


The background of the entire page is a photograph of several pigs in a field. The scene is captured during the "golden hour" of sunset, with warm, low-angle light creating a soft glow and long shadows. The pigs are seen from the side, with their heads down as if foraging or sniffing the ground. The focus is sharp on the pig in the foreground, while the others in the background are slightly blurred.

Corporate Social Responsibility Annual Report 2021

A close-up photograph of several hands of different skin tones holding white puzzle pieces, symbolizing teamwork and collaboration. The background is a soft, out-of-focus blue.

***If you want to go quickly,
go alone. If you want to
go far, go together.***

African proverb



Introduction

An Ever – Growing Team

Litera Meat (Binéfar, Huesca) is the first pig plant launched by Grupo Pini in Spain. With an investment of **130 million euros**, the project was considered of regional interest by the Government of Aragon and is also recognised as **one of the most innovative and automated infrastructures in the sector in Europe**.

Since its start-up, Litera Meat has been immersed in the development of a **Social Responsibility plan**, collaborating socially, economically, and environmentally with different collectives. Creating links with our environment and sustainable and lasting relationships is one of our goals in order provide added value to our activity.



About Us

WORK AND QUALITY



The Pini Group was founded in 1982, giving rise to a **history of excellence** driven by three generations. Litera Meat became the culmination of four decades of tradition and progress in the pork industry.

GROWTH



The spirit of growth, the strength of a great team and passion for the pork sector have been key to driving new projects.

EXPANSION



The Pini Group has become one of the leading private meat groups in Europe, exporting its products to more than 70 countries around the world.

62,000m²
constructed

32,000
daily
slaughters

22
cutting
lines

13
daily
slaughters

1,600
direct
jobs

12
vacuum
packaging
machines

22
freezing
tunnels

8,500T
freezing
capacity

Key Concepts



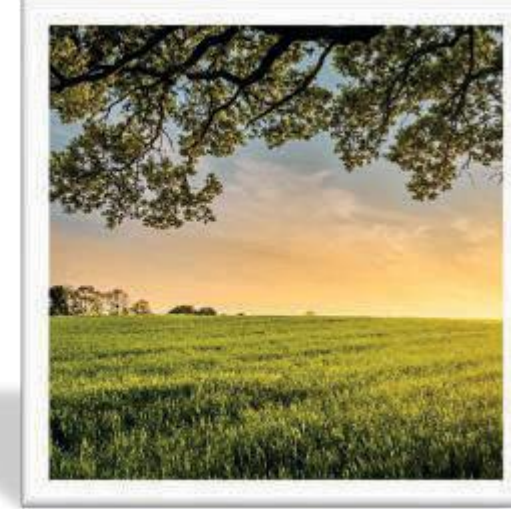
DIMENSION

The Litera Meat facilities stand out due to their **size, innovation, and automation**. The maximum slaughter capacity is **160,000 heads per week** and the cutting room houses **22 operational lines**.



TECHNOLOGY

The plant's robotized system and **cutting-edge technology** allows the carcasses to be automatically classified according to quality criteria, storing the information relating to the entire procedure on a separate chip, a very important aspect since the quality of the information collected translates into **greater food safety and agility in achieving full traceability**.



TERRITORY

Binéfar responds to some key characteristics such as its **strategic position** between Aragon and Catalonia, communities which concentrate more than **50% of the Spanish pig population**, as well as **its proximity to farmers and its good communications** that facilitate the product's immediate dispatch. In recent years, Aragon has become one of the most influential areas in the agri-food industry.



DEVELOPMENT

The start-up of Litera Meat has had a **positive impact** on Aragon's economy, favouring the **creation of jobs, the settlement of the population in rural areas and the development of agro-industry** in an area with a strong focus on the pork sector.



TRAINING

Investing in education is investing in the future. LiteraMeat has its own Training Centre, approved by the Aragon Employment Institute (INAEM), **which promotes and develops training projects** to encourage **specialisation and the renewal of knowledge** among workers.



RSA Commitment

I, Mr. Francesco Pini, with Spanish national id. number DNI V6509129M, in his capacity as representative of the company Litera Meat S.L.U., with Spanish corporate tax id. number CIF B22414874 and registered address at Carretera Nacional 240 kilometer 128.5, Binéfar (Huesca), by virtue of a power of attorney, hereby declare that the company I represent undertakes to voluntarily implement in its **governance and management, in its strategy, and in its policies and procedures, the values and ethical codes listed herein, which arise from the relationship and transparent communication with its stakeholders**, thus assuming liability for any consequences and impacts arising from its actions.



Likewise, I hereby declare that the said entity is up to date with its obligations with the Tax Authorities and with Social Security and is under no circumstances prohibited from contracting with the Public Sector.

In Binéfar, on 10th January 2021

Francesco Pini



Transparency

Our organisation strives to be **exemplary and transparent in the exercise of its activity.**

With an inexcusable compliance with the law, implying the obligation without exception to **comply with the legislation and internal regulations** that are applicable to the company's activities in each case. To achieve this, a robust corporate governance structure will be promoted to ensure **professionalism and integrity in its decision making and actions.**

Respect and Equality

- Promoting professional relationships based on respect for the dignity of others, collaboration, fairness, and communication, favouring a **good professional environment.**
- Fostering the **reconciliation** of personal, family and working life.
- Promoting **safety, health, and hygiene** at work, in accordance with occupational risk prevention legislation and good practice.
- Ensuring a **working environment free from harassment** of any kind.
- Seeking **labour integration** for people with disabilities, eliminating all kinds of barriers in the company environment for their integration.
- Promoting **gender equality**, guaranteeing equal employment and career development opportunities in the workplace.
- Recognising the **rights** of association, rights of association, unionisation and collective bargaining.
- Fostering the **professional development, training, and promotion** of employees.
- Linking employees' remuneration and promotion to their merit and abilities.

Sustainability

Actively incorporating environmental, social and good governance criteria in the company's processes, products and services, taking into account the impacts it generates on society and, consequently, on the community in which it operates. Contributing in this way to the sustainability of the organisation itself and **to the development of the societies** in which it is practised.

Customer Service Excellence

- Being committed to **excellence** in management and continuous improvement to provide the best services to our customers based on a relationship of trust and respect.
- Offering clients products or services that adapt to their characteristics and needs.
- Clarity in **marketing** so that the customer understands its content, benefits, risks, and costs.
- Seeking excellence in the company's goods and services so that its customers and consumers are satisfied.
- Quickly and efficiently dealing with consumer and user complaints, seeking their satisfaction beyond mere compliance with the regulations in force.

Ethical Supplier Relations

For all company employees and particularly those involved in selecting or deciding on the procurement of supplies or services, an **ethical and responsible relationship** with suppliers is required.

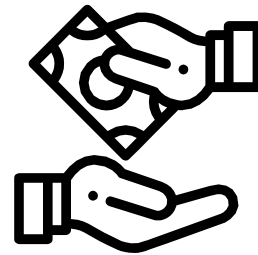
- Selecting only suppliers whose business practices **respect human dignity**, do not violate the law, and do not jeopardise the company's reputation.
- Selecting suppliers based on the suitability of its products or services, as well as their price, delivery conditions and quality, not accepting or offering gifts or commissions that may alter the rules of **free competition** in the production and distribution of goods and services.

Environmentally Friendly

Environmentally friendly practices are encouraged through the implementation of actions related to the control and responsible consumption of natural resources, the reduction of environmental impact and the promotion of clean technologies, among others.

In addition, actions focused on the prevention and management of environmental aspects are promoted, as well as measures to protect biodiversity to ensure environmental quality, especially with regards to greenhouse gas emissions.

Our Activity



PURCHASES

- Live cattle
- Purchase and storage
- Logistics



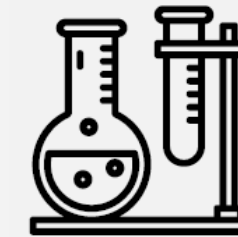
BUSINESS

- National
- International
- Marketing



PRODUCTION

- Slaughterhouse
- Cutting
- Processing/ packaging
- Dispatches



LABORATORY

- Trichina
- Microbiology
- Water testing
- Waste area
- Covid lab

Litera Meat is dedicated to the slaughter, cutting, processing, packaging and marketing of pork. The company currently has a strong focus on exports, with the approval of more than fifty third countries **that allow it to expand its presence across the five continents.**

Its innovative facilities allow it to meet current market requirements, **prioritising quality and food safety at all times throughout the various stages of the production process.** Furthermore, the plant includes a large laboratory area where sampling, trichina and microbiological parameter analysis and wastewater monitoring are carried out.

It should also be noted that in mid-2020, **the Directorate General for Healthcare of the Government of Aragon** granted the extension of the Healthcare Service's healthcare offer **by authorising the internal laboratory itself to carry out diagnostic PCR tests for Covid-19.** Its implementation increased the safety and protection of its employees against the virus, **making it the first and only pig plant in the country to have its own laboratory authorised to carry out PCRs.**

Mission, Vision and Values

MISSION



Litera Meat is dedicated to the meat sector and includes the slaughter, cutting, processing, and packaging of pork meat, as well as the marketing of the product both nationally and internationally, adapting to the demands of the different markets while always maintaining the **pursuit of excellence**.

At LM we focus our activity on a business management model that also generates **added value** and promotes the **professional development** of all our stakeholders.

VISION



Every day we aim to be a **benchmark in the meat industry both in Spain and abroad**. Moreover, we engage in **socially responsible** decision-making to contribute to the improvement and prosperity of our environment and to build lasting and stable relationships with our stakeholders.

VALUES



The pursuit of excellence and teamwork are the basic pillars of our activity. They are underpinned by four essential values:

- **Talent development through** specialised training to promote professional growth.
- Relationships with our stakeholders based on **honesty and mutual respect**.
- **Innovation** and continuous **improvement**.
- **Effort and passion** for a job well done.



Renewed Quality Standards

Litera Meat has renewed important standards such as the **Welfare Quality®** certificate for Animal Welfare, the SAE certification for export outside the EU and the **BRC Global Standards** and **IFS Food** certifications, which guarantee the highest levels of food quality and safety in processes, products, and services.



The company has made a commitment to innovation throughout its facilities with the incorporation of cutting-edge technology in the sector, adopting a **safe and efficient production model** and thus adapting to the rigorous European regulations and compliance with the **various traceability and efficiency** requirements of the most demanding markets.

The renewal of the **Welfare Quality®** certificate in February, reinforcing **the level of excellence**, has further strengthened our commitment to animal welfare. Our facilities incorporate various measures to ensure the protection and comfort of the animals from the moment they are received. Moreover, the in-house training centre regularly offers three modules on animal welfare. We have strengthened our commitment to animal welfare, as we understand that caring for animals is also our responsibility.





Responsible Management

At Litera Meat we responsibly manage our business model in three main ways.

- ✓ **Environment:** promoting environmental projects and consultancy, encouraging cost-saving measures, adopting a precautionary approach to the environment, and developing our own environmental policy.
- ✓ **Financial management:** defining new professional horizons and valuing the opening of new markets, maintaining an initiative to evolve and take advantage of the opportunities in our sector, promoting growth actions, adding value to technological and productive innovation, permanently seeking efficiency, and defining company objectives by studying a development plan.
- ✓ **Commitment to our team and stakeholders:** acting under ethical principles, thus guaranteeing safety and good occupational health, facilitating family and professional reconciliation, managing our workforce by fostering professional development, maintaining a proactive attitude of equal opportunities among our work team and we value and analysing our stakeholders' satisfaction surveys.





Stakeholder Engagement

At Litera Meat we maintain **stable and fluid communication with all our stakeholders**, which allows us to incorporate changes and improvements in the organisation through various actions and initiatives such as regular meetings of the governing bodies, participation in events and seminars of interest, active online listening on social networks, collaboration with local and national media, quality controls that allow feedback regarding our work, organisation of regular meetings with our work teams, development of the employee portal as well as regular evaluation with our customers and suppliers.



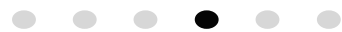
As part of our efforts to **maintain close and transparent communication with our stakeholders**, we publish a biannual **newsletter** which contains all the information regarding the company and is sent out on a personalised basis.

Strengthening and maintaining relations with all our stakeholders is one of Litera Meat's main lines of action, so that we can always identify their needs and expectations to integrate them into our business model.





Commitment to Our Employees



Litera Meat has **1,393 direct employees** (as of 7th January 2021), a number which guarantees stability and labour insertion. According to HR statistics, **more than 51% of contracts are permanent**, generating guaranteed employment for both young people and people who contribute their experience and knowledge to a project that favours personal and professional growth and in which more than 40 nationalities coexist.

We believe that **job stability is essential in the most ambitious and innovative projects** and therefore we seek to develop and optimise training programmes to professionalise and retain our workforce. Generating quality employment allows us to create cohesive teams focused on collective goals, increasing motivation, and creating new professional aspirations for all members of the organisation.

The whole workforce is of vital importance to Litera Meat, which in 2019 launched its first **Company Equality Plan** with the aim of promoting measures to provide equal opportunities for men and women. Currently, **the role of women has become very relevant**, leading positions of great responsibility such as the management of the Administration, Invoicing, Accounting, Human Resources, Training or Environmental departments.



59% 41%

Groups by gender
Approximate % (2020)



Commitment to Our Clients

Our customers are our greatest source of growth, and **we are committed to providing a service that meets and exceeds their expectations.**

We work according to the needs of our customers, adapting to the requirements and demands of the most demanding meat markets. In this sense, the following measures have been established:



- ✓ **A client-oriented culture** has been implemented at all levels of the organisation to be aware of what the client's needs are and how to respond to them.
- ✓ **We carry out customer service quality controls** to monitor and provide feedback on our work through satisfaction surveys and complaints policies to obtain information to improve the different areas of performance and thus achieve excellent service levels.
- ✓ Moreover, we have adopted a continuous predisposition to improve effectiveness and efficiency in the different business processes.





Commitment to Our Suppliers

As a meat processing company, we have our own system in place to ensure that purchased and procured products meet the specified requirements. This system includes the following points:

- ✓ **A Supplier Approval Process**, through which we evaluate not only the commercial aspect, but also compliance with the contracted company's labour obligations regarding its employees, as well as its overall transparency.
- ✓ **Regular evaluation** to check its ability to deliver the products and services in accordance with the requirements.
- ✓ Gathering regular information on purchases and contracts, thus ensuring adequate **control and management**.
- ✓ **Verifying** the purchased products and services supplied.
- ✓ **Establishing a commitment to local territory**. Approximately 60% of the livestock farmers working with Litera Meat are from Aragon and 20% from Catalonia, a very positive balance that promotes the development of the agri-food industry in the local area and the **commitment to quality raw materials and proximity**.
- ✓ We understand the importance of creating **shared value** and we strive to build a supply chain based on **long-lasting, professional, and trusting relationships**. In this sense, according to an internal study, 80% of our suppliers regularly rely on our work.



CSR Activities

We stay involved

Litera Meat started its business in July 2019 and since then has been involved in various **social, cultural, and environmental projects**.

- We remain committed to local sport and, following the first sponsorship in the 2019/2020 season, **we have renewed this agreement for the second time, showing our support for Club Deportivo Binéfar**, with whom we share values such as effort, companionship, dedication, and teamwork
- We have also done our bit for **charitable organisations and causes** such as the **Spanish Association Against Cancer (AECC)** and the **Alzheimer's group in Huesca**. We have also strengthened ties with associations that carry out important social and charitable work such as the **Autism Association of the Eastern Zone of Huesca (AMO)** or the **Women's Race Association in Monzón**.
- Throughout the global Covid-19 pandemic, we have donated **medical supplies** to various groups such as the **Binéfar Town Council, the Vithas Hospital in Lleida, and the various schools in Binéfar** through the SUMA project, which provides daily masks for pupils.
- We have renewed our support for important events in the sector such as the **Porc d'Or Awards** and for cultural events such as the **Festa del Tossino in Albelda (declared of Tourist Interest in Aragon)** and the **Festival Imaginaria in Binéfar**.
- During this time, we have scheduled visits with various groups such as the **Association of Pig Producers of High Aragon (ASOPECO)** or **members of the Canal of Aragón and Catalonia**.
- We believe in the importance of **research** and have therefore been involved in highly innovative animal health projects such as the study developed by **HIPRA Laboratories** which launched the first intradermal needle-free swine vaccine against *Mycoplasma Hyopneumoniae* at the end of 2020. We are also part of an important research project promoted by the **Faculty of Veterinary Medicine of the University of Zaragoza** on the control of swine salmonellosis.

Commitment to Education

In 2019 the Litera Meat Training Centre was officially approved by INAEM and was officially accredited to teach certificates of professionalism linked to the food industry. The training department is responsible for providing the necessary knowledge to all employees to guarantee an optimal and safe performance of the different tasks, **promoting professional growth and specialisation of employees.**

During this period, the Training Centre has received approval for a wide range of courses in the meat industry, **making it a benchmark training centre** in Aragon, as it is open to all those who wish to acquire knowledge about the sector.

Department heads are in charge of planning the different courses, **focusing on interactive learning, as well as encouraging student participation and teamwork.** It is worth noting that with the arrival of the global pandemic, **Litera Meat's training plan has incorporated a specific course on Coronavirus** for all employees in order to raise awareness of preventive measures against the virus.

We believe that investing in education is investing in the future and, for this reason, we have promoted a **training quality plan** with the aim of evaluating and improving the different courses offered, enriching the experience in the classroom, and achieving satisfactory results for both students and teachers.

We maintain an ongoing commitment to education and have therefore established **educational partnership agreements** through which students can carry out their academic internships in the different departments of Litera Meat. Students from the **Polytechnic School of Huesca, the University of Zaragoza and the IES Sierra de San Quílez Secondary School in Binéfar** have put their knowledge into practice in the meat facilities themselves. Welcoming students is a very satisfying experience that we will continue to be committed to.

Commitment to the Environment

Litera Meat collaborates in an **economically, socially, and environmentally responsible way**. Building ties with our environment and creating sustainable and lasting relationships is one of our goals in order to provide **added value to our company**.

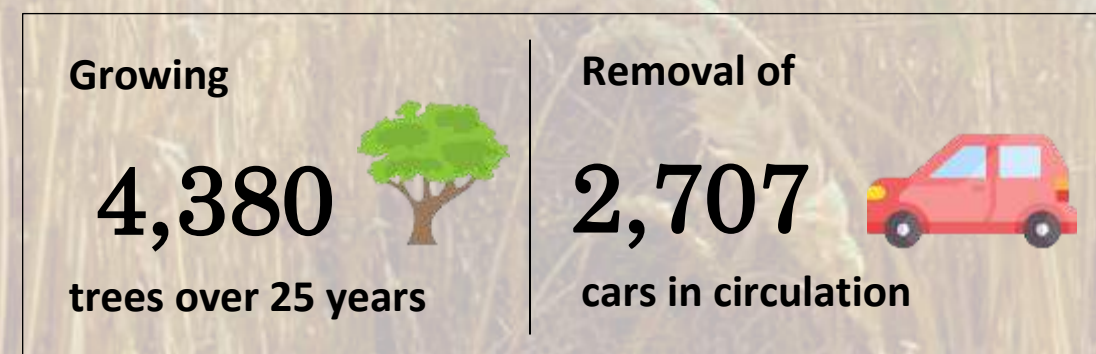
The principles of sustainable development are present in Litera Meat's daily activity, making a responsible and efficient effort in resource management with the aim of **minimising the environmental impact throughout the process**.

In this regard, it is worth mentioning the treatment plant itself, with a capacity of 5,000 cubic metres per day, which guarantees the correct treatment of wastewater. **Environmental managers are continuously working on preventive measures in order to improve and implement the most sustainable models**.

As a company subject to environmental impact assessment, we are subject to compliance with the **Integrated Environmental Authorisation**. Among the measures implemented, it is worth highlighting the **efficient use** of water by reducing water consumption on an annual basis, the promotion of **responsible energy consumption**, the promotion of **proper waste management** by qualified and experienced staff and **environmental awareness** among employees in order to reduce our carbon footprint.

It is important to highlight Litera Meat's commitment to renewable energies. In 2021 we renewed our **commitment to sustainability** and through Acciona Green Energy we continue to guarantee that the electricity supplied to Litera Meat is **100% renewable** with an A rating, ensuring that electricity generation does not produce CO2 emissions or radioactive waste.

According to a study conducted in collaboration with Acciona, during the period from 1st January 2020 to 1st January 2021, Litera Meat consumed 30908,2802 MWh of renewable energy, **thus avoiding 4,970.75 tonnes of CO2 emissions during this period**. This figure is equivalent to:



Working Towards Sustainable Development Goals (SDG)

The SDGs represent a path to sustainable development where common action and innovation are key. In January 2016, the United Nations Sustainable Development Goals, the most ambitious plan of action for people, planet and prosperity, came into force until 2030. The 17 Goals are intended as a global instrument to eradicate poverty and reduce inequalities and vulnerabilities, under the paradigm of sustainable human development.

At Litera Meat, we strive to actively incorporate environmental, social and good governance criteria in the company's processes, products and services, taking into account the impacts that it generates on society and, therefore, on the community in which we operate. We want to contribute to the sustainability of our own organisation and to the development of our society as a whole.

We foster professional relationships based on respect, collaboration, fairness, and communication that promote a good professional environment, and we also engage in actions aimed at the prevention and management of environmental issues.

In 2021 we updated our Sustainable Development Goals report to continue our involvement and progressively integrate new SDGs that allow us to strengthen and enrich our business philosophy.



Covid-19 Safety

Due to the ongoing worldwide pandemic, Litera Meat has implemented a **Corporate Contingency Plan to deal with Coronavirus (Covid-19)**, incorporating specific preventive and organisational measures to ensure the regular operation of activities and preserve our employees' health.

Some of the most exceptional actions include:

- **Covid-19 specific in-house training** for all staff and new recruits.
- Implementing **new transport lines** for employees in order to comply with mobility regulations.
- Establishing **work shifts, staggered surveillance** of arrivals and departures at the plant and creating new communal areas.
- **Increasing security staff** to ensure compliance with mandatory measures such as maintaining safe distances, providing protective equipment, and taking the temperature of all internal and external staff.
- Extra cleaning and disinfection such as **regular spraying** of the entire facility with broad spectrum disinfectant and the installation of **HEPA (High Efficiency Particulate Air) filters** in the various plant rooms.
- Constant attendance of medical staff on site and **constant PCR screening** of employees and new recruits.
- Adopting WHO and FAO guidelines by carrying out **PCR controls on surfaces, utensils and packaging and meat parts**.
- Livestock trucks enter through a **drive-through wheel disinfection point** and the vehicles are then disinfected with a livestock viricide.
- **Disinfecting refrigerated containers for export** on arrival, after loading and prior to closing and sealing.



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