



2024 Sustainability Report





(GRI 2-1) (GRI 2-3)

We invite our stakeholders to share their opinions, inquiries, and suggestions regarding our 2024 Sustainability Report.

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REDONDOS S. A.

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Share your opinion:
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To learn more about Redondos, you can visit the following link:

www.redondos.com.pe

Reviewed by Redondos' Sustainability and Continuous Improvement Department:
Cindy Meza

Approved by Redondos' Sustainability and Continuous Improvement Department:
Andrés Guerrero

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MESSAGE FROM THE GENERAL MANAGER

GRI 2-22

Dear employees, partners, and stakeholders:

I am pleased to present our 2024 Sustainability Report—a reflection not only of the progress we have made over the past year, but also of the challenges ahead and the opportunities that drive us to keep sustainability at the heart of our operations and decision-making.

In 2024, we reaffirmed our commitment to responsible management, understanding that sustainability is not just a set of isolated goals but a mindset and a guiding principle for how we operate. Across our production processes and in our relationships with stakeholders, our goal is to generate lasting positive impact.

On the environmental front, we continued to make significant progress. By the end of 2024, 48% of our energy came from renewable sources, and we increased biogas production by 32% compared to 2023—strengthening our contribution to clean energy and the circular economy. The use of biodigesters in our pork units and the application of biofertilizer are clear examples of how technical innovations can deliver tangible benefits for the environment.

We also placed strong emphasis on the growth and development of our people, recognizing that our success depends on their talent and dedication. This year, we achieved a workplace climate index of 80% and high participation in training programs on ethics and integrity, ensuring our principles guide every action. Our employees' commitment was further demonstrated by the 224 innovative ideas



2024 Sustainability Report, a document that not only reflects the progress achieved throughout the year but also represents a valuable opportunity to assess what we have accomplished ”

proposed in 2024, of which 133 were successfully implemented—a testament to how our team not only drives processes but also drives continuous improvement.

Our impact extends to the communities where we operate. One example is our donation of chicken to community kitchens in northern Lima, directly benefiting 1,177 children and older adults. In addition, through our Somos + Hierro program, we screened over 700 children for anemia, successfully treating 57 cases and helping them achieve full recovery.

Within our value chain, 96% of our suppliers are local, reinforcing regional economies and fostering stronger, more collaborative relationships while upholding high standards of quality and sustainability.

Governance remains another cornerstone of our work. We maintain a clear, participatory approach, anchored in strict ethical standards and sound corporate practices. We ensure that 100% of our new employees receive ethics training, while our committees' composition and strong financial results reflect the stability needed to invest with a long-term vision. In 2024, we achieved an EBITDA of 17.8%, further supporting our ability to sustain growth and innovation.

Finally, I want to express my sincere gratitude to the entire Redondos team for their daily effort and commitment, and to our stakeholders for their trust and collaboration. Your support allows us to build a company defined by purpose and by its positive contribution to sustainable development.

With a firm commitment to continuous improvement,

Sincerely,

Jorge Beleván Franco

General Manager
Redondos



KEY HIGHLIGHTS

A ENVIRONMENTAL

48 %

of our energy comes from renewable sources



12.8 t

of compost generated



We reuse
16 %

of biofertilizer, which reduced water consumption by 10% at our largest pig farm

95 %

of our pig farming units have biodigesters for the recovery and valorization of slurry

32 %

increase in renewable energy production from biogas, compared to 2023

S SOCIAL

96 %

of local suppliers



80 %

workplace climate index (GPTW)



15 000 Kg

chicken donated to community kitchens in northern Lima, benefiting 1,177 children and older adults

Position 8

in the MERCOSUR ESG Responsibility ranking in the Food Sector



100 %

of children diagnosed with anemia successfully overcame the condition

G GOVERNANCE

100 %

of new employees have been trained in ethics and integrity

224 ideas

innovative ideas, 133 successfully implemented



80 %

of the members of the Planning, Audit, Compliance, and Risk Board Committees are independent

\$ 400 K

saved thanks to the initiatives of the "Ideas in Action" program

EBITDA of
17.8 %





01

We are Redondos

01

WE ARE REDONDOS

GRI 2-6

1.1. Our identity

We are Redondos S.A. (hereinafter, Redondos), a company with more than 50 years of experience dedicated to improving the well-being of Peruvian families through high-quality meat products. Since 1973, we have been a trusted partner in households across the country, providing foods that nourish, bring people together, and create moments of confidence and enjoyment.



VISION

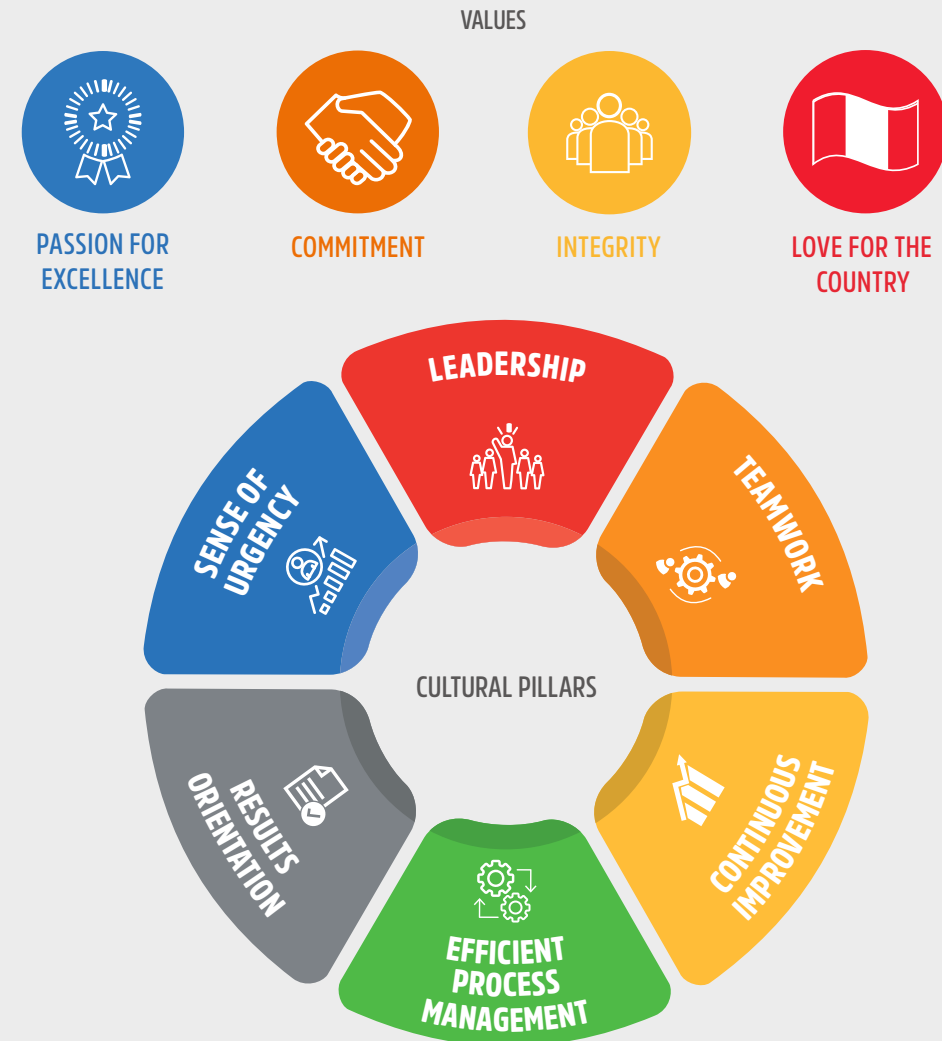
Our vision is to be the leading company in the meat products market—continuously innovating and creating value for our clients and consumers across Peru, while pursuing sustainable growth with an international outlook.



PURPOSE

Our purpose is to contribute to the nutrition of Peruvians and promote family well-being

We guide our actions with values and pillars that reflect our identity and way of acting, enabling us to create shared value with all our stakeholders.



1.2. Our brands and products

GRI 2-6

We are committed to delivering high-quality products and services to our clients and consumers—always in a timely, efficient, safe, transparent, and sustainable way.

Over the years, we have built a diverse portfolio centered on chicken, turkey, and pork, designed to meet the needs of different segments of the Peruvian market. Our offerings range from products for traditional sales channels to processed and packaged lines tailored to the demands of modern retail.

This model gives us a nationwide presence and ensures the reliable, on-time delivery of our products—contributing to the daily well-being of Peruvian families.

Aligned with our purpose of supporting the nutrition of Peruvians and responding to evolving consumer trends, in 2023 we introduced products made with alternative proteins. These new offerings complement our traditional portfolio and provide more options for those seeking a varied and balanced diet.

Product Portfolio



LIVE CHICKEN

We focus on breeding and direct marketing, which is why our main customers are wholesale markets.



PROCESSED CHICKEN

We offer eviscerated, cut, and packaged products, distributed through self-service stores, the HoReCa channel (hotels, restaurants, and catering), as well as our own retail outlets.



LIVE PIGS

We raise pigs for sale in the traditional market, primarily as live animals.



PROCESSED PORK

We supply pork in eviscerated, cut, and packaged forms to meet the needs of diverse clients in modern sales channels. Among our offerings, our premium line Duroc Redondos stands out for its quality and distinction.



PROCESSED TURKEY

We market eviscerated turkeys in a variety of sizes, as well as cut pieces, serving both local and international markets.



COLD MEATS

We produce and market a wide range of products, including hams, luncheon meats, sausages, chorizos, and more.



ALTERNATIVE PROTEIN

Plant-based products designed to meet evolving dietary preferences.



PROCESSED PRODUCTS

We transform raw materials into value-added products—such as burgers, nuggets, rolls, breaded items, and ready-to-cook meals—designed to meet the needs of today's practical consumer.

Below, we present our brands:

Redondos

The brand offers products across five main lines—chicken, turkey, pork, processed foods, and cold cuts. It is committed to the well-being of Peruvians by promoting nutritious, accessible, and high-quality food.



CHICKEN

Whole chicken
Chicken cuts



PORK

Whole pork
Pork cuts



TURKEY

Whole turkey
Turkey cuts



PROCESSED PRODUCTS

Prepared products
Breaded products



COLD MEATS

Sausages
Chorizos
Hams
Other lines



Salchicería Alemana

As ambassadors of German tradition, we honor its roots by preserving the recipes and customs that define it. Our German-style cold cuts embody a legacy of flavor and quality passed down from generation to generation.

In 2024, we refreshed the brand's visual identity to modernize its image while preserving the essence of its tradition. We introduced a distinctive, easy-to-read typeface and a unique color palette that enhances visibility and recognition at the point of sale.

BRAND EVOLUTION OVER THE YEARS



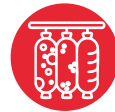
The relaunch campaign was built around the concept "Tradition in Good Hands," highlighting that quality and expertise remain the brand's enduring pillars. The campaign was activated across outdoor advertising, television, and digital media.



VIENNESE
HOT DOG



NATURAL
BACON



GRILL CHORIZO



CHICKEN HAM



ENGLISH HAM



FRANKFURTER

Turin

This brand offers a reliable line of cold cuts, created to reach every household. Its purpose is clear: to meet the needs of all consumers with products that are both affordable and flavorful.



PIZZA
HAM



Flexfood

This brand responds to emerging nutritional trends with products made from plant-based proteins. It promotes freedom of choice and dietary diversity, encouraging a flexible and unrestricted approach to eating.



FLEX BURGER



FLEX NUGGETS



Product launches

In 2024, we expanded our portfolio with innovative, practical products designed for everyday use.

Pork: We introduced breaded cutlets, burgers, and a new Ready-to-Cook line—designed to simplify everyday meal preparation without compromising quality or flavor. Inspired by Peruvian cuisine, this line features varieties such as oriental, adobo, and stir-fry.



Chicken: We launched our packaged “Chicken from Origin” line, offering cut pieces, fillets, and giblets with enhanced freshness, safety, and convenience. This format goes directly from our plant to the consumer’s table—minimizing spills and preserving quality for longer.



Eat well, Live better

In 2024, we reaffirmed our brand purpose: to contribute to the nutrition of Peruvians and promote family well-being. With this in mind, we launched the campaign “Eat well, Live better” – a message that encourages healthy eating through high-quality proteins.

We are committed to providing nutritious, fresh, and accessible products, ensuring quality at every stage of our value chain.

We gave this campaign a creative, approachable touch by pairing chicken and pork cuts with popular Peruvian expressions—creating an authentic connection with our consumers. Even our delivery trucks carried the message, reinforcing our commitment to the country with every journey.



During the meaningful season of Christmas, we reinforced the value of sharing with those we love most. With the emotional message “Being together is also living better,” we deepened our connection with Peruvian families.



1.3. Our operations

GRI 2-6

Our operating model extends across four regions of Peru—Lima, Ica, Arequipa, and Áncash. In these locations, we manage an efficient, integrated value chain that covers everything from animal breeding to industrial processing and distribution, ensuring freshness, traceability, and nationwide reach.

We operate with modern infrastructure that meets the highest standards of the food industry.

Our network includes 132 farms—112 broiler chicken farms, 8 breeder chicken farms, 6 broiler turkey farms, 2 breeder turkey farms, and 4 pig farms (breeding and fattening)—as well as 3 hatcheries, 3 industrial plants, 3 feed mills, 2 administrative offices, and 3 distribution centers. This platform enables us to operate with agility, safety, and responsiveness to market demands.

Value Chain

Our value chain spans every stage of the production process—from breeding and raising poultry and pigs to producing feed and processing in state-of-the-art facilities. This integration enables us to efficiently supply markets across the country through our distribution centers.

Peru ranks as the second-highest country in Latin America for per capita chicken consumption, reflecting its position as the most popular protein in the national diet.



¹ It includes hubs.

Market share

21%

market share in national chicken meat production



36.6 %

market share in live chicken sales in Metropolitan Lima



22%

market share in the pork sector, making us the leading producer nationwide



63k t

of processed chicken meat sold

328k t

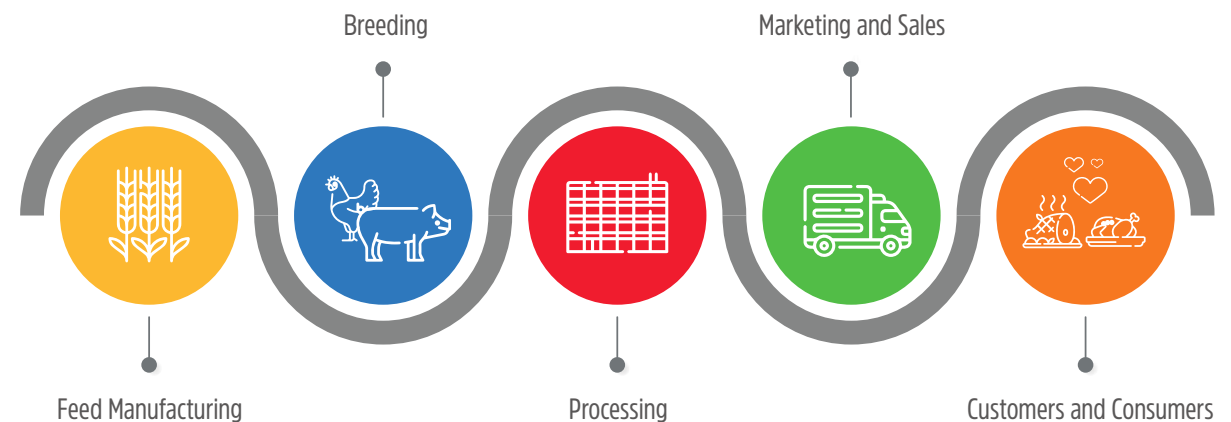
of live chicken sold

40k t

of processed pork sold



Our supply network spans from providers of essential inputs—such as corn and soy—to transporters, distributors, and retail outlets. This commercial ecosystem ensures the availability of our products through both B2B and B2C channels, reinforcing our role in the growth of Peru's food industry.



²Business-to-Business (B2B): self-service stores, foodservice providers, and online commerce platforms.

³Business-to-Consumer (B2C): stores nationwide

Infrastructure

Animal rearing is the foundation of our operations, which is why we maintain a strategically zoned and distributed network to maximize production efficiency.

We raise chickens on 112 farms—primarily company-owned—located across the northern and southern regions of the country, along with 8 breeder farms. For turkeys, we operate 6 fattening farms and 2 breeder farms. In addition, we manage 4 pig farms, with a stock of 18,350 breeding sows.

Each facility is designed to promote animal welfare, maintain the highest biosecurity standards, and ensure sustainable production.

132
Poultry and Pig farms

3
Hatchery plants in Supe, Hualmay, and Puente Piedra

3
Feed Mills in Mediomundo, Aucallama, and Cañete

2
Administrative offices in Huacho and San Isidro

3
Processing plants in Ate and Huacho

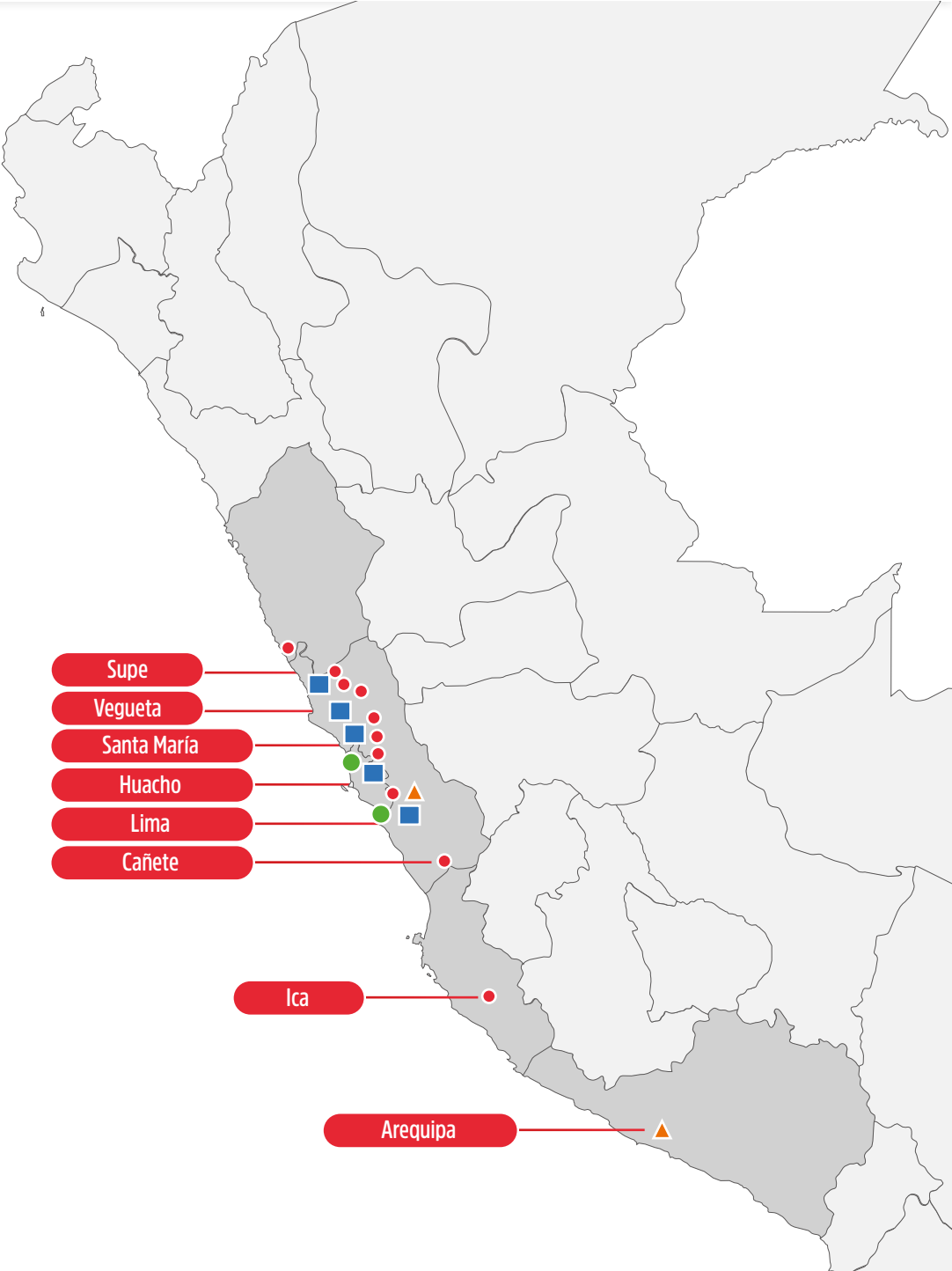
3
Distribution centers in Lima, Gambeta, and Arequipa

Administrative Offices

Industrial Plants

Poultry and Pig farms

Distribution Centers



Capacity Driving Our Growth

We operate three state-of-the-art hatcheries located in Supe, Hualmay, and Puente Piedra.

186 million

eggs per year

4.6 million

hatchable eggs per week

+ 41 million

chickens processed per year at our poultry processing plant

In the animal feed sector, we operate three plants—located in Medio Mundo, Aucallama, and Cañete—with a total capacity of 889,000 tons of balanced feed, ensuring a reliable domestic supply.

1.4. Supply Chain

GRI 2-6

Our value chain is designed to ensure that every step—from genetic selection to final distribution—is carried out with the highest levels of quality and responsibility. Each stage is carefully optimized to meet industry-leading standards, guaranteeing that our products reach consumers in optimal condition.

STAGE	DESCRIPTION
 Genetic	The process begins with a strategic approach to breeding and incubation, ensuring healthy, productive animals and laying the foundation for a high-quality final product.
 Feeding	We manage feed production in-house, using high-quality, nutrient-rich ingredients. This direct control ensures balanced nutrition, which is essential for animal health.



STAGE	DESCRIPTION
  Animal Welfare	We maintain proper conditions across all our facilities by enforcing strict biosecurity protocols and providing ongoing staff training to ensure the responsible care and handling of animals.
 Controls	We conduct continuous monitoring at every stage, supported by laboratories and specialized veterinary supervision. This approach safeguards animal health and ensures the safety of our products.
 Transportation	We follow established standards to ensure logistical efficiency and maintain sanitary compliance in the transportation of both inputs and finished products.
 Processing	In our processing plants, we implement comprehensive product tracking, following strict technical specifications to ensure traceability, quality, and safety.
 Distribution Channels	We manage logistics through distribution centers specifically designed to meet the highest standards of quality and service.
 Sanitary Guarantee	Across our entire value chain, we implement measures to ensure the safety and quality of our products, fully complying with the highest food industry standards.

Strategic Management of Production Cycles

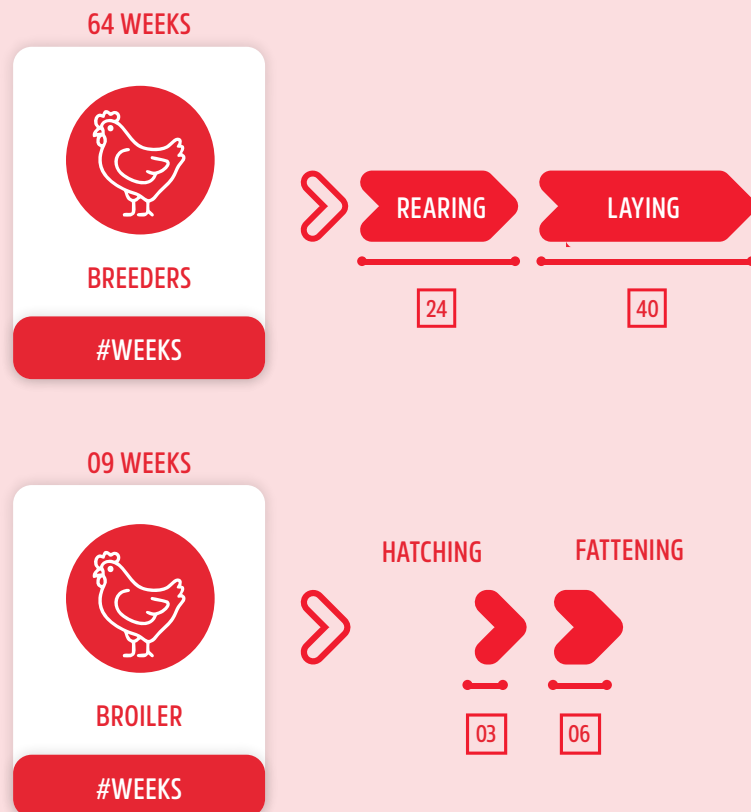
Our production management is designed to ensure efficiency and maintain the highest quality standards at every stage. From origin to point of sale, each phase of the process—for both chicken and pork—is aligned with our commitment to delivering reliable, fresh, and highly nutritious proteins. Below, we outline the key stages of our production cycles.



Business Cycle: Live Chicken

The chicken production cycle begins with the acquisition and rearing of breeder hens, which spans approximately 64 to 73 weeks—including a 24-week rearing phase and a 40-week laying phase. Throughout both phases, the health and performance of the birds are maintained through balanced nutrition and strict sanitary controls.

Following this, the eggs are incubated for three weeks before entering the fattening stage. Within roughly six weeks, the chickens reach the optimal weight for consumption, ensuring quality and freshness in the final product.



Business Cycle: Pigs

The pig production cycle begins with the rearing of breeder sows, which take approximately 30 weeks to reach their first gestation. From that point, a structured process continues over a total of 70 weeks. This cycle is designed to promote the healthy development of the animals, prioritizing their welfare at every stage and ensuring a reliable, high-quality final product.



1.5. Economic Performance

GRI 201-1

In 2024, we reinforced our economic management through a comprehensive strategy focused on efficient decision-making, rigorous oversight, and responsible partnerships. This approach enabled us to leverage a favorable industry environment and deliver strong performance, in line with our long-term sustainability and growth objectives.

We implement a proactive strategy that includes supplier diversification, continuous market monitoring, a pricing approach to mitigate potential inflationary pressures, and the strengthening of our credit profile.

The stabilization of input costs, together with an efficient operational excellence strategy and the recovery of price levels across our product lines, created favorable conditions for profitability.

Through a strategic management approach that accounted for factors such as exchange rates and the timing of major input purchases, we achieved an EBITDA of 17.8%.

This indicator is critical for assessing our performance, and we complement it with growth and investment metrics to provide a comprehensive view of the business.

This performance was supported by a robust monitoring and control system, featuring financial dashboards reviewed monthly with Senior Management and the Board of Directors. These tools enable us to track progress against objectives, make agile decisions, and align operational actions with our financial goals.

Direct Economic Value Generated and Distributed, 2023-2024		
	2023 (in millions of US Dollars)	2024 (in millions of US Dollars)
Direct Economic Value Generated		
Revenue	722.67	799.2
Economic Value Distributed		
Employee Salaries and Benefits	44.53	63.73
Payments to Capital Providers	606.13	1,071.33
Community Investments (Social Responsibility)	0.27	0.53
Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA)		
EBITDA (%)	11.5	17.8

Reference exchange rate from Peruvian Soles to US Dollars for the year 2024: 3.75 PEN per 1 USD

Our control structure includes a Planning, Audit, Compliance, and Risk Committee, which meets quarterly with the Board of Directors to anticipate and mitigate various risks, including financial ones. This work is supported by our Internal Audit team, responsible for updating the risk matrix and verifying the effectiveness of controls across all processes.

To ensure transparency, we conduct annual external financial audits through EY. Our consolidated, audited financial statements are filed in public records. For purposes of economic performance analysis, we focus on the group companies included in these statements.

We uphold policies that support responsible economic management, including our Purchasing Policy, Anti-Bribery Policy, Free Competition Policy, and Conflict of Interest Policy, all of which ensure ethical business practices in line with our core value of integrity.

Notably, the active engagement of our key stakeholders—suppliers, financial institutions, and regulatory bodies—has been essential in maintaining a coherent, transparent, and resilient economic strategy, enabling steady progress toward sustainable growth.





02

Good Corporate Governance

02

GOOD CORPORATE GOVERNANCE

To ensure transparency and accountability, we have implemented a corporate governance and compliance system designed to uphold the highest ethical standards across our operations. This system ensures that all decisions and actions reflect our core value of integrity.

2.1. Our Board of Directors

GRI 2-9, GRI 2-11, GRI 2-13, GRI-23

Our governance structure is overseen by a Board of Directors, which is responsible for reviewing, approving, and guiding the company's business strategy, as well as continuously monitoring performance and the implementation of corporate policies. The Board meets monthly to assess progress and adjust strategies in response to market challenges, always prioritizing the interests of our stakeholders.

Notably, 60% of our Board members are independent, ensuring impartiality and objectivity in decision-making, in line with international best practices such as the UK Corporate Governance Code.

Below, we present the members of our Board of Directors for 2024:



Julio Jorge Favre Arnillas

President

Board Member since 2001

He holds a Bachelor's degree in Business Administration from the University of Lima and an MBA from the Central American Institute of Business Administration (INCAE) and Adolfo Ibáñez University in Chile.

He has held various leadership positions, including General Manager of Redondos (2013–2015). He currently chairs the boards of Supergen and Soluciones Veterinarias, and serves as a board member for MCK Hospitality, Genética Animal (GENA), Livestock Services Provider (PSP), and Nutritional Technologies (NALTECH). Additionally, he is President of the Peruvian Poultry Association (APA) and a member of the Peruvian Pork Producers Association (APP).



Jorge Luis Favre Arnillas

Vice President

Board Member since 2013

He is a Zootechnical Engineer with an MBA from Adolfo Ibáñez University (Chile) and holds master's degrees in Aquaculture and Financial Markets and Asset Management, both completed in Spain.

He serves as Chairman of the Boards of Genética Animal (GENA), Nutritional Technologies (NALTECH), and Livestock Services Provider (PSP), and as a director of Supergen. In addition, he actively participates in several committees within the Redondos Group.



Julio Luque Badenes

Member

Board Member since 2012

He is a Mechanical Engineer with a Master's degree in Economics and Business Management from IESE, University of Navarra.

He is recognized for his leadership as President of Casa Andina Hotels, Métrica, and Endeavor Peru, and serves as a director of several organizations, including Aeropuertos del Perú, InRetail, and Talma. Additionally, he acts as a Senior Advisor to the Canada Pension Plan Investment Board.



Leslie Pierce Diez Canseco

Member

Board Member since 2014

He is an Economist from the Pontifical Catholic University of Peru (PUCP), with postgraduate studies at the Kellogg School of Management (USA) and the Catholic University of Chile.

He has held key positions, including Deputy Minister of Trade at the Ministry of Economy and Finance of Peru, and CEO of Alicorp (1991-2011). He currently serves as a director for several companies, including Credicorp, BCP, and Sider Perú.



Pablo José Peschiera Alfaro

Member

Board Member since 2024

He holds a Bachelor's degree in Mechanical Engineering from the University of California and an MBA from Stanford University.

He previously served as Chairman of the Board of Redondos S.A. and as a director of Cosapi S.A. He currently chairs the boards of Consorcio Industrial de Arequipa S.A., Ubicua Offices Perú S.A., and Define Servicios S.A.C., and serves as a director for Tradi S.A., San Felipe S.A., Schroth Corp., Papelera S.A., and Inmobiliaria Los Granados S.A.

Management Team



Jorge Beleván Franco
General Manager



Oscar Esquén Madrid
Central Manager of Administration and Finance



Bryan Pierce Balbuena
Central Commercial Manager



Jorge Robles Montenegro
Central Production Manager



Sergio Da Costa Burga
Central Manager of People Management and Institutional Relations

Board Committees

GRI 2-13

In addition to our strategic leadership team, we have three committees that meet quarterly to oversee key areas of our management:

COMMITTEE NAME	MEMBERS	RESPONSIBILITIES
 Commercial and Marketing	• Julio Luque • Julio Jorge Favre • Leslie Pierce • Jaime Raygada • Roger Vargas	It participates in the development and review of the company's commercial strategy by assessing market needs. This includes defining both short- and long-term commercial objectives and identifying opportunities for growth and expansion in the meat market.
 Compensation, Digitalization, and Sustainability	• Leslie Pierce • Julio Jorge Favre • Jorge Luis Favre • Pablo José Peschiera • Roger Vargas	It oversees the implementation of best practices in talent management, ensuring alignment with the company's culture and objectives. The committee also supervises digital transformation initiatives and the sustainability strategy, guided by ESG principles and a long-term perspective.
 Planning, Audit, Compliance, and Risk	• Jaime Raygada • Jorge Luis Favre • Pablo José Peschiera • Julio Luque • José García	Responsible for overseeing corporate governance and identifying and mitigating risks related to the business strategy through internal controls. This ensures transparent and accountable management in compliance with the Code of Ethics and all applicable regulations.

2.2. Ethics and Integrity

GRI 2-13, IPN-2

We reaffirm our commitment to ethical and transparent management, guided by the highest standards of integrity. This commitment is reflected in our policies, organizational structures, and practices, fostering a strong culture grounded in respect, fairness, and corporate responsibility.



Code of Ethics and Integrity



Conflict of Interest Policy



Free Competition Policy



Anti-Bribery Policy



Diversity and Equal Opportunity Policy



Policy for the Prevention of Workplace Sexual Harassment



Procurement Policy



Donations Policy

To ensure regulatory compliance, operational efficiency, and accurate financial and non-financial reporting, we maintain a robust internal control system, which includes risk assessment and control activities.

From the start of their employment, all employees undergo an induction covering our ethics and conduct policies. In addition, employees in high-risk areas participate in annual, targeted compliance training, reinforcing a culture of integrity throughout the company.

We are ISO 37001 Anti-Bribery Management System certified, reinforcing our commitment to ethics, transparency, and integrity in our highest-risk processes.



100 %
new employees
provided with ethics training

Our governance framework includes specialized committees, such as the Ethics and Integrity Committee and the Workplace Sexual Harassment Prevention Committee, which oversee the implementation of internal policies and address matters related to organizational conduct. In 2024, 32 reports were submitted, all of which were reviewed and communicated to the Board of Directors.

→ Ethics and Integrity Committee

- The committee is composed of the Central Manager of People Management, the Deputy Manager of Climate, Culture, Communications, and Institutional Relations (who also serves as the Compliance Officer), the Deputy Manager of Internal Audit, and the Deputy Manager of Treasury.
- This body handles inquiries, evaluates cases, and implements corrective actions in instances of non-compliance, ensuring alignment between our policies and daily operations.

→ Workplace Sexual Harassment Prevention Committee

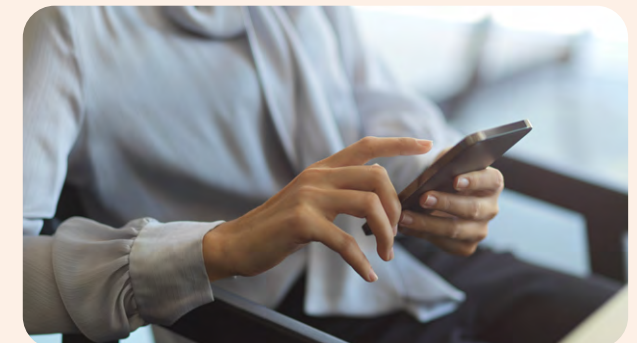
- The committee operates in full compliance with current national legislation and maintains a gender-balanced composition to ensure representativeness. It handles reports confidentially and adopts a preventive approach, reinforcing our commitment to a respectful, safe, and violence-free workplace.

Ethics and Integrity Channel

At Redondos, we provide a reporting channel accessible to all stakeholders, managed by an independent international consultancy to ensure transparency, confidentiality, and objectivity.

This channel allows for the secure, confidential, and anonymous reporting of any conduct that violates our ethical standards, applicable laws, or internal policies, with full protection against retaliation for whistleblowers. Reports can be submitted via multiple methods, including web form, voicemail, email, telephone hotline, postal mail, or in-person interview. We encourage employees, clients, and suppliers to use this channel responsibly. Access is available at:

www.canaldeintegridadredondos.com



2.3. Risk Management

We proactively manage the risks and opportunities associated with our activities to prevent and mitigate potential impacts on people, society, and the environment.

IPN-2

In an increasingly complex environment, we address risks through a management approach aligned with international standards. This preventive strategy is supported by a robust risk management system based on the COSO 2013 model, COSO ERM, and ISO 31000 methodologies, enabling us to efficiently identify, assess, and mitigate risks—including environmental, social, and governance (ESG) risks. This framework helps ensure the achievement of our objectives through timely risk assessment and consistent responses.

Our Board of Directors and specialized committees actively engage in risk management, providing oversight, setting clear guidelines, and ensuring accountability. This structure enhances both the agility and robustness of our decision-making processes.





Our risk matrix is continuously updated and expanded to include ESG factors and emerging threats. This proactive approach enables us to anticipate complex scenarios and enhance organizational resilience.



We continuously monitor the effectiveness of our implemented controls. This proactive, preventive culture strengthens our corporate governance and positions us to capitalize on new opportunities through ethical, responsible, and sustainable management.



Data Protection

In 2024, there were no reported cases of customer data leaks, theft, or loss, reflecting the effectiveness of our information security and privacy policies.



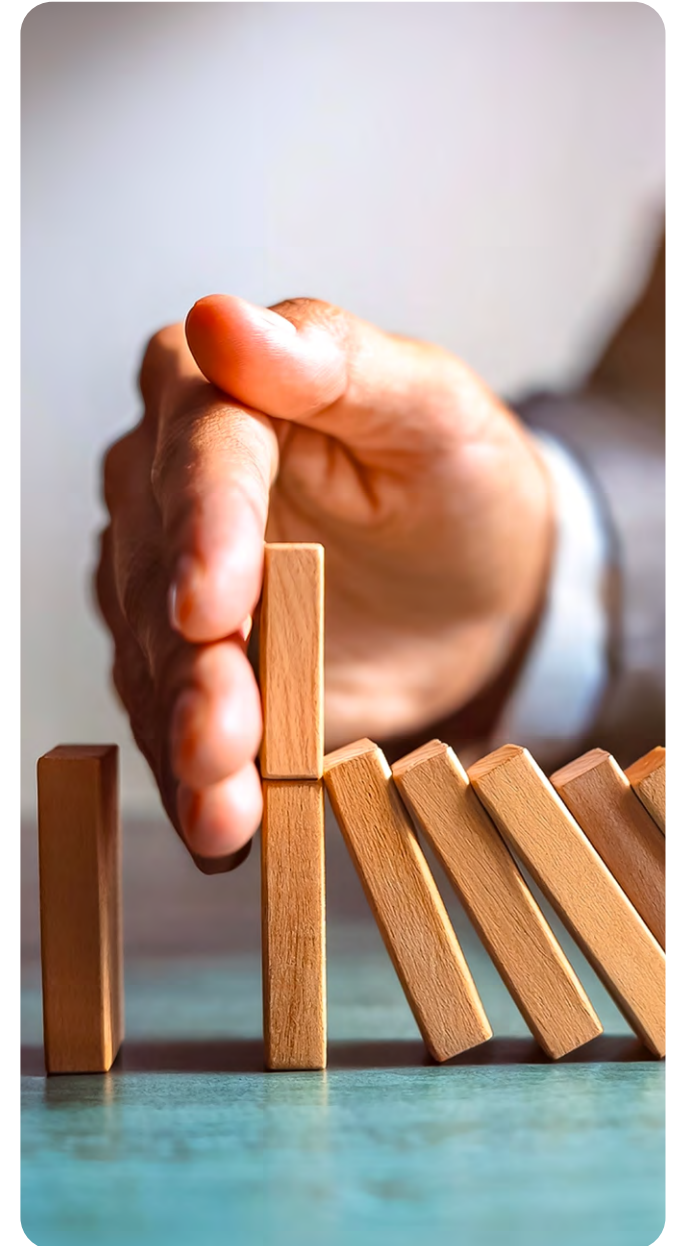
Internal Sustainability Committee

GRI 2-13

We have an Internal Sustainability Committee, composed of 11 leaders from various corporate areas, tasked with leading and providing cross-functional support for the implementation of our sustainability strategy. This ensures its effective integration across all processes and departments.

The committee drives initiatives aligned with our ESG values, monitors the most relevant indicators for our stakeholders, and proposes actions to enhance impact management. Progress is reported quarterly to the Board Committee on Compensation, Digitalization, and Sustainability.

In 2024, the Internal Sustainability Committee was chaired by Andrés Guerrero (Head of Sustainability and Continuous Improvement), with Sandro Luna (Deputy Manager of Climate, Culture, Communications, and Institutional Relations) serving as Vice-Chair.





03

Our Commitment to Sustainability

03

OUR COMMITMENT TO SUSTAINABILITY

3.1. Our Sustainability Strategy

GRI 2-13, GRI 2-22

We are transforming our operations to become a change agent within the meat industry, striving to create a positive impact on the environment and all our stakeholders. Within this framework, our Sustainability Policy reaffirms our commitment to the nutrition of Peruvians, the well-being of families, and the adoption of practices that minimize environmental impacts.

Commitments of Our Sustainability Policy



We proactively manage the risks and opportunities associated with our activities to prevent and mitigate potential impacts on people, society, and the environment.



We contribute to the development of communities by creating social value and supporting the growth and well-being of the areas where we operate.



We strive to build the best teams by supporting their development and well-being. We want our employees to feel proud to be part of our company, which is why we foster a work environment grounded in trust and mutual respect.



We collaborate closely with our suppliers to ensure that our growth—and theirs—is accompanied by the progress and development of everyone involved across our value chain.

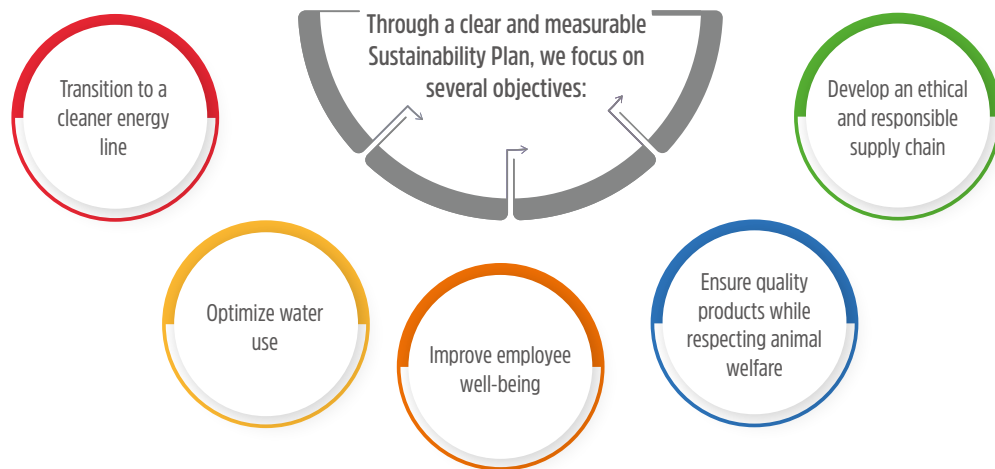


We ensure that our customers and consumers receive products and services that are high-quality, timely, efficient, safe, transparent, and sustainable.



We are committed to caring for and protecting the environment by minimizing the impacts of our operations and raising awareness among our stakeholders. We also promote circularity and waste reduction across our entire value chain.

We have a strategy focused on integrating sustainability at the core of our operations, with the goal of becoming a benchmark in the meat industry. Every action we take is guided by principles of efficiency, innovation, and environmental stewardship.



This plan guides our day-to-day management and supports informed decision-making, allowing us to evaluate the impact of our actions in real time. To ensure its effectiveness, we maintain a Sustainability Manual that provides clear guidelines aligned with international standards, reinforcing our position as a benchmark in the food sector.

Sustainability Model

Our sustainability model is built on three core pillars: Environmental, Social, and Governance (ESG). These pillars are integrated throughout our operations, enabling efficient, responsible, and resilient management.

This approach provides a holistic perspective that prioritizes the well-being of people, environmental protection, and ethical, transparent governance across all our processes.

ENVIRONMENTAL PILLAR

We care for the planet and conserve resource

- Water Management and Use
- Climate Change
- Circular Economy

GOVERNANCE PILLAR

We grow responsibly

- Animal Welfare
- Ethics, Regulatory Compliance, and Good Business Practices
- Responsible Sourcing
- Continuous Improvement and Technology

SOCIAL PILLAR

We develop people and society

- Community Development
- Employee Safety, Health, and Well-being
- Food Security
- Food Safety



Contribution to SDGs

As part of our commitment to the future, we align our operations and social responsibility programs with the United Nations Sustainable Development Goals (SDGs), actively contributing to global objectives.

SDG	ACTIONS THAT CONTRIBUTED TO THE SDGS	SDG	ACTIONS THAT CONTRIBUTED TO THE SDGS
	- Somos + Hierro is a program focused on combating anemia and improving child nutrition in children aged 0 to 5 years. - In 2024, 100% of children identified with anemia overcame the condition. - We donated 15,000 kilograms of chicken to community kitchens. - We provided natural fertilizer to small farmers. - We donated 10 freezers to community kitchens in the Norte Chico region.		- We launched 81 new products⁴. - We advanced in digital transformation through various initiatives: strategic monitoring, Smart farms, intelligent connectivity, enhanced cybersecurity, and process automation. - We have Continuous Improvement Committees in place. - We continued with the Ideas in Action program, which allows us to gather ideas that benefit our company and employees. Through this program, we achieved savings of S/ 1.5 million from implemented ideas. - A total of 224 innovative ideas were generated, of which 133 were successfully implemented.
	- We carry out medical campaigns, health talks, and vaccination days for our employees. - We provide pre- and postnatal support for mothers, as well as postnatal support for fathers. - We collaborate with the "Francisca Navarrete de Carranza" Senior Citizens' Home in Huacho - We participate in corporate volunteer activities with Casa Ronald McDonald, supporting families with children undergoing cancer treatment. - We promote a workplace focused on well-being, achieving an employee engagement score of 80%. - We drive community health initiatives through the Somos Solidarios program.		- We promote water consumption reduction across all our operations. - We reuse biol, which enabled a 10% reduction in water use at our largest pig farm. - We use treated water for dust control and irrigation of green areas. - We generated 12.9 tons of compost using rotary accelerators. - We recovered the value of 127,231.37 tons of waste generated. - We commercially manage and valorize our waste both internally and externally. 95% of our pig farming units are equipped with biodigesters.
	- We achieved an EBITDA of 17.8%. - We provided employment for 4,373 people, with an investment in salaries and benefits exceeding S/ 239 million. - We have development and training programs for our employees. - We work with 96% local suppliers. - We achieved a 23.5% reduction in workplace accidents compared to 2023.		- We have a Sustainability Plan focused on reducing emissions. - We measured our 2023 carbon footprint. - We reduce the use of fossil fuels by producing renewable electricity from biogas. 48% of the energy we use comes from renewable sources. - We train our employees on environmental issues. - Through the Sustainable Chain Program, we provide training to our suppliers on sustainability.

⁴These can be innovative products or line extensions, such as adjustments in presentations that did not previously exist.

3.2. Our Materiality

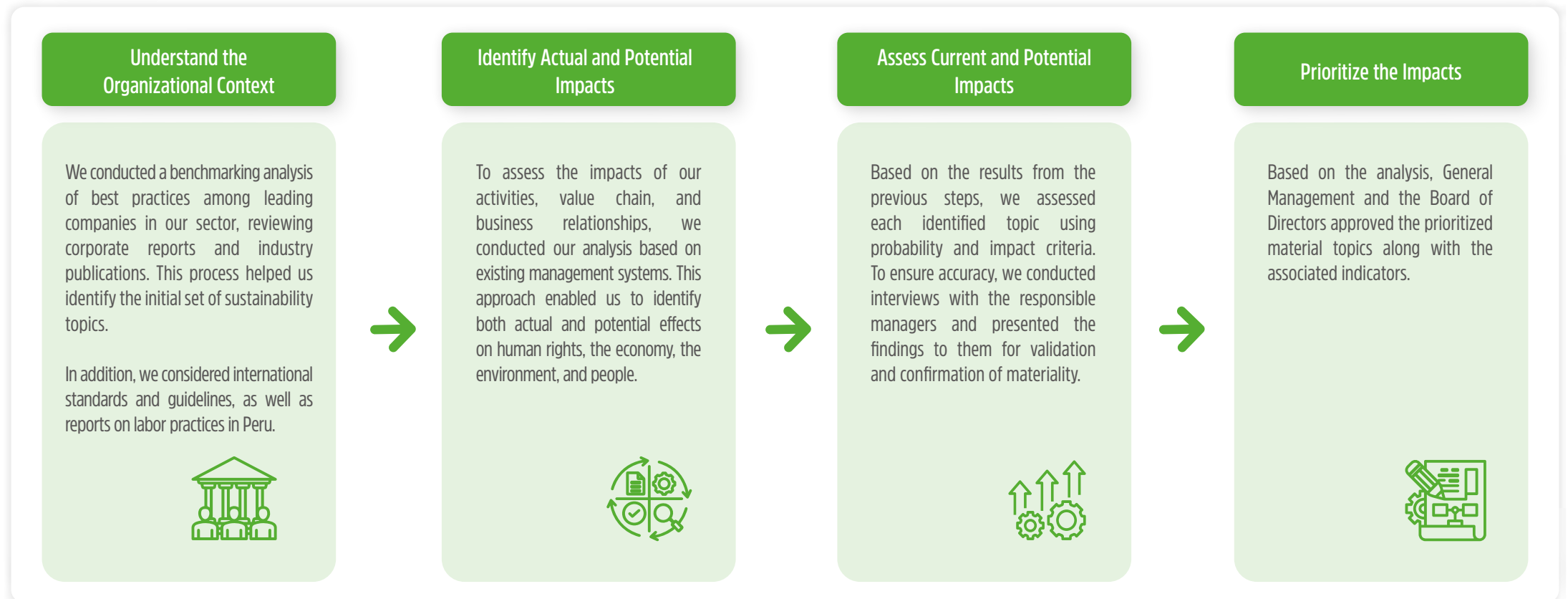
GRI 3-1

As part of our materiality analysis, we established a structured process to identify the topics most relevant to our stakeholders, allowing us to focus on areas with the greatest impact on the company's economic, social, and environmental performance.

In 2024, we updated this process to incorporate our key business risks, as well as actual and potential ESG impacts. The analysis considered both positive and negative contributions across stakeholder groups.

The materiality process was developed with the support of external consultants and began with the definition of material topics. These topics were then assessed internally and externally to capture stakeholder expectations related to our management systems.

Below, we outline the stages of our materiality process:



Material Topics

GRI 3-2

We identified 10 material topics, covering 16 GRI disclosures and 2 company-specific indicators (Non-GRI). The details of each are presented below:

N.º	Material Topic	Description	Content
1	Water Management	Efficient water use and effective wastewater treatment are critical in the food industry, due to the high demand for water in both agricultural production and food processing.	303-3
2	Circular Economy	This focuses on the comprehensive management of waste, from generation to reuse, prioritizing the collection, transportation, and treatment of all waste, including hazardous materials. By transforming waste into resources, this approach promotes sustainability and operational efficiency in alignment with the SDGs.	306-2 306-3
3	Climate Change	Efficiently manage processes and utilize clean, renewable energy to reduce emissions.	302-1
4	Responsible Sourcing	Promote shared-value relationships with suppliers of goods and services, ensuring full traceability throughout the supply chain.	2-6 201-1
5	Safety, Health, and Well-being	Prevent workplace accidents and occupational illnesses while promoting the well-being and professional development of employees.	403-1, 403-2 403-3, 403-4 403-5, 403-9 404-1, 404-2

N.º	Material Topic	Description	Content
6	Community Development	Build shared-value relationships with the communities in which we operate.	413-1
7	Food Security and Animal Welfare	Ensure that animals are raised under optimal conditions with strict biosecurity and ethical standards, which is essential for producing safe, high-quality, and accessible food that meets consumers' nutritional needs.	416-1
8	Food Safety	Ensure that all food products are safe for consumption and do not pose any health risks.	416-1
9	Continuous Improvement and Technology	Integrate continuous improvement and advanced technologies into our processes to enhance productivity and operational efficiency.	IPN-1
10	Ethics, Regulatory Compliance, and Good Business Practices	Respect and uphold human rights and integrity across our entire value chain.	IPN-2

In line with our commitment to transparency and accountability, we present this report, highlighting the actions implemented across all our operations. Below, the GRI (Global Reporting Initiative) disclosures are listed, showing their coverage type and alignment with our stakeholders.

N.º	GRI Contents	Series Standard	Coverage	Stakeholders
1	201-1	200	Internal and External	Government, Shareholders, Employees, Suppliers, and Community
2	302-1	300	Internal	Shareholders and Employees
3	303-3	300	Internal	Shareholders and Employees
4	306-2, 306-3	300	Internal and External	Shareholders, Employees, and Community
5	403-1, 403-2, 403-3, 403-4, 403-5, 403-9	400	Internal and External	Employees and Suppliers
6	404-1, 404-2	400	Internal	Employees
7	413-1	400	External	Community
8	416-1	400	Internal and External	Customers, Employees, and Suppliers
9	IPN-1	Company-specific indicator	Internal and External	Customers, Employees, and Suppliers
10	IPN-2	Company-specific indicator	Internal and External	Government, Shareholders and Employees



3.3. Strategic Partnerships



CÁMARA DE COMERCIO
Y PRODUCCIÓN DE LA
PROVINCIA DE HUALA



CCL

CÁMARA
DE COMERCIO
LIMA



AYNI

ASOCIACIÓN DE APOYO SOCIAL



ASOCIACIÓN
PERUANA
DE AVICULTURA



ASOCIACIÓN PERUANA DE
PORCICULTORES

aperhu



OBISPADO DE HUACHO



SENATI



Caritas

CAÑETE, YAUYOS Y HUAROCHI

3.4. Awards and Certifications

Awards 2024



Merco Talento

10th Position in the Food
Sector



Merco ESG

8th Position in the Food
Sector



GPTW

Achieved for the 5th
consecutive year



Peruanos
por
Peruanos

Peruanos por Peruanos

Zero Anemia Company

Certifications 2024



ABE

In 2024, we successfully
renewed our “Great Place
to Work” certification for an
additional two years.



BRCGS

The BRCGS standard is
a globally recognized
certification system that
ensures the safety and
quality of food products.



HACCP

Hazard Analysis and
Critical Control Points
(HACCP)



ISO 37001

Anti-Bribery Management



04

Innovation and Digital Transformation

04

INNOVATION AND DIGITAL TRANSFORMATION

4.1. Commercial Approach

GRI 2-6, IPN-1

In 2024, we reinforced our commitment to innovation, delivering results that reflect both the dynamism of our team and the strategic approach applied to every project. During the year, we launched 81 new products, completing 67 solutions (40%), demonstrating our ability to anticipate market trends and respond swiftly to demand.

A significant portion of these developments was managed through our Development Request (SDD) model, a tool that enables the efficient structuring of innovation initiatives. Between 2023 and 2024, this model supported approximately 31% of our product launches, establishing itself as a key driver of our creative and operational processes.

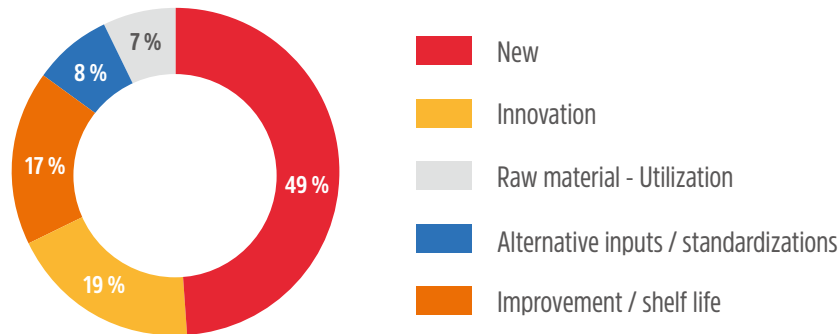
In 2024, we launched 81 new products thanks to agile processes, advanced technologies, and collaborative teamwork, reinforcing our leadership in food innovation.

Our Research & Development (R&D) department played a pivotal role in generating high-value, innovative products. We applied the Stage-Gate model to ensure each development phase was rigorously evaluated, guaranteeing that launches not only met but exceeded market expectations. This approach covered both new product developments and reformulations, enhancing quality and associated processes.

The R&D team worked closely with strategic areas including Marketing, Sales, Production, Quality Assurance, Logistics, and Production Control. This cross-functional collaboration ensured that our innovations responded to market trends while aligning with business priorities. By integrating advanced technologies and specialized expertise, we adapted swiftly to changing demands, further strengthening our leadership in the food sector.



Development Requests by Type



The 2024 portfolio featured both new products and enhancements to existing formulations. Each development was carefully evaluated to strengthen our offering, adapt to evolving consumer needs, and uphold our commitment to quality and added value.

Below, we highlight the business lines with the highest number of innovation requests:

25 %

Further processing



15 %

Portioned or filleted chicken



16 %

Portioned pork



4.2. Digital Transformation

IPN-1

20
21

Milestone 1.0

We stabilized business processes

Implemented SAP S/4HANA and deployed advanced networking and security tools across our platforms.

20
22

Milestone 2.0

We began our journey toward digital transformation

Developed bots and automated agile platforms to enhance interactions with our clients and suppliers.

20
23

Milestone 3.0

We centralized data, moving toward a data-driven culture.

We established strong foundations to develop a robust data architecture and seamlessly integrate information flows.

20
24

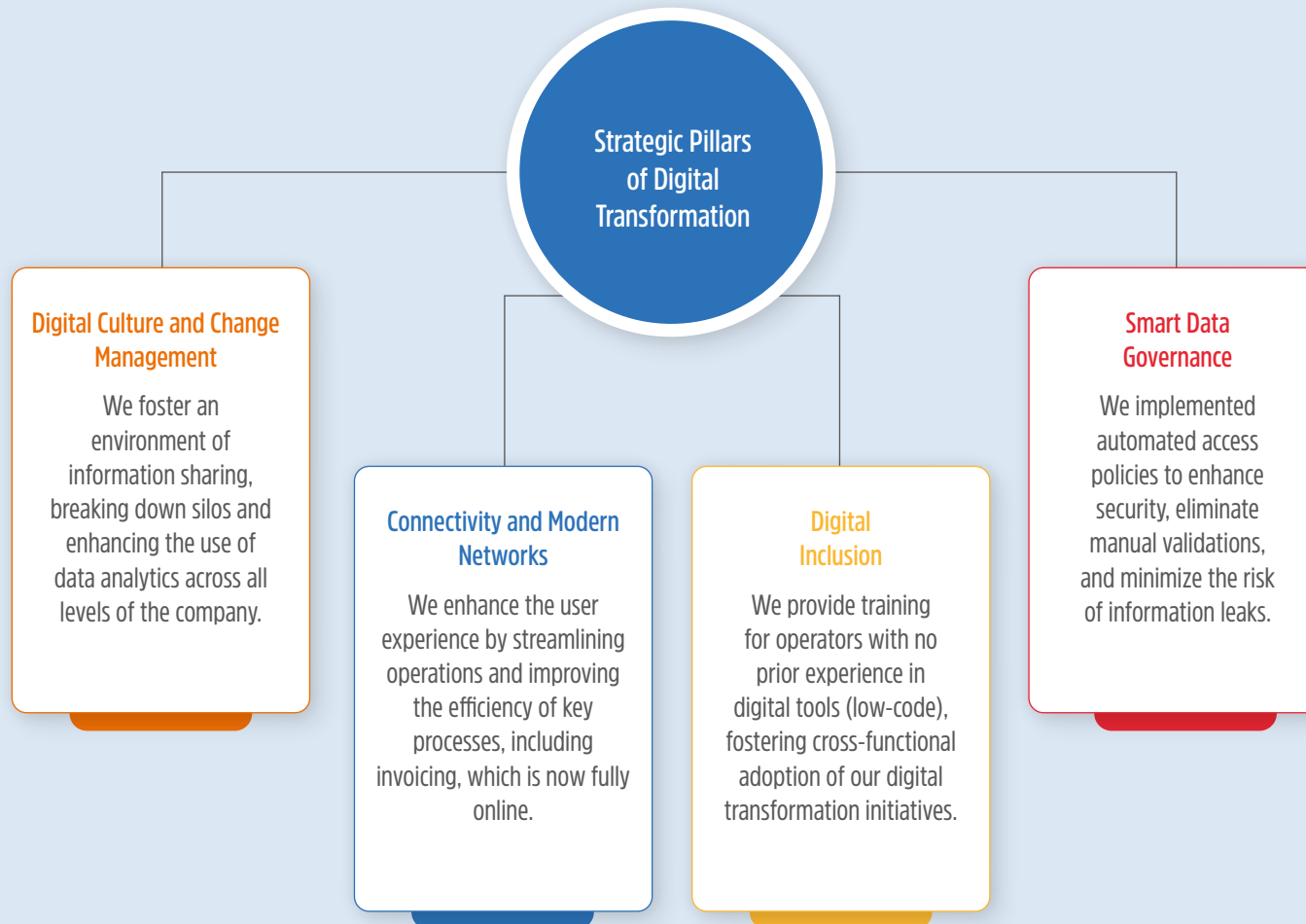
Milestone 4.0

Digital transformation and business intelligence, our main pillar

We deployed smart sensors and modernized our data operating model through a cloud-based data lake, enabling us to address key business needs. Additionally, we achieved real-time machine-to-machine integration with clients.

In 2024, we accelerated our digital transformation as a core component of our strategy for sustainable growth and operational efficiency. We implemented a data-driven management model interconnected via the cloud, enabling faster, more accurate decision-making and reinforcing a Data-Driven culture.

Aligned with our corporate digital transformation strategy, we integrated livestock sensors that optimized production processes, enhancing efficiency and quality at every stage.



Below, we present our main advancements in digital transformation:



SMART Farms

We deployed 60 environmental sensors (measuring temperature and humidity) to capture real-time telemetry, reducing the need for manual intervention and improving the accuracy of operational indicators. The Atahuampa A and B farms served as key milestones in this initial implementation phase, establishing the foundation for integration across our remaining farms.



Strategic Monitoring

We launched an online platform to monitor the Corporate Strategic Plan (CEP), enabling real-time validation of operational compliance.



Data-Driven Company

We advanced toward comprehensive, indicator-based management, replacing spreadsheets with automated Power BI dashboards directly connected to SAP and other systems, ensuring traceability, efficiency, and data security. By 2024, we had 50 cloud-based data cubes fully operational.



Smart Connectivity

We ensured uninterrupted operational continuity by implementing SD-WAN technology with automatic failover, eliminating dependence on manual intervention during contingencies.



Enhanced Cybersecurity

Our proactive security systems blocked over 2,000 attack attempts, including spam and phishing, before they could reach our network.



Process Automation

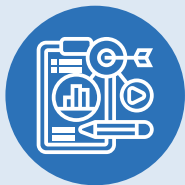
We developed a secure platform supporting initiatives such as Ideas in Action, consolidating the automation of key processes. Currently, 45 bots are in operation, optimizing repetitive tasks, improving efficiency, and reducing operational errors.

Smart Farm

In 2024, we made a significant leap in our technological transformation with the launch of the Smart Farm project, designed to modernize our poultry operations through the integration of sensors, automated controllers, and digital tools. This initiative represents a milestone in our operational evolution, combining efficiency, sustainability, and workforce development.

The first four campaigns of the year were conducted as pilots in selected poultry houses at our Atahuampa B farm, where we compared the performance of traditional units with those equipped with smart technology. Encouraged by the positive results, validated by our Production team, we proceeded with the full implementation of the smart model at Atahuampa A—our first farm and now the first to operate under an intelligent, data-driven system.

This initiative also reflects a structural transformation in our workforce profile, operational approach, and sustainability commitments. The Smart Farm project aligns fully with our strategy to become a more modern, efficient, and competitive company, leveraging accessible technologies such as environmental sensors, automated curtains, and real-time digital monitoring to support faster, more accurate, and more sustainable decision-making.



Identified Benefits



Economic and Operational

- Increase in daily weight gain and feed efficiency.
- Reduction of costs associated with diseases and corrective maintenance.
- Lower employee turnover through performance-based bonus schemes and training.



Social

- Redefinition of the rural worker profile, incorporating new technical and digital skills.
- Promotion of professional development for employees through a Smart Farm School.



Environmental and Animal Welfare

- Use of sensors enables more precise environmental management, reducing thermal stress in poultry.
- Improved animal comfort with automatically controlled ventilation and temperature.
- Less manual intervention, which reduces negative impact on poultry and optimizes environmental hygiene.

The Smart Farm initiative represents a comprehensive evolution in our poultry management. Its impact extends beyond production metrics, positioning us as a benchmark in accessible technology, social sustainability, and animal welfare.

Moreover, it reinforces our commitment to people as the foundation of sustainable growth, bridging access gaps and creating development opportunities in the communities where we operate.

IT Training Programs

In 2024, we further enhanced our teams' technological capabilities through corporate training programs aligned with our digital transformation strategy.

Below is a summary of the training sessions delivered on our technological platforms:

-  OneDrive for Business
-  Outlook and OWA
-  Planner and To-do
-  Microsoft Teams
-  Microsoft Sharepoint
-  Cybersecurity Prevention Measures
-  Power Apps
-  Web Mesa de Ayuda

Additionally, we launched the Data Governance School to develop competencies in data management and visualization, fully aligned with our data-driven management model. This program included the following training modules:

-  Data Governance Strategy
-  Data Analytics and Indicator Management
-  Power BI - Basic Level
-  Power BI - Intermediate Level



Notably, in 2024, the program trained 63 employees, achieving an average attendance rate of 61%. At the conclusion of the program, a satisfaction survey revealed that 78% of participants rated the experience as "Excellent" and 21.4% as "Good."

Digital Transformation and Business Intelligence

In 2024, we modernized our data architecture by implementing compressed, cloud-based databases, enabling faster responses to business needs and seamless integration with clients through Machine-to-Machine (M2M) technology. Additionally, we enhanced our supplier portal, making all invoices fully digital, and incorporated bank interconnectivity to streamline and automate payment and collection processes.



4.3. Continuous Improvement

IPN-1



The Ideas in Action Program has become a key driver in realizing our organizational pillars and fostering employee development. Through this initiative, we promote continuous improvement and reinforce our commitment to excellence, aligning teams to identify and implement transformative solutions that create positive impact across the organization.

To manage and monitor these proposals, we utilize tools that allow for the recording, tracking, and evaluation of their impact:

- **Continuous Improvement Committee:** conducts periodic follow-up on the progress of ideas.
- **Ideas in Action App:** facilitates the registration and traceability of proposals.
- **Management Dashboard:** displays the status, impact, economic benefit, and volume of ideas.
- **Impact Template:** calculates the economic benefit associated with each implementation.

Below, we detail the process for selecting and awarding ideas:

PHASE 1

Identification and Validation of Ideas

- Pre-selection of outstanding ideas by advisors in each category.
- Validation of pre-selected ideas with Central Management.

PHASE 2

Technical Evaluation:

- Financial and economic verification of pre-selected and outstanding ideas.

PHASE 3

Awards and Recognition:

- Selection of top ideas by General Management.
- Public recognition and dissemination.

In 2024, we generated 224 ideas, of which 133 were successfully implemented, driving positive impact across strategic areas such as productivity, quality, occupational health and safety, animal welfare, environmental sustainability, and digital transformation.

Ideas implemented by category in 2024:

Productivity and Quality

51 ideas

5 projects

Occupational Health and Safety

22 ideas



Digital Transformation

40 ideas

8 projects

Biosecurity and Animal Welfare

2 ideas



Environment

5 ideas



Each idea was evaluated according to four key criteria: business impact, creativity, efficient use of resources, and potential for replication across other processes.

IDEAS IN ACTION ALIGNS WITH CULTURAL PILLARS

- Leadership
- Sense of urgency
- Teamwork
- Continuous improvement
- Results orientation
- Efficient process management

A key achievement in 2024 was the economic impact generated by implemented ideas, which resulted in savings of USD 400,000. Along the way, we faced challenges, including initial communication and training

to ensure active participation across all areas. Another challenge was consolidating the economic benefits of the implemented ideas. Through continuous monitoring and periodic evaluation, we overcame these barriers and secured the realized benefits.

The program also strengthened managerial leadership by activating a Continuous Improvement Committee, responsible for evaluating and implementing submitted ideas. Each idea is reported weekly to company

leaders and periodically reviewed by Senior Management, ensuring alignment with strategic objectives.

This approach not only fosters idea generation but also cultivates a positive and motivating work environment, while ensuring that improvements deliver tangible organizational impact. Through the Ideas in Action Program, we maintain a continuous cycle of innovation and improvement, reinforcing our position as a leader in the food industry.

Highlighted Initiatives - Ideas in Action				
Area	Initiative	Description	Results	Impact
 Cold Meats	Improvement in Local Cured Ham (Jamón del País) Yield	Change in the production process by massaging the mix of 90% whole raw material and 10% ground.	Yield increased by 3%. Final product without cracks, allowing whole slices from cutting.	Improves quality and reduces waste.
 Processing	Optimization of gizzard cutting	Placement of a Teflon guide to properly orient gizzards during cutting.	55% increase in whole gizzards.	Improvement in product efficiency and quality.





05

**Quality that
Nourishes
Families**

05 QUALITY THAT NOURISHES FAMILIES

We deliver safe, nutritious, and reliable food to millions of families, consistently upholding the highest quality standards

Quality is a commitment that spans every stage of our value chain, ensuring safe, nutritious, and reliable food for millions of families. To support this commitment, we maintain an integrated management system that incorporates internationally recognized certifications, designed to guarantee quality, safety, authenticity, traceability, regulatory compliance, and animal welfare.





ISO 9001

which supports quality management in our processes across the entire value chain.



HACCP

which ensures the systematic control of hazards in food production.



BRCGS Food Safety

one of the most demanding global standards in food safety.

Additionally, we integrate animal welfare standards, reinforcing our commitment to responsible and ethical practices throughout the production chain.

These certifications not only reflect our adherence to rigorous technical standards but also strengthen the trust our customers and consumers place in our products.

5.1. Quality Management

GRI 416-1

Our Quality Management System is a cornerstone of our strategy, enabling us to maintain and elevate standards across the entire value chain by implementing internally developed best practices aligned with national and international benchmarks. This approach ensures we meet and exceed the expectations of customers, regulatory authorities, suppliers, employees, and other stakeholders.

In 2024, we reinforced this commitment through significant upgrades to the infrastructure of our farms and industrial plants, driving continuous process improvement and consistent product quality. Simultaneously, we continued to invest in the development and training of our employees, which remains a critical component of our management strategy.



ISO 9001

ISO 9001 certification confirms that our processes meet international quality standards, emphasizing continuous improvement and customer satisfaction. This certification supports operational efficiency, product traceability, and the ability to quickly address any deviations, ensuring a robust and reliable management system.

This commitment is embodied in our Quality Policy, which highlights the following key focus areas:

- Alignment with our sustainability approach.
- Coverage across our entire value chain.
- Commitment to our customers, consumers, and other stakeholders.
- Strengthening efficient process-based management oriented toward continuous improvement.
- Integration of requirements related to quality, food safety, security, compliance, authenticity, and animal welfare.
- Promotion of a culture centered on quality, food safety, and animal welfare.

We also reinforce our organizational culture through comprehensive training programs, recognizing that the knowledge and continuous development of our employees are key pillars for achieving our objectives and supporting our overall quality strategy.

In 2024, personnel responsible for each process continued to deliver ongoing training on priority topics, ensuring the standardization and consistency of our operations. These sessions were complemented with modules on Quality Management, Process Management, Quality Policy, Risk Management, Customer Satisfaction, and other essential areas.

The following table presents details of the topics covered, the type and number of participants:

Topic	Type of Participants	Format	Total Participants
 Process Management, Quality Policy, and Customer Satisfaction	Operational / Middle Management	Training	2 261
 Risk Management	Operational / Middle Management	Training	1 251

To guarantee the effectiveness, efficiency, and traceability of our Quality Management System, we maintain a robust control and monitoring framework, which includes:

- **Definition of Processes, Procedures, and Work Instructions:** Each stage of our operations is clearly defined to ensure standardization, reliable execution, and effective management of shared knowledge across our teams.
- **Implementation of Control Records:** All processes are supported by control records that provide traceability, facilitate data analysis, and enable timely, informed decision-making.
- **Performance Measurement:** Key management indicators are used to analyze process performance in depth and guide continuous improvement initiatives.
- **Periodic Verification:** Inspections, as well as internal and external audits, are conducted to ensure the effectiveness and compliance of our management system.

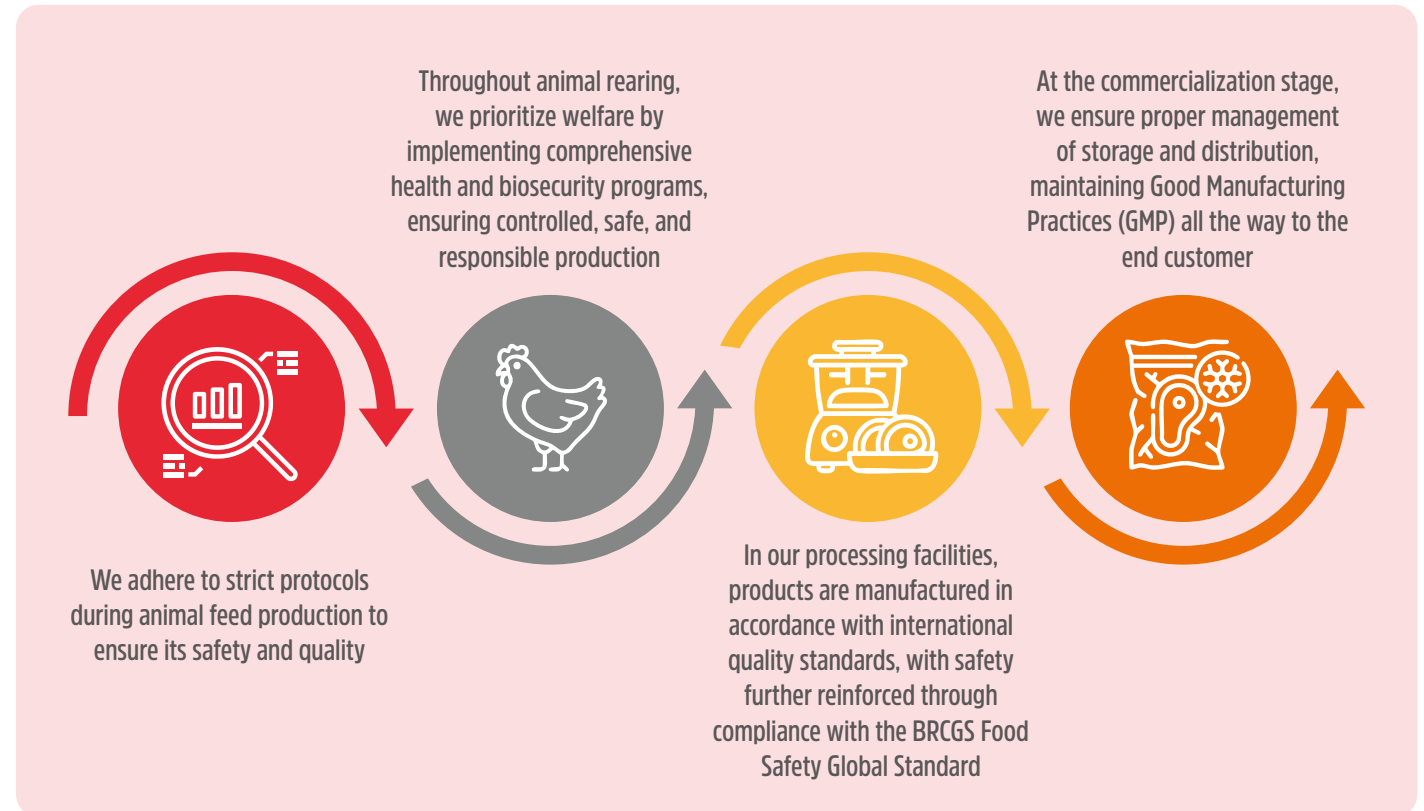
5.2. Food Safety

GRI 416-1

Food safety is a cornerstone of our operational strategy, enabling us to deliver safe, reliable, and high-quality food. In 2024, we strengthened this commitment through significant enhancements in infrastructure, certifications, monitoring, and control across the entire value chain—from raw material intake to final product distribution.

We maintain food safety and quality through the implementation of Good Manufacturing Practices (GMP), which ensure hygienic production, and the HACCP system (Hazard Analysis and Critical Control Points), which identifies and controls potential contamination risks. Every action we take is designed to protect consumer trust and uphold the highest industry standards.

Every action we take is focused on safeguarding consumer trust and maintaining the highest standards of quality and safety



Following a rigorous audit, we achieved the BRCGS Food Safety Global Standard certification in December 2024. This milestone reflects the collaborative effort of our operations, logistics, and quality assurance teams to ensure regulatory compliance and uphold the highest global standards

Thanks to the dedication of our continuous improvement-focused team, we achieved an average compliance rate of 96% in internal and external audits, approaching the excellence range of 98-100%

We have a multidisciplinary Food Safety Committee that leads the implementation of corrective and preventive action plans, ensuring all non-conformities are addressed and compliance with current sanitary regulations is maintained.

This commitment to high standards extends to our supplier network, which undergoes quarterly audits using a rating system of Excellent, Good, Average, or Does Not Qualify.



In the event of any contingency, we follow a rapid response protocol that enables us to act promptly and effectively, minimizing potential impacts on operations, product quality, and safety

More than **95 %** of our suppliers reached “good” or “excellent” levels, strengthening our supply chain with higher standards and lower operational risks.



We achieved full traceability in just two hours, surpassing the BRCGS standard, which requires a maximum of four hours.



As part of our commitment to food safety and continuous improvement, we reinforce our organizational culture through comprehensive training programs for all employees. These initiatives foster a proactive, preventive mindset, ensuring that every team member understands their role and acts responsibly throughout all stages of the production process.

During the reporting period, we delivered training on critical topics including Good Manufacturing Practices (GMP), Hazard Analysis and Critical Control Points (HACCP), Standardized Sanitation Operating Procedures (SSOPs), Food Defense, Fraud Prevention, and overall Food Safety. These sessions reached both operational and support teams, ensuring a comprehensive and organization-wide approach to food safety management.

Tema	Alcance	Número de participante
GPM		722
HACCP		718
SSOPs	All areas (processing, cutting and filleting, further processes, dispatch, quality, support, maintenance, sanitation, logistics)	689
Food Defense, Fraud Prevention, and Food Safety		717
Food Defense, Fraud Prevention, and Food Safety	Assistant managers, department heads, coordinators, and supervisors	25

5.3. Animal Care and Welfare

GRI 416-1

Aligned with our commitment to food safety and the United Nations Sustainable Development Goal 2: Zero Hunger, we uphold responsible production practices that prioritize animal welfare across every stage of our operations. In 2024, we strengthened this management through a comprehensive, systematic approach, extending best practices to our breeder units and consolidating technical guidelines for both poultry farms and processing facilities.

In 2024, we underwent international animal welfare audits conducted by leading clients, including McDonald's, KFC, and RBI, achieving high levels of compliance across all assessments.

Given the lack of local certification bodies, these audits were performed by Chilean evaluation teams, resulting in an outstanding score. This achievement represents a strong endorsement of our practices against international standards, including the National Chicken Council (NCC) Guidelines.



In 2024, we initiated the development of an Animal Welfare Manual to systematize our procedures. This manual will serve as the foundation for our internal pre-audit scheduled for 2025

Additionally, we established an Animal Welfare Committee comprising leaders from all production units. This committee develops tailored work plans for each facility, analyzes every stage of the production process, and identifies critical control points to ensure the highest welfare standards.

To enhance operations, we invested in infrastructure improvements, including the installation of a chicken handling machine and new resting mechanisms for hangers, significantly reducing physical stress on the birds. These measures align with the "Five Freedoms of Animal Welfare" established by the World Organisation for Animal Health (WOAH), ensuring adequate space, ventilation, access to water and feed, and humane handling.

All employees and external operators received comprehensive training on humane handling practices, health monitoring, and ethical animal management, integrating both scientific and ethical principles into our operations.

Biosecurity as a Pillar of Welfare

At Redondos, biosecurity is a core element that safeguards animal health and welfare. Our strategies incorporate preventive and control measures across the entire production chain, minimizing the risk of pathogen introduction and ensuring the well-being of poultry and pigs, as well as the safety and quality of our products.

We implement a Preventive Biosecurity System that ensures safe and healthy environments throughout the entire production process, from animal intake to final processing

Our facilities follow strict biosecurity protocols, including buffer zones, controlled access, vehicle cleaning and disinfection, and continuous epidemiological monitoring. These measures safeguard animal health and prevent the spread of pathogens. In our processing plants, we maintain animal welfare until the final stage through procedures aligned with international best practices, closely overseen by our dedicated team.

Some documents aligned with the above are detailed below:



Sanitary Pyramid



Biosecurity Standards



Equipment disinfection upon entry to the UUPP



Cleaning and disinfection procedures in hatcheries, broiler farms, and breeder farms



Vaccination procedures



Health monitoring



Integrated pest management



Animal Welfare Contingency Plan

In 2024, our poultry mortality rate remained stable, reflecting the positive impact of the improvements implemented. Biosecurity inspections confirmed compliance with the highest standards, and observed immune responses to targeted diseases validated the effectiveness of our preventive health strategies.

5.4. Our Strategic Partners

GRI 2-6, IPN-2

We collaborate closely with our suppliers to ensure that their growth—and ours—contributes to the advancement and well-being of everyone across our value chain

The quality of our products and services depends on the standards and practices of our strategic partners. To this end, we collaborate closely with suppliers to drive efficiency, responsibility, and alignment with global best practices in quality and sustainability.

In 2024, we implemented initiatives to strengthen supplier relationships and ensure adherence to the high standards required across our supply chain. These efforts are guided by our Purchasing Policy, which establishes technical and quality criteria while fostering a commitment to sustainability and stakeholder respect.

As part of our efforts to optimize costs and enhance operations, we evaluated and approved new supplier alternatives, establishing strategic partnerships focused on improving delivery times and ensuring material quality. We also collaborated with national suppliers to develop local production solutions to replace imported inputs, resulting in more efficient inventory management and shorter lead times.



“Sustainable Chain” Program

We organize workshops and seminars for our suppliers to promote sustainable production practices, risk management, occupational health and safety, resource efficiency, and compliance with environmental regulations.

In 2024, a total of 92 suppliers participated, enhancing their capabilities in key areas to align their operations with our sustainability standards and contribute to a stronger, more resilient value chain.

These training sessions allowed us to enhance the sustainability of our supply chain, improve the quality of the products and services we receive, and strengthen long-term relationships with our strategic partners. This collaboration enables our suppliers to grow alongside us, sharing common objectives and meeting the standards required for enduring partnerships.



Additionally, we identified opportunities to enhance supplier management through annual inspections and targeted action plans. During this period, 190 suppliers were classified as critical to our business.

As part of our control measures, we conduct hygiene, sanitation, and food safety inspections for suppliers of raw materials, packaging, and other critical inputs. These inspections have led to measurable improvements, with suppliers rated as Approved (15%), Very Good (25%), and Excellent (60%). Furthermore, we certified 2,408 suppliers of finished products through audits evaluating compliance with general hygiene principles, HACCP standards, and safety regulations.

In line with our ESG commitments, 71% of our critical suppliers completed our ESG questionnaire, which assesses economic-financial, environmental, social, governance, and supplier management practices.

82 %

Average score obtained in the ESG questionnaire



⁵Considered suppliers registered and approved by Redondos



In 2024, we had the following types of suppliers:

Strategic Suppliers: These are suppliers directly tied to our core business operations, with whom we establish medium- and long-term purchasing agreements to ensure continuity, quality, and alignment with our strategic objectives.



Specialized Suppliers: These are vendors that fulfill specific, specialized requirements under fixed-term contracts, providing targeted support for particular needs or projects within our operations.



Within this framework, we collaborated with a total of 1,458 suppliers, covering both goods and services and spanning local and international markets:

Categories	Number of Suppliers	
	International	Local
Goods	27	449
Services	25	913
Inputs/ Merchandise	2	42
Subtotal	54	1 404
Total Suppliers	1 458	



As of 2024, 96% of our suppliers were local, based in Lima and other provinces, totaling USD 621.5 thousand in purchases from national suppliers. This underscores our commitment to supporting Peru's economic development and building a more sustainable, efficient supply chain aligned with our values.

Additionally, 98% of our suppliers accessed our supplier portal in 2024, enabling them to self-manage documentation and track payment schedules. This improved compliance with our obligations and streamlined supplier interactions.

These initiatives demonstrate our dedication to continuous improvement and the cultivation of long-term relationships grounded in trust, transparency, and a shared commitment to sustainable development.



06

We Care for the Environment

06

We Care for the Environment

As part of our commitment to sustainability, we actively care for and protect the environment by minimizing the impacts of our operations and fostering environmental awareness among our stakeholders.

In addition, we promote circularity and the reduction of waste across our entire value chain, advancing resource efficiency and sustainable practices.

We prioritize resource efficiency through a comprehensive approach that promotes responsible usage across all operations. Our programs focus on managing environmental impacts in alignment with our corporate strategy, reinforcing our commitment to sustainability and strengthening a management model that generates positive outcomes for both the environment and society.

In 2024, our efforts were concentrated on obtaining environmental certifications to ensure compliance with current regulations. We also advanced initiatives aimed at waste recovery, reducing water consumption, and improving energy efficiency.

Emissions management remains a core pillar of our sustainability strategy. In this context, we calculated our carbon footprint for 2023, covering all operations, following ISO 14064-1:2018 guidelines and applying an operational control approach. The total footprint was 598,359.85 tCO₂eq. This assessment has enabled us to prioritize the transition to renewable energy sources as a strategic focus for our organization.

Additionally, we implemented an Annual Environmental Training and Awareness Program to foster a strong sustainability culture across the organization, ensuring that all employees understand their role in minimizing environmental impacts and promoting responsible practices.



6.1. Waste Recovery

Waste Management

GRI 306-2, GRI 306-3

We implement a comprehensive waste management model designed to minimize waste generation and ensure proper handling across our entire production chain. Through our Comprehensive Solid Waste Program, we effectively manage segregation, storage, recovery, and final disposal at both our farms and industrial facilities.

Waste generation is estimated based on:

Waste output (kg/t): by weighing at the plant exit or with specific scales for solid waste (EO-RS).

Slurry: based on production ratios and the volume of water used in cleaning processes.



Pig Farm Biodigesters

Generated Waste, 2023-2024 (Metric Tons)					
Waste Type	Waste Category	2023		2024	
		Recovered	No Non-recovered	Recovered	Non-recovered
Non-hazardous	General Waste	928.19	618.61	1,000.25	855.76
	Process organics (manure, mortality, slaughter remains, processed remains)	139 249.52	1 704.24	126 199.44	2 460.86
Hazardous	Rags and wipes with hydrocarbons, used toners, used batteries, used fluorescent lamps, used aerosol and paint cans, and others	47. 421	62.411	31.68	97.97
Subtotal		140 225.13	2 385.26	127 231.37	3 414.59
Total		142 610.39		130 645.96	

To guarantee the efficiency and traceability of our waste management system, we have established a robust control and monitoring framework, which includes:

Systematic tracking and recording of waste generation and disposal at each production unit.



Regular environmental inspections conducted according to the established Inspection Program.



Development of a digital application and dashboard, scheduled for launch in 2025, designed to streamline waste management, reduce reporting times, and integrate environmental oversight with our broader digital strategy.

These tools not only enhance regulatory compliance but also provide actionable insights to identify and implement continuous improvements in waste management.



Circular Economy

At Redondos, we embrace a holistic circular economy approach to manage by-products generated across our operations. This model not only minimizes waste but also maximizes its value, fostering a more efficient and sustainable production

cycle in line with principles of regeneration and reuse. These efforts are translated into concrete recovery practices, both internally and with external partners. Key initiatives implemented include:



Internal Recovery

Poultry feathers generated during processing at our facilities are converted into hydrolyzed feather meal, which is then utilized as a high-protein ingredient in animal feed.

Poultry mortality from our breeder farms is repurposed into compost. To accelerate this process, we have implemented two rotary composting accelerators, enhancing efficiency and supporting sustainable waste management.

Benefits

- Reduced sanitary risks by avoiding external disposal.
- Compost production in 30 days, eliminating the need for burning.
- Local supply of organic fertilizer. In 2024, we generated 12,941 kg of compost.

Investment: USD 121 503

We operate an anaerobic biodigestion system that converts pig slurry into valuable products, including biol, biosol, and biogas. Currently, 95% of our pig production units are equipped with biodigesters, highlighting our commitment to sustainable waste management and renewable energy generation.

Key achievements include:

- Use of biogas-powered generators, reducing environmental impact and energy costs.
- Progressive replacement of diesel generators with renewable sources.
- Launch of a technical prefeasibility study for the production of Bio-LNG from biogas generated at our SINCHI II pig farm.



External Recovery

Poultry mortality from our broiler farms is sent to an authorized external rendering facility, where it is processed into animal meal.



Commercialization

Recyclable materials, including cardboard, plastics, metals, and glass, are collected and delivered to certified Solid Waste Operating Companies (EO-RS) for proper recycling.

Poultry litter (pollinaza and gallinaza) produced at our farms is managed and commercialized exclusively through operators authorized by the Ministry of Environment (MINAM), ensuring full compliance with applicable regulations.

Source Segregation and Circular Culture

We have implemented source-segregation programs to enable differentiated collection and enhance recycling efficiency, resulting in a significant increase in the recovery of recyclable materials.

Additionally, we strengthened partnerships with municipal segregation initiatives and certified Solid Waste Operating Companies (EO-RS), fostering a culture of recovery and shared responsibility across our entire operational chain.



Poultry Operations

- We convert organic by-products and residues from the processing stage into high-quality meals used in animal feed production.
- Additionally, our feather recovery plant is equipped with an advanced air-condensation system that effectively controls odors during the rendering process, ensuring our facilities meet high environmental standards.



Pig Farms

We operate anaerobic biodigestion systems to recover pig slurry, producing valuable by-products such as biol, biosol, and biogas. The biogas is converted into electrical energy via generators, enabling us to power a portion of our production lines with renewable energy.



6.2. Water Management

GRI 303-3

We manage water resources through a strategic approach that combines technological solutions with efficient operational practices, optimizing usage across all our operations. Key initiatives include:



Implementation of nipple drinker systems in our farms.



Installation of three reverse osmosis plants.



Operation of wastewater treatment plants (WWTPs).



Development of a water-saving signage program across all our facilities, aligned with the Annual Training and Awareness Program on the responsible use of water resources.

Water treatment and reuse

We operate five Industrial Wastewater Treatment Plants (WWTPs) across our poultry processing facilities, feed production sites, and broiler farms. These plants treat and recover water for secondary uses, including irrigation of green areas and dust control, supporting more efficient and sustainable water management practices.

Treated water in m³, 2024	
Destination	Total
Dust control and green areas	32 820
Sewer network	527 115
Total	559 935.14

In addition to meeting environmental regulations for water discharge, we implement complementary measures, including automated water-saving devices, employee awareness programs, and ongoing reviews of processes, equipment, and infrastructure to prevent losses and minimize waste.

To ensure the efficiency and traceability of our water management system, we have established a comprehensive monitoring and control framework that includes:

- Recording of water inventory and output in our plants.
- Environmental inspections in accordance with the established Inspection Program.

Water use improvement projects

Aligned with our sustainability commitment, we actively manage authorized water use and implement initiatives to reduce our water footprint. In 2024, we continued the biol reuse project, achieving an average savings of 16% in biol consumption, which contributed to a 10% reduction in water use at our Sinchi II pig farm.

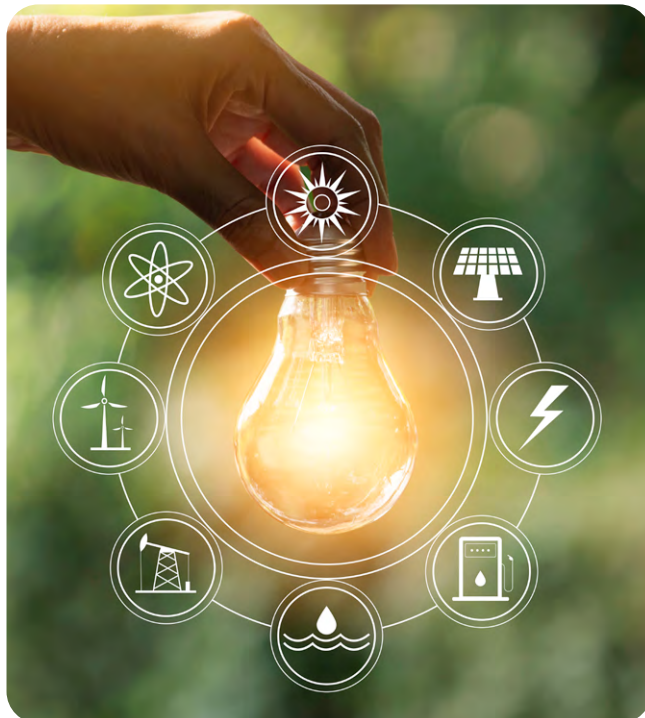


6.3. Energy Management

GRI 302-1

In 2024, we advanced our energy management through a strategic approach designed to optimize purchased energy use and maximize the value of self-generated energy. Strong support from Senior Management and shareholders was critical in prioritizing energy transition projects within our investment portfolio, ensuring alignment between operational strategy and corporate sustainability objectives.

Within this framework, we established strategic guidelines and operational commitments focused on energy efficiency and sustainable practices:



Commitments	Main strategic/operational actions
Institutional commitment to reducing the carbon footprint through the transition to cleaner energy sources.	- Approval of projects to progressively replace diesel generators with LPG-powered equipment. - Connection of production units to the public electricity grid to reduce diesel use. - Launch of a technical pre-feasibility study for producing bio-LNG from the biogas generated at our SINCHI II pig farm. - Installation of energy consumption monitoring systems and evaluation of renewable sources.
Incorporation of energy criteria into technical evaluation, investment, and procurement processes.	- Development of a corporate-level energy baseline. - Adoption of guidelines based on ISO 50001 standards for diagnosis and continuous improvement of the energy system. - Implementation of energy consumption improvement initiatives in plants and farms.
Recording and traceability of implemented measures, documenting progress, results, and energy consumption.	Comprehensive diagnosis of energy consumption by source type and operational unit.
Participation of an Energy Specialist in the design of new projects to ensure efficiency criteria from the planning stage.	Creation of the position of Renewable Energy Coordinator, responsible for mapping energy sources and designing the roadmap for the energy matrix transition.

Additionally, we are actively working to reduce our reliance on fossil fuels and accelerate the transition to sustainable energy through the following initiatives:



Technical assessments to anticipate failures in critical equipment, especially generators.



Strengthening of preventive maintenance, with emphasis on combustion systems and operational efficiency.



Incorporation of biogas meters at strategic points of the system.



Periodic cleaning of biodigesters to ensure biogas quality and system stability.



Evaluation of public grid energy supply to optimize rates and costs associated with consumption.

In 2025, we will advance the standardization of LED lighting across all operations and implement new initiatives as part of a forward-looking strategy for continuous improvement in energy management.

This approach enables us to actively reduce emissions, enhance operational sustainability, and strengthen the resilience of our energy systems.

Energy consumption in MJ, 2024		
Type of energy		Total
Fuel from non-renewable sources	Gasoline	7 829 355.12
	Diesel	155 103 980.38
Fuel from renewable sources	Biogas	4 957.2
Electricity	Public grid	154 835 541.54
Heating	LPG ⁶	1 171 905 920.25
Total		1 489 679 754.49

⁶It was considered that 100% of the volume acquired was destined exclusively for heating in production units.

97 %

of the total electricity consumed came from the public grid, 2.6% from diesel, and 0.4% from biogas.

Of the total electricity purchased from the public grid

43 %

came from renewable sources, according to distributor data and the national energy mix.

We increased

32 %

renewable energy production from biogas by compared to 2023.



We produced

4 957.2 MJ

of renewable electricity



In 2024, we enhanced energy monitoring by leveraging the SAP system to track consumption by source type and operational unit. This platform allows us to measure progress against baseline and historical data, supporting informed, corrective decisions on a monthly basis.

Energy consumption was calculated based on:

- Electricity and fuel invoices, recorded and tracked in SAP.
- Operational generator reports, used to estimate specific consumption.
- Internal meter readings and technical reports from the Energy and Maintenance team, including biogas and self-generated energy.

All energy consumption was converted into megajoules (MJ) using internationally recognized conversion factors (IPCC, GHG Protocol, and supplier data), enabling a unified, comparable view across all energy sources.

As part of our commitment to excellence in energy management, we standardized reporting formats and implemented a cross-functional energy monitoring model, ensuring reliable and automated data to support decision-making. Additionally, we added an Energy Specialist to the sustainability team to strengthen internal evaluations and investment planning, reinforcing a strategic and sustainable approach to energy management.

6.4. Environmental Training and Awareness

The success of our energy management model relies on the commitment and active engagement of our employees. To support this, we implement an Annual Environmental Training and Awareness Program designed to:



Promoting a preventive culture



Avoiding water waste and losses



Increasing waste recovery through proper segregation



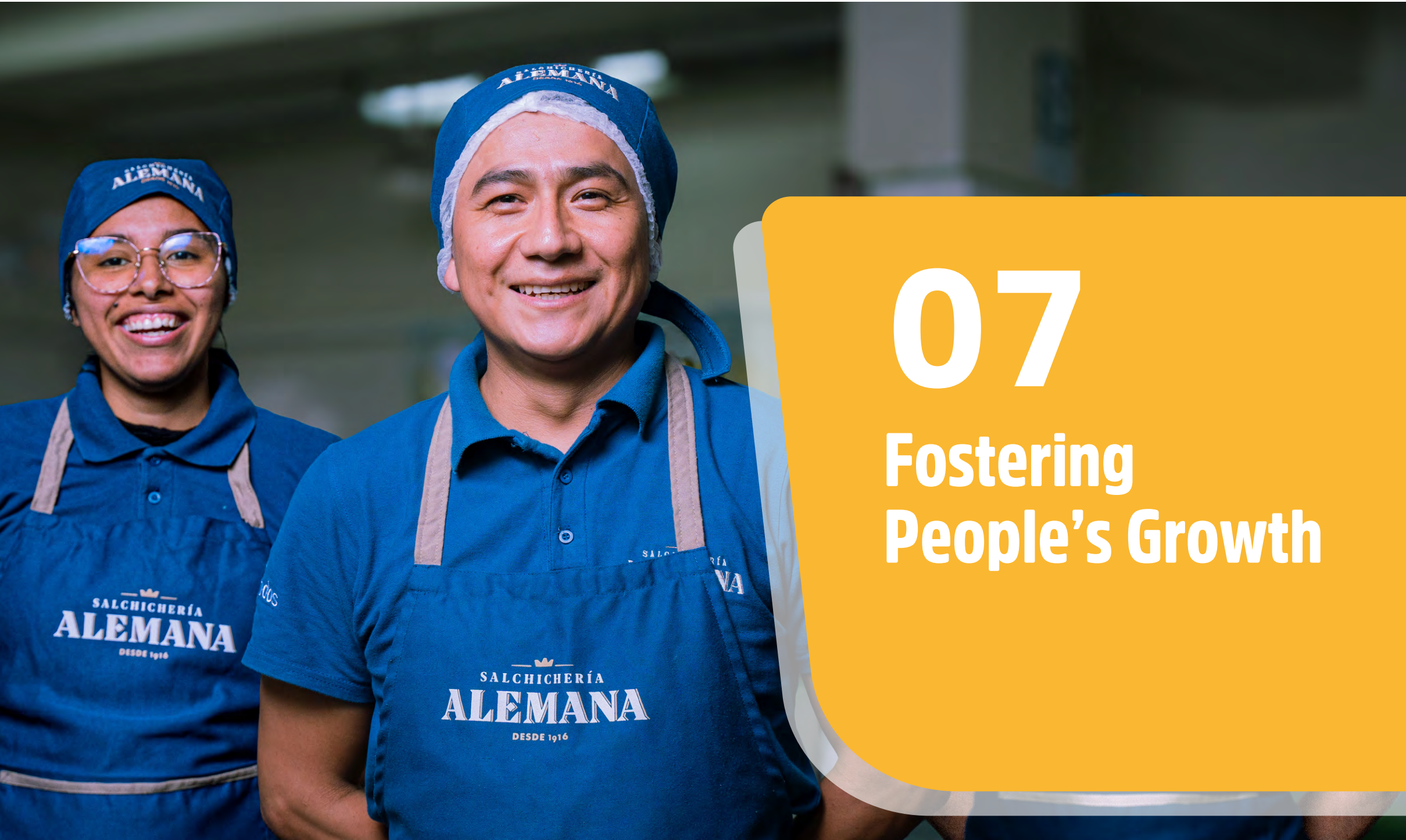
Identifying saving opportunities

The program covers the following key topics and engages the corresponding participants:

Environmental training sessions and activities carried out			
Type	Topic	Type of participants	N.º of participants
 Training	Environmental management	Managers, administrators, coordinators, supervisors, analysts, assistants, operators	135
	Solid waste management	Managers, administrators, coordinators, supervisors, analysts, assistants, and operators	3 761
 Processing	Responsible water use	Operators.	1 022

These initiatives have played a key role in strengthening our company's environmental culture. Through ongoing training, employees have not only adopted best operational practices but have also developed the skills to identify opportunities for improvement in waste management and resource efficiency, fostering more sustainable operations across the organization.





07

Fostering People's Growth

07

Fostering People's Growth

We are committed to building high-performing teams while prioritizing their development and well-being. We strive to create a workplace where employees take pride in being part of our company, fostering an environment grounded in trust and mutual respect.



We cultivate a healthy and respectful workplace where employees can grow professionally under fair and equitable conditions.

7.1. Corporate Culture

GRI 2-7

In 2024, we continued to strengthen our human capital management in support of the company's sustained growth. To provide a clear and accurate view of our workforce, we collected data directly from our Human Resource Management System.

Employees by gender, job category, and region					
Gender	Administrative		Operations		Total ⁷
	Lima	Provinces	Lima	Provinces	
Open-ended contract					
Men	141	219	117	1 208	1 685
Women	137	103	4	165	409
Subtotal 1	278	322	121	1 373	2 094
Fixed-term contract					
Men	178	197	1 769	2 246	4 390
Women	148	75	82	382	687
Subtotal 2	326	272	1 851	2 628	5 077
Total	604	594	1 972	4 001	7 171

⁷The total figure considers the accumulated sum for 2024, including all employees who joined and left the company during the reporting period.

Currently, our workforce includes 1,096 women, representing 15% of total employees. This reflects our commitment to diversity and equal opportunity, ensuring fair treatment and supporting the development of all employees in an environment that nurtures both personal and professional growth.



Organizational Climate

We manage organizational climate through a structured, carefully planned process consisting of three key steps: diagnosis, action planning, and continuous monitoring. This approach enables us to identify areas for improvement and implement effective solutions that foster a positive, inclusive, and productive work environment for all employees.

To ensure successful implementation, three key roles drive our organizational climate management:

Climate Committee: Leads organizational climate management, proposing improvement actions and ensuring their timely implementation, thereby contributing to a healthy and supportive work environment.

Leaders: Guide the Climate Committee by providing necessary resources, approving proposed activities, and ensuring compliance with agreed-upon actions, playing a decisive role in fostering a positive organizational climate.

Climate Advisors: Actively participate in Climate Committee meetings, monitoring the progress of action plans and presenting detailed reports with evidence of initiative implementation.

To measure and effectively monitor organizational climate, we utilize a range of tools that provide accurate, up-to-date insights into the workplace environment:



Regular pulses, which provide us with an instant view of the situation.



In-depth interviews, which allow us to better understand our employees' perceptions.



External organizational climate survey conducted through Great Place to Work, which provides an objective measurement and comparison with other companies.

This comprehensive approach supports continuous improvement in organizational climate management, fostering a motivating and positive work environment that aligns with our values and business objectives, while ensuring the well-being and engagement of all employees.

In 2024, we achieved an 80% score on the workplace climate index (GPTW), reflecting an improvement over the 2023 results.

Well-being for Our Employees

We recognize that the dedication and effort of our employees are fundamental to our company's success. To support them throughout their professional and personal journeys, we implement a range of initiatives that acknowledge their contributions.

Our employee benefits include:



Economic and Financial

- Interest-free school loans.
- Discounts on products and partner establishments.
- Interest-free loans for health or educational purposes, subject to credit evaluation.
- Bank loans at preferential rates in case of emergency, subject to credit evaluation.
- December bonus.
- Por Siempre Redondos Program.



Celebrations

- Celebration of significant dates.
- Half day off on birthdays.
- Organizational Values Experience.
- Employee recognition through programs (Years of Service, Ideas in Action, Organizational Values, and Application of Cultural Pillars).



Family-related

- Activities for employees' children (drawing contests, baptisms, among others).
- Pre- and postnatal benefits for both mothers and fathers.
- Support in the event of the death of a direct family member.
- Wedding celebrations for our employees.



Health and Safety

- Medical campaigns.
- Health talks.
- Vaccination.
- Counseling and follow-up in health institutions.
- Seguro Vida Ley from the first day of employment.
- Somos+Hierro program to combat anemia and improve child nutrition.infantil.



Personal and Professional Development

- Educational agreements with universities and training centers.
- Continuous training.
- Sponsorship for technical careers at SENATI.

Summary of Our Benefits:

Por Siempre Redondos

Por Siempre Redondos Retirement Program: Designed for employees approaching retirement, this program provides support with retirement procedures, recognizes their careers through honorary invitations to company events, offers Christmas hampers featuring our products, and includes a financial bonus as a token of appreciation. Through this initiative, we aim to ensure a dignified retirement while maintaining strong connections with employees who have been pillars of our company's history.



Integration Activities 2024

Integration activities are key to fostering a positive work environment where employees can express themselves, share experiences, and learn from one another. In 2024, we organized events that reflected our organizational values and the culture that unites us.

Easter Celebration: This year, the Easter commemoration went beyond a traditional religious event. Through a contest, employees created murals and religious scenes using recycled materials, demonstrating our commitment to sustainability. The initiative involved 100% of our production units, engaging over 3,700 employees, with more than 2,760 recognized for their dedication.

Fiestas Patrias – Somos Patriotas: This initiative celebrates Peruvian pride and fosters unity. In 2024, all employees from Redondos' three locations—Lima, Norte Chico, and Sur—actively participated, highlighting the values of patriotism, teamwork, and connection to our country.



Redondos de Talento: Celebrating Creativity

At Redondos de Talento, we celebrate the creativity and artistic spirit of our employees. This event goes beyond a competition, providing an opportunity for our team to showcase their talents to colleagues and families.

In 2024, over 4,000 participants enjoyed a show highlighting the passion and excellence of our people. Held in Lima and Norte Chico, the event not only reinforces teamwork but also strengthens family connections, creating a platform for artistic expression that brings our company community closer together.



Copa Redondos (Redondos Cup)

The Copa event unites employees in a friendly competition encompassing not only soccer but also volleyball, chess, basketball, and marathon. In 2024, the Copa expanded across our Lima, Norte Chico, and South sites, engaging more than 3,700 employees. Families played an integral role, supporting teams as spectators and contributing with choreography and costumes, enhancing the sense of community and camaraderie.



Bingos: Moments of Unity and Joy

Bingos are a cherished tradition at Redondos that, since 2020, have strengthened connections within our workplace community, particularly in our more remote units. These events provide moments of fun, help relieve stress, and foster camaraderie. Prizes serve as a token of appreciation for the daily efforts of our employees. Bingos are especially meaningful on our farms, where operators—who make up 80% of Redondos' workforce—can enjoy a unique and engaging experience with their colleagues.

Christmas Celebrations

Christmas is a special time at Redondos, providing an opportunity to strengthen personal and family bonds within the company. At children's parties held across our Lima, Norte Chico, and South locations, we aim to bring joy and hope to employees' children. Through the "Living Christmas" contest, we celebrate creativity and the holiday spirit, while the distribution of Christmas hampers ensures that every family enjoys a meaningful and memorable Christmas Eve.



Claps for You (Palmas para Ti)

Recognition is a cornerstone of Redondos' culture, driving motivation, development, and talent retention. Through the "Palmas para Ti" program, we honor employees who demonstrate exemplary commitment to the company. In 2024, 2,805 employees were recognized for their dedication and outstanding performance.

Redondos Carreer

This initiative celebrates the legacy of employees who have been integral to our company's history. In 2024, we honored 100 employees with 15, 20, 25, 30, 35, and 40 years of service. During a special ceremony attended by employees and their families, we expressed our gratitude for their dedication and contributions, recognizing the vital role they have played in Redondos' growth.



7.2. Developing Our Talent

GRI 404-1, GRI 404-2

At Redondos, we believe that the growth of our company is directly linked to the development of our people. Guided by this principle, in 2024 we reinforced our commitment to comprehensive employee development through a robust strategy of continuous training and performance management. This approach strengthened skills across the organization and fostered a more agile, collaborative, and achievement-oriented culture.

In 2024, we expanded our training programs with a comprehensive approach addressing both the technical skills required for each role and transversal competencies critical for professional growth, including leadership, effective communication, strategic thinking, and change management. These initiatives enhanced operational productivity while reinforcing our commitment to human capital development.

Key initiatives included:

Annual Training Plan: Benefited 1,450 employees through 81 workshops and courses, totaling 9,717 training hours.

Cross-Training Plan: Focused on areas such as cybersecurity and environmental awareness, benefiting 56 employees.

Environment Week: Engaged 100 participants through activations and training sessions.

Specialized Technical Training: Programs like the Pork Cutting School and Machine Operators School trained 5 and 25 employees, respectively.

Leadership School: Promoted six essential competencies, impacting 2,136 employees and delivering 3,860 training hours.

We track the effectiveness of these initiatives using indicators such as plan completion, attendance, training hours, participant satisfaction, and learning outcomes. Continuous measurement allows us to refine each training cycle, ensuring meaningful learning for both the business and our employees.

Below is a summary of the scope of our training strategy in 2023-2024:

Employees Trained, 2023-2024		
Indicator	2023	2024
Total number of employees trained	2 323	3 847
Total training hours delivered	12 320.25	14 120.00
Percentage of employees who received training	53 %	88 %



We also track participation by job category, providing insight into training coverage across different employee roles within the company:

Trained employees by job category, 2024			
Category	Number of trained employees	Percentage of employees who received training	Total number of employees ⁸
Managers, Deputy Managers, Heads	99	99 %	100
Coordinators, Supervisors, Administrators	255	84 %	303
Analysts and Assistants	228	80 %	286
Operators	3 265	89 %	3 684
Total	3 847	88 %	4 373

Regarding time dedicated to learning, the following summarizes the total training hours accumulated and the average per employee by job category:

Trained employees by job category, 2024		
Category	Training hours	Average hours per employee
Managers, Deputy Managers, Heads	2 889	29.18
Coordinators, Supervisors, Administrators	3 353.5	13.15
Analysts and Assistants	2 723	11.94
Operators	5 154.5	1.58
Total	14 120	3.67

⁸This figure considers an average number of employees during 2024.

Work performance

We pursue a talent management strategy focused on professional development, continuous evaluation, and aligning individual performance with organizational goals. In 2024, we strengthened internal capabilities through programs that foster a culture of continuous improvement, commitment, and employability.

Key initiatives include:

Supérate Program: Central to our performance management strategy, Supérate evaluates employees through goal achievement, competency development, and personalized action plans. In 2024, 540 employees participated, reinforcing a fair, results-oriented, and development-focused performance management model.

Despega tu Talento Program: Supports professional growth and career transitions. In 2024, 30 interns participated, with 11 receiving promotions.

Talent Attraction Program: Engaged in over 50 job fairs and employability talks at universities, institutes, and municipalities, positioning Redondos as an employer of choice for emerging talent.

The active engagement of our leaders and employees has been instrumental in these initiatives, fostering collaborative learning and preparing the organization to meet future challenges.

7.3. Committed to People's Health and Safety

GRI 403-1, GRI 403-3, GRI 403-4

In 2024, we strengthened our People's Health and Safety Management System, in full alignment with Law No. 29783 and ISO 45000 standards. Our approach promotes a preventive culture, active employee participation, and adherence to the highest occupational safety standards.

Our Health and Safety Management System (SSP) covers all direct operational processes, support functions, outsourced activities, and operations requiring specialized coverage. The system complies with Law No. 29783 and its regulation (Supreme Decree No. 005-2012-TR), providing a framework aligned with ISO 45000 principles.

Risk Management through IPERC: We apply a structured IPERC procedure to define methodology, frequency, and requirements for ongoing hazard identification and risk assessment. The IPERC team—composed of employees involved in the processes under review and a health and safety specialist—is responsible for reviewing, verifying, and updating the process map to ensure its accuracy and relevance.



We updated and communicated our Health and Safety Policy to reaffirm our commitment to employee safety, well-being, and the continuous improvement of the SSP Management System.

Employee Participation and Risk Prevention:

We maintain a Joint Committee that serves as a forum for employee representatives to raise questions, suggestions, and recommendations through monthly meetings. Decisions are made by majority vote and are supported by the mandatory audit conducted by the Ministry of Labor and Employment Promotion (MTPE) every three years.

To mitigate risks and promote a preventive culture, we communicate processes, protocols, and control measures through training sessions, emails, and workplace postings, ensuring clear and timely dissemination. Our People's Health and Safety Policy is prominently displayed across all operational units.

In 2024, our efforts focused on preventing accidents and occupational illnesses, fostering active employee participation, ensuring regulatory compliance, and strengthening the continuous improvement of our occupational health management and monitoring system.

Committed to Health

United for Well-Being:

At Redondos, the health of our employees is a top priority. In 2024, we continued our strategic partnership with EsSalud to implement the Prevenir Program, a preventive initiative focused on comprehensive employee care.

The program provides access to medical services emphasizing early detection, prevention, and disease management, contributing to improved quality of life for our workforce. By 2024, 2,200 employees benefited from this initiative, reinforcing a proactive, preventive approach to health across the organization.



The following are the services offered by the Prevenir Program:



Personalized health assessments



Preventive screenings for diseases such as hypertension, diabetes, obesity, cancer, among others



Nutritional and psychological counseling, along with workshops on healthy lifestyles



Specialized care and follow-up at EsSalud assistance centers

Benefits



For the company

- ✓ Improved business continuity
- ✓ Reduced employee absenteeism
- ✓ Enhanced workplace climate
- ✓ Fulfillment of corporate social responsibility commitments



For the employee

- ✓ Early detection of risk factors and timely intervention
- ✓ Improved quality of life
- ✓ Additional healthy years of life gained by reducing disease risks



SSP Training Programs

GRI 403-5

In 2024, our Joint Committee approved the Annual Training Program, encompassing both the general training mandated by current regulations and the role-specific training identified through our Risk Matrix.

General Trainings

- ✓ IPERC applied to the job position
- ✓ Personal Protective Equipment (PPE)
- ✓ Ergonomics
- ✓ Safety plan

Specific Trainings

- ✓ Handling of chemical inputs (MSDS)
- ✓ Gas detection
- ✓ Behavior-based safety
- ✓ Defensive driving
- ✓ Working at heights
- ✓ Electrical work
- ✓ Substandard acts and conditions
- ✓ Safety and health guidelines for people
- ✓ Hearing protection: let's take care of our hearing
- ✓ Hazardous energy
- ✓ Proper use of sunscreen
- ✓ Hot work



Hazard identification and prevention

GRI 403-2, GRI 403-9

We maintain an IPERC matrix that systematically records and evaluates the hazards and risks associated with all internal and external operational activities. This tool enables us to assess potential impacts and implement control measures according to the established hierarchy, prioritizing actions based on risk criticality.

The matrix includes specific controls for areas such as ergonomics, working at heights, hazardous energy, and lockout/tagout procedures, among others. Additionally, we provide an anonymous reporting channel that allows employees and contractors to submit new hazard observations. These reports are reviewed and incorporated into the system by the IPERC team, ensuring full traceability from detection through the effective implementation of corrective actions.

We conduct both internal and external audits to monitor the status of identified risks and the effectiveness of control measures. Additionally, regular internal inspections are performed to ensure that our procedures are consistently applied and remain effective.

During routine inspections, we also identify opportunities for improvement, enabling the quantification of additional risks and the implementation of timely preventive actions. Measures are tracked using frequency indicators, and those proven effective are validated and integrated as permanent controls. This process strengthens the maturity of our system and contributes to the sustained reduction of occupational risks.

For high-risk activities, completing forms such as the Job Safety Analysis (JSA) or High-Risk Work Permit is mandatory before starting any task. Employees who disagree with established control measures may refrain from signing and formally communicate their concerns to the Safety and Health department, ensuring that appropriate conditions are reviewed and implemented.

This approach is reinforced by our Internal Safety and Health Regulations, provided during onboarding, which establish that every employee must:



Stop the activity if it poses a high risk to their physical integrity.



Immediately inform their supervisor and the Safety and Health department.

We also implement an Accident Investigation Protocol using the SCAT methodology to identify root causes. Based on the findings, new control measures are defined and incorporated into the IPERC matrix to prevent recurrence.

Our IPERC matrix highlights several high-risk hazards, including exposure to ammonia, hazardous energy, working with moving machinery, and working at heights. Thanks to the controls in place, these risks have been mitigated to acceptable levels.

Key measures implemented include:



Ammonia detectors



Lockout and tagout programs



Standardization of critical activities



Protocols and permits for working at heights



Systematic scaffolding inspections

In 2024, the management of our Occupational Health and Safety System was executed in line with the Annual Plan, prioritizing projects in areas with the highest incident rates and promoting comprehensive well-being programs for employees.

These efforts have reinforced our safety culture and positively influenced workplace climate, fostering trust and confidence among our employees and stakeholders.

23.5 % accident reduction compared to 2023

Accident indicators are developed and monitored in accordance with regulatory requirements for occupational health and safety records. In 2024, our accident rate was 3.05. The most common types of injuries among employees included bruises, cuts, strains, overexertion, and ergonomic-related conditions.



The following results correspond to the years 2023 and 2024:

Accident Rate ⁹ 2023 vs 2024	2023	2024
Accident injury rate with major consequences (excluding fatalities)	0	0.17
Recordable occupational injury rate	18.13	20.96

Indirect employees.	2023	2024
Number of fatalities resulting from an occupational injury	0	0
Fatality rate resulting from an occupational injury	0	0
Number of occupational injuries with major consequences (excluding fatalities)	0	0
Occupational injury rate with major consequences (excluding fatalities)	0	0
Recordable occupational injury rate	0	0

2024 Data	Employees	Indirect employees
Number of recordable occupational injuries	366	0
Number of hours worked	17 461 866.86	1 059 840

⁹Rates calculated per 1,000,000 hours worked.



7.4. Committed to the Community

GRI 413-1

We contribute to community development by generating social value and supporting the growth and progress of the regions where we operate.

“Somos Solidarios” (We Are Supportive) embodies a strategy that reflects our corporate values and our Social Responsibility Policy.



At Redondos, we recognize that sustainable growth is only possible when it benefits the communities around us. Our Social Responsibility Policy guides our efforts in key priority areas, including:



Education



Health



Child development



Care and protection of the elderly



Promotion and support of research, culture, and the arts

These initiatives align with our ongoing commitment to the United Nations Sustainable Development Goals (SDGs).

We recognize that sustainable development extends beyond our operations. In 2024, we reinforced our social commitment through the “Somos Solidarios” program, which integrates multiple lines of action to create a positive and lasting impact on the communities we serve:

Somos Solidarios

(We Are Supportive)



Nutrition



Community development



Solidarity

Through the “Somos Solidarios” program, we provide direct support to communities within our areas of influence, including locations near our production units—such as farms, feed mills, processing plants, and hatcheries. In 2024, this initiative benefited more than 30 population centers, as well as local neighborhoods and housing associations.

Territorial Scope – Somos Solidarios

District and provincial municipalities in the Norte Chico (Barranca, Huaura, Huaral), the South (Pisco, Cañete, Yauyos), and Metropolitan Lima (Callao, Puente Piedra, Ate).

Local institutions from both the public and private sectors.

To maximize the impact of our initiatives, we collaborate with the Asociación de Apoyo Social (Ayni), our strategic partner and implementing organization, ensuring the efficient delivery of donations and community projects.



“Somos Solidarios” reflects our vision of shared development: a fairer, healthier, and more sustainable future, where the growth of our operations aligns with the well-being of the communities that host us.

In total, we reached

US \$620,000

donated in 2024.

Below is an overview of each line of action implemented in 2024 under our “Somos Solidarios” program:

Nutrition

Somos + Hierro

Our “Somos + Hierro” program aims to reduce anemia rates among children aged 0 to 5, improving access to nutrition in communities surrounding our operations.

The program emphasizes early detection of anemia, targeting both the young children of our employees and those in neighboring communities. It promotes the importance of proper nutrition and encourages the consumption of iron-rich foods to support healthy growth and development.

“Somos + Hierro” is more than a detection initiative; it is a comprehensive campaign implemented in partnership with local health centers. Healthcare professionals provide guidance to help affected children recover, while nutrition workshops, ongoing follow-ups, and the distribution of nutritional supplements ensure sustained impact and measurable health outcomes.

2024 Results – Somos + Hierro Program

738

children screened in 2024



57

anemia cases detected



100 %

of identified children in 2024 overcame the disease

**SOMOS
+ HIERRO**

Community Development

Donation of Meat Products

Our meat product donation program aims to enhance community well-being through improved nutrition. In 2024, this initiative benefited 2,000 individuals, with a total investment of S/ 1,438,807, distributed across multiple non-profit organizations. The following entities were among the beneficiaries:

- Bishopric of Huacho: through an alliance with the Bishopric, we donated products to localities such as Supe, Vegueta, Huaura, Huacho, and Huaral.
- Volunteer Firefighters of Huacho
- Cáritas de Yuyos
- Lima Food Bank
- Casa del Águila in Cusco
- Archaeological Sites of Caral and Vichama
- Municipalities of Huaura, Medio Mundo, and Vegueta
- 10 community kitchens in Norte Chico: we donated 15 tons of meat products to community kitchens located in Supe, Vegueta, Huaura, Huacho, Barranca, and Huaral, benefiting 1,177 children and elderly adults.

Road Maintenance and Improvement

Vehicular traffic near our operations can impact local road infrastructure. To address this, we implement initiatives that preserve road conditions while strengthening relationships with neighboring communities.

In 2024, we launched a program to improve road accessibility, completing maintenance, watering, and repair of 5 kilometers of deteriorated roads. These efforts enhanced transit and reduced dust levels on main routes near our operations, benefiting local stakeholders.

2 500

beneficiaries: residents of five nearby communities

US \$ 99 K

of total investment

Donation and Distribution of Pest Control Products

In certain areas, odors and disease vectors can arise from both productive and domestic activities. To support the quality of life in our surrounding communities, we implemented a preventive environmental control program.

In 2024, the program included monthly fumigations and the distribution of vector control products, benefiting 4,000 people across eight communities.

4 000

beneficiaries: 4,000 people in 8 communities



US \$ 26 K

of total investment



Donations

During 2024, we carried out several donation activities to contribute to local development:



Natural Fertilizer for Farmers: we donated 83 tons of natural fertilizer to

15 farmers

from the Asociación de Productores Agropecuarios La Campiña in Santa María (Huauro), supporting local agricultural production.



Freezers for Community Kitchens: we donated 10 freezers to community kitchens in Norte Chico, with and investment of

US \$ 3 K

benefiting 1,400 people across 15 kitchens.



Community Temple in San Tadeo: we invested

US \$ 30 K

in the construction of the first level of the community temple in the San Tadeo settlement (Humay, Pisco), benefiting 400 community residents.



Solidarity

Casa del Adulto Mayor (home for the elderly)

At Redondos, we recognize the importance of supporting vulnerable populations, particularly senior citizens. To enhance their quality of life and emotional well-being, we implement targeted initiatives.

Through our partnership with the Casa del Adulto Mayor "Francisca Navarrete de Carranza" in Huacho, we provided food, shelter, medical care, and psychological support to elderly individuals experiencing abandonment. In 2024, this program represented an investment of S/ 371,376 and benefited 25 seniors.

US \$ 99 K

of total investment



25

elderly individuals



Ronald McDonald House Volunteer Program

In addition to directly supporting the elderly, we encourage corporate volunteering among our employees. Through a partnership with the Ronald McDonald House, we support families who require accommodation and emotional support while their children undergo cancer treatment in Lima.

This initiative benefits the families and also fosters a spirit of solidarity among our employees, reinforcing our commitment to causes with significant social impact.



Traceability of Our Management

To ensure the traceability and reliability of our results, data from our social and environmental programs is systematically collected at the field level with support from various company departments.

This approach strengthens accountability and enables evidence-based decision-making, in alignment with the principles of transparency and continuous improvement that underpin our sustainability strategy.

Active stakeholder participation is essential for identifying real needs, strengthening relationships, and fostering collaborative projects. To achieve this, we conduct monthly or quarterly visits to local communities, tailored to each community's circumstances. These visits include environmental workshops, updates to environmental management tools, and direct responses to community concerns.



We maintain ongoing communication with community leaders, providing them with direct contact information for our Institutional Relations Officer. This ensures an efficient and responsive channel for inquiries and requests.



We hold regular meetings with Community Boards, providing an effective platform to address and manage support requests in a timely manner.



Complaints and claims are received promptly and handled by the Institutional Relations Coordinator, primarily via phone calls or WhatsApp messages, ensuring timely and effective responses.



Support from our field staff, such as Zone Managers and Asset Protection Supervisors, who are in permanent contact with communities and relay concerns to the corresponding department.

GRI CONTENT INDEX

GRI 2-3

Statement of Use	REDONDOS S.A. has presented the information cited in this GRI Content Index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards.
GRI 1: Used	GRI: Foundation 2021

GRI Standard	Content	Details	SDGs
GRI 2: General Contents 2021	The Company and its Reporting Practices		
	2-1: Organizational details	Page 2	--
	2-2: Entities included in the organization's sustainability reporting	REDONDOS S.A.	--
	2-3: Reporting period, frequency, and contact point	From January 1, 2024 to December 31, 2024 Page 2	--
	2-4: Restatements of information	No information was restated	--
	2-5: External assurance	No external assurance was conducted	--
	Activities and Employees		
	2-6: Activities, value chain, and other business relationships	Page 8-18, 38, 52, 54	--
	2-7: Employees	Page 66	--

GRI Standard	Content	Details	SDGs
GRI 2: General Contents 2021	Governance		
	2-9: Governance structure and composition	Page 22-25	--
	2-11: Chair of the highest governance body	Page 22	--
	2-13: Delegation of responsibility for managing impacts	Page 22, 25-28, 30-31	--
	Strategy, Policies, and Practices		
	2-22: Statement on sustainable development strategy	Page 4-5, 30-31	--
	2-23: Commitments and policies	Page 22, 25-26, 30-32, 35	--
Material Topics			
GRI 3: 2021 Material Topics	3-1: Process to determine material topics	Page 33	--
	3-2: List of material topics	Page 34-35	SDGs 7, 8, 12, 13
Economic Performance			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 16, 19-20	--
GRI 201: 2016 Economic Performance	201-1: Direct economic value generated and distributed	Page 19	SDGs 8, 9
Energy Management			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 56, 61-64	--

GRI Standard	Content	Details	SDGs
Energy Management			
GRI 302: 2016 Energy	302-1: Energy consumption within the organization	Page 61-62	SDGs 7, 8, 12, 13
Water and Effluents Management			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 56, 60-64	-
GRI 303: 2020 Water	303-3: Water withdrawal	Page 60	SDGs 6
Waste Management and Circular Economy			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 56-59, 61-64	-
GRI 306: 2020 Waste	306-2: Management of significant waste-related impacts	Page 57-59	SDGs 12
	306-3: Waste generated	Page 57	SDGs 3, 6, 12, 14, 15
Health, Safety, and Well-being			
GRI 3:2021 Material Topics	3-3: Management of material topics	Page 73-77	-
GRI 403: 2018 Occupational Health and Safety	403-1: Occupational Health and Safety management system	Page 73	SDGs 3, 8
	403-2: Hazard identification, risk assessment, and incident investigation	Page 75-76	SDGs 3, 8
	403-3: Occupational health services	Page 73-74	-

GRI Standard	Content	Details	SDGs
Health, Safety, and Well-being			
GRI 403: 2018 Occupational Health and Safety	403-4: Employee participation, consultation, and communication on occupational health and safety	Page 73-74	SDGs 3, 8
	403-5: Employee training on occupational health and safety	Page 75	SDGs 3, 8
	403-9: Work-related injuries	Page 75-77	SDGs 3, 8
Training and Education			
GRI 3:2021 Material Topics	3-3: Management of material topics	Page 64-67, 71-72	-
GRI 404: 2016 Training and Education	404-1: Average hours of training per year per employee	Page 71-72	SDGs 8
	404-2: Programs for upgrading employee skills	Page 71	SDGs 8
Community Development			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 78-82	-
GRI 413:2016 Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	Page 78-82	SDGs 5, 8

GRI Standard	Content	Details	SDGs
Product Quality and Safety			
GRI 3: 2021 Material Topics	3-3: Management of material topics	Page 47-52	-
GRI 416: 2016 Customer Health and Safety	416-1: Assessment of the health and safety impacts of product and service categories	100% of our products are evaluated Page 47-52	SDGs 5, 9, 11
Business-Specific Content			
Innovation and Technology			
Business-specific Contents	IPN 1: Excellence and technology	Page 38-45	-
Ethics, Compliance, and Anti-Corruption			
Business-specific Contents	IPN 2: Ethics, regulatory compliance, and best practices	Page 25-28, 52-53	-



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