



Agriculture and  
responsible food, progress  
and development



## Sustainability Report 21-22

Borges Agricultural & Industrial  
Nuts, S.A. and Subsidiaries



# Índice

Letter from the Chairman / pg. 3

**1 Annual impact /** **pág. 4**

**2 Business model /** **pág. 7**

**2.1. Borges Agricultural & Industrial Nuts**

- Centres where we operate
- Value chain: from field to table
- Main business figures 2021-2022

**2.2. BAIN integrated strategy**

- Strategic pillars
- CSR plan

**3 Responsible Agriculture /** **pág. 21**

**3.1. Environmental management on the farm**

**3.2. Climate change and pollution**

**3.3. Protection of biodiversity**

**3.4. Sustainable use of water resources**

**3.5. Supply chain management**

**4 Healthy and Sustainable Products /** **pág. 36**

**4.1. Environmental management in our facilities**

**4.2. Energy management**

**4.3. E circular economy, prevention and waste management**

**4.4. Environmental investments**

**4.5. Quality, food safety and customer satisfaction**

**4.6. Innovation**

**5 Committed People /** **pág. 51**

**5.1. Borges People**

- Employment
- Reconciliation, work organisation and social benefits
- Social relations
- Occupational health and safety
- Training and professional development
- Equality and non-discrimination
- Diversity and accessibility

**5.2. Ethics, governance and fight against corruption**

- Information relating to the fight against corruption, bribery and respect for human rights

**5.3. Impact on the community**

- Social impact of activity
- Membership of sector associations
- Participation at events

**6 Materiality and stakeholders /** **pág. 68**

**6.1. Materiality analysis**

**6.2. Discussion with our stakeholders**

**7 About this report /** **pág. 72**





## Letter from the Chairman

(102-14)

### FEEDING THE FUTURE

We have an enormous responsibility for what is happening in our environment, and the impact of our daily work. It is unthinkable to be able to look to the future and talk about growth without being aware of and sensitive to realities such as the deterioration of agricultural soils or the scarcity of water resources. But even in this environment, there is - and should be - room for optimism and hope. During this year we have seen how our industry aligned itself with technology and innovation to make processes more efficient, and we have also seen how by applying very specific measures we could make better use of fertilisers in the agricultural phase, and this must continue to be the way.

For this reason, prevention and anticipation is so important for sustainability and for the future, and we are not just referring to sustainability in environmental terms, but the sustainability of the entire system that is key to our future. How much longer will we be able to sustain our own system with the resources we currently have? What needs to change in the food sector to help in this cause?

Our aspirations and purposes have always included that of **promoting trends in food consumption in favour of healthy and sustainable diets**, and in this we remain. The content that you will see in the report gives us a picture of where we are at the end of this financial year, but we will also be able to see the future lines and the principles that we apply in each of the decisions that we have made and we will make in the coming years.

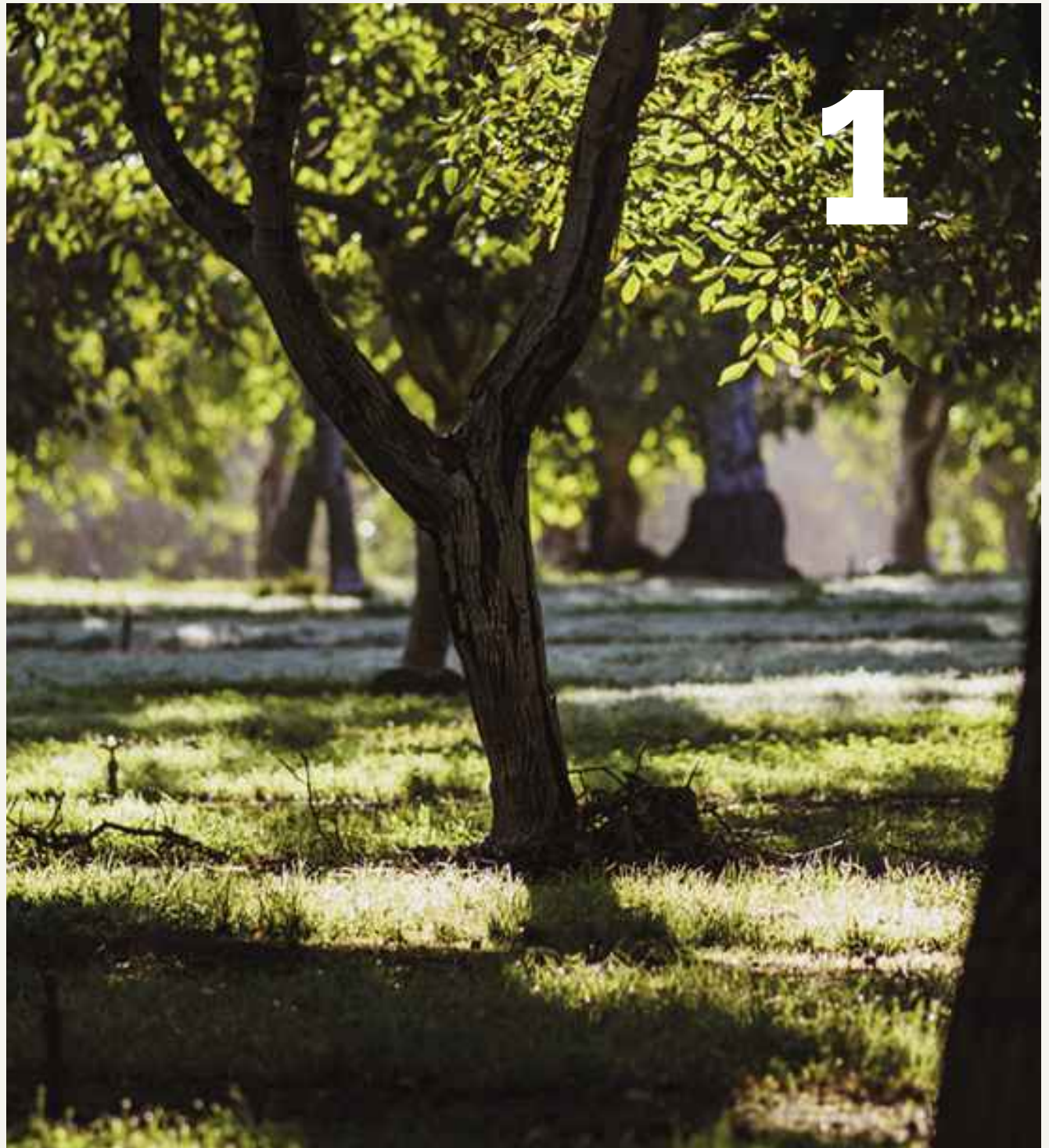
When we look back, we also feel inevitable satisfaction at how the Borges People have managed the recent periods of crisis with the invaluable help of the rest of our stakeholders. We are proud to offer healthy eating and promote a sustainable lifestyle for our customers and consumers. We are feeding and defining the future and we want to continue doing so for many more years, in the awareness that doing it sustainably is no longer just an option, but rather an exercise of responsibility towards future generations.

That is what moves us to continue doing things well.

**DAVID PRATS PALOMO**

*CEO Borges Agricultural & Industrial Nuts, S.A.*

**Annual**  
impact





## Economic

136,1

Turnover (in millions of euro)

2.720

Production on managed farms  
(t)

## Personal<sup>1</sup>

422

Total payroll

97,6%

Employees on indefinite contracts

70,19 €

Investment in training/employee  
(€)

70%

Payroll covered by ISO 45001

81%

Fulfilment of training in  
Compliance

70%

Sedex audit (% on total payroll in  
audited operations)

## Environment

### AGRICULTURAL PRACTICES

80%

GAP Global Certification (%  
hectares certified)

104

Environmental conservation and  
biodiversity (ha)

+53%

Increased plantations in Pistachio  
Project (%)

### WASTE

99%

Reused waste

99%

Non-hazardous waste

## Annual impact

177

Emissions saved by container  
recycling (tCO<sub>2</sub>)<sup>2</sup>

4.000

Donations to Food Banks (kg)

### ENERGY

26%

Energy consumption from  
renewable sources

87%

Renewable electricity  
consumption

-15%

Renewable electricity  
consumption<sup>3</sup>

<sup>1</sup> Year-end data (31/05/2022).

<sup>2</sup> Source ECOEMBES.

<sup>3</sup> Scope 1 and 2, BAIN company (industrial activity) evolution vis-à-vis previous year 2020 (t.eq. CO<sub>2</sub>).



**We continue to implement plans to optimise inputs of plantations and to bring in products of natural origin to the detriment of those of chemical synthesis.**



**Our goal is to Zero Waste certify our main production centre in 2023.**



**We have reduced CO<sub>2</sub> emissions of scope 1 and 2 of our main production centre by 15% since 2017, and aim to continue reducing them further in the coming years.**

# Business model

2







## 2. Business model

### 2.1. Borges Agricultural & Industrial Nuts

(102-1, 102-2, 102-5, 102-16)

Borges Agricultural & Industrial Nuts S.A. (hereinafter, "BAIN" or "Group") is one of the main listed European companies engaged in the agricultural production, processing, packaging and B2B marketing of dried fruit, and mainly almonds, walnuts and pistachios operating in Spain and Portugal.

BAIN's mission is to sustainably generate value for our stakeholders by producing and marketing almonds, walnuts, pistachios, and other dried fruit in the best quality conditions, through the development of a vertically integrated business and controlling the quality and traceability of our fruits from the field to our customers.

Our vision is to be the leading group in the production and processing of nuts at national and international

level, through constant innovation in our crops and production processes, providing long-term value to our stakeholders. Among our values are ethics, quality, customer orientation, internationalisation, sustainability, innovation, tradition, future vision, trust and profitability.

#### THE BAIN PORTFOLIO

BAIN's product portfolio is made up of different products such as **almonds, walnuts, pistachios, other nuts and dried fruit**.

We have a plant dedicated exclusively to almond processing and walnut, almond and pistachio plantations, allowing us to offer products of the highest quality and with the highest traceability standards. Likewise, we manage 434 hectares of pistachios through the BAIN Pistachio Project, thereby contributing to the improvement and economic development of the Segarra-Garrigues Canal area of influence.

As for other products, our wide network of suppliers gives us access to a wide variety of nuts that we can offer with different finishes and qualities such as hazelnuts, cashews, macadam nuts or pine nuts. We also have dried fruit such as plums, dried apricots, raisins, dates, figs, coconut, etc.

#### TWENTY ORCHARDS: SUSTAINABLE PRODUCT FROM OWN FARMS

We continually develop, innovate and expand our products to offer our customers and consumers solutions and foods that contribute to improving their health and well-being, anticipating the needs of society and contributing to promoting changes and positive impacts.

Under the concepts of proximity, total traceability and sustainability, we promote the brand **Twenty Orchards**.





## Business Model

In order to be able to supply the European market, we provide our customers with a product from the 20 best national farms; model farms, with quality certifications such as Global Gap, which guarantee total product traceability and allow European consumers to consume a Mediterranean product.

### 2.1.1. Centres where we operate

(102-3, 102-4, 102-6, 102-10)

In developing our operations, we have:

**1**

Sales office  
(Reus)

**2**

Industrial plants<sup>4</sup> for  
processing nuts and  
dried fruit (Reus)

**1**

Almond shelling  
plant  
(Altura, Castellón)

**2**

Primary processing  
centres in the locations  
where we have the  
estates  
(Extremadura and  
Andalucía)

We also have agricultural farms and we manage more than 2,400 hectares in the Iberian Peninsula, which guarantee the supply of a local, proximity and quality product. These include 434 hectares of the BAIN Pistachio Project, which have increased by 47% compared to the second half of the previous year, the result of vertical cooperation with more than 70 producers in the provinces of Lleida, Huesca and Tarragona.

### 2.1.2. Main business figures 2021-2022

(102-6, 102-7, 201-1)

In financial year 2021-22, BAIN invoiced 136.1 million euro, in a total of 56 countries. Exports account for 52.6% of turnover, reaffirming the company's international profile.

The products most sold by the BAIN Group are firstly almonds (66%), followed by walnuts and pistachios (8% and 5%, respectively).

**2.720 Tn**

produced on managed  
farms

**35,4 mil Tn**

commercialised

### 2.1.3. Value chain: from field to table

(102-6)

Our vertical integration in the value chain gives us greater quality control in all phases, guaranteeing traceability and food safety. The aim of the agricultural activity is to supply the industrial and commercial activity to make sales to the B2B channel through its sales network, and occasionally to sell directly to third parties. Agricultural activity is a strategic and relevant business segment for the Group, since in addition to integration at origin, it provides it with quality products to supply part of its commercial needs in a differentiated way from other origins and gives relevant information on price trends and the evolution of the productive sector.



## Business Model

### Agricultural / supply phase

We manage more than 2,400 hectares of walnuts, almond trees and pistachios from which we obtain part of the fruit we sell, which gives us excellent knowledge and vertical integration of the key raw materials.



### Industrial phase

Our industrial facilities are in strategic areas to allow the processing of raw materials at their optimum point.



### Commercial phase

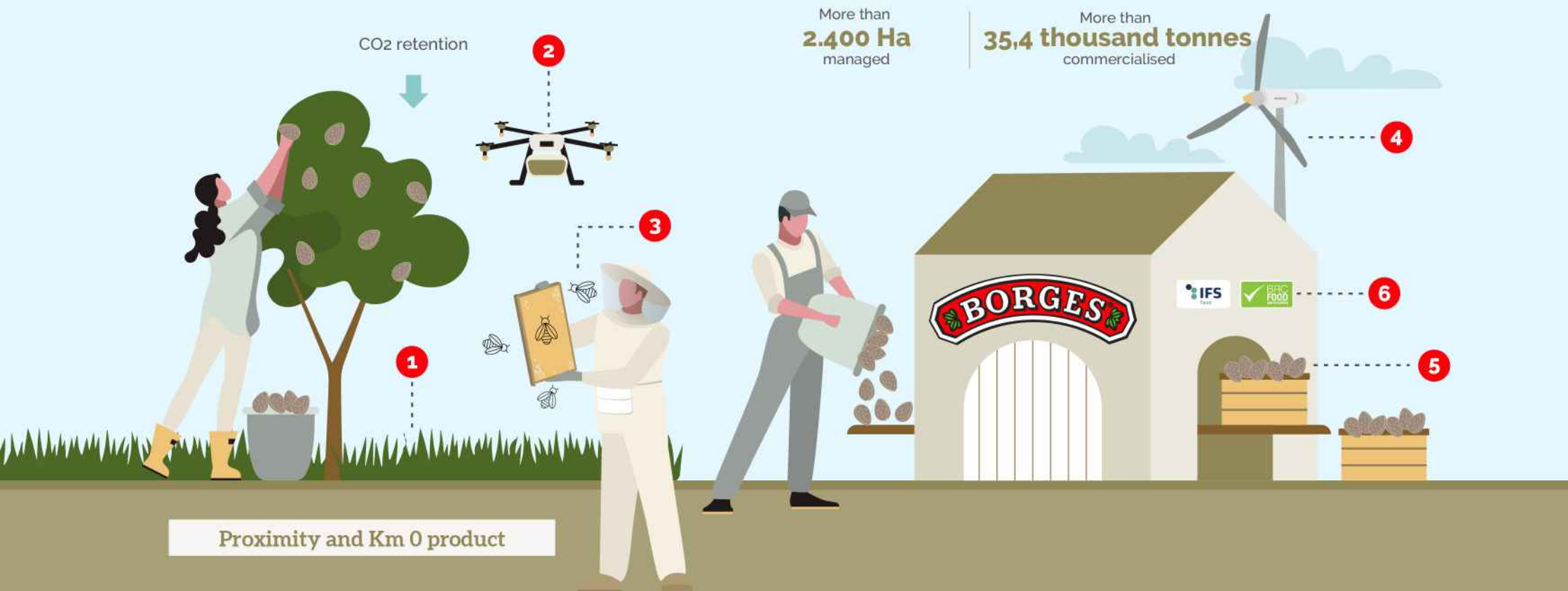
We market our products in the B2B channel. We produce the best products for industries or sectors that use them as ingredients in their processes and we package third-party brands for some of the most prestigious companies.



## Main axes of the BAIN business

### Responsible agriculture

### Vertical integration







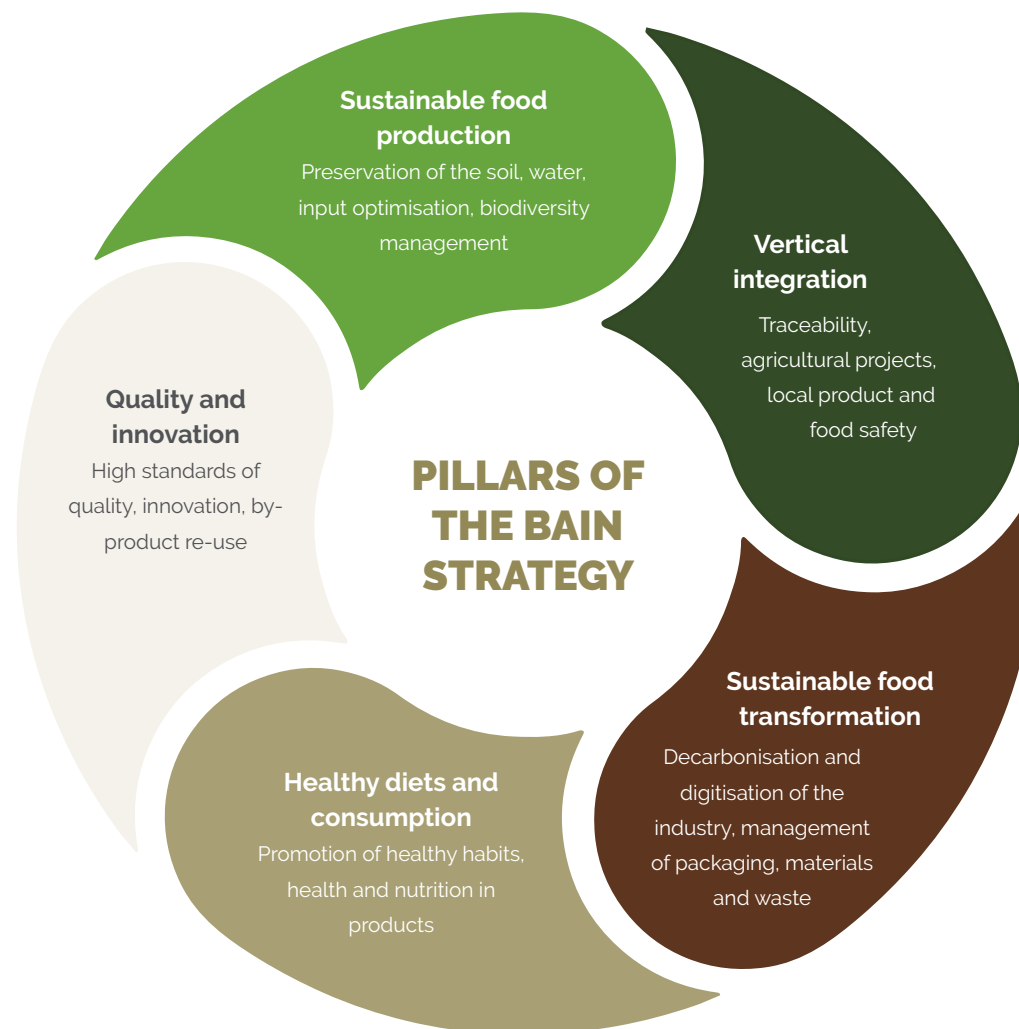
Casarente Estate (Badajoz)



## 2.2. BAIN integrated strategy

BAIN this characterised as a company committed to sustainable development through the production, elaboration and commercialisation of foods that actively favour social welfare, environmental balance and economic progress.

**We are committed to responding to the new opportunities that the sector offers us, such as leading an agricultural and food sector that promotes a sustainable production and consumption model capable of guaranteeing global food security and, at the same time, promoting healthy ecosystems that support responsible management of land, water and natural resources.**







## Business Model

### 2.2.1. Strategic pillars

Our goal is to have a business model that uses our products to generate a positive impact for all consumers, customers, suppliers, employees, and the community. To achieve these objectives, BAIN has defined a **comprehensive strategy based on five strategic pillars**.

#### Guaranteeing sustainable food production

Faced with the challenges and risks of agricultural activity (derived from the climate crisis), we promote handling practices aimed at preserving soil and water, promoting sustainable practices and reversing the loss of biodiversity, such as the current implementation of plans to **optimise the use of inputs in plantations or the use of more sustainable alternatives for pest control**. An example of this is also this year's expansion of the **hectares certified with GlobalGAP**, the international standard for good agricultural practices, and adherence to the **EsAgua** platform, the network of Spanish entities committed to the sustainable use of water and the water footprint.

We also rely on **technological and innovation solutions** that help lay the foundations for an agricultural and industrial sector that is more resilient to climate change.

#### Vertical integration

BAIN promotes a local, km 0, product that guarantees total **traceability** throughout the process.

The agricultural business aims to continue growing by promoting local products and guaranteeing **global food safety**, which is why we continue to grow and expand the **Palm Project** and the **Pistachio Project**.





## Business Model

### Sustainable food transformation

We are heading towards an circular production model, reinforcing digitisation, continuous improvement and industry automation to increase efficiency and productivity in our operations, with renewable energies in the production process. For this reason, **100% of electricity consumption comes from renewable energy** in all of BAIN's industrial activities.

Likewise, improvements are made to **reduce the environmental impact of containers and materials**, such as changes in their structures. We also implement **good practices in the supply chain** to reduce the main waste (overproduction, waiting times, etc.).

### Promotion of healthy diets and consumption

Responsibility with sustainable food must contribute to promoting healthy diets to improve the health of society. We promote the **dissemination of the nutritional benefits of nuts** and continue to apply **innovations in solutions and new products** to mitigate current and future nutritional problems.

### Quality and innovation

Thanks to the high demand on the quality standards of our products and the continuous commitment to innovation, we anticipate to lead the future.

We invest considerably in investigating, innovating and improving processes, guaranteeing the company's competitiveness and future. We do **re-search to optimise the recovery of by-products and other organic waste** from the agricultural and industrial process.

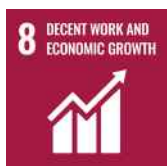


## Business Model

BAIN's strategy is aligned with other policies such as the Farm to Fork strategy, presented in May 2020 by the European Union, within the framework of the New Green Deal, which aims to accelerate the transition to a sustainable food system.

Likewise, in line with our commitment to carry out our activity in the most responsible way, we work to contribute to the United Nations 2030 Agenda. In this sense, the company has identified those **Sustainable Development Goals (SDGs)** on which we have the greatest impact and which define our strategy:

- ✓ **SDG 8** "Decent work and economic growth": We guarantee our professionals' well-being, we work with respect for labour rights, and we ensure compliance with human rights throughout our value chain.



- ✓ **SDG 12** "Production and responsible consumption": We manage our value chain, from the production of raw materials on our farms, the relationship with our supply chain, to the transportation, logistics, manufacturing, and marketing of our products; and we encourage the use of innovation and the design of new launches under criteria of sustainability.

- ✓ **SDG 17** "Alliances to achieve objectives": This is the method to achieve the remaining SDGs. It is the attitude and the way in which we develop our activity, creating alliances and with our stakeholders.

Although these are the main SDGs that define our strategy, we also play an active role in achieving other objectives derived from our activity, for example, through SDG 15 "Life on land ecosystems", to which we contribute through plans of preserving biodiversity on our farms, and SDG 7 "Affordable and non-polluting energy", for the use of renewable energy in our production centres and plantations.











### 2.2.2. CSR plan

BAIN's main commitment is to develop a responsible business that guarantees sustainable consumption and production, being the benchmark of a sustainable, ethical and responsible company integrated into society and communicative with its stakeholders. These have been the bases for defining our **Corporate Social Responsibility (CSR) Policy**, based on the results of dialogue with our stakeholders through the materiality analysis. The CSR Strategic Plan is structured into three main areas of action, each one associated with the different phases of the value chain and with objectives that will allow us to assess our performance:

#### Responsible Agriculture

#### Healthy and Sustainable Products

#### Committed People

### Responsible Agriculture

It encompasses the **management of our own farms** and the **collaboration with suppliers of the agricultural sector and external services** with the aim of guaranteeing that raw materials are purchased and supplied under sustainable criteria.

#### Contribution to SDG:



- ✓ Make agriculture compatible with the preservation of biodiversity.
- ✓ Reduce impacts on the supply chain.
- ✓ Assess our suppliers based on ESG criteria.
- ✓ Define, disseminate and comply with codes of conduct and sustainable procurement policies.

[Responsible Agriculture: Read more](#)



## Business Model

### Healthy and Sustainable Products

We are responsible for promoting a healthy lifestyle through our products, which must be sustainable from their recyclability to their nutritional benefits.

We manage both the **nutritional and healthy policy** of the products as well as their **preparation and processing** in our production centres, our environmental, energy or waste management.

#### Contribution to SDG:



- ✓ Continuously apply nutritional improvements to our products and promote good eating habits through them.
- ✓ Go from a linear to a circular view of production.
- ✓ Reduce food waste throughout the value chain.

[Healthy and Sustainable Products: Read more](#)

### Committed People

This encompasses the relationship with our workers, collaborators, shareholders and communities. We guarantee **the well-being and development of our professionals**, ensuring equality, diversity and fair working conditions.

We contribute to the **development of the communities** where we work, since we understand that sustainable development is only possible with collaboration with our stakeholders.

#### Contribution to SDG:



- ✓ Defend Human Rights throughout our value chain.
- ✓ Ensure quality, decent, inclusive and safe employment.
- ✓ Strengthen internal and external communication through channels and communications.
- ✓ Generate a positive social impact and contribute to community development.
- ✓ Integrate ethics and good conduct in decision-making.

[Committed People: Read more](#)



## Project monitoring – Status 2021/2022

Status of the projects presented as first steps last year:

### Responsible Agriculture

- ✓ Calculation of the water footprint on the El Carquí farm and progressive installation of an efficient and localised irrigation system in our plantations.  
**In process**
- ✓ Preparation of the map of social and environmental risks of the supply chain.  
**Done**
- ✓ Participation in the Agricultural Biodiversity Observatory and implementation of the Biodiversity Action Plan.  
**Continuous**
- ✓ Global GAP Certification for the Palheta B, Torre Bolsa and Tesorero farms and renewal for farms already certified.  
**Done**

### Healthy and Sustainable Products

- ✓ Projects for the reuse of by-products such as almond peel or others produced in the process.  
**Continuous**
- ✓ Advances in packs and materials to improve the recyclability of packaging.  
**Continuous**
- ✓ Electrification of the group's fleet of forklift trucks.  
**Done**
- ✓ Development of the Twenty Orchards brand to offer a local, healthy and sustainable product.  
**Continuous**
- ✓ Monitoring and good practices to reduce food waste.  
**Continuous**

### Committed People

- ✓ Review of Succession Plans in the company, through career plans and reinforcing the retention of talent.  
**Continuous**
- ✓ Performance of a labour climate study on matters of equality.  
**In process**
- ✓ Studies to improve worker health and safety, such as conducting a psychosocial study, an accident rate study or shift changes to improve productive hours.  
**Continuous**
- ✓ Continuous diagnosis of group salary audits, as part of the Equality Plan.  
**Continuous**

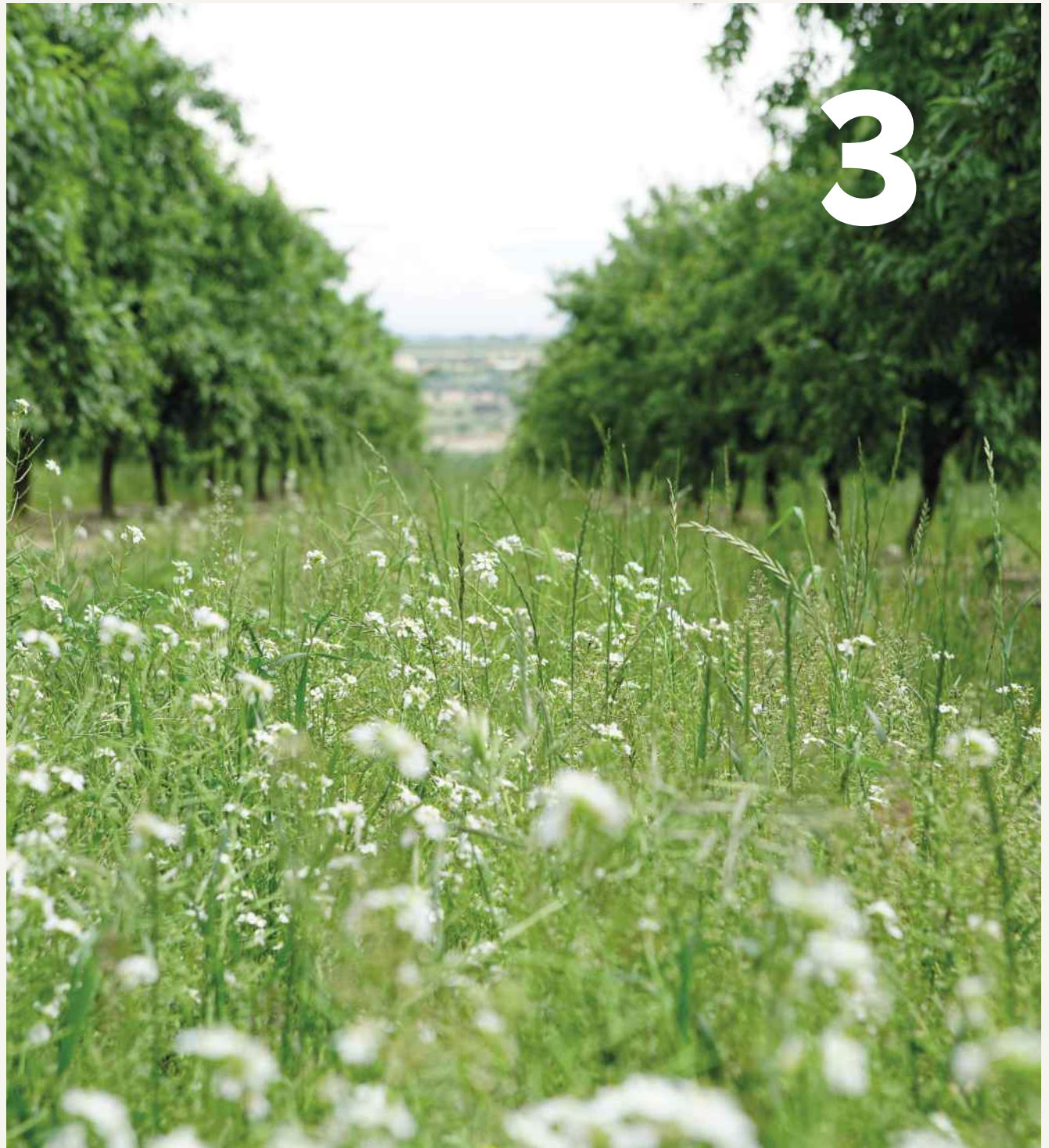


## **Responsable**

## Agriculture

agricultural phase and  
supply chain

3





# Responsible Agriculture

## SUSTAINABILITY AND PRESERVATION OF BIODIVERSITY:

### THE PATH, NOT ONLY THE GOAL

The lines of work are developed below within this first area, which includes all phases related to the **supply of our raw materials**, what happens before our product is processed and reaches our production centres. All with the aim of guaranteeing purchase and supply of raw materials produced sustainably.



**We have begun to calculate the water footprint of our activity**



**We implement precision agriculture practices which allow us a greater efficiency in use of resources**



## Responsible Agriculture

### 3.1. Environmental management on the farm

(102-11, 102-15)

BAIN's environmental commitment is inherent to the nature of the company's business, which is why we carry out our activity with strict and respectful environmental treatment throughout the entire cycle. In this sense, we have several strategic objectives to reduce our environmental impact from the agricultural area:



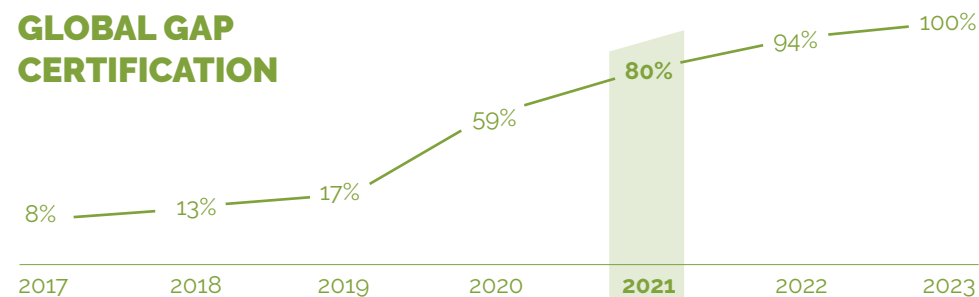
### Certification of agricultural practices

We have continued to expand the number of hectares certified with **GlobalGAP**, the international standard for good agricultural practices. This year, the Tesorero, Palheta B and Herdade da Torre de Bolsa estates were added to those certified.

**1.293**

hectares certified  
with GlobalGAP

#### GLOBAL GAP CERTIFICATION







## Responsible Agriculture



### Responsible sourcing, soil regeneration and nutrient handling

This year, we defined the bases of what our **Responsible Agriculture and Procurement model**<sup>5</sup> will represent, focused on a specific programme that promotes and monitors the management of nutrients, water, phytosanitary products and soil management, among others.

We have implemented **soil analyses** on all our farms, prior to drawing up fertilisation plans to make **more efficient use of fertilisers** and reduce nitrogen applications. We have also started stimulating soil micro-organisms to make all the currently blocked nutrients available to our trees.



### Reduction of chemical synthesis products

We have continued to implement plans to **optimise inputs of plantations** and to increase the use of products of natural origin to the detriment of those of chemical synthesis. This allows us to obtain part of our production free of pesticides, with figures below the quantification limits established by current regulations.

We also **use pheromones to control pests** as a more sustainable alternative to conventional insecticides.

Likewise, in periods of high temperatures, **we spray our walnut trees with kaolin**, an alternative to chemical synthesis products and an optimal tool for regenerative production, which protects the plant from the sun and reduces evapotranspiration and thermal stress in the plant.



## Responsible Agriculture



All these actions contribute directly to:

- ✓ Aligning our farms with a model of responsible and sustainable agriculture over time.
- ✓ Minimising the risks and effects associated with climate change and contributing to its adaptation and mitigation.
- ✓ Regenerating soils and biodiversity.
- ✓ Reducing dependence on fossil fuels and non-renewable energy.
- ✓ Increasing carbon sequestration and absorption, as well as reducing CO2 emissions associated with the agricultural phase.
- ✓ Contributing to the sustainability of the agricultural sector for the coming years.

*Diagram of the blocks contemplated in the Responsible Agriculture and Procurement Manual*



## Responsible Agriculture

### 3.2. Climate change and pollution

(103-2, 103-3, 201-2, 102-15)

BAIN's activity has a direct impact and is highly dependent on the effects of climate change, as presented in the risks identified by the company. However, we also believe that the agricultural sector has a crucial role in the fight against them. Many of these risks can be minimised through correct management in the initial phase.

Regarding water management, our objective is to reduce the water stress that affects the Group's plantations (lack of water, periods of drought derived from climate change, etc.). Thus, the **calculation of the water footprint** has begun to establish actions to improve the use of water. Regarding the consequences related to biodiversity, the company is implementing plans against the loss of fertile soil to promote carbon sequestration in the soil, regenerate soils and improve their fertility. Likewise, we work to mitigate the impact of the risks derived from the supply chain and those associated with our projects through measures that contribute to the **decarbonisation of the industry**, such as the improvement in energy efficiency, the introduction of renewable energies, etc.

Following this line, we include actions in the daily management of our farms that help to store carbon, such as the **use of vegetable or spontaneous roofs**, the **use of pruning remains on the ground** to act as organic fertilisers, **minimum tillage**, use of the **"non-pruning" technique** in which the tree itself acts as its own sink, and the **incorporation of organic amendments** in the soil.



Cover crops in our farms





## Responsible Agriculture

### 3.3. Protection of biodiversity

(103-2, 304-1, 304-2, 304-3)

The degradation and destruction of ecosystems, the overuse of natural resources, invasive alien species, climate change and pollution are, according to experts, the main drivers of the loss of biodiversity, an essential component for sustainable agri-food systems and that plays an important role for the development of the agri-food sector.

- ✓ We have **more than a hundred hectares dedicated to environmental purposes** such as reforestation, fallow, 49 hectares in ZEPA areas, grazing and pastures on different farms in Granada, Lleida and Portugal.
- ✓ We have 77.6 hectares devoted to **reforestation** in Granada (El Carquí estate) and approximately 25 hectares of fallow in Lleida that help in the conservation of agricultural birds, the group of birds most threatened in Europe.
- ✓ We have **19.7 hectares of pasture in Machados and 7.65 hectares of Holm oak in Palheta**. This is a unique ecosystem typical of the Iberian Peninsula that integrates Holm oaks, cork oaks and grass. Pasture regulates water cycles and soil fertility, enhances biodiversity, and also plays a fundamental role in mitigating climate change thanks to its carbon dioxide fixation; 30 to 40 tons of equivalent CO<sub>2</sub> are fixed in one hectare of pasture alone.
- ✓ All **our farms have management policies** based on soil protection, species preservation, minimum tillage, nutrient management, and preservation of natural resources.
- ✓ We are **members of the Observatory of Agricultural Biodiversity**, a project that seeks to better understand the state of biodiversity in the agricultural environment in Spain and to monitor how some agricultural practices help to preserve it with methodologies such as direct observation, counting, nests and traps, etc.





## Responsible Agriculture

### MONITORING OF THE ACTION PLAN FOR BIODIVERSITY CARRIED OUT IN MAS DE COLOM

#### What are the results to date?

- ✓ **The biodiversity performance has been improved in the 67 hectares of the farm.** This pilot experience has also made it possible to generate the bases for a responsible supply programme that can be extended to the other farms of the group.
- ✓ **The complexity of 3,000 m.l. of multifunctional margins of the farm has been increased..** Through the strategic planting of more than 1,000 trees and shrubs and 3,000 aromatic plants, the habitat has been improved for different biodiversity groups such as pollinators, small birds or arthropods to control the pests in the crops in a natural way.
- ✓ **More than 250 old fruit trees in the process of disappearing have been planted.** Traditional elements of the agricultural landscape, with which jams or infusions were prepared, and which had been lost in the area due to agricultural intensification.
- ✓ **More than 4 hectares of agricultural land have been left permanently fallow with native vegetation.** This amounts to more than 6% of the area of the farm and, apart from being the favourite habitat of certain steppe birds such as the little bustard, it is an area that exports pollinators and insects that are beneficial for the rest of the estate.
- ✓ **A biodiversity pond has been built and various nest boxes installed.** Favours different groups of biodiversity being associated with the farm.
- ✓ **Green covers have been introduced between lanes over more than 50 hectares.** This reduces the erosive processes that lead to loss of fertile soil and eutrophication of nearby water bodies. Furthermore, these living plant covers act as ecological corridors for the movement of soil fauna, pollinators and arthropods beneficial for pest control.
- ✓ **Organic matter is incorporated into the soil to improve its structure and achieve greater carbon sequestering.** This organic matter is obtained from residues such as crushed pruning remains or the mesocarp of almonds, walnuts and pistachios.
- ✓ **Six biodiversity monitoring mechanisms are implemented in the field.** Thanks to Mas de Colom's participation in the Agrarian Biodiversity Observatory project, 6 different agrarian biodiversity monitoring sessions are carried out several times a year, focused on pollinating insects, soil fauna, flora and landscape.





Monitoring measures developed in the plan

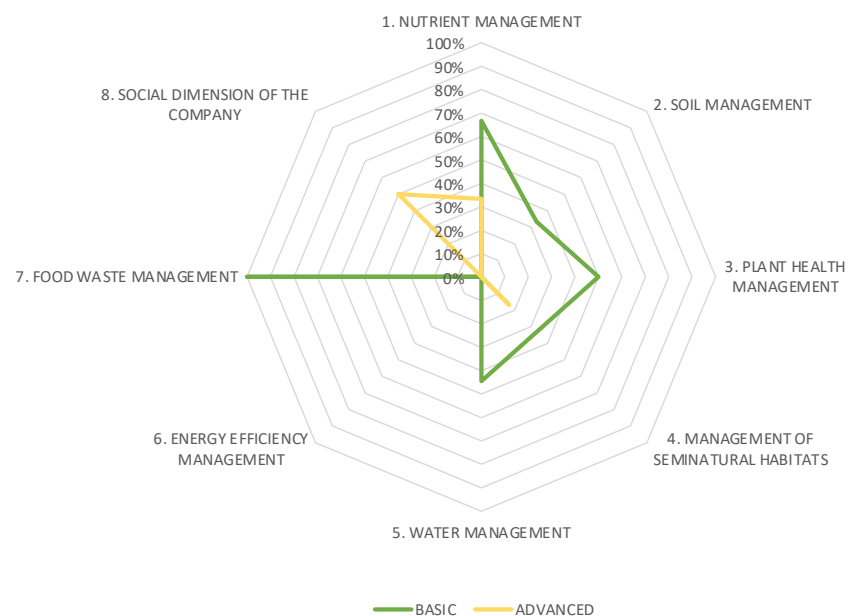




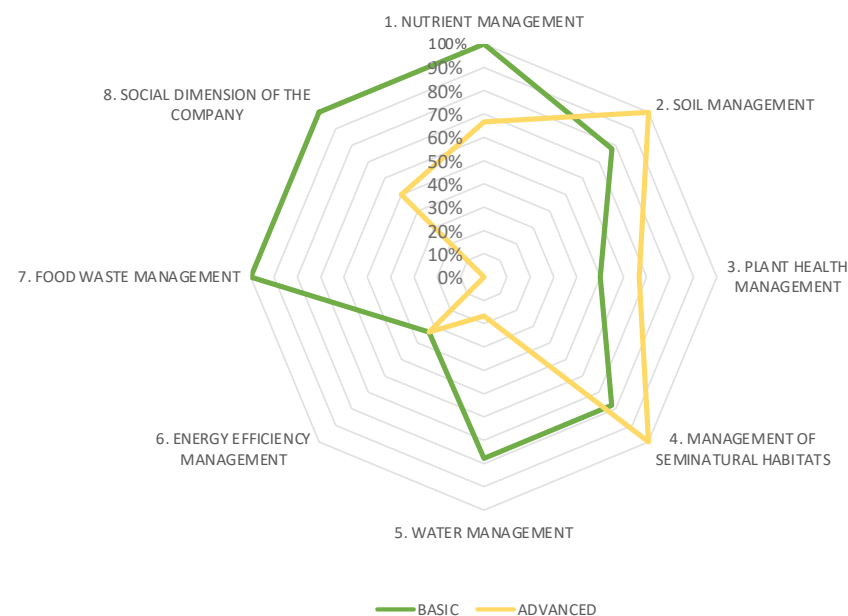
## Responsible Agriculture

The progress in the different components that affect biodiversity conservation can be seen below:

**BORGES EVALUATION FOR RESPONSIBLE AGRICULTURE  
MAS DE COLOM 2019/2020**



**BORGES EVALUATION FOR RESPONSIBLE AGRICULTURE  
MAS DE COLOM 2020/2021**



Evaluation graphs for responsible agriculture at Mas de Colom  
(2019/2020 and 2020/2021 campaigns)



[How we measure the biodiversity of our farms?](#)



## Responsible Agriculture

### 3.4. Sustainable use of water resources

(303-1, 303-2)

We are aware of the direct implication of water resources on our activity. For this reason, we continuously work to **improve water efficiency** by establishing actions and objectives in the industrial and agricultural fields.

**As active members of the EsAgua platform, this year we have begun to calculate the water footprint for our agricultural and industrial activity, with the aim of having it calculated throughout the process for next year.**



#### Reduction of water impact

##### Industrial activities

**Controlled deficit irrigation tests** have been made in order to adjust the doses in the plantations. This practice is used due to the scarce availability of water resources and with the aim of optimising this resource. It is based on reducing water inputs in vegetative states in which the controlled water deficit does not affect production or harvest quality, thus adapting to the needs of each plant cycle.

Done

We have started the use of **Electrostatic Spray Systems** in our atomisers with the aim of reducing the amount of water used in each treatment of the trees.

Done

This year we have started to calculate the **water footprint**. This first calculation will allow us to establish the basis for calculating the water footprint of BAIN's farms and the walnut, pistachio and almond crops, as well as to identify critical points and to assess measures on which to focus the reduction of the water footprint.

In process

Our plantations have **innovative technologies in localised irrigation** and we use **very low-flow drips** to adjust it to the land's infiltration capacity. On the rest of the farms, especially the older, we are also progressively turning the irrigation system towards more efficient localised methods.



## Responsible Agriculture

During this year we participated in the cycle on Meetings for Sustainable Agrifood<sup>6</sup>, where we talked about the use of technology for a more efficient and sustainable agriculture, specifically in the efficient management of water.



### Reduction of water impact

#### Industrial activities

**Installation of flow meters** at the points of greatest water consumption to help implement improvements for its reduction and **preparation of process diagrams** to control such consumption.

**Done**

Implementation of improvements in the water purification system to **improve the discharge quality**.

**In process**

Promote the **reuse of washing water** in the peeling process with the aim of reducing consumption by 15% and reducing the volume of waste water by 25%.

**Next steps**

The waste water generated in the BAIN production plant is treated in our purifier before being discharged into the municipal sewage system, thus complying with the regulations and regulatory permits.

(303-5)

Water consumption (agricultural and industrial) (dam <sup>3</sup> )	2021-22	2020-21
Total agricultural and industrial activity	8.219*	6.941

*\*The area of agriculture suffers from a progressive increase in annual consumption derived from the demand for water from all the new almond plantations in the growth phase and from the walnut plots replanted in recent years. If there are restrictions on the use of water in the territories of our plantations or production centres, we adapt to them through deficit irrigation techniques.*

[Discover more about agricultural management](#)





## Responsible Agriculture

### 3.5. Supply chain management

(102-9, 102-15)

BAIN is committed to contributing to sustainable development through its supply chain, in order to guarantee a sustainable and responsible supply of its products, ingredients and raw materials. We therefore consider our contractors, suppliers and general collaborating entities, which are decisive for the achievement of our goals in growth and development.

Our supply chain is made up of our agricultural farms and also supplier companies (of finished product, raw material and ingredients, and containers and packaging) with whom we seek to forge long-term business relationships based on trust, transparency, and communication. This implies working together to reduce the negative impact in all processes, including land management, water, waste, emissions, transport and respect for human rights, and thus to guarantee that the purchase and supply of raw materials are sustainable and comply with upright and ethical conduct.

One of our main objectives is to have greater control of the environmental and social impacts and risks derived from the supply chain. For this reason, in 2021 actions began on learning more about the social and environmental performance of our supply chain in the development of its activities.

**We want to promote a sustainable agricultural model in our supply chain that can be part of the solution to stop climate change.**

(412-2, 414-2)

**The raw material comes from 15 different countries, mainly from Spain and the United States. 86% comes from countries without risk according to the amfori BSCI list. Of the remaining 14% that come from countries at risk, more than 41% of suppliers have external social audits such as SMETA, which allow us to guarantee our customers a responsible supply chain that also represents a form of continuous improvement.**

También somos evaluados por plataformas como **ECOVADIS** con medalla Silver y otras específicas de clientes.

ecovadis



## Responsible Agriculture

Likewise, during the year we evaluated the social and environmental risks derived from our supply chain based on the origin and type of product they supply. This provided us with a **risk map** based on the product and origin of the material supplied, which contemplates the analysis of the following parameters, among others:

- Respect for Human Rights
- Carbon footprint
- Water footprint
- Biodiversity

**BAIN's supply chain social and environmental risk map will assist in the implementation of risk mitigation policies and the development of specific codes of conduct.**

(308-2)

Among the main risks identified is that related to the water footprint associated with products that require a large amount of water for their production. In this sense, at BAIN we encourage our chain to set targets for the reduction and optimisation of water resources and we monitor their progress.

In parallel, the current management and control in the supply chain are supported by the following parameters:

- ✓ **Clauses related to the knowledge and application of the Code of Ethics and the Criminal Compliance Policy through the Declaration of Customers and Suppliers:** the suppliers declare their adhesion and commit to behaving in a manner aligned with BAIN's business principles. Practically 100% of the major supplier companies and contractors have signed these documents.
- ✓ **Specific clauses when starting relationships with logistics and transport providers:** specific points are added to suppliers' environmental impact and progress.

- ✓ **Comprehensive quality control and traceability of our entire supply chain.** The Food Safety systems and regulations (BRC, IFS, FSSC 22000, among others) our suppliers use are evaluated, always prioritising working with those certified with GFSI (Global Food Safety Initiative). Audits on suppliers of raw materials, ingredients and packaging material are established based on risk assessment. Furthermore, on-site audits are also carried out for those service providers that do not have GFSI.

(308-1, 414-1)

During the 2019-2020 financial year, BAIN began to introduce the **Platform for the approval of supplier companies**, a document management tool that aims to optimise the management of the company's supply chain by centralising supplier management. This allows us to increase efficiency during the purchasing and supply processes and provide more information on product traceability. Every year, more companies are registered on the platform and new phases of implementation are developed. Likewise, the score on environmental, social and social responsibility issues and requirements is assessed.

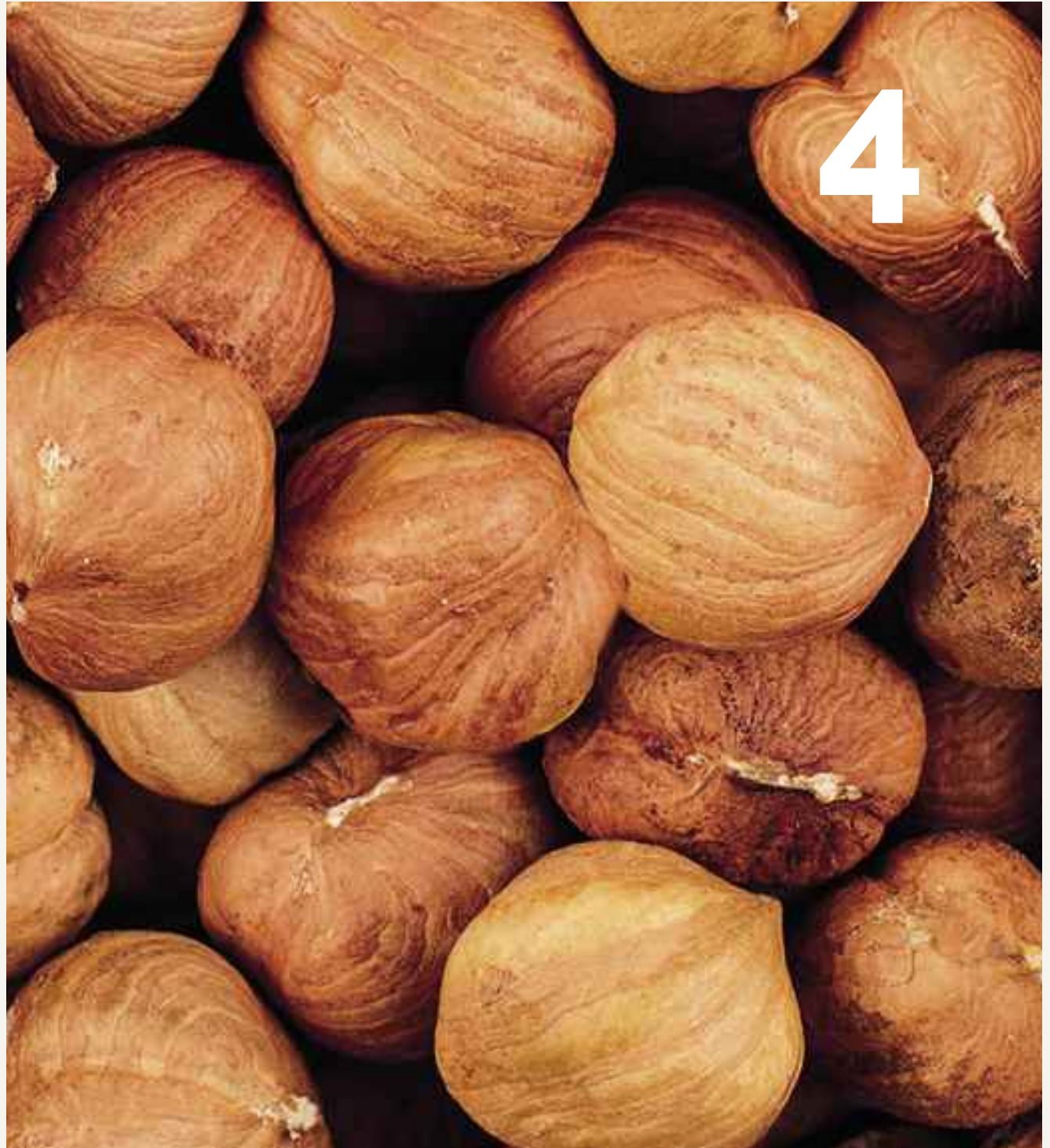






# Healthy and Sustainable Products

product processing and  
management







# Healthy and Sustainable Products

## PRODUCT PROCESSING AND MANAGEMENT

In this block, we develop the lines of work that contemplate everything related from the time the raw material arrives at our production centres, to when the product is made, packaged and finally distributed to customers and consumers. We explain how this product was produced, through what environmental management, and how the generated waste was minimised and treated, with which energy model and improvements in packaging, among others.



**We install of new technology and artificial vision to increase the efficiency of processes**



**We collaborate with research projects related to the revaluation of by-products**



## Healthy and Sustainable Products

### 4.1. Environmental management in our facilities

Our commitments are exposed in our **Environmental Policy** and in the periodic review of our objectives environmental. In addition, the management system environment of our two main production centers, located in Reus (BAIN-B1 and BAIN-B2) are certified according to UNE-EN ISO 14001, valid until 2024.





## Healthy and Sustainable Products

### 4.2. Energy management

(103-2, 103-3)

Renewable energy sources contribute to mitigating the impact of BAIN's activities. We therefore implement them and make efficient use of energy, both in agricultural and industrial activity.



#### Reduction of energy impact

##### Agricultural activities

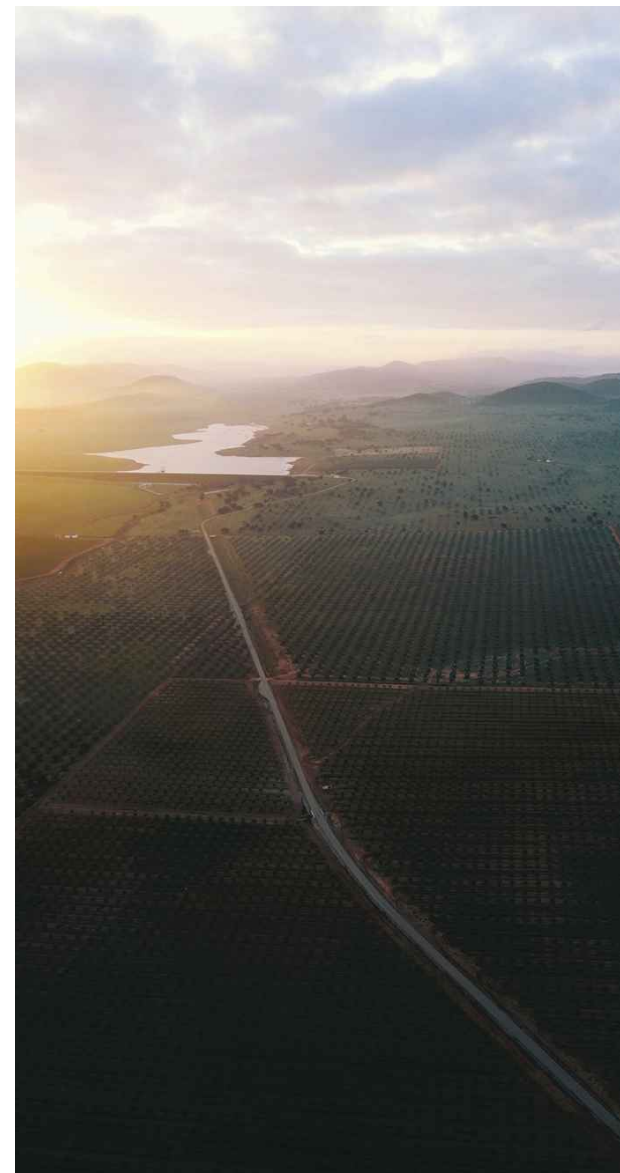
Use of pumping water and **photovoltaic pumping**.

**Done**

We are in the process of installing 4 **photovoltaic solar parks** to meet irrigation needs.

**Next steps**

We continue working to integrate renewable energies or more sustainable alternatives on our estates. **Four photovoltaic solar parks** are currently being installed, which will help meet irrigation needs and reduce the associated carbon footprint. Similarly, we continue to work to replace all the pumping of irrigation water that consume diesel oil or electricity with **photovoltaic pumping**.





## Healthy and Sustainable Products



### Reduction of energy impact

#### Agricultural activities

Replacement of 95% of the fleet of BAIN forklift trucks with **Electric vehicles**.

**Done**

Performance of a study for **installing solar panels** to cover the needs of industrial activity.

**Done**

Electricity contracted with GDOs of **100% renewable energy**, contributing to saving 2,000t of CO<sub>2</sub> a year.

**Done**

Completion of 100% the installation of **LED lighting**.

**In process**

Reduction of the risk of refrigeration gas emissions, thus making it possible to control and also reduce the CO<sub>2</sub> emissions associated with these gases.

**In process**

Improvement of **thermal efficiency**, allowing lower consumption of fossil fuels and the reduction of 20 tons of CO<sub>2</sub>/year.

**Next steps**

Installation of photovoltaic panels and 8% reduction in electricity consumption.

**Next steps**

For industrial activity, and with the aim of improving energy efficiency, we highlight that we are in the process of studying the **installation of solar panels**.

Likewise, we have managed to replace 95% of the BAIN forklift fleet with **electrified vehicles**.

Electrical consumption

**100%**

renewable in industrial activity  
(by the end of the financial year)






## Healthy and Sustainable Products

### Other projects achieved for the sustainable use of energy during

#### 2021-22:

- Implementation of a **monitoring system** based on KPIs to improve efficiency in production processes. We highlight the 5% increase in Overall Equipment Effectiveness (OEE) in the overall production lines of BAIN-B1.
- Creation of three projects for the **installation of new technology and artificial vision** to increase the efficiency of the almond processes and the promotion of digitisation.
- Increased capacity in the **new raw material warehouse**, more optimised and with an **associated reduction in energy per pallet**.

(302-1, 302-4)

Energy consumption per source (MWh)	2021-22	2020-21
<b>Renewable source</b> 		
Electricity	8.672	8.582
<b>Non-renewable source</b>		
Electricity	1.289	1.402
Natural gas	18.298	17.369
Diesel/Petrol	4.943	4.591
<b>Total</b>	<b>33.203</b>	<b>31.944</b>

**We highlight the 5% increase in Overall Equipment Effectiveness (OEE) in the overall production lines of BAIN-B1.**

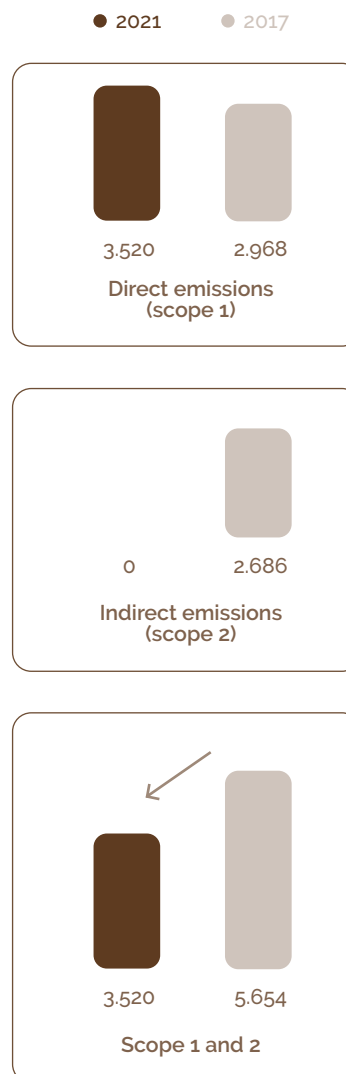


## Healthy and Sustainable Products

We also **calculate the CO<sub>2</sub> emissions** derived from our agricultural and industrial activity, according to **ISO 14064**. This calculation shows us the impact of the activity taking into account both direct and indirect emissions. Each year we extend the scope to have the value of the group's full activity.

**We calculate direct and indirect CO<sub>2</sub> emissions in the agricultural and industrial phase according to ISO 14064.**

### BAIN PRODUCTIVE CENTRE EMISSIONS (INDUSTRIAL ACTIVITY) - tCO<sub>2</sub>eq





## Healthy and Sustainable Products

(305-1, 305-2, 305-3, 305-5)

GHG emissions (tCO <sub>2</sub> eq) – Including all group companies (agricultural and industrial activity)	2021	2020
Direct emissions	9.231,14	6.045,79
Indirect emissions*	1.677,44	3.644,63
<b>Total</b>	<b>10.909</b>	<b>9.690</b>

Data not comparable between years as the scope has been expanded.

Previous year did not include companies from Portugal.

\*As of the date of this report, it does not include merchandise transportation

Corporate carbon footprint by source (tCO <sub>2</sub> eq) Including all group companies (agricultural and industrial activity)	2021	2020
<b>Direct emissions (scope 1)</b>		
Combustion (biomass, stationary and mobile)	4.521,86	3.638,51
Agricultural processes	4.689,80	1.303,45
Fleeting emissions	19,49	1.103,82
<b>Indirect emissions (scope 2 and 3)</b>		
Imported electricity	287,69	73,91
Transport (commercial trips*)	9,45	2.576,07
Water consumption	1.106,37	640,31
Waste	273,94	874,20
<b>Sink (soil conservation practices)** (kg CO<sub>2</sub>eq)</b>	<b>- 1.034</b>	<b>- 550</b>

\*As of the date of this report, it does not include merchandise transportation

\*\*Information provided as a guide, according to FE 2020.

Data not comparable between years. Previous year did not include companies from Portugal.

Recognised practices that contribute to soil conservation and that help sequester carbon in the agricultural phase are also reported.







## Healthy and Sustainable Products

### 4.3. Circular economy, prevention and waste management

(103-2, 103-3, 306-1)

Due to the nature of the activity itself, the greatest impact in terms of waste management and material consumption appears in the industrial phase. And even so, at this stage we have **waste recovery rates of over 99%**. The agricultural phase focuses above all on research into the reuse of the waste generated. In most cases we speak more of the term “by-product” rather than “waste”, due to its final use and reuse.

**+99%**

recovered waste

Thus, waste is managed from the first phases of the business activity, precisely avoiding its generation. To do this, BAIN carries out a series of actions that firstly seek to reduce and minimise the volume of materials used in production (for example, plastics), and secondly to introduce compostable materials and reuse

others to extend their life cycle in primary, secondary and tertiary packaging materials. This is the case of the continuous reuse of pallets on routes, promoting circularity and optimising the costs of this material.



[Watch by-product reuse video](#)





## Healthy and Sustainable Products



### Management of waste, packaging and materials

#### Industrial activities

We have carried out industrial tests to reduce the volume of plastic in primary packaging, as well as to improve its recyclability and introduce compostable materials.

**Done**

Application of a compostable transparent film for secondary packaging.

**Done**

**Certification and circularity** cardboard in BAIN-B2.

**Done**

Updating of the waste **control register** to improve tracking and analysis of KPIs.

**Done**

Start of the study to **reduce spoiling** in the productive processes by reducing food waste.

**In process**

Improvements to **reduce the impact of the packaging** through strategies such as the reduction of micronage and its thickness, allowing the reduction of 12 tons of plastic. As well as improving recyclability through monomaterial formats or testing compostable materials.

**In process**

**Zero Waste Certification** for our BAIN-B1 and BAIN-B2 centres, with Initial Level. A scheme to verify and recognise the amounts of waste generated that do not end up in the landfill, turning to other routes such as recovery, recycling or reuse.

**Next steps**

Pilot trial to improve **waste segregation** in offices.

**Next steps**



## Healthy and Sustainable Products

In parallel, the changes already made the previous year in waste collection planning have also been maintained, making it possible to save associated emissions by adjusting and optimising transport. All BAIN-B2 cardboard boxes are FSC certified.

All these actions contribute directly to:

- ✓ Reducing the volume of plastic waste associated with packaging.
- ✓ Improving the recyclability of packaging, with the aim of having 100% recyclable packaging.
- ✓ Introducing and studying new materials to anticipate the needs of the market and our customers.
- ✓ Making correct waste management in the production phase, promoting its recovery and reuse.

**We have obtained the cardboard circularity certificate for our BAIN-B2 production centre from Saica Natur S.L, which certifies that by 2021, cardboard managed as waste has returned in the form of new boxes.**

In addition to internal research, at BAIN we collaborate and support research<sup>7</sup> projects related to the reuse of agricultural waste and linked to the product transformation process.

### Research projects related to the reuse of by-products, 2021-22:

- Collaboration with the University of Córdoba in the project "Towards a safe, sustainable and efficient Lithium-Sulphur battery prototype" to reuse almond shell as a source to develop batteries for electric cars.
- Support in research and collaboration with the Polytechnic University of Valencia for alternative use in construction materials through industrial waste, such as almond shell ash.

<sup>7</sup> About the two projects presented: (1) The project "Towards a safe, sustainable and efficient Lithium-Sulphur battery prototype" (reference PDC2021-120903-I00) is granted by the Ministry of Science and Innovation, through the call for "R&D+i Concept Test Projects 2021" within the Recovery, Transformation and Resilience Plan, and financed by the European Union – NextGenerationEU. (2) Study: Almond-shell biomass ash (ABA): A greener alternative to the use of commercial alkaline reagents in alkali-activated cement.





## Healthy and Sustainable Products

(306-3)

Volume of waste generated by type (ton)	2021-22	2020-21
Non-hazardous waste	1.704	1.782
Hazardous waste	15	57*
<b>Total</b>	<b>1.719</b>	<b>1.839</b>

\*The increase in hazardous waste this year is a specific event derived from maintenance with the removal of covers and tank cleaning due to regulatory inspections.

(301-3, 306-2, 306-3, 306-4, 306-5)

External waste management by types (t)	2021-22	2020-21
<b>Recovery</b>	<b>1.699</b>	<b>1.780</b>
%	99,2%	98,0%
<b>Elimination</b>	<b>14</b>	<b>37</b>
%	0,8%	2,1%

**Our aim is to obtain the Zero Waste certification for the next financial year, certifying that the waste generated in the plant is treated through responsible means such as recovery, recycling or subsequent reuse.**

### FOOD WASTE

(103-2)

As established in BAIN's Comprehensive Strategy, the company aims to combat food waste. It therefore establishes some of the measures such as **research into the reuse of by-products** and other organic waste derived from the agricultural and industrial process. Likewise, it is common and routine practice of the

company to donate any product that cannot be managed commercially to the Food Banks in the area. We have donated 4,000 kg of product throughout the year, to combat food waste and at the same time provide food to those most disadvantaged.

**+4.000 kg**

of food donated to  
Food Bank



## Healthy and Sustainable Products

### 4.4. Environmental investments

During the 2021-22 financial year, investments were made in activities of the production process that have a direct or indirect associated environmental impact. Among these investments, amounting to €474,487, are, for example, improvements in storage capacity, thus contributing to reducing transport to external warehouses or investment in leak detectors to reduce the risk of refrigerating gas emissions, among others.

### 4.5. Quality, food safety and customer satisfaction

(416-1, 416-2, 417-1)

Present quality certifications, as well as the experience and professional capacity of our employees, allow us to guarantee the highest quality standards and product traceability in all of its phases.

One hundred percent of the products sold are subject to continuous improvement processes and are assessed through internal and external audits, derived

from the implemented certifications and quality and food safety management systems. We have different **programmes and certifications that guarantee food safety and product traceability**, such as the Food Defence Plan and the BRC, IFS Food and AIB International certifications.

In terms of product labelling, in addition to declaring all the mandatory labelling mentions according to current regulations, we have certifications such as CCPAE, Halal, Kosher and Avellana de Reus.

**During this financial year, more than 20 audits and/or visits were made, mainly from customers and certifications (ISO 14001, IFS, BRC, AIB, Kosher, Halal).**

**+20**

Quality audits and visits

**915**

points in the renewal of the AIB audit

**158**

actions for improvement in Food Safety and process improvement  
(78 in 2020-2021)





## Healthy and Sustainable Products

(102-17)

We have various customer service channels and claim systems:

- ✓ Customer Service Department: this manages and centralises all incidents and claims with our customers. Depending on the type of complaint, it is referred to the corresponding department to manage the incident correctly.
- ✓ Compilation of registered incidents: in order to monitor, analyse the points detected and apply improvement plans.
- ✓ Satisfaction survey: for the next financial year, a satisfaction survey is planned for customers with the aim of further improving customer service and feedback.
- ✓ Customer satisfaction evaluation procedure: in order to determine the methodology to measure customer satisfaction and detect areas for improvement.

### 4.6. Innovation

Our commitment to innovation allows us to investigate and improve products and processes in order to become pioneers in the sector and anticipate the future needs of our consumers. An example of this is the **development of new ingredients and value-added products**, the improvement of our products' **nutritional qualities**, as well as projects for the **reuse of our by-products**.

Likewise, we invest in all of BAIN's productive activity with innovative technological solutions, with projects such as the development of new, more sustainable industrial packaging or technical specialisation in each of the new varieties from our own farms.



# Committed People

human capital and  
commitment to society







# Committed People

## HUMAN CAPITAL AND COMMITMENT TO SOCIETY

The people who make up BAIN's great team, the communities where we operate and the general society of which we are part naturally form one of our strategic pillars and have a transversal presence throughout our value chain. Our work is focused on contributing to the socio-economic development of these communities and the creation of quality employment, putting the well-being and development of our staff at the centre and always ensuring equality, diversity and fair working conditions.



**We have implemented the hybrid teleworking modality for all office staff to improve the work-life balance**



**We are at the most important international events and fairs in the sector**



## Committed People

### 5.1. Borges People

#### 5.1.1. Employment

BAIN's human and social capital is essential for us, so we work daily to guarantee their well-being and development. We ensure equality, diversity, conciliation, human rights and fair working conditions. We develop policies and initiatives that promote workers' professional development.

##### **BAIN team featured policies:**

- Personnel selection and contracting policy
- Welcome Plan for new employees
- BAIN Internal Regulation of Conduct (Code of Ethics)
- Occupational Risk Prevention Policy
- Equality Plan
- Protocol for the prevention of moral and sexual harassment
- Policy for the use of information systems
- Internet use policy
- Regulations on per diems and travel expenses of the Borges Group
- Training Policy and Plan

Regarding the distribution of the workforce, 94% are in Spain, while the remaining 6% are in Portugal. The number of people at the end of the year was stable compared to the previous year (422 for the current year and 434 last year).

(102-7)

Number of people* on payroll** by gender	2021-22	2020-21
<b>Women</b>	<b>196</b>	<b>203</b>
% women	46%	47%
<b>Men</b>	<b>226</b>	<b>231</b>
% men	54%	53%
<b>Total</b>	<b>422</b>	<b>434</b>

\* People working in the group at the close of financial year 2021-22

(31.05.2022).

\*\*The data take into account the company's own personnel, not that of temporary work agencies.



## Committed People

(102-8)

At BAIN we are **committed to stable and quality contracting**, which is why 97.6% of the workforce have indefinite contracts and 95% work full-time. For seasonal reasons such as pruning or harvesting work, typical of our business activity, we have 6% temporary contracts. Of the indefinite contracts, 47% are for women (who account for 46% of the Group's workforce).

**97,6%**

people in payroll  
within definite contracts

**95%**

people in payroll  
full time

(102-35)

Regarding remuneration, we have a **Director Remuneration Policy**, aimed at promoting BAIN's long-term profitability and sustainability, and to introduce the necessary precautions to avoid excessive risk assumption and the rewarding of unfavourable results..





### 5.1.2. Reconciliation, work organisation and social benefits

(401-2, 401-3)

At BAIN we approach the management of our staff with the utmost respect and consideration for their personal and family life. We work to achieve the highest levels of well-being among our professionals. Working hours are organised according to the professional category and the specific functions of each person, however, we have **flexibility measures** such as:

- ✓ **Flexible entry and exit hours** and the option of doing an **intensive day** every Friday of the year and some eves of public holidays for the office and structural staff.
- ✓ **Shift scheme** according to the section in which services are provided (morning, afternoon, night or split) for staff contracted for production.

**During this financial year, BAIN implemented hybrid telecommuting for all office staff, which in turn improves reconciliation of personal and professional life.**

## Committed People

We have work-life balance measures for the workforce, such as:

- ✓ Deadline for the start of meetings, to prevent them from lingering in the afternoons.
- ✓ Work disconnection policy. The company has established a digital disconnection criterion for cases in which the submission of a communication is not strictly necessary. In this sense, the workers and management, whenever they can, will send communications in working hours. The company will take measures to avoid computer fatigue.
- ✓ Leave to accompany direct relatives on medical visits.
- ✓ Extension of maternity leave beyond what is established by law.
- ✓ Hybrid form of telecommuting for all structural personnel.





## Committed People

**In 2021 we once again held the Day of the Little Borges People, an activity for staff children with whom ties are reinforced and conciliation is attended to. During the day, we organised specific workshops on healthy eating, the environment and surroundings, in a unique space among the plantations that the company has on the Mas de Colom estate.**

In addition to the reconciliation measures mentioned, we offer our team **social benefits** such as discounts for the purchase of company products through physical sales locations in the workplace or draws for show tickets for specific cultural and sports activities, as well as a language school.

### 5.1.3. Social relations

BAIN has a Collective Bargaining Agreement, a Workers' Representation Committee (Works Council), which maintains direct dialogue with the company's HR Department and has the functions established in the Workers' Statute, such as the monitoring of compliance with current regulations and consultation of decisions that affect staff organisation.

There are also committees, through which worker participation is encouraged: Works Council, Health and Safety Committee, Equality Commission and Innovation Committee. After these, the results are assessed and the necessary measures are proposed to improve

BAIN. The suggestions and proposals of the employees that are shared through channels such as the Suggestion Box, among others, are taken into account in these assessments.

(102-41)

**100%**

of the payroll in Spain and Portugal covered by collective covenant

### 5.1.4. Occupational health and safety

(403-1, 403-6)

The promotion of the health, safety and well-being of our people is an essential condition in the development of our business activity. At BAIN we have an **Occupational Risk Prevention Policy** that establishes the duty to ensure the health and safety of our team, and which encompasses all the activities of the company and all its hierarchical levels.



## Committed People

### Commitments and principles of the ORP Policy:

- To comply with applicable legislation.
- To provide safe and healthy working conditions.
- To involve all company personnel.
- To encourage participation.
- To promote the continuous improvement of the ORP management system.
- To plan prevention.
- To adapt the job to the person.
- To train people.
- To bear in mind the evolution of the technique.

and instructions, thus ensuring the members of our staff are trained against the inherent risks in the development of their activity. For this we have a **procedure for the identification of hazards, risk assessment and determination of controls** which, aligned with current regulations and the requirements according to **ISO 45001**, includes the methodology that we apply in the prevention of occupational risks. Once detected and evaluated, the corresponding corrective actions are proposed with the competent departments.

**We guarantee proper management of occupational health and safety through the ISO 45001 certification implemented in the main production centres.**



**BAIN's SGPRL (BAIN-B1 and BAIN-B2) is certified according to the ISO 45001 management standard**, valid until 2025, and which currently covers 70% of the Group's total workforce. The SGPRL of the rest of the companies is not certified, although the same management procedures that are applied in certified companies are contemplated, shared and implemented.

(403-8)

Coverage of the work health and safety management system	2021-22	2020-21
Employees covered by the health and safety management system		
Number	422	434
Percentage	100%	100%
Employees covered by the internally audited and externally certified health and safety management system		
Number	294	314
Percentage	69,67%	72,35%

### PREVENTIVE CULTURE

(403-1, 403-2, 403-3, 403-7)

The organisation's preventive culture is integrated, at the operational level, through **BAIN's Occupational Risk Prevention Management System (SGPRL)** and an **Occupational Risk Prevention Management Manual**. Both are constantly updated in terms of procedures



## Committed People

(403-3)

BAIN's preventive activity is organised through the Occupational Risk Prevention Area, part of the HR Department and reporting directly to the HR Department and the General Management.

We also have an external Occupational Risk Prevention Service contracted for each work centre, covering all specialities (safety at work, industrial hygiene, ergonomics and psychosociology, and occupational medicine/health surveillance). In this way, the Spanish subsidiaries have the capacity to self-manage in preventive matters, in cooperation with the external Occupational Risk Prevention Services and following the corporate guidelines established at Group level. The management of the concurrent personnel in the agricultural operations in Portugal is centralised through BAIN Extremadura.

External contracted/subcontracted personnel are managed through the e-Coordina computer platform, according to current regulations (RD 171/2004).

### PARTICIPATION AND COMMUNICATION ON HEALTH AND LABOUR

(403-4)

For the workforce to take part in queries and communications related to occupational health and safety, we have a **Health and Safety Committee** in the main work centre in Spain. This has the function of actively participating in the development of preventive management, promoting initiatives and proposals for improvement on methods and procedures to prevent possible risks in the workplace, and collaborating in analysing damage caused to the staff's health or physical integrity. It is equally represented and meets quarterly. The rest of the production centres have representatives elected by the staff to channel suggestions or queries. Similarly, there is direct communication between the managers of each centre and the staff.

#### Outstanding actions in health and safety in the 2021-22 financial year:

- Advancement in machine safety and systems of consignment and blocking.
- Increased integration of ORP/Safety at the Operations level.
- Incorporation of assisted handling equipment for manual load handling.
- Project for the incorporation of automatic packing/palletising equipment.
- Updating of critical procedures, such as "Work on roof".
- Preparation and implementation of "Management of chemical products".
- Adaptation and improvement on roofs.
- Reactivation of internal physiotherapy service.
- Performance of a study on critical and potential risks.

Likewise, during this year, we continued to operate and apply **measures to protect employees from the effects of the pandemic** at our facilities.





## Committed People

(403-5)

With the aim of guaranteeing the training of the entire workforce regarding the general and specific functions to be performed by job position, the training needs identified in each department are recorded each year and the corresponding training actions are proposed. These actions are added to the periodic regulatory refresher sessions and those contemplated in preventive planning, all of which make up the annual Training Plan.

Among others, the Training Plan includes actions such as:

- ✓ Specific job training (article 19 of Law 31/1995) aimed mainly at new recruits.
- ✓ Specific training in the use of lifting equipment (elevator platforms, forklifts, stackers and pallet trucks).
- ✓ Training in first aid and emergency/self-protection plan.
- ✓ Specific training aimed at maintenance personnel: consignment, work in confined spaces, work at height, etc.

- ✓ Training and designation of prevention agents (specific basic level training in Risk Prevention 50 hours).

### WORK ACCIDENTS AND OCCUPATIONAL ILLNESS

We cross-investigate any incident, accident or occupational illness, as established by our internal procedure. The corresponding corrective actions are also established.

(403-9)

Work accident injury	2021-22	2020-21
<b>Actual hours worked<sup>8</sup></b>	<b>702.398</b>	<b>713.969</b>
Women	301.079	315.787
Men	401.319	398.182
<b>Accidents without sick leave</b>	<b>24</b>	<b>29</b>
Women	11	12
Men	13	17
<b>Accidents with leave<sup>9</sup></b>	<b>26</b>	<b>25</b>
Women	12	9
Men	14	16
<b>Days lost<sup>10</sup></b>	<b>712</b>	<b>851</b>
Women	361	400
Men	351	451
<b>Frequency index<sup>11</sup></b>	<b>39.3</b>	<b>37.3</b>
Women	41.1	29.2
Men	37.8	44.0
<b>Severity index<sup>12</sup></b>	<b>1.2</b>	<b>1.3</b>
Women	1.2	1.3
Men	1.2	1.2
<b>Occupational illness</b>	<b>1</b>	<b>3</b>
Women	1	3
Men	0	3

<sup>8</sup> Contemplating work hours + over time of own staff (not temporary work agencies).

<sup>9</sup> Not including in itinere.

<sup>10</sup> Including in itinere.

<sup>11</sup> Work accidents with leave/Hours worked X 1000000.

<sup>12</sup> Days lost/hours worked X 1000.



## Committed People

### 5.1.5. Training and professional development

To promote the professional development of our team, we have our own Career Plans and Training Plans to enhance their knowledge and skills.

As contemplated in the company's Training Policy, the Training Plan is the instrument in which the various needs are contained in an orderly manner and which establishes the approval of the actions for the staff's correct professional development. The objectives of this policy include the definition of the methodology used to detect and meet the training needs of the staff, to define the phases of the process and the participants and to assess the effectiveness of said actions.

This is the impact of the training plan from the previous year:

**29.622 €**  
investment in training

**70,19 €**  
investment in training  
per employee

**4,43**  
average hours of training  
per employee

At the employability level, internal staff promotion is also encouraged, with the internal announcement of all open selection processes in all areas where the company operates.

#### COMMITMENT TO YOUTH EMPLOYMENT

(404-2)

At BAIN we are firmly committed to equal opportunities and the promotion of employability without age discrimination. For this reason, one of our main objectives in professional development is to reduce the gap between academic training and professional training by contracting young students in our workforce and people over 45 years of age. We also have agreements on

internships and collaboration with different universities, promoting **Dual Training** with institutes in the areas where we operate. We also participate in different job fairs, such as the University Employment Fair of the Rovira i Virgili University (URV) and the Reus Youth Employment Fair organised by the Reus Chamber of Commerce with the aim of promoting young talent from the area.

**BAIN was one of the first companies to implement Dual Training. Since 2015, it has been a member of the Alliance for Dual Vocational Training Pact.**

In 2021-22, two students from centres close to our main facilities participated in the Dual Vocational Training Programme.



## Committed People

### 5.1.6. Equality and non-discrimination

(406-1)

We work daily to achieve equal treatment and opportunities between different groups (value of plurality and diversity) and thus avoid any type of discrimination (for reasons of gender, belief, inclinations, origin, abilities, etc.) in the business field and to contribute, through our commitment, to progress towards equal opportunities.

We were one of the first companies to implement Equality Plans and reconciliation policies among the workforce and, in fact, we were distinguished for it. We have the **3rd Equality Plan** and an **Equality Commission** to ensure equal opportunities and non-discrimination from a gender perspective. We also have other policies that take into account respect for the workforce and the guarantee of equal opportunities, such as the company's Code of Ethics, the Selection and Recruitment Protocol and the Welcome Plan. Likewise, the BAIN collective covenant explicitly contemplates the recognition of equality, in which the right of equal access to all sections and professional categories is recognised.

### In 2021, the preparation of the company's 4th Equality Plan began.

One year more and since 2010, the **Distinction of Equality in the Company** has been renewed, which was granted by the Ministry of Equal Opportunities and the Women's Institute, which guarantees the implementation of Equality policies and actions. This year we attended the 3rd National Congress of Equality and Opportunities, which discussed the systematisation of true equality in organisations.

To ensure a work environment that is respectful of gender equality, the dignity and freedom of the staff, we have the **Protocol for the Prevention of Moral and Sexual Harassment**. No complaints were received in the year.

### 5.1.7. Diversity and accessibility

We believe in the diversity of our work teams, made up of people who come from different backgrounds and

valued for their merits and abilities. Our commitment lies in favouring the socio-labour integration of people with functional diversity and promoting equality in the world of work, therefore, the 3rd BAIN Equality Plan includes actions focused on the **management of people with disabilities and the socially excluded**.

The organisation is fully compliant with the law for the social integration of people with disabilities. Since 2013, BAIN has created a labour enclave of 10 people thanks to collaboration with the SIFU Group with the aim of autonomously integrating people with different abilities in the labour market and enhancing their skills and aptitudes.

(405-1)

**2,84 %**

people with diversity  
on the payroll (12 employees)

Likewise, BAIN actively collaborates with other entities such as the TOPROMI Foundation, Bròcoli or Taller Baix Camp through the outsourcing of services.



## Committed People

### 5.2. Ethics, governance and fight against corruption

#### 5.2.1. Information relating to the fight against corruption, bribery and respect for human rights

Commitment to crime prevention is part of BAIN's corporate culture. In this sense, we have developed codes, policies and procedures that help us take the necessary measures to fight against corruption and bribery in the company.

(102-16, 102-17, 205-1)

Some of the policies and measures where our commitment to the fight against corruption and bribery is established are:

- Code of Ethics
- Criminal Compliance Policy
- Criminal Prevention Body
- CSR Policy
- Risk Control and Management Policy
- Manual of Prevention and Response to Crime
- Complaints channels
- Declaration of Suppliers and Customers

#### Code of Ethics

The Code of Ethics establishes the obligation that all people who are part of the Group and those of the stakeholders to whom the Code is applicable, must act based on the ethical principles and values that fostered in the company and must prevent any action of corruption, bribery, fraud and that affects free competition.

It is the company's policy to comply with the exclusion of any possibility of child labour, freedom of association and right to collective bargaining, and the elimination of all forms of forced or compulsory labour.

#### Criminal Compliance Policy

The aspects of the Criminal Compliance Policy include the risks related to corruption in business, including the crime of money laundering: BAIN's staff and associates are expected to act diligently, remaining alert to suspicious operations (unknown suppliers, lack of

documentary support, prices significantly below market prices, payment requests to accounts located in tax havens, etc.), reporting such operations as soon as possible to the BAIN management without revealing the control and investigation actions being carried out to this third party.

#### Manual of Prevention and Response to Crime

We also have a Manual of Prevention and Response to Crime, which includes the procedures, measures and controls in place on this matter in the company and which details the functions and composition of the **Criminal Risk Prevention Body**. These include the management of the complaints, which may be received through the **Criminal Compliance Complaints Channel** ([canal-denuncias@borges-bain.com](mailto:canal-denuncias@borges-bain.com)).

Internally, we have also promoted different communication and training processes on anti-corruption policies and procedures for the company's governing bodies, as well as **training on the Compliance Programme** for all staff.





## Committed People

(205-2)

	31/05/2022	31/05/2021
<b>Compliance training course</b>		
Completed	79	70
%	81,4%	59%
<b>Edition 21-22</b>		
Completed	61	n/a
%	80,3%	n/a

The training is for all staff with corporate email in the company before 1 January 2021.



### Communications, Line of Ethics and Complaints Channel

For queries, observations and complaints, the staff has different channels at its disposal, ranging from reporting to the hierarchical superior to verbal or written communication addressed to any of the members of the **Criminal Prevention Body**, as well as through the Ethics Line or the BAIN **Complaints Channel**.

### Ethics and good practice verifications

At BAIN we have an **Internal Audit Department** responsible for evaluating internal controls and the degree of compliance with them and improving process effectiveness. These processes include the preparation of the previously presented risk map, and where we can see how corruption appears as one of the identified risks.

In addition, the BAIN centre is subjected to external audits such as the **SMETA Audit** (SEDEX Members Fair Trade Audit), one of the most internationally recognised audit procedures in the field of fair trade. In this sense, it is used by our customers to audit their supply chain in terms of ethics and good business practices.

### COMPLIANCE

At the end of the 2021-22 financial year, the 2021 edition of the **training on Compliance** was launched with the aim of updating knowledge of the risks in this area and knowing how to avoid them. Specifically, this year it dealt with computer risks, which were increased by telecommuting, the health risks of the workforce derived from Covid-19 and awareness of the existence of the complaints channel and the importance of its use. This training, started in May 2021, was done by 61 of the 76 employees who have to take the course, which amounts to 80.3% compliance. All management positions have done said training and the members of the Board of Directors have also been informed of said policies and training.

**81,4 %**

completion of the  
training in Compliance  
(as of 31/05/2022)



## Committed People

(102-18)

Following the recommendations of the Code of Good Governance of listed companies, BAIN has two specific bodies in the organisation's structure:

- The Appointments and Remuneration Committee<sup>13</sup>
- Audit and Control Committee<sup>14</sup>

During the previous year, the Audit and Control Committee of Borges Agricultural & Industrial Nuts S.A was appointed as the supervisory body of the company's policies and rules in social and environmental concerns and corporate governance.

The group also has a **Risk Control and Management Policy**. Its purpose is to establish the basic principles and general framework of action for the control and management of risks of all kinds faced by the Company and the Group, and which must be applied in accordance with the provisions of the Group's Mission, Vision and Values. Here the main risks identified are described, as well as the systems for controlling and managing these risks.

### RESPECT FOR HUMAN RIGHTS

(412-1)

We defend Human Rights throughout the value chain to guarantee the well-being of the people in the company and to achieve the sustainable development of the communities in which we operate. For this reason, for years we have made an effort to ensure they are known and respected in all the organisation's facilities and among our collaborators.

**The main BAIN centre has the SMETA Audit, which certifies respect for Human Rights and the company's ethical compliance.**

(102-17)

This is how it remains in force in our **Code of Ethics** and in the Company's **Criminal Compliance Policy**. In this sense, we fully subscribe to the United Nations Universal Declaration of Human Rights, the social policy of the International Labour Organisation and the Principles of the United Nations Global Compact. Based on this, BAIN respects the personal dignity, privacy and personal rights of each employee and is committed to keeping a workplace in which there are no situations of discrimination or harassment.

The company also has a complaints channel through which all investigations will be processed, according to the Code of Ethics, following the legal requirements and in accordance with the employee Human and Labour Rights.



<sup>13</sup> Its functions include those of evaluating the skills, knowledge and experience necessary in the Board of Directors, of defining the functions and skills necessary for the candidates who must fill each vacancy, of proposing the remuneration policy for Directors and general managers or those who perform its senior management functions under the direct dependence of the Board, Executive Committees or CEOs, as well as individual remuneration and other contractual conditions of executive directors, and of ensuring their observance.

<sup>14</sup> Its functions include supervising the effectiveness of the Company's internal control, internal auditing and risk management systems, including tax, as well as discussing with the Auditor the significant weaknesses of the internal control system detected in the development of the audit and supervising the policies and rules of the company in social and environmental concerns and corporate governance.



## Committed People

### 5.3. Impact on the community

#### 5.3.1. Social impact of activity

(102-15, 203-2, 413-1, 413-2, 201-1)

Within the framework of our activity and in line with our commitment to sustainable development, we collaborate closely with local communities, the territories in which we operate and society to generate a positive impact on all of them. Our impact model seeks to promote the creation of value from start to finish, and all this thanks to the development of the rural environment through the promotion of agricultural rent, professional development and collaboration with vulnerable groups. The result of all this is evident in the value of our products, the result of our daily work to promote a healthy food system and nutritious consumption habits for society.

#### PROMOTION OF AGRICULTURAL RENT

The agricultural field has a strong positive impact on the rural development of the territories where BAIN has farms: we generate employment, we contribute to establishing the population in unpopulated areas and rural areas, we invest in the territory to reactivate the economy and technology of the agricultural sector, we make profitable existing infrastructures that represent important investments for the country (such as the Segarra-Garrigues Canal through the Pistachio Project), we improve the profitability per hectare in relation to traditional rain fed crops and we encourage the consumption of produce from proximity.

Also, through the agricultural project in Portugal and Extremadura, we promote the direct contracting of personnel and improve ecosystems and landscapes thanks to our responsible agricultural practices and our work on more than 2,000 hectares of land. .

Finally, the **Pistachio Project** is one more example of cooperation with the territory. Through it, we cooperate vertically with agricultural producers for the planning of pistachio and the implementation of irrigation

structures to bring water to the territory and amortise the infrastructure. In this way, we transfer experience and provide advice on the productive part of the crop, with the aim of improving farming income, economically and socially stimulating the territory and creating synergies throughout the food chain.

**71**

producers in the  
Pistachio Project

**434**

hectares planted in  
Lleida, Huesca and Tarragona  
(+53% compared with the  
2020-2021 financial year)



[Watch Pistachio Project Video](#)



## Committed People

Thus, at the collaboration level, priority is given to all those actions that ensure the social good and those entities that are located in the geographical area close to the towns where BAIN's headquarters are located. In this sense, the population where BAIN is present and the workers are encouraged to participate in the events that take place in their areas. An example of this are invitations to the workforce, such as in the Reus Women's Race, offering shirt numbers to employees so that they can participate in the activity through collaboration with said events.

**For yet another year, we have carried out our Blood Donor campaign at the Reus production centre, a day for voluntary donation.**







## Committed People

### 5.3.2. Membership of sector associations

(102-12, 102-13)

We are present in leading organisations in the sector worldwide, such as:

- ✓ **International Nut and Dried Fruit Council (INC):**  
An international organisation that brings together producers, distributors and consumers of the dried fruit trade sector and whose mission is to stimulate sustainable global growth of the sector.
- ✓ **Group of Almond and Hazelnut Exporters from Spain (Almendrave):** A group of almond and hazelnut exporters from Spain that coordinates promotion plans with the aim of consolidating the consumption of almonds and hazelnuts in traditional markets and opening up new horizons.

We also work with associations such as: AINIA Instituto Tecnológico Agroalimentario, Almond Board of California, Asociación Agraria - Jóvenes Agricultores, Asociación de Fruticultores de Extremadura (AFRUEX), Asociación Española de Descascaradores de Almendra

(Descalmendra), Asociación Española de Frutos Secos, Asociación Extremeña Ganaderos del Reino, California Walnut Board, Confederació Empresarial de la Provincia de Tarragona (CEPTA), D.O.P Avellana de Reus and Mercados Centrales Abastecimiento de Murcia.

### 5.3.3. Participation at events

During this 2021-22 financial year, BAIN attended different events and fairs to learn about the main trends of the sector. We highlight the most relevant:

- ✓ **XXXIX World Congress of Nuts and Dried Fruits:**  
Held in Dubai, this is the largest dried fruit event in the world where all the information on crops, consumption and market trends is presented.
- ✓ **Anuga Fair:** Attendance at the Anuga fair, in Germany, a benchmark in the food industry and where we were able to present our range of dried fruit products and learn about market trends.

During this year we continued to promote our Twenty Orchards brand, both at fairs and among our customers, a brand that offers a local, Mediterranean and sustainable product from our best farms, and whose traceability is guaranteed.



XXXIX World Congress of Nuts and Dried Fruits, the world's greatest nuts Event

# Materiality and stakeholders





## Materiality and stakeholders

# 6. Materiality and stakeholders

## 6.1. Materiality analysis

(102-44, 102-46, 102-47)

At BAIN we want to know the expectations, needs and interests of our stakeholders, which is why we make periodic materiality analyses. This participatory process allows us to identify relevant issues resulting from our activity.

In the last materiality analysis, made in 2018, representatives took part of the stakeholders involved in the organisation, such as the workers, suppliers, shareholders, customers, consumers, administration and management of the company. It is still valid, helping to define the company's CSR Strategic Plan.

The **BAIN materiality matrix** is detailed below, the result of the identification, participation and consultation process:



BAIN is in the process of updating the materiality analysis. To do this, we maintain constant conversations and dialogue with our stakeholders.



## 6.2. Discussion with our stakeholders

(102-40, 102-42, 102-43)

Our main stakeholders are a key element for the development and evolution of our company. We have identified six main stakeholders, which are those that have the greatest impact on the company:

### Suppliers

- Web
- Social media
- Complaints channels
- Press flyers and media
- Email
- Annual CSR report
- Materiality analysis
- Newsletter and communiqués
- Communication campaigns
- Presence in sector institutions
- Fairs, conventions and congresses
- Complaints system
- Customer service (telephone and mail)

### Employees

- Web
- Social media
- Complaints channels

- Press flyers and media
- Email
- Annual CSR report
- Materiality analysis
- Newsletter and communiqués
- Gente Borges Magazine
- Work, Equality and Health and Safety Committees
- Suggestions Box
- Year evaluation and climate study
- Intranet
- 360° feedback
- Open doors policy
- Noticeboard
- Welcome plan
- Work harassment complaints channel

### Shareholders

- Web
- Social media
- Complaints channels
- Press flyers and media
- Email
- Annual CSR report
- Materiality analysis
- Newsletter and communiqués
- Gente Borges Magazine
- General Meeting of Shareholders

- Annual report on corporate governance
- Annual report on director remunerations
- Policy of Communication with Shareholders and Investors

### Community and society

- Web
- Social media
- Complaints channels
- Press flyers and media
- Email
- Annual CSR report
- Communication campaigns
- Presence in sector institutions
- Covenants and collaboration agreements
- Sponsorships

### Governments, administrations and regulators

- Web
- Social media
- Complaints channels
- Press flyers and media
- Email
- Annual CSR report
- Materiality analysis
- Presence in sector institutions





## Materiality **and** stakeholders

### Customers

- Web
- Social media
- Complaints channels
- Press flyers and media
- Email
- Annual CSR report
- Materiality analysis
- Newsletter and communiqués
- Gente Borges Magazine
- Communication campaigns
- Presence in sector institutions
- Fairs, conventions and congresses
- Complaints system
- Customer service (telephone and mail)
- Satisfaction survey and empathy map



About this  
**report**





## About this report

# 7. About this report

(102-50, 102-51, 102-52, 102-53, 102-54)

The purpose of this 2021-2022 Corporate Social Responsibility report (1 June 2020 to 31 May 2022) is to inform the stakeholders of the company's non-financial management policies, as well as the main lines of work and initiatives developed in these areas during this financial year.

In preparing this publication, which includes quantitative and qualitative numbers and data, information on policies, actions and performance provided in previous Borges Agricultural & Industrial Nuts Sustainability reports has been taken as a reference.

Likewise, different sources of information were taken into consideration, including stakeholders and international organisations. We launched different

communication channels to find out the priority of the workers (a group of strategic interest to the Group), who help to determine the materiality of the topics presented and identify those that are most relevant to them.

This Corporate Social Responsibility report is published each year and has not been externally verified. However, this report has been prepared based on the published and verified contents of the Non-Financial Information Statement of Borges Agricultural & Industrial Nuts and subsidiaries, which is an annex to the entity's Management Report and has been prepared based on the compliance and in line with the requirements established by Law 11/2018 of 28 December, on non-financial information and diversity, and follows the criteria contemplated by the GRI Standards, in accordance with its essential option.

Any query related to this report can be referred to [rse@borges-big.com](mailto:rse@borges-big.com)

### NOTE ON METHODOLOGY

(102-5, 102-45)

In accordance with the activity carried out, the Group divides some of the information contained in this report following the structure below and in correspondence with the following companies and segments:

- ✓ Industrial and commercial activity, consisting of the process of shelling, processing, packaging and B2B marketing of nuts from our own or third-party plantations. Companies: Borges Agricultural & Industrial Nuts, S.A. (parent).
- ✓ Agricultural activity, consisting of the operation of agricultural plantations dedicated to nut production in Spain and Portugal. Companies: Amêndoas – Herdade da Palheta, Lda, Amêndoas – Herdade da Palheta II, Lda, BAIN-Mas de Colom, S.L.U., BSJ – Frutos Secos de Moura, S.A., BSJ2 – Amêndoas de Moura, S.A., Inc., BAIN Extremadura, S.L.U. and BAIN Andalucía, S.L.U.

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