

traceability

2022/2023 csr report



Anecoop

## Structure, scope and boundary of this Report

This is Anecoop S. Coop.'s Corporate Social Responsibility Report (CSR) for the 2022/2023 trading year (from 1st October 2022 to 30th September 2023), which describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights. Reporting is carried out on an annual basis and coincides with the trading year.

This is the fourteenth CSR Report we have published. The previous report was compiled for the 2021/2022 trading year and was presented to the cooperative's members at the Annual General Meeting in March 2023.

This Report complies with Anecoop's commitment as a social economy sector enterprise and evidences the social responsibility policies we have developed over the years in conjunction with our members, workforce, customers and the broader community.

The 'General Disclosures' information refers to the Anecoop Group, whose headquarters are in Valencia (Spain), and to our subsidiaries and other companies in which we have a stakeholding in Europe.

The 'Material Topics' information refers to Anecoop S. Coop. (Spain), as we have direct control over these details. The audited Non-Financial Reporting Statement on the companies that are part of the Anecoop Group's consolidated accounts will be published on [www.anecoop.com](http://www.anecoop.com).

This Report has been produced according to the standards contained in the Global Reporting Initiative (GRI)\*, taking into account the key concepts on which sustainability reporting is based, i.e., "impacts", "material topics", "due diligence" and "stakeholders", as well as the principles of accuracy, balance, clarity, comparability, the sustainability context, comprehensiveness, timeliness and verifiability. In determining material topics, we relied on stakeholder engagement (members, employees, customers and society); they were identified and defined according to EFQM criteria, maintaining ongoing communication through various channels provided by the company for this purpose. This Report was drawn up using the GRI Standards as a reference.

Contributions to the CSR Report may be sent to [info@anecoop.com](mailto:info@anecoop.com). We are confident that this will lead to further enhancement of future CSR Reports.

\* The Global Reporting Initiative (GRI) is a not-for-profit organisation which lays down standards for the production of social responsibility reports.



Anecoop 2022/2023 CSR Report  
*traccabilità*



Anecoop

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# letter from the chairman



After a difficult year in 2021-2022, we kicked off the 2022-2023 trading year in the hope that things would calm down. Nothing could have been further from the truth. Political uncertainty persisted and continues to do so: the need to seek alternative routes to market products in certain parts of the world and the consequent price increases have brought us back to square one. Although this is an adverse situation for all industries, our sector is particularly sensitive for many reasons. The most obvious ones are the perishable nature of our products which means we need to sell them quickly and the almost daily adjustment of production costs.

Anecoop is well aware of this situation and has focused on mitigating the short-term consequences of the numerous challenges affecting our sector, without losing sight of the strategies that need to be deployed if we are to make progress in the medium and long term.

I would like to congratulate the cooperatives and member companies who have turned words into deeds and have gone ahead with integration. As we know, this is one of the keys to boosting efficiency and competitiveness, to being better prepared to deal with ambitious challenges and projects and making us capable of holding our own in an ever-changing market.



Alejandro Monzón  
Chairman

We continued to invest in resources to promote the use of technology and digital transformation in our day-to-day management with members and customers, enhancing and streamlining the exchange of information to continue to make progress in all production process-related tasks. This approach adds value and brings our management in line with the times, making the handling of documentation, production control and compliance with quality and food safety specifications more accessible to our members.

However, the challenge for the future lies in the sustainable development of our industry. And here we are in a favourable position, because our cooperative model dovetails perfectly with society's demands for companies and organisations that champion sustainability and are committed to the wider community. Anecoop and its 67 cooperatives and companies, with thousands of member growers, have created a powerful network which can alleviate the barriers that put advanced production technologies and sustainable practices beyond the reach of small and medium-sized producers, and which gives them the bargaining power of a large group when negotiating in the marketplace.

This Corporate Social Responsibility Report shows that innovation continues to be one of the mainstays for successful growth in all other areas. On the production side, we continued to be a benchmark. This is demonstrated by the significant number of visits we received during the year at our two field stations in Valencia and Almeria. When customers, academic organisations, research centres, producers and ancillary industry companies visit us they are frankly impressed by the projects we undertake in the field and in laboratories and, most importantly, by the work we do in terms of transferring knowledge to our members.

On the business side, we have our Innovation Committee, a multidisciplinary team that works to help the organisation with the backing of experts to make the most of the creativity and criteria of the Group's professionals, who are the people who know the organisation's day-to-day management better than anybody else.

This is our roadmap, and we are determined to continue moving forward, as we are aware that it will lead us towards our priority objective, which is none other than to ensure profitability for our members.

At the close of this report, in the first quarter of 2024, we are approaching the year with the encouragement that comes from social awareness of how vulnerable agriculture is in Europe. The countryside has made its voice heard in society in recent weeks and has

managed to convey its shortcomings, which have become even more acute in a business that is so highly exposed to external factors. Consensus between the different agents involved in the value chain to manage fair prices for all, Europe's search for solutions to lighten the bureaucratic burden on farmers and the implementation of policies to curb unfair competition are spearheading the countryside's legitimate demands. In Spain, moreover, we are immersed in a year in which the drought is hitting hard.

However, we are not going anywhere. We are convinced that our cooperative status with its powerful social role makes us stand out in a positive sense. We are making our members more competitive and defending their interests thanks to the advantages that a united front can offer, which undoubtedly makes us stronger.



# letter from the managing director

Today's reality cannot be managed using traditional models. Change is constant and has picked up speed in recent years. We can only respond to it with innovation, new management systems and greater efficiency.



Joan Mir  
Managing Director

In the 2022-2023 trading year, Anecoop S. Coop.'s turnover rose to €846.9 million, up 2.7% on the previous year. This was an all-time record, despite a 14.3% drop in volume (650,978 t+kl), as a result of a fall in production across almost our entire range. However, on a highly positive note, while our turnover grew by 2.7%, the average price per kilo paid to growers rose by 20.7%.

The combined turnover of the Anecoop Group rose from €998 million to €1.001 billion, surpassing the billion-euro mark for the first time in our history, which is very significant and an absolutely remarkable figure.

The decrease in production, which was dramatic in some of our main products, was due to a series of adverse weather events that occurred at different times of the year and affected the majority of our crops and production areas. In some cases, over 50% of the harvest was lost.

Inflation and the consequent rise in the price of raw materials, energy and the general cost of living, together with shortfalls in certain products and ancillary goods at certain times of the year, together with a slowdown in the world economy, had a major impact on the year and on consumption. Not to mention the fact that this was the first year in which the war in Ukraine was ongoing during the entire trading year.

The consequences of this war are taking a particular toll on our wine sales. The loss of the Russian market has hit us hard, as has the

decline in wine consumption in China and in most of our neighbouring countries, leading to a 21% drop in turnover and a 32% drop in volume.

On a positive international note, Anecoop Praha's facilities at the Lipence market in Prague were renovated and extended. This expansion has increased our service and logistics capacity in the Czech market.

As highlighted throughout this Corporate Social Responsibility Report and in previous

reports, one of Anecoop's founding and ongoing objectives is to consistently pursue a concentration strategy for the integration of our members, including cooperatives and private companies, as well as our Company Groups, and last year was especially active in this area.

We started the 2022-2023 financial year with 73 member cooperatives. In the middle of the year, Coalmar Fruits was set up as a result of the merger of Agrícola del Marquesado from Llobai and San Salvador from Alfarp. These two cooperatives then ceased to be members and the new company joined Anecoop.

At the beginning of the 2022-2023 financial year, Alzicoop joined Green Fruits Coop. V. In July, the five cooperatives that had made up this second-tier cooperative therefore ceased to be individual members of Anecoop. In addition, an agreement was signed between Green Fruits and Soex-2 from Castellon to handle fruit in packing houses.

At the beginning of September 2023, Camp de Llutxent-Otos and Vitivinícola La Pobla del Duc decided to merge, creating a new second-tier cooperative, Univall Coop. V.

In the first quarter of the 2023-2024 financial year, the Andalusian cooperative Albentillas Sociedad Cooperativa joined another of our member companies, Toñifruit S.L., based in Librilla (Murcia).

In addition to all these corporate developments, a new member from Almería, Ecoinver Export S.L., joined in February 2024, reinforcing our increasingly prominent position in this province.

As a result, at the close of this report, Anecoop had 67 members.

I would also like to mention a major milestone that began to take shape during the previous year, in June 2022, namely the agreement to fully integrate the Persimon kaki sales of the cooperatives that make up the Persimon Group into Anecoop.

After many years and major progress in managing our kakis, the Persimon Group took the final leap of faith and in the current financial year, between the months of October and January, all the cooperatives' production was marketed through Anecoop. We would like to highlight the generosity, commitment and vision of the cooperatives that make up the Group, which account for 50% and over 100,000 tonnes of Spanish sales of Persimon kaki.

In other words, we have fewer but larger, much stronger, totally integrated organisations to respond to the new challenges of our customers, our consumers and our growers.

Today's reality cannot be managed using traditional models. Change is constant and has picked up speed in recent years. We can only respond to it with innovation, new management systems and greater efficiency.

At Anecoop, we are aware that these are our greatest challenges, and we are totally focused on them. We have to innovate and move forward while maintaining our principles and values. A clear example of this is the Persimon Group, where cooperation and commitment between cooperatives, and between Anecoop and its members, have been key to its success.

Years ago, I heard a leading cooperative expert say that people have the potential to reach infinite goals if they dare to dream them. In this letter, I would like us to dream together, to put aside the fear and apprehension that so often cripple us and to set ourselves ambitious goals that will help us to move forward and build a better future for our member cooperatives and companies, and for our employees.

At the time of writing (February), farmers' protests are spreading across much of Europe. The sector needs to be heard and its rightful demands should be met. The pandemic showed how necessary it is for a country to have a powerful, competitive, independent as well as diverse agricultural sector; it is not fair, nor socially acceptable to forget this so quickly.

At Anecoop we support farming in the way we know best. We are committed to improving our management, to innovation and to making the necessary changes to boost the income of our growers, which is why we exist.

We would like to thank Anecoop's Governing Board for their support, as well as all our colleagues at our branch offices, subsidiaries, packing houses, field stations and headquarters who, despite the many obstacles mentioned above, are always there for us. Their professionalism and commitment to Anecoop at all times are etched in stone.

At this time, Toni is especially in our thoughts.

Thank you, thank you very much.



# SUSTAINABLE DEVELOPMENT GOALS

## 17 GOALS TO TRANSFORM OUR WORLD



In 2015, a meeting of world leaders at the UN passed a new sustainable development mandate, the 2030 Agenda, which includes a series of Sustainable Development Goals (SDGs). There are 17 goals which have 169 targets that focus on eradicating poverty, combating climate change and reducing inequalities.

A high degree of involvement on the part of all the social stakeholders involved in the system is required in order to comply with these SDGs.

In this report, Anecoop, a social economy company whose Corporate Social Responsibility values have been firmly implemented in all areas of the organisation, highlights the actions which, as part of its business operations, dovetailed with 16 of the 17 SDGs in the 2022-2023 trading year.

Anecoop joined the United Nations Global Compact as a Signatory in June 2021, confirming its commitment to meeting the 2030 Agenda objectives.



•Cooperation with different charity organisations and NGOs in projects aimed at improving the lives of the disadvantaged and socially vulnerable.



•Promotion of sustainable agricultural practices among our member growers (Ruralfruit-Agroeco project). •Participation in initiatives and the development of projects to minimise food waste, such as AECOC's "Don't waste food" initiative. •Recovery of waste produce: participation in the FoodCollect project, which enables mechanical harvesting of fallen fruit. •Promotion of the future of food by participating in projects to assess rootstocks and varieties that are more resistant to climate change, such as the Caquiarrels project.



•Promotion of healthy lifestyles by supporting national and international sport and health-related events, both independently and through foundations, schools and other associations.



•Implementation of an Annual Training Plan adapted to the company's specific needs and aligned with the requirements of Anecoop's employees. •Training courses for cooperative members and member companies, especially in the areas of R&D and technological innovation, quality and systems, organisation and strategic management. •Offering work placements in the company. •Technical courses for growers on best agricultural practices and new technologies.



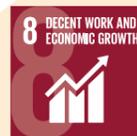
•All the company's recruitment processes are governed by equality of opportunities. •Recruitment criteria are based on candidate's level of education, their skills, job experience and aptitude for the position. •Salary criteria are exactly the same for all staff, irrespective of gender. •Participation in the project "A cooperative village in Anantapur" (India) for disadvantaged families in order to dignify the role of women in Indian society. •Implementation of an Equality Plan.



•Promotion of irrigation systems and technologies that ensure efficient water use among our members. •Participation in projects that involve efficient management of water resources, such as Digital Riego, Granarec, Inverconec and Ruralfruit Eco. •Participation in projects that enhance crop water management by adjusting water inputs through the use of new technologies in plots. •Transfer of project results to the primary sector and especially among our members (Digital Riego project).



•Photovoltaic plants on the roofs of three of our facilities. •Use of precision farming for agricultural management through new technologies such as geolocation, drones, robots and mobile applications to improve resource efficiency, including water (Granarec project).



•Application of quality employment policies, based on equality and training for staff and members. •In-house deployment of the Cultiva Project to manage people and talent. •Application of distributive justice among members. •R&D and technological innovation support for our member cooperatives, member companies and growers. •Application of health and safety measures in the workplace.



•Major annual investment in R&D and technological innovation. •The company has two field stations, one in Valencia and the other in Almeria, to develop R&D and technological innovation projects that benefit its member growers. •Involvement and participation in numerous national and international working groups and projects in conjunction with different government bodies and agencies. •Support for more sustainable infrastructure, such as the Mediterranean Corridor. •Development of new ways to consume fruit and vegetables (ready-to-eat, ready-to-cook). •Adding value to traditional products (hoshigaki or dried kaki).



•In-company recruitment criteria, nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account. •Inclusion of people with different nationalities on the staff. •Inclusion of people with physical or mental disabilities on the staff. •Member of the Novaterra Foundation, which works for social inclusion and justice through employment.



•Thanks to our operations and our role as a social economy company, it contributes to safeguarding the future of our producer members, fostering the sustainability of farming and, with it, preventing the rural population from moving to urban areas. •Participation in a project to recover abandoned plots of land: Innoland project.



•Certified growing systems that guarantee food safety. •Participation in initiatives and the development of projects to minimise food waste. •Practices to encourage sustainable farming, organic farming, zero residue and *naturane* certification. •Implementation of policies to efficiently manage natural resources and waste in our activities.



•Practices to encourage sustainable farming, organic farming, zero residue and *naturane* certification. •Promotion of the use of water-saving irrigation systems among our members. •Photovoltaic plants on the roofs of three of our facilities. •Use of plant cover in our field station plots to retain rainwater, reduce ambient temperatures and promote biodiversity in the plots. •Promotion of the future of food by participating in projects to adapt fruit and vegetables to climate change, such as Caquiarrels, Granarec and Ruralfruit Eco. •Participation in a project to obtain 100% biodegradable materials for sustainable packaging obtained from food-based bio-waste. •Participation in a project to monitor and minimise packing house waste together with our members in Murcia.



•Collaboration with the Ingenio Foundation, which is committed to ensuring the sustainability of the Mar Menor (Murcia).



•Participation in a project to recover abandoned plots of land: Innoland project. •Encouraging our members to use biological pest control. •Participation in two European projects to control pests and diseases from third countries and prevent their spread in the EU (FF-IPM and Patafest projects). •Participation, together with our members and the Asociación de Naturalistas del Sudeste, in a project for the conservation of biodiversity.



•Public-private partnerships with the academic world and other organisations in development projects that contribute to achieving these SDGs. •Participation in innovation forums to improve the industry.

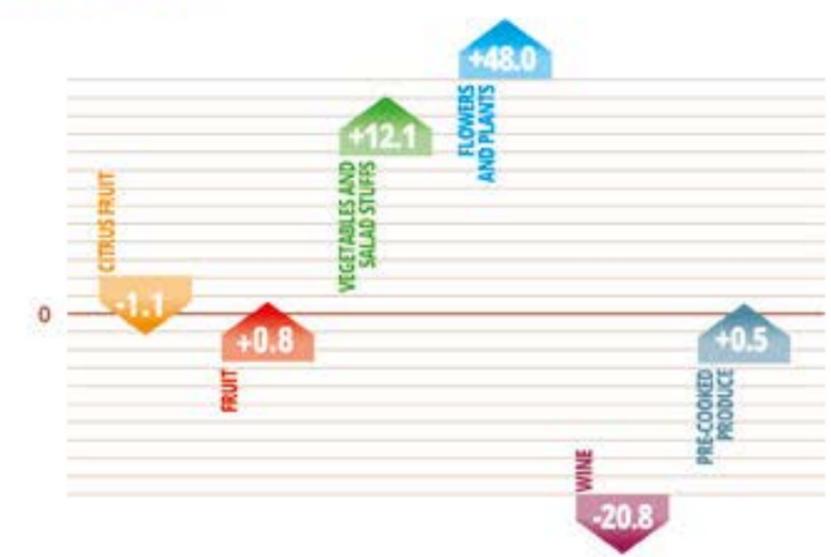


# 1. products

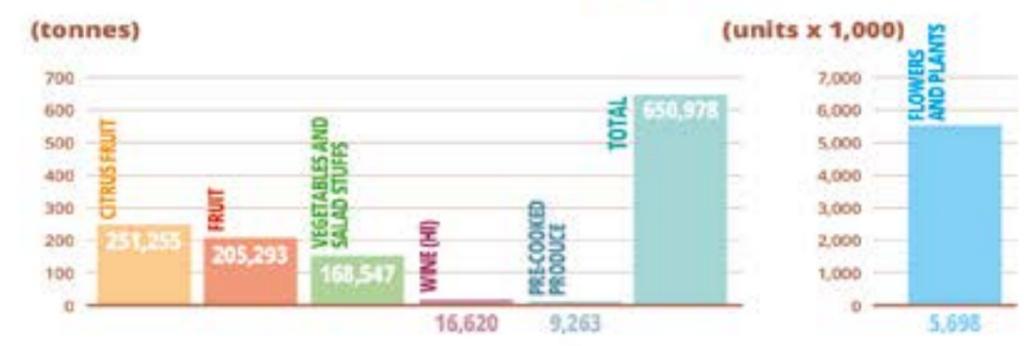
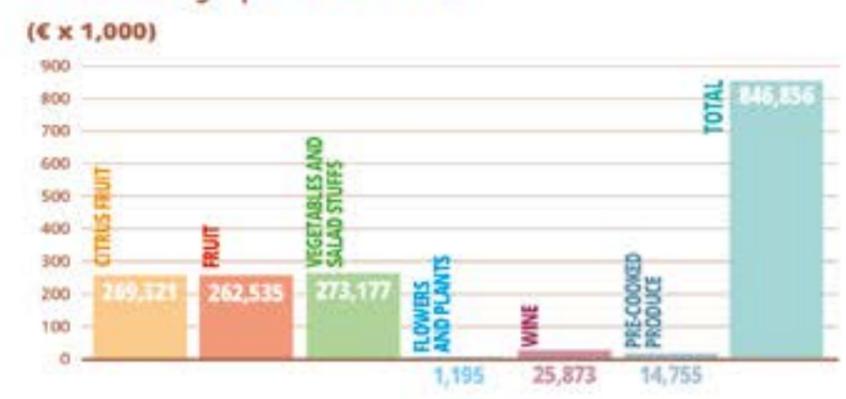


## ↑ € +2.7%

turnover



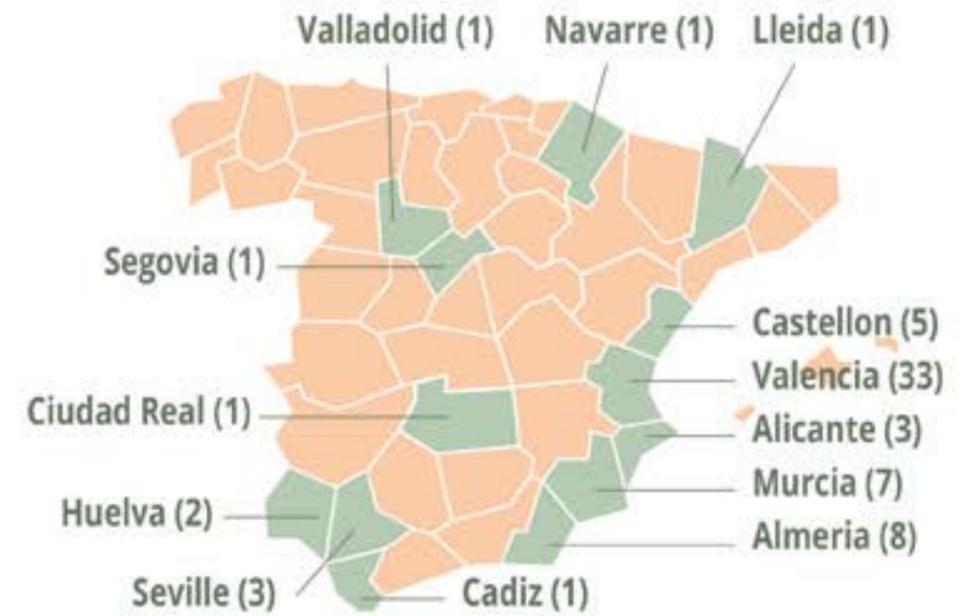
sales by products





# 2. growers

## geographical location of Anecoop's members



67 members / 7 regions / 13 provinces

## our members

grower members **21,284**

other members **23,531**

employees **20,347**

## our land

hectares cultivated **59,956.83**





# 3. markets

## our markets



69 countries

## the Anecoop Group

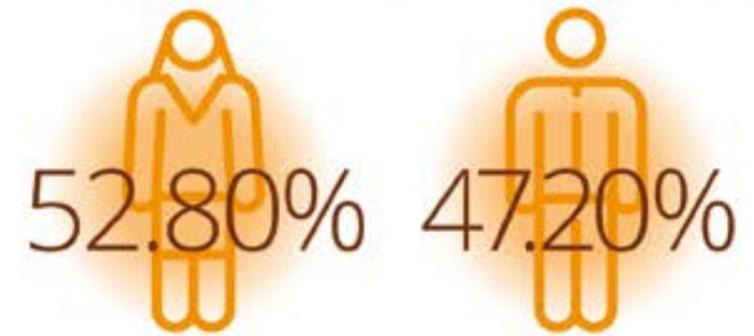




# 4. employees



percentage of employees by gender



average age of workforce



training

41.2 hours of training per employee



€164,462 invested in training



91.5% of the workforce received training



# 5. society



## Anecoop and solidarity

€88,400

donated to 30 charity associations  
NGOs and associations



>665,000 kg  
of fruit and vegetables  
donated by  
the Anecoop Group

committed to healthy eating



cooperation in  
99 sporting events  
and recreational activities  
in different countries



# 6. earth



CITRIAFORO project  
mechanised solutions to estimate  
citrus fruit production and yields

our brands are  
environmentally friendly  
and ensure food safety



>45,000 ha certified\*  
by GLOBALG.A.P.



533 t  
marketed



28,535 t  
marketed

certification that guarantees  
food and resource management

GLOBALG.A.P.



# 7. future



our R&D resources

2 experimental field stations



€1.5 million spent on R&D and technological innovation

some projects we are taking part in



Fruit Flies In-silico  
Prevention & Management  
**FF-IPM**

handling and warning of the current presence of fruit flies and potential new species



**AgriSmart data**

artificial intelligence for greenhouse crop production



**DigitalRiego**

modernisation of valencian irrigation based on digital transformation and new technologies

# actions that bring life to farming

## Bouquet Persimon® kaki: 25th Anniversary - The Star Taste of the Autumn

Last year, we celebrated 25 years of the first commercial shipments of one of our benchmark products, the Persimon® Bouquet kaki.

This crop started life five decades ago, when growers in the Ribera del Xúquer area of Valencia (Spain) identified a native variety of kaki which they called "Rojo Brillante" (Bright Red).

In the 1990s, consumers were familiar with the classic Rojo Brillante kaki, which was eaten soft with a spoon, a characteristic that meant it could only be eaten at home and limited its



geographical outreach, as its short shelf life meant that it could not be sent outside Spain and Portugal.

By upgrading its ripening system, the astringency of the pulp could be removed when the kaki was still hard, crunchy, tasty and fully ripe. To differentiate it from the soft traditional kaki, it was given the name Persimon®.



The arrival of Persimon® kakis on the market 25 years ago not only managed to extend the shelf life of the product, but also transformed their marketability, as they could be exported to more distant markets, and their consumption, making them easier to eat, more convenient, more versatile and more accessible. This is a recognised success story whose sales have increased a hundred-fold, from 1,000 tonnes in 1997 to an average of 100,000 tonnes in recent seasons.



At Anecoop we sell Persimon® kaki under our Bouquet brand and with the Kaki Ribera del Xúquer Designation of Origin, an official certification which is clearly stamped and numbered on each pack. This Regulatory Board is responsible for supervising the production, quality, flavour, appearance and packaging of each harvest belonging to the Kaki Ribera del Xúquer Protected Designation of Origin that reaches the shelves. Only kaki certified under this designation of origin can be labelled as Persimon®.

### Actions that bring life to farming: highlighting the value of the product and its local environment

This momentous anniversary took place during a difficult year, with a significant drop in the harvest as a result of atypical weather conditions that dramatically altered the growth of this crop.

Despite this, at Anecoop we did not want to miss the opportunity to give well-deserved RECOGNITION to the Persimon® kaki for the huge impact it has had on the agricultural landscape, and on the thousands of growers and professionals who have joined forces to make this possible, and who have ensured that today, Anecoop and all its members who grow Rojo Brillante Persimon kaki represent over 50% of Spanish exports of this fruit, which has become the star of the autumn season. To mark this milestone, we conducted a series of commemorative activities to ensure that this landmark and recognition also reached consumers.

## Support for the rural environment: 100% Spanish production

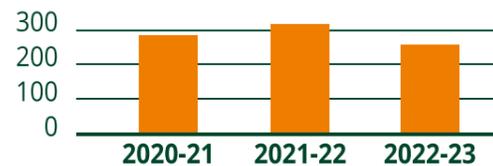
Persimon® Bouquet kaki is grown 100% in Spain, which means it is a crop programme with significant social value that enables many growers and their families to continue farming all year round, thus helping to support Actions that Bring Life to Farming.

Consumers who choose Persimon® Bouquet contribute to the sustainability of agriculture by limiting the number of abandoned plots of agricultural land and ensuring that people continue to live in rural areas and therefore guaranteeing the generational renewal of agriculture.

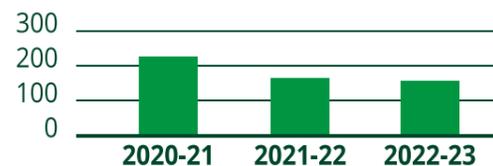


# economic information

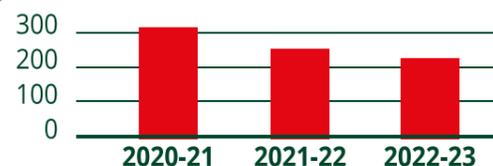
## CITRUS FRUIT MARKETED (mt x 1,000)



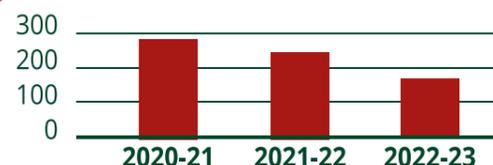
## VEGETABLES AND SALAD STUFFS MARKETED (mt x 1,000)



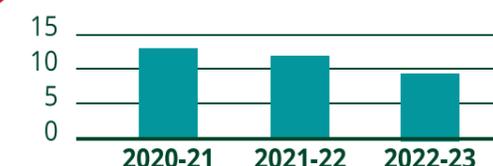
## FRUIT MARKETED (mt x 1,000)



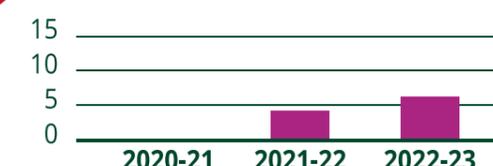
## WINE MARKETED (hl x 1,000)



## PRE-COOKED PRODUCE (mt x 1,000)



## FLOWERS AND PLANTS MARKETED (units x 1,000)



## 2.1. Figures

Anecoop continued to grow steadily, reaching a turnover of **€846.9 million**. This represents a 2.7% increase on the previous year, despite a 14.3% drop in volume (**650,978 t+kl**) due to lower production in practically all the product groups.

This is a direct result of the changing climate that affected most crops and agricultural areas in different ways, causing a drop in yields and episodes of low product availability which led to major imbalances in supply.

In terms of consumption, we continued to suffer the effects of inflation, which caused demand to shrink in our main markets, with consequent declines in sales and a shift in our customers' sales policies towards a back-to-basics strategy.

Difficulties in securing supply made it easier for produce from third countries to gain access to our main markets, increasing competition. This was especially the case in citrus fruit, but also in other products such as tomatoes and watermelons.

This is an important issue that we will have to factor in from now on if we want to build trust with our customers, who continue to push for more comprehensive, direct supply structures with fewer numbers of suppliers. The crux of the matter will be our ability to guarantee supply throughout the entire year.

On the **wine** front, we continued to suffer the consequences of a complex scenario. The rise in prices caused by more expensive raw materials slowed but did not fall; the Russian market continued to suffer as a consequence of the invasion of Ukraine; consumption in the Chinese market again fell dramatically; and this year the macroeconomic situation in Europe, especially the rise in interest rates, had a major impact on consumption.

This perfect storm brought a 21% drop in turnover and a 32% fall in sales volume, making us question the future of the industry in the short term and its performance in the medium term.

Anecoop Bodegas, which includes our Wine Division and our member wineries, is currently conducting a study to anticipate and adapt to the



new circumstances. This will provide the strategic guidelines for the division to deal with this new situation.

We sold 251,255 tonnes of **citrus fruit**, down 20% on the previous year, in a season in which Spanish production fell to its lowest levels for ten years. The prices reached were well above those of previous years, with record highs in oranges and mandarins, which boosted turnover to €269.3 million.

This product group brought a loss of volume in early clementines, the consolidation of our Nadorcott and Tango varieties, an unprecedented decrease in late orange production and difficulties in grapefruit and in lemons, which has excellent growth prospects for the coming years.

This is the right time to mention the alarming drop in citrus consumption and the increasingly fierce competition from Egypt and Turkey, countries we can only compete with if we are able to add value to our produce.

Sales volume of **non-citrus fruit** was down 11% on 2021-2022, which contrasted with the 0.8% increase in turnover. Once again, the weather negatively affected our main products.

Conversely, the significant increase in prices helped to offset the rise in costs and the drop in production. In terms of management, we implemented a major improvement plan in the Persimon Group.

The watermelon and melon season was also characterised by a lack of produce, especially in the middle of summer, which is the period of highest sales where, as with our Persimon kakis, we practically had to ration the fruit. On a positive note, the plan to recover watermelon cultivation

in Valencia was a success and helped us to alleviate the lack of supply.

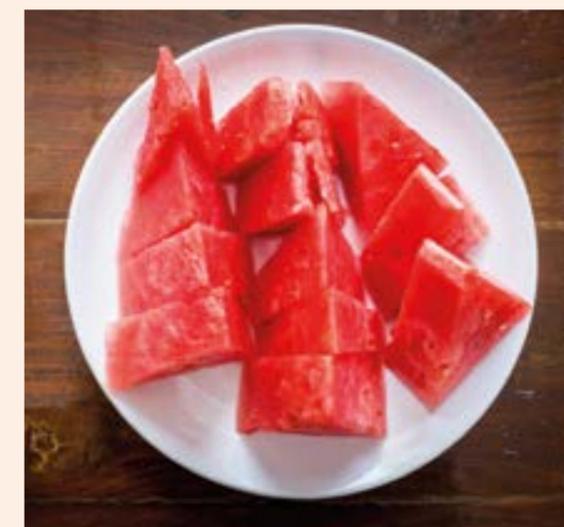
After several years of poor production due to weather incidents in the Ebro Valley, stone fruit production in this area was good and enabled us to recover the volume lost in previous years. We have also pinpointed the need for varietal renewal in this product group and for a more evenly distributed production calendar with fruit in all production areas.

We continued to work to improve our position in other lower volume products, but which complement our range, such as red and exotic fruits and kiwifruit.

Although there was a slight drop in the volume of vegetables sold, turnover increased by 12.2% to €273.2 million, making this the leading product group in sales terms for the first time.

This was a year of production fluctuations, with prolonged periods of low availability, especially in the case of outdoor vegetables grown in the Murcia area. Average prices were higher than in previous years for almost all produce.

It is worth highlighting the growth with our members in the Almeria area, with whom we must continue to make progress in scheduling production to ensure year-round supply and improve our position in products we have shortages of. We set up new lines of work to procure vegetables from Cadiz.



# economic information



As a result, we managed to diversify our customer portfolio and consolidate our position with strategic customers, whilst also confirming our huge growth potential.

For the first time, the volume of **organic produce** dropped significantly, falling below 30,000 tonnes. These are not easy times for organic products, which have fallen victim to the preference for local produce and the drop in consumption due to the economic crisis. However, the certified surface area continued to increase among our members. We continue to believe that the drop in consumption is cyclical, and that organic production will continue to grow as a more sustainable farming model, which is why we must do whatever is necessary to gain ground.

Turnover for **pre-cooked produce** remained very similar to the previous year. We expect these figures to grow in the medium term thanks to the improvements and new ideas that Janus is working on to respond to the growing consumption of these product lines.

The acquisition of Floren'sud and Alma Bouquets enabled the deployment of **flower-growing** plans among our members, as a new production alternative for development.

## Distribution of profit

In the 2022-2023 financial year, Anecoop obtained a profit of €1,823,685.

## Surplus

100% of the surplus was allocated to collective or undistributable funds. Each year, the General Assembly agrees that the surplus will be allocated to the members' cooperative income, to increasing the mandatory reserve fund, and to the education and promotion fund. In 2022-2023,

part of the cooperative's surplus was allocated to the education fund and the rest was assigned to the reserve fund. According to article 48.2 of the Corporate Bylaws, "From the surplus recognised for the purpose of calculating the cooperative's profit for the year, after deducting any previous years' losses, and prior to taking into account Corporation Tax, at least 20% will be allocated to the mandatory reserve fund; and 10% to the education and promotion fund", and to article 48.3, "At least 50% of the extra-cooperative or extraordinary profits [...] will be allocated to the mandatory reserve fund".



## SALES

Tonnes	2020-21	2021-22	2022-23
Citrus fruit	286,936	315,546	251,255
Fruit	305,881	231,060	205,293
Vegetables, salad stuffs and plants	210,346	177,949	168,547
Pre-cooked produce	13,016	10,661	9,263
<b>Total fruit, vegetables and salad stuffs</b>	<b>816,179</b>	<b>735,216</b>	<b>634,358</b>
<b>Total flowers and plants*</b>	<b>-</b>	<b>4,855</b>	<b>5,698</b>
<b>Total wine (hl.)</b>	<b>292,318</b>	<b>246,657</b>	<b>166,200</b>
<small>* Units (x 1,000)</small>			
Euros*	2020-21	2021-22	2022-23
Citrus fruit	241,882	272,325	269,321
Fruit	260,152	260,456	262,535
Vegetables, salad stuffs and plants	231,461	243,487	273,177
Pre-cooked produce	20,696	14,677	14,755
<b>Total fruit, vegetables and salad stuffs</b>	<b>754,191</b>	<b>790,945</b>	<b>819,788</b>
<b>Total flowers and plants*</b>	<b>-</b>	<b>807</b>	<b>1,195</b>
<b>Total wine (hl.)</b>	<b>36,105</b>	<b>32,671</b>	<b>25,873</b>
<b>Total</b>	<b>790,296</b>	<b>823,616</b>	<b>846,856</b>
<small>* Euros (x 1,000)</small>			

## Share capital

Anecoop's share capital at 30 September 2023 was €25,594,685. The mandatory reserve fund allocated to the consolidation, development and

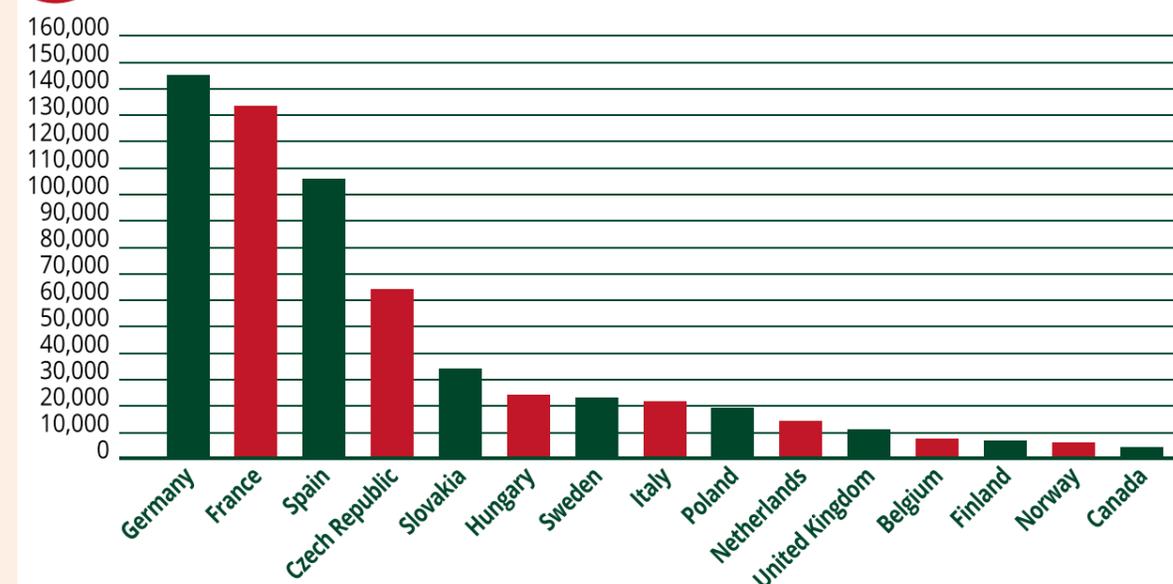


## SALES BY GEOGRAPHICAL AREAS

	Citrus fruit (mt.)	Fruit (mt.)	Vegetables, salad stuffs and plants (mt.)	Pre-cooked produce (kg.)	Total fruit, vegetables and salad stuffs (mt.)	Total flowers and plants (Units x1,000)	Wine (hl.)
European Union	234,104	193,481	164,755	8,791	601,131	5,698	143,850
Rest of Europe	7,788	9,537	3,336	472	21,133	-	7,899
America	7,701	1,827	350	-	9,878	-	3,941
Asia+Africa	1,662	448	106	-	2,216	-	10,510
<b>Total</b>	<b>251,255</b>	<b>205,293</b>	<b>168,547</b>	<b>9,263</b>	<b>634,358</b>	<b>5,698</b>	<b>166,200</b>



## MAIN MARKETS (TONNES)



guarantee of the cooperative, which may not be distributed among members, amounted to €48,529,604 at 30 September 2023, as well as other reserves of €9,682,424. The percentage of liabilities belonging to collective or undistributable funds was 57.81%\*.

\* This percentage is calculated as follows: (Share capital + reserves + profit (loss))/Total equity and liabilities = (25,594,685+58,212,027 +1,823,685)/148,124,303)

Anecoop champions Spanish agriculture. The raw materials (fresh fruit, vegetables and salad stuffs, and wine) marketed by Anecoop come from the Valencian Region, Andalusia, Murcia, Extremadura, Castile and Leon, Castile-La Mancha, Catalonia, Navarre, Aragon and the Canary Islands. Materials, other purchases and

the provision of services are supplied by other companies from different areas of Spain.

## Taxes paid and grants awarded

Corporation Tax paid in 2022-2023 amounted to €71,921 compared to -€12,535 in the previous year. Other taxes received came to €22,510. Anecoop was awarded operating grants totalling €406,896 compared to €455,970 in the previous year.

## Planning processes and budget management

We produce a budget forecast at the beginning of each financial year, which is monitored throughout the year.

# economic information

ASSETS	30/09/23	30/09/22
<b>NON-CURRENT ASSETS</b>	<b>48,550,676</b>	<b>46,151,701</b>
<b>Intangible assets</b>	<b>3,598,894</b>	<b>4,114,270</b>
Patents, licenses, trademarks and similar rights	3,546,331	4,069,183
Computer software	52,562	45,087
<b>Property, plant and equipment</b>	<b>12,068,321</b>	<b>12,320,998</b>
Land and structures	10,771,756	10,864,830
Plant and other items of property, plant and equipment	1,253,329	1,382,921
Tangible assets in the course of construction and advances	43,236	73,246
<b>Investment property</b>	<b>4,155,349</b>	<b>4,635,225</b>
Land	1,133,842	1,133,842
Constructions	3,011,744	3,487,757
Plant and other items of property, plant and equipment	9,764	13,626
<b>Non-current investments in Group and associated companies, and members</b>	<b>25,568,985</b>	<b>22,497,649</b>
Equity instruments	20,648,826	21,025,926
Loans to Group companies	1,584,298	-
Loans to associated companies	-	22,052
Loans to members	3,335,861	1,449,671
<b>Non-current investments</b>	<b>2,115,716</b>	<b>1,682,026</b>
Equity instruments	155,014	165,924
Loans to third parties	1,655,516	1,210,317
Debt securities	300,506	300,506
Other financial assets	4,680	5,280
<b>Deferred tax assets</b>	<b>1,043,412</b>	<b>901,533</b>
<b>CURRENT ASSETS</b>	<b>99,573,627</b>	<b>93,512,246</b>
<b>Inventories</b>	<b>1,483,595</b>	<b>1,402,124</b>
<b>Trade and other receivables</b>	<b>38,823,440</b>	<b>40,938,053</b>
Trade receivables for sales and services	30,725,097	28,941,202
Receivable from Group and associated companies, and members		
Group companies	1,168,403	1,244,123
Associated companies	494,165	538,943
Members	182,663	162,516
Receivable from employees	337,674	332,910
Current tax assets	344,138	287,378
Other accounts receivable from public authorities	5,571,300	9,430,981
<b>Current investments in Group and associated companies, and members</b>	<b>2,347,402</b>	<b>1,170,763</b>
Loans to Group companies	1,335,486	655,387
Loans to associated companies	22,052	130,022
Other financial asset	2,404	-
Loans to members	987,460	385,355
<b>Current investments</b>	<b>6,127,053</b>	<b>3,234,196</b>
Loans to companies	664	155,321
Debt securities	1,994,753	73,015
Other financial assets	4,131,636	3,005,860
<b>Current accruals and prepayments</b>	<b>88,809</b>	<b>81,962</b>
<b>Cash and cash equivalents</b>	<b>50,703,328</b>	<b>46,685,148</b>
<b>TOTAL ASSETS</b>	<b>148,124,303</b>	<b>139,663,948</b>

EQUITY AND LIABILITIES	30/09/23	30/09/22
<b>EQUITY</b>	<b>86,635,844</b>	<b>85,647,224</b>
<b>SHAREHOLDERS' EQUITY</b>	<b>84,312,664</b>	<b>82,863,660</b>
<b>Subscribed cooperative share capital</b>	<b>24,276,951</b>	<b>24,653,223</b>
<b>Reserves</b>	<b>58,212,028</b>	<b>56,518,591</b>
Compulsory reserve fund	48,529,603	46,836,166
Other reserves	9,682,424	9,682,424
<b>Cooperative profit</b>	<b>1,823,685</b>	<b>1,691,846</b>
<b>GRANTS, DONATIONS AND BEQUESTS RECEIVED</b>	<b>2,323,180</b>	<b>2,783,564</b>
<b>NON-CURRENT LIABILITIES</b>	<b>10,390,958</b>	<b>10,290,338</b>
<b>Repayable "capital" receivable</b>	<b>1,317,734</b>	<b>1,297,538</b>
<b>Non-current payables</b>	<b>252,813</b>	<b>76,800</b>
Other financial liabilities	252,813	76,800
<b>Non-current payables to Group and associated companies, and members</b>	<b>8,115,513</b>	<b>8,057,640</b>
Payable to members	8,115,513	8,057,640
<b>Deferred tax liabilities</b>	<b>704,897</b>	<b>858,359</b>
<b>CURRENT LIABILITIES</b>	<b>51,097,500</b>	<b>43,726,386</b>
<b>Current education and promotion fund</b>	<b>120,000</b>	<b>120,000</b>
<b>Current provisions</b>	<b>134,366</b>	<b>39,201</b>
<b>Current payables</b>	<b>2,260,434</b>	<b>1,089,078</b>
Other financial liabilities	2,260,434	1,089,078
<b>Current payables to Group and associated companies, and members</b>	<b>3,607,059</b>	<b>2,610,049</b>
Payable to Group companies	-	109,654
Payable to members (current account in credit section and deposits received)	3,607,059	2,500,395
<b>Trade and other payables</b>	<b>44,975,641</b>	<b>39,868,058</b>
Payable to suppliers	17,983,941	15,335,101
Suppliers, Group and associated companies, and members		
Goods and others	14,858,843	13,319,121
Supplier members (pending invoice)	7,265,531	7,494,511
Payable to suppliers, Group and associated companies	453,647	170,473
Sundry accounts payable	1,118,594	583,562
Remuneration payable	2,120,840	1,990,266
Current tax liabilities	151,742	15,717
Other accounts payable to public authorities	660,535	455,867
Customer advances	361,968	503,440
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>148,124,303</b>	<b>139,663,948</b>

The annual financial statements have been audited by Ernst & Young.  
Balance sheet at 30/09/2023.  
Figures in euros.



# economic information



## 2.2 Marketing and communication

Two of the key tools for promoting our products and our business model are marketing and communication. We carry out initiatives in these areas that are aligned with the Mission, Vision and Values of the organisation, which are our calling card for members, customers and consumers.

### 2.2.1 Fruit, vegetables and salad stuffs

In this area, we continued to focus on raising the profile of our products through the **Bouquet** brand, which is recognised in the markets as a sign of quality, availability and consistency in our fruit and vegetable supplies and as the flagship for our sustainable development strategy through the **Actions that Bring Life to Farming** campaign.

To this end, we segmented communication according to our domestic and international markets and to the type of market, i.e., trade or end consumer channels.

As in previous years, 2022-2023 saw the biggest promotional campaigns focus on the products in which Anecoop is a benchmark, such as **citrus fruit, seedless watermelons** and **Persimon kakis**. These involved major investment, as well as the careful design, planning and deployment of campaigns in the mass media and on social networks. These campaigns were run in different European countries and were coordinated by the Anecoop Group's offices in Spain and mainly by the subsidiaries in France and the Czech Republic.

Partnerships with organisations such as the Kaki de la Ribera del Xúquer PDO and the Protected Geographical Indication for Valencian citrus fruit underpinned and broadened the scope of these campaigns.

### Bouquet Persimon 25th anniversary campaign

Under the umbrella of Actions that Bring Life to Farming (see more information on pages 24 and 25) and dovetailing with the common thread of **"Recognition"** for this fruit that has changed the Valencian Region's agricultural landscape and that of other Spanish production areas, we celebrated this milestone with a high-profile advertising campaign in Spain, France and Germany. This included different multimedia initiatives in cinemas, on television, social networks, in the



press and on the radio, initiatives with customers and the handing out of fruit in German schools as part of the school programme to encourage the consumption of fruit, vegetables and milk financed with European funds.

### Trade fairs and congresses

We exhibited our fruit and vegetables at **Fruit Attraction** (Madrid), **Fruit Logistica** (Berlin), **Organic Food Iberia** (Madrid) and **Medfel** (Perpignan) and we sponsored the **Freshfel Europe Congress and General Assembly**.

### 2.2.2 Wine

We have three wine cooperative members whose wines are marketed under the **Anecoop Bodegas** brand, two of them under the Valencia wines Protected Designation of Origin and one under the Navarre wines PDO.

Our wine communication strategy, as in the fruit and vegetable business, is tailored to our target markets and channels.

### Spanish market

• **Advertising campaigns.** We continued to focus on off-line advertising in high-visibility media, such as the monopole on one of the main motorways into the city of Valencia, a billboard at the Colón metro station and a giant mural at the Xàtiva station for the Black Friday campaign

(these are two of the busiest metro stations in the city of Valencia). Christmas, along with Fallas, continued to be two of the main events on our advertising calendar. During these periods, we ran press campaigns, placed advertisements and posted on social networks. Advertisements were placed in industry magazines and in local newspapers.

• **Wine guides and yearbooks.** We published the tasting notes and the points awarded to our wines in the some of the leading 2023 Spanish wine guides and yearbooks, such as the *Peñín Guide* and *Semana Vitivinícola*.

• **Events and promotions.** We showcased our wines once again at two of the most important events in the Valencian Region, the PROAVA Wine Fair and the DO Valencia Wine Night. We also participated in the Gastrónoma, FENAVIN and FIVAMOS fairs.

The Food&Fun cooking space continued to be the perfect setting for promoting Anecoop Bodegas' wines at its events, such as the meeting with the influencer and gastronomic consultant Luigi Di Domenico.

We took part in various promotional events, such as Terres dels Alforins a la Marina, Tasta La Font, Vinachest and "theAperitiu" DO Wine Day.

Bodega La Viña began the year by announcing its participation in the **Bodegas Urbanas (Urban Wineries)** project, which brings together a selection of Valencian wineries that will be producing unique wines in the city, creating the ultimate wine experience for urban consumers.

Sampling La Viña wines at the "Terres dels Alforins a la Marina" event.





The Bodegas Reymos Managing Director, Fernando García (on the right) congratulates the members of the band Melifluo, on winning the 1st Reyvindicativo Award.

We worked on boosting sales in La Viña's online shop with special campaigns for Black Friday, Christmas, New Year's Eve, Epiphany, Valentine's Day, Father's Day, Mother's Day, St. John's Day, as well as corporate gift campaigns, the winery's wine tourism route and its summer packs. The winery's Venta del Puerto and El Enebro wines sponsored the event to commemorate Valencia Plaza's 100th issue.

Bodegas Reymos sponsored the MotoGP Valencia Grand Prix in Cheste with its Amatista 11.5° wine, with an advertising commercial and a wine tasting session. The winery launched the first **Reyvindicativos by Reymos Awards**, to recognise and support young talent on the indie music scene. In addition, we continued to promote Reymos' online business in special campaigns such as Halloween, Christmas, Valentine's Day, Fallas, Mother's Day and Father's Day.

### International market

We showcase our wines in other countries by participating in trade fairs and events. In 2022-2023 we took part in the **World Bulk Wine Exhibition** (Amsterdam) and Prowein Düsseldorf.

### 2.2.3 Product and corporate communication

The Communication Department backs up all its promotional work with the publication of press releases, articles and interviews in the general media and specialist press, and the dissemination of news about the organisation and the industry in our own channels: newsletters, websites, profiles and pages on social networks and video channels.

The Department's work includes our organisation's corporate operations, as well as those of our members, whom we support by providing coverage of their most significant events and developments.

In the 2022-2023 trading year, we issued 23 press releases and 79 articles and interviews in different written and audiovisual media. We also published 11 videos on our YouTube channels, which were self-produced videos coordinated by the Marketing Department.

Social networks are becoming increasingly important as a direct channel of communication with our customers and consumers. We address them via different profiles, even within the same social network, according to our target audiences. The Anecoop Group currently has a community of 219,256 followers, up 17.5% on the previous year, with profiles and accounts on Facebook, Twitter, YouTube, Instagram and LinkedIn.

Our online communications are supplemented by a series of informative websites on which we publicise our corporate, social and business activities.

### Follow us on

f	Spain	@bouquetcultivamosfuturo @AnecoopBodegas @BouquetYsi
	France Czech Republic	@CultivonsLeFutur @BouquetOvoce
i	Spain	@Bouquet_Ysi
	France Czech Republic United Kingdom	@Bouquet_cultivonslefutur @Bouquet_ovoce @anecoop_uk
v	@youtube.com/grupoanecoop @youtube.com/anecoopbodegas	
	Spain France	Anecoop S.Coop. Anecoop France Solagora
in	Czech Republic	Anecoop Praha
	Poland United Kingdom Netherlands	Anecoop Polska Anecoop UK 4 Fruit Company
X	Spain	@bouquetcultivamosfuturo @AnecoopBodegas @BouquetYsi
	France Czech Republic	@CultivonsLeFutur @BouquetOvoce

Specific trade channel accounts

### 2.2.4 Awards and recognition

- **Advertising and promotion.** Our efforts in this area were widely commended during the year. In October, we received three awards alongside our advertising agency at the International Food and Health Advertising Festival, **SaludFestival**, and we received the **"Internet Stars"** award for the Best Facebook page at Fruit Attraction from a specialised publication in the industry.
- **Innovation.** Easy by Bouquet's Brocomole, made by Janus, came third in **Fruit Logistica's Innovation Awards** as voted by the professionals who attended the sector's leading event in February.



Easy by Bouquet's Brocomole was the third most voted innovation at Fruit Logistica 2023's Innovation Awards.

- **Society.** Just one month later, we received the **Five-a-Day Award** in the "Society" category for our work in promoting the consumption of fruit and vegetables through the Growing the Future and Actions that Bring Life to Farming campaigns.



From left to right: Alejandro Monzón, Anecoop Chairman, Piedad Coscollá, Marketing and Corporate Image Manager, and Joan Mir, the company's Managing Director, with the "Five-a-Day" prize awarded to Anecoop.

- **Sustainability.** Our commitment in this area earned us the **Award for our alignment with the Sustainable Development Goals** granted by the **DACSA-Universitat Politècnica de Valencia Chair**.
- **International achievements.** We participated in the **Levante-EMV** newspaper's first **Agro Awards** and won the **Internationalisation Award**, which we shared ex aequo with the Citrus Management Committee.

- **Wine.** Wine competitions are the best vehicle to showcase our wines and position them in the market. Over the course of the year, we won **309 medals in 23 national and international competitions**: seven Grand Gold medals, 149 Gold medals, 132 Silver medals and 21 Bronze medals.

For the seventh consecutive year, Anecoop Bodegas was named **"Best Cooperative Spain"** at the Spring 2023 **Berliner Wine Trophy**, becoming the only Spanish winery to obtain this accolade. In addition, we were named **"Best Producer Spain"** for the fourth year

running at the **Mundus Vini International Wine Awards**, and we won the **"Best Producer Spain"** award at the **Frankfurt International Trophy** for the second time.

### Wine awards



# corporate social responsibility

## 3.0 Materiality matrix graph



This has enabled Anecoop to identify, prioritise and validate the aspects which are material or relevant to its organisation. The process has involved permanent contact with the company's stakeholders. The results of this process have been approved by the Management Committee, and are shown below, in order of priority:

## 3. Corporate Social Responsibility. Our values

Anecoop's Corporate Social Responsibility has four cornerstones:

- I. Encouraging healthy eating habits in society, and especially in children, through the consumption of fruit and vegetables.
- II. Guaranteeing the food safety of our products.
- III. Respecting the environment and conserving natural resources.
- IV. Creating social economy projects that promote the wellbeing of our growers and of society in general.

All our marketing activities are ethical and responsible, and always present accurate information to the consumer. This is why Anecoop has never been accused or found guilty of unfair competition.

The values of our company dovetail with those of society as a whole. We are concerned about healthy, safe food, environmental sustainability and people, and strive to improve their quality of life and their surroundings.

### 3.1 Encouraging healthy eating habits in society, and especially in children, through the consumption of fruit and vegetables

We complemented the campaigns carried out by the Marketing and Communication areas with initiatives for the general public, and especially children, to promote the consumption of fruit and vegetables, which are one of the cornerstones of a healthy diet.

We mainly took part in sporting and family leisure events by giving out fresh fruit and vegetables.



Thus, during the year we participated in 99 sporting events held in the Czech Republic and Spain. We once again sponsored the Valencia Half Marathon and the Valencia Marathon, two major international sporting events that help to raise the profile of our products as a healthy food option.

We also cooperated with non-profit institutions and associations whose objectives are the same as ours, such as the Health and Flavour Foundation, the Five-a-Day Association, Freshfel, the More Broccoli Association, and the Love Klabaza initiative (butternut squash), supporting sporting events as well as other educational, cultural and gastronomic initiatives.

### 3.2 Guaranteeing the food safety of our products

Some of the projects that the Quality and Sustainability Department addressed during the trading year included the implementation of quality and food safety systems and the improvement of processes from farm to fork. This Department works alongside its members' specialist teams to provide safe, healthy products to the consumer, in compliance with food legislation and always ensuring respect for the environment.

#### Initiatives

Application of *naturane*, the quality control and food safety system used by Anecoop and its member cooperatives. This is a standardised production system based on Integrated Crop Management which is recognised by the international organisation GLOBALG.A.P. and certified by the majority of European supermarkets.

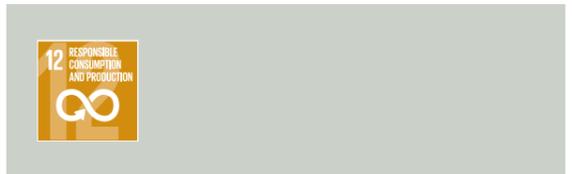
Supplier inspections and audits, traceability procedures, and the application of residue control plans based on HACCP, which comply with Spanish and international production and sales legislation.

Development and implementation of Improvement Plans.

In 2022-2023, we again passed the IFS Broker audit, a standard that was set up to ensure that the process operations that fill the gap between production and distribution are performed according to a series of requirements that guarantee the legality, quality and safety of the products supplied to the retail industry.

We also have the GLOBALG.A.P. Chain of Custody certification, which enables us to ensure that any product sold with GLOBALG.A.P. certification comes from a certified grower or group of growers.

## More Sustainable Development Goal initiatives



### 3.3 Respecting the environment and safeguarding natural resources

Protecting the environment and natural resources in our different spheres of business is part and parcel of our management strategy. This enables us to ensure the sustainability of agriculture.

#### 3.3.1 In the field of agricultural production

To achieve this, we implement environmentally friendly production systems in our cooperatives and member organisations, such as *naturane*, which is based on the principles of Integrated Pest Management (IPM) systems, promoting biological control and the rational use of plant protection products during cultivation and in post-harvest treatments.

From 2014-2023, Anecoop's members increased the number of hectares of fruit and vegetables certified by GLOBALG.A.P from 28,000 ha to over 45,000 ha. This international standard ensures that good agricultural practices are applied in all areas of production and guarantees food safety.

Although the sales of organically grown fruit and vegetables have slowed over the last two years, we are still committed to this line of business to cater for market and customer demands.

# corporate social responsibility



## ORGANIC PRODUCTS MARKETED

	2020-21	2021-22	2022-23
Tonnes	32,546	32,877	28,535

Anecoop's members who grow and market organic produce do so in line with the standard included in **Regulation EC/834/2007**. We hold the **Valencian Region's Organic Farming Committee certificate (ES-ECO-020-CV)**, which accredits us as marketers of organic fruit and vegetables, grape juice, wine, seeds, plant material and nursery plants. In addition, an "organic crop" plot at our Masía del Doctor Field Station in Museros has been registered and approved for the study of organic crop production and profitability.

We continued to promote our "**naturane zero residue**" system and label in conjunction with our members. This is a practical example of agricultural management that takes economic, environmental and social sustainability aspects into consideration and enables us to produce residue-free fruit and vegetables.

\* Pesticide residues not exceeding 0.01 mg/Kg on a minimum of 386 active substances analysed by an ENAC (Spanish National Accreditation Agency) accredited laboratory (according to UNE-EN ISO 17025).

Other initiatives we are involved in under this heading include: "Agricultural corridors for the adaptation of pollinator populations to climate change", which is part of an agreement we signed with the **Asociación de Naturalistas del Sureste (ANSE)** association for land stewardship; the **Ingenio Foundation**, a civil organisation

made up of growers, cooperatives, fruit and vegetable companies, irrigation associations and agricultural processing companies in Campo de Cartagena, whose aim is to promote responsible, sustainable, innovative, competitive and family-based agriculture, and whose commitments include ensuring the sustainability of the Mar Menor; and the **Sedex** platform, which is a data-based tool that will help us identify, manage and assess Anecoop's social and environmental risks and those of our supply chain.

We also signed an **agreement with Global Omnium** in May 2023 in which we participate alongside the Water Tribunal of Valencia. This partnership will enable us to lead the evaluation and certification of the environmental impact of agricultural products in the **HortiGO2 project**, to pinpoint the real capacity of agriculture, reduce CO<sub>2</sub> emissions into the atmosphere and differentiate our products in the market.

## More Sustainable Development Goal initiatives



### 3.3.2. In the working environment

#### Material management

The "Paperless Office" plan implemented in recent years continues to bear fruit. Although paper consumption increased by 33% in 2022-2023, it is still below pre-pandemic levels, partly thanks to the digital transformation process we have undertaken and the reduced number of staff in the office due to part-time teleworking.



## PAPER CONSUMPTION

	2020-21	2021-22	2022-23
Kilograms	2,087	1,600	2,130

## Water management

We used **48,533 m<sup>3</sup>** of water during the year. 47,094 m<sup>3</sup> were used at the Museros Field Station and the rest was used in the offices we have in Spain. This represents a 12% increase on the previous year, due to a larger number of irrigated plots and crops at the Field Station. The water used at Museros comes from a well located on the premises.



## WATER CONSUMPTION

	2020-21	2021-22	2022-23
Cubic metres	44,177	43,137	48,533

## Energy management and energy-saving measures

The total consumption of **non-renewable fuels** was 2,824 kg of propane for greenhouses and heating at the Museros Field Station, which represented a decrease of 33% over the previous year.



## PROPANE CONSUMPTION (kg)

	2020-21	2021-22	2022-23
Museros F.S.	4,770	4,184	2,824

Total **energy** consumption in the Group's facilities in Spain was 430,109 kWh.

The energy-saving measures implemented in all of our offices (LED technology, light sensors, air-conditioning programming, etc.) helped us to reduce consumption. This led to a **12.2%** drop in energy use compared to the previous trading year.

In addition, to improve efficiency and energy consumption as a sustainability measure, we started to **build two photovoltaic plants on the roofs of our facilities in Museros and Algemesi** (Valencia) during the year. The first has already begun to bear fruit at our Field Station with energy consumption falling by 31.9% compared to the previous year. In the 2023-2024 trading year, we expect to see positive results from the Algemesi plant.



## ENERGY CONSUMPTION

	2020-21	2021-22	2022-23
Electricity kWh	496,146	489,775	430,109

As an additional sustainability measure, **electric vehicle chargers** were fitted at both locations.

We have a 1,000 kW (500 kW of our own and 500 kW rented) **solar panel** installation on the roof of our packing house in Torrent (Valencia). The photovoltaic plant, which is made up of 6,100 modules, has a nominal power of 1,124 kWp.

In 2022-2023, we generated sufficient energy, **656,753 kWh**, to supply **188 homes, each with an average of three members per household**. The energy produced by this plant prevented the emission of **216.73 tonnes of CO<sub>2</sub>** into the atmosphere, i.e., the annual emissions produced by **90 vehicles**. Similarly, this amount of CO<sub>2</sub> would have required **33,343 trees** to absorb it. The plant emits zero CO<sub>2</sub> into the atmosphere, while the production of the same energy with other technologies would have resulted in the emission of **715.86 tonnes of CO<sub>2</sub>** in the case of coal combustion, **267.27 tonnes of CO<sub>2</sub>** in the case of combined-cycle plants and **525.40 tonnes of CO<sub>2</sub>** in the case of fossil fuels. Emissions of other polluting gases that were avoided thanks to this initiative were **0.352 tonnes of sulphur dioxide (SO<sub>2</sub>)** and **0.263 tonnes of nitrates (NO<sub>x</sub>)**.



# corporate social responsibility

## Waste management

In order to comply with the Spanish Data Protection Law, we safeguard the privacy of our members' and customers' data. For this purpose, we differentiate between documents containing confidential information and discard them in paper bins that are specifically used for collecting documents that include personal details and data. These must subsequently be sent for destruction, as per the aforementioned legislation. During the year, the amount of confidential documents destroyed decreased significantly, as there was no need to destroy documents from expired tax periods, as was the case in the previous year.



### PAPER DESTRUCTION

	2020-21	2021-22	2022-23
Kilos	1,703	18,791	914

All of our offices have special containers and eco bins for the collection of organic waste, plastic and cans, and paper and cardboard. We also have specific containers for batteries, small electrical appliances, electronic waste and printer cartridges, as well as a container for the collection of plastic caps for their subsequent recycling, as part of our support for the "A new life for caps" charity project run by the SEUR Foundation.

The Group's offices also have a **Recycling Guide**, the purpose of which is to boost our staff's environmental awareness, using recycling as a key tool for change and to shift mindsets, as well as to support sound environmental management. It is intended to be a reference for the correct treatment of the waste we generate and to provide information, practical ideas, experiences and guidance on effective waste management.

On 1 May 1998, we signed an agreement with Ecoembalajes España, S.A. to join the Integrated Waste and Used Packaging Management System, under Law 11/1997, of 24 April, on Packaging and



Packaging Waste. We use the "Green Dot" symbol on the packaged products marketed by Anecoop to identify our participation in this scheme. We collaborate with the Industry Prevention Plan to improve the composition and weight of the materials used in our packaging and to reduce the amount of waste generated.

Three types of waste are handled at the Masía del Doctor Experimental Field Station in Museros: organic waste, which comes from harvest waste and from the recovery of the numerous crops planted on the estate. This includes firewood that cannot be shredded for reuse; inorganic waste, which includes plastic and old piping that is replaced (this waste is weighed when taken to controlled landfills) and chemical waste, which comes from empty containers of pesticides that are used to treat crops at the field station. This waste is collected in special containers, called Big Bags.

### 3.3.3 Environmental legislation

Anecoop keeps a record of the environmental legislation which affects its activities. During 2022-2023 and the previous trading years, it was not fined or otherwise penalised for any environmentally unsound business practices due to non-compliance with legislation.

### 3.3.4 Pollution

**Noise pollution:** Anecoop does not generate any significant noise since we only have offices. Thus, we did not assess this aspect.

**Air pollution:** this aims to raise awareness about the CO<sub>2</sub> emissions that cause the green-

house effect. Electricity consumption figures are used to calculate "equivalent CO<sub>2</sub> emissions" (the term used to measure these emissions). The drop in energy consumption led to a decrease in CO<sub>2</sub> emissions during the year.



### POLLUTION (mt)

	2020-21	2021-22	2022-23
Electricity	561,471	547,075	468,784
CO <sub>2</sub> equivalent	279.69	271.62	232.75

### 3.3.5 Soil pollution

Our main activity is to market the production of our members efficiently and competitively. Therefore, we do not directly engage in any activity that affects the soil. The work carried out in our field stations is not significant given the size of Anecoop.

### 3.3.6 Environmental information and training

**Environmental information:** we provide information about the environment in general and about our environmental management in particular both on the [www.bouquet.es](http://www.bouquet.es) website, which is run in line with our CSR values, and in our newsletters aimed at our employees and members.

**Environmental training:** specific training is given to the head of the *naturane* unit in Anecoop's Quality and Sustainability Department.

### 3.3.7 Relationship with the environment

Anecoop does not own any land in protected areas. It is not involved in any protection, conservation or restoration projects in any nearby nature areas, nor is it engaged in any activities related to the recovery or promotion of any natural or cultural heritage it owns.

## Which SDGs do we have an impact on in this section?



## 3.4 Creating social economy projects that promote the wellbeing of our growers and of society in general

Anecoop is a second-tier agri-food cooperative which brings together 67 farming cooperatives and businesses located in the main agricultural regions of Spain. Our responsibility and commitment is to champion our members' production, which is why most of the products we market are produced in Spain.

We are a social enterprise, whose priority is to ensure the future of its member producers. To achieve this goal, we cooperate in comprehensive rural development projects which ensure that agriculture continues to drive the economy and society in our production areas, thus contributing to the creation of quality employment and the viability of local economies.



### 3.4.1 Product innovation

There are two reasons why we are committed to product innovation. Firstly, we aim to supply a wider range of value-added alternatives to our customers, prioritising characteristics such as flavour, size and colour, and secondly, to develop optimum quality products for the consumer that are highly resilient to new production challenges, mainly centred on two areas: **climate change and the fight against pests and diseases**. Success in this area will help us to meet our objective of ensuring our grower members' economic profitability.

# corporate social responsibility

Thus, in addition to the traditional search for products with superior flavour, different colours and new organoleptic characteristics, we are also looking for products that withstand water stress, can adapt to climate variables such as cold, rain and heatwaves, are resistant or tolerant to diseases such as viruses and fungi, and have characteristics that facilitate the fight against pests.

The cornerstones to develop this interesting yet increasingly complex two-fold approach to our work are our own facilities at our **La Masía del Doctor** Experimental Field Station in Museros (Valencia) and at the **FUAL-Anecoop Experimental Field Station**, which was set up in 2004 through an agreement with the University of Almería.

We also have the **Anecoop-Biotec laboratory**, with expert staff and technical equipment to develop projects using the latest biotechnological tools, such as genetic markers to identify varieties (thus ensuring product traceability) and the performance of studies to better understand how our crops work at genetic level (for example, to select varieties that are genetically resistant to certain diseases).

Some of the activities aimed at tackling these challenges include:

## Plant breeding

We continued to work with public and private-sector breeding companies and centres. Some of the most relevant initiatives involved new varieties of **citrus fruit trees, Persimon kakis, kiwifruit and seedless grapes** in Museros, the assessment of over 20 varieties of **watermelons** and **melons** at our facilities, as well as subtropical varieties (**papaya, dragon fruit** and **passion fruit**) at the University of Almería-Anecoop Foundation. In total, over 60 new varieties were or are being assessed in our facilities.

Since the ultimate objective is for these selected varieties to reach our members, 15 horticultural and woody varieties were transferred and are being grown in our members' demonstration plots.

## Pests and diseases

The number of pests and diseases in the fields has increased significantly. This is due to several factors, including:

- Extensive movements of goods, plant material and/or fruit, all over the world.
- Climate change that alters crop phenology.
- Restrictions on the use of plant protection products.

We are therefore carrying out various activities aimed at improving knowledge and applying new pest and disease control tools, including the **agreement signed with the company Koppert** to promote biological control as the foundation for sustainable pest management. In the 2022-2023 trading year, we focused specifically on citrus and Persimon kakis and on **selecting the best varieties to combat diseases**. This is a line of work that requires the cooperation of private and public-sector breeders, who provide us with varieties that are more resistant to pests and diseases.



*Koppert's Sales Director, Juan Miguel Rodríguez (left) and Anecoop's Chairman, Alejandro Monzón, at the signing of the agreement between the two companies.*

Some of the diseases we are working on include new viruses in cucurbits and solanaceae, "moria" in kiwifruit and more conventional diseases such as "oidium" or powdery mildew in papaya. In horticultural crops, we are particularly concerned

about CGMMW in watermelons and TOBRFV in tomatoes. These are viruses of worldwide importance, for which there are currently no resistant commercial varieties, especially in watermelons. Our efforts centre on stopping them from spreading from one greenhouse to another.

## Climate change

Reducing water use in crops and adapting them to new environmental conditions is a priority for us.

Technological solutions are being studied to tackle this challenge, facilitate crop control and implement efficient irrigation to save costs and resources both in open air and greenhouse crops. These include drawing up an irrigation programming model that determines efficient strategies based on the availability of water for each user.

## R&D projects

We run projects in conjunction with research centres and universities to develop innovations that we can transfer to our members.

The projects we worked on in the 2022-2023 trading year were as follows:

**DigitalRiego.** A strategic three-year public-private cooperation project aimed at modernising Valencian irrigation based on digital transformation and new technologies.

**Transition to an Agro-ecological Model and Adaptation to Climate Change of Conventional Citriculture in Valencian Cooperatives.** The aim of this project is to assess and implement this management model, mitigating climate change and adapting citrus fruit.

In addition, 4.0 technology projects are being developed to optimise resources and improve sales campaign scheduling:

**AgriSmart.** Development of a system based on **artificial intelligence** for in-field assessment of greenhouse crop production.

**CITRIAFORO.** Mechanised solutions for estimating citrus fruit production and yield,

adapted to the size and scale of existing plantations and to the available agricultural machinery.

**INVERCONEC:** Connected Greenhouse. From the crop to the end consumer. This is an Operational Group to develop apps for growers to boost integrated greenhouse production management and a traceability system for sustainability-related information.



**FoodCollect.** Development of an autonomous fruit detection and harvesting system based on artificial vision combined with artificial intelligence, and built into a mobile vehicle with a robotic arm.

One of our core concerns, which is aligned with the Farm to Fork community strategy, is the use of good agricultural practices to control and prevent pests and diseases:

**Fruit Fly IPM.** This European project is focused on handling and warning of the presence of **fruit flies**, both those currently present in the atmosphere as well as potential new invasive species.

**PATAFEST.** This project aims to provide a powerful European initiative, focusing on sustainable Integrated Pest Management strategies to treat and control the presence of *Candidatus Liberibacter solanacearum* pest and its vector in plants, and address the incidence of soil-borne pathogens during post-harvest storage.

# corporate social responsibility



Finally, we signed a project with the IVIA to improve fertigation in two of our main products:

**DRIS in late mandarins.** Developing a diagnostic and recommendation integrated system (DRIS) for Nadorcott and Tango mandarins. The aim of this project is to develop reference tables for nutritional diagnosis at different key stages of the plant cycle to enable growers to fertilise their crops in an economically and environmentally sustainable way.

**Evaluation of the physiology of fruit set and abscission in Rojo Brillante kakis.** The objective is to understand the relationship between mineral nutrition and hormone and gene expression during the fruit set and abscission of Rojo Brillante kakis. Understanding the endogenous factors that affect fruit set and fruit drop in kakis will help us to reduce abscission and increase production in plots.

All of these initiatives also aim to encourage young professionals to choose agriculture as a long-term career, making it a more modern, more attractive option for our growers.

These projects have been made possible thanks to grants obtained from different sources such as the EU, through the H2020 programme;

supranational operational groups and the Centre for the Development of Industrial Technology's CIEN programme, regional funding through the Valencian Innovation Agency, and cooperation projects.

### 3.4.2 Management innovation

One of the statements in our Vision is Anecoop's commitment to management excellence based on innovation, among other aspects. In our desire to respond to the challenges of the environment and the demands of the market, we deploy management innovation initiatives, such as our company and product groups.

In 2021, as part of this strategy, we set up our **Innovation Committee**, made up of employees from different departments in Anecoop and external experts in business and innovation management. During the 2022-2023 trading year, progress continued to be made on projects that focused on produce, marketing, organisation and member management.

### Anecoop Company Group (ACG)

In 2022-2023, the ACG's output fell by 23% in terms of volume due to the decline in citrus fruit production, the main crop grown by the Group's cooperatives, and, to a lesser extent, the decrease in Persimon kaki production. In spite of this, the ACG maintained its share within Anecoop, representing 40% of the citrus fruit marketed by the cooperative, with a 58% share in oranges and 31% in mandarins.

The Group's member companies continued to work alongside Anecoop on the four objectives underpinning this initiative: **improving management, optimising available resources, identifying synergies, and strengthening cooperatives.**

### Persimon Group

It was an unprecedented year, with extreme weather conditions critically affecting flowering, leading to a 55% drop in production compared to the previous year. The strategic

coordination of the Persimon Group, through the creation of specific working groups, helped to manage sales activities, extending the season as far as possible and maximising results.

The significant rise in prices contributed to offset cost increases and the decrease in production.

### The Pomegranate Group

Concentrating supply and extending and diversifying the pomegranate production calendar are this group's competitive advantages. In 2022-2023, it continued to consolidate its position within Anecoop as the best platform for the 27 members who grow this fruit in Huelva, Murcia, Alicante, Valencia, Castellon and Lleida to manage this crop.

### Exóticos del Sur Economic Interest Group (E.I.G.)

The amount of papaya plots increased to 36 hectares, maintaining Anecoop's position as the leading national operator of this subtropical fruit. The Exóticos del Sur E.I.G. is made up of around twenty growers from Almeria and it supplements supply with partnerships with growers from Murcia and the Canary Islands. It has specific papaya packing houses in the different production areas.

### The Kiwi Group

This project continued to grow in 2022-2023 both in terms of volume and turnover, thanks to the excellent performance of the two platforms that manage the green and yellow kiwifruit lines and the excellent working relationship between the teams at Anecoop and the six members that make up the Group.

We worked hard during the year to consolidate the Group's objective, which is to organise and optimise local kiwifruit supply that appeals to our customers.

### The Avocado Group

The popularity of the avocado continues to grow. It has an impressive market for consumption, and we are totally committed to this project. The joint efforts of Anecoop's technical and sales teams and our member cooperatives are key to supplying a quality product with a differentiating factor that is highly valued by consumers: it is grown locally.

## Which SDGs do we have an impact on in this section?



### 3.4.3 Stakeholder relations

Our organisation's strategy and all the initiatives we undertake to achieve our objectives centre on four key areas: members, employees, customers and society.

As a cooperative, people are a priority in our day-to-day business and our social principles predominate over economic considerations. We apply distributive justice among all those who make up the Anecoop Group.



# corporate social responsibility

## Members

We foster close personal relationships with our members, as we all share the same objectives and a profound commitment to agriculture and its future. Our success is the success of all our members and growers.

One of the ways to nurture these relationships is to exchange information with them as this helps us to understand their needs and projects and to involve them in ours.

During the year, the different departments in the organisation coordinated a number of strategic, technical and informative events with them, complementing our day-to-day contact.

In 2022-2023 we received visits from **thirteen** of our member cooperatives to our field stations in Valencia and Almeria, in addition to individual visits from grower members, and product information and/or evaluation sessions on citrus fruit, Persimon kakis, seedless grapes, tomatoes, exotic fruit and kiwifruit. We held three strategic workshops this year, which became a meeting point for Anecoop members and teams to discuss aspects such as quality, innovation, marketing strategies and ways to promote sustainability.

During the year, the **IT Department** launched various projects to improve and streamline information exchanges, aimed at simplifying production and sales processes, including the new platform for **sharing customer quality specifications with members and suppliers**; the development of an **App** to manage and control production and communication between specialists; the digital transformation of packing house management platforms and the implementation of tools to manage the single-use plastic tax and the registration of food contracts, to name just a few examples.

We also supported and took part in major corporate events organised by our members, and others in which they played a leading role, i.e., congresses, conferences, opening ceremonies, anniversaries, award ceremonies and institutional visits.

On a less formal note, we should mention our Christmas Card Competition which is open to the children of members and employees in our cooperatives and member companies, as well as those of the staff in the Anecoop Group's sales offices and subsidiaries. In 2022, 1,464 children participated in the competition.

## Employees

We believe that fluent two-way communication with our employees is essential for the smooth running of the entire organisation.

Therefore, we use the following channels to communicate with our staff:

## Communication channels



The **Intranet** is a very useful in-house tool. It includes the most commonly used corporate documentation, the training course calendar, day-to-day management applications and corporate communications and news. Its use simplifies internal management and knowledge about the company. The **Employee Web** is included in the Intranet. This enables every employee to manage the details of their job in Anecoop (personal details, salary-related aspects, holidays) together with the People and Talent Department. The **"En Contacto" news releases** are the tool through which Anecoop's management shares information about company events, how the year is going, whether targets are being met and the cooperative's results.

We use our **Internal news releases** to inform staff of relevant issues in the different departments, such as new faces and people leaving the organisation, the launch of media campaigns, corporate policies and the deployment of new projects.

Although the company continues to run an open-door policy which enables direct contact with top management, more formal communication channels are also available through the **Works Committee**. This Committee has an online suggestions box for employees to make enquiries and put forward contributions that are subsequently passed on to the People and Talent Department and to management.

The **IT Department** rolled out projects to boost teamwork, such as improving the **management and control of sales and production plans**, wine market intelligence platforms in different countries, drawing up the **Security Master Plan** and setting up the **Group's IT Committee**, to align efforts, improve communication and identify synergies.

Anecoop's staff are also active participants in the various strategic and product sessions held with members, thus helping to consolidate relations between the organisation and its social base.



## Customers

Communication with our customers is ongoing and transparent. We apply this policy in our daily management, providing information about the different products, services, regulations, certifications and about all aspects of our professional relationship with our customers. The search for mutual benefit is paramount, and forms part of our mission as a company.

Along these lines, we use a CRM (Customer Relationship Management) programme to obtain all of the relevant business information about customers, suppliers and products. We also organise visits and product presentation sessions for individual customers, in addition to those we already arrange for our sales teams so that they can pass on this information to our customers.

## Society

Our behaviour as a company has a direct impact on our environment. Our commitment to society drives us to align our business strategy with our CSR values, ensuring that all the projects we participate in are in line with our role as a social economy company.

To this end, we organise and/or participate in many events and conferences related to the economy, agri-food, innovation and sustainability, both in a general and cooperative context.



# corporate social responsibility

In 2022-2023, we took part in **60** events, including ceremonies, trade fairs, congresses, face-to-face and online conferences and webinars in different areas.

Our work was once again recognised at an institutional level with two awards for our international outreach and sustainable development. We won the **award for our alignment with the SDGs** granted by the DACSA-Universitat Politècnica de Valencia Chair and the **Internationalisation Award** from the *Levante EMV* newspaper.

In October, Anecoop's Chairman, Alejandro Monzón, was invited to a reception hosted by Their Majesties the King and Queen of Spain at the Royal Palace to mark **Spain's National Day**. A month later, we were honoured to be invited by the age-old **Water Tribunal of Valencia** to attend one of its public sessions.



Anecoop's Chairman, Alejandro Monzón, attended the reception offered by Their Majesties the King and Queen of Spain to mark Spain's National Day.

At the end of 2022, Anecoop's directors and managers attended another business event in Barcelona to campaign for the **Mediterranean Corridor**.

## Whistleblower Channel

In compliance with **Spanish Law 2/2023 of 20 February**, on the protection of persons who report breaches of the law and the fight against corruption (which enacts Directive

(EU) 2019/1937), we included access to our Whistleblower Channel on the company's corporate website and Intranet. This is an internal channel for reporting and/or filing complaints about potentially serious and very serious criminal and administrative offences, as well as breaches of EU law, which may have been committed at Anecoop.

## 3.4.4 Training

Our Mission states that the organisation shall ensure the **personal and professional development of its employees**, and this is why Anecoop has a Training Plan which aligns the needs of the company with the training needs of the employees in the different work teams. It covers management and senior management courses, skills and competency development, and foreign language and technical training courses. These courses are held both outside and inside working hours and are given by in-house staff, training organisations and external experts.

During the 2022-2023 financial year, training was ramped up, continuing with online group foreign language classes via Zoom and technical quality courses and webinars on new tools that had been implemented or improved. This section also includes in-house training given by the Information Technology Department on **Planning/GESCO, CRM and Teams**, aimed at all the company departments that work with these digital tools, as well as sessions on **Cybersecurity Awareness**, which were compulsory for all staff.

The training provided this year also included courses on Persuasive Communication, Negotiation and Time Management and meetings given by EDEM, with the participation of sales and administrative staff, middle managers and senior executives from all of Anecoop offices in Spain; training in key account management provided by AECOC, and the participation of Anecoop employees in ESADE's PLD, as well as the organisation of a Change Management seminar given in-house by professors from this prestigious business school.



The total number of hours of training given was **10,722 hours** to a total of **260 employees**. This represents an average of **41.23** hours of training per person. The percentage of the workforce receiving training during the trading year under consideration was **91.54%**, and total investment was **€164,462**.



## TRAINING COURSES

	No.
Improving sorting and harvesting	15
Labelling	3
Improvement plans in packing houses	78

## Member training

In order to improve the services we provide to our customers, we are committed to giving our members ongoing training in several fields of expertise, tailored to different profiles (growers, harvesters, packing house staff, quality control specialists, sales staff, production managers, chairmen and chairwomen and managing directors). Anecoop's technical departments are the most active players in this area.

Accordingly, the **Quality and Sustainability Department** carried out the following training courses:

The **Production and Innovation Department** organised **21 visits and training sessions** for members at our two field stations, welcoming a total of **353 specialists**.

Training is geared towards improving the profitability of estates and exploring new areas of opportunity for our growers. This requires training in new varieties, cultivation techniques and the use of new technologies applied to agriculture.

The purpose of a large part of our member training courses is to help them grow their produce in a healthier and more environmentally friendly way, in compliance with European regulations. With this aim in mind, we carried out experiments on useful fauna, plant covers and irrigation, which have served as a model for our growers to improve their crops, implementing new production systems.

## 3.4.5 Human resource management model

This year, work continued on the **Cultiva Project**, with a three-year timeframe for the implementation of the **Change Plan**. This is based on three **areas of transformation**: the development of talent management policies and processes; the evolution of the business model and updating of the organisational model; and the transformation of the leadership and team management model.



Visit by the Governing Board members of the Poble del Duc and Llutxent cooperatives to the Museros Experimental Field Station.

# corporate social responsibility

Significant progress was made in all three areas during the year. Some of the Cultiva Project initiatives that were implemented were as follows:

- Updating of the **Professional Development and Appraisal Model** (MEDEPA)
- Development and deployment of the **Welcome Manual**
- Start of work to **change the Intranet structure**.
- Extended training at both general and specific technical levels and the definition of the **framework for the future Training Plan**.
- Launch of the **Whistleblower Channel**
- Drafting of the **Wage Audit** as part of Anecoop's Equality Plan.

## Workforce stability

Anecoop's workforce remained stable compared to the previous year. In 2022-2023, the number of staff continued to rise steadily, increasing from an average of 269 to **284 employees**. The workplaces included for the calculation of these figures were Valencia, Museros, Murcia, Seville and Almeria.

## Breakdown of the workforce

In terms of gender, there was a slight variation in the number of women and men working at Anecoop with 47.20% male and 52.80% female employees.

The majority of the workforce (both men and women) are between 30-50 years of age and have been working at the company for 10 years or more, providing stability and considerable experience in the sector.

## ANECOOP EMPLOYEES' AGE GROUPS

Age	Men	%	Women	%	Total
> 50	63	47.03	53	35.02	116
30 - 50	61	45.76	78	52.09	140
< 30	10	7.21	19	12.89	29
<b>Total</b>	<b>134</b>	<b>100.00</b>	<b>150</b>	<b>100.00</b>	<b>284</b>

## Types of contract

One of the Anecoop management priorities is to ensure a stable working environment for its employees. At present, **97.57%** of the workforce have a permanent contract, whilst only **2.43%** have a temporary contract, a circumstance which is mainly used to cater for specific campaigns, the organisation of special events or short-term additions to the workforce.

Anecoop did not establish a minimum staff turnover rate threshold for this trading year. Twenty-eight people left the company during the year, including those ending work placements. In total, six left of their own accord, fourteen left because their temporary contract ended and eight left for other reasons.

	2020-21	2021-22	2022-23
Gross salary costs	10,715,099	11,513,803	12,316,655

Salaries continued to be adjusted according to the responsibilities involved in the different job positions. The gross amount invested in salaries stood at over €12.3 million in 2022-2023. The amount included is for the period from 1 October 2022 to 30 September 2023

## Equal opportunities

All of the company's recruitment processes, including hiring new staff and internal promotion, are governed by equal opportunities. The criteria set out in the recruitment process approved and applied since 1 May 2022 are exclusively based on an appraisal of the candidate's education, training, skills, job experience, and aptitude for the position in question. Nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account as relevant factors.

We have employees of sixteen different nationalities who work together in perfect harmony. In its entire 48-year history, Anecoop has never seen a single incident resulting



from discrimination. Our written salary policy guarantees equal treatment for all employees. It is no coincidence that diversity and equality feature prominently in our Mission, Vision and Values statement.

During this year, the **first Anecoop Equality Plan** continued to be implemented, including measures to ensure the use of non-sexist language and images in all our internal and external communication.

## Conditions of employment

As soon as a new member of staff is taken on at Anecoop, the People and Talent Department gives them all the necessary documentation, providing them with an overview of the company through its Welcome Manual, which helps to familiarise them with the workings of the organisation. From this moment on, employees are taken into account in all the processes undertaken by the company, and especially those which involve change. Their opinion and suggestions are valued and taken into account. This makes them a key element of Anecoop's growth.

We also have framework agreements with universities and training centres to carry out work placements.

## General accessibility

No general building accessibility audit has been carried out. There is a lift connecting the main entrance with the offices. However, the steps leading from the street to the main entrance are not accessible. In exceptional circumstances, access can be gained via the building's main lifts, which are exclusively used by residents and people who use the garage for parking.

## Health and safety in the workplace

We have an agreement with an external occupational health and safety agency, Quirón Prevención, which updates the company's general working conditions and the specific conditions of individual workstations through an annual review. We also have another contract with the same company to provide a health monitoring service through which Anecoop offers an annual medical check-up for staff. Anecoop adds some extra tests to those included in the standard check-up, based on the different risks inherent to each job.

## Work-life balance

Under the Valencian Region's citrus fruit, fruit and vegetable handling and packing collective bargaining agreement, employees work a total of 1,790 hours per year. These hours are distributed unevenly, with longer hours being worked from 16 September to 14 June so as to facilitate a shorter working day in the summer (15 June to 15 September).

However, individual working agreements are reached to adapt to specific staff needs, such as reductions in working hours for different reasons, and adaptation of the working day in cases of urgent need, in addition to strict application of current legislation.

In 2022-2023, the working day schedules were adapted to allow for face-to-face work in the morning and teleworking shifts in the afternoon for all staff.

## Which SDGs do we have an impact on in this section?



## 3.4.6 Human rights

Anecoop condemns any activity, commercial or otherwise, which directly or indirectly encourages child or forced labour, as well as any failure to respect human rights, human dignity, freedom, equality and solidarity.

# corporate social responsibility

## 3.4.7 Customer satisfaction

We believe that excellent management and service are essential to maintaining our leadership and satisfying our customers' needs. We use different systems to measure customer satisfaction: in a formal manner through the results of audits carried out by customers on our cooperatives' and member companies' premises or based on the annual number of complaints received and their causes.

On a more informal basis, we analyse the exchange of information at meetings, visits and encounters at industry events (trade fairs, congresses and forums) and through other channels on specific occasions.

We guarantee the confidentiality of personal data relating to customers, as laid down in the Spanish Organic Data Protection Law (LOPD). To date, there has been no claim or complaint in relation to privacy or disclosure of customers' personal data. There have been no fines or other penalties relating to any failure to observe correct procedure over the supply and use of any product or service, in connection with our customers.

## 3.4.8 The Local Community. Anecoop and solidarity

We have an annual solidarity fund that we allocate to different charitable organisations. In 2022-2023, we donated a total of **€86,200**, down **8.9%** on the previous year. The amounts were distributed as follows:

## Different organisations and NGOs

•Cáritas •Casa de la Caridad Valencia. Proyecto "365 empresas solidarias" •Asociación Española contra el Cáncer •Fundación Novaterra •Asindown •Fundación Vicente Ferrer. Proyecto "Una aldea cooperativa en Anantapur" (India) •Fundación por la Justicia •Intermón-Oxfam •Fontilles •Médicos del Mundo •Misiones Salesianas •Cruz Roja Española •Manos Unidas •UNHCR-ACNUR •Aspadis •Acción contra el Hambre •Fundación Afín •ONG Congo-Alginet •Médicos sin Fronteras •Fundación Maides.

• NASCO Feeding Minds. We renewed our financial partnership with this NGO which sets up computer classrooms in rural areas of Ghana to promote access to information and training through digital education, thus giving young people the opportunity to prosper in their own country and prevent forced migration.

In turn, Anecoop Praha made financial donations to associations and NGOs in the Czech Republic.

## Inclusive sport

We upheld our commitment to sport as a vehicle for the inclusion of people with functional and intellectual disabilities.

In 2022-2023, we renewed our cooperation agreement with the Unión Rugby Almería club (Fundación URA-Clan) and we continued to support the AVAPACE Corre athletics club, promoted by the Valencian Cerebral Palsy Support Association.



## Other initiatives

The Anecoop Group's offices and subsidiaries also made contributions in kind to charitable organisations and support communities to help disadvantaged individuals and households. This year we gave out over 665,000 kilos of fruit and vegetables.

## Participation in public policy

Anecoop is a private organisation, and thus does not take part in public policies.

## Cost of fines or penalties arising from the failure to adhere to all regulatory and legal requirements

During the 2022-2023 trading year, Anecoop paid out €7,863.50 in transport fines for excess weight and other minor issues.

## 3.4.9 Competition

Our organisation's commercial practices are fair towards our competitors, and we undertake not to engage in monopolistic behaviour or seek to

undermine free competition. Anecoop has not been the subject of any accusation of unfair competition.

## 3.4.10 Social objectives

- Persevering in encouraging our grassroots members to embrace full integration and in consolidating our Company Groups.
- Moving forward with our members in terms of co-responsibility and commitment towards achieving sustainable agriculture.
- Fostering talent and inclusion in the organisation through the Cultiva Project.
- Making progress in consolidating the Equality Plan among the company's senior management.

## Which SDGs do we have an impact on in this section?



# institutional information

## 4.1 The Anecoop Group

Anecoop is an agri-food cooperative that brings together, coordinates and markets its members' production in line with the highest quality and food safety standards, as well as providing its members with different services to streamline and optimise their businesses.

Since it was founded in 1975, Anecoop has become one of the largest, most important, international distributors of citrus fruit, vegetables and salad stuffs, non-citrus fruit and wine, as well as grape juice, fruit juice, canned fruit, and flowers.

The Anecoop Group is made up of a set of subsidiaries and invested companies. Its headquarters are located in Spain. The other companies are located in France, the United Kingdom, the Netherlands, Poland, the Czech Republic, Slovakia, China and the United States.

In addition, Anecoop has five offices in the heart of some of Spain's main production areas: Valencia, Murcia, Almeria, Seville and the Ebro Valley.

The cooperative sells its products in 69 countries. Its main sales destinations are in Europe, with Germany, France, Spain, the Czech Republic and Slovakia at the head, followed by Hungary, Sweden, Italy, Poland, and the Netherlands.

Anecoop began the 2022-2023 trading year with 73 member cooperatives. In the middle of the year, the merger of the cooperatives **Agrícola del Marquesado** from Llombai and **San Salvador** from Alfarp led to the creation of **Coalmar Fruits**. These two cooperatives then ceased to be members and the new company joined Anecoop.

At the beginning of the year, Anecoop's main citrus fruit member, **Alzicoop**, a second-tier cooperative made up of five cooperatives, **Cooperativa Agrícola S.C.J. (Copal)** from Algemesi, **Cooperativa Hortofrutícola de Alzira (Alzicoop)**, **Cooperativa Citrícola de La Safor Coop. V. (Coopcisa)**, **Novacitrus S.A.T.**

and **Cooperativa Agrícola de Pego Coop. V. (Copego)**, became part of **Green Fruits Coop V.** This meant that these cooperatives individually ceased to be members of Anecoop. An agreement was also signed between Green Fruits and **Soex-2** from Castellon to handle fruit in packing houses.

At the beginning of September 2023, the Valencian cooperatives **Camp de Llutxent-Otos and Vitivinícola La Pobla** from La Pobla del Duc decided to merge to form a new second-tier cooperative, **Univall Coop. V.**

In the first quarter of the 2023-2024 financial year, the Andalusian co-operative **Albentillas Sociedad Cooperativa** ceased to be a member of Anecoop because it joined another of our member companies, **Toñifruit S.L.**, based in Librilla (Murcia).

All these corporate movements, together with the arrival of a new member from Almeria, **Ecoinver Export S.L.**, brought the number of members at the close of this report to 67.

According to the in-house census updated in January 2024, Anecoop's member cooperatives and companies make up a social base of **65,162** people, of which **21,284** are grower members, **23,531** are members providing other types of services, and **20,347** are employees. The total surface area farmed by Anecoop's members was **59,956.83** hectares of fruit trees, vegetables and vines in this trading year.



-  The **leading** Mediterranean fruit and vegetable **producer**
-  The **Spanish leader** in marketing fruit, vegetables and salad stuffs.
-  One of the **world's leading** citrus, watermelon and kaki operators.

The details provided in the Institutional Information section have been updated as of the closing date of the report in March 2024.

## the Anecoop Group



### Growing systems

Anecoop makes sure that its growing systems show maximum respect for the environment. It grows **naturane**-certified conventional crops, organic produce and zero residue crops. (\*) See CSR section, pages 37 and 38.

### Products

We market a wide range of products including citrus fruit, non-citrus fruit, exotic fruit, and fresh vegetables, as well as pre-cooked produce and wine. In addition to being one of the world's leading citrus fruit operators, Anecoop's other "star products" are its seedless watermelons and Persimon kakis, marketed under its prestigious Bouquet brand. Anecoop and its members are constantly introducing new crop alternatives, such as seedless grapes, kiwifruit, papaya, dragon fruit, and extra-flavour tomatoes, as well as new consumer products which are designed to make healthy eating easy and convenient, such as the "Easy by Bouquet" vegetable spreads and sauces.

### Brands

Anecoop continues to promote Bouquet, its most emblematic brand, in all its different categories: **Bouquet**, **Bouquet naturane**, **Bouquet Exotic**, **Bouquet Bio** and, finally, **Bouquet naturane zero**, for fruit and vegetables with zero pesticide residue, and **Easy by Bouquet** for its pre-cooked fruit and vegetable range.

Our flagship wines are Reymos, Venta del Puerto, Icono, Juan de Juanes, Amatista, Los Escribanos, El Enebro, Dominio de Unx, Hacienda Uvanis and Unsi.

### Services

All Anecoop departments are involved in member cooperative activities and provide them with the services they require.

### Market position of our products and services, and knowledge of our direct competitors

Anecoop's Sales Department carries out an in-depth yearly analysis of the market and of the company's competitors to establish the market position of our main products. Anecoop

# institutional information

currently handles around **8%** of all Spanish citrus fruit exports. In addition to citrus fruit, **watermelons** and **Persimon kakis** are another two of our reference products. Anecoop markets around **15%** and **50%**, respectively, of Spanish exports of these products.

## 4.2 Governing and management bodies

Anecoop is governed by Spanish Law 27/1999, of 16 July on Cooperative Societies. It is a social enterprise and, as such, is governed according to democratic values and principles, with people being a priority over share capital.

Its governing bodies are the General Assembly and the Governing Board.

The General Assembly is a members' meeting which is held at least once a year. All other assemblies are classed as extraordinary. It is made up of a representative from each of the cooperatives and member companies. Its competences, calls and operation are established in article 24 and the following articles of Anecoop's Corporate Bylaws.

Voting at the General Assembly is done on a multiple basis. Voting rights are assigned in proportion to the cooperative activity between

the members and Anecoop during the two most recent accounting periods, to which two coefficients are applied, one for participation and the other for historical relations.

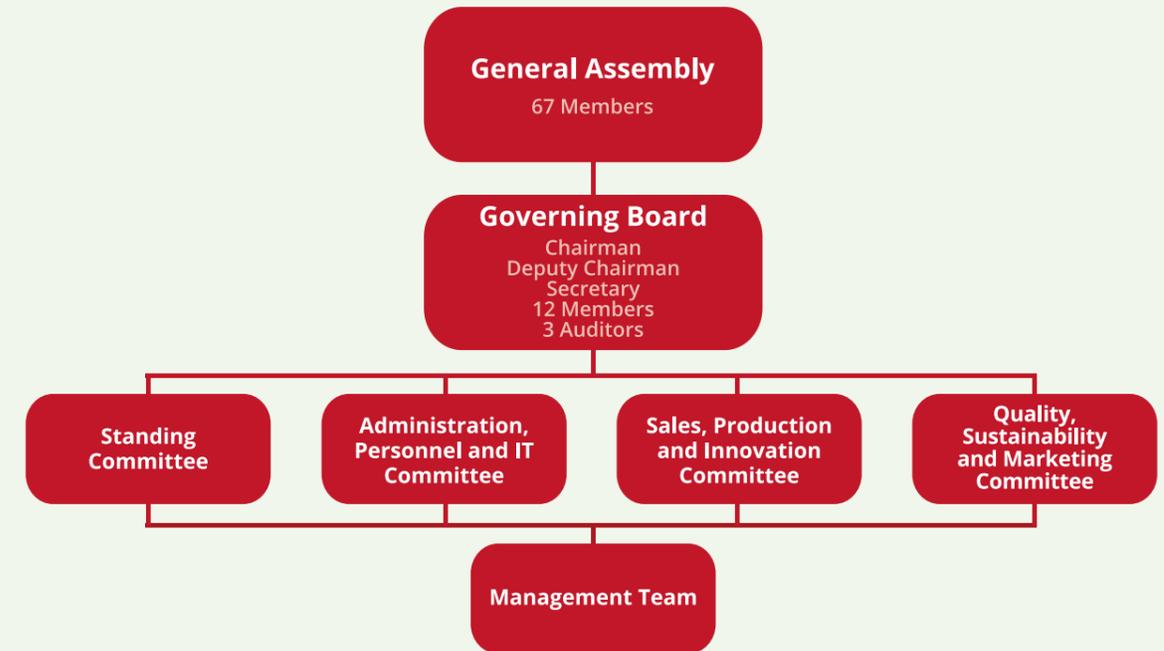
The Governing Board is elected by members as the collegiate body handling the Cooperative's management and representation. The Board's members are elected for a period of four years and can be indefinitely elected. It is partially renewed, by halves, every two years according to article 29.1 of the Corporate Bylaws.

The Governing Board elects the Chairman, Deputy Chairman and Secretary from amongst its members.

Likewise, there are four Technical Committees which meet once a month and report directly to the Governing Board. These are:

- Standing Committee
- Administration, Personnel and IT Committee
- Sales, Production and Innovation Committee
- Quality, Sustainability and Marketing Committee

The Management Committee is made up of representatives from the different management teams and is responsible for the day-to-day running of the firm.



GOVERNING BOARD	
<b>Chairman</b>	Alejandro Monzón
<b>Deputy Chairman</b>	Miguel Ángel Navarro
<b>Secretary</b>	Juan José Gimeno
<b>Members</b>	Cirilo Arnandis, Juan Canet, Francisco De Ves, Francisco Javier Díaz, Pedro González, Jesús Guzmán, Javier León, Juan Antonio Martínez, Alejandro Molina, José Vicente Navarro, José Vicente Rodrigo, Inma Vaquer
<b>Replacement Members</b>	Rafael Rosendo Biosca, Francisco Javier López-Esparza, Josep Vicent Salort
<b>Auditors</b>	José Feltrer, José Miguel López, Álvaro Nogués

MANAGEMENT TEAM	
<b>Managing Director</b>	Joan Mir
<b>Deputy Managing Director and Sales Director</b>	Miguel Abril
<b>Legal Advisor</b>	José María Costa
<b>Administration and Finance Director</b>	M <sup>a</sup> Carmen Traver
<b>Production and Innovation Director</b>	Ángel del Pino
<b>Quality and Sustainability Director</b>	M <sup>a</sup> Carmen Morales
<b>People and Talent Director</b>	Ricardo Díaz
<b>IT Director</b>	Isabel Rodríguez
<b>Murcia Office Manager</b>	José Hidalgo
<b>Eastern Andalusia Office Manager</b>	Iván Rodríguez
<b>Western Andalusia Office Manager</b>	Marco A. Fernández
<b>Ebro Valley Office Manager</b>	Elisenda Casals
<b>Anecoop France Director</b>	Jean-Luc Angles
<b>Solagora Director</b>	Jean-Luc Angles
<b>Floren'Sud Director</b>	Antoine Lamy
<b>Alma Bouquets Director</b>	Antoine Lamy
<b>Anecoop U.K. Director</b>	Hakim Elmouaffaq
<b>4 Fruit Company Director</b>	Pieter de Ruiter
<b>Anecoop Polska Director</b>	Diego Giménez
<b>Anecoop Praha Director</b>	Ferran Cabrera
<b>Agriconsa Director</b>	José J. Felici
<b>Janus Fruit Director</b>	Juan Carlos Bolta

## our markets





# institutional information

## 4.3 Members

The cooperative is a form of business organisation based on a democratic structure and operation. According to article 8 of the Corporate Bylaws, membership of Anecoop is available to “both cooperatives and other legal, public or private persons, joint ownership estates and individual entrepreneurs who have needs or interests which coincide with the corporate purpose of Anecoop S. Coop (...)”.

The figure of “cooperating member” is envisaged for natural or legal persons who, while not being able to undertake or participate in the cooperative activity in line with the corporate purpose of this organisation, are admitted by the Governing Board, in accordance with the criteria set by the General Assembly.

### Entry requirements and conditions

Article 9 of the Corporate Bylaws sets out the requirements needed to become a member.

### Financial conditions

- Affiliation fee set at €10,000 as of 1 January 2023, increased by the RPI on a yearly basis.
- A fixed amount as a compulsory contribution to share capital which is currently set at €1,833.

- A voluntary contribution to share capital, the calculation formula for which was adopted by the Governing Board at its meeting of 22 December 2022.

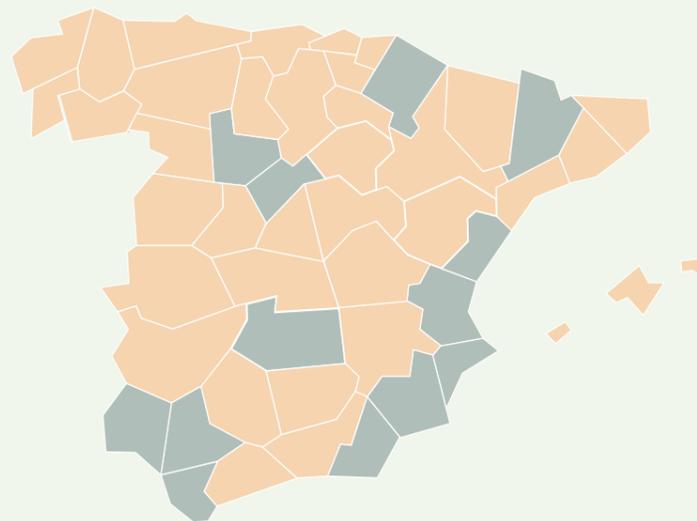
- Withholding of 2.5% of turnover for the payment of current expenses.

- Each member shall hold at least one title, according to article 39.1 of the Corporate Bylaws. Members shall make the compulsory contribution to share capital established in the Corporate Bylaws as well as any other contribution which the General Assembly may have established to acquire this status. This may vary according to the different types of membership. The General Assembly may agree (art. 40 of the Corporate Bylaws) to new compulsory contributions. Both the General Assembly and the Governing Board may agree to accept voluntary contributions from members. In the event of new compulsory or voluntary contributions being agreed, it will be decided whether these accrue interest or not.

### Participation

Each member cooperative must market a percentage of its production through Anecoop. In the 2022-2023 trading year, this percentage was 40%.

## geographical location of Anecoop's member cooperatives



Valencian Region		
Alicante		3
Castellon		5
Valencia		33
Andalusia		
Almeria		7
Cadiz		1
Huelva		2
Seville		3
Murcia		
Murcia		8
Castile and Leon		
Valladolid		1
Segovia		1
Navarre		
Navarre		1
Catalonia		
Lleida		1
Castile-La Mancha		
Ciudad Real		1

67 Members / 7 Regions / 13 Provinces

## 4.4. Mission, Vision and Values

	Members	Customers	Suppliers	Employees	Society
Mission	To maximise profitability and sustainability for members and growers.	To build a mutually beneficial relationship with our customers and suppliers based on cooperation.		To promote the personal and professional development of our employees.	To achieve consumer satisfaction through a wide range of healthy, sustainable products.
Vision	Anecoop aims to lead the fruit and vegetable sector in Europe, through active member participation and the development of a sustainable agricultural model, establishing mutually beneficial alliances with members and clients, and deploying management excellence based on quality, innovation and the promotion of talent.				
Transparency & trust	We are all in this together. That is why Anecoop's success is the success of all its members and growers.	We aim to build mutually profitable, long-lasting partnerships by supplying the right products to our customers.	We build mutually beneficial relationships.	We respect people and go further together, prioritising team success and wellbeing.	Our behaviour has a positive impact on society, providing solutions for a constantly changing world.
Participation & cooperation			We improve processes and build synergies.		
Values					
Shared responsibility & commitment	We share the same objectives and pursue them out of a profound commitment to agriculture and its future.	We are committed to quality and food safety above all else.	We consolidate and strengthen cooperativism based on the utmost respect for our suppliers.	Our employees are committed to the same objectives as our members, customers and suppliers and, above all, they act with integrity.	We are committed to consumer health and the development of a sustainable economy.
Talent & diversity	We advocate team-based projects involving our members and customers.		We share knowledge and move forward together.	We never stop learning and encourage the diversity of backgrounds and opinions.	We always choose the right way of doing things.

# institutional information

## 4.5 Cooperative objectives

Since 1975, Anecoop's roadmap, which has been adapted over time to take on board social and economic changes, and cater for market demands, has focused on the four objectives that gave rise to the founding of the company:

- Progressive concentration of its member cooperatives' product ranges.
- Diversification of its total product range, both in terms of product variety and of production calendars.
- As a result, we aim to obtain a more powerful negotiating position when dealing with large-scale distribution chains.
- Promotion of cooperativism as a powerful business and economic model through initiatives aimed at enhancing production and streamlining resources.

## 4.6 Strategic objectives

The 2022-2026 Strategic Plan establishes the objectives that are set to define Anecoop's roadmap over the next few years (See Strategic Objectives chart).

## 4.7 Business strategy

Anecoop's prime goal is to ensure sustainable agriculture for its member cooperatives which is both profitable for the grower and is environmentally friendly at the same time. Therefore, Anecoop looks after its own future by looking after the future of its members, which are part of the same project.

## Strategic objectives

- ➔ **1 Integration.** Attracting and integrating grassroots members, cooperatives and third parties by concentrating supply and diversifying our product ranges both in terms of varieties and production calendars, putting us in a strong position when negotiating with large-scale distribution chains.
- ➔ **2 Effectiveness & efficiency.** Increasing effectiveness and efficiency in all our business and operational management processes.
- ➔ **3 Value.** Increasing the value we give to customers by upholding high quality and food safety standards and through constant innovation processes.
- ➔ **4 Markets.** Consolidating and developing markets, strengthening our cooperatives' business and economic performance.
- ➔ **5 Innovation.** Becoming a benchmark for innovation in the fruit and vegetable industry.

In May 2022, the organization held a series of workshops for reflection in which 38 managers and executives from all the Group's offices, subsidiaries and departments participated.

After reaching a series of conclusions in each of the six blocks (Strategy, Customers, Product, Quality, Members and Organisation) which were analysed, the Management Committee drew up the **2022-2026 Plan**, which consists of eight strategic challenges. Formal working groups have been set up to meet each of these challenges with the participation of Anecoop Board Members, managers, executives and other external advisors.



## 4.8 Impact, risks and opportunities

Anecoop is made up of its cooperatives and their members, its member companies and a young, highly educated, committed and dynamic workforce who embrace the company's values and the needs of member cooperatives as though they were their own. The synergies between both groups have enabled Anecoop to reach its current market position, and to create a powerful trading network. This, alongside major investment in R&D and technological innovation to adapt its products to market requirements, has given the company a privileged reputation in the eyes of the consumer.

Despite these strengths, the company also faces threats and risks. On one hand, these include those inherent to farming such as problems with generational renewal and farms being abandoned by members because of a lack of profitability and, on the other, those deriving from market instability as a result of political and economic issues. Finally, there are threats and risks linked to business, such as changes in the global retail industry.

To minimise the impact of these threats, Anecoop works hard on the values that identify its CSR: concentrating production, forging alliances with customers and suppliers in new markets, and encouraging the consumption of fruit and vegetables, all to comply with point one of its Mission Statement: obtaining maximum profits for its members.

## 4.9 Integrating CSR into our management systems

Anecoop applies Corporate Social Responsibility principles to each and every activity included in the organisation's systems and procedures.

## 4.10 Involvement in society

Anecoop is a member of a number of foundations and associations such as such as the **Spanish Quality Association (AEC), Freshfel Europe, the Five-a-Day Association, the Health and Flavour Foundation, the Anecoop Foundation, the University of Almeria-Anecoop Foundation, Spanish Food and Agriculture Cooperatives, the ETNOR Foundation, Ingenio Foundation, Novaterra Foundation, and La Promotora Platform.**

We also cooperate with research centres such as **IVIA, AINIA, ITENE and the University of Valencia's Science Park.** Anecoop belongs to cooperative farming associations such as **FECOAV, FECOAM, FAECA and ENGRUPO**, as well as other agricultural associations, including the **Regulatory Board of the Ribera del Xúquer's Designation of Origin, Valencian Geographical Indication for Valencian Citrus Fruit, PROAVA, the Navarre Wines Designation of Origin, the More Broccoli Association and the Love Klabaza (Love Butternut Squash) initiative.**

Finally, it also works with business associations such as **AVE, CEV, ASCES, AECOC, the Valencia Chamber of Commerce, SNIFL-Saint Charles (Perpignan) Vitartis** and business schools such as **EDEM.**



Anecoop Bodegas took part in this year's PROAVA Wine Fair.



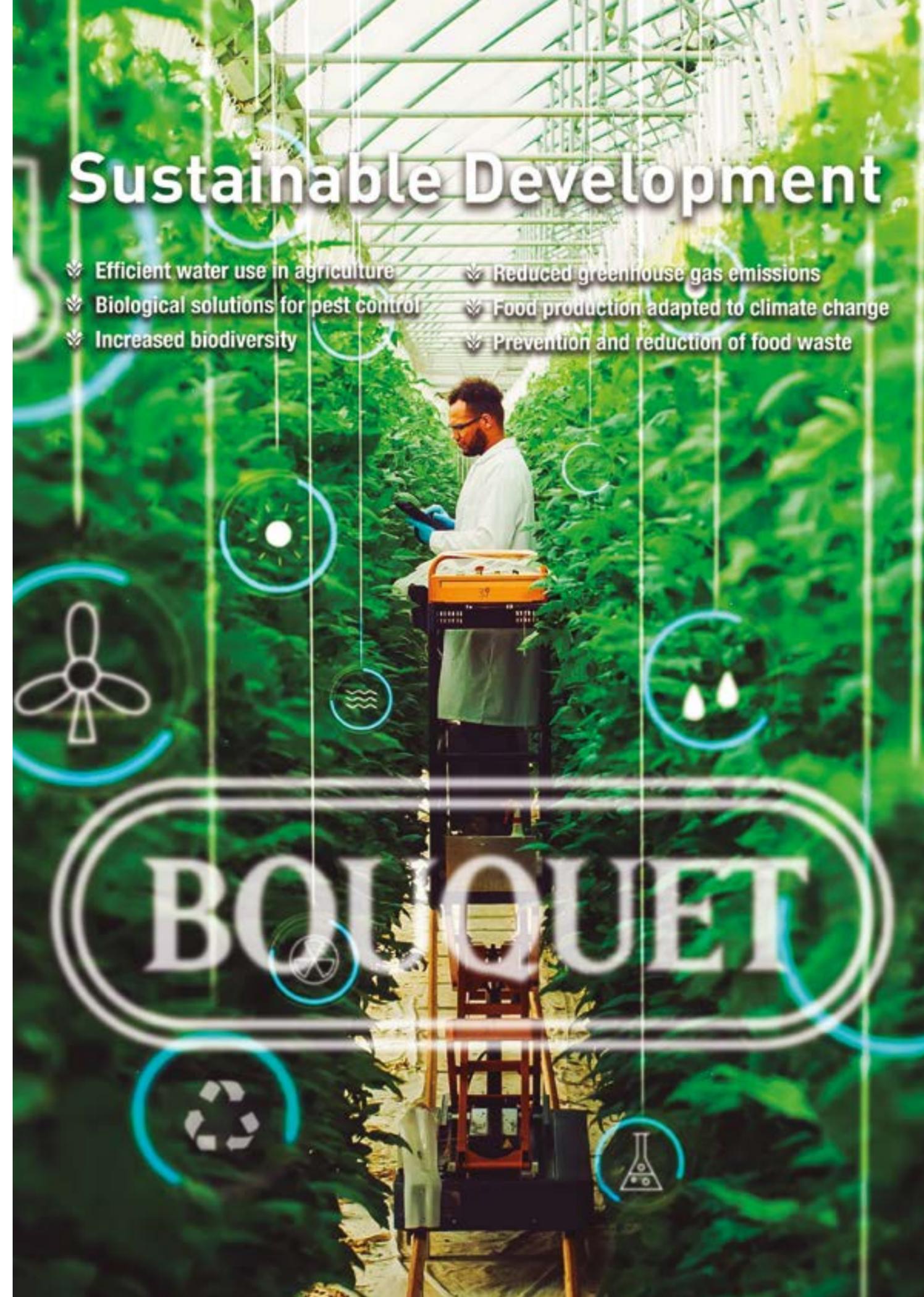
# sustainability indicators

ANECOOP S. COOP. has presented the information cited in this GRI contents index for the period from 1 October 2022 to 30 September 2023 using the GRI Standards as a reference.

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(\*) The Non-Financial Reporting Statement (NFRS) for the Anecoop Group, which has been verified by SGS, will be published on the [www.anecoop.com](http://www.anecoop.com) website.



# sustainability indicators

## GRI 3: MATERIAL TOPICS 2021

GRI standard	Content	Page URL	Omissions Page indep. Verif.	GRI standard	Content	Page URL	Omissions Page indep. Verif.
3-1	Guidance to determine material topics	36, Inside front cover		<b>QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT (cont.)</b>			
3-2	List of material topics	36		403 Occupational health and safety 2018	403-1 Occupational health and safety management system	51	
<b>IMPROVING THE INCOME OF OUR MEMBERS</b>				403-2 Hazard identification, risk assessment and incident investigation		51	
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201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	26-28	31	403-4 Worker participation, consultation and communication on occupational health and safety		51	
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<b>SUSTAINABLE AGRICULTURE AND ENVIRONMENTAL MANAGEMENT</b>				404-3 Percentage of employees receiving regular performance and career development reviews		50	
GRI 3: Material Topics 2021	3-3 Management of material topics	36, Inside front cover, 8, 9, 37, 38, 41-43		405-1 Diversity of governance bodies and employees		49-51	
301 Materials 2016	301-1 Materials used by weight or volume	38, 39		406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Have not occurred	
302 Energy 2016	302-1 Energy consumption within the organisation	39		202 Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Salary > Min. wage	
	302-4 Reduction of energy consumption	39-41		202-2 Proportion of senior management hired from the local community		100% senior management from significant locations of operation	
303 Water and effluents 2018	303-3-a Water withdrawal	39		<b>INNOVATION IN PRODUCT R&amp;D</b>			
	303-5 Water consumption	39		3-3	Management of material topics	36, Inside front cover, 23, 43, 61, 42-44	
305 Emissions 2016	305-1-a Direct GHG emissions	39-41		<b>MAKING MANAGEMENT MORE EFFECTIVE AND EFFICIENT</b>			
	305-5-a Reduction of GHG emissions	39-41		3-3	Management of material topics	36, Inside front cover, 44, 45	
306 Waste 2016	306-3 Waste generated	40, 41		<b>CONSOLIDATING AND DEVELOPING MARKETS</b>			
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	37, 41		3-3	Management of material topics	36, Inside front cover, 62, 24, 25	
<b>FOOD SAFETY AND PRODUCT QUALITY</b>				<b>ENCOURAGING HEALTHY EATING</b>			
3-3	Management of material topics	36, Inside front cover, 37		3-3	Management of material topics	36, Inside front cover, 36	
414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria (*) Basic standards 8. Compliance with environmental and labour laws	They all subscribe to Anecoop's basic fruit and vegetable supply standards (point 8)*		<b>FAIR BUSINESS PRACTICES</b>			
	414-2 Negative social impacts in the supply chain and actions taken	37		3-3	Management of material topics	36, Inside front cover, 53	
416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	37		206 Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	53	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	52		205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No Incidents of corruption have been identified	
417 Marketing and labelling 2016	417-1 Requirements for product and service information and labelling (*) Basic standards 3. Food safety and quality assurance system; Labelling control	Anecoop's basic fruit and vegetable supply standards (point 3)*		204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	29	
	417-2 Incidents of non-compliance concerning product and service information and labelling	Have not occurred		GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	53	
	417-3 Incidents of non-compliance concerning marketing communications	Have not occurred		<b>DIALOGUE AND ENGAGEMENT WITH STAKEHOLDERS</b>			
<b>INTEGRATION: BRINGING MEMBERS, COOPERATIVES AND THIRD PARTIES TOGETHER</b>				3-3	Management of material topics	36, Inside front cover, 45-48	
3-3	Management of material topics	36, Inside front cover, 61, 62, 44, 45		<b>CREATING SOCIAL ECONOMY PROJECTS</b>			
<b>CUSTOMER SATISFACTION AND LOYALTY</b>				3-3	Management of material topics	36, Inside front cover, 41, 52, 53	
3-3	Management of material topics	36, Inside front cover, 61, 47, 52, 47, 52		413 Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	52,53	
416 Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of product and services	52	Have not occurred	<b>PROMOTING THE VIABILITY OF LOCAL ECONOMIES</b>			
418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52	Have not occurred	3-3	Management of material topics	36, Inside front cover, 9, 41	
<b>PARTNERSHIPS WITH CUSTOMERS AND SUPPLIERS</b>				203 Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	41, 52, 53	
3-3	Management of material topics	36, Inside front cover, 61, 63, 44-47		203-2 Significant indirect economic impacts		41, 52, 53	
<b>QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT</b>				The Non-Financial Reporting Statement (NFRS) of the Anecoop Group, which includes Anecoop S. Coop. and Group companies, verified by an independent certification body, will be published on the www.anecoop.com website.			
3-3	Management of material topics	36, Inside front cover, 46-49, 61,62		401 Employment 2016	401-1 New employee hires and employee turnover	50	
					401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Equal opportunities	
402 Labour/Management relations 2016	402-1 Minimum notice periods regarding operational changes	2 weeks					

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<b>Second Principle: Voluntary and open membership</b>		ES5.2 Existence of actions linked to socially responsible investments.	52, 53
ES2.1 Requirements for new members to join the organisation.	60	ES5.3 Existence of a formal statement which involves asking suppliers and hired companies to commit to environmentally friendly and socially responsible management.	*
ES2.2 Requirements and conditions for leaving the organisation.	60	ES5.4 Consideration of environmental criteria when choosing suppliers, products and services.	*
ES2.3 Evolution of members, describing the changes in those joining or leaving the organisation.	54	ES5.5 Number and type of cooperation activities carried out in conjunction with other organisations.	36, 37, 52, 53
<b>Third Principle: Business organisation and culture for participative and democratic management</b>		ES5.6 Percentage of purchases made in the region (raw materials, services and assets) / total purchases.	29
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ES3.2 Frequency of renewal in the organisation's representational bodies, indicating the renewal formula envisaged.	56	ES5.8 Knowledge and documentation of significant environmental impacts produced by the organisation's activities.	37-44
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ES3.6 Percentage of members in the organisation who have received or taken part in specific social economy training activities over the last year in relation to the total number of members in the organisation.	N.A.	ES5.12 Average staff turnover broken down by age groups, gender and region, including disabled employees.	N.A.
ES3.7 Average percentage of real participation in the highest governing bodies.	56	ES5.13 Measures adopted to cooperate in the conservation or recovery of local species or natural habitats, as well as the natural and cultural resources of the organisation.	N.A.
ES3.8 Description of the preparatory process of the highest social governing body.	56	ES5.14 Availability of a world-recognised global accessibility audit.	51
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(\*) Anecoop's basic fruit and vegetable supply standards.



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