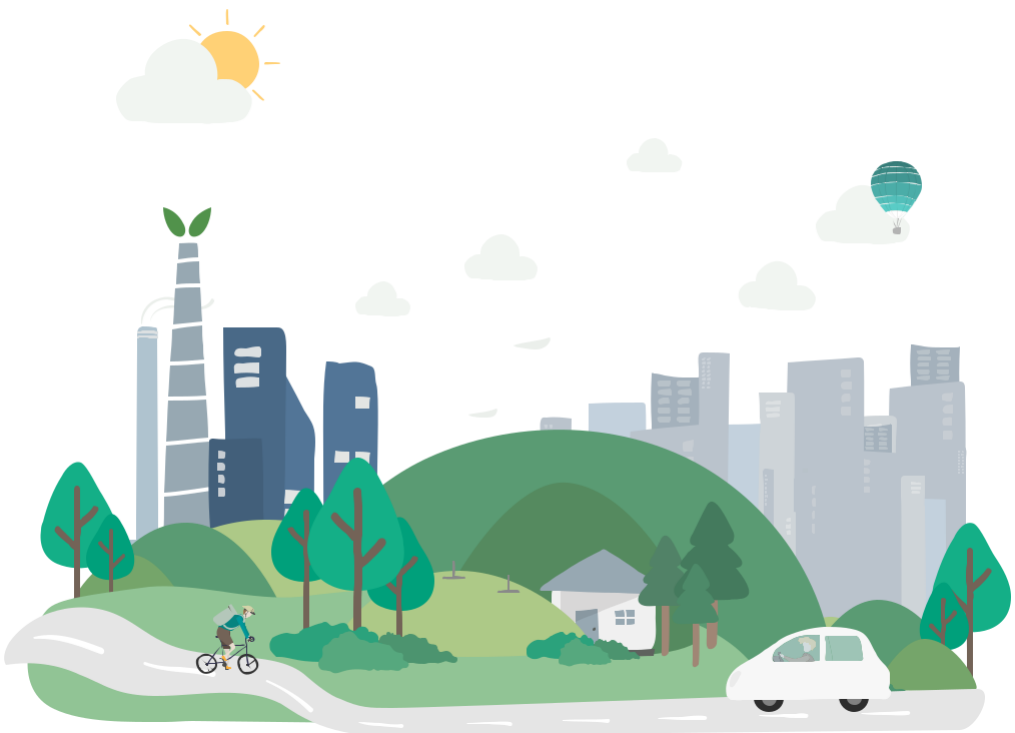




GRUPOVERAZ

Sustainability Report

2018 · 2019





SAVE ENERGY



GRUPOVERAZ



Sus tain ability



GRUPOVERAZ



GRUPO VERAZ

GRUPO VERAZ is a group of domestically-owned companies, completely integrated in the value chain of the shipbuilding and fishing industries that was born in 1950 with the foundation of the shipyard Astillero La Juventud, later turned into Astillero Naval Federico Contessi y Cia S.A. (1965) and it was developed in the eighties with the creation of a fishing company with its own fleet.

Pesquera Veraz S.A. and Explotación Pesquera de la Patagonia S.A., together with Unión Pesquera Patagonia S.A. and Bonasur S.A., currently operate 9 wet-fresh vessels and freezer vessels and 4 manufacturing plants in the cities of Mar del Plata (Province of Buenos Aires), Rawson (Province of Chubut) and Puerto Deseado (Province of Santa Cruz).

GRUPO VERAZ employs almost 900 people in 3 provinces of the country, it is a leader in the creation of high value-added final products based on Argentine shrimp, commercialized in the most demanding markets in the world. The company also produces hake fillets and other white fish with its own or third-party brands and a line of canned sea food with the brand MARECHIARE. Ninety percent of the production of our vessels and cold-storage plants is earmarked for export in 15 countries and the production of Conserva Marechiare is 100% commercialized in the local market.

Astillero Naval Federico Contessi y Cia S.A., is going through a full expansion stage, having achieved the construction of 133 vessels (128 fishing vessels) and ratifying its unwavering commitment to constructive excellence in the renewal of the national fleet.

GRUPO VERAZ is committed to social and environmental responsibility. It offers safe and sustainable employment. It provides high-quality products to all markets, works to ensure the sustainability of fishing activity and fosters a management model that considers the economic, environmental, ethical and social impacts derived from its business activity.

Sustainable Fishing + High-Quality Food

Our Inspiration

LOOKING UP TO THE FUTURE

More than 70 years ago I started working in Argentina, for many years working alone and then incorporating the collaboration of some employees and partners. The early stages were very hard; growth was slow, but steady. When my children were old enough to become part of the company a new stage began, we were able to grow and diversify.

I always knew that dreams can be achieved with effort, but only when you have a very clear view and set your goals. I always knew that my success would only be possible when everyone around me could also feel benefited. Well-being is not a privilege, it is a consequence of community awareness and it is our decision to turn the world we live in a better place.

Social Responsibility as a concept appeared many years later, when we already had the habit of paying 100% formal wages that were always above the agreement values; when we were used to distribute the extraordinary profits; when everyone could achieve the dream of having their own car or house since we could finance them monthly; when many came to us knowing that we would be willing to collaborate with some construction or repair or purchase of supplies for the operation of something essential for the community.

The growth of the corporate group was greater than I ever aspired to, but I also know that we could have done much more. In a country where the urgent cyclically wins over the important, planning social responsibility becomes a transversal and dynamic process, or better said: a challenge. As well as in business development, in this matter we have moved forward step by step, with limited resources, without great expectations of covering more than our real possibilities could cope with.

I am 88 years-old, I am Honorary President of my company and somehow I am still in action. Today, I have the privilege of signing this first Sustainability Report of Grupo Veraz. Looking to the future, I understand that the global challenges that arise must involve us all. The Sustainable Development Goals of the United Nations must be seriously and firmly accomplished. The world that our children, grandchildren and, in my case, great grandchildren will receive, has already begun to feel the consequences of processes that seriously compromise its sustainability. With this first report as a starting point, I want to motivate our internal structure and all our stakeholders, to sustain the initiative to keep on contributing to achieve a world of healthy coexistence and well-being for all.



Federico Contessi

Honorary President of Astillero Contessi S.A.

#1

Chapter #1

First Sustainability Report

created by Grupo Veraz and based on standards:

ISO 9001 : 2015 ·

Sustainable Development Goals UN.org ·

BRC Food ·



GRUPOVERAZ



Through this work we can conclude that our commitment to corporate responsibility is reflected in the United Nations Sustainable Development Goals (SDGs) with greater impact on the following objectives:



2. Zero Hunger

2.1 YEAR 2018

We take part in activities together with Cámara de la Responsabilidad Social Empresaria (Chamber of Corporate Social Responsibility) of Mar del Plata and area · www.fortalecersemdp.org for the dissemination of the work done by Banco de Alimentos (Food Bank) of Mar del Plata www.manos-solidarias.org.ar.

Grupo Veraz promoted awareness and dissemination meetings with other businessmen and business chambers of the fishing industry in which Banco de Alimentos of Mar del Plata was able to present the guidelines of its work at the local level and how companies in the food and fishing sector can contribute to its work.

These meetings were held with the call of the following business chambers:

- Asociación de Embarcaciones de Pesca Costera (Association of Coastal Fishing Vessels)
- Cámara de Armadores de Pesca Costera (Chamber of Shipowners of Coastal Fishing)
- Cámara de la Industria Pesquera Argentina (Chamber of the Argentine Fishing Industry)
- Cámara de la Industria del Pescado (Chamber of the Fish Industry)
- Cámara de Frigoríficos Exportadores de la Pesca Argentina (Chamber of Exporting Cold-storage Plants of Argentine Fishing)
- UDIPA, Unión de Intereses Pesqueros Argentinos (Union of Argentine Fishing Interests)

2.2 DONATIONS OF PRODUCTS

2.2 Conservas Marechiare made two donations of products in 2019 (August and December) to Banco de Alimentos of Mar del Plata, for a total of 26,000 cans (12 pallets) of hake and mackerel in oil and in water, that were distributed in 100 soup kitchens of the city.



Donation of Marechiare products to Banco de Alimentos, Mar del Plata

Marechiare → 2 Donations → Banco de Alimentos



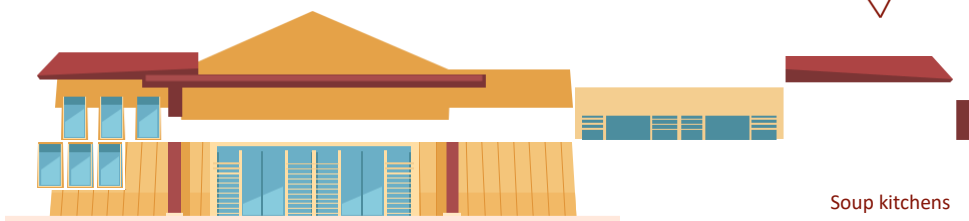
26,000

Cans of
Hake and Mackerel in Oil



12

Pallets of canned sea food



Soup kitchens



4 QUALITY EDUCATION

4. QUALITY EDUCATION

4.1 Since 1983, Astillero Contessi sponsors Escuela Provincial N° 16 (Provincial School No. 16) “Dr. Pedro Goyena” of the City of Mar del Plata (Falucho 4070), actively participating in building improvement tasks, organization of special events to raise funds and donations of supplies and furniture that contribute to a better quality of education for its students.



Plaque. Sponsored by Astillero Naval F. Contessi y CIA S.A.

Actions and fund raising events were carried out in order to perform specific improvements in the building and supplies.



Inauguration of improvements in the building Escuela Provincial N° 16. DR. PEDRO GOYENA



Donation of furniture and traveling exhibition of students from Escuela N° 16 in Astillero F. Contessi



4. QUALITY EDUCATION

4.2 We have developed in the course of this period the following High School and University Internship Programs - 200-hour Programs included in the academic curricula of educational institutions:

4.2.1 EEDT1 (School of Technical Education No. 1) - Astillero Contessi: 2018-2019 Through a framework agreement with Escuela de Educación Técnica N° 1 "Comandante Luis Piedrabuena" (Puerto de Mar del Plata neighborhood), 5 students of the last year of the Technical Degree in Electromechanics were trained (some of whom later became part of the permanent crew of the shipyard).

4.2.2 ESMET (Municipal Secondary School of Technical Education) - Conservas Marechiaré: Agreement with ESMET through which 2 interns from the last year of the Technical Degree in Food Industry were incorporated to the production and quality areas. These internships were carried out during the second semester of 2019.

4.2.3 UTN (National University of Technology) Degree Program in Naval Engineering - Astillero Contessi and Pesquera Veraz: The agreement with this university resulted in the incorporation of 4 fifth-year interns from the naval engineering degree program, who completed the 200-hour internship program considered compulsory within the course of studies. Owing to its success, we are determined to carry out this program again with continuity in 2020.

4.2.4 CAECE (University of the Argentine Chamber of Commerce and Services) - Foreign Trade Division: through the internship modality established by LAW 26427, a 12-month internship agreement was celebrated with a 3rd year student of the Bachelor Degree in Foreign Trade in order to allow him to have a real work experience and on which we were able to assess the potential of human resources trained by this university.

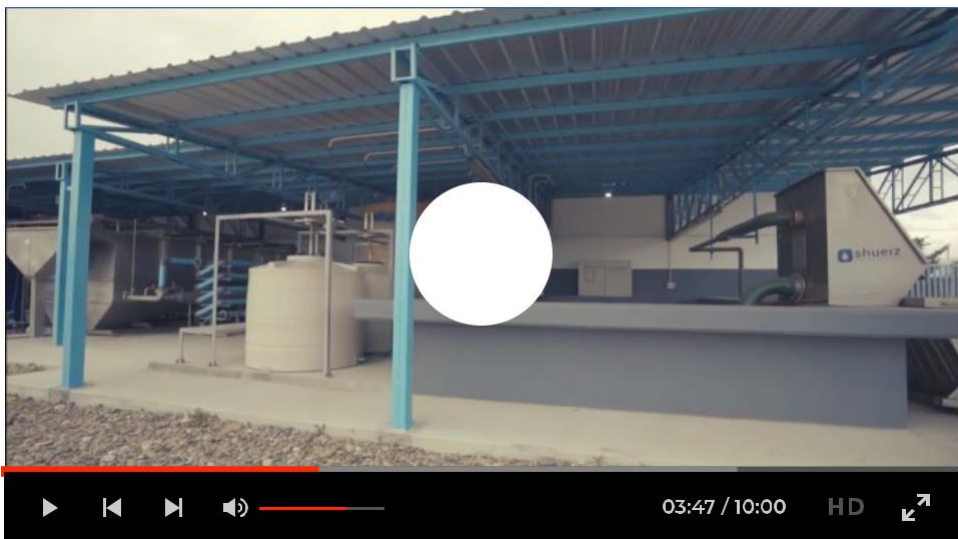
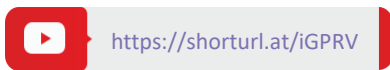
4.2.5 UNMDP (National University of Mar del Plata) – Astillero Contessi: By means of a residency agreement with the School of Psychology of the UNMDP, a student carried out her residency in the 2nd semester of 2019, and performed a study of work environment that let us point out opportunities for improvement related to this topic and, in turn, allowed the participant to finish her academic studies by presenting said work.



6. CLEAN WATER AND SANITATION

6.1 In December 2018, we celebrated the opening of an effluent treatment plant in our establishment Bonasur S.A. in the city of Rawson. We managed to improve the quality of our industrial effluent by more than 90% and confirm the commitment we made with the local community.

The construction and installation of this plant was carried out with the technological advice of the Environmental Engineering Area of INTI (National Institute of Industrial Technology) Mar del Plata - www.inti.gob.ar. The Technical Unit for Technology Development and Transfer, INTI's Environmental Engineering Area, was in charge of assessing the characteristics of the effluent and subsequently of designing the treatment plant. It was also involved in supervising its construction and commissioning, and in training company personnel for its use and maintenance.





8. DECENT WORK AND ECONOMIC GROWTH

8.1 We provide safe and high-quality employment. We employ all our workers directly, guaranteeing for them each of the benefits provided by the legislation and in many cases additional benefits such as access to family housing through loans, assignments or rentals at competitive values.

8.2 In 2019, Grupo Veraz has begun a work relationship with Asociación Conciencia www.conciencia.org implementing the Program “Lazos” in the cities of Trelew and Rawson, Province of Chubut.

“Lazos” is aimed at developing comprehensive training for students in their last year of secondary education that will allow them to advance concretely towards a future job. Its implementation seeks to generate an impact of reappraisal of formal work as a decent and quality livelihood.

During 2019, Grupo Veraz has succeeded in developing the Program “Lazos” for a total of 99 students divided in 3 groups belonging to Escuela Politécnica N° 702 (Polytechnic School No. 702) from Rawson and Escuela de Educación Técnico Profesional N° 748 (School of Technical-Professional Education No. 748) from Trelew. The work methodology was based on teaching workshops in curricular spaces and strengthening professionalizing practices in real work spaces.





8. DECENT WORK AND ECONOMIC GROWTH



Program Lazos together with students from Escuela Politécnica N° 702 . Rawson



9. INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.1 Constantly committed to industrial growth, during this period we have started and completed various infrastructure works in our industrial establishments. These improvements result in an offer of greater quantity and higher quality of jobs, as well as noticeable improvements in working conditions for our personnel (new spaces and equipment for kitchens, bathrooms and locker rooms, more comfortable and spacious facilities).

9.2 In 2019, we extended and re-equipped with new technology and machinery the facilities of Astillero Naval Federico Contessi y Cia S.A. From the original 8,200 m² of surface we expanded to 14,344 m² and from 5,400 m² covered we expanded to 7,200 m² covered that allow us to build more and larger vessels.





9. INDUSTRY, INNOVATION AND INFRASTRUCTURE



Astillero Naval Federico Contessi y Cia S.A.

From the original 8,200 m² of surface, we expanded to

14,344 m²

From 5,400 m² covered, we expanded to

7,200 m²

that allow us to build more and larger vessels.



9. INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.3 In 2019, we installed a new IQF shrimp production line at our factory in Rawson. Its technology is unique in the country and allowed us to triple our production. But we are also finalizing the construction of a new cold-storage plant located in the industrial fishing park of Rawson.

It consists of 2 cold rooms with a total storage capacity of 2,400 mt, which will allow us to work more efficiently and adapt to the environmental requirements of the city. This construction is the first stage of a master plan designed by Grupo Veraz to be able to fully transfer its production plant to the port area of Rawson.

	New IQF shrimp production line
PRODUCTION CAPACITY Automatic packaging in small format for gondolas	1,200 KG/H
	2 Cold Rooms
SEMI-AUTOMATED STORAGE SYSTEM	2,500 m²
STORAGE CAPACITY	2,400 mt



Construction Work New IQF Shrimp Production Line. Rawson



11. SUSTAINABLE CITIES AND COMMUNITIES

11.1 MAR DEL PLATA: Astillero Contessi is part of the founding group and board of directors of FortaleceRSE – www.fortalecersemdp.org.ar.

Created in the period 2018 - 2019, FortaleceRSE is the first business group in Mar del Plata and area dedicated to: promoting CSR practices; join individual and business efforts to carry out actions with positive social and environmental impact that project on the city and the sustainable development of the region; strengthen cooperation with the public sector and civil society organizations.

In addition to developing programs, talks, trainings and forums throughout the year, the mission of FortaleceRSE also focuses on making society aware of the value of the local business sector and ensuring that the contributions of each company are not merely economic, but from the potential that its sector gives them: Developing associative projects that allow generating socially relevant results, involving interested companies with special emphasis on the integration of Small and Medium enterprises.

FortaleceRSE produces the ASÍ RSE newsflash, which is broadcasted on Channel 10 of Mar del Plata and is repeated on all social networks.



<http://fortalecersemdp.org/aticma-y-fortalecerse-anuncian-foro-la-transformacion-del-trabajo/>



FortaleceRSE business group. Mar del Plata



11. SUSTAINABLE CITIES AND COMMUNITIES

11.2 Astillero Contessi has obtained the Municipal Certification and the one granted by Universidad Nacional de Mar del Plata (UNMDP) in CSR, having accessed Level 1 of the CSR-MGP Protocol.

11.3 Rawson Pesquera Veraz S.A. is member of the founding commission of Rawson Ambiental S.A., a society that is formed with the aim of applying solutions to environmental problems caused by liquid effluents and solid residues from the fishing industry. Rawson Ambiental S.A. acquired a 50-hectare site near Rawson where adequate facilities for dumping waste were built. In a second stage, it is planned to treat solid waste, based on the studies and planning carried out around the construction project of the treatment plant for solid waste from shrimp.

11.4 MAR DEL PLATA: Through an initiative of FUNDACIÓN PUPI www.fundacionpupi.org the construction of the social and sports complex “Construyendo un nosotros” is being carried out on a large area owned by SOIP-Sindicato Obrero de la Industria del Pescado (Workers Union of the Fish Industry).

This project aimed at children and adolescents and the entire community of belonging, is endorsed by the experience developed by Fundación Pupi that has managed to consolidate a large solidarity value chain that positively influences on the improvement of the quality of life of the most vulnerable sectors.

During the period 2018-2019, Grupo Veraz, as a member of FortalecerSE, took an active role in the work team for the creation and diffusion of the Project and made monthly contributions and special donations.

www.construyendounosotros.org

<https://www.facebook.com/31767668433/posts/10156871580368434?vh=e&d=n&sfns=mo>





11. SUSTAINABLE CITIES AND COMMUNITIES

Con tu participación, podemos construir un nosotros

Lo invitamos a Usted a participar de este Proyecto "Construyendo un Nosotros" Mar del Plata- Batán. Una iniciativa de la Fundación PUPI y del Sindicato de Obreros de la Industria del Pescado (SOIP) que propician un proyecto "social, deportivo y cultural" dirigido a toda la comunidad de la región.

Por su parte, la Fundación PUPI, con 17 años de existencia, pretende en esta etapa, ampliar su horizonte solidario. Para ello, intenta dar respuesta a la demanda de aquellas organizaciones que procuran realizar proyectos sociales con actividades vinculadas a la educación y/o al deporte, eslabones, todas ellas, de una gran Cadena de Valor Solidaria, que la Fundación quiere potenciar. Se busca apoyar orgánicamente algunas experiencias seleccionadas, en tanto sus áreas programáticas incluyan tareas aplicadas a infancia, educación, capacitación, prevención y deportivo-educacionales, fomentando el respeto a la diversidad a través de la promoción de las minorías, impulsando el desarrollo de una sociedad en la que sea prioritaria la construcción de un "nosotros".

El pasado 25 de julio, en el centro de convenciones Tío Curzio, Javier Zanetti, ex jugador de la Selección Argentina y actual Vicepresidente del INTER F.C. INTERNAZIONALE de Italia, fundador de la Fundación Por Un Piberio Integrado (P.U.P.I.), presentó el proyecto ante unos 30 empresarios locales y regionales, que ya manifestaron su interés en colaborar en la realización de este emprendimiento en las 8 manzanas disponibles que actualmente tiene el SOIP.

Lo invitamos a participar como socios solidario que está dirigido a personas o empresas que se comprometan a realizar un aporte periódico y permanente, de acuerdo a sus posibilidades, en dinero o especies.

OBJETIVO: CONSTRUIR UN COMPLEJO SOCIAL, DEPORTIVO Y CULTURAL



Características técnicas del proyecto :

Objetivo : construcción de un complejo deportivo, social y recreativo para la comunidad marplatense y batanense.

Emplazamiento : 8 hectáreas ubicadas en Av. Mario Bravo y Av. Antártida Argentina.

Inversión estimada de la etapa I : \$ 8 millones de pesos

Origen de los fondos : aportes de empresas de Mar del Plata y Batán

- Etapa I: incluye
- anteproyecto de obra
 - instalación y construcción de 1 cancha profesional subdividida para el uso de 3 canchas de fútbol 7
 - 1 batería de baños y vestuarios
 - 1 buffet de atención
 - 1 batería de oficinas para la atención del vecino
 - cerco perimetral
 - plaza y anfiteatro para actividades barriales

Plazo de la etapa I : 6 meses
Fecha de inauguración de la etapa I : 5 de enero de 2019

CONTÁCTENOS
infomdp@fundacionpupi.org





12. RESPONSIBLE CONSUMPTION AND PRODUCTION

12.1 In collaboration with CEDEPESCA (Center for Development and Sustainable Fishing) – www.cedepesca.net and since 2014, Grupo Veraz is leading the Fishery Improvement Projects for the Argentine coastal and off-shore shrimp fishery in provincial and national waters.

A FIP is a work program in alliance among various actors of a fishery that seeks to identify and implement actions that allow solving the main obstacles to its sustainability with short, medium and long-term objectives, guided by recognized standards such as those of the Marine Stewardship Council or IFFO RS.

The purpose of this project is to promote specific improvements in the administration, research and exploitation of the Argentine shrimp fishery to achieve its sustainability and to advance towards the certifiable status of the fishery against an international sustainability standard, complying with the guidelines issued by the Conservation Alliance for Seafood Solutions <https://solutionsforseafood.org/>.

FIPs in progress:

For the shrimp of national waters:

<https://cedepesca.net/proyectos/argentine-red-shrimp-o-shore/>

For the shrimp of provincial waters of Chubut:

<https://cedepesca.net/proyectos/argentine-red-shrimp-on-shore/>

The final objective of these projects is to achieve the sustainability certification from MSC - Marine Stewardship Council – www.msc.org.

In 2014, we began the project on provincial waters and, in 2015, the one on national waters. We have gone through the 2018-2019 period focused on the achievement of both projects together with other fellow companies and we are looking forward to the completion of the provincial waters project, which is already in its final stage.

<https://cedepesca.net/taller-de-divulgacion-proyecto-de-mejoras-de-la-pesqueria-onshore-de-langostino-patagonico-en-chubut/>

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12. RESPONSIBLE CONSUMPTION AND PRODUCTION



FortaleceRSE business group. Mar del Plata

Our Inspiration
Sustainable Fishing + High-Quality Food





14. LIFE BELOW WATER

14.1 Cleaning of beaches: Together with Global Penguin Society- www.globalpenguinsociety.org Grupo Veraz participated for the first time in an activity to clean beaches in the ecological area Punta Ninfas Reserve (Puerto Madryn). Within the framework of the “World Cleanup Day”, the activity “Cleaning the house of the penguins” was carried out in Argentina in “El Pedral” penguin colony, in which students and members of the Science Club of Puerto Madryn and the Fishing Club of Trelew also participated.

In this way, it was possible to voluntarily bring together personnel from our producing establishment of Rawson in an activity aimed at raising awareness of the negative effect of plastic waste caused by human activity on the coasts and oceans. An important collection of elements used in fishing activities were taken out from the beaches, such as ropes, pieces of nets and boxes that fall into the sea and land naturally in the area.



Cleaning of beaches together with Global Penguin Society



14. LIFE BELOW WATER

14.2 Sustainability of the species Argentine anchovy: Grupo Veraz was pioneer in the sustainability certification for the fishing of the species Argentine anchovy (*Engraulis anchoita*) from the North stock, obtaining the MSC label – www.msc.org.

Although in 2019 we stopped being part of the client group that owns the label, our fleet continues to maintain the appropriate procedures to ensure that when it fishes said resource, it does so in a sustainable way.



17. PARTNERSHIPS FOR THE GOALS

17.1 Grupo Veraz has celebrated alliances with the following entities, with the aim of strengthening the commitment.

- FortaleceRSE - www.fortalecersemdp.org.ar
- CEDEPESCA – www.cedepesca.net
- INTI – www.inti.gob.ar
- Asociación Conciencia – www.conciencia.org
- Banco de Alimentos - www.manos-solidarias.org.ar
- Fundación Pupi - www.construyendounnosotros.org
- Global Penguin Society - www.globalpenguinsociety.org
- Universidad Nacional de Mar del Plata - www2.mdp.edu.ar/
- UTN Mar del Plata – Naval Engineering - www.mdp.utn.edu.ar/
- CAECE – www.ucaecemp.edu.ar

#2

Chapter #2

Grupo Veraz and its CSR policy ·



GRUPOVERAZ

GRUPO VERAZ AND ITS CSR POLICY

The corporate behavior policy of Grupo Veraz is based on principles and values that are shared with our collaborators, customers and suppliers.

HONESTY + RESPONSIBILITY + TRUST + RESPECT + SUSTAINABILITY

Are considered the pillars of our commitment.

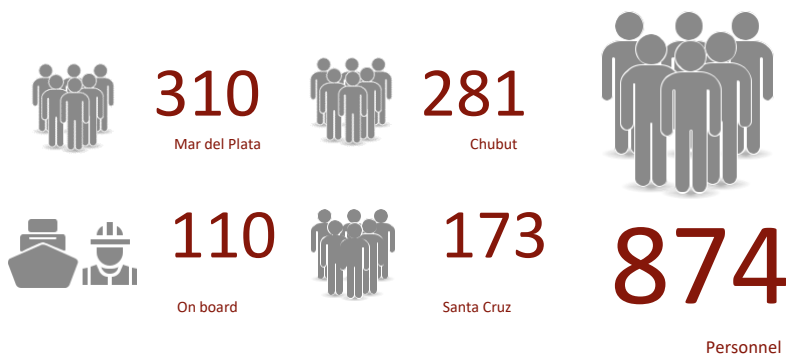
We focus on ensuring our customers satisfaction by providing quality products and services and adhering to agreed terms; professional and efficient service; constant improvement of our infrastructures and application of correct leadership through motivation and dialogue in work teams.

Profile of GRUPO VERAZ

- Total number of group's personnel: 874 people
- Number of personnel for Astillero: 77
- Number of personnel fishing companies in MdP: 233
- Number of personnel fishing companies in Chubut: 281
- Number of personnel fishing companies in Santa Cruz: 173
- Number of personnel on board: 110
- Number of professionals: 42
- Average seniority of collaborators on their jobs: 8 years
- Annual amount paid in wages: ARS 1,517,797,953.15
- Annual amount paid in social contributions: ARS 242,689,486.58
- Annual amount paid in taxes: ARS 174,840,498.10
- Average hours of training: 9.5

OUR INSPIRATION

SUSTAINABLE FISHING + HIGH-QUALITY FOOD



NAVAL INDUSTRY

With over 70 years of experience dedicated to planning, designing, building and repairing vessels, and a strong vocation for the production of fishing vessels, this company has built a total of 133 vessels in wood, naval steel, GFRP and aluminum, always applying the most advanced technology in equipment and production, but without losing attention to quality and to the handcrafted nature of every detail.

The shipyard managed to overcome the toughest crises that the Argentine Shipbuilding Industry has had, thanks to the determination of its directors who always favored maintaining job sources, continuing with the construction of vessels even without orders and financing them with their own funds to keep the yard active.

In the last two years, it has increased its workforce by 60% and continues with an investment process in state-of-the-art machinery and equipment. Likewise, the first stage of an important building extension has been completed, which will allow an increase in production capacity, both in units and in size, always aiming at the much-needed renovation of the fishing fleet.

Professing the continuous improvement of the quality of the vessels built and its customers' satisfaction, the shipyard has certified its Quality Management System based on the requirements of ISO 9001 and designed Commercial and Operational Policies based on the objective of being strategic partners in the commercial development of the Market.

Each new vessel that leaves the slipway of this shipyard has passed the PNA (Argentine Coast Guard Organization) regulatory inspections, has obtained the highest level of certification from the Italian Naval Registry (RINa) and has complied with the requirements of ISO 9001.

During the 2018 – 2019 period, the construction and launching of 6 new vessels for the renewal of the national fleet (a total of 140 m in length) has been completed and repair service has been provided to another 85 fishing vessels.

CONSTRUCTION MATERIALS

Wood . Naval Steel . GFRP . Aluminum

VESSELS **133**

Applying the most advanced technology
in equipment and production



Construction according to the highest quality standards **ISO 9001 STANDARD**



Our Inspiration
Sustainable Fishing + High-Quality Food



FISHING ACTIVITY

Our wet-fresh and freezer vessels perform the fishing activity with selective fishing gear according to current regulations, avoiding the capture of juveniles, and thus maintaining the sustainability of the following resources:

- Hake (Merluccius hubbsi)
- Anchovy (Engraulis anchoíta)
- Mackerel (Scomber japonicus)
- Shrimp (Pleoticus muelleri)

We work on the sustainability of resources

Hake
Merluccius hubbsi



Shrimp
Pleoticus muelleri



Anchovy
Engraulis anchoíta



Mackerel
Scomber japonicus



Fishing maneuvers ensure safe activity and maximum product quality. In our double deck wet-fresh vessels, product selection and boxing tasks are carried out indoors, which benefits the quality of the final product and the working conditions of the on-board personnel. Freezer vessels capture and process on board, achieving benefits for the final product, its marketing and export.

The average seniority of our fleet is 27 years (the average seniority of the Argentine fleet is 39 years), 80% of our vessels were built in Argentina and our ships are repaired according to a preventive schedule in order to comply with the regulations of PNA.

We are focused on the renewal process of our fleet, initially planning the renewal of three vessels, one of which is already under construction in Astillero Contessi; a modern freezer vessel of 40 m in length.

We work with 100% Argentine crews; we provide safe working conditions for our on-board and fleet personnel. We avoid discrimination when hiring.



80%

Percentage of vessels built
by the National Naval Industry



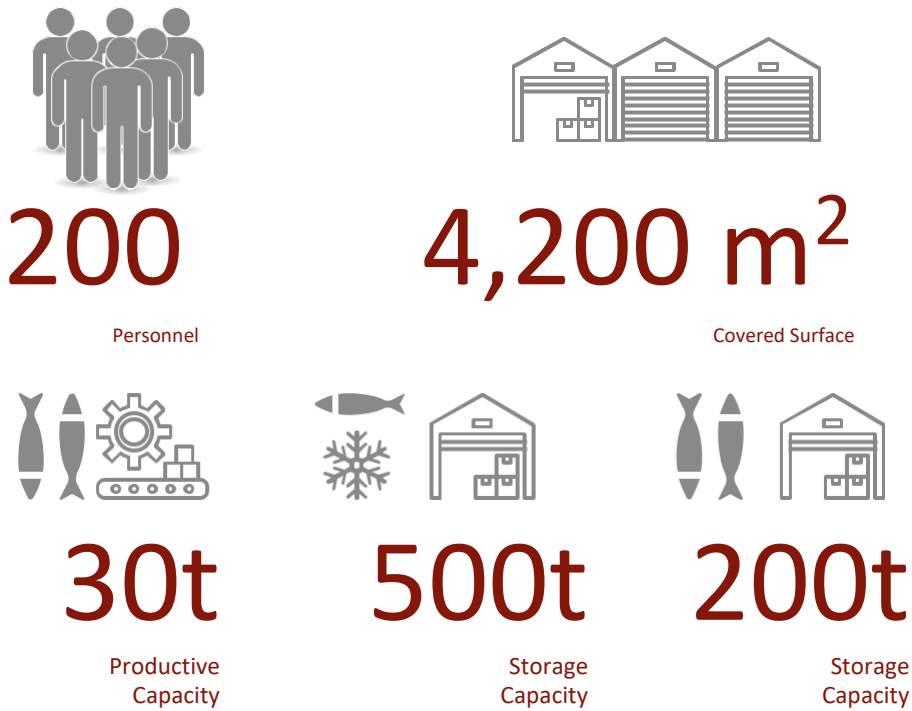
100%

Argentine Crew

FOOD PROCESSING

Mar del Plata: The producing establishment comprises a covered area of 4,200 m² and almost 200 people are part of its personnel, who produce, pack and freeze products of species that are caught in the Argentine sea.

It has a daily production capacity of 30 tons of frozen fish, and its storage capacity is 500 tons of frozen product and 200 tons of fresh product.



Rawson: Bonasur S.A. is a producing establishment owned by Grupo Veraz and managed by Pesquera Veraz S.A. that operates in Rawson since 2005. It comprises a covered surface of 2,300m² and more than 250 people who work permanently in two shifts are part of its personnel. Important investments in equipment and building improvements have been accomplished with the aim of turning it into a model establishment. In 2016, its quality management system was certified under the BRC Food standard, and thus became the first fishing plant in Patagonia to obtain this certification.

Its proximity to the port favors the production of superior quality fresh products such as whole shrimp, headless shrimp and EZ-PEEL shrimp, all of which can be easily frozen.

The establishment yearly processes around 5,000 tons of fresh shrimp and elaborates value-added products that are exported to supermarkets in the USA, Spain, Italy, China, Germany and Japan.

FOOD PROCESSING



250

Personnel



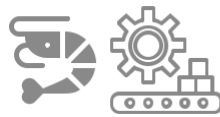
2,300 m²

Covered Surface



1st

Quality Certification



5,000 t

Productive Capacity



6

Countries Exportation

Puerto Deseado: Explotación Pesquera de la Patagonia S.A. is the biggest producing establishment of Grupo Veraz and has also obtained the AA BRC Food certification.

It has a covered surface of 7,300 m² where 140 people work daily in two shifts.

Thanks to the incorporation of state-of-the-art technology, we develop high value-added products such as peeled, peeled-deveined, and IQF shrimp, which we commercialize in markets all over the world, in various presentations.

Its storage capacity is 2,000 tons of frozen products.



140

Personnel



AA

Quality Certification



7,300 m²

Covered Surface



2,000 t

Storage Capacity

PRODUCTION OF CANNED SEA FOOD

The producing establishment of Conservas Marechiare covers 4,000 m² and produces an extensive line of preserves and semi-preserved (tuna, squid, mackerel and sardines in their different superior-quality preparations and specialties). Hundred percent of canned food production is commercialized in the domestic market, but owing to their excellent quality and competitive price, these are products especially suitable for export.

During the 2018-2019 period, the strategic decision to reposition the brand Marechiare in the domestic market was made. The management of the business unit was changed and hard work was done on productive and commercial improvements.

The market has grown and new points-of-sale have been opened throughout the national territory. Not only commercialization but also marketing strategic visions were updated, developing a new brand image and packaging designs that are still in the process of being approved by SENASA (Argentine National Food Safety and Quality Service).



Sustainable Fishing + High-Quality Food

OUR INSPIRATION



#3

Chapter . #3

Sustainability integrated into work



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SUSTAINABILITY INTEGRATED INTO WORK

A) HUMAN CAPITAL: MANAGEMENT OF HUMAN CAPITAL DEVELOPMENT AND PERFORMANCE

In view of the current growth of the business group, human capital has grown rapidly in quantity and quality. We have created more specialized jobs including a higher number of technicians and professionals.

In 2018, we incorporated a Human Resources Manager that is professionalizing the department and improving communication between work areas. We hired 12 young professionals during this period.

Our first training experience for middle managers was carried out through the participation of two managers in the program “Mil Líderes para el Desarrollo Sostenible” (One thousand leaders for Sustainable Development), a program that promotes leadership and social interaction, in line with the **Sustainable Development Goals (SDGs) of United Nations**. This training, organized by FortalecerSE and UNMDP, was mainly focused on issues of Leadership, Social Responsibility, strategic planning and Sustainable Development.



<http://fortalecersemdp.org/curso-mil-lideres-para-el-desarrollo-sostenible/>

B) LABOR PREVENTION AND SAFETY - Development of policies and initiatives - SMETA PROJECT

With the aim of deepening knowledge on the current state of our labor safety system, a SMETA 2 Pre-Audit was carried out in the manufacturing establishments Bonasur of Rawson and PESPASA of Puerto Deseado. SMETA 2 is an audit methodology that provides a collection of data on all the aspects of responsible business practice, covering two pillars of Work, Health and Safety.

SMETA (Sedex Members Ethical Trade Audit) is an online platform that allows companies to store and share data on ethical and responsible business practices.

Our Inspiration

Sustainable Fishing + High-Quality Food

C) WORKING CONDITIONS, SOCIAL PROTECTION

All of our manufacturing plants currently count with professionals specialized in Safety and Hygiene who help us provide better and safer work environments for our workers.

Through the Human Resources Department incorporated in 2018, we have given a new imprint to our dialogue with the 11 unions with which we interact:

- STIA - Sindicato de Trabajadores de la Alimentación (Food Workers Union)
- SOIP - Sindicato Obrero de la Industria del Pescado (Workers Union of the Fish Industry)
- SEC - Sindicato de Empleados de Comercio (Commerce Employees Union)
- SOMU - Sindicato de Obreros Marítimos Unidos (United Maritime Workers Union)
- SIMAPE - Sindicato Marítimo de Pescadores (Maritime Fishermen's Union)
- Asociación Argentina de Capitanes y Patronos de Pesca (Argentine Association of Captains and Fishing Skippers)
- Centro de Patronos y Oficiales Fluviales, de Pesca y de Cabotaje Marítimo (Center for Fluvial, Fishing and Maritime Cabotage Skippers and Officers)
- SICONARA - Sindicato de Conductores Navales de la República Argentina (Union of Naval Drivers of the Argentine Republic)
- S.T.I.H.M.P.R.A. - Sindicato de Trabajadores de la Industria del Hielo y Mercados Particulares de la República Argentina (Union of Ice Industry Workers and Private Markets of the Argentine Republic)
- Sindicato de Choferes de Camiones (Union of Truck Drivers)
- SAON - Sindicato Argentino de Obreros Navales y Servicios de la Industria Naval de la República Argentina (Argentine Union of Naval Workers and Naval Industry Services of the Argentine Republic)

D) BENEFITS AND QUALITY OF LIFE

The employees of Grupo Veraz receive the benefits determined by law in terms of salary, social security, health, freedom of association, and, in many cases, additional benefits such as access to family housing through loans, transfers or rents at competitive values.

Since its inception, Astillero Contessi was committed to meet its operators needs of mobility and access to decent housing: in the seventies and nineties, neighborhoods of family houses were built and access was given to houses and private dwellings, and also to loans for the purchase of vehicles.

These practices have remained as part of the DNA of Grupo Veraz. Although today it is possible to grant these benefits only on the basis of special needs, we have completed the construction of a 4-unit housing complex in the city of Puerto Deseado and carried out repair and painting work on 4 other existing houses that were already destined for residential use.

E) MANAGEMENT AND COMMUNICATION WITH SUPPLIERS

We work in communication and focused on strengthening the relationship with our suppliers. We take special care of our supplier selection policy.

We prioritize working with those who share our ethical commitment and convictions regarding quality of service, prevention of work risks and respect for human rights.

F) COMMUNICATION AND DIFFUSION

We maintain fluent and constant communication with the general and specialized press. We are always willing to share information on our business activity.

SOCIAL NETWORKS: During this period, the vision of the value of diffusion on social networks of our activities and our companies' social commitment was strengthened.

We believe that corporate commitment must also be disseminated in order to inspire and involve others.

- Grupo Veraz: Facebook / LinkedIn
- Astillero Contessi: Instagram / YouTube
- Marechiare: Facebook / Instagram / YouTube



G) LEADERSHIP

- We have actively participated in Fairs and Exhibitions in Argentina and all over the world:

FAIR	CITY	COUNTRY
Feria MASTICAR	Mar del Plata	Argentina
Feria Caminos y Sabores	Buenos Aires	Argentina
Seafood Expo North America	Boston	USA
Seafood Expo Global	Brussels	Belgium
Trade Mission Indonesia and the Philippines	Jakarta/Manila	Indonesia/the Philippines
Food Hotel Indonesia expo 2019	Jakarta	Indonesia
World Seafood Shanghai Exhibition	Shanghai	China
WORLD FOOD MOSCOW 2019	Moscow	Russia
Conxemar	Vigo	Spain
Anuga	Cologne	Germany
China Fisheries and seafood expo	Qingdao	China
Busan International seafood & fisheries	Busan	Korea

We were invited to participate in the **Argentina Exporta** Award in the category “Saliendo al Mundo” (Going out to the World) organized by Banco Galicia and Diario La Nación - May 2019.

- We are ranked among the **top 15 exporting companies of fishery products in Argentina.**

· **Astillero Contessi** has certified its Quality Management System based on the requirements of the ISO 9001 Standard and designed commercial and operational policies based on the objective of being strategic partners in the commercial development of all the protagonists of the naval market.

· **Astillero Contessi** has obtained the Municipal Certification and granted by Universidad Nacional de Mar del Plata (UNMDP) in CSR, having accessed Level 1 of the CSR-MGP Protocol.

fortalecersemdp.org/entrega-de-certificados-de-rse/

· **Grupo Veraz** is an active member in the following union chambers:

- CAIP - Cámara Argentina de Industriales del Pescado (Argentine Chamber of Fish Workers)
- CAPECA - Cámara de Armadores de Pesqueros y Congeladores de la Argentina (Argentine Chamber of Shipowners of Fishing Vessels and Freezer Vessels)
- CAIPA - Cámara de la Industria Pesquera Argentina (Chamber of the Argentine Fishing Industry)
- UDIPA - Unión de Intereses Pesqueros Argentinos (Union of Argentine Fishing Interests)
- UCIP - Unión del Comercio, Industria y Producción de Mar del Plata (Union of Commerce, Industry and Production of Mar del Plata)
- Cámara de la Industria Naval de Mar del Plata (Chamber of the Naval Industry of Mar del Plata)
- FINA - Federación de la Industria Naval Argentina (Federation of the Argentine Naval Industry)
- FortaleceRSE – Cámara de la Responsabilidad Social Empresaria (Chamber of Corporate Social Responsibility)





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Sustainability Report

2018 - 2019



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