



Sustainability
Reporting
InnovaRSE 20
22



This **2022** Sustainability Reporting of **TUTTI FOOD GROUP** has been prepared following the InnovaRSE methodology by REBECA ARNEDO LASHERAS, from **SUSTAINABILITY INNOVATION SL**, who endorses the data collected in it, based on the information provided by the company.

It has been developed thanks to the Grants for the Promotion of Corporate Social Responsibility of the Department of Economic and Business Development of the Government of Navarra, which certifies that this Report has been prepared using the InnovaRSE Methodology.



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For Tutti Food Group and for me personally as a representative of this organization, it is a pleasure to have the opportunity to present a sustainability report for the first time.

Tutti Food Group is a leading company in the food industry with a history that goes back more than three decades. Founded in 1987 in Navarre, the company opened the doors of the first quick fresh pasta restaurant in Pamplona. Over time, our entrepreneurial vision and commitment to quality have allowed Tutti Food Group to grow and diversify its offer.

I am pleased to express our strong commitment to sustainability. Recognizing the global importance of this issue and its relevance in our food industry sector.

We take the responsibility to lead by example and make a significant contribution to the well-being of our planet, our employees, and the communities in which we operate. Last year, the company conducted a comprehensive assessment of its situation, allowing us to evaluate our performance in the three key dimensions of sustainability within the framework of the InnovaRSE methodology. This assessment revealed significant findings. Firstly, it highlighted the existence of best practices that deserved recognition and communication. Secondly, it raised the need to develop action plans to ensure our responsible practices and achieve real sustainability.

In this process, we have understood the crucial importance of communication and transparency, always striving to promote an accurate image of our sustainability performance and continuous improvement, providing our stakeholders with truthful information about our commitment.

This first sustainability report provides us with a tool to put into practice everything we have learned, to recognize the things we do well, and the ongoing journey we have embarked on in terms of sustainability.

Daniel Palacio
Co-Founder & Director



WHO WE ARE

We are a leading company in Fifth-range culinary solutions, committed to quality, food safety, and the environment

MISSION

At Tutti Food Group, our mission is to provide our customers with nutritious, healthy, tasty, and balanced dishes, always with a common feature: quick and easy preparation

VISION

Our vision is to become a leading international reference in the development and preparation of customized ready-made dishes tailored to our customers' needs

VALUES

CLOSENESS

We are approachable, offering tailor-made culinary solutions. We adapt to our customers' needs, being agile and versatile. The customer always finds us at their disposal because they are at the center of our activity

INVOLVEMENT

We have a commitment to continuous improvement and to provide the best culinary solution in each case, with a close alignment between the areas of R&D, quality, food safety, and production

RESPONSABILITY

We use high-quality, fresh, and healthy products as the basic foundation for our culinary solutions in their various formats. We are committed to sustainability as a cross-cutting axis that runs through all areas of the company



OUR HISTORY

1987	First Fast Food in Pamplona
1991	Transition to industrial production
1994	Own patent
2004	The challenge of large-scale distribution
2006	Our exporting phase begins
2007	IFS Certification
2016	Inovative natural sauces in IQF cubes
2020	Internacional expansion
2022	New paradigm

Tutti Food Group is present in more than 15 countries with over 150 references sold in major European retailers

PRODUCTS & SERVICES

Tutti Food Group offers various products and services today, including: Retail: They produce ultra-frozen convenience meals; Food Service: Providing fifth-range prepared meals, fresh pasta, and ultra-frozen sauces; Industry: Natural sauces in IQF cube format; Inflight: Special meals for flights.



CLOSENESS

We are close and accessible, offering tailored culinary solutions. We adapt to our customers' needs, and we are agile and versatile. The customer always finds us at their service because they are at the center of our activity.



INVOLVEMENT

We have a vocation for continuous improvement and strive to provide the best culinary solution in each case. There is close alignment between our R&D, quality, food safety, and production areas.



RESPONSIBILITY

We use high-quality, fresh, and healthy products as the basic formula for building our culinary solutions in various formats. We are committed to sustainability, which is a cross-cutting theme across all areas of the company.

INFLIGHT

RETAIL

INDUSTRY

FOOD
SERVICE

Why Tutti Food Group?



We produce 120,000 meals a
day



We export 50% of our
production



With you since 1987

QUALITY

Our products are accredited with the demanding IFS certificate.



This standard regulates quality management systems in the food sector to achieve maximum safety in food manufacturing and handling processes.

We have experience in the manufacture of various dishes that meet special certifications or requirements (such as responsible fishing certificates). They help us provide food to specific groups.



INNOVATION

At Tutti Food Group, we have extensive experience as a Co-Maker in developing tailor-made recipes.

We collaborate with internationally renowned chefs, work with the prestigious culinary center Basque Culinary Center, and participate in innovation projects alongside organizations such as CNTA and Zabala Innovation Consulting, major companies, leading universities in Spain, and other national technological centers.

	2020	2021
Turnover	9.392.000 €	12.171.000 €
Investment in R+D+i	332.603 €	248.507 €

Projects

Proyecto para la mejora de eficiencia energética	Proyecto para la reducción en un 90% el uso del plástico en envases
Tuttiveggie: vegan and sustainable deep-frozen dishes and sauces	Proyecto Logístico Integrado
Alissec project	YPACK project
NUTRI+ project	Proyecto Proteveg
ICEPAPER project	Proyecto I+D centrado en el desarrollo de cubitos de frutas
Proyecto triturados de alta calidad	Proyecto Nutrigenómica
Proyecto FEDER nueva gama de hamburguesas ultracongeladas	Proyecto Pescaplat
Proyectos PRIMICIA de nutrigenética y desarrollo de cubitos de salsa en pellet	
Saluplat project	

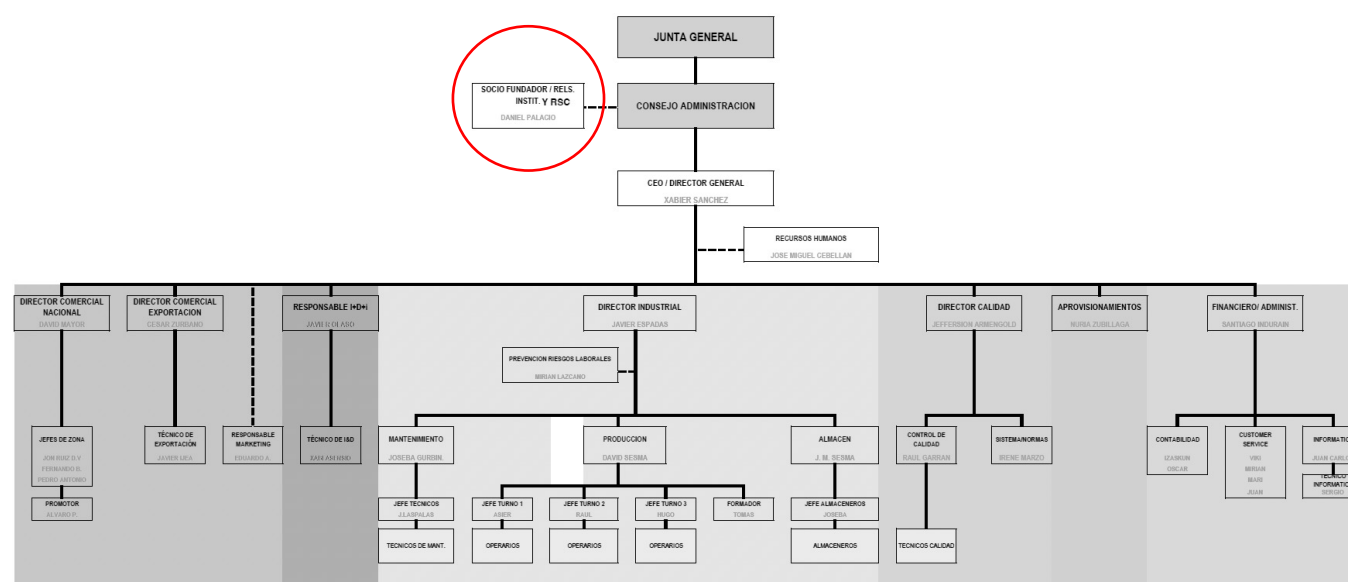
THE VALUE OF PEOPLE

At Tutti Food Group, we deeply understand that the value of people is the foundation of our long-term sustainability. Our sustainability vision focuses on ensuring the well-being of all individuals involved in our value chain, promoting fair labor practices, and supporting the professional and personal development of our employees.

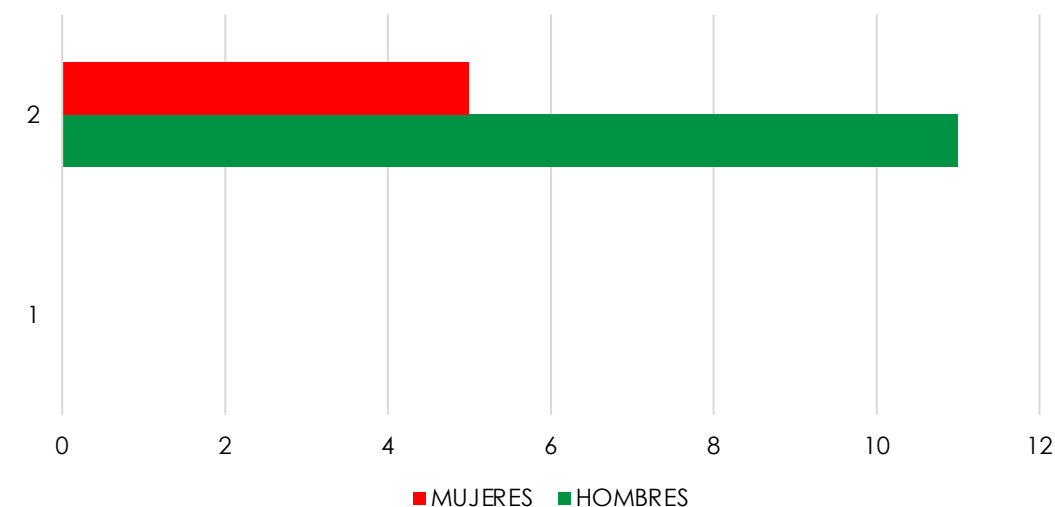
Valuing people is not only an ethical principle but also an essential driver for fostering innovation and excellence in our operations, enabling us to address environmental and social challenges with determination and resilience.

At Tutti Food Group, sustainability and the value of people go hand in hand, paving the way for a more equitable, healthy, and prosperous future for everyone.

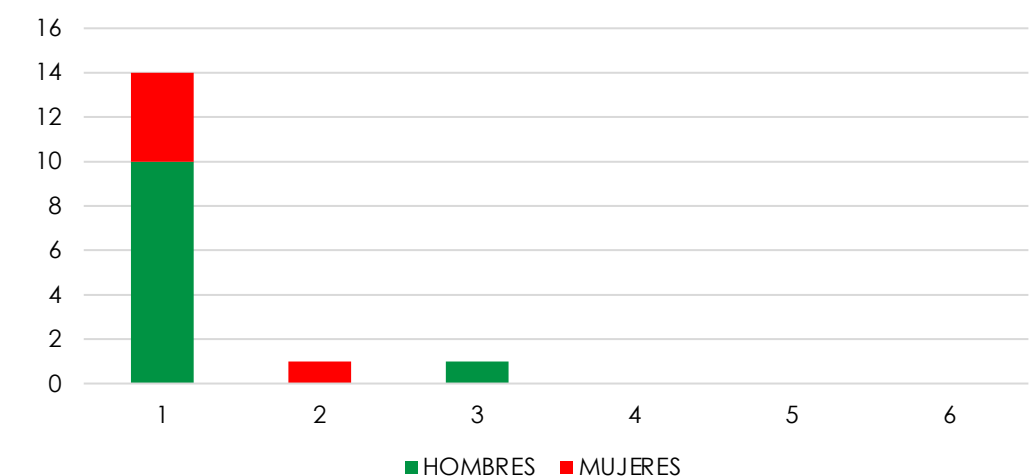
ORGANIGRAMA DE TUTTI PASTA, S.A. - SEPTIEMBRE 2023



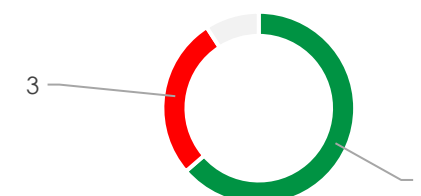
WOMAN VS MAN



PROFESSIONAL CATEGORY

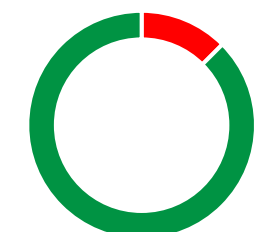


COMPANY COMPOSITION



■ HOMBRES SOCIOS ■ MUJERES SOCIAS ■ EMPRESA ■

EMPLOYEE AGE



■ MAYORES 45 ■ MENORES 45

WE ARE FRESH & SUSTAINABLE FOOD



COMMITMENT TO SOCIAL RESPONSIBILITY



Sustainability policy
September 2023. Rev.00

1. BACKGROUND

At Tutti Pasta, we firmly believe in the importance of working responsibly and sustainably to contribute to the well-being of our planet and future generations.

We are committed to conducting our activities in an ethical manner while being conscious of the environmental and social impact they generate, striving to create a positive impact on all our stakeholders and contributing to the Agenda 2030 and its impact on sustainable development goals.

Through this policy, we aim to reinforce our commitment to sustainability.

2. OBJECTIVE

Through this Sustainability Policy, we aim to establish principles and make commitments related to sustainability within Tutti Food Group concerning our stakeholders.

The primary objective of these commitments is to design sustainable prepared dishes for the future, ensuring that the activities we undertake to fulfill our purpose:

- Align with quality and food safety
- Address climate change and the shift toward a circular economy
- Create local value through cooperation and collaboration
- Ensure employee satisfaction
- Foster innovation

3. SCOPE

This sustainability policy encompasses all stages of our processes, from dish design and supplier selection to the manufacturing and marketing of prepared dishes.

4. COMMITMENTS

Below, we outline our organization's sustainability commitments with a triple focus:

- **INNOVATION** | Continue to be an innovative organization consistently.



Sustainability policy
September 2023. Rev.00

- **QUALITY AND FOOD SAFETY** | Ensure food safety as a cornerstone of our organization.
- **CLIMATE CHANGE** | Maintain a strong commitment to combat climate change.
- **CIRCULAR ECONOMY** | Reduce emissions and waste to transition to a circular economy.
- **PEOPLE** | Establish a model that prioritizes people.
- **COOPERATION AND COLLABORATION** | Foster satisfactory and long-lasting relationships with employees and stakeholders.

5. DEVELOPMENT

The development of this sustainability policy will be carried out through specific action plans that adhere to the principles and commitments established in the policies, the monitoring and certification of management systems, and an equality plan.

6. COMMUNICATION

We ensure accountability to various stakeholders by issuing periodic sustainability reports that contain the necessary information for tracking the sustainability commitments made.

7. MONITORING AND SUPERVISION

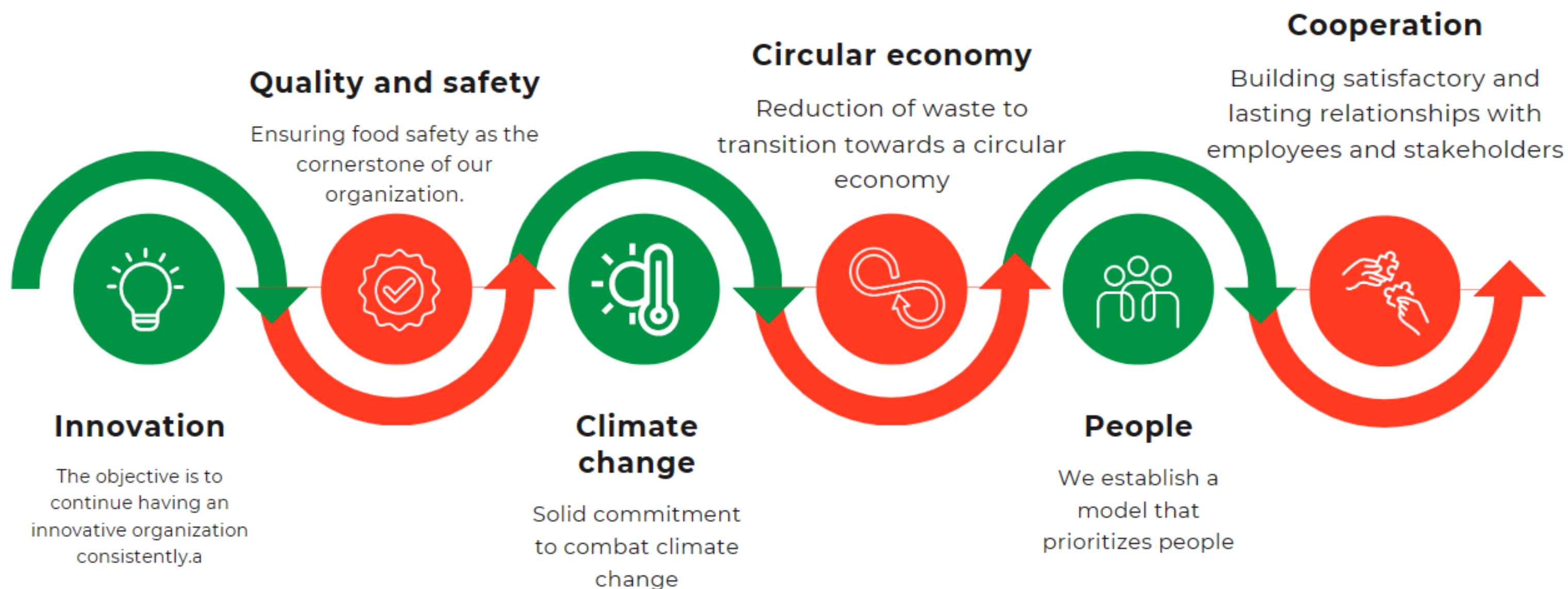
The monitoring of the Policy is the responsibility of Tutti Food Group's Management, which will review it annually for continuous improvement.

8. APPROVAL AND VALIDITY

This sustainability policy has been approved by the Board of Directors of Tutti Food Group and will come into effect as of the approval date in September 2023.

It will be reviewed annually to remain aligned with new challenges and opportunities on the path to sustainability.

SUSTAINABILITY STRATEGY



CORPORATE SOCIAL RESPONSIBILITY

In 2022, we embarked on our journey in the field of corporate social responsibility. This path has provided us with a systematic approach to identify areas for improvement that address the three facets of sustainability. Furthermore, it has driven us towards the continuous improvement of these identified areas.

Today, we have a powerful management tool that, just like in other aspects of our organization, such as quality, environment, and occupational safety, opens the doors to a process of continuous improvement. We hope that this constant pursuit of improvement will accompany us throughout our entire business journey.

The InnovaRSE management system aims to implement and develop corporate social responsibility (CSR) in the strategy and management of organizations and entities across the three dimensions of sustainability. InnovaRSE is designed as a process of reflection and continuous improvement.

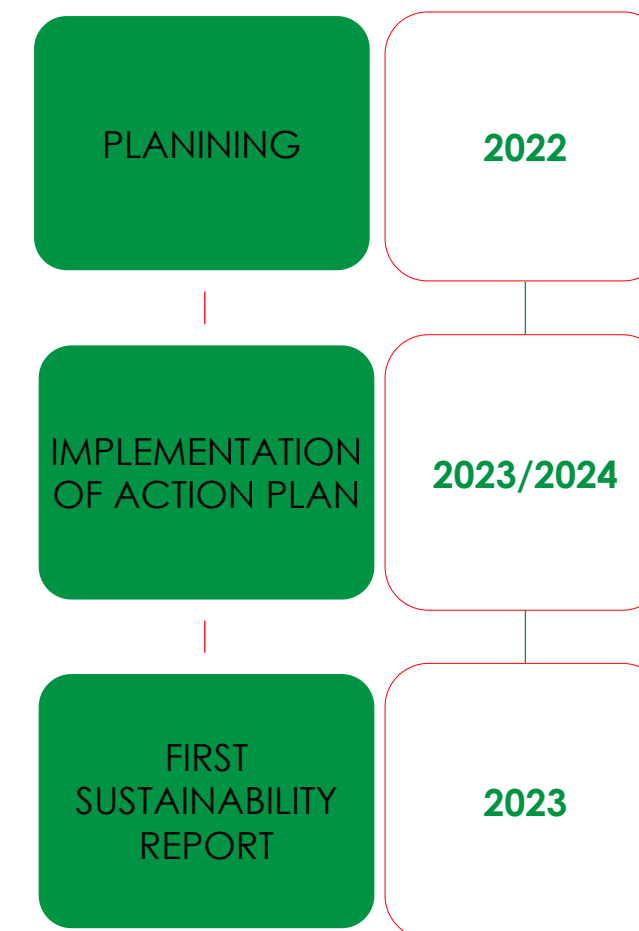
Companies integrated into the system are granted the right to use the seal, once the Government of Navarra has reviewed and approved the report of the corresponding stage.

** Information extracted from the InnovaRSE website: <https://innovarsenavarra.es/sistema-innovarse/>



INNOVARSE ITINERARY TUTTI FOOD GROUP

The InnovaRSE methodology from the Government of Navarra has provided us with a roadmap for CSR. We started in 2022 and have been following the actions to the present day



THE THREE DIMENSIONS OF SUSTAINABILITY

CSR is linked to the concept of sustainability in its triple dimension: social, economic, and environmental. Therefore, it aims to incorporate these variables into the company's planning and management, increasing and enriching the factors typically used for decision-making.

In 2022, Tutti Food Group conducted a CSR diagnosis for each of the three dimensions of sustainability: economic, environmental, and social. This analysis served as an excellent starting point to assess the extent to which we were considering social responsibility criteria in our business management and to identify areas where improvement was needed.

For the development of the Diagnosis, qualitative and quantitative parameters were analyzed for each of the three dimensions. Qualitative parameters were valuable for learning and reflecting on the company's CSR status, while quantitative parameters helped complement the analysis with data and figures useful for evaluating trends and making long-term comparisons.

In the following pages, we detail the main conclusions reached in this Diagnosis, which allowed us to define some aspects that we have already begun to improve since then and the indicators that complement the information on the diagnosis.

Performance in the triple dimension

As part of our commitment to real sustainability, we measure the performance of our triple dimension by identifying indicators in the economic, environmental, and social dimensions

	2021
Economic Performance	
Number of confirmed corruption incidents	0
Turnover	12.171.000€
Net results	51.150€
Percentage of investments that introduce CSR criteria	0€
Investment in R&D+i	248.507€
Percentage of local suppliers and subcontractors	39 %
Percentage of suppliers selected based on environmental and social criteria	0%
Percentage of purchases incorporating CSR criteria	0%
Percentage of supplier entities with InnovaRSE or similar seals	0%
Total number of claims made by customers and consumer organizations	63
Percentage of conflicts resolved through out-of-court (consumer)	0
Number of fines and penalties imposed for non-compliance with regulations related to customer health and safety	0
Number of fines and penalties related to product labeling and/or product and service information	0
Number of awareness/training actions on disability for the staff.	0
Number of people trained to assist customers with specific needs.	0

	2021
Enviromental Performance	
Total energy consumption, by source	2.500.000 Kwh Electricity 3.000.000 Kwh Gas
Energy savings achieved with the implemented measures	18%
Percentage of renewable energy	18%
Total Volume of Recycled Water	0
Total Volume of Reused Water	0
Amount of Waste Generated	11.000 kg of organic matter
% of staff commuting to the workplace by public transport or company collective transport	0
Number of environmental training actions	4
Number of people trained in environmental management	3
Number of sanctions or fines for environmental non-compliance	0
External Social Performance	
Number of associations, networks, working groups, commissions, etc., of a sectoral and/or local nature in which the organization participates	3 territorial 4 sectoral
Number of sanctions for competition regulations	0
Number of social action projects in which the organization participates	1 Food bank New Future
Number of volunteer programs initiated or supported.	0

	2021
Internal Social Performance	
Average satisfaction level (employee engagement surveys)	Doesn't exist
Workforce affected by collective layoffs	0
Workforce affected by employment regulations	0
Average employee seniority ratio / Company seniority	0,28
Ratio between highest and lowest salaries	4 a 1
Percentage of profits distributed among the staff	0
Number of workplace accidents	8 on sick leave 9 No Sick Leave
Incidence rate	11940
Number of complaints of workplace harassment	0
Number of workers' representatives on health and safety committees	2
Number of people trained in occupational risk prevention	1
Number of complaints of sexual harassment	0
% of women in management positions	0
Number of people benefiting from work-life balance measures, by type of measure and sex	100%
Number of people hired from groups with integration difficulties, by type of group	0
Percentage of jobs contracted with Special Employment Centers	0
Number of jobs adapted for people with disabilities	0

ECONOMIC AREA		
E-01	Ethics and Transparency	5
E-02	Crime Prevention and Anti-Corruption Mechanisms	6
E-03	Competitiveness: quality, productivity and efficiency	6
E-04	Research, Development and Innovation (R+D+i)	8
E-05	Digital Transformation and Industry 4.0	8
E-06	Responsible procurement and ethical management of subcontractors	3
E-07	Customer orientation	6
E-08	Responsible Advertising & Marketing	1
E-09	Inclusive Marketing & Universal Design	1

AREAS FOR IMPROVEMENT	BEST PRACTICES
<ul style="list-style-type: none"> - Commitment to UN goals and SDG alignment - Strategy Corporate Social Responsibility - Code of conduct and adherence - Sustainable procurement - Customer satisfaction measurement - Inclusive and responsible marketing - Strategic plan - Objectives program - Innovative SME seal 	<ul style="list-style-type: none"> - Certified quality management system - Research and Development - Digital transformation

It is perceived from the conversations with the organization, a great commitment on the part of the Management and Board of Directors with the company itself and with the people who work in it. Although this commitment, which is transcribed in the day to day in 35 years of history and recognition by customers, competitors, ..., it is evident that at the level of systemic definition, there is still a long way to go. A great effort has been made, and is being made, to maintain a quality and food safety management system, as an essential point of its product.

This effort, and taking into account how the world is changing, and the relationship with customers, suppliers, ... is changing, forces the organization to broaden the spectrum of action, and apart from maintaining quality certifications, increase the commitment through the sustainability of its products, or ethical assurance. However, repeating the idea of the first paragraph, it is rather that the family and committed character of all these years of the company is not reflected in the evidence and systematics that can be collected in this diagnosis. This could serve the organization to work in a different way, addressing a new direction of responsible practices of the organization, and working on social responsibility, especially the economic or governance part from a strategic and not casual point of view.

ENVIRONMENTAL DIMENSION		
A-01	Environmental Policy or Statement of Intent	7
A-02	Consumption control, energy efficiency and renewable energies	8
A-03	Waste prevention and management	5
A-04	Life cycle, eco-design and circular economy	5
A-05	Discharge, emission and noise control measures	5
A-06	Sustainable mobility	5
A-07	Environmental training and awareness	3
A-08	Environmental Management System and Environmental Certification	1

AREAS FOR IMPROVEMENT	BEST PRACTICES
<ul style="list-style-type: none"> - Environmental Policy - Improve consumption control - Analyze life cycle environmental impacts - Sustainable mobility and teleworking - Environmental training and designation of responsible - Environmental management system and/or certification 	<ul style="list-style-type: none"> - Commitment to renewable energies and reduction of carbon footprint. - Improved recyclability by changing the cardboard line for plastic.

The organization is aware of and concerned about environmental issues. It can be extracted (in addition to the conversations with the members of the team that has given resolution to this diagnosis), from the improvement actions implemented in the organization: commitment to renewable energies, new production line to change plastic packaging for cardboard packaging,

However, these actions are not part of a consolidated environmental strategy.

At present, it should be noted that the agri-food sector is a main vector and driver of change towards more sustainable models. Thus, the European Commission has put the focus on it, promoting some changes through legislation (regulation of single-use plastics, regulation of food waste, ...) and funds for innovation, even specifically as could be the program from farm to fork.

Perhaps, due to the special interest of the sector in which we work, and the awareness of the organization, the organization should work more deeply on the environmental issue, establishing, if not an environmental management system, at least some specific objectives, which would help us to show all the stakeholders in a reliable and transparent way all the work that the organization does. This process could begin by having a person dedicated to environmental issues.

At present it could work as a competitive advantage since the market is demanding "more sustainable products".

INTERNAL SOCIAL DIMENSION		
SI-01	Information, communication and knowledge management	6
SI-02	Autonomy, Empowerment and Systems of Participation	6
SI-03	Work environment evaluation instruments	3
SI-04	Job stability and employment protection	9
SI-05	Remuneration policy and salary equity	5
SI-06	Occupational Health and Safety	5
SI-07	Gender equality	1
SI-08	Work-life balance and quality of life	7
SI-09	Diversity and inclusion	5
SI-10	Accessibility and adaptation of workstations	3
SI-11	Training, personal and professional development	6

AREAS FOR IMPROVEMENT	BEST PRACTICES
<ul style="list-style-type: none"> - Improvement of the training process - Equality and conciliation - Work climate study - OSH certification - Diversity and inclusion - Accessibility 	<ul style="list-style-type: none"> - Job stability and employment protection

The organization is a company with a long history in which its concern for its employees and its commitment to the community stand out.

Tuttipasta's management is committed to social responsibility, as can be seen from the results of the diagnosis, the fact of having been a family business with a great commitment has made it easier for this commitment to be translated into concrete actions.

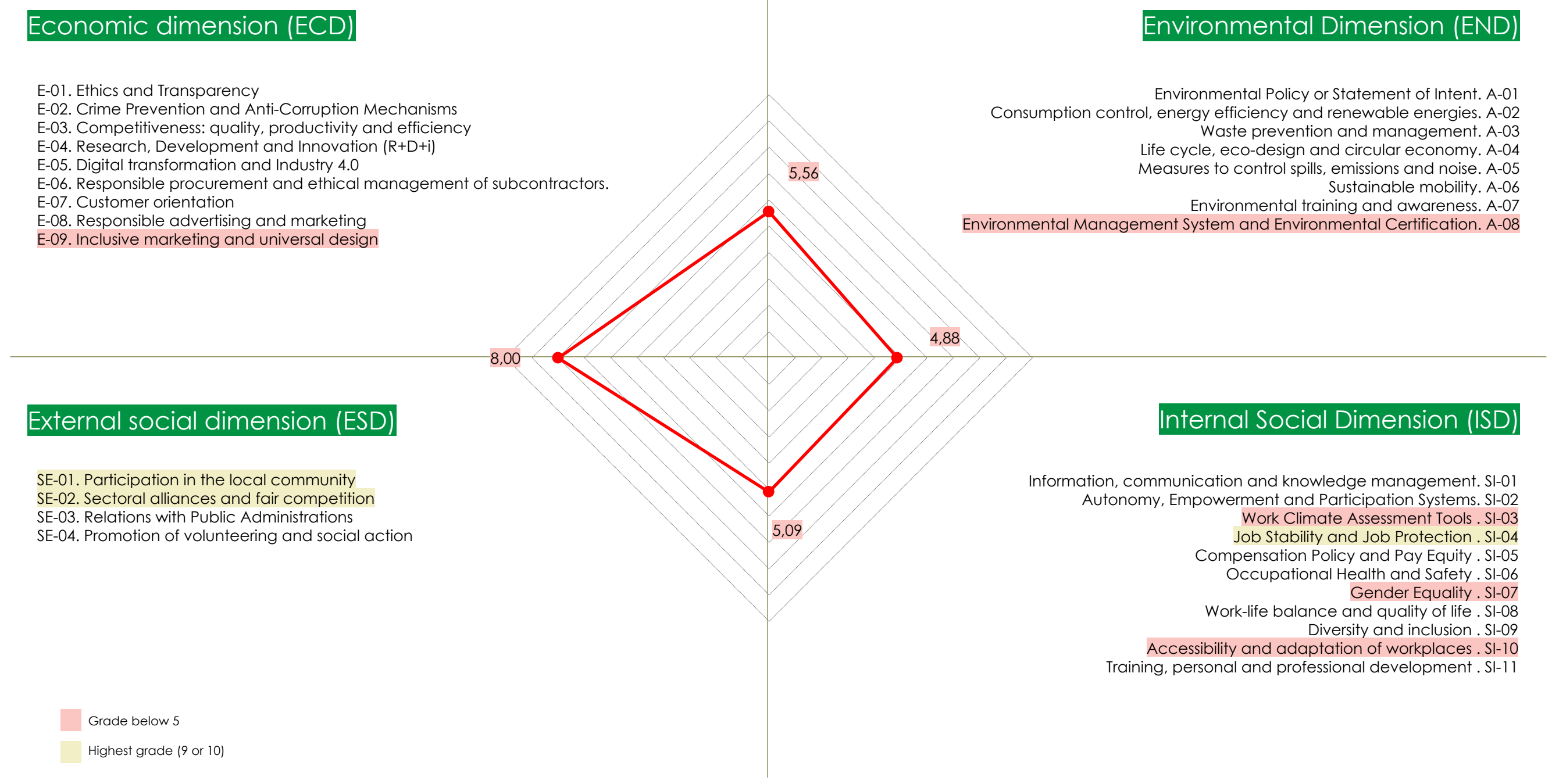
At a general level, it is identified that the organization "does" many things in the internal dimension and is very interested in continuing to improve, but the improvement actions are not systematized, that is to say, they are being done as they progress along the way.

It is expected that this process can continue to provide the roadmap for the commitment that the company has acquired as a value of the organization,

DIMENSIÓN SOCIAL EXTERNA		
SE-01	Participation in the local community	9
SE-02.	Sectoral alliances and fair competition	9
SE-03	Relations with Public Administrations	9
SE-04	Promotion of volunteering and social action	5

AREAS FOR IMPROVEMENT	BEST PRACTICES
	<ul style="list-style-type: none"> - Local community involvement - Sectoral alliances - Relations with public administrations - Contribution of products as social action

OVERALL RESULT TRIPLE DIMENSION



CHANGES IN MANAGEMENT

From the results of the initial phase of InnovaRSE we extract that;
We carry out outstanding good practices, such as:

- Certified quality management system.
- Research and Development.
- Digital transformation.
- Commitment to renewable energies and reduction of carbon footprint.
- Improved recyclability with the change from cardboard to plastic.
- Labor stability and job protection.
- Participation in the local community
- Sectoral alliances
- Relations with public administrations.
- Contribution of products as a social action

We have room for improvement in the following areas:

- Commitment to UN goals and SDG alignment.
- Strategy Corporate Social Responsibility
- Code of conduct and adherence
- Sustainable procurement
- Customer satisfaction measurement
- Inclusive and responsible marketing
- Strategic plan
- Objectives program
- Innovative SME seal
- Environmental policy
- Improved consumption control
- Analyze life cycle environmental impacts
- Sustainable mobility and teleworking
- Environmental training and designation of responsible
- Environmental management and/or certification system
- Improvement of the training process
- Equality and conciliation
- Work climate study
- OSH certification
- Diversity and inclusion
- Accessibility

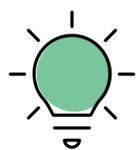
From the path initiated, from Tutti Food Group we highlight the following benefits of Social Responsibility in Tutti Food Group :



LEADER Positioning Tutti Food Group as a leader in responsible practices, for a truly sustainable future



ADAPTABLE Preparing the organization for an adaptable future with respect to market sustainability, technology, innovation and regulatory trends.



INNOVATION Identification of opportunities, responsible and sustainable ideas in relation to the services offered.



RELIABLE Creation of real accountability and sustainability based on the generation of positive impact



ROUTE Definition and detail of a systematic and organized process aligned with organizational objectives.



SMART Everything without forgetting the increase in competitiveness that comes from the implementation of responsible practices.

THE ACTION PLAN

The final point of the SR planning process carried out in 2021 was the preparation of a Social Responsibility Action Plan. This plan is allowing us to take an important step forward on the road to sustainability and to define, in detail, on which aspects and lines of work to focus our improvement efforts.

The following is a detailed list of the areas of improvement proposed:

- CSR Policy, UN Compact Commitment and Alignment to Sustainable Development Goals SDG Compass.
- Program of objectives and indicators including economic, environmental and social aspects.

- Competitiveness improvement. Lean Manufacturing Process
- Decarbonization. Emissions and zero co2 strategy
- Equality plan
- Improved communication
- Diversity and inclusion

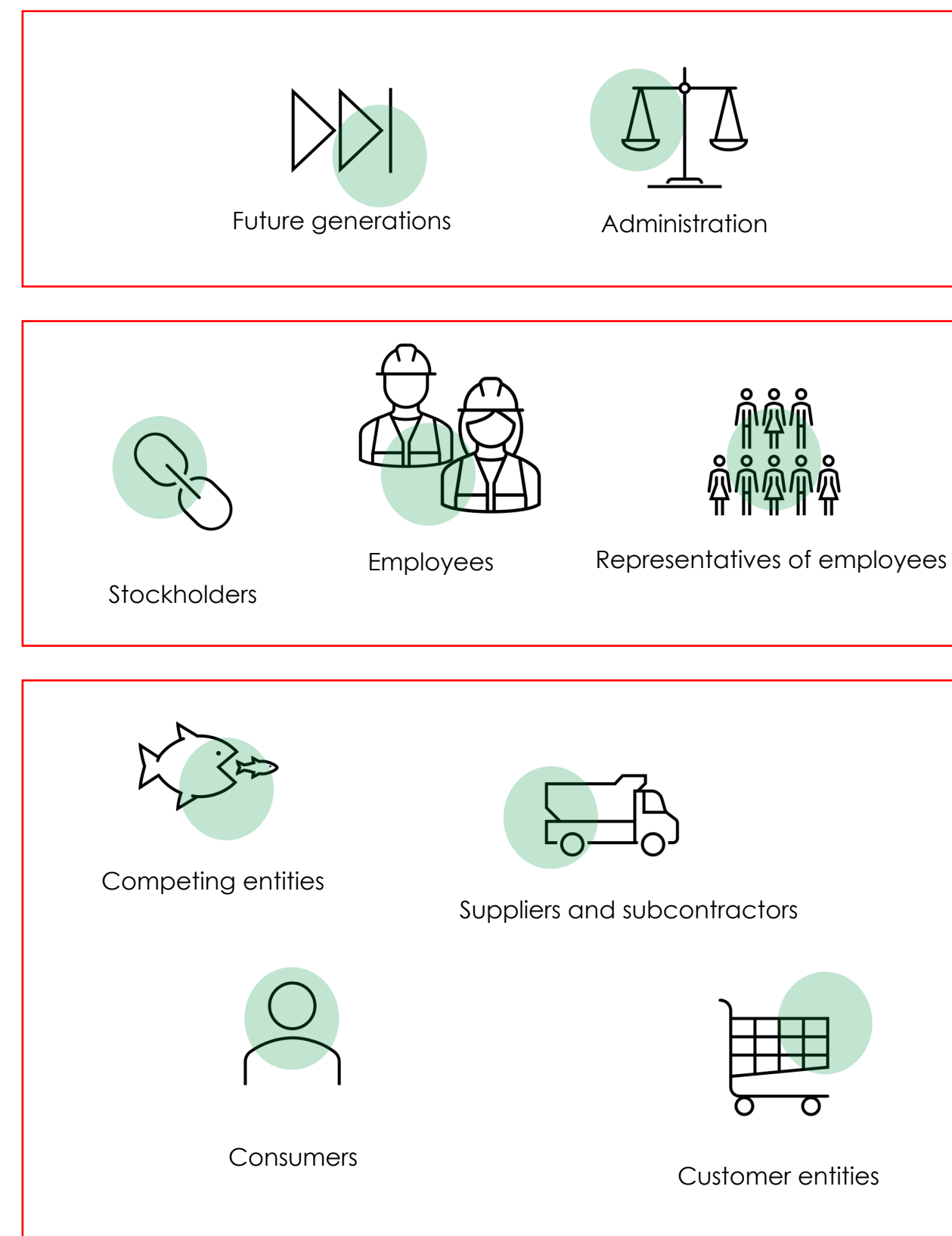
The following figure shows the action plan and its status as of September 2023.

IMPROVEMENT ACTION	SE	OC	NV	DE	JA	FE	MR	AP	MY	JN	JL	AU	SE	OC	NV	DE	STATUS	COMMENTS
CSR Policy, UN Compact Commitment and Alignment with Sustainable Development Goals SDG Compass																		A sustainability policy has been established with solid commitments. A strategy and objectives have been deployed. It has been decided not to commit to the UN Covenant for the time being.
Program of objectives and indicators, including economic, environmental and social aspects																		Strategic objectives and indicators have been established to monitor the performance of the sustainability strategy; however, some indicators are still missing for some strategic lines.
Competitiveness improvement. Lean Manufacturing Process																		Project with external consultant for manufacturing improvement has been approved. Project launch in September 2023.
Decarbonization. Emissions and zero co2 strategy																		The carbon footprint has been calculated in accordance with the MITECO registry. The "calculo" seal has been applied for and an action plan for the reduction of emissions has been established.
Equality plan																		In process. The committee has been constituted and the diagnosis has been carried out, and the resolution of measures is pending.
Improved communication																		Launched project with GUK (external communication agency) to improve sustainability communication. Launch in August 2023.
Diversity and inclusion																		No progress has been made on this point at this time.

ESTABLISHING DIALOGUE

The study of stakeholder needs and expectations, together with our organizational communication strategy and our principles and values, has led us to establish three main lines of communication in the area of sustainability, which, in addition to facilitating the type of communication actions to be planned for the future, brings us closer to the objectives that we would like to transmit to our stakeholders through each communication.

ACTION	CHANNEL/ INSTRUMENT
CSR Planning	Internal meeting
InnovaRSE and InnovaRSE Seal	Social Network
	Internal meeting
SR Strategy and SDG alignment	Company presentation Web Social Network
Management system certificate	Web
Decarbonization strategy	Presentación empresa Web Social Network
Equality Plan	Internal meeting Company presentation Social Network
Reconciliation plan	Internal meeting



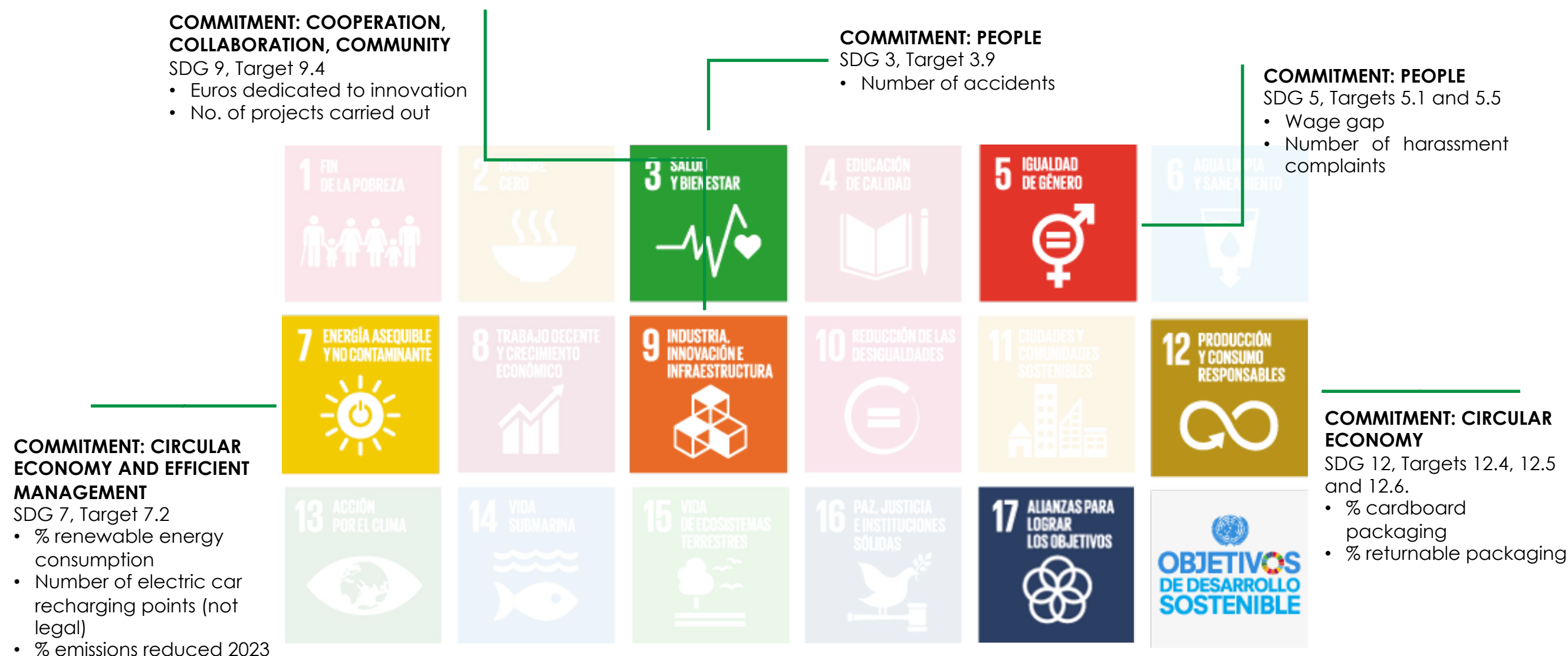
SUSTAINABLE DEVELOPMENT GOALS

Because of our commitment to sustainability and the path we began in 2022 with corporate social responsibility, we are increasingly aware of the impact of our activities, and the solid commitment that was born with our purpose of pursuing a truly sustainable future grows stronger with every step we take.

In 2023, we have also taken on a further commitment to

Specific with sustainable development, based on the development of a strategy for the next 3 years in terms of sustainability and social responsibility and that it is aligned with the global sustainable development goals.

This page reflects the first approach of the organization to the SDG's with which we have worked so far, and we are currently pending the definition of some strategic objectives, mostly related to the social dimension of employees.





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