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Conscious Company Report 2023

Executive Summary



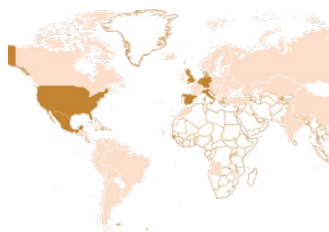
MAIN INDICATORS OF THE YEAR

Business

 **€268M**
sales

 **€45.3M**
EBITDA


+80 markets



Environment



63.53% 
renewable energy
consumed

96%
waste assessed

Environmental
certifications:



Cartagena
Dicastillo



Ramón Bilbao
Mar de Frades



Cartagena

Social

 **550 +**
employees

 **25**
nationalities

Adherence to
self-regulation
codes



1,200 
suppliers, 100% signed
up to the Code of Ethics



€650,000
donated to 10+
social organizations

Governance



Partnerships for the future



0 human
rights comp-
laints



100%
teams trained in
the criminal risk
prevention model

PROUD OF WHO WE ARE

Here at the Zamora Company Group, we're proud of being a **100% family-owned, Spanish company** specialized in **producing and bringing to market wines and spirits** of the highest quality. As **Conscious**

Company, all of our work is undertaken through the responsible business model, conscious of the future legacy we want to leave behind and based on the **sustainability of the business, society and the planet.**

OUR PORTFOLIO: OUR DNA



Licor 43



Gressy



Martin Miller's Gin



Berezko



Mar de Frades



Ramón Bilbao



El Afilador



Cruz de Alba



Lolea



Yellow Rose



Thunder Bitch



Zoco



Villa Massa

INTERNATIONAL PRESENCE

More than **10** own offices

8 production plants in **3** countries

SPAIN

Rías Baixas
Ribera del Duero
Haro
Rueda
Cartagena
Dicastillo

USA

Texas

ITALY

Sorrento

We operate in more than **80** countries

46% domestic market

54% international market

CONSCIOUS ENVIRONMENTAL STRATEGY

At Grupo Zamora Company we are committed to the fight against climate change and the conservation of the environment, demonstrating

our business excellence. We promote the **efficient use of resources and reduction of emissions** across all our operations.



Climate action

2023: MAIN MEASURES

- The implementation of self-generating renewable energy systems using solar panels.
- Purchase of 100% renewable energy.
- The replacement of existing bulbs with LED technology.
- The fostering of awareness and training among the labour force.
- Installation of biomass furnaces at several production centres.
- Commitment to the acquisition of cutting-edge machinery.



Circularity

2023: MAIN MEASURES

- Reduction unit weight and increasing the percentage of recycled material in packaging.
- More easily recyclable packaging and use of environmentally respectful materials.
- Simplification of dye usage.
- Optimisation of paper and cardboard grammage.
- Installation of a smart watering system and regulators on hoses. Integration with weather stations.
- Low and controlled use of fertilisers and phytosanitary chemicals.



Protection of biodiversity



Biodynamic agriculture.



Precision viticulture.



No herbicides, pesticides or transgenics.



Use of organic fertilizer.



WE BELIEVE IN PEOPLE

Companies are the sum of their people. That's why we're proud of what our team and suppliers achieve every day. They are the real protagonists. Likewise, we

are attentive to the needs of consumers, clients and society at large.



A committed team

Year after year, we create quality employment and, at the close of 2023, we have a staff **more than 550 people across the world**, which is growth of 2.9% year on year.

Commitment to professional growth

Within the company, we have an **annual Training Plan** whose specific objectives are configured according to the opinions, suggestions and assessments of their managers.

Inclusive, diverse and safe culture

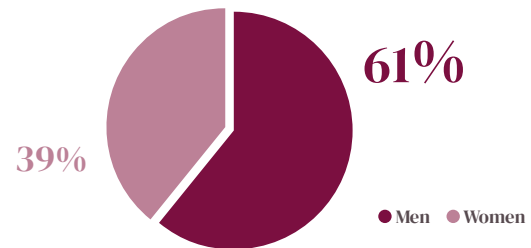
We foster an inclusive culture and a diverse workforce that enriches us as a company. As a result, we currently have **25 nationalities** among our staff. We also foster a culture based on prevention and safety, where everyone's involvement is crucial.



Conscious suppliers

We support the local economy by using local suppliers who have a faster reaction time to incidents and meet our ESG criteria.

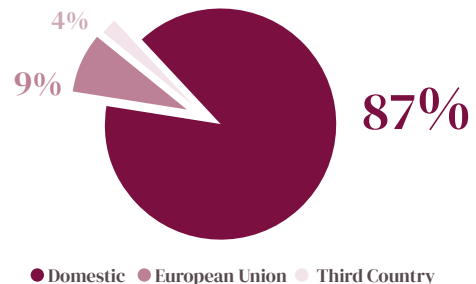
Our team



Training



Suppliers Country of Origin





Consumers and clients

We direct all our efforts towards consumers and clients in promoting **responsible consumption** of our products and we actively participate in sectoral programmes promoted by the FEV and FEBE.

Quality and food safety

To ensure the quality of our products and to, we hold the following certification:



Licor 43, Zoco and Villa Massa plants



Licor 43, Zoco and Ramón Bilbao plants



Bodegas Ramón Bilbao

Complete consumer and client experience

We offer our clients unique and unforgettable experiences such as:

- Wine tourism
- Spanish Wine Academy
- La Cabaña Mar de Frades Garmet Lounge
- Club Venturio
- Licor 43 Bartenders & Baristas Challenge



Together with society

We place special focus on the communities in which we are present, and as part of our corporate responsibility responding to their demands, looking for real solutions and sharing value. Corporate philanthropy results in us **donating 2% of net profit annually** to social actions

focused on the most vulnerable groups. In 2023 we donated **€650,000** to these causes. We also organise initiatives to promote **local, cultural and artistic development**.



SOLID GOVERNANCE

At Zamora Company we have established a solid corporate governance model, based on transparency and the individual responsibility of

everyone who makes up the company, ensuring maximum integrity in decision-making and in all our activities.

Working from an ethics and integrity approach

Code of Ethics and Conduct

Approved by the Board of Directors and updated in 2022, is the document that regulates the principles and values to be followed by the members of the Group in the course of their activities.

Respect for and defence of human rights

We uphold international standards such as the United Nations Universal Declaration of Human Rights and the fundamental principles published by the International Labour Organization.

Partnerships for the future

We belong to:



Spanish Global Compact
Local Network -
United Nations Global
Compact.



Autocontrol, the
Association for
Self-Regulation of
Commercial Communication.



Foro de
Marcas Renombradas
Españolas



FIAB
FEDERACIÓN ESPAÑOLA
DE INDUSTRIAS DE ALIMENTACIÓN
Y BEBIDAS



**CARTAGENA
PUERTO
SOSTENIBLE**



**ESPIRITUOSOS
ESPAÑA**



Cámara
Cartagena

In addition to this, we are an active member of the main national associations in the sector, where we participate in many sectoral agreements and commitments, such as encouraging responsible consumption and the promoting sustainability, among others.



As a company, we have always been committed to binding our activity to our natural and social environment. That's why we endeavour to ensure environmental protection and socioeconomic growth. It's part of our DNA. All our efforts are towards a common goal: achieving a sustainable business model that will be our future legacy for society and the planet.

Our business activity is reflected in the Zamora Company Conscious Company Plan, which built:

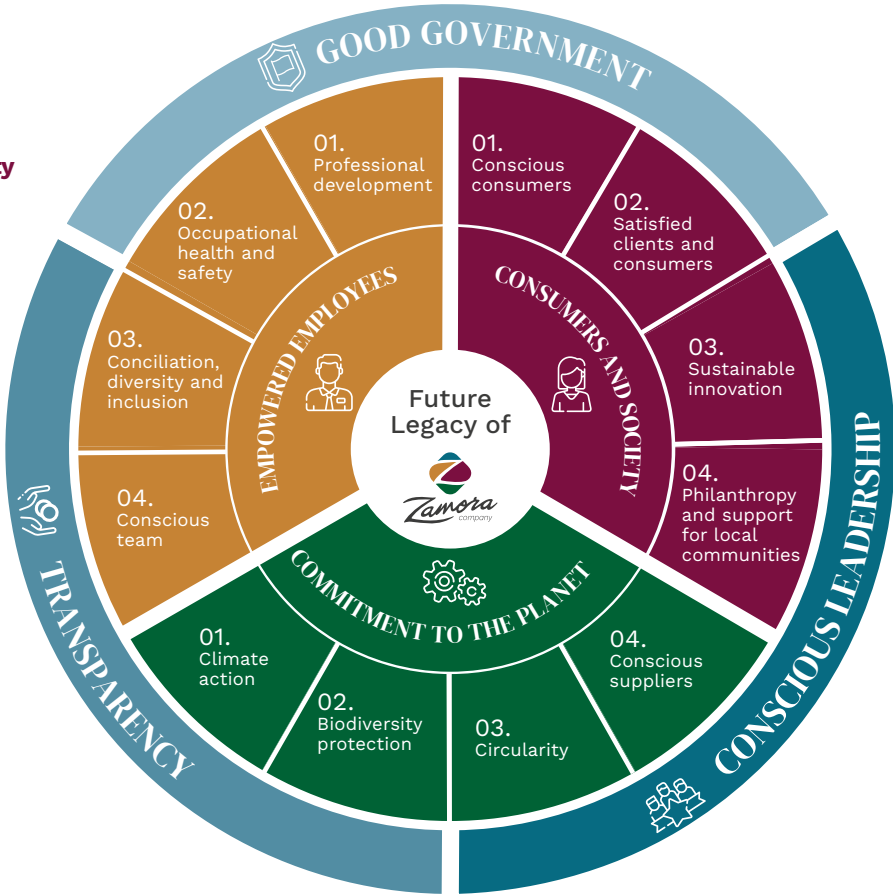
3 pillars of action

- Empowering employees
- Commitment to consumers and society
- Commitment to the planet

3 cross-cutting axes

- Good governance
- Transparency
- Conscious leadership

Based on this model, we have developed a broad approach to address three pillars and cross-cutting axes, identifying and outlining strategic lines of action.



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