



# SUSTAINABILITY REPORT 2023



MEMBERS OF  
ČUKA  
corporate  
GROUP

# SUSTAINABILITY REPORT 2023

## Credits

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## Contents

Čuka Corporate Group.

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YPSILOM

Sustainable Development and Corporate Responsibility.

## Photographs

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# CONTENT

Letter from the Founders  
PÁG. 6 - 7

Regarding this Report  
PÁG. 7 - 8

## CHAPTER 1. A SUSTAINABLE BUSINESS

- Who Are We?
- Corporate Culture
- Effective Leadership
- Strategic Partners
- Recognitions
- Economic Results
- Scope of Our Economic Influence

PÁGS. 9 - 21

## CHAPTER 2. SUSTAINABLE PRODUCTION AND FISHING

- Traceability of Our Value Chain
- Corporate Policies and Integrated Management System
- Profile of Our Fishing Fleet
- Tuna Delicacies for the World
  - Main Markets
  - Food Safety Management

PÁGS. 22 - 41

## CHAPTER 3. WE PROTECT MARINE AND COASTAL ECOSYSTEMS

- Sustainable Use of Marine Resources
- We Optimize Water Usage
- Comprehensive Solid Waste Management

PÁGS. 42 - 51

## CHAPTER 4. SOCIAL COMMITMENT IN ACTION

- Development and Leadership of Our Human Talent
- Effective Communication with Our Team
- Recruitment and Mobility
- Employment Benefits
  - Parental Leave
- We Foster a Safety Culture
  - We Promote Worker Participation
  - We Care for Our Team
  - Work-Related Injury Cases
- We Are Agents of Change
  - Heroic Rescue at Sea

PÁGS. 52 - 73

**GRI Index**  
PÁGS. 74 - 79

**Appendix 1:**  
Determination of  
Material Topics  
PÁG. 80

**Appendix 2:**  
List of Material  
Topics  
PÁG. 81

**Appendix 3:**  
Stakeholders  
PÁG. 82

**Appendix 4:**  
Terms Used  
PÁG. 83

# LETTER FROM THE FOUNDERS

GRI 2-22

As we reflect on our journey, we are filled with pride and gratitude for the successes of Pesdel and Marbelize. Since the founding of Pesdel in 1977, our unwavering pursuit of excellence and perseverance in the fishing and tuna production industry have been steadfast. The creation of Pesdel marked the beginning of our commitment to superior quality and environmental sustainability, overcoming numerous challenges with dedication and hard work. Similarly, the founding of Marbelize expanded our vision and required us to set new industry standards, both in quality and sustainable practices. The achievements of both companies are a testament to our continued dedication and innovation, as well as our firm commitment to preserving our marine resources.

The commitment and expertise of our team members have been essential in transforming our vision into reality. As we move toward the future, we are confident that we will continue to exceed expectations and achieve new milestones. We are excited for what lies ahead and are confident that, together, we will continue to make a significant impact in our industry and the sustainability of our oceans.

**Ivo Čuka Kunjačić**  
Executive President & Founder  
Čuka Corporate Group

**Betty de Cuka**  
Founder  
Čuka Corporate Group



**The commitment and expertise of our team members have been fundamental in transforming our vision into reality...**



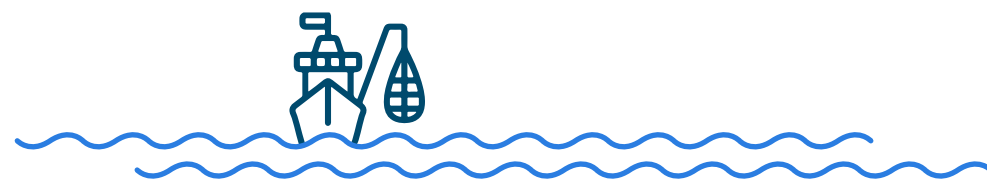


# REGARDING THIS REPORT

GRI 2-2, GRI 2-3, GRI 2-5

Fulfilling our commitment to internal and external stakeholders to report in a responsible, transparent, and regular manner, we are pleased to present **our second Sustainability Report**. This report details the actions implemented at MARBELIZE S.A. and PESDEL S.A. (hereafter referred to as our companies) aligned with our sustainability strategy and corporate policies, in response to the expectations of our stakeholders. The data presented covers the period from January 1 to December 31, 2023.

The material topics reported were selected through a materiality analysis conducted the previous year by a specialized consulting firm and are presented in accordance with the GRI Standards, incorporating their principles for report preparation (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). We used the 2021 update of the GRI Standards to prepare this report.



We incorporated the principles of the Global Reporting Initiative in the preparation of this report

- Accuracy
- Balance
- Completeness
- Clarity
- Verifiability
- Comparability
- Timeliness
- Sustainability Context



We particularly highlight our alignment with the United Nations Sustainable Development Goals (SDGs), with special emphasis on SDG 14: Life Below Water.

We particularly highlight our alignment with the United Nations Sustainable Development Goals (SDGs), with special emphasis on SDG 14: Life Below Water.

The information presented was prepared by the heads of the various departments of both companies. The review and approval of this report were carried out by the Board of Directors, ensuring that all material aspects are properly reflected. This report has not undergone external verification in accordance with GRI standards.

The transparency of this report contributes to providing our stakeholders with relevant information about our companies, enabling them to assess our progress in terms of sustainability.

## ADDITIONAL INFORMATION

For more information or to provide feedback on this edition, please contact

**Carlos Rodríguez Zambrano**

[coordinador.sgca@marbelize.com](mailto:coordinador.sgca@marbelize.com)

CHAPTER

# T

## A SUSTAINABLE BUSINESS



Who Are We? | Corporate Culture | Effective Leadership | Strategic Partners |  
Recognitions | Economic Results | Scope of Our Economic Influence

# WHO ARE WE?

GRI 2-1, GRI 2-6, GRI 2-7, GRI 2-8

We are MARBELIZE and PESDEL, business units of Cuka Corporate Group, legally established in Ecuador as corporations. These companies are the result of the vision of Ivo Čuka Kunjačić, who learned from his father that the ocean is the lifeblood that nourishes and sustains humanity.

We are dedicated to fishing, processing, and selling canned tuna, with over two decades of experience serving both international and domestic markets under our Yeli tuna brand, a leader in innovation within the sector. This has allowed us to stand out as a company that provides value-added products with high quality standards. We export to 23 countries across 3 of the 5 continents, with annual sales exceeding 137 million USD in 2023.

PESDEL was legally constituted in 1981 as PESDEL CIA. LTDA., later changing its legal form to a corporation ten years later. MARBELIZE was legally established in 1997 as a corporation and began operations in 2001 after receiving certification from the competent authority to process and export canned goods and

value-added tuna products. MARBELIZE has a processing capacity of 200 tons per day and a storage capacity of 5,000 tons. Our main tuna supplier is PESDEL, a member of TUNACONS, certified by the **Marine Stewardship Council (MSC)**. PESDEL operates six Ecuadorian-flagged vessels in FAO zones 87 and 77 of the Eastern Pacific Ocean, with a carrying capacity of over 3,000 tons.

Together, MARBELIZE and PESDEL generated 1,423 direct jobs within our area of influence. Additionally, 33 people from legally constituted companies provided services in MARBELIZE, such as cleaning, security, and catering.

Our modern processing plant is located in the industrial complex Parque del Atún, at kilometer 5 1/2 on the Manta-Rocafuerte highway, just 11 minutes from Manta, the only deep-water port on the west coast of South America, certified with the BASC standard.



**We are dedicated to the fishing, processing, and sale of canned tuna, with over two decades of experience...**

# CORPORATE CULTURE

GRI 2-23

We are leaders in the processing and commercialization of value-added canned tuna, thanks to the commitment of everyone at MARBELIZE S.A. and PESDEL S.A. Our corporate philosophy, expressed through our mission and values, consolidates our reputation as a visionary organization moving toward a sustainable future.



Our values are deeply rooted in the extensive experience of working at sea, the cornerstone of our companies, and in our strong commitment to leaving a sustainable future for generations to come. Values such as responsibility, integrity, resilience, teamwork, quality, perseverance, and personal development are integral parts of our corporate culture.

## CODE OF CONDUCT

The cornerstone of our corporate culture lies in our Code of Conduct, which aims to ensure the absolute respect for labor rights and the highest production standards. It also helps to guarantee the ethical, transparent, and secure management of information belonging to our clients, suppliers, distributors, and employees, in accordance with the current Personal Data Protection Law in the country. This code applies to all levels of the organization, from senior management to our employees and suppliers.

In alignment with our principles, the Code of Conduct for both MARBELIZE and PESDEL promotes inclusion and non-violence, and strictly prohibits any form of harassment. By doing so, we foster collaboration, mutual respect, and the personal and professional growth of all members of our team.

## The principles of our Code of Conduct are as follows:

-  Ethical business conduct.
-  Involvement and protection of our employees.
-  Respect for the rights of association and collective bargaining.
-  Fair remuneration and dignified working hours.
-  Workplace safety and health.
-  No child labor, precarious, or forced labor.
-  Special protection for young workers.
-  Supply chain management.
-  Data and electronic information protection.
-  Absence of discrimination, violence, or harassment.
-  Environmental protection.



# EFFECTIVE LEADERSHIP

GRI 2-9, GRI 2-10, GRI 2-11M GRI 2-13, GRI 2-15, GRI 2-17, GRI 2-18, GRI 2-19, GRI 2-21

**The efficient management of our companies, MARBELIZE and PESDEL, is based on a governance structure comprised of entities with specific roles aimed at strengthening the organization through a sustainability strategy...**

The efficient management of our companies, MARBELIZE and PESDEL, is based on a governance structure comprised of entities with specific roles aimed at strengthening the organization through a sustainability strategy. This strategy seeks to achieve business objectives in terms of profitability while also creating social value.

Our highest governing body is the Shareholders' Board, which holds decision-making and supervisory powers. It is responsible for setting the company's general guidelines and appointing the Board of Directors. The Shareholders' Board consists of six executive shareholder members and meets annually.

The Board of Directors meets quarterly and serves as a link to the shareholders, directing the company's strategy and overseeing management bodies. It reviews and approves corporate strategies based on the risks and opportunities in the business environment. Additionally, it is responsible for reviewing and approving sustainability reports. The Board is composed of five executive members and two non-executive members. Its president is selected by at least three of the four shareholders, including the President, Secretary, and an external advisor. The President's term is two years.

The Executive Committee is responsible for implementing the company's strategy to achieve its objectives. It monitors the established plans, programs, and projects, identifying opportunities for improvement in line with the corporate strategy. The committee consists of five executive members and two non-executive members and meets monthly.

The Risk and Compliance Committee, composed of two executive and non-executive members, is responsible for anticipating risks that could affect the company and aligning them with the corporation's strategic objectives. Its primary functions include developing a strategy to control identified risks, ensuring compliance with legal regulations, and supporting the

Executive Committee in meeting the standards of the tuna industry and applicable national and international legislation.

The members of the committees have between three and twenty years of experience within our organization. Executive members are employees of MARBELIZE S.A. and PESDEL S.A., receiving compensation according to their role, while non-executive members receive professional fees for their duties.

To enhance the skills, capabilities, and collective experience of the members of our highest governing body, we offer continuous training programs in areas relevant to the business. We evaluate the performance of our governing body through an internal process, which will be audited externally in future periods. We also have a detailed process aimed at preventing and minimizing potential conflicts of interest among shareholders who are also executive members.

## SUPERVISION AND MANAGEMENT OF IMPACTS.

GRI 212, GRI 213, GRI 3-3

The individuals responsible for impact management are the General Managers and Corporate Managers, who are convened monthly or on an extraordinary basis in the event of critical situations, to participate in the Executive Committee sessions where planning is reviewed and actions to be implemented based on the defined strategy are approved, ensuring adequate traceability of the topics discussed and the agreements reached.



**We offer continuous training programs in areas relevant to the business to enhance the skills and capabilities of our governing body.**

# STRATEGIC PARTNERS

GRI 2-28

We are part of prominent national and international associations aligned with our business sector, which enhance both our operational and strategic management.



**Ecuadorian Tuna Association (ATUNEC)**



**Official Spanish Chamber of Commerce in Ecuador**



**National Fisheries Chamber (CNP)**



**Ecuadorian Chamber of Tuna Industrialists and Processors (CEIPA)**



**Ecuadorian Exporters Federation (FEDEXPOR)**



**Tuna Conservation Group (TUNACONS)**

# RECOGNITIONS

The awards we received during 2023 highlight our commitment to social responsibility and strengthen our corporate reputation.



## Inclusive Company Seal

Recognition for best business practices in the economic inclusion of people in human mobility.

- ▶ Awarded by UNHCR, the United Nations Global Compact Network Ecuador, the Sin Fronteras Program by Fundación CRISFE, and the IDB Lab.



## Silver Statuette - Large Exporter of Industrial Goods

Excellence and perseverance in expanding products to international markets in a challenging environment.

- ▶ Awarded by FEDEXPOR.



## Safe Company Seal - Free of Violence and Discrimination Against Women

Efforts to promote zero tolerance towards violence against women.

- ▶ Awarded by the Chamber of Industries and Production.



## Sustainable Excellence Recognition

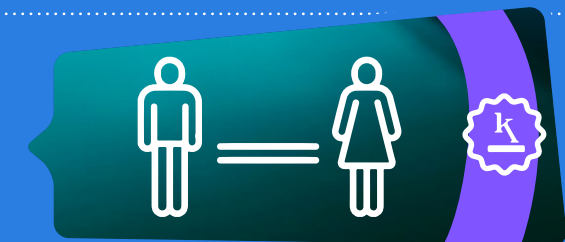
Contribution to the Sustainable Development Goals (SDG 14: Life Below Water)

- ▶ Awarded by Primicias.

## Violet Recognition

Good gender equity practices.

- ▶ Awarded by Grupo Ekos.



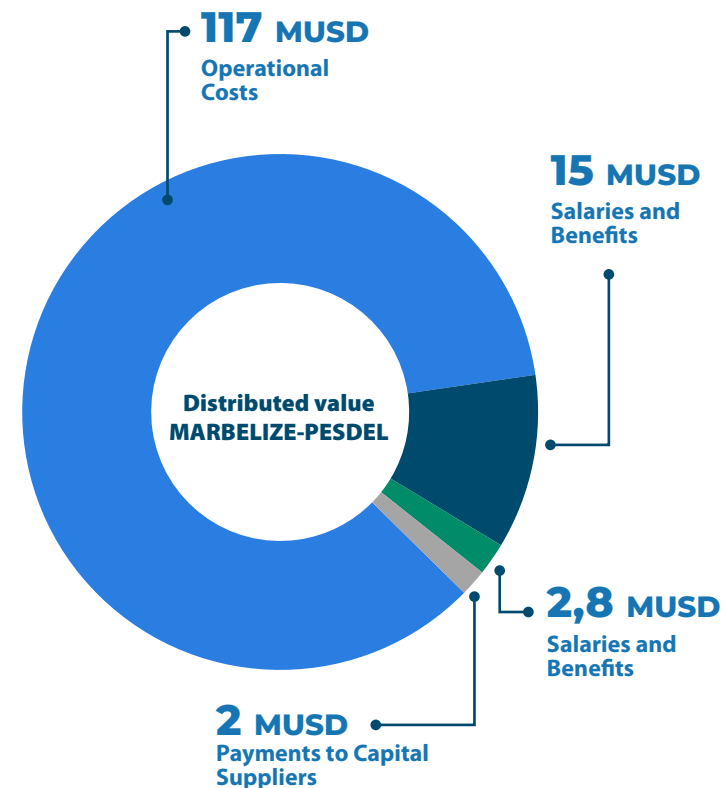
# ECONOMIC RESULTS

GRI 201-1, GRI 3-3

Our outstanding performance in the key phases of the tuna industry, along with the proactive vision of our leadership, has enabled us to meet the demands of a market committed to sustainability. Highlighting this achievement is central to our comprehensive strategy, which includes planning, risk management, and business and market diversification.

During this challenging period, we are pleased to report that we have maintained a solid financial balance, increasing our sales and ensuring adequate profitability for our companies. Looking ahead, we are confident in our ability to adapt, innovate, and find new growth opportunities while maintaining our commitment to operational excellence and long-term success.

The analysis of our financial performance, backed by accurate data, guides our fundamental decision-making to ensure the sustainability of our companies and to advance toward our corporate goals.



# SCOPE OF OUR ECONOMIC INFLUENCE

GRI 203-2, GRI 201-3, GRI 3-3

As part of Ecuador's industry, we contribute significantly to the country's progress by being a major source of non-oil foreign exchange. This industry not only drives its own activity but also generates productive chains and support services across various industrial and service sectors.

The financial results achieved during this period have allowed us to make investments aimed at enhancing our operational efficiency, meet our capital supplier obligations, and contribute to national development through tax payments. Additionally, we have created new sources of dignified employment in the province of Manabí and supported local economies by acquiring goods, services, and materials from approximately 250 strategic suppliers. During this period, MARBELIZE and PESDEL together generated 1,465 jobs.

We have a retirement provision whose values are based on the report provided by an actuarial firm, following accounting principles and the

regulations of the Internal Revenue Service. The net liability reserve for each benefit only applies to workers covered by the Labor Code. The current mathematical reserves have been calculated using various actuarial assumptions applicable in Ecuador.

**+ Dignified Employment**  
in Manabí Province



**250** strategic suppliers of goods, services, and materials

**1465** jobs created



CHAPTER

# 2

## SUSTAINABLE PRODUCTION AND FISHING



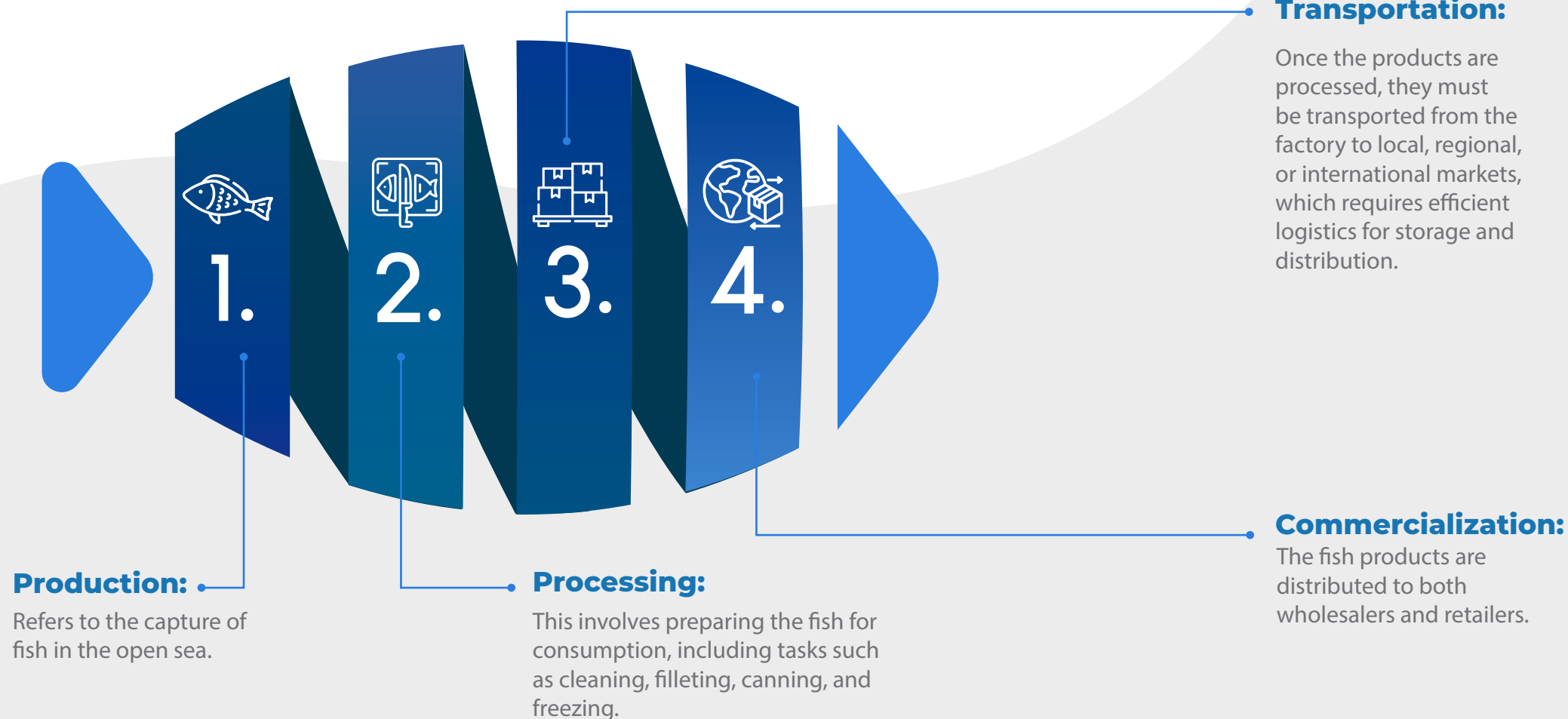
Traceability of Our Value Chain | Corporate Policies and Integrated Management System |  
Profile of Our Fishing Fleet | Tuna Delicacies for the World

# TRACEABILITY OF OUR VALUE CHAIN

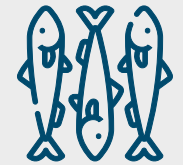
GRI 2-6, GRI 13.23.1

Our value chain encompasses various stages and activities that are essential to the production, processing, and commercialization of our products, meeting the growing demand from consumers in different regions.

Among the key activities are:



**100%**  
of our products are traceable from their origin.



The entire production chain is subject to rigorous quality and safety standards, defined by **Good Manufacturing Practices** and the highest industry standards followed in the capture and processing stages.

We comply with Ecuadorian regulations as well as the specific international regulations of each country to which we export. **To ensure both the taste and sustainability of the tuna we use, we only source fish that meets sustainability standards, such as legal fishing and adherence to established quotas.**

100% of our products are traceable from their origin. In addition, we comply with sanitary, traceability, environmental regulations, and fisheries management measures, such as:

- Ecuador's Fisheries Development Law.
- Regulations of Ecuador's Fisheries Law.
- Regulations to Prevent, Deter, and Eliminate Illegal, Unreported, and Unregulated Fishing.

# WE COMPLY WITH THESE INTERNATIONAL REGULATIONS



SENASA (Servicio Nacional de Sanidad y Calidad Agroalimentaria)  
**Argentina**



DIPOA (Departamento de Inspección de Productos de Origen Animal)  
**Brasil**



FDA (Food and Drug Administration).  
**USA**



INVIMA (Instituto Nacional de Vigilancia de Medicamentos y Alimentos).  
**Colombia**



SANIPES (Organismo Nacional de Sanidad Pesquera).  
**Perú**



IPSA (Instituto de Protección y Sanidad Agropecuaria).  
**Nicaragua**



SENASA (Servicio Nacional de Salud Animal).  
**Costa Rica**



SENASA (Servicio Nacional de Sanidad e Inocuidad Agroalimentaria).  
**Honduras**



DGG-MAG (Dirección General de Ganadería- Ministerio de Agricultura y Ganadería).  
**El Salvador**



MSPAS (Ministerio de Salud Pública y Asistencia Social).  
**Guatemala**



Servicio Autónomo de Contraloría Sanitaria.  
**Venezuela**



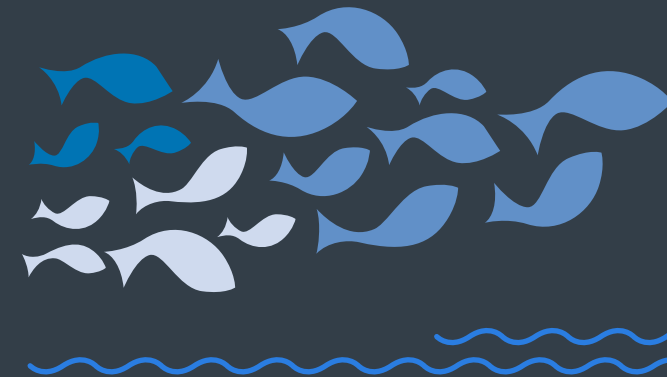
General Administration of Customs - People's Republic of China  
**China**



Federal Service for Veterinary and Phytosanitary Supervision  
**Russia**



DG SANTE-TRACES NT.  
**Unión Europea**



We emphasize our compliance with the set of international standards, guidelines, and codes of practice contained in the Codex Alimentarius, the Food and Drug Administration (FDA), and the bioterrorism regulations and registration with the FDA.

We demonstrate our commitment to the health and safety of consumers by adhering to the strict standards established by the FDA to ensure food safety, which include hygienic practices in food handling, contamination prevention, and proper ingredient management. Correct labeling is another key aspect, as the FDA requires detailed information on ingredients, allergens, and nutritional facts, with non-compliance potentially leading to product recalls.

Complying with these standards facilitates access to large international markets, as food safety regulations are often similar, thereby strengthening our competitive position in the global market and ensuring the sustainability of our operations.

**CODEX ALIMENTARIUS**  
INTERNATIONAL FOOD STANDARDS

The Codex **Alimentarius** standards, internationally accepted and supported by solid scientific data, ensure the safety, quality, and fairness in the global food trade.

# CORPORATE POLICIES AND INTEGRATED MANAGEMENT SYSTEM

GRI 2-24



**Our **\*\*Integrated Management System\*\*** drives operational efficiency and strengthens our companies' ability**

We view sustainability as a fundamental pillar of our management, which is why we have established an infrastructure that ensures the safety and quality of our products, a supply chain that guarantees the traceability of our main raw material, and we incorporate activities and processes that add value for our stakeholders.

The guidelines and principles set by our Senior Management to guide actions and decisions at all levels of the company promote coherence, efficiency, and alignment with the company's strategic objectives. Compliance with our Corporate, Environmental, and Health and Safety policies is essential to ensure legal and regulatory compliance, as well as to maintain the reputation and integrity of our economic activities.

Our specific commitments and policies related to human rights are linked to the Codes of Conduct of both MARBELIZE and PESDEL, which are communicated and shared with the stakeholders of both companies.

Our **\*\*Integrated Management System\*\*** drives operational efficiency and strengthens our companies' ability to adapt to the challenges of today's changing business environment. With a holistic approach, it has allowed us to unify various management systems—such as quality, environment, occupational safety, and social responsibility —into a single, coherent, and structured system. This enables us to:

-  Ensuring that food meets standards of quality, safety, legality, authenticity, and hygiene.
-  Meeting the demands and expectations of different stakeholders by complying with technical and legal food safety regulations.
-  Preventing illegal and fraudulent actions.
-  Protecting the natural environment.
-  Fostering appropriate relationships with our stakeholders.

The integrated management approach we implement in MARBELIZE's production process fosters an organizational culture focused on continuous improvement and the achievement of corporate objectives. This is framed within a quality assurance strategy that places people at the center of development and productivity, covering both processes and products. The control of these elements is linked to the certifications and/or authorizations issued by the respective government health control agencies.

# Our Certifications

GRI 2-6

We rigorously comply with international food safety, business integrity, and sustainability standards to deliver a guaranteed product to consumers worldwide in several key aspects:

1.

Products are produced while minimizing environmental impact, including responsible fishing practices, conservation of natural resources, and ecosystem protection.

2.

They meet the highest standards of hygiene, handling, and food processing, ensuring they are free from contaminants and safe for human consumption.

3.

The business operations involved in the production and distribution of our products are conducted transparently, adhering to all regulations and fair business practices.

## FOOD SECURITY

### **BRC Global Standard Food (British Retail Consortium - UK)**

We strictly meet the requirements of one of the most prestigious international food safety certifications, ensuring the safety, quality, and legality of our production.



### **IFS (International Food Standard)**

We comply with the international IFS requirements, which cover all mandatory requirements for suppliers, aligned with global standards (GFSI). This certification provides a clear view of food safety concepts and quality control through supplier assessments, offering a comprehensive perspective of their activities.



### **KOSHER (Orthodox Union)**

We adhere to strict food quality standards, earning the reputable Kosher certification, which gives us a competitive advantage in various markets.



### **HACCP (Hazard Analysis and Critical Control Points)**

This certification covers all aspects of our production, from the ingredients used to the equipment employed in the production process.



### **GMP (Good Manufacturing Practices)**

We ensure our products are in optimal condition for consumption by reducing potential risks or hazards to their quality and safety. This includes complying with sanitary conditions, preventive measures, and general hygiene practices in the handling, preparation, processing, packaging, storage, and distribution stages.



**ICS (Initiative for Compliance and Sustainability)**

We are aligned with universal human rights principles, local labor regulations, and best environmental practices across our production units.



**BSCI (Business Social Compliance Initiative)**

We adhere to the amfori BSCI Code of Conduct, which references international agreements such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines, the UN Global Compact, and the Conventions and Recommendations of the International Labour Organization (ILO).



**ISO 14001:2015 Environmental Management System**

We manage and identify environmental risks that may arise within the company during our activities. Through risk identification and management under this standard, we address both risk prevention and environmental protection, complying with legal regulations and socioeconomic requirements.



**BASC (Business Alliance for Secure Commerce)**

The BASC certification reflects our strong commitment to security and integrity in all our business operations. It certifies that we meet stringent international standards in security, risk control, and management throughout our supply chain, providing a tangible guarantee of quality and reliability.



**MSC CoC (Marine Stewardship Council Chain of Custody Standard)**

The traceability of our products is ensured by this highly important international standard for sustainable fishing, which increases trust in our brand.



**Dolphin Safe**

We demonstrate our commitment to the conservation and well-being of dolphins, enhancing our reputation as a socially responsible company and boosting confidence in our brand.



**Friends of the Sea**

We ensure that we do not overexploit fishery resources and maintain high social responsibility standards.



**ISSF (International Seafood Sustainability Foundation)**

We ensure the sustainability of our fishing operations, protecting the health and biodiversity of marine ecosystems, and guaranteeing the conservation of fish populations and marine habitats for the future. We contribute to reducing the impact on the ecosystem, ensuring traceable fishery products for the end consumer.



Additionally, Marbelize is connected to platforms such as SEDEX (Supplier Ethical Data Exchange) and EcoVadis, which allow us to continuously improve our performance and results throughout our value chain, strengthening the trust of our stakeholders.

# PROFILE OF OUR FISHING FLEET

GRI 2-6



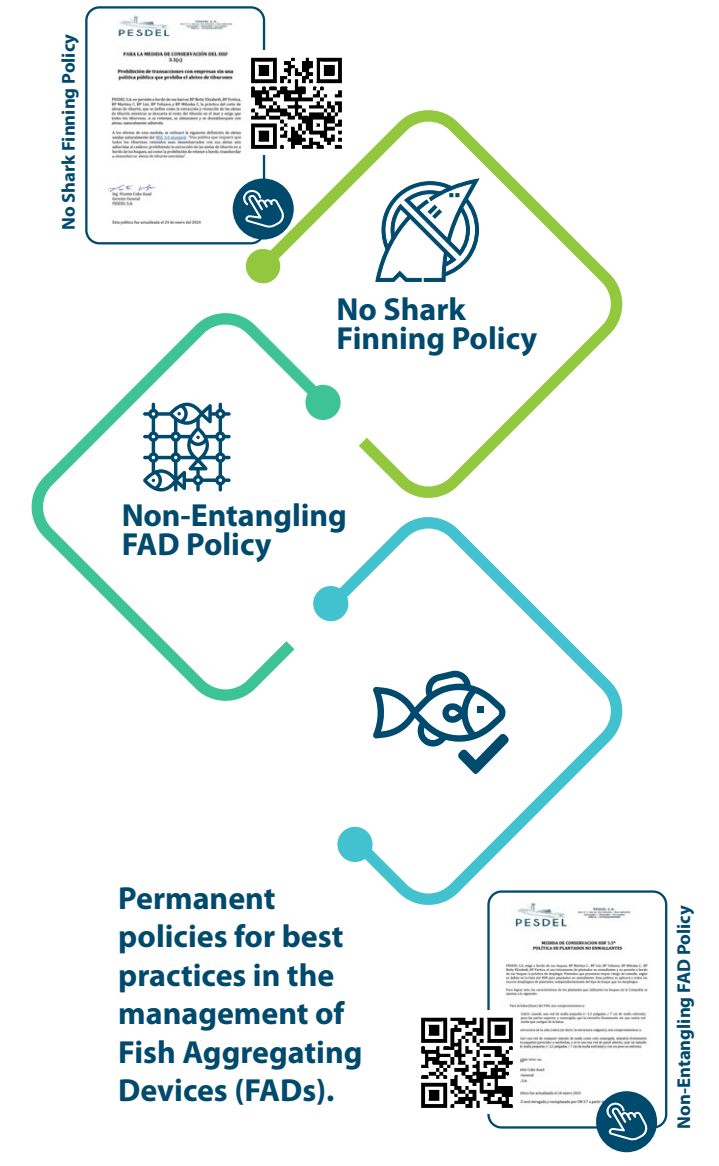
**In the 2023 Compliance Report conducted by ISSF Data Check Company, our fishing fleet fully complied with all specific conservation measures aimed at supporting the sustainability of tuna populations and ecosystems.**

PESDEL operates a fleet of 6 own tuna vessels, ensuring a constant and high-quality supply of raw materials. These materials are also provided by vessels that operate in alignment with our rigorous quality standards, from fishing to delivery at our processing plant.

Our vessels are committed to maritime safety and environmental care, complying with both international and national regulations, as well as the standards of **the International Operational Management Code (ISM Code)**.

Additionally, we adhere to MARPOL regulations and international agreements related to environmental protection and marine ecosystem conservation, as well as national regulations issued by the Fisheries Authority and international commitments accepted by the country or the vessel owner.

PESDEL S.A. conducts its fishing operations in an environmentally responsible manner and adheres to the following policies, which are published on its website:



We comply with all conservation principles, such as the use of

## FAD

*Fish Aggregating Device, Non-Entangling.*

## PVR

PVR registration of our tuna vessels in the Proactive Vessel Register.



# TUNA DELICACIES FOR THE WORLD

GRI 2-6

The value-added canned products we produce are crafted under strict international quality and hygiene standards, which have opened doors for us globally.



Marbelize S.A.

MIEMBROS DE ČUKA corporate GROUP

We produce *“Yeli, the gourmet tuna,”* a brand that leads innovation in the sector. Each of our products undergoes a rigorous process of cleaning and selecting raw materials before being packaged in innovative formats that facilitate consumption.

Our brand *“Yeli”* is presented innovatively in glass jars, pouch bags, and metal containers with transparent “easy open” lids, allowing consumers to appreciate the quality of the products. Innovation is also reflected in each recipe that accompanies our select tuna. We work with the finest, highest-quality ingredients, with the constant guidance of the most talented chefs from our region.

We forge strong and lasting relationships with our customers and consumers in both national and international markets by anticipating their needs, exceeding their expectations, and offering specialized advice.

**Our product portfolio includes five lines:** Classic, Pleasures, Food Service, Ready, and Frozen.



**During this period, we launched an innovative, high-quality, protein-rich product made from tuna loins combined with fresh ingredients in a flavorful Mediterranean liquid covering.**

## Classic Line

With the highest quality tuna in a selection of natural oils such as soy, sunflower, or olive oil, carefully selected and packaged to preserve its freshness, our cans, available in a wide variety of formats, are the perfect option for any occasion, adding a delicious touch to any dish.

## Food Services Line

Focused on premium quality and culinary versatility, the Food Services line is ideal for enhancing food services or catering due to its versatility, making it the perfect choice for the HORECA segment (Hotels, Restaurants, Cafeterias). Available in pouches, it ensures an exceptional culinary experience in every bite.

## Pleasures Line

Our selection of tuna, belly tuna, and tuna bites in glass jars guarantees unparalleled quality and exceptional flavor in every product. It allows for gradual consumption and the ability to store or refrigerate it in its own container, maintaining its flavor and texture intact.

Perfect for salads, sandwiches, or as appetizers, this line offers a memorable culinary experience.

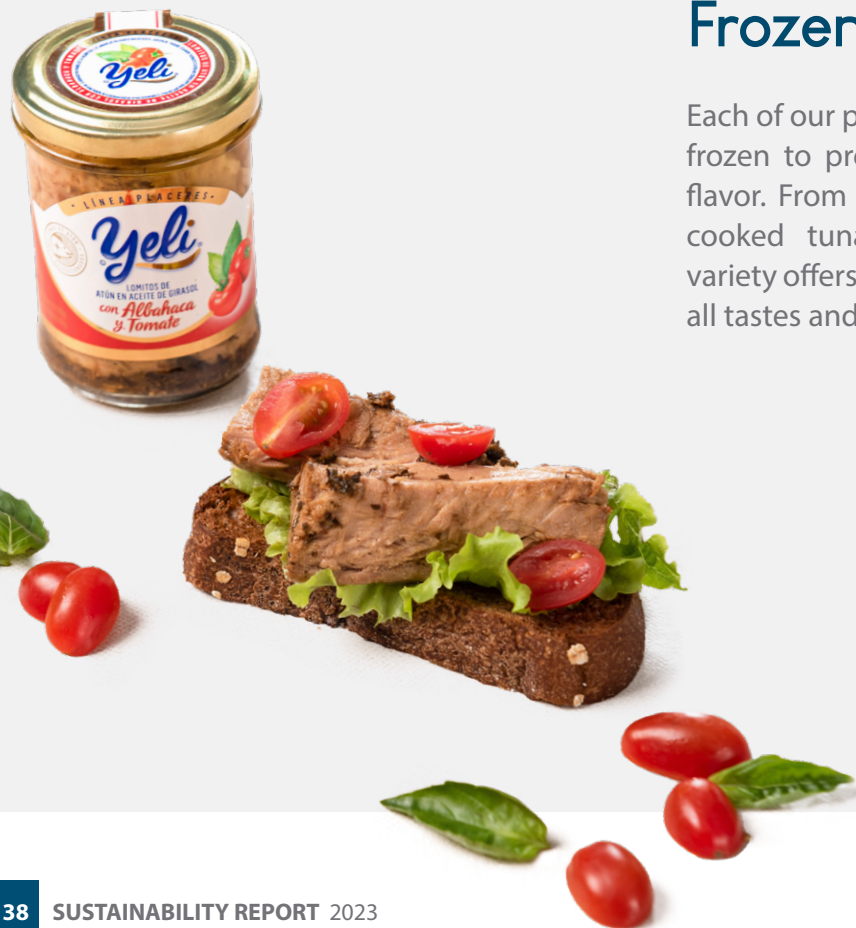
## Frozen Line

Each of our products is carefully prepared and frozen to preserve its freshness and natural flavor. From fresh frozen tuna steaks to pre-cooked tuna burgers and meatballs, our variety offers a wide range of options to satisfy all tastes and culinary needs.

## Ready Line

Our ready-to-eat canned products allow for the enjoyment of a delicious and nutritious meal anytime and anywhere.

From tuna salads with a variety of fresh and flavorful ingredients to authentic Manabita casseroles, our product range offers a hassle-free culinary experience that satisfies even the most demanding tastes.

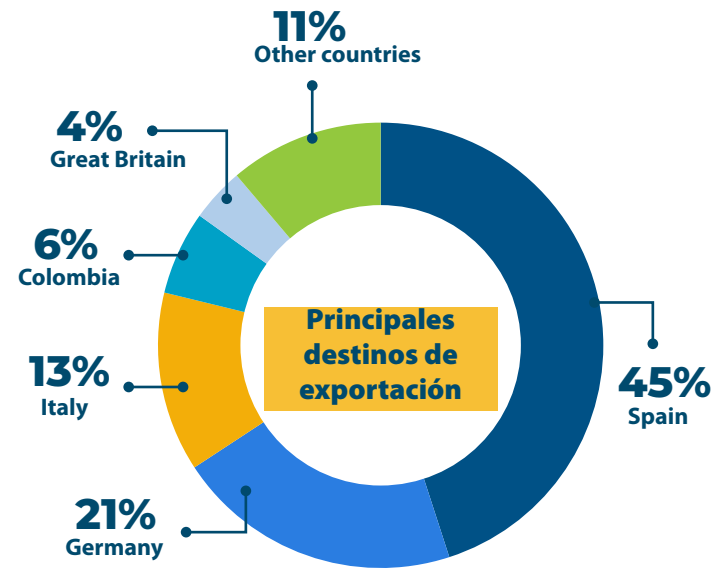


# MAIN MARKETS

GRI 2-6

The quality, environmental, and social responsibility certifications throughout MARBELIZE S.A.'s value chain represent a significant competitive advantage in the international market, where 96% of our production is directed.

In 2023, we expanded our international reach by adding the United Arab Emirates and Panama to the list of countries we serve with our products.



# FOOD SAFETY MANAGEMENT

GRI 13.10.1

An essential element of our organizational culture is the relentless pursuit of excellence in quality, safety, and service, always meeting the market's demands.

Our **Food Safety Management System** represents adherence to the most rigorous technical standards recognized globally.

This system, managed by a highly trained multidisciplinary team, meticulously maps and supervises every step of the food production chain, ensuring the highest safety and quality for our consumers.

HACCP (Hazard Analysis and Critical Control Points)	TACCP (Threat Assessment Critical Control Points)	VACCP (Vulnerability Assessment and Critical Control Points)
<b>Food Safety (Hazards)</b>	<b>Food Defense (Threats)</b>	<b>Food Vulnerability (Food Fraud)</b>
Ensures products are free from accidental contamination by physical or chemical elements.	Ensures products are free from deliberate contamination intended to cause harm for ideological or behavioral reasons.	Ensures products are free from adulteration, counterfeiting, fraudulent labeling, and other types of food fraud.

Thanks to our thorough detection and prevention processes, as well as our firm stance against food fraud, we have solidified our reputation as leaders in the industry, protecting both our customers and our company from any threat that could tarnish the impeccable track record we have built. During the period covered by this report, our physical security objectives were met, with no events related to illicit activities.

We strive to exceed our customers' expectations and cultivate strong relationships based on mutual trust. Every concern, complaint, or claim is seen as a valuable opportunity for improvement and is handled promptly and efficiently by our Claims Management Unit, which improved its response times over the past year. Customer satisfaction was recorded at 91.18%.

**We strive to exceed our customers' expectations and cultivate strong relationships based on mutual trust.**



The customer satisfaction rate was recorded at

**91,18%**

CHAPTER

# 3

## WE PROTECT MARINE AND COASTAL ECOSYSTEMS

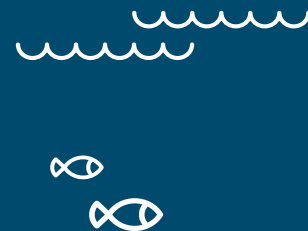
Sustainable Use of Marine Resources | We Optimize Water Usage |  
Comprehensive Solid Waste Management



# The Health of the Oceans is Fundamental



We understand that the health of the oceans is crucial to the well-being of our planet. For this reason, we engage in marine conservation initiatives and support projects that promote the protection of marine habitats and biodiversity, in alignment with Sustainable Development Goal (SDG) 14.



Our companies are deeply committed to environmental protection. We believe it is essential to regulate the use of renewable resources and avoid adverse impacts on the environment during our production activities. Since our inception, we have maintained a socially responsible approach, constantly seeking to improve our processes in order to achieve fair profitability and lead the tuna export industry.

Our operations are intrinsically linked to the marine environment we depend on, which is why we strive to operate efficiently while minimizing

our environmental impact. MARBELIZE S.A. stands out as one of the first in South America to obtain ISO 14001:2015 certification, ensuring that our operations align with the prevention, mitigation, correction, or compensation of potential environmental impacts.

We understand that the health of the oceans is essential to the health of our planet. Therefore, we engage in marine conservation initiatives and support projects that promote the protection of marine habitats and biodiversity, in line with Sustainable Development Goal (SDG) 14.



On the other hand, the sustainable fishing practices carried out by PESDEL S.A. through its six fishing vessels were crucial in obtaining the **Marine Stewardship Council (MSC)** certification, which sets the standards for sustainable fishing and the traceability of fish products.



Stands out as one of the first companies in South America to obtain ISO 14001:2015 certification, ensuring that our operations are aligned with the prevention, mitigation, correction, or compensation of potential environmental impacts.

# SUSTAINABLE USE OF MARINE RESOURCES

GRI 304-1, GRI 304-2, GRI 304-4, GRI 3-3

We have established the rational use of fishery products and their sustainable exploitation as a strategic objective, demonstrating our firm commitment to reducing the environmental impacts of our fishing operations in the Eastern Pacific Ocean (EPO), where our tuna fleet operates. The preservation of marine biodiversity for future generations is of vital importance to us.

We strictly adhere to the guidelines set by the **National Fisheries Authority** and the conservation measures issued by international organizations such as the **Inter-American Tropical Tuna Commission (IATTC)** and the **International Seafood Sustainability Foundation (ISSF)**. Additionally, we comply with regulations regarding the collection and analysis of data on Fish Aggregating Devices (FADs), in line with our sustainability strategy.

Our tuna vessels conduct thorough monitoring and apply mitigation measures **to avoid the incidental catch of non-target species**, such as sharks, manta rays, or turtles listed on the IUCN Red List, ensuring their survival by releasing them in optimal conditions. We implement

appropriate methods for recording incidental catches, including detailed information on the species caught, its condition at the time of capture, and its release. These records are made for every fishing set and shared with TUNACONS, where the data on the release of non-target species is registered and published.

The main species used in the production process at Marbelize S.A. are **Skipjack (SJ) (Katsuwanes pelamis), Yellowfin (YF) (Thunnus albacares), and Bigeye (BE) (Thunnus obesus)**, to whose **conservation we contribute by strictly complying with the fishing bans and regulations imposed by the relevant authorities**. Furthermore, we have set the objective of sourcing raw materials from vessels that comply with fishing regulations to ensure the sustainability of the resource.

We care for marine biodiversity and the environment surrounding our processing plant, which is located in an industrial zone with low population density and access to all basic services. Neither the flora nor fauna in the area consists of endangered species. The

To safeguard marine biodiversity, we strictly comply with the following:

No Shark Finning Policy

Non-Entangling FAD Policy

Permanent Policies for Best Practices in FAD Management

Maritime Safety Management System Policy

predominant flora includes fast-growing species such as grasses, shrubs, and small bushes, while the fauna is made up of non-endemic species like birds, insects, amphibians, reptiles, and rodents that are highly adaptable to altered environments.

To prevent the proliferation of invasive species, pests, and pathogens that could harm the environment, we implement pest control measures based on a detailed work plan, which outlines the controls, monitoring, and follow-up actions.

We comply with the land-use regulations issued by the Autonomous Decentralized Government of Jaramijó and adhere to soil impact prevention measures, which are part of the company's Environmental Management Plan.

## Net Positiva Ecuador

**We contribute to the health of the ocean by collecting foreign elements from the habitat, such as fishing nets, which are delivered to the Net Positiva Ecuador program, part of the Redes de América initiative. These nets are reused in innovative products, thus contributing to the circular economy.**

# WE OPTIMIZE WATER USAGE

GRI 303-2, GRI 303-3, GRI 303-5, GRI 3-3

As part of our integrated management system, we implement measures to use resources efficiently, aiming to minimize environmental impacts. Our environmental policy establishes a commitment to control effluents that could generate negative impacts, thus preventing harm to the community.

At MARBELIZE S.A., we maintain a matrix for identifying and evaluating environmental aspects and impacts, detailing action and mitigation measures linked to the company's Environmental Management Plan. This matrix is reviewed

semi-annually, along with daily, monthly, and annual consumption indicators related to production during that period. This management is the responsibility of the Maintenance Department, which establishes water-saving strategies, a preventive maintenance plan, and monthly monitoring of wastewater. These efforts utilize specific indicators aligned with the environmental objectives for the 2023 period.

We achieved the goal set in our environmental objectives by recording a monthly water consumption of 780 m<sup>3</sup>/day.

We achieved the goal set in our environmental objectives by recording a monthly water consumption of

**780 m<sup>3</sup>/día**



Water Usage m <sup>3</sup>		
Indicators	Total	Monthly Average
Water Usage	191.853	15.898
Water Consumed	184.179	15.348
Water Fully Treated at the WWTP	147.343	12.279

## Semiannually, we conduct water quality analyses of the discharged water to ensure compliance with established standards.

The water used in our production processes is supplied by the public company HIDROJAR and the private company AQUAHER, which specializes in water purification.

This monitoring is carried out in accordance with the specifications of Ministerial Agreement 028, which establishes the parameters for monitoring industrial discharges based on the International Standard Industrial Classification (ISIC) for fishing. Additionally, we evaluate the analyses according to Ministerial Agreement 097-A, which sets the quality criteria.

The average volume of water treated at the WWTP (Wastewater Treatment Plant) was 96%. We met our goal of reducing dehydrated sludge generation, achieving 0.28 kg/Ton of fish. The clarified water, a byproduct of the treatment at the purification plant, is used for cleaning external areas and irrigating green spaces, significantly reducing our overall water consumption.

During this period, we managed to reduce water consumption by 5% compared to the previous year. There were no negative incidents regarding the limits and quality of the discharged water, which is monitored by accredited laboratories.



**96%**

Average volume of water treated at the WWTP.

We met the target of reducing dehydrated sludge to

**0,28** of dehydrated sludge per kg of fish.

Logramos reducir el consumo de agua

**5%** con relación al año anterior

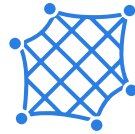
# COMPREHENSIVE SOLID WASTE MANAGEMENT

GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306.5, GRI 3-3

We contribute to environmental sustainability and human health protection through effective waste management. By approaching waste management comprehensively, we promote waste reduction at the source, proper separation, classification, and storage, as well as adequate treatment to minimize environmental impact.

Additionally, our waste management includes promoting recycling and material reuse, which helps conserve natural resources and prevent soil, water, and air pollution, thereby protecting ecosystems and biodiversity.

We donated **2790 kg** of disused fishing nets to be transformed into innovative products, fostering the circular economy.



**81.300 kg** of waste was recycled, including cardboard, plastics, cans, rubber, scrap metal, aluminum, stainless steel, and glass.



In 2023, we generated 7,072.68 kg of hazardous waste and successfully reduced biohazardous waste to 107.86 kg, while increasing the volume of recycled waste to 81,300 kilograms, which included cardboard, plastics, cans, rubber, scrap metal, aluminum, stainless steel, and glass.



**107,86 kg** of waste was repurposed into innovative items, further contributing to the circular economy.

## PROJECT CLICK

With the implementation of Project Click, we improved our operational efficiency and reduced our environmental impact by eliminating the printing of at least 100 daily reports in essential areas such as Human Resources, Physical Security, and Warehousing.

The digitization of activities, particularly in critical areas such as raw materials, preparation, processing rooms, and packaging, has introduced a new way of working, characterized by real-time synchronization of operations. Workflow optimization in the production and packaging areas has been made possible through order entry in SAP and the implementation of Phase 1 of Project Click.

This project has led to the creation of a digital network that integrates various departments. With innovation and process improvement, it stands as a testament to our commitment to a more digital and sustainable future.

**We improved our operational efficiency and reduced our environmental impact...**



CHAPTER

# 4

## SOCIAL COMMITMENT IN ACTION



Development and Leadership of Our Human Talent | Effective  
Communication with Our Team | Recruitment and Mobility | Employment  
Benefits | We Foster a Safety Culture | We Are Agents of Change



# DEVELOPMENT AND LEADERSHIP OF OUR HUMAN TALENT

GRI 2-7, GRI 202-1, GRI 401-1, GRI 3-3

We adhere to the principles established in:



The Universal Declaration of Human Rights



The ILO Declaration on Fundamental Principles and Rights at Work



National and international laws, regulations, and standards



Social standards such as SMETA, BSCI, and ICS.

## Firm Commitment to Human and Labor Rights



We provide our team with benefits that, in many cases, exceed legal requirements, and we ensure a safe working environment by implementing best labor practices. We have clear policies in place to prevent and address any form of harassment that could compromise the dignity and well-being of our personnel. We foster open communication for conflict resolution and value diversity in all its forms.

We promote employment in various cantons of the province of Manabí, contributing to local development. Our labor practices are based on our corporate values and policies that guide our business conduct. We respect the diversity of our employees and **are firmly committed to human and labor rights, rejecting any form of discrimination, as well as forced and child labor.**


At Marbelize, we adhere to a standard related to the number of people per work area, aligned with planned production. All hiring complies with internal requirements to ensure adherence to current legislation, the candidate's capacity according to the job profile, and the medical fitness required for the position.

We comply with all the regulations established by the Ecuadorian Labor Code regarding types of contracts, remuneration, overtime payment, disciplinary actions, and all aspects of Ecuadorian labor legislation. We ensure that all labor relations are conducted in accordance with national laws and international employment standards, from hiring to termination, especially in the case of workers with special status

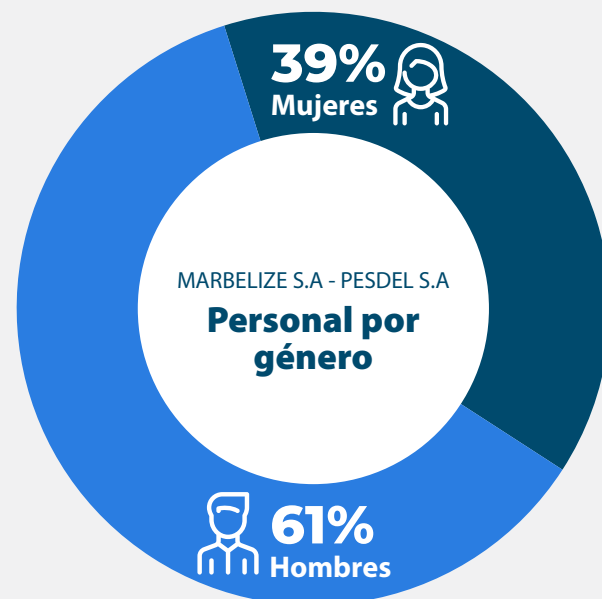
such as youth, immigrants, national migrants, and temporary workers.

During the period covered by this report, the number of our employees totaled 1,423, of which 85% were employed by Marbelize, with the remaining percentage working on our fishing fleet, Pesdel.

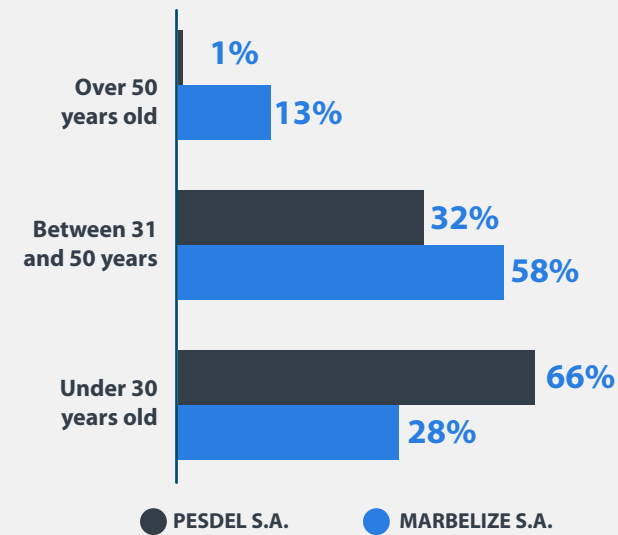
### Our Employees

	Marbelize	Pesdel	Total
	546	8	869
	657	212	220
	869	554	1423

The activities within the value chains of Marbelize and Pesdel generate different dynamics regarding gender. Employment opportunities are available to everyone. The inclusion of women in fishing fleet operations will occur progressively, as they are currently focused on administrative and support roles. On the other hand, in our processing plant, female participation is significant across all areas.



### Employees by Age




We believe that **generational diversity** is an invaluable asset, which is why we have employees of various ages. Their contributions of experience, enthusiasm, and diverse perspectives greatly enrich our work environment. At Marbelize, the largest percentage of the workforce is under 30 years old, while at Pesdel, a high percentage of employees fall within the 31 to 50-year age range.

**94%**   
of Our Employees Are from Jaramijó

A total of 94% of our employees are from Jaramijó, where our processing plant is located, or from nearby cantons within a radius of approximately 15 to 20 kilometers, such as Manta and Montecristi.

Additionally, we have 32 employees from legally established companies in the country who provide us with services such as catering (17), security (10), and cleaning (5).

**1.92%**   
Additional to the Unified Basic Salary (SBU)

The compensation our employees receive aligns with the wage categories established by Ecuadorian legislation, and they earn 1.92% more than the unified basic salary (SBU).

# EFFECTIVE COMMUNICATION WITH OUR TEAM

GRI 2-26, GRI 3-3

Open dialogue with our employees is crucial for Marbelize S.A. and Pesdel S.A., as it helps us continuously improve our processes, increase efficiency, and enhance job opportunities and professional development for our staff.

**We demonstrate our commitment to communication through the following initiatives:**



Monthly meetings with focus groups and the Worker-Employer Committee, where employees from all areas participate, alongside the Social Welfare department, to reach agreements that benefit our employees.

Dissemination of agreements to our employees via notice boards located in strategic areas.

Anonymous communication box on the self-service platform, where employees can submit suggestions, concerns, and updates related to safety, the work environment, and other relevant topics.

In addition, we focus on developing action plans tailored to the needs of our staff, implementing communication campaigns, audits, training sessions, and recreational activities that encourage self-assessment among our employees.

# RECRUITMENT AND MOBILITY OF OUR TEAM

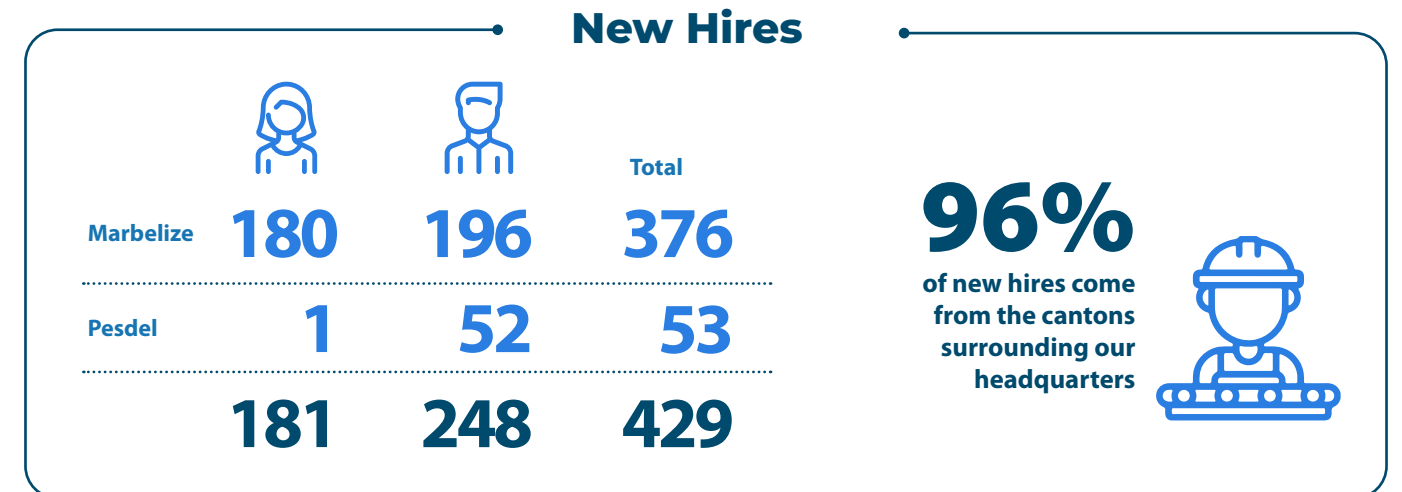
GRI 401-1, GRI 3-3

In line with the sixth principle of the United Nations Global Compact, we promote diversity in our workforce by valuing education, experience, and skills to effectively fill vacant positions, without any exclusion or preference that could lead to inequality in opportunities or treatment of job applications.

The significant improvements in terms of safety and labor benefits offered by Pesdel S.A., compared to the conditions in artisanal fishing,

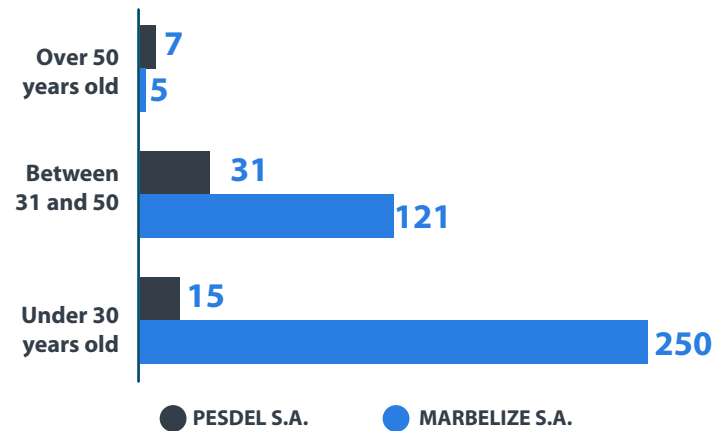
generate high interest among local residents. As a result, 96% of new hires come from the nearby cantons surrounding our headquarters.

In the case of Marbelize S.A., the low population density in the canton of Jaramijó—where our processing plant is located—along with attractive working conditions, draws people from nearby areas. 25% of hires at our plant come from Jaramijó, and 75% come from neighboring cantons.



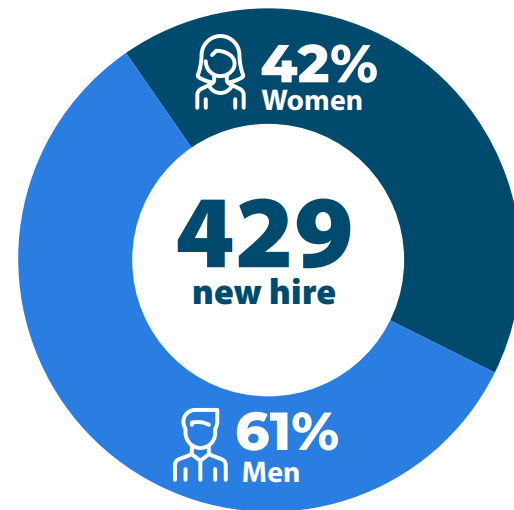
MARBELIZE S.A. - PESDEL S.A.

## Number of New Hires by Age Group



Our inclusive approach guides our selection and hiring processes. We offer job opportunities to individuals of all ages, valuing the energy and fresh perspective of young people, as well as the experience and knowledge of those over 50 years old. The age group between 31 and 50 years represents 31% of the workforce in our processing plant and 43% in our fishing fleet.

## Percentage of New Hires by Gender



In 2023, 59% of new hires in our companies were women, marking a significant step toward eliminating one of the fundamental causes of discrimination that continues to limit women's rights. This progress is an important contribution to promoting gender equity and empowering women.

In 2023,  
**59%** of new hires in our companies were women.



Aware that employee retention has a direct impact on our success and performance, we invest in the training and development of our employees, offer a benefits package that exceeds those mandated by Ecuadorian legislation, and maintain open communication with our workforce.

The nature of the fishing industry, with its challenges related to seasonal operations, external factors like weather and natural resources, and fluctuations in international markets, affects our staff turnover. During the period covered by this report, the turnover rate at Marbelize S.A. was 2.43 and at Pesdel it was 1.09.

### PESDEL S.A.

Category	Number of Exits	Turnover Rate
Under 30 years old	15	6,8
Between 30 and 50 years old	21	9,5
Over 50 years old	17	7,7
Women	2	0,9
Men	51	23,2

### MARBELIZE S.A.

Category	Number of Exits	Turnover Rate
Under 30 years old	213	17,7
Between 30 and 50 years old	127	10,6
Over 50 years old	14	1,2
Women	156	13,0
Men	198	13,9



# EMPLOYMENT BENEFITS

GRI 401-2, GRI 3-3

We are committed to the overall well-being of all our employees, providing them with a safe environment and a range of corporate benefits

that exceed legal requirements. Our goal is to enhance their quality of life and promote personal development, offering:



Comprehensive medical coverage



Pharmacy credits



Transportation services



Flexible educational options



Internship programs

As part of the initiatives led by our Human Resources department, we highlight the internship program, which offers students the opportunity to apply their knowledge in real-world environments, establi-

sh professional connections, and acquire skills that are highly valued by companies. This program increases their employment opportunities upon completing their academic education.

## INTERN TESTIMONIAL

“One of the most remarkable aspects of my experience at Marbelize S.A. has been witnessing the commitment of every team member in their daily work and the direct interaction with highly skilled professionals who were always willing to share their knowledge. This has greatly enriched my understanding of quality and sustainability standards in the food industry. I am immensely grateful to Marbelize S.A. for the warmth and professionalism of their team, who valued my knowledge and contributed to my growth and professional development.”

Food Engineering Student  
Technical University of Manabí

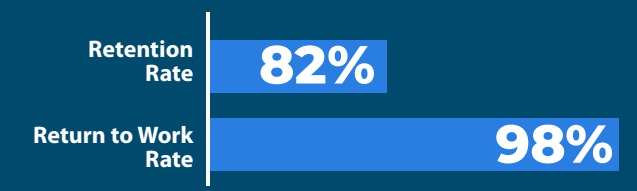


## PARENTAL LEAVE

GRI 401-3, GRI 3-3

During the reporting period, 63 employees from both companies (41 men and 22 women) exercised their right to parental leave and returned to their usual duties once the leave period ended. After one year, 51 employees (31 men and 20 women) continued working at the company.

### Parental Leave Retention Rate:



# WE FOSTER A SAFETY CULTURE

GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-8, GRI 3-3

**The Health and Safety Management System at MARBELIZE S.A. and PESDEL S.A. is based on Ecuadorian labor legislation, the guidelines of the International Labour Organization (ILO), the International Maritime Organization (IMO), the Andean Community Standards, the Labor Code, the Internal Regulations, and the Workers' Health and Safety Regulations.**

We ensure safe and healthy work environments throughout our operations, from the fishing fleet to the processing plant, complying with current safety and health regulations.

Our management focuses on promoting a culture of well-being aligned with our Occupational Health and Safety Policy, which applies to all employees, including service providers working at our facilities. This policy is communicated to workers, contractors, and other stakeholders.

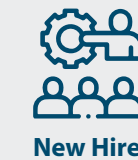
To ensure compliance with our safety policy, we take a proactive approach, starting with the identification of hazards and the evaluation of risks associated with our work activities. We use technical methodologies supported by specialized professionals, and the results are recorded in a Risk Identification Matrix based on the NTP 330 methodology.

As a complementary measure, we conduct regular inspections in all areas to detect potential unsafe conditions and identify opportunities to reduce occupational risks. Additionally, we implement informational campaigns to raise awareness among our employees about preventive measures that can be adopted in the workplace, contributing to the prevention of accidents and occupational diseases.

In compliance with legal requirements, we report any work-related accidents or incidents to the Work Risk Division of the Ecuadorian Institute of Social Security (IESS) and the Ministry of Labor.

**We aim to promote a safety culture in which our employees play a leading role.**

Training is provided to:



New Hires



All Staff



Brigades and Personnel Engaged in High-Risk Activities



For the crew aboard our fishing vessels, we guarantee free medical care on board and the disembarkation of fishermen in case of serious injury or illness. Employees who need to report hazards or work-related risk situations can do so in accordance with current laws and regulations, either by directly reporting to their Supervisor or by using the anonymous suggestion box available to all our staff.

We aim to foster a safety culture where our employees take an active role. To achieve this, we provide them with the knowledge and skills necessary through courses covering general topics such as labor rights and responsibilities, risk identification and assessment, injury prevention, as well as specific training on occupational hazards related to particular tasks and emergency situations such as evacuations and first aid.

The training provided by the company targets three specific segments of employees:

- **New Hires:** Induction training.
- **All Employees:** Annual training covering preventive measures, and health and safety topics.
- **Brigades and High-Risk Workers:** Training on occupational risk factors, hazards, and critical tasks.

Additionally, we promote the compliance of safety standards among our suppliers and verify their adherence to foster sustainability throughout the supply chain.

# WE PROMOTE WORKER PARTICIPATION

GRI 403-4, GRI 3-3

We ensure the effectiveness and appropriateness of the policies and practices implemented, tailored to the specific conditions of the tasks carried out both in the processing plant and on the fishing fleet. We use various methods to involve workers in this process, ensuring they have regular and effective access to relevant health and safety information.

Close collaboration between management and workers is essential for developing and implementing systems that ensure a safe and healthy work environment. In compliance with Ecuadorian labor legislation, **we have established and registered an Occupational Health and Safety Committee for both Marbelize S.A. and Pesdel S.A.**, representing 100% of the employees in each company. Additionally, our fishing fleet has formed a Subcommittee on each vessel. Through their leaders, employees from each area contribute by providing detailed observations aimed at reducing occupational risks and proposing ideas to implement better controls.

Furthermore, a **safety team works closely with the prevention officers and the medical department** to report updates and events that could impact operations at both the processing plant and the fishing fleet. **We regularly provide our employees with updated information on occupational health and safety policies and practices.**

We encourage participation through surveys and focus groups, which help us identify areas for improvement and assess the effectiveness of the measures implemented. Through training and education, we promote the engagement of our employees in ensuring the safety of everyone involved in operations, making them aware of risks and the necessary preventive measures. This involvement helps them become active agents in identifying areas where improvements are needed.



# WE CARE FOR OUR TEAM

GRI 403-3, GRI 3-3

Our medical department, composed of an occupational physician, two general practitioners, and two nursing assistants, plays a crucial role in protecting and promoting the health of our employees. It is fundamental in identifying and eliminating hazards, as well as minimizing workplace risks. The department also provides advice and recommendations for implementing preventive measures to reduce identified risks, from workplace design to improving labor practices. Additionally, they offer health and safety training and education.

Our medical team addresses common medical needs and focuses on work-related health issues, accidents, and workplace incidents. They also manage the Alcohol, Tobacco, and Drug Dependency Prevention Program, which provides training, identifies vulnerable groups, and offers support for established treatments.

**Our health service operates as an extension of the Ecuadorian Social Security Institute (IESS), facilitating access to its services such as pharmacies, laboratories, and imaging through its consultation system. We have specialized personnel trained in managing the AS400 system, ensuring smooth administration of these services.**





Our health service operates as an extension of the Ecuadorian Social Security Institute (IESS), facilitating access to its services such as pharmacies, laboratories, and imaging through its consultation system. We have specialized personnel trained in managing the AS400 system, ensuring smooth administration of these services.

Sexual and reproductive health talks, covering topics such as the use of contraceptive methods and sexually transmitted diseases, are part of the training provided to our employees. We offer a variety of wellness programs designed to promote the physical and emotional health of our staff. These include mental health and emotional well-being programs focused on managing stress and anxiety, as well as nutrition and physical exercise programs.

In addition to providing nutritional counseling and educational resources for maintaining a healthy weight, our programs address the prevention and management of chronic illnesses such as diabetes, hypertension, and heart disease. This includes regular health check-ups, support programs for managing diseases, and coordinated medication management with the Ecuadorian Social Security Institute (IESS).

Furthermore, all of our employees are affiliated with Social Security, and we have established external support services to meet their medical needs. The extended hours of our health services ensure timely care in case of necessity.



**We will continue dedicating resources and efforts to further improve these results, reaffirming our commitment to the safety of our valuable personnel.**

## WORKPLACE INJURIES

GRI 403-9

The effective implementation of preventive measures, safety training, and strict adherence to safety standards have allowed us to protect the health and well-being of our team.

Health and Safety System Indicators				
Indicators	2020	2021	2022	2023
Frequency Index	7,11	7,5	6,91	8,38
Severity Index	7,98	9,65	1,53	22,18
Risk Rate	1,12	1,29	0,22	2,64
<b>Hours Worked</b>	<b>2.757.597</b>	<b>2.612.105</b>	<b>2.489.271</b>	<b>2.335.106</b>

# WE ARE AGENTS OF CHANGE

GRI 413-1, GRI 413-2, GRI 3-3

Our commitment to continuous dialogue with our employees and the community, as well as our strategic alliances with organizations dedicated to social inclusion and justice, guides our management towards a positive and lasting impact that goes beyond legal requirements, fostering a better future for all our stakeholders.

We maintain both physical and virtual suggestion boxes to promote interaction with our staff and the community, and we channel their needs and aspirations into a Social Responsibility Plan, which executed the following activities in 2023:

## Promoting Gender Non-Violence

In collaboration with the **Alas de Libertad Foundation**, we implemented a high-impact program aimed at the recovery of women and their children affected by violence. This program included training, psychological care, emotional support, legal assistance, health services, and empowerment initiatives, bringing hope and opportunities to 535 vulnerable lives.

Bringing hope and opportunities to

**535**   
Vulnerable lives

## Committed to the Migrant Population

With the support of the International Committee for the Development of Peoples (CISP), an organization committed to international cooperation and fighting social exclusion, we developed a labor insertion program for people in human mobility.

We provided comprehensive support to 12 individuals, offering economic and food assistance, the delivery of school kits, as well as legal advice and guidance for regularization processes, positively impacting their lives. Additionally, to combat xenophobia, we conducted training sessions involving people in human mobility situations.

## We Facilitate the Labor Inclusion of the Migrant Population

We contribute to skill development, ensuring that migrants have access to safe economic opportunities through awareness workshops called "**Economía de Caricias**", held in collaboration with the **HIAS Foundation**, where 69 employees participated. **We also integrated 60 migrants into our companies.**

We also integrated **60** Migrants into our companies.

## Project Luz Verde

We initiated the first phase of this project, which will be implemented in future periods. As part of the preparation, we evaluated 859 employees using the parameters of Savings, Medical Situation, and Education, laying the groundwork for launching Project Luz Verde next year, benefiting 845 employees.

**845**   
Participants

## Facilitating Participation

We provided support for 8 employees to attend a meeting for individuals with hearing disabilities.



## Promoting the Employment of People with Disabilities



We attended a gathering for individuals with disabilities, which led to the incorporation of 4 new employees with disabilities into our companies, in alignment with our inclusion policy.

## Fostering an Inclusive Work Environment

We developed programs dedicated to promoting gender equality and the inclusion of LGBTI+ groups, involving 845 participants, and we provided psychological support to 101 individuals.

Involving **845** Participants

Psychological support **101** Individuals 



We have been honored with recognitions from prestigious institutions such as the **United Nations Global Compact**, the **Chamber of Industries and Production**, and the influential **Ekos Group**.



# HEROIC RESCUE AT SEA

In an act of bravery and solidarity, the Navigational and Fishing Captains of the B/P Lizi, part of the PESDEL fishing fleet, did not hesitate to alter their ongoing fishing operation to rescue castaways who had collided with a whale and were adrift in fragile lifeboats in the Pacific Ocean.

During their journey, the crew spotted and rescued the eight sailors in danger, utilizing helicopters usually deployed for fish scouting. With generosity and diligence, our crew provided clothing, food, and care to the castaways.

The crew of our fishing fleet saved eight lives, demonstrating our unwavering commitment to intervening whenever necessary as participants of the International Convention for the Safety of Life at Sea (SOLAS). This selfless act earned Pesdel's crew recognition from the Port Authority of Manta.



**With generosity and diligence, our crew provided clothing, food, and care to the castaways.**





# GRI INDEX

**Statement of use** "ČUKA CORPORATE GROUP has reported the information cited in this GRI content index for the period JANUARY 1TH TO DECEMBER 31TH with reference to the GRI Standards."

**GRI 1 used** GRI 1: Foundation 2021

## GRI CONTENT INDEX

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	
			REQUIREMENT(S)	REASON EXPLANATION
OMISSION:				

### GRI 2: GENERAL DISCLOSURES 2021

<b>General Disclosures 2021</b>	2-1 Organizational details	Page 18			
<b>The organization and its reporting practices</b>	2-2 Entities included in the organization's sustainability reporting	Page 8			
	2-3 Reporting period, frequency and contact point	Page 8			
	2-4 Restatements of information	Page 8			
	2-5 External assurance	Page 8			
	<b>Activities and workers</b>	2-6 Activities, value chain and other business relationships	Page 18 Page 26 Page 48 Page 52		
2-7 Employees		Page 18 Page 78			
2-8 Workers who are not employees		Page 18			
<b>Governance</b>		2-9 Governance structure and composition	Page 42		
		2-10 Nomination and selection of the highest governance body members	Page 44		
	2-11 Chair of the highest governance body	Page 44			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 42			
	2-13 Delegation of responsibility for managing impacts	Page 42			
	2-14 Role of the highest governance body in sustainability reporting	Page 42			
	2-15 Conflicts of interest	Page 42 Page 44			
	2-16 Communication of critical concerns	Page 82			
	2-17 Collective knowledge of the highest governance body	Page 45			
	2-18 Evaluation of the performance of the highest governance body	Page 45			
	2-19 Remuneration policies	Page 42			
2-20 Process to determine remuneration	Page 42				
2-21 Annual total compensation ratio	Page 42				
<b>Strategy, policies, and practices</b>	2-22 Statement on sustainable development strategy	Page 7			
	2-23 Policy commitments	Page 39			
	2-24 Embedding policy commitments	Page 39			
	2-25 Processes to remediate negative impacts	Page 44			
	Disclosure				
	2-26 Mechanisms for seeking advice and raising concerns	Page 82			
	2-27 Compliance with laws and regulations	Page 32 Page 54 Page 66			
2-28 Membership associations	Page 24				

ÍNDICE GRI

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S)	OMITTED	REASON EXPLANATION
			OMISSION:		

**GRI 2: GENERAL DISCLOSURES 2021**

<b>Stakeholders engagement</b>	2-29 Approach to stakeholder engagement			
	2-30 Collective bargaining agree			

**GRI 3: MATERIAL TOPICS**

<b>Material Topics 2021</b>	3-1 Process to determine material topic			
	3-2 List of material topics			
	3-3 Management of material topics			
<b>Economic Performance</b>	201-1 Direct economic value generated and distributed			
	201-3 Defined benefit plan obligations and other retirement plans			
<b>Market Presence</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			
	202-2 Proportion of senior management hired from the local community			
<b>Indirect Economic Impacts</b>	203-2 Infrastructure investments and services supported			
<b>Water and Effluents</b>	303-1 Interactions with water as a shared resource 8			
	303-2 Management of water discharge-related impacts			
	303-3 Water withdrawal			
	303-4 Water discharge			
	303-5 Water consumption			
<b>Biodiversity</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			
	304-2 Significant impacts of activities, products and services on biodiversity			
	304-3 Habitats protected or restored			

ÍNDICE GRI

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S)	OMITTED	REASON EXPLANATION
			OMISSION:		

**GRI 3: TEMAS MATERIALES**

<b>Biodiversity</b>	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			
<b>Effluents and Waste</b>	306-1 Water discharge by quality and destination			
	306-2 Waste by type and disposal method			
<b>Employment</b>	401-1 New employee hires and employee turnover			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			
	401-3 Parental leave			
<b>Occupational Health and Safety</b>	403-1 Occupational health and safety management system			
	403-2 Hazard identification, risk assessment, and incident investigation			
	403-3 Occupational health services			
	403-4 Worker participation, consultation, and communication on occupational health and safety			
	403-5 Worker training on occupational health and safety			
	403-6 Promotion of worker health			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			
	403-8 Workers covered by an occupational health and safety management system			
	403-9 Work-related injuries			
	403-10 Work-related ill health			
<b>Local Communities</b>	413-1 Operations with local community engagement, impact assessments, and development programs			
	413-2 Operations with significant actual and potential negative impacts on local communities			

# APPENDIX

## APPENDIX 1:




### Determination of Material Topics

The material topics referenced in this report are the result of a process to identify the most relevant issues for the company and their impact on our business model, conducted in 2022 with the assistance of a specialized Sustainability and Corporate Responsibility consultancy. The following steps were followed in this process:

- 1.** Identification of potentially material topics. Review of the company's mission and vision. Evaluation of the perspective of companies in the same line of business. Analysis of the sustainability context.
- 2.** Dialogue with stakeholders. Identification of internal interests, expectations, and needs. Perceptions and opinions of related groups. Validation of material topics.
- 3.** Prioritization of material topics. Based on the impact each identified topic has on the three dimensions of sustainability, Senior Management prioritized the topics that needed to be reported.

# APPENDIX 2:

## List of Material Topics

Dimension	Material Topics	Thematic Content
 <b>Economic</b>	Economic Performance	Direct economic value generated and distributed Obligations of employee benefits and other retirement plans
	Market presence	Ratios between standard entry-level wages by gender and the local minimum wage Proportion of senior management hired from the local community
 <b>Environmental</b>	Water	Water withdrawal   Water discharge   Water consumption
	Biodiversity	Operational sites owned, leased, or managed within or adjacent to protected areas or areas of high biodiversity value outside protected areas Protected or restored habitats Species listed on the IUCN Red List and national conservation lists whose habitats are affected by operations
 <b>Social</b>	Employment	New employee hires and turnover Employee benefits for full-time employees Parental leave
	Health and Safety at Work	Coverage of the occupational health and safety management system Occupational illnesses and injuries
	Local Communities	Operations with local community engagement, impact assessments, and development programs

# APPENDIX 3:

## REPORTING PRINCIPLES GLOBAL REPORTING INICIATIVE (GRI 1: FOUNDATION 2021).

**Accuracy.** The organization shall report information that is correct and sufficiently detailed to allow an assessment of the organization's impacts.

**Balance.** The organization shall report information in an unbiased way and provide a fair representation of the organization's negative and positive impacts.

**Clarity.** The organization shall report information in an unbiased way and provide a fair representation of the organization's negative and positive impacts.


**Comparability.** The organization shall select, compile, and report information consistently to enable an analysis of changes in the organization's impacts over time and an analysis of these impacts relative to those of other organizations.

**Completeness.** The organization shall provide sufficient information to enable an assessment of the organization's impacts during the reporting period.

**Sustainability context.** The organization shall report information about its impacts in the wider context of sustainable development.

**Timeliness.** The organization shall report information on a regular schedule and make it available in time for information users to make decisions.

**Verifiability.** The organization shall gather, record, compile, and analyze information in such a way that the information can be examined to establish its quality.



# APPENDIX 4:

## GLOSSARY OF TERMS USED (GRI 1: Foundation 2021)

**Business relationships:** The relationships that the organization has with business partners, entities in its value chain (including entities beyond the first level), and any other entities directly related to its operations, products, or services.

**Employee:** A person who has an employment relationship with the organization, in accordance with national practice or legislation.

**Highest governing body:** The highest governing body, which holds the highest authority in an organization.

**Impact:** The effect that the organization has or could have on the economy, the environment, or people, including its effects on human rights, which, in turn, can be indicative of its (negative or positive) contribution to sustainable development.

**Local community:** Individuals or groups of people who live or work in areas that are affected or could be affected by the organization's activities.

**Material topics:** Issues that represent the most significant impacts of the organization on the economy, the environment, and people, including impacts on human rights.

**Mitigation:** Measures taken to reduce the severity of a negative impact.

**Reporting period:** The period of time covered by the information presented.

**Stakeholders:** Individuals or groups with interests that are affected or could be affected by the organization's activities.

**Supplier:** An entity upstream of the organization (i.e., in the organization's supply chain) that provides a product or service used in the development of the organization's own products or services.

**Sustainable development/sustainability:** Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

**Underage:** A person under 15 years of age or of the age of compulsory education completion, whichever is higher.

**Value chain:** Different activities carried out by the organization, as well as entities upstream and downstream of it, to bring the organization's products and services from conception to their final use.



**SUSTAINABILITY  
REPORT  
2023**



**PESDEL**

**Marbelize**<sup>S.A.</sup>

MEMBERS OF  
**ČUKA**  
corporate  
GROUP