



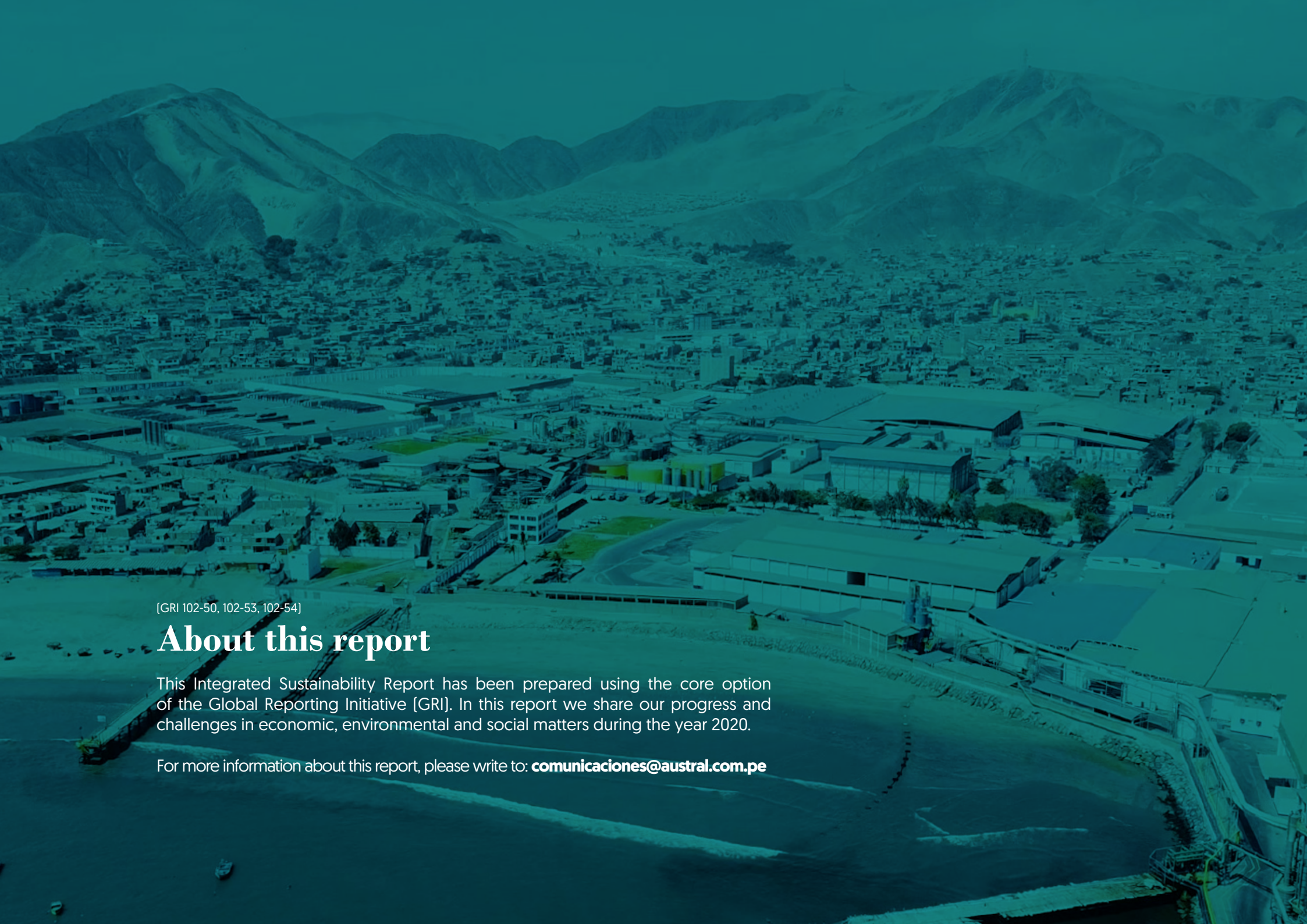
Sustainability Report 2020



Austral Group S.A.A.
Austevoll Seafood Company

WE ADAPT



An aerial photograph of a coastal city and industrial facility, likely a port or refinery, with mountains in the background. The image is overlaid with a semi-transparent teal color. The city is densely packed with buildings, and the industrial facility features large storage tanks and structures. The mountains in the background are rugged and appear to be part of a mountain range.

[GRI 102-50, 102-53, 102-54]

About this report

This Integrated Sustainability Report has been prepared using the core option of the Global Reporting Initiative (GRI). In this report we share our progress and challenges in economic, environmental and social matters during the year 2020.

For more information about this report, please write to: comunicaciones@austral.com.pe

Contents

	Page
A look at our identity	7
Good Corporate Governance	18
Sustainable Management	24
Our 2020 Performance	32
Fighting COVID-19	37
Austral's Team	44
Commitment to our Sea and the Environment	59
Growing with our Suppliers	67
Our Social Management	71
GRI Index	78



**Adriana
Giudice**
CEO

Dear friends,

I am very pleased to submit our 2020 Integrated Sustainability Report, through which we communicate to our various stakeholders our economic, social and environmental performance during such year.

2020 was an extremely challenging year for the whole world due to the COVID-19 pandemic. Our company faced a monumental challenge, as we managed to continue operating due to our role in the food industry.

As soon as word of the contagion became known in Peru, Austral set up its COVID-19 Corporate Committee in order to define and implement health and safety protocols to prevent infection from spreading within our plants and vessels. Also, our employees started working remotely in the support areas of our headquarters. Our "employee at the center" strategy prompted us to quickly implement various actions and benefits to mitigate the impact of the pandemic on them and their families.

Moreover, throughout the year we maintained a close-knit relationship with our communities, while identifying and meeting the needs of the current situation, by delivering not only donations, but also programs aimed at providing information and promoting safe behaviors.

As for our operations, we started the year with unusually low inventories of fishmeal and fish oil due to the cancellation of the second anchovy fishing season of the Central-North Zone of 2019, reaching at the end of the period a total anchovy landing of 319,987 MT coming entirely from that area. These catch levels resulted from the fact that in the southern zone, the high incidence of juvenile specimens led to a ban on anchovy fishing throughout the year. On the other hand, as for Direct Human Consumption (DHC), Austral performed well, with catches of 13,150 MT of jack mackerel and 5,775 MT of mackerel.

On the trade front, continued market demand boosted sales of fishmeal and fish oil, as well as frozen fish. China showed a rapid recovery in its fishmeal and fish oil imports, while there was high demand for pelagic fish in Africa and a

diversification of the mackerel market in Eastern Europe and Russia.

Moving on with our efforts to strengthen our Good Corporate Governance policy, our Board of Directors approved the update of the Code of Ethics, underpinning the provisions related to the fight against corruption and conflicts of interest, Human Rights and gender equality. Similarly, the Sexual Harassment Intervention Committee was formed.

Our efforts to strengthen our company's sustainable management spanned actions in the areas of circular economy aimed at reusing our discarded fishing nets as raw material to manufacture innovative products through the Net Positiva ["Positive Network"] program in alliance with Bureo; and eco-efficiency and process optimization by implementing the Total Productive Maintenance (TPM) methodology. Furthermore, we implemented measures to improve our value chain by executing two supplier development programs in alliance with Innóvate Perú and the International Labor Organization.

For the third consecutive year, we applied the Stakeholders Sustainable Index (SSIndex), obtaining 81% approval in our risk management and sustainability from our stakeholders. Moreover, we received for the sixth time the "Socially Responsible Company Distinction" awarded by the Peru 2021 organization, which recognizes the most responsible companies, leaders in change management and sustainability at a national level.

All the progress described in this report is the result of the effort and commitment displayed by all the members of the great Austral family, who have demonstrated a considerable capacity to adapt to the current situation. To all of them, I would like to express my recognition and commitment to continue working as a team, because it has become clear once again that "Together we are stronger".

"This document contains true and sufficient information regarding the development of Austral Group S.A.A.'s business. during the year 2020. Without prejudice to the responsibility of the issuer, the signatories are responsible for their content in accordance with the applicable legal provisions ".


Adriana Carmen Giudice Alva
CEO

October 2021

A look at our identity



Chapter 1

[GRI 102-2, 102-3, 102-5]

We are a leading fishing company engaged in the capture, production and marketing of seafood and marine ingredients worldwide. We are part of the Norwegian group Austevoll Seafood ASA, a company listed in Oslo Stock Exchange and operating in the most important fishing countries globally such as Norway, United Kingdom, Chile and Peru. Our operations are based on a Management Excellence Model, which is grounded on 4 pillars:

Quality

• Continuous improvement

• Eco-efficiency

• Innovation



Mission

To meet the needs and expectations of our customers with high-quality products based on a team committed to the sustainability of fishery resources, through an efficient, environmentally and socially responsible operation, in a context of value creation and innovation..

Vision

To be recognized as the leading fishing company in the production of high-quality food products.



Values:

- Teamwork
- Commitment
- Integrity
- Responsibility

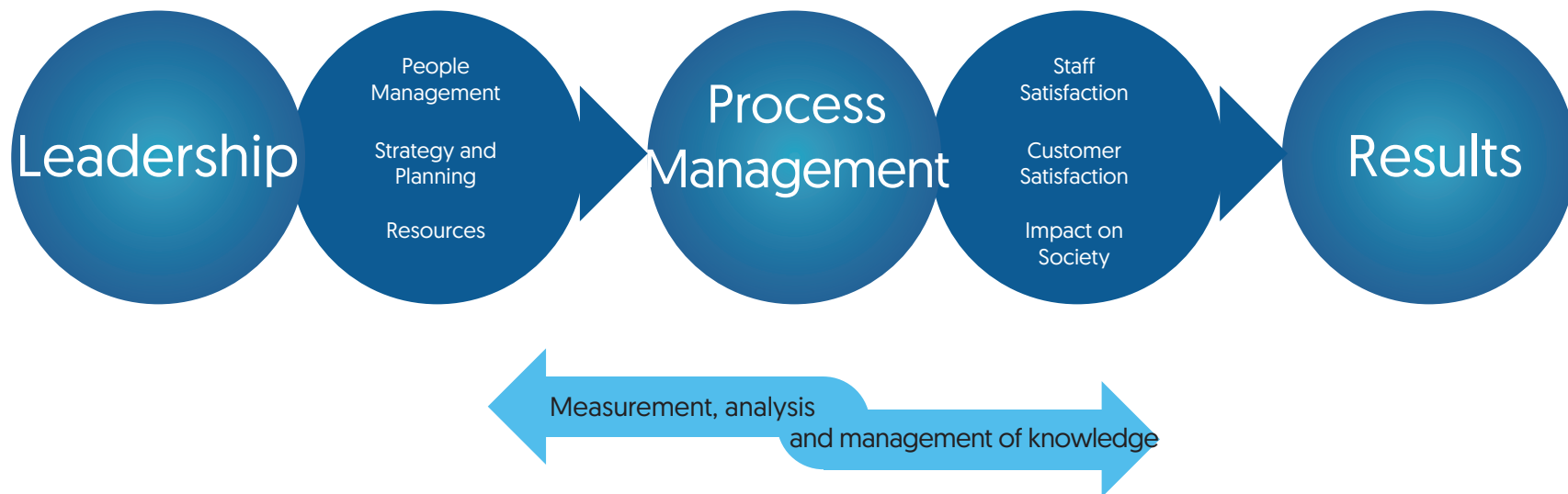
Success factors:

- Efficiency
- Preparedness
- Responsible leadership

Excellence Model

Our Quality Management Excellence Model, based on the model developed by the European Foundation for Quality Management (EFQM), provides us with a powerful tool to improve processes and ensure an adequate management of the organization, allowing us to achieve the expected results and seek excellence in performance.

Its successful application and the ensuing results allowed us to obtain the “Gold Category Quality Leader Medal” given out in the 2011 National Quality Award ceremony hosted by the Quality Management Committee of the Center for Industrial Development. The following year, Austral won the 2012 National Quality Award, the highest recognition granted in Peru to organizations that prove an outstanding performance in the implementation of the Management Excellence Model.



[GRI 102-3, 102-4]

Our Plants and headquarters

Our headquarters are located in Lima, in the district of San Isidro. We also have 4 fishmeal and fish oil plants, 2 canned fish plants and a frozen fish plant.

DHC

Frozen fish: 600 MT per day

Canned fish: 9,600 boxes per shift

Coishco

Chancay

Pisco

Ilo

IHC

Fishmeal: 160 MT per hour

Fishmeal: 130 MT per hour

Fishmeal: 120 MT per hour

Fishmeal: 100 MT per hour



Our Fleet

2020

Our fleet comprised 20 vessels, of which 13 have a seawater recirculation system (RSW) with a combined hold capacity of 7,818.59 m³.



Our Don Ole fishing vessel is the most modern and eco-efficient anchovy vessel in Peru. Its 9 holds are equipped with refrigeration systems (RSW) and are highly automated. The vessel's hull is protected by a thin layer of zinc to ensure long-term preservation and fourth generation engines that contribute to a reduction of up to 35% of fuel consumption, thus complying with European gas emission requirements.

[GRI 304-2]

Responsible Fishing



Anchovy is Peru's main fishery resource and its sustainable biomass is highly regulated. Anchovy fishing is governed by Instituto del Mar del Perú (IMARPE), a scientific institution of international prestige. In 2009, in order to ensure the sustainability of this resource, IMARPE introduced the "individual quota system", a new fishing regulation approach, the results of which have been recognized by FAO, OECD, ECLAC, the World Bank and other important international organizations.

Moreover, together with the Ministry of Production and IMARPE, as well as other fishing companies, Austral has implemented a system for the protection of juvenile anchovy specimens, which guarantees the reproduction of the species and its preservation over time. This system includes the temporary closure of fishing areas based on the timely reporting of the presence of juveniles by all fishing vessels, through the use of an electronic logbook. The closure of fishing areas also occurs as a result of the complementary monitoring system [autovedas ["self-imposed bans"]] used by the companies that are members of the National Fisheries Society (SNP).

Since 2017, we are part of the SNP's Salvamares Program, the world's first private initiative that seeks to contribute to the sustainability of the marine ecosystem by monitoring and releasing the main species that interact in the fishing industry, by mitigating the capture of juveniles

and by developing a large database of the marine ecosystem.

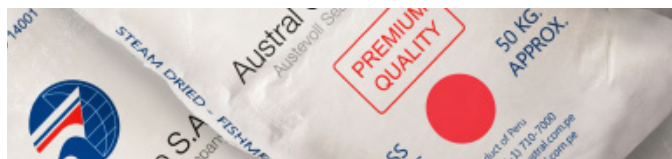
In addition, Peru is implementing the Fishery Improvement Project (FIP) for anchovy, with the aim of obtaining a certifiable status according to the guidelines set out by the Conservation Alliance for Seafood Solutions (CASS) and the pre-assessment against the Marine Stewardship Council (MSC) Fisheries Standard.

Finally, Austral's Quality Policy expresses its commitment to practice and promote responsible fishing. Said policy is endorsed by international certifications such as Friend of the Sea and IFFO-RS, which guarantee that our products are made from a responsible supply of raw material.

[GRI 102-2]

Our Products

Adherence to responsible fishing practices and the implementation of the individual vessel quota system have earned Peru's anchovy fishery recognition as one of the best managed in the world, which allows us to obtain high-quality marine ingredients without neglecting the sustainability of fishery resources.



Fishmeal

Our fishmeal production is based on anchovy (*engraulis ringens*), a species that has a large amount of essential amino acids that allow for the proper nutrition and growth of the species that feed on it. We produce excellent quality fishmeal, which is highly digestible and offers significant nutritional qualities [high protein value, vitamins and essential minerals]. We use antioxidants to prevent fat oxidation. We pioneered the production of Super Prime and Prime fishmeal. Eel feed is our highest quality fishmeal, not only because of its high protein content and superior freshness, but also because of its physical characteristics that meet the demanding standards of our customers in the eel feed market.



Fish Oil

Our fish oil also from anchovy is ideal for the nutraceutical and pharmaceutical industry as it is rich in Omega 3, EPA, DHA, and fatty acids ideal for the development of unique enriched nutritional supplements, and very important for blood circulation and the proper functioning of the brain and vision. Its properties are highly beneficial for children and adults. We also produce excellent quality oil with high nutritional values, which is ideal for aquaculture and the animal feed industry. valores



Frozen

Moreover, our company processes frozen products for which we guarantee the care of the cold chain from catch to finished product delivery. We serve national and international markets. The species we offer [horse mackerel, mackerel, sand smelt, anchovy, giant squid and squid] are captured with our own industrial vessels or third-party vessels that have fishing permits or are purchased from local artisanal fisheries, which are part of our value chain.

[GRI 416-1]

Quality with world standards

Our commitment is to provide high-quality products. We implement strict procedures that maintain minimum variability margins in order to obtain products that meet our customers' quality requirements.

The quality of our products is evaluated by applying the following procedures:



Verification of frozen products

The SANIPES and an internationally recognized supervisor are in charge of verifying matters such as product origin, species identification and regulatory compliance.

Verification of fishmeal and fish oil

A supervisory company is responsible for the verification and conformity of the product according to the business' sales parameters. They inspect matters such as labels, license and authorization numbers, and production dates, so that these are subsequently reviewed and approved by SANIPES.

The quality of our processes is guaranteed by eight international certifications: ISO 9001, ISO 14001, ISO 45001, FEMAS, MARINTRUST, FRIEND OF THE SEA, BASC and SSINDEX, which are audited from time to time by recognized certifiers.

We implement strict procedures that maintain minimum variability margins in order to obtain products that meet our customers' quality requirements.

Furthermore, all our products go through rigorous controls to avoid possible impacts on the health and safety of our customers or end consumer, ensuring compliance with contractual requirements. To this end, we have implemented the Hazard Analysis and Critical Control Point [HACCP] system, which aims to identify safety hazards and establish control measures for our products. It should be noted that we have HACCP plans in place for each of our product lines.

We permanently monitor compliance with the regulatory requirements of the National Fisheries Health Agency (SANIPES), the Codex Alimentarius, national legal regulations, Peruvian technical standards and metrological standards applicable to our products and the requirements of the destination markets.

[GRI 102-6]

Our Customers

Austral is committed to bringing the best of the Peruvian sea to the whole world. As of 2020, our presence spanned 29 countries across all five continents, namely:

China
Vietnam
Japan
Taiwan

Ecuador
Chile
Honduras
Indonesia

Norway
Belgium
Australia
Nigeria

Ghana
Russia
Ivory Coast
Egypt

Angola
Namibia
Latvia
Benin

Togo
Mozambique
Liberia
Lithuania

Bulgaria
South Africa
Senegal
Guinea



As stated in our Quality Policy, we share a strong commitment to customer satisfaction. We strive to consistently communicate with our customers through various channels to ensure that their needs and expectations are met. The SSIndex allows us to be aware of their relevant degree of satisfaction.

2020

In 2020, 89% of the customers surveyed said they approved the company's management, our customers being the stakeholder group with the highest level of approval.

[GRI 102-13]

Guilds and associations

Austral maintains strategic alliances with different associations and leading institutions in the industry to strengthen its initiatives and projects in Peru.

- **National Fisheries Society - SNP**
- **APROChancay and APROPisco**
- **Association of Owners of New Fishing Vessels - AANEP**
- **Sustainable Peru**
- **United Nations Global Compact**
- **Peruvian-Nordic Chamber of Commerce**
- **American Chamber of Commerce of Peru - AMCHAM**
- **Lima Chamber of Commerce - CCL**
- **Exporters Association - ADEX**
- **National Confederation of Private Entrepreneurial Institutions - CONFIEP**

Innovate to transform

Digital Transformation

Digital transformation enables us to explore new ways of working that allow us to benefit from all the potential offered by technology. Digital transformation is no longer an option to be considered, it is a way of working that is here to stay and energize organizations while making them more efficient.

We strengthen collaborative work and promote digital communication inside and outside the organization. The main benefits include:

- Improved process effectiveness.
- Boosting the company's culture of innovation.
- Fostering innovative leadership in each of our areas, improving the capacity to contribute new and innovative ideas.
- Improved effectiveness and immediate response to our stakeholders' concerns.

2020

Our progress in digital transformation has been critical to successfully address the challenge posed by the COVID-19 pandemic. During 2020, we developed the following applications that promote contactless management.

Transport Incidents

Foodstuff Incidents

Fleet Management

Plant Maintenance Management

Warehouse Control



Purchase Management

Property Security Management

OSH Management

Supplier Management

Fleet Maintenance Management

Innovation

“Hazte una Pez” Suggestion Program

Our “Hazte una Pez” program makes it possible for our employees to submit innovation proposals, by identifying new ideas in our daily work, in order to find opportunities to improve our processes. Our employees’ proposals are evaluated and implemented when they represent an efficient and effective solution to a previously identified problem. The authors of the proposal receive public recognition and an economic incentive for their contribution.

The program has enabled us to :

- Promote the participation of workers in the company’s continuous improvement.
- Improve communication
- Encourage teamwork
- Inspire the participants to develop their technical and management skills.

2020

The program has been running for 13 years and in 2015 it was relaunched in order to substantially improve its original design to make it simpler and friendlier for anyone who has an innovative idea in mind. This move allowed us to quantify the actual economic benefits: in 2020 alone, the program allowed us to save more than USD 90,000 and a total of USD 385,000 since it was relaunched.

Total Productive Maintenance (TPM)

TPM is a methodology focused on innovating processes and activities to improve production, by eliminating losses and restoring the basic conditions of industrial equipment.

Austral is implementing a pilot of the TPM methodology at its Chancay plant, particularly in the effluent treatment process.

2020

During 2020, we developed the following pillars: Focused Improvement, Education and Training, Autonomous Maintenance, and Planned Maintenance.

The “Big Cleanup Day”, a milestone in the first steps to TPM implementation, was held on September 28, 2020 and starts with the restoration of the equipment basic conditions. The successful development of this pilot will enable us to scale this management approach to other processes and other plants.

Granting of Patent

In 2020, we managed to register our first patent, entitled “Procedure for the production of fishmeal enriched with hydrolyzed protein from marine sources,” in the National Institute for the Defense of Competition and the Protection of Intellectual Property (INDECOP), Peru’s antitrust and competition authority.



Good Corporate Governance



Chapter 2

[GRI 102-14, 102-18]

Board of Directors

Our Board of Directors consists of five directors, who are elected to serve for a 3-year period by the General Shareholders' Meeting. Independent directors are selected based on criteria such as diversity, independence and expertise in the economic, environmental and social fields. Directors and committee members are required to be highly educated and experienced individuals. They must also have a high professional standing and sense of ethics.



Chairman of the Board
Arne Møgster



Regular Director
Britt Drivenes



Regular Director
**María Jesús Hume
Hurtado**



Regular Director
Gianfranco Castagnola



Regular Director
Helge Singelstad

Management

Our management team consists of five managers, two of whom (40%) are women, including the General Manager.



General Manager
Adriana Giudice



Human Resources Manager
Cynthia Jiménez



Chief Financial Officer
Andrew Dark



Chief Operations Officer
Didier Saplana



Fleet Manager
Juan de Dios Arce

Committees

The steering committees, according to their area of competence, participate in decision-making on economic, environmental, ethical compliance and social issues, depending on their roles.

Audit Committee

This Committee is geared towards strengthening internal control, management supervision and risk prevention within the numerous areas of the company. It is responsible for leading and overseeing initiatives for risk prevention and the search for continuous improvement in this area. It is also responsible for overseeing and continuously monitoring the operation of the company's Crime Prevention and Compliance Model.

Corporate Governance Committee

This committee is in charge of assisting the Board of Directors in adopting, executing and complying with Good Corporate Governance Practices, by providing elements of judgment and proposals necessary for developing, supervising and improving the relevant practices.

Ethics Committee

The Ethics Committee, the competent and decision-making body regarding compliance with and application of the Code of Ethics, is responsible for investigating and resolving the various complaints received through the Ethics Line. Its duties include ensuring its operation, confidentiality and independence. It promotes the implementation of corrective measures and recommendations to prevent similar violations of the Code of Ethics in the future.



2020

In 2020, the Ethics Committee received 15 complaints for alleged violations of the Code of Ethics, 80% of which came from the operating units and 20% from the administrative areas. All complaints were investigated and corrective measures were taken where appropriate to ensure commitment to our organizational values and compliance with current legislation.

Corporate Committees

COVID-19 Corporate Committee

Preparedness is a key success factor that we embrace in Austral's culture. Therefore, facing the pandemic and the great challenge of operating in this new context, the COVID-19 Corporate Committee was established at the end of March, formed by leaders of all functional areas of the organization and the Management Committee, with the responsibility of integrating the local plant and fleet committees. The purpose of this committee is to guarantee the continuity of operations in compliance with sanitary regulations, meeting new operational needs and responding quickly to risks and possible contingencies in this environment.

2020

During 2020, the COVID-19 Corporate Committee held continuous sessions with the different committees and support areas, in order to monitor the management of COVID-19 and promptly promote the implementation of key actions, such as the development and validation of the Safe Operation Protocol and the Surveillance Plan, as established by law, as well as the implementation and monitoring of the new sanitary controls.

Equality and Diversity Committee

Austral's Equality and Diversity Committee is in place since March 2019. It aims to promote gender equality, non-discrimination and respect for diversity, while fulfilling its duties within the framework of the Gender Equality and Diversity Policy.

2020

During 2020, the committee actively communicated with the staff, continuously raising their awareness, while implementing key actions, such as participating in the RankingPar measurement carried out by Aequales, and in the "Managing equality in times of pandemic" study carried out by GenderLab. Other actions included incorporating equality standards in the company's selection processes and monitoring its action plan.

The committee is made up of seven employees, male and female, from different areas, both administrative and operational:

- Legal Advisor
- Fleet Manager
- Chief Operations Officer
- Head of Internal Audit
- Corporate Head of Development
- Corporate Head of Information Technology
- Head of Social Responsibility and Corporate Communications

Sexual Harassment Intervention Committee

Established on January 1, 2020, the purpose of this committee is to receive complaints, impose protective measures, investigate and issue recommendations to prevent new cases in accordance with the Sexual Harassment Prevention and Punishment Act, as supplemented from time to time.

2020

During 2020, the committee received a complaint for acts of harassment, which was duly dealt with. In addition, employees received training on the prevention and punishment of sexual harassment.

The committee is made up of 6 members:

- 1 employer's representative at the Chancay Plant.
- 1 workers' representative at the Pisco Plant.
- 1 employer's representative at the headquarters.
- 1 employer's representative at the Coishco Plant.
- 2 workers' representatives at the Coishco Plant.

[GRI 205-2, 102-16]

Ethics and Anti-Corruption



E-mail: valores@austral.com.pe
WhatsApp: 946 020 784

In 2020, we approved our Board of Directors Regulations, which aim to regulate the organization and operation of the Board of Directors in accordance with the provisions of the General Business Corporations Act, the company's bylaws and the Good Corporate Governance Policy. Moreover, these Regulations contemplate the signing of a Conflict of Interest Affidavit for the members of the Board of Directors and a self-assessment form.

Similarly, the Code of Ethics was updated in order to incorporate the guidelines of the Compliance Policy and the Crime Prevention Model to prevent dishonest conduct or bribes from third parties. The risk matrix also included the identification, assessment and management of impacts that could affect compliance with the protocols relating to the prevention of corruption practices, occupational health and value chain, identifying in a timely manner any illicit conduct or non-compliance with regulations with regard to customers, suppliers and business partners.

As part of our commitment to educate and train our employees on the values and principles reflected by the code, we held in-person and virtual talks during the year. We also scaled our commitment to our value chain, reinforcing the dissemination of the code to our suppliers.

Moreover, during this period, access to Austral's Ethics Line was scaled to suppliers and customers

to report acts of corruption, money laundering and financing of terrorism, problems related to the safety, innocuousness, integrity, quality and legality of our products, or any non-compliance with current regulations, guaranteeing the preservation of the complainant's identity during the processing of the complaint and even when the case is closed.

Sustainable Management



Chapter 3

[GRI 102-40, 102-42, 102-43]

At Austral, we are committed to developing sustainable management for our operations, thus generating a positive impact on our environment. Our materiality process is the result from constant communication with our stakeholders and consideration of their most relevant issues on a case-by-case basis.

Stakeholders



* You can see more details on page 15 of this report

Communication channels with stakeholders

	Sustainability Report	Website	Social networks	External communication materials	NotiAustral	Sustainability Newsletters	Internal Communication Materials	WhatsApp by Headquarters, Plant and Crew	Internal Spokespersons	5-Minute Talk	Training workshops and harmonization of standards	Working Group	SS Index Satisfaction Survey
Customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>							<input type="checkbox"/>
Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>					<input type="checkbox"/>		<input type="checkbox"/>
Shipowners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>					<input type="checkbox"/>		
Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>									<input type="checkbox"/>	
Shareholders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
Trade Unions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								<input type="checkbox"/>		
Media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								<input type="checkbox"/>	
NGOs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										

[GRI 102-44]

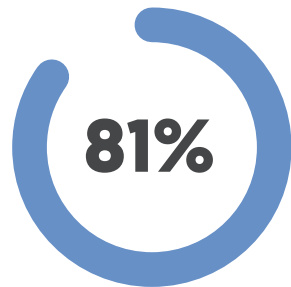
Stakeholders Sustainability Index

Since 2019, we have been part of the Stakeholders Sustainability Index (SS Index). This methodology allows us to find out the perception of stakeholders regarding the company's social, environmental and governance management.

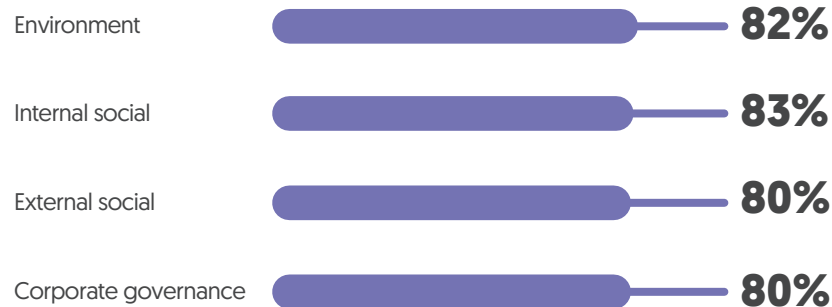
2020

In 2020, sustainable management among customers, employees, suppliers and the community scored an 81% approval rate, 4 points higher than that achieved in 2019.

We obtained the highest level of approval from our customers: 89%, 11 points higher than 2019. The second highest approval rate—88%—came from our suppliers, followed by 87% from our employees. Community approval was 60%, ranking among the SSIndex's TOP25



VAR SSINDEX AUSTRAL 2019 +4



EMPLOYEES



CUSTOMERS



SUPPLIERS



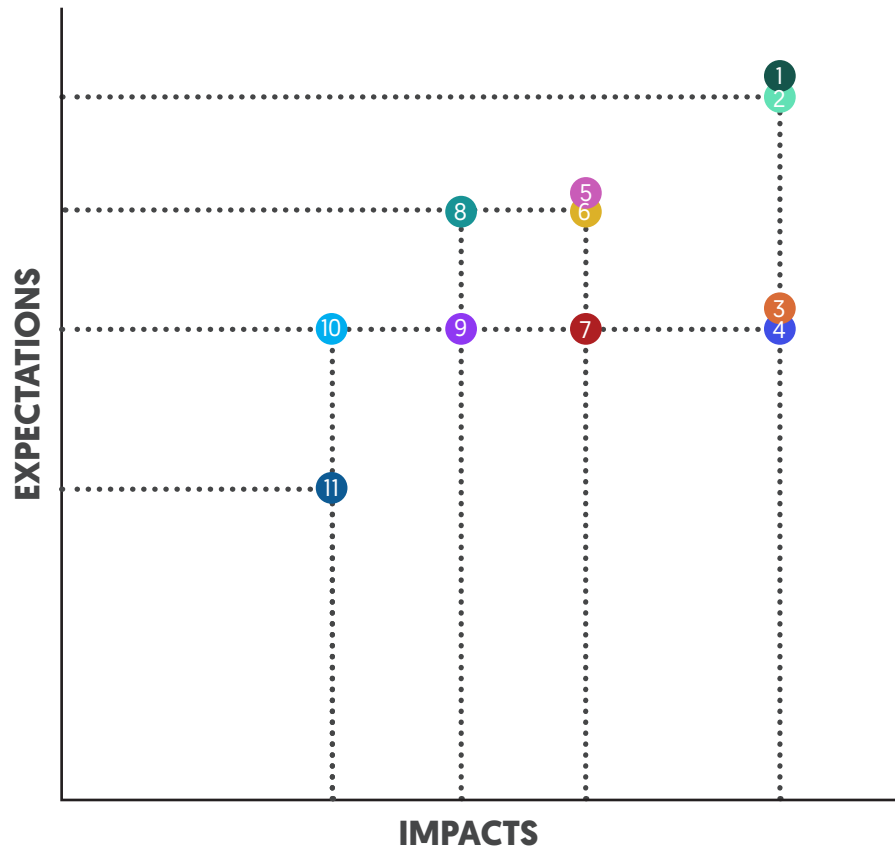
COMMUNITY

TOP 25



[GRI 102-46, 102-47]

Materiality



Material topics	
1	Sustainability of hydrobiological resources
2	Occupational welfare, health and safety
3	Good corporate governance and anti-corruption
4	Climate change
5	Community development
6	Management of environmental practices
7	Supplier development
8	Product quality
9	Employment management
10	Digital transformation and innovation
11	Gender equality and diversity

Integrated Sustainable Management

Our integrated sustainable management system is defined in the Quality Policy, which refers to the importance of sustainable and responsible management in relation to our stakeholders:

Austral Group S.A.A. is a leading company in the extraction, processing and marketing of fishery products that carries out its operations on the basis of a sustainable management model focused on continuous improvement, eco-efficiency and innovation.

The culture of our organization is based on solid ethical principles, respect for people and their diversity. We promote gender equality and reject any form of discrimination, while encouraging active consultation and participation of our employees, their constant training and teamwork, generating a group of individuals highly committed to the objectives and values of the company.

We guarantee occupational health and safety in our operations by providing safe and healthy working conditions, and strive to prevent injuries, illnesses, diseases, accidents and incidents, always seeking to eliminate hazards and reduce risks.

Suppliers are key element to our value chain. Therefore, we align them with our objectives to promote local development.

We carry out our activities with social and environmental responsibility in the places where we operate, by contributing to the creation of favorable conditions for the socioeconomic development of our environment, preventing pollution, preserving the ecosystem through responsible fishing and implementing mitigation measures against climate change.

We build relationships of trust with our customers by providing them with safe and high-quality products, meeting their expectations with an outstanding service.

We promote the exchange of knowledge and experience through strategic alliances with public and private entities in order to obtain mutual benefits and competitive advantages.

We comply with our legal and contractual obligations and with those duties which we voluntarily undertake. Our conduct adheres to the principles of good corporate governance based on a prevention model to mitigate the risks of engaging in dishonest practices or illegal activities, by promoting integrity and transparency in our operations.

Version 8, April 2019 - Management Committee, Austral Group S.A.A.

Certifications

As a result of sustainability management and the adoption of management models based on national and international standards, our management systems are compliant with 8 international certifications, which include:



QUALITY MANAGEMENT SYSTEM. ISO 9001:2015
It allows us to control and continuously improve our processes in order to permanently satisfy our customers' needs and expectations

IHC PLANTS HEADQUARTERS



ENVIRONMENTAL MANAGEMENT SYSTEM. ISO 14001:2015
It validates and improves our environmental performance, controlling the impacts of our activities, products and services on the environment.

IHC PLANTS HEADQUARTERS
FLEET



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM. ISO 45001:2018
It ratifies our sound occupational health and safety management by controlling our risks and being consistent with our policies and objectives.

IHC PLANTS



GLOBAL STANDARD FOR RESPONSIBLE SUPPLY. IFFO RS V2.0
We guarantee that our products come from responsible and authorized fisheries, according to good manufacturing practices and in compliance with statutory requirements.

IHC PLANTS FLEET



FEED AND FODDER MATERIALS PLAN. FEMAS Rev. 06:2013
We produce fishmeal and fish oil for animal consumption meeting the quality and safety levels demanded by our customers in the European Community.

IHC PLANTS HEADQUARTERS



SEAFOOD FROM SUSTAINABLE FISHERIES. Friend of the Sea
We control the catching and processing of marine species using fishing methods that do not have a negative impact on the Peruvian sea, and we guarantee the chain of custody.

IHC PLANTS DHC PLANTS
FLEET



INTERNATIONAL STANDARD OF CONTROL AND SECURITY. BASC Version 04:2012
We control the security of the logistics chain in order to prevent the use of our operations in illicit international trade activities.

IHC PLANTS DHC PLANTS
HEADQUARTERS



STAKEHOLDERS SUSTAINABLE INDEX
This index integrates cross-information on employees, customers, suppliers, and communities. The evaluation allows to confirm that the policies and good practices are experienced and known by the different stakeholders, with a focus on behaviors and improvement management.

IHC PLANTS DHC PLANTS
HEADQUARTERS FLEET

[GRI 102-12]

Austral and the Global Compact

Since 2012, Austral has been a signatory of the United Nations Global Compact, aligning our performance with the Ten Principles in the areas of human rights, labor standards, environment and anti-corruption.

As part of our commitment, we report annually on our Communication on Progress, which can be found at the following link: <https://www.unglobalcompact.org/participation/report/cop/create-and-submit/advanced/446661>

Acknowledgements

We present our latest recognitions. To see our history you can visit www.austral.com.pe



Asociación Buenos Empleadores
[Good Employers Association]

MERCO Ranking:
Most Reputable Business Leaders
TOP G: Gestión magazine



Socially Responsible Company Award

TOP CEO
Merco Ranking: Most Reputable
Business Leaders and Most
Reputable Companies



Socially Responsible Company Award
Merco Ranking: Most Reputable
Business Leaders and Most
Reputable Companies



Our 2020 performance



Chapter 4

[GRI 201-1]

Economic performance

Part of our commitment to sustainable management is based on our financial strength, which enables us to face the unpredictability of the Peruvian fishing industry and to ensure our enduring contribution to the communities where we operate and to the country's economic development. Austral is publicly listed on the Lima Stock Exchange and our estimated 800 minority shareholders receive dividends for the fiscal year. Disclosure of our economic performance serves as a compass pointing to the company's true financial position, thus helping to mitigate future financial risks and enabling an optimal use of resources with a view to maximizing the relevant economic benefits to all our stakeholders.

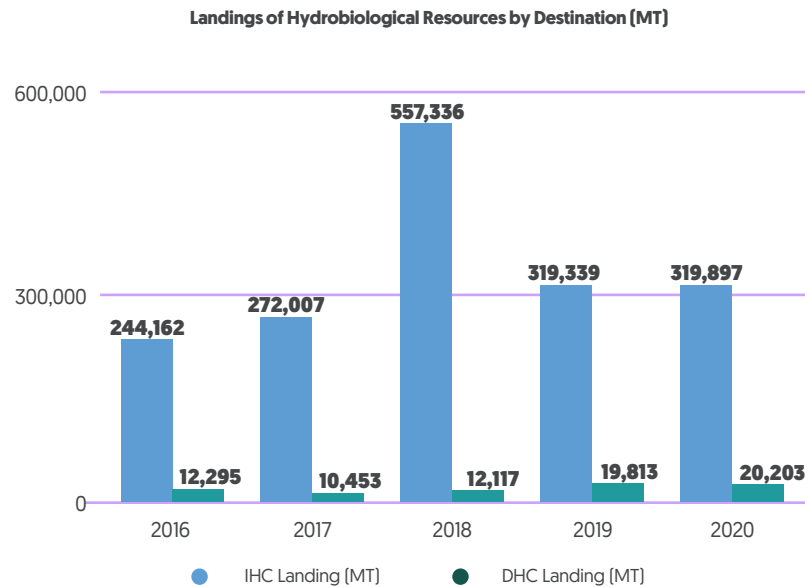
Our economic performance is measured based on the profitability generated by our fleet, taking into account the difference between the market value of fish and catch costs. The business is divided into 3 main segments: extraction, processing and marketing.

Economic value generated	USD \$133 M
Economic value distributed	USD \$128 M
Economic value retained	USD \$5 M

Production

2020 DHC and IHC Landing Data

According to the Ministry of Production, during 2020, the landing of anchovy for fishmeal and fish oil production nationwide totaled 4,305,502 MT, of which 7.43% was unloaded in our coastal plants.



Austral's fish oil production reached 13,792 MT, 25% higher than the previous year (11,052 MT).

Fishmeal Production

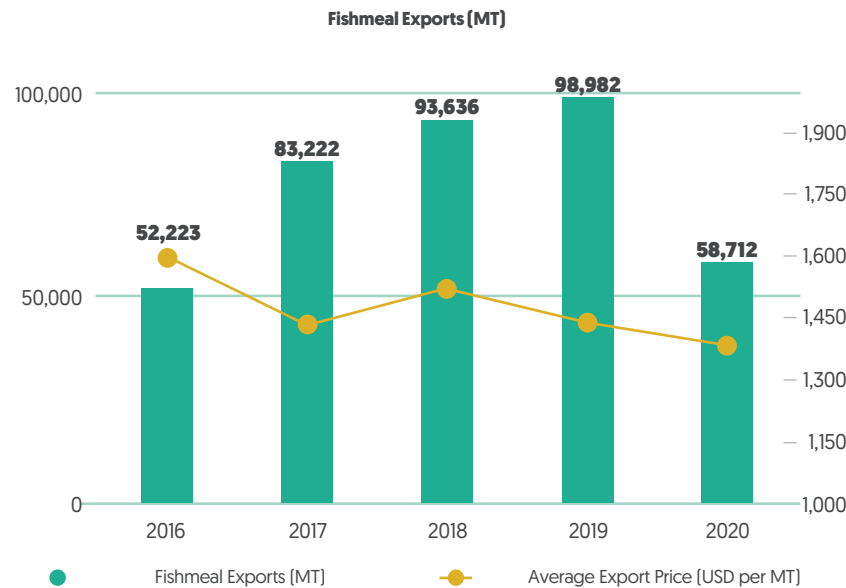
Our fishmeal production reached 76,368 MT, a result close to the 2019 figure [76,083 MT]. Super prime and prime fishmeal accounted for 81% of our production, a result which improved during 2020 due to enhanced preservation of the raw material, catch time reduction and the continuous processes that enable us to harness the freshness of the catch.



Sales

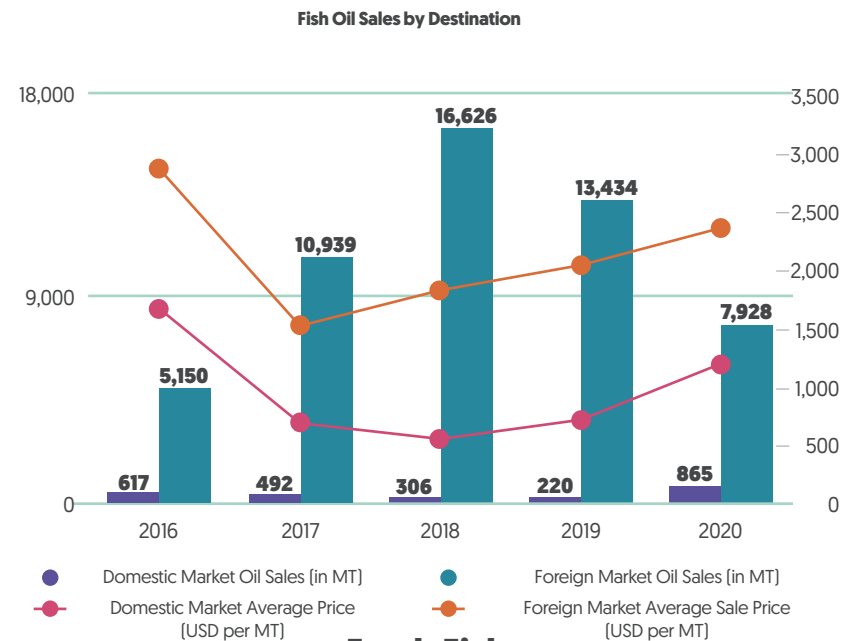
Fishmeal

Fishmeal exports account for 97% of our total sales of this marine ingredient. During 2020, these exports reached 58,712 MT, 41% lower than the previous year. The average price per ton of fishmeal exported was USD 1,376.01. Our main destination was China.



Fish Oil

Fish oil exports account for 90% of our total sales of this marine ingredient. During 2020, these exports reached 8,793 MT, 36% lower than the previous year. The average price per ton of oil exported was USD 2,254.67. Our main market was Norway.



Frozen Fish

During 2020, sales reached a volume of 12,934 MT, 7% lower than the 2019 figure. The main destination was the foreign market, mainly Ghana and Nigeria, which accounted for 70% of sales, while horse mackerel and mackerel were the main species marketed. For the domestic market, sales totaled 3,883 MT, 21% higher than the previous year's figure.

Fresh Fish

During 2020, sales of fresh fish for Direct Human Consumption—horse mackerel and mackerel—in the domestic market reached 6,988 MT, 31% higher than the 2019 figure.

[GRI 203-2]

Indirect economic impact

In order to find out the indirect economic impact of our operations, the administration and finance management developed a study aimed at understanding the local impact of our activities through the generation of employment. Thus, our examination spanned our entire personnel and that of third parties who carried out activities in our facilities in relation to their place of residence within a maximum radius of 2 hours driving time. The study results revealed the percentage of families that had been offered a job opportunity in each of our areas of operation, the percentage of households employed by Austral in Coishco (10.2%) standing out.

Coishco

% of households with suppliers working at the plant	3%
% of households with staff on plant payroll	7.2%
% OF HOUSEHOLDS IN COISHCO EMPLOYED BY AUSTRAL (DIRECTLY AND INDIRECTLY)	10.2%

Chancay

% of households with suppliers working at the plant	2.4%
% of households with staff on plant payroll	1.7%
% OF HOUSEHOLDS IN CHANCAY EMPLOYED BY AUSTRAL (DIRECTLY AND INDIRECTLY)	4.2%

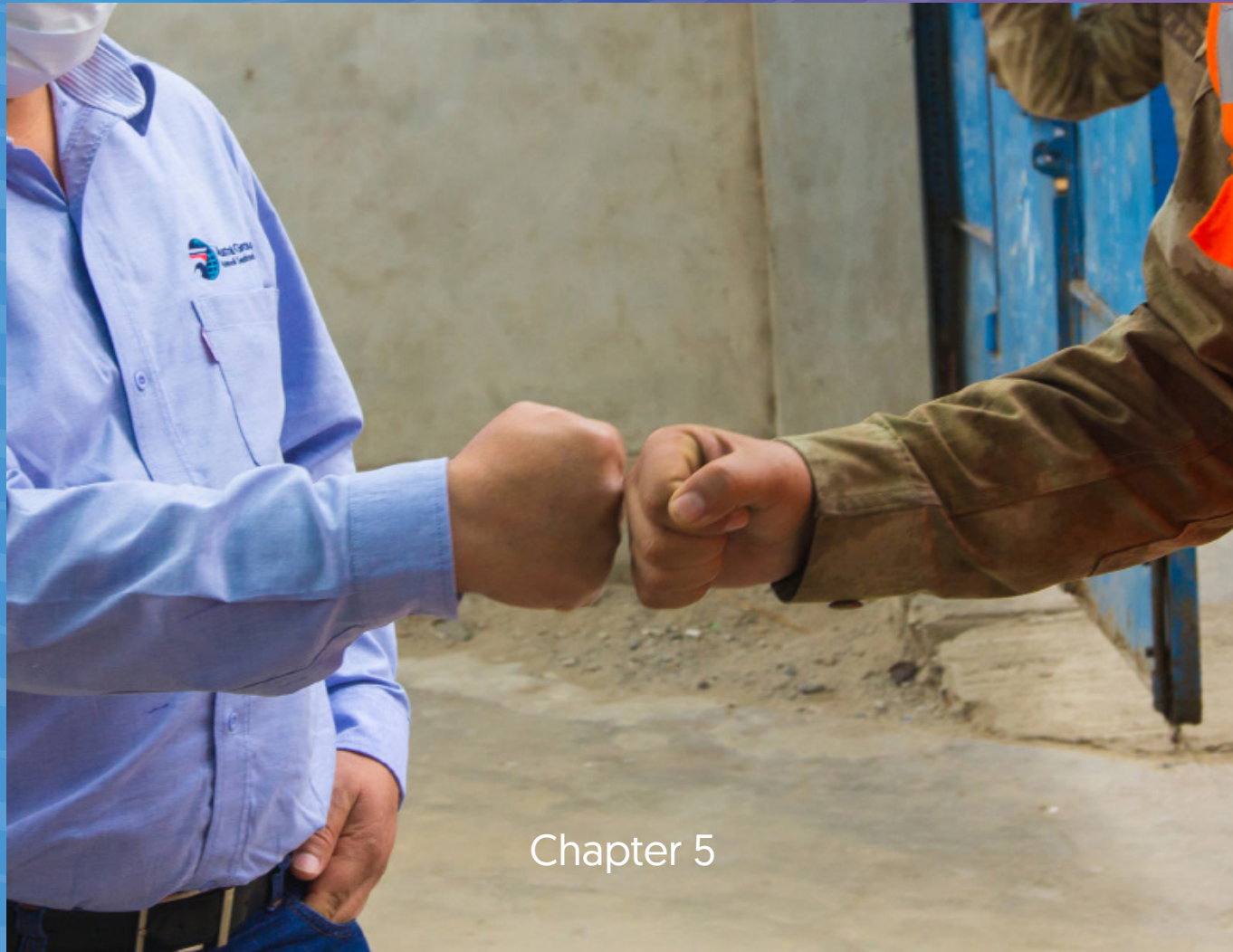
Pisco

% of households with suppliers working at the plant	1%
% of households with staff on plant payroll	0.7%
% OF HOUSEHOLDS IN PISCO EMPLOYED BY AUSTRAL (DIRECTLY AND INDIRECTLY)	1.7%

Ilo

% of households with suppliers working at the plant	0.4%
% of households with staff on plant payroll	0.9%
% OF HOUSEHOLDS IN ILO EMPLOYED BY AUSTRAL (DIRECTLY AND INDIRECTLY)	1.3%

Fighting COVID-19



Chapter 5

In the face of the health emergency, our Colaborador en el centro (“Partner at the Center”) strategic approach enabled us to meet our staff’s needs, by quickly adapting our processes to ensure a safe operation and support our neighboring communities.

Benefits to employees

Benefits to employees	Description
Ambulance	Permanent ambulance service hired by the company to transfer cases in need of hospitalization to clinics in other cities.
Medicine	Delivery of medicines to all employees who tested positive (directly by Austral or in coordination with EsSalud).
Delivery of kits	Delivery of protection kits for the workers and their families, including facemasks and alcohol.
Private insurance policy	The company took out a private health care policy for all workers who had opted to stay in the public health care system.
Indemnity insurance policy	Applicable in the event of a positive diagnosis, hospitalization and/or death.
Expense coverage	Coverage of transfer, hotel and food expenses for a family member, in the event of hospitalization.
Permanent medical follow-up.	Permanent medical follow-up for workers who tested positive for COVID-19.
Psychological support	
After office	Integration and on-line entertainment programs for workers and their families.
Aprende y emprende (“Learn and start out your own business”) program	Focused on family entrepreneurship and Vacaciones útiles (Summer school) for school children.
Benefit program	Specifically designed for compensating hours generated during quarantine. Reduced by half the number of hours subject to compensation.
Special bonus	Special bonus and recognition for workers who worked in the quarantine during the closed season.
Constant training to, communication with and monitoring of workers on COVID-19.	



We transform our processes



COVID-19 Corporate Committee



Decentralized committee in fishing plants (plants and community)



Plan for the surveillance, prevention and control of COVID-19 in the workplace.



SNP's Safe Work Protocol



Ongoing update of Austral's Safe Work Protocol



Crew members are quarantined in hotels and are required to undergo a COVID-19 test prior to boarding.



COVID-19 Compliance Control Audits carried out by SGS



Preparation and filling out of forms, sanitary checklists and identification of responsible personnel under Fleet Audit supervision.

We transform our facilities



- Consults with prominent infectologist Eduardo Ticona, MD to reinforce our COVID-19 protocols.
- Triage facilities at the plants.
- Portable hand washing stations
- Disinfection of foodstuffs for vessels
- Fitting out of canteens
- Implementation of containers for biohazardous waste segregation.

We support our communities

Since the beginning of the health emergency brought by the COVID-19 pandemic, we have sought to provide efficient and coordinated assistance for the benefit of society and communities in our area of influence. First, through the SNP, we worked hand in hand with CONFIEP to purchase ventilators for COVID-19 patients, which were delivered to the Peruvian authorities. Moreover, the Producers Associations (APROs) were a key ally for managing aid and donations at the ports of Chancay and Pisco. In addition, we set up the Social Responsibility Decentralized Committee at the Coishco cove, in a joint effort with SNP member fishing companies, in order to meet the health needs of our community.

Coishco

Together with the Hayduk and Cantabria fishing companies, we established the Social Responsibility Decentralized Committee of Coishco, which met weekly for planning and executing actions in favor of the community. These actions were developed in three stages.

STAGE ONE

The first measures taken were aimed at supporting the district's residents and institutions and included the donation of biosafety items and refreshments to the National Police of Peru (PNP) and the District Municipality of Coishco; the delivery of 400 biosafety equipment kits to the Coishco hospital; and the donation of 132 food baskets to the Coishco Viejo Committee and 500 additional food baskets to the district's at-risk population.

STAGE TWO

Sanitary materials were delivered to the Municipality and Health Center of Coishco: 5,000 cloth facemasks, 6 manual fumigation machines, 130 liters of alcohol and 54 kilos of calcium hypochlorite. During this stage, a COVID-19

awareness-raising and prevention campaign was carried out by means of loudspeakers, radio spots, printed materials (posters and billboards) distribution and signage posting in the supply wholesale center.

STAGE THREE

Sanitary materials were delivered to the Municipality of Coishco and the Peruvian Navy to support the COVID-19 screening campaigns in the context of "Operación Tayta", namely: 1,000 facemasks, 15 liters of alcohol gel, 64 liters of liquid soap, 50 liters of alcohol and 450 snacks. Similarly, we provided food packs for 2 COVID-19 detection campaigns carried out by ESSALUD, the Peruvian healthcare authority. At year end, we delivered Christmas baskets to the health personnel of the hospitals of Coishco, as a token of gratitude for their praiseworthy work in the face of the pandemic.

At this stage, we stepped in to provide maintenance to the roofing and flooring of Coishco's Central Market to enable it to operate under the relevant sanitary measures.



Moreover, our company made the following contributions:

- Donation of 1,000 facemasks to Coishco's deputy prefect and to the deputy governor for the police and soldiers deployed on the streets of the district.
- Delivery of 500 kilos of fresh fish to the most at-risk population living in the shanty towns of Nuevo Coishco and Ollanta Humala.
- Delivery of 540 kilos of fresh fish to the Cristo Rey parish in the district of Coishco for at-risk families.
- Delivery of waste bins to Coishco's Central Market to enable the proper segregation of waste.
- Support for the "Caravan of Happiness" initiative, which sought to bring a moment of happiness to the children of Coishco.

Pisco

Through APROPISCO, the association to which we belong, we delivered more than 900 basic products baskets to the district's neediest families, as well as 2,400 liters of water to the municipality. We launched the "Martillazo por la Vida" campaign to deliver 1,000 kits of COVID-19 medicines. Moreover, we delivered facemasks to the Air Force and the municipal police of San Andrés, cleaning supplies to the Harbor Office of Pisco, and refreshments and biosafety supplies to the San Juan de Dios Hospital.

In Pisco, we donated 1.4 tons of frozen fish to the poor and extremely poor population living in that district. The donation was channeled through the Food Bank.



Chancay

Through APROCHANCAY, we carried out the following actions in response to the emergencies identified in the population, hospitals and community leaders.

- Donation of 1,200 kits of personal protective equipment to the “Dr. Hidalgo Atoche López” Hospital.
- Delivery of 500 food baskets for the benefit of the population living in poverty and extreme poverty.
- Donation of 1 clothes washing machine and 300 PPE kits to the Chancay hospital.
- Donation of 35 mattresses to the 21st Infantry Reserve Battalion.
- Organization of the “Preventive actions against COVID-19” contest for children and young people.
- Delivery of 2 fumigation backpacks to the Asociación Sindicato de Pescadores Artesanales del Puerto de Chancay [Chancay Port Artisanal Fishermen Trade Union] and to the Chancay Artisanal Fishing Unloading Dock.
- Donation of 1 digital thermometer, 1,000 facemasks and 10 white protective suits to the Harbor Office.
- For Christmas, toys were delivered to underprivileged 1,403 children in the southern area of the district of Chancay.
- Delivery of 1,600 surgical facemasks to the 21st Infantry Reserve Battalion, the Peralvillo Medical Center, the Firefighters and the Chancay Artisanal Fishing Unloading Dock.
- Donation of 3,000 3-ply facemasks to the Chancay Police Station.
- Delivery of a 20-foot maritime container to the District Municipality of Chancay.

Moreover, our company made the following contributions:

- Donation of 11 mattresses to the 21st Infantry Reserve Battalion.
- Donation of 1,000 3-ply facemasks to the Peralvillo Medical Center.
- Donation of 200 protective suits to the COVID-19 Primary Care Center of the District Municipality of Chancay (MDCH).
- Donation of 500 3-ply facemasks to Fire Company No. 80 “Santiago Renovales Távara”.



Austral's team



Chapter 6

At Austral, we are convinced that quality employment must be generated based on good practices supported by adequate policies and procedures, which helps improve economic and labor growth in the communities and in Peru. We are committed to providing a warm environment and adequate tools for the welfare and the professional and personal development of our employees.

All of the company's human resources processes focus on encouraging the respect for individuals. In this connection, we do not tolerate any form of discrimination and we are committed to the defense of human rights, which includes promoting a culture of gender equality in the company.



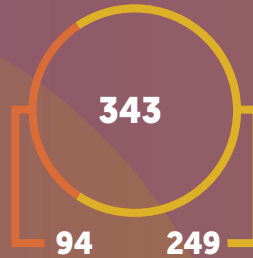
Our talent management has been recognized by SGS del Perú, Monitor Empresarial de Reputación Corporativo [MERCOR] and the Asociación de Buenos Empleadores [ABE].

87% of our employees agree or strongly agree with our sustainable management approach, as revealed by the SSIndex 2020.

[GRI 102-7, 102-8]

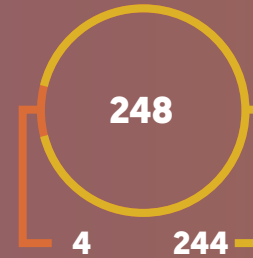
Team building

Administrative personnel



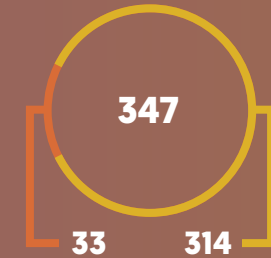
Callao	1	13
Chancay	7	29
Coishco	16	72
Ilo	5	19
Lima	58	82
Pisco	7	34

Permanent workers



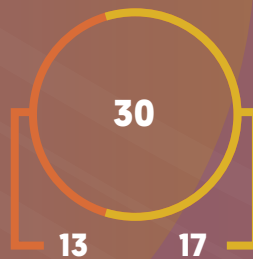
Chancay	0	46
Chicama	0	1
Coishco	2	103
Ilo	0	41
Pisco	2	53

Temporary workers



Chancay	5	94
Coishco	24	126
Ilo	0	0
Pisco	4	92
Sede Central	0	2

Trainees



Callao	0	0
Chancay	1	2
Coishco	1	4
Ilo	0	2
Lima	10	8
Pisco	1	1

Crew members



Temporary crew members



● Female ● Male

2020

The number of employees rose to 1352 in 2020.

[GRI 405-1]

Equal Opportunities

At Austral, we promote a responsible corporate culture based on gender equality, non-discrimination and respect for diversity. Therefore, we promote equal opportunities at all levels, both within our organization and in our engagement with society, maintaining our commitment to fight gender or any other form of discrimination and to eliminate stereotypes and inequalities in our processes. Our approach is expressly stated in our Quality Policy, Gender Equality and Diversity Policy and Code of Ethics, with increased emphasis on various issues, especially equal opportunities, through fair treatment and zero discrimination, our adherence to the Global Compact and the Lima Declaration. These documents are common knowledge throughout the organization and their contents are further reinforced through training programs. Moreover, internally, our Equality and Diversity Committee promotes and underpins our objectives and actions.

% Age

% Gender

% Disabled

Disabled

Employees	0%
Workers	2%
Crew members	0%
Temporary workers	0%

Female Male

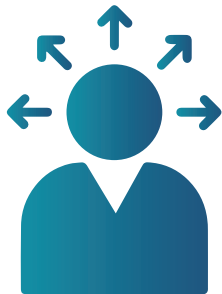
Managers	40%	60%
Executives	0	100%
Employees	28%	72%
Workers	2%	98%
Crew Members	0%	100%
Temporary Workers	2%	98%

< 30 years old 30-50 years old > 50 years old

Managers	0%	20%	80%
Executives	0%	67%	33%
Employees	15%	65%	20%
Workers	13%	64%	23%
Crew members	0%	68%	32%
Temporary workers	45%	50%	5%

Attracting and retaining talent

At Austral, we have adopted a “Competency-based Management”. In this context, we have identified processes and prepared job descriptions valued with salary bands and levels according to the complexity, responsibility, training and experience required. We have a Retention Policy aligned with our mission and strategic goals, and aiming at retaining our talented employees, keeping them committed and motivated. Moreover, it is essential to select suitable employees, as well as to offer them an attractive compensation, benefit programs and a professional development scheme according to their expectations and objectives.



Leadership

We believe that Austral's leaders must be prepared to manage talent. To achieve this goal, we have designed the Austral leader profile, which includes suitable competencies that make a difference, focusing on the concerns of employees and their surrounding context.



Compensation system

Our salary compensation policy supports the Human Resources strategy, which consists in attracting, retaining and encouraging human talent.

Work-Life Integration

We have implemented procedures and programs, such as Mi tiempo a bordo (“My Time On Board”), through which we offer our employees various benefits that provide flexibility and independence to integrate their



Selection and development

Our selection processes seek to prioritize the professional development of our employees. Moreover, we are concerned about the adequate analysis of the job profiles to check that the candidates selected meet these requirements. Of utmost importance is the candidates' compliance with specific personal characteristics and competencies that the job profile requires, as well as their capacity to adapt to Austral's culture, to enable the appropriate integration of these elements.

It is important to emphasize the importance for Austral to implement gender balance in the organization's selection processes and shortlists. To this end, the company relies on strategies that allow us to achieve its objectives and eliminate unconscious biases.

[GRI 401-1]

New Employee Hires and Employee Turnover

Total New Hires: 9

Age	No.	%
> 30 years old	6	67%
30-50 years old	2	22%
< 50 years old	1	11%

Gender	No.	%
Female	2	22%
Male	7	78%

Region	No.	%
Ancash	3	33%
Lima	6	67%

Total Employment Terminations: 29

Age	No	%
> 30 years old	7	24%
30-50 years old	16	55%
< 50 years old	6	21%

Gender	N°	%
Female	7	24%
Male	22	76%

Region	No.	%
Ancash	5	17%
Ica	6	21%
Lima	13	45%
Moquegua	5	17%

[GRI 401-2]

Benefits

Benefits	Description
Health Providing Entities (EPS)	We care about the welfare and health of our employees and their families. Austral offers its employees, their spouses and children EPS health insurance with Pacifico Seguros, which has agreements in place with the best private hospitals in Peru. Austral covers 55% of the monthly contribution for employees and 70% for workers.
COVID-19 insurance	Austral covers 100% of its workers' Collective Medical Assistance (acronym in Spanish: AMC) insurance premium and extended the benefit to their dependents, spouses and children. The COVID-19 diagnosis indemnity policy covers hospitalization, ICU and funeral expenses, as well as psychological counseling for patients who have tested positive.
Corporate bonus	Austral grants a variable compensation, which is calculated based on the company's total sales and operating profit, up to a maximum of 2 annual compensations payable in March.
Support bonus	To reward our employees' effort and commitment, we offer a bonus to every worker who voluntarily provides support in other plants to which they are not assigned.
Cancer insurance	We protect our employees by covering 100% of nuclear cancer treatment insurance premiums, with the possibility of extending this benefit to their parents up to a maximum age of 65 years, as well as spouses and children with a small discount.
Christmas bonus	At Austral, we celebrate Christmas, a season filled with love and family gatherings, in which we give out panettones and shopping vouchers to all our employees, to help them prepare their celebrations.
Food	During production season, we cover 100% of food expenses for all employees and workers alike, who are working at the plant. During non-production or closed season, this benefit is only granted to workers.
Administrative loan	In February, we grant an interest-free loan to our employees for up to half of their salary, to support them with school or university tuition expenses. The discount is made at the employee's choice, in two installments (in July and December) or up to 10 installments (from March to December).
Transportation	In order to reduce the expenses of commuting to work, all our plant employees can opt for round trips from home to work in company-assigned vehicles.
Training loan	We are committed to the professional growth of our employees and support them with their undergraduate and graduate study costs, in subjects related to their career line, in accordance with Austral's Training Policy.
Children's Christmas	Because we support togetherness of families and family life, in December we invite employees and their children under 16 years old to spend a fun day full of surprises, at the end of which gifts are given out to the participating children.
Employee recognition	We recognize the commitment, effort and work of our most outstanding employees and we also focus on rewarding those who are role models and enthusiastically prove to adhere to Austral's culture; therefore, through our recognition programs we award various prizes based on their individual needs and enjoyment, such as gifts, trips and shopping vouchers.
School pack	In order to help reduce school expenses, we give all our employees with school-age children [between 3 and 16 years old] a school supplies pack. We distribute this pack in our De vuelta al Cole ("Back to School") activity, which is intended to make the return of our children to school activities more fun.
"My Time on Board" Program	Austral is committed to offering its employees a pleasant environment and a work-life balance. Therefore, this program offers flexible scheduling alternatives and more space for families to enjoy time together.

Integration activities

Kick Off

In September 2020, we held the first Virtual Kick-Off nationwide for all our plants and our headquarters, where employees were informed of the progress on the annual management in light of the pandemic, and the results obtained and expected for the end of the year. Moreover, the company marked the occasion by recognizing the work of the most outstanding employees in the following categories: Outstanding Achievement, Best Teamwork, Best Suggestion and Best Vessels.

“Back to School Austral”

These activities are intended to increase the sense of belonging among employees by carrying out virtual workshops or in-person activities and delivering school packs.

Greetings and presents on special dates

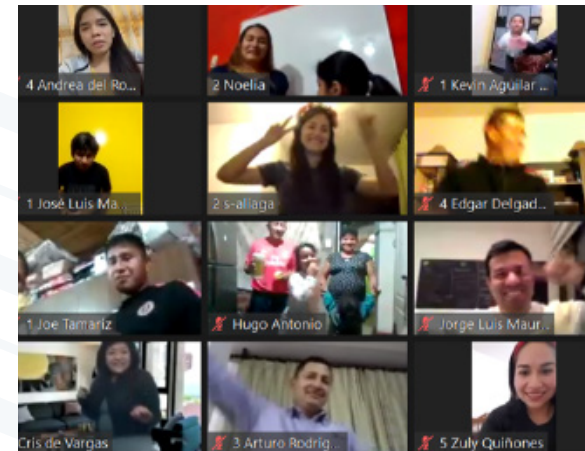
We entertain our employees on important dates such as Labor Day, Mother's Day, Father's Day, Fisherman's Day, Christmas and birthdays.

“Our Austral Moment”

An event that aims to promote interpersonal relationships among employees and provide them with emotional support through recreational activities, such as bingo, virtual gymkhanas and similar activities.

Day of the Creole Song

An event that aims to foster emotional support and integration among our workers through a family costume contest.



[GRI 404-1, 404-2]

Training

Austral focuses on the personal and professional development of its employees and believes that offering them continuous training helps them increase their sense of excellence in the service and products provided, while boosting productivity and improving the work environment, as well as customer satisfaction and loyalty. Austral offers a variety of training opportunities: courses, workshops, specializations, diploma courses, master's degrees, and university and technical studies.

During the year, there are regularly two closed seasons, which we use to conduct theoretical and practical training in production plants. The training seeks to improve and reinforce the technical competencies of different groups from areas such as operations, maintenance, quality, occupational safety and health, administration, and regulatory/legal affairs. Moreover, we use this training to help reinforce knowledge on the qualifications required to maintain our certifications, while building soft and management skills and enhancing continuous improvement.

2020

Austral Group has developed training initiatives that promote the development of skills



In 2020, the pandemic posed a new training challenge: to provide on-line training to employees, operators and crew members. Most operators and crew members were not tech-savvy or acquainted with a technological environment. However, we managed to successfully provide on-line technical training. We gave operators courses on boiler operation and maintenance, lubrication, vacuum pumps and centrifugal pumps. Crew members were offered talks on emotion management and courses on maneuvering safety, HIRA and hoist operation, all of them remotely.

We organized several virtual conferences dealing with maintaining quality of life, improving home office and developing competencies, including topics such as mindfulness for stress and anxiety management, work-family balance in the face of COVID-19, mental health in times of COVID-19, eating habits during quarantine, emotional regulation and time management for successful home office activity, redefining the

purpose, leadership and interaction of virtual teams, strengthening self-management skills, and building solid happiness.

We also worked with our employees' spouses through the Learn and Undertake Program: Enterprising Women to help them enhance their entrepreneurial skills through personal development and technical-productive workshops, giving them the chance to start a business or make handicrafts for their families. Moreover, these interactive workshops encouraged family unity, since the on-line classes were open to participation from our employees' spouses and children.

Finally, we work hand in hand with Austral's leaders, who actively participate in planning training activities, thus promoting the development of employees and guiding them to achieve the goals set.

Austral Campus

We use a virtual training platform to provide courses on regulatory matters and soft skill development, including topics such as emotional intelligence, effective time management, personal finance, effective communication and the true power of feedback. We also offer courses to reinforce and raise awareness on Austral's culture, touching on matters such as the company's Code of Ethics, human rights and gender equality.

Leadership Program

In order to help our leaders prepare to manage their teams in the new context, we provided leadership workshops on the following topics:

- A leader's self-discovery process in the new normal.
- Leading change in times of crisis.
- Meaningful effective communication.
- Developing high performance teams.
- Leveraging goals and accountability.
- Meaningful feedback

SENATI on-line courses

As a SENATI-contributing company, we have access to on-line courses, such as Effective Communication, Intelligent Emotion Management, Customer Service, Basic Tools for a Continuous Improvement Process, Teamwork, Development of Continuous Improvement Projects, Introduction to Lean Manufacturing, Effective Leadership, Fundamentals of Instrumentation and Industrial Maintenance Management I and II.



Performance Evaluations and Awards

Austral strives to provide employees with the appropriate tools to help them perform their activities and achieve their professional and personal goals. To do so, Austral has two types of evaluation methodologies in place intended to measure both performance and leadership and to reinforce those behaviors and competencies regarded as strengths, as well as to provide tools to mitigate any existing gaps.

Assessment system

Evaluation	Description
Performance	This program aims to measure the fulfillment of objectives per employee, as well as the behaviors related to organizational and job position competencies. This evaluation relies on a feedback process and action plan, thus enabling us to contribute to the professional and personal improvement of each of our employees.
Leader	Austral has designed a leader profile that shows the objectives and competencies necessary for proper management of people. This evaluation is critical to the development of our leaders and comes along with workshops to improve their management skills, feedback processes and action plans.

Recognition system

We are aware that the work carried out by everyone at Austral is critically important for the fulfillment of the company's strategies. Therefore, we take the time to recognize all the effort that has turned Austral into a pioneer in the fishing industry.

These awards recognize outstanding performance, the fulfillment of group objectives and, above all, each employee's capacity to identify themselves with the company's culture.

Evaluation	Description
Outstanding Achievement	Every year, the company recognizes high-performing employees, whose attitude, commitment and exemplary behavior make them role models. In 2020, 13 employees were recognized and, since the program's creation in 2006, awards have been given out to a total of 242 employees.
Best Teamwork	Every year, the company recognizes teams responsible for successfully carrying out designated projects that are highly beneficial for the organization. In 2020, 4 teams of 28 people in total were recognized and, since the program's creation in 2006, awards have been given out to 389 employees.
Best Fishing Vessels	Every year, Austral recognizes those vessels that, thanks to the work of their crew members, have managed to fulfill not only the objectives of the assigned quotas, but also the commitment undertaken with the OHS to prevent accidents, comply with quality standards and other actions.
Best Engine Operator Management	We awarded this recognition to the engine operators for their seamless work in the engine rooms of each vessel over the seasons, registering no technical failures in the engines and complying with company standards relating to machinery cleanliness, care, handling and other actions.

[GRI 102-41, 407-1]

Right to freedom of association and collective bargaining

Austral recognizes and respects the right to unionize and to collective bargaining established in the Collective Labor Relations Act and its Regulations. We proactively participate in collective bargaining and we are in constant communication with the leaders and members of each union. A number of our employees belong to one of the following three unions: the Sindicato Único de Pescadores de Nuevas Embarcaciones del Perú [Peruvian Single Trade Union of New Vessels Fishermen] [SUPNEP], which groups both our crew members and those of five other fishing companies; the Sindicato Único de Trabajadores de la Empresa Pesquera Austral Group [SUTEAG] [Single Trade Union of Austral Group Fishing Company Workers], which groups employees working at the Ilo Plant; and the Sindicato de Trabajadores de Pesquera Austral Group [SITRAPEAGROCSAA] [Trade Union of Austral Group Fishing Company Workers] organized at the Coishco, Pisco and Chancay plants.

Austral belongs to the Asociación de Armadores de Nuevas Embarcaciones Pesqueras [Association of New Fishing Vessels Owners] [AANEP] since August 1991. AANEP and SUPNEP have been executing collective bargaining agreements since that year. The current agreement was signed on April 20, 2017, became effective on March 12, 2017 and will expire on March 11, 2022. Moreover, the company executed a collective bargaining agreement with SUTEAG, effective from October 16, 2018 to April 15, 2020. Moreover, we signed a collective bargaining agreement with SITRAPEAGROCSAA, effective from June 27, 2018 to December 26, 2019. In both cases, we have engaged in direct negotiations. Communication with the unions is carried out in the first instance through the Head of Human Resources of the Ilo, Coishco, Chancay and Pisco Plants, the Fleet Manager and the Human Resources Manager. Furthermore, the General Manager maintains a close relationship with the unions in order to address their requests. As of December 31, 2020, 351 crew members and 71 plant employees are unionized: 20 at the Ilo plant, 40 at the Coishco plant, 6 at the Chancay plant and 5 at the Pisco plant.



PELIGRO
ESPACIO CONFINADO
ENTRADA PERMITIDA
CON PERMISO

5
KPH

Abu Dhabi
UAE

[GRI 403-1, 403-2, 403-4, 403-9]

Health and safety

It is crucial for Austral to generate safe and healthy workplaces through our OHS management system. Therefore, we rely on the senior management's commitment and leadership to promote a culture of safety that extends to our employees, contractors and visitors in general.

Austral has implemented an Occupational Safety and Health Management System across each of its operations. This system is based on prevention through safe behavior and improved work environment conditions, as well as on the senior management's commitment. Safety Procedures are used to control the activities of each job position in addition to those carried out by contractors.

We have implemented preventive controls at the beginning, during and after each task, which include: General Induction, Specific Induction, 5-Minute Talk, HIRA Procedure P-GRH-030 [Hazard Identification and Risk Assessment and Control], Safe Plant Operations Procedure P-GRH-034 through the development of Internal Work Permits; and Procedure for Work Permits for Contractors PGRH-031, delivery of Personal Protective Equipment for each job, and consultation and permanent participation of our employees, promoting a culture of healthy eating habits among them.

We ensure compliance with national legislation and other international standards such as the ISO 45001 certification. Austral is the first fishing company in Peru to hold this certification. An internationally recognized external company is responsible for auditing our safe work protocols implemented during the pandemic. In addition, our committees at the plant and fleet levels are in charge of verifying and ensuring compliance with all biosafety measures and controls adopted.

The concerns of all our employees and members of senior management are voiced through the Occupational Safety and Health Committee, which, with the support of the leaders of each site, follow up on the planned actions and endeavor to prevent accidents or incidents and health problems.

Specific Actions

- Annual Safety Program
- Annual Training Program
- Quality of Life Program
- Ergonomics Program
- Sun Protection Program
- Safe 5-step programs
- Internal and external audits
- Surveillance plan for COVID-19 prevention
- COVID-19 Protocol for Plant and Fleet Operations

Evaluation Mechanisms

- Audits
- Monitoring through OHS performance indicators.
- Internal and external audits.
- COVID-19 Corporate Committee and local committees.
- National Occupational Health and Safety Committee meets monthly to review the progress of the OHS management system.

Results

- Decreased Corporate Accident Rate.
- Results of goal achievement exceeded 95%
- 0 non-conformities in internal and external audits.
- Austral's incidence rate is below the industry's level according to insurance company Pacífico Seguros' report.

Austral Plants Accident Rate : 23

Cuts	1
Blunt trauma	10
Chemical exposure (contact)	2
Overstrain	3
Same-level fall	3
Elevated-level fall	1
Attrition	1
Hit by object	1
Burn	1

Man-hours per occupational accident in plants and administrative headquarters: Total 0,12 %

Coishco	Chancay	Pisco	Ilo	San Isidro and Callao
0,21%	0,08%	0,06%	0,00%	0,00%

Man-hours per occupational accident in fleet: Total 0,75 %

Lost hours rate in plant and fleet: 0.37 %

	Employee	Contractor
Number of deaths	0	1
Death rate	0	0.0003
Number of injuries with serious consequences	0	0
Injury rate due to occupational accidents with serious consequences	0	0

Commitment to our environment



Chapter 7

[GRI 302-1, 302-4]

Resource management

At Austral, our operations follow a management model focused on continuous improvement, eco-efficiency, circular economy and innovation. This approach enables us to prevent and mitigate potential impacts on the environment.

Energy

Austral is committed to the efficient use of energy resources. Our management indicators enable us to collect timely information on energy consumption within our processes. We are also in the process of setting up the Energy Efficiency Committee. The fuels used at Austral come from non-renewable sources and are mainly used to generate electricity and steam, both at the plant and on the vessels

Electricity consumption during 2020

Venue	Purchased electric power (kilowatt-hours)	Generated electric power (kilowatt-hours)
Coishco	12,846,989	24,653
Pisco	2,137,832	4,443
Chancay	2,161,934	1,959
Ilo	209,403	0
TOTAL	17,356,158	31,055

Fuel consumption during 2020

Venue	r-500 in gallons	Bunker 6 in gallons	Diesel oil in gallons	Natural gas (in million British thermal units)
Coishco	0	0	40,000	360,782
Pisco	0	0	12,297	40,783
Chancay	11,619	0	17,448	73,141
Ilo	0	3,865	900	0
Vessels	0	0	2,819,377	0
TOTAL	11,619	3,865	2,890,022	474,706

* Does not include diesel consumption of third-party fishing vessels.

2020

One of the actions taken in 2020 to reduce our energy consumption was enhancing our pumping water treatment process, which resulted in energy savings of 751,000 kW. Similarly, we implemented a plan to optimize the use of chemicals in this process, achieving a reduction of 171 MT per year.



[GRI 303-3, 303-5]

Water

At Austral, we make responsible use of water sources by calculating water balances in each of our plants, through the use of measurement indicators.



Seawater accounts for the largest volume of water used in our process. Its uses include transportation, preservation and storage of raw material, both in vessels and at the plant.



Well water is captured at some of our plants and is used primarily for steam generation, in the cooling towers, the ice plant and areas such as canteens and restrooms.

Groundwater collection is managed as provided in Law No. 29338, the Water Resources Act and its Regulations, and consumption is reported monthly to the National Water Authority.



Public network or purchased water is used mainly in the administrative service areas and comes from water treatment plants that belong to each plant.

Venue	Seawater	Well water	Public network or purchased water
Coishco	291,587	577	111,562
Pisco	31,802	42,757	0
Chancay	70,492	52,829	253
Ilo	0	0	4,537
TOTAL	11,619	96,163	116,352

*Water sources are equipped with flow meters to measure seawater and well water usage.

2020

Building on our actions to achieve operational effectiveness and to mitigate climate change, in recent years we have been promoting the reuse of fresh water (well water and public network water) by implementing domestic wastewater treatment plants (DWWTP) and using this treated water to irrigate green areas. Over the past three years, we have achieved a reduction of 21,371 m³ (2018), 15,718 m³ (2019) and 18,366 m³ (2020).

[GRI 303-4]

Waste management

Effluents

At Austral, we are committed to properly managing the effluents resulting from all our processes, mainly from the discharge of raw materials. The main effluent generated by this process is pumping water, which contains an organic load of suspended solids, oils and greases. It is important to note that the effluents discharged meet the Maximum Permissible Limits.

Our state-of-the-art effluent treatment technology helps us meet the Fishing Industry's Maximum Permissible Limits for Direct and Indirect Human Consumption established by Supreme Decree No. 010-2018-MINAM.

Water volume discharged into the sea: 457,942 m3.

	Austral's Result	MPL
TSS [Total Suspended Solids]	258 ppm	700 ppm
Oils and greases	16 ppm	350 ppm
PH	5.6	5-9

[GRI 306-2]

Solid Waste

At Austral, we care about properly managing waste by segregating it into hazardous and non-hazardous. Non-hazardous waste is in turn classified into usable and non-usable. Non-usable waste is finally disposed of.

Waste categories include paper, cardboard, ferrous scrap, plastic, glass, organic matter, wood, oil, oily mixtures, waste electrical and electronic equipment (WEEE), biocontaminated waste, miscellaneous hazardous and other waste. This management process is entirely carried out within the framework established by Law No. 1278, the Solid Waste Management Act.

Venue	Non-hazardous, non-usable	Non-hazardous, reusable	Hazardous, non-reusable	Hazardous, reusable
Coishco	235.826 Tn	584.250 Tn	16.134 Tn	38.950 Tn
Pisco	100.234 Tn	70.628 Tn	21.030 Tn	4.776 Tn
Chancay	172.726 Tn	112.199 Tn	34.216 Tn	0.957 Tn
Ilo	5.928 Tn	3.074 Tn	3.299 Tn	1.269 Tn
TOTAL	514.71 Tn	770.15 Tn	74.68 Tn	45.95 Tn

2020

In an effort to mitigate impacts and promote circularity, in 2020 we managed to reuse 62% of non-hazardous solid waste and 30% of hazardous solid waste.

[GRI 305-1, 305-2, 305-3]

Emissions

Carbon Footprint

At Austral, we strive for properly managing emissions within our processes. Our monitoring results in indicators that help us measure the impact of our activities and implement improvements under an eco-efficiency approach.

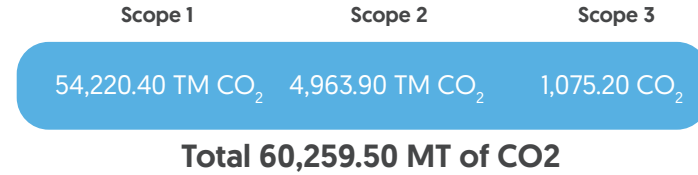
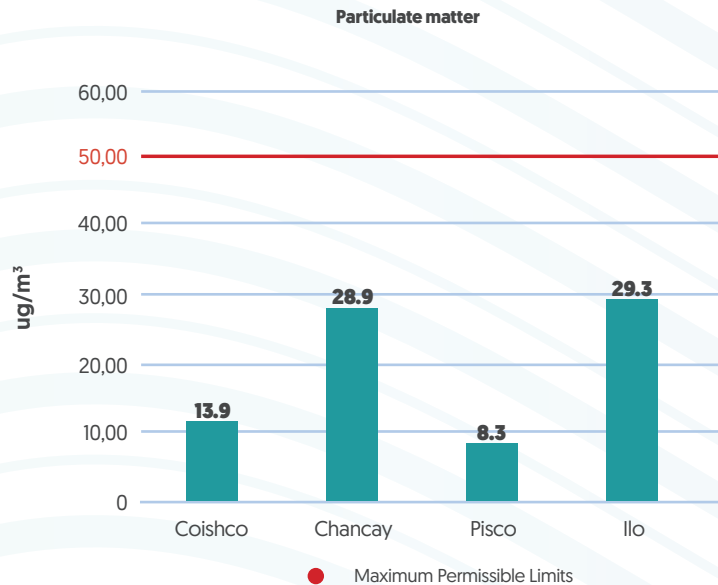
We measured the 2020 Carbon Footprint and obtained the following results:

2020

In 2020, our emissions totaled 60,259.50 MT of CO₂ relative to our fishmeal production of 76,368 MT, compared to 2019, where total emissions reached 77,149.40 MT of CO₂ relative to 76,082.60 MT of fishmeal production.

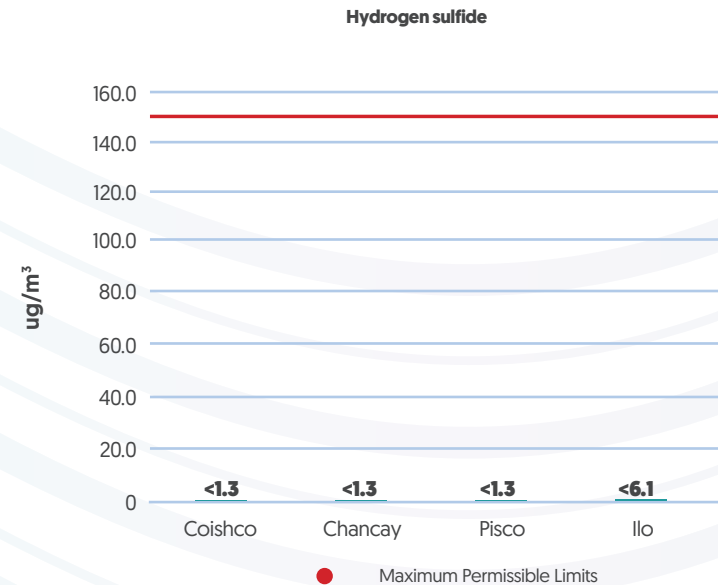
Air Quality

We monitor air quality in each of our operations, thus ensuring the safety of our employees and neighboring communities, in compliance with the Maximum Permissible Limits (MPL) established in Supreme Decree No. 003-2017-MINAM.



Process Emissions

	Coishco	Chancay	Pisco	Ilo
Particulate matter	7.89 mg/m ³	23.73 mg/m ³	-	-
Hydrogen sulfide	<0.07 mg/m ³	<0.07 mg/m ³	-	-



Environmental education and awareness

2020

At Austral, we seek to inform our employees and encourage them to participate in our actions to protect the environment. Therefore, during 2020 we gave informative talks and organized beach clean-up days, which reinforced our employees' and third-party personnel's knowledge about Austral's environmental management.

Austral Verde (“Green Austral”)

This program focuses on fostering the adoption of good environmental practices by our employees and community members. During 2020, in an effort to comply with our social and environmental responsibility, we organized eight participatory beach clean-up days with the communities, namely:

Beach Clean-up in Coishco

3 clean-up days in the bay of Coishco Viejo, with the participation of Coishco Viejo Committee, the Harbor Office and Austral volunteers. Total waste collected: 3.5 MT.

Beach Clean-up in Chancay

Two clean-up days in the Port of Chancay, in alliance with the Municipality of Chancay. Total waste collected: 500 kg +.

Beach Cleanup in Pisco

Three clean-up days in the Paracas National Reserve, the esplanade of the San Andres beach and the beach shore of the industrial zone, in alliance with the National Service for Government-Protected Natural Areas (SERNANP) and the Municipality of Pisco. Waste collected: 4 MT.

Eco-Talks Program

At Austral, we launched the Eco-Talks Program, which includes weekly presentations to our employees and third-party personnel on environmental protection.

At the same time, we raised awareness among our staff on proper segregation and recovery of solid waste aiming to achieve a circular economy.

During 2020, we gave a total of 48 Eco-Talks with a focus on energy efficiency, carbon footprint, sustainable development and solid waste management.

A total of 8 MT of solid waste were collected in all three sites.

- Pisco
- Coishco
- Chancay



Circularity approach

At Austral, we have been implementing various initiatives with a view to promoting circular economy. These initiatives enable us to trace the lifecycle of products to help us mitigate our impacts.

Austral Positive Net

In 2020, we partnered with BUREO, a social enterprise, in launching the Net Positiva program, our first circular economy initiative. This program, whose first pilot is underway, consists in collecting disused fishing nets from our vessels to be recycled by Bureo into raw material. The first collection accounted for 80,070 kg of disused nets. At a subsequent stage, Austral and Bureo will develop a socio-environmental program to benefit the neighboring communities, starting with the situational diagnosis of the Coishco cove, discussion tables and beach clean-up interventions.

“The 80,720 kg of fishing nets that Austral donated in 2020 have accounted for estimated savings of 194,535 kg of CO₂ eq emissions when the fishing nets become a source of raw material used to replace virgin Nylon 6 through Bureo’s fishing net recycling program, Net Positiva.” said from Bureo.

Clean Production Agreement:

As part of our commitment to circular economy, Austral has developed a 6-intervention-goal proposal to achieve the efficient use of materials, by minimizing solid waste production and improving their recovery. The proposal also included Austral’s commitment to train its employees, facilitate the environmental education of the community and support a source segregation program for the municipality of Coishco. By December 31, 2020, the Ministry of the Environment (MINAM) and the Ministry of Production (PRODUCE) had reviewed the proposal’s diagnosis and implementation stages. Following the relevant evaluation, the project was approved in February 2021.



Growing with our suppliers



Chapter 8

[GRI 102-9]

Our Supply Chain

Our staff adheres to the company's goods and services procurement practices outlined in our Mission, Vision and Quality Policy, as we strive to achieve effective work, provide speed of service and create added value.

We negotiate and maintain price agreements with strategic suppliers to enable automation of recurring purchases of goods and services. We work hand in hand with competitive suppliers, who align with our values and Code of Ethics.

Moreover, we implemented two supplier development programs in coordination with important governmental and international entities, with the aim of improving their customer service, quality, working conditions, administrative processes and occupational safety and health protocols. Moreover, we began the process to upgrade our Supplier Portal, for the purpose of effectively centralizing, digitalizing and streamlining all administrative procedures and communications with our suppliers.

Approval, Selection and Evaluation

The steps for searching, inviting and selecting suppliers are as follows:

- Searching through the Supplier Master Ledger.
- Searching through our Potential Suppliers database.
- Conducting Internet research.
- Visiting local fairs.
- Consulting information from the Ministry of Production for the purchase of raw materials.
- Consulting Taxpayer Reference Number (RUC) information with the National Superintendence of Tax Administration (SUNAT).
- Obtaining a credit risk report.
- Consulting commercial references.



[GRI 204-1]

Supplier Development

At Austral, we work daily to continuously improve and enhance our processes. It is clear to us that to achieve these goals we must work hand in hand with our strategic partners: our suppliers. That is why in 2020 we launched two major initiatives:

Supplier Development Program (SDP): Innovate con Austral (“Innovate Yourself with Austral”)

Austral has partnered with Innóvate Perú to launch the Supplier Development Program, aimed at strengthening the value chain, by improving supplier productivity and performance. This 2-stage program has a duration of 28 months.

Upon successfully completing the first stage, which consisted in developing the diagnosis and improvement plan of each of the 17 suppliers, lasted 4 months and worked on a budget of PEN 62,000, we moved to the second stage, which consisted in implementing the improvement plans of each of the suppliers, lasted 18 months and worked on an investment of PEN 1,000,000, broken down into monetary and non-monetary form. The second stage began in late 2020 and its completion was expected during the first half of 2022.

Sustaining Competitive and Responsible Enterprises (SCORE) program

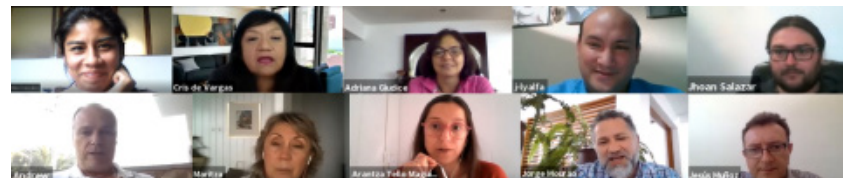
SCORE is a training and technical assistance program developed by the International Labor Organization (ILO) to support small and medium-sized enterprises for the purpose of increasing their productivity and improving working conditions under a model of cooperation between workers and management.

During 2020, we developed the first module of the program known as “Cooperation in the Workplace: The Basis for Business Success” for the benefit of four strategic suppliers of our fleet. We plan to continue with a second module during 2021.

2019



2020



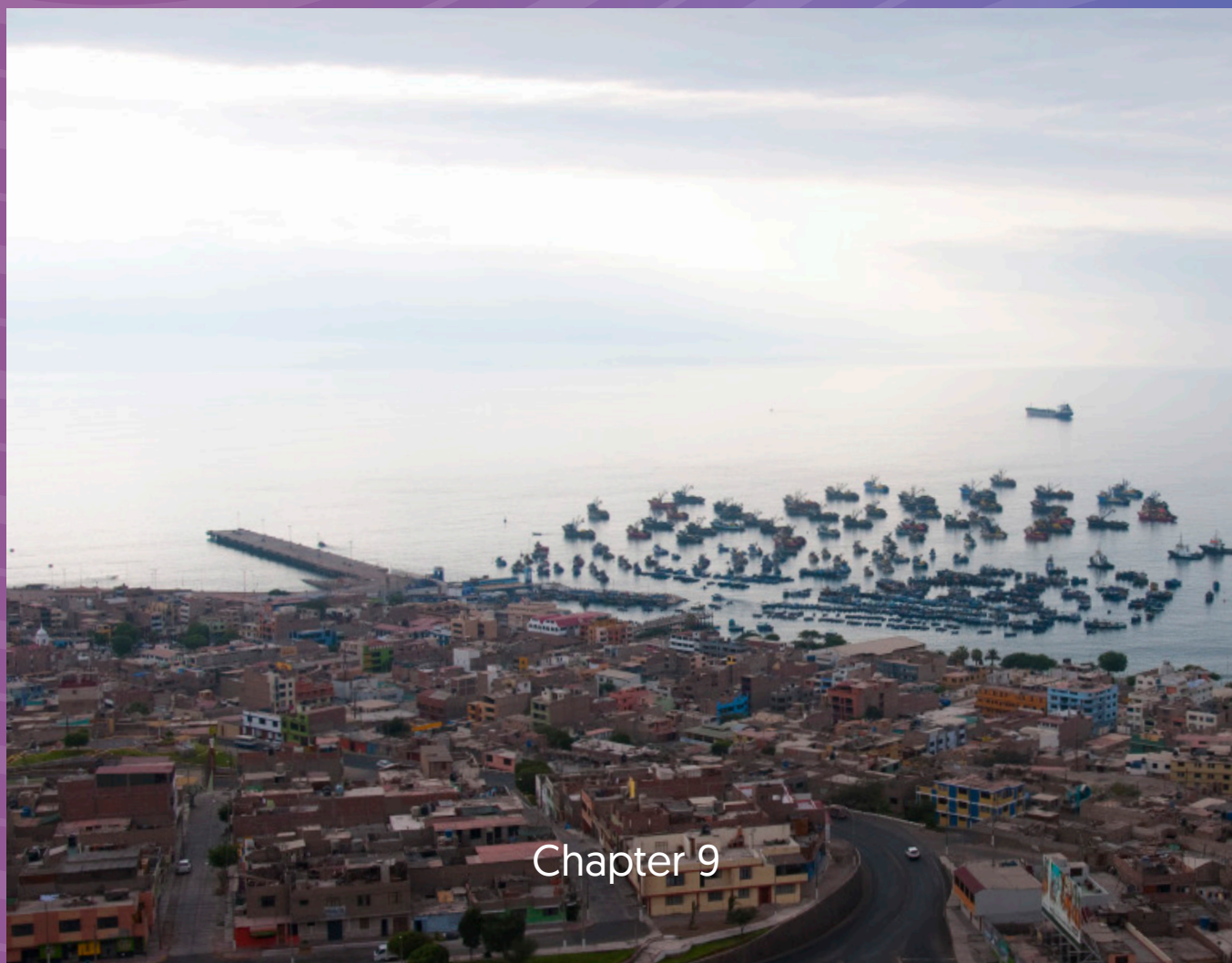
Supplier portal

The pandemic compelled us to speed up our digital transformation and the use of new tools. Therefore, in May 2020 we implemented our new Supplier Portal. At present, 1,120 of our suppliers use this web platform to submit and register quotes, accept and download purchase orders, manage their personnel's documents (occupational health and safety [acronym in Spanish: SSO] and transport requirements), schedule transportation, register work reports, enter invoices and track payments, register claims, and view corporate communications, FAQs and manuals.

We have managed to improve communication and document management, automate activities that used to be manual, and achieve increased control and traceability. These benefits have been reflected in satisfactory comments from our logistics team and more specifically from our suppliers, who noted in the SS Index 2020 surveys that our platform facilitates procedure management and document organization.



Our social management



Chapter 9

[GRI 413-1]

At Austral, we want to make a positive impact on our environment. Therefore, we work hand in hand with the communities living in the districts of Coishco, Chancay, Pisco and Ilo, where our production plants are located. Our Sustainability Plan is based on four lines of action: Education and Employment, Nutrition and Health, Environment and Social Development. We implement various initiatives to improve the quality of life of the neighboring communities.

In 2020, we scored a 60% approval rate for risk and sustainability management in the Stakeholders Sustainable Index (SSIndex), 16 points higher than the 2018 study, which ranked us in the TOP25 of the SSIndex Community.

2020

In that same year, we invested PEN 448,144 in programs, projects and donations in the context of the health crisis and for the benefit of our communities.

	PEN (S/)
Programs, projects and campaigns geared towards the community	254,096
Community relations (local activities and sponsorships)	38,402
Donations in response to the health emergency	99,755
APROChancay	55,891
Total investment	448,144

Social Responsibility Programs

During 2020, we implemented variety of programs in favor of our communities. A number of them had to be adapted in terms digitalization in order to continue reaching all our beneficiaries. These programs developed in 2020 included

It is important to highlight that Austral developed actions to boost continuous community relations in the context of the health emergency, such as identifying needs with social leaders in advance, handling EPPS needs, providing cleaning supplies for health centers, facilitating oxygen cylinders and food supplies for the population, and implementing awareness campaigns with a strong message for the community to promote care-related practices in the face of COVID-19.*

Viva Valores, Viva Austral

This program aims to empower children and young people as citizens aware of their surrounding environment. With this in mind, during 2020 we offered training to principals, teachers and parents of three educational institutions in the district of Coishco. 53 teachers and 1,184 parents participated.

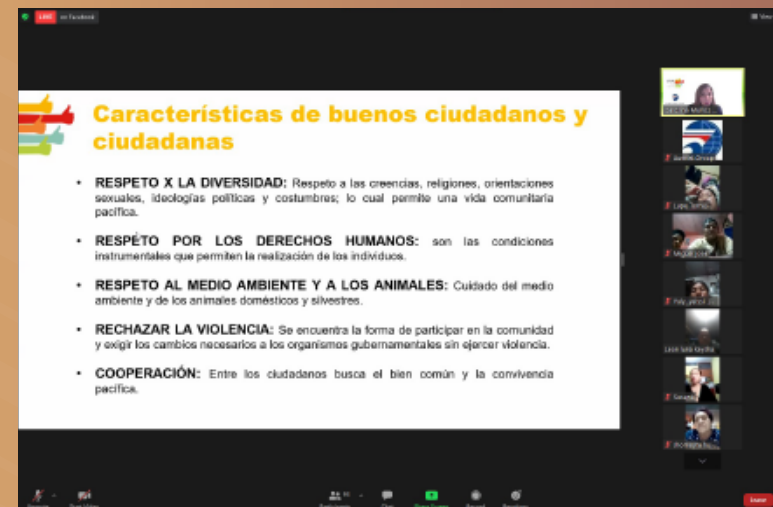
It is noteworthy that 98% of teachers claim to have shared this training with their colleagues and students and to have noticed an improvement in their teaching practices.

Social-Emotional Webinars

From October to December, we conducted a series of family engagement webinars for the benefit of parents from our areas of influence. A total of six webinars were held in coordination with the Local Education Management Units (UGELs) of Santa, Ilo, Pisco and Huaral. The topics addressed included:

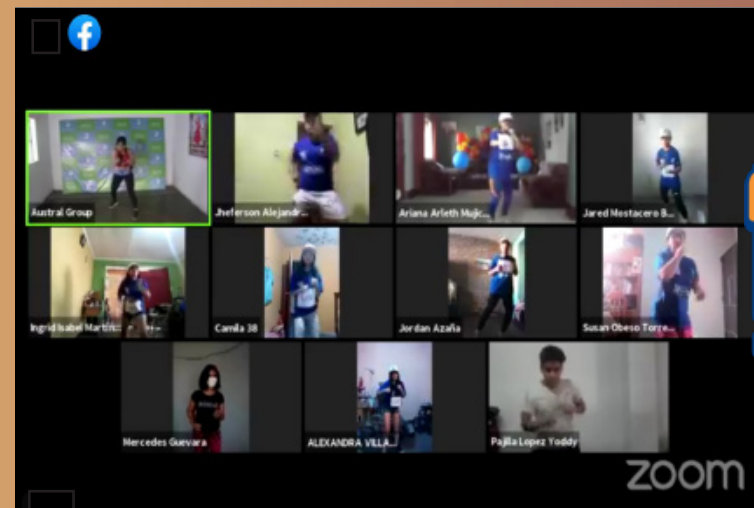
- Importance of social and emotional skills in children.
- Positive home discipline.
- Children's empowerment and autonomy.
- How to contribute to forming citizens from home.
- Active participation of women in families.
- How to install a family culture of proper treatment.

The webinars were streamed through the Facebook and Zoom platforms and gathered more than 100 users per workshop, making an impact on an average of 500 families in our areas of influence.



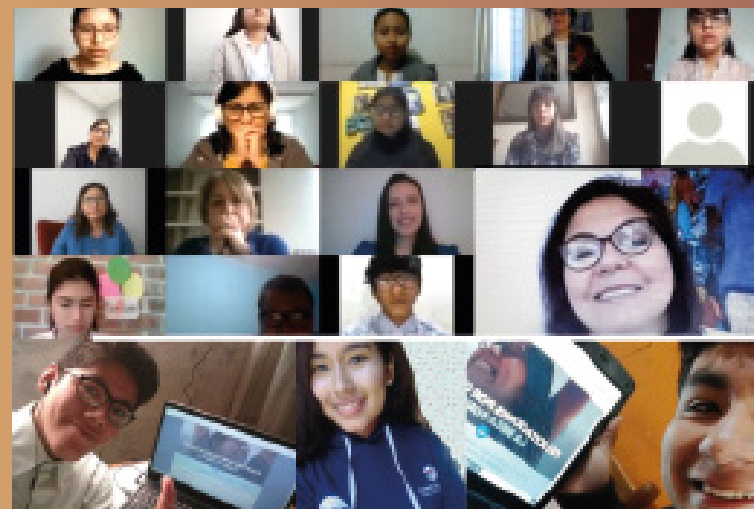
Muévete (Let's move)

This program seeks to promote physical activity and healthy entertainment for children and young people between the ages of 5 and 18 years. In January and February, we organized school summer activities for the children of the district of Coishco. 250 children and young people participated in workshops that included volleyball, soccer, track-and-field, marinera dance, theater, karate, and Peruvian and modern dances. With the onset of the pandemic and given the strict quarantine measures, we decided to continue with this initiative remotely, in order to provide a space for recreation within the inactive lifestyle resulting from this context. This is how we organized the Aerotón Virtual: Muévete Coishco ["Virtual Aerothon: Move Coishco"] initiative, which gathered 77 children and young people from Coishco, who were willing to participate in dance contests and other activities. The winners were awarded laptops and tablets to help them with their studies.



Tu Futuro (Your Future)

A direct effect of the pandemic was unemployment, which seriously affected young populations. For this reason, during 2020, we partnered with the Forge Foundation to launch the Tu Futuro program, which aimed to grant 101 scholarships to young people who do not work nor study (NEET) from our areas of influence and children of workers. The objective was to offer them soft skill training and technical courses to help them enter the employment market. This year we managed to complete the technical training and, during 2021, we will continue guiding the beneficiaries throughout the process of labor insertion.



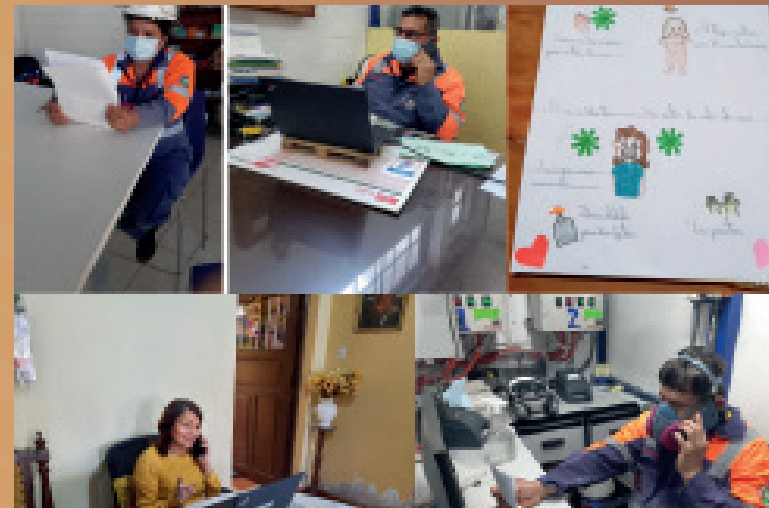
“Violence is not a character flaw, it’s a crime” campaign:

In light of the high rates of violence against women reported during the quarantine, we conducted a digital campaign aimed at the community and external stakeholders. We posted publications, training webinars and videos during 2 weeks on our Facebook and LinkedIn platforms. We reached over 23,000 users and there were around 100 interactions per post on Facebook and more than 15,000 users followed the campaign on LinkedIn.



Yo Soy Voluntario Austral (Austral volunteer)

During 2020, we faced the challenge of developing a virtual volunteering program. Our Coishco Plant Volunteers Committee proposed a distance tutoring and guidance program aimed at twenty 6th grade students from the Ramón Castilla school in Coishco. 24 volunteers participated and managed to provide 79 tutoring sessions for a total of 144 hours.



Creciendo Juntos (Growing Together)

We partnered with the National Fishing Development Fund (FONDEPES) and PRODUCE to launch this program, which is aimed at contributing to the development of artisanal fishermen in our areas of influence by promoting organizational strengthening and formalization. During 2020, we managed to legally formalize 26 fishermen, who received their artisanal fishing cards, thus enabling them to develop their activities within the law.



La Tiendita Austral (Austral's Little Store)

This initiative, which dates back to 2006, aims to offer financial help to our employees and their close relatives who suffer from cancer, as well as financial support for burial expenses. La tiendita is funded through the sale of items purchased by our own employees. In 2020, we were able to provide this support to 24 employees and, since its inception, La tiendita has helped a total of 102 workers. In 2020, this initiative raised PEN 46,000.00, resulting in an aggregate disbursement of PEN 117,405 for the benefit of our employees.





[GRI 102-55]

GRI Content index

General Disclosures

Content	SDG	Page
GRI 102: General Disclosures 2016		
GRI 102- 1: Name of the organization		1
GRI 102-2: Activities, brands, products, and services		8
GRI 102-3: Location of headquarters.....		8
GRI 102-4: Location of operations		10
GRI 102-5: Ownership and legal form		8
GRI 102-6: Markets served		15
GRI 102-7: Scale of the organization		46
GRI 102-8: Information on employees and other workers		46
GRI 102-9: Supply chain		68
GRI 102-10: Significant changes to the organization and its supply chain		5
GRI 102-11: Precautionary Principle or approach.....		Omission

Content	SDG	Page
GRI 102-12: External initiatives		31
GRI 102-13: Membership of associations.....		15
GRI 102-14: Statement from senior decision-maker		19
GRI 102-16: Values, principles, standards, and norms of behavior		23
GRI 102-18: Governance structure		19
GRI 102-40: List of stakeholder groups.....		25
GRI 102-41: Collective bargaining agreements		55
GRI 102-42: Identifying and selecting stakeholders		25
GRI 102-43: Approach to stakeholder engagement		25
GRI 102-44: Key topics and concerns raised		27
GRI 102-45: Entities included in the consolidated financial statements		Omission
GRI 102-46: Defining report content and topic Boundaries		28
GRI 102-47: List of material topics		28
GRI 102-48: Restatements of information		Omission
GRI 102-49: Changes in reporting		Omission
GRI 102-50: Reporting period		3
GRI 102-51: Date of most recent report.....		Omission

Content	SDG	Page
GRI 102-52: Reporting cycle		Omission
GRI 102-53: Contact point for questions regarding the report		3
GRI 102-54: Claims of reporting in accordance with the GRI Standards		3
GRI 102-55: GRI content index		78
GRI 102-56: External assurance		Omission
GRI 200: Economic		
GRI 201-1: Direct economic value generated and distributed.....		33
GRI 203-2: Significant indirect economic impacts	SDG 8	36

Material Topics

Content	SDG	Page
Good Corporate Governance and Anti-Corruption		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 205-2: Communication and training about anti-corruption policies and procedures		23
Supplier Development	SDG 8,17	
GRI 103-1: Explanation of the material topic and its Boundaries		
GRI 204-1: Proportion of spending on local suppliers		69
Management of Environmental Practices	SDG 12,13	
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 302-1: Energy consumption within the organization		60
GRI 302-4: Reduction of energy consumption		
GRI 303-3: Water withdrawal		
GRI 303-4: Water discharge		62
GRI 303-5: Water consumption		
GRI 305-1: Direct (Scope 1) GHG emissions		
GRI 305-2: Energy indirect (Scope 2) GHG emissions		64
GRI 305-3: Other indirect (Scope 3) GHG emissions		
GRI 306-2: Waste by type and disposal method		63

Content	SDG	Page
Sustainability of Hydrobiological Resources		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 304-2: Significant impacts of activities, products, and services on biodiversity	SDG 14	12
Employment Management		
GRI 103-1: Explanation of the material topic and its Boundaries		
GRI 401-1: New employee hires and employee turnover		
GRI 401-2: Benefits provided to full-time employees that are not provided to part-time or temporary employees		49
GRI 404-1: Average hours of training per year per employee		
GRI 404-2: Programs for upgrading employee skills and transition assistance programs		52
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		55
Occupational Health, Safety and Welfare		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 403-1: Occupational health and safety management system		57
GRI 403-2 Hazard identification, risk assessment, and incident investigation		57
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety		57
GRI 403-9: Work-related injuries		57

Content	SDG	Page
Gender Equality and Diversity		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 405-1: Diversity of governance bodies and employees	SDG 5	47
Community Development		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 413-1: Operations with local community engagement, impact assessments, and development programs	SDG 1,2,3,4,8, 17	72
Product Quality		
GRI 103-1: Explanation of the material topic and its boundaries		
GRI 416-1: Assessment of the health and safety impacts of product and service categories		14
Digital Transformation		
OBI 1: Digital Transformation		16

