



# Social Responsibility Report 2020



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## Our commitment

2020 will be remembered by all, or at least it will be a difficult year to forget. Initial forecasts and the start of the year heralded a great year economically and the first few months seemed to corroborate these optimistic forecasts.

January and February started positively with a very favourable increase compared to the previous year.

At Alma, we will never forget Friday the 13th of March, when we decided, before it was made mandatory by the government, to close our facilities to the public and protect our team and our customers from a possible pandemic that threatened half the world and that had already disrupted the Asian side and we thought it would never reach our lives.

Just a few days earlier, some colleagues attended large events that have not yet returned to our lives as we knew them before.

On the 13th of March, we all thought we would be back in just 15 days, but the reality is that it took more than 15 months.

One of the most complicated periods in the lives of today's generations was opening up before us, marked especially by uncertainty and a lack of information and knowledge about what lay ahead of us.

We have lived through one of the darkest periods in our history, whether the result of human stupidity or the force of nature is yet to be determined. Perhaps the closest thing to a war in terms of the force to stop the world from turning from one end to the other and taking large numbers of people with econo-

mic, social and health consequences we have never known before. Only the elderly could remember something similar.

Some point to this period as the greatest social and economic crisis since 1920 and some even claim that it is the greatest crisis since 1870, the year of the Great Depression, worse even than the World Wars since then or the Spanish flu 100 years ago coinciding with the First World War.

Now that health recovery seems to be closer, at least in advanced countries, it remains to be seen what the real social and economic gap left by the pandemic will be between the different economic and social speeds worldwide. Some, on the other hand, are predicting some of the strongest years of economic development and splendour in the recovery.

Against this international backdrop, and in a situation marked by uncertainty and mistrust, we at Alma wanted to focus on the people we have been defending for years. In what we call the People's Revolution, we wanted to protect and be closer than ever to the people who are part of Alma's value chain.

Without forgetting the economic criteria, but bearing in mind more than ever the long-term vision that we have always defended at Alma ("with our heads in the clouds and our feet firmly on the ground") we wanted to bring our concept of the fivefold accomplishment account to the forefront: while not forgetting our economic responsibility for the sustainability of our business, social and environmental aspects and people and ethical governance were more important than ever.

It was time to live up to one of the most complicated periods ever experienced and to be coherent in the highest expression of the concept.

Thus, analysing the company's economic situation, recently marked by one of the periods of greatest investment, expansion and growth, where perhaps we were at the historical moment of assuming higher costs and less income in the total activity due to the arrival of new projects, which were underway but did not entail income of any kind and the corresponding processing costs and the investment necessary for them to be undertaken.

Given the new financial assistance resulting from the crisis caused by COVID-19, we decided to increase the company's financial burden in order to meet its increased expenses, especially in staff costs, in view of a foreseeable significant drop in sales of our wines with the HORECA channel closed and the total drop in sales in Ambivium and wine tourism

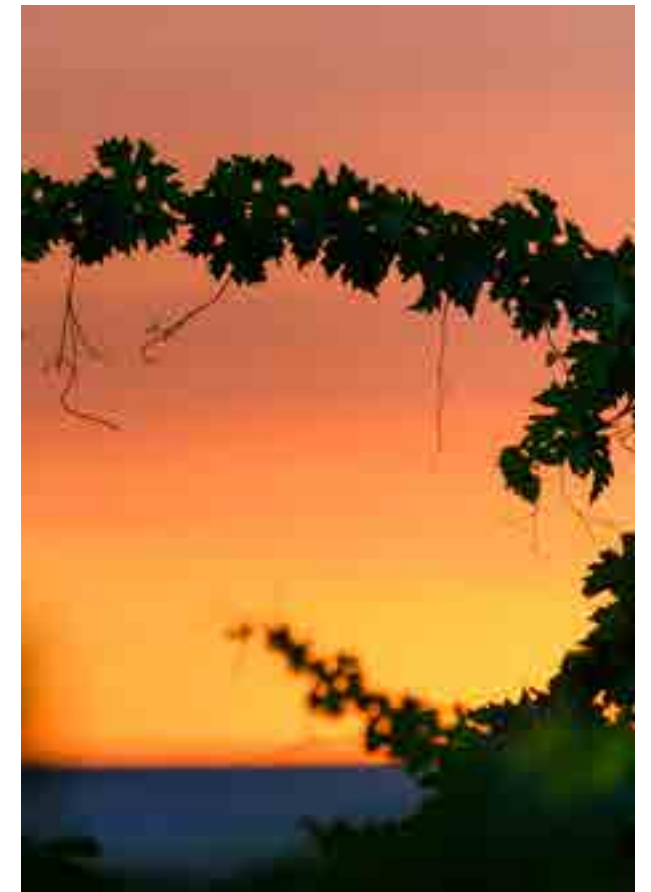
The government launched the ERTes (temporary lay-offs) plan, but it seemed foreseeable that the government would not be able to address this measure with guarantees, and its capacity to manage this economic and social avalanche in time and money was extremely doubtful.

At Alma, with the intention of protecting and providing certainty and confidence in difficult times, we decided to keep the whole team. Ambivium and wine tourism, with no direct activity, would have a lot of time to work on developing the concept, albeit under difficult conditions.

It was only at the third closure that we were forced to carry out the ERTE for the Ambivium and wine tourism colleagues in the face of a situation that was predicted to be highly uncertain. However, it was only four weeks, and we also promised to bring forward the corresponding payment in order to guarantee each family's purchasing power and to guarantee this under the best possible conditions.

The administrative tasks at Alma continued, facing the challenge of teleworking, already in place before, but which made us evolve in the concept and needs to face it with all the guarantees.

In the vineyards and cellars of each of the projects, nature took its course and the essential activity of the agri-food sector had to face the challenges of working in person. At





that time it was decided to protect the entire team and their families in the best possible way by means of various personal protective equipment and adjustments in the workplace to protect and prevent any possibility of contagion. The time of greatest concern came in the different harvests where isolated and independent working groups were set up. There were hardly any significant incidents, thanks not only to the protective measures but also to the great responsibility of each of the people making up Alma. Likewise, the people area was in direct contact with all members of the team and at different times communication was maintained through WhatsApp groups and the various platforms previously coordinated by the IT team. This prior work allowed us to face this period much better prepared and with the necessary resources. All this was not enough. We also worked around the clock with the sustainability and quality team to implement the B-Safe certifications, in collaboration with the Family Business Association and KPMG and Safe Tourism Certified for Ambivium Restaurant and wine tourism, as well as actively collaborating in many platforms and social work and support actions in the search for solutions to what was being experienced. Afortunadamente, en diciembre de 2020 llegó uno de los hitos más importantes del año para Alma: la primera estrella Michelin para Restaurante Ambivium.

Fortunately, one of the most important milestones of the year for Alma came in December 2020: the first Michelin star for Ambivium Restaurant.

Also two very important milestones in a tremendously complicated year: the launch of our importer "Singular Vineyard and Wines" with the intention of also bringing singular projects from around the world to Spain. France, Italy, Germany and Portugal already have their place in Spain through SVW.

In the midst of the pandemic, we also had to find the right facilities to make our first vintage in Rioja, as we had planned beforehand. We already had the raw material, but the onset of the pandemic and the market standstill made it very difficult to find a rented facility where we could produce.

As fate would have it, in midst of the regional borders being closed, a great opportunity appeared in Leza, a municipality where we were on the verge of going to years ago through another project.

In September we carried out our first harvest and first winemaking process, executing the necessary works in record time, which today

continue in the new winery in Rioja Alavesa; thanks to the project team and the technical team working against the clock to deliver on time. The new project in Rioja is called Aiurri.

At the commercial level, we set ourselves a clear objective: we could not allow the sales of Pago de Carraovejas, which represent the largest amount of income for Alma, to fall.

From that moment on, the work of the entire sales team was focused on this objective, even exhausting the available wine before the launch of the new 2018 vintage, which had to be brought to market earlier to avoid possible conflicts with customers

But beyond the sale itself, the sales team was very close to the customers, which was highly valued by all of them, at times when very few were close to them and in complicated situations. It was not about selling wine, it was about being close to the people forming our activity's value chain.

The research and innovation activity, always in Alma's DNA, continued at very high levels of investment, with six European projects underway and many internal lines of development in different areas such as quality improvement and knowledge of our production process, circular economy and environmental management.

The end of the year reflected the great work carried out by the entire team and in the financial variable the results improved at the end of 2019 by a very significant percentage, improving both turnover and EBITDA data in the parameters we had set ourselves, probably also due to the reduced costs as the activity abroad was almost completely paralysed. Also during the months of stoppage, the sales team was able to work on improving and renewing some importers abroad, working on the objective of continuing to increase and improve Alma's international reach. This was done, among other things, with the creation of a bonded and physical warehouse in the USA that allows us to provide a better service to our customers or by strongly positioning projects in markets that have been very fragmented up until now, such as Germany or some Nordic countries.

2020 also saw our commitment to "International Wineries for Climate Action"; an international association to fight climate change, share knowledge and give visibility to wineries that are committed to a sustainable model and generate relationships with external partners.

The major objectives for 2021 are determi-



*ned by continuing to work on the fivefold approach, which is reflected in the work that the pandemic has temporarily halted: The 2020-2030 roadmap for Alma in which we will rotate the focus on each of these strands by doubling each of them in these ten years.*

*At management level, the objectives will focus on gaining a better and greater knowledge of the people making up Alma, on their professional career and on their personal component by seeking to develop the whole team personally and professionally and developing intra and inter-project leadership in order to continue growing qualitatively and quantitatively.*

*2021 is again a year of great investment in Alma, improving and increasing the vineyards and the execution and reform of each project's wineries, except Pago de Carraovejas, where the investment will go to creating the Ambivium winery and improving facilities such as the grape chamber and a new warehouse.*

*2021 will also be the year of undertaking new projects that are emerging in the face of market opportunities, with special attention to a possible new external laboratory that will improve the service to Alma's internal wineries and can generate business beyond the internal service, with a clear focus on serving the wine sector by trying to provide a better service and knowledge in the production of quality wines in our country.*

*It is extremely likely that new wine projects may appear within and beyond our borders and we will be very attentive to be able to take on some of them and continue working to consolidate and develop the new projects of recent years.*

*The creation of a Transformation office is foreseen to provide support, control, development and monitoring of the management objectives that will make us more efficient and competitive for sustainable, strong and orderly development in view of the possibility of continuing Alma's expansion process, while always being focused on projects of the highest quality and uniqueness in different regions.*

*We have great challenges ahead of us that we must continue to address: climate change, sustainability, digitalisation, improved competitiveness, internationalisation and innovation will be the cornerstones of the present and future, and the arrival of the Next Generation funds for progress and recovery after the pandemic will be a great opportunity to which we will be very attentive,*

*without ever forgetting our commitment to continue working towards a higher purpose with the intention of leaving a better world and being able to generate a positive impact on the generation of employment and wealth in our immediate environment and in the entire value chain in the short, medium and long term.*

*This is the second sustainability report for Alma and the ninth for Pago de Carraovejas. My thanks to all the people who believe in Alma and who trust that, beyond creating unique experiences around wine and gastronomy, there is a concrete way of doing things and fighting for a purpose that makes us feel part of an unrepeatable and authentic project that seeks to build a unique and singular legacy.*

*Special thanks to all the team who make it possible every day and who believe and trust in this identity that we have built together with honesty, integrity, coherence and authenticity, taking care of every little detail and with the utmost passion, values that make up what Alma Carraovejas is and will allow it to continue to be in the future. Here's to 2021 and all the challenges ahead of us!*

*Thank you all and congratulations on successfully overcoming a very difficult year*

*Pedro Ruiz Aragoneses*

*CEO Alma Carraovejas*





Alma Carraovejas

## Main achievements

- [Pago de Carraovejas 'Award for Most Innovative Partner' by the PTV Wine Technology Platform \(December\).](#)
- [Ambivium receives its first Michelin Star \(December\).](#)
- ['El Anejón 2016' obtains the maximum score 99/100 points in the Gourmet Guide and enters the Liga 99 \(October\).](#)
- [Pago de Carraovejas receives the 'Óptima Castilla y León' award in recognition of gender equality \(August\).](#)
- [Alma Carraovejas joins the International Wineries for Climate Action \(IWCA\) \(July\).](#)
- [Ambivium receives its first Sun Repsol \(February\).](#)
- [Pago de Carraovejas joins the Foundation for Wine Culture \(February\).](#)
- [Cuesta de las Liebres 2014 selected as Best Red Wine at the Verema Awards 2019 \(February\).](#)
- [Ambivium named the Restaurant with Best Wine Treatment at the Verema Awards 2019 \(February\).](#)
- [Pago de Carraovejas MassVino Award Winery of the Year by the Association of Wine Media Communicators, MassVino \(February\).](#)
- [New winery in Rioja: Altos de la huesera – Aiurri](#)
- [Marketer: SV Wines. This is the former Pagofiel distributions](#)



Ambivium receives its first Michelin Star (December).



El Anejón 2016 obtains the highest score of 99/100 points in the Gourmet Guide.



Marketer: SV Wines.



New winery in Rioja: Altos de la huesera – Aiurri



Ambivium named the Restaurant with Best Wine Treatment at the Verema Awards 2019



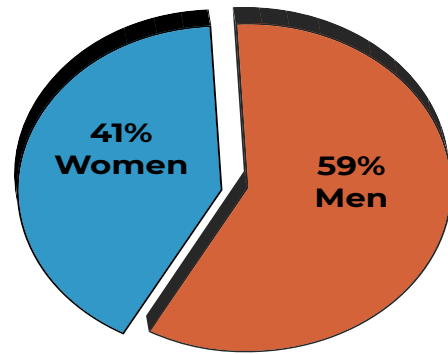
Cuesta de las Liebres 2014 selected as Best Red Wine at the Verema Awards 2019



Pago de Carraovejas MassVino Award Winery of the Year by the Association of Wine Media Communicators,

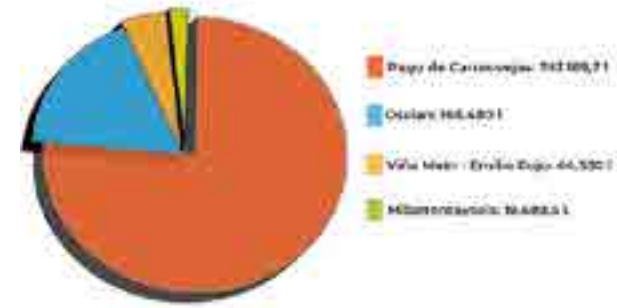
# The 2020 figures

## Number of employees



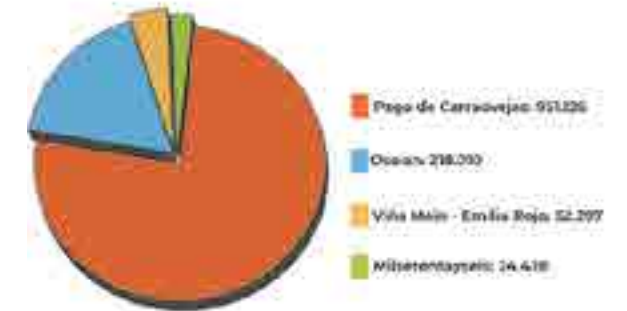
Total employees: 154

## Litres of bottled wine



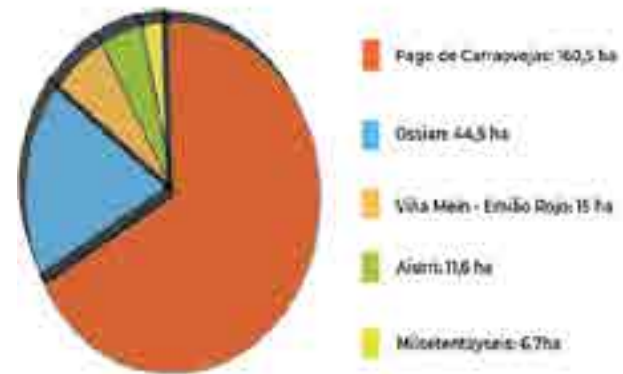
1,136,931 Litres

## Number of bottles



1,245,051 bottles

## Hectares of vineyard



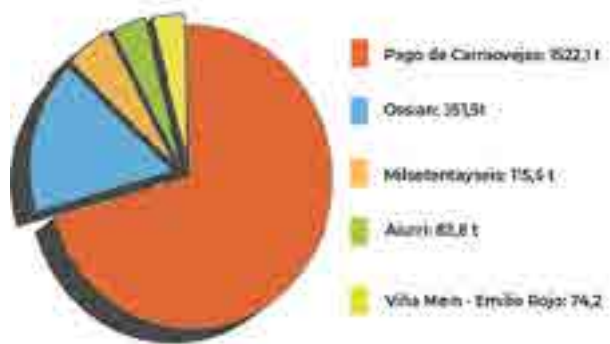
238.3 hectares

## Number of wine tourism visit



Alma Carraovejas

## Tonnes of grapes



2,762 tonnes

## Number of diners



Ambivium



## Our history

Since the origins of Alma Carraovejas, continuous improvement has been a constant challenge for the team to broaden horizons. Pedro Ruiz Aragonese, director of Pago de Carraovejas since 2007, has been searching for unique places where he can create unique experiences around wine. After reaching the pre-phyloxera vines of Nieva (Ossian) and the high altitude vineyards of Fuentenebro (Milsetentayseis), two of Spain's most historic wine-growing regions, Ribeiro (Viña Meín - Emilio Rojo) and Rioja Alavesa (Aiuurri), have led to the creation of Alma Carraovejas: the concept that unites vineyards worked differently in diverse areas with a sense of transcending time and leaving a superior legacy for those to come.

At the same time, the creation of Ambivium, the first restaurant in Spain where wine becomes the protagonist on which the dish is composed, motivates the selection of great liquid elaborations. The whole team begins to discover some of the most unique vineyards in the world, hidden under very limited productions. Singular Vineyard Wines was conceived in 2020 from this desire to unite and facilitate access to these places. SV Wines is only the messenger that brings the producer closer and chooses those environments in which the producer achieves something special: transcending beyond the earthly senses and reaching the very representation of an authentic landscape.

After years of studying the best areas of the Rioja Alavesa, in 2020, we culminated our arrival in Leza. Our objective: to become a benchmark project in the area that seeks to place Leza and its unique environment at the foot of the Sierra de Cantabria on the map. A landscape that is synonymous with viticulture, an environment in which wine is the absolute protagonist.

We seek to capture the essence of the unique vineyards that make up one of the most important wine-growing areas in our country.

In 2019 and after the creation of Alma Carraovejas, we arrive in the Ribeiro DO with Viña Meín-Emilio Rojo. Two emblematic wineries that unite their most primitive roots to give birth to a commitment to the future in the cradle of Ribeiro.

The Ribeiro landscape is sculpted in granite and terraces in endless valleys dotted with streams and hot springs. On terraces and narrow paths that run between stone walls won from the mountain through the hands of several generations.

In 2018 we landed in the highest altitude area of Ribera del Duero with Milsetentayseis. A project that seeks new limits: an ancestral vineyard grows among valleys, rocks and depressions from soil that has an extraordinary mineral wealth.

Based on indigenous varieties, an extreme climate and a unique environment, Milsetentayseis owes its name to the project's most distinguishing feature: its altitude. An old vine that coexists with new plantations within an integral project for the rehabilitation of plots of land that enhances a landscape with a great wine-growing tradition.

In 2017 the gastronomic adventure began for Alma Carraovejas, after a history linked to hospitality, Ambivium was established, a culinary venture that seeks to offer unique experiences thanks to the union between wine and gastronomy. Under the concept of "landscape cuisine", Ambivium brings to its tables the flavours and harmonies of other territories while recovering the most indigenous cuisine of the area with new preparations.



## Our philosophy

Another of the most special projects is Ossian Vides y Vinos. Alma Carraovejas arrived in the land of Segovian pine forests in 2013, joining the challenge of guarding a terroir that is a viticultural heritage and houses some of the oldest pre-phyloxera vineyards in Spain to be able to express with the greatest authenticity the character of the Segovian Verdejo.

Pago de Carraovejas is found at the origin of this philosophy and this way of working. This project was devised in 1987 in Peñafiel, in one of the areas of the Ribera del Duero that is currently most appreciated and now has more than 30 years of experience in the search for continuous improvement and putting the care of the team and the environment as a superior commitment, and the quality of its wines.

Alma Carraovejas is constantly searching for new unique projects in which to participate to ensure the survival of landscapes and historical preparation methods capable of transcending time, which can become a great natural legacy for future generations.

"Creating unforgettable experiences around wine, committed to unique projects in search of a superior purpose, with the commitment to build a unique legacy"

### Alma Carraovejas Philosophy

Our challenge is to be able to inspire ourselves, every day, to develop authentic products and services, supported by an organisation that is happy and sustainable with itself and its environment, seeking constant improvement, to achieve the highest quality through innovation, intent on preserving the internal culture of the organization and of the people who compose it as a heritage.

Alma Carraovejas aspires to be internationally recognised as one of the Spanish benchmarks for the quality and variety of its wines, and for its thought-out tourist-gastronomic offer, with the ambition to create





lasting value for all our interest groups. To achieve this, we have set several objectives:

- To create products/services through unique projects with which to continue surprising our customers by creating authentic experiences.

- To promote a transformation project that, by placing people in the centre, helps us carry out modern and efficient business management.

- To strengthen the brand image to achieve both national and international recognition of our products and services.

- To promote wine culture by ensuring wine heritage and fostering innovative projects with a high impact.

- We commit ourselves to quality, the environment and social responsibility in all our processes, preserving the environment in a sustainable way and with minimal impact.

- To preserve the environment in a sustainable way and with minimum impact with our processes committed to quality, the environment and social responsibility.

- To increase the added value in our processes and services, placing continuous improvement at the heart of the processes.

- To maximise the value of the company for all interest groups.

At Alma Carraovejas we have had a Code of Conduct since 2012 that marks our character and way of doing things within the organisation and our relationships with the commercial and social environment, all from a socially responsible perspective.

#### Culture and values

- **Honesty:** We communicate clearly with employees, customers, suppliers, shareholders and society at large. By means of this transparency, we pursue the brand's commitment to society, in order to return everything it gives us.

- **Coherency:** We are respectful of the traditional processes that gave rise to wine and the responsible introduction of new technologies. We are committed to sustainability, caring for the viticultural heritage and the environment.

- **Authenticity:** We are proud of our origins and, above all, of our principles. We fight every day for the identity of our wines, from the work in the vineyard to their elaboration and distribution. We are passionate about giving value to all kinds of unique projects.

- **A culture based around details:** The passion for what we do, and for everything that surrounds us, makes us care about the details. This self-demand helps us build a strong bond of trust with our customers and suppliers, and guides us toward high standards of quality and service.

- **Innovative spirit:** Our permanent will to innovate brings us closer to building our own identity, toward being genuine and unique, toward innovating and transforming without losing respect for our origins, the soul of a trajectory and the emotion of a path to be followed.

- **Passion:** Understood as the backbone and engine of all our activities and all the processes that surround them.

- **Integrity:** All the chosen values that form our culture in the organisation will determine how we face any scenario and any situation, generating trust in all our relationships.

#### • Management Systems

- The Management of Alma Carraovejas invites all staff to seek continuous improvement in our daily work, thus helping our Integrated Management System to be effective and thereby achieving greater recognition of our work and effort, through greater customer satisfaction, and international recognition of the quality of our wines. As such, in recent years Alma Carraovejas has implemented the following management systems based on the company's quality, environment and CSR policy:

- **ISO 9001:2015 (Accreditation Certificate):** International standard that applies to quality management systems and focuses on all the management elements that a company must have in order to have an effective system that allows it to manage and improve the quality of its products or services. This is a voluntary standard and there are no legal requirements associated with its compliance. Pago de Carraovejas and Ossian already had this certification, but in 2019 Hoyada de los Lobos was also awarded it.

- **ISO 14001:2015 (Accreditation Certificate):** International environmental management systems standard, which helps the organisation identify, prioritise and manage environmental risks, as part of its normal business practices. Its main benefits include the following: ensuring compliance with legislation, commitment to continuous improvement, more efficient use of raw materials and energy, cost reduction, improved reputation and competitive advantage and reduction of environmental risks. Pago de Carraovejas has held this certification since 2014. In addition, in 2019, it was also awarded to Ossian and Hoyada de los Lobos.

- **Q for Quality (Spanish Institute for Tourism**

**Quality):** The wine tourist values hospitality in customer service, professionalism in providing the service, the quality of the tourist resource, accessibility, reliability and quality of information, flexible hours, and value for money. All this is collected and defined through audited procedures making up this system. Visits to the winery with their corresponding tastings pairings, explanations and attention to the service are defined as industrial tourism. It is essential to be aware and consistent that the effects and impressions that the tourist experience has on the visitor have a direct and powerful impact on the image that they will form about the product produced, positively or negatively influencing their predisposition to consume and recommend the product and the brand. Obtained in March 2016 for wine tourism and in 2018 for Ambivium.

- **Safe Tourism Certificate:** In 2020 Pago de Carraovejas and Ambivium were awarded the 'Safe Tourism' seal by the Spanish Institute for Tourist Quality (ICTE) and the Ministry of Industry, Commerce and Tourism. This certificate is a guarantee of the implementation of a health risk prevention system with regard to COVID-19.

- **SG Clean Certificate:** In 2020 the winery implemented the procedures required in the production area to enable adherence to the SG Clean seal, created by the Government of Singapore and implemented in Spain with the collaboration of KPMG and assessment by Castile-León Family Business.

- **EFR model (Fundación Másfamilia):** Work/life balance is the balance between the professional responsibilities of employees and their personal and family needs. Proper management of this variable will improve the company's ability to attract and retain talent, increasing the commitment and happiness of employees, equality between women and men, a good work environment and satisfaction. This is all with the ultimate goal of improving the personal and family relationships of employees, as well as the company's efficiency, productivity and reputation. The reconciliation measures are applicable to the entire workforce, although only Pago de Carraovejas are certified (since 2015) and Ossian (since 2018).

- **SGE21 (Forética):** The approach of the standard is based on the communication and management of interest groups and therefore the silver requirements refer to the nine main groups or management areas of any organisation: senior management, customers, suppliers, employees, social environment, natural environment, investors, competition and public administrations. The possibility of knowing the needs and expectations of interest groups first-hand allows organisations to respond and anticipate their demands in many cases. This is where the key lies to the management system suggested by the standard. Pago de Carraovejas was certified in







production and transformation method involves practices that respect the environment by avoiding the use of chemical products in the vineyards and during production, which involves the use of natural resources and not using synthetic products. Respect for our environment is a priority, which is why at Pago de Carraovejas we are in the process of certifying our vineyards. At Ossian we began to certify the vineyard as organic in 2013 and it is our objective to fully certify the productive hectares. At Milsetentayseis most of our plots are certified as organic, and the rest are in the certification process.

- **Wineries for Climate Protection (Spanish Wine Federation):** WfCP is the first and only specific certification for the wine sector in the field of environmental sustainability and its objective is to position itself as an international benchmark in the field of wine and the environment by seeking solutions and best practices for wineries. Developed by the FEV, the certification scheme defines the criteria that a sustainable winery should meet insofar as the environment is concerned. WfCP certification is aimed at the continuous improvement and sustainability of wineries, based on four cornerstones: reduced greenhouse gas emissions, water management, waste reduction and energy efficiency and renewable energy. In 2019 Pago de Carraovejas and Ossian achieved certification.

- **Calculating carbon footprint (certified by the OECC):** Calculating carbon footprint is a powerful tool to detect environmental improvements during our product manufacturing processes. At Pago de Carraovejas we calculate the carbon footprint of the organisation as well as the actual products. Performing this calculation results not only in a lower carbon footprint for the organisation and the product but also in significant financial savings. In addition, it allows us to deepen our commitment to climate change, respond to customer demands, allowing access to new markets and registering in the National Carbon Footprint Registry. In 2020 we have calculated, verified and registered the carbon footprint of Pago de Carraovejas, Ossian and Hoyada de los Lobos with the Spanish Office for Climate Change. We have also calculated and verified the carbon footprint of our wine "Pago de Carraovejas 2017" in 0.75 litre and 1.5-litre format.

- **Calculating the water footprint (Entity approved by the OECC):** tool used to assess sustainable water management. Water is a scarce resource in many parts of the world, and Spain is one of them. Therefore, the assessment of indicators that measure sustainability in water management, in companies, regions, nations and the world, is becoming very important. It is calculated according to ISO 14046:2014 and requires indicators related to the effects on water availability/scarcity, complemented by other indicators that assess the environmental impact of water uses on water resources (eutrophication, acidification, ecotoxicity, etc.), human health, natural resources and ecosystems.

- **Sustainability report (Recognised certification body):** The sustainability report presents information about the organisation's economic, environmental, social and governance performance. Thus, preparing a sustainability report includes measurement, disclosure and accountability to internal and external interest groups in relation to the organisation's performance regarding the sustainable development objective. We prepare our report according to the GRI (Global Reporting Initiative) benchmark, which provides a complete framework for preparing sustainability reports, which are widely used throughout the world. Since 2015, the Pago de Carraovejas report has been externally verified, to ensure the reliability of the reported data and strict compliance with GRI. Since 2019 this has included all Alma Carraovejas in its scope.

- **Laboratory accreditation, accreditation number 1336/LE2509 (National Accreditation Body):** Pago de Carraovejas has been ENAC accredited as a testing laboratory, in accordance with the criteria of the UNE-EN ISO/IEC 17025 standard, since 2019. This quality seal enables us to offer reliable and repetitive analytical results, contrasted through inter-comparison exercises with an international scope and an exhaustive internal quality control. The National Accreditation Entity is a signatory of all the Multilateral Recognition Agreements, allowing the reports and certificates issued by our laboratory to be accepted in Spanish national territory and abroad. An accredited laboratory makes it possible to assure the greatest guarantees of technical competence and thus avoiding risks.

Our main objective for 2020 is to increase the integration of our quality, environmental and corporate social responsibility management systems.

Our commitment to the Sustainable Development Goals

Alma Carraovejas has a 2020-2030 plan to work the Sustainable Development Goals (SDG) that is consistent with our fivefold accomplishment account in terms of sustainability (economic, governance, talent management, environmental and social):



September 2013.

- **Integrated production (Accredited Entity):** Integrated production (regulated by Royal Decree 1201/2002) is an agricultural production system that uses the resources and mechanisms of natural production fully and ensures sustainable agriculture in the long term. A balance is sought between the environment, profitability and the requirements of society. The production of our vineyards is therefore based on a requirement with respect for the environment linked to food safety and quality. Pago de Carraovejas was certified in January 2018.

- **Ecological Certification (Accredited Entity):** Ecological certification guarantees that our agricultural





**1** NO POVERTY

**Today...**

- Sponsorship of solidarity actions
- Job creation in rural areas

**...in 2030**

- Sponsorship of solidarity actions
- Job creation in rural areas



**2** ZERO HUNGER

**Today...**

- Sponsorship of solidarity actions
- linked to the Food Bank

**...in 2030**

- Food collection (Operation Kid) with the possibility of external interest groups such as suppliers or customers participating



**3** GOOD HEALTH AND WELL-BEING

**Today...**

- Blood donation campaign
- Cancer prevention measures campaign
- Encouraging sporting activities
- Medical insurance for all staff
- For field staff, stretching exercises before the start of each working day
- Duration of PPC during the state of alarm
- Implementation of management systems to ensure COVID-19 safety for our employees, customers and suppliers

**...in 2030**

- Healthy diets in the staff canteen, with menus designed by a nutritionist
- Tobacco control programmes, with support from the company
- Physiotherapy sessions to correct posture at work and avoid injuries



**4** QUALITY EDUCATION

**Today...**

- Training for all staff, irrespective of gender, professional category or any other characteristic
- Visits from schools, universities, institutes and education centres to our facilities
- Paid internships above the minimum requirement of each collaboration agreement, for people who carry out internships in our companies
- Participation of Alma Carrovoje staff as speakers in external courses and training
- Training of customers and suppliers by our staff ("Don't just demand quality, but teach and learn it together")
- Option of online training providing the necessary tools so that all employees can enjoy them equally

**...in 2030**

- Design of a mentorship programme
- Development conversations



**5** GENDER EQUALITY

**Today...**

- Drawing up the Equality Plan
- Work-life balance measures for all employees
- High percentage of women on the Management Committee and in the workforce
- Protocol for the prevention of sexual or gender-based harassment
- Opima Castilleja/León school

**...in 2030**

- Communication and implementation of the Equality Plan



**6** CLEAN WATER AND SANITATION

**Today...**

- Purchase of Aquas bottles, the proceeds of which are used to undertake projects for access to drinking water in areas where they are needed

**...in 2030**

- Installation of a wastewater treatment plant in Ozón (Niava)
- Use of KMV water for both customers and employees



**7** AFFORDABLE AND CLEAN ENERGY

**Today...**

- Use of biofuels (pellet boilers) at Pego de Carrovoje
- Circular economy initiatives
- Installation of solar panels in Pego de Carrovoje

**...in 2030**

- Feasibility analysis of the use of electric vehicles
- Installation of green charging points for electric cars
- New circular economy initiatives
- Installation of solar panels in the rest of the projects



**8** DECENT WORK AND ECONOMIC GROWTH

**Today...**

- Creation of jobs in rural areas, which, among other things, help to stabilise the population
- Attraction of new tourism
- Sustainable tourism, promoting the area's culture and products
- Continuous working day, including in the hotel and hospitality industry (except Saturday)
- Formalisation of collaboration agreements to help people with disabilities or at risk of social exclusion join the

**...in 2030**

- Incorporating people with disabilities or at risk of social exclusion in selection processes



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**Today...**

- Priority for sustainable options in all works
- Strong commitment to R&D

**...in 2030**



### Today...

- Principle of non-discrimination, present at all times in the management of people.
- Code of conduct.

### ...in 2030



### Today...

- Landscaping projects.
- Cleaning the public watercourse.

### ...in 2030

- Collaborative projects for the conservation of the environment.



### Today...

- Sustainable viticulture and winemaking.
- Circular economy.
- Building automation.

### ...in 2030

- Minimising waste generation.
- Packaging study to use the most sustainable options without losing any quality in the end product.
- Paperless organization.



### Today...

- Carbon footprint.
- Water footprint.
- Environmental footprint.
- RSD+ projects.
- Commitment to Hostelería #PorElClima

### ...in 2030

- Awareness-raising actions for the entire workforce to reduce the environmental impact of our activities.



It is considered that this SDG does not apply to Alma Canso, s.l. due to the characteristics of its activity and locations.



### Today...

- Landscaping projects.
- Biodiversity studies.
- Limited use of chemicals in the vineyard.

### ...in 2030



### Today..

- Code of conduct for employees.
- Code of conduct for suppliers.
- Transparency initiatives: SOE23 certificate, membership of the Spanish Global Compact network and Sustainability Report prepared under GRI.

### ...in 2030

- Code of conduct for distributors.



### Today...

- We collaborate with competitors, public administrations, clients, etc. to meet these objectives.
- We participate in associations and foundations.

### ...in 2030



# Our day-to-day activities

## Governance structure and decision-making

The Alma Carraovejas Board of Directors is made up of:

- José María Ruiz: Chairman
- José Luis Zurro: Secretary.
- Pedro Ruiz: Executive director.
- Ascensión Aragoneses: Non-Executive Director.

The company, through the Management Committee in which all areas are represented by the Directors, prepares a Social and Strategic Responsibility Plan in which both the lines of action and the objectives that will allow the company's strategy to be deployed are defined. Every project included in our Social Responsibility Plan is subjected to an analysis that considers the five perspectives of its implications (economic, governance, talent management, environmental and social), and considers the company's main interest groups.

The objectives are disseminated throughout the organisation through middle managers, who ultimately have to implement them together with the

MANAGEMENT COMMITTEE BY GENDER AND AGE		
Men	< 30 years old	0
	Between 30 and 50	5
	> 50 years old	0
	Total	6
Women	< 30 years old	0
	Between 30 and 50	9
	> 50 years old	0
	Total	9

employees in each section so that the efforts of the entire organisation are aligned with the Strategic and CSR Plan.

In addition, we manage all identified processes in accordance with the requirements of ISO 9001:2015, ISO 14001:2015, SG21:2008, EFR 1000- 2 standard and Q for Quality in Industrial Tourism and Hospitality.

The organisation's general organisational chart is shown below:

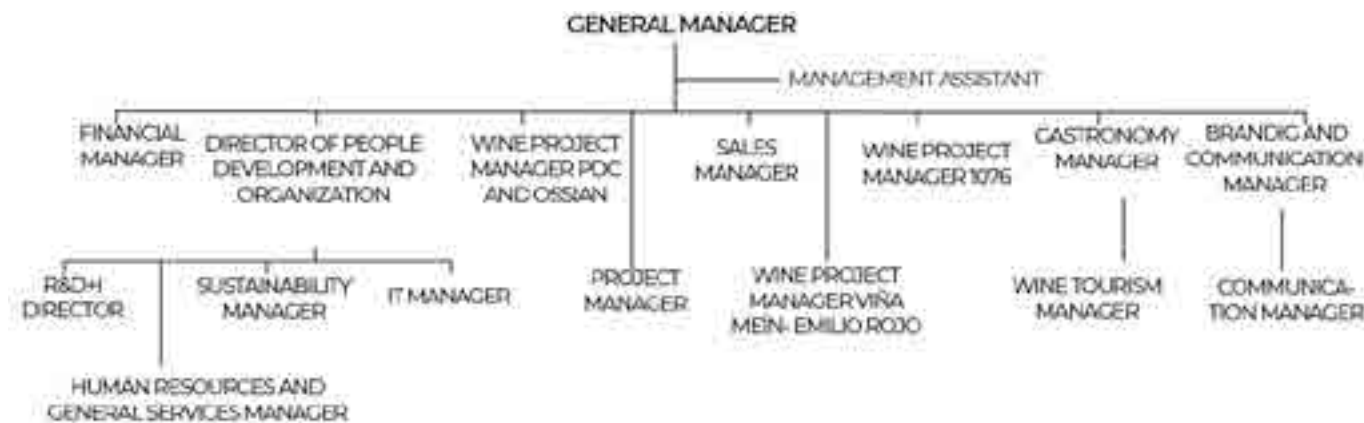
The CEO, advised by the other members of the Management Committee, is responsible for decision-making in the economic, environmental and social fields as well as in all aspects involved in the functioning of the organisation.

In addition to the Management Committee, there is an Executive Committee representing the pillars of the organisation, which are the following areas: finance, organisational and people development, production, marketing, projects and branding and the gastronomic side.

In the Management Committee, the cross-cutting areas are included: Sustainability, Human Resources, Innovation and IT Systems.

All employees of the organisation are aware of the quality, environmental and social responsibility policies.

BOARD OF DIRECTORS BY GENDER AND AGE		
Men	< 30 years old	0
	Between 30 and 50	2
	> 50 years old	1
	Total	3
Women	< 30 years old	0
	Between 30 and 50	0
	> 50	1
	Total	1



## Risks and opportunities

Alma Carraovejas has a "Risks and Opportunities" procedure to identify and evaluate its risks and opportunities. Identification is the responsibility of the heads of each department, while evaluation is carried out by the Manager and the Sustainability Director. Both are done at least once a year. Both important and critical risks, as well as interesting opportunities, require monitoring, which will also be carried out by the Manager and the Sustainability Director.

The main risks identified by the organisation and the most significant risks in 2020 due to the global pandemic caused by the emergence of COVID-19 are listed below:

- In the case of winemaking, the biggest risk we face is climate change. Due to this, we must study new ways of making wine from the vineyard, so as not to modify the quality and essence of our wines.
- In the gastronomic and wine tourism sector, we must work on differentiating the experiences we offer, since there is increasingly more offer in the area.
- In March 2020, with the beginning of the state of alarm and the preventive measures imposed by the government, such as lockdown, we had to adapt to a new way of working:

- Teleworking: in the case of departments working in offices.
- Safety measures, PPE and social distancing: for production staff.

- Closing of activities: wine tourism and Ambivium.

The risk of temporary suspension of the activity of the various wineries has been combated in this way.

- Another of the measures implemented in the state of alarm has been the temporary closures of the hotel and hospitality industry, one of our target sectors for sales. Thus creating a risk of reduced turnover.

The opportunities identified include the following:

- Media contact and presence. Due to the expansion of brands and products, we set ourselves the challenge of strengthening the name and positioning of each of our wineries.
- Through our work/life balance systems, we work to attract and retain talent. We are thus more competitive with a robust remuneration policy both in financial as well as emotional terms.
- Rapid adaptation of office workstations to enable teleworking with the necessary digital devices and tools. And quick response of teams to procure PPE and implement safety measures at work.



## Our projects

### Viña Meín - Emilio Rojo

[www.winamein-emiliorojo.com](http://www.winamein-emiliorojo.com)

*"Viña Meín is located in the historic Avia valley, next to the legendary Cistercian monastery of San Clodio, epicentre of the development of viticulture in Ribeiro during the Middle Ages".*

*Founded in 1988, the house, winery and terraces of Finca Meín (Leira, Orense) make up a unique wine-growing site and heritage.*

*The 15 hectares of vineyards are divided into small plots with different orientations where "sábrego" soil (decomposed granite) predominate. On slopes and terraces a mosaic of native varieties are cultivated that make up an extraordinary wealth: Treixadura, Godello, Albariño, Caiño Blanco, Loureira, Lado, Torrontés, Caiño Longo, Brancellao and Garnacha Tintorera. Each of them brings their special personality to make our Viña Meín Blanco and Viña Meín Tinto wines.*

**Wines: Viña Meín Blanco (white) and Viña Meín Tinto (red).**

*In 2019, Alma Carraovejas recovers the winery with a commitment to build and maintain a unique legacy. Our vocation is to produce sincere wines based on agronomy and ecology by applying our knowledge of science to cultivating the land.*



### Milsetentayseis

[www.milsetentayseis.com](http://www.milsetentayseis.com)

*"...the vineyard, in limited conditions, almost to the point of losing its place to other crops, concentrates the distinction and purity of its sap in the roots."*

*Milsetentayseis owes its name to the project's most differentiating feature: its altitude. An ancestral vineyard grows among valleys, rocks and depressions from soil that has an extraordinary mineral wealth.*

*An old vineyard that coexists with new plantations within a comprehensive plot rehabilitation project that places value on a landscape with a great winemaking tradition.*

*Alma Carraovejas started this project in 2018, which aims to recover native varieties by enhancing the origin and genesis of a historic vineyard. The Tempranillo of the Ribera del Duero grows in Fuentenebro (Burgos) among vines of Albillo, Monastrell, Garnacha and different varieties that live together and express their full potential.*

*We aim to produce unique wines that capture the essence of the environment, the individuality of each of the small vineyards that make up Milsetentayseis and enhance one of the areas with the greatest potential in the Ribera.*

**Wines: Milsetentayseis La Peña 2018** is an alternative rosé that became the first wine of this unique project.

*Awaiting launch are Milsetentayseis La Peña 2019 and Milsetentayseis Tinto 2018, which will be commercially available in May 2021.*



## Ossian

[www.ossianvinos.com](http://www.ossianvinos.com)

*The Segovian verdejo: its natural acidity, a very low pH and the impeccable fusion of the wood in the wine, favour a slow and harmonious evolution in the bottle, which allows it to be kept for many years. "Ossian is history through vineyards, it is passion in its grapes, it is life in the soils, and it is hope in its winemaking process".*

*The Ruiz Aragoneses family bought a stake in Ossian Vides y Vinos in 2013, and finally, in 2016, it acquired 100% of Ossian Vides y Vinos. A unique project that takes up the baton of five centuries of winemaking tradition.*

*At Ossian we perpetuate a legacy that goes back five centuries. We work to maintain and recover centuries-old vines that were not decimated by phylloxera, in a land of privileged soils and an extreme climate that marks the character of the ancestral and authentic Verdejo.*

*Among seas of pine groves in the Segovian countryside (Nieva), the hawthorns take root in sandy soils and tongues of slate. These are poor soils that force the vines to give the best of themselves in extreme climate conditions.*

*We know that our greatest asset is our vineyard and that the only way to work an exceptional heritage like this is to adopt organic methods. Therefore, our approach has always been to apply techniques that exclude chemicals. We only use organic fertilizers and natural plant extracts. A minimal, fair, balanced intervention, leaving nature to act while we absorb all the knowledge provided by the centuries-old vines.*

**Wines: Capitel 2018, Ossian 2018, Quintaluna 2018, Verdling Dulce 2016 and Verdling Trocken 2016.**

*The following Ossian wines have been awarded the certification of vegan wines under the V-Label licence: Capitel 2018, Capitel 2017, Ossian 18 and Quintaluna 2018. The certification is valid until December 2020.*



## Pago de Carraovejas

[www.pagodecarraovejas.com](http://www.pagodecarraovejas.com)

*"The place we love, that is our home; a home that our feet can leave, but not our hearts".*

*The vineyard is at an average altitude of 850 m, on a slope perpendicular to the Duero River that crosses Peñafiel (Valladolid) from east to west. The terrain is gently undulating, flat in the centre of the valley; steep and rugged as we ascend.*

*Three varieties of vine are grown on our estate: Tinto Fino (tempranillo), Cabernet Sauvignon and Merlot with different cultivation systems: double Cordon Royat and vertical axis, with two types of viticulture adapted to the estate's orography, which can be defined as traditional viticulture in the valley and mountain viticulture, in some cases with slopes of over 20% and in others with a system of terraces on steep slopes.*

*With a view to the future, the plantations continue to be expanded in the areas allowed by the orography. We seek to improve and adapt the cultivation year after year, through a clonal selection of our best "beds", thus obtaining an excellent raw material to make the wines that we produce.*

*For this, and based on the concept of precision viticulture, the estate continues to be permanently restructured and modernised. Varieties are homogenised in the plots where it is considered necessary, the original patterns are changed for others that are more suitable for the type of soil, the plots are reoriented looking for greater insolation, training systems are used in the vineyard with new structures but always with the ultimate goal of improving quality and achieving balance in all harvests.*

*Our facilities, which are always being constantly renewed with the primary goal of improvement, have been designed and built to fully respect the natural production processes using gravity and the original characteristics of the raw material.*

*A particularly innovative special fermentation system is used in the winery, based on the use of a bridge crane and a small tank (affectionately known as an "IFO") which, being filled by gravity, is raised to the entrance of the destination tank.*

*In addition, we ferment the grapes with unique and original native yeasts and bacteria typical of the estate (strains registered in the Spanish Type Culture Collection), previously oenologically characterised and selected to fully develop the qualitative potential of the resulting wine, in accordance with the specific type of preparation.*

*Ageing compels the wood of barrels to be, together with the grapes, our winery's other great concern. Our*





barrels are selected after many tests and controls, with many suppliers, in their cooperages and in the winery, achieving an exceptional selection of extra-fine grain.

After their time in the barrels, the wines are clarified with natural egg white. Bottling is always carried out in spring and the wine remains in the bottles for between six and twenty-four months.

Wines: **Autor 2017, El Anejón 2016 and Pago de Carraovejas 2018.**

“Somewhere, something incredible is waiting to be found out.”

Furthermore, the Pago de Carraovejas estate, located in a privileged enclave, offers modern facilities and a renewed offer of visits capable of satisfying the most demanding expectations of wine tourism lovers. Our facilities have beautiful squares next to the building with incomparable views of the valley and Peñafiel castle from the southwest.

We experience the winemaking process from its genesis in the winery itself while we enjoy our wines

and our gastronomy. These are our wine tourism experiences<sup>1</sup>:

- Alma Carraovejas, Liquid Territories.
- Liquid Territories with “Environments Menu”.
- Liquid Territories with “Landscapes Menu”.
- Tailored experience.
- Wine tasting, glass by glass.
- Exploring Carraovejas.

In addition to wine tourism visits, our facilities also have spaces dedicated to events and large celebrations.

<sup>1</sup> You can learn more about them at: [www.pagodecarraovejas.com/src/uploads/2021/01/20210510\\_PDF\\_VISITAS\\_NUEVOS- PRECIOS\\_red.pdf](http://www.pagodecarraovejas.com/src/uploads/2021/01/20210510_PDF_VISITAS_NUEVOS- PRECIOS_red.pdf)



## Alto de la Huesera, Aiurri

Since the incorporation of Aiurri to Alma Carraovejas took place in mid-2020, there are currently no reliable indicators available for this new winery. However, we are committed to report on it in the next Sustainability Report for 2021.



**The labelling of our wines:**  
Alma Carraovejas complies with Regulation (EU) No 1169/2011 of the European Parliament and of the Council of 25 October 2011 on the provision of food information to consumers and amending Regulations (EC) No 1924/2006 and (EC) No 1925/2006 of the European Parliament and of the Council, and repealing Commission Directive 87/250/EEC, Council Directive 90/496/EEC, Commission Directive 1999/10/EC, Directive 2000/13/EC of the European Parliament and of the Council, Commission Directives 2002/67/EC and 2008/5/EC, and Commission Regulation (EC) No 608/2004. There is no record of non-compliance with the regulation or voluntary codes regarding information and labelling of products and services. There is no record of any breach of regulations regarding marketing communications, including advertising, promotions and sponsorships.





## Singular Vineyard Wines

[www.sv-wines.com](http://www.sv-wines.com)

Singular Vineyard Wines, S.L.U. was incorporated on 19 July 2012 under the name DISTRIBUCIONES PAGOFIEL, S.L.U. The company changed name to SINGULAR VINEYARDS WINES, S.L.U. on 10 July 2020.

The company's activity consists of marketing and distributing wine.

Subsequent to the end of the year ended 31 August 2018, and as a result of the reorganisation of activities carried out by the group it belongs to, the company ceased its wine marketing and distribution activities. These activities were taken over directly by other companies in the group, Pago de Carraovejas, S.L.U. and Ossian Vides y Vinos, S.L.U. and the company's staff was transferred to Pago de Carraovejas, S.L.U. In this regard, the company initially remained practically inactive, dedicated to maintaining financial positions, as well as occasional operations, but during the 2019 financial year, the Group's management decided to reactivate it by developing a new activity consisting of imports, intra-Community acquisitions and domestic purchases of sparkling and still wines for subsequent export sales, intra-Community and domestic deliveries.

Currently, the staff that manages this activity is contracted through Pago de Carraovejas S.L.U.



## Ambivium, our restaurant

[www.restauranteambivium.com](http://www.restauranteambivium.com)

*"Recuperar sabores de la tierra sin prescindir de la innovación, haciendo de la materia prima el protagonista de nuestros platos para acompañar a las mejores nacionales e internacionales."*

*Housed within the Pago de Carraovejas facilities, the Ambivium restaurant was created in 2017 to respond to the need for an alternative space that has creative and innovative cuisine and as a complement to the winery's wine tourism offer.*

*The room is divided into distinct settings that house a restaurant area, with the possibility of private settings; a cocktail area with views of the vineyard; our open kitchen that has the grill as its star, the ovens and a spectacular terrace. The glass-enclosed kitchen involves the customer in preparing each dish and gives prominence to the fire on the grill.*

*Natural light bathes every corner of our restaurant and the Ambivium terrace is the space that spreads the environment that surrounds us through the entire room: nature and silence. We have reserved this space for sipping a good cocktail, resting after enjoying our cuisine or simply filling ourselves with the surrounding scenery.*

*As a culmination, we have the "Plaza del Olivo", a terrace on the restaurant's lower floor where it will not be difficult to feel deeply moved by watching a sunset with views of our vineyards and the imposing Peñafiel castle in the background.*

*The Ambivium restaurant's gastronomic offering is focused on seasonal and local produce, which is*

*made available for family or business events.*

*Ambivium has its own organic garden that feeds the restaurant with vegetables, greens, spices and aromatics and is located just fifty metres from the kitchens. Beyond that, the local produce and the selection of the best raw materials from land and sea are the restaurant's flagship: without contrivances and always paying homage to its purest flavour.*

*A product that alternates its leading role with the liquid aspect, seeking to create perfect tunes for those sitting at the table. Melodic compositions via a journey through world geography in the form of a bottle. A resounding and sincere tribute to the world of wine.*

*In February 2020 the Ambivium Restaurant received its first Sol Repsol during a gala held in San Sebastian where the gastronomic offerings of more than 100 restaurants were acknowledged for the first time.*

*On 14 December, Ambivium Restaurant receives its first Michelin Star during an atypical gala broadcast by streaming from the Real Casa de Correos in Madrid for the presentation of the 2021 edition of the prestigious Michelin Guide.*

*To keep employees and customers safe, an Airocide air purification system is installed which achieves a significant decrease in the concentration of micro-organisms, allergens and other unwanted volatile compounds through photocatalytic oxidation with titanium dioxide (TiO2) exposed to ultraviolet light.*

1 [www.restauranteambivium.com/reapertura-ambivium-nasa-purification-system](http://www.restauranteambivium.com/reapertura-ambivium-nasa-purification-system)





## Our results

With regard to 2020, it should be noted that the results are largely influenced by the impact of the COVID-19 epidemic and by the closures and restrictions in the HORECA sector in various parts of the world during different periods of the year.

### Milsetentayseis

This winery has been newly created by the group, so only one wine was marketed in 2020 (the first to be produced), 100% on the national market (first-time sales in the most reputable restaurants in the country). La Peña 2018 will only be available in high-end restaurants and wine shops specially selected by the winery.

La Peña has been marketed only at national level, in the following provinces: Alicante, Asturias, Guipúzcoa, Ibiza, Jaén, Madrid, Salamanca, Segovia, Sevilla, Valencia, Valladolid and Vizcaya.

As can be seen, in the case of the first wine produced by this winery, it has been 100% consumed on the domestic market, as was the case last year. With the launch of Tinto 1076's first vintage, the winery's export activity will begin.

### Pago de Carraovejas

As in previous reports, in the case of exports, the percentages are lower than in previous years, as this table includes, as last year, the data for Pago de Carraovejas Autor, whose only point of consumption is national (Restaurante José María) and therefore the entire volume of bottles and turnover related to this product goes almost 100% to the data for the domestic market.

In 2020, exports accounted for 14% of total turnover, with a higher percentage for premium wines (Cuesta de las Liebres and Anejón). Our objective at an international level is mainly qualitative, promoting brand building and increased visibility worldwide with a clear positioning in premium markets.

This would be the division of sales by type of wine between domestic and foreign markets in 2020:

Although demand is growing in all markets, the trend of these percentages is set to remain stable due to the limited production of all the winery's labels.

In addition to all the Spanish provinces, in 2020, Pago de Carraovejas was present in the following international markets:

- European Union: Austria, Belgium, Bulgaria, Czech Republic, Denmark, Germany, Italy, Latvia, Luxembourg, Netherlands, Portugal, Poland and Sweden.

- Exports: United Kingdom, Andorra, China,

Colombia, Costa Rica, Ecuador, USA, Philippines, Guatemala, Honduras, Japan, Mexico, Nicaragua, Norway, Panama, Peru, Puerto Rico, Dominican Republic, Russia, Honduras, Venezuela, Serbia, St. Kitts and Switzerland.

The complete list of distributors and importers can be found on the official Pago de Carraovejas website: [www.pagodecarraovejas.com/comercializacion](http://www.pagodecarraovejas.com/comercializacion). Our products can be tasted and purchased in restaurants, wine bars, specialised stores and in large stores selected by the winery, as well as in the winery store.

### Ossian Vides y Vinos

Esta sería la división de las ventas por tipo de vino entre This would be the division of sales by type of wine between domestic and foreign markets in 2020:



Although demand is growing in all markets, the trend of these percentages is set to remain stable due to the limited production of all of the winery's labels, as in the case of Pago de Carraovejas. However, as mentioned above, there is an increase in the percentage of turnover in the domestic market, the result of a better knowledge of wine in our country, which is beginning to appreciate quality, high-cost white wines more.

This year, 2020, we could see an increase in the weight of exports, although, as we have pointed out, these data are heavily influenced by the COVID-19 crisis.

In addition to all the Spanish provinces, in 2020,

Ossian Vides y Vinos was present in the following international markets:

- European Union: Belgium, Bulgaria, Denmark, France, Germany, Greece, the Netherlands, Portugal and Sweden.

- Exports: United Kingdom, Andorra, China, Colombia, Venezuela, South Korea, Costa Rica, Ecuador, USA, Philippines, Nicaragua, Honduras, Japan, Mexico, Norway, Panama, St. Kitts and Switzerland.

The complete list of distributors and importers can be found on the official Ossian Vides y Vinos website:

MILSETENTAYSEIS	DOMESTIC MARKET				EXPORTS			
	Bot.	%	€	%	Bot.	%	€	%
La Peña	57	100%	1.614,89	100%	0	0%	0	0%

PAGO DE CARRAOVEJAS	DOMESTIC MARKET				EXPORTS			
	Bot.	%	€	%	Bot.	%	€	%
Autor	58.284	99%	482.684,18	99%	318	1%	3.704,70	1%
Crianza	28	100%	655,62	100%	0	0%	0	0%
Carraovejas	631.313	87%	11.136.993,97	89%	96.329	13%	1.613.527,40	13%
Reserva	335	92%	9.156,98	93%	30	8%	729	7%
Anejón	12.263	72%	542.167,92	73%	4.697	28%	198.726,94	27%
Cuesta de las Liebres	5.976	73%	519.842,96	74%	2.175	27%	179.297,34	26%
TOTAL	708.199	87%	12.691.501,63	86%	103.549	13%	1.995.985,38	14%

OSSIAN VIDES Y VINOS	DOMESTIC MARKET				EXPORTS			
	Bot.	%	€	%	Bot.	%	€	%
Capitel	1.662	78%	47.425,62	78%	475	22%	13.179,24	22%
Ossian	25.728	72%	389.299,36	72%	10.052	28%	148.247,98	28%
Quintaluna	39.391	73%	279.298,75	74%	14.274	27%	98.980,06	26%
V. Dulce	863	99%	7582,05	99%	6	1%	104,54	1%
V. Trocken	395	79%	4.621,02	80%	102	21%	1.160,40	20%
TOTAL	68.039	73%	728.226,80	74%	24.909	27%	261.672,22	26%

VIÑA MEÍN - EMILIO ROJO	DOMESTIC MARKET				EXPORTS			
	Bot.	%	€	%	Bot.	%	€	%
O Pequeño Mein	888	100%	4.843,11	100	0	0	0	0
Viña Meín Blanco	19.923	86%	172.166,77	87%	3.306	14%	16.458,52	13%
Viña Meín Tinto	1.505	85%	17.451,03	86%	276	15%	2.726,46	14%
TOTAL	22.316	86%	195.060,91	87%	3.582	14%	29.339,48	13%



www.ossianvinos.com/comercializacion.

Our products can be tasted and purchased in restaurants, wine shops, specialised shops and in large supermarkets selected by the winery.

### Viña Meín - Emilio Rojo

In mid-2019, Alma Carraovejas acquired the Viña Meín and Emilio Rojo wineries in the Ribeiro DO. In the case of Emilio Rojo, the wines are not yet on the market and in the case of Viña Meín, given the limited data we have for last year (09/09/2019 - 31/12/2020), we would not have comparative data between two full years to calculate the indicators at the end of the document.

This would be the division of sales by type of wine between domestic and foreign markets in 2020:

Since this is a very established wine in Spain and the DO is practically unknown outside our borders, logically the highest percentage of sales is concentrated in Spain. Furthermore, due to the pandemic and wine registration processes in some countries, the process of exporting to new markets is slowing down.

In addition to all Spanish provinces, in 2020, these wines were present in the following international markets:

- European Union: Germany, Denmark, Poland

and the Netherlands.

- Exports: Andorra, Guatemala, Puerto Rico, China, Honduras, USA, Nicaragua and Dominican Republic.

### Alma Carraovejas

Set out below is a summary of our financial results for the period from 1 September 2019 to 31 August 2020.

In terms of financial assistance received by the government, we can only talk about two of the Alma Carraovejas companies; Pago de Carraovejas and Ossian Vides y Vinos.

The remaining companies have not received any assistance or subsidies as at 31 December 2020.

DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED (€) 2019-2020	Milsetentayseis	Pago de Carraovejas	Ossian	Emilio Rojo	Viña Meín
Net sales	29.047,86	14.354.541,23	1.157.227,5	37,59	339.991,99
Revenue	725.861,58	17.182.304,23	2.075.304,60	83.751,61	708.192,01
<b>Direct economic value distributed</b>					
Operational costs	-505.512,35	7.430.576,02	-1.615.570,35	-173.769,37	-576.266,96
Employee remuneration	-265.819,75	4.827.235,28	-350.225,41	0,00	-394.973,98
Payments to capital providers	0,00	0,00	-	0,00	0,00
Payments to public authorities	- 43.739,97	204.307,70	- 87.155,52	- 118.941,17	- 83.644,47
Investments in communities	0,00	31.600,00	-	0,00	0,00
<b>Total direct economic value distributed</b>	<b>- 815.072,07</b>	<b>12.493.719,00</b>	<b>-2.227.209,50</b>	<b>-292.710,54</b>	<b>-1.054.885,41</b>
<b>Economic value retained</b>	<b>- 89.210,49</b>	<b>4.688.585,23</b>	<b>- 10.538,78</b>	<b>- 208.958,93</b>	<b>-346.693,40</b>

TOTAL CAPITALISATION 2019-2020	Milsetentayseis	Pago de Carraovejas	Ossian	Emilio Rojo	Viña Meín
Subscribed capital	45.000,00	520.776,99	96.000,00	3.000,00	4.250.602,55
Parent company's equity	2.290.665,05	23.178.217,16	3.904.708,40	-396.845,30	2.722.916,51
Financial debt	498.279,78	26.178.544,75	3.732.623,81	685.691,24	541.024,69
Gross fixed assets in operation	2.359.476,12	51.850.958,57	5.573.823,88	1.028.218,57	3.479.139,90
Accumulated depreciation	-223.863,67	18.344.860,61	-902.131,70	-109.518,93	1.343.763,92

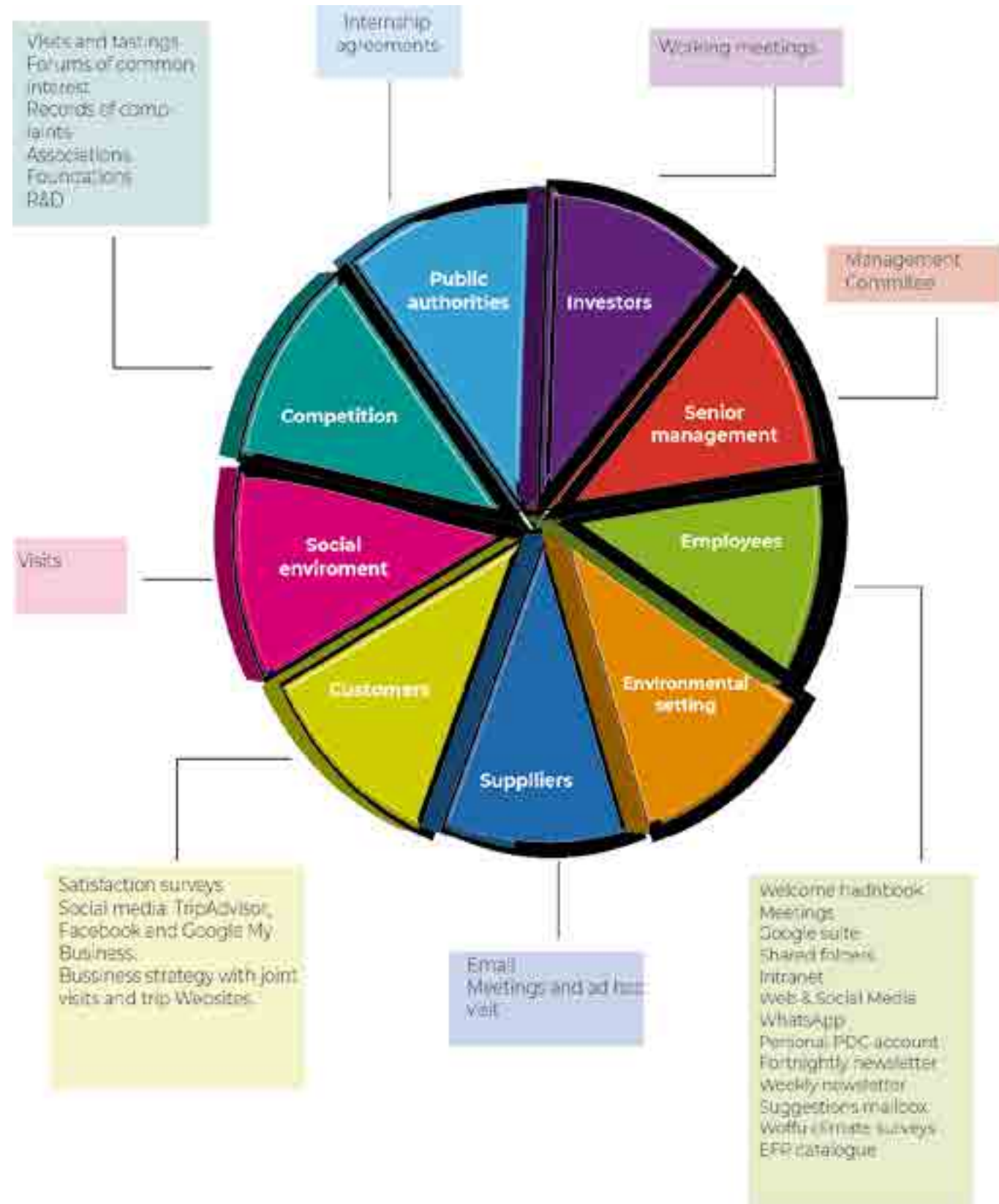


GRANTS (€) 2019-2020	Pago de Carraovejas	Ossian
Tax allowances	286.875,22 €	61.954,83 €
JCyL Tourism Grants	10.620,84 €	-
JCyL CMO Wine Promotion	118.355,84 €	-
Globalviti Project (one hundred)	276.631,81 €	-
Bestageing Project (Eureka)	91.947,15 €	-
Intelwines Project	92.168,54 €	-
Inecover	-	96.672,76 €
CAP assistance	-	332,63 €
Support for organic farming	-	3.708,67 €



# Our interest groups

Interest groups are identified as all those groups or individuals that the activities of Alma Carraovejas may significantly affect, and whose actions may have an impact, within reason, on the company's ability to successfully undertake its strategy and achieve its goals.



INTEREST GROUPS	COMMUNICATION CHANNELS	TOPICS OF INTEREST
Investors	Working meetings	Economic performance Transparency
Loyalty Sustainability	Management Committee	Economic performance Legal compliance Ethical and socially responsible management Interest groups communication Sustainability Innovation
Employees	Welcome Handbook Meetings Google Suite Shared folders Intranet Web & Social Media WhatsApp Personal PDC account Bi-weekly newsletter Weekly newsletter Woffu suggestion box Climate Surveys EFR Catalogue	Reconciliation Equal opportunities Performance appraisal and professional development Health and well-being
Customers	Satisfaction surveys Social media: TripAdvisor, Facebook and Google My Business Business strategy with joint visits and trips Websites	High satisfaction with products and services
Suppliers	Email Meetings and ad hoc visits	Smooth relationship
Competition	Visits and tastings Forums of common interest Complaint registers	Smooth relationship Promotion of partnerships Promotion of wine culture Sustainability Innovation
Social environment	Visits	Supporting local and rural development Promoting the area's economy
Environmental setting	-	Environmental legal compliance Innovation Circular economy
Public authorities	Internship agreements	Collaboration with universities and training centres Promotion of partnerships Grants and financial assistance



## R&D+i

Alma Carraovejas maintains a continuous commitment to research, development and innovation, including ethical, labour, social and environmental criteria in the production of our wine.

Since 2015 we have had the “PYME Innovadora” Seal in the Pago de Carraovejas and Ossian Vides y Vinos wineries. This tool is recognised by the Ministry that rewards companies that are committed to R&D+i.

In addition, Alma Carraovejas has several lines of internal research and external collaboration, encompassed in various projects, that have the common goal of pursuing continuous improvement through applied knowledge both in the vineyard and in the winery. Some details of the projects with external collaborations are included below.

### Pago de Carraovejas

**GLOBALVITI Project (2016-2020).** Global solution to improve wine production in the light of climate change based on robotics, IT technology, and biotechnological strategies and vineyard management.

The objective of the GLOBALVITI project, which has an investment of 8.8 million euros, is to position the Spanish wine sector as a global benchmark in the search for solutions and application of innovative techniques in relation to wood diseases, the integral management of the vineyard and in the winemaking processes in a context of climate change. This proposal includes applying IoT (Internet of the things) and big data technologies that will facilitate the digital transition of Spanish wineries and the sector’s technological take-off.

Wood diseases are considered the phylloxera of the 21st century. Currently they generate an annual cost of vine replanting in the world of more than 11 billion euros. In Spain, an average of between 3% and 20% of plants are estimated to be affected, generating very high economic losses.

National Consortium Project. CDTI Ministry of Economy, Industry and Competitiveness.

Partners: Pago de Carraovejas, Torres, Juvé&Camps, Pellenc Ibérica, Bodegas Martín Códax, Viveros Villanueva Vides, Hispatec, and Bodegas Ramón Bilbao.

Collaborating entities: VITEC (Wine Technology Centre), Instituto de Ciencias de la Vid y el Vino (ICVV-CSIC), Instituto Tecnológico Agrario de Castilla y León (ITACYL), Universidad Complutense de Madrid (UCM), Instituto de Investigación de la Viña y el Vino-U-LEÓN (IIV-U-LE), Universidad de León (ULE), Fundación Universidad de La Rioja (FUNIRIOJA), Fundación para las Tecnologías Auxiliares de la Agricultura (TECNOVA),

Instituto de Agroquímica y Tecnología de Alimentos (IATA-CSIC), Fundación Universidad Rovira i Virgili (FURV), Institut Català del VÍ (INCAVI) and the Instituto de Investigación y Tecnología Agroalimentaria (IRTA).

Start date: 01/08/2016.

Completion date: 31/07/2020.

Project: BESTAGEING (2018-2021). Aromatic evolution of red wine in wooden vats. Oxygenation and microbiological conditions.

French-Spanish consortium project led by Pago de Carraovejas, in collaboration with Seguin Moreau, for industrial research and experimental development. Its overall objective is to address the lack of information and data on how wine evolves in wooden vats or tanks, as well as to develop cleaning and disinfection protocols to optimise their use in the winery. To do this, new methodologies for microbiological analysis and sensory analysis of wooden vats and experimental wines will be put into practice, which will be a breakthrough and technological leap in the wine sector at national and international level. Three Spanish universities, a French university and two private collaborators are also participating in the project, all of them leaders in the field of European wine R&D.

International Consortium Project. EUREKA seal (FEDER, EU). CDTI Ministry of Economy, Industry and Competitiveness.

Partners: Pago de Carraovejas (project leader) and Seguin Moreau.

Collaborating entities: Complutense University of Madrid, University of Alcalá, University of Valladolid and University of Bordeaux.

Start date: 01/04/2018.

Completion date: 31/03/2021.

**SPAREC Project (2018-2021):** Study of the application of treatments and technologies to the sustainable processing of agri-food waste to obtain elicitors and value-added chemical products.

The SPAREC project, which is undertaken in international cooperation and within the framework of the SUSFOOD2 network (H2020 European Framework Programme), is an industrial research and experimental development project aimed at proposing innovative solutions to manage the waste generated in the production flows of the wine and fruit juice industries, in order to extract high added value compounds for use as ingredients, chemicals and additives in food, as well as elicitors that reduce the need for agrochemicals by acting on the immune system of plants.

International Consortium Project. Susufood (EU) call for proposals. Instituto para la Competitividad Empresarial de Castilla y León (ICE).



Partners: Universidad Complutense de Madrid-Coordinator (Spain), Pago de Carraovejas (Spain), Instituto Nacional de Agricultura e Investigación y Tecnología de Alimentos (Spain), Plant Response (Spain), University of Picardie Jules Verne (France), ELYS Conseil SASU (France), Research Institute for Papers and Fibres (Norway) and ASA Spezialenzyme (Germany).

Start date: 01/04/2018.

Completion date: 31/03/2021.

**INTELWINES Project (2018-2021)** Development and implementation of new artificial intelligence techniques to optimise irrigation in vineyards and decrease sulphite content in the winery.

Its global objective is to investigate new techniques for precision viticulture and food safety, which will incorporate hybrid algorithms of artificial intelligence and Deep Reinforcement Learning capable of standardising processes and transferring expert knowledge to a system that guarantees the quality and healthiness of the wine that reaches the consumer. Strategic smart irrigation systems will be developed to advance precision viticulture techniques. With regard to the improvement of food safety techniques, a new monitoring system will be designed and implemented that enables modelling the level of sulphur in wines and following its evolution (up to the bottle) to predict the degree of combination throughout the process (until consumption).

National Project. CDTI Ministry of Economy, Industry and Competitiveness.

Beneficiary: Pago de Carraovejas.

Collaborating entity: Bioinformatics, Intelligent Systems and Educational Technology Group (BESITE) of the University of Salamanca (USAL).

Start date: 01/01/2019.

Completion date: 31/12/2020.

**CHAINWINES Project (2019 - 2021)** Research, development and implementation of a comprehensive blockchain platform for high-end wines, throughout their life cycle: from the vineyard to the table.

CHAINWINES is an individual R&D project that aims to research and apply distributed registry technologies to guarantee the quality of the wine that reaches consumers. For this, a blockchain platform will be developed and implemented that allows establishing a framework of trust in which to design and formalise new automated contracts (Smart Contracts) between the different actors in the value chain, introducing new services in the Pago de Carraovejas business model. Thanks to this technology, the winery will be able to follow, register and validate all the traceability of the wine, from its origin to the point of sale. Consequently, it will receive, at all stages of production and distribution, information from multiple sources (field sensors, business ERP, etc.), which will enable it to guarantee greater transparency in the processes and the quality of the raw material used.



Ultimately, this blockchain application will make it possible to increase the quality of wine as perceived by the consumer.

Individual Project Instituto para la Competitividad Empresarial de Castilla y León (ICE). Beneficiary: Pago de Carraovejas.

Collaborating entity: International Research Institute for Artificial Intelligence and Computer Science Foundation (Air Institute).

Start date: 17/05/2019.

Completion date: 31/05/2021.

**DIH WORD Project.** Accelerating deployment and maturity of DIHs for the benefit of digitalization of European SMEs.

DIH-World's main objective is to accelerate the adoption of advanced digital technologies by European manufacturing SMEs in all sectors, and to support them in developing sustainable competitive advantages, to promote their strengthening in international markets, as well as the capacities of regional DIHs ("Digital Innovations Hubs"), particularly in under-represented European regions. As brokers of the successful local digital transformation of SMEs.

As a representative of the agri-food industry, Pago de Carraovejas will participate in an experiment that will apply artificial intelligence techniques to develop an intelligent storage system for finished products. It will be responsible for implementing the different visualisation modules as well as integrating the solution with its ERP. Furthermore, the Pago de Carraovejas team will be in charge of deploying the solution in the warehouses of the Group's different wineries.

40 participants.

Participants (40): Pricewaterhousecoopers Public Sector Srl. (Italy). IMP<sup>3</sup>rove - European Innovation Management Academy EWIV. (Germany). Innovalia Technology Companies Association. (Spain). Association Europeenne Des Agences De Developpement. (Belgium). Cbt Comunicacion & Multimedia SL. (Spain). AIT Austrian Institute of Technology GmbH. (Austria) Flanders Make Vzw. (Belgium). Bulgarian Innovation and Technology Hub. (Bulgaria). Razvojna Agencija Sisacko-Moslavacke Zupanije Si-Mo-Ra Doo Za Poticanje Gospodarskog Razvoja, Savjetovanje I Zastupanje. (Croatia). Cy.R.I.C Cyprus Research and Innovation Center Ltd. (Cyprus). Ceske Vysoke Ucení Technické V Praze. (Czech Republic). Teknologisk Institut. (Denmark). Tallinna Tehnikaukool. (Estonia). Ita-Suomen Yliopisto. (Finland). Association Images & Reseaux. (France), E zienzcluster Management GmbH. (Germany). Panepistimio Patron. (Greece).

Dutireg Terulet Es Gazdasagfejlesztési Szolgáltató Nonprofit Kft. (Hungary). University College Dublin, National University of Ireland, Dublin. (Ireland). Distretto



Meccatronico Regionale e Digital Innovation Hub della Puglia SCARL. (Italy). Elektronikas un Datorzinatnu Instituts. (Latvia). Luxinnovation Gie. (Luxembourg).

Energy&Management As. (Norway). Siec Badawcza Lukaszewicz - Instytut Technologii Elektronowej. (Poland). Uninova-Instituto de Desenvolvimento de Novas Tecnologias-Associacao. (Portugal). Asociatia Intreprinderilor Mici Simijlocii Covasna. (Romania). Slovenska Technicka Univerzita V Bratislave. (Slovakia). Univerza V Mariboru. (Slovenia). Fundacion Instituto Internacional de Investigacion en Inteligencia Artificial y Ciencias de la Computacion. (Spain). Avantalia Soluciones Sl. (Spain). Chalmers Tekniska Hoegskola Ab. (Sweden). Switzerland Innovation Park Biel/Bienne Ag. (Switzerland). Capsule Skateboards Ltd. (Cyprus). Fomatec Oy. (Finland). V-Test Szolgaltato Kft. (Hungary). Smart Factory Solutions Ltd. (Ireland). Aerseas As. (Norway).

Machine Prognostics As. (Norway). Bodegas Monje Sl. (Spain). Pago de Carraovejas SL. (Spain).

Start date: 1-07-2020.

Completion date: 30-06-2023.

This project has received funding from the European Union's Framework Programme for Research and Innovation, Horizon 2020, under grant agreement no. 952176.

#### Internal lines of research

In addition to these projects, we undertake several internal lines of research, the most important of which are summarised below.

1. Study of the volatile and phenolic composition of oak barrels and vats and its effect on the composition of vintage red wines. Study of the different composition of the barrels, depending on the origin of the wood, its drying and the specific toasting of each cooperage and each brand. Influence of these characteristics on the wine's composition. 2016- 2020.
2. Development and implementation of a new method of control and evolution of grape ripening using innovative techniques (colour data). Application of techniques to monitor the qualitative maturation of the grapes, accompanying the usual analytical maturation measures, in order to estimate the optimal harvesting time to collect the best quality grapes. 2017- 2020.
3. Define the healthy, culinary properties and useful life of by-products generated from the field (tendrils and inflorescences). Within the REINOVA Project (Reindustrialisation, Entrepreneurship and Innovation in traditional productive sectors), methods for conserving plant material from the vine for use as new foods are established. 2017- 2020.
4. Adaptation to climate change, influence of



the “vaso échalas” training system on the ripening conditions of grapes. Vertical gobelet vine training, where the shoots are arranged around a rod or stake (échalas). This is a planting method that ensures even photosynthesis and therefore even ripening. The stake leaves two or three branches in different directions. As a result, the bunches are distributed very evenly on the vine and aeration is encouraged. This makes it possible to obtain the maximum foliage, favouring photosynthesis and ripening of the bunches. At Pago de Carraovejas this plantation will be carried out in the estate called Espantalobos, which is north facing and has a unique orography. 2019- 2020.

5. Effect of new pruning criteria to improve environmental stress in vineyards affected by the rigors of climate change. One of the main functions of pruning has to do with defining the future harvest, but also with seeking an optimal balance in the physiology of the plant.

In addition, by carrying out adequate and proportionate pruning we prolong the longevity of the strains and can avoid certain wood diseases. Winter pruning at

Pago de Carraovejas seeks to encourage living wood, avoiding desiccation cones and making it easier for the sap to run within the plant at all times. 2017- 2020.

6. Implications of spontaneous alcoholic fermentation in wooden vats. Study of the succession of yeast species and strains throughout alcoholic fermentation and the transfer of phenolic and volatile compounds contributed by the wood deposits throughout the successive harvests. 2017- 2020.

7. Healthier wines: Effect of autochthonous lactic acid bacteria on the presence of allergens (histamine). Tying in with previous projects (CENIT DEMETER (CDTI) and ITISOST (CDTI)), work continues to eliminate the presence of natural allergens, such as histamine, from the winery's wines. To achieve this, at Pago de Carraovejas, we have characterised the lactic bacteria populations on our estate, enhancing the presence of those that do not produce histamine. In our malolactic fermentations, these non-histaminogenic bacteria are present in the majority, in such a way that due to competitive displacement, those bacteria that produce histamine are not allowed to grow.



no histaminogénicas es mayoritaria, de tal forma que por desplazamiento competitivo no se dejan crecer aquellas bacterias que producen histamina. Este ejercicio continuado a lo largo de los años hace que el contenido de histamina en nuestros vinos sea cada vez menor, siendo el objetivo final eliminarlo completamente. 2017-2020.

#### **Ossian Vides y Vinos**

**INNECOVER Project:** Oenological suitability of pre-phylloxera Verdejo vineyards for obtaining organic white wines (2017-2020).

INNECOVER is an individual R&D project aimed at evaluating the oenological suitability of pre-phylloxera Verdejo vineyards from Castilla y León by means of experimental R&D processes. The project includes two main lines of action: one based on the characterisation, selection and multiplication of pre-phylloxera Verdejo

varieties adapted to organic growing conditions, and optimisation of the right moment of maturity, and another dedicated to the introduction of technological innovations in the oenological itinerary of wines with spontaneous fermentation and aged on lees.

Beneficiary: Ossian Vides y Vinos.

Collaborating entities: Universidad Politécnica de Madrid (UPM), Universidad Complutense de Madrid, (UCM), Vitis Navarra and Better Research, Innovation and Development (Better RID).

Start date: 01/04/2017.

Completion date: 31/03/2020.





The true competitive advantage of Alma Carraovejas resides in the people, who with their training, effort and commitment provide the value that enables the company to differentiate itself in the market. Management focuses on the search for and achieving the ideal conditions for its employees to grow personally and professionally.

Alma Carraovejas has an Ethical Code of Conduct, approved on 26 April 2017 by our CEO:

- Our commitment: To achieve a motivating identity to develop a sustained and firm growth that helps us in the differentiation of an organisation demanding with itself and with its environment, in search of constant improvement, to achieve the highest quality through innovation, efficiency and professionalism, but without losing the warmth of the family business in relationships with interest groups.
- Objective: Establish common standards of behaviour that affect the people making up the organization, inside and outside our work setting, that reflect its own identity, differentiation from the standpoint of diversity and respect, but that guide the common guideline for meeting the objectives set.

This document establishes the rules with the different interest groups, as well as the regulations on breaches of the code of ethics, with minor, moderate and serious offenses.

We also have an Anti-corruption Policy, which includes measures for the eradication of practices such as bribery or extortion, establishing the criteria for issuing and receiving gifts and hospitality, ways to detect and limit conflicts of interest, and rules of transparency regarding

contributions to political parties. Likewise, it establishes mechanisms for the consultation of personnel in the event of dubious actions and a whistleblowing mechanism against corruption.

This Code of Ethics is applicable to all Alma Carraovejas staff.

Likewise, all Alma Carraovejas employees are covered by the collective bargaining agreement applicable in each case:

- Pago de Carraovejas: Collective agreement of the vine industry and trade, 2019-2020-2021 (47000595011982) resolution of November 28, 2019 of the territorial work office of the territorial delegation of the Junta de Castilla y León in Valladolid.
- Ossian: Agricultural sector agreement for the province of Segovia (40000015011998).
- Milsetentayseis: Burgos provincial agricultural collective bargaining agreement (09000025011981), signed on 8 June 2017.
- Viña Meín – Emilio Rojo: This workplace is governed by the Workers' Statute.
- Ambivium: Provincial collective bargaining agreement for hotels in Valladolid (code 47000235011982).
- Alto de la Huesera Alto, Aiurri: Álava Wine Industry and Trade Agreement, Published in BOTHA no. 40 page 1 on 14/4/2021. Agreement code number 01000875011981.

All staffing data reported below is as of 31/12/2020:

In addition, we work with suppliers that employ a large number of people with disabilities, such as Asedema, Grupo Lince, Grupo SIFU and the occupational workshop in Peñafiel.



STAFF BY TYPE OF CONTRACT AND GENDER		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Permanent contracts	Men	3	58	6	6	2	76
	Women	2	40	2	3	0	47
	Total	5	98	8	9	2	123
Temporary contracts	Men	1	10	2	1	0	13
	Women	0	13	3	0	2	16
	Total	1	23	5	1	2	29
Temporary contracts	Men	3	21	14	0	3	41
	Women	6	13	9	0	7	35
	Total	9	34	23	0	10	76
Total	Men	7	89	22	7	5	130
	Women	8	66	14	3	9	100
	Total	15	155	36	10	14	231



STAFF BY GENDER AND AGE		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Men	< 30 years old	2	10	3	1	0	16
	Between 30 and 50	2	43	3	1	2	53
	> 50 years old	0	14	2	5	0	21
	Total	4	67	8	7	2	90
Women	< 30 years old	0	9	4	0	1	14
	Between 30 and 50	2	37	1	2	0	42
	> 50 years old	0	6	0	1	1	8
	Total	2	52	5	3	2	64

STAFF BY GENDER AND PROFESSIONAL CATEGORY		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Women	Group I	1		1	1		
	Group II	0	1	2	0		3
	Group III	0	1		1		2
	Group IV	0	6		0		6
	Group V	1	4	2	1		8
	Senior technician	-	12				12
	Middle-level technician	-	6				6
	Low-level technician	-	4				4
	Administrative assistant	-	3				3
	Laboratory assistant	-	1				1
	Sales Coordinator	-	1				1
	Cleaning	-	2				2
	1st officer	-					0
	2nd officer	-	3				3
	3rd officer	-					
	1st administrative officer	-	5				5
	Labourer	-	4			2	6
Total	2	53	5	3	2	65	

STAFF BY GENDER AND PROFESSIONAL CATEGORY		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Men	Group I		3	1	0		
	Group II	2	1		1		4
	Group III	1	7	1	0		9
	Group IV	1	4	1	1		7
	Group V		0	5	5		10
	Senior technician		7			0	7
	Middle-level technician		5			1	6
	Low-level technician					0	0
	Administrative assistant					0	0
	Laboratory assistant					0	0
	Sales Coordinator		3			0	3
	Cleaning		0			0	0
	1st officer		5			1	6
	2nd officer		28				28
	3rd officer						0
	1st administrative officer						0
	Labourer		5				5
Total	4	68	8	7	2	89	



HIRING		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Men	< 30 years old	1	8	1	0	0	10
	Between 30 and 50	0	14	0	1	2	17
	> 50 years old	0	0	0	0	0	0
	Total	1	22	1	1	2	27
Women	< 30 years old	0	10	3	0	1	14
	Between 30 and 50	0	10	0	0	0	10
	> 50 years old	0	1	0	0	1	2
	Total	0	21	3	0	2	26
Hiring rate		<b>0,6%</b>	<b>28,3%</b>	<b>2,6%</b>	<b>0,6%</b>	<b>2,6%</b>	<b>35%</b>

DEPARTURES		Milsetentayseis	Pago de Carraovejas	Ossian	Aiurri	Viña Meín	TOTAL
Men	< 30 years old	0	0	0	0	0	0
	Between 30 and 50	0	10	1	0	0	11
	Between 30 and 50	0	0	0	0	0	0
	Total	0	10	1	0	0	11
Women	< 30 years old	0	3	1	0	0	4
	Between 30 and 50	0	10	0	0	0	10
	Between 30 and 50	0	0	0	0	0	0
	Total	0	13	1	0	0	14
Hiring rate		<b>0%</b>	<b>15,1%</b>	<b>1,3%</b>	<b>0%</b>	<b>0%</b>	<b>16%</b>



SALARY RATIO ALMA CARRAOVEJAS - AGREEMENT	Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri
Minimum Interprofessional Salary (MIS)	13.300 €				
Salary according to agreement	14.064€	14.100 € / 14.921 €	13.300 €	13.300€	17.138
Salary paid by the company to the lowest category	18.432€	16.639€ / 18.432 €	18.800€	13.732€	18.000
Agreement - MIS salary ratio	106%	125% /139 %	100%	100%	129%
Relationship between Alma - collective bargaining agreement wage	131%	118% / 124%	135%	103%	105%



PARENTAL LEAVE		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Employees entitled to parental leave	Men	0	4	0	0	0	4
	Women	0	3	0	0	0	3
	Total	0	7	0	0	0	7
Employees who exercised their parental leave entitlement	Men	0	4	0	0	0	4
	Women	0	3	0	0	0	3
	Total	0	7	0	0	0	7
Employees returning to work after parental leave	Men	0	4	0	0	0	4
	Women	0	2	0	0	0	2
	Total	0	6	0	0	0	6
Employees who kept their jobs after 12 months of parental leave	Men	0	3	0	0	0	3
	Women	0	2	0	0	0	2
	Total	0	5	0	0	0	5
Reincorporation rate	Men	-	100%	-	-	-	100%
	Women	-	67%	-	-	-	67%
Retention rate	Men	-	75%	-	-	-	75%
	Women	-	67%	-	-	-	67%

WORKERS WITH DISABILITIES (OVER 33%)	Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	Total
	0	2 (1,69%)	0	0	0	2 (1,52%)



## A great place to work

Alma Carraovejas uses the EFR model in managing everything related to work/life balance. The main objective of this standard is to define a set of measures designed to meet the needs demanded by employees in relation to the balance between personal and professional life. All this is included in the

EFR measurement catalogue, which is renewed annually with measures grouped into: job quality, temporal and spatial flexibility, support for the employees' families, personal and professional development, equal opportunities and leadership and management styles.

The most valued measures are:

- Continuous working day.
- Private health insurance for employees and special conditions for family members.
- Time to accompany family members for medical reasons.
- Time to attend meetings with children's teachers or school events.
- Language training.
- Staff canteen.
- Gifts to employees on special occasions such as birthdays, marriages or births of children.

In addition, with the COVID-19 contagion risk situation, some measures have been adapted:

- Continuous teleworking.
- Flexible working hours in terms of starting and finishing times.

Thus, the implementation of the EFR model allows for a more productive and efficient organisation, transmitting the image of a good employer and, above all, happiness and a sense of belonging to the people making it up. The intention is to have an organisation that works by objectives, with responsibility and creativity

In March 2020 Alma Carraovejas received Great Place to Work® certification. This international standard helps companies to increase their employees' commitment to the strategic objectives and facilitates attracting and retaining talent. Trust is the most important principle that defines the "great places to work", based on the management's credibility, respect and the way in which the employee feels treated.



The Great Place to Work model implies an analysis from two perspectives: from an employee's perspective, a great place to work is one where you trust the people you work for, are proud of what you do, and enjoy being with the people you work with; and from the manager's perspective,

it is a place where you achieve your corporate goals with people who give their best, and work together as a team or as a family, all in an environment of trust.

At Alma Carraovejas we have:

- A holiday procedure applicable to the staff of our wineries, and another to the restaurant, with the objective of each of the departments, in line with the Human Resources Department, is responsible for effectively managing their own resources.

- A flexible remuneration procedure for the wineries and another for the restaurant, which aim to make our workers aware of their rights and duties in relation to each of the remuneration formulas included in the plan, as well as to offer them the opportunity to allocate a part of their annual gross fixed remuneration in cash to obtain a set of products or services to adapt their remuneration to their personal needs as much as possible. The products offered are dining cards in the employee canteen, childcare and family health insurance vouchers.

For modifications of working conditions in the company, the procedures described in Section 1 of Chapter III of the Royal Legislative Decree 2/2015, of 23 October of the Workers' Statute, are always followed, regarding modifications, suspensions and terminations of employment contracts. In particular, a 15-day notice upon the effective date of business measures that involve modifying working conditions in the following matters must always be complied with: working time, working hours, shift work schedule, remuneration system and salary amount, work system and performance, or functions, when they exceed the limits established for functional mobility in article 39 of the Workers' Statute. The notice period and provisions regarding possible consultations and negotiations in the applicable collective agreement are not specified.

To guarantee fluid communication between all departments, at the intra-departmental level and optimal external communication, several channels have been set up that all employees must know about and are recommended to use. It is the organisation's responsibility to transmit useful, truthful and adequate information to employees and, in turn, it is their responsibility to stay informed through the corporate communication channels created for this purpose:

- Google suite.
- Shared folders.
- Intranet.
- Web & Social Media.
- WhatsApp.
- Personal PDC account.
- Newsletter.
- Weekly newsletter.
- Suggestions mailbox.
- Woffu

## Talent & training and development

Improving the training and development of the talent of our workers is one of the basic objectives within the organisation. For this reason, we have a training procedure and we have been preparing training programmes since 2009. The main training actions in 2020 were related to:

- Prevention of occupational risks (use of defibrillators, among others).
- Language training: English and French.
- Food handler.
- Phytosanitary manipulator.
- Operator course.
- Powerpoint and Excel course, advanced level.
- Navision ERP.
- Oenology.
- Leadership.

Another measure to contribute to developing talent within our staff are performance evaluations. This process is carried out by the direct manager, which serves to evaluate the value, excellence and competencies of a person, but, above all, the contribution made by the employee to the organisation's business, that is, the extent to which that contributes to achieve the proposed objectives.

This methodology is applied with the aim of improving the results of our collaborators in their current role, allowing them to assume other/greater responsibilities in the future, developing the skills required to achieve the Group's strategy. All this, in parallel with reinforcing the involvement and loyalty of employees, responding to the Group's challenges in its growth and expansion process, and improving cooperation between the different hierarchical levels.



HOURS OF TRAINING BY GENDER AND PROFESSIONAL CATEGORY		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Group I	Men	-	3	70	-	-	73
	Women	2	-	-	-	-	2
	Average	2	1,5	35	-	-	38,5
Group II	Men	7	162	-	-	-	169
	Women	-	116	41	4	4	165
	Average	3,5	39,71	20,50	4	4	71,71
Group III	Men	2	340	-	8	8	358
	Women	-	85	-	0	-	85
	Average	2	35,42	-	8	8	53,42
Group IV	Men	36	393	-	16	16	461
	Women	-	361,50	-	0	-	361,5
	Average	36	37,73	-	8	16	97,73
Group V	Men	-	-	82	24	-	106
	Women	72	85	-	2	-	159
	Average	72	10,63	20,50	6,50	-	109,63
Senior technician	Men	-	380,50	-	-	-	380,5
	Women	-	630,50	-	-	-	630,5
	Average	-	56,17	-	-	-	56,17
Middle-level technician	Men	-	98,50	-	-	-	98,5
	Women	-	184,00	-	-	-	184
	Average	-	15,69	-	-	-	15,69
Low-level technician	Men	-	-	-	-	-	0
	Women	-	126	-	-	-	126
	Average	-	31,50	-	-	-	31,5
Administrative assistant	Men	-	-	-	-	-	0
	Women	-	56,50	-	-	-	56,5
	Average	-	56,50	-	-	-	56,5
Laboratory assistant	Men	-	-	-	-	-	0
	Women	-	-	-	-	-	0
	Average	-	-	-	-	-	0
Sales Coordinator	Men	-	-	-	-	-	0
	Women	-	-	-	-	-	0
	Average	-	-	-	-	-	0
Cleaning	Men	-	-	-	-	-	0
	Women	-	2	-	-	-	2
	Average	-	1	-	-	-	1
1st officer	Men	-	3	-	-	-	3
	Women	-	-	-	-	-	0
	Average	-	1,5	-	-	-	1,5
2nd officer	Men	-	1009	-	-	-	1009
	Women	-	195	-	-	-	195
	Average	-	31,68	-	-	-	31,68

HOURS OF TRAINING BY GENDER AND PROFESSIONAL CATEGORY		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
3rd officer	Men	-	-	-	-	-	0
	Women	-	-	-	-	-	0
	Average	-	-	-	-	-	0
1st administrative officer	Men	-	-	-	-	-	0
	Women	-	118	-	-	-	118
	Average	-	29,5	-	-	-	29,5
Labourer	Men	-	-	-	-	-	0
	Women	-	-	-	-	-	0
	Average	-	-	-	-	-	0
Total	Men	45	2451	152	48	2	2698
	Women	74	1998,5	41	6	2	2121,5
Average hours/person	Men	11,25	32,68	25,33	8	1	78,26
	Women	37,00	32,23	20,5	3	1	93,73





# Equality and diversity

At Alma Carraovejas we have an Equality Plan that aims to:

- Promote in Alma Carraovejas the principle of equal treatment between men and women, guaranteeing the same professional opportunities in employment, selection, remuneration, training, development, promotion and working conditions.
- Guarantee in the company the absence of discrimination, direct or indirect, based on gender, and especially those derived from maternity, paternity, the assumption of family obligations, marital status and working conditions.
- Eliminate all forms of discrimination in internal promotion and selection in order to achieve a balanced representation of women in the workforce.
- Prevent sexual and/or gender-based harassment, through the implementation and monitoring of its code of conduct that already acts to protect all employees from offenses of a sexual nature.
- Promote equal opportunities through communication and training actions at all organisational levels.
- Promote the conciliation of professional, personal and family life for all employees of the company, regardless of their seniority.

The Equality Plan is structured in eight areas of analysis: staff structure, selection, promotion, training, compensation, conciliation, sexism and workplace harassment and organisational culture. For each of these areas, one or more aspects to be improved are defined and therefore one or more objectives to be achieved in order to overcome the shortcomings detected and the measures planned to achieve them are detailed, indicating the objectives towards which achievement they serve and their starting date.

Some of the measures included in the Equality Plan are:

- Raise awareness and guide through specific training or appropriate documentation all the people who participate in the personnel selection and internal promotion processes.
- Incorporate gender equality issues addressed to both men and women into the training offer across the company.



- Periodically carry out an analysis on the average remuneration of men and women in the company.
- Prepare a catalogue of conciliation measures to know the company's offer of measures.
- Inform the staff that there is an Equality Plan, the reason for it and its objectives.
- Continue to use gender-neutral language when writing documents and internal and external communications.
- Avoid situations of sexist behaviour and sexual harassment and bullying in the workplace.
- Inform customer and supplier companies of our commitment to equal opportunities and non-discrimination.

In order to make the evaluation and monitoring of the Equality Plan a reality, an Equal Opportunities Commission has been set up, which has the same members as the work/life balance working group.

We also have a Protocol for situations of sexual and/or gender based harassment, and psychological harassment or bullying. It aims to define the guidelines to make it possible to identify a situation of harassment, in order to resolve a discriminatory situation and mini-

mise the consequences, while always guaranteeing the rights of all people. The investigating committee is the body that receives all inquiries and complaints regarding sexual and/or gender-based harassment or any psychological harassment complaints that may arise. Complaints are investigated within it, following the provisions of this protocol. The members of the investigating committee undertake to observe professional secrecy, impartiality and respect in all cases.

In 2012 we launched an Action Plan for Diversity Management that led to the identification of the different profiles, expectations and needs of our employees, as well as a more exhaustive analysis of the workforce in terms of labour and ethical practices.

In August 2020 we obtained the Óptima distinction, which was awarded by the Junta de Castilla y León.

In relation to the salary gap, we have compiled the following comparative data for the entire group (Alma Carraovejas), on average gross annual remuneration by gender and professional category:

The differences in salaries between genders that can be seen in different categories are due to the differences in salaries between jobs within the same category, and there is no salary discrimination on the grounds of gender at Alma Carraovejas.

REMUNERATIONS	Men	Women
Professional Category	Gross Annual Remuneration	Gross Annual Remuneration
Senior technician	50.936,17 €	51.846,42 €
Middle-level technician	31.834,40 €	27.526,09 €
Low-level technician	-	28.344,25 €
Laboratory assistant	-	24.624,00 €
Administrative assistant	-	24.411,18 €
Sales Coordinator	39.240,00 €	35.432,00 €
Cleaning	-	22.206,74 €
1st officer	29.543,06 €	-
2nd officer	24.854,00 €	21.149,82 €
1st administrative officer	31.358,00 €	25.375,08 €
1st administrative officer	-	21.656,50 €
Labourer	20.054,02 €	19.049,33 €
Level I	43.548,00 €	-
Level II	24.621,27 €	22.000,00 €
Level III	24.593,30 €	24.930,00 €
Level IV	20.724,02 €	20.893,97 €
Level V	-	19.724,06 €



# Health and safety



OCCUPATIONAL HEALTH & SAFETY		Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri
Accident rate	Men	1	8	1	1	1
	Women	0	1	0	0	0
	Total	1	9	1	1	1
	Rate	15,06%	7,36%	8,60%	10,19%	63,69%
Occupational illness rate	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Total	0	0	0	0	0
	Rate	0,00%	0,00%	0,00%	0,00%	0,00%
Accident Rate	Men	0	110	0	0	0
	Women	0	44	0	0	0
	Total	0	154	0	0	0
	Rate	0,00%	0,51%	0,00%	0,00%	0,00%
Absenteeism rate	Rate	0,30%	1,46%	16,85%	0,06%	0,00%
Work-related fatalities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Total	0	0	0	0	0
	Rate	0,00%	0,00%	0,00%	0,00%	0,00%







## Our environment

### Our natural environment

For Alma Carraovejas, sustainable development is something that is incorporated into the strategic approach of our activities. Our raw material comes directly from nature, this means that caring for the environment is one of our main concerns.

Conscious of our impact on the environment, within our environmental management system based on the ISO 14001 standard, we have a set of good environmental practices that aim to minimise it, relating to:

- Material storage and handling.
- Consumption control.
- Equipment maintenance and cleaning.
- Pollutant spills.
- Control and storage of waste.
- Hygiene and personal care.

We also have rules for action in case of emergencies:

- Emergency and evacuation measures.
- Measures in case of fire.

In addition, our water consumption (bills or meters) and energy (bills) are monitored on a monthly basis, and in relation to waste generation, an inventory is made at the end of the year from the data provided by the managers.

The identification and evaluation of environmental aspects for 2020 has detected the following significant aspects: water consumption, energy consumption and diesel consumption (in viticulture vehicles and machinery).

In January 2020, a request was made to the Duero Hydrographic Confederation to extend the discharge channel to the Botijas stream (Peñafiel), due to the fact that the increase in our activities and personnel meant that the volume of waste discharged each year was greater. This extension was finally granted in October 2020.

There have been no fines or non-monetary sanctions for non-compliance with environmental regulations during 2020.

### CONSUMPTION OF RAW MATERIALS

We adhere to the Ecovidrio Business Plan for the Prevention of Packaging Waste. For this reason, every year we try to reduce the Kr/Kp coefficient of the containers placed on the market. An annual packaging declaration is also carried out every year.

MAIN AMBIVIVUM RAW MATERIALS	AMBIVIVUM
Fruit and vegetables (kg)	6.122
Meat (kg)	3.999
Fish and seafood (kg)	3.687
Other (kg)	7.286
Drinks (pc)	16.846

MAIN RAW MATERIALS WINERIES	Milsetentayseis	Pago de Carraovejas	Ossian	VMER	Aiurri	TOTAL
Grapes (t)	115,6	1.552,1	351,5	74,2	82,8	2.176,2
Glass (kg)	18.694	513.111	120.833	35.557	0	688.195
Cork (kg)	1.192	3.804	781	287	0	6.064
Capsules (kg)	99	1.147	0	30	0	1.276
Labels (pc)	67.863	2.720	0	34.523	0	105.106
Cardboard (kg)	1.583	249.161	5.608	2.324	0	258.676
Wooden boxes (pcs)	0	4.477	3.039	0	0	7.516
Barrels (pc)	95	2.746	66	0	99	3.006
Wooden pallets (pcs)	25	2.584	74	100	0	2.783
Total	45	2451	152	48	2	2698



## ENERGY CONSUMPTION

ENERGY CONSUMPTION		t	kWh	MJ
Milsetentayseis	Electricity consumption		50.624	182.246
	Diesel consumption	2,46	38.958	140.249
	Fuel consumption	0,07	1.014	3.650
	Total consumption		90.596	326.145
Pago de Carraovejas y Ambivium	Electricity consumption		1.360.033	4.896.119
	Diesel consumption	44,3	499.163	1.796.988
	Petrol consumption	3,07	37.780	136.009
	Butane consumption	0,01	164	591
	Propane consumption	1,48	19.433	69.957
	Carbon consumption	2	17.781	64.012
	Biomass consumption	143,8	722.350	2.600.461
Total consumption		2.656.705	9.564.137	
Ossian	Electricity consumption		77.916	280.498
	Diesel consumption	16,1	192.189	691.879
	Biomass consumption		270.105	972.377
Viña Mein	Electricity consumption		114.796	413.266
	Petrol consumption	0,9	11.075	39.870
	Diesel consumption	8,2	98.201	353.525
	Biomass consumption	0,6	3.014	10.850
Total consumption		227.086	817.511	
TOTAL	Electricity consumption		1.603.369	5.772.129
	Propane consumption	1,48	19.433	69.957
	Butane consumption	0,01	164	591
	Diesel consumption	71,06	828.511	2.982.641
	Petrol consumption	4,04	49.869	179.529
	Biomass consumption	144,4	725.364	2.611.311
	Total consumption		3.226.711	11.616.158

TOTAL ENERGY CONSUMPTION	MJ/kg of grapes	MJ/litre of bottled wine
Milsetentayseis	1,58	9,75
Pago de Carraovejas y Ambivium	3,15	6,55
Ossian	0,80	1,67
Viña Mein	5,57	19,03
TOTAL	24	8,12

## WATER CONSUMPTION

At Pago de Carraovejas, 100% of the total consumption of water used in our production activity comes from our own sources. Specifically, we obtain the water from a well within the estate. The water we collect from the well is used for viticulture, wine-making (previously osmotised) and wine tourism activities. The green cover of the bottle dormitory reuses rainwater to maintain humidity, since when the grass that covers it gets wet, it allows it to better preserve the humidity and temperature conditions inside the warehouse. We also have two uncovered ponds in which rainwater is stored, which is then used for irrigation, the winery and social area. In addition, the building is prepared to be able to implement measures for reusing rainwater. It hopes to undertake this project in the future.

In the other wineries, the water consumed comes from the mains. However, in Milsetentayseis a treatment is added for use in the winery, which consists of the use of a dechlorinator, a water softener and an ultraviolet filter.

As in the rest of the wineries, we generate large amounts of wastewater, with a high content of organic matter, although by optimising the production processes, we have managed to reduce the flow and contamination of our wastewater.

Pago de Carraovejas has a plot located in the municipality of Peñafiel, industrial estate 10, plot 36, which houses an operating treatment plant that consists of a prolonged aeration treatment system with active sludge purifying the wastewater before being discharged into the "Las Botijas" stream. We have a discharge authorisation, in force since 30 January 1997, issued by the Duero Hydrographic Confederation. The rest of the wineries discharge to the corresponding municipal collection system.

In all the locations, the water consumed is considered equal to the water discharged, except in Pago de Carraovejas, in which the amount of water discharged is extracted from the quarterly report of the treatment plant's maintenance company, which is sent, in turn, to the Duero Hydrographic Confederation; in 2020, the discharge was 3,003 m<sup>3</sup>.

Existing wastewater flows come from both cleaning facilities and domestic wastewater. The effluent, sludge and waste generated in the treatment plants are adequately managed according to their nature and composition so that they do not affect surface or underground waters. The average values of our discharge waters in Pago de Carraovejas are displayed below. This is the only winery that discharges directly into a public channel:

WATER CONSUMPTION	Milsetentayseis	Pago de Carraovejas	Ossian	VMER	TOTAL
Water consumption (m <sup>3</sup> )	362	31.098	1.722	3.752	36.934
Water consumption (m <sup>3</sup> /kg grapes)	0,003	0,02	0,005	0,051	0,079
Water consumption (m <sup>3</sup> /l bottled)	0,019	0,042	0,010	0,074	0,145

WATER DISCHARGE		Pago de Carraovejas
PH	Average value	8,11
	Allowed limit	6-10
DQO (mg/l)	Average value	75
	Allowed limit	160
DBO5 (mg/l)	Average value	6
	Allowed limit	40
SS (mg/l)	Average value	27.6
	Allowed limit	80



## WATER CONSUMPTION

NON-HAZARDOUS WASTE (KG)			Milsetentayseis	Pago de Carraovejas	Ossian	VMER	TOTAL
Description	LER code	Destination	Kg				
Paper and cardboard	200101	R13	183	18.190	1.670	-	20.043
Plastic	200139	R13	84	1.940	670	-	2.694
Wood	150103	R3	-	7.875	-	-	7.875
Industrial waste	191212	R13	-	-	2.980	-	2.980
Scrap	160117	R13	-	-	1.040	-	1.040
Plant debris residues	020103	R13	-	3.605	-	-	3.605
Sewage	190805	R3	-	72.000	-	-	72.000
Toner	080318	R13	-	38.310	-	--	38.310
Glass	200102	R13	-	600	-	-	600
Straw board	150101	R13	-	805	-	-	805
Waste wood	200138	R3	-	4.200	-	-	4.200
Absorbents	150203	R12	-	-	-	15	15
<b>TOTAL</b>			<b>267</b>	<b>147.531</b>	<b>6.360</b>	<b>15</b>	<b>154.173</b>

BY-PRODUCTS (KG)	Milsetentayseis	Pago de Carraovejas	Ossian	VMER	TOTAL
Grape pomace	15.380	239.380	63.060	13.332	331.352
Lees	1.132	17.360	23.770	-	42.262
<b>TOTAL</b>	<b>16.512</b>	<b>254.740</b>	<b>86.830</b>	<b>13.332</b>	<b>373.614</b>



HAZARDOUS WASTE (KG)			Milsetentayseis	Pago de Carraovejas	Ossian	VMER	TOTAL
Description	LER code	Destina-tion	Kg				
Halogenated sol-vents (l)	080117	R13	0	0	0	0	0
Non-chlorinated mineral oils (kg)	130205	R13	0	20	0	0	20
Laboratory waste (kg)	160506	D15	0	10	0	0	10
Paint waste (kg)	080111	D15	0	0	0	0	0
Contaminated plastic packaging (kg)	150110	R13	0	190	0	0	190
Contaminated metal packaging (kg)	150110	R13	0	10	0	0	10
Contaminated glass packaging (kg)	150110	R13	0	0	0	0	0
Absorbent and contaminated material (kg)	150202	R13	0	0	0	0	0
Aerosols (kg)	160504	R13	0	0	0	0	0
Alkaline batteries (kg)	160604	R13	0	4	0	0	4
Biohazardous waste (kg)	180103	D15	0	20	0	0	20
<b>TOTAL</b>	<b>0</b>	<b>254</b>	<b>0</b>	<b>0</b>	<b>254</b>	<b>15</b>	<b>15</b>

## WASTE MANAGEMENT

As a result of Alma Carraovejas' commitment to the fight against climate change, the carbon footprint of the Pago de Carraovejas organisation was calculated and verified from 2015 to 2018 according to the GHG Protocol standard and from 2019 onwards following the ISO 14064 international standard, with an operational control approach and establishing 2019 as the base year. The Ossian and Hoyada de los Lobos wineries were added to this calculation in 2019, and Viña Mein in 2020, but it will be in 2020 when all the wineries will be verified under the ISO 14064 standard and that year will be taken as the base year. Likewise, we have a plan to minimise greenhouse gas emissions, in which the following measures are noteworthy:

- Find suppliers as close as possible, especially for raw materials and auxiliary materials that are purchased in large quantities (grapes, compost, biomass, diesel, barrels, bottles, cardboard boxes, pallets, etc.)
- Efficient driving of tractor and company

vehicles.

- Use of green energy
- Regulate air conditioning temperatures.
- Optimise the automation of certain processes (barrel washing train, automatic temperature control in the tanks).
- Carry out proper maintenance of equipment.
- Replace old equipment with more efficient models (purchasing criteria).
- Use hot water only when necessary.
- Make the most of natural light, use LED lamps and bulbs, and install presence detectors in passageways.
- Programar anualmente sesiones de sensibilización ambiental para todos los trabajadores.



- Schedule annual environmental awareness-raising sessions for all workers.

For the calculation of the Carbon Footprint of Hoyada de los Lobos, 2020 is considered as the base year, because significant emissions belonging to all scopes were quantified, which had not been considered in previous years; and there were structural changes within the organisation. The ISO 14064 standard is also taken as a reference from 2020 onwards. The reference in previous years was the GHG Protocol.

The most notable reduction has been in reduced emissions resulting from energy consumption. Firstly, solar panels were installed in May 2020 and secondly, the emission factor of the electricity supplier has decreased significantly. The reduction in the amount of vine shoots destined for burning and the low activity of the restaurant as a consequence of the pandemic caused by COVID-19 can be added to this.

For the calculation of Ossian Vides y Vinos' Carbon

GREENHOUSE GAS INVENTORY (tonne CO2e)	Milsetentayseis	Pago de Carraovejas		Ossian	VMER
	2020	2019	2020	2020	2020
Viticulture	70.031	203.494	165.545	110.029	22.216
Preparation	16.559	138.545	174.286	37.147	9.665
General consumption	27.095	684.962	388.551	61.345	64.585
Packaging	12.590	258.918	293.567	71.517	28.517
Final distribution of the product	432	195.613	303.266	40.644	20.014
Waste	6.460	71.710	82.578	14.640	3.583
Restaurant	-	75.585	30.077	-	-
Total	133.167	1.628.827	1.437.869	337.324	148.580
<b>Total (t CO2 eq)</b>	<b>133</b>	<b>1.629</b>	<b>1.438</b>	<b>337</b>	<b>149</b>

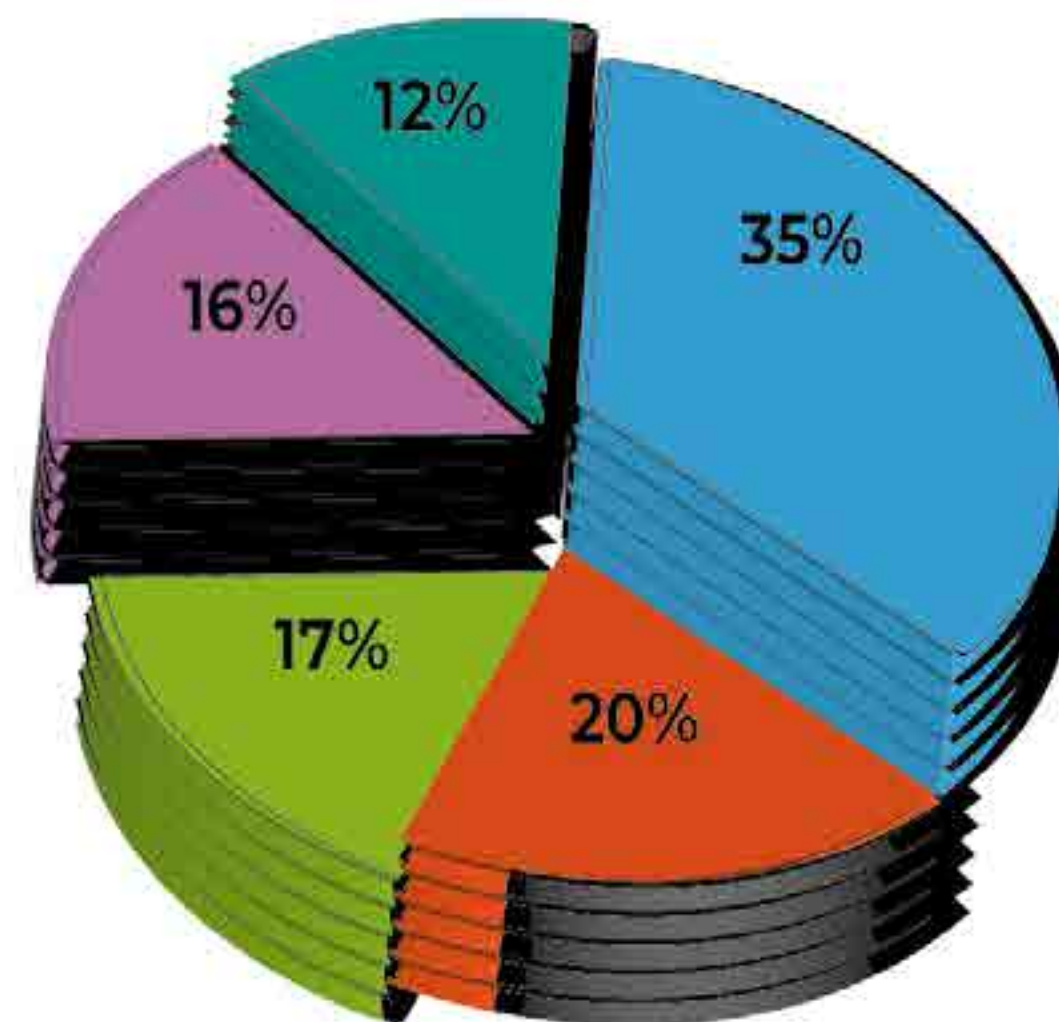
Footprint, 2020 is considered as the base year, because significant emissions belonging to all scopes were quantified, which had not been considered in previous years; and there were structural changes within the organisation. The ISO 14064 standard is also taken as a reference from 2020 onwards. The reference in previous years was the GHG Protocol.

For the calculation of Viña Meín's Carbon Footprint, 2020 is considered as the base year, as this was the first year this organisation's carbon dioxide emissions were calculated.

of species, with more than 50% of the total:

The pine forest is in the middle part of the estate and spans its entire length. This part is mainly made up of Aleppo pine that is in various stages of development depending on the area, although the majority are mature probably from various reforestation campaigns promoted by the Government. Its soils are made of loamy clays, calcareous and gypsum levels. The pine forest has 38 different species of vertebrates, which represents 35% of the total. The animals take advantage of this area's thicket to take refuge, such is the case of wild boars, roe deer or rabbits. Birds often use it for food, and the highest and best located feet, to place their nests.

The moor is in the upper part of the estate. It is a flat terrain and barren limestone soil that is generally shallow. The mosaic vegetation there is mainly dry-land cultivation areas (mainly cereal), as well as vacant lots with some low-growth scrub that are grazed, and the odd small mass of poorly developed repopulation trees. We found 22 species that account for 20% of the total, including birds such as the lark, the wheatear and the owl.



## BIODIVERSITY

At Alma Carraovejas, despite being in unprotected areas, we attach great importance to caring for our surroundings, both in terms of the environment and biodiversity.

Regarding the existence of areas included in the Natura 2000 Network, it should be noted that the Pago de Carraovejas estate is not located within a SCI or ZEPA zone, but it is located a short distance from a SCI called "Riberas del Duero River and tributaries", about 500 meters north of Pico de Santa María, which means that we have areas of great value for biodiversity.

In 2013, we carried out a fauna study to learn about the great variety of fauna that the Pago de Carraovejas estate has, and with the final objective of implementing environmental improvements.

The estate has been divided into a number of formations that, although they are not biotopes themselves, that is, they do not have certain environmental conditions for the development of certain animal and plant species, they make it easier to understand the area's ecosystem, as well as the species inhabiting it: the moor, the rocky area, the pine forest, the vineyard and the plain.

The areas with the most value for biodiversity are the pine forest and the moor, hosting the largest number



## Our social environment

Estos son los estatutos, principios y otros documentos. These are the statutes, principles and other documents of an economic, environmental and social nature developed externally and that Alma Carraovejas supports:

- Global Compact: We are committed to the implementation of the Sustainable Development Goals (SDGs) of the United Nations General Assembly, working hand in hand with the Spanish Global Compact Network.
- Sustainability Decalogue: Pago de Carraovejas was the third company to sign up to the Decalogue in 2017. Ossian acceded in 2019.
- Hoteliers for Climate: Recognising the climate challenge that lies ahead, Ambivium restaurant is committed to carrying out an action plan to reduce its greenhouse gas emissions and to be part of the #PorElClima Community. This is a pioneering initiative of people, companies, organisations and public administrations that come together with a common goal: to be protagonists of action against climate change according to the guidelines set out in the Paris Agreement.

The list of the main affiliations to entities of the sector or other associations and organisations to defend interests at the national or international level is as follows:

- Vitartis: We belong to the board of directors.
- Spanish Institute for Tourism Quality (ICTE).
- Fundación Másfamilia.
- FMN.
- Regulatory Board D.O. Ribera del Duero
- Federación Española del Vino (FEV).
- Chaîne des Rôtisseurs Association.
- Wine Technology Platform (PTV).
- Chambers of Commerce (Segovia-Valladolid).
- Peñafiel Business Association (AEMPE).
- Association for the Advancement of Management
- Incorpora Group Agreement - Labour Integration.
- Castilla y León Family Business Association.

- Segovia business federation.
- Association of young entrepreneurs of Segovia.
- International Vine and Wine Organisation (OM)
- Responsible Vision.
- Spanish Global Compact Network.
- International Wineries for Climate Action.
- Wine in moderation.

There is no record of any incident arising from non-compliance with legal regulations or voluntary codes regarding the environmental impacts of products and services on health and safety during their life cycle during 2020.

At Alma Carraovejas we comply with Organic Law 3/2018 on the protection of personal data and guarantee of digital rights and the European Regulation RGPD 679/2016. The right to the protection of personal data is a fundamental right of all people that translates into the power of control over the use made of their personal data. This control makes it possible to avoid that, through processing our data, information about us may become available that affects our privacy and other fundamental rights and public freedoms. No substantiated complaints have been received about the violation of privacy and the leakage of customer data in 2020.

No fines in relation to non-compliance with regulations concerning the supply and use of products and services have been received either.

## OUR SUPPLIERS

In our firm commitment to the quality of our products, at Alma Carraovejas we have suppliers who know our expectations perfectly and can adapt to the company's needs, maintaining a relationship of trust and mutual benefit. Our suppliers are the first link in our commitment to quality and we can distinguish between three types of suppliers: raw materials, auxiliary materials and others.

Aware of the importance of extending our values to the entire supply chain, we have developed a supplier approval protocol as a way of promoting observation and compliance with social and environmental regulations, which encompasses all the company's production processes and guarantees greater transparency. Following the quality management systems, an annual review of suppliers is conducted, as well as any incidents that may have been generated and in which any of them were involved.

A Supplier Code of Conduct has been devised where they are committed to and informed of the importance of workplace standards and practices, compliance with the law and our responsible environmental and labour standards. 100% of our regular suppliers know this code and it is essential that this is sent to them and they confirm receipt before we start working together.

Product and service providers are selected according to a set of specific criteria:

- Quality of materials.
- Contact mechanisms.
- Value for money.
- Responsible criteria: environmental and labour issues.
- Proximity.
- Support to local suppliers.

Therefore, Alma Carraovejas buys, whenever possible, goods and services from local suppliers and subcontractors (from the province where the work centre is located), as long as they meet our service quality requirements. In this way, we intend to contribute to generating wealth in our environment, through the implementation and development of economic relationships with local suppliers. The purchase percentages (which represents the cost in euros) of our suppliers and subcontractors during 2019 are as follows: Local community

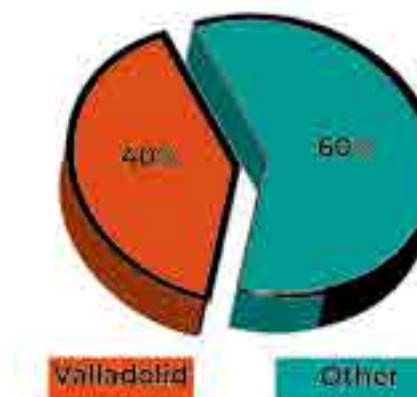
No operations with a current or potential negative impact on the local community are identified.

At Alma Carraovejas we have developed a strong

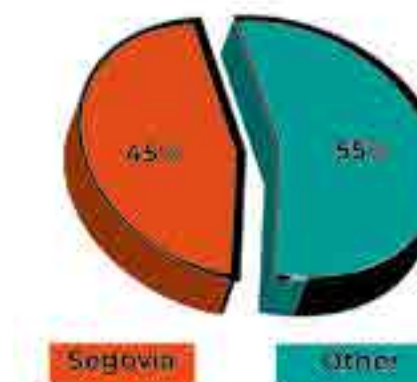
Milsetentayseis



Pago de Carraovejas



Ossian



Viña Meín - Emilio Rojo



commitment to society at large, and specifically to the rural society. The pandemic has entailed that some of the usual collaborations cannot be carried out; however, some of the actions in this regard that we have carried out during 2020 include:

- Donation of the proceeds from the traditional annual "Autumn Winemaking" dinner to the Inclusport association, Castilla y León. Non-profit association and territorial scope, which aims to include social groups through sport.

- Participation in a charity auction organised by one of our distributors to raise money to help provide the means to fight COVID-19.

- With the lack of PPE, initially at national level, Peñafiel Town Council asked the company for help in obtaining it.

- Participation in the GAVI Alliance (Alliance for Childhood Vaccination) with Obra Social La Caixa and the Bill and Belinda Gates Foundation.

In relation to the works and improvements carried out in the infrastructures of our facilities during 2020, the following are noteworthy:

2020 WORKS	Works	Budget
Milsetentayseis	-	-
Pago de Carraovejas	<b>Actions in Ambivium</b> Lab. Armonías Ref. Kitchen Passes New entrance Offices Furnishings Decoration Sculptures	378.000
	<b>Photovoltaic installation</b>	137.000
	<b>Renovation of Visitors' Reception Room</b>	4.400
	<b>Total</b>	519.000
Ossian	<b>Actions before the grape harvest</b> Water tank roofing Isotherms tank Water tank installation	71.300
	<b>Purification system piping</b> (70% completed)	12.300
	<b>Total</b>	83.600
Viña Mein	<b>Provisional bottle rack</b>	45.000
	<b>New water supply</b>	2.700
	<b>Water treatment Part 1</b>	15.555
	<b>Total</b>	63.250
Aiurri	<b>Bodega Renovation Phase 1</b> Act. in processing areas Act. in bottling areas Act. in barrel areas Act. in press area New technical rooms	1.030.000
	<b>Total</b>	1.030.000
<b>TOTAL</b>		1.696.250



