

# CORPORATE SUSTAINABILITY REPORT (10180)

Name: AUSTRAL GROUP S.A.A.

Period: 2022

Web page: [www.austral.com.pe](http://www.austral.com.pe)

RPI: CI0006

## I. ENVIRONMENT AND CLIMATE CHANGE

### ENVIRONMENTAL POLICY:

Question 1	Yes	No	Explanation:
Does the company have an environmental policy or a management system that includes environmental commitments?	X		'Austral Group S.A.A has an Integrated Sustainable Management Policy, in which we express our commitment to the care of marine biodiversity and our hydrobiological resources, under clean production and circular economy approaches.

- a) a) If the answer to question 1 is affirmative, indicate the name of the document in which the policy or management system adopted by the company is evidenced, date of approval and the year from which it has been applied.

Document name	Approval date	Year from which it has been applied
'Integrated Sustainable Management Policy	26/05/2021	2021

- b) If the answer to question 1 is affirmative, specify:

	Yes	No	Explanation:
Has the environmental policy or management system been approved by the Board of Directors?	X		Agreement was given.
Does the environmental policy or management system contemplate risk management, identification and measurement of the environmental impacts of its operations related to climate change (*)?	X		Agreement was given.
Does the company has an annual report in which the results of its environmental policy are evaluate and which has been made known to the Board of Directors?	X		Austral Group, through its Sustainability Report, annually reports compliance with our Integrated Sustainable Management Policy.

<b>Question 2</b>	<b>Yes</b>	<b>No</b>	<b>Explanation:</b>
<i>Has the company, during the fiscal year, been the subject of any investigation, community complaint, public controversy or has any corrective measure, precautionary measure, fine or other sanction that involves the violation of environmental regulations by it been imposed? (*)</i>		X	Austral Group has not been the subject of any investigation, complaint or been subject to any type of sanction. We comply with our environmental commitments according to our environmental management reports, our operations follow a sustainable management model.

a. If the answer to question 2 is affirmative, indicate the type of investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction, which involves the violation of environmental regulations to which there is the company has been subject to during the fiscal year; as well as its status or situation at the end of the year.

<b>Investigation, community complaint, public controversy corrective measure, injunction, fine or other sanction</b>	<b>State or situation</b>
Does not apply.	Does not apply.

b. Specify whether the company maintains any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction, that involves a breach of environmental regulations initiated in previous years; as well as its status or situation at the end of the year:

<b>Investigation, community complaint, public controversy corrective measure, injunction, fine or other sanction</b>	<b>State or situation</b>
Does not apply.	Does not apply.

#### GREENHOUSE GAS EMISSIONS (GHG):

<b>Question 3</b>	<b>Yes</b>	<b>No</b>	<b>Explanation:</b>
<i>Does the company measure its GHG emissions (*)?</i>	X		Austral Group carries out its measurement and verification of its GHGs and reports it on the Peru Carbon Footprint platform since 2021.

a. If the answer to question 3 is affirmative, specify:

<b>Document name</b>	<b>Required information</b>
If the company has a certification, report or report from a third party that evidences the measurement of total GHG emissions (*), write the name, date of issue and if it is in force at the end of the year.	Since 2021, Austral Group presents the measurement of its GHG by the ISO 14064:2018 new standard and is verified by a certifying house authorized by the "Peru Carbon Footprint Platform" of Environment Ministry.

If the company has an internally developed platform, tool or standard to measure total GHG emissions (*), indicate its name, its implementation date and, if applicable, its latest update.	We do have a GHG measurement tool called "Austral GHG calculation engine" implemented in 2021 and updated in February 2022
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(\*)The total GHG emissions generated by a company is called a corporate carbon footprint.

b. If the answer to question 3 is affirmative, indicate the following information corresponding to the last three (3) exercises:

Period	Total Emissions GEI (TM CO <sub>2</sub> e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)
2022 <sup>1</sup>	63,369.94	3919.37	5,951.27
2021	86003.44	6467.68	695.4
2020	54220.4	4963.9	1075.2

**(\*)Scope 1: GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.**

**(\*)Scope 2: GHG emissions generated indirectly by the use of energy by the company.**

**(\*)Scope 3: All other GHG emissions generated indirectly by the company. For example: air travel, land travel, paper consumption, transfer of employees, etc.**

<sup>1</sup> The measurement of the 2022 Carbon Footprint was carried out with the new version of ISO 14064: 2018, where scope 3 (previously voluntary) is subdivided into categories 3, 4, 5 and 6, thus reflecting an increase in said scope.

Likewise, the fishmeal production ratio was:

2022: 90,902.04 MT of Fishmeal/ ratio (tCO<sub>2</sub>e/MT Fishmeal): 0.85 (TCO<sub>2</sub>e increases by depth of measurement in scope 3)

2021: 122,165 MT of Fishmeal/ Ratio(tCO<sub>2</sub>e/MT Fishmeal): 0.76

2020: 76,489 MT of Fishmeal/ Ratio(tCO<sub>2</sub>e/MT Fishmeal): 0.79

Question 4	Yes	No	Explanation:
<i>Does the society have objectives or targets to reduce GHG emissions?</i>	x		Change of energy matrix in Cauldrons. Change of luminaires to LED. Osmosis Plant Installation Reduction project based on Science Based Targets (SBT)

a. If the answer to question 4 is affirmative, indicate the name of the document that supports the objectives or goals for reducing GHG emissions by society, date of approval of the objectives or goals and the year from which it has been applied:

Document name	Approval date	Year from which it has been applied

b. If the answer to question 4 is yes, specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>		X	Does not apply.

## WATER

### Question 5

	Yes	No	Explanation:
<i>Does the company measure its water consumption (in m3) in all its activities?</i>	X		Austral Group has implemented a sustainable control of water consumption and/or well network

If the answer to question 5 is affirmative, indicate the following information corresponding to the last three (3) exercises:

Period	Total Water Consumption (m <sup>3</sup> )
2022	343113
2021	345404
2020	212515

### Question 6

	Yes	No	Explanation:
<i>Does society measure its water footprint (*)?</i>		X	Austral Group does not currently measure its water footprint, however, we keep track of the water used in our processes, effluent treatment and cleaning water

If the answer to question 6 is affirmative, specify:

Measurement of water footprint	Required information
If the company has a certification, report or report from a third party that evidences the measurement of its water footprint, indicate the name of the same, date of issuance and if it is in force at the end of the year.	Does not apply.
If the company has an internally developed platform, tool or standard for measuring its water footprint, indicate its name, its implementation date and, if applicable, its latest update.	Does not apply.

### Question 7

Yes	No	Explanation:
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<i>Does society have objectives or goals to reduce its water consumption?</i>		X	Does not apply.
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a. If the answer to question 7 is affirmative, indicate the name of the document in which the objectives or goals for reducing water consumption of the society adopted are evidenced, date of approval and the year since it has been applied. :

Document name	Approval date	Year from which it has been applied

b. If the answer to question 7 is affirmative, specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>		x	Does not apply.

Question 8	Yes	No	Explanation:
<i>Does the company control the quality of its effluents (*)?</i>	x		Austral Group performs a treatment and control of its effluents, complying with the LMP according to current environmental regulations.

If the answer to question 8 is affirmative, indicate the name of the document that evidences the control of effluents:

Document name
Test report Monthly by a laboratory accredited by INACAL Annual Effluent Monitoring Report presented to OEFA

## ENERGY:

Question 9	Yes	No	Explanation:
<i>Does society measure its energy consumption (in kWh)?</i>	X		Austral Group measures the consumption of its purchased and generated energy.

If the answer to question 9 is affirmative, indicate the following information corresponding to the last three (3) exercises:

Period	Total Energy Consumption (kWh)
2022	16880136
2021	21487302
2020	17387213

Question 10	Yes	No	Explanation:
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Does society have objectives or targets to reduce its energy consumption?		X	Austral Group develops its operations under an eco-efficiency, clean production and circular economy approach, taking care of the energy resource. The consumption of energy is related to the production.
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a. If the answer to question 10 is affirmative, indicate the name of the document evidencing the reduction objectives adopted by the company, the date of approval and the year from which it has been applied:

Document name	Approval date	Year from which it has been applied

b. If the answer to question 10 is affirmative, specify:

	Yes	No	Explanation:
Have these reduction objectives or targets been approved by the Board of Directors?			

#### SOLID WASTE:

Question 11	Yes	No	Explanation:
Does society measure the solid waste it generates (in tons)?	X		Austral Group measures the waste generated on a daily basis and reports it quarterly and annually to Regulatory and Enforcement entities

If the answer to question 11 is affirmative, indicate the following information corresponding to the last three exercises:

Period	Hazardous solid waste <sup>TM</sup> (*)	Non-hazardous solid waste <sup>TM</sup> (**)	Total solid waste <sup>'TM</sup>
2022	284	2372	2656.32
2021	189.89	1912.68	2093.57
2020	126.03	1318.41	1444.44

Question 12	Yes	No	Explanation:
Does society have objectives or goals to manage (reduce, recycle or reuse) its solid waste?	X		Austral Group has subscribed to the Clean Production Agreement since 2021.

a. If the answer to question 12 is affirmative, indicate the name of the document in which the solid waste management objectives adopted by the company are evidenced, the date of approval and the year from which it has been applied.

Document name	Approval date	Year from which it has been applied
Clean Production Agreement – Environment Ministry	17/02/2021	2021

b. If the answer to question 12 is yes, specify:

	Yes	No	Explanation:
<i>Have these reduction targets been approved by the Board of Directors?</i>		X	It has been approved at the Management Committee level

## I. SOCIAL

### STAKEHOLDERS

#### Question 13

	Yes	No	Explanation:
<i>Has the company identified the risks and opportunities in relation to its stakeholders (such as, for example, employees, suppliers, shareholders, investors, authorities, clients, the community, among others)?</i>	X		Since 2018 we have used the SSINDEX tool to measure the satisfaction of our stakeholders. Within this survey we include questions that help us identify risks and opportunities.

a. If the answer to question 13 is affirmative, indicate:

	Yes	No	Explanation:
<i>Do you have an action plan to manage risks and opportunities in relation to your stakeholders?</i>	X		From the survey, improvement opportunities are identified and control panels are managed on the portal, each person in charge can see the progress status of the improvement opportunities.
<i>Does the company have a report in which the results of its action plan are evaluated and has this been known to the Board of Directors?</i>	X		We have an action plan that is approved by the General Management and communicated to the directors quarterly.
<i>Do you publicly report your action plan and progress in relation to your stakeholders?</i>		X	We have an action plan, we report our progress to stakeholders (customers, suppliers, community, collaborators) through newsletters and our social networks.

b. If the answer to question 13 is affirmative, indicate the name of the document that evidences the company's action plan in relation to its stakeholders:

Document name

Question 14	Yes	No	Explanation:
<p><i>During the year, the company has had some controversy or material conflict (*), with any of its stakeholders, including the social conflicts contained in the Social Conflict Report of the Ombudsman's Office (**) and the Willaqniki Report on conflicts social issues issued by the Presidency of the Council of Ministers (***)?</i></p>		X	<p>We have not had any controversy or conflict.</p>

If the answer to question 14 is affirmative, indicate the controversy or material conflict with any of your stakeholders; the status or situation of the same and the year of initiation of said controversy or conflict:

Controversy	State or situation	Start year

Question 15	Yes	No	Explanation:
<p><i>Does the company include environmental, social and corporate governance (ESG) aspects in its criteria for purchasing and / or selecting suppliers of goods and / or services?</i></p>		X	<p>Austral has a Responsible Purchasing Policy and a Supplier Selection, Evaluation and Maintenance procedure where it is indicated that visits must be made to suppliers to guarantee compliance with human rights, labor and environmental legislation and compliance with aligned requirements. to our management system (Quality, Environmental, Safety, among others)</p>

If the answer to question 15 is affirmative, indicate the name of the document that evidences the inclusion of ESG aspects in the criteria for purchasing and / or selecting suppliers of goods and / or services:

Document name
Responsible Purchasing Policy and Supplier Selection, Evaluation and Maintenance Procedure



**LABOR RIGHTS:**

<b>Question 16</b>	<b>Yes</b>	<b>No</b>	<b>Explanation</b>
<i>Does the company have a labor policy?</i>	x		We have procedures and regulations which include labor policies and regulations such as the Salary Policy, which is known to all company employees. We are signatories of the UN Global Compact and we are aligned with the SDGs. Finally, we have the Integrated Sustainable Management Policy and Code of Ethics with a section for Collaborators. We have re-certified with ABE (Association of Good Employers)

a. If the answer to question 16 is affirmative, specify:

	<b>Yes</b>	<b>No</b>	<b>Explanation</b>
<i>Has this labor policy been approved by the Board of Directors?</i>		X	HR policies and procedures are approved by the corporate Headquarters and by the HR Management. However, there are codes or policies that include labor issues, which are approved by the Management Committee. All policies are public knowledge.
<i>Does the company have a report in which the results of its labor policy are evaluated and has this been known to the Board of Directors?</i>	X		We have established management indicators based on different aspects of HR, which are reported in the Quality Management System and informed to the management level and of public knowledge. On the other hand, we have surveys that measure the efficiency of all our programs, which are also reported to the management committee and the entire company.

b. If the answer to question 16 is affirmative, indicate whether said labor policy includes and / or promotes, as appropriate, the following topics; as well as specify the name of the document that evidences its adoption, date of approval and the year from which it has been applied:

	<b>Yes</b>	<b>No</b>	<b>Document name</b>	<b>Approval date</b>	<b>Year from which it has been applied</b>
<i>a. Equality and non-discrimination.</i>	X		Code of ethics Selection Procedure Integrated Sustainable Management Policy Gender Equity Policy	1/04/2019	2019

<i>b. Diversity</i>	X	Code of ethics Selection Procedure Integrated Sustainable Management Policy	1/04/2019	2019
<i>c. Prevention of sexual harassment (*).</i>	X	Code of ethics HS Policy	1/04/2019	2019
<i>d. Prevention of harassment and sexual harassment crimes (**).</i>	X	Code of ethics HS Policy	1/04/2019	2019
<i>e. Freedom of association and collective bargaining.</i>	X	Global Compact		2012
<i>f. Eradication of forced labor.</i>	X	Code of ethics Global Pact	1/04/2019	2019
<i>g. Eradication of child labor.</i>	X	Code of ethics Global Pact	1/04/2019	2019

c. Indicate the number of men and women within the organization and the percentage they represent of the total collaborators.

Workers	Number	Percentage of total workers
<b>Women</b>	134	9%
<b>Men</b>	1318	91%
<b>Total</b>	1452	1.00

**Question 17**

	Yes	No	Explanation:
<i>Has the company been investigated during the year or has any corrective measure, precautionary measure, fine or other sanction been imposed related to non-compliance with labor, health and safety, forced labor or child labor standards?</i>		X	We have not been investigated

a. If the answer to question 17 is affirmative, indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction, to which the company has been subjected during the year related to non-compliance with labor regulations, health and security, forced labor or child labor; as well as its status or situation at the end of the year:

Investigation, corrective measure, precautionary measure, fine or other sanction	State or situation
NA	

b. Specify whether the company maintains current investigations, corrective measures, precautionary measures, fines or other sanctions from previous years related to non-compliance with labor regulations, health and safety, forced labor or child labor; as well as its status or situation at the end of the year:

Investigation, corrective measure, precautionary measure, fine or other sanction	State or situation
NA	

Question 18	Yes	No	Explanation
Does the company carry out an annual evaluation of its compliance or observance of the regulations regarding Health and Safety at Work?	X		External audits of ISO 45001:1 Legal Requirements Matrix

Question 19	Yes	No	Explanation
Does the company keep a record of accidents labor?	X		There is a record of accidents and indicators that are constantly reported

Indicator	Period	(Period - 1)	(Period - 2)
Period	2022	2021	2020
No. of Direct Employees	1452	1351	1352
Total hours worked by all direct employees during the year	3,263,633	3,403,828	1,675,502
No. of Minor Accidents (Direct Employees)	0	0	0
No. of Disabling Accidents (Direct Employees)	38	91	50
Number of Fatal Accidents (Direct Employees)	0	0	0

Indicator	Period	(Period - 1)	(Period - 2)
Period	2022	2021	2020
Number of Employees hired	739	522	313
Total hours worked by all employees hired during the year	2,599,740	1,903,114	218,736
No. of Minor Accidents (Hired employees)	0	0	0
N ° of Disabling Accidents (Hired employees)	8	5	9
Number of Fatal Accidents (Hired employees)	0	0	1

Question 20	Yes	No	Explanation
<i>Does society measure its work climate?</i>	x		Since 2018 with the SSINDEX tool we measure the satisfaction of our stakeholders (collaborators), within this survey we include questions that help us identify risks and opportunities.

a. If the answer to question 20 is affirmative, indicate:

	Sí	No	Explicación:
<i>Does the company have objectives or goals to improve its work environment?</i>	x		Based on the results of the stakeholder survey, actions are generated to improve the lowest points.

b. In case you have indicated having objectives or goals to improve your work environment, indicate the name of the document in which these objectives are evidenced, date of approval and the year from which it has been applied:

Document name	Approval date	Year from which it has been applied
Stakeholders Sustainable Index (SSINDEX)		2019

Question 21	Yes	No	Explanation:
<i>Does the company have a talent management policy for its employees?</i>	X		We have HR Management policies and procedures where we cover all areas including the talent of collaborators

a. If the answer to question 21 is affirmative, indicate the name of the document that supports the talent management policy for your collaborators:

Document name
Selection and Hiring Procedure (Annex B), Training Procedure, Performance Evaluation Procedure

b. If the answer to question 21 is affirmative, specify:

	Yes	No	Explanation:
<i>Has the talent management policy been approved by the Board of Directors?</i>		x	Has been approved by HR management

Question 22	Yes	No	Explanation:
<i>Does society have procedures to identify and punish sexual harassment and hostility at work? (*)</i>	X		There is a Sanction and Prevention policy against Sexual Harassment. Additionally, we have a Committee Against Sexual Harassment and Complaint Channels.

If the answer to question 22 is affirmative, indicate the name of the company document that supports the procedures to prevent sexual harassment and hostility at work:

Document name
Sanction and Prevention Policy against Sexual Harassment

## HUMAN RIGHTS:

Question 23	Yes	No	Explanation:
<i>Does the company have an internal and external management policy or system that includes a channel for complaints / reports to deal with impacts on human rights?</i>	x		We have the Code of Ethics and the Integrated Sustainable Management Policy where we refer to compliance with human rights and complaint channels.
<i>Does the company record and respond, within a specified period, the results of the investigations derived from the complaints / reports referred to in the preceding question?</i>	x		We have an Ethics Committee that is in charge of managing complaints.

a. If the answer to question 23 is affirmative, indicate the name of the document evidencing the policy or the internal and external management system adopted by the company, date of issue and the year since it has been implemented:

Document name	Approval date	Year from which it has been applied
Code of Ethics (April 2019) Integrated Sustainable Management Policy (May 2021)	18/05/2021	2021

b. If the answer to question 23 is yes, please indicate:

	Yes	No	Explanation
<i>Does the company have a report evaluating the results of its internal and external policy or management system to remedy the impacts on human rights?</i>	x		The report is presented to the Audit Committee and the Board of Directors of the Company
<i>Does the society have a training plan on human rights issues that covers the entire organization?</i>	x		In addition to the specific training on compliance with human rights, during the year these issues are reinforced in the different activities of the Company

## II. ADDITIONAL INFORMATION

Question 24	Yes	No	Explanation
<i>Does the company have an international certification on Corporate Sustainability?</i>	x		The sustainability standards referentially complement the regulatory framework necessary for the development of our sustainable management in environmental, social and good corporate governance (ASG)

		matters, mitigating our impacts and seeking to generate shared value with our stakeholders. The last result of the SSIndex was a 80% for the management of 2022
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If the answer to question 24 is affirmative, indicate the certification that the company has and indicate the web link where this can be validated.

International certification	web
ISO 45001:2018 (08/26/2019) IFC PERFORMANCE STANDARDS - WORLD BANK (1/07/2014) OHSAS 18001:2007 (4/02/2016) STAKEHOLDERS SUSTAINABLE INDEX (SSIndex) (2019) Global Compact (3/12/2012)	<a href="http://www.austral.com.pe/es/modelo-excelencia">http://www.austral.com.pe/es/modelo-excelencia</a>

#### Question 25

	Yes	No	Explanation
Does the company have a Corporate Sustainability Report different from this report?	X		The Company prepares an annual Sustainability Report, a document that contains information about our financial, social, environmental and good corporate governance management. It is aligned with the Sustainable Development Goals, with the Communication on Progress of the Global Compact and is prepared under the essential standards of the Global Reporting Initiative.

If the answer to question 25 is affirmative, indicate the name of the same and the web link through which the latest available report can be accessed:

Document name	web
Sustainability Report 2021	<a href="https://www.austral.com.pe/reportes/reporte-de-sostenibilidad-2021.pdf">https://www.austral.com.pe/reportes/reporte-de-sostenibilidad-2021.pdf</a>