

FAMILIA
TORRES



SUSTAINABILITY REPORT 2023

A family committed to nature

Letter from the President

2023 has been another year marked by significant challenges for society as a whole, but especially, for those of us who live off the land. The climate crisis has manifested itself as never before, with 2023 being the hottest year on record in our country. In addition, the alarming lack of rainfall, which has particularly affected Catalonia for three consecutive years, has significantly reduced the yields of our vineyards during this harvest, and if this continues, it could jeopardise their survival.

The climate crisis highlights the importance of working decisively and continuously in harmony with our environment. Throughout the year, we have therefore intensified the implementation of solutions across the value chain to reduce our environmental impact. The challenges of climate change have also reinforced our determination to lead the way in implementing sustainable and resilient practices in the wine sector.

In 2023, we have continued to invest in photovoltaic solar energy, which is crucial to our strategy to reduce dependence on fossil fuels. Thanks to the new panels installed this year and the biomass boiler, which has operated since 2012, our main Penedès winery can achieve 50% energy self-sufficiency.

We have also released our Transition Plan, a detailed roadmap with fourteen measurable science-based initiatives that will enable us to accelerate our CO₂ emissions reduction efforts from vineyard to consumer, and with which we expect to reach our goal of becoming a net zero emissions winery by 2040.

Personally, it has been an immense honour to have been included in TIME magazine's list of the 100 most influential people in the world in the fight against global warming for the first time this year. This recognition would undoubtedly not have been possible without the dedication and effort of all our people and, in particular, the determination of my son Miquel to apply regenerative viticulture techniques and the excellent research work carried out by my daughter Mireia and her team, who have participated in and promoted projects to adapt viticulture to the new climate scenario.

People are the driving force behind companies: we have an outstanding team of exceptional professionals, of whom I am really proud and to whom I am deeply grateful.

Looking to the future, we remain committed to action and outreach. The Regenerative Viticulture Association and International Wineries for Climate Action are movements defining the path to more sustainable vineyards and wineries. We intend to bring both initiatives to our customers and consumers.

As we prepare for 2024, we do so with the conviction that every bottle of wine we produce carries commitments: to our heritage, to all our people, to our territory, and to fine wine, which is culture, landscape, and family.

Miquel A. Torres



Our 2023

Business development and R&D

26 (var 0%)
Wine regions

102 (var -9%)
Countries where we
are present

3 (var 0%)
Wineries open
to tourism

5 (var -20%)
Gastronomic spaces

90 (var +8%)
Wine brands

15 (var +25%)
Distillate brands

17 (var +13%)
Food brands

10 (var 0%)
Recovered and authorised
ancestral varieties

Social and relational capital

1,037
(var -10%)
Employees**

92%
(var -2 pp*)
Local supplier firms***

31%
(var -3 pp*)
Women
employees**

1.18M\$
(var +1%)
Aim at Fair Trade projects
since 2010

98%
(var +7pp*)
Permanent
contracts**

482,819€
(var +4%)
Invested in sponsorships

10,224
(var -5%)
Hours of training
provided

31,795 €
(var -61%)
Contributed to foundations
and non-profit organisations

Environmental capital

2.33M€ **87%**
(var +22%)
Invested in environmental
projects

(var +22 pp*)
Hectares managed under
ecological regulations

37% (var +1 pp*)
CO₂ emissions reduction
per bottle since 2008
(Miguel Torres)

13% (var -11 pp*)
CO₂ emissions reduction
per bottle since 2018
(Miguel Torres Chile)

99% (var 0 pp*)
Renewable Materials

71% (var +1 pp*)
Non-organic material of
recycled origin

98% (var 0 pp*)
Waste managed
through recovery

59 (var +18%)
Electric vehicle charging
points



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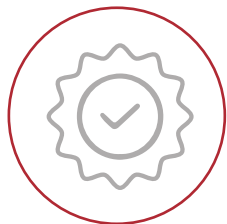
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1. ABOUT FAMILIA TORRES

We work to build a world
where we celebrate life, care for the
earth and pass on our heritage.



1. Who we are

Rooted in the Penedès wine-growing tradition for more than four centuries, we founded our winery in Vilafranca del Penedès in 1870. Since then, five generations have been involved in developing the business, transmitting our passion for tradition and wine culture, from respect for the land to a commitment to innovation.

In this way, in a century and a half of history, we have maintained our identity as a family winery and given our wines and distillates international prestige. We focus on making small-production wines from unique vineyards or ancestral varieties better adapted to climate change, aimed primarily at restaurants and specialised shops. At the same time, we continue to produce wines for the off-trade and brandies and other distillates.

Mission

“We are a team committed to a common goal: from the land to the table, we aim to create extraordinary wines and distillates to promote memorable experiences in every corner of the world. As a family business, we pass on the values of excellence from generation to generation. We firmly believe in social, environmental, and financial sustainability, combining the tradition we have inherited with constant innovation to lead the future.”

Vision

“Our vision is a world where we celebrate life, care for the earth and pass on our heritage”.

Strategic Pillars 2023-2025

“Our strategic manifesto emphasises our commitment to **sustainability**, our focus on **profitability**, our dedication to innovation, and our care for **our people**”.

Values



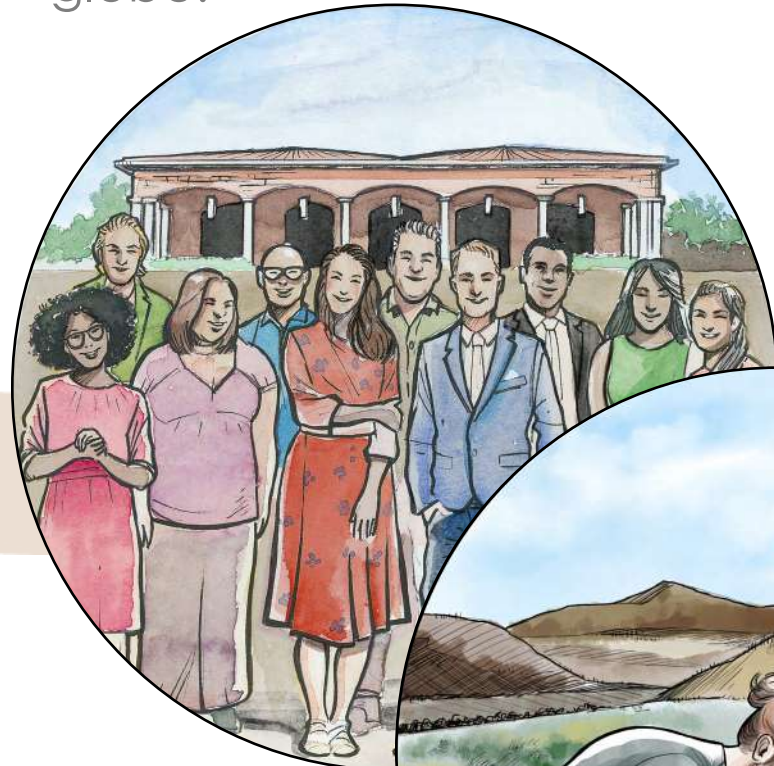


1. Who we are

Our DNA

The people

Our greatest asset: over 1,000 dedicated workers around the globe.



Fair Trade

We help our winegrowers to make a decent living.



R&D&I

We continuously research ways to adapt to climate change and produce distinguished wines and distillates while maintaining our high standards.



Close to the consumer

We offer unique experiences in wine tourism and gastronomy at the vineyard, and we connect with consumers through social networks.



Ecology

Our commitment to the Earth by 2030 is to reduce CO₂ emissions per bottle by 60% compared to 2008 (Miguel Torres).



Return to society

For tax purposes, our headquarters and our Foundation are in Spain.



Our clients

We are present in more than 100 countries, satisfying our customers' needs with specific product offerings for different channels.



A unique family

"The more we care for the earth, the better our wines."





1. Who we are

Historic Familia Torres estates and wineries

Our most precious treasure is our historic estates, privileged enclaves whose exceptional geoclimatic conditions allow the grapes to reach their utmost expression, giving rise to wines with a defined personality and hedonist style.

Today, we have 1,419 hectares spread over 26 appellations between Spain and Chile and 10 wineries in both countries, where we produce wines under the following appellations:

Spain

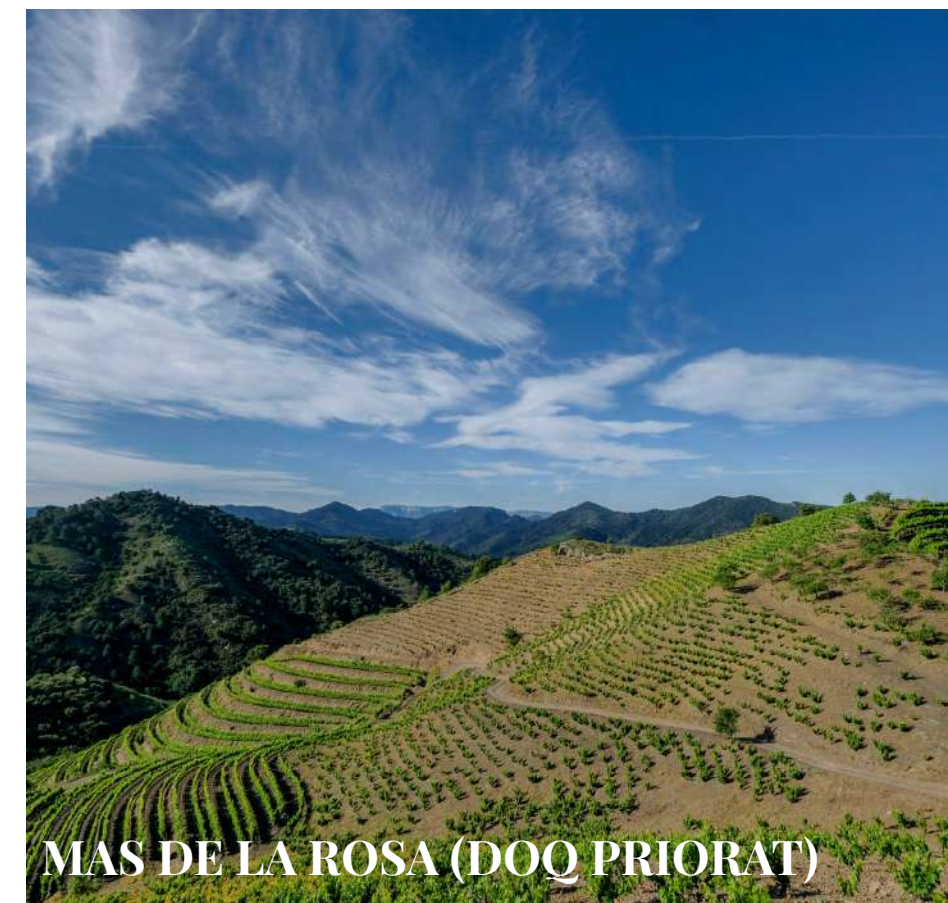
- DO Catalunya
- DO Conca de Barberà
- DO Costers del Segre
- DO Empordà
- DO Montsant
- DO Penedès
- DO Rías Baixas
- DO Ribera del Duero
- DO Rueda
- DO Terra Alta
- DOCa Rioja
- DOQ Priorat

Chile

- DO Coelemu - Itata Valley
- DO Empedrado
- DO Maule Coast
- DO Secano Interior - Biobío Valley
- DO Secano Interior - Itata Valley
- DO Central Valley
- DO Casablanca Valley
- DO Colchagua Valley
- DO Osorno Valley
- DO Cachapoal-Peumo Valley
- DO Curicó Valley
- DO Limarí Valley
- DO Maipo Valley
- DO Maule Valley



MAS LA PLANA (DO PENEDEÈS)



MAS DE LA ROSA (DOQ PRIORAT)



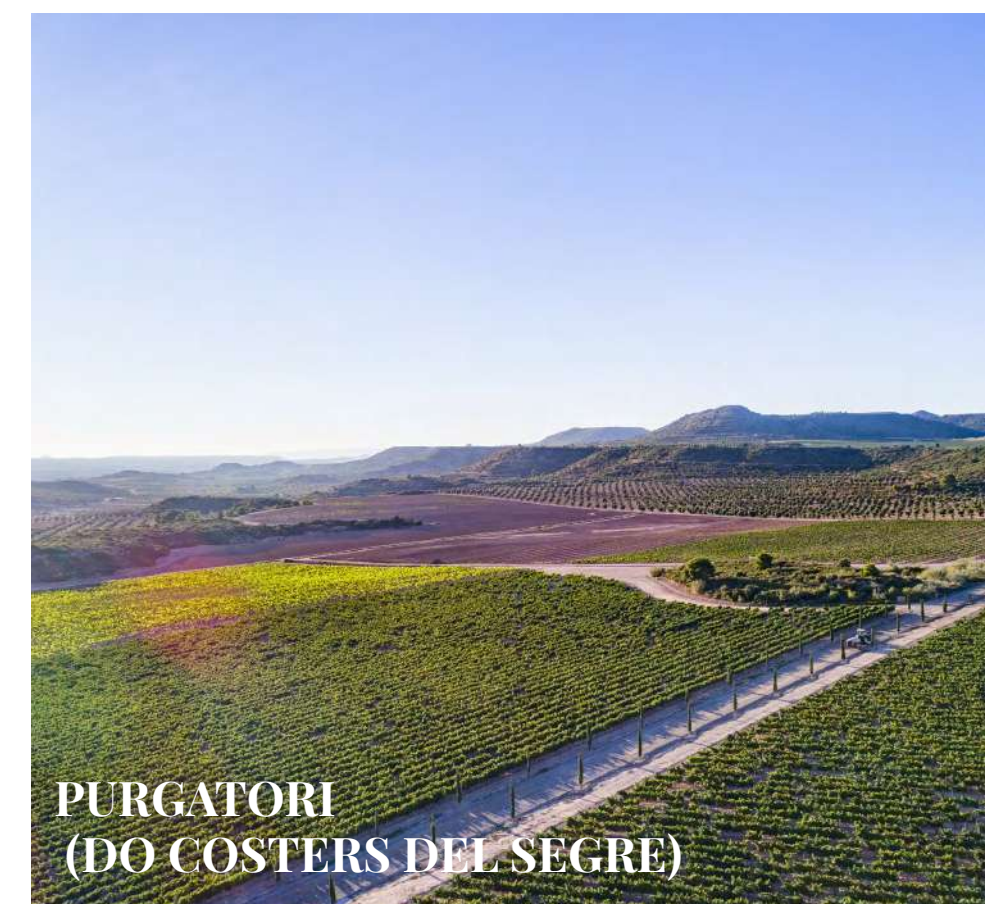
JEAN LEON (DO PENEDEÈS)



GRANS MURALLES
(DO CONCA DE BARBERÀ)



EMPEDRADO (CHILE)



PURGATORI
(DO COSTERS DEL SEGRE)



2. The fruits of our work

Wines

Thanks to the transmission of knowledge from generation to generation, we have developed a wide range of wines to meet the market's and consumers' needs and expectations. The constant pursuit of excellence and innovation has enabled us to offer a unique experience to wine lovers.

We own vineyards that provide a great diversity of soils, climates, and varieties, allowing us to produce wines that are authentic expressions of their place of origin. In addition to our own vineyards in the main appellations in Spain and Chile, we also make wines from other regions, expanding our range of products.



**Among the
world most
admired
brands**

Drinks International



Vi de Vila

This wine emphasises its geographical origin, being classified under the “Vi de Vila” designation

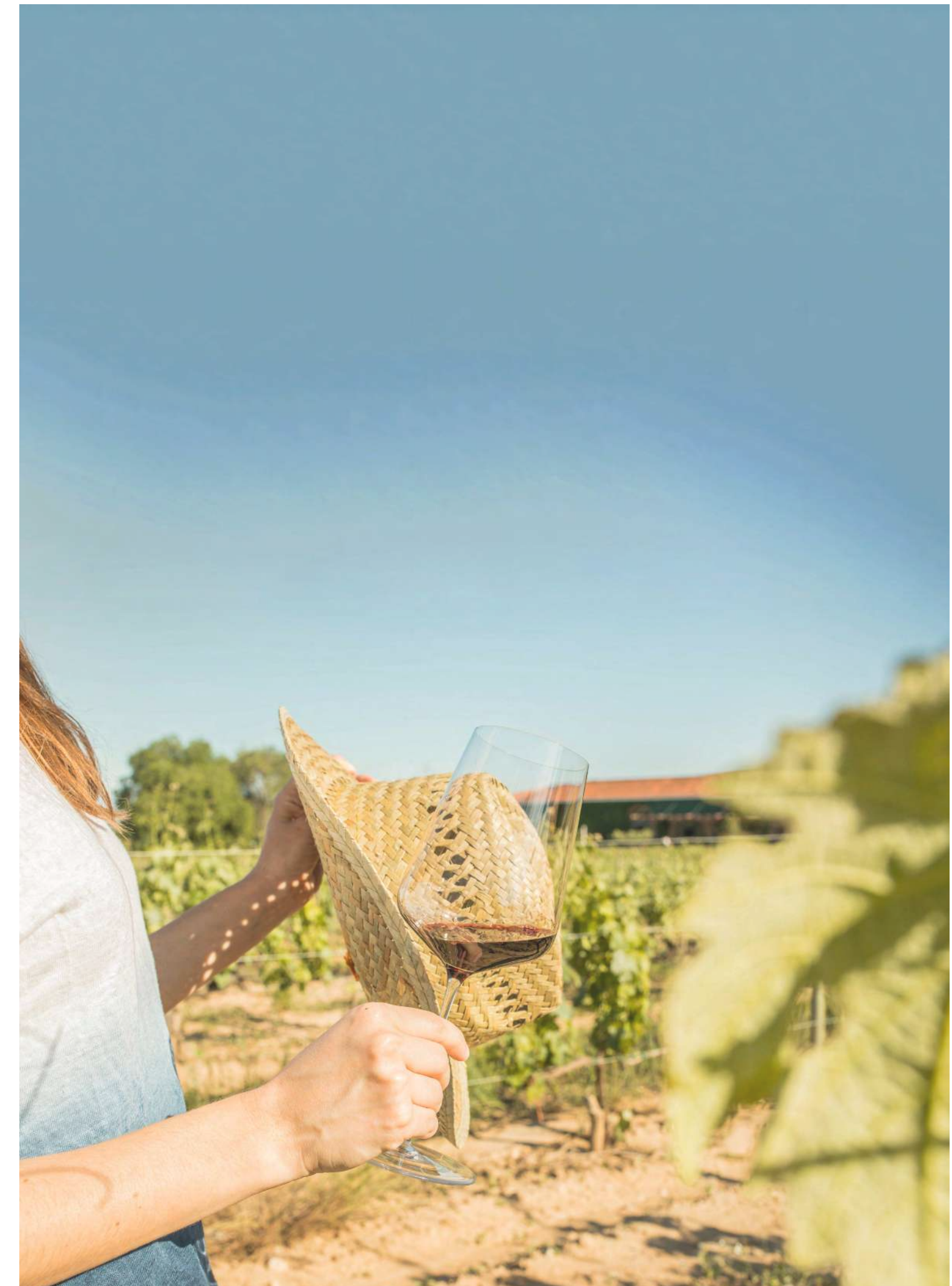
Regulatory Council of the DOQ Priorat



Qualified Estate Wine

Highest recognition in winegrowing for 4 of its wines

Generalitat de Catalunya





2. The fruits of our work

In line with our commitment to the environment, we work with a deep respect for the land, applying the principles of organic and regenerative viticulture in most of our vineyards. We are also aware of the growing demand for healthy lifestyle, we strive for excellence in our wines and encourage moderation in wine consumption.

Organic wines

Our organic wines comply with the most rigorous international standards, such as the Euroleaf certification for wines marketed in Europe and the US organic production standard (NOP) for the rest of the world.

33
brands with organic wines
(+14% vs 2022)



Vegan wines

We have developed a wide range of vegan wines in response to growing consumer demand. In addition, we are committed to further expanding our product offerings in this line and are working towards V-Label certification, a symbol registered by the European Vegetarian Union.

39
brands with vegan wines
(+12% vs 2022)





2. The fruits of our work

New wines 2023

The constant search for excellence and innovation throughout the winemaking process allows us to stay at the forefront of trends. We regularly launch new wines, and this 2023, we have launched six new wines.

Clos Ancestral white

Wine made mainly with the recovered ancestral variety Forcada, with a small percentage of Xarel-lo. It is part of the Clos Ancestral range of organic wines from the Penedès.



FO-22

Wine made with the Forcada variety, the only ancestral white variety that has been recovered. An experimental wine of which only 3,618 bottles have been produced.



Malpastor

New red wine from La Carbonera, our winemaking project in Rioja. It is a 100% Tempranillo from vineyards located at the foot of the Sonsierra and selected for its clay-limestone soils.



Gonfaus

Wine made from the grape variety Gonfaus, one of the ancestral varieties that we have recovered and planted on Purgatori estate, in Les Garrigues. It is a single varietal of small production, especially intended for high-end restaurants.



The Green Road

Its intense ruby colour and aromas of red and black fruits, with hints of tobacco and leather give it a unique identity. The palate is smooth with sweet, round tannins that culminate in a long, pleasant finish.

Serena

A de-alcoholised wine of the Sauvignon Blanc variety, characterised by its varietal aroma of great intensity with notes of green asparagus, tomato leaf and boxwood. The palate is fruity and of excellent density. It stands out for its vibrant acidity which gives it length and persistence.





2. The fruits of our work

The most outstanding wines



Purgatori 2020
93 points
Wine Enthusiast



Grans Muralles 2019
95 points
James Suckling



Milmanda 2019
97 points
Wine Enthusiast



Mas La Plana 2018
93 points
Wine Spectator



Secret del Priorat 2020
92 points
James Suckling



Clos Ancestral 2021
92 points
James Suckling



Celeste Crianza 2020
92 points
Decanter



Blanco Granito 2019
94 points
Wine Enthusiast



Jean Leon Vinya La Scala 2016
94 points
James Suckling



Almado 2020
95 points
Tim Atkin



Manso de Velasco 2020
95 points
Tim Atkin



Escaleras de Empedrado 2019
95 points
James Suckling



2. The fruits of our work

Distillates

Juan Torres Master Distillers is Familia Torres's specialised distilling division. Its rich history dates back to 1928, when Juan Torres Casals, a member of the second generation, began making aged brandies using the best white wines from the Penedès (Barcelona) and ageing them in soft, aromatic oak barrels.

Since then, we have been perfecting the art of distillation day after day, focusing on excellence in each of our distillates, which are distinguished by their quality and character. While remaining true to our roots and the traditional method of production, our brandies and spirits are continually adapting to new trends and demands from consumers who are looking for unique and singular experiences in their leisure time.

Once again, this year, Torres Brandy is the leading brand of imported Spanish brandy globally, with a 37% share of volume and 54% of value.



Torres Brandy

#1

Best selling brand

In the category of Brandy
Drinks International "Annual Report Brands 2023"

#1

Top trending brand

“

New launches this year in spirits include Casals Vermouth, Liathmor whisky and T10 Bourbon Barrel”.





2. The fruits of our work

Casals Vermouth



STORYTELLING

The entrepreneurial spirit of Juan Torres Casals and his wife Josefa (Pepa), from the second generation of the family, has inspired us to explore uncharted territories and rediscover their old recipe for bitter vermouth from the family archives.

To continue the extraordinary project of the **Torres family to recover ancestral grape varieties, we have created the first vermouth made with ancient Catalan grape varieties** and Mediterranean botanicals from Penedès (Barcelona). The result is an **unparalleled sweet red vermouth.**

The name **CASALS** honors the family's second surname with the intention of continuing the legacy of those who originally made vermouth. Casals also signifies the place where family and friends gather or a home where many generations of the same family have lived.

This is our purpose for **Vermouth Casals:** that we gather, enjoy, and share it with friends and family.

THE PRODUCT

We obtain an aromatic white wine from local varieties, including the **ancestral Selma**, and produce a white wine blend aged for 3 years in oak barrels.

We infuse more than **20 Mediterranean botanicals** that are pressed separately by hand, including **orange and mandarin peels, olive leaves and cinnamon.**

TASTING NOTE

Vermouth with a **Mediterranean profile** and a **good balance** between sweetness and bitterness. **Aromatic, complex,** with **intense aromas** of Mediterranean botanicals such as **olive leaves, thyme, rosemary, and orange and mandarin peels.** **The perfect balance for cocktails** such as Negroni or Manhattan.

TECHNICAL DATA

ALCOHOL CONTENT: 16% ABV
VARIETIES: local grape varieties, including **ancestral Selma.**
No artificial colouring or sweeteners added.



2. The fruits of our work

Food

We are dedicated to the gourmet production of oil and vinegar, which allows us to strengthen the link between the world of wine and cuisine. Some of our oils are made from century-old olive trees, mostly of the Arbequina variety, which grows on Purgatori estate, located in the heart of Les Garrigues (Lleida).

In addition to our own production of oils and vinegar, we also import and distribute gourmet products from European brands that stand out for their exquisiteness and high quality. These products are key allies in achieving perfect pairings with our wines and spirits.



Eterno Olive Oil

NYIOOC Gold Award

World Olive Competition

International Olive Oil Council





3. Wine tourism and gastronomy

Spreading wine culture

Wine tourism helps us to spread the culture of wine, transmitting the family legacy and the essence of its history, which began more than 150 years ago.

In this line, we offer a wide variety of food and wine experiences to enjoy wine from its origin in an incomparable setting surrounded by vineyards. We welcome visits from individuals, groups and corporate events, offering a wide variety of experiences such as:

- Guided tours of the wineries Familia Torres Penedès, Jean Leon and Miguel Torres Chile.
- Food pairings, tastings and gastronomic experiences with local products.
- Walks and routes through our vineyards.
- Unique experiences such as the Night of Stars, the Grape Harvest Festival or the Verbena de San Juan.
- Events, weddings and celebrations at Mas Rabell.
- Experiences every weekend in March to promote the wine tradition and celebrate the grape harvest in Chile.



Our wine club, [**Familia Torres WineClub**](#), offers its members shipments of different wines every quarter, as well as special benefits and exclusive events.





3. Wine tourism and gastronomy

Sustainable tourism

At Familia Torres, we aim to ensure that tourism is conducted respectfully. For this reason, we have a **Responsible Tourism Policy** that reflects our commitment to environmentally and socially sustainable practices.

We focus primarily on good environmental practices, energy efficiency, and universal accessibility for people with disabilities. We also seek to reduce our impact on local communities and express our deep rejection of sexual exploitation.



Sustainable Tourism

Familia Torres Penedès winery

Jean Leon winery

Biosphere



Miguel Torres Chile Visitor Center

Best experience

Wine tourism in the Maule region

Chile 2023 Wine Tourism Awards





3. Wine tourism and gastronomy

Wine & food experiences

Motivated by the ambition to promote memorable experiences from the land to the table, we see in the restaurant business an excellent opportunity to promote wine culture alongside gastronomy focusing on the enjoyment and appreciation of both.

We are committed to associating wine with gastronomy by creating unique experiences that promote a restaurant concept based on the values of excellence and quality.



MAS RABELL

Els Hostalets
(Sant Martí Sarroca)
08731 Barcelona

In an incomparable setting surrounded by vineyards, ideal for corporate and private events.

5 dining spaces

3 in Spain and 2 in Chile



EL PETIT CELLER

Carrer de Beethoven, 8
Sarrià-Sant Gervasi
08021 Barcelona

Shop with more than 3,500 references and a wine bar with a wide range of wines by the glass.



JARDÍ RESTAURANT EL CELLERET

Finca el Maset, s/n
Pacs del Penedès
08796 Barcelona

Mediterranean cuisine with local ingredients at the vineyard.



RESTAURANTE DE VINOS MIGUEL TORRES

Longitudinal Sur KM 195
Curicó, Chile

A gastronomic proposal focused on the variety and richness offered by Chilean land.

100k Certification
Sustainable Cooking:
Promotion of local raw ingredients.



LA BODEGUITA

Alonso de Córdova 4280
Vitacura, Chile

It recovers and revalues traditional Chilean food, finding harmony between wine and gastronomy.



4. Corporate governance

At Familia Torres, our commitment is to be governed by values of responsibility and transparency in all our actions and management decisions. We have carried out a process of professionalisation of management, which has laid the foundations for a solid model of corporate governance. To promote transparency and ensure integrity in decision-making, we have implemented our **Conflicts of Interest Policy**.

Our company currently has several governing bodies that work together to achieve Familia Torres's objectives, always in accordance with our mission, vision, and values.

Governing bodies

Board of Directors

The maximum governing body is in charge of management, administration, and representation of Familia Torres, reconciling the interests of stakeholders who may be affected by its decisions.

4

Women

1

Men

Advisory Council

The advisors meet ten times a year to discuss the most strategically relevant issues in different areas, including financial, operational, and commercial.

6

Women

6

Men

Corporate Committee

Formerly called the "Management Committee", this committee is composed of the management of the functional areas to address operational issues and ensure the implementation of the corporate strategy in day-to-day operations.

2

Women

5

Men





5. Ethics, integrity and compliance

We abide by a set of values, principles, standards, and rules of conduct that ensure the integrity of our interactions and decisions. We maintain a zero-tolerance policy towards corruption, bribery, and any other unethical or illegal conduct that may jeopardise the integrity of Familia Torres.

Among the risks identified in terms of corruption and bribery, we highlight aspects such as the achievement of goals through bribes to suppliers or customers, gifts and favours to obtain personal benefits, facilitation payments to achieve agility in the administration, unauthorised persons to deal with the administration and lack of accounting of cash movements not justified with contracts or purchase or sales invoices.

To avoid these risks, we have an **Ethics and Corporate Responsibility Model** that includes corporate policies, internal procedures and internal and external communication mechanisms, ensuring compliance with applicable regulations and responsible business management, as well as mandatory training on the model itself and the **Anti-Bribery and Anti-Corruption Policy** for our employees in Spain and Andorra. In Chile, we are working on its implementation.

For our leading suppliers of Familia Torres in Spain and Andorra that go through our homologation process, we also ask them to adhere to the Corporate Responsibility and Ethics Model. In addition, we provide them with access to the whistleblowing channel to report any non-compliant behaviour.

Before approving a major supplier, we conduct an investigation to ensure that the supplier has not been sanctioned for criminal offences or human rights violations. The same check is carried out for new distributors.

Although we are not obliged to comply with the Money Laundering Prevention Act, control measures have been designed and implemented to prevent money laundering and its associated risks.



Business Ethics

Familia Torres Penedès winery
Audited under the standards of
SMETA (Sedex Members Ethical Trade Audit)

“71% of our employees are trained in ethics and anti-corruption”.

Ethics and Corporate Responsibility Model*

- Code of Business Conduct and Ethics
- Ethics and Corporate Responsibility Policy
- Anti-Bribery and Anti-Corruption Policy
- Complaints Channel
- Ethical Channel

**In the process of being implemented in our Chilean subsidiaries, although we do have an Ethics Policy and Internal Complaints Procedure at Miguel Torres Chile.*



6. Risk and opportunity management

At Familia Torres, we believe that the responsible management of risks and opportunities is essential to ensure the sustainability of the business. Each component of the value chain can give rise to risks and opportunities that must be managed to ensure sustainable and continuous growth over time.

We pursue a production and marketing system with the least environmental impact and the most significant possible positive social impact. In this sense, we are committed to generating value and developing technologies and actions based on caring for the land and regenerating nature. This will not only compensate for or neutralise the effects of the production and distribution chain but also add value to the entire chain through our products and marketing channels.

We are implementing a comprehensive risk and control management system based on the “three lines of defence” model. This model establishes clear roles and responsibilities in each of the three lines. The first line of defence, consisting of management, will focus on maintaining an adequate internal control system in day-to-day operations. The second line will oversee and monitor compliance with risk management policies and practices. Finally, the third line will ensure compliance with international internal audit standards.

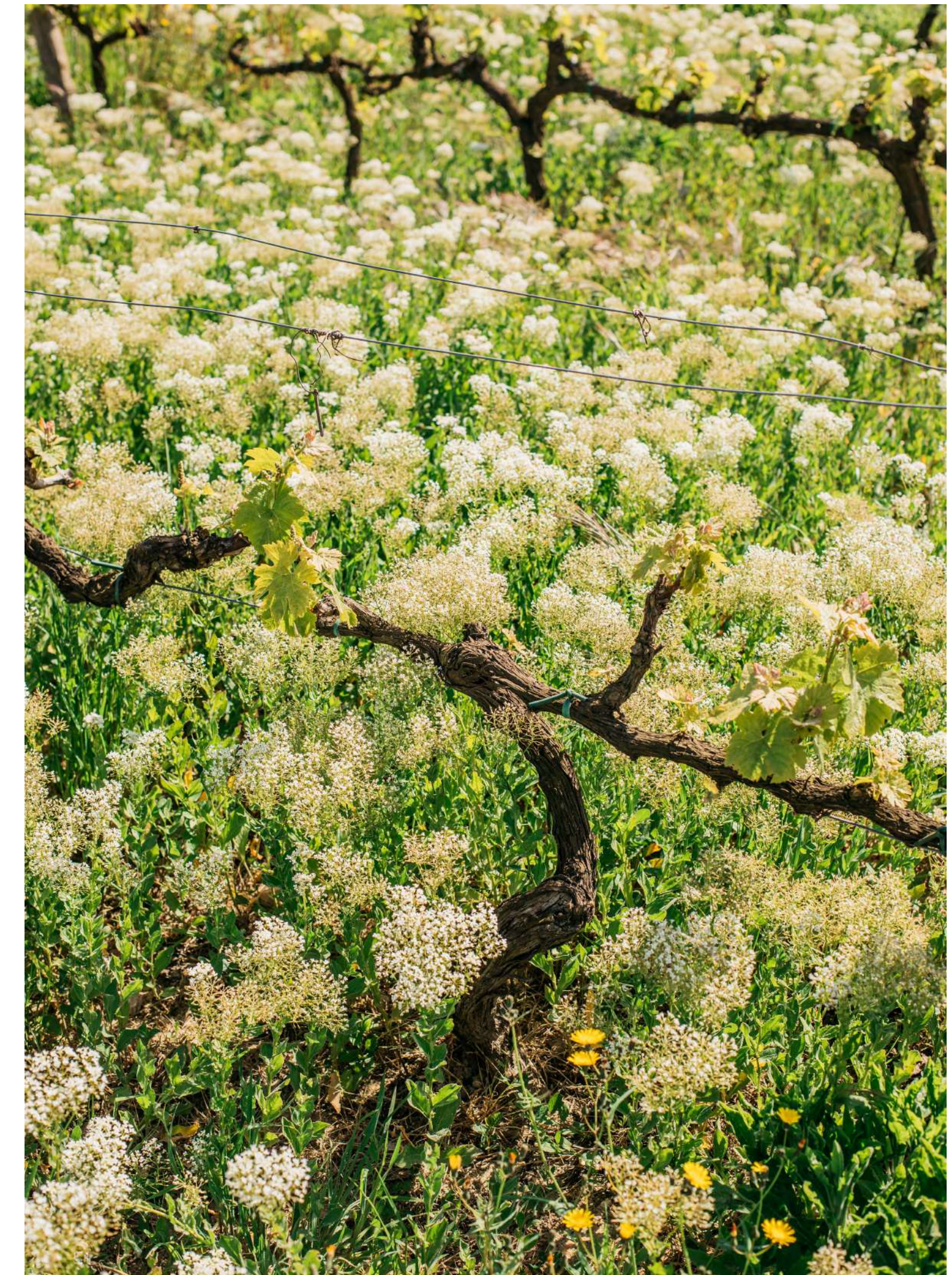
In 2023, we have for the first time characterised and quantified the financial risks arising from climate change, as well as identified potential opportunities arising from climate change. The conclusions of this analysis are detailed below:

Physical risks

- Decrease in average rainfall, resulting in a lower volume of grapes available.
- Heat waves exceeding 35°C also reduce the supply of grapes. Temperatures over 40°C cause burns to the raw material.
- Decrease in demand for higher alcohol content wines in high temperatures.
- Increase in hailstorms, leading to a reduction in the supply of grapes available.

Transition risks

- The increase in carbon prices will lead to higher production costs for glass suppliers, increasing also the cost of transporting products.





6. Risk and opportunity management

Opportunities

- Use of renewable energy sources from self-consumption facilities: Renewable energy production facilities replace fossil fuels with solar, biomass, and geothermal energy, reducing our emissions and operational costs from energy consumption.
- Changes in consumer preferences: International Wineries for Climate Action (Gold) or Sustainable Wineries for Climate Protection+ certifications add value to our wines. We are also diversifying our product range to include de-alcoholised wines.
- Development of climate-adapted solutions: Recovery of ancestral grape varieties more resistant to high temperatures and drought, which are already part of the marketed wines. Differentiation from competitors by promoting regenerative viticulture to sequester carbon in the soil and make the vineyard more resilient.
- Resource substitution and diversification: New, cooler vine locations at higher altitudes or latitudes and suppliers that are more resilient to climate change will make our sources of supply more resilient.
- Greater resource efficiency: More efficient systems, such as multi-row atomisers, bioclimatic architecture, LED luminaires, or electric vehicles, reduce energy consumption and emissions.





7. Contribution to sustainable development

In 2015, the United Nations adopted the 2030 Agenda, a strategy to achieve the 17 Sustainable Development Goals (SDGs) and 169 targets. This strategy aims to direct the actions of the business and governmental world towards achieving a world in which no inhabitant is left behind.

We know that the world of business has a fundamental role in achieving the SDGs. For this reason, at Familia Torres, we make it a priority to work in the following areas to achieve the protection of people, the planet and prosperity:

- Fighting the climate emergency (SDGs 7 and 13),
- The preservation of terrestrial ecosystems and their resources (SDGs 6 and 15),
- Responsible production and consumption (SDGs 3 and 12),
- Reducing inequalities through Familia Torres Foundation (SDG 10),
- The promotion of quality and equal employment and a commitment to innovation (SDGs 5, 8 and 9),
- Building sectoral partnerships to achieve these goals (SDG 17).

“Our DNA, strategic manifesto 2023-2025, and corporate policies reflect the social conscience and concern for a fairer world at Familia Torres and help us achieve our sustainable development goals.”

SDGs to
which
Familia
Torres
contributes





7. Contribution to sustainable development

Economic value generated and distributed

At Familia Torres, we aim to care for the land and people through viticulture, combining tradition and innovation to contribute to sustainability and social and environmental well-being. Therefore, our value chain for the production and marketing of our products and services aims to generate shared value for all our stakeholders and positively impact society and the Earth.

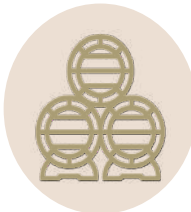
INPUTS

Financial capital (thousands of €)	27,310
Assets (thousands of €)	406,974
Subsidies (thousands of €)	1,154
Human team (Employees)*	1,121
Share capital (thousands of €)	14,142
Natural capital	
Energy (MWh)	32,203
Water (ML)**	751
Materials (t)	60,613

SUPPLY CHAIN



Raw Material Supply



Wine Production



Distribution



Marketing and Sales



Post-consumption

OUTPUTS

Direct economic value generated (thousands of €)	
Revenue: sales and other income	261,053
Economic value distributed (thousands of €)	
Operational costs	199,336
People's wages and benefits employees***.	51,101
Payments to capital providers	4,243
Payments to general government	17,480
Investments in the community	871
Economic value retained (thousands of €)****	-11,978
Waste generated (t)	9,449

*Average template 2023.

**Megalitres.

***Without Social Security costs.

****See annexes: Profits obtained and taxes on profits paid by country.



7. Contribution to sustainable development

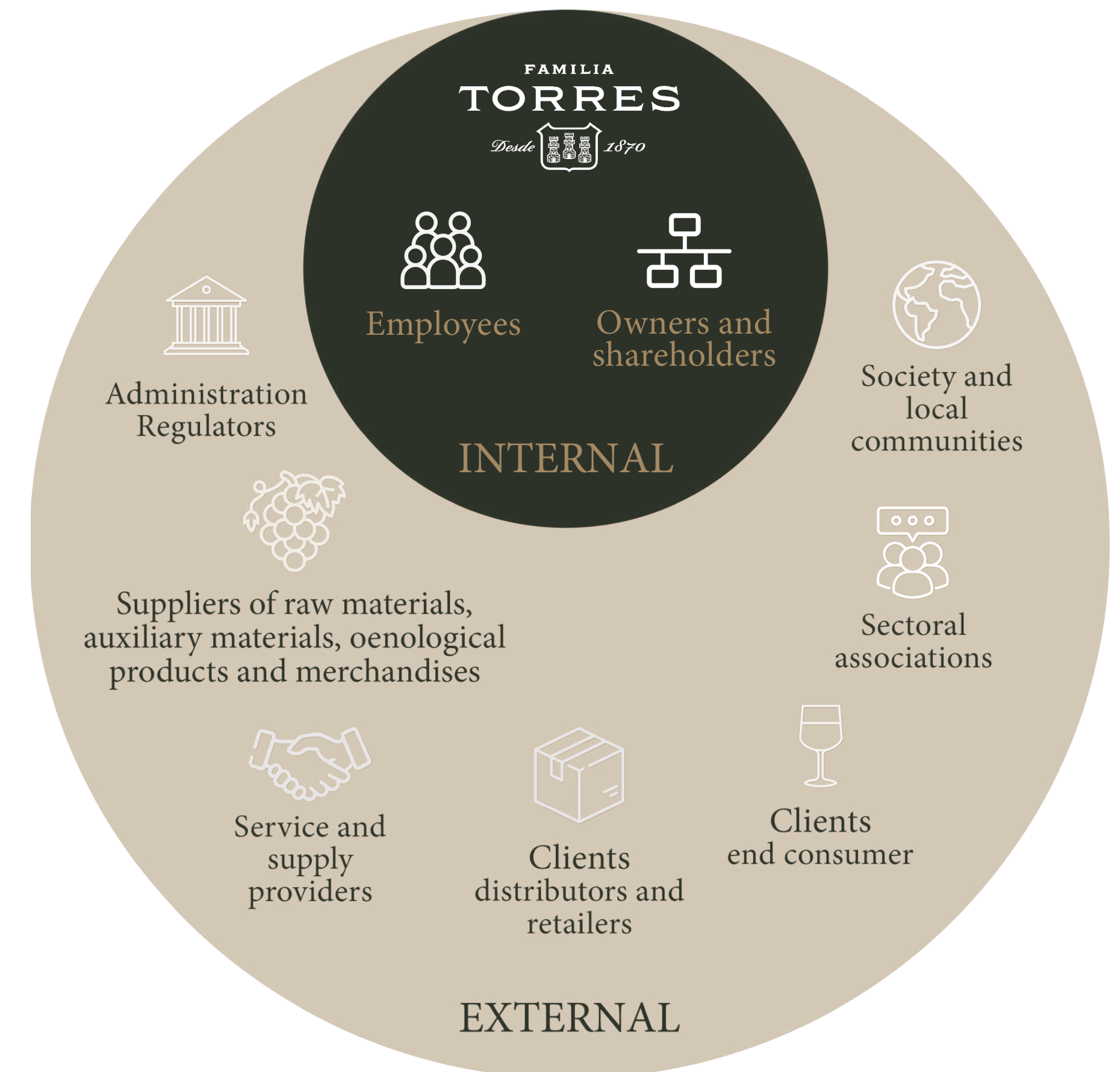
Stakeholders relations

At Familia Torres, we believe that to achieve sustainable development and a responsible business model, it is essential to integrate the expectations and needs of our stakeholders in the decision-making process and the management of our company.

To this end, we strive to build strong relationships with our stakeholders based on transparency, mutual trust and two-way dialogue.

In this regard, we have established various communication channels to maintain a fluid and regular relationship with our stakeholders, with the aim of listening to their suggestions and responding to their expectations.

Through these mechanisms, we have mapped each customer's expectations, enabling us to tailor our business strategy to effectively meet their needs.





7. Contribution to sustainable development

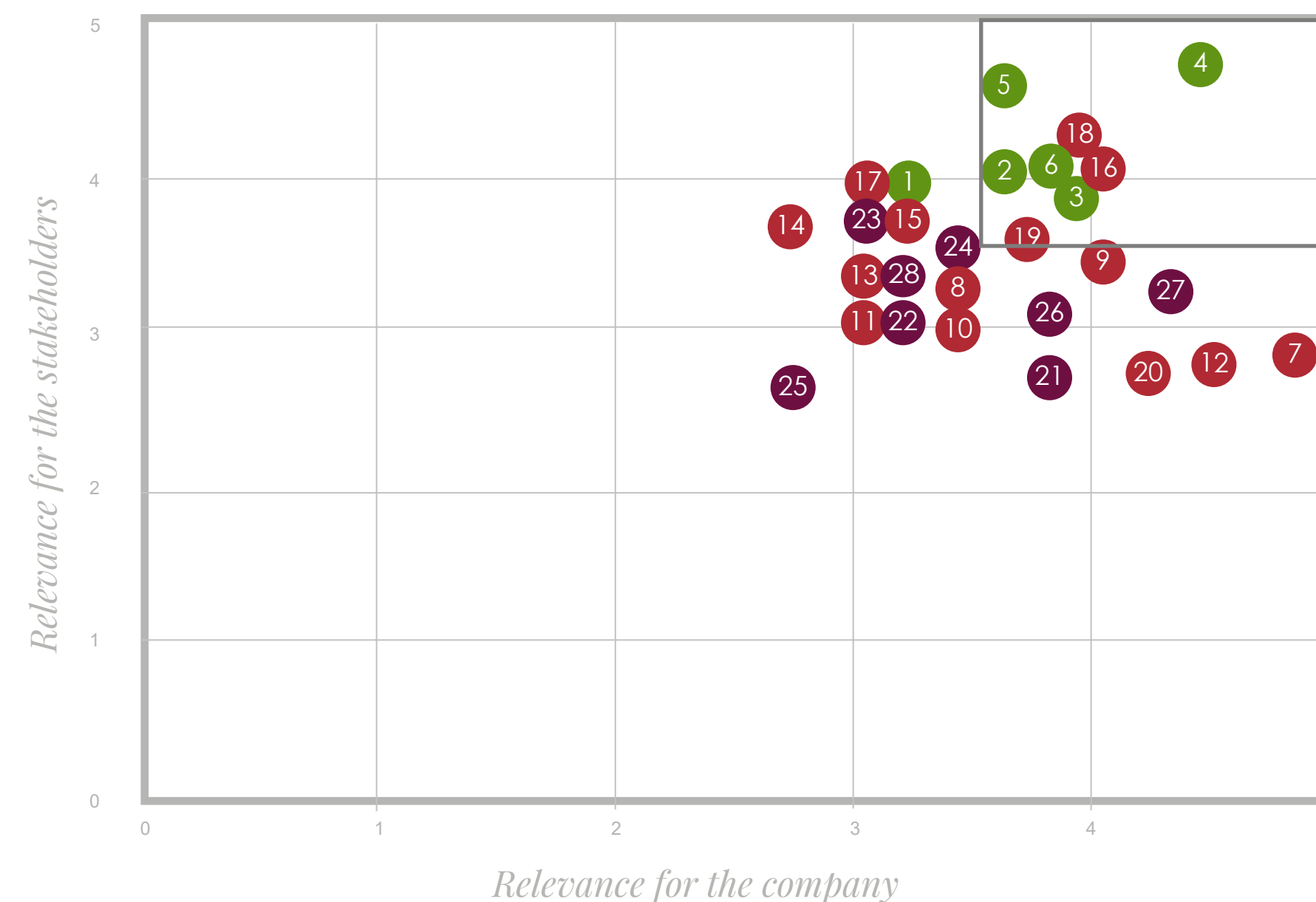
Materiality

In accordance with the Global Reporting Initiative (GRI) materiality criteria for sustainability reporting, in 2018 we identified and analysed our activities to define the most relevant aspects for both our organisation and stakeholders. This exercise led to the creation of our first materiality matrix.

In the following three years (2021, 2022 and 2023), given that the business has not undergone significant changes in its business model, it was decided to update the materiality by reviewing the issues assessed, improving the assessment process by considering companies in the sector and prescribers (those who have an influence on the company) and contemplating the risks for each aspect.

As a result, we made slight modifications, such as the elimination of certain aspects that are no longer considered a priority, a merge of aspects with each other in order to achieve a greater understanding of our impact or the incorporation of new aspects or concepts aligned with the initiatives undertaken or our strategic areas on sustainability issues.

The materiality result shows that all the aspects previously identified are material for the organisation, although those highlighted in bold are considered priorities.



Environment | Social (Customers, Suppliers, Employees and Community) | Governance

Priority topics

- 1 Sustainable vineyard and resource management
- 2 Sustainable energy management**
- 3 Sustainable water management**
- 4 Climate change**
- 5 Circular economy and waste management**
- 6 Biodiversity**
- 7 Quality
- 8 Consumer health and safety (food safety and responsible consumption)
- 9 Traceability and labelling
- 10 Privacy of personal data
- 11 Customer satisfaction
- 12 New trends and consumer requirements
- 13 Supplier evaluation and accreditation
- 14 Supply chain: local suppliers
- 15 Well-being at work
- 16 Employees health and safety**
- 17 Diversity and equality
- 18 Training and development**
- 19 Local communities**
- 20 Social impact
- 21 Business model
- 22 Corporate governance
- 23 Ethics, integrity and transparency
- 24 Market presence: brand and price management
- 25 Stakeholder relations
- 26 Risk management
- 27 Innovation
- 28 Human rights

2. VITALITY

Celebrate life daily with vitality in the behaviours and relationships fostered by the organisation.





1. Familia Torres human team

The people who are part of Familia Torres give us the opportunity to share with the world what our vineyard has to offer and build a legacy that will be passed on to future generations. As of 31 December 2023, our workforce consisted of 1,037 people, distributed across Spain, Chile, and Andorra.

We are committed to creating quality jobs and ensuring our team feels appreciated and fairly compensated for the value they bring.

According to our **Compensation Policy**, we guarantee remuneration bands in line with the market. Most employees have permanent contracts, providing greater job stability and opportunities for professional growth. This not only ensures the creation of quality jobs but also allows us to maintain a committed and motivated team that shares our values and works enthusiastically to achieve our objectives.

“We are a diverse team with diverse profiles and identities. We share the same passion for wine, a strong commitment to excellence, and positive energy that is reflected in everything we do.”

Given that our wine-growing activity depends on annual harvests, we experience an increase in temporary hiring each year due to activities related to the grape harvest. This period takes place from August to October in Spain and from February to April in Chile and requires additional effort from the whole team. During these months, we hire employees through various Temporary Employment Agencies.

The organisation of working time varies according to the needs of each area and the labour regulations of each country in which we operate. In general, our working hours are 8 hours in most countries, although in Chile, the working day is 9 hours. This is in accordance with the guidelines of each country's labour agreements.



Labour conditions

Familia Torres Penedès winery
Audited under the standards of
SMETA (Sedex Members Ethical Trade Audit)



*Headcount at the end of the fiscal year.



2. Welfare promotion

A healthy and positive working environment in which all employees feel valued and recognised is necessary for their well-being.

Our aim is to foster and reinforce our employees' sense of belonging to the company. To this end, we listen to their opinions and needs through regular work climate surveys. In this way, we achieve continuous improvement in creating a satisfactory and productive working environment.

Work-life balance measures

Work-life balance is necessary to ensure the well-being of the team. For this reason, we have established various measures adapted to each country's customs and legislation.

Some of these include personal days, reduced working hours on 24 and 31 December, flexible working hours adapted to the needs of each function and department, birthday leave and intensive working hours during the summer period, among others.

It is worth highlighting the **Teleworking Policy** implemented in Spain, which facilitates the work-life balance of our professionals and ensures their productivity and efficiency in performing their duties. In addition, we have a **Work-life balance and Digital Disconnection Policy** that reaffirms this commitment to the work-life balance of our employees.

Social benefits

We offer a wide range of social benefits for employees, adapted to the particularities of each country. Our aim is to facilitate and improve the professional and personal quality of life of employees.

Examples of these benefits include medical, life and accident insurance, retirement plans, childcare allowances, product discounts, annual schooling allowances, among others.

Absenteeism

In 2023 we recorded 79,829 hours of absenteeism, including maternity or paternity leave and temporary leave, maintaining a low absenteeism rate of 4% compared to the previous year.





3. Attracting and developing talent

Selection process and onboarding

At Familia Torres, we aim to attract the best talent and guarantee the interests of candidates and the company so that we can share a joint professional project. Our **Recruitment, Selection and Hiring Policy** establishes the principles to be considered in this process, such as guaranteeing equal opportunities.

We know that the first few days are crucial to ensuring the optimal integration of new recruits. For this reason, in the Familia Torres companies in Spain, we have developed a Welcome Plan that includes aspects such as a welcome course, training in occupational risk prevention, use of computer systems, flexible remuneration, training platform and access to "GestionaT," or introduction to the internal human resources management platform.

Professional performance

We have a **Talent Management Policy** with various professional development initiatives to help our team reach its full potential.

Each department head carries out an annual performance evaluation of all employees based on specific competencies related to their job. Based on the results of each assessment and the potential identified in each employee, a personalised development plan is established, which may include, if necessary, specific training to improve certain skills and knowledge.

In addition, we offer internal mobility to employees by posting vacancies on the corporate intranet. This allows everyone on the team to apply for new positions within the company.





3. Attracting and developing talent

Training and development

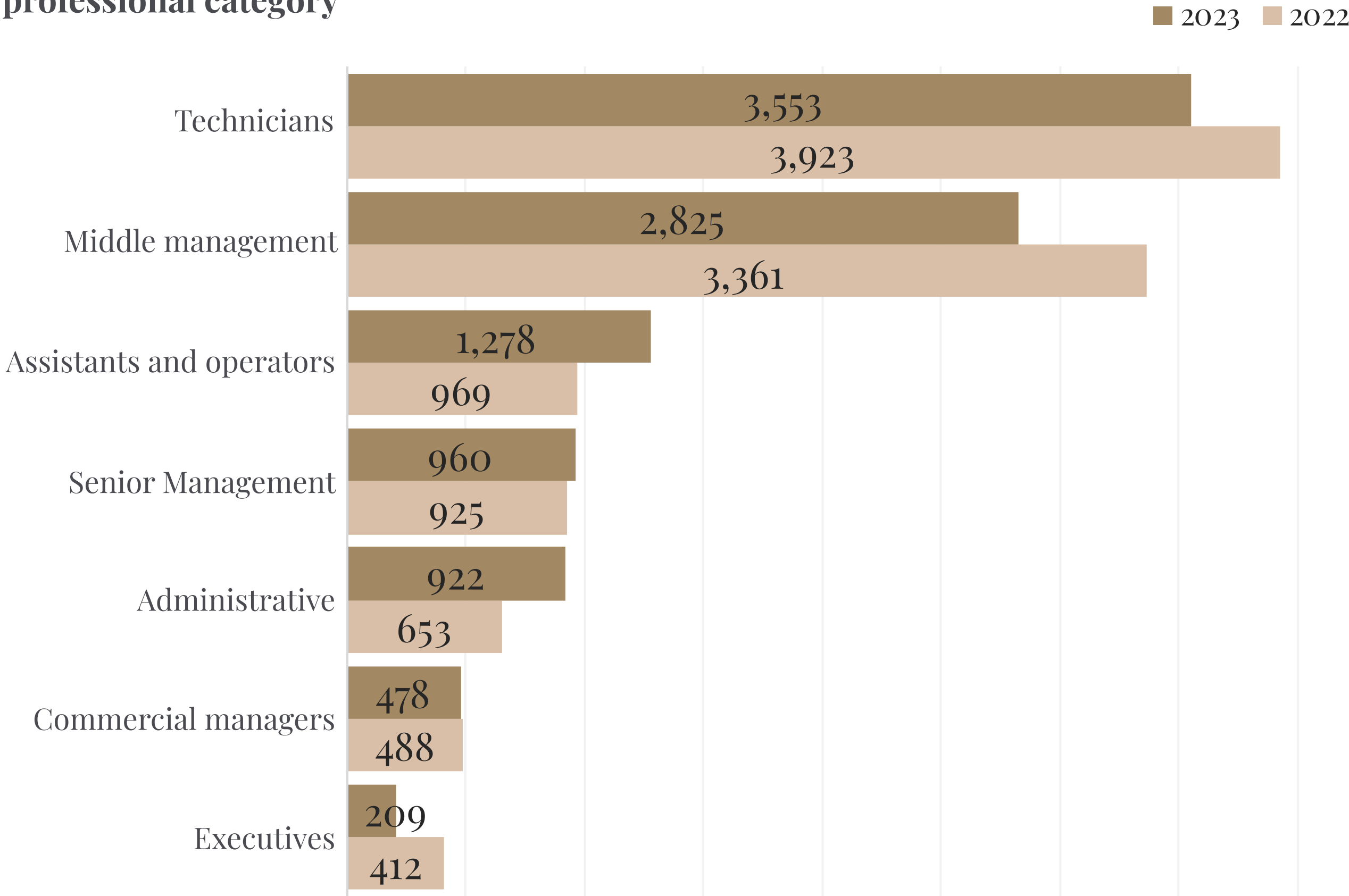
Talent development is essential to our growth and progress as a team. For this reason, we promote the development of our employees, supporting them in their personal ambitions and challenges. To this end, we have a **Training and Development Policy**.

“In 2023, a total of 10,224 hours of training were provided to all employees.”

Hours of training by gender

	2023	2022
 Women	4,247	4,387
 Men	5,977	6,344

Hours of training by professional category





4. Diversity, equity and inclusion

A diverse and inclusive team is essential, which is why we strive to create a positive and egalitarian working environment where everyone is treated with respect.

In line with this, we reject any form of discrimination or harassment, as reflected in our **Code of Business Conduct** and **Ethics and our Corporate Responsibility and Ethics Policy**.

Also, all employees in Spain and Andorra have access to the Whistleblower Channel to report any case of discrimination or harassment within Familia Torres. Our subsidiary in Chile includes these commitments in the **Sustainability and Fair Trade Policy**.

We are currently working on implementing the Misconduct Prevention Model along with the Whistleblower Channel in Familia Torres' companies in Chile.

“We have a 31% female workforce, and our goal is to increase this percentage with a special focus on positions of greater responsibility.”

Gender equality

We have an **Equality Policy** to reinforce our commitment to diversity, equity, and non-discrimination. For Miguel Torres and the distributor of Familia Torres in Spain (Excelsia), we have equality plans that include initiatives such as gender perspective training and salary reviews to reduce the wage gap, among other measures.

These plans include actions to promote equal opportunities between women and men. They aim to integrate gender equality in human resources management, promote changes in behaviour and gender stereotypes, modify organisational structures, and overcome obstacles that often prevent women's access, presence, permanence, and stability in the labour market.

To eliminate any form of gender discrimination, we have a Harassment Protocol and a non-sexist language manual at Miguel Torres. In Familia Torres companies in Chile, the internal regulations contain a protocol against sexual harassment. We are also working on a corporate protocol against sexual harassment and discrimination based on gender or race, which will be released in 2024.





4. Diversity, equity and inclusion

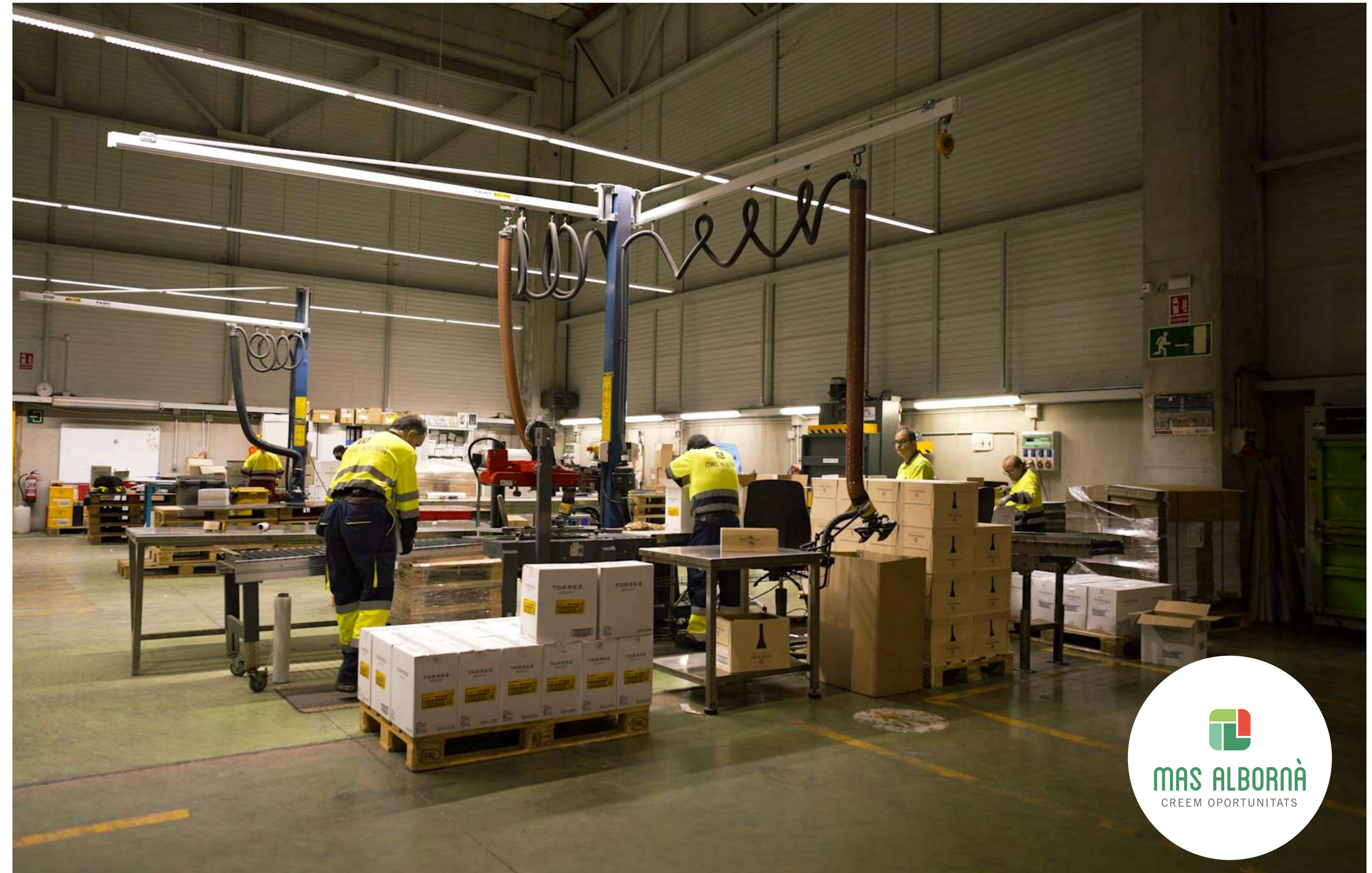
Inclusion in the labour market

Reinforcing our support for social diversity and inclusion, we count upon 11 employees with functional diversity among our employees: 10 in Spain and 1 in Chile. Since 1988, we have been working in collaboration with the Mas Albornà Foundation to help people with intellectual disabilities achieve integration into the labour market. Our investment in this project during the financial year 2023 was €210,110.

We value integrating diversity in the company, as it allows us to eliminate prejudices and labels associated with people with different abilities and gives them the opportunity to feel valued. At our facilities in the Penedès region, the Foundation's employees carry out various tasks in product handling processes such as logistics, labelling, and the assembly of promotions, among others.

The number of employees varies monthly according to operational needs and the seasonality of the product, with an average of 8 employees per month this year.

Improvement actions have been established in the area of work inclusion to be implemented in 2024, such as offering the possibility of visiting the wineries with a sign language interpreter.





5. Health and safety at work

Our top priority is the health and safety of our team. To this end, we implement occupational health and safety management systems, both in-house and external, in accordance with the laws of each country, with the objective of optimally managing occupational risk prevention.

We conduct regular health and safety risk assessments to identify and mitigate the impacts of the main risks present in our work environment by implementing corrective actions.

We also have the following health and safety elements:

- **The Occupational Health and Safety Policy**, sets out our commitment to accident prevention and compliance with the regulations in force in this area.
- **Periodic internal audits**. In 2023 there have been carried out in the wineries Familia Torres Penedès, Jean Leon, Familia Torres Priorat, Purgatori and Agulladolç, as well as in the company Torres Import and in the distillery Joan Torres Master Distillers.
- **Health and Safety Committees** in Miguel Torres and Miguel Torres Chile, covering 100% of the employees.

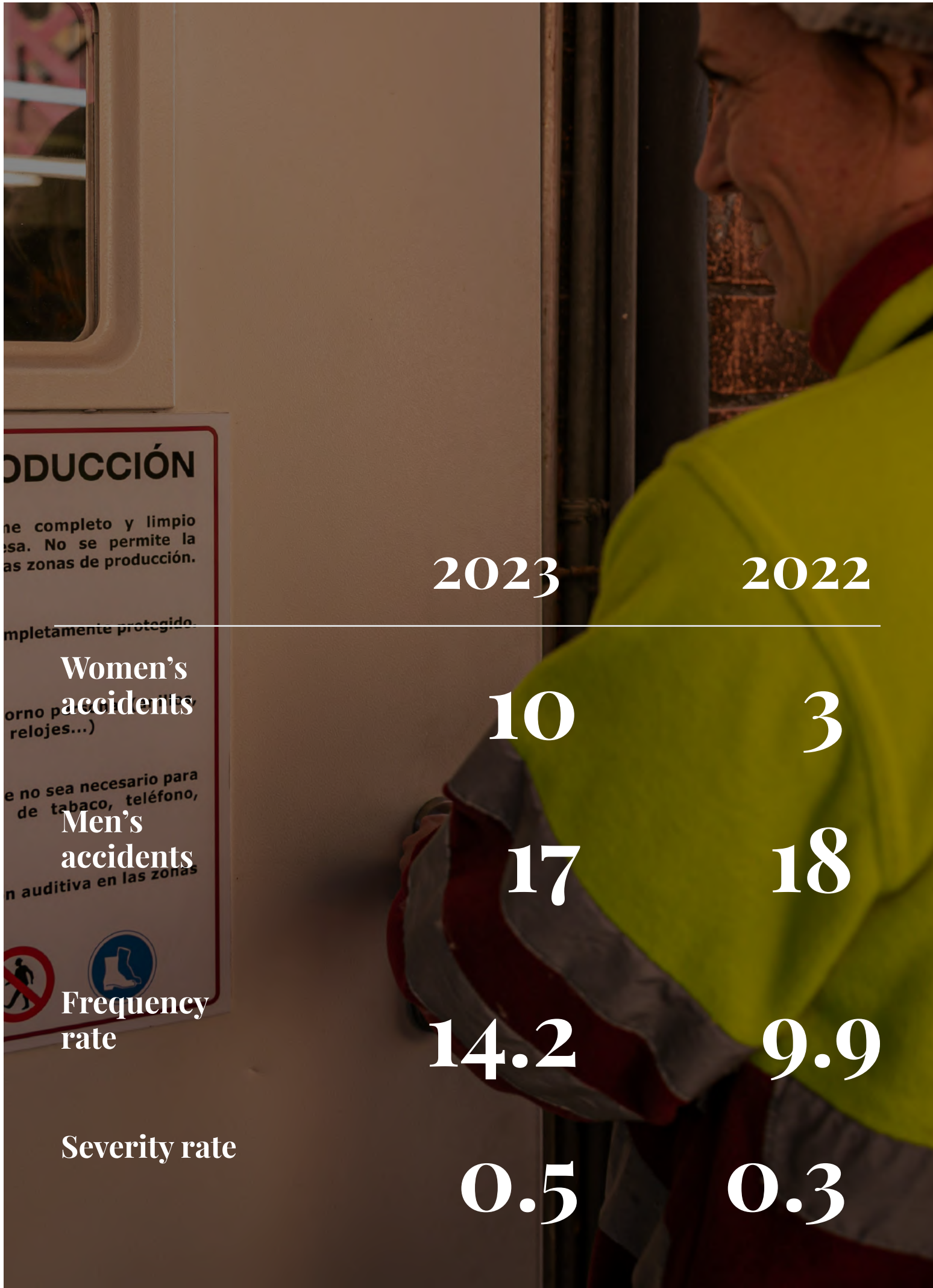
This year, in Spain, different sessions have been held in the field of workers' health and safety:

- Psychological first aid session (proactive stress session).
- Session on coping with stress through sport.
- Movement and sedentary lifestyle session.
- Psychological first aid session. Anxiety, "An adaptive response or a disorder?"
- First aid session: Chain of Survival and the PAS method.



Health and Safety

Familia Torres Penedès winery
Audited under the standards of SMETA
(Semex Members Ethicsl Trade Audit)



3. RESPECT

Act and make decisions with respect for people, for a job well done, for tradition, for the environment, for the company's resources, and for society.





1. Caring for the environment

Familia Torres' commitment to sustainability is focused on caring for the environment and the planet, as well as achieving our mission and ensuring the continuation of the company's legacy.

We have an **Integrated Management System Policy** for our wineries in Spain, which ensures that we incorporate an environmental perspective into our operations.

Additionally, we have implemented an Environmental Management System at our Vilafranca and Penedès centres. This system aims to identify, assess, and manage risks and opportunities and includes preparing an annual plan with environmental objectives and initiatives. In Chile, we have a **Sustainability and Fair Trade Policy** that integrates responsible environmental management.

In our commitment to preserving the environment, we provide environmental training to all our employees, including temporary employment company employees, and we pay special attention to new joinings to the Familia Torres team.



Environmental impact

Familia Torres Penedès winery
Audited under the standards of SMETA
(Semex Members Ethicsl Trade Audit)



Environmental management system

Facilities of Penedès and Vilafranca del Penedès
ISO 14001 Standard



Sustainability

Miguel Torres Chile
National Code of Sustainability of Chilean Wines



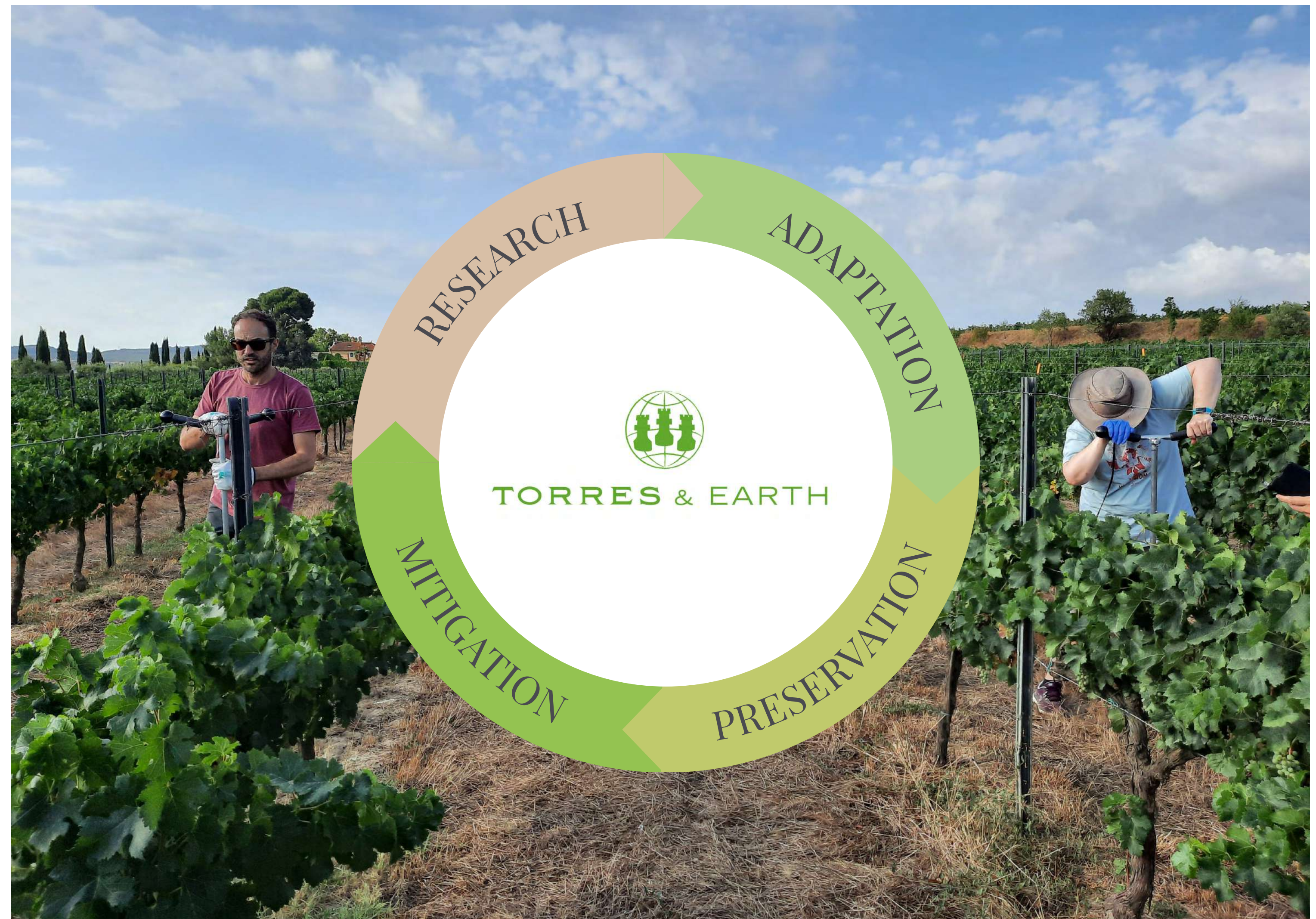
2. Fighting the climate emergency

At Familia Torres, we feel a deep responsibility for our footprint on the planet. In the current climate emergency, we have a duty to transform our activities to ensure a sustainable future for generations to come. Climate change is one of our primary concerns, not only because rising temperatures directly affect our business but also because we understand the impact of our activities on the environment and worldwide changes in climate patterns.

An example of this concern is our **Climate Change Policy** and the [Torres & Earth](#) programme, initiated in 2008. With this last, we have two objectives: to reduce our carbon footprint to contribute to mitigating the effects of global warming and to adapt our activities to climate change. In addition, through our participation in the International Wineries for Climate Action (IWCA) association, we seek to influence other wineries worldwide to be part of this transformation.

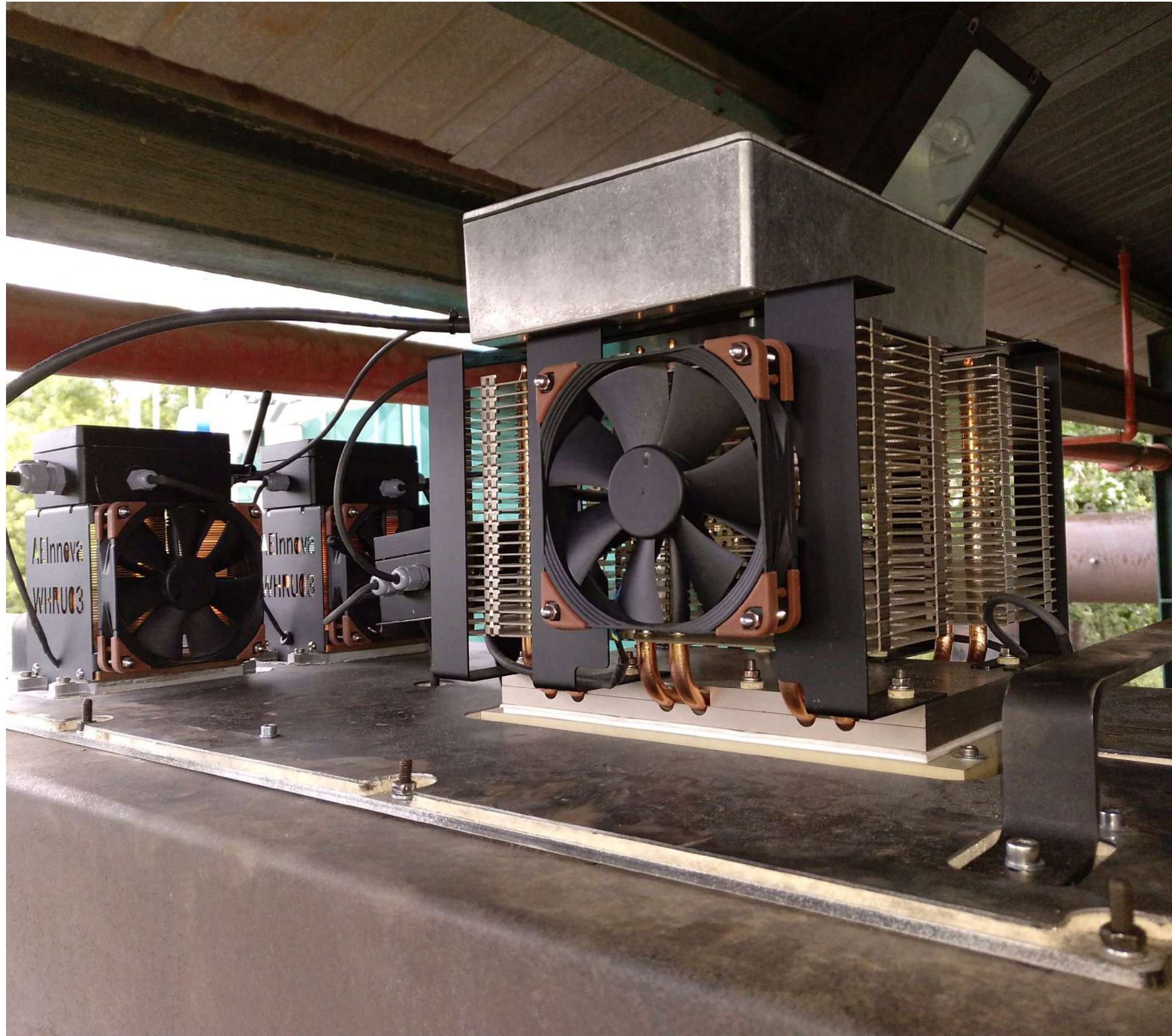
As part of our commitment to caring for the planet and in line with the new European Corporate Sustainability Reporting Directive (CSRD) requirements, which will apply to us in 2025, we launched our first Climate Risk Report in 2023. This report represents an important step in understanding climate risks and opportunities, considering various climate-related scenarios.

“The more we care for the earth,
the better our wines”.





2. Fighting the climate emergency



Research: looking for solutions to combat climate change

We are investing significant resources in research to find adaptation and mitigation solutions to climate change. Currently, one of our key areas of focus is the development of technologies to capture, store, and reuse the CO₂ generated during wine fermentation in collaboration with universities and other companies. We also participate in lead projects at both national and international levels to investigate the impact of climate change on grape and wine production and to develop new adaptation and emission reduction strategies.

CO₂ capture and reuse

In 2020, we launched a project to capture the CO₂ generated during wine fermentation. This system, installed at the Familia Torres Penedès winery, allows us to capture high-purity CO₂. The captured CO₂ is reused as an inert gas to prevent oxidation of the wine in the tanks. Initially designed to capture around 20 tonnes of CO₂ per year, the system has been upgraded in 2023 to capture up to 30 tonnes per year, representing half of the CO₂ consumed in the winery. By recovering and reusing each tonne, we reduce our emissions by replacing the purchase of fossil carbon dioxide with CO₂ from fermentation.

Life Project by Cel·la Peltier

Since 2019, we have been collaborating with AEInnova on the Life Heat-R project, which aims to harness waste heat produced in industry to generate electricity. We have made our facilities at the Familia Torres Penedès winery available to AEInnova to facilitate the implementation of this pilot project, which transforms the heat produced by the biomass boiler into electricity, further reducing CO₂ emissions.



2. Fighting the climate emergency



Adaptation: more resilient crops

The climate emergency is one of the greatest challenges we face in the sector, as it threatens both wineries and winegrowers. The vine is an extremely sensitive plant to changes in temperature, so an increase in temperature directly impacts the vineyard and can cause harvests to be brought forward, potentially affecting the quality of the wines.

To cope with rising temperatures, we have adapted our cultivation systems to delay grape ripening and protect the vines from the effects of climate change. We have made several modifications to our vine training system, planting frame, and choice of rootstock, among other adjustments.

We are also exploring new locations for growing vines at higher altitudes or latitudes where the climate is cooler (for every 100 metres of altitude, the temperature drops by almost one degree). We have successfully grown grapes at an altitude of nearly 1,000 metres in Tremp, located in the Catalan Pre-Pyrenees. Likewise, in Chile, we are focusing on moving southwards to the Itata Valley to take advantage of the cooler climatic conditions offered by this area.



2. Fighting the climate emergency

Recovery of ancestral varieties

Since the 1980s, we have been working on a project to recover ancestral grape varieties and restore Catalonia's wine-growing heritage, which was lost after the phylloxera plague at the end of the 19th century. In collaboration with the French National Institute for Agronomic Research (INRA), we have developed an innovative methodology for restoring and reproducing these varieties.

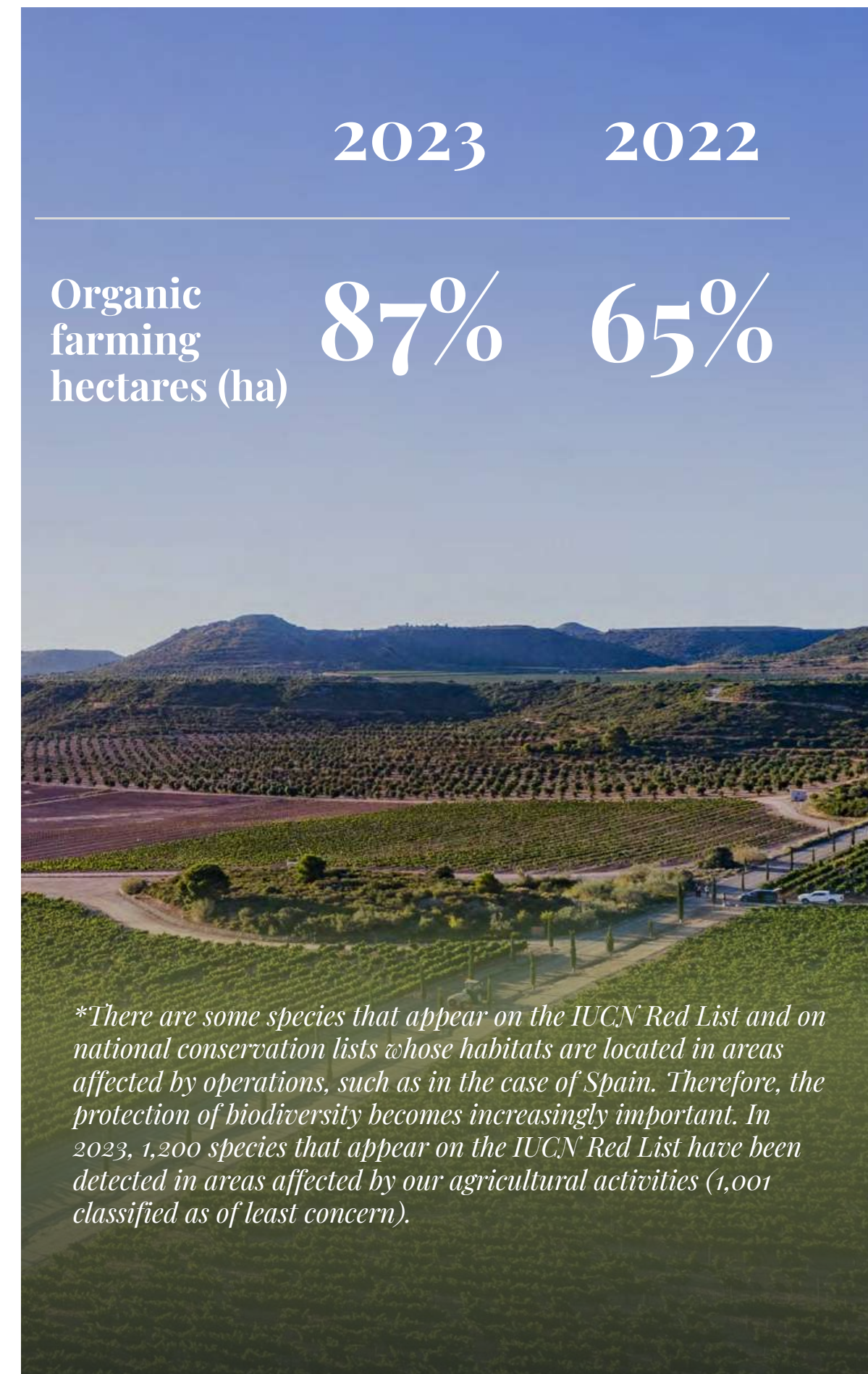
Thanks to this project, we have discovered around 50 ancestral varieties in different areas of Catalonia. Along with the Institut Català de la Vinya i el Vi (INCAVI), we have selected the varieties with significant oenological potential and those more resistant to high temperatures and drought. These varieties are better able to cope with climate change and adapt to new climatic conditions.

We are currently focusing on six particular varieties: Forcada, Moneu, Garró, Querol, Pirene, and Gonfaus. All of these varieties are registered in the commercial varieties register of the Ministry of Agriculture, Fisheries, and Food, and have been authorised under the royal decree of viticultural potential. Moreover, some of these varieties are already featured in the wines we have introduced to the market.





2. Fighting the climate emergency



Conservation: the land we want for the future

To minimise the impact of winegrowing activities on biodiversity and local ecosystems, we continuously analyse and monitor potential impacts and implement measures to minimise and compensate for negative effects.

To reduce the impact of machinery and vehicle use in the vineyard and fuel consumption, we perform combined tillage and phytosanitary treatment with multi-row sprayers. In Chile, we have implemented “row-by-row” cultivation, which has enabled a 50% reduction in the use of tractors.

Additionally, we undertake various actions, including forest management, maintenance and improvement of water points, soil conservation, and promotion of fauna. We also employ pest control using natural predators, biological corridors, and phytosanitary treatments. For example, we have installed two chicken coops on the Mas de la Rosa and Mas La Plana estates, using the hens to graze the vineyard to improve soil fertility, aerate the soil, and control the growth cover crops.

Some of the initiatives carried out in 2023 include:

- Maintaining areas with trees between the vines to form a heterogeneous landscape mosaic, which enhances biodiversity and favours CO₂ capture.

- Implementing precision viticulture to apply the minimum doses of fertilisers to each plot.
- Maintaining the biological corridor of Mas La Plana estate.
- Maintaining nest boxes for birds, birds of prey, and bats, as well as insectaries and insect hotels on most of our farms.
- Removal of invasive species, such as Ailanthus altissima trees, a problematic invasive alien species in the Poblet PEIN, or the Asian wasp on the Mas de la Rosa estate.
- Maintaining and promoting vegetation on margins, terraces, as well as wells, mines and watering places for wildlife.

Our **Biodiversity Policy** establishes our commitment to managing our vineyards in a way that respects biodiversity and encourages its recovery. Most of our vineyards are organically farmed and certified. These vineyards are managed using techniques focused on preventing pests and diseases without synthetic chemicals such as fertilisers, herbicides, or pesticides. Instead, we use natural products like compost, sulphur, copper, and pheromones. On our other farms, conventional cultivation techniques are followed, but no herbicides or insecticides are applied.



2. Fighting the climate emergency

Regenerative viticulture: revitalising our vineyards

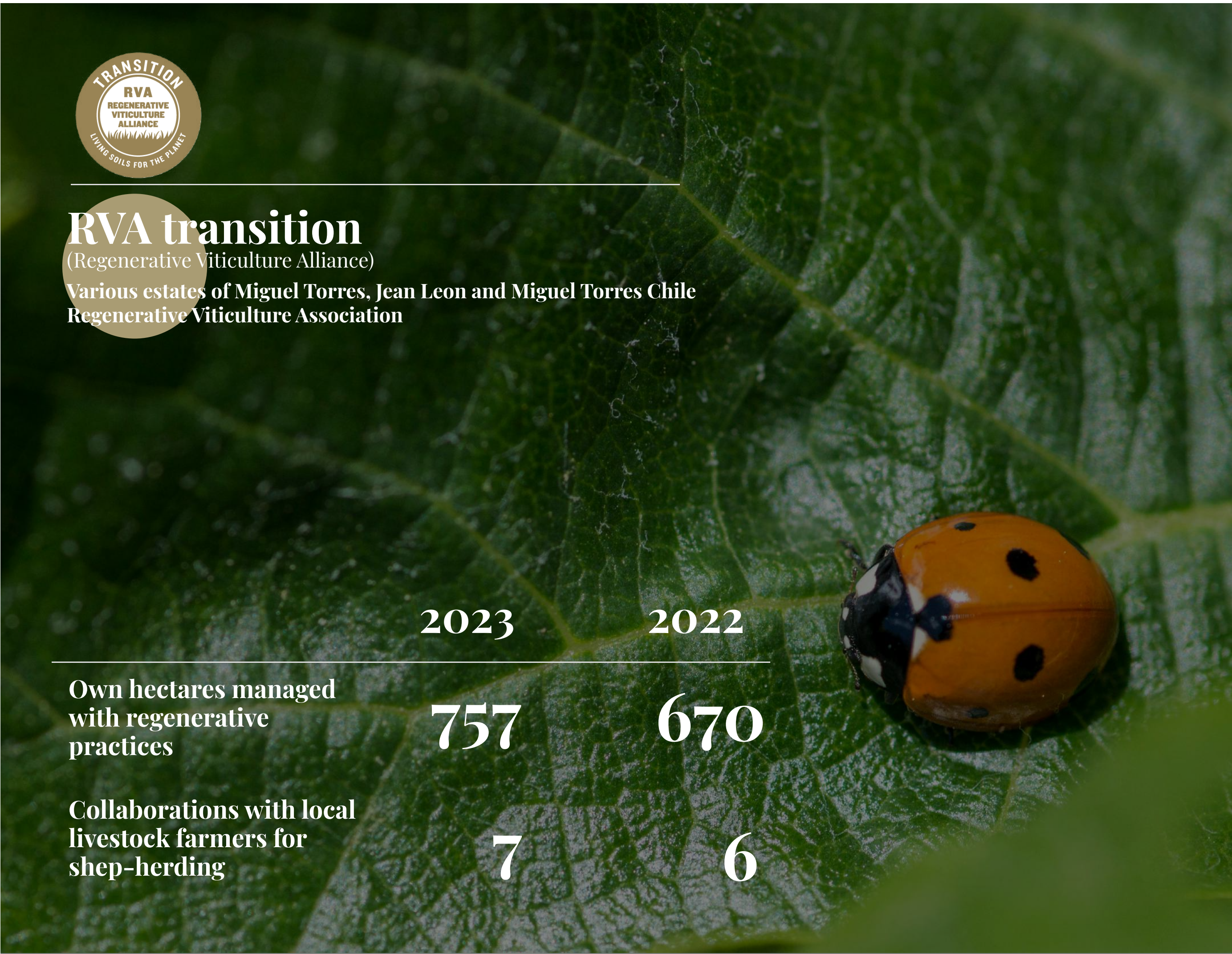
Regenerative viticulture is one of our solutions to climate change, driven by our commitment to continuous improvement and our role as agents of change in agriculture. This holistic approach is based on natural processes to replenish nutrients and water, restore soil fertility, and enhance the natural biological cycles of ecosystems, ultimately increasing natural resources rather than depleting them.

Each vineyard is conceived as an ecosystem in itself, with landscapes designed to capture rainwater in the soil. Healthy ecosystems that maintain a balance between beneficial insects, bacteria, and fungi are encouraged for disease and pest control. Additionally, cover crops and planned grazing with sheep and goats are used to increase soil organic matter and naturally fertilise the soil.

A key benefit is CO₂ sequestration, which enhances the vineyards' capacity as carbon sinks and mitigates the effects of climate change by revitalising soil life. As a result, regenerative viticulture has a dual impact: it contributes to mitigating climate change while also reducing its impact and slowing the rise in temperatures, thereby aiding adaptation.

The goal is to adapt vineyards to the new climate scenario, making them more resilient and reducing soil erosion.

“In our vineyards, we promote a holistic approach to land management that fosters the balance between the environment and biodiversity”.





2. Fighting the climate emergency

During this year, we have expanded the implementation of this model from 670 hectares at the end of 2022 to 757 hectares in 2023. On these estates, regenerative viticulture activities have been carried out, including:

- Remineralisation of soils through the application of organic compost (e.g., sheep manure) and cover crops, both spontaneous and sown.
- Reduction or elimination of tillage, along with the implementation of vertical tillage that respects the soil structure (unlike traditional tillage, which turns the soil).
- Inclusion of beehives, bird nests, and insect hotels.
- Holistic management through grazing by sheep and goats.
- Keyline design of the vineyard to maximise the use of water resources.
- Planting of trees, shrubs, and honey plants.

In 2023, we accredited several Miguel Torres, Jean Leon, and Miguel Torres Chile estates with RVA (Regenerative Viticulture Alliance) certification in the Transition category. Estates that have received this certification include Mas La Plana, Milmanda, and Santa Digna, among others.

It is also worth mentioning that Clos Ancestral White, the first wine with regenerative viticulture certification, will be marketed in 2024.

Forestry management

Our reforestation initiatives have allowed us to contribute to offsetting emissions by restoring forest areas. In 2015, we planted 28.8 hectares in various locations across Catalonia. In 2016, we began a reforestation project on our farm in Chilean Patagonia. This farm covers a total area of 5,615 hectares, of which 96 hectares have been planted to date, resulting in an offset of 3,809.57 tonnes of CO₂ equivalent.

At the end of 2023, we decided to sell “Los Cóndores” estate in Chilean Patagonia due to difficulties expanding the plantation. However, we have a 30-year commodatum contract that guarantees the care and preservation of the reforested area. We are now reorienting the reforestation project to ensure its continuity and are searching for more suitable land.

Through this project, we aim to continue contributing to the mitigation of climate change effects each year.





2. Fighting the climate emergency



Mitigation: reducing our footprint

At Familia Torres, we continually strive to reduce our impact on climate change. Our **Climate Change Policy** guides us in this endeavour, and we implement environmentally friendly practices to minimise the environmental impact of our activities, both productive and supportive.

We have released our Transition Plan, a detailed roadmap featuring fourteen science-based and measurable initiatives. This plan will enable us to accelerate our efforts to reduce CO₂ emissions from the vineyard to the consumer, with the aim of becoming a net zero emissions winery by 2040.



Gold Member

Miguel Torres
International Wineries for Climate Action



Silver Member

Miguel Torres Chile
International Wineries for Climate Action



Sustainability

Miguel Torres
Sustainable Wineries for Climate
Protection (SWfCP)



Sustainability

Miguel Torres
Spanish Wineries for Emission Reduction (WfCP+)



2. Fighting the climate emergency

Reducing our emissions

We measure our carbon footprint* considering scopes 1 (direct emissions), 2 (indirect emissions from electricity), and 3 (upstream and downstream emissions) of greenhouse gases (GHG) according to ISO 14064, verified by an accredited body (LRQA).

In addition, our decarbonization targets are based on the goals set by the Paris Agreement.



**The % results in 2023 takes into account the degree of progress since the base year of the calculation. For Miguel Torres it is 2008 and for Miguel Torres Chile it is 2018.*

Emissions per bottle (kg Co ₂ eq)	Miguel Torres		Miguel Torres Chile		2021	Jean Leon 2019
	2023	2022	2023	2022		
Scope 1	0.08	0.09	0.24	0.28	0.25	0.23
Scope 2	0.04	0.04	0.04	0.07	0.11	0.18
Scope 3	1.09	1.12	1.38	1.10	1.15	1.30

** The calculation is made annually for Miguel Torres and Miguel Torres Chile. In the case of Jean Leon, the calculation of the base year (2019) was in 2021, and this 2023 has been calculated in 2021.*



2. Fighting the climate emergency

We continue with our plan to reduce the weight of most of our bottles, which results in a significant reduction in the emissions associated with their production and transport.

In 2023, we carried out the following actions:

- Change the bottle design for all Celeste range products from 400 g to 370 g, which will reduce CO₂ emissions by 51 tonnes annually.
- Reduce the bottle weight from 563 g to 395 g for Secret del Priorat, Clos Ancestral Red, Clos Ancestral White, Vinyarets Red, Fransola, Sons de Prades, and Salmos.

Bottle weight reduction (2008 - 2023)

Familia Torres

Wine bottles

18%

Spirits bottles

7%





3. Sustainable energy management

Energy efficiency

To continue steadily reducing our carbon emissions, we have implemented an **Energy Policy** at our wineries in Spain. This policy is part of our **Integrated Management System Policy** and aims to improve and optimise our energy resources.

We have undertaken intelligent construction projects based on bioclimatic architecture to enhance our energy efficiency. Examples include underground warehouses and the insulation of wine vats to improve their efficiency, underground cellars insulated from solar radiation for ageing wines with lower energy consumption, and the use of a white sand roof at the Waltraud winery to reflect sunlight and reduce the need for air conditioning, thanks to the albedo effect.

We are also progressively updating the lighting in our warehouses and facilities to more efficient alternatives. In 2023, the luminaires in the offices of our logistics company were replaced with LED lights.



Energy efficiency

Pacs del Penedès, Vilafranca del Penedès, Constantí and
Sant Martí Sarroca

ISO 50001 Standard



3. Sustainable energy management

Transition to green energy

Currently, 65% of our energy consumption comes from renewable sources, including self-generated energy and energy purchased from third parties.

We continue to work constantly to ensure that all our offices and warehouses are supplied exclusively with electricity from renewable sources.

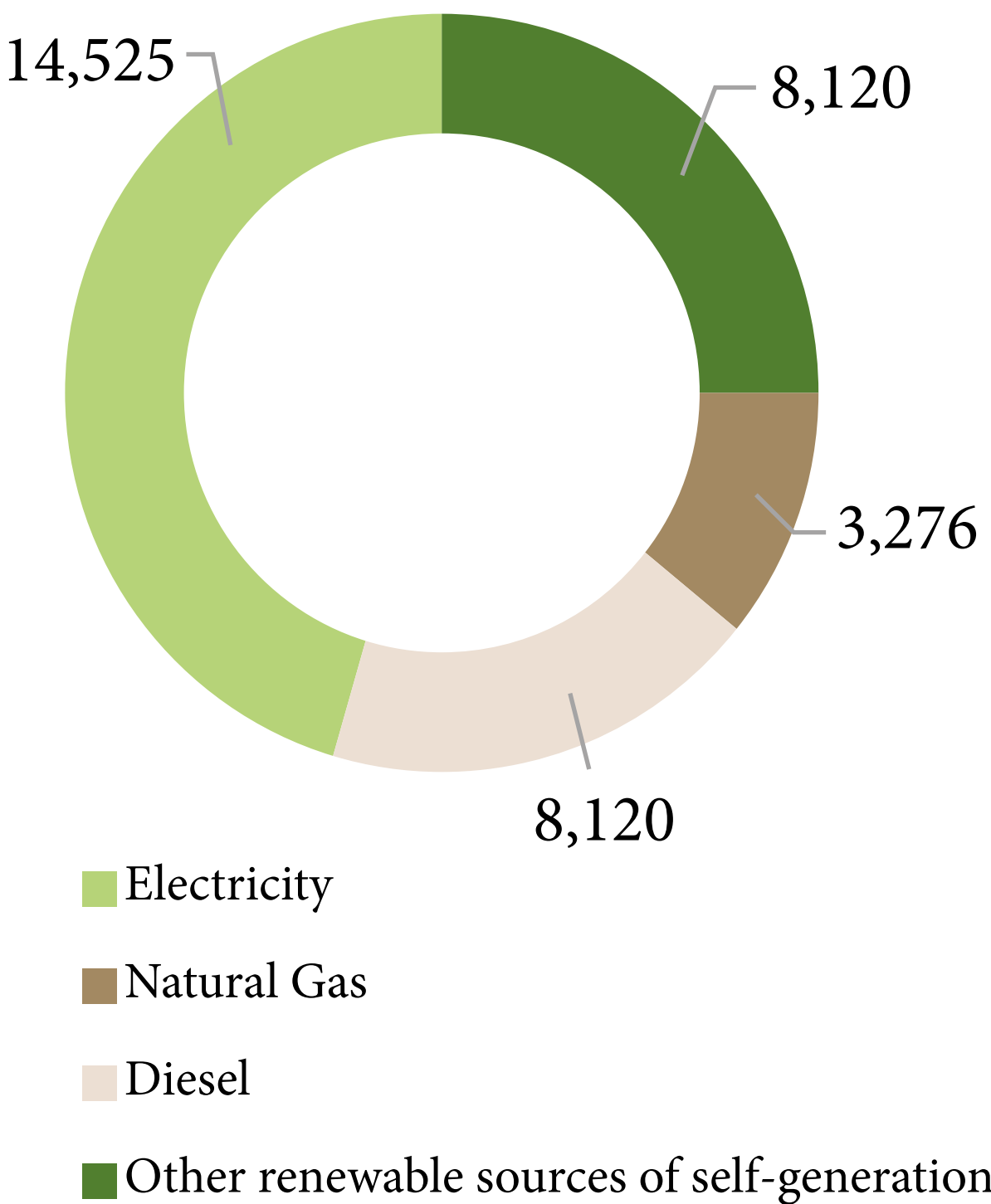
Self-generation

We own renewable energy production facilities to replace fossil fuels with energy from renewable sources such as solar and geothermal.

Our facilities' self-generated power is 6,617 MW. Of this total energy, 67% comes from biomass and 33% from photovoltaic panels.

The electricity produced by these facilities is used for our consumption, which represents 25% of the total energy consumed in 2023 and for the sale of electricity. In this sense, we have sold 968,095 kWh this year.

Energy consumption* by source (MWh)



**Source of conversion factors for energy consumption data: IDAE (Institute for Energy Diversification and Saving).*

	2023	2022
Energy consumption (MWh)	32,203	36,105
Energy consumption per bottle (kWh)	0.65	0.65
Renewable energy	70%	65%
Electricity from renewable sources	99%	99%

	2023	2022
Power of self-consumption installations (MW)	7	6
Self-consumption (MWh)	8,120	7,741
Energy sold (MWh)	968	890
% Self-consumption over total energy consumption	25%	21%



3. Sustainable energy management

Sustainable mobility

We continue to accelerate our energy transition, with a particular focus on vehicles and machinery. Our fleet consists of 217 vehicles, including 23 electric and 139 hybrid vehicles, and our facilities have 59 charging points.

Additionally, Familia Torres Penedès winery features two solar-electric trains and electric bicycles for internal mobility. We are also implementing electric machinery in our warehouses to reduce fossil fuel consumption. Currently, 92% of our fleet of forklifts and lifts are electric.

We encourage the use of bicycles for commuting to work to reduce emissions further. Besides, we participate in a car-sharing programme with electric vehicles, initiated in 2017, which has contributed to a saving of 236.7 tonnes of CO₂ equivalent in greenhouse gas emissions.

	2023	2022
Hybrid Vehicle Fleet	64%	63%
Electric Vehicle Fleet	11%	6%
Electric Vehicle Charging Points	59	50
Electric Forklift and Lift Truck Fleet	92%	91%





4. Water as a shared resource

Water is vital for life on our planet and it is also a must for our daily activities. At Familia Torres, we assume a great responsibility for water conservation and efficient use.

We have established a **Water Management Policy** to optimise water management throughout our value chain.

Water use in Familia Torres:





4. Water as a shared resource

Reduction and reuse measures and targets

We implement specific measures and targets to reduce water consumption, such as regular installation checks, pressure diffuser nozzles use, remote monitoring of our installations, and team training.

We also have several facilities that allow us to reuse and recirculate water in our processes, thus minimising our water withdrawals.

Among the initiatives carried out, the following stand out:

- **Miguel Torres Chile:** we have changed the sanitisation system of the bottling machinery by introducing a steam generation equipment, which saves 70% of water consumption in this process.
- **Familia Torres Penedès winery:** we recirculate and reuse water in our bottling lines and purge water from the open cooling circuits. In addition, part of the water treated at the winery's Wastewater Treatment Plant (WWTP) is also regenerated for use in irrigation, cellar cleaning, and refrigeration. It should be noted that 34.83 megaliters of water were regenerated in 2023.
- **Pago del Cielo (Rueda):** we have carried out the installation of nozzles for flow reduction and water control, which has allowed us to achieve a reduction of 7% in water consumption.
- New **plantings in Catalonia** are carried out with highly adapted vine varieties, resistant grafts and wider planting frames to reduce the consumption.





5. Circular economy and waste management

We strive to optimise the use of materials in our production processes by selecting resources from sustainable sources and working to minimise waste. We have also implemented circularity initiatives to extend the useful life of materials.

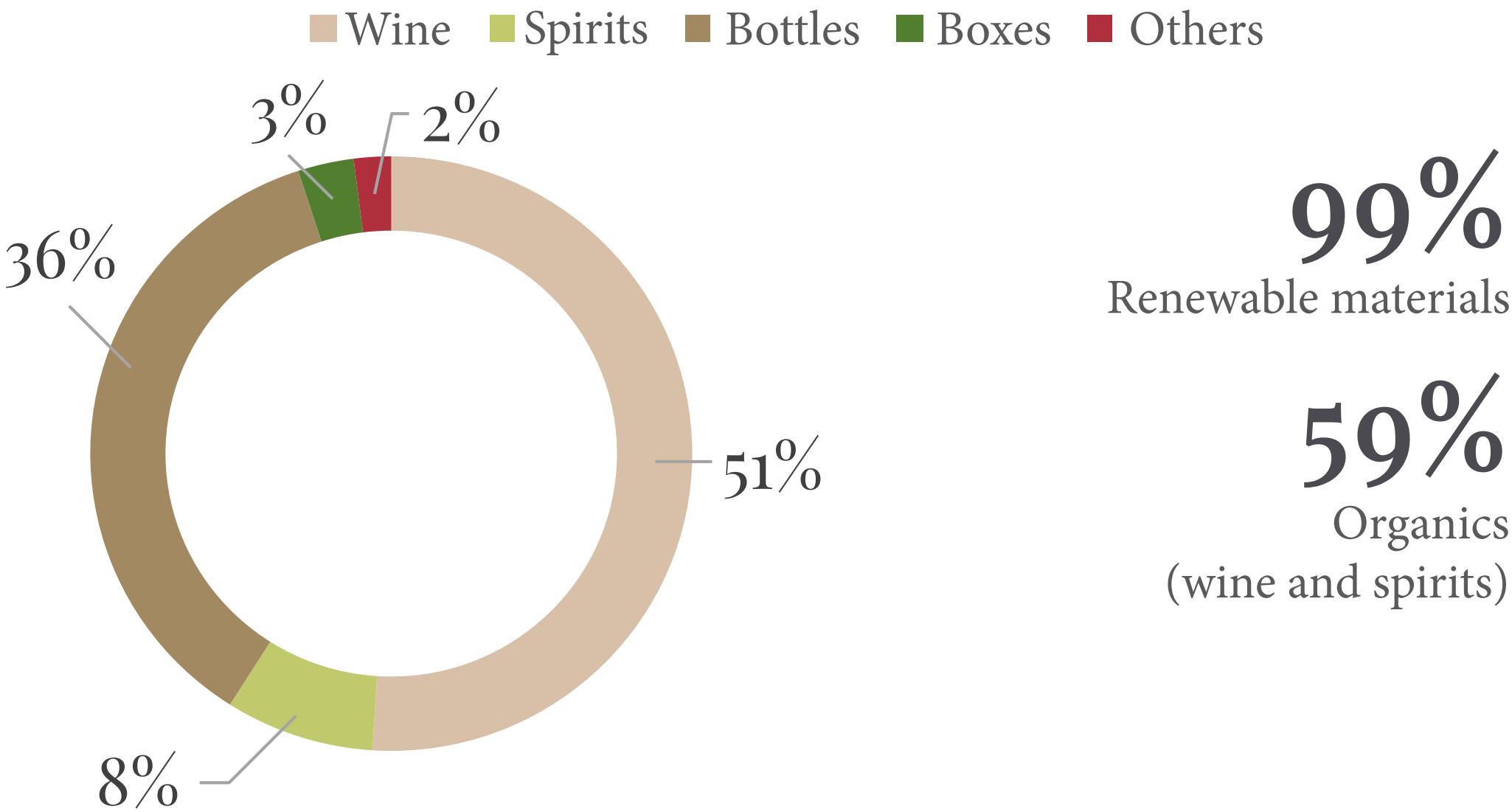
We continue to focus on reducing the consumption of non-renewable materials, such as plastic, and opting for alternatives with a lower environmental impact. To this end, we have implemented a Strategic Plastic Reduction Plan, which includes measures such as installing water fountains to eliminate single-use plastics and manufacturing the decorative elements of the bottles (bulls and cupids) with biodegradable material made from sugar cane.

Reduction and Reuse Initiatives and Targets

To increase the durability of the materials we use in our value chain and to reduce the materials used, we have implemented the following measures:

- **Recovery of leftovers and offcuts:** We reuse leftovers and offcuts from the production of our decorative bull figurines in the production process. Over the past year, 36% of the production has been made from recycled material.
- **Extending barrels life:** Most oak barrels, which typically last about five years, are either used to age brandy or sold to third parties to extend their useful life.
- **Rebo2Vino Project:** Led by the Spanish Wine Federation and several partners, this project covers the entire value chain and aims to assess the feasibility of a glass bottle reuse system in the Spanish wine industry. We are conducting a pilot test with another Spanish winery using a standard reusable bottle designed by Verallia. The bottles are distributed under the Viña Sol brand to collaborating restaurants, with a reverse logistics system in place for collection, cleaning, and reuse.
- **Eliminating sleeves:** In recent years, we have been eliminating plastic sleeves that cover the entire bottle. This year, we have stopped using sleeves for bottling altogether.

Material consumption by type



99%
Renewable materials

59%
Organics
(wine and spirits)

	2023	2022
Materials used in the manufacturing process (t)	60,613	70,797
Materials used per bottle produced (kg)	1.2	1.3
Non-organic materials from recycled sources	71%	70%



5. Circular economy and waste management

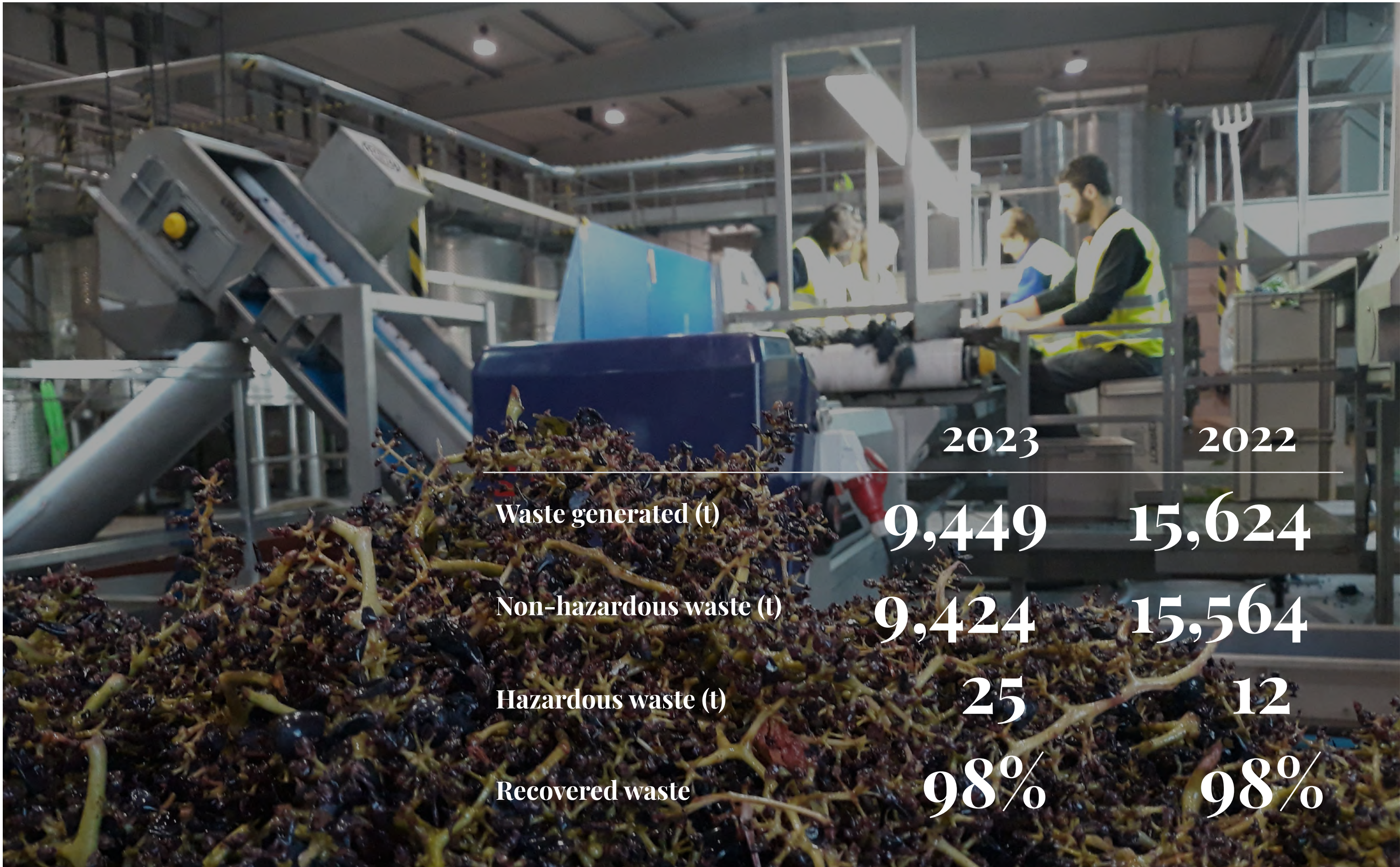
Waste management

Waste generation and improper waste management negatively affect the environment and the landscape. Potential impacts include soil, water, and air pollution, as well as unpleasant odours. Additionally, poor waste management can lead to the bioaccumulation of substances in species within the food chain and an increase in greenhouse gases.

At the corporate level, waste generation occurs at different stages of the product life cycle:

- **Upstream:** Waste results from the production of raw materials, such as grapes, packaging materials, services, products, and equipment.
- **In our facilities:** Waste is generated during production, packaging, and logistics, as well as during the product design process.
- **Downstream:** Waste occurs in the post-sale stage, related to product distribution, marketing, and after-sales consumption.

Given the importance of preserving the environment, we have an **Integrated Waste Management Policy** that establishes guidelines for waste management based on the principles of minimisation, reuse, recycling, and waste prevention.





5. Circular economy and waste management

Food waste

We understand the importance of reducing food waste in our gastronomic experiences. Therefore, we have a **Food Waste Policy** and promote several initiatives in our restaurants:

- We offer a daily closed menu that limits the variety of ingredients, facilitating inventory control and reducing food waste.
- We produce by-products from trimmings or elements not incorporated in the dishes.
- We incorporate common ingredients in various dishes to reduce food waste.
- We prioritise purchasing local and seasonal products, which means almost daily shopping and reduces the need for prolonged storage.





4. EXCELLENCE

Acting with excellence, committed to good work, rigour and quality.





1. Food safety and quality standards

At Familia Torres, we strive to guarantee the excellence and quality of our products, applying the highest standards throughout our value chain.

We believe caring for the earth is essential to obtaining quality wines. That is why we have our own vineyards cultivated with the utmost respect for the environment to obtain excellent fruit.

We also work closely with external vinegrowers, advising them on vineyard management and care, sharing best practices and promoting sustainable practices.

To guarantee the distinction of our products from origin, our vinegrowers must comply with strict requirements aligned with our corporate policies.

To ensure the quality and continuous improvement of our processes, as well as the safety of our products, we have integrated all our controls into an **Integrated Management System** that applies to all wineries, which has the following policies:

- **Policy of the Integrated Management System** (which integrates quality and food safety) of the Familia Torres wineries in Spain.
- **Food Security Policy.**
- **Integrated Quality and Safety Policy of Miguel Torres Chile.**



Quality Management

All our wineries, the distillery,
and the brandy aging
warehouses

ISO 9001 Standard



Food Safety

Facilities in Vilafranca del
Penedès, Pals del Penedès,
Sant Martí Sarroca,
Constantí, and Curicó (Chile)

ISO 22000 Standard





1. Food safety and quality standards

Labelling of our products

The labelling of our products is essential to ensure that the consumer receives accurate and relevant information, complying with the regulations of each country and market where we operate:

- Information regarding the AO.
- Responsible alcohol consumption.
- Allergens.
- Prohibition of consumption by minors.
- Information for pregnant women.
- Safe use of the product according to the best-before date.
- Disposal method: Green Dot recycling.

We have formalised procedures in place to ensure proper labelling. We ensure that all the products we produce comply with EU labelling regulations and have reinforced approval mechanisms for non-EU distributors.





2. Our suppliers

In addition to ensuring excellence in all our internal processes and results, we also demand high standards from all actors in our value chain. This applies to all our suppliers, thus ensuring the quality of our products and extending our values and principles throughout the supply chain.

In Spain and Andorra, we have a **Supplier Policy** as proof of our commitment to prioritise the selection of suppliers in a fair manner, under objective business criteria, avoiding favourable treatment, and under responsible management criteria, such as respect for human and labour rights, the fight against climate change and the protection of the environment.

In 2023, we drew up a **Supplier Code of Ethics**, which, from 2024 onwards, will be incorporated into new approvals and re-approvals, thus replacing the Supplier Policy.

In Chile we have a **Sustainability and Fair Trade Policy**. Both policies allow us to identify and manage the risks associated with the supply chain, establishing minimum requirements for our suppliers and promoting sustainable management at all times.

**Additional analyses for suppliers of food products and materials in direct contact with the product to ensure food safety.*

***This information is evaluated for strategic suppliers. Efforts are underway to implement this for suppliers classified as important as well.*

Approval of Suppliers

In 2017, we implemented an approval process in Spain for our suppliers classified as strategic and important, to validate 100% of them. By 2023, 82% of our strategic suppliers had been approved. Suppliers are assessed and approved based on their nature and ability to meet the requirements set out in the Supplier Policy, ensuring their suitability to work with us.

1. Registration in the supplier portal and adherence to the **Supplier Policy** and the **Familia Torres Ethical Model**.
2. In-depth analysis of the following aspects:
 - Quality
 - Ethics and corporate responsibility
 - Civil liability
 - Food safety*
 - Safety, health and well-being**
 - Environmental information**
 - Financial information**
3. On-site visits to strategic or critical suppliers.
4. Risk analysis and continuity plan for critical references.





2. Our suppliers

Supplier evaluation

Companies have the responsibility to minimise the environmental and social impacts generated throughout their value chain, including those derived from the activity of their suppliers. Therefore, in Spain, we evaluate not only the quality of materials and the level of service provided by our suppliers but also environmental criteria, which allows us to promote continuous improvement and innovation in all aspects.

Grape providers

Annual evaluations are carried out for the winegrowers who have the greatest impact on our business, based mainly on the following criteria:

- Grape quality.
- Pesticide control.

Focus on risk countries

We are aware that certain regions may present higher levels of environmental risk and human rights violations. For this reason, we have stricter control procedures for suppliers producing or subcontracting manufacturing in countries with a high level of risk.

These suppliers are subject to external audits by independent entities that assess aspects such as operations, corporate social responsibility, environment, hygiene and health and safety. Depending on the results of these audits, we will evaluate the continuity of our relationships with these suppliers.





3. Clients and consumers



To ensure the satisfaction of our customers, distributors and consumers, we are committed to offering excellence and quality as the basis of our work. To this end, we have a process that allows us to manage all communications, from complaints to acknowledgements, suggestions or queries.

When a customer submits a claim or complaint, the established protocol is activated. This procedure defines the different stages and responsibilities involved, from the receipt of the complaint to the final resolution and response to the customer. Our internal team investigates the case, and corrective and preventive measures are implemented to ensure that it does not happen again.

Our customer service process foresees different communication mechanisms, both through the usual channels for our customers and distributors and through additional customer and consumer service channels. These channels include direct contact with our managers and sales representatives or other partners, contact mailboxes on websites, direct email, and an online customer helpline.

With the aim of continuously improving our relationship with customers and distributors, we periodically conduct satisfaction surveys to determine their degree of satisfaction in various aspects, especially in relation to the quality of the product and the service they receive. Based on the results obtained in these surveys, action plans are established.

In 2023, we conducted surveys at Miguel Torres Chile to 83 domestic and 17 export customers. The results show an increase in satisfaction in both groups. At Miguel Torres, the export department conducted a distributor satisfaction survey, which obtained 78 responses.

In addition, visitor satisfaction surveys are regularly carried out at our main wineries to gather feedback on visits and wine tourism activities, as well as after sales satisfaction surveys for customers of the petitceller.com online shop.

	2023	2022
Customer Satisfaction - Domestic Chile	94%	93%
Customer Satisfaction - Export Chile	90%	88%
Customer Satisfaction - Export Spain	87%	*

**No data is available for 2022 as no surveys were conducted in that year.*



3. Clients and consumers

Data protection

As a commitment to data protection, we are actively working on the development of new measures to ensure the security and privacy of information.

We ran an initiative to promote the use of a digital tool that provides educational capsules on data protection. We also perform training sessions for employees in key areas in Spain.

This approach reflects our commitment to education and raising awareness of the importance of data privacy in all business areas.

In addition, comprehensive reviews of policies and procedures were carried out, and concrete measures were implemented to improve data management, such as the inclusion of a data protection checklist in the supplier approval process.

Promoting responsible consumption

More and more consumers are showing a preference for healthier and more moderate drinking habits. At the same time, the social responsibility of countries is increasing, regulating alcohol consumption or increasing limitations or taxes for wines with higher alcohol content. Thus, at Familia Torres, we support and encourage responsible consumption through our products and initiatives, such as:

- **Low-alcohol and dealcoholised wines:** to meet current trends, there are 16 choices of low-alcohol (0.5% to 8%) and dealcoholised (0.0%) wines.
- **Responsible advertising:** our Marketing Department follows advertising guidelines that focus on moderate and responsible consumption.
- **Wine tourism activities:** our wine tourism experiences educate about responsible wine consumption, encouraging a wine culture that values moderation and responsible enjoyment.
- **Wine in moderation:** we support the Wine in Moderation initiative, promoting moderation and responsibility in wine consumption in more than 26 countries, applying its logo to some of our products.
- **Fivin:** Familia Torres is a founding member and patron of the Foundation for Wine and Nutrition Research (FIVIN), which was created in 1992 to research the beneficial effects of moderate wine consumption on health.



5. COOPERATION

Success depends on everyone's work, cooperating to make the mission and vision a reality.





1. Defending human rights

At Familia Torres, we strictly follow our **Ethics and Corporate Responsibility Model***, which includes the **Code of Business Conduct and Ethics** and the **Ethics and Corporate Responsibility Policy**. Thus, we ensure respect for human rights in all our activities.

Both documents make explicit reference to our concern for the defence of human rights, as well as for the promotion and compliance with the provisions of the fundamental conventions of the International Labour Organisation (ILO), favouring and supporting them:

- Freedom of association and the right to collective bargaining.
- The elimination of all forms of forced or compulsory labour.
- The abolition of child labour.
- The elimination of discrimination in employment and occupation.

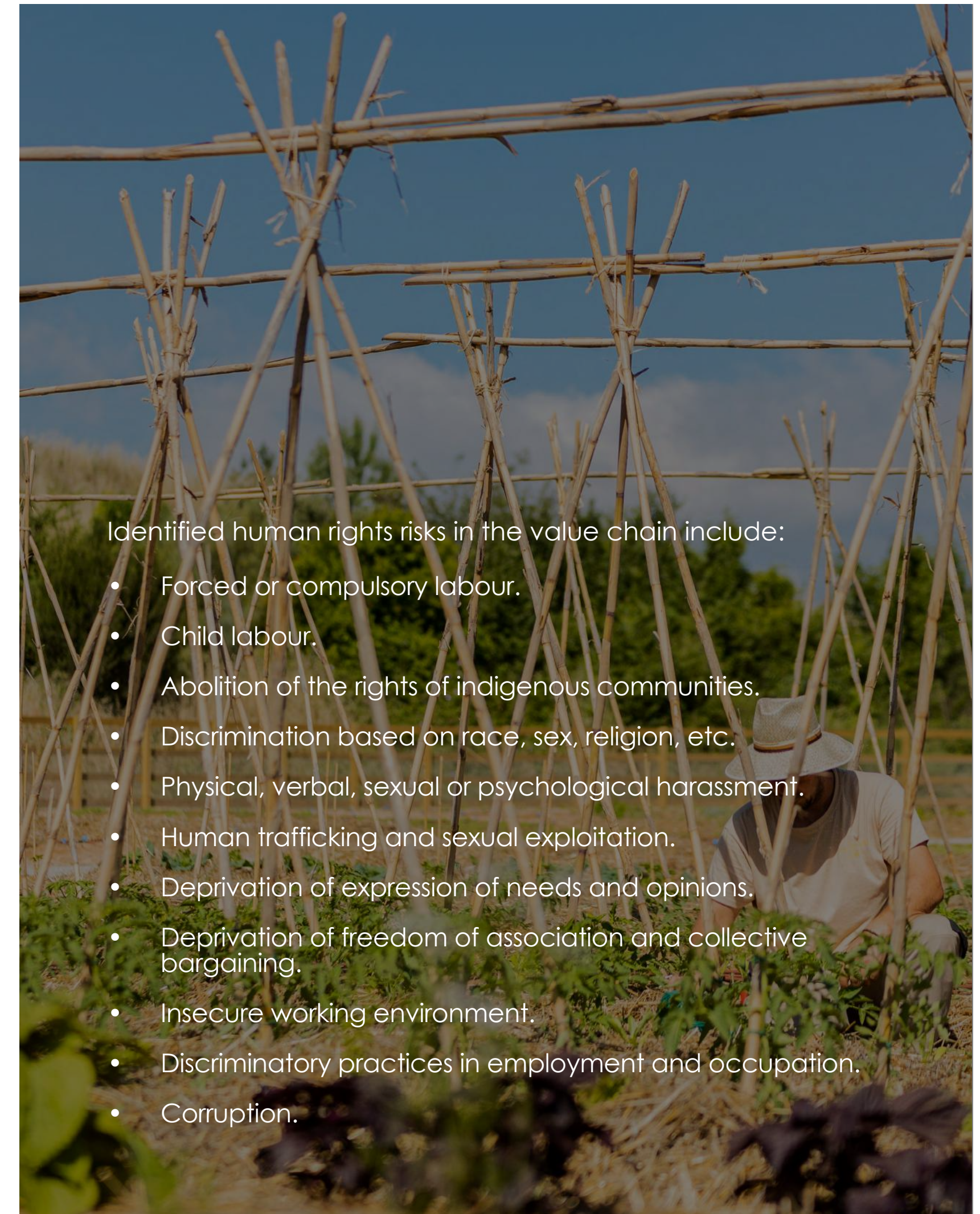
In addition, to ensure compliance with our human rights commitments, we have a whistleblowing channel available to all employees, distributors and approved suppliers of the companies in Spain and Andorra.

**In process of implementation in the Familia Torres companies in Chile.*

To prevent risks of human rights violations, we require our strategic and major suppliers to be certified and check that they do not breach human rights legislation. We also carry out the same checks for new distributors.

We also ensure that our security personnel, both internal and external, receive training in this area, with particular emphasis on the right to life, integrity and individual liberty. In addition, we require that all security companies we contract with ensure that all workers on our premises are trained in human rights applied to security and have the appropriate accreditation.

Our **Human Rights Policy** was launched in 2023 as part of our ongoing commitment to human rights due diligence. This policy includes ten principles, such as fighting for the abolition of child labour, the elimination of forced or compulsory labour, respect for freedom of association, and the right to collective bargaining.



Identified human rights risks in the value chain include:

- Forced or compulsory labour.
- Child labour.
- Abolition of the rights of indigenous communities.
- Discrimination based on race, sex, religion, etc.
- Physical, verbal, sexual or psychological harassment.
- Human trafficking and sexual exploitation.
- Deprivation of expression of needs and opinions.
- Deprivation of freedom of association and collective bargaining.
- Insecure working environment.
- Discriminatory practices in employment and occupation.
- Corruption.



2. Social and economic development of local communities

Our commitment to corporate social responsibility means that we are strongly committed to the local environment in which we operate, seeking to ensure the social well-being and economic development of the local communities and suppliers with whom we work.

Community contribution initiatives

We undertake collaborative projects and initiatives to positively impact local communities. We encourage corporate volunteering to involve our employees in social initiatives.

In addition, we contribute directly to the community through donations, both monetary and in the form of goods, to charities, foundations and research institutes, and we work with local community stakeholders through partnerships and sponsorships to support initiatives and projects beneficial to the local community through the following areas of activity: local festivals, cultural and sporting activities, tourism promotion, and activities with schools, universities, and educational training.

Promoting local sourcing

As part of our commitment to the economic development of local communities, we prioritise the selection of local suppliers* to support their well-being and growth. We also strive to maintain close and transparent relationships with our local suppliers to ensure mutual benefits, as well as with the local community. We believe that supporting local suppliers has multiple advantages for our business, such as cultural proximity, reduced delivery times, contributing to the growth of the local economy, reduced transport costs and reduced greenhouse gas emissions related to the transport of goods.





2. Social and economic development of local communities



Fair Trade project

In Chile, our commitment to responsible procurement is particularly important due to the disparity between large producers and small winegrowers, who are vulnerable to weather fluctuations and market prices set by larger organisations. In response to this, we launched the Fair Trade project in Chile in 2010, demonstrating our commitment to empowering small winegrowers and ensuring equitable commercial conditions and the sustainability of the sector. This project is based on the following lines of action:

- 1. Preservation of Traditional Chilean Varieties.** Encouragement and promotion of autochthonous grape varieties and forgotten varieties.
- 2. La Causa Wine Collection.** This is a joint project between Miguel Torres Chile and small producers of traditional grape varieties.
- 3. Social Investment Premiums.** Small Fair Trade certified winegrowers not only receive a fair price for the sale of their products but also get a premium for each bottle of Fair for Life sold. This premium is used to finance projects that aim to improve the quality of life of the community, both internally for the workers and their families and externally for the communities around each of the farms. In 2023, aid was provided to workers who had suffered accidents or illnesses.



2. Social and economic development of local communities

Miguel Torres Chile's **Sustainability and Fair Trade Policy** is based on the following commitments:

- Respect human rights and labour laws.
- Establish an enabling environment for fair industrial relations.
- Guarantee the Fairtrade minimum payment.
- Encourage the proper use of resources generated by Fairtrade premiums.
- Promote a culture of respect for the environment.



Fair Trade

Miguel Torres Chile

Since 2010, it has been recognised with Fair Trade Certification for paying a fair price for raw materials, enabling the development of local farmers, those who are smaller and at a competitive disadvantage.

Fair for Life



Invested in Fair Trade
Projects since 2010

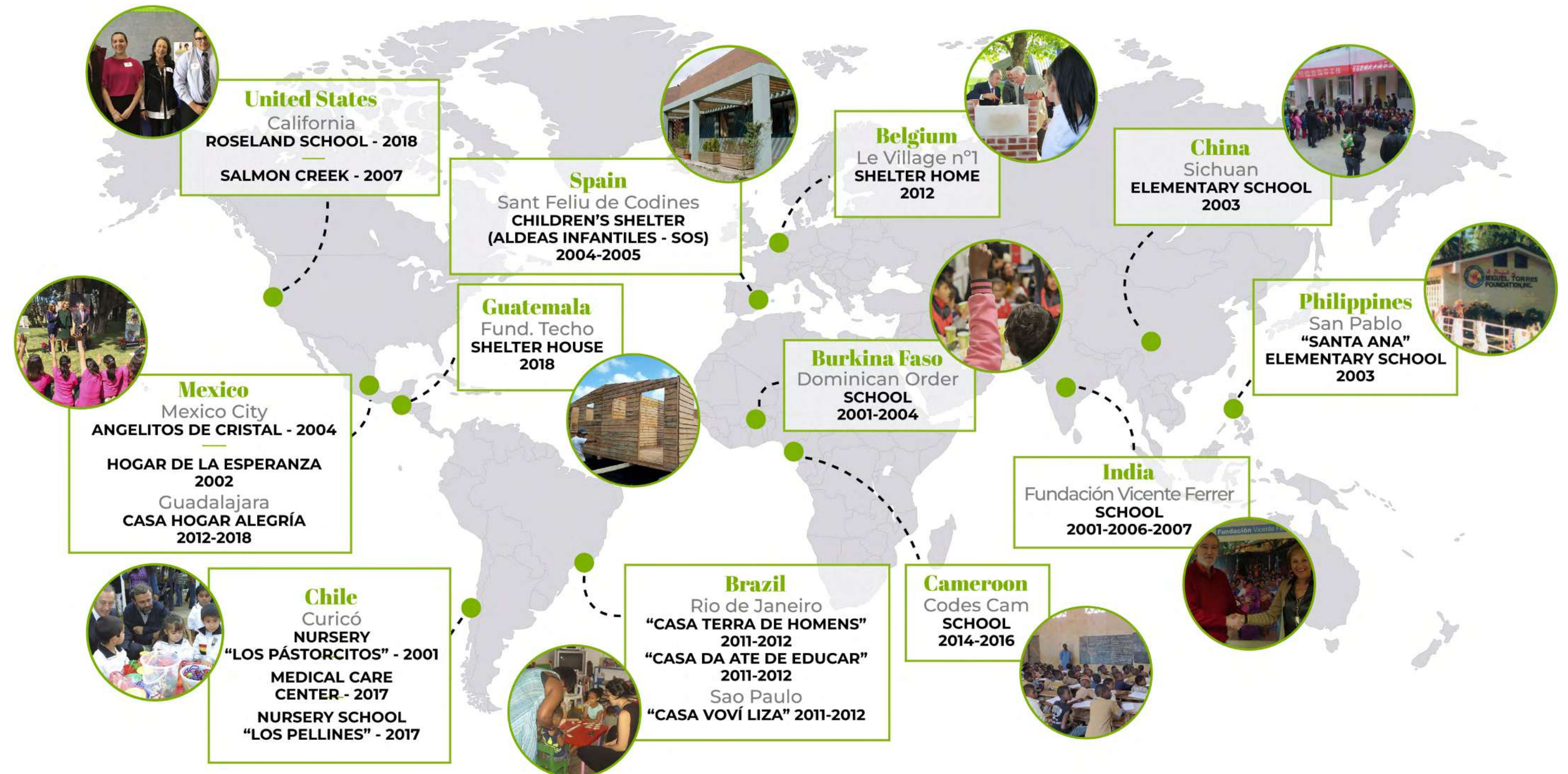
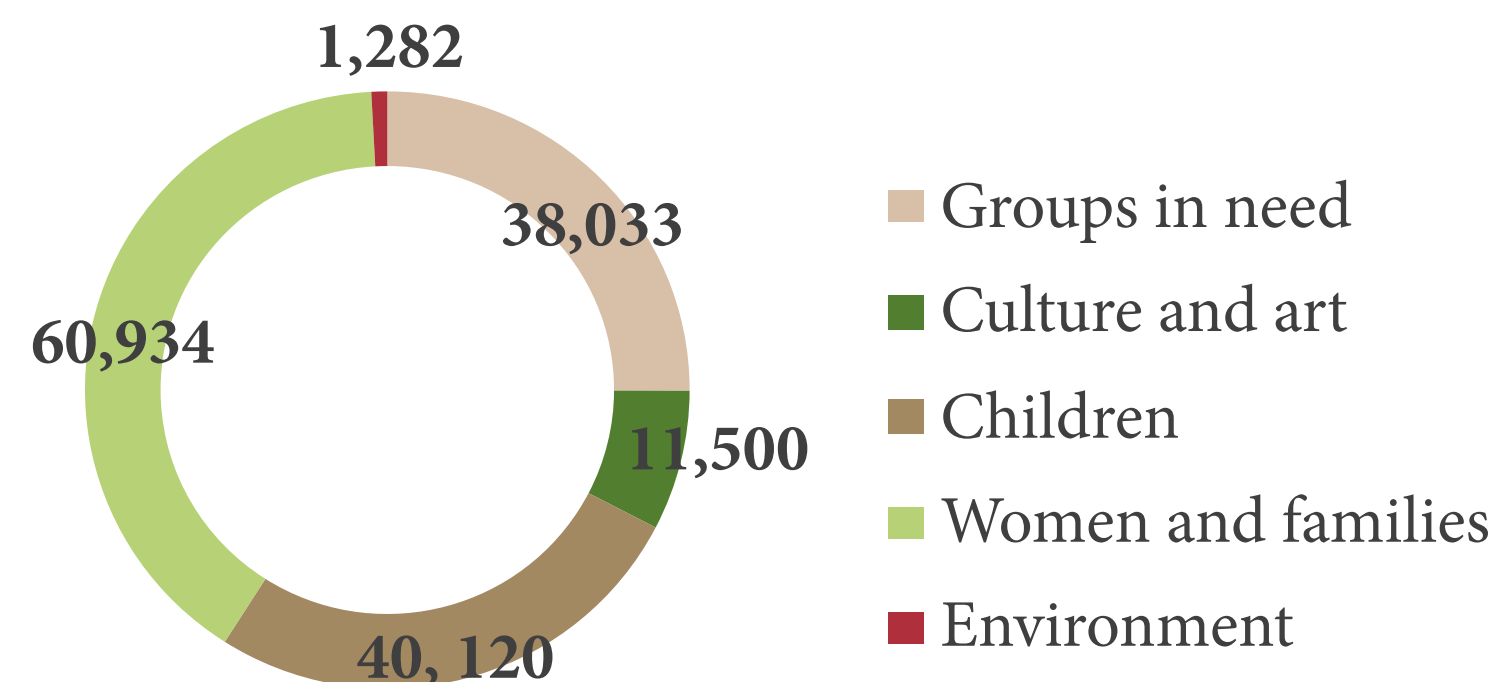
1.18M\$

3. Familia Torres Foundation

Since its creation in 1986, Familia Torres Foundation has promoted more than 400 cooperation projects in twelve countries. The social projects carried out are aimed at the following objectives:

- Child protection through educational centres and foster homes for orphaned children at risk of social exclusion.
- Empowering women and combating gender-based violence.
- Improving the health of groups in need.
- Bringing culture closer to the population.
- Humanitarian aid and aid in areas affected by natural disasters.

Aid provided in 2023 (€)





3. Familia Torres Foundation



Hasen Project

Residential shelter and psychological support for vulnerable women and minors to promote their reintegration into society and the labour market.

SHE BISTRO

HOSTELERÍA CON PROPÓSITO

She Bistro

Restaurant with a purpose. Creates opportunities for women survivors of gender-based violence and people with functional diversity.



Stitches of Freedom Project

It provides personal and professional support and training to women from prisons in Catalonia, to achieve their social and professional inclusion.



“Family Space” project

Psychological and psychosocial care project for families, children and adolescents of the CRAE Toni Inglés.



Other
collaborations:





3. Familia Torres Foundation

In addition to the projects carried out, the following initiatives and individual actions in the field of solidarity action were carried out in 2023:

Autisme amb Futur: Solidarity Pairing

The Autisme amb Futur association offered a solidarity pairing with Familia Torres Foundation and Xerigots. The event raised € 3,000, which Banco Mediolanum doubled. The proceeds will go entirely to providing therapeutic and educational support to children and young people with autism spectrum disorder.

Mans Unides Barcelona Solidarity Dinner

This was the second solidarity dinner organised by Mans Unides. All the dishes at the dinner were cooked with food discarded from the commercial circuit. The amount raised was 2,806 euros, used to buy food for the people of Syria affected by the terrible earthquakes.

Poetry recital in the Alfonso XIII Hall (Miguel Torres)

A poetry recital was held as part of the “La Vila en Vers” festival. Familia Torres Foundation supports culture and art, one of our areas of action, collaborating with cultural entities to bring culture and its benefits to most of the population.

II Solidarity Walk in Vilafranca

In 2023, the social organisation ACTUA held the 2nd Solidarity Walk. Halfway along the route, participants enjoyed a glass of non-alcoholic wine, water, fruit, and biscuits donated by Familia Torres Foundation.





6. CURIOSITY

Constant connection with the environment to identify needs, opportunities and trends.





1. Constant innovation

At Familia Torres, we believe that innovation is essential to progressing towards more sustainable practices and reducing our environmental impact.

To move towards the vineyard we aspire to have in the future; we are developing various Research, Development and Innovation (R&D&I) projects that seek to improve its quality and reduce the impacts that climate change has on it.

	2023	2022
R&D&i projects	13	11
R&D&i expenditure (€)	1.3 M	1.2 M
Investment in R&D&i (€)	17,982	42,236





1. Constant innovation

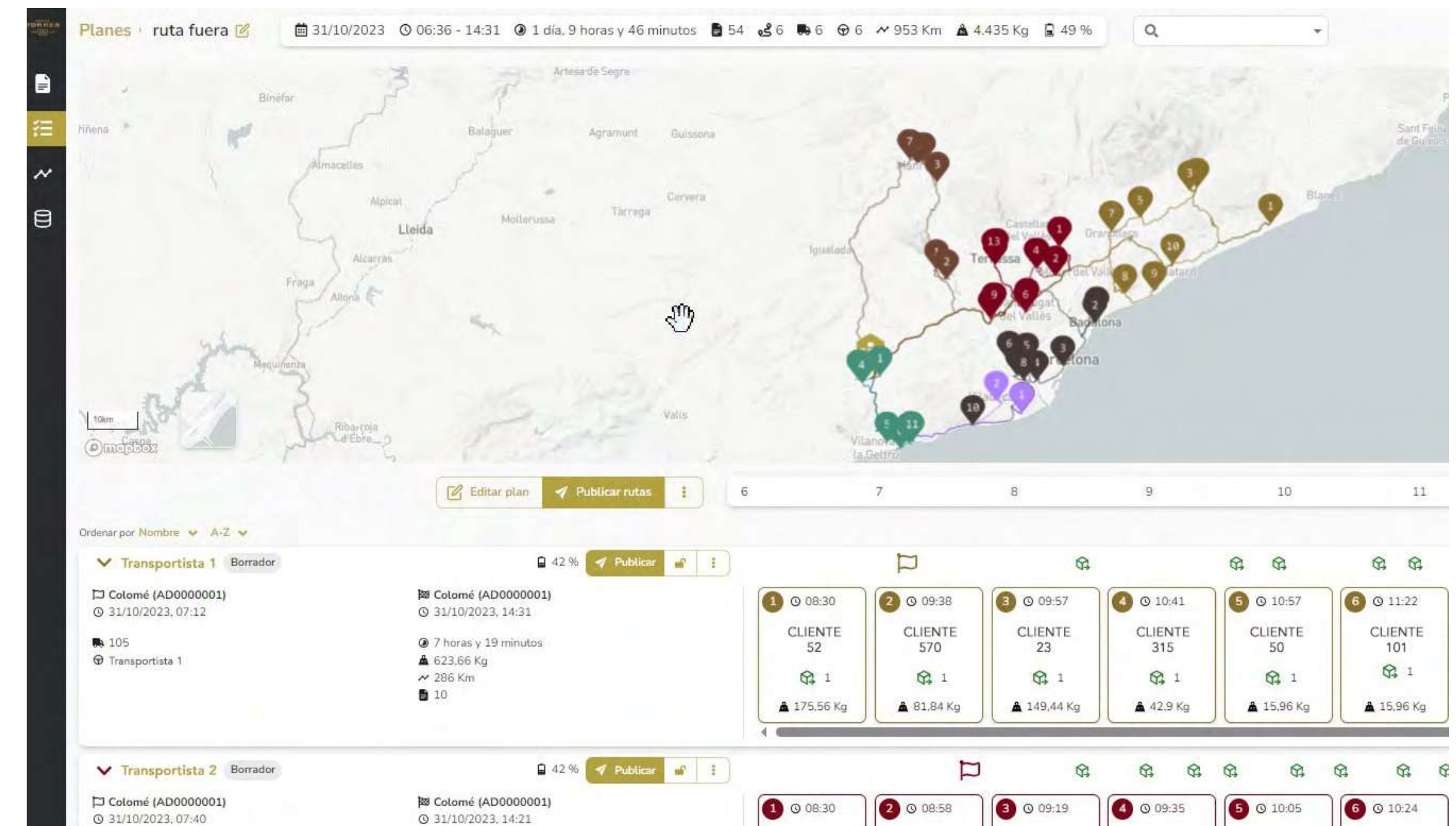
Open innovation

In 2017, the Innovation and Knowledge department implemented a new strategy: fostering innovation by collaborating with startups, with the aim of establishing mutually beneficial relationships.

Collaborating with Familia Torres can offer the startup the opportunity to accelerate its growth through various forms of collaboration, such as pilot testing, validation of its technology, industry recommendation and even, in some cases, financial investment. For our part, this collaboration allows us to adopt new technologies, nimbly address business challenges, test new business models, identify talent and explore potential new lines of business with a forward-looking perspective.

During 2023, we contacted 138 startups and SMEs, establishing six new collaborations, and continued with the ten that had started in previous years. In the operations of our distribution company, Colomé Angelats, we also implemented a solution that incorporates AI developed by a startup for route scheduling (see image). We also participated in several initiatives, such as the CONNECTIO EPICENTRE and MWC Open Innovation Challenge, which presented new challenges in different areas.

In the field of sustainability, in 2022 we participated in the challenge of water scarcity with the EIT (European Institute of Innovation and Technology). After evaluating solutions proposed by around 40 startups and SMEs, EZPack was finally selected to carry out a pilot test with its technology in July and August 2023, the results of which were very positive.





1. Constant innovation

Internal projects

Project for the recovery of ancestral varieties

This is our innovation project par excellence, which started in the 1980s. It aims to recover ancestral grape varieties lost after the phylloxera plague, which have great oenological potential and are more resistant to high temperatures and drought.

Vitis Agrolab Project

Since 2018, we have been conducting an internal project involving irrigation and vine management trials to observe and evaluate the agronomic and oenological differences depending on the irrigation treatment and vine training system, and their capacity to mitigate climate change. The project has the scientific collaboration of the Institute of Agri-Food Research and Technology (IRTA), as well as the collaboration of startups.

Internal and subsidised projects

Innotrack Project

This project, started in 2023, consists of implementing the variable application of phytosanitary products to improve the process in accordance with the defined strategy. It also includes a specialised training programme to ensure its correct application.

Consortium and subsidised projects

Go Rebo2vino Project

The project was initiated in 2022 to determine the technical, economic, and environmental feasibility of implementing a system for the reuse of standard glass bottles in the Spanish wine sector.

Go Vitiregenere Project

The project launched in 2022 aims to demonstrate and validate agronomic practices that contribute to regenerating the health and vitality of agricultural soils, thereby achieving more sustainable regenerative viticulture and improving biodiversity.

Light is Life Project

In 2021, a demonstration project was launched to use UV (Ultraviolet) light to stimulate the plant's natural defenses, with the aim of reducing the application of phytosanitary treatments in the vineyard.





1. Constant innovation

Horizon 2020 Project - Farmyng

Since 2019, we have been running a project in collaboration with a consortium of companies funded by the European Union (EU). The aim is to develop the first large-scale value chain based on bio-based products. The project focuses on the production of sustainable, safe, and high-quality food from the insect *Tenebrio molitor*, also known as mealworm, as an innovative source of origin.

Eit Water Scarcity Challenge Project

The pilot project, initiated in 2022 and completed this year, has consisted of implementing a desalination system powered by solar panels and the capacity to work 'off-grid' (autonomous photovoltaic generation system that is not connected to the electricity grid), with a reduced use of energy. This project has also improved the quality of irrigation water, positively impacting the final product.

Polyreswin Project

This new 2023 project involves selecting resins and absorbent materials and applying them to the winemaking process to purify wine by removing unwanted substances.

Agrarian Missions Project

Initiated in collaboration with other organisations in 2021, it aims to explore the application and viability of artificial intelligence (AI) and other Industry 4.0 technologies in solutions that will transform the Spanish agri-food sector into one that is more technological, innovative, sustainable and committed to energy efficiency and the reduction of the carbon footprint. Our participation consists of carrying out trials in the vineyard to investigate the feasibility of the application of AI in predicting the harvest from satellite images and agro-climatic data, as well as the implementation of an AI algorithm that allows us to manage the subsequent purchase of grapes efficiently.

Interreg Sudoe Coppereplace Project

After more than two years of development, this project has concluded with promising results for reducing copper use in viticulture. Copper can be reduced by more than 30% through variable application and combination with certain compounds.

Go Ateneaa Project

In mid-2021, an innovation project was launched involving the use of insect protein (*Tenebrio molitor* species) for animal feed and frass (insect crop droppings) in organic farming.



Viti GEOSS Project

This project, launched in 2020 and completed this year, has developed an advanced vineyard management platform that combines IoT (Internet of Things), remote sensing and AI (Artificial Intelligence) to provide winegrowers with accurate data on climate, phenology, plant physiology and disease prevention, promoting sustainability and adaptation to climate change. The platform, which includes treatment recommendations, has been validated in vineyards across Europe and is set to become a benchmark in decision-making for the wine sector.



2. Building alliances to drive change

We are aware that building alliances is essential to achieving significant changes and joint results. That is why we strive to be agents of change in the sector, promoting innovation to drive more sustainable practices.



In 2023, contributions of €356,402 were made to sectoral, environmental and other associations."



International Wineries for Climate Action (IWCA)

In 2019, in partnership with California's Jackson Family Wines, we founded [Internacional Wineries for Climate Action](#). This collaborative initiative brings together wineries from around the world to reduce greenhouse gas (GHG) emissions in the short to medium term and achieve climate neutrality by 2050.

IWCA's mission is to promote the creation of climate change mitigation strategies and the decarbonisation of the wine sector globally, raising awareness of the urgent need to address the effects of climate change.

Innovi

Familia Torres is an associate member of the Catalan wine cluster Innovi, which comprises more than 50 players in the sector and aims to boost the competitiveness of companies in the industry through innovation. In 2023, Mireia Torres assumed the presidency of the entity.

Association of Regenerative Viticulture

As part of our efforts to promote the regeneration of viticulture, in 2021, we co-founded the [Regenerative Viticulture Association](#), together with the consultancy AgroAssessor and other wineries, to create a space for exchanging knowledge and experience. It also seeks to encourage the implementation of regenerative practices in vineyard management and promote a community that can accompany and motivate other winemakers and winegrowers to follow this path.

Wine Technology Platform

Familia Torres is part of the Wine Technology Platform, an initiative to coordinate the efforts of all sector agents in R&D&I and promote collaboration between companies and scientists.



2. Building alliances to drive change

Being agents of change means promoting joint initiatives with various stakeholders to raise awareness in the sector about the importance of sustainability. For this reason, we carry out initiatives and activities in which we involve different stakeholders, such as:

- **Supplier plan:** We work closely with our grape suppliers. Annually, we communicate a series of measures and tips to reduce their footprint in the earth and promote environmentally friendly growing practices.
- **Environmental Conferences:** We organise environmental conferences every year in collaboration with the University of Barcelona, where renowned experts discuss relevant topics on environment and climate change.
- **Self-consumption aid for our employees:** We promote the installation of solar panels in the homes of our employees in Spain, supporting the purchase of two photovoltaic panels for each one acquired by the collaborator, with a limit of four per person (equivalent to 1,320 W of power).
- **Torres & Earth Awards:** Every year, we present the Torres & Earth Awards to recognise the efforts of suppliers, communicators and territories in the fight against climate change. In this latest edition, the winners were the winegrower, Eusebio Caballero, the suppliers Alvinesa Natural Ingredients, Vidrala and A. Plazas, the Stockholm territory and the wine writer Jancis Robinson (Master of Wine).
- **Torres Brandy Zero Challenge (TBZC):** This international initiative aims to raise awareness of waste reduction in the cocktail industry by rewarding the best sustainable bar project submitted by bartenders or owners. The competition includes the selection of local finalists in each country, who then compete in a global final. The winner receives €30,000 for their project. The global final of the first edition took place in Barcelona in March 2023, with Giacomo Giannotti of Paradiso Cocktail Bar winning with his Zero Waste Lab project, turning bar waste into useful objects. The finals of the second edition will be held in 2024.





ANNEXES



1. About this report

This report contains Miguel Torres S.A. Consolidated Non-Financial Information Statement and its subsidiaries (from now on, Familia Torres), for the year ended 31 December 2023 by Law 11/2018 of 29 December on Non-Financial Information and Diversity. To comply, the requirements of the Law have been related to the global standards for sustainability reports of GRI (Global Reporting Initiative) as well as its methodology for determining the material issues.

It is worth mentioning that, due to their low materiality, the US (Miguel Torres USA, Inc.) and Irish (Wine Tech, Ltd.) promoters are excluded from the information on personnel issues.

To simplify how this report refers to the different scopes of information reported, the following references are given:

- “Familia Torres Penedès winery”: winery in Pacs del Penedès.
- “Familia Torres Priorat winery”: DOQ Priorat winery.
- “Familia Torres”: Miguel Torres S.A. and subsidiaries*.
- “La Carbonera”: DOCa Rioja winery and estate.
- “Miguel Torres”: Miguel Torres S.A. (parent company).
- “Miguel Torres Chile”: winery in Curicó (Chile).
- “Pago del Cielo”: wineries and estates of the DO Rueda and DO Ribera del Duero.
- “Purgatori”: winery and estate in the DO Costers del Segre.

**Subsidiary Companies of Miguel Torres, S.A.*

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.

Chile

Sociedad Vinícola Miguel Torres, S.A.

DISTRIBUTORS

Spain

Excelsia Vinos y Destilados, S.L.U.
El Petit Cellar, S.L.U.
Ribera del Duero, S.L.U.
Torres Import, S.A.U
Excelsia Canarias Vinos y Destilados, S.L.U.
Rosaleda, S.L.U.

Andorra

Vinissim, S.A.U.

LOGISTICS

Spain

Colomé Angelats, S.L.U.

HOLDINGS/ ASSETS

Spain

Torres Áraba 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.L.U.

Chile

Forestal Miguel Torres, S.P.A.

PROMOTERS

United States

Miguel Torres USA, Inc.

Ireland

Wine Tech, Ltd.

RESTAURANTS

Spain

La Vinoteca Torres, S.L.U.

Chile

Comercial Miguel Torres, Ltd.



2. Familia Torres Brands



Brands with vegan wines



Brands with organic wines



Brands with FairTrade wines

FAMILIA TORRES	VIÑA ESMERALDA	MIGUEL TORRES CHILE	JUAN TORRES MASTER DISTILLERS	FOOD
Atrium	Viña Esmeralda	Almado	Brandy	Familia Torres
Clos Ancestral		Ándica	Jaime I	Eterno Oil
Coronas		Conde de Superunda	Reserva del Mamut	Purgatori Oil
Forcada		Cordillera	Torres 5	Silencio Oil
Fransola		Días de Verano	Torres 10	La Oscuridad Vinegar
Gonfaus		Digno	Torres 10 Bourbon Barrel	Miguel Torres
Gran Coronas		Emblema	Torres 10 Double Barrel	Mas de la Rosa vineyard Honey
Grans Muralles		Escaleras de Empedrado	Torres 10 Smoked Barrel	Mas La Plana vineyard Honey
Guardians de la Terra		Estelado	Torres 15	Miguel Torres Chile
Mas de la Rosa		Finca Negra	Torres 20	Santa Digna Oil
Mas La Plana		Hemisferio	Torres Alta Luz	Molí de Dalt
Milmanda		La Causa	Torres Spiced	Moli de Dalt Oil
Floralis Moscatel Oro		Las Mulas	Licor de Naranja	Torre Real
Perpetual		Loco de Piedra	Magdala	Olives
Pirene		Los Inquietos	Pisco	Mediterranean Red Tuna
Purgatori		Manso de Velasco	El Gobernador	White Tuna
Reserva Real		Miguel Torres Gran Reserva	Vermouth	Nape of White Tuna
Salmos		Millapoa	Casals	Baby Broad Beans
Secret del Priorat		Reserva del Sol	Whisky	Chestnuts Preserved in Brandy
Sons de Prades		Rio Claro	Liathmor	Marrón Glacé
Vinyarets		Sabio		Mushroom Conserve
Waltraud		San Medin		White Tuna Belly
		Santa Digna		
		Serena		
		Tenaz		



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Table 1.
Year-end headcount by country

	2023	2022
Andorra	9	9
Chile	191	204
China	-	105
Spain	837	829
Total	1,037	1,147

USA and Ireland are not considered due to the low % of representation at employees level.

Table 2.
Employees at year-end by age group, gender and professional category

	2023							2022						
	Women			Men			Total	Women			Men			Total
	<30	30-50	>50	<30	30-50	>50		<30	30-50	>50	<30	30-50	>50	
Top management	-	-	-	-	1	-	1	-	-	-	-	1	-	1
Executives	-	2	2	-	3	12	19	-	2	2	-	5	11	20
Senior management	-	7	4	-	16	16	43	-	13	4	-	25	19	61
Middle management	-	31	9	2	53	36	131	-	42	7	-	63	40	152
Technicians	19	88	21	17	106	62	313	19	108	21	17	107	61	333
Administrative staff	4	41	20	2	13	15	95	11	52	20	1	15	14	113
Sales managers	3	14	3	1	31	21	73	3	23	2	2	38	23	91
Auxiliary staff and operators	4	30	23	29	162	114	362	8	31	20	41	172	104	376
Total	30	213	82	51	385	276	1,037	41	271	76	61	426	272	1,147



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Table 3.
Types of contract at year-end by type of working day, sex, age and professional category

	2023						2022					
	Women	Men	<30	30-50	>50	Total	Women	Men	<30	30-50	>50	Total
Indefinite full- time	286	696	71	567	344	982	297	702	73	602	324	999
Indefinite part-time	27	8	1	22	12	35	34	16	4	28	18	50
Temporary full time	11	8	9	8	2	19	57	41	25	67	6	98
Temporary part-time	1	-	-	1	-	1	-	-	-	-	-	-
Total	325	712	81	598	358	1,037	388	759	102	697	348	1,147

2023	Top management	Executives	Senior management	Middle management	Technicians	Administrative staff	Sales managers	Auxiliary staff and operators	Total
Indefinite full-time	1	18	42	127	295	84	73	342	982
Indefinite part-time	-	1	1	4	12	8	-	9	35
Temporary full time	-	-	-	-	6	2	-	11	19
Temporary part-time	-	-	-	-	-	1	-	-	1
Total	1	19	43	131	313	95	73	362	1,037
2022	Top management	Executives	Senior management	Middle management	Technicians	Administrative staff	Sales managers	Auxiliary staff and operators	Total
Indefinite full-time	1	19	52	142	295	83	73	334	999
Indefinite part-time	-	1	2	6	13	12		16	50
Temporary full time	-	-	7	4	25	18	18	26	98
Temporary part-time	-	-	-	-	-	-	-	-	-
Total	1	20	61	152	333	113	91	376	1,147



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Table 4.
Average annual number of contract modalities by type of working day, sex, age and occupational category

	2023						2022					
	Women	Men	<30	30-50	>50	Total	Women	Men	<30	30-50	>50	Total
Indefinite full- time	299	713	76	598	338	1012	296	698	76	606	312	994
Indefinite part-time	23	5	2	19	7	28	25	6	3	21	7	31
Temporary full time	42	38	20	55	5	80	61	48	31	76	2	109
Temporary part-time	1	-	1	-	-	1	-	1	1	-	-	1
Total	365	756	99	672	350	1,121	382	753	111	703	321	1,135

2023	Top management	Executives	Senior management	Middle management	Technicians	Administrative staff	Sales managers	Auxiliary staff and operators	Total
Indefinite full-time	1	17	50	132	297	84	76	355	1012
Indefinite part-time	-	-	-	5	9	7	-	7	28
Temporary full time	-	1	4	3	24	11	12	25	80
Temporary part-time	-	-	-	-	-	1	-	-	1
Total	1	18	54	140	330	103	88	387	1,121
2022	Top management	Executives	Senior management	Middle management	Technicians	Administrative staff	Sales managers	Auxiliary staff and operators	Total
Indefinite full-time	1	19	52	135	296	83	73	335	994
Indefinite part-time	-	-	1	3	11	8	-	8	31
Temporary full time	-	-	6	3	25	19	19	37	109
Temporary part-time	-	-	-	-	-	-	-	1	1
Total	1	19	59	141	332	110	92	381	1,135



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Table 5.
Dismissals by gender, age and professional category

	2023*							2022						
	Women			Men			Total	Women			Men			Total
	<30	30-50	>50	<30	30-50	>50		<30	30-50	>50	<30	30-50	>50	
Top management	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Executives	-	-	-	-	2	-	2	-	-	-	-	-	1	1
Senior management	-	5	2	-	9	3	19	-	-	-	-	-	2	2
Middle management	-	7	1	-	4	2	14	-	-	-	-	-	-	-
Technicians	4	20	1	1	8	1	35	1	2	1	1	5	3	13
Administrative staff	4	12	2	-	-	1	19	2	4	-	-	-	-	6
Sales managers	1	11	-	2	8	1	23	-	3	-	-	2	-	5
Auxiliary staff and operators	-	3	2	6	14	7	32	1	3	2	7	6	4	23
Total	9	58	8	9	45	15	144	4	12	3	8	13	10	50

*The increase in dismissals in 2023 is due to the sale of the China subsidiary.

Table 6.
People with functional diversity

	2023	2022
Men	4	5
Women	7	7
Total	11	12



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Table 7.
Occupational accidents

	2023			2022		
	Total	Women	Men	Total	Women	Men
Number of occupational accidents with sick leave	27	10	17	21	3	18
Frequency rate*	14.24	17.31	12.90	9.91	4.16	12.86
Severity rate**	0.51	0.56	0.49	0.32	0.03	0.47
Total hours worked	1,895,879	577,743	1,318,136	2,119,867	720,661	1,399,206
Lost days	973	326	647	679	25	654

*Frequency rate calculated as number of accidents/number of working hours per the collective agreement x 1,000,000.

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

Table 8.
Occupational diseases*

	2023			2022		
	Women	Men	Total	Women	Men	Total
Illnesses resulting in sick leave	-	-	-	-	-	-
Illnesses not resulting in sick leave	-	-	-	-	-	-
Total	-	-	-	-	-	-

*For both 2023 and 2022, no cases of occupational diseases have been recorded in the company.



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Table 9.
Average remuneration by gender, age and professional category (total gross annual salary in €)*

	2023						2022					
	Women	Men	<30	30-50	>50	Total	Women	Men	<30	30-50	>50	Total
Executives	221,496 €	259,511 €	- €	293,396 €	234,128 €	251,908 €	224,661 €	255,276 €	- €	255,296 €	245,843 €	249,444 €
Senior management	92,785 €	112,495 €	- €	98,517 €	117,728 €	107,453 €	76,397 €	109,169 €	- €	93,621 €	110,574 €	100,183 €
Middle management	57,723 €	62,898 €	56,018 €	60,409 €	63,250 €	61,318 €	50,477 €	61,424 €	- €	56,690 €	60,589 €	57,895 €
Technicians	34,047 €	38,048 €	25,381 €	34,181 €	46,411 €	36,412 €	30,319 €	35,338 €	25,117 €	30,448 €	43,588 €	33,107 €
Administrative staff	28,276 €	33,042 €	23,071 €	29,395 €	31,526 €	29,781 €	23,597 €	28,283 €	17,213 €	23,326 €	30,845 €	24,871 €
Sales managers	39,596 €	49,684 €	29,394 €	46,069 €	51,437 €	46,920 €	33,944 €	47,793 €	19,304 €	42,638 €	50,766 €	43,578 €
Auxiliary staff and operators	23,327 €	25,494 €	20,495 €	24,354 €	27,393 €	25,152 €	20,971 €	23,255 €	17,752 €	21,785 €	26,751 €	22,897 €
Average remuneration	38,563 €	44,824 €	24,174 €	40,248 €	51,457 €	42,862 €	34,289 €	43,863 €	20,334 €	38,291 €	51,308 €	40,633 €

*Average remunerations correspond to the employees on payroll as of 12/31/2023.

Table 10.
Wage gap (gross hourly wage in €)

	2023			2022		
	Women	Men	Total	Women	Men	Total
Management*	121.99 €	142.92 €	15%	120.27 €	136.66 €	12%
Senior management	51.10 €	61.96 €	18%	40.90 €	58.44 €	30%
Middle management	31.79 €	34.64 €	8%	27.02 €	32.88 €	18%
Technicians	18.75 €	20.95 €	11%	16.23 €	18.92 €	14%
Administrative staff	15.57 €	18.20 €	14%	12.63 €	15.14 €	17%
Sales managers	21.81 €	27.36 €	20%	18.17 €	25.59 €	29%
Auxiliary staff and operators	12.85 €	14.04 €	8%	11.23 €	12.45 €	10%
Total Wage Gap**	21.24 €	24.69 €	14%	18.36 €	23.48 €	22%

*The remuneration and salary gap for Senior Management is not reported separately because there is only one person in this category. It is included within the “Executives” category.

**To calculate the gross hourly wage, the various working hours of the companies within Familia Torres have been considered, obtaining the average effective working hours based on the weight of the personnel hired in each company. The formula used to calculate the salary amounts is: ((Average male remuneration – Average female remuneration) / Average male remuneration) x 100. (Positive gap = % by which the average female salary is lower than the average male salary; negative gap = % by which the average female salary is higher than the average male salary).

Familia Torres promotes equal pay and considers the **Remuneration Policy**, which establishes the remuneration for each job, regardless of gender, by creating salary bands.

We continue to observe a pay gap because men predominantly occupy senior positions. To reverse this situation, we are committed to gradually increasing the presence of women in these positions and reducing the pay gap. Another factor contributing to the gap is the disparity in the salary markets of the countries where we operate, such as Chile and Spain.



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Table 11.
Ratio between the minimum wage and the standard entry-level wage
of the workforce by country

	2023		2022	
	Minimum Wage	Standard entry level wage	Minimum Wage	Standard entry level wage
Andorra	15,434 €	20,521 €	14,414 €	16,940 €
Chile	6,083 €	7,648 €	5,230 €	6,066 €
China	-	-	3,276 €	7,306 €
Spain	15,120 €	16,114 €	14,000 €	16,830 €
Total	36,637 €	44,282 €	36,921 €	47,141 €

Table 12.
Profits earned and profit taxes paid per country

	Benefits (€)		Taxes on profits paid (€)	
	2023	2022	2023	2022
Andorra	169,922.74 €	254,433.00 €	22,040.78 €	10,780.00 €
Chile	-100,459.15 €	1,167,680.00 €	- €	5,240.00 €
China	*	-2,049,208.00 €	*	- €
Spain	-12,230,723.53 €	-2,419,641.00 €	60,877.18 €	33,563.00 €
United States	118,501.78 €	-387,259.00 €	- €	- €
Ireland	65,251.70 €	73,540.00 €	12,409.00 €	23,504.00 €
Total	-11,977,506.46 €	-3,360,455.00 €	95,326.96 €	73,087.00 €

***No information for China due to the sale of the subsidiary in 2023.*

4. Table of contents of Law 11/2018

INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
ENVIRONMENT				
Circular economy and waste prevention and management				
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	Material	GRI 306-1 GRI 306-2 a) GRI 306-3	52-53	
Actions to combat food waste	Material	GRI 3-3	54	
Sustainable use of resources				
Water consumption and water supply according to local constraints	Material	GRI 303-5 a) b)	50-51	Based on the public indicator BaselineWaterStress (BWS) and other indicators and maps related to water stress, all facilities in Spain are located in areas of high water stress (except in Priorat, Rías Baixas, Batea, Plansde Mora and Constantí). In Chile, the Curicó production plant (Maule region), the logistics centre and La Bodeguita (metropolitan region) have been identified as areas with declared water scarcity. We guarantee the control of water abstractions through the supervision of public entities or private companies in charge of the distribution of irrigation networks. We also ensure that no abstractions affect areas protected by international or national regulations, biodiversity, local communities or indigenous peoples. In 2023, 803.21 ML of water was abstracted from various sources, being 51.41 ML of water from third parties, 549.81 ML of surface water (including rainwater) and 201.99 ML of groundwater. The abstraction in water-stressed areas reached 759.50 ML.
Consumption of raw materials and measures taken to improve the efficiency of raw material use	Material	GRI 301-2	52	
Direct and indirect energy consumption	Material	GRI 302-1 GRI 302-3	48	
Measures taken to improve energy efficiency	Material	GRI 3-3	47	
Use of renewable energies	Material	GRI 302-1 b)	48	
Climate change				
Significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Material	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	44-46	The carbon footprint calculation considers the emissions of greenhouse gases contemplated in the Kyoto Protocol, for which the Intergovernmental Panel on Climate Change (IPCC) has defined a global warming potential (GWP). Emissions this year in Miguel Torres were 3,040.7 t CO ₂ eq (scope 1), 1,629.2 t CO ₂ eq (scope 2) and 45,334.8 t CO ₂ eq (scope 3). In Miguel Torres Chile, these were 966 t CO ₂ eq (scope 1), 155 t CO ₂ eq (scope 2) and 5,547 t CO ₂ eq (scope 3). In Miguel Torres, biogenic CO ₂ , derived from reforestation projects, has been included in the carbon footprint calculation (1,161.8 t CO ₂ eq). Jean Leon's 2021 emissions were 72.2 t CO ₂ eq (Scope 1), 33.1 t CO ₂ eq (Scope 2) and 337.6 t CO ₂ eq (Scope 3).



4. Table of contents of Law 11/2018

INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
ENVIRONMENT				
Climate change				
Measures taken to adapt to the consequences of climate change	Material	GRI 3-3	37-46	
Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end	Material	GRI 305-5 a) c)	44-45	The base year used for Miguel Torres is 2008, for Miguel Torres Chile is 2018 and for Jean Leon is 2019.
Biodiversity				
Biodiversity protection: Measures taken to preserve or restore biodiversity	Material	GRI 304-3 a) b)	37, 41-43	
Biodiversity protection: impacts caused by activities or operations in protected areas	Material	GRI 3-3	41-43	
SOCIAL AND EMPLOYEES-RELATED				
Employment				
Management approach: Policies and risks	Material	GRI 3-3 GRI 2-22 GRI 2-23 a)	28-34	
Total number and distribution of employees according to representative diversity criteria (gender, age, country, etc.)	Material	GRI 2-7 for employees by employment contract and type, by gender	81, 82	
Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational classification	Material	GRI 2-7 for employees by employment contract and type, by gender	81, 82	
Number of redundancies by gender, age and occupational classification	Material	GRI 3-3	83	
Average earnings and their evolution broken down by gender, age and occupational classification or equal value	Material	GRI 405-2	85	
Wage gap, the remuneration for equal or average jobs in society	Material	GRI 405-2	85	
The average remuneration of directors and executives, including variable remuneration, allowances, indemnities and, payments to longterm savings schemes and any other payments broken down by gender	Material	GRI 405-2	85	
Implementation of work disconnection policies	Material	GRI 3-3	29	
Employees with disabilities	Material	GRI 405-1 b) iii	83	



4. Table of contents of Law 11/2018

INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
SOCIAL AND EMPLOYEES-RELATED				
Work organisation				
Organisation of working time	Material	GRI 3-3	29	
Number of absence hours	Material	GRI 403-9 with regard to absence hours	29	
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents	Material	GRI 3-3	29	
Health and Safety				
Health and safety conditions at work	Material	GRI 403-1 a) i GRI 403-2	34	
Accidents at work, in particular their frequency and severity, and occupational diseases, disaggregated by sex	Material	GRI 403-09 a) in terms of number and rate of accidents GRI 403-09 e) GRI 403-10(a)(ii) with regard to occupational diseases of employees	84	
Social relations				
Organisation of social dialogue, including procedures for informing and consulting with employees and negotiating with them	Material	GRI 3-3	90	Employees are represented by a Works Council in Miguel Torres (3 meetings in 2023) and Workers' Representatives / Employees Delegates in Miguel Torres Chile (7 meetings).
Percentage of employees covered by collective bargaining agreements by country	Material	GRI 2-30 a) GRI 402-1	90	Collective bargaining agreements cover 100% of our people employed in Spain and Chile. We comply with the minimum notice periods on operational changes stipulated by the applicable collective bargaining agreement and try to extend them as far as possible.
The balance sheet of collective agreements, particularly in the field of health and safety at work	Material	GRI 403-1 a) i GRI 403-4 b)	34	
Training				
The policies implemented in the field of training	Material	GRI 3-3	31	
The total number of training hours per professional category	Material	GRI 404-1	3, 31	The average number of training hours per employee was 9.12. By professional category, it was 11 for executives, 17.78 for senior management, 20.18 for middle management, 10.77 for technicians, 8.95 for administrative employees, 5.43 for commercial managers, and 3.30 for assistants and operators. By gender, the average number of training hours was 7.91 for men and 11.64 for women.



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INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
SOCIAL AND EMPLOYEES-RELATED				
Universal accessibility				
Universal accessibility for people with disabilities	Material	GRI 3-3	32, 33	All our public facilities, such as hospitality facilities and visitor centres, are universally accessible.
Equality				
Measures taken to promote equal treatment and opportunities for women and men	Material	GRI 3-3	32, 33	
Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility of people with dis-abilities.	Material	GRI 3-3 GRI 404-2 a)	32, 33	
The policy against all forms of discrimination and, where appropriate, diversity management	Material	GRI 3-3 GRI 406-1	32, 33	In 2023, no complaints have been received about cases of discrimination.
HUMAN RIGHTS				
Management approach: Policies and risks	Material	GRI 3-3 GRI 2-22 GRI 2-23 a) GRI 2-26	20, 58-59, 63	
Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	Material	GRI 3-3 GRI 2-26 GRI 412-1	20, 58-59, 63, 91	No human rights impact assessments have been carried out. Still, the supplier accreditation process analyses that they have not been charged or sanctioned in relation to human rights.
Complaints of human rights violations	Material	GRI 2-27 GRI 406-1	91	A human rights complaint was received in 2023, which was diligently investigated and resolved as the facts could not be established.
Promotion and enforcement of the provisions of the International Labour Organisation's core conventions relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination regarding employment and occupation; the elimination of forced or compulsory labour; and the effective abolition of child labour	Material	GRI 3-3	20, 58-59, 63	



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INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
CORRUPTION AND BRIBERY				
Management approach: policies and risks	Material	GRI 3-3 GRI 2-22 GRI 2-23 a) GRI 205-1 b)	20	
Measures taken to prevent corruption and bribery	Material	GRI 3-3 GRI 205-3 a)	20, 92	No allegations of corruption and bribery have been received through communication channels in 2023.
Measures to combat money laundering	Material	GRI 3-3	20	
Contributions to foundations and non-profit organisations	Material	GRI 3-3	3	
SOCIETY				
Company commitment to sustainable development				
Management approach: policies and risks	Material	GRI 2-22 GRI 2-23 a) GRI 3-3	24, 64-69	
The impact of the company's activity on employment and local development	Material	GRI 203-2 a) GRI 204-1 a) b)	64- 69	
The impact of society's activity on local populations and the territory	Material	GRI 203-2 a) GRI 204-1 a) b)	64- 69	
Relations with local community actors and the modalities of dialogue with them	Material	GRI 2-29	76	
Partnership or sponsorship actions	Material	GRI 2-28	64, 75	
Subcontracting and suppliers				
Inclusion of social, gender equality and environmental issues in procurement policy	Material	GRI 3-3	58, 59	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	Material	GRI 2-6 GRI 308-1 GRI 414-1	58, 59	
Monitoring and audit systems and audit results	Material	GRI 2-6 GRI 308-1 GRI 414-1	58, 59	



4. Table of contents of Law 11/2018

INDICATORS	MATERIALITY	ASSOCIATED GRI	REFERENCE PAGE	REMARKS
SOCIETY				
Consumers				
Consumer health and safety measures	Material	GRI 416-1 GRI 417-1	60, 61, 93	For 100% of our significant product categories, health and safety impacts and compliance with information and labelling requirements are assessed.
Complaint systems, complaints received and their resolution	Material	GRI 416-2 a) GRI 417-2 b) GRI 418-1 c)	60, 61, 93	In 2023, 34 product and 18 service complaints (1 related to food safety) were received, all of which were handled and resolved. No complaints have been received regarding legal breaches in labelling that impact the health and safety of consumers or data protection.
Tax information				
Country-by-country benefits	Material	GRI 207-4 b) vi	86, 93	Our Corporate Tax Policy ensures compliance with the tax regulations applicable to each territory where Familia Torres operates in accordance with the long-term business strategy, avoiding tax risks and inefficiencies in operations.
Taxes on profits paid	Material	GRI 207 b) ix	86	
Public subsidies received	Material	GRI 201-4 a)	24	

FAMILIA TORRES



Contact information:
sostenibilidad@torres.es
Miquel Torres i Carbó, 6 08720
Vilafranca del Penedès Barcelona,
Spain