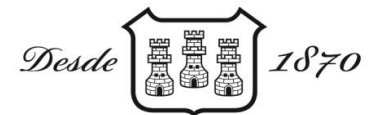


FAMILIA  
**TORRES**



**Sustainability Report 2021**

FAMILIA  
**TORRES**



VITALITY



RESPECT



EXCELLENCE



COOPERATION



CURIOSITY

## LETTER FROM THE PRESIDENT

4

## OUR 2021

5

## ABOUT US

6

Our raison d'être  
Familia Torres vineyards and wineries  
The fruit of our labour: our products and services  
Corporate governance  
Value generated and distributed  
Contribution to sustainable development

## OUR VALUES

### ANNEXES

59

Events after the reporting period  
About this report  
Materiality analysis  
Our stakeholders  
Familia Torres brands  
Contents tables  
Contents table under Law 11/2018  
GRI contents index



### VITALITY

21

Members of Familia Torres  
Fostering our team's well-being  
Talent attraction and development  
Diversity, equality and inclusion  
Occupational health and safety



### RESPECT

27

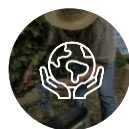
Caring for our environment  
Fight against climate emergency  
Adaptation: more resilient crops  
Conservation: the Earth we want for the future  
Mitigation: reducing our carbon footprint  
Research: in pursuit of solutions in the fight against climate change  
Water as a shared resource  
Efficient use of materials  
Waste management



### EXCELLENCE

42

Food quality and safety  
Our suppliers  
Actively listening to our customers and consumers  
Promoting responsible consumption



### COOPERATION

47

Defending human rights  
Social and economic development of local communities  
Familia Torres Foundation



### CURIOSITY

53

In constant innovation  
Building alliances to drive change

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## Letter from the President

Following the impact the pandemic had on society and the economy in 2020, 2021 has been a good year all round despite the remaining health restrictions. Although there is still some way to go as far as full recovery is concerned, a certain degree of optimism can be seen in the wine industry thanks to the reopening of restaurants and catering venues, and the gradual reactivation of tourism. I certainly hope that in 2022 we can finally say that we have beaten the coronavirus.

In 2021 our employees around the world have once again shown their commitment and professionalism. They are, without doubt, our most important asset and I would especially like to thank them for the effort they have made this year to enable the company to continue to make strides in all the countries in which we have a presence, sharing and contributing ideas with unflinching enthusiasm.

Familia Torres is a well-known brand, but more importantly it is a brand with a mission. In addition to pursuing excellence in the production of our wines and brandies, and in the attention given to our customers, our commitment to sustainability is an intrinsic part of our essence. We help those in need through the Foundation, take care of our active and retired employees, ensure that our winegrowers can maintain a dignified livelihood thanks to the Fair Trade movement, monitor compliance with

corporate policies and management systems and, above all, we are actively involved in and concerned about protecting the planet and the environment.

We have been investing in actions to adapt to the climate crisis and mitigate our impact for more than ten years and will continue to do so. Each year we step up our efforts to reduce our CO<sub>2</sub> emissions per bottle across the entire emissions scope and achieve the targets we have set. In the case of Miguel Torres, our aim is to reduce our footprint by at least 60% by 2030 compared to 2008 and to become a zero-emission winery before 2040. Following several years of research, in 2021 we launched an innovative system at our Pachs del Penedès winery to capture the CO<sub>2</sub> from wine fermentation for reuse as an inert gas in wine conservation in a bid to champion circular economy projects.

We are also focusing on the absorption of atmospheric CO<sub>2</sub> through the planting of trees in Chilean Patagonia and committed to regenerative grape growing as a means of converting our vineyards into enormous carbon sinks and, by extension, recovering the natural fertility of the soil, slowing-down erosion and making soil more resilient to the effects of global warming.

In addition to adapting to and mitigating climate change, we seek to influence, and join forces with, others to decarbonise the economy at global level. Two examples of this are the International Wineries for Climate Action collaborative group, cofounded by us and the Jackson Family Wines of California winery in 2019, which already brings together almost 30 wineries from around the world, and the recently created Regenerative Viticulture Association to share knowledge and experience about this grape-growing model which is driving a paradigm shift in vineyard management.



## Our 2021

**28**

Wine-growing regions

**101**

Countries in which we have a presence

**3**

Wineries open to tourism

**6**

Gastronomic venues

**78**

Wine brands

**12**

Spirits brands

**15**

Food brands

**10**

Ancestral grape varieties revived and officially approved

**1,107**

Employees\*

**35%**

Women

**90%**

Permanent contracts

**8,849**

Hours of training provided

**€ 702,436**

Environmental investments

**60%**

Miguel Torres' target to reduce CO<sub>2</sub> emissions per bottle from 2008 to 2030

**99%**

Renewable materials

**99%**

Waste managed through recovery

**61%**

Hectares managed subject to ecological regulations

**50%**

Sociedad Vinícola Chile's target to reduce CO<sub>2</sub> emissions per bottle from 2018 to 2030

**66%**

Recycled non-organic materials

**46**

Electric vehicle charging points

**94%**

Local suppliers

**\$ 8,549**

Fair Trade premium contribution

**€ 403,296**

Sponsorship and cooperation

**€ 105,874**

Contributions to foundations and not-for-profit entities



### GREEN COMPANY OF THE YEAR

Familia Torres

The Drinks Business Green Awards 2021



### #1 in ranking of the WORLD'S MOST ADMIRED WINE BRAND 2021

Familia Torres

Drinks International



### BEST SPANISH WINE IMPORTER

Familia Torres

Bettane & Desseauve

\* Workforce at year-end.

# ABOUT US

An aerial photograph of a vast vineyard in a valley. The rows of grapevines are neatly planted in a grid pattern, following the contours of the land. The vines are a vibrant green, and the soil between the rows is a rich brown. In the background, there are rolling hills covered in dense green forest. The sky is a clear, bright blue with a few wispy white clouds. The overall scene is peaceful and scenic, suggesting a rural or agricultural setting.



## Our raison d'être

Familia Torres is a family company with a legacy built on the hard work day in and day out and the passion of five generations of wine makers. We have a history of more than 150 years in cultivating and making wines and brandies, and firmly believe in social, environmental and economic sustainability, uniting the traditions we have inherited with constant innovation to lead the future.

## OUR DNA

### The people

Our greatest asset: more than 1,100 employees around the world.

### Fair Trade

We help our winegrowers obtain a dignified livelihood.

### Our customers

We are present in more than one hundred markets. We fulfil our customers' needs with products tailored to the various channels.

### About the consumer

We offer unique wine tourism and gastronomic experiences in our vineyards and interact with consumers through social media.



### Ecology

Our commitment to the Earth by 2030: to achieve a 60% reduction in CO<sub>2</sub> emissions per bottle with respect to 2008 (Miguel Torres).

### Giving back to society

Our registered office for tax purposes is located in Spain and each year our Foundation helps people in need.

### R&D

We conduct constant research to obtain distinctive, premium quality products, with the same exacting standards as always.

### A unique family

"The more care we take of the land, the better the wine we produce."

## MISSION



We are a dedicated team of professionals with a common goal: from the soil to the table we want to create exceptional wines and spirits and foster unforgettable experiences in every corner of the world.

As a family company, we pass on values of excellence from generation to generation and firmly believe in social, environmental and economic sustainability, uniting the traditions we have inherited with constant innovation to lead the future."

## VISION



Our vision is of a world in which life is celebrated, the land is cared for and our legacy is handed down to future generations."



## Familia Torres vineyards and wineries

Our family-based project has gone from strength to strength since our first winery was established in Vilafranca del Penedès in 1870. We now have a series of vineyards that are outstanding not only due to their size, covering more than **1,800 hectares**, but also in terms of their diversity, being located in **28 different wine growing regions** in Spain and Chile. We also have a total of **10 wineries** in these two countries.



**#1 in ranking of the WORLD'S MOST ADMIRED WINE BRANDS in 2021**

Familia Torres  
(6th award received in the last twelve editions)  
Drinks International

### VINEYARDS



MAS LA PLANA  
(DO Penedès)



MAS DE LA ROSA  
(DOQ Priorat)



GRANS MURALLES  
(DO Conca de Barberà)



FOMPEDRAZA  
(DO Ribera del Duero)



EMPEDRADO  
(Chile)

### WINERIES



CELLER WALTRAUD  
(DO Penedès)



CELLER PURGATORI  
(DO Costers del Segre)



FAMILIA TORRES PRIORAT  
(DOQ Priorat)



JEAN LEON  
(DO Penedès)



MIGUEL TORRES CHILE  
(Valle de Curicó)





## The fruit of our labour: our products and services

### WINES

Thanks to the legacy handed down from one generation to the next, Familia Torres now boasts a wide range of wines that seek to respond to market trends and our customers' expectations, through our ongoing pursuit of excellence and commitment to innovation.

Our vineyards, their soil types, climates and grape varieties, combine to produce expressive wines, which aim to reflect the character of the regions in which they are grown. For this purpose, Familia Torres has its own vineyards in the main designations of origin areas in Spain and Chile and we also produce wines from other regions.

#### NEW WINES IN 2021



Clos Ancestral



Secret del Priorat



Guardians de la Terra\*



Pirene



Blanco Granito



Los Inquietos



Millapoa

\*Bottled in Canada to reduce the carbon footprint.

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS

#### SPAIN

DO Penedès  
DOQ Priorat  
DO Conca de Barberà  
DO Costers del Segre  
DO Montsant  
DO Empordà  
DO Terra Alta  
DO Catalunya  
DO La Mancha  
DO Ribera del Duero  
DOC Rioja  
DO Rueda  
DO Rías Baixas  
DO Campo de Borja

#### CHILE

DO Valle del Curicó  
DO Valle del Maule  
DO Empedrado  
DO Valle del Limarí  
DO Valle de Casablanca  
DO Valle del Maipo  
DO Valle del Cachapoal-Peumo  
DO Valle de Colchagua  
DO Maule Costa  
DO Valle Central  
DO Secano Interior – Valle del Itata  
DO Coelemu – Valle del Itata  
DO Secano Interior – Valle del Biobío  
DO Valle de Osorno





## The fruit of our labour: our products and services

### WINES

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS



**Purgatori (2017)**  
"Gran Vinari d'Or"  
Premis Vinari



**Grans Muralles (2017)**  
Best in Show  
Decanter



**Milmanda (2018)**  
Top 100 Wines of Spain 2021  
James Suckling



**Mas La Plana (2017)**  
97 points  
Decanter



**Secret del Priorat (2018)**  
93 points  
James Suckling



**Clos Ancestral (2019)**  
92 points  
James Suckling



**Celeste Crianza (2018)**  
92 points  
James Suckling



**Blanco Granito (2018)**  
90 points  
James Suckling



**La Causa Blend (2019)**  
97 points  
Decanter



**Manso de Velasco (2018)**  
96 points  
Descorchados



**Los Inquietos (2019)**  
95 points  
Descorchados



**Las Pisadas (2017)**  
90 points  
Decanter



## The fruit of our labour: our products and services

### WINES

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS

In addition to working with the utmost respect for the soil, in line with organic grape growing principles, we produce our wines while taking into account the increasing trend among consumers for healthy food and eating.

#### ORGANIC WINES

All of our organic products comply with the most stringent global standards: the EU Euro Leaf legislation for wines sold in the EU market and the US National Organic Program (NOP) for the rest of the world.

**26**

Brands with organic wines

#### VEGAN WINES

Familia Torres also offers a wide range of vegan wines. Aware of evolving consumer preferences, we are working on increasing our selection of wines with the V-label seal, the registered symbol of the European Vegetarian Union.

**32**

Brands with vegan wines



## The fruit of our labour: our products and services

### WINES

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS

Juan Torres Master Distillers is the division dedicated to the production of Familia Torres spirits. Its origins date back to 1928, when Juan Torres Casals (a second generation family member) began to make matured brandy aged in oak barrels from the best white wines of the Penedès region (Barcelona).

Ever since we have worked on perfecting the art of distillation, in pursuit of excellence in each of our distilled wines which are renowned for their quality and character. While our brandies and spirits remain true to our roots and the traditional method of production, they are constantly being adapted to the changing times and the demands of consumers seeking unique leisure time experiences.

Torres Brandy was once again ranked as the world's most valued Spanish brandy with a market share of 59.6% in 2021.



#### Torres Brandy

#1 BEST SELLING BRAND  
#1 TOP TRENDING BRAND  
in the Brandy category

Drinks International "Annual  
Brands Report 2021"



Torres 10



Torres 10 Smoked Barrel

**NEW!**



Torres Alta Luz

**NEW!**



El Gobernador



Magdala





## The fruit of our labour: our products and services

### WINES

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS



At Familia Torres, a small portion of our business is dedicated to the gourmet production of fine olive oil and vinegar, thereby helping to strengthen the connection between wine and cuisine.

The Purgatori property situated in the heart of Les Garrigues (Lleida) is the home of our olive oils, made from the fruit of hundred-year-old olive trees, mainly of the Arbequina variety.

We also import and distribute the fine products of a range of European brands notable for their delicacy and superior quality, these being key components of a successful pairing.



#### Purgatori Olive Oil

Gold Award in NYIOOC  
World Olive Competition

International Olive Oil Council



El Silencio Olive Oil



Eterno Olive Oil



Santa Digna Olive Oil



La Oscuridad Vinegar



## The fruit of our labour: our products and services

### WINES

At Familia Torres we firmly believe that wine tourism is the key to spreading the culture of wine and gastronomy and passing on our legacy.

We offer a range of wine tasting and gastronomic experiences where wine can be enjoyed in the place it is cultivated and produced, and host tours for individuals, groups and also corporate events:

- Guided tours of the Pacs del Penedès, Jean Leon and Miguel Torres Chile vineyards
- Pairing, tasting and gastronomic experiences
- Walks and tours through our vineyards
- Unique experiences such as our Dinner under the Stars, Grape Harvest Festival and Saint John's Eve Celebration.



### SPIRITS



### FOOD

### WINE TOURISM



The Pacs del Penedès and Jean Leon vineyards implement a **Responsible Tourism Policy**, which enshrines our commitment to good environmental practice, energy efficiency and universal accessibility and seeks to reduce the impact of our wine tourism activities on local communities.

### RESTAURANTS

Once again 2021 has been an atypical year still marked by the pandemic, although we have seen a slight recovery in wine tourism compared to 2020. We continue to adapt to current circumstances and all of our communications are mainly in digital format. In this connection, in order to enhance the user experience, we have implemented an online reservation and customer services management system.



BIOSPHERE

#### Biosphere

Pacs del Penedès and Jean Leon visitors' centres



Safe travels

#### Safe travels

Pacs del Penedès visitors' centre



## The fruit of our labour: our products and services

### WINES

### SPIRITS

### FOOD

### WINE TOURISM

### RESTAURANTS

Motivated by the ambition to deliver unique soil-to-table experiences and aware of the close connection that exists between wine and cuisine, we focus on identifying wine with gastronomy by offering unforgettable experiences that reflect our values of excellence and quality. In 2021 we have offered gastronomic experiences at the 6 restaurants and catering venues currently owned by Familiar Torres:



#### Jardí Restaurant El Celleret

Pacs del Penedès, Spain

Offering local Mediterranean cuisine enjoyed outdoors in our vineyard



#### Biosphere

Sustainable tourism certification



#### Best wine tourism restaurant

2021 Vinari Awards

VadeVi



#### Mas Rabell

Sant Martí Sarroca, Spain

An unparalleled location surrounded by vineyards, ideal for special events and weddings.



#### Restaurante de Vinos Miguel Torres

Curicó, Chile

Gastronomic menu focused on the variety and richness Chilean land has to offer.



#### 100K certification

Sustainable cuisine: promoting use of local ingredients



#### La Bodeguita

Santiago de Chile, Chile

Rediscovered and revives traditional Chilean cuisine, achieving a balance between wine and gastronomy.



#### The Wine House Pop-up Store

Barcelona, Spain

Temporary space dedicated to the world of wine which includes a wine bar, a specialised wine store and a space for tastings and presentations.



#### El Petit Celler

Barcelona, Spain

Wine shop and bar with a catalogue of more than 2,000 wines and a wide selection of wines available by the glass.



## Corporate governance

Familia Torres is led by people who have always prioritised management and decision-making founded on **responsibility and transparency**. Over the years management has undergone a process of professionalisation, laying the foundations for a sound corporate governance model. We have a Conflict of Interest Policy to foster transparency and guarantee maximum integrity and responsibility in our decision making.

In this connection, we currently have the following governing bodies whose aim is to ensure that Familia Torres achieves its objectives in a way that aligns with its mission, vision and values.

### GOVERNING BODIES

#### BOARD OF DIRECTORS

The highest governing body, responsible for the management, direction, administration and representation of the interests of Familia Torres, striving to reconcile, where possible, the interests of its stakeholders that may be affected by its decisions.

♂ 1 ♀ 4

#### ADVISORY BOARD

The advisory board members meet each quarter to discuss the most important issues at strategic level in various areas: financial, operational, and commercial, among others.

♂ 4 ♀ 6

#### MANAGEMENT COUNCIL

Composed of the managers of the functional areas, this committee addresses more operational issues and ensures implementation of the corporate strategy in day-to-day operations.

♂ 7 ♀ 3

#### MONITORING COMMISSION

Body responsible for deciding which issues should be escalated to the Board of Directors, the Advisory Board and the Management Committee.

♂ 3 ♀ 4

### STRATEGIC PILLARS FOR 2020-2025







## Corporate governance

### ETHICS, INTEGRITY AND COMPLIANCE

Our day-to-day work is governed by a series of values, principles, standards and rules of conduct that guarantee the integrity of our interactions and decision-making. We have a zero tolerance approach to bribery and corruption or any other unethical or unlawful conduct that may put the organisation's integrity at risk.

In this regard, we have a corporate ethics and responsibility model which includes a series of corporate policies, internal procedures and internal and external communication mechanisms that ensure correct compliance with the applicable legislation and the responsible management of the business.

It should be noted that when a new employee joins the workforce, they are provided with training on the ethics and corporate responsibility model. All Familia Torres employees in Spain receive this training.

#### Ethics and corporate responsibility model

- Code of Business Conduct and Ethics
- Ethics and Corporate Responsibility Policy
- Anti-bribery and Anti-corruption Policy
- Whistleblowing Channel
- Ethics Channel

All of our main suppliers are subjected to the supplier accreditation process to guarantee that they are governed by the same ethical standards. Suppliers are also required to adhere to our corporate ethics and responsibility model and may access the whistleblowing channel to report any conduct which fails to comply with the code of conduct set out in the model.

In addition, we carry out investigations to ensure that suppliers have not been sanctioned for corruption offences or human rights violations. New distributors are also subject to this control.



#### Bodega Pacs del Penedès

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Business ethics

### RISK AND OPPORTUNITY MANAGEMENT

We consider that the sustainability of our business requires appropriate management of the risks and opportunities that arise in the performance of our activities. Each component of the value chain can give rise to a series of risks and opportunities that must be managed to guarantee sustainable continued growth over time.

Therefore, we are working on the implementation of an integrated risk management and control system based on the three lines of defence model. Under this model the key roles and responsibilities are assigned to each line of defence. The first line of defence, comprised by management, will be responsible for maintaining an adequate internal control system for day-to-day operations. The second line of defence will be responsible for overseeing and monitoring compliance with the risk management policies and practices. Lastly, the third line of defence will promote compliance with international internal audit standards.



\*Currently being rolled out to our international subsidiaries. Sociedad Vinícola de Chile implements its own Ethics Policy and Internal Grievance Procedure.



## Value generated and distributed

At Familia Torres we are guided by our mission to take care of the land and people through winemaking, merging tradition with innovation to make a contribution to sustainability and social and environmental wellbeing. For this reason, our value chain for the production and marketing of our products and services aims to create value to be shared with all our stakeholders, thereby having a positive impact on society and the planet.

### INPUTS

#### FINANCIAL CAPITAL

€ 26,564,000

#### ASSETS

€ 390,976,000

#### GRANTS

€ 2,689,000

#### HUMAN CAPITAL

1,109 employees\*

#### SHARE CAPITAL

€14,142,000

#### NATURAL CAPITAL

##### > ENERGY

36,415 MWh

##### > WATER CONSUMED

560 ML\*\*

##### > MATERIALS

71,173 tonnes

### FAMILIA TORRES VALUE CHAIN



#### SUPPLY OF RAW MATERIALS



#### WINE PRODUCTION



#### DISTRIBUTION



#### MARKETING AND SALES



#### POSTCONSUMER

### OUTPUTS

#### DIRECT ECONOMIC VALUE GENERATED

##### > REVENUE: SALES AND OTHER INCOME

€ 268,303,000

#### ECONOMIC VALUE DISTRIBUTED

##### > OPERATING COSTS

€ 200,650,000

##### > EMPLOYEE REMUNERATION \*\*\*

€ 47,660,000

##### > PAYMENTS TO CAPITAL PROVIDERS

€ 1,336,000

##### > PAYMENTS TO PUBLIC AUTHORITIES

€ 15,717,000

##### > COMMUNITY INVESTMENTS

€ 865,000

#### ECONOMIC VALUE RETAINED \*\*\*\*

€ 2,075,000

#### WASTE

15,590 tonnes

\*Average headcount

\*\*Megalitres

\*\*\*Excluding employer social security cost

\*\*\*\*See Appendices: Profit/Loss obtained and Income tax paid per country



## Contribution to sustainable development

In 2015 the United Nations adopted the 2030 Agenda for Sustainable Development, a strategy implemented to steer business community and government actions towards the achievement of 17 goals, known as the Sustainable Development Goals (SDGs) and 169 targets to achieve a world in which none of its inhabitants are left behind.

We are aware that the business world, and by extension Familia Torres, play a fundamental role in the achievement of the Goals set out in the 2030 Agenda: a shared blueprint for protection of people, the planet and prosperity. For this reason our priority is to contribute to sustainable development principally through:

- Tackling the climate emergency (SDGs 7 and 13),
- Preservation of terrestrial ecosystems and their resources (SDGs 6 and 15),
- Responsible production and consumption (SDG 12),
- Reduction of inequalities through the Familia Torres Foundation (SDG 10),
- Promotion of quality employment and our commitment to innovation (SDGs 8 and 9),
- Creation of alliances within the industry to achieve the Goals (SDG 17).

Our DNA, 2020 Strategic Guidelines and Corporate Policies help us to advance towards achieving our objectives, and reflect our social conscience and concern for a fairer world.

With this in mind, to strengthen our alignment with the SDGs, Familia Torres has proposed the following medium-term objectives:

- Define a strategic plan tied to the SDGs that provides a general framework for Familia Torres' strategy.
- Identify and establish medium-term objectives and indicators that measure the contribution made by Familia Torres to the Sustainable Development Goals for each line of action defined in the Plan in terms of their priority and relevance.



# OUR VALUES





# VITALITY

Celebrating life day to day, injecting vitality into all the organisation's actions and relationships

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH





## Members of Familia Torres

Our network of employees is fundamental to the workings of Familia Torres; they enable us to offer the world the best that vines provide, working together to build a legacy to pass on to future generations. We are a very diverse team, with an enormous array of profiles and personalities, but we share our passion for wine, our commitment to a job well done and the vitality we demonstrate in our day-to-day activities.

At 31 December 2021, we employed a total of 1,107 employees who were located in Spain, Chile, China and Andorra.

2021\*

1,107

Employees at Familia Torres

90%

Permanent contracts

95%

Full-time

€ 43,475,000

Remuneration paid to employees

2020\*

1,157

Employees at Familia Torres

90%

Permanent contracts

94%

Full-time

€ 52,617,000

Remuneration paid to employees



Practically all of our employees have a permanent employment contract, which brings greater stability to our workforce and creates more opportunities for professional advancement within the organisation, thereby ensuring the creation of quality employment.

However, each year, due to the nature of our activity, we are required to increase the number of temporary workers we hire for the grape harvest, which takes place between August and October in Spain and between February and April in Chile. Working hours are organised subject to the requirements in each country and region, and in

line with the collective bargaining agreements and employment legislation applicable in each country. Most countries implement an 8-hour working day; however, Chile is an exception and the working day is 9 hours' long.



### Bodega Pacs del Penedès

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Employment conditions

\*Headcount at end of reporting period.



## Fostering our team's well-being

At Familia Torres we strive to create a work environment that is both healthy and positive, in which all of our employees feel valued and their work is recognised, thereby fostering their well-being and their sense of belonging.

We conduct regular work climate surveys to find out our employees' opinions, ascertain their needs and identify areas for improvement so that we can continue to improve. In 2021, following a particularly difficult year, we also conducted the **PULSE survey** at Familia Torres Spain to gain first-hand knowledge of how our workforce was really feeling to enable us to launch initiatives that meet their expectations. The survey's findings revealed that **82% of our employees felt job satisfaction** and gave an average job satisfaction rating of 7.9 out of 10.

### WORK-LIFE BALANCE MEASURES

Well aware that enjoying a good work-life balance is fundamental to ensuring the well-being of our team, we implement a range of different measures in this regard, according to the country and its customs, which include for example, days of personal leave, a shorter working day on 24 and 31 December, work schedule flexibility measures adapted to the requirements of each function and department, birthday leave and a summer work timetable.

It should also be noted that at Familia Torres Spain we have a **Remote Working Policy** in place, in order to facilitate, as far as possible, remote working.



### EMPLOYEE BENEFIT SYSTEM

We also provide our employees with a series of benefits, which vary according to the country, to facilitate our team's day-to-day activities and enhance their professional and personal lives. Some examples include: medical, life and accident insurance, retirement plans, kindergarten allowances, discounts on products and gift hampers and meals at Christmas and in the summer, among others.

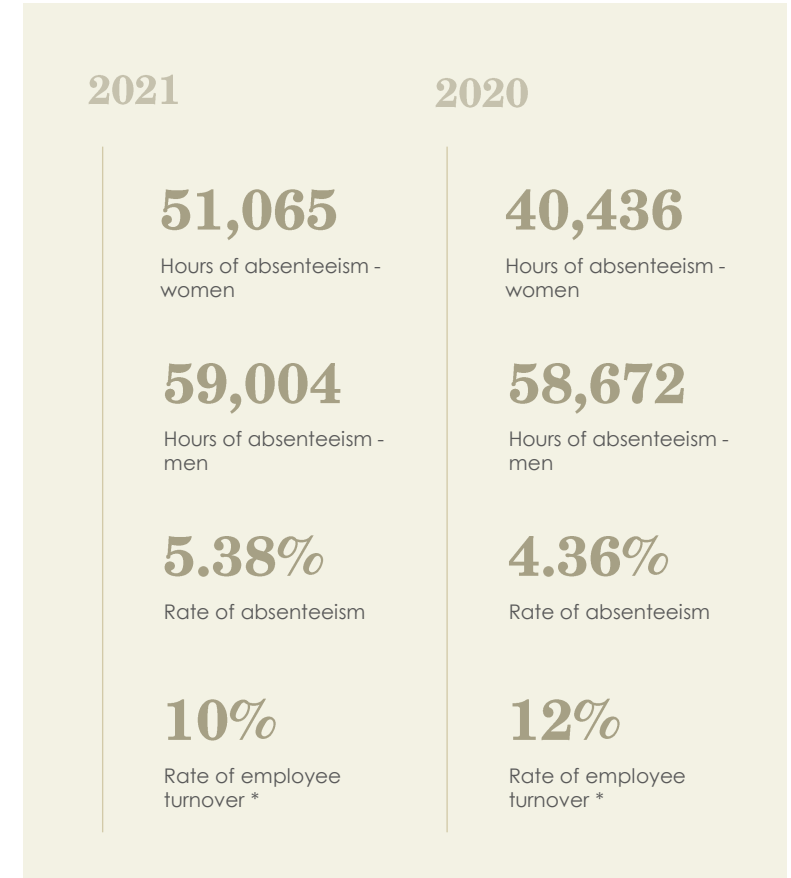


#### Bodega Pacs del Penedès

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Employment conditions

### WELL-BEING INDICATORS



\*The rate of employee turnover excludes figures relating to seasonal employees, retirement, death, or company restructuring.

## Talent attraction and development

### RECRUITMENT AND ONBOARDING

At Familia Torres we aim to attract the best talent and ensure that the candidate's and our interests are a good fit, so that we can share a common professional path. With that in mind, we implement a **Recruitment and selection procedure** at Familia Torres Spain.

Conscious of the fact that the first few days are crucial to ensuring the successful integration of new hires, at Familia Torres Spain we have an onboarding plan for the employees' first day at the company which includes a welcome session and training in occupational risk prevention, IT systems, the flexible remuneration system, the training platform and "GestionaT", an in-house human resources management platform. Each new employee is also assigned a buddy to help them in their first few days at the company.

### TRAINING AND DEVELOPMENT

Convinced that talent development is a fundamental component of our growth and progress as a team, we promote the professional and personal development of our employees and support their personal ambitions and challenges. To achieve this we implement the following formal policies and procedures:

- **Training and Development Policy.**
- **Training and Development Procedure** of Familia Torres Spain.
- **Employee Training Procedure** of Miguel Torres Chile.

A total of 8,849 hours of training were given to the organisation's employees in 2021.

**3,883**

Hours of training - women

**4,966**

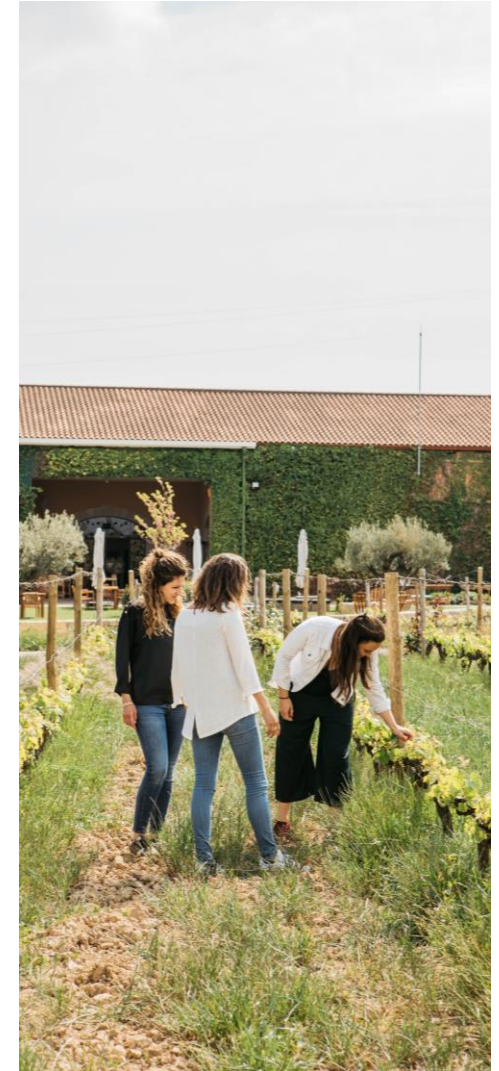
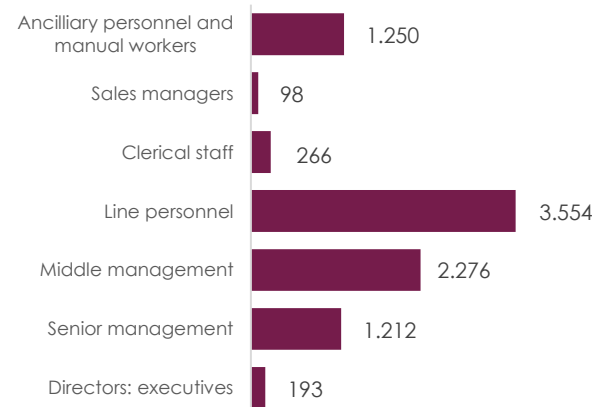
Hours of training - men

### PROFESSIONAL PERFORMANCE

To help our talent achieve their full potential, we have a series of professional development initiatives in place. Each head of department carries out an annual performance assessment of all their employees on the basis of the specific competencies defined for their job position. Depending on the outcome of each assessment and the potential identified for each employee, a development plan is defined which may, if necessary, include specific training.

In addition, in order to provide our employees with opportunities for internal growth, all job vacancies are advertised externally and internally so that employees at Familia Torres may apply.

#### HOURS OF TRAINING BY PROFESSIONAL CATEGORY







## Diversity, equality and inclusion

At Familia Torres we firmly believe in the benefits of a diverse and inclusive team, and we endeavour to create a positive work environment in which all individuals, including those already in the organisation and those who may choose to join in the future, are treated with respect and enjoys equal opportunities. In this regard, we categorically reject any type of discrimination or harassment.

These commitments and principles are enshrined in our **Code of Business Conduct and Ethics** and **Ethics and Corporate Responsibility Policy**, and all Spanish employees have access to the **Whistleblowing Channel** to report any instances of discrimination or harassment. We are currently working on the implementation of the crime prevention model and the Whistleblowing Channel in our international subsidiaries. In the case of our Chilean subsidiary, these commitments are set out in the Sustainability and Fair Trade Policy. We have also developed an **Equality Policy**, to reinforce our commitment to diversity, equality, and non-discrimination, which will be approved and implemented in 2022.

### GENDER EQUALITY

In 2021 we commenced the process to update the existing Miguel Torres **Equality Plan** (and we also started preparation of the plan for Excelsia). The Equality Plan establishes a set of measures to make progress towards achieving equal opportunities for both women and men, making equal opportunities an integral part of human resources management and driving changes in behaviour, gender stereotyping and organisational structures; factors that often act as an obstacle to women accessing the employment market and achieving a long-lasting, stable place within it.

We also have a **Harassment Protocol** and **Handbook of Inclusive Language** at Miguel Torres designed to eradicate any gender-based discrimination at the company,

At present, women account for 35% of our workforce\* and our goal is to gradually increase this percentage, paying particular attention to positions of greater responsibility.



### INCLUSIVE EMPLOYMENT

Underpinning our philosophy of supporting social diversity and inclusion, at Familia Torres we have 12 employees with a disability: 10 employees in Spain and 2 in Chile.

Also, since 1988, we have collaborated with the Mas Albornà Foundation, which is dedicated to the integration into the workplace of individuals with an intellectual disability. We have been pioneers in Spain in the creation of dedicated work spaces within the company, enabling these individuals to find employment outside the Special Employment Centres for people with disabilities and thereby facilitate their gradual integration into the labour market.

For Familia Torres, linking companies and diversity is incredibly valuable for society as it helps eliminate the stigma and discrimination that people with disabilities suffer, and makes them feel valued for their skills and functions. The individuals working in the dedicated work space at our facilities in the Penedès, whose number varies each month according to operating needs and the seasonal nature of the product (an average of 17 employees each month in 2021), perform product processing tasks (logistics, labelling and assembly of promotional materials, among others).



\* Data at 2021 year-end.  
\*\* Including middle management positions, senior management positions and executives.



## Occupational health and safety



Guaranteeing the health and safety of our employees is our priority. For this reason, we have **occupational health and safety management systems** in place, which are either in-house or external depending on the country, to optimise management in the area of occupational risk prevention. Health and safety risk assessments are carried out regularly to identify and mitigate the impact of the main risks in our work environments through corrective actions.

Other elements available in the area of health and safety include:

- **Occupational Risk Prevention Policy** of Miguel Torres.
- **Occupation Health and Safety Policy** for each winery, which sets out our commitment to accident prevention and compliance with the applicable legislation.
- Periodic **internal audits**. This year internal audits were carried out at Jean Leon, Torres Priorat, the Purgatori winery, Torres Import and Miguel Torres (winery area and brandy area).
- **Health and Safety Committees** at Miguel Torres and Sociedad Vinícola de Chile, which cover all the employees.

As a result of the situation caused by covid-19, the following measures are still in force:

- Maintenance of a crisis committee.
- Provision of protective kits (masks, hand sanitiser, etc.).
- Adoption of a remote-working policy where possible.
- Periodic antigen and PCR testing.
- Installation of protective screens in certain locations to minimise contact between employees.
- Preparation of various protocols on the implementation and use of protective equipment.



### Bodega Pacs del Penedès

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Health and safety

### ACCIDENT RATE INDICATORS

2021

17

Accidents - men

3

Accidents - women

9.78

Frequency rate

0.34

Severity rate

2020

9.23

Frequency rate

0.16

Severity rate



# RESPECT

Act and make decisions that respect people, a job well done, tradition, the environment, company resources and society





## Caring for our environment



The sustainability of our business is linked directly to the environmental sustainability of the planet, and has strong ties to our *raison d'être* and our ability to pass on our legacy.

We have an **Integrated Management System Policy** for the Spanish wineries, which ensures the integration of our environmental vision in our daily operations. We have also implemented an **Environmental Management System** at the Vilafranca and Pacs del Penedès wineries, the goals of which are the identification, assessment and management of risks and opportunities, as well as the establishment of an annual objectives and initiatives plan.

It is worth noting that in order to strengthen our commitment to caring for the environment, we give environmental training to all our employees, including temporary employment agency workers, with a special focus on the organisation's new hires.

Also, Miguel Torres Chile has a **Sustainability and Fair Trade Policy**, which takes into consideration responsible environmental management.

# € 702,436

Environmental investments

# 34

Employees devoted to environmental management\*

The Environmental Management System of the Pacs del Penedès and Vilafranca wineries is certified under the **ISO 14001** standard.

The Chilean winery is certified in accordance with the **Chilean National Wine Sustainability Code**.



**Pacs del Penedès winery**

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Environmental impact

\*10 of which relate to the Environment Department itself, and the rest of which have environmental functions, among others.



## Fight against climate emergency

We are facing a climate emergency; Familia Torres is very aware of the urgent need to transform our human and business activities if we want to guarantee a prosperous future for the next generations. Climate change is doubtless one of our priorities, not just because the increase in temperatures has a direct impact on our business, but also because we are aware of the impact of our activities on the land and global heating. We feel highly responsible for the footprint we are leaving on our planet.

We have a **Climate Change Policy**, and since 2008, we have been promoting the [Torres & Earth](#) programme, which has a twofold objective: reduce our carbon footprint to contribute to mitigating the effects of global heating, and adapt our business activities to climate change. We also have an influence on other wineries around the world through the International Wineries for Climate Action association.



**'GREEN COMPANY OF THE YEAR'**

Familia Torres

The Drinks Business Green Awards  
2021





## Adaptation: more resilient crops

The climate emergency is doubtless the greatest challenge we are currently facing, because it threatens the future of wineries and grape growers, and the planet itself. Vines are plants that are extremely sensitive to temperature changes; variations have a direct impact on vineyards bringing forward grape harvests, which in turn influences the quality of the wines.

In order to address the rise in temperatures, we are **adapting our growing systems** to delay the ripening of the grapes and protect the vines from the effects of climate change by, for example, modifying the grape vine training system, the planting framework, the choice of rootstock, etc.

We are looking for **new locations** to grow vines at higher altitude or latitudes in which the climate is cooler (every 100 metres of increased altitude the temperature falls by almost one degree centigrade). We grow grapes at almost a thousand metres above sea level in Tremp (foothills of the Catalan Pyrenees), and in Chile we are moving south to Valle de Itata.

### RECOVERY OF ANCESTRAL VARIETIES



Since the eighties, we have been working on an innovative project to **recover ancestral grape varieties**, the goal being to revive the wine-making heritage of Catalonia which was lost to the phylloxera plague at the end of the nineteenth century. In association with the French National Institute of Agricultural Research (INRA), an innovative method was developed to restore ancestral varieties back to health and reproduce them.

As a result of this project, more than 50 ancestral varieties have now been discovered in various areas of Catalonia. In conjunction with the Catalan Institute of Vine and Wine (INCAVI), we select the varieties that, in addition to showing a great oenological potential, are **most resistant to high temperatures and droughts** and, therefore, best able to cope with climate change and adapt to the climate models of the future.

We are currently focused on six varieties, some of which are already used in wines that we have launched on the market: Forcada, Moneu, Garró, Querol, Pirene and Gonfaus. They are all registered in the registry of commercial varieties of the Ministry of Agriculture, Fishing and Food and authorised under the Royal Decree on Viticultural Potential.





## Conservation: the Earth we want for the future

The vine is much more than just a crop. The balance it strikes with the environment, the rich biodiversity it hosts and its perfect harmony with nature make the vineyard one of the most fertile and characteristic habitats in our environment.

We are aware that our viticulture activities have an impact on biodiversity and can potentially alter local ecosystems. We conduct analyses to continuously monitor the potential impacts of our activities and enable the implementation of measures to minimise and offset such impacts.

For example, in order to minimise the impact of the use of machinery and vehicles for work on the vineyard and, furthermore, reduce fuel consumption, we perform **combined tasks**, such as tilling and green pruning at the same time, or phytosanitary treatment with multi-row sprayers. In Chile, inter-row sowing is practised, which reduces tractor use by 50%.

In addition, in order to contribute to the conservation of the environment, we carry out actions consisting largely of the following: **forest management** (maintenance and reforestation), **maintenance and improvement of water points, soil conservation**, actions to **encourage the presence of fauna** and combat pests with natural predators (such as ecological corridors), and **environmentally-friendly phytosanitary treatments**.

It should be noted that a **Biodiversity Policy** was drawn up in 2021, which will be approved in 2022.

A high percentage of our vineyards now have **organic crop** certifications, and are managed using environmentally friendly techniques while promoting the use of growing practices suited to preventing outbreaks of disease and plagues. This involves the elimination of synthetic chemical products for fertilizers, herbicides and pesticides, which are replaced with natural products such as compost, sulphur, copper or sexual confusion pheromones.

The other vineyards are managed using conventional growing techniques without the application of herbicides nor insecticides.

**61%**

Hectares with organic crops



### Forest management

Thanks to the reforestation of our vineyard in Chilean Patagonia and some vineyards in Catalonia, we are able to continue helping offset emissions by re-establishing forested land. By means of this project, our aim is to assist in the mitigation of the effects of climate change every year.

- In 2015 we planted 28.8 hectares in various areas of Catalonia, which will enable the absorption of a total of 2,342 tCO<sub>2</sub>eq over 30 years.
- In 2016 we launched a reforestation project on our vineyard in Chilean Patagonia. To date, we have acquired 5,615 hectares, the goal being to plant 2,000 ha by 2030 and, therefore, offset 10,000 tCO<sub>2</sub>eq annually.



## Conservation: the Earth we want for the future

### REGENERATIVE VITICULTURE: REVITALISING OUR VINEYARDS

In 2020, our desire to constantly improve, be open to new methods and act as agents for the change towards an agriculture with a positive impact, led us to adopt regenerative viticulture as a solution to climate change. This new holistic viticulture model makes it possible to **re-establish the symbiosis inherent to the natural biocycles** of ecosystems, which had been lost with the conventional production model. It is based on the following principles:

- Increase natural resources rather than exhaust them by **imitating nature** and thereby replace nutrients and water and restore soil fertility.
- Redesign each plot to build an **ecosystem**. Landscapes and the vine planting scheme are devised to retain the maximum quantity of rainwater and to avoid soil erosion due to torrential rain rather than prioritising the producer's convenience (keyline technique).
- Manage plagues and diseases by promoting **biodiversity** through the creation of habitats.
- Integrate the use of animals such as chickens or sheep, which graze in a routine designed to benefit the soil and pastures, while always safeguarding animal welfare. This helps **fertilize the soil** using organic waste and the grazing regenerates and structures the soil.
- Use spontaneous or planted **cover crops** to increase organic matter. As a result, the number of plants increases and, therefore, so does photosynthesis and carbon capture.



This year we adopted the model at two of our vineyards: **Mas de la Rosa and Mas La Plana**, in order to study and monitor the effectiveness of the new agricultural techniques and to be able to implement them on most of our land in the future. The following actions were taken on these two vineyards:

- Installation of beehives and bird nesting boxes.
- Planting of various types of trees and bushes and cover crops.
- Sheep grazing for half a year, and after pulling up vines, using sheep grazing to revitalise the soil.
- Vertical tillage to respect the soil structure (and not disrupt it, as would be case with tillage that turns over the soil).

At the Fransola, Purgatori, Sant Miquel de Tremp, Milmanda and Muralles vineyards we also use regenerative viticulture techniques; organic agriculture with the remineralisation of the soil and the reduction or elimination of tillage.

Our long-term ambition is to apply this model on all our vineyards, in addition to promoting it at some of our suppliers, because we are **firmly convinced that regenerative viticulture is the route to achieving the legacy that we are seeking to build for the environment and society.**





## Conservation: the Earth of we want for the future

In addition to regenerating soils and establishing a new relationship with vineyards, regenerative viticulture also **assists in the fight against climate change** by leaving a positive footprint on the environment. As life in the soil recovers, the vineyards' **carbon sinks** function is enhanced through an increased capacity to capture atmospheric CO<sub>2</sub>. The accumulation of organic carbon in the soil increases its productivity and fertility as its structure improves. Water use and its resilience to erosion and drought also improve. Biodiversity is also promoted creating a balanced ecosystem. Regenerative viticulture designs production systems that are capable of self-generating and meeting needs, while allowing recovery from changes in the climate.

Regenerative viticulture therefore contributes to both the **mitigation of climate change** by capturing CO<sub>2</sub>, which helps reduce temperature increases, and the adaptation of vineyards to the new climate scenario, leaving **future generations with a legacy of fertile, healthy and resilient soils**.

### 77 hectares

Hectares currently under regenerative viticulture

### 3 partnerships

Partnerships with local livestock farmers (two shepherds in Penedès and one in Conca de Barberà)

### 500 hectares

2022 goal

### 54 employees

Trained in regenerative agriculture techniques



It is not enough for us to see this change in our vineyards, we are aware that the only way to make a real impact is by joining forces with other industry players to promote a transformation in the world of viticulture and spread awareness of the benefits we have experienced.

In 2021 as part of our efforts to be agents of change, together with AgroAssessor and other wineries, we founded the [Regenerative Viticulture Association](#) the purpose of which is to promote a paradigm shift in the management of vineyards in Spain.

The association came into being to unite the efforts of various grape growers by creating a space to share knowledge and experiences as well as a community to encourage other industry players to embark on the journey towards a regenerative management model.

This meeting point for grape growers and farmers promotes various activities that help spread awareness of our objectives, practical advances and improvements, forums for debate, round tables, visits, workshops, conferences, symposiums and training activities. In June 2021 a congress was held with renowned Spanish and international experts, which championed the transition towards this regenerative viticulture model, by demonstrating its benefits and the role it plays in the current context of climate crisis.



## Mitigation: reducing our carbon footprint

In order to mitigate our impact on climate change, we work to continuously monitor and reduce our CO<sub>2</sub> emissions associated with the various phases of the life cycle of the product: from crops on the vineyard, to production at the winery, distribution, consumption and final disposal of waste. At Familia Torres we have a **Climate Change Policy** to support this purpose.

We measure the carbon footprint of Miguel Torres and Sociedad Vinícola de Chile, including scope 1 (direct emissions), scope 2 (indirect electricity production emissions) and scope 3 (emissions prior to production and related to the subsequent phase) emissions of greenhouse gases (GHGs). It should be noted that we have calculated the carbon footprint of the base year for Jean Leon and are working to obtain the carbon footprint for 2020 and 2021.

In addition, at Miguel Torres we have the following certifications:



Spanish Wineries for Emission Reduction (WfCP+)



International Wineries for Climate Action (IWCA)

The calculation of the carbon footprint is verified according to the **ISO 14064** standard by an accredited entity (LRQA).

We have also been awarded the carbon footprint certificate for the "Clos Ancestral 2019" and "Sangre de Toro Eco 2019" products.

### EMISSIONS BY MIGUEL TORRES\*



### EMISSIONS BY SOCIEDAD VINÍCOLA DE CHILE



\*It should be noted that the scope 3 emissions per bottle increased with respect to 2020 because, due to our continuous improvement efforts, we have improved the data obtaining processes and updated the coefficients used.



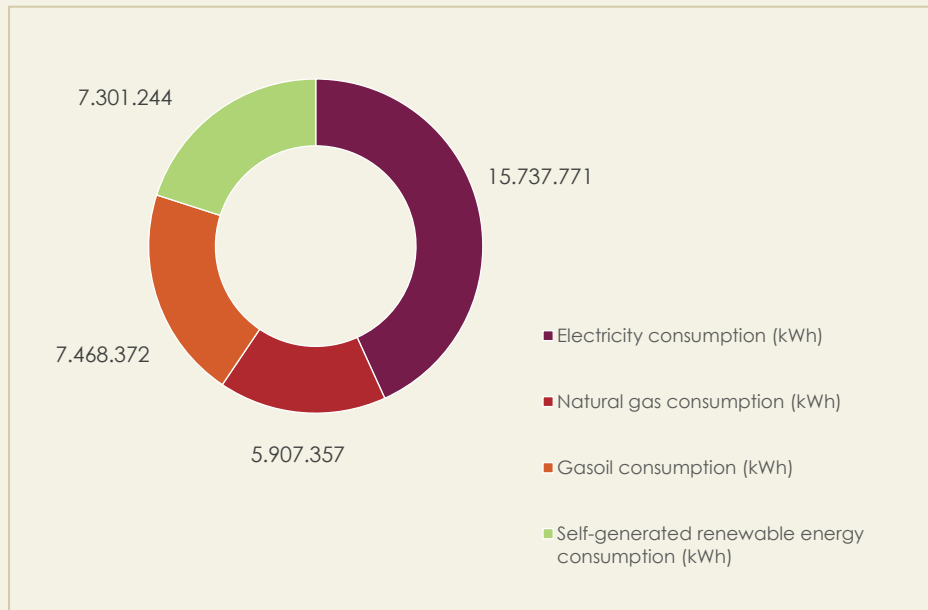
## Mitigation: reducing our carbon footprint

To help reduce our carbon emissions every day, we have an **Energy Policy** in place at our Spanish wineries, which forms part of the Integrated Management System Policy, to improve and optimise our energy resources.

In addition, at the Pacs del Penedès winery and the Vilafranca del Penedès, Constantí and Sant Martí facilities we are certified under the **ISO 50001:2018** energy efficiency standard.

To improve our **energy efficiency**, we have implemented smart building projects based on **bioclimatic architecture**, such as building underground warehouses and insulating vats to improve efficiency. In this connection, we have underground wineries for the aging of the wine, which are insulated from solar radiation and, therefore, require low energy consumption.

Another bioclimatic architecture element is the white sand roof at the Waltraud winery designed to reflect the sun's energy and reduce HVAC requirements; the albedo effect.



2021

**36,415 MWh**

Total energy consumed

**0.6 kWh**

Consumption per bottle produced

**63%**

Renewable origin

**99%**

Electricity from green energy

2020

**30,025 MWh**

Total energy consumed

**0.6 kWh**

Consumption per bottle produced



## Mitigation: reducing our carbon footprint



### REDUCTION INITIATIVES

We continue to work every day to implement measures and projects that help us reduce our consumption and improve the energy efficiency of our facilities. In 2021 we carried out the following initiatives:

- Energy audit at the Miguel Torres Chile winery, the results of which were delivered at the end of the year. In 2022 the measures to be implemented will be assessed and drawn up in an energy reduction plan.
- Progressive replacement of the lighting with LED lights at the Pago del Cielo winery.
- Improvements to various elements of the internal steam distribution networks to optimise and reduce consumption at the Pacs del Penedès winery and at the Distillery for the production of Vilafranca del Penedès Brandy.
- Implementation of various improvements in the automation of the refrigeration control at the Pacs del Penedès winery.
- Installation of a natural ventilation system at the finished product warehouse in Soto de Torres, to reduce the use of active HVAC (heating, ventilation and air-conditioning).
- Installation of electricity self-consumption through solar panels at the Familia Torres Priorat winery.

#### Reduction in the weight of bottles

We continue to work on reducing the weight of most of our bottles as this reduces the emissions associated with their production and transport. In 2021 the following changes were made to bottles:

- At the Jean Leon winery, since mid March 2021 the wine bottles of the 3055 and Nativa ranges have been made lighter, which results in an approximate annual reduction of **17 tCO<sub>2</sub>eq.**
- At the Pacs del Penedès winery the Bordeaux bottles were also made lighter, as were the bottles for Viña Esmeralda Sparkling and Reserva Real.

**15.26%**

Weight reduction per wine bottle from 2008 to 2021

**4.97%**

Weight reduction per brandy bottle from 2008 to 2021





## Mitigation: reducing our carbon footprint

### TRANSITION TO GREEN ENERGY

63% of all of our energy consumption currently comes from renewable energy sources, taking into account both self-produced energy and renewable energy sourced from third parties. We continue to work every day to achieve the goal set for all our offices and wineries to use electricity from renewable sources.

#### SELF-GENERATION OF ENERGY

We have renewable energy production facilities, the goal being to replace fossil fuel consumption with energy from renewable sources such as the sun, wind and earth.

The total capacity of these facilities is **5,438 kW**, 68% from biomass, 30% from solar PV and the rest from geothermal, solar thermal and wind sources.



The electricity produced by these facilities is used both for **own consumption**, which accounts for 20% of all the energy consumed in 2021, and for **the sale of electricity**. In 2021 we sold 883,698 kWh.

**5,438 kW**

Capacity of our self-production facilities

**7,301,244 kWh**

Self-production own consumption

**20%**

Of total consumption

**883,698 kWh**

Sale of energy

#### SUSTAINABLE MOBILITY

Another means of accelerating our transition to green energy is by focusing on vehicles and machinery.

In this connection, we have a fleet of 224 vehicles, **13** of which are **electric** and **149** of which are **hybrids**. We have 46 charging points on our premises for these vehicles.



In addition, at the Pacs del Penedès winery, we have **two solar-electric trains** for use during tours.

We are also making progress in the use of electric machinery at the wineries, and in the warehouses and fields, to reduce the consumption of fossil fuel used in activities directly tied to our business. In this connection, 91% of our fleet of forklifts and elevators used at the wineries and in warehouses are electric.

**67%**

Fleet of hybrid vehicles

**46**

Charging points for electric vehicles

**6%**

Fleet of electric vehicles

**91%**

Fleet of electric forklifts and elevators



## Research: in pursuit of solutions in the fight against climate change

We devote major resources to finding ways to adapt to and mitigate climate change. One of the areas in which we are working is the development, in cooperation with universities and other companies, of technologies to capture, store and reuse the CO<sub>2</sub> generated in the fermentation of wine.

We also participate and lead some of the main national and international projects studying the impact of climate change on vineyards and wine and establishing new adaptation and mitigation mechanisms.



### CAPTURE AND REUSE OF CO<sub>2</sub>

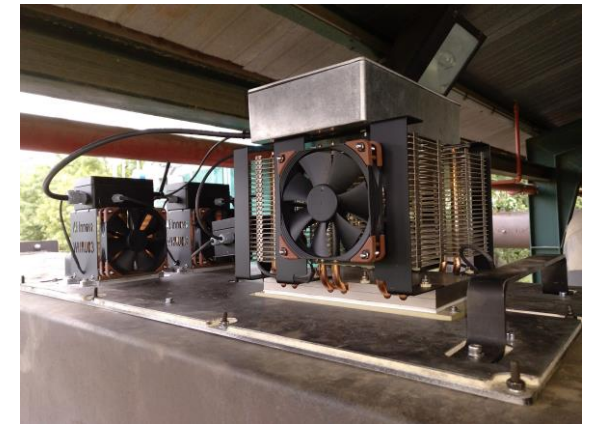
For several years now, we have been concerned with trying to capture and reuse the CO<sub>2</sub> released in the wine fermentation process. In recent years we have conducted several projects and trials in conjunction with various universities and research centres.

Capturing and fixing the CO<sub>2</sub> from the wine fermentation process is an opportunity to capture carbon dioxide, the goal being to reduce the concentration of CO<sub>2</sub> in the atmosphere and thereby fight climate change. There is also increasing interest in promoting technologies that provide a second use and value for any CO<sub>2</sub> that is wasted.

In 2020 a new project was launched to capture the CO<sub>2</sub> from the fermentation process, which was operational during this year's grape harvest. This system, which is in place at our Pacs del Penedès winery, captures the carbon dioxide and achieves a high level of purity, allowing us to reuse it as an inert gas to prevent the oxidation of wine in the fermentation tanks. This project enables us to capture around 20 tonnes of CO<sub>2</sub> per year, which is a third of the CO<sub>2</sub> consumed at the winery. Consequently, every tonne recovered and reused constitutes a reduction in our emissions, as it replaces the purchase of carbon dioxide from fossil sources with CO<sub>2</sub> from the fermentation process.

Since 2019 we have been working with AEInova on the **Life Heat-R** project, the goal of which is use the residual heat produced in the industry to generate electricity.

We have made our Pacs del Penedès facilities available to AEInova to execute the pilot project to transform the heat produced by the biomass boiler into electricity, thereby further reducing CO<sub>2</sub> emissions,





## Water as a shared resource

Water is an essential natural resource for life on our planet, and is also required for our activities, which is why we feel highly responsible for its conservation and for preventing its waste. We have a **Water Management Policy**, the goal of which is to optimise its use and to efficiently manage hydrological resources throughout the value chain. It is worth noting that we are calculating Miguel Torres' hydrological footprint for 2021 according to the ISO 14046 standard.

### Water use at Familia Torres



Production process



Cooling and steam generation



Irrigation



Cleaning of facilities and equipment



Staff hygiene and washing (sanitary use)



Fire-protection systems

2021

560 ML

Total water consumed

9.8 L

Consumption per bottle produced

2020

552 ML

Total water consumed

10.6 L

Consumption per bottle produced

## REDUCTION AND REUSE MEASURES AND GOALS

We have water consumption **reduction measures** in place such as checking taps, the use of nozzles, telematic monitoring of facilities and staff training, and in addition we regularly set specific goals. We also have various **systems** that enable the **reuse and recirculation** of the water used in our processes, thus minimising its extraction.

### Familia Torres winery (Pacs del Penedès)

10,289 m<sup>3</sup>

Water savings in 2021

Recirculation and reuse of the water from the rinsing on the bottling lines and the water from the purging of open refrigeration circuits.

35.6%

Percentage reuse of treated water in 2021

Regeneration of a portion of the treated water in the Waste Water Purification Station for reuse in irrigation, cleaning of the wineries and refrigeration. In 2021, the goal of 28% was established, which was exceeded with reuse of 35.6%.

### Pago del Cielo (Ribera del Duero and Rueda)

0.148 L

Consumption per bottle in the bottling area

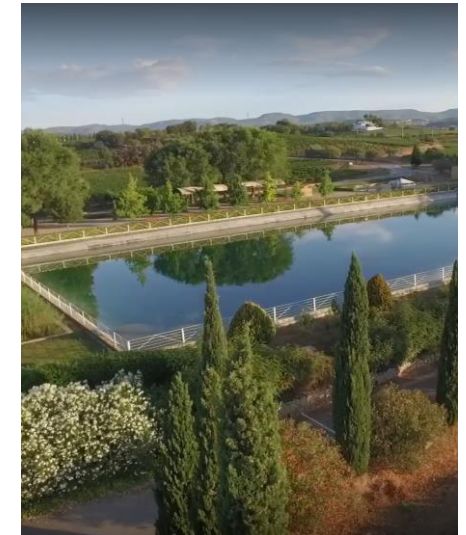
In 2021, the goal was set to reduce consumption per bottle in the bottling line to 0.15L, which was achieved with consumption of 0.148L.

### Celler Purgatori (Costers del Segre)

14.4%

Reduction in annual consumption

At Celler Purgatori the goal was set to achieve a reduction of 5% with respect to consumption the previous year, and in the end a far higher reduction was achieved.





## Efficient use of materials

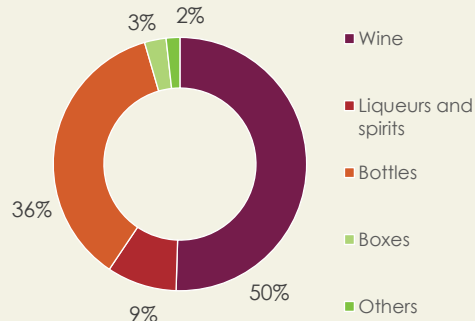
2021

**59% / 41%**

Organic materials (wine, spirits and others) / inorganic materials (bottles, boxes and others)

**66%**

Of inorganic materials come from recycled raw materials



**71,173 t**

Materials used in the production process

**1.2 kg**

Consumption of materials per bottle produced

**99%**

Renewable

2020

**63,960 t**

Materials used in the production process

**1.2 kg**

Consumption of materials per bottle produced

**99%**

Renewable

At Familia Torres our aim is to optimise the use of the materials used in our production processes, by opting for sustainably sourced resources, working on minimising wastage and extending the useful lives of materials as much as possible through circularity initiatives. It is worth noting that **99%** of the materials used in our wine and brandy production processes are **renewable**.

Even so, we are working to reduce the consumption of non-renewable materials such as plastic, by replacing them with materials with a lower environmental impact. In this connection, we have a **Plastic Reduction Strategic Plan**.

- Since 2019 Miguel Torres has gradually replaced the plastic used in the decorative figures on the bottles (bulls and cupids) with biodegradable material made from sugar cane. Since last year, the entire production of these figures uses this material, resulting in a 99.9% reduction in greenhouse gas emissions associated with this process.
- The initiatives to reduce the weight of our bottles have also reduced our glass consumption.
- Lastly, the goal of reducing single-use plastics at Miguel Torres has led to the replacement of plastic cups in vending machines with biodegradable cups. We are also fostering the use of ceramic cups and, therefore, have reduced the use of biodegradable cups to 41% of the total.

### REUSE MEASURES AND CIRCULARITY

With the aim of extending the life of the materials used in our value chain, we have the following measures in place:

- The production process for the decorative figures of bulls recovers those filtered out or damaged for reuse in the process. This year, 36% of production came from reused material.
- The useful life of barrels is around five years. In order to lengthen the life of these materials, most of them are subsequently used to age brandy or are sold to third parties.
- For more than 10 years, we have reused the waste generated in construction work and refurbishments to give such material a second life, and to eliminate the cost of managing the material and transporting it to the rubbish dump, as well as the cost of buying new material. **2.510 t** of construction work waste was generated and reused this year.





## Waste management

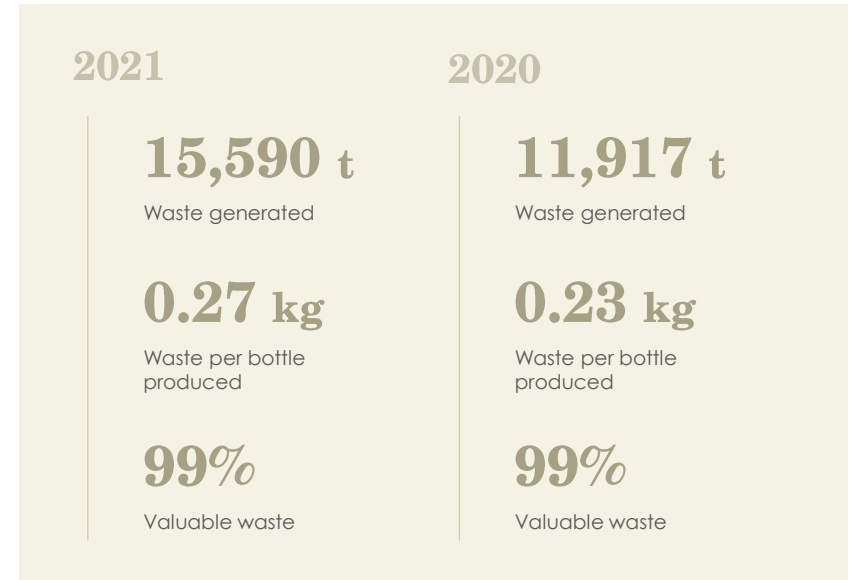
The generation and defective management of waste has a negative impact on the environment and the landscape. The potential impacts include soil pollution, water pollution, air pollution, the generation of foul smells, the bioaccumulation of substances in species that are passed through the food chain and an increase in greenhouse gases.

At company level, waste is generated at various stages of the life cycle:

- Upstream, as a result of the production of raw materials: grapes, packaging materials, services, products and equipment.
- At our facilities, derived from the design of products, production, packaging and logistics.
- Downstream, in relation to distribution, the sale of finished products and post-consumption.

In view of its importance for the preservation of the environment, we have an **Integrated Waste Management Policy**, which contains guidelines for this area based on not generating waste and minimising it, and also on reuse and recycling.

It should be noted that 99% of the waste generated is of value for reuse or recycling (15,398.78 t of non-hazardous waste and 12.67 t of hazardous waste). The remaining 1% to be eliminated amounted to 174.63 t of non-hazardous waste and 3.86 t of hazardous waste.



### FOOD WASTE

We are aware of the importance of reducing food waste from our gastronomic services and, therefore, at Miguel Torres we have a **Food Waste Policy** and promote various initiatives at our restaurants:

- Offering a set daily menu to reduce the variety of foods required and thereby facilitate stock control and reduce waste.
- Production of subproducts from offcuts and ingredients not included in the dishes.
- Inclusion of ingredients common to various dishes to reduce food waste.
- The use of in-season products, which entails purchasing almost on a daily basis.
- In the case of tapa menus, we are able to work with products already portioned and vacuum packed, enabling us to practically eliminate wastage.



# EXCELLENCE

Act with excellence, committed to good work,  
rigour and quality



## Food quality and safety

As a foodstuffs company, we are highly committed to the excellence and quality of our products, and we apply the strictest standards to the entire value chain.

We are convinced that the more you take care of the land, the better the wines you will obtain. That is why we have our own vineyards which are cultivated with the maximum respect to obtain high quality fruits. We also work closely with external grape growers, and advise them on the management and care of their vineyards, sharing our best practices and promoting a sustainable approach. Our grape growers have to meet strict requirements that are in line with our corporate policies to ensure the quality of the product starting with the source of the raw materials.

In addition, in order to ensure the quality and continuous improvement of our processes, as well as the safety of our finished products, we have brought all our controls together in an **Integrated Management System**, which is in place at all the wineries and includes the following policies:

- **Integrated Management System Policy** (combining food quality and safety) for Spain's wineries.
- **Integrated Quality and Safety Policy** of Miguel Torres Chile.

The Food Safety Management System is based on the seven principles of the Codex Alimentarius: safe system, monitoring and control, system verification, technical competence of staff, traceability system, communication with the consumer and contingency plan.

All our wineries are certified under the **ISO 9001** standard, which centres on the management of quality risks, continuous improvement, customer satisfaction and the ability to provide quality products and services.

The Food Safety Management System in place at the Vilafranca, Pacs and Curicó (Chile) wineries is also certified under the **ISO 22000** Food Safety standard.

Work is being performed to obtain ISO 9001 and ISO 22000 certification at the Sant Martí and Constantí wineries.

## LABELLING

Product labelling is an important tool that ensures the end customer is furnished with relevant information on the product consumed in accordance with the legislation in every country and market in which we are present:

- DO information.
- Responsible alcohol consumption.
- Allergens.
- Prohibition of consumption by minors.
- Information for pregnant women.
- Safe use of the product according to best before date.
- Disposal method: recycling at a waste collection point.

For that purpose, we have procedures in place to guarantee the correct labelling of all our products. Therefore, all the products that we make are subject to strict controls to ensure they comply with European Union regulations on labelling, and we also have enhanced approval mechanisms for distributors outside the EU.

# 204

Employees committed to food safety\*



\*Four of whom form part of the Food Safety Department while the others hold food safety roles.



## Our suppliers

Not only do we aim to ensure our internal processes and outcomes are as thorough as possible, we also require the same standards from all the participants that play a role in the value chain. This applies to all our suppliers and is the manner in which we ensure the quality of our products and implement our values and principles throughout the supply chain.

In Spain, we have a **Supplier Policy**, based on the Ethics and Corporate Responsibility model, and in Chile we have a Sustainability and Fair Trade Policy. These policies help us identify and manage the risks associated with the supply chain and establish the general framework to guarantee the minimum requirements that suppliers must meet to ensure sustainable management.

### SUPPLIER HOMOLOGATION

In 2017, at Familia Torres Spain we implemented the process of homologating our strategic and important suppliers. The goal of the project was to homologate all of these suppliers in the near future. The suppliers are homologated according to their nature, ensuring their suitability and ability to comply with the requirements established in the Supplier Policy.

#### HOMOLOGATION PROCESS

- Registration on the supplier portal and adherence to the supplier policy and the Familia Torres ethics model.
- Assessment of the following matters:
  - Quality
  - Ethics and corporate responsibility
  - Third-party liability
  - Food safety\*
  - Safety, health and wellbeing\*\*
  - Environmental information\*\*
  - Financial information\*\*
- On-site visits to strategic or critical suppliers.
- Risk analysis and continuity plan for critical wines.

\*Additional analyses in the case of suppliers of foodstuffs and materials in direct contact with the product, in order to ensure food safety.

\*\*This information is assessed at the strategic suppliers. Work is being performed to also implement it at the other suppliers.

\*\*\*Seven of the audits were conducted by the Intervinias group.

### SUPPLIER ASSESSMENT

We believe that organisations are responsible for all the environmental and social impacts generated throughout their value chain, including those arising from the activities of suppliers. For this reason, in addition to evaluating the quality of materials and the service level, in Spain environmental criteria are included in the supplier assessments to promote continuous improvement and innovation in all areas.

21

Assessments performed based on environmental criteria

8

Audits of third parties conducted based on environmental and social criteria\*\*\*

#### FOCUS ON HIGHER RISK COUNTRIES

We are aware that some regions have a higher risk in terms of human rights violation and environmental impact and as a result we have adopted stricter control procedures for suppliers that produce or outsource production in a higher risk country. External audits are conducted (by an independent external entity), which are based on the following aspects: supplier operations, corporate social responsibility, environment, hygiene and health and safety. Future relations with suppliers depend on the results of the audits.

#### GRAPE SUPPLIERS

Assessments are performed annually of the grape growers with the greatest impact on the performance of the business. These assessments are based mainly on the following criteria:

- Grape quality.
- Monitoring of pesticides.



## Actively listening to our customers and consumers

Our commitment to excellence and quality ensures the high levels of satisfaction of our **customers, distributors and end consumers**, who place their faith in our products on a daily basis. That is why we have a **customer service process** centralised in Spain and with an international scope, which manages communication: claims, positive feedback, suggestions and queries.

Claims or complaints are handled under the **customer claim receipt, monitoring and response procedure**, which defines the stages and responsibilities from receipt to final resolution and customer response, including internal investigation of cases and the implementation of corrective and preventative measures.

The **communication channels** contained in the customer service process include, on the one hand, the usual channels for our customers and distributors (direct contact with our commercial agents and representatives and other employees) and, on the other hand, additional customer and consumer service channels: specific email addresses provided on the Familia Torres website and on the website of the El Petit Celler online store, as well as the direct email address and telephone number of the online customer service.

### SATISFACTION SURVEYS

Also, in order to foster the continuous improvement of our relationship with customers and distributors, we regularly conduct **satisfaction surveys** to ascertain their satisfaction in a range of areas, particularly the quality of the products and services we provide. The results of the surveys result in specific action plans that aim to promote continuous improvement.

In 2021, surveys were conducted with regard to 57 export distributors of Familia Torres Spain, and 94 domestic customers and 27 export customers of Sociedad Vinícola de Chile. We should also mention that, with the continuous improvement of all our processes in mind, in 2021 the sustainability area was responsible for conducting all of the satisfaction surveys with regard to Sociedad Vinícola de Chile.

In addition, visitor satisfaction surveys were also conducted at our main wineries to obtain ratings on the visits and wine tourism activities. No such surveys were conducted this year due to the pandemic.

#### Spain

**91%**

Degree of satisfaction  
– Export customers

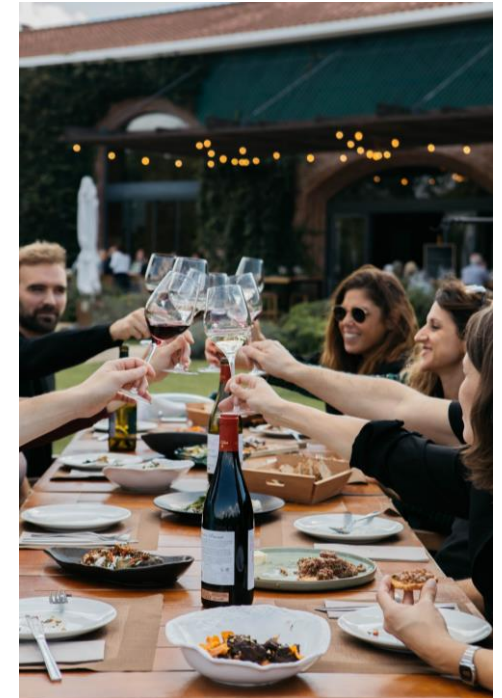
#### Chile

**89%**

Degree of satisfaction  
– Domestic customers

**85%**

Degree of satisfaction  
– Export customers





## Promoting responsible consumption



Consumers are increasingly showing a preference for healthy and moderate consumption habits. At the same time, the social responsibility of countries is increasing, with intervention to regulate alcohol consumption or increase taxes on higher alcohol wines. At Familia Torres we support and promote responsible consumption through our ranges of products and various initiatives:

### LOW ALCOHOL WINES

In response to these trends, we have twelve wines with a low alcohol content (5.5%) and alcohol-free wines (0.0%).

### RESPONSIBLE ADVERTISING

Our Marketing Department has adopted responsible advertising guidelines focused on responsible consumption and moderation.

### WINE TOURISM ACTIVITIES

Wine tourism experiences and visits to our wineries aim to educate society on responsible wine consumption, while giving visitors insights into the rich world of winemaking traditions. The intention is to provide the tools required to appreciate the complexity of the wines.

### WINE IN MODERATION

Familia Torres forms part of the Wine in Moderation association, created in 2011 and present in more than 26 countries, which promotes cultural and social changes that encourage the moderate and responsible consumption of wine. To raise awareness of this idea among consumers, we use the "Wine in Moderation" logo on the back label of wines such as Sangre de Toro, De Casta and Viña Sol, and in new global and regional launches.



### FIVIN

The Foundation for Wine and Nutrition Research (FIVIN) was created in 1992 to research into the beneficial effects of moderate wine consumption on health. Familia Torres is a founding member and patron.



# COOPERATION

Success depends on everyone's work,  
cooperating to realise the mission and vision

8 DECENT WORK AND  
ECONOMIC GROWTH



10 REDUCED  
INEQUALITIES





## Defending human rights

Our commitment to safeguarding human rights is reflected in our ethics and corporate responsibility model\*: Code of Conduct and Business Ethics, and Ethics and Corporate Responsibility Policy.

They explicitly refer to our concerns regarding the defence of human rights and our promotion of, and compliance with, the International Labour Organisation (ILO) conventions:

- Support for the freedom of association and protection of the right to organise.
- Support for the abolition of forced labour.
- Support for the effective abolition of child labour.
- Support for the elimination of employment and occupation discrimination.

In addition, we have a whistleblowing channel for concerns relating to the violation of these rights, which is at the disposal of Spanish employees, distributors and certified suppliers.

As part of our efforts to continue to improve on a daily basis in the area of human rights due diligence, we should note that we drew up a **Human Rights Policy** in 2021 which will apply from 2022 onwards.

To prevent risks relating to human rights violations, all of our strategic suppliers have to be certified. During this process, checks are made to ensure no human rights legislation has been infringed. We also perform this control on new distributors.

We also ensure internal and external security staff are trained in human rights matters, paying particular attention to the right to life, integrity and freedom of individuals. All of our security staff in Spain (12 people) and Chile (8 people) have received human rights training. In addition, any security companies we use are required to ensure that all the workers providing services at our facilities can evidence that they have received security-related human rights training.



### Pacs del Penedès winery

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

- Employment conditions



\*Currently being implemented at international subsidiaries.





## Social and economic development of local communities

We are firmly committed to the local environment in which we operate and aim to guarantee the social wellbeing and economic development of suppliers and local communities alike.

### COMMUNITY COOPERATION INITIATIVES

In order to generate a positive impact on local communities, we implement various cooperation projects and initiatives:

We promote the involvement of our employees in social initiatives through a **corporate volunteer programme** to benefit local communities.

This programme includes activities such as "Implica't amb La Marató de TV3" (Channel 3's 'get involved' charity marathon) or food bank collections.

Unfortunately, due to the pandemic, none of the activities could be held this year.

We generate a direct impact on the community through economic **donations** and donations in kind to **charities, foundations and research institutes** (which have no relation with our activity).

In 2021 we made contributions amounting to EUR 105,873 to foundations and not-for-profit entities.

We work with local communities through **cooperation and sponsorship agreements**, the goal of which is to support initiatives and projects of particular note or especially useful for the local community, based on the following areas of action:

- Local festivals.
- Cultural and sporting activities.
- Promotion of tourism.
- Schools, universities and training.

**€ 105,874**

Contributions to foundations and not-for-profit entities

**€ 403,296**

Sponsorships and cooperation

### LOCAL SUPPLIERS

In line with our commitment to support the economic development of the local communities in which we are present, we prioritise the selection of local suppliers\*, in order to promote wellbeing and growth.

In addition, we strive to maintain close and transparent relationships with them to benefit both parties as well as the local community in which they operate. We believe that support for local suppliers also provides multiple benefits for the business: cultural ties with the suppliers, reductions in delivery times, commitment to the growth of the local economy, and reductions in transport costs and in the greenhouse gas emissions associated with goods transport.

**94%**

Percentage of local suppliers\*

**82%**

Percentage of payments made to local suppliers\*

\*Local suppliers are suppliers from the same country as the Familia Torres company being supplied



## Social and economic development of local communities

### FAIR TRADE PROJECT

Our commitment to responsible purchasing is more significant in **Chile**, where there is a huge difference between major producers and small grape growers generally at the mercy of the weather and market prices determined by large corporations. Consequently, in 2010 we launched the **Fair Trade Project** in Chile to show our commitment to equal commercial conditions and sustainability in the industry. The goal of this project is to empower small grape growers and guarantee equal commercial conditions and sustainability in the industry. It is based on the following lines of work:



**Recovering traditional Chilean varieties.** Recovery and reassessment of native and forgotten varieties.



**La Causa wine collection.** Joint working project between small producers of traditional varieties and Miguel Torres Chile.



**Social investment premiums.** Small grape growers with Fair Trade certification not only benefit from a fair price for the sale of their products, they also receive a premium for each Fair for Life bottle sold. This premium is reinvested in projects that improve the life of the community, both internally (workers and their families) and externally (communities close to each part of the operation).

The projects implemented in 2021 included:

- Purchase of personal protective equipment for firefighters in Curicó and a fire engine for the Flor del Llano sector.
- Installation of a dormitory for overnight staff at the Sixth Company of Firefighters of the Curicó Rescue Unit.
- Electric treadmill to assist with physiotherapy for a young man from Curicó with cerebral paralysis who has limited resources.
- Donation of an orthosis and a hospital bed to meet the medical needs of Chilean workers' children.
- Greenhouses for San Agustín and Chillan.
- Improvements in the irrigation of the sports field at the El Aromo sports club.
- Donation of equipment to the Fútbol Favorita school and the "Lontuemano" cultural association.

There is a **Fair Trade and Sustainability Policy** in Chile, which is based on the following commitments:

- Respect for human rights and employment law.
- Development of a framework to foster employment relations.
- Respect for the Fair Trade minimum payment.
- Promotion of the proper use of the resources generated by the Fair Trade premiums.
- Promotion of a culture of respect for the environment.



Since 2010 Miguel Torres Chile has been awarded the **Fair Trade Certification** under the **Fair for Life** model, which indicates that the winery pays a fair price for raw materials, thus enabling the development of local farmers, especially smaller-scale farmers at a competitive disadvantage.

**\$ 1.17M**

For Fair Trade projects since obtaining certification in 2010

**\$ 8,549**

Fair Trade premium in 2021

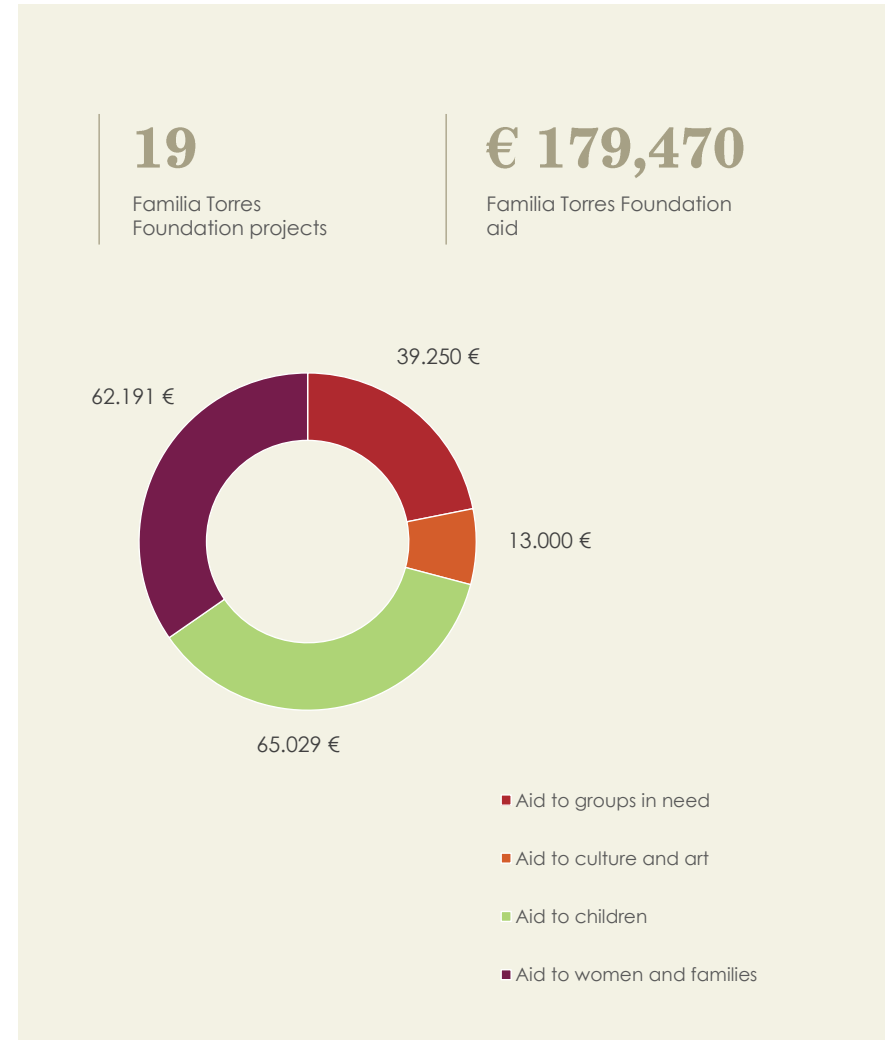


## Familia Torres Foundation

Since its creation in 1986 the Familia Torres Foundation has promoted more than 400 cooperation projects around the world, the main goals of which are as follows:

- Protection of children through the construction of schools and homes for orphans at risk of social exclusion.
- Women's empowerment and the fight against gender violence.
- Improvement in the health of impoverished groups.
- Bringing culture to the people.
- Humanitarian aid and aid for areas affected by natural disasters.

In 2021, the Foundation's work centred on projects chosen during the aid selection process held in 2020. Five entities were chosen: three raise funds for children at Educational Action Residential Centres (CRAEs in Catalan) and for unaccompanied minors, and the other two help at-risk women as they reintegrate into society.



## Familia Torres Foundation



### Host families

The organisation promotes families taking young immigrants, formerly in care with no relations in the country, into their homes.



### Stitches of freedom

Assists and trains women leaving Catalonia's prisons on a personal and professional level to reintegrate into society and access the labour market.



### Educating smiles

Improves the academic situation and personal relationships of minors who live in one of 24 Educational Action Residential Centres (CRAEs in Catalan) in Catalonia.



### Organic horticulture for inclusion

Creation of an organic horticulture workshop for students at the Toni Inglés CRAE in Vilafranca del Penedès.

## OTHER PARTNERSHIPS





# CURIOSITY

Staying in constant contact with the environment to identify needs, opportunities and trends

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



17 PARTNERSHIPS  
FOR THE GOALS





## In constant innovation

We are great promoters of innovation as we believe it plays an essential role in the progress towards more sustainable practices that will enable us to reduce our impact on the environment.

To continue this progress towards the vineyard of the future, we are carrying out several R&D projects to improve the quality of vineyards and minimise the impacts that climate change has on them.

### OPEN INNOVATION

In 2017, the Innovation and Knowledge area launched a new formula for promoting innovation through collaboration with start-ups to establish relationships benefiting both parties.

For start-ups, interacting with Familia Torres can provide a means for accelerating their growth through various types of collaboration, such as carrying out pilot trials, validating their technology, promoting them in the industry and even, in some case, obtaining investment.

For us, collaborations involve the possibility of incorporating new technologies, providing agile responses to business challenges, testing new business models, identifying people with talent and opening potential new business lines with a vision of the future.

In 2021 we contacted 252 start-ups and four new collaborations were initiated.

Of particular note was the project we instigated in 2020 called the Horeca Challenge. We put out a call, together with Damm and Mediapro, for solutions and alternatives to revitalise the Horeca (hotel and restaurant) sector through collaborations with start-ups, and with the support of Acció (the Catalan Enterprise Agency). More than 200 candidates responded to the call and 3 winners were chosen to carry out pilot trials. A new edition of the initiative was held at the end of 2021, which Pepsico also joined as an additional partner, posing three new challenges to aid the Horeca sector.

2021

9

R&D projects

€ 884,751

R&D expenses

€ 168,859

R&D investment

2020

11

R&D projects

€ 645,442

R&D expenses

€ 40,858

R&D investment





## In constant innovation

### R&D PROJECTS

#### — VITIS AGROLAB PROJECT

Internal

This internal project initiated in 2018 consists of performing vine irrigation and handling trials to observe and assess the agronomical and oenological differences based on the irrigation treatment and the vine training system used, and the potential for mitigating climate change. Scientific support is provided by IRTA (Institute of Agrifood Research and Technology), and several start-ups are also collaborating in the project.

#### — DISMEX PROJECT

Consortium

Grant

This project which was initiated and completed in 2021 consisted of verifying the viability of a developed system which enables soil compaction and variability to be measured using IoT (Internet of Things) enabled sensors integrated into existing machinery. The use of digital sensors aims to help maximise operating efficiency and productivity.

The conclusion drawn from the project was that the existing machinery could be digitalised in an affordable way and its installation is viable. These digital sensors help gather data and information in the Cloud and enable the geolocalised mapping of soil compaction in real time, thereby aiding decision-making.

#### — INTERREG SUDOE COPPEREPLACE PROJECT

Consortium

Grant

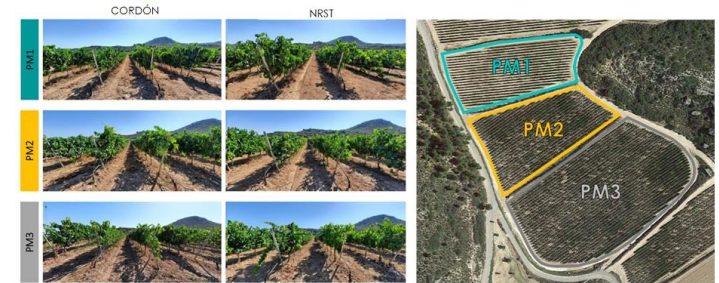
The aim of this project is to continue along the lines of a previous project that ended in 2020 with the same objective of reducing doses of phytosanitary treatments. The project focuses on developing a product application system that can be varied according to the vigour of the vines, based on satellite images of their health. Several types of trials have been conducted since the start of the project: pilot trials with alternative products to help reduce the use of copper and sulphur, employing copper and sulphur microparticles and nanoparticles, and with cover crops to improve soil biodiversity and study carbon sequestration.

#### — LIGHT IS LIFE PROJECT

Consortium

Grant

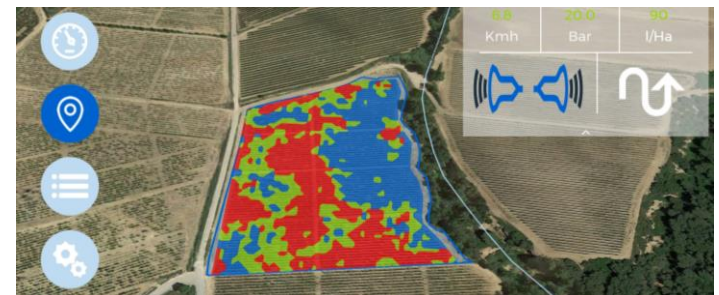
A demonstration project launched this year based on the use of UV light to stimulate plants' natural defences and help reduce the use of phytosanitary treatments in vineyards.



Vitis Agrolab Project



Dismex Project



Interreg Sudoe Copperreplace Project



## In constant innovation

### R&D PROJECTS



Farmyng Project



Vitigeoss Project

#### HORIZON 2020 PROJECT - FARMYNG

Consortium

Grant

A project carried out in conjunction with a consortium of companies and financed by the European Union in the period from 2019-2022. The objective is to develop a large-scale, first-of-its-kind bio-based value chain producing sustainable, safe, and premium feed products from an innovative source: the Tenebrio molitor insect (mealworm).

#### MARKETPLACE PROJECT

Consortium

Grant

A project launched in 2020 and completed in March 2021 to develop a marketplace platform to offer and enhance the sale and purchase of grapes, wine and industry-related services. This project enabled us to define winegrowers' needs in relation to the supply and demand of grapes, to detect wineries' needs concerning their product, equipment and service providers and to take the necessary steps to boost the platform and add value for the industry.

#### VITIGE OSS PROJECT

Consortium

Grant

A project initiated in 2020, which aims to develop a commercial product to improve decision-making in the field, in the areas of phenology, irrigation, disease treatment, and management of vineyard operations.

#### MISIONES AGRARIA PROJECT

Consortium

Grant

The purpose of this project, launched in 2021 in a consortium with other organisations, is to research the application and viability of artificial intelligence (AI) and other Industry 4.0 technologies in real solutions to define new agricultural production methods to transform the Spanish agri-food industry, enabling it to become more technology-based, innovative, sustainable and committed to energy efficiency and reducing its carbon footprint.

Our participation in the project consists of performing vineyard trials to study the use of AI to predict the harvest based on satellite images and agro-climate information. Specifically, AI can help predict the quantity of grapes in our own vineyards and those of suppliers that will be brought to the winery. An AI algorithm adapted to the winery's working practices will be applied to optimise control of production and monitor third parties' production forecasts in order to manage subsequent grape purchases.





## Building alliances to drive change

We are aware that large-scale transformational change cannot be achieved alone; it is essential to build alliances to join forces and achieve results together. That is why we aim to be agents of change in the industry, promoting innovation as the fundamental driving force of progress towards more sustainable practices that will enable us to reduce our impact on the environment in which we operate.

€ 355,836

Membership of wine industry, environmental and other associations



### International Wineries for Climate Action (IWCA)

In 2019, together with the Californian winery Jackson Family Wines, we promoted the creation of [International Wineries for Climate Action \(IWCA\)](#), an international working group of wineries whose common goal is to reduce greenhouse gas (GHG) emissions in the short and medium term and achieve net-zero emissions by 2050.

Its mission is to encourage the global wine community to devise strategies to mitigate climate change and decarbonise the industry, raise awareness of the urgent need to address the effects of climate change, promote the adoption of GHG emission inventories to establish footprints, covering carbon emission scopes 1, 2 and 3, as well as develop emission reduction strategies and best practices.



#### 'BEST GREEN INITIATIVE'

IWCA

The Drinks Business Green Awards 2021



### INNOVI

Familia Torres is an associate member of Innovi, the Catalan grape growers' cluster, which brings together more than 50 players in the grape growing sector, and aims to promote the competitiveness of companies in the sector through innovation. Mireia Torres Maczassek (fifth generation of the Torres family) is the deputy chair of this cluster.



### Regenerative Viticulture Association

As part of our efforts to act as agents of change, in 2021, in conjunction with the consultancy firm AgroAssessor and other wineries, we founded the [Regenerative Viticulture Association](#), to drive the transformation of vineyard management in Spain.

The association was created to combine the efforts of various grape growers, and provide a space for sharing knowledge and experiences, as well as a community to encourage other industry players to take the path towards a regenerative management model.

This meeting point for grape growers and farmers, promotes a range of activities to help publicise our objectives, progress and best practices, such as discussion forums, round table events, visits, working sessions, conferences, symposiums and training courses.

Miguel Torres Maczassek (fifth generation of the Torres family) is the chair of this association.



### Wine Technology Platform ("PTV")

Familia Torres is a member of the Wine Technology Platform, which is a meeting point where all the industry players join forces in the field of R&D and promote a network for cooperation between business and science. Mireia Torres Maczassek (fifth generation of the Torres family) is currently the chair of this association which is helping to drive R&D in the Spanish wine industry.



## Building alliances to drive change

Another way for Familia Torres to act as an agent of change and raise awareness in the industry is by promoting initiatives with various industry players and stakeholders. We highlight below the following projects undertaken with the aim of promoting more sustainable practices that consider the future of our planet.

### Supplier plan

We work closely with our grape suppliers. Each year, we share measures and advice with them on how to reduce their footprint in the countryside, raise their awareness of environmentally friendly growing practices and encourage them to calculate their emissions.

### Torres & Earth Awards

Every year we give Torres & Earth awards in recognition of the efforts made by suppliers, publicists, territories and employees to combat climate change. The winners this year were Jaume and Albert Cardó and Verallia in the suppliers' category, the Balearic Islands and Sabadell in the territories' category and Clemente Álvarez and Javier Peña in the publicists' category.

### Car-sharing

To encourage sustainable mobility by employees, visitors and society in general, we have a car-sharing initiative; an electric car hire service in which we participate. This year, a saving of **63 tCO<sub>2</sub>eq** was achieved and since the initiative was launched in 2017, total savings of 927 tCO<sub>2</sub>eq have been made.

### Environmental conferences

Each year we organise an Environmental Session in conjunction with Barcelona University where leading experts discuss issues concerning the environment and climate change. The Torres & Earth Award for Environmental Innovation is also presented at the conference.



### Electricity self-consumption aid for our employees

We encourage all our employees in Spain to install PV panels in their homes, and subsidise the cost of two PV panels for each panel they purchase, up to a maximum of four per person (1,320 W of power).



## 2021/2022 Torres Brandy Zero Challenge

This year we would particularly like to highlight a new initiative launched by Torres Brandy: an international competition to raise awareness of reducing environmental impact in the hospitality industry and among consumers.

It is a global initiative by the brand offered in all Torres Brandy's strategic markets. When the markets decide to participate they roll out the competition locally. The objective is to find *Head Bartenders* or *Owners* who are keen to make their bars more sustainable spaces by submitting a sustainability project for their own bars.

The competition consists of choosing a local finalist in each country to represent the country in the global final. The final winner receives EUR 25,000 to carry out their project and a personal prize of EUR 5,000. This initiative will take place each year.\*



\*We should note that at the date of this report only the local finals have taken place. The global final has been postponed out of respect for the situation in Ukraine as it is one of the participating countries.

# ANNEXES





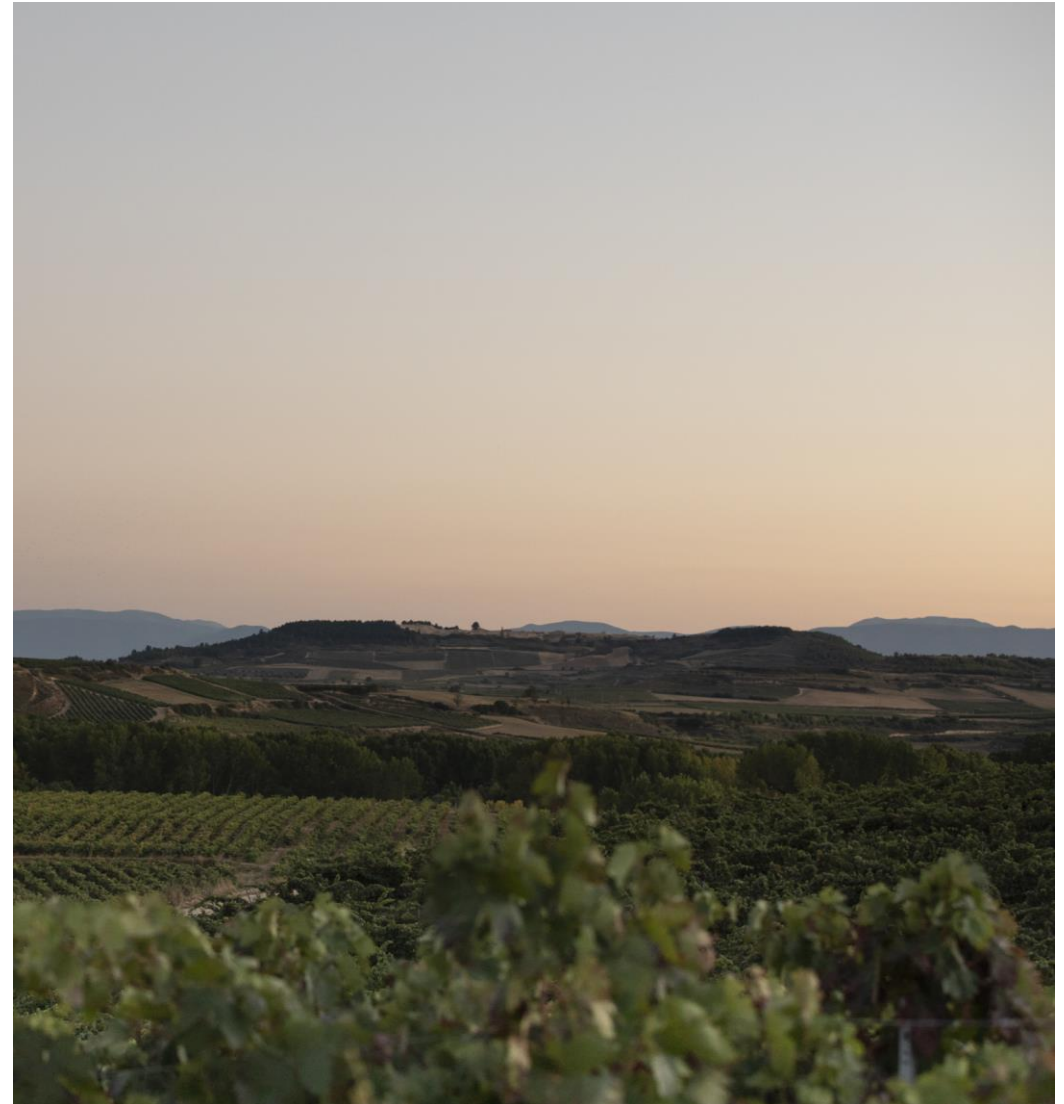
## Events after the reporting period

The consequences of the current geopolitical situation in Eastern Europe and its possible impact on the economy are unpredictable at the date of preparation of this report. Familia Torres did not have any significant assets or operations in Russia or Ukraine at 31 December 2021, or any significant commercial interests in either country.

Nevertheless, the world economy is being affected by price rises in certain raw materials and energy, and there is also considerable uncertainty surrounding supply chain issues the impact of which will depend on how this situation develops.

In any event, despite the current uncertainty, Familia Torres does not expect this situation to affect the course of its sustainability projects and objectives.

In addition, no events took place between 31 December 2021 and the date of preparation of this report that required disclosure.





## About this report

This report includes the Consolidated Non-Financial Information Statement of Miguel Torres S.A. and subsidiaries ("Familia Torres") for the year ended 31 December 2021. Specifically, it includes information on the companies shown in the adjacent table.

We should mention that, due to their low materiality level, the information on personnel does not include the promoters in the United States (Miguel Torres USA, Inc.) and Ireland (Wine Tech, Ltd.).

The following terms are used to refer to the different scopes of the information reported in this report:

- Familia Torres: Miguel Torres S.A. and subsidiaries
- Familia Torres Spain: companies in Spain
- Familia Torres Wineries, Spain: wineries in Spain
- Miguel Torres: Miguel Torres S.A. (Parent)
- Miguel Torres Chile: companies in Chile

The report was prepared on the basis of the GRI Sustainability Reporting Standards, in the Core version, to respond to the requirements relating to non-financial information and diversity provided for in Law 11/2018, of 29 December, with respect to each of its sections (the environment, society, employees, human rights and the fight against bribery and corruption in the organisation).

In addition, the principles for defining the content and quality of the report included in Law 11/2018 on Non-Financial Information and Diversity were applied.

- **Comparability Criterion:** the information must make it possible to compare the company's economic, social and environmental performance with other companies and itself over the course of time and with the targets set by the organisation itself.
- **Materiality and Relevance Criterion:** greater attention must be given to issues that reflect the organisation's significant economic, environmental and social impacts and have a substantial influence on its stakeholders' assessments and decisions.
- **Reliability Criterion:** the information and processes used to prepare the report must be gathered, recorded, analysed and reported in such a way that they may be reviewed and provide assurance to the stakeholders that the information they have received is sufficient in terms of reliability, quality and materiality.

### Miguel Torres, S.A.

#### PRODUCERS

##### Spain

Selección de Torres, S.L.U.  
Soto de Torres, S.L.U.  
Jean Leon, S.L.U.  
Torres Priorat, S.L.U.  
Agulladolç, S.L.U.  
Torres Ecològic, S.L.U.

##### Chile

Sociedad Vinícola Miguel Torres, S.A.

#### HOLDING COMPANIES

##### Spain

Torres Áraaba 2007, S.L.U.  
Promociones Soto Eólica, S.L.U.  
Torres Taiyo, S.L.U.  
Miguel Torres Canarias, S.L.U.  
Masos Flassada Sord, S.A.U.

##### Chile

Forestal Miguel Torres, S.P.A.

#### DISTRIBUTORS

##### Spain

Distribuidora de vinos Rosaleda, S.L.U.  
Excelsia Vinos y Destilados, S.L.U.  
Excelsia Canarias Vinos y Destilados, S.L.U.  
El Petit Celler, S.L.U.  
Ribera del Duero, S.L.U.  
Torres Import, S.A.U.

##### China

Shanghai Torres Wine Trading, Co. Ltd.

##### Andorra

Vinissim, S.A.U.

#### PROMOTERS

##### United States

Miguel Torres USA, Inc.

##### Ireland

Wine Tech, Ltd.

#### RESTAURANTS

##### Spain

La Vinoteca Torres, S.L.U.

##### Chile

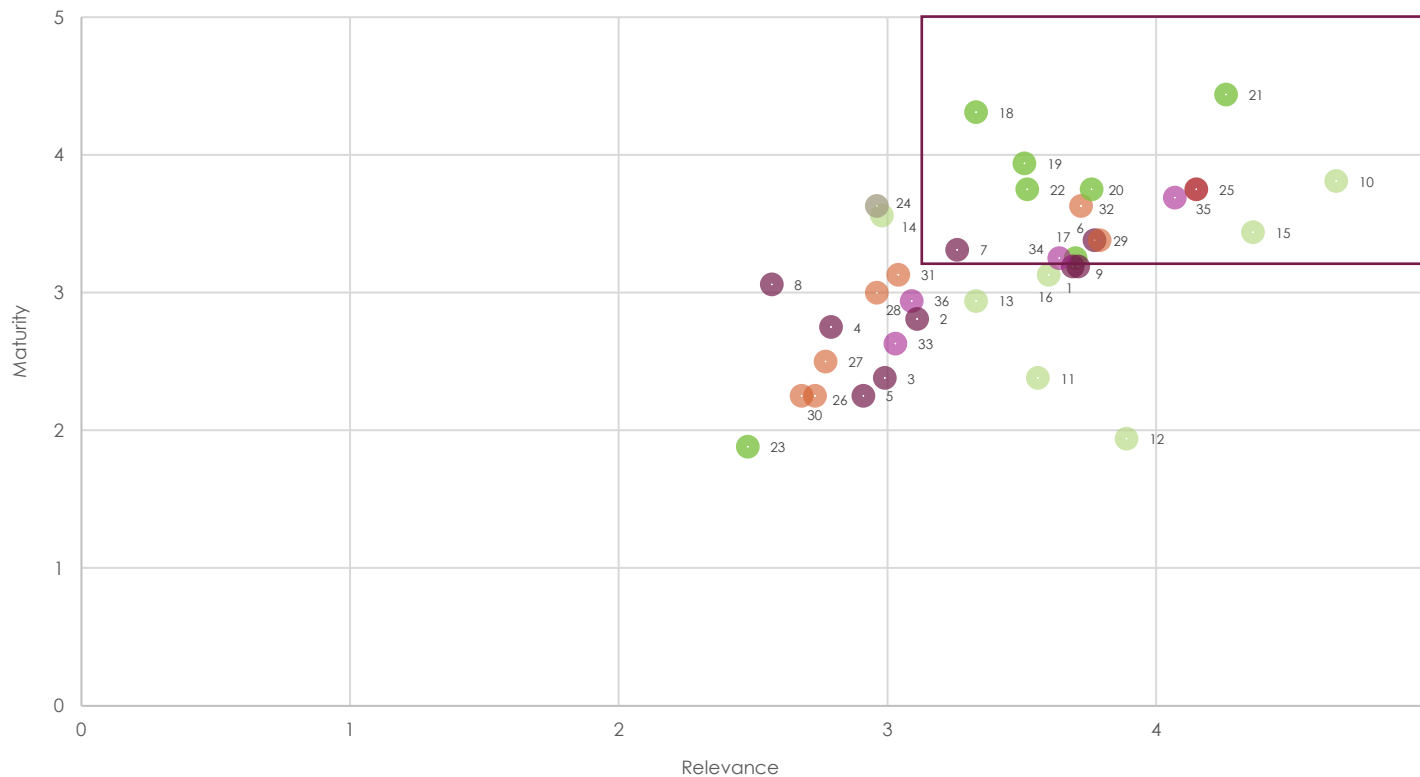
Comercial Miguel Torres, Ltd.



## Materiality analysis

In accordance with the materiality and relevance criterion, in 2018 Familia Torres' activities were analysed to define the most important issues for the organisation and its stakeholders. In 2021 the materiality matrix was updated by performing a review of the issues analysed and improving the assessment of such issues at competitors and influencers (companies considered to have the ability to influence the company).

This process enabled us to identify the current material issues (shown in bold in the adjacent list) according to the evolution of industry trends.



## LIST OF MATERIAL ISSUES

- 1 Business model
- 2 Governance model
- 3 Ethics and integrity
- 4 Anti-corruption
- 5 Competition and pricing
- 6 Reputational impact and brand management**
- 7 Sustainability strategy**
- 8 Stakeholder participation
- 9 Management of the impact of the pandemic
- 10 Quality management**
- 11 Food safety
- 12 Traceability and labelling
- 13 Personal data privacy
- 14 Customer care
- 15 New requirements (ecological, sustainable, organic, vegan, other)**
- 16 Responsible consumption
- 17 Biodiversity**
- 18 Environmental management system**
- 19 Energy resources**
- 20 Water management**
- 21 Climate change**
- 22 Circular economy and waste**
- 23 Sustainable buildings
- 24 Supplier assessment and approval
- 25 R&D projects**
- 26 Employee relations
- 27 Organisation of working hours
- 28 Remuneration, hiring and employee benefits
- 29 Health and safety**
- 30 Disconnection from work and work-life balance
- 31 Diversity and equal opportunities
- 32 Training and development**
- 33 Human rights
- 34 Local community relations**
- 35 Impact and social action**
- 36 Tax information, economic value generated and transparency



## Our stakeholders

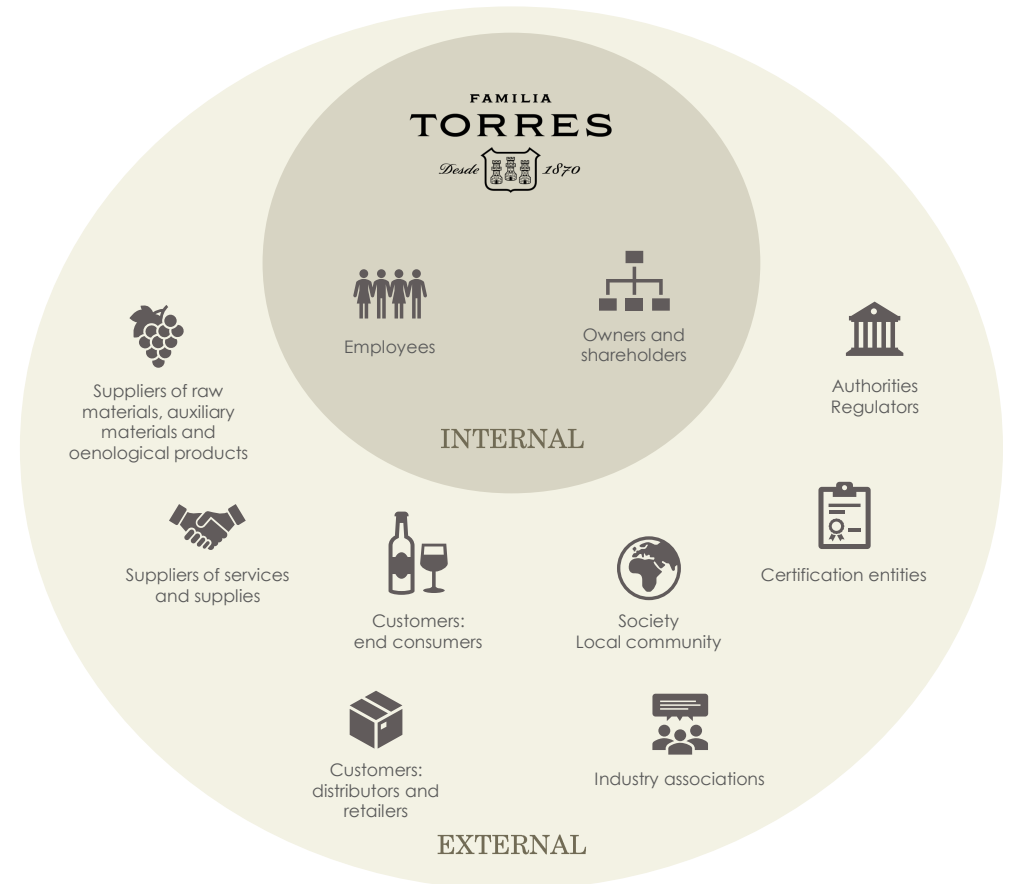
We are aware that the creation of shared value with our stakeholders is one of the main pillars for achieving sustainable corporate development and a responsible business model. Therefore, the inclusion of stakeholders and their expectations in our management and decision-making model is key.

At Familia Torres we strive to forge solid relationships with our stakeholders based on transparency, mutual trust and two-way dialogue, in order to balance the range of expectations, needs and reasonable interests of our stakeholders with our business strategy.

For that purpose, we have devised various communication mechanisms in order to maintain a fluid and regular relationship, in which we seek to listen to their suggestions and respond to their expectations. These channels have allowed us to map the expectations of each of our stakeholders in order to be able to adapt our business strategy.

### COMMUNICATION CHANNELS

- **Internal:** to facilitate internal communication within the organisation we provide multiple channels that vary by country, such as: the corporate intranet, bulletin boards, information screens, daily newsletters, surveys, interdepartmental meetings and transversal communication events (tastings, visits to other facilities, etc.), meetings and conferences, employee representatives and delegates.
- **External:** the usual communication channels, such as email, regular mail, telephone, meetings and conferences, press, social media, etc.
  - **Additional channels for Miguel Torres distributors:** customer care service, specific digital portal for distributors, surveys and marketing guidelines.
  - **Additional channels for consumers:** customer care service, surveys and online channels (social media, Familia Torres websites and online store).





## Familia Torres brands

### FAMILIA TORRES

Atrium    
 Clos Ancestral   
 Coronas    
 Forcada  
 Fransola  
 Gran Coronas   
 Grans Muralles  
 Guardians de la Terra   
 Mas de la Rosa  
 Mas La Plana  
 Milmanda  
 Moscatel Floralis  
 Perpetual  
 Pirene  
 Purgatori   
 Reserva Real  
 Salmos  
 Secret del Priorat  
 Sons de Prades  
 Vinyarets   
 Waltraud

### VIÑA ESMERALDA

Viña Esmeralda  

### OWNED BY FAMILIA TORRES

Blanco Granito  
 Celeste  
 Las Pisadas  
 Pazo Das Bruxas  
 Vardon Kennett Esplendor

### JEAN LEON

Jean Leon 3055    
 Jean Leon Experimental   
 Jean Leon Nativa    
 Jean Leon Vinya Gigi    
 Jean Leon Vinya La Scala    
 Jean Leon Vinya Le Havre    
 Jean Leon Vinya Palau  

### SANGRE DE TORO

Gran Sangre de Toro   
 Sangre de Toro  

### 7 MAGNÍFICS

El Senat del Montsant  
 Rebels de Batea  
 Somiadors

### MIGUEL TORRES CHILE

Alto Las Nieves  
 Ándica    
 Cacci  
 Conde de Superunda  
 Cordillera   
 Días de Verano   
 Digno     
 Emblema  
 Escaleras de Empedrado  
 Estelado    
 Finca Negra   
 Hemisferio   
 La Causa  

### OTHER BRANDS

22 Pies  
 Altos Ibericos  
 Be Negre  
 Blancat Natur   
 De Casta   
 Fichaje    
 Gran Viña Sol  
 La Noia del Tatuatge  
 Laudis  
 Mas Rabell   
 Natureo   
 San Valentin    
 Torres-5G  
 Torre Roja  
 Verdeo  
 Viña Brava   
 Viña Sol  

### JUAN TORRES MASTER DISTILLERS

1928 Spirit Drink	Torres 10
El Gobernador	Torres 10 Double Barrel
Frutas de Invierno	Torres 10 Smoked Barrel
Jaime I	Torres 15
Magdala	Torres 20
Reserva del Mamut	Torres Alta Luz
Torres 5	Torres Spiced

### FOOD

#### Molí de Dalt

Molí de Dalt Olive Oil  
 Familia Torres  
 Eterno Olive Oil  
 Purgatori Olive Oil  
 Silencio Olive Oil  
 La Oscuridad Vinegar  
 Miguel Torres Chile  
 Santa Digna Olive Oil

#### Torre Real

Olives  
 Mediterranean Red Tuna  
 White tuna  
 Nape of white tuna  
 Baby broad beans  
 Chestnuts preserved in brandy  
 Marrón Glacé  
 Mushroom conserve  
 White tuna belly



Brands with  
vegan wines



Brands with  
ecological wines



Brands with Fair  
Trade wines





## Contents tables

**Table 1.**  
Workforce at year-end by age bracket, gender and professional category

	Top management		Executives		Senior management		Middle management		Technicians		Administrative staff		Sales managers		Auxiliary staff and operators		TOTAL	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Men <30 years of age	-	-	-	-	-	-	-	-	18	17	1	2	1	1	31	34	51	55
Women <30 years of age	-	-	-	-	-	-	-	1	14	19	11	12	4	2	17	15	46	48
Men 30-50 years of age	1	1	4	6	26	28	55	62	111	115	18	16	37	46	166	171	418	445
Women 30-50 years of age	-	-	2	2	15	14	36	40	113	112	51	52	22	23	37	35	276	278
Men >50 years of age	-	-	11	10	19	17	36	37	57	52	14	16	23	20	92	108	252	260
Women >50 years of age	-	-	2	2	2	2	6	5	19	23	16	14	2	2	17	23	64	71
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>20</b>	<b>62</b>	<b>61</b>	<b>133</b>	<b>145</b>	<b>332</b>	<b>338</b>	<b>111</b>	<b>112</b>	<b>89</b>	<b>94</b>	<b>360</b>	<b>386</b>	<b>1.107</b>	<b>1.157</b>

**Table 2.**  
Workforce at year-end by type of contract, gender, age and professional category

		Permanent contract		Temporary contract	
		2021	2020	2021	2020
Gender	Women	319	332	67	65
	Men	672	704	49	56
Age	<30 years of age	71	78	26	25
	30-50 years of age	609	636	85	87
	>50 years of age	311	322	5	9
Professional category	Top management	1	1	-	-
	Executives	19	19	-	1
	Senior management	55	56	7	5
	Middle management	130	141	3	4
	Technicians	306	314	26	24
	Administrative staff	89	91	22	21
	Sales managers	70	76	19	18
<b>TOTAL</b>		<b>991</b>	<b>1,036</b>	<b>116</b>	<b>121</b>

**Table 3.**  
Workforce at year-end by number of working hours, gender, age and professional category

		Full-time		Part-time	
		2021	2020	2021	2020
Gender	Women	350	354	36	43
	<b>Men</b>	<b>700</b>	<b>732</b>	<b>21</b>	<b>28</b>
Age	<30 years of age	94	96	3	7
	30-50 years of age	665	694	29	29
	>50 years of age	291	296	25	35
Professional category	Top management	1	1	-	-
	Executives	18	20	1	-
	Senior management	59	58	3	3
	Middle management	127	137	6	8
	Technicians	316	319	16	19
	Administrative staff	99	97	12	15
	Sales managers	342	93	18	1
<b>TOTAL</b>		<b>1,050</b>	<b>1,086</b>	<b>57</b>	<b>71</b>

**Table 4.**  
Workforce at year-end by country

	No. of workers	
	2021	2020
Andorra	8	7
Brazil	-	-
Chile	191	194
China	121	121
Spain	787	826
United States*	-	8
Ireland*	-	1
<b>TOTAL</b>	<b>1,107</b>	<b>1,157</b>

\*Due to the scant materiality involved, this year the information on personnel-related matters does not include the companies in the United States and Ireland.



## Contents tables

**Table 5.**  
Average workforce by age bracket, gender and professional category

	Top management		Executives		Senior management		Middle management		Technicians		Administrative staff		Sales managers		Auxiliary staff and operators		TOTAL	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Men <30 years of age	-	-	-	-	-	-	-	2	17	19	1	3	2	1	34	46	54	71
Women <30 years of age	-	-	-	-	-	-	-	2	18	23	12	14	3	2	17	18	50	59
Men 30-50 years of age	1	1	4	7	28	28	57	69	114	123	17	19	42	51	169	179	432	477
Women 30-50 years of age	-	-	2	2	15	14	35	39	108	114	49	52	23	25	38	39	270	285
Men >50 years of age	-	-	10	9	15	14	35	32	53	50	14	17	22	22	90	112	239	256
Women >50 years of age	-	-	2	2	2	2	6	6	20	23	15	13	1	3	18	21	64	70
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>20</b>	<b>60</b>	<b>58</b>	<b>133</b>	<b>150</b>	<b>330</b>	<b>352</b>	<b>108</b>	<b>118</b>	<b>93</b>	<b>104</b>	<b>366</b>	<b>415</b>	<b>1,109</b>	<b>1,218</b>

**Table 6.**  
Average workforce by type of contract, gender, age and professional category

		Permanent contract		Temporary contract	
		2021	2020	2021	2020
Gender	Women	313	337	71	77
	Men	670	739	55	65
Age	<30 years of age	74	92	30	38
	30-50 years of age	613	668	89	94
	>50 years of age	296	316	7	10
Professional category	Top management	1	1	-	-
	Executives	18	19	-	1
	Senior management	53	53	7	5
	Middle management	129	146	4	4
	Technicians	305	326	25	26
	Administrative staff	87	93	21	25
	Sales managers	72	82	21	22
	Auxiliary staff and operators	318	356	48	59
<b>TOTAL</b>		<b>983</b>	<b>1,076</b>	<b>126</b>	<b>142</b>

**Table 7.**  
Average workforce by number of working hours, gender, age and professional category

		Full-time		Part-time	
		2021	2020	2021	2020
Gender	Women	359	385	25	29
	Men	717	795	8	9
Age	<30 years of age	102	127	2	3
	30-50 years of age	681	737	21	25
	>50 years of age	293	316	10	10
Professional category	Top management	1	1	-	-
	Executives	18	20	-	-
	Senior management	59	57	1	1
	Middle management	129	146	4	4
	Technicians	318	340	12	12
	Administrative staff	101	109	7	9
	Sales managers	93	104	-	-
	Auxiliary staff and operators	357	403	9	12
<b>TOTAL</b>		<b>1,076</b>	<b>1,180</b>	<b>33</b>	<b>38</b>

**Table 8.**  
Average workforce by country

	No. of workers	
	2021	2020
Andorra	7	7
Brazil	-	3
Chile	195	200
China	122	131
Spain	785	868
United States*	-	9
Ireland*	-	-
<b>TOTAL</b>	<b>1,109</b>	<b>1,218</b>

\*Due to the scant materiality involved, this year the information on personnel-related matters does not include the companies in the United States and Ireland.



## Contents tables

**Table 9.**  
Turnover and dismissals by gender, age and professional category

		Dismissals		Resignations, end of contracts, etc.		Turnover rate	
		2021	2020	2021	2020	2021	2020
Gender	Women	22	55	59	65	21%	30%
	Men	45	93	100	113	20%	27%
Age	<30 years of age	11	18	69	88	82%	103%
	30-50 years of age	31	83	58	60	13%	20%
	>50 years of age	25	47	32	30	18%	23%
Professional category	Top management	-	-	-	-	-	-
	Executives	-	1	-	-	-	5%
	Senior management	1	2	1	1	3%	5%
	Middle management	4	14	10	10	11%	17%
	Technicians	13	32	19	14	10%	14%
	Administrative staff	8	20	5	18	12%	34%
	Sales managers	5	19	7	8	13%	29%
Auxiliary staff and operators	36	60	117	127	43%	49%	
<b>TOTAL</b>		<b>67</b>	<b>148</b>	<b>159</b>	<b>178</b>	<b>20%</b>	<b>28%</b>

**Table 11.**  
Minimum salary by country

	Annual initial minimum salary(€)		Annual local minimum salary(€)		Ratio	
	2021	2020	2021	2020	2021	2020
Andorra	€20,534.76	€23,650.28	€13,457.64	€13,457.64	1.53	1.76
Chile	€5,213.10	€5,623.96	€4,505.15	€4,259.89	1.16	1.32
China	€4,282.71	€4,837.55	€2,799.48	€2,710.66	1.53	1.78
Spain	€17,264.86	€17,079.66	€13,300.00	€13,300.00	1.30	1.28

**Table 10.**  
Accident rate by gender

	Women		Men	
	2021	2020	2021	2020
Occupational accidents with leave	3	5	17	16
Workdays lost due to occupational accidents with leave	13	104	692	249
Actual hours worked by employees	692.097	782.493	1,352.418	1,492.746
Frequency rate*	4.33	6.39	12.57	10.72
Severity rate**	0.02	0.13	0.51	0.17
Occupational illness	0	0	1	0
Deaths	0	0	0	0

**Table 12.**  
Profits obtained and income tax paid by country

Country	Profit obtained(€)		Income tax paid (€)	
	2021	2020	2021	2020
Andorra	€139,263	€62,060	€3,618	€5,046
Brazil***	-	€-345,869	-	-
Chile	€1,597,027	€-614,161	-	€84,099
China	€-653,634	€-1,743,563	-	-
Spain	€993,747	€-18,567,614	-	€70,634
United States	€-157,481	€-205,652	-	-
Ireland	€155,695	€119,752	€18,546	-
<b>TOTAL</b>	<b>2,074,618 €</b>	<b>€-21,295,047</b>	<b>€22,164</b>	<b>€159,779</b>

\*The frequency rate is calculated as the number of accidents/number of working hours per the collective agreement x 1,000,000.

\*\*The severity rate is calculated as days lost/ number of working hours per the collective agreement x 1,000.

\*\*\*Distribuidora Brasileira de Vinhos Ltda. was liquidated in 2021.



## Contents tables

**Table 13.**  
Average remuneration by gender, age and professional category\*

		Average remuneration(€ gross)	
		2021	2020
Gender	Women	€32,105	€31,271
	Men	€43,110	€41,942
Age	<30 years of age	€20,269	€19,940
	30-50 years of age	€36,490	€36,592
	>50 years of age	€51,216	€47,675
Professional category	Executives	€230,663	€200,609
	Senior management	€93,916	€92,352
	Middle management	€56,114	€58,909
	Technicians	€33,266	€32,639
	Administrative staff	€23,453	€23,201
	Sales managers	€42,547	€37,533
	Auxiliary staff and operators	€22,614	€22,651

**Table 14.**  
Wage gap by professional category\*

	Men's gross salary per hour**		Women's gross salary per hour**		Wage gap***	
	2021	2020	2021	2020	2021	2020
Executives	€129.65	€110.86	€107.09	€92.58	17%	16%
Senior management	€56.04	€54.15	€37.48	€36.18	33%	33%
Middle management	€33.11	€34.01	€24.66	€26.02	26%	23%
Technicians	€19.29	€18.78	€16.47	€15.91	15%	15%
Administrative staff	€15.00	€14.64	€11.76	€11.45	22%	22%
Sales managers	€24.78	€21.63	€19.39	€16.26	22%	25%
Auxiliary staff and operators	€12.66	€12.58	€10.66	€10.18	16%	19%

Familia Torres defends equal pay. According to our **Remuneration Policy**, when an employee's salary is set the role to be performed is taken into account, regardless of gender, and there are salary bands for each job position.

The main reason for the existing wage gap is that the majority of the top positions are held by men. Reversing this situation by gradually increasing the presence of women in top positions and decreasing the wage gap is a priority for Familia Torres.

Another factor is that the gap involves very different salary markets, such as China, Chile and Spain. In China and Chile the administrative staff category and, in China, the operators category, consist largely of women with lower wages than in Spain which therefore widens the gap considerably.

\*The remuneration and wage gap relating to the senior executive category is not reported as that category only contains one person.

\*\*To calculate the gross salary per hour the different working hours of the companies making up Familia Torres were taken into account, obtaining the average hours of effective work according to the proportion of the number of employees in each company.

\*\*\*The formula used for the calculation of the salary amounts was: (Men's average remuneration – Women's average remuneration) / Men's average remuneration x 100. (Positive gap= % by which the women's average salary is lower than the men's average salary; negative gap = % by which the women's average salary is higher than the men's average salary).



## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>GENERAL INFORMATION</b>			
Description of the business model, environment, organization and structure	GRI 102-2 GRI 102-7 (partial) GRI 102-10 (partial) GRI 102-18 GRI 102-22 (partial)	7-18, 61, 64	A new distributor, Distribuidora de Vinos Rosaleda, S.L.U., was created in 2021 and Distribuidora Brasileira de Vinhos Ltda. was liquidated. In addition, the Andorran company Sispony Distribució, S.A.U. merged with Viníssim, S.L.U. and changed its name to Viníssim, S.A.U.
Markets in which the organization operates	GRI 102-4 GRI 102-6	61, 69	Familia Torres has its own distributors in four countries in Europe, in Asia and South America. It also has a network of customers with which it has distribution agreements. In 2021 Familia Torres sold to distributors from 101 countries.
Organization's objectives and strategies	GRI 102-14	4, 16, 19, 29	
Main factors and trends that could affect the organization's future development	GRI 102-15 (partial)	4, 29-30	
Reporting framework used and reporting period	GRI 102-50 GRI 102-54	61	
Materiality analysis	GRI 102-47	62	
Organization's stakeholders	GRI 102-40	63	
<b>INFORMATION ON ENVIRONMENTAL MATTERS</b>			
Policies and main risks	GRI 103-2 GRI 102-15 GRI 201-2	28-31, 34-35, 39-41, 69	<p>With regard to the vineyards (physical risks), the risks identified are:</p> <ol style="list-style-type: none"> <li>1. The most common extreme meteorological phenomena (drought, hail, frost) which can damage the harvest (higher costs, potential procurement risk).</li> <li>2. Increase in average temperatures, which means bringing forward the harvest, grapes with lower acidity levels when harvested and/or higher sugar content resulting in higher alcoholic strength (potential negative effect on end product).</li> <li>3. Need to substitute varieties (increased costs).</li> </ol> <p>With regard to wineries (regulatory risks):</p> <ol style="list-style-type: none"> <li>1. Difficulties with the supply and/or price increases of auxiliary materials due to CO<sub>2</sub> taxes.</li> <li>2. CO<sub>2</sub> taxes applied to the company's operations.</li> </ol> <p>With regard to consumers (social risks):</p> <ol style="list-style-type: none"> <li>1. The increase in average temperature could change consumer habits resulting in a preference for wines of lower alcoholic strength.</li> </ol>
<b>General information</b>			
Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	GRI 103-2 GRI 307-1	28	No environmental laws or regulations were infringed in 2021.
Environmental assessment or certification procedures	GRI 103-2	28, 34-35	
Resources used to prevent environmental risks	GRI 103-2	28	
Application of the precautionary principle	GRI 102-11	28, 69	The company has insurance with environmental cover. The total cover is EUR 3,000,000 and it applies to the Familia Torres Spain's wineries.
Provisions and guarantees for environmental risks	GRI 103-2	28, 69	No provisions were recognised in relation to environmental risks.



## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Pollution</b>			
Measures to prevent, reduce or redress carbon emissions that seriously affect the environment, taking into account any type of activity-specific atmospheric pollutants including noise and light pollution	Not applicable	-	Immaterial
<b>Circular economy and waste prevention and management</b>			
Prevention measures, recycling, reuse, other forms of recovery and elimination of waste	GRI 103-2 GRI 306-2	40-41	
Actions to reduce food waste	GRI 103-2	41	
<b>Sustainable use of resources</b>			
Water consumption and supply in accordance with local limitations	GRI 303-1 (v.2018) GRI 303-3 (v.2018) (partial) GRI 303-5 (v.2018) (partial)	39, 70	In Spain, all the regions with facilities are classified as medium/low water stress regions according to the BWS (Baseline Water Stress) and WRF (Water Risk Filter) indicators. In Chile, the production plant in Curicó (in the Maule region), the logistics winery and La Bodeguita (metropolitan region) are all in areas classified as suffering water scarcity.  We control our water withdrawals through public authorities or private irrigation network management companies and never make water withdrawals affecting protected areas under international or domestic legislation, biodiversity or local communities and/or indigenous people.  The total water withdrawn in 2021 was 616.5 ML, from the following sources: water from third parties (23.2 ML), surface water—including rain water— (432.2 ML) and underground water (161.1 ML). In Chile, the water withdrawn in zones suffering water stress totalled 52 ML.
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 301-1 GRI 301-2	40, 55-56	
Direct and indirect consumption, Measures adopted to improve energy efficiency, Use of renewable energies	GRI 302-1 GRI 302-4	35-38, 55-58	The IDAE (Spanish Institute for Energy Diversification and Saving) was the source of the conversion factor used for the energy consumption data.
<b>Climate change</b>			
Greenhouse gas emissions	GRI 305-1 GRI 305-2 GRI 305-3	34, 70	The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP).  The emissions produced by Miguel Torres in 2021 totalled 3,922.3 tCO <sub>2</sub> eq (scope 1), 1,821.4 tCO <sub>2</sub> eq (scope 2) and 54,351.6 tCO <sub>2</sub> eq (scope 3). At Sociedad Vinícola de Chile they totalled 2,522 tCO <sub>2</sub> eq (scope 1), 412 tCO <sub>2</sub> eq (scope 2) and 5,014 tCO <sub>2</sub> eq (scope 3).  With respect to Miguel Torres, the carbon footprint calculation included the biogenic CO <sub>2</sub> from the reforestation projects (1,032.4 tCO <sub>2</sub> eq).
Measures adopted to adapt to the consequences of climate change	GRI 102-15 GRI 103-2 GRI 201-2	29-33, 38, 55-58	
Medium and long-term targets voluntarily set for the reduction of greenhouse gas emissions	GRI 305-5	34	It should be noted that the carbon footprint for the base year (2008) for Miguel Torres has been recalculated. In the case of Sociedad Vinícola de Chile, the base year used is 2018.



## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Protection of biodiversity</b>			
Measures taken to preserve or restore biodiversity	GRI 304-2 GRI 304-3	31-33, 55-57	With regard to the significant impacts of the biodiversity activities, it should be noted that there were no changes in the use of land in 2021.
Impacts caused by activities or operations in protected areas	GRI 304-1 GRI 304-2 GRI 304-4	31-33, 71	15 of our vineyards are located in protected areas and have a surface area of 1,307 hectares. In 2021, 1,215 species included on the IUCN Red List with habitats in areas affected by our agricultural activity were detected (1,012 of which were classified as being of "least concern").
<b>INFORMATION ON SOCIAL AND PERSONNEL-RELATED MATTERS</b>			
Policies and main risks	GRI 103-2 GRI 102-15	22-26	
<b>Employment</b>			
Total number of employees and breakdown by country, gender, age and professional category	GRI 102-8 GRI 405-1 (partial)	16, 22, 65-66, 71	The only outsourced activities are cleaning and security at the facilities. Workers are only hired through temporary employment agencies for specific peak work periods and they do not carry out any significant activities in terms of the business, except for the harvest workers.
Total number and distribution of employment contracts by type and annual average number of permanent, temporary and part-time contracts by gender, age and professional category	GRI 102-8	65-66	
Number of dismissals by gender, age and professional category	GRI 103-2 GRI 401-1	67	
Average remuneration and remuneration trends by gender, age and professional category or equivalent value	GRI 103-2	68	
Wage gap	GRI 405-2	68	
Remuneration of identical job positions or average remuneration at the company	GRI 202-1	67	
Average remuneration, by gender, of directors and executives	GRI 102-35 GRI 103-2	71	Senior executive remuneration is not reported separately for confidentiality reasons since only one person is included in that category.
Implementation of disconnection from work measures	GRI 103-2	23	
Employees with a disability	GRI 405-1 (partial)	25	
<b>Organisation of work</b>			
Organisation of working hours	GRI 103-2 GRI 102-8	22	
Absenteeism (number of hours)	GRI 403-9 (v.2018) (partial)	23	
Measures to facilitate work-life balance and encourage shared parental responsibility	GRI 103-2	23	



## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Health and safety</b>			
Healthy and safe working conditions	GRI 403-1 (v.2018) GRI 403-2 (v.2018)	26	
Industrial accidents (frequency and severity) broken down by gender	GRI 403-9 (v.2018) (partial)	26, 67	The frequency rate is calculated per 1,000,000 hours worked.
Occupational illnesses (frequency and seriousness) broken down by gender	GRI 403-10 (v.2018) (partial)	72	One case of occupational illness was recognised in 2021 (man).
<b>Labour relations</b>			
Organization of social dialogue, including procedures for informing, consulting and negotiating with employees	GRI 102-43 GRI 103-2 GRI 402-1	72	The employees are represented by a works council at Miguel Torres (5 meetings in 2021) and employee representatives/delegates at Miguel Torres Chile (12 meetings), Familia Torres China and Torres Ecológico (2 meetings). The minimum notice periods concerning operational changes stipulated in the applicable collective agreement are observed and, where possible, an effort is made to extend them.
Percentage of employees covered by collective agreements by country	GRI 102-41	72	All of our employees in Spain, Chile and China are covered by collective bargaining agreements.
Assessment of collective agreements, particularly in the occupational health and safety area	GRI 403-4 (v.2018)	26	
<b>Training</b>			
Training policies implemented	GRI 103-2 GRI 404-2 (partial)	24	
Total number of training hours by professional category	GRI 404-1 (partial)	24	
<b>Universal accessibility for people with disabilities</b>	GRI 103-2	72	All of our facilities open to the public, such as restaurants and visitor centres, have universal accessibility.
<b>Equality</b>			
Measures adopted to promote equal treatment and opportunities for men and women	GRI 103-2	25	
Equality plans	GRI 103-2	25	
Measures adopted to promote employment	GRI 103-2 GRI 404-2	23-25	
Protocols against sexual and gender-based harassment	GRI 103-2 GRI 406-1	25	No cases of discrimination or harassment were reported in 2021.
Integration of, and universal accessibility for, people with disabilities	GRI 103-2	25	
Anti-discrimination policy and, where appropriate, diversity management policy	GRI 103-2	25	





## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>INFORMATION ON RESPECT FOR HUMAN RIGHTS</b>			
Policies and main risks	GRI 103-2 GRI 102-15	48, 50, 73	The risks identified in connection with human rights in the value chain are as follows: <ul style="list-style-type: none"> <li>Forced or compulsory labour at suppliers' or distributors' operational sites.</li> <li>Child labour at suppliers' or distributors' operational sites.</li> <li>Abolition of the rights of indigenous communities at suppliers' or distributors' operational sites.</li> <li>Discrimination on grounds of race, gender, religion etc. at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>Denying employees the right to voice their needs and opinions at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>Denying freedom of association and the right to collective bargaining at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>Unsafe working environment for employees of Familia Torres, suppliers and distributors.</li> <li>Discriminatory practices concerning employment and occupation for the employees of Familia Torres, suppliers and distributors.</li> </ul>
Application of due diligence procedures in human rights matters	GRI 103-2	17, 44, 48, 50	
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed	GRI 103-2 GRI 410-1 GRI 412-1	17, 44, 48, 50	No human rights impact assessments were performed but in the supplier approval process an analysis of the existence of any human rights charges or penalties is carried out.
Complaints of violations of human rights	GRI 102-17 GRI 103-2 GRI 419-1	17, 48, 73	No reports of human rights violations were received in 2021.
Promotion and fulfilment of the provisions of the fundamental conventions of the ILO	GRI 103-2	44, 48	
<b>INFORMATION ON COMBATING CORRUPTION AND BRIBERY</b>			
Policies and main risks	GRI 103-2 GRI 102-15 GRI 205-1 (partial)	16-17, 44, 73	The risks identified in this connection are: achieving goals through bribery of suppliers or customers, accepting gifts and favours for personal gain, facilitation payments to expedite public authority procedures, unauthorised persons conducting dealings with public authorities and failure to account for cash movements not supported by agreements or purchase or sale invoices.
Measures adopted to prevent corruption and bribery	GRI 103-2 GRI 102-16 GRI 102-17 GRI 205-2 (partial)	17, 44, 73	No requests for advice or reports of ethics-related concerns were received in 2021. This year, due to the pandemic, only three ethics and anti-corruption training sessions were held. In any event, it should be noted that 92% of our workforce in Spain (and 66% of the entire workforce) have received ethics and anti-corruption training.
Anti-money laundering measures	GRI 103-2	73	Although Familia Torres is not obliged to do so, we have identified the anti-money laundering risks and a control plan designed and implemented to prevent them.
Contributions to foundations and non-profit entities	GRI 103-2 GRI 201-1 GRI 203-2 (partial) GRI 415-1	49-52	No contributions were made to political parties or representatives.



## Contents table under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>INFORMATION ON SOCIETY</b>			
Policies and main risks	GRI 103-2 GRI 102-15	43-46, 49-50	
<b>The company's sustainable development commitments</b>			
Impact of the company's activity on employment, local development, local population and the region	GRI 203-2 (partial) GRI 204-1 GRI 413-1 GRI 413-2	19, 49-52, 74	No operations with significant negative impacts on local communities were identified.
Relationships and dialogue with local community players	GRI 102-43	63	
Association or sponsorship activities	GRI 102-13 GRI 201-1 (partial)	49, 57	
<b>Subcontracting and suppliers</b>			
Inclusion of social, gender equality and environmental matters in the procurement policy	GRI 103-2	44	
Consideration of social and environmental responsibilities in supplier and subcontractor relationships	GRI 103-3 GRI 308-1 GRI 414-1	44	
Supervisory systems, audits and audit findings	GRI 102-9 GRI 308-2 (partial) GRI 414-2 (partial)	17, 44	
<b>Consumers</b>			
Consumer health and safety measures	GRI 103-2 GRI 416-1 GRI 417-1 (partial)	43-45	Health and safety impacts are assessed for all of our significant product categories.
Grievance mechanisms, complaints received and their resolution	GRI 103-2 GRI 416-2 GRI 417-2 GRI 418-1	45, 74	In 2021 32 complaints were received about products and 6 about services. No complaints were received in relation to food safety or the failure to comply with legal labelling requirements with an impact on consumer health and safety. We guarantee the privacy of our customers' data through: the general data protection policy, the specific procedures for exercising rights and the privacy policies of each website. In 2021, there were no customer data leaks, thefts or losses.
<b>Tax information</b>			
Profits obtained by country	GRI 207-1 (v.2019) (partial) GRI 207-4 (v.2019) (partial)	67	Our corporate tax policy consists of ensuring compliance with the applicable tax legislation in each territory in which Familia Torres operates in accordance with the long-term business strategy, avoiding tax risks and inefficiencies in our operations.
Income tax paid	GRI 207-4 (v.2019) (partial)	67	
Public grants received	GRI 201-4	18, 74	Grants totalling EUR 2,688,793.13 were received.



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit	
<b>GRI 101: FOUNDATION 2016</b>				
<b>GENERAL DISCLOSURES</b>				
<b>ORGANIZATIONAL PROFILE</b>				
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>	102-1 Name of the organization	60	✓	
	102-2 Activities, brands, products, and services	8, 9-15, 63	✓	
	102-3 Location of headquarters		Calle Miquel Torres i Carbo, 6, Vilafranca del Penedés, Barcelona.	✓
	102-4 Location of operations	8, 60	Família Torres has its own distributors in four countries in Europe, in Asia and South America. It also has a network of distributors with which it has distribution agreements.	✓
	102-5 Ownership and legal form	60		✓
	102-6 Markets served	60, 68	In 2021 Família Torres sold to distributors from 101 countries.	✓
	102-7 Scale of the organization	18, 22 Notes to the financial statements for 2021, Note 21-a) Bank borrowings	The quantity of products launched on the market is considered confidential. The disclosure of such information will be evaluated in the coming years.	✓
	102-8 Information on employees and other workers	64-67		✓
	102-9 Supply chain	44, 49		✓
	102-10 Significant changes to the organization and its supply chain		A new distributor, Distribuidora de vinos Rosaleda, S.L.U., was created in 2021 and Distribuidora Brasileira de Vinhos Ltda. was liquidated. In addition, the Andorran company Sispony Distribució, S.A.U. merged with Vinissim, S.L.U. and changed its name to Vinissim, S.A.U.  There were no significant changes in the share capital structure or in the location of significant suppliers as the company is committed to creating long-lasting relationships based on trust.	✓
	102-11 Precautionary principle or approach	28		✓
	102-12 External initiatives	31-33, 57		✓
	102-13 Membership of associations	49-50, 57-58		✓
<b>STRATEGY</b>				
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>	102-14 Statement from senior decision maker	4	✓	
	102-15 Key impacts, risks and opportunities	17	In the next few years the company will work on establishing goals and specific objectives in the medium term (3 to 5 years) in relation to the main sustainability risks and opportunities.	✓
	102-16 Values, principles, standards, and norms of behavior	7		✓
<b>GOVERNANCE</b>				
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>	102-18 Governance structure	16, 17	✓	



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit	
<b>STAKEHOLDER ENGAGEMENT</b>				
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>	102-40 List of stakeholder groups	62	✓	
	102-41 Collective bargaining agreements		✓	
	102-42 Identifying and selecting stakeholders	62	✓	
	102-43 Approach to stakeholder engagement	62	✓	
	102-44 Key topics and concerns raised	61	✓	
<b>REPORTING PRACTICE</b>				
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>	102-45 Entities included in the consolidated financial statements	61	✓	
	102-46 Defining report content and topic boundaries	61	✓	
	102-47 List of material topics	61	✓	
	102-48 Restatements of information		In 2021 the carbon footprint for the base year (2008) for Miguel Torres was recalculated.	✓
	102-49 Changes in reporting		No significant changes.	✓
	102-50 Reporting period		1 January 2021 to 31 December 2021.	✓
	102-51 Date of most recent report		1 January 2020 to 31 December 2020.	✓
	102-52 Reporting cycle		Annual.	✓
	102-53 Contact point for questions regarding the report		<a href="mailto:sostenibilidad@torres.es">sostenibilidad@torres.es</a> Miquel Torres i Carbó, 6, 08720 - Vilafranca del Penedès, Barcelona (Spain)	✓
	102-54 Claims of reporting in accordance with the GRI Standards	60		✓
102-55 GRI content index	75-80		✓	
<b>ECONOMIC MATERIAL TOPICS</b>				
<b>CLIMATE CHANGE</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	34	✓	
	103-2 The management approach and its components	34	✓	
	103-3 Evaluation of the management approach	34	✓	



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit	
<b>GRI 305: EMISSIONS</b>	305-1 Direct (Scope 1) GHG emissions	34	The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 1 emissions produced by Miguel Torres in 2021 totalled 3,922.3 tCO <sub>2</sub> eq and 2,522 tCO <sub>2</sub> eq at Sociedad Vinicola de Chile.	✓
	305-2 Energy indirect (Scope 2) GHG emissions	34	The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 2 emissions produced by Miguel Torres in 2021 totalled 1,821.4 tCO <sub>2</sub> eq. and 412 tCO <sub>2</sub> eq at Sociedad Vinicola de Chile.	✓
	305-3 Other indirect (Scope 3) GHG emissions	34	The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 3 emissions produced by Miguel Torres in 2021 totalled 54,351.6 tCO <sub>2</sub> eq. and 5,014 tCO <sub>2</sub> eq at Sociedad Vinicola de Chile.	✓
	305-4 GHG emissions intensity	34		✓
	305-5 Reduction of GHG emissions	34, 38		✓
<b>QUALITY MANAGEMENT</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	43		✓
	103-2 The management approach and its components	43		✓
	103-3 Evaluation of the management approach	43		✓
<b>R&amp;D PROJECTS</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	54-56		✓
	103-2 The management approach and its components	54-56		✓
	103-3 Evaluation of the management approach	54-56		✓
<b>IMPACT AND SOCIAL ACTION</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	49-52		✓
	103-2 The management approach and its components	49-52		✓
	103-3 Evaluation of the management approach	49-52		✓
<b>NEW REQUIREMENTS (ECOLOGICAL, SUSTAINABLE, ORGANIC, OTHER)</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	9-15, 46		✓
	103-2 The management approach and its components	9-15, 46		✓
	103-3 Evaluation of the management approach	9-15, 46		✓
<b>WATER MANAGEMENT</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	39		✓
	103-2 The management approach and its components	39		✓
	103-3 Evaluation of the management approach	39		✓



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit
<b>GRI 303: WATER AND EFFLUENTS (2018)</b>	303-1 Interactions with water as a shared resource	39  In Spain, all the regions with facilities are classified as medium/low water stress regions according to the BWS (Baseline Water Stress) and WRF (Water Stress Filter) indicators. In Chile, the production plant in Curicó (in the Maule region), the logistics winery and La Bodeguita (metropolitan region) are all in areas classified as suffering water scarcity.  We control our water withdrawals through public authorities or private irrigation network management companies and never make water withdrawals affecting protected areas under international or domestic legislation, biodiversity or local communities and/or indigenous people.  The total water withdrawn in 2021 was 616.5 ML, from the following sources: water from third parties (23.2 ML), surface water—including rain water— (432.2 ML) and underground water (161.1 ML).	✓
<b>TRAINING AND DEVELOPMENT</b>			
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	24	✓
	103-2 The management approach and its components	24	✓
	103-3 Evaluation of the management approach	24	✓
<b>GRI 404: TRAINING AND EDUCATION</b>	404-1 Average hours of training per year per employee	24  The average number of hours of training per employee was 7.98 hours. By professional category, training hours were 9.92 for executives, 20.30 for senior management, 17.13 for middle management, 10.76 for technicians, 2.46 for administrative staff, 1.06 for sales managers and 3.41 for auxiliary staff and operators. By gender, average training hours were 6.85 for men and 10.09 for women.  The average hours by professional category and gender included in this section were calculated using the Group's database which takes into account all the decimal points and, therefore, the results may differ slightly from the direct calculation of the tables on training hours by professional category and gender included in this report.	✓
<b>ENERGY RESOURCES</b>			
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	35-36	✓
	103-2 The management approach and its components	35-36	✓
	103-3 Evaluation of the management approach	35-36	✓
<b>GRI 302: ENERGY</b>	302-1 Energy consumption within the organization	34-37	✓
	302-3 Energy intensity	34-37	✓
	302-4 Reduction of energy consumption	34-37	✓
	302-5 Reductions in energy requirements of products and services	34-37	✓
<b>CIRCULAR ECONOMY AND WASTE</b>			
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	40-41	✓
	103-2 The management approach and its components	40-41	✓
	103-3 Evaluation of the management approach	40-41	✓
<b>GRI 301: MATERIALS</b>	301-1 Materials used by weight or volume	40	✓
	301-2 Recycled input materials used	40	✓



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit	
<b>GRI 306: WASTE (2020)</b>	306-2 Management of significant waste-related impacts	41	✓	
<b>ENVIRONMENTAL MANAGEMENT SYSTEM</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its Boundary	28	✓	
	103-2 The management approach and its components	28	✓	
	103-3 Evaluation of the management approach	28	✓	
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>	307-1 Non-compliance with environmental laws and regulations	No environmental laws or regulations were infringed in 2021.	✓	
<b>HEALTH AND SAFETY</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	26	✓	
	103-2 The management approach and its components	26	✓	
	103-3 Evaluation of the management approach	26	✓	
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>	403-1 Occupational health and safety management system	26	✓	
	403-2 Hazard identification, risk assessment, and incident investigation	26	✓	
	403-4 Worker participation, consultation, and communication on occupational health and safety	26	✓	
<b>REPUTATIONAL IMPACT AND BRAND MANAGEMENT</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	7, 16-17, 63	Our DNA, values, mission and vision form the basis for the execution of our strategy. We ensure that the implementation of our strategy is in line with these fundamental elements and they act as an essential tool for cultivating and safeguarding our reputation and brand.	✓
	103-2 The management approach and its components	7, 16-17, 63	Our objectives and actions form part of a global strategy that is aligned with our DNA.	✓
	103-3 Evaluation of the management approach	7, 16-17, 45, 63	We perform ongoing monitoring of brand perception and of our customers' and the public's opinion in social media to be able to gauge our stakeholders' perceptions of our brand and reputation.	✓
<b>GRI 417: MARKETING AND LABELING</b>	417-1 Requirements for product and service information and labeling	All of our processed products are evaluated for information and labelling compliance.	✓	
	417-2 Incidents of non-compliance concerning product and service information and labeling	No complaints were received in relation to any failure to comply with legal labelling requirements with an impact on consumer health and safety.	✓	
<b>BIODIVERSITY</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	31-33	✓	
	103-2 The management approach and its components	31-33	✓	
	103-3 Evaluation of the management approach	31-33	✓	



## GRI content index

GRI Standard	Reference page	Direct response/Omissions	External audit	
<b>GRI 304: BIODIVERSITY</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	15 of our vineyards are located in protected areas and have a surface area of 1,307 hectares.	✓	
	304-2 Significant impacts of activities, products, and services on biodiversity	31-33	With regard to the significant impacts of the biodiversity activities, it should be noted that there were no changes in the use of land in 2021.	✓
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		In 2021, 1,215 species included on the IUCN Red List (International Union for Conservation of Nature) with habitats in areas affected by our agricultural activity were detected (1,012 of which were classified as being of "least concern").	✓
<b>LOCAL COMMUNITY RELATIONS</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	62		✓
	103-2 The management approach and its components	62		✓
	103-3 Evaluation of the management approach	62		✓
<b>GRI 413: LOCAL COMMUNITIES</b>	413-1 Operations with local community engagement, impact assessments, and development programs	49-50		✓
	413-2 Operations with significant actual and potential negative impacts on local communities	49-50	No operations with significant negative impacts on local communities were identified.	✓
<b>MANAGEMENT OF THE IMPACT OF THE PANDEMIC</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	4, 26	Our people are our greatest asset. Accordingly, from the start of the covid-19 pandemic, Familia Torres has approved specific protocols and has been in direct contact with the authorities to minimise infection.	✓
	103-2 The management approach and its components	4, 26	As in 2020, the application of protocols and continuous monitoring of the number of infected persons has been one of the main strategic objectives. One of our principle concerns, as demonstrated by our policies and actions, is to ensure personal and work-related well-being, covering the health and safety effects and risks arising from the pandemic.	✓
	103-3 Evaluation of the management approach	4, 26	Ongoing monitoring of the incidence rate among our professionals was carried out throughout 2021.	✓
<b>SUSTAINABILITY STRATEGY</b>				
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>	103-1 Explanation of the material topic and its boundary	7, 16-17, 19		✓
	103-2 The management approach and its components	7, 16-17, 19		✓
	103-3 Evaluation of the management approach	7, 16-17, 19		✓



FAMILIA  
**TORRES**

