



Litera Meat and the SDGs

There are many things we can do!





SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

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16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



Overview

The **2030 Agenda** for Sustainable Development was approved by the UN Member States at the 2015 world summit on sustainable development. With the aim of ending poverty, protecting the planet and ensuring prosperity for all people, **17 goals**, 169 targets and a political declaration were established.

In January 2016, the **UN Sustainable Development Goals (SDGs)** came into force. It is the most ambitious action plan for the benefit of the people, the planet and prosperity until 2030.

The 17 Goals are intended to be a global instrument to end poverty and reduce inequalities and vulnerabilities under the paradigm of human sustainable development.

The SDGs represent a path to sustainable development in which common action and innovation are key.

Litera Meat commits to...

Actively incorporate **environmental, social and good management criteria for all business processes, products and services while considering the impact on society** and thus on the community in which it operates. Contribute in this way with the sustainability of the Company itself and the development of the societies in which these criteria are implemented.

Be an **exemplary and transparent organisation** whilst carrying out its business activity. Inexcusably comply with existing subject matter rules, which implies the obligation without exception to conform to the legislation and internal regulations applicable in each case to the Company's operations.

Promote at all times **professional relations based on the respect of the dignity of others, collaboration, equity and communication** to foster a good professional environment.

Carry out actions aimed at **preventing environmental damage and managing environmental aspects**, like fighting environmental pollution, contamination of waters, soil and underground waters, noise pollution, implementing prevention measures and adequate waste management programmes, adopting biodiversity protection procedures which ensure environmental quality, especially in order to counter the emission of greenhouse gases.

We are
committed



Small *changes*
Great *results*



Good health and *well being*



In February 2020, Litera Meat implemented a free internal bus line for its employees, a measure which was adopted to ease commuting and **guarantee greater road safety in the way to the workplace.**

With a 55-seat capacity, the bus makes four trips during the workday according to the established work shifts, including various stops at different points within the locality. As to transport contractors, Litera Meat opts once again for proximity services, establishing relations with local businesses.

Litera Meat has also implemented new bus lines to comply with mobility regulations stemming from the state of alarm decreed in the face of COVID-19. This new free transport service has been implemented this week so that employees can reach their workplace while complying with all the mobility rules and security measures laid down by the authorities. This service will last all along the state of alarm decreed by the Spanish Government and it has been very positively welcomed by the employees.

Litera Meat, whose business operations belong to the agri-food industry, is aware of the importance of its work to guarantee food supply. This is why it combines commitment and dedication with the aim of continuing operations without disregarding the different acting protocols to prevent any hazards.

Litera Meat also shows its support to local sport activities, becoming the official sponsor of Binéfar's Sport Club for the first time. This agreement was signed in August, before the start of the 2019/2020 season, and its aim is also to promote and encourage healthy habits within the population.



Quality *education*



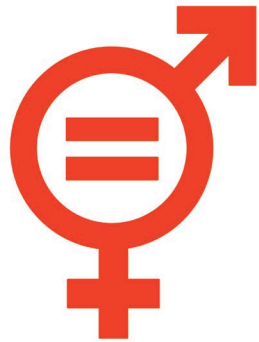
We believe that **investing in education is investing in future** and this is why we are making arrangements to establish agreements with different education centres while promoting continual education among Litera Meat's own personnel. For this, we have an in-house education centre approved by the Aragonese Employment Institute, which is completely equipped and targets both internal employees and external people.

Encouraging the interest in renewing and updating knowledge helps maintain the growth spirit of Litera Meat, which is shown by our Annual Education Programme.

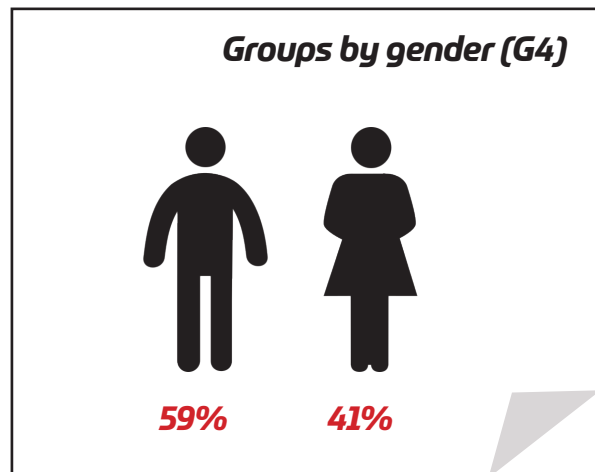
For the first time, Litera Meat is participating in the project '*Know us, we are passionate about what we do and we are here*', launched by the Association of Entrepreneurs of La Litera and in which 26 local companies take part. Litera Meat has already put this programme into action, which will last until March and within which different education centres will be visited in Binéfar, Tamarite and Monzón. After the informative meetings, the students themselves will visit the Company to watch the business operations in situ.

Litera Meat's main purpose is to convey its *raison d'être* to students, as well as to show the great diversity of work profiles it admits and the role they play within the enterprise. **The Company currently has 1,200 employees of 43 different nationalities.**

In addition, Litera Meat upholds its **commitment to education by allowing students to gain professional hands-on experience of industry** within the facilities and thus fostering the incorporation of young trained workers into the labour market. As to this, we currently have two students of the laboratory technician course of study with whom we have signed a training-learning contract for a year, which can be extended.



Gender *equality*



February 2020

Our human team is of vital importance to our Company, since we consider it a key foundation of Litera Meat’s success.

We have a growing team of 1,200 professionals as of today and implementing measures to ensure equality and reconciliation between personal, professional and family life is one of our premises.

In 2019, Litera Meat decided to create its first **Equality Plan in the Enterprise** to add up to the mere compliance with existing legislation and promote action measures that foster **equal opportunities among men and women within the work organisation**, promotion and training, access to and stability of employment, reconciliation of personal, family and work life, prevention and action against any sexual abuse or gender-based abuse situation, communication and work health.

Litera Meat is very much aware of the role of women within the Company, where positions of great responsibility are currently held by women like Administration, Human Resources, Internal Lab or Environmental Issues.



Clean water and *sanitation*



The principles of sustainable development are present in Litera Meat’s daily activity. We make a **responsible and efficient effort regarding resource management to minimise the environmental impact during the entire business process.**

The people responsible for the Environmental Issues Area are constantly working on developing prevention measures to improve and implement the most sustainable models. Raising awareness and transmitting values to employees, like the respect for the Environment, are key factors to be able to effectively apply Litera Meat’s environmental policy.

As to this, it is important to highlight the fact that the Company has its own **wastewater treatment plant, which has a capacity of 6,000 cubic metres per day.** This guarantees proper management of wastewater according to the criteria established by the *Hydrographic Confederation of the Ebro River*, as well as drinking-water treatment and any sanitation treatment against Legionella.

The implementation of this measure is also intended to promote environmental awareness among employees and show the importance of small actions in reducing the ecological footprint.



Affordable and *clean energy*



During its first year of operations, Litera Meat has invested in the development of sustainable projects, consolidating its commitment to clean energies.

Promoting responsible and sustainable energy management has been one of the main items to follow in Litera Meat’s environmental policy.

From its start-up in July 2019, the Company has progressively increased the consumption of **green energy**.

This commitment to clean energies is clearly reflected in the action path followed by the meat plant, **which has invested in new projects to attain greater energetic efficiency and maximise the electric supply from renewable sources.**

As indicated in the Guaranties of Origin report, published by the National Commission on Markets and Competition, the amount of renewable energy acquired by Litera Meat through Endesa S.A.U. in 2019 reached 16.1%, a figure that was reinforced in May 2020 due to a new contract signed with Acciona Green Energy. The origin of the electricity sold by this energy supplier is **100% renewable** and the company has an A rating, which guarantees that the electrical generation does not cause CO2 emissions or radioactive waste.

This agreement has enabled Litera Meat to renew its commitment to sustainability. **We consider sustainable development to be a long-term asset that generates value and progress and strengthens the principle of Corporate Social Responsibility.**

Renewable energies are not the future, they are the present. We are a modern, large-scale enterprise which has opted for a sustainable strategy in matters of the environment right from the start.



Decent work and *economic growth*



One of Litera Meat’s main goals is to **guarantee fair and proper work conditions to our employees.**

The reconciliation of work, family and personal life is a strategy that promotes the attainment of effective equality between men and women. It is aimed at obtaining a new organization of the social and economic system where men and women can **make the different aspects of their lives compatible: employment, family and personal time or leisure.**

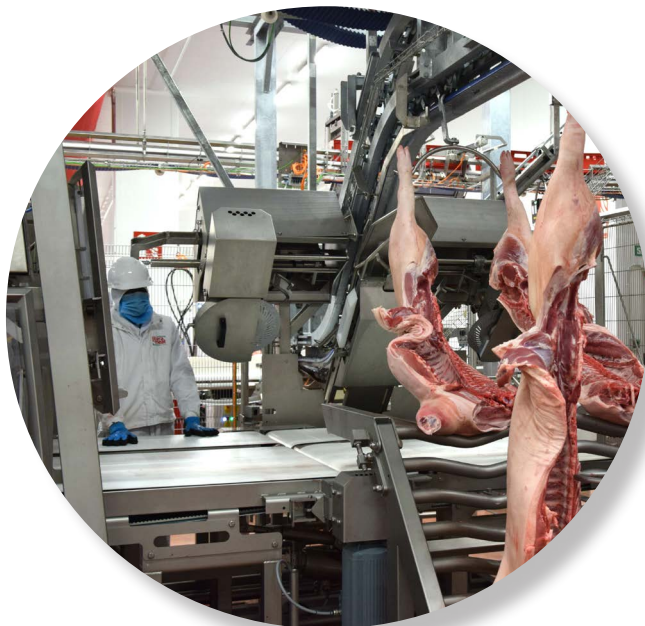
Thus, the reconciliation of family, work and personal life contributes to a society based on the quality of life of people, where the same opportunities prevail for men and women so that they are able to grow in all life’s aspects, progress professionally, deal with family responsibilities and be able to enjoy their free time, both family and personal time.

As to this matter, rights play an important role in attaining real equality between men and women.

Litera Meat watches out for the application of all the measures collected in the collective agreement and promotes a culture that favours the conciliation of family, personal and professional life.



Industry, innovation *and infrastructure*



Litera Meat's facilities stand out for their **innovative, state-of-the-art technology**, which allows maximum automation and efficiency during the entire process.

Litera Meat's cutting plant has 22 operative lines, plus one completely automated for heads, and 12 vacuum-packing machines. The cutting plant has all the necessary fixtures **to guarantee compliance with all the sanitary and technological requirements necessary both for domestic and international supply**. The cutting system abides by the most demanding standards and regulations, which allows the main cuts to be worked into the different end products according to clients' requirements.

Innovation in the mechanisms used turns Litera Meat into one of the safest, most efficient and productive plants globally, making it capable of adapting to the demands of the different markets.

Litera Meat has an **internal laboratory** which it is divided into several areas: an in-house laboratory trichinella testing, a microbiology laboratory and a water testing laboratory with its corresponding waste area. The lab team is responsible for assessing and documenting efficiency, safety and quality during the different processes.

Moreover, at the end of July 2020, Litera Meat's Sanitary Service was accredited by the General Directorate of Health Assistance of the Government of Aragón to widen its assistance offer, **authorising the company's internal laboratory to do diagnostic tests of COVID-19**.



Sustainable cities and *communities*

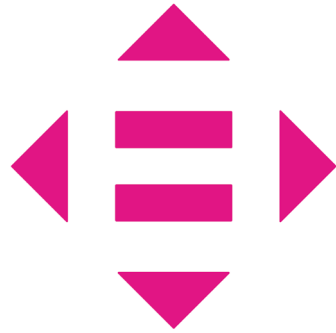


Litera Meat has placed a free bus at the service of its employees and this service will be extended as the number of employees grow. The main goals of this measure are to ease transport, improve road safety and reduce environmental impact.

The implementation of this measure is also intended to promote environmental awareness among employees and show the importance of small actions directed to reducing the ecological footprint. In this way, Litera Meat upholds its commitment towards the environment, developing different principles in favour of sustainability.

Another important measure implemented by the Company, and which is still ongoing, is aiding the **search of rental housing by its employees**. These measures undoubtedly **promote the development and settlement of professionals in the locality**.

Litera Meat also takes part in the cultural life of the local communities, sponsoring events, supporting different causes, economically or materially collaborating with them.



Reduced *inequalities*



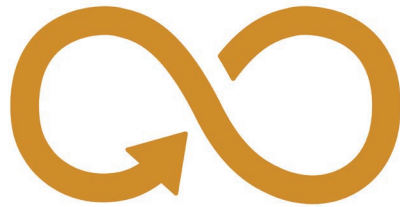
One of Litera Meat’s goals is ensuring equal opportunities for all, guaranteeing equality on matters of gender, ethnicity, race or any other aspect. From the start of operations, Litera Meat has put into practice the following elements within the different areas of the Company:

- **Access to employment:** job offers are published using the proper means so that they are visible both to men and women. These offers are based on accurate information according to the objective characteristics of each position, its demands and conditions. No stereotyped images or sexist language are used. The HR Department takes part in all the selection processes with the aim of guaranteeing equal opportunities to men and women, as well as ensuring compliance of the Company’s policy, assessing the candidates who are eligible for each position according to their knowledge, attitudes, skills and/or acquired competences.

- **Professional Development and Promotion:** access to professional development and promotion is neutral. The Company acts upon objective criteria in terms of adaptation to the functional position and merits, regardless of the person’s gender.

- **Remuneration:** salaries are analysed with the aim of detecting and eliminating any discrimination based on gender. The Company supervises remuneration so that salaries are always in accordance with objective criteria.

Many of Litera Meat’s employees belong to the so called minority groups, which **contributes and promotes social inclusion in many different areas.**



Responsible consumption *and production*



Taking into account that Litera Meat started operations in August 2019, **its intentions from the beginning have been to incorporate good practices at an economical, social and environmental level in order to act in a completely responsible way.** We also believe that incorporating the SDGs to the Company's vision, policy and strategy is a good means to achieve this. For this, Litera Meat is committed to comply with the different goals, applying them on a daily basis and to set future projects that are aimed at developing the SDGs.

At Litera Meat, we work in line with responsible consumption and waste recycling, carrying out actions like the following:

- **Use of disposable parts** like stomach contents or trimmings and spare parts of red viscera and viscera which is not suitable for human consumption, fat and blood;
- **Pallets are used in a circular economy**, i.e. suppliers themselves collect and use them again. They grind the wood pieces which cannot be re-used and make pallets for the manufacturing of other goods;
- **Consumption of water, energy and raw materials is measured** annually, following the Integrated Environmental Authorisation (IEA).
- **Regarding waste, we are working with authorised management entities.** Both hazardous and non-hazardous waste are handled, as well as sludge from the wastewater treatment plant, each one classified in accordance with the European List of Waste.



Life *on land*



Litera Meat has an Environmental Surveillance Plan with its corresponding formats. Since it is a business subject to environmental impact assessment, it must comply with the IEA. The most outstanding measures of the Company are the following:

- **Reduction of smells:** the slaughter area has a forced extraction system with four air treatment units for the conditioning of the work rooms and four air renewals per hour have been established as corresponding to an approximate flow of 80,000m³/h..

- **Efficient Use of Water:** the facilities are firstly dry cleaned by scraping or mechanical dragging to remove solids and then washed with pressurised water. The different by-products are continually collected in a segregated way using dry pneumatic systems. The knives used during the slaughter process are washed and sterilised using low-pressure vapour.

- **Management of Incidents:** in case of accident, a specific plan of action and measures for operations under abnormal conditions and emergencies must have been set with the aim of preventing or, when this is not possible, minimising damages to the environment which might be caused by the spilling of raw materials, the dropping of waste, emissions into the atmosphere or spillages which surpass the permitted allowance.

- **Protection of Soils and Groundwater:** rainwater from the dirty outdoor areas are introduced into the wastewater treatment plant through a storm tank. As to rainwater from the clean outdoor areas (roads and livestock unloading sites), the first 20 minutes of rain are sent to the wastewater treatment plant through a storm tank.

- **Wastewater Spillage:** bloodshed from the bleeding stage is collected in small canals where anticoagulant is automatically poured and then it is led by a pneumatic transport system into three refrigerated deposits of 40m³ located in the by-products storage room. In addition, the bleeding area has a double drainpipe mechanism for the retention of clots.

The great challenge: Go from Theory to Action

After analysing the different SDGs and the Company's way of working, we have realised that we are already carrying out many goals which might correspond with the 2030 Agenda SDGs, that we are already taking many of the different actions which contribute to sustainable development.

We now must be able to establish indicators which allow us to measure their scope and, in this way, become aware of the benefits stemming from the attainment of the 2030 Agenda targets.

The steps to follow will be in line with improving, integrating new goals into our way of working, progressively becoming more committed to this business philosophy which makes us be better with ourselves and with others.

"All countries, enterprises and people must work together to make this world better for all its inhabitants"



Conclusion

