



CONSCIOUS COMPANY 2025 REPORT EXECUTIVE SUMMARY



HEADLINE ANNUAL INDICATORS

ENVIRONMENT

RENEWABLE ENERGY
CONSUMED

82%



WASTE
RECOVERED

95%



ENVIRONMENTAL
CERTIFICATIONS



SOCIAL

EMPLOYEES

580+



SUPPLIERS

1,500



100% SIGNED UP TO THE CODE ETHICS

QUALITY AND
FOOD SAFETY
CERTIFICATIONS


9001:2015



GOVERNANCE

COMMITMENT TO THE
SPANISH NETWORK
OF THE UN GLOBAL
COMPACT



United Nations
Global Compact

HUMAN RIGHTS
COMPLAINTS

0





A RESPONSIBLE COMPANY

Innovation and tradition go hand in hand at **Zamora Company**, a 100% family-owned Spanish business specialising in the production and sale of premium spirits and wines.

For eight decades, we have won the hearts of our customers through authentic and contemporary brands, underpinned by a firm commitment to excellence.

Current, accessible, honest, sustainable and committed brands



LICOR 43

LICOR 43 RTD



GRESSY



MARTIN MILLER'S GIN



VOLTEO



MAR DE FRAIDES



RAMÓN BILBAO



ZOCO



BEREZKO



EL AFILADOR



GODEVAL



CRUZ DE ALBA



LOLEA



YELLOW ROSE



THUNDER BITCH



VILLA MASSA

Presence:

ACTIVITY IN
80+
COUNTRIES

8
PRODUCTION
PLANTS

45.6%
DOMESTIC
MARKET

54.4%
INTERNATIONAL
MARKET

ACTIVE COMMITMENT TO THE HABITAT

At Zamora Company, **we look to the future with a sense of responsibility**, taking an active role in addressing the climate emergency, and firmly believing in the need to conserve resources to safeguard the future for generations to come.



CLIMATE CHANGE

The Group has met its target of reducing emissions intensity (Scope 1 and 2) by 15% per litre bottled (2020 baseline).



ECO-DESIGN

Reduction in the weight of the Ramón Bilbao 75cc Bordeaux-style bottle.
9.5 t of plastic saved.
Use of sustainable materials.



BIODIVERSITY

Elimination of synthetic herbicides and fungicides. Use of natural treatments based on plant extracts such as chamomile, horsetail and propolis. Installation of beehives in collaboration with local beekeepers.



LOCAL SOURCING

Procurement of 8,000 tonnes of locally sourced vegetables from the regions where the plants are grown.



SCOPE 1 AND 2 EMISSIONS (gCO₂e/l bottled)

22.70

-42% VS. 2020



WATER CONSUMPTION IN SPIRITS PRODUCTION

52,031 m³

-15.9% VS. 2024



INSPIRED BY PEOPLE

People are at the heart of everything we do, which is why we strive to create an environment that fosters transparency, integrity and respect as shared values.



WE WORK AS A TEAM

REPRESENTATION OF WOMEN
39.78%

WOMEN IN MANAGERIAL ROLES
10



COVERED BY COLLECTIVE BARGAINING AGREEMENT
87.50%

SPAIN
100%



A DIVERSE AND HEALTHY COMPANY

We ran a workshop on bias to raise awareness among our workforce.

We cater to the specific needs and requirements of each generation group of employees.

We foster a sense of belonging within our teams.



CONSCIOUS SUPPLIERS

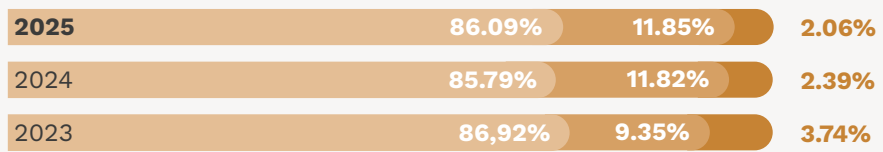
Launch of a new supplier approval and assessment system, centralised on a shared, collaborative platform.

We guarantee transparency and excellence thanks to our new procurement policy.



Changes in the origin of suppliers

In 2025, the proportion of domestic suppliers remains close to 90%.



● Domestic suppliers ● EU suppliers ● Suppliers from third countries



CONSCIOUS CONSUMERS

We drive responsible consumption together with:



We adhere to the FEV's Self Regulation Code for Wine Advertising and Commercial Communication, supervised by 'Autocontrol de la Publicidad'.



CLIENT EXPERIENCE

- Wine tourism
- Spanish Wine Academy
- Casa Atlántica Mar de Frades
- Club Venturio



PHILANTHROPY

€659,000+ donated to various social initiatives.

We are proud to announce that 2025 has once again been a year of significant accolades for the company and our products



GROUP RECOGNITION

- Silver Medal in the 2025 EcoVadis assessment.
- The Spanish Red Cross in the Region of Murcia recognised Zamora Company at the 9th Inclusion Awards ceremony, in the 'Partnerships for Growth – Sponsorship' category.
- Double win at the Just Drinks Excellence Awards, for Business Expansion and Environment.



- The Madrid Food Bank recognises the Group's commitment to social responsibility.
- Gold Medal awarded by the Fundación Hospitalidad Santa Teresa.
- Award bearing the 'Company with Values' badge from Cáritas Cartagena.

ETHICAL LEADERSHIP TO STRENGTHEN OUR LEGACY

Our leadership is founded on **integrity, business ethics and corporate responsibility** – the cornerstones of our business model as a Conscious Company.



GOOD CORPORATE GOVERNANCE

Online Training Courses on the Whistleblowing Channel and Competition Law.

Implementation of policies to prevent criminal risks.



LEADERSHIP AS A CONSCIOUS COMPANY

Constant commitment to the promotion of responsible consumption of our products, in line with different sectoral organisations.



ALIGNMENT WITH:

Global Reporting Initiative.
Global Compact Spanish Network.
Sustainable Development Goals.



TRANSPARENCY

6th Annual Conscious Company Report.



The forging **strategic partnerships** reinforce our values and enable us to make a positive impact.



CONSCIOUS COMPANY PLAN

3 PILLARS OF ACTION

**EMPOWERED
EMPLOYEES**

**CONSUMERS AND
SOCIETY**

**COMMITMENT
TO THE PLANET**

3 CROSS-CUTTING AXES

**CONSCIOUS
LEADERSHIP**

TRANSPARENCY

**GOOD
GOVERNMENT**



Adopting this approach helps us to set out a clear and consistent path. Every milestone we set encourages us to take concrete steps to make progress in the most important areas and to establish a responsible and sustainable way of working.

The complete document is available at: www.zamoracompany.com

Enjoy the interactive experience
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