



# Sustainable Initiatives

Frozen Vegetables Industry



# Natural Movement

Since **Virto Group** was founded, **sustainability** is essential for the company.

**Land** is the base of our activity and linked to every **person** within our team, we can **keep offering healthy food to society**.

Since the beginnings of **Virto Group**, we have worked with a strong **commitment** to the **planet, people** and **community**. Today, these 3 pillars mark our sustainability strategy under the ***Natural Movement*** concept.

Because **we believe in sustainable development** and that is how we work. Always ethically, consistently and naturally.



# 1 Planet

## Sustainable Production





## Certifications

All our production centers are certified by **ISO14001** (Environmental Management) and **ISO50001** (Energetic Management).

Virto Group is also certified by **SMETA**, **ORGANIC**, and **DEMETER** production.

## Circular Economy

During harvest, surplus products are left on the lands as **natural fertilizers**.

We have a partnership with **by-product** specialized companies, which leads us to **upcycle more than 98% of organic waste** for animal feeding, composting and investigation.



## Carbon Footprint

In 2023, we have **reduced to 43.6% the CO2 emissions** (kg CO2-eq) with the consequent decrease of carbon footprint.

Our goal is to **reduce a 5% the carbon footprint in 5 years.**

## Clean Energy

Auto-consumption: we have **installed solar panels in all our production centers** in Spain.  
(**11M€** investment)

We use **natural gas** as fuel instead of gasoil.



# Hydraulic Efficiency

We have installed **integrated steam blanchers and coolers** that optimize water and energy consumption while maintaining the nutritional and organoleptic characteristics of the products.

We count with **water purifiers** in every speciality production center.



## Packaging

We use **recycled and recyclable materials**.

Currently working on the **Slim Project** focused on **reducing the packaging thickness**.



## Global G.A.P. Agriculture

We follow **good agricultural practices certified by Global G.A.P.** and work for increase the number of these hectares.

## Byodynamic Production

We produce **Demeter certified vegetables** respecting biodynamic agriculture.

# 2 Community



# Economic Development

Our production centers are close to the crops, mostly in **rural areas**, where we **generate employment**, work with **local suppliers** and contribute with our **tax duties**.

# Charity

We annually **donate products and economic resources** to different entities:

- **Non-profit organizations:** food banks, international aid, medical investigation and support, social and labor inclusion, health rights, local communities...
- University of Navarra: **Medical Research** Center.
- Sponsorship: **sports and cultural initiatives**.





## Healthy Lifestyle Promotion

We collaborate with **local high schools** to promote a **healthy lifestyle** based on an **appropriate diet**:

- **Guided visits** to know the process of our products and how healthy quick-frozen vegetables are.
- **Workshops** to understand the importance of a healthy diet.

## Associativism

We are **members of different sectoral associations** because, only through **collective collaboration**, we can achieve **common goals** and build a better world.



\*Some examples.

# 3 People

We value **people** and **talent** besides any condition of race, gender, age or religion.





## Corporate Ethics Policy

Virto Group's Ethics Policy collects the **principles, rules, values and ways of behaving** that conform our company culture.

It serves as **a guide and a driving force** for all the team and helps the company to operate correctly.

Virto Group shares **the principles of the United Nations Global Compact**, supporting the protection of human rights at all times.

## Gender Equality

**PLAN  
IGUALDAD  
VIRTO**   
2020-2025

Virto Group has an **Equality Plan** that determines different measurements to guarantee **equality and same opportunities** between genders.





## Inclusion

We collaborate with Adecco, a non-profit foundation that works for **labor and social inclusion** highlighting the **potential of people** that have any kind of disability or exclusion-risk situation.

The **Family Plan** is available for Virto Group's employees that need support with any person in their families that carries a disability.

## Lifestyle

**Internal programme to promote a healthy lifestyle** among Virto Group's team, focused in 3 areas: **diet, physical activity** and **wellness**.

- Sport competitions
- Yoga & pilates
- Free fruit for lunch
- Healthy diet workshops
- Nutritional education talks





We keep working on  
**Sustainable Development**

**Virto**  
group 

[www.virto.es](http://www.virto.es)