

**gullón**



**GULLÓN**  
*Sustainability report*  
2020



# ABOUT US

Our **aim** is to create value and to share it with consumers, customers, employees, suppliers, citizens and shareholders who want to participate directly in our activity.

## MISSION

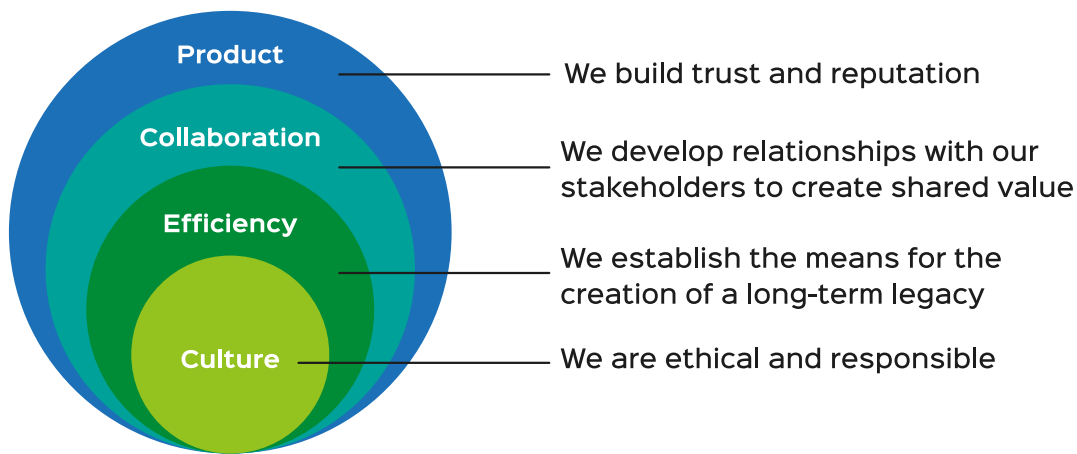
To offer healthy products to society in order to meet the daily needs of our consumers and customers. These innovation-based products, in addition to their nourishment value, help to live a more enjoyable and high-quality life.

## VISION

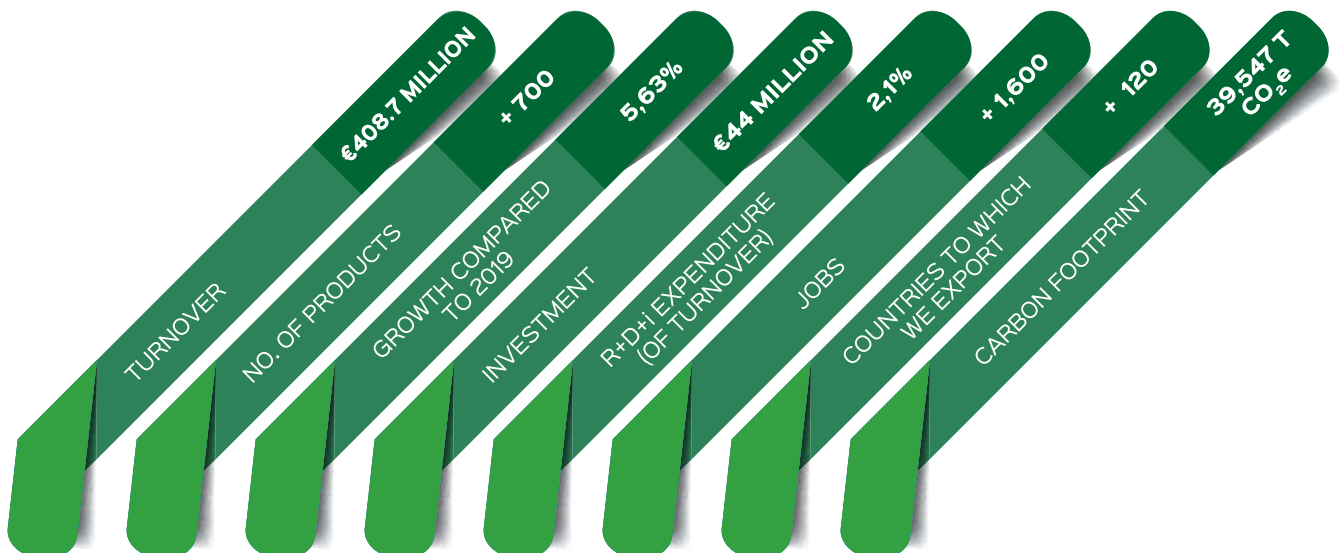
To be the leading company in the healthy eating sector on a global level, maintaining commitment with our surroundings.

## VALUES

- Proximity, transparency and honesty with all of our stakeholders.
- Commitment with environmental and social areas.
- Tradition, experience and future: we are a family-run and innovative company that adapts to the new times.
- Respect towards others: cooperation and motivation with our stakeholders.
- Quality, excellence and continuous improvement in our products, processes and management model.
- Responsibility towards the management of a diverse workforce, by hiring people with diverse profiles, irrespective of their gender, sexual orientation, race, nationality, ethnic background, religion, beliefs, age, disability, etc.



At its headquarters in Aguilar de Campoo, the Gullón Group has two factories: Gullón and VIDA.



# LETTER FROM THE PRESIDENT OF THE BOARD OF DIRECTORS

This first year of Presidency during the pandemic has been quite the challenge, but thanks to the collaboration of all those who form part of the great Gullón family, we have been able to continue to grow and to create employment in Aguilar de Campoo. Our ongoing objective is to attract talent to the area, to promote economic and human development in the region and to act as a pillar in the fight against depopulation.

As the President of Galletas Gullón and continuing the legacy of our mother, María Teresa Rodríguez, my aim is to continue to create value in our region thanks to the sustainable growth of the company. In this way, we can continue to pursue balance between the expectations and needs of the different stakeholders of Galletas Gullón, in line with the United Nation's Sustainable Development Goals and Agenda 2030.

**Lourdes Gullón Rodríguez**

**President of the Board of Directors**

**Juan Miguel Martínez Gabaldón**

**CEO and Managing Director of Galletas Gullón**



# LETTER FROM THE CEO AND MANAGING DIRECTOR

After closing an intense and complicated 2020, **we would like to thank you for all the support** shown to us in these difficult times.

Thanks to the commitment of **our team and our suppliers** to meet the new needs of **consumers and customers**, in 2020, despite all the difficulties faced, we increased our production and our product offer, leading us to achieve, for the first time in our history, a **milestone turnover of 400 million**.

We also comfortably exceeded the figure of **1,600 jobs**, strengthening our commitment to SDG 8, sustainable economic growth and decent work for all, by which we look after our team and their satisfaction in the company.

This growth was also possible thanks to our **infrastructures and the R+D** work carried out, in which we invest 2% of our annual sales, enabling us to continue with the economic and human development of Aguilar de Campoo and of the region.

Even during the pandemic, we maintained our **commitment to society**, carrying out actions to support all those who needed it.

The **human quality of our people** goes far beyond the quality of our products. We are many, all different, but from **our leader and much loved Honorary President, María Teresa Rodríguez Sainz-Rozas**, to the rest of the people who form part of Galletas Gullón, we all share a way of thinking that makes us different. We are all rowing in the same direction and we strive for our company to continue on the same path as that taken since its very beginning, creating quality employment in our region, Aguilar de Campoo, and generating wealth in the local community, our essence. These are our hallmarks, which have helped us to define clear objectives and to continue to be the economic driving force in the north of Palencia.

In short, our desire and our overall goal is to continue working in the same way: sharing our success with consumers, customers, employees, suppliers, citizens and shareholders.

Thank you all for your unfailing support. And thank you to the team at Galletas Gullón, **because the company's success is primarily thanks to you**.

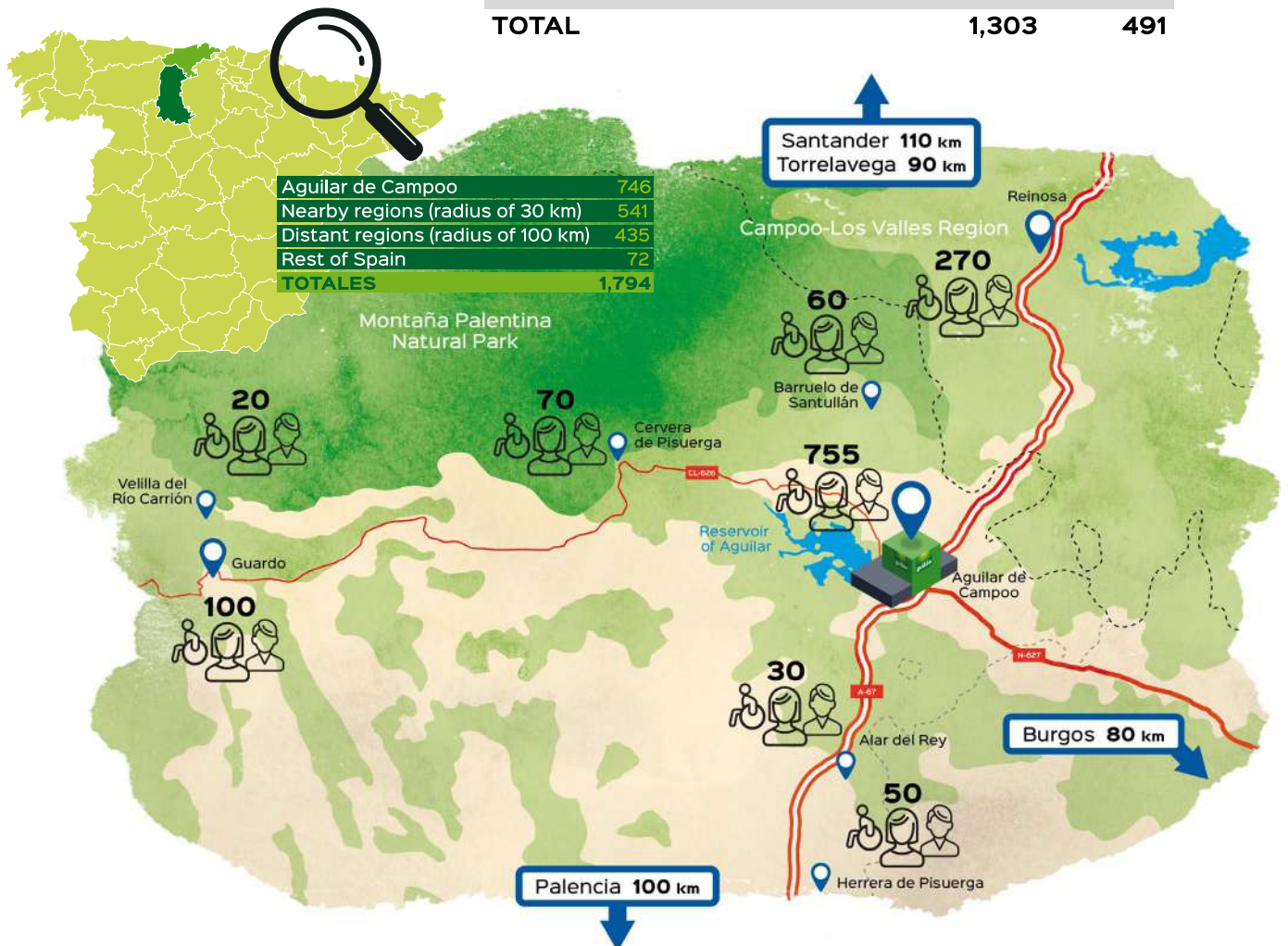
# OUR STAFF

Galletas Gullón places its focus on those who form part of the company, assuming the responsibility for improving and maintaining employment, accompanying our professionals in their professional career and developing their talent, without neglecting their personal needs and family reconciliation.



AGES	TOTAL
From 18 - 25	162
26 - 35	603
36 - 45	537
46 - 55	354
56 -65	138
<b>TOTAL</b>	<b>1,794</b>

PROFESSIONAL CATEGORIES	GULLON	VIDA
High Level Technician	84	18
Medium Level Technician	39	10
Administrative/Workshop Managers	1	3
Unqualified Assistants	90	22
Administrative Officers	43	8
Administrative Assistants	9	1
Grade 1 and 2 Journeyman	282	79
Labourers	755	350
<b>TOTAL</b>	<b>1,303</b>	<b>491</b>



# OUR FOCUS ON THE VALUE CHAIN

Through our value chain we offer healthy products that are adapted to consumer needs based on an efficient and sustainable logistical model. Over 12% of purchases are made from local suppliers.



- Responsible purchasing practices
- Ethical, social and environmental criteria
- Local suppliers
- Quality management
- Over 12% local suppliers

## 1. Raw materials and supply

- Over 1,700 workers
- Professional development and employability
- Safe and healthy work environment
- Food quality and safety
- Research and innovation
- Sustainable packaging and wrapping

## 2. Manufacturing, production and packaging

- 2 automated warehouses for auxiliary material and finished products
- Total storage capacity of 100,000 pallets
- Conventional storage of 3,500 pallets
- Over 2,000 containers per year distributed to over 80 countries
- From 95 to 100 full daily loads
- Daily movement of over 2,100 pallets

## 3. Storage and logistics

- Over 100 own-brand products
- Over 100 customers in Spain
- Over 19,000 points of sale

## 4. Department stores, vending, hotel and catering and stores

- Products adapted to specific needs
- Focus on the circular economy
- Promotion of healthy eating
- Over 70 T of product donated
- Alliances with companies

## 5. Consumer and business

# ENVIRONMENT AND CLIMATE CHANGE

We focus our efforts on three main priorities: the circular economy, preservation of biodiversity and the fight against climate change

## WASTE MANAGEMENT

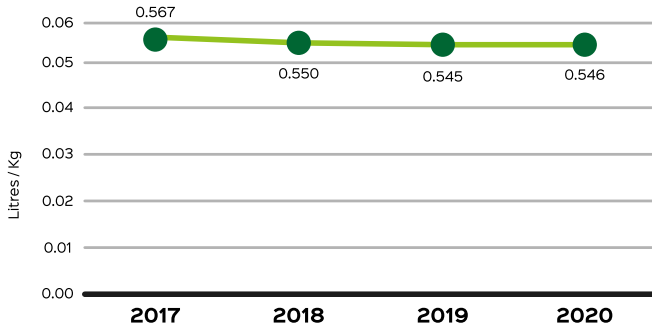
Within the framework of the circular economy, Galletas Gullón has a zero waste strategy, fighting against food waste and reducing its use of plastic.

	GULLÓN	VIDA	TOTAL
<b>URBAN WASTE (T/year)</b>			
GENERAL WASTE	160.8	157.5	318.3
MIXED PACKAGING	202.1	27.2	229.3
WOOD	16.9	33.8	50.7
SCRAP	43.2	0.0	43.2
CARDBOARD AND PAPER	1,074.8	482.6	1,557.4
RESIDUAL FATS	42.9	0.0	42.9
TOTAL PLASTICS	266.8	126.6	393.2
BATTERIES	1.3	0.0	1.3
FAT DECANTERS	293.6	0.0	293.6
SEWAGE SLUDGE	0.0	226.3	226.3
SKIMMED SLUDGE	0.0	2.2	2.2
TONERS AND CARTRIDG	0.0	0.0	0.0

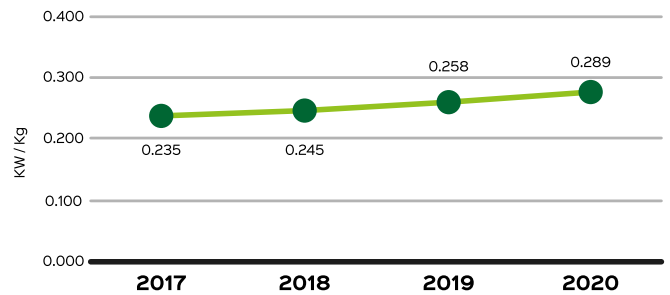
	GULLÓN	VIDA	TOTAL
<b>HAZARDOUS WASTE (T/year)</b>			
EMPTY CONTAINERS HW	5.1	1.5	6.6
COTTONS, SOAKED RAGS AND ABSORBENT MATERIALS	0.2	1.0	1.2
CHEMICAL WASTE	0.3	0.2	0.5
ANTIFREEZE	0.4	0.0	0.4
FLUORESCENTS	0.0	0.0	0.0
Pb BATTERIES	0.3	0.2	0.5
Ni-Cd BATTERIES	0.0	0.0	0.0
AEROSOLS	0.1	0.0	0.1
COMPUTER EQUIPMENT	1.5	0.1	1.6
CELL BATTERIES	0.0	0.0	0.0
ACEITES USADOS	0.6	1.8	2.5
USED OILS	0.0	0.1	0.1
EXPIRED CHEMICAL PRODUCTS (BOX)	0.0	0.2	0.2

## WATER, ELECTRIC ENERGY AND GAS CONSUMPTION (GULLÓN AND VIDA)

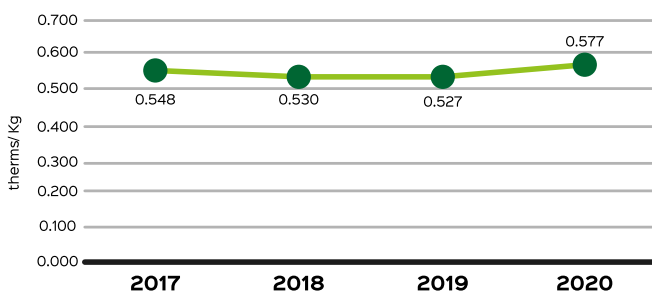
### TOTAL ANNUAL WATER CONSUMPTION



### TOTAL ELECTRIC ENERGY CONSUMPTION



### TOTAL ANNUAL GAS CONSUMPTION



## CLIMATE CHANGE

We develop policies, both at corporate level, and in each of our business lines, to mitigate the effect of climate change and to adapt to the related consequences.

### SCOPE 1 DIRECT GHG EMISSIONS

23,851 T CO<sub>2e</sub> Fixed source combustion

226 T CO<sub>2e</sub> Mobile source combustion

567 T CO<sub>2e</sub> Fugitive emissions

24,644 (38%) T CO<sub>2e</sub>

### SCOPE 2 INDIRECT GHG EMISSIONS

14,903 T CO<sub>2e</sub>  
Associated to electric energy consumption

14,903 (62%) T CO<sub>2e</sub>

# PARTICIPATION IN ASSOCIATIONS AND ORGANISATIONS

Galletas Gullón maintains alliances with the following companies:



In 2020 we donated over 60 tonnes of product to non-profit organisations, foundations and associations.



**Banco de Sangre y Tejidos de Cantabria**  
FUNDACIÓN MARQUÉS DE VALDECILLA



**Asociación Hermandad Donantes de Sangre de Cantabria**



## LINK TO THE LOCAL AREA

As a company, we want to provide value to society. We want to be a company that people want to exist, where they want to develop as professionals and that they feel proud of.

## SUPPORT TO SPORTS

In recent years, we have trained cycling, athletics, football and swimming teams with the sole aim of getting people involved and encouraging them to channel their emotions through the positive values offered by sport.





LA GALLETA QUE QUIERES



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