period	2020	
			Energy consumption reduction in 5% (in the strategy period)	Consumption reports on a monthly basis and KPI (Key performance indicators) generation.	2020	
			Water use optimization	Continuous development of water use optimization activities.	2020	
			Recycled PET viability study & introduction	Gradual implementation of R-PET bottles on going	2020	
STAKEHOLDERS ENGAGEMENT	Stakeholder Engagement	High	Include all stakeholders in Sovena's Annual Satisfaction Survey, not only customers (including sustainability performance of Sovena)	Optimised customer's questionnaire and integration of the rest of stakeholders' feedback within ISO 9001 systematic	2019	



# GRI Indicators

## GRI Indicators

Indicator (GRIs) highlighted in this document are those selected as more representative of Sovena's Sustainability performance in year 2019. Rest of GRIs with little or no change can be found extensively described in Sovena Sustainability Report 2016. All the information will be updated in the next complete report.

GRI 102 – GENERAL DISCLOSURES					
DISCLOSURE		LOCATION			
ORGANIZATIONAL PROFILE					
102-1	Name of the organization	Sovena Group, SGPS, S.A.			
102-3	Location of headquarters	"Sovena Group - Rua Dr. António Loureiro Borges, nº 2. Edifício Arquiparque 2, 3º andar. 1495-131 Algés, Portugal."			
102-8	Information on employees and other workers	SOVENA GROUP (2019)			
			Male	Female	TOTAL
		Employment contract	762	281	1,053
		Permanent	655	236	891
		Fixed term	107	55	162
		Employment type	762	288	1,053
		Part-time	0	7	7
		Full-time	762	281	1,046
		Note: data scope includes SCG Portugal; SCG Spain; SO Portugal; SO Spain; Sovena USA; Sovena MENA; Exoliva; Elaia Portugal.			

TOPIC-SPECIFIC STANDARDS										
DISCLOSURE			LOCATION							
GRI 200 – ECONOMIC DISCLOSURES										
MATERIAL TOPIC: GRI 204 - PROCUREMENT PRACTICE										
204-1	“Percentage purchased from local (national) suppliers in each geography”		SCG Spain	SCG Portugal	SO Spain	SO Portugal	Elaia	Sovena MENA	Sovena USA	Exoliva
		2017	42%	48%	38%	30%	58%	100%	34%	98%
		2018	85%	51%	59%	25%	98%	-	7%	98%
		2019	85%	55%	45%	33%	94%	100%	-	98%

TOPIC-SPECIFIC STANDARDS											
DISCLOSURE		LOCATION									
GRI 300 – ENVIRONMENTAL DISCLOSURES											
GRI 301 – MATERIALS											
		4.1 Environmental Policy/Management System									
301-3	"Reclaimed products and their packaging materials"		“Sovena Consumer Goods Spain Sovena Oilseeds Spain Exoliva”			“Sovena Consumer Goods Portugal”			Sovena MENA		
		MATERIAL	2017	2018	2019	2017	2018	2019	2017	2018	2019
		Glass (tons)	1,048	96	73	1,638	1,615	1,516	0	0	0
		Plastic (tons)	2,615	2,427	2,086	1,941	1,902	1,967	0	0	12
		Paper/cardboard (tons)	59	66	56	1,331	1,332	1,363	0	0	6
		Metal/Steel (tons)	47	38	31	26	26	24	0	0	0
		PRODUCTS SOLD WITHIN THE REPORTING PERIOD	-	-	-	-	-	-	-	-	-
Data reported on a consolidated basis for SCG Spain, SO Spain and Exoliva. Each year Elaia delivery to a licensed operator for recycling, about 5000 kg of plastic packaging of phytosanitary products.Data from Sovena MENA for 2016 represents donation for recycling of old products in the factory. No reclaimed products for Sovena USA.											

## GRI Indicators

DISCLOSURE		LOCATION											
		4.3 Energy & Climate Change Management											
302-1	ENERGY CONSUMPTION WITHIN THE ORGANIZATION	2016	DIRECT ENERGY CONSUMPTION	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP	
		2017	Diesel (GJ)	0	0	770	7	9,727	804	5,026	31,881	48,215	
			Gasoline (GJ)	0	0	0	0	0	0	0	0	0	
			LPG/Butane/Propane (GJ)	0	91	0	0	97	0	0	0	188	
			Natural gas (GJ)	75,873	64,105	73,475	309,009	1,400	0	5,416	0	529,276	
			TOTAL	75,873	64,195	74,245	309,016	11,206	804	10,442	31,881	577,679	
		2018	Diesel (GJ)	0	0	1,009	29	7,117	654	6,244	31,751	46,804	
			Gasoline (GJ)	0	0	0	0	0	0	0	0	0	
			LPG/Butane/Propane (GJ)	0	95	0	0	0	0	0	0	95	
			Natural gas (GJ)	132,816	59,312	105,544	320,838	0	0	7,363	0	625,873	
			TOTAL	132,816	59,407	106,553	320,867	7,117	654	13,607	31,751	672,772	
		2019	Diesel (GJ)	0	0	983	15	6,378	617	-	45,979	53,972	
			Gasoline (GJ)	0	0	0	0	0	0	-	0	0	
			LPG/Butane/Propane (GJ)	0	63	0	0	0	0	-	0	63	
			Natural gas (GJ)	75,314	50,891	86,447	0	0	0	-	0	212,652	
			TOTAL	75,314	50,954	87,430	15	6,378	617	-	45,979	266,687	
			INDIRECT ENERGY CONSUMPTION	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP	
		2017	Electricity (GJ)	45,198	36,036	84,172	159,573	6,006	416	24,347	10,752	366,501	
			Cold (GJ)	0	0	0	0	0	0	0	0	0	
			Steam (GJ)	0	0	223,959	533,452	0	0	0	0	757,410	
			TOTAL	45,198	36,036	308,131	693,025	6,006	416	24,347	10,752	1,123,911	
		2018	Electricity (GJ)	46,645	31,721	88,837	159,012	4,089	558	25,716	8,754	365,332	
			Cold (GJ)	0	0	0	0	0	0	0	0	0	
			Steam (GJ)	0	0	249,706	511,347	0	0	0	0	761,053	
			TOTAL	46,645	31,721	338,542	670,359	4,089	558	25,716	8,754	1,126,385	
		2019	Electricity (GJ)	45,149	27,548	82,715	145,887	4,009	429	-	11,106	316,844	
			Cold (GJ)	0	0	0	0	0	0	-	0	0	
			Steam (GJ)	0	0	229,847	665,233	0	0	-	0	895,080	
TOTAL	45,149		27,548	312,562	811,120	4,009	429	-	11,106	1,211,924			
Note: the reporting scope was extended in 2014 and 2015, including data from the plant Sovena Oilseeds Spain (Andújar). The total consumption of indirect energy (mainly electricity and steam) increased mainly due to the entry into operation and increased production of this plant, namely the increase in steam consumption.													

GRI Indicators

DISCLOSURE		LOCATION										
MATERIAL TOPIC: GRI 204 - PROCUREMENT PRACTICE												
		4.3 Energy & Climate Change management										
303-1*	TOTAL WATER WITHDRAWAL BY SOURCE		WATER WITHDRAWAL	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP
		2017	Surface water (m3)	-	768,652	-	4,410,142	59,815	-	-	1,517,849	6,756,460
			Ground water (m3)	-	-	-	-	-	-	-	37,190,787	37,190,787
			Municipal water (m3)	130,104	70,661	260,185	284,656	16,530	1,599	5,984	2,769	772,488
			TOTAL	130,104	839,313	260,185	4,694,798	76,345	1,599	5,984	38,711,405	44,719,735
		2018	Surface water (m3)	0	579,953	0	4,821,320	44,058	0	0	34,464,753	39,910,084
			Ground water (m3)	0	0	0	0	0	0	0	1,441,992	1,441,992
			Municipal water (m3)	129,708	65,589	254,213	301,695	10,650	1,480	5,763	2,769	771,867
			TOTAL	129,708	645,542	254,213	5,123,015	54,708	1,480	5,763	35,909,514	42,123,943
		2019	Surface water (m3)	0	527,157	0	4,488,205	42,058	0	0	31,595,901	36,653,321
			Ground water (m3)	0	0	0	0	0	0	0	1,338,995	1,338,995
			Municipal water (m3)	120,492	38,365	263,666	259,703	12,378	1,873	-	2,736	699,213
			TOTAL	120,492	565,522	263,666	4,747,908	54,436	1,873	-	32,937,632	38,691,529
		Note: Elaia includes water consumption at olive oil mills and olive groves in Portugal and Spain.										
3.3 Sustainable agricultural practices.												
4.1 Environmental Policy/Management System.												
4.2 Management and valorization of waste and by-products												
303-3	PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED		WATER WITHDRAWAL	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP
		2017	m3	11,500	8,359	44,816	162,670	0	0	0	13,183	240,528
			%	8.8%	1.0%	17.2%	3.5%	0%	0%	0%	0.03%	0.5%
		2018	m3	5,000	7,945	40,044	180,736	0	0	0	16,662	250,347
			%	3.9%	1.2%	15.8%	3.5%	0%	0%	0%	0.05%	0.6%
		2019	m3	2,000	6,800	42,042	159,724	0	0	0	22,348	232,914
			%	1.7%	1.2%	15.9%	3.4%	0%	0%	0%	0.07%	0.1%

## GRI Indicators

DISCLOSURE		LOCATION												
MATERIAL TOPIC: GRI 305 - EMISSIONS														
		4.3 Energy & Climate Change management												
305-1	DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)		SCOPE 1 GHG EMISSIONS	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP		
		2017	Diesel (t CO2e)	0	0	57	1	715	59	369	1,502	2,703		
			Gasoline (t CO2e)	0	0	0	0	0	0	0	0	0		
			LPG/Butane/Propane (t CO2e)	0	0	0	0	7	0	0	0	7		
			Natural gas (t CO2e)	5,576	4,718	5,400	22,711	103	0	398	0	38,906		
			TOTAL	5,576	4,718	5,457	22,712	825	59	767	1,502	41,616		
		2018	Diesel (t CO2e)	0	0	74	2	524	48	460	2,337	3,445		
			Gasoline (t CO2e)	0	0	0	0	0	0	0	0	0		
			LPG/Butane/Propane (t CO2e)	0	6	0	0	0	0	0	0	6		
			Natural gas (t CO2e)	7,524	3,360	5,979	18,175	0	0	417	0	35,454		
			TOTAL	7,524	3,366	6,053	18,177	524	48	877	2,337	38,906		
		2019	Diesel (t CO2e)	0	0	72	1	469	45	-	3,379	3,966		
			Gasoline (t CO2e)	0	0	0	0	0	0	-	0	0		
			LPG/Butane/Propane (t CO2e)	0	0	0	0	0	0	-	0	0		
			Natural gas (t CO2e)	5,535	3,740	6,354	0	0	0	-	0	15,629		
			TOTAL	5,535	3,740	6,426	1	469	45	-	3,379	19,595		
		Note: the reporting scope was extended in 2014 and 2015, including data from the plant Sovena Oilseeds Spain (Andújar).												



## GRI Indicators

DISCLOSURE		LOCATION										
		4.3 Energy & Climate Change Management										
305-2	INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)		SCOPE 2 GHG EMISSIONS	SCG Spain	SCG Portugal	SO Spain	SO Portugal	Exoliva	Sovena MENA	Sovena USA	Elaia	SOVENA GROUP
		2017	Electric (t CO2e)	3,117	2,830	5,805	12,530	414	54	3,503	844	29,098
			Cold (t CO2e)	0	0	0	0	0	0	0	0	0
			Steam (t CO2e)	0	0	16,192	38,569	0	0	0	0	54,761
			TOTAL	3,117	2,830	21,998	51,099	414	54	3,503	844	83,859
		2018	Electric (t CO2e)	3,217	2,491	6,127	12,486	282	72	3,700	677	29,052
			Cold (t CO2e)	0	0	0	0	0	0	0	0	0
			Steam (t CO2e)	0	0	18,054	36,970	0	0	0	0	55,024
			TOTAL	3,217	2,491	24,181	49,456	282	72	3,700	677	84,076
		2019	Electric (t CO2e)	3,114	2,163	5,705	11,456	276	57	-	851	23,622
			Cold (t CO2e)	0	0	0	0	0	0	-	0	0
			Steam (t CO2e)	0	0	16,618	48,096	0	0	-	0	64,714
			TOTAL	3,114	2,163	22,323	59,552	276	57	-	851	88,336

## GRI Indicators

### DISCLOSURE

		4.2 Management and valorization of waste and by-products															
306-2	TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD	TOTAL WASTE	SCG Spain			SCG Portugal			SO Spain			SO Portugal			Elaia		
			2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
		Hazardous waste (tons)	3.5	5.6	8.0	5.9	2.7	4.2	11.8	15.3	12.8	14.4	11.1	23.7	0	0	0
		Valorization	0.6	0.8	2.2	3.4	2.7	4.2	6.2	9.2	7.8	11.7	10.7	19.8	0	0	0
		Elimination	2.9	5	5.8	2.5	0.0	0.0	5.6	6.1	5.0	2.7	0.4	3.8	0	0	0
		Non-hazardous waste (tons)	3,344.5	3,733.5	3,342.1	2,217.1	2,446.1	1,955.2	2,517.6	3,774.2	2,903.2	1,111.7	849.7	2,091.5	54	7	18
		Valorization	3,344.5	3,733.5	3,342.1	2,038.8	2,260.3	1,772.4	2,336.0	3,693.4	2,827.5	1,001.6	748.5	1,987.3	11	7	18
		Elimination	0	0	0	178.3	185.8	182.8	181.6	80.8	75.7	110.2	101.2	104.2	43	0	0
		Total (tons)	3,348.0	3,739.1	3,350.1	2,223.0	2,448.9	1,959.4	2,529.4	3,789.5	2,916.0	1,126.1	860.8	2,115.1	54	7	18
		TOTAL WASTE				Sovena MENA			Sovena USA			Exoliva			SOVENA GROUP		
						2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
		Hazardous waste (tons)				0.0	0.0	0.0	0.8	0.6	0.5	0.5	3.9	5.0	33.5	39.3	54.1
		Valorization				0.0	0.0	0.0	0.8	0.6	0.5	0.0	0.0	0.0	22.2	24.2	34.5
		Elimination				0.0	0.0	0.0	0.0	0.0	0.0	0.5	3.9	5.0	11.3	15.1	19.6
		Non-hazardous waste (tons)				0.0	4.0	17.8	519.0	577.6	450.4	106.8	173.5	228.9	6,556.6	11,565.5	11007.5
		Valorization				0.0	4.0	17.8	157.2	78.7	0.0	73.6	24.9	43.4	5,618.2	10,550.2	10009.0
		Elimination				0.0	0.0	0.0	297.3	498.9	450.4	64.0	148.6	185.5	938.4	1,015.3	998.6
		Total (tons)				0.0	4.0	17.8	519.8	578.2	450.9	107.3	177.4	233.9	6,590.0	11,604.8	11,061.6

## GRI Indicators

DISCLOSURE										
GRI 400 – SOCIAL DISCLOSURES										
GRI 403 – OCCUPATIONAL HEALTH AND SAFETY										
	3.6 Occupational Health and Safety									
403-2 TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES		SOVENA GROUP								
		2017			2018			2019		
		Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
	Accidents/injuries (n.º)	79	37	116	40	19	59	59	16	75
	Accidents/injuries resulting in absence (n.º)	37	18	55	22	8	30	38	4	42
	Days lost (n.º)	1,529	371	1,900	937	287	1,224	1,705	87	1,792
	Fatalities (n.º)	0	0	0	0	0	0	0	0	0
	Occupational diseases (n.º)	0	0	0	0	0	0	0	0	0
	Absentee (hours)*	100,435	34,500	134,935	50,492	22,064	72,556	43,191	23,775	66,967
	Injury Rate (IR)	0.000070	0.000116	0.000080	0.000050	0.000080	0.000060	0.000050	0.000033	0.000045
	Occupational Disease Rate (ODR)	0	0	0	0	0	0	0	0	0
	Lost Day Rate (LDR)	0.00125	0.00107	0.00121	0.00118	0.00107	0.00115	0.00138	0.00017	0.00102
	Absentee Rate (AR)	8.24%	9.96%	8.62%	6.34%	8.22%	6.81%	3.49%	4.58%	3.82%
Note: scope of data includes SCG Portugal; SCG Spain; SO Portugal; SO Spain; Sovena USA; Exoliva and Sovena MENA.										

## GRI Indicators

GRI 404 – TRAINING AND EDUCATION								
		3.5 Human Capital development						
404-1	AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY		SOVENA GROUP					
			2017		2018		2019	
			Hours	H/employee	Hours	H/employee	Hours	H/employee
		Managers	359	5.1	205	3	2,918	22.6
		Male	297	5.3	164	3	1,551	16.9
		Female	63	4.5	41	3	1,367	36.9
		Manag. Support technicians	875	5.5	496	5	3,886	15.6
		Male	471	5.3	298	5	1,441	9.4
		Female	404	5.8	198	4	2,445	25.9
		Commercial staff	61	2.5	27	2	180	5.3
		Male	45	3.5	21	3	85	6.5
		Female	16	1.5	6	1	95	4.5
		Administrative staff	212	1.7	275	5	510	6.8
		Male	63	1.3	14	1	216	8.0
		Female	150	2.0	161	7	294	6.1
		Manufacturing operators	3,400	5.3	2,156	5	4,912	8.7
		Male	3,600	5.1	1,721	5	4,323	9.1
		Female	1,307	6.8	435	5	589	6.5
		TOTAL	4,907	4.8	3,159	4	12,226	11.8

## GRI Indicators

### DISCLOSURE

#### GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY

		3.5 Human Capital development																		
405-1	DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES		SOVENA GROUP																	
			2017						2018						2019					
			Male	Female	TOTAL	<30	30-50	> 50	Male	Female	TOTAL	<30	30-50	> 50	Male	Female	TOTAL	<30	30-50	> 50
		Managers	56	14	70	1	50	19	61	17	78	1	61	16	92	37	129	5	94	30
		Manag. Support technicians	92	70	162	15	119	27	78	64	142	13	103	26	154	95	249	48	138	63
		Commercial staff	14	11	25	7	13	5	15	12	27	8	14	5	13	21	34	6	22	6
		Administrative staff	43	66	109	22	54	33	63	93	156	39	82	35	27	48	75	15	40	20
		Manufacturing operators	545	110	655	53	373	221	562	115	677	72	411	194	476	90	566	61	339	166
		TOTAL	751	270	1,021	170	609	305	779	301	1,080	133	671	276	762	291	1,053	135	633	285
Note: data scope includes SCG Portugal; SCG Spain; SO Portugal; Sovena USA; Exoliva; Elaia Portugal																				

You can find more information at  
[www.sovenagroup.com](http://www.sovenagroup.com)

We will be delighted to receive your  
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