



Employment and professional development



Quality Employment



Covered by 14 collective bargaining agreements in Spain > 98%



Flexibility at work

Teleworking agreement

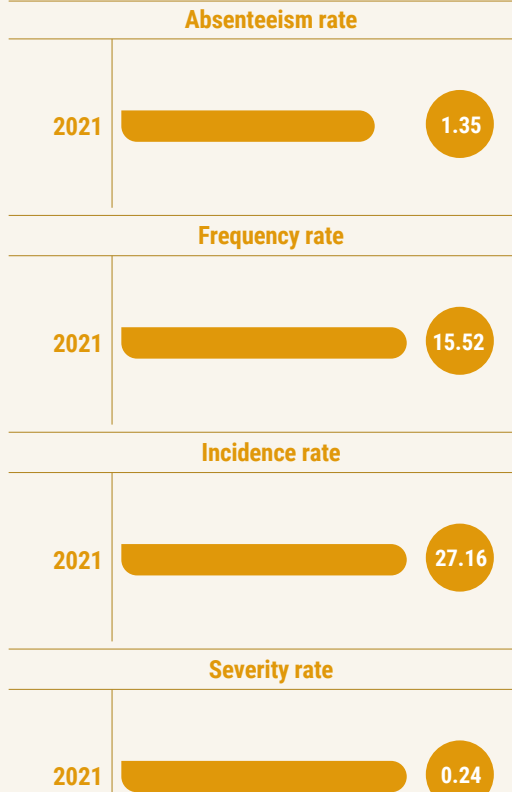
Flexible working hours policy extended to Warehouses

Flexible work for positions that can be applied > 100%

Occupational health, safety and welfare



Prevention



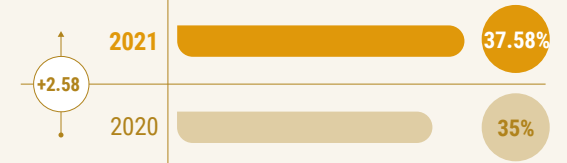
Two third-party prevention services for companies in Spain

Work-life balance, diversity and inclusion

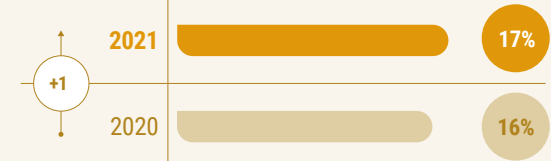


Gender diversity

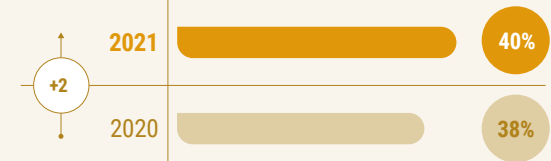
Women in the workforce



Women in management positions



Women in middle management positions



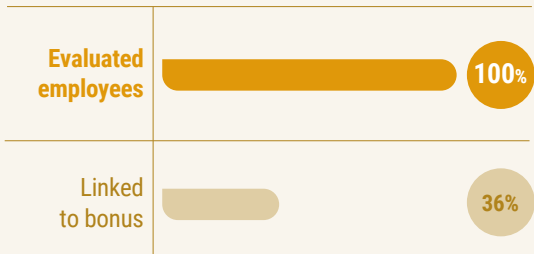
Increased female representation in the team



Employment and professional development



✓ Evaluated employees



+28% training hours vs 2020

Occupational health, safety and welfare



👤 Occupational diseases

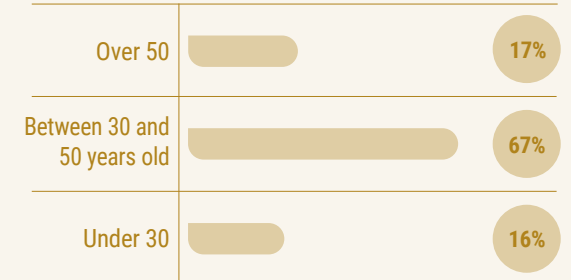
ZERO occupational diseases

COVID space in Communication Portal

Work-life balance, diversity and inclusion



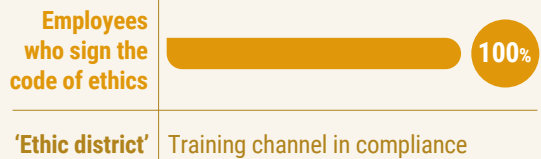
👥 Workers by age



Conscious team



✓ Ethics and responsibilities



Registrations in the complaint channel > 0

100% employees sensitized on SDGs

100% employees trained in Food Hygiene

Corporate volunteer programs

▲■● Diversity and inclusion

1.84% employees with special needs

16 nationalities

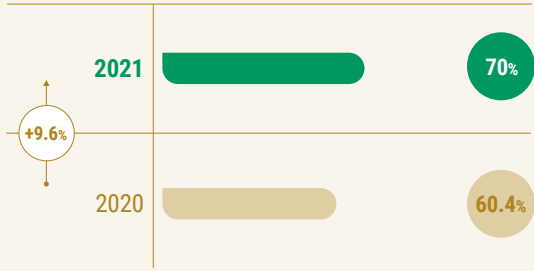
Our employee profile is **diverse and inclusive**



Climate action



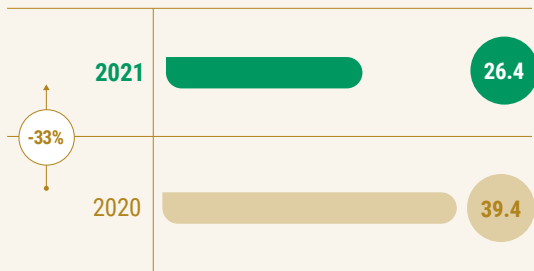
Renewable energy consumed



2025 target > 90% renewable energy

-31.42% energy consumed per liter bottled vs. 2020

CO₂ Emissions (gCO₂e/l bottled.)**

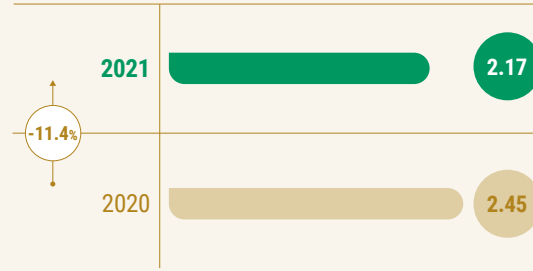


2025 target > -15% GHG emissions vs 2018

Circularity

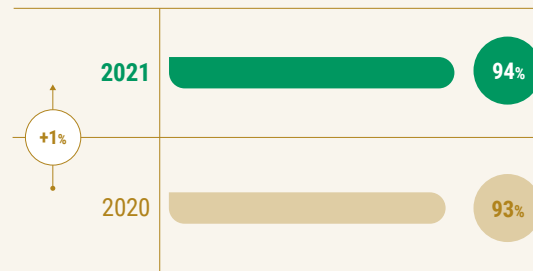


Relative water consumption (l/l bottled.)*



2025 target > -15% vs 2018

Recoverable / recyclable waste



2025 target > 0 waste

3.2 t logistics waste

Biodiversity protection



Sustainable viticulture program

Biodynamic culture

Substitution of chemical fertilizers with organic fertilizers

R&D projects for biodiversity care

Sea-Conscious Mar de Frades project

+22% of vegetables linked to geographical areas vs 2020

*(l/l bottled): liters of water consumed per liter of water consumed per liter of bottled product.

** (gCO₂e/l bottled): grams of CO₂ equivalent emitted per liter of bottled product.



Climate action



R&D

New crop varieties adapted to climate change



Ramón Bilbao the only Spanish winery on the founding committee of the **Sustainable Wine Roundtable (SWR)**

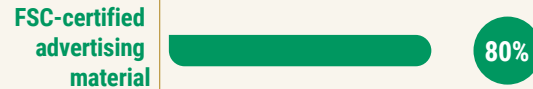
Certifications



Circularity



Packaging



30% recycled PET

Packaging: material used



We are committed to **eco-design in our packaging**

Conscious suppliers



Evaluated suppliers



+2.6% of suppliers evaluated by 2021

100% of suppliers sign **Code of Ethics**

Code of good business practices in food contracting (FIAB)

New sustainable purchasing model of Zamora Company

Sustainable logistics partner

35 m³ of wood

42 t of CO₂ for efficient transport

80% of Spanish CIF suppliers



Responsible consumption



Responsible consumption campaigns

European program
'Wine in Moderation'



Program
'Minors not a drop'



Program
'Nocturnes'



Zero consumption in
groups at risk



Self-regulation
codes



Zamora Company
joins the board
of FIVIN

We expanded our portfolio of products
with lower alcohol content

Customer satisfaction



Awards and recognitions



Ramón Bilbao among the 50 most
admired wine brands in the world

Ranking 'The World's Most
Admired Wine Brands'

Martin Miller's Gin best gin
in the world

27 international awards

More than **40** awards and recognitions

Sustainable innovation



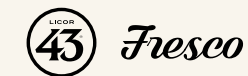
Innovative products



Licor 43 Milk and
Licor 43 Nitro & Coffee



Licor 43 Horchata 100% vegan,
lactose-free and gluten-free,
recognized at the SIP awards



Cocktail 43 Fresco RTD Apple
with low alcohol content, awarded with
outstanding gold at the ISWC competition



Philanthropy and social action



Social action

Donation of over 450,000 € to social entities

Support for the hospitality industry

Campaign
"To toast with you,
our best gift"



Light humanity project

Ramón Bilbao fights against energy poverty in the Amazon

Collaboration with Feeding America, the largest organization in the fight against hunger

Customer satisfaction



Claims and incidents

ZERO food safety claims

2.79 claims per million liters (defective items)

ZERO data protection incidents



Quality and food safety



Licor 43,
Zoco and Villa
Massa plants



Zoco and
Ramón
Bilbao plants



Ramón
Bilbao
wineries

We maintain our Food Quality and Safety **certifications**

Sustainable innovation



Innovative products



First line of Ramón Bilbao organic wines



Certified vegan wines



Lolea Garnacha organic variety in a can



Yellow rose Harris County arrives in Spain, artisan bourbon



Philanthropy and social action



Promotion of **art** and **culture**



San Sebastián Festival 2021
#MardeFradesdeCine



Mercedes Benz Fashion
Week Madrid 2021



Licor 43 sponsor
of the "Premios
Mujerhoy 2021"



Villa Massa sponsor of
the Michelin Guide
Gala Spain Portugal



Main sponsors of the
2020-2022 World Coffee
In Good Spirits
Championships (WCIGS)

**Zamora Company
supports art and culture**

Customer satisfaction



Customer Experience



Club Venturio



Spanish Wine Academy



**Licor 43 turns
75**



**The Mar de Frades
Garnet Lounge
cabin**

Sustainable innovation



Social innovation

Licor 43 Chocolate, limited edition of
Licor 43 Original with cocoa 100% of
sustainable origin
("Cocoa Horizons" program)



"U-Label" label: complete and
multilingual information
through QR Codes



1st edition of the "Juli Soler Awards"

promoted by **Spanish Wine
Academy-Ramón Bilbao** y
and created by **Madrid Fusión
The Wine Edition**

Sustainable wine tourism experiences



Good corporate governance



Adherence to the **Global Compact**

Adherence to the
Global Compact
of the
United Nations



Risk management

Update Risk map

Creation of the Audit and Risk
Committee

Risk Management and
Compliance system

Transparency and dialogue with stakeholders



Support to the **Culture**

Participating in
Spanish film
production and
music festivals



Corporate leadership
in the COVID-19 crisis

Commitments as a Conscious Company

Plan to disseminate and highlight
our commitments as a
Conscious Company

Leadership as a Conscious Company



- ★ Strengthening relationships
with our stakeholders
- ★ Revised materiality analysis
with the collaboration of
our stakeholders





Good corporate governance



✓ Ethics and values

Updated Code of Ethics and Conduct in 2021

Family protocol

✉ Whistleblower channel

0 complaints regarding corruption and human rights

Transparencia y diálogo con los grupos de interés



📊 Shared growth

Participation in forums and events to promote sustainability through synergies and shared growth



Leadership as a Conscious Company



🔍 Transparency

Second Conscious Company Annual Report

GRI Standards

Non-Financial Information Report (NFR) 2021

Conscious Company Website