



**We work for a future  
responsible and sustainable,  
that we can enjoy  
all generations.**

**CSR**



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According to the **Brundtland Report**, Sustainable Development is one that *"satisfies the needs of the present without compromising the ability of future generations to meet their own."*

The ISO 26000 standard defines social responsibility as the *"responsibility of an organization for the impacts that its decisions and activities have on society and the environment, through ethical and transparent behavior that contributes to sustainable development."*

Taking these two premises as pillars, **Maniagro Argentina** works and trains, together with respect, trust, integrity and commitment, a favorable climate is generated in the entire organization to spread actions in the environment in which it operates.



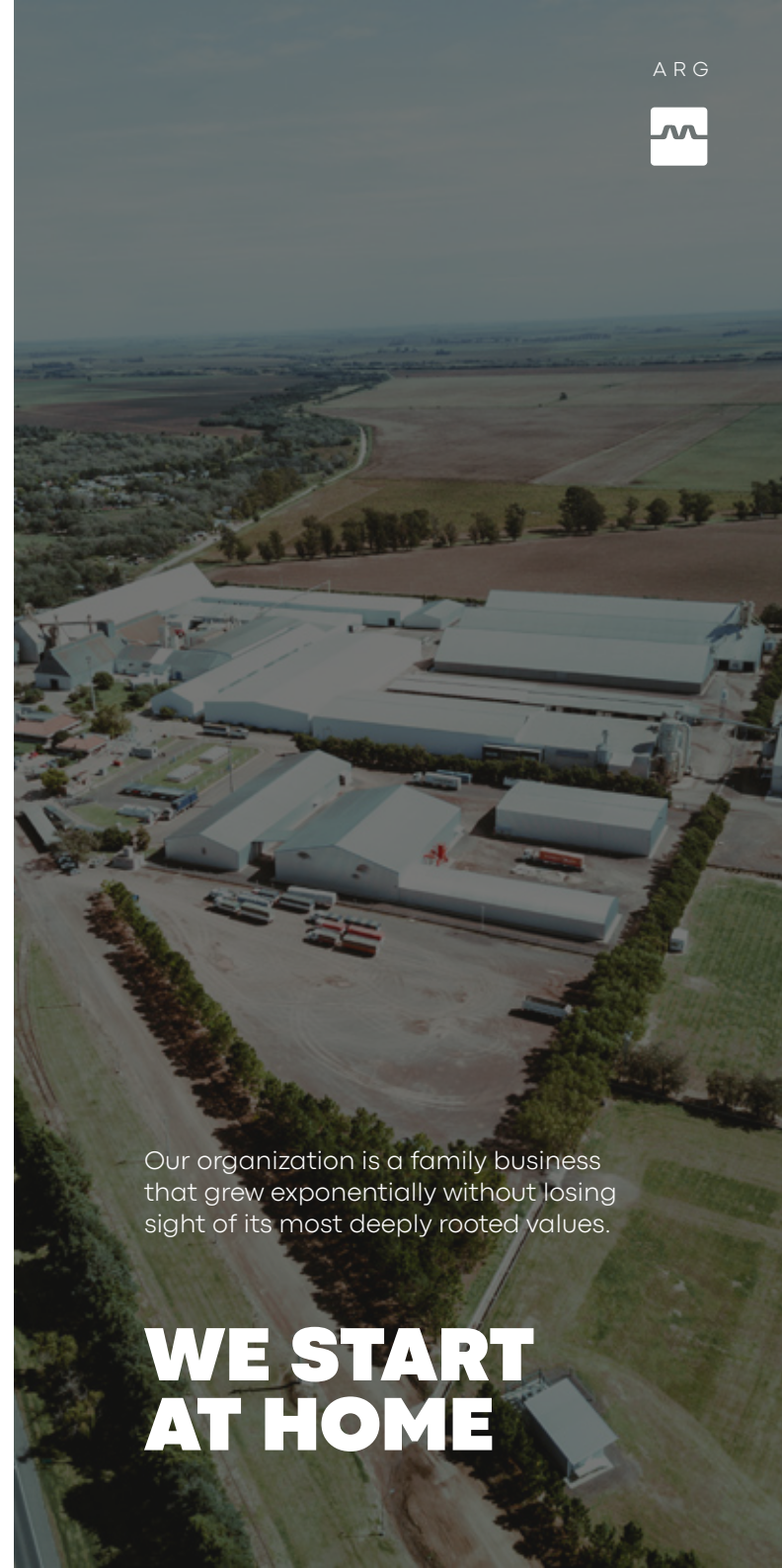
The SDGs recognize that initiatives to end poverty must go hand in hand with strategies that promote economic growth and address a range of social needs, including education, health, social protection and employment opportunities, while fighting against climate change and promoting environmental protection.



# SUSTAINABLE DEVELOPMENT GOALS

To achieve a sustainable business model, it is necessary to create the right working conditions for it.

To transmit good habits, we must live with good habits. And in pursuit of these premises, we train and strive to add increasingly favorable conditions that generate in our daily strategic collaborators the necessary conditions to continue being a great family.



Our organization is a family business that grew exponentially without losing sight of its most deeply rooted values.

## WE START AT HOME

> Objective 3 targets [\(click here\)](#)

# SDG

## Smoke free

Create a smoke-free work environment is an important initiative to promote the health and well-being of employees, as well as to comply with regulations and policies related to tobacco.

When implementing this program it is important to have clear policies, provide support to those who wish to quit smoking, and apply appropriate consequences to ensure compliance.

3 GOOD HEALTH AND WELL-BEING



A partir del día **Lunes 2 de Noviembre**, **NO ESTARÁ PERMITIDO** fumar en ningún sector perteneciente a la empresa.

ARG



# LIBRE DE HUMO

TODOS LOS DÍAS TOMÁ LA DECISIÓN DE NO FUMAR HOY. CADA DÍA SIN FUMAR ES UNA VICTORIA Y TODAS ELLAS SE AÑADEN A UNA GRAN VICTORIA EN EL TRANSCURSO DEL TIEMPO.

### TO DO LIST

Si extrañas la sensación de tener un cigarrillo en la mano, agarrá otra cosa, por ejemplo: un lápiz, un clip, una moneda o una pelota blanda.



Cepíllate los dientes y disfrutá del sabor refrescante.



Recompensate por hacer tu mejor esfuerzo. Hacelo con tanta frecuencia como corresponda para mantener la motivación. Planeá hacer cosas divertidas.



Hacé jardinería o que haceres domésticos. Organizá o limpiá el armario, la habitación o incluso todo el sótano. Dedicate a practicar un nuevo deporte o pasatiempo que disfrutes.



Pasá más tiempo en lugares públicos en los que no se permita fumar.



#TABACORESPONSABLE



3 GOOD HEALTH  
AND WELL-BEING



> **Objective 3 targets** *(click here)*

# SDG

## Sport & Recreation

The company articulates with Carnerillo's government and the local Social and Sports Club, Santa Paula, providing the necessary materials to start the pool season. Collaborating with sports clothing and the delivery of products for healthy kits for disciplines such as soccer, skate, marathons and walks, among others.

The benefits have a direct impact on the members of the staff's families who enjoy bonuses and benefits, promoting well-being and recreation, creating an active and healthy lifestyle.





3 GOOD HEALTH  
AND WELL-BEING



> **Objective 3 targets** *(click here)*

# SDG

## Your day to celebrate

Our organization's staff enjoy the birthday day, taking the day off. Every person deserves to have a special moment to celebrate and enjoy their day in a meaningful way.

This recognition reflects our commitment to the well-being and satisfaction of our staff.

# TU CUMPLEAÑOS, TU MOMENTO TU DÍA LIBRE



Para el **2023** decretamos que el día del cumpleaños es **No Laborable**.

**Te regalamos tu día,**  
para que lo disfrutes como quieras  
y con quien quieras!!!



\*El día no laborable es inamovible. Por cualquier duda o consulta comunicarse con Capital Humano. Validez desde 1/1/2023.



**MANIAGRO  
ARGENTINA**

**CROPPERS®**



> **Objective 4 targets** *(click here)*

# SDG

## Education & Development

We foster a supportive environment that values academic training and provides opportunities for our employees to continue their learning.

We actively encourage our staff to finish their studies or start them, at any level.

We articulate with institutions to offer training that promote the obtaining of certifications and titles.





> [Objective 5 targets](#) *(click here)*

# SDG

## Gender equality

We seek to foster an inclusive and respectful environment, where the active and meaningful participation of all people is promoted, regardless of their gender, race or religion.

Of 328 strategic collaborators, we have 120 women (36.6%), which reflects our commitment to gender diversity in our workplace.

Gender equality is fundamental to the success and sustainability of our business.







7 AFFORDABLE AND  
CLEAN ENERGY



> **Objective 7 targets** *(click here)*

# SDG

## Biomass plant

The commitment assumed by the company in the face of climate change and the need to reduce and mitigate GHG generated the project for a biomass power plant.

Contributing to the environment by efficiently using a "waste" such as the peanut shell is the main mission.

Optimize resources, reuse the heat energy obtained by the condenser for peanut drying, will reduce the consumption of natural gas and optimize the use of energy resources.

The start-up of this biomass plant project is committed to the mitigation of gases (GHG), the optimization of resources, the contribution to the country's energy matrix and the well-being of future generations.





8 DECENT WORK AND ECONOMIC GROWTH



> **Objective 8 targets** *(click here)*

# SDG

## Ethical Code and Supplier Guide

With the idea of establishing solid foundations, ethical principles and sustainable practices in the operation and management of the company, an Ethical Code and a Supplier Guide were implemented. To be able to articulate among peers who think, feel and do in a similar way to Maniagro Argentina.

This clear and well-defined code of ethics establishes the expected standards of conduct for employees and managers in terms of respect for human rights, equality and diversity, protection of the environment, transparency in management and the promotion of ethical business practices.

The supplier guide, in turn, establishes criteria for the selection and collaboration with suppliers that also share the aforementioned values. Which strengthens synergy and mutually beneficial collaboration opportunities, in addition to providing a clear basis for ethical and sustainable decision-making in the management of the value chain and company operations.

<p><b>1</b></p> <p><b>El trabajo se elegirá libremente</b></p> <p>Se avala y promueve la libertad de elección laboral y se opone terminantemente al trabajo forzoso y obligatorio.</p>	<p><b>2</b></p> <p><b>No se empleará mano de obra infantil</b></p> <p>La empresa manifiesta su oposición y sanciona el empleo de mano de obra infantil.</p>	<p><b>3</b></p> <p><b>Las condiciones de trabajo serán seguras e higiénicas</b></p> <p>Se considera a los recursos humanos como la pieza fundamental para alcanzar el éxito en el logro de sus objetivos; por ello procura brindar las condiciones de higiene y seguridad del entorno laboral, necesarias para el desempeño adecuado y seguro de las actividades cotidianas.</p>
<p><b>4</b></p> <p><b>Se respetará la libertad de asociación y el derecho a las negociaciones colectivas</b></p> <p>Se respetan y aplican todas las Disposiciones Legales Vigentes aplicables en la materia, así como los Convenios Colectivos de Trabajo correspondientes a la actividad en cuestión.</p>	<p><b>5</b></p> <p><b>No se permitirá un trato inhumano o severo</b></p> <p>MANIAGRO ARGENTINA hace del respeto y la dignidad valores fundamentales sobre los cuales soporta su propia existencia, por ello prohíbe terminantemente el uso de castigos corporales, coerción mental o física y abusos verbales. De la misma manera que tampoco permite el trato severo o inhumano, ya sea entre pares como también entre los diferentes niveles jerárquicos.</p>	<p><b>6</b></p> <p><b>Se pagará un salario digno</b></p> <p>Se garantiza el cumplimiento de la Legislación Aplicable en materia salarial, alineándose a los acuerdos alcanzados por los sindicatos correspondientes, así como a las Convenciones Colectivas de Trabajo específicas.</p>
<p><b>7</b></p> <p><b>No habrá discriminación</b></p> <p>No discriminación, tanto en la contratación, remuneración, capacitación, promoción, despido o jubilación basada en la raza, origen social o nacional, casta, nacimiento, religión, discapacidad, género, identidad sexual, responsabilidad familiar, estado civil, afiliación a sindicatos, opiniones políticas, edad o cualquier otra condición predisponente.</p>	<p><b>8</b></p> <p><b>Las horas de trabajo no serán excesivas</b></p> <p>La política horaria se enfoca al cumplimiento de la Legislación Laboral. En la época correspondiente al recibo de materia prima en planta, la de mayor actividad y demanda de mano de obra, se procede a la Contratación de Empresas Proveedoras de Personal Eventual, con la finalidad de que cada Empleado de la empresa no realice excesiva cantidad de horas extras ni carezca de descanso semanal compensatorio.</p>	<p><b>9</b></p> <p><b>Se proporcionará un trabajo regular</b></p> <p>La política de contratación y empleo se adecua al marco regulatorio vigente; en tal sentido emplea solo a personas que estén en condiciones legales y posean su documentación original comprobable, tanto directa como indirectamente, a través de su cadena de contratistas y/o agencias de empleo.</p>



> **Objective 9 targets** [\(click here\)](#)

# SDG

## Value waste

Peanut shell megatruss are the product obtained as waste in this industry. In our company, they have become one more business unit. They are marketed as a source of fiber in animal feed and as a raw material for the production of biomass.

In the case of animal feed, it can be used as a fiber supplement in the diet of cattle, pigs, poultry and other farm animals.

As a raw material for the production of biomass, a renewable energy source that is obtained from this organic residue and is used to generate electricity, heat or biofuels.



10 REDUCED  
INEQUALITIES

> **Objective 10 targets** [\(click here\)](#)

# SDG

## Generating value chain

We established alliances with local, provincial and national institutions and organizations as one more way to contribute to the reduction of hunger and support people in vulnerable situations.

We articulate with the Federal Network of Food Banks, through its offices in Río Cuarto, Córdoba capital and Buenos Aires, collaborating with awareness campaigns, promotion of events and the donation of food suitable for consumption, which for some reason, is not It can be placed in the commercial circuit.



11 SUSTAINABLE CITIES  
AND COMMUNITIES

> **Objective 11 targets** *(click here)*

# SDG

## Reduce, Recycle, Reuse

In our company, we adopt sustainable practices, such as the use of recycled paper and the reuse of paper in our offices, as part of our commitment to care for the environment.

100% of the paper used during the development of administrative activities comes from renewable sources (FSC certification according to Forest Stewardship Council standards, [www.fsc.org](http://www.fsc.org)).

The staff of our organization is trained to reduce the number of prints and to reuse the back of incorrectly printed sheets as a draft. What is generated as paper waste is treated separately from the rest of the waste, and is sent to a collection and recycling center in the Municipality of Río Cuarto (Paper Recycling Program in Public and Private Offices, Program Urban Waste Recyclers, Social Economy Area, Social Promotion Undersecretary), and/or, the staff of the General Cabrera Animal Protection Society, to raise money through its sale.



11 SUSTAINABLE CITIES AND COMMUNITIES



> **Objective 11 targets** [\(click here\)](#)

# SDG

## Plastic Material

The responsible management of plastics is promoted, its collection, classification and adequate transport for its subsequent recycling.

Plastic material (rigid or flexible plastic bottles, various containers: soft drinks, oils, mineral water, cleaning products, various bottles) is recycled; To this end, in primary establishments, easy-to-handle big bags and consortium bags are available at the booths; Once these bags are full, they are emptied into the big bag of the nearest establishment, to be later transferred and disposed of in the municipalities. Silobag remains are conditioned temporarily until they are delivered to a carrier authorized by the province for recycling.

The plastic bottles are delivered in a Big Bag for recycling (Carnerillo Secondary Educational Institute), to the General Cabrera Municipal Store and to the Facilities of the Urban Solid Waste Recycling Plant (M.A.S. Project) of the Municipality of Jovita. In the case of plastic bottle caps, they are arranged inside plastic containers or boxes located in the kitchens, in places for refreshments and rest with the legend "Campaign for the Collection of Caps" to later deliver to the Water and Environment of the Municipality of General Deheza.





> **Objective 12 targets** [\(click here\)](#)

# SDG

## Carbon footprint

The company is committed to mitigating climate change, and measured its Carbon Footprint to assess its impact on greenhouse gas emissions. The results obtained indicate the need to continue working on reducing emissions and have been positive enough for an internationally renowned bank to issue a Green Credit for the construction of a biomass plant.

The biomass plant will be fed with compacted peanut shells in mega-truss.

With the implementation of this biomass plant, the company will be promoting the adoption of clean and renewable technologies, reducing its environmental impact and contributing to the mitigation of climate change, in line with its commitment to sustainability and environmental responsibility.





13 CLIMATE ACTION



> **Objective 13 targets** [\(click here\)](#)

# SDG

## Transport

With the desire to promote responsible measures, the company managed a transport service for the transfer of personnel who do not reside in the town. Between 77 and 80 people who previously used their own vehicles now benefit from this service.

Approximately 25.67 cars are reduced thanks to transportation for each day worked in the week. (Used conversion factor: 1 car every 3 people).

The company also promotes sustainable mobility by encouraging the use of public transport, carpooling or the use of bicycles as greener alternatives to the use of personal cars.





13 CLIMATE ACTION



> **Objective 13 targets** [\(click here\)](#)

# SDG

## Forest conservation and wetlands

Regarding the conservation of wetlands: the condition of the wetland located in the native forest area is not altered since they are an important carbon sink (retention of Greenhouse Gases), in addition to favoring biological diversity.

Regarding forest conservation: the company undertakes not to prune trees or cut down trees in compliance with Law 26,331 on Minimum Budgets for Environmental Protection of Native Forests on leased lands, it proceeds to make use of it knowing that there has been no clearing since December 2015 and it undertakes to prohibit hunting and to conserve the wild fauna and flora present in the Property.

The company adheres to compliance with Provincial Law No. 10,467 in order to implement native forest species. Between 2 to 5%, according to indicators and edaphoclimatic characteristics (soil and climate) of the property and region, will be gradually afforested with tree cover.



ARG



15 LIFE ON LAND



> **Objective 15 targets** [\(click here\)](#)

# SDG

## Enhancement of the Native Forest

Our organization maintains the commitment to climate change and that is why it is involved in zonal environmental projects. Adheres to the Monte Alegre Environmental Education Project, a 97-hectare forest patch located within the Las Mercedes Establishment, Las Acequías, Córdoba, in order to collaborate with the restoration, revaluation and conservation of the native forest of Espinal in the province, disturbed by various reasons: deforestation, presence of invasive exotic species, presence of crops, urbanization, among others.

The Monte Alegre Project (30 hectares allocated to the project) mainly chooses four tree species to reforest: Espinillo, Tala, Chañar and Algarrobo; called "pioneer species", those best adapted to the incipient stages of that system. By planting native plant species, the rest of the species that depend on them returns and, successively, every living being that participates in the original trophic chain of that environment.

The project has the endorsement of the Argentine Network of Private Natural Reserves and consists of two work instances: the first where a talk or activity is proposed where a member of the reserve visits the school to share a moment with the children, and a second instance, in which the children visit the Reserve.





15 LIFE ON LAND



> **Objective 15 targets** [\(click here\)](#)

# SDG

## Good farming practices

The commitment and organization's effort in carrying out tasks in pursuit of sustainability have made it possible for the Ministry of Agriculture and Livestock of the Province of Córdoba to have chosen the company as a standard bearer of Good Practices in 2021. The promoting responsible practices with the environment, society and the economy has been recognized and valued by our community and other relevant stakeholders.

This recognition motivated the organization to continue working hard in favor of a more sustainable and conscious future, promoting daily actions to make it so.





> **Objective 16 targets** [\(click here\)](#)

# SDG

## Education & inclusion

We are convinced that the articulation between the company and organizations that work with people with disabilities, such as educational institutes and sheltered workshops, is beneficial, promotes the inclusion of people with disabilities in the workplace and contributes to the corporate social responsibility of the company.

We articulate with the General Cabrera Learning to Live Protected Workshop, collaborating in educational projects and product development projects in which people with disabilities can actively participate and contribute with their skills and knowledge.



17 PARTNERSHIPS  
FOR THE GOALS



> **Objective 17 targets** *(click here)*

# SDG

## Education

Committed to supporting education, we actively promote collaboration with educational, technical, agrotechnical, initial, primary and secondary level institutions in the area.

We provide raw material to carry out projects and work related to their training.

We believe it is essential to promote education and technical training in our community, and collaborate with educational institutions, contributing to their development and that of the entire population.

We assist and provide the necessary resources so that students can acquire practical skills and apply theoretical-practical knowledge in real projects, thus strengthening their preparation for the agrotechnical field.



A R G



## HOLD WHAT SUSTAINS US

Making responsible use of resources is our biggest challenge. Take care of the water, the land, the trees, respect the ecosystems of each of the places where we operate and thus achieve the necessary balance that allows us economic prosperity that generates a conscious social development that together with environmental sustainability as axes, advances in collaboration, towards the objectives proposed in the 2030 Agenda (at the global level).



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