



2020 Sustainability Report



COINREFRI SRL is considered one of the major leading companies in Peru to export frozen hydrobiological products for direct human consumption. We produce a wide range of frozen products for human consumption, from semi-processed products for processing plants to high value-added products for distribution centers for the final consumer.

2020 has been highly challenging, full of uncertainty, change, and resilience in business development. We have had to learn to adapt with our customers, suppliers, and collaborators to face the current situation without economic losses.

In the same way, sustainability has taken a new relevance in the transcendence of the business. In COINREFRI SRL., we promote sustainability to generate equitable economic growth for all without harming the environment, becoming not only an objective but a change in the way we conduct our processes. Sustainability will manifest itself in the progress of all the people directly or indirectly related to the company. Therefore, we are pleased to present our first Sustainability Report, a sample of our progress as a Socially Responsible Company.

Francisco Andrés Takahashi Iguchi
General Manager



General Contents

General Contents

Our organization

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Corporación de Ingeniería de Refrigeración (COINREFRI) SRL

was founded in 1977. Our mission is to develop, produce and commercialize hydrobiological products for direct human consumption, differentiating ourselves for our quality, reliability, and responsibility towards our clients, collaborators, suppliers, and shareholders.



The products that we use as **raw materials** are the Giant Squid (*Dosidiscus gigas*), Hake (*Merluccius gayi peruanus*), Mahi-Mahi (*Coryphaena hippurus*), Scallops (*Argopecten purpuratus*), Mackerel (*Scomber japonicus*), Squid (*Loligo gahi*), and Jack Mackerel (*Trachurus murphyi*).



Our staff comprises highly qualified professionals who respect our institutional values reflected in the quality of our products, personalized service, clarity of our communications, and punctuality of our shipments.



We provide service to markets located in **18 countries**: China, United States, Brazil, Lithuania, Spain, Ecuador, Taiwan, Japan, France, Canada, Thailand, Germany, Estonia, South Korea, Panama, Portugal, Mexico, and Vietnam.



Our administrative offices are located in Pasaje. General Vivanco N° 109 Pueblo Libre, Lima, Peru. We also have three processing plants, two in Piura and one in Tacna:

- Plant N° 01: Paita Naval Station - Playa Seca S/N Paita - Piura,
- Plant N° 02: Mza. D Lote 3A Industrial Zone II Paita - Piura
- Plant N° 03: Av. Industrial Mz. H Lote 16 – Parque Industrial Tacna



Our **main customers** are companies engaged in the processing of fresh frozen products. Our net sales in 2020 were S/. 75551388.

Breakdown of our human capital by gender, type, and place of hiring:

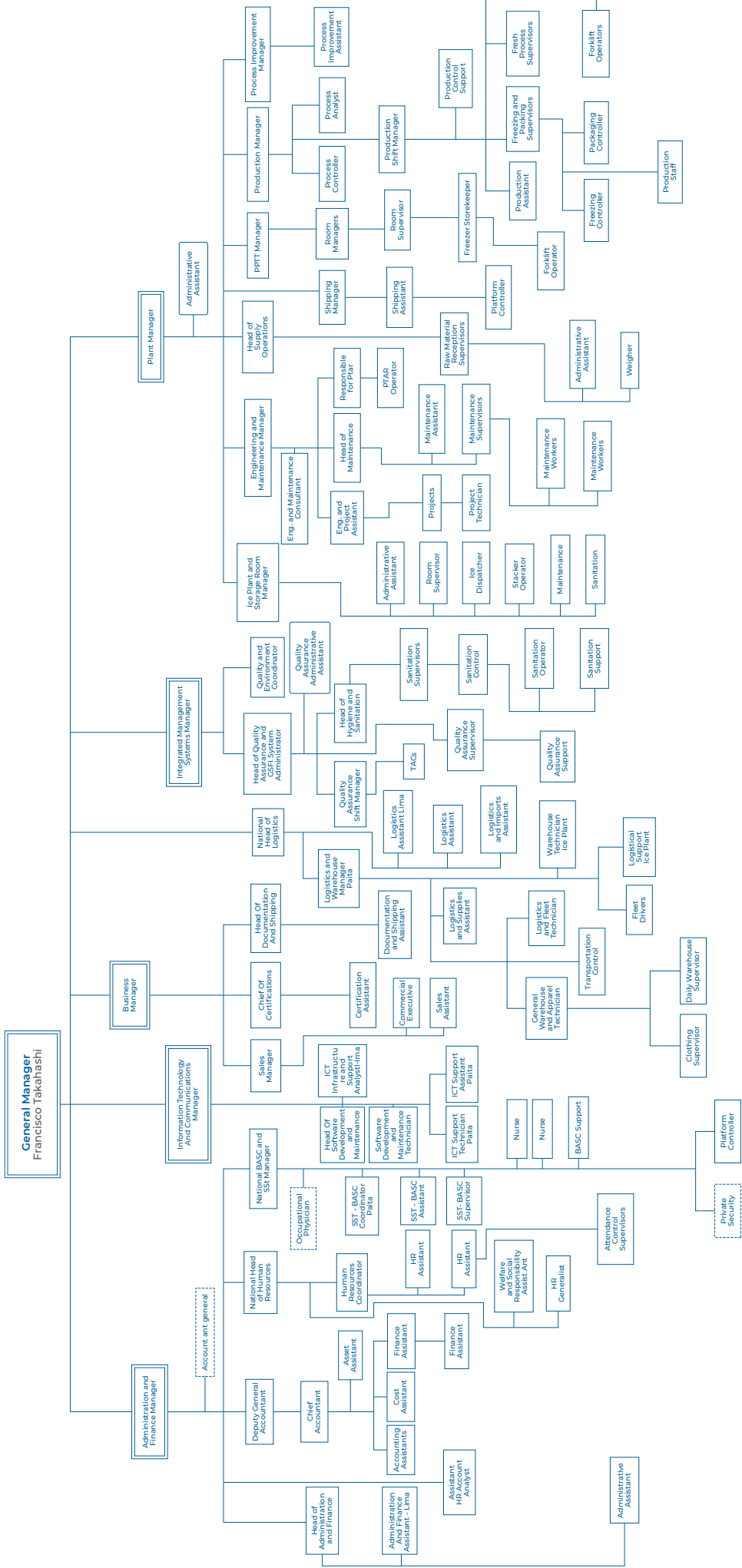
Gender	Permanent contract	Temporary contract
Male	317	179
Female	201	170
Total	518	349

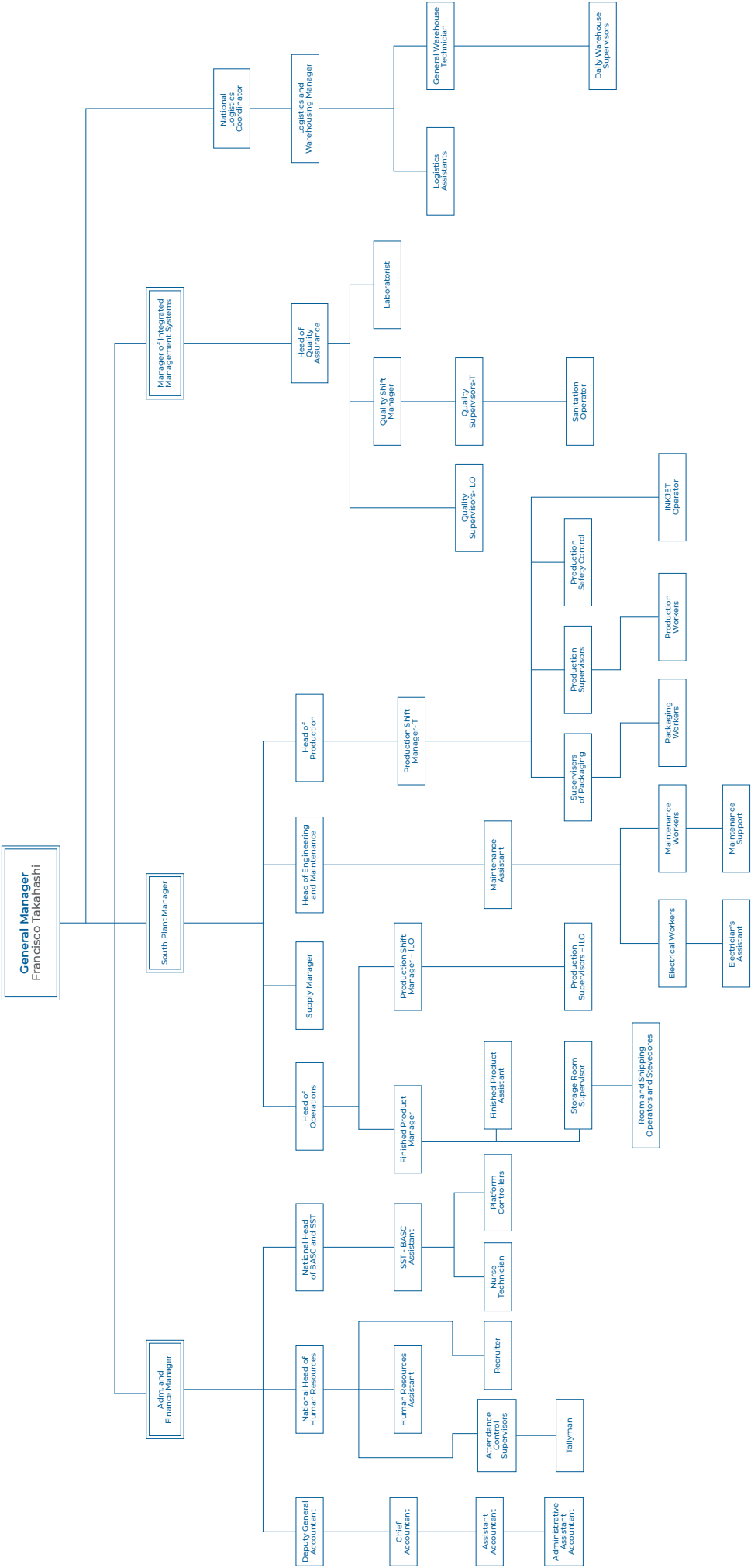
Region	Permanent contract	Temporary contract
Lima	20	6
Tacna	101	108
Paita	397	235
Total	518	349

Region	Full time	Part time
Male	496	0
Female	371	0
Total	867	0

Governance structure

102-18





Below is a list of our committees:

Occupational Health and Safety Committee	It comprises 12 members, who are responsible for ensuring the health and safety of workers in all areas of the company through monitoring meetings and follow-up of preventive and corrective actions of the findings found.
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Sexual Harassment Intervention Committee	It is responsible for carrying out the investigation and proposing sanction measures and complementary measures to prevent cases of sexual harassment.
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Crisis Committee	It acts in any crisis that may arise in the company. It is multidisciplinary, in charge of deciding what is done and how it is done to solve the problem and what is said and how it is said in all matters concerning communication management.
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BASC Safety Committee	Responsible for assessing the risks throughout the company's production chain process to prevent any illegal activity.
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This is our first Sustainability Report, so we decided to conduct a training workshop to select the most relevant material topics for the company and its stakeholders. The workshop consisted of choosing the topics to be addressed (material topics) based on their importance concerning each stakeholder group (senior executives, employees, suppliers, customers, regulators, etc.).

In this regard, we have made our statement following the GRI platform and standards. Below is the list of material topics reported:

200 SERIES (ECONOMIC TOPICS)	GRI 201: Economic performance GRI 204: Procurement practices
300 SERIES (ENVIRONMENTAL TOPICS)	GRI 304: Biodiversity GRI 307: Environmental compliance
400 SERIES (SOCIAL TOPICS)	GRI 401: Employment GRI 404: Training and education

The evaluation period is annual, from January 1 to December 31, 2020.

For more information about the company and to answer any questions about the sustainability report, please contact:

Débora Patricia López Quito
Quality and Environmental Coordinator
dlopez@coinrefri.com
+51 945 427 124



**Economic
Aspects**

Economic Aspects

Economic performance

For us, economic performance is an indicator of the company's progress, how we perform in the market, and our capacity to grow following the investments made.

A good economic performance increases the requirements of our suppliers of raw materials and inputs. In addition, it allows us to invest through the community to improve technification and promote proper use of natural resources. We encourage sustainability to generate equitable economic growth for all without harming the environment.

The company manages economic performance through indicators (KPI), whose results are presented quarterly. At Coinrefri SRL, we promote sustainability to generate equitable economic growth for all without harming the environment.

Indicators

Sustainability indicators in the economic dimension include the economic impacts of the organization on the circumstances of its members (shareholders, employees, contractors, etc.) and the financial systems at local, national, and global levels.

Results

The results obtained in the last year have been positive, although it has been a challenging year due to the market's contraction in the face of the pandemic.

We have made changes in our management approach to deal with the adversities presented by the pandemic; this involved more significant investment in technology ranging from our processing machinery in our information management systems to our communications technology.

Economic Value

The direct economic value generated during the 2020 period was S/. 77113852; the operating cost was S/. 60146602, and S/. 10669144 corresponded to salaries and employee benefits and S/. 1249848 for payments to capital suppliers. Likewise, total payments to other governments amounted to S/. 1931384, with S/. 45229 in community investment for the same period. This leaves us with a balance of S/. 3071645 of retained economic value (generated minus economic value distributed).

Procurement practices

Through the proper monitoring and application of good procurement practices, it is possible to improve procurement management, which allows the company to meet its objectives. In the purchase of raw materials and the purchase of materials, each site (Piura, Paita, Tacna) is responsible for the purchase of its products, impacting the entire chain up to the final consumer.

We seek to align suppliers with our procedures, which implies working with suppliers selected after being audited—likewise, the fulfillment of KPIs that allow us to achieve the objectives set.

There is a Procurement Procedure for goods and services, which includes approvals at crucial points in the procurement process. Likewise, improvements are fine-tuned and incorporated for better control and follow-up of good procurement practices.

We have a supplier policy that encourages, establishes, and maintains high levels of responsibility concerning their products, promoting compliance with product and/or service quality standards and ethical, social, and environmental standards.

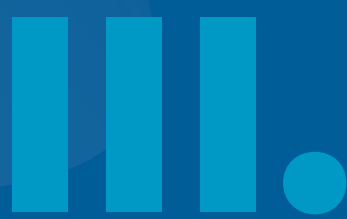
We are committed to complying with the necessary procedures so that contracting decisions with suppliers guarantee a balance between technical suitability, quality, safety, price, and the supplier's qualification as a guarantee of value contribution.

In addition, good practices are documented to ensure that the acquisition and/or contracting of services are carried out efficiently and transparently, seeking sustainability and achieving strategic relationships with suppliers. We aim to guarantee the timely acquisition and supply of materials, equipment, supplies, fixed assets, and services in quality, quantity, and economy.

A supplier evaluation procedure includes the most relevant points for evaluating suppliers, not only commercially but also in terms of quality and environmental safety. Audits are conducted annually for old and new suppliers.

The following chart shows the spending distribution in our Peruvian suppliers:

Location	Percentage (%)
Lima	4
Naval Station Paita, Piura	77
Plant II Paita, Piura	7
Tacna	12



Environmental Aspects

Environmental Aspects

Biodiversity

Nature is not an inexhaustible source of resources; therefore, its protection and rational use are essential. Our company acts in the present while thinking of the future.

Coinrefri SRL manages its commitment to the biodiversity of resources and protected areas through certifications such as the seal of sustainability and sustainable activities.

For our organization, the promotion of environmental standards applied to seafood products transforms aquaculture to achieve environmental and social sustainability that involves the entire supply chain through quality and value measures.

To respect biodiversity and the natural processes in the environment, we promote and respect the closed seasons and other indications proposed by the authorities.

Coinrefri SRL reaffirms its commitment to achieving environmental and social sustainability, responsibly obtaining raw materials.

Also, Coinrefri SRL has certifications that prove the good use of resources, which to be applied in the company had to be evaluated by the certifying companies.

As of 2019, we have BAP and Certifier Sustainable SeaFood certifications, which we have validated on several occasions, being part of our badge at the time of our exports. In the event of any modification and / or update, we are pending to stay at the forefront of the demands of our customers.

COINREFRI SRL-SUR plant is located at Avenida Industrial MZ - H - Lt 16, Parque Industrial, whose geo-political location is as follows:

LOCATION Parque Industrial

DISTRICT Tacna

REGION Tacna

DEPARTMENT Tacna

Geographical Coordinates

Latitude	Longitude
17°59'48.99" S	70° 14' 21.18" W
17°59'48.63" S	70° 14' 20.00" W
17°59'46.81" S	70° 14' 20.63" W
17°59'47.20" S	70° 14' 21.74" W

Position with respect to the protected area:

Name	Location	Distance
Reserva Nacional del Titicaca	Puno	300.79 km
Reserva Nacional de Salinas y Aguada Blanca	Arequipa	242.7 km
Parque Nacional Bahuaja Sonene	Puno/Madre de Dios	529.23 km
Reserva Nacional Sistema de Islas, Islotes y Puntas Guaneras	Moquegua	126.96 km
Zona Reservada Cerro Khapia	Puno	217.24 km

Environmental compliance

The company COINREFRI SRL as a sign of its commitment to environmental legislation, complies with these regulations and is aware that every company generates impacts on the environments and surroundings where it carries out its activities. When we talk about environmental impact, it is about examining the level of incidence we have concerning the actions that impact the ecosystems that surround us. At COINREFRI, we comply with environmental regulations and promote them through our suppliers and customers.

Our company believes that the environmental non-compliance impact of fishing includes issues such as fish availability, overfishing, and the effects of fishing operations and the fishing industry on other elements of the environment, such as bycatch. For this reason, we train fishers to care for marine biodiversity and respect the environmental balance to continue our activity sustainably.

Our evaluation mechanisms are related to compliance with current environmental regulations and monitoring the results of the training we provide to our internal customers (fishermen) on the care and conservation of endangered marine species.

Our results are reflected through compliance with environmental requirements and obligations through the Agency for Environmental Assessment and Enforcement (OEFA, by its acronym in Spanish).



IV Social Aspects

IV. Social Aspects

Employment

Employment is important for the company, its contribution to society, and our employees' personal and professional growth and their families. The labor force at our headquarters comprises staff who belong to the area to provide economic support and development to the community. In addition to our employees working in a specific area, our suppliers offer indirect employment and growth to the community.

In 2020 our main limitation was the beginning of the COVID - 19 pandemic and the restrictions set for the development of the activities immersed in our business activity.

Our purpose is to reach all social strata to meet the needs of the company and the community with a mutual collaboration that benefits both parties for their growth.

We have different policies and procedures established throughout our work history, updated according to the needs and demands required.



We are also committed to the community. For this reason, we created the sustainability and social responsibility committee; we also have a scholarship program with the Peru Chams association for the benefit of our employees' children with scholarships covered at 75% for quality education in one of the internationally recognized schools within the top 13. Our objective is to follow our philosophy, committed to quality education for children and young people who are indirectly part of our organization with a quality education to transform their lives.

We have an internal promotion program prioritizing our employees through a career path to build their loyalty through their identification and commitment to the company.

The need to assume social responsibility, going beyond the minimum obligation to produce goods and services for society, leads these companies to integrate socio-environmental variables into their management systems; thus, they establish harmony between their economic-financial objectives and those of a social and environmental nature, thus enabling complementarity in the management of financial results.

The company's social performance is both a cause and a consequence of financial performance. Thus, better financial performance leads to an increase in social performance. This fact leads to the consideration that companies that invest in social and environmental areas may have competitive advantages derived from this approach.

Whether full-time or part-time, all of our employees enjoy the same employment benefits.

Training and education

The training of our employees is a commitment to the sustainability of the company and the community in which we are located.

Mandatory and specific training is scheduled annually according to each area and general training for the proper performance of their functions. The impact is at the corporate and community level according to the location of our production activities.

Specific training is related to the activities performed by the employee to achieve business objectives.

2020 was an atypical year for Covid-19, and in general, we had to adapt to the new normality. This included virtual training, which was given gradually to maintain social distancing as a preventive measure for Covid-19 contagion.

Adapted to the new processes, virtual and face-to-face training was carried out for staff who did not have access to digital media, maintaining preventive biosafety measures.

Our responsibility is with society in general, especially with our employees, contributing to their growth and that of their children through quality education, honest work according to the training and skills of each of our employees.

Below is the average number of hours of training provided to the organization's employees by function:

Position	Gender	Average training hours
Operation	Male	28
Operation	Female	28
Administrative	Male	20
Administrative	Female	20

Below, the average hours of training for the organization's employees, by level:

Position	Gender	Average training hours
Operators and Supervisors	Male	28
Operators and Supervisors	Female	28
Heads and Managers	Male	20
Heads and Managers	Female	20

Training Executed in 2020

Safety policy and objectives
Use and handling of fire extinguishers
Illegal drug trafficking
Emergency response to toxic substances, leakage of nh3 (ammonia)
Prevention and awareness of alcohol, drug, and gambling addictions
Coronavirus disease (covid-19) prevention measures
Care protocol for suspected covid-19 workers
Covid-2020 safety protocol
Interpretation of the plan for the surveillance, prevention, and control of covid-19 in the workplace
Awareness and sensitization on the use of face masks and face shields
Application of the procedures of the safety management and control system
Hazards and preventive measures in the use of the UV machine, Code pe-36-UV
Flu vaccination
Recognition and reporting of threats and vulnerabilities regarding corruption and bribery activities
Report on threats and vulnerabilities of illicit activities (money laundering and terrorist financing)
Internal conspiracy and suspicious activity prevention practices
Container inspection
Prevention campaign (HIV, contraceptive methods, Pap test).
Active breaks

Table of Contents GRI

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This material refers to GRI 102: General Contents 2016, GRI 103: Management Approach 2016, GRI 201: Economic Performance 2016, GRI 204: Procurement Practices 2016, GRI 304: Biodiversity 2016, GRI 307: Environmental Compliance 2016, GRI 401: Employment 2016, GRI 404: Training and Education 2016. For a detailed explanation of the relevant content, see the GRI Content index.

GRI Standards Disclosure	PDF Page number	Part omitted	Reason for omission	Explanation of omission
GRI 102: General Contents 2016				
Organization profile				
102-1 Name of organization	1	--	--	--
102-3 Location of headquarters	2	--	--	--
102-4 Location of operations	3	--	--	--
102-5 Ownership and corporation type	3	--	--	--
102-6 Markets served	3	--	--	--
102-7 Size of the organization	3	--	--	--
102-8 Information on employees and other workers	4	--	--	--
Strategy				
102-14 Statement from senior executives responsible for decision making	2	--	--	--
Governance				
102-18 Governance structure	4	--	--	--
Reporting practices				
102-45 Entities included in the consolidated financial statements	5	--	--	--
102-46 Definition of the contents of the reports and the Coverage of the subject matter	5	--	--	--
102-47 List of material items	5	--	--	--
102-48 Restatement of information	5	--	--	--
102-49 Reporting changes	5	--	--	--
102-50 Reporting period	6	--	--	--
102-51 Date of last report	6	--	--	--
102-52 Reporting cycle	6	--	--	--
102-53 Contact point for questions about the report	6	--	--	--
102-55 GRI Table of Contents	13	--	--	--
Thematic standards				
200 Series (economic issues)				
Economic performance				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	6	--	--	--
103-3 Evaluation of management approach	6	--	--	--

GRI Standards Disclosure	PDF Page number	Part omitted	Reason for omission	Explanation of omission
GRI 201: Economic Performance 2016				
201-1 Direct economic value generated and distributed	7	--	--	--
Procurement practices				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	7	--	--	--
103-2 The management approach and its components	7	--	--	--
103-3 Evaluation of management approach	7	--	--	--
GRI 204: Procurement Practices 2016				
204-1 Proportion of spending on local suppliers	8	--	--	--
300 Series (environmental issues)				
Biodiversity				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	8	--	--	--
103-2 The management approach and its components	8	--	--	--
103-3 Evaluation of management approach	8	--	--	--
GRI 304: Biodiversity 2016				
304-1 Operations sites owned, leased, or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	9	--	--	--
Environmental compliance				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	9	--	--	--
103-3 Evaluation of management approach	9	--	--	--
GRI 307: Environmental Compliance 2016				
307-1 Non-compliance with environmental legislation and regulations	10	--	--	--
400 Series (social issues)				
Employment				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	10	--	--	--
103-2 The management approach and its components	10	--	--	--
103-3 Evaluation of management approach	11	--	--	--
GRI 401: Employment 2016				
401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	11	--	--	--
Training and education				
GRI 103: Management Approach				
103-1 Explanation of Material Subject Matter and Coverage	11	--	--	--
103-2 The management approach and its components	11	--	--	--
103-3 Evaluation of management approach	11	--	--	--
GRI 404: Training and education 2016				
404-1 Average number of training hours per year per employee	11	--	--	--
404-2 Programs to improve employees' skills and transition assistance programs	11	--	--	--