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Materiality and identification of important issues



The contents of this Report have been defined according to the most important social, environmental and/or economic issues for the Ebro Group and its stakeholders.

First of all, these issues were identified through an analysis that contemplated:

- I.** The strategic vision of the company
- II.** The expectations of our principal stakeholders
- III.** Sector trends
- IV.** Information required for external assessments

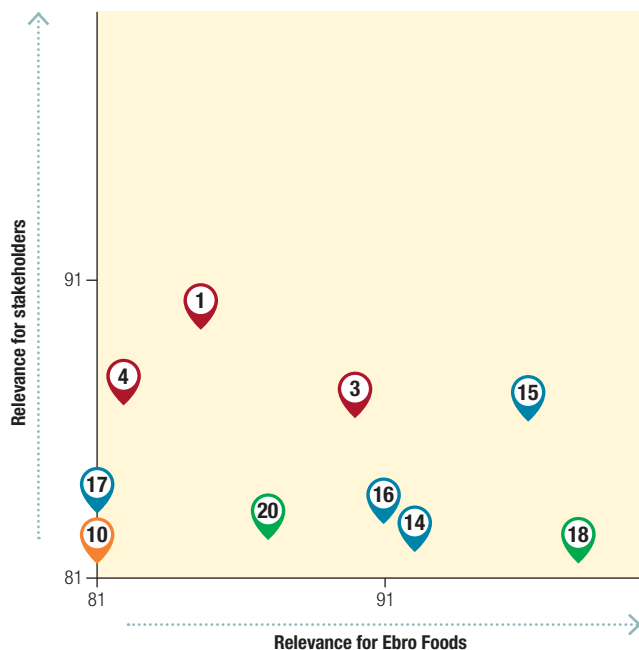
The following issues were thus defined as important for our Report:

- I.** Quality in employment: job stability, professional development and retaining of talent
- II.** Health and safety at work
- III.** Socioeconomic impact
- IV.** Innovation
- V.** Health benefits of food products
- VI.** Food Safety and Quality
- VII.** Sustainable agriculture
- VIII.** Sustainability of the value chain
- IX.** Respect for the environment
- X.** Transparency

To see whether there are any other issues that may be important for our stakeholders or any additional areas requiring attention, in 2017 we updated our materiality analysis, assisted by the independent firm Forética. That analysis contemplates the expectations of our stakeholders (authorities, customers, employees, investors, media, NGOs and suppliers) in Spain, North America, France, Italy, the Netherlands, India and Morocco, and our Corporate Administration, represented by the Audit and Compliance Committee.

After identifying the Group's principal challenges and opportunities in sustainability, analysing its CSR strategy and benchmarking the positioning of other companies in the food sector, we established 23 important topics for consultation, classified into 8 different areas: (i) health and safety of direct and indirect workers, (ii) job quality, (iii) positive social and economic impact on society, (iv) driving force for innovation, (v) promotion of healthy food, (vi) maximising food safety and quality, (vii) implementation of environmental policies and (viii) good governance, integrity and transparency.

Global materiality matrix



Three aspects stand out for their relevance for the organization and its stakeholders:



Maximizing sustainability, quality and food safety all along the value chain.



Preventing accidents and damage by enhancing workplace safety (direct and indirect production and distribution employees)



Implementing environmental policies (particularly those related with climate change and responsible water management)

HEALTH AND SAFETY OF WORKERS (DIRECT AND INDIRECT)	
1	Prevent and avoid accidents and damage by improving the safety of direct and indirect jobs
3	Promote compliance with human rights throughout the supply chain
JOB QUALITY	
4	Manage human resources responsibly (equality, work-life balance, diversity)
DRIVING FORCE FOR INNOVATION	
10	Invest in developing better food solutions for society
PROMOTE HEALTHY, SUSTAINABLE FOOD	
14	Use raw materials based on environmental and social sustainable principles as ingredients for ready-to-serve dishes
15	Promote sustainable growing and production of the principal raw materials used
16	Foster sustainable good practices throughout the supply chain
MAXIMISE FOOD QUALITY AND SAFETY	
17	Promote the implementation of management systems and tools to maximise quality and information for consumers
IMPLEMENT ENVIRONMENTAL POLICIES	
18	Make the fight against climate change one of the organisation's focal points
20	Develop policies and make investments to reduce and optimise water consumption