



Sustainability Report



2021



Sustainability Report
2021

Contribution to the Sustainable Development Goals (SDGs)



- Our Hotel
- Sustainable Management
- Philanthropic Partnerships
- The Added Value:
Our Team



- Our Hotel
- Natural Heritage



- Historical Heritage
- Sustainable Management
- The Added Value:
Our Team



- Sustainable Management
- The Added Value:
Our Team



- Sustainable Management
- The Added Value:
Our Team
- Ethical and Responsible
Behaviour



- Our Winery
- Natural Heritage



- Natural Heritage



- Sustainable Management
- Philanthropic Partnerships



- Natural Heritage



- Our Winery
- Our Hotel
- Historical Heritage
- Natural Heritage
- Sustainable Management



- Ethical and Responsible Behaviour
- About This Report



- Our Winery
- Our Hotel
- Natural Heritage
- Sustainable Management
- Philanthropic Partnerships
- The Added Value: Our Team



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- The Added Value: Our Team



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- The Added Value: Our Team

ABADÍA RETUERTA



Our Mission

“Abadía Retuerta is the custodian of history, where the land and the vine come together”.

Our Vision

To reach the national and international Top 10 for quality Spanish wine and luxury experiences resorts.

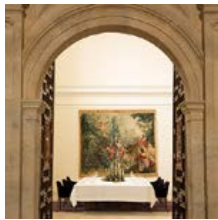
Brand Values

Timelessness
Sensibility
Generosity
Authenticity

Milestones 2021

- 1 Iso 14001 Environmental Certification.
- 2 Green Globe Certification.
- 3 “Calculate, Offset, Reduce” Accreditation.
- 4 New Range of Sustainable cases for several of our wines.
- 5 Materiality matrix (in order to study, with the company stakeholders, the most important matters for the organisation).
- 6 Publication of article, for educational purposes.
- 7 Creation of a produce and suppliers map, linked to locally-sourced and regional produce.
- 8 Acquisition of Rumor de Límites V (1959), by sculptor Eduardo Chillida.
- 9 Creation of the Artists 'Residency programme'.
- 10 Ecological Winery Certification.

The core values underpinning sustainability at Abadía Retuerta



Looking after our Legacy

Our aim is to ensure that the history, traditions, land, art and culture of Abadía Retuerta LeDomaine are protected and preserved.



Commitment to our Associates

We strive to promote the personal and professional development, motivation, involvement and drive of our associates. We operate on the principle of open and transparent communication.



Environmentally Friendly Approach

Abadía Retuerta LeDomaine is indebted to its natural surroundings. We strive to give something back by preserving and protecting the environment, natural resources, biodiversity, social development and rural communities.



Excellence

Observation and innovation, diligence and attention to detail: the quality of our products and services ensures that our guests are treated to a truly unique experience.



Integrity

We believe that integrity is about embracing ethical practices that are consistent with our core values.

Letter by Enrique Valero

CEO of Abadía Retuerta



The year 2021 has been shaped by major social, economic and environmental challenges, all of which have been equally demanding. Nevertheless, we at Abadía Retuerta

can be very proud of what we have achieved: we have made huge leaps forward in various areas, paving the way for the wide-reaching cultural and digital transformation of our organisation. There has also been a general consolidation of our whole project: we are prioritising our long-term ambitions, with a clear vision guided by our core values, i.e. responsibility for our legacy, commitment to our employees, a pledge to take care of the environment, as well as our ongoing excellence and integrity.

This year, we have exceeded our expectations. We have rolled out various new efficient and responsible solutions, thanks to all the talent and hard work of our dedicated team. As ever, we continue to strive for constant quality and innovation.

Therefore, our efforts were focused on actions that would help preserve the surrounding environment and further boost the wellbeing of our staff, all of which led to us being awarded the prestigious Green Globe certification. This honour is an endorsement of our credibility in terms of sustainable tourism, and we are now officially one of the world's most sustainable holiday destinations — only 650 hotels have been granted this certification. Furthermore, in 2021 we have stepped up our efforts to reduce the environmental impact of our work,

and thus help mitigate the effects of climate change, by implementing strategic plans to offset our emissions. Our hard work and commitment have been commended by the Spanish Ministry for the Ecological Transition — we have been awarded the “Calculate, Offset and Reduce” seal of approval, only the second winery in Spain to gain this endorsement in its entirety. We have also obtained the ISO 14001 certification, thanks to the implementation of an Environmental Management System: this system organises our running of the company with regards to environmental matters. Our strong commitment to sustainability, which is so crucial to the future of our company, has led to the development of innovative digital solutions and new sustainable approaches in the production and service of our wines. One such example is the design of a new range of packaging and cases, which are 100% sustainable.

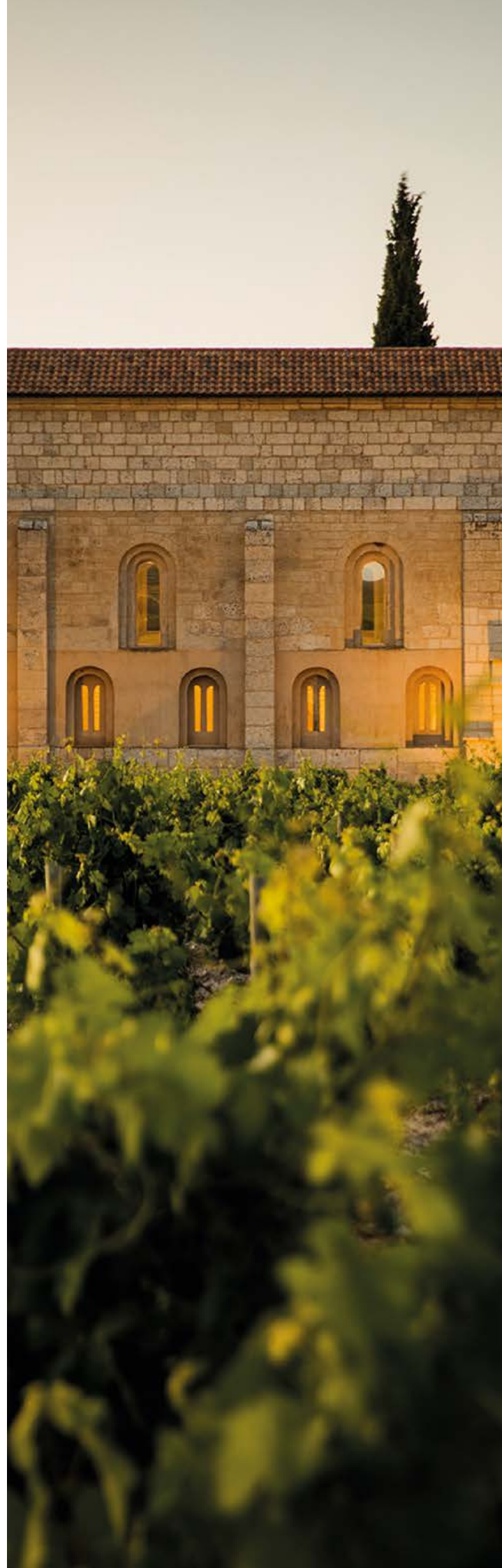
Our commitment to boosting the socioeconomic fortunes of the local area has also been a priority for us this past year. We created a map of our produce and producers, an initiative that highlights the rich gastronomic culture of the Castilla y León region. The map features over 35 suppliers in 30 towns and villages, in all nine provinces of the region. These suppliers, as well as our own vegetable garden, form the vital support network for our restaurants, in particular our flagship Refectorio.

Meanwhile, we have also made progress with regards to our transversal approach to sustainable development, by means of fine art: we have acquired the work ‘Rumor de Límites V’ by the sculptor Eduardo Chillida, which now forms part of our contemporary

art collection. We have also launched our own "Artists' Residency" programme, in which we invite national and international artists to live and work on the estate. The first artist was Abderrahim Yamou (Casablanca, 1959). Both of these initiatives are included within our art programme, which aims to share Abadía Retuerta's natural and cultural heritage by promoting culture and creativity. As a result, we hope to bring about truly enriching exchanges.

Similarly, with a view to ensuring that the knowledge we produce and the initiatives we carry out really are pertinent when it comes to tackling the future challenges facing our organisation, we have created a materiality matrix. This assessment allows us to verify, alongside our stakeholders, which areas and matters are of most relevance to the company.

2021 has undoubtedly been a year of great progress for us, and our objective now is to keep heading in the same direction. We are aiming to bring in further measures and tools to help us optimise all our processes, thereby making a positive contribution to business and society as a whole. For the near future, we aim to maintain our environmentally-friendly approach, so that 100% of our wine production can be classed as ecological. At present, some of our vineyard plots have been certified as ecological agriculture, and we are now working to ensure that they all receive this endorsement. And, of course, we shall continue to "reduce" and "offset" our emissions; for the latter, we have recently set up a truffle plantation. The overarching aim is to bring down our carbon footprint and retain various certifications, including the ISO 14001, the Wineries for Climate Protection, and the "family-responsible business" endorsement from the Fundación Másfamilia.





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Abadía Retuerta

Abadía Retuerta has a deeply-rooted winemaking culture. Wine has played a key role on the estate ever since the time of the Premonstratensian monks — they used to produce it there, over eight centuries ago. In 1996, renowned winemaker Pascal Delbeck set out to revive this legacy, thus founding Abadía Retuerta.

ABADIA RETUERTA

Our Winery



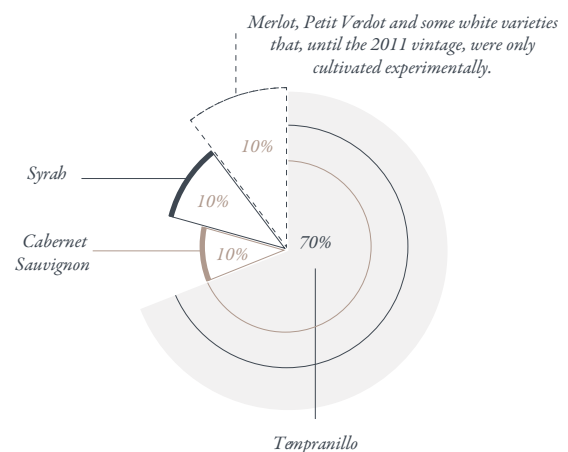
Experts with great dedication, know-how and patience really get the best out of the terrain: they respect the natural cycles and help the vines adapt to the harsh climate of the region, in order to produce one of the estate's prized assets: its world-class wine.

At Abadía Retuerta we produce wines that reflect all the personality of each individual plot. Within the estate's 180 hectares of vineyards, there are 54 distinct plots, mainly differentiated due to their soil composition, and each one is planted with a single grape

variety. This has allowed us to study the characteristics of each one, and thus plant the most suitable grape varieties for each terrain.



We are committed to respecting traditional winemaking methods, and we aim to reduce the environmental impact of the winery: our working philosophy is based on plot-by-plot vinification, and the movement of wine using gravity alone.





Abadía Retuerta believes in innovation, and investing in advanced, environmentally friendly technology. This has helped the winery adapt to the new climate context and improve the overall customer experience.

2021 Awards and recognition

As in previous years, we won acclaim from the world's most renowned wine critics who waxed lyrical about the quality of our wines and rated them among the finest on the market.

Over all these years, our wines have received (and continue to receive) very high ratings. In 2021, our wines received the following national and international ratings:

	<i>National Market</i>		<i>International Market</i>			
	<i>Guía Gourmets</i>	<i>Peñin</i>	<i>Robert Parker TWA</i>	<i>Wine Spectator</i>	<i>James Suckling</i>	<i>Jancis Robinson.com</i>
<i>Special Selection 2017</i>	94 <i>points</i>	93 <i>points</i>	92 <i>points</i>	89 <i>points</i>	17+	93 <i>points</i>
<i>Pago Valdebellón 2016</i>	97 <i>points</i>	94 <i>points</i>	93 <i>points</i>	89 <i>points</i>	92 <i>points</i>	
<i>Pago Garduña 2016</i>	96 <i>points</i>	94 <i>points</i>	92 <i>points</i>	94 <i>points</i>	95 <i>points</i>	17 <i>points</i>
<i>Pedit Verdot 2016</i>	98 <i>points</i>	94 <i>points</i>	93 <i>points</i>		93 <i>points</i>	
<i>Pago Negralada 2016</i>	95 <i>points</i>	95 <i>points</i>	93 <i>points</i>	93 <i>points</i>	92 <i>points</i>	17 <i>points</i>
<i>Blanco LeDomaine 2020</i>				90 <i>points</i>	93 <i>points</i>	

Furthermore, it is worth highlighting the launch, this year, of one of our most historic wines: the *Cuvée Palomar 2017*. It is a true reflection of our winery's deep expertise, and of the grandiosity of the region's ancient grape varieties, as well as their distinctive qualities and how they have adapted to the new climate conditions affecting the region.

Guía Gourmets	96 points
Peñin	95 points
R. Parker - TWA	92 points
Wine Spectator	92 points



ABADIA RETUERTA

Vino de España

Cuvée Palomar

-2017-

SARDÓN DE DUERO



With regards to locally-sourced produce, we should mention our range of *Crafted Spanish Foods*, which are made using traditional methods and ingredients from the estate:

- **Shelled pine nuts:** centuries ago, they were a staple of the diet of the monks who lived in the Abbey. Today, they are still collected using an old method, traditional in Castille, whereby the pines are collected in winter and stored away until summer, at which point they are exposed to the sun to further ripen and dry out.

- **Natural honey:** one of Abadía Retuerta's most cherished products. More than 40 hives are used to produce honey on a regular basis. Honey is very similar to wine for a number of reasons: the fact that it is cultivated in terms of a vintage, in which the climate regulates production, and also that the honeycombs are lined up much like a vineyard: their development relies on certain essential characteristics.

- **Wine salt:** this exclusive product is made from the estate's best Tempranillo vineyard and adds the perfect finishing touch to a wide range of dishes.







ACHIEVEMENT 2021 NEW SUSTAINABLE CASES

In 2021, we launched some sustainable packaging for our wines: a new range of cardboard cases, made of kraft paper. It is totally renewable, recyclable and biodegradable.

This cardboard is manufactured using either woodchips or wood from sustainably-managed forests. It does not leave any toxic residue, and decomposes quickly: it is an ecological material, which helps protect the environment and care for the ecosystem.

This change applies to:

- Cuvée Palomar case (6 bottles).
- LeDomaine case (3 bottles).
- LeDomaine crate (6 bottles).
- Selección Especial case (3 bottles).
- Selección Especial crate (6 bottles).
- Selección Especial crate (12 bottles).
 - Generic Box (12 bottles).



OBJECTIVE FOR 2022

Expand the range of sustainable cardboard cases to the rest of the estate's products.

In terms of sales volume, we sell the greatest share of our wines domestically (in Spain), which accounts for 53.8% of sales. However, we are becoming more and more prominent on the international market, and our wines are now available in the following countries:

Europe: Switzerland, Germany, The Netherlands, United Kingdom, Cyprus, Denmark, Luxembourg, Czech Republic, Poland, Austria, France, Portugal and Latvia.

Asia: Japan, Taiwan, South Korea, China, Hong Kong and Singapore.

North and South America: USA, Puerto Rico, Mexico, Guatemala, Brazil, Dominican Republic, Panama, Colombia and Canada.

If we compare the different continents, we see that Europe is our biggest market for exports, with Switzerland being the largest buyer.

Breakdown of exports

<i>Continent</i>	<i>%</i>
<i>Europe</i>	<i>91.7</i>
<i>America</i>	<i>6.9</i>
<i>Asia</i>	<i>1.4</i>
<i>Total</i>	<i>100.00%</i>

The winery's working activities are structured into four areas, each of which is responsible for two primary processes, namely the inputs and outputs:

Field: includes all activities that take place between the end of the grape harvest, and the start of the following year's harvest.

Production: covers all activities starting from the grape's incorporation in the transformation process, up to the point it is a semi-finished product, or wine in a container.

Operations: oversees the transformation of the semi-finished product into a finished product which is ready for sale. It also includes the procurement of any necessary auxiliary materials, order management, distribution and after-sale services.

Marketing: a distinction is made between goods and services (experience). We not only market wine: we sell Unique Experiences such as tasting sessions, bike or horse-riding activities, lavender experience, beekeeping experience, etc. Moreover, our sales are broken down according to channels, markets and products. The marketing department works closely alongside the sales and financial department, especially in terms of devising strategies (price setting, product or format, promotion and distribution policies).



During the winemaking process, most of the resources used by our winery are renewable materials such as grapes, glass bottles and barrels. No less important is our use of recyclable and biodegradable packaging.

Any phytosanitary products that are used in the treatment of the vineyard are 100% organic and only used when absolutely necessary.

The following table shows the quantities of these materials used in 2021:

Materials	Quantity
<i>Grape</i>	<i>800,061 kilos</i>
<i>Bottles</i>	<i>538,196 units</i>
<i>Barrels¹</i>	<i>775 units</i>
<i>Wooden Crates</i>	<i>15,741 units</i>
<i>Cardboard Boxes</i>	<i>163,876 units</i>
<i>Capsules</i>	<i>498,000 units</i>
<i>Corks</i>	<i>538,196 units</i>
<i>Labels</i>	<i>420,000 units</i>
<i>Wooden Pallets²</i>	<i>1,457 units</i>

¹The wood of the purchased barrels amounts to approximately 42 tonnes. Most suppliers are PEFC certified.

²All are PEFC certified.



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE CAMPANARIO



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE CAMPANARIO



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE CAMPANARIO



ABADIA RETUERTA

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1996

CUVÉE CAMPANARIO



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE PALOMAR



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE CAMPANARIO



ABADIA RETUERTA

RESERVA HISTÓRICA

1996

CUVÉE CAMPANARIO



Also, this year we have carried out a more detailed study and identification of our value chain, which encompasses all the areas involved in the winery's manufacturing processes.

Value Chain: Winery

<i>Supporting activities</i>	<i>Business Infrastructure</i> (E.g. Financing, planning, maintenance, relationship with the Board of Directors, etc.)		
	<i>Staff and organisation management</i> (E.g. Recruitment, training, pay and work policies, organisational structure etc.)		
	<i>Technological Development</i> (E.g. Development and improvement of products and processes, investment in IT systems, market research, etc.)		
	<i>Purchasing</i> (E.g. Purchasing activities and policies, relationship with suppliers, stock rotation etc.)		
<i>Main Activities</i>	<i>Grape</i>	<i>Wine: in barrels</i>	<i>Wine: bottled</i>
	<i>Raw Material</i>	<i>Winery Processes</i>	<i>Product</i>
	1) Maintaining vineyard	5) Vinification	10) Bottling
	2) Harvest	6) Malolactic fermentation	11) Storage
	3) Selection	7) Blending	12) Labelling/Packing
	4) Destemming	8) Ageing	
	9) Clarification		
	<i>Transport</i>	<i>Sales and Marketing</i>	<i>After-sales</i>
	<i>Delivery</i>	<i>Commercial aspects</i>	<i>Customer loyalty</i>
	13) Sale confirmation	Sales team, pricing policy, monitoring of demand/quotas, commercial proposition, brand positioning, advertising, special offers. etc.	Loyalty plan, returns policy, customer support, dealing with complaints, etc.
	14) Order placement		
	15) Shipment		

Stage	Activity	Products / Materials	Task	Machinery / Elements
GRAPE Raw material	1) Maintaining vineyard	- Fertilisers - Sulphur	- Pruning and pre-pruning - Thinning (powdery mildew, downy mildew)	- Tractors - Clippers, shears
	2) Harvest	- Water (irrigation)	- Wire raising	- Ploughs - 4x4
	3) Selection	- Pheromones (insecticide)	- Ploughing (herbicide)	- Destemmer
	4) Destemming	- Birds of prey (baking) - Other phytosanitary products	- Pheromone application - Sampling	
WINE IN BARRELS Winery processes	5) Vinification	- Potassium Bitrate	- Pumping over	- Bridge cranes
	6) Malolactic fermentation	- Tartaric acid - Barrels	- Analyses - Racking	- Free cranes - Forklift trucks
	7) Blending	- Barrels	- Placement of barrels	- Hoses
	8) Ageing	- Fining agent	- Racking into tanks	- Tanks
	9) Clarification			
BOTTLED WINE Product	10) Bottling	- Corks	- Storage and stacking	- Bottling machine
	11) Storage	- Bottles		- Filler
	12) Labelling / Packing	- Cages - Labels - Capsules - Boxes		- Labeller / Packer - Hand trolleys - Pallet trucks - Cage rotator
DIRECT SALE TO CUSTOMER*	13) Sale confirmation	- Pallet	- Picking	
	14) Order placement	- Repackaging	- Loading	
	15) Shipment	- Strapping (plastic) - Transport company		

Within the value chain, we have also mapped out our customer flowchart, following the different channels:

Customer Chain







Since 1997, we have used microbiological techniques to select and isolate our own native yeast, made from our own grapes. Every year, we use this yeast to ferment our musts, and therefore largely preserve the organoleptic characteristics of our wines.

Following several years' research, lactic bacteria from the terroir have been isolated. Not only are they able to initiate the malolactic fermentation process, but they also help the wines retain their personality by producing very low levels of histamine. Based on the promising data obtained by the laboratory, effectiveness tests were conducted on a wine from the 2012 vintage, which produced positive results. It is therefore safe to say that Abadía Retuerta is probably the only winery in the world to have produced its own yeast and native lactic bacteria.

Wine in Moderation



Our customers' health is among our top priorities which is why we fully endorse the

Wine in Moderation (WIM) programme. The purpose of this initiative is to promote the responsible consumption of wine and, at the same time, encourage the moderate consumption of alcohol. Similarly, we work closely with the **Foundation for Wine and Nutrition Research (FIVIN)**, a not-for-profit entity that looks into the health benefits of moderate wine consumption.

These commitments, along with the logo of the WIM initiative, are indicated at the bottom of our associates' e-mails, in internal memos and newsletters, and on our website, online store and social media platforms.

We do not specifically examine any other impacts that our products may have on the health and safety of our customers.

However, within the period covered by this report, we have not detected any cases where our products or services have been reported for being in breach of health and safety regulations or codes.

Nor have we detected any cases where the labelling of products or marketing messages have been reported for being in breach of corresponding regulations or codes. In this capacity, as we are committed to providing our customers with clear and transparent information about our products, all our products and services comply with labelling and back labelling regulations and we take measures to meet the standards applicable in every market and country where our wine is sold.



**2021 ACHIEVEMENT
PUBLICATION OF ARTICLE, FOR
EDUCATIONAL PURPOSES**

One of our research projects was published in the September and October 2021 edition of *Enólogos* magazine. The article, titled “The identification of yeasts and bacteria isolated in the production of red wines at Abadía Retuerta, a winery in the Duero región in Spain”, discusses development during the harvest period, as well as vinification processes.
www.revistaenologos.es



ABADIA RETUERTA

Our Hotel



Abadía Retuerta LeDomaine is a unique haven of experiences, right at the heart of the Duero Valley. It is home to great historical and natural heritage, a treat for all five senses.

The 5-star hotel is home to a majestic 12th-century monastery, the Santa María de Retuerta Abbey. The abbey, a shining example of Romanesque architecture, has been fully restored and retains most of its traditional features.

The hotel is currently a member of several international luxury hotel associations: the Virtuoso group, the Traveller Made association and Internova Travel Group. It is also part of the Fine Hotels and Resorts (FH+R) programme by American Express; the scheme offers their customers 24/7 service, including for travel purposes.





This year, our flagship restaurant, Refectorio, led by head chef Marc Segarra, is launching a new menu based on local produce, regional flavours and seasonal ingredients. This focus on the local lands, with a strong commitment to the environment, was a crucial factor when the restaurant was awarded a coveted Michelin Green Star, and is now even more important than ever.

At present, over 35 local producers, plus 100 products from our own organic garden, make up Refectorio's support network.

Cheeses: La Adrada, Ávila - Queserías del Tiétar.

Foie: Espinosa de los Monteros, Burgos - Granja La Llueza.

Beef jerky: Astorga, León - Cecinas Pablo.

Cherries: El Bierzo, León - Huerta Ecológica del Bierzo.

Valdeón Blue Cheese : (PGI) - Picos de Europa, León.

Mushroom and Fungi: Toral de los Guzmanes, León - Frutobos.

Red partridge: Palencia - Finca Santa Rosalía

Trout: Villafra de la Peña, Palencia - Piscifactoría Campoo.

Cured ham: Guijuelo, Salamanca - La Hoja de Carrasco.

Spirulina: Valsaín, Segovia - Espirulina Valsaín.

Ox: Cuéllar, Segovia - Terrabuey.

Pork: Segovia, Castilla y León.

Carracillo Duck: Comarca natural del Carracillo, Segovia.

Black truffle: Soria - Espora Gourmet Cow's butter: Soria - Cañada Real.

Honey: Abadía Retuerta, Valladolid - produced on site.

Virgin Olive Oil: Ataquines, Valladolid - Doce + uno.

Walnuts: Frompedraza, Valladolid - Nuez de Castilla.

Pine nuts: Abadía Retuerta, Valladolid - produced on site.

Dairy: Megeces, Valladolid - Cooperativa Crica.

Prawns: Medina del Campo, Valladolid - Noray.

White asparagus: Tudela, Valladolid - Huerta de Luis San José.

Pigeon: Cuenca de Campos, Valladolid - Tierra de Campos.

Chicory: Peñafiel, Valladolid - Endivias del Duero.

Dryland vegetables and cereals: Piñel de Abajo, Valladolid - Finca La Solana.

Washed rind cheese: Serrada, Valladolid - Campoveja.

Snails: Geria, Valladolid - Earum.

Chocolate and coffee: Hornillos de Eresma, Valladolid - Puchero.

Eggs: Milla de Tera, Zamora - Ecotera.

Frogs' legs: Zamora - Singular by Grenoucerie.

Suckling lamb: Castilla y León.



We pride ourselves on the meticulous yet wide-ranging menus on offer at our restaurants, as designed by chef Marc Segarra. They reflect all the essence of the surrounding terrain, our own *terroir*. Our gastronomy is a tribute to our roots, to the local lands and people.

There are various different restaurants on our estate:

Vinoteca: this cosy restaurant, with a laidback atmosphere, puts its own creative twist on traditional Spanish cuisine. It is located above the Cueva de los Monjes, where the precious vintage wines of Abadía Retuerta are stored.

Cloister Garden: located in a setting rich with history, this restaurant is open throughout the summer months. Its menu draws inspiration from seasonal products.

Pool Bar: this natural and relaxing setting is a poolside oasis. The menu offers sophisticated light bites, with stunning views of the vineyards.

Calicata Terroir Bar: an open-air terrace in a unique setting, and a new culinary concept, inspired by the surrounding terroir, so that guests can understand in even further depth these lands of vines. Its menu is based on locally-sourced produce, from Castilla y León, and it complements the gastronomy at the hotel's two foremost restaurants: Refectorio and Vinoteca.

Refectorio: this unparalleled setting remains faithful to its original purpose: in the 12th century, it served as the dining area for the abbey's Premonstratensian monks. The menu is a celebration of the local lands. Since 2014, it has held a Michelin Star, which was revalidated in 2021, and two Repsol Suns. In 2020, the restaurant was awarded its first Green Star, in recognition of its environmentally-friendly practices.



2014
2021



2020



SOLES
GUÍA REPSOL



SOLES
GUÍA REPSOL





2021 ACHIEVEMENT GREEN GLOBE CERTIFICATION



In late 2021, following months of hard work, we were finally granted the Green Globe certification, which commends Abadía Retuerta as one of the most sustainable resorts in the world.

In order to gain this recognition, resorts must meet certain standards set by the organisation. They include corporate social responsibility and conservation, as well as the responsible management of waste, energy and water.

Abadía Retuerta successfully passed the exhaustive audit, carried out independently and in situ by the international organisation, thanks to the sustainable practices implemented in all of our work areas.

In order to obtain this certification, 380 different criteria are assessed, organised into the following sections:

- Sustainable management:
 - Sustainability plan.
 - Safety.
 - Buying policy.
 - Communications strategy and customer satisfaction.
- Social and economic aspects of the business.
- Cultural heritage.
- Environmental conservation.

2021 Awards and Recognition

Best Hotel for Wine Tourism 2021 awarded by International Wine Challenge.

Travellers' Choice 2021, awarded by TripAdvisor, based on the exceptional reviews and opinions submitted to the travel platform over the past year. Abadía Retuerta LeDomaine is therefore classed as one of the best hotels in the world.

Best Hotel for Remarkable Experiences according to Leading Hotels of The World (LHW), chosen from its exclusive collection of over 400 luxury destinations in 80 countries.



It is worth noting that in the hotel Abadía Retuerta LeDomaine the main materials³ we use are all renewable:

- Food
- Drink
- Bed Linen
- Glassware and Cutlery
- Tableware
- Office materials

³ We do not have precise information about the quantities consumed of these products, only their cost.

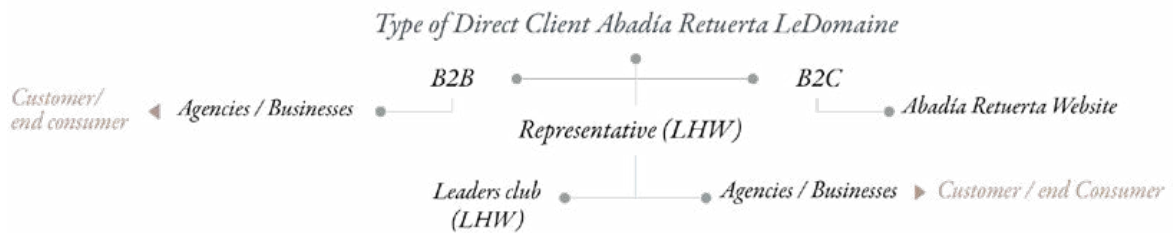
As with the winery’s supply chain, we have created a similar supply chain for the hotel side of the business:

Value Chain: Hotel



Stage	Activity	Productos / Materiales
INBOUND LOGISTICS	Controlling the booking system, welcome and transport service, formalities upon arrival, handling luggage, managing deposits, etc.	- Taxis - Transport
	OPERATIONS	Controlling and managing hotel rooms, restaurant and spa, purchasing of necessary work equipment, security, etc.
OUTBOUND LOGISTICS		Formalities upon departure, checking rooms, data handling, database, washing/cleaning, etc.

Customer Chain





We offer various different activities that can boost the health and wellbeing of our guests. We also have our very own Spa Sommelier, within our “Santuario” spa.

Santuario Wellness & Spa is an oasis of wellbeing, for the exclusive use of hotel guests.

Its construction was an act of engineering genius: we created an underground space where the abbey’s old stables used to be, without affecting the aesthetics of the site’s historic surroundings.

Santuario spans over 1000 m², and its water is extracted from a well at a depth of 120 metres, before being decalcified and, after undergoing reverse osmosis, it is stored in a 120,000-litre tank. It provides a quality of drinking water similar to natural mineral water.

Furthermore, Santuario has several skylights that ensure 80% natural light, making a warm and cosy environment. Also, the spa is heated by natural thermal energy, throughout the space.

A wide range of treatments and experiences are available, under the guidance of our “Spa Sommeliers”. They accompany, make suggestions and design a complete experience for guests, according to their wants and needs.

Of our team of therapists, two of them have been trained in **Oncological aesthetics**.

Santuario LeDomaine Wellness & Spa also offers a menu of treatments dedicated to:

- **Spa Sommelier Experience:** it combines the healing properties of aromatherapy with our wines, adapted to the individual needs of each guest, both physically and mentally.
- **Wellbeing rituals**
- **Massage rituals**
- **Facial rituals**
- **Bodily rituals**

We also have a thoroughly equipped spa suite, perfect for any couples who want to unwind in their own haven of wellbeing.

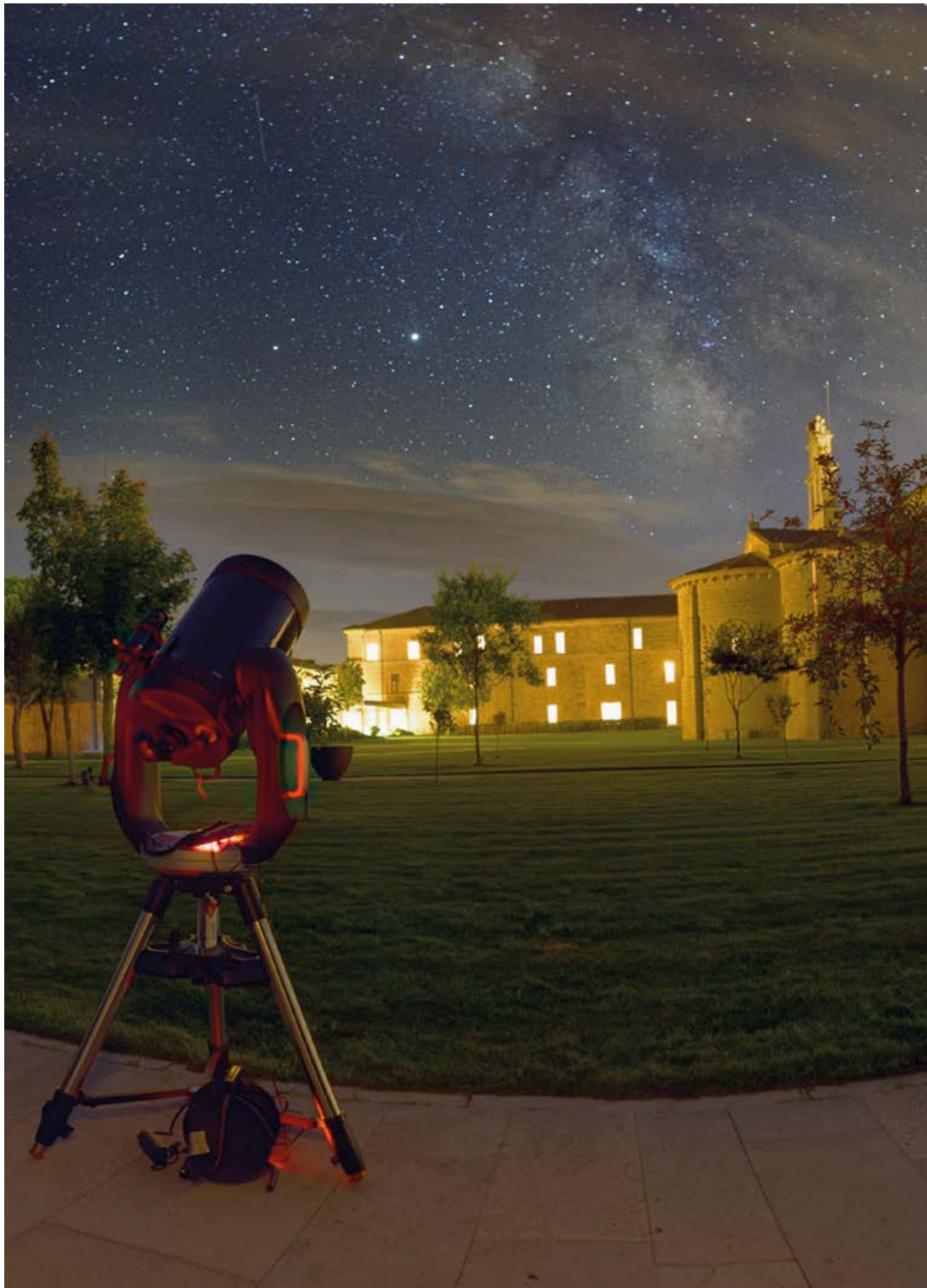
Since 2020 Santuario LeDomaine Wellness & Spa has offered a Tibetan Singing Bowls experience as part of the Balancing Ritual VibraHealing. This is a complete experience, focusing on relaxation and balancing of the body and mind. The Tibetan Bowls promote the restoration of the natural frequency of each body cell and stimulate brain waves, bringing about a deep state of relaxation.

To round off these services, Santuario also has a 24-hour gym, and a room used for yoga and other activities related to mindfulness, such as pilates, or for personal trainer sessions.

ABADÍA RETUERTA



ABADÍA RETUERTA



Starlight Hotel



The major advantage of our location, at the heart of a natural environment, is the absence of light pollution: our guests can look up and marvel at the wonders of the stars. In 2019, we were awarded Starlight Hotel certification in recognition of our commitment to preserving and improving the quality of the night sky, and because of the steps we take to protect the surrounding area.

This certification proves that we are in the perfect place to gaze up at the night-time sky, and also that we are truly committed to a sustainable and eco-friendly economy.



It is also worth mentioning that, throughout 2021, we continued to work hard to ensure the health and wellbeing of our staff and guests, given the ongoing COVID-19 crisis. Therefore, we maintained the safety protocols initially brought in during 2020, and we still offer FFP2 masks.



One of our aims for 2021 is currently on hold: we planned to implement the Sustainable Development Goals within Protel Voyager, the app currently used by our clients, but at present there is a compatibility issue with the software.



Historical Heritage



Abadía Retuerta's vineyards, winery and hotel are set within breathtaking surroundings, right at the heart of the Duero Valley.

The estate is home to a range of architectural treasures, in distinct styles: they are a trip back in time, showcasing the rich history and art accumulated here over the centuries. During the restoration work, extra care was taken to preserve the original architecture.

The original abbey, Abadía Santa María itself, was founded in 1146 by the Premonstratensian Order. Monks lived on the estate for centuries, until the Confiscations of Mendizábal. In fact, it is believed to be one of the first monasteries in Spain.

The structure of the abbey complex follows the traditional Benedictine Arrangement: it has a cloister, chapter house, refectory and guesthouse, all of which surround the church. It is also distinguishable by its single-walled bell tower, located next to the apse.

Another unique space on the estate is now known as "La Cueva de los Monjes"; it was used in the 16th century to construct a wine cellar, and to this day is used to store

our collection of vintage wines.

We must also mention the estate's works of art, which can be found throughout Abadía Retuerta LeDomaine. The Collection includes paintings, sculptures, tapestries, rugs and antique furniture, from the 12th century up to the 21st century. Highlights include works of Italian Mannerism and the Dutch and Central European Baroque.

There is also a beautiful Garden Museum, situated next to one of our vineyard plots: this is one of the lesser-known areas on the site, and it features a collection of stone sculptures by the German artist Ulrich Rühriem. His sculptures reflect the peace and tranquillity found inside the Abbey, even though their avant-garde style is in direct contrast with the ancient stone architecture elsewhere on the estate.

Abadía Retuerta LeDomaine was recognised as an Historic-Artistic Monument of National Interest, by virtue of the Decree of 3 June 1931. It is therefore deemed to be an Asset of Cultural Interest (BIC) which sits between two Sites of Community Importance (SCI).



2021 ACHIEVEMENT
ACQUISITION OF THE ARTWORK
RUMOR DE LÍMITES V (1959),
BY EDUARDO CHILLIDA

This is a unique steel sculpture by Chillida, who comes from San Sebastián. It can now be enjoyed at the Santa María de Retuerta Abbey, where a striking connection is forged between the ancient space, the artwork and the sculptor.



Since 2020, and as an ongoing objective for the coming years, Abadía Retuerta's budding art project has been a pillar of our company. The aim is to highlight not only the striking architectural legacy of the 12th-century Abbey, but also the fascinating history of our estate and the many artworks in our collection.

We still offer the 'Living with Art' experience, so that guests can truly get to know Abadía Retuerta's cultural history. The experience showcases a series of key works from our collection, on display throughout LeDomaine. They include sculptures, paintings, tapestries and antique furniture.

'Living with Art' merges history, architecture and the estate's art collection. This dynamic, fun and rigorous experience is a superb way to learn about the many riches included within Abadía Retuerta LeDomaine's glorious heritage.

This visit ends with a wine-tasting session, featuring one of Abadía Retuerta's own wines. It takes place in the chapter house, a true architectural wonder: the experience therefore brings together, in perfect harmony, the estate's historical heritage with its precious, age-old winemaking culture.



**2021 ACHIEVEMENT
CREATION OF THE “ARTISTS RESIDENCY” PROJECT**

This project brings in national and international artists, inviting them to live and work within the inspiring setting of Abadía Retuerta.

The initiative forms part of Abadía Retuerta’s art programme, and it aims to share the estate’s rich natural and cultural heritage by promoting culture and creativity. The idea is to bring about enriching exchanges, as well as gradually expanding the art collection.

The first selected artist was Adberrahim Yamou (Casablanca, 1959), who came in 2021. Yamou is a key figure in Moroccan contemporary art, and his work has been exhibited in numerous galleries in Morocco and Europe.





Natural Heritage



We are committed to monitoring how our work impacts the surrounding area. Therefore, we aim to manage this impact in a responsible and ethical way, with a focus on sustainability.

We have adopted the following practices, to protect the environment:

We have a Woodland Management Plan which sets out, for every year and for each plot depending on its condition, all the measures that are necessary to optimise the condition of the land and thereby encourage the estate's animal and plant life to flourish.

We also work alongside other entities (such as, **FIRE** the International Foundation for the Restoration of Ecosystems, and ASFOVA, the Forestry Association of Valladolid) to keep these areas in the best possible condition, and improve their yield.

We have rolled out a model for waste management and treatment, through authorised companies. The waste generated on site is left at a series of waste collection points, before being taken away. With regards to the winery's

waste water, we use pools, where the water is purified by means of natural processes. We also frequently monitor our gas emissions, both from the boilers and the employees' cars. It is worth highlighting that we offer our guests electric bikes, as an eco-friendly alternative to our guided tours in SUVs. We also have four charging points for electric cars, available in the car park. For our own internal use, we also have an electric vehicle.



2021 ACHIEVEMENT
Adhering to our new hybrid
vehicle policy.

13 CLIMATE ACTION



We are committed to protecting and enhancing our surrounding area. Therefore, we carry out actions to help generate employment, boost the economy and promote sustainable tourism, in a way

that showcases the cultural, natural, gastronomic and historical riches of the region. They include:

Honey collection



Since 2016, we have worked with Syngenta on the international project “Operation Pollinator”.

The aim of the project is to boost the population of pollinating insect in the farming sector, in order to preserve and improve biodiversity on farmlands.

By cultivating multifunctional hedges, habitats for these pollinating insects are made, giving them shelter, food and routes of transit.

Environmental education



In recent years, we have established an innovative training programme based on environmental education, which covers sustainability, respect for the environment, historic legacy, nutritional education and consumption.

It is aimed at very young children and has been rolled out in educational centres across the province.

In 2020 and 2021, these “Eco-workshops” were not able to take place in light of the health crisis.

‘The Wine Adventure’

This book was written to introduce children to winemaking culture in an educational and accessible way, with images to improve their understanding of this world.

In 2021, a total of 58 copies of the book were sold.

Terroir Academy



Since 2017, the Terroir Academy has continued to pursue, year after year, its founding objectives.

This pioneering educational initiative, designed for professionals from the industry, sets out to analyse and precisely explain the term “terroir”, so that the industry professionals have a clear understanding of this key concept. They can then use this knowledge to get across the unique nature of a wine project.

We sought to devise a useful training programme, with fresh and up-to-date content, which gives participants the opportunity not only to learn about technical and scientific aspects, but also to join in with hands-on activities. The programme is based on the four pillars of the “terroir” concept: soil, climate, variety and the human factor. In 2021, a series of complementary online training sessions also took place. These were the “Terroir Academy Dialogues”, in which renowned guests from the world of

wine discuss current matters in and around the terroir concept. These sessions are now available online, as part of the Terroir Academy's own bibliography, at Abadía Retuerta's YouTube channel.

Despite the difficulties of the pandemic, in 2021 there were 12 training sessions given to 338 students. We now have 1,100 wine professionals registered with the Academy: 48% are active sommeliers, 27% are student sommeliers, 18% wine salespeople, and the remaining 8% include influencers, educators and wine lovers.

It is also worth highlighting that, in September 2021, the magazine *Enólogos* published an article discussing the microorganisms found in our terroir (the yeasts and bacteria that cause the fermentation of our wine), as well as the estate's response to climate change and how these factors have impacted the style of the wines.



OBJECTIVE 2020-2025

- To develop an advanced or secondary level for those who have completed the first basic level with a view to supplementing their training.
- To roll out the Terroir Academy to key international markets.
- To establish an active community of wine professionals.
- To carry out more online training events and activities.
- To release new technical and scientific publications about the Terroir Academy.
 - To expand our outreach team.



The Monks' Vegetable Garden



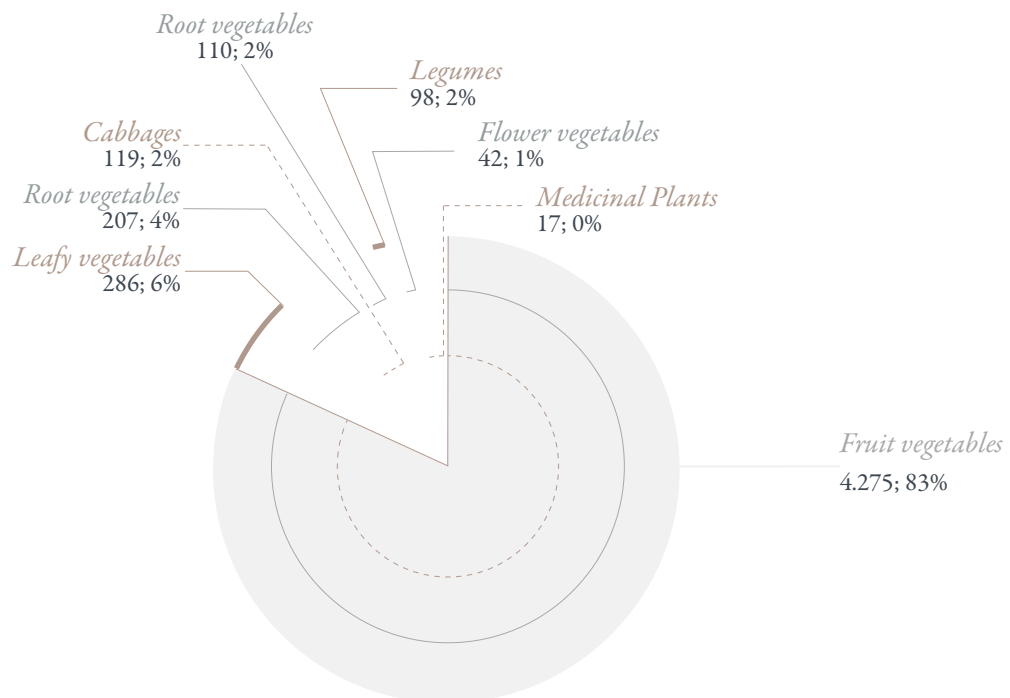
In 2019, we created our own ecological, biodynamic and sustainable vegetable garden, spanning 1200 m². It is located exactly where the monks had their vegetable garden, back when they lived on the estate many centuries ago.

This particular area of the estate is perfect for growing vegetable and other aromatic plants. In 2021, 10,323 kg of produce was harvested there. Today, we are still studying and analysing which vegetable varieties

are the best ones for the soil and other conditions in our garden.

Our garden consists of:

- Cabbages
- Flower vegetables
- Fruit vegetables
- Leafy vegetables
- Root vegetables
- Legumes
- Medicinal Plants



2021 ACHIEVEMENT

The vegetable garden was extended by 400 m². The large planters at the back of the garden were expanded, as well as the plateau area on the right-hand side.



ABADÍA RETUERTA



Most of the produce (over 4000 kg) came from the following crops:

Year

<i>Product</i>	<i>Weight (Kg)</i>
<i>Tomatoes</i>	<i>1,919</i>
<i>Pepper</i>	<i>351</i>
<i>Vegetable box: various</i>	<i>42</i>
<i>Courgette</i>	<i>678</i>
<i>Pumpkin</i>	<i>280</i>
<i>Cucumber</i>	<i>311</i>
<i>Melon</i>	<i>280</i>
<i>Chilli peppers</i>	<i>37</i>
<i>Watermelon</i>	<i>247</i>
<i>Aubergine</i>	<i>128</i>
Total	4,273

With regards to production, the busiest months were July to October, when a total of 4,858 kg was gathered.

This data, from 2021, shows the potential for growth of these distinct varieties

of fruits and vegetables. The Monks' Vegetable Garden proves Abadía Retuerta's commitment to the circular economy and local produce, a commitment which includes food grown on site as well as from suppliers in the surrounding area.



OBJECTIVE 2022

To extend the land to accommodate more varieties and deliver a greater amount of produce.



**2021 ACHIEVEMENT
ECO-FRIENDLY WINERY**

We are determined to look after our surroundings in a sustainable way. We have deep respect for the legacy of our winery, so we decided to pursue the eco-friendly farming certification.

In this first year, our Blanco LeDomaine and Pago Negralada varieties, as well as our historic wine, have been awarded the seal of "eco-friendly wine". This accounts for 35,900 litres of wine.

One of our next challenges is to ensure that 100% of our wine is eco-friendly.



NATURAL HERITAGE

Tackling climate change

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS



There is ever-increasing concern about the knock-on effects of climate change. Therefore, it is crucial that we plan ahead and invest in the most innovative tools, to be able to mitigate these effects, as far as possible.

For several years, we have been studying and analysing how a hotter climate might affect our winery. This research allows us to identify and evaluate which measures we should take in each particular case, with regards to the environmental, social and economic consequences.

Each harvest is unique, not only because the different grapes have different qualities, but also because the year's weather patterns determine, to a large extent, the vineyards' performance and yield. One of the most obvious effects is the lengthening of dry weather cycles, with a rise in average temperatures: in turn, this profoundly alters the grape ripening process. Faced with this challenge, one change to our working practice has been to produce a collection of wines called the Winemakers' Collection. They are the result of our studies, and they help us test our adaptation to new farming techniques, in order to work out which of them can help us fight back against climate change and help the food systems become more resilient, equitable, inclusive and sustainable. We have been making these limited-edition micro-vinifications, using this approach, for six years.

In 2021, the scope of these studies was divided into three categories, with criteria relating to the climate, soil type and production type.

Soil range

Tempranillo 2019 in soils with clay, sand and gravel: 832 bottles, of 0.75lts.

Climate range

Gewürztraminer 2020: 1376 bottles of 0.75 lts.

Merlot 2019: 1138 bottles of 0.75 lts.

Sangiovesse 2019: 144 bottles of 0.75 lts and 70 magnums of 1.5 lts.

Nebbiolo 2019: 138 magnums of 1.5 lts.

Godello 2019: 8000 bottles of 0.75 lts and 358 magnums of 1.5 lts.

Garnacha Roya 2019: 276 bottles of 0.75 lts.

Garnacha 2019: 272 bottles of 0.75 lts

Touriga Nacional 2019: 275 bottles of 0.75 lts.

Production range

Vendimia temprana 2019: 279 bottles of 0.75 lts.

Vendimia Temprana raspón 2019: 280 bottles of 0.75 lts.

PR21 2019: 280 bottles of 0.75 lts.

Clarete 2019: 851 bottles of 0.75 lts.

Rosado 2020: 704 bottles of 0.75 lts.

Vendimia en fecha 2019: 283 bottles of 0.75 lts.

Vendimia en fecha raspón 2019:

272 bottles of 0.75 lts.

As well as using this study to anticipate the possible future consequences of climate change, we are also looking into its current effects, such as the sharp frosts. Thus, since 1996, we have been using anti-frost towers to help mitigate the damage caused by sub-zero temperatures on the estate.





In 2021, although we did not increase the number of anti-frost towers (there are 17 on site), five of them are now powered by LPG.



OBJECTIVE FOR 2022

Invest in another anti-frost tower with LPG fuel, taking the total to six.

In 2021, the anti-frost towers were used on three occasions, namely the 16th, 17th and 18th of April, when the minimum temperatures went as low as -2° , -3° . This period is when the first shoots start to come out, so any potential damage must be avoided.

The amount of fuel used by the anti-frost towers is included within our annual petrol consumption; in this case, it amounts to 350 litres of petrol per tower, and 1,250 litres of propane gas.

17 PARTNERSHIPS FOR THE GOALS



Furthermore, we continue to work with AEMET (the Spanish State Meteorological Agency) by disclosing our climate data, as recorded by the Agency's official climate station installed on the estate.

Wineries for Climate Protection (WfCP)

13 CLIMATE ACTION



Our WfCP certification has been renewed once again, reflecting our unwavering commitment to environmental sustainability and the ongoing improvements we have made, according to the criteria established by the Spanish Wine Federation. They include:

- Emissions reduction
- Renewable energies and energy efficiency
- Water management
- Waste reduction



2021 ACHIEVEMENT 14001 CERTIFICATION

In 2021, we implemented an Environmental Management System, within the framework of the UNE-EN ISO 14001 regulations.

These regulations help systematise the company's environmental management.

They entail the exhaustive analysis of various different aspects, such as monitoring emissions, waste management and environmental protection.





2021 ACHIEVEMENT
CALCULATE, OFFSET AND REDUCE:
SEAL OF APPROVAL



This last year, we have been granted the “Calculate, Offset and Reduce” seal of approval, from the Spanish Ministry for the Ecological Transition. We are only the second winery in Spain to achieve this recognition in its entirety.

This seal of approval shows all our effort and commitment when it comes to tackling climate change. The “Calculate” aspect refers to calculating the estate’s carbon footprint, taking into account the running of the vineyard, the production, ageing and bottling of the wines, as well as the hospitality side of the business. The “Reduce” aspect, in this case, refers to the 7.11% three-year average reduction in emissions, with regards to scope 1 and 2. The “Offset” aspect refers to our offsetting of 0.3% of our carbon footprint, in terms of scope 1 and 2.

Carbon Footprint (tonne CO_{2e})



	2019	2020	% Variation
<i>Scope 1</i>	386.25	337.93	- 12.5%
<i>Scope 2</i>	418.99	0	- 100%
<i>Scope 3</i>	255.64	326.71	
Total scope 1+2	1,060.88	337.93	- 68.15%

This table shows the indirect emissions produced by electricity, steam, heating and refrigeration, both bought-in and consumed by the company. This allows us to assess our carbon footprint.

The comparative ratio chosen was the parameter of emissions per employee. In 2020, the number of employees was 145.47, which means a ratio of emissions per employee of 2.3230. Compared to 2019, when there were 156 employees, and a ratio of emissions per employee of 5.1618,

we can see an improvement: the ratio has gone down by 7.29%.

Compared to previous years, the ratio is notably lower, because the number of workers was, respectively, 113 in 2017, 146 in 2018 and 158 in 2019. Therefore, it is worth noting that, although the number of employees was similar in 2018 and 2020, the difference in ratio highlights a reduction in emissions over this past year (a progressive reduction of CO₂ being emitted into the atmosphere).

3,3614 t CO₂eq / Employee (2017)
 5,4232 t CO₂eq / Employee (2018)
 5,8209 t CO₂eq / Employee (2019)

If we take into account the previous three-year period (i.e. 2017-2019, compared to 2018-2020), there has been a 7.2% reduction of CO₂ emissions into the atmosphere. This figure indicates that the company's overall trend is a progressive decline in emissions.

With regards to the company's total carbon footprint, in 2020 it dropped significantly compared to other years. This is largely due to the application of the Guarantee of Origin for Electricity Consumption.

This year, following the carbon footprint calculation and audit, we modified the base year, so 2017 is now the year of comparison. Some of the data has been adjusted, because some categories had to be recalculated to adapt to the demands of the Ministry's calculating system. As it stands, the current snapshot is as follow:

Carbon footprint (tonne CO_{2e})

	2017 (base year)	2018	2019	2020	% Variation
<i>Scope 1</i>	379.83	437.58	482.27	337.93	
<i>Scope 2</i>	0	354.20	425.79	0	
Total scope 1+2	379.83	791.78	908.06	337.9335	-12.4%

Carbon footprint ratio 2020

	Scope 1 (tonne CO ₂)	Scope 2 (tonne CO ₂)	Total (tonne CO ₂)	Reference unit	Ratio
<i>Hotel</i>	99.62	0	99.62	3,354 guests	29.70 kg CO ₂ / guest
<i>Winery</i>	238.31	0	238.31	736,929 bottles	0.32 kg CO ₂ / bottle
Total	337.93	0	337.93	6.90 M€	48.97 tonne CO₂/M€

ABADÍA RETUERTA





Energy saving



Since 2016, we have monitored monthly electricity and fossil fuel consumption, according to a baseline used to set reduction

targets and establish measures to achieve them. We have since continued to take the monthly measurement of energy consumption.

The hotel and winery's energy consumption for 2021 is summarised in the following table:

2021 Energy consumption

		<i>Weight(tonne)</i>	<i>kWh</i> ⁴	<i>MJ</i> ⁵
<i>Hotel</i>	<i>Electricity consumption</i> ⁶	--	1,614,650	5,812,740
	<i>Propane consumption</i> ⁷	60.02	803,368	2,892,124
	<i>Diesel fuel consumption</i>	0.50	5,972	21,500
	Total consumption	--	2,423,990	8,726,364
<i>Winery</i>	<i>Electricity consumption</i>	--	653,540	2,352,744
	<i>Solar electricity consumption (kWh)</i>	--	200,440	721,584
	<i>Propane consumption</i>	21.90	293,132	1,055,273
	<i>Diesel fuel consumption</i> ⁸	22.00	262,778	946,000
	Total consumption	--	1,409,889	5,075,601
Total			3,833,879	13,801,965

⁴ 1 tonne propane = 13,385 kWh; 1 tonne diesel fuel = 43,000 MJ.

⁵ 1 kWh = 3,6MJ.

⁶ Monthly meter readings

⁷ Sum of all loads from the 6 tanks.

⁸ Sum of all loads from the 15 tanks.

Hotel energy consumption

	2016 (MJ)	2017 (MJ)	2018 (MJ)	2019 (MJ)	2020 (MJ)	2021 (MJ)
<i>Electricity consumption</i>	8,414,575	7,375,644	6,561,752	6,155,071	4,675,262	5,812,740
<i>Propane consumption</i>	1,990,082	2,153,914	2,585,179	2,965,366	2,031,522	2,892,124
<i>Diesel fuel consumption</i>	--	--	154,800	116,100	129,000	43,000

<i>Hotel</i>	<i>MJ</i>
<i>Hotel energy consumption 2016</i>	10,404,657
<i>Hotel energy consumption 2017</i>	9,529,558
<i>Hotel energy consumption 2018</i>	9,301,731
<i>Hotel energy consumption 2019</i>	9,236,538
<i>Hotel energy consumption 2020</i>	6,835,784
Hotel energy consumption 2021	8,726,364

We can see the ongoing downward trend in consumption. There was a total energy saving of 5.5%, so we managed to meet our target.

ABADÍA RETUERTA



ABADÍA RETUERTA



Winery energy consumption

	2016 (MJ)	2017 (MJ)	2018 (MJ)	2019 (MJ)	2020 (MJ)	2021 (MJ)
<i>Electricity consumption</i>	2,809,609	2,755,864	2,546,334	2,717,867	2,022,786	2,352,744
<i>Solar electricity consumption</i>					659,268	721,584
<i>Propane consumption</i>	1,455,217	1,546,288	1,808,806	1,534,339	1,081,776	1,055,273
<i>Diesel fuel consumption</i>	1,315,800	1,141,650	1,006,200	1,161,000	1,315,800	946,000
<i>Winery</i>						<i>MJ</i>
<i>Winery energy consumption 2016</i>						5,580,626
<i>Winery energy consumption 2017</i>						5,443,802
<i>Winery energy consumption 2018</i>						5,361,340
<i>Winery energy consumption 2019</i>						5,422,876
<i>Winery energy consumption 2020</i>						5,079,630
Winery energy consumption 2021						5,075,601

We can see that there has been an increase in consumption since 2020, caused by the return to work following the Covid-19 pandemic.



2021 ACHIEVEMENT

We reduced our consumption of LPG by 31%, compared to 2020.
Furthermore, our consumption of diesel oil fell by 19% compared to 2020.

Total

	<i>kWh</i>	<i>MJ</i>
<i>Total consumption 2021</i>	3,833,879	13,801,965
<i>Total consumption 2020</i>	3,309,837	11,915,414
<i>Total consumption 2019</i>	4,069,373	14,649,743
<i>Total consumption 2018</i>	4,073,075	14,663,071
<i>Total consumption 2017</i>	4,159,266	14,973,366
<i>Total consumption 2016</i>	4,440,357	15,985,283

Total savings compared to 2019: 5.8%

<i>Total</i>	<i>MJ</i>
<i>Total consumption 2021</i>	13,801,965
<i>Total consumption 2020</i>	11,915,414
<i>Total consumption 2019</i>	14,649,743
<i>Total consumption 2018</i>	14,663,071
<i>Total consumption 2017</i>	14,973,366
<i>Total consumption 2016</i>	15,985,283

ABADÍA RETUERTA





OBJECTIVE FOR 2022

Make further energy savings, continuing the trend from 2021, in both sides of the business.



It is also worth highlighting the hotel and winery's other key measures for energy saving, based on **renewable energies**:

Geothermics: using water from the hotel's well, three circuits are able to dissipate the energy that cannot be absorbed by the heat installation when the machine is operating in cold mode (or by the cold installation when the machine is operating in heat mode); this reduces the electricity consumption related to air conditioning.

Thermal solar panels: they are used to pre-heat the hot water intended for domestic use (both in the hotel and in the Spa); they help reduce fuel consumption.

Annually (from June to November), a total of 21,082 kWh of energy was saved, with an average saving of 3,513 kWh/month.

In economic terms, the saving amounted to €421 per month.

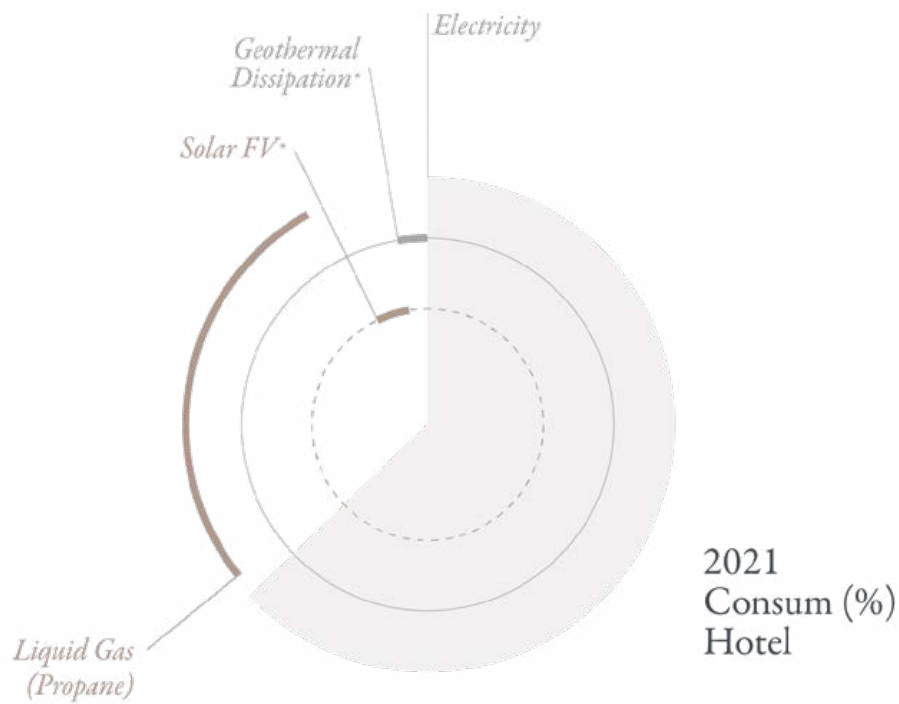
Freecooling: this has been integrated and automated within all the air conditioning equipment to which this system is applicable (depending on the equipment's function and location), leading to savings in electricity consumption. It makes use of cold air from outside, which is a natural resource available on the estate almost all year round, due to the major swings in temperature between day and night in our continental climate.

In 2021, a total of 200,400 kWh was generated by our solar panel installations (9% more than in 2020).

The following graphs show the volume of energy resources used within the two sides of the business.

Hotel 2021

<i>Energy source</i>	<i>Annual Consumption (mwh)</i>	<i>Consumption (%)</i>	<i>Type</i>
<i>Electricity</i>	<i>1,614.65</i>	<i>63.4%</i>	<i>Renewable**</i>
<i>Photovoltaic solar panels*</i>	<i>0,00</i>	<i>0,0%</i>	
<i>Liquid gas (propane)</i>	<i>803.37</i>	<i>31.6%</i>	<i>Fossil fuel</i>
<i>Solar thermal*</i>	<i>69.60</i>	<i>2.7%</i>	<i>Renewable</i>
<i>Geothermic dissipation*</i>	<i>58.00</i>	<i>2.3%</i>	<i>Renewable</i>
Total	2,545.62	100.0%	



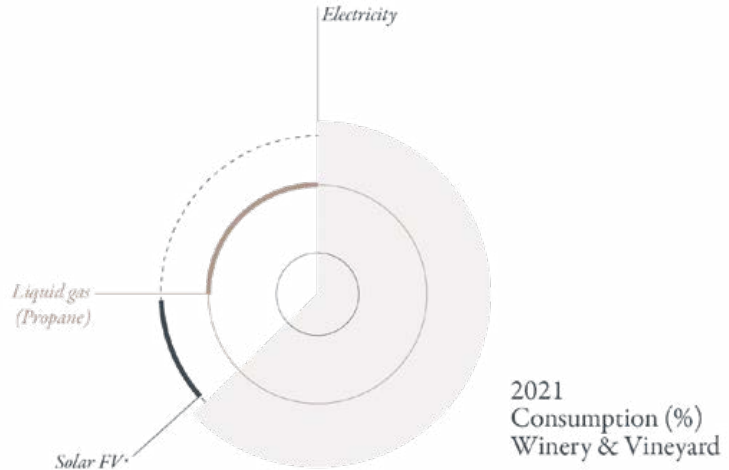


2021 Winery and vineyard

<i>Energy source</i>	<i>Annual Consumption (mwh)</i>	<i>Consumption (%)</i>	<i>Type</i>
<i>Electricity</i>	<i>653.54</i>	<i>56.0%</i>	<i>Renewable**</i>
<i>Photovoltaic solar panels*</i>	<i>220.44</i>	<i>18.9%</i>	<i>Renewable</i>
<i>Liquid gas (Propane)</i>	<i>293.13</i>	<i>25.1%</i>	<i>Fossil</i>
<i>Solar thermal*</i>	<i>0.00</i>	<i>0.0%</i>	
<i>Geothermal dissipation*</i>	<i>0.00</i>	<i>0.0%</i>	
Total	1,167.11	100.0%	

This graph shows the increasing importance of photovoltaic energy in our consumption.

As a conclusion, we can highlight the fact that 75.9% of all the energy consumed in our winery comes from renewable sources. Furthermore, our electricity comes from renewable sources that have a Guarantee of Origin.



We have calculated several energy intensity ratios. For the income ratio, we take into account the total energy consumption; for the number-of-guests ratio, we look at the

hotel's energy consumption; and for the number-of-bottles ratio, we consider the winery's energy consumption. The results are as follows:

Energy intensity ratio 2021

<i>Income</i>	12.74 M€	0.301 kWh/€	1.083 MJ/€
<i>Number of guests</i>	8143	298 kWh/guest	1,072 MJ/guest
<i>Number of bottles</i>	604,745	2.331 kWh/bottle	8.39 kWh/bottle

Comparison with previous years:

Energy intensity ratio 2020

<i>Income</i>	6.90 M€	0.48 kWh/€	1.73 MJ/€
<i>Number of guests</i>	3,354	566 kWh/guest	2,038 MJ/guest
<i>Number of bottles</i>	736,929	1.915 kWh/bottle	6.89 kWh/bottle

Energy intensity ratio 2019

<i>Income</i>	12.47 M€	0.33 kWh/€	1.175 MJ/€
<i>Number of guests</i>	8,623	298 kWh/guest	1,071 MJ/guest
<i>Number of bottles</i>	623,000	2.414 kWh/bottle	8.69 MJ/bottle

Energy intensity ratio 2018

<i>Income</i>	11,8 M€	0,35 kWh/€	1,243 MJ/€
<i>Number of guests</i>	8.152	317 kWh/guest	1.141 MJ/guest
<i>Number of bottles</i>	515.193	2,891 kWh/bottle	10,41 MJ/bottle

Over the course of the last year, we have been working on energy-saving measures, with a view to reaching constant performance and the optimisation of our installations. Some of these effective energy-saving measures include:

- Air conditioning the hotel in the most efficient way: by prioritising the use of propane, as opposed to electricity.
- Optimising the timetables, temperatures and usage areas of the distinct energy systems.
- Ensuring that the hotel's energy monitoring system remains in an optimal state, to keep the energy parameters within the pre-established ranges.



NATURAL HERITAGE

Water Management

6 CLEAN WATER
AND SANITATION



Water management is part and parcel of our business activities. We use existing containers to monitor and subsequently control the consumption of water in our winery and hotel.

The extraction of water is divided into four parts: vineyard, crops, winery and hotel. Two surface water collection points are used for the vineyard and crops: the Duero river and the canal of the Duero (drip irrigation is the method used, as it is the most efficient). An underground water collection point is used for the winery. As for the hotel, besides the underground system, a water supply from the general network of Sardón de Duero is also used.

The total water consumption for 2021 was 52,661 m³ (36,997 m³ in the winery and 15,684 m³ in the hotel):

Total water consumption

	<i>Hotel m³</i>	<i>Winery m³</i>	<i>Abadía Retuerta Total m³</i>
2016	15,794	37,923	53,717
2017	16,816	56,297	73,113
2018	13,876	33,847	47,723
2019	14,523	39,756	54,279
2020	15,853	45,532	61,385
2021	15,684	36,977	52,661



ABADÍA RETUERTA

2021

	<i>Water consumption hotel (m³)</i>	<i>Water consumption winery (m³)</i>	<i>Abadía Retuerta Total (m³)</i>
<i>January</i>	1,027	185	1,212
<i>February</i>	1,414	204	1,618
<i>March</i>	1,993	236	2,229
<i>April</i>	1,160	319	1,479
<i>May</i>	1,109	248	1,357
<i>June</i>	755	1,834	2,589
<i>July</i>	1,018	2,374	3,392
<i>August</i>	1,027	8,852	9,879
<i>September</i>	902	17,678	18,580
<i>October</i>	1,384	4,461	5,845
<i>November</i>	1,901	389	2,290
<i>December</i>	1,994	197	2,191

2021

	<i>Totals</i>	<i>Guests</i>	<i>Bottles</i>	<i>m³/Guest</i>	<i>m³/Bottle</i>
<i>Water consumption hotel (m³)</i>	15,684	8,143	--	1.926	
<i>Water consumption winery (m³)</i>	36,977		604,745		0.061
<i>Water consumption Abadía Retuerta (m³)</i>	52,661				

ABADÍA RETUERTA



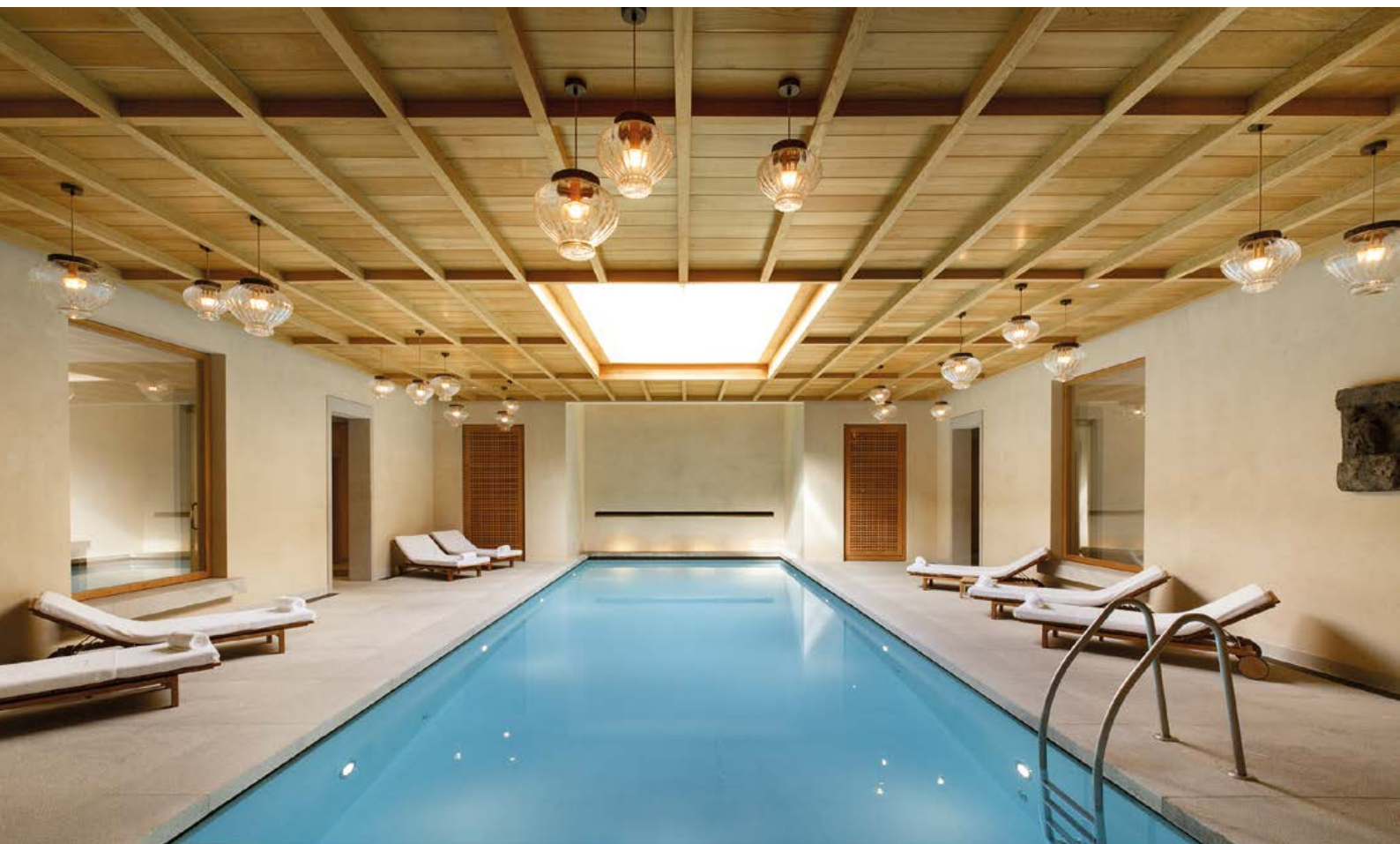
This data shows a slight increase in the hotel's water usage, compared to 2019.

However, the ratio per bottle has improved. These figures help us determine and establish certain criteria in order to get back to the values that we had managed to reach in 2019.

The comparative data from various years can be seen below.

The data spans from our first report in 2016, up to this 2021 report, and we can see cubic metres of water per bottle of wine (for the winery) and cubic metres per guest (for the hotel):

	Year	
	<i>m³/Guest</i>	<i>m³/Bottle</i>
2016	2.367	0.078
2017	2.389	0.106
2018	1.702	0.066
2019	1.684	0.064
2020	4.7264758	0.062
2021	1.926	0,061



The water consumed both in the winery and in the hotel is treated by osmosis systems which reject approximately 40% of the water brought in. The water quality is analysed on an annual basis, and is guaranteed by the regular maintenance of our drinking water treatment systems.



All our waste water disposal sites comply with the waste parameters set by the applicable legislation, according to analyses published on an annual basis:

Water Disposal

	<i>Volume (m³/year)</i>	<i>Origin</i>	<i>Treatment method</i>	<i>Water quality</i>	<i>Destination</i>
<i>Winery</i>	2,555	<i>Osmosis rejection (40%)</i>	<i>Lagooning⁹</i>	<i>Same as captured water albeit with a greater salt concentration</i>	<i>Evaporation or irrigation of pine forests</i>
	3,832	<i>Processes</i>		<i>Complies with disposal parameters</i>	
<i>Hotel</i>	5,989	<i>Osmosis rejection (40%)</i>	<i>None</i>	<i>Same as captured water albeit with a greater salt concentration</i>	<i>Duero River</i>
	9,331	<i>Processes</i>	<i>Aerobic system using biodiscs¹⁰</i>	<i>Complies with disposal parameters</i>	

⁹ We have 3 basins, 2 of which have a surface area of 750 m² while the other has a surface area of 600 m². The action of the aerobic bacteria present in these basins progressively converts the organic matter of water, assisted by ventilators (which move the water and supply oxygen). The water is then transferred via connected channels to another larger basin (7,000 m²) where it is evaporated or used to irrigate the adjacent pine forests.

¹⁰ These are porous discs that rotate in such a way that half of each disc is always submerged in untreated water. Continuous rotation oxygenates the aerobic bacteria and thereby encourages their growth and proliferation. These bacteria break down organic matter. There is also a denitrification process which is carried out by means of the controlled recirculation of the treated water.



NATURAL HERITAGE

Protecting Biodiversity

13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



The estate covers a surface area of 700 hectares. 185 hectares are taken up by our vineyards, 4,000 metres of which line the banks of the River Duero. It is located between the SCI (Site of Community Importance) called Carrascal and the banks of the River Duero (green zones).

Abadía Retuerta is situated at the following UTM coordinates: Time zone: 30T; X=382.456; Y=4.608.190.

The EU Natura 2000 Programme

11 SUSTAINABLE CITIES AND COMMUNITIES



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS



This is a network of biodiversity conservation areas in the European Union, of which our winery is part. It primarily seeks to guarantee the long-term survival of species and various kinds of habitats across Europe and thereby protect nature and, consequently, biodiversity.

The estate's biodiversity is determined by the variety of existing habitats, for both animals and plants.

The holm oaks, thicket and pine forests, the riverbank, wetlands and vineyard crops are home to a wide variety of animal and plant life: wild boar, roe deer, wild ducks, red partridge, wood pigeon, rabbit, hare, fox, etc. Moreover, a natural habitat of aquatic birds has formed in the winery's water treatment basins, including the blue duck, herons and teals. We have helped to preserve this habitat by creating small floating islands with natural vegetation in order to facilitate breeding.

Our priorities include the preservation of development, and of the environmental quality in this region and its lands.

We know about the various species of animal and plant life that are flourishing on the estate, thanks to the report we produced for

this purpose. This study is also supported by a **Woodland Management Plan**, which means that this animal and plant life, as well as all the species that share our environment (as indicated above), can be formally monitored. To this end, a Game Management Plan has been created to document all this information.

We also take steps to control the estate's species (according to the annual report, in the 2020-21 period, 77 rabbits, 10 hares, 14 quails, 65 turtledoves, 52 starlings, 11 wild boars and 10 roe deer were captured).

The installation of a motion sensor camera allows us to monitor the diversity of the existing species and the habitats of the estate's fauna. The camera also shows us how they interact.





The Woodland Management Plan paved the way for the PEFC certification which was given to us in 2010, in recognition our efforts to preserve and manage the woodland. The certification extends to all the estate's agri-food products of forest or woodland origin (wood, pine cones and pine nuts, mushrooms, aromatic plants, honey, black truffle, etc.), and endorses our contribution in the struggle to protect the planet's forests.

Since 2021, our activity has been compiled on the forestry portal of the Castilla y León Council, where our PEFC-certified woodland is listed. (www.pfcyl.es/lista/montes-certificados)



Since 1996, more than 65,000 pine trees have been planted, and more than 200 hectares of woodland and forest have been repopulated with native varieties.



The recovery of our vineyard is another initiative that is closely linked to the preservation of our historical and natural heritage.

At the end of the 19th century, a plague of phylloxera ravaged European vineyards, with devastating consequences.

After that fateful event, only six Tempranillo clones were salvaged: this led to the opportunity to produce what is now our pre-phylloxera Tempranillo.

As part of the measures we take to preserve our environment, we also promote:



The presence of birds of prey for the biological control of starlings and other grape-eating birds.

To this end, we have worked alongside FIRE (International Foundation for the Restoration of Ecosystems) since 2012 and our partnership has led to the installation of several nest boxes for different kind of birds, as well as additional posts without these boxes, to serve as watch towers to be used for other purposes.

Also, various wicker baskets have been installed in the pine and oak forests, with a view to promoting the nesting of particular species, particularly birds of prey, which are being monitored. The installation of floating islands in a lagoon on the estate has also facilitated the nesting of birds and led to a greater number of specimens, improving the habitat of the area.

Furthermore, grape-eating birds are being monitored, and their consumption is being assessed.



Abadía Retuerta maintains its forest plots, as established in the Woodland Management Plan, and is taking measures to recover a wetland area, to increase the natural sanctuaries on the estate and to help boost the population of native animal life, both in terms of mammals (roe deer, wild boar, foxes, rabbits, badgers, etc.) and birds (ducks or herons, etc.). The recovered wetland area covers approximately 5,500 m².



We are also involved in the sowing of native plant species:

- **‘Operation Pollinator’** (see the ‘Natural Heritage’ section).
- **Centennial Olive Trees:** these trees have been on our estate since 2017, when they were gifted to us as part of an exchange with the olive oil company Castillo de Canena. They can be found on our historic Prado de Aceite.

ABADÍA RETUERTA





NATURAL HERITAGE

Waste management



Abadía Retuerta inventories all the waste it produces. The waste is separated (both the winery and the hotel have designated waste collection points, where the waste can be temporarily and safely stored) and collected by approved waste management companies which determine the most suitable disposal method on a case-by-case basis.

Every year, steps are taken to make associates aware of the importance of reducing and correctly separating waste.

The waste (both hazardous and non-hazardous) collected from the winery in 2021 is summarised in the following table¹¹:

2021 Winery waste Hazardous waste

<i>Description</i>	<i>Code</i>	<i>Destination</i>	<i>Quantity (kg)</i>
<i>Sprays and aerosols</i>	<i>160504</i>	<i>R13¹²</i>	<i>1</i>
<i>Lead batteries</i>	<i>160601</i>	<i>R13</i>	<i>60</i>
<i>Contaminated plastic packaging</i>	<i>150110</i>	<i>R13</i>	<i>150</i>
<i>Fluorescent tubes</i>	<i>200121</i>	<i>R13</i>	<i>-</i>
<i>Contaminated material</i>	<i>150202</i>	<i>R13</i>	<i>552</i>
<i>Contaminated metal packaging</i>	<i>150110</i>	<i>R13</i>	<i>61</i>
<i>Used anti-freeze</i>	<i>160114</i>	<i>R13</i>	<i>1</i>
<i>Used oil filters</i>	<i>160107</i>	<i>R13</i>	<i>1</i>
<i>Used absorbent materials</i>	<i>150202</i>	<i>D15</i>	<i>3</i>
<i>Ni-Cd batteries</i>	<i>160602</i>	<i>R13</i>	<i>-</i>

¹¹ Waste from trimmed vines is ground down and used as fertilizer. The waste from winemaking processes, meanwhile, along with the remains of the bunches of grapes, is processed using a natural composting system and added to the various vineyard plots as organic matter.

¹² R13: temporary storage of waste, pending recovery.

Non-hazardous waste

<i>Description</i>	<i>Code</i>	<i>Destination</i>	<i>Quantity (kg)</i>
<i>Paper and cardboard</i>	<i>200101</i>	<i>Recycling</i>	<i>7,360</i>
<i>Plastics</i>	<i>200139</i>	<i>Landfill</i>	<i>700</i>
<i>Scrap metal</i>	<i>200140</i>	<i>Reuse/Recycling</i>	<i>93</i>
<i>Glass</i>	<i>200102</i>	<i>Recycling</i>	<i>1800</i>



2021 ACHIEVEMENT NEW WASTE COLLECTION POINT

In late 2021, in a further improvement to the company's waste management, we set up a new waste collection point for the winery. It will be run with the collaboration of the company RECIBAT.

Furthermore, as of 2021, as part of our improvements to waste management, we now include figures on rubbish and glass, both of which are managed by the local municipality.

Rubbish 10152.5 kg. / Glass 1800 kg.

ABADÍA RETUERTA

Abadía Retuerta works in partnership with Ecovidrio to help optimise the recycling processes for the glass products we sell. Last year, we teamed up with them to produce a waste management plan for used packaging.

The provisional figures for 2021 are as follows:

Glass: 359,078.90 kg.
Cork: 2,145.84 kg.
Aluminium: 2,871.19 kg.
Cardboard: 24,982.48 kg.
Wood: 16,487.85 kg.
Paper and Cardboard: 6,044.63 kg.





The 2016-2021 comparison can be seen in these tables:

Non-hazardous winery waste

	<i>Paper and cardboard</i>	<i>Plastics</i>	<i>Scrap metal</i>
2016	18660	25	0
2017	10304	1932	3860
2018	15288	720	0
2019	12440	0	5120
2020	13100	4120	0
2021	7360	700	93

Hazardous winery waste

	<i>Sprays and aerosols</i>	<i>Lead batteries</i>	<i>Contaminated plastic containers</i>	<i>Fluorescent tubes</i>
2016	4	45	245	11
2017	2	171	127	1
2018	2	128	104	1
2019	1	60	104	65
2020	1	15	150	0
2021	1	60	150	0

The following hazardous and non-hazardous waste was removed from the hotel in 2021:

2021 Hotel waste

Hazardous waste

<i>Description</i>	<i>Code</i>	<i>Destination</i>	<i>Quantity (kg)</i>
<i>Used toner</i>	<i>080317</i>	<i>R13</i>	<i>1</i>
<i>Used mercury batteries</i>	<i>160603</i>	<i>R13</i>	<i>3.5</i>
<i>Used cooking oil</i> ¹³	<i>200125</i>	<i>R13</i>	<i>8</i>
<i>Aerosols</i>	<i>160504</i>	<i>R13</i>	<i>6</i>
<i>Contaminated plastic packaging</i>	<i>150110</i>	<i>R13</i>	<i>12</i>
<i>Lead batteries</i>	<i>160601</i>	<i>R13</i>	<i>0</i>

Non-hazardous waste

<i>Description</i>	<i>Code</i>	<i>Destination</i>	<i>Quantity (kg)</i>
<i>Plastics</i>	<i>200139</i>	<i>Landfill</i>	<i>No data</i>
<i>Glass</i>	<i>200102</i>	<i>Recycling</i>	<i>4350 kg</i>
<i>Paper and cardboard</i>	<i>200101</i>	<i>Recycling</i>	<i>2280 kg</i> ¹⁴
<i>Mud/sludge</i>	<i>190805</i>	<i>Used for agricultural purposes</i>	<i>68000</i> ¹⁵

¹³ Oil density = 920 kg/m³; 3,000 L in 2017.

¹⁴ 725 sheets of paper and 1950 kg of cardboard.

¹⁵ The mud deposits were not cleaned this year.

ABADÍA RETUERTA



The 2016-2021 comparison can be seen in these tables:

Hazardous waste

	<i>Used toner</i>	<i>Used mercury batteries</i>	<i>Aerosols</i>	<i>Contaminated plastic containers</i>	<i>Lead batteries</i>
2016	1	1	0	0	0
2017	14	4	0	0	0
2018	12	4	12	8	0
2019	7	4	10	8	1
2020	3	1.5	4	5	0
2021	1	3.5	6	12	0

Cooking oil

2017	3000
2018	2800
2019	2590
2020	1300
2021	2460

Non-hazardous waste

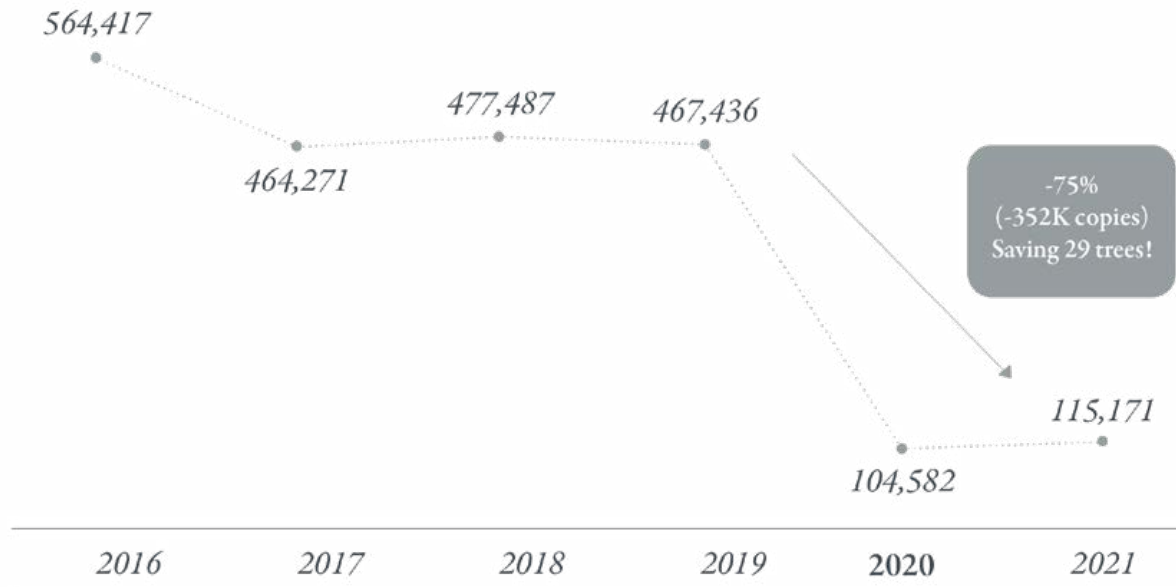
	<i>Glass</i>	<i>Paper and cardboard</i>	<i>Mud/sludge</i>
2016	0	0	83000
2017	0	0	87000
2018	7200	3150	26400
2019	8340	4300	22800
2020	3400	2675	
2021	4350	2280	68000

As for paper consumption:

Number of printouts

	2016	2017	2018	2019	2020
<i>Colour</i>	228,967	141,622	124,004	122,177	21,005
<i>Black and white</i>	335,451	322,649	353,483	345,259	83,577
Total	564,417	464,271	477,487	467,436	104,582

Copies per year



In 2017, we started to recycle the coffee capsules consumed by employees. In 2019, this practice extended to the winery. Arrangements were also made for service

providers to regularly collect and convert these capsules into compost.

In 2021, this recycling of coffee capsules amounted to 625 kg¹⁶.

¹⁶ This data is only an estimate, because one used capsule weighs around 10 grams, given the water they retain.



Sustainable Management at Abadía Retuerta



Abadía Retuerta aims to uphold sustainable management practices in all of its working areas, bearing in mind the environmental impact of the estate’s activity.



2021 ACHIEVEMENT VIDEO PRESENTATION OF ABADIA RETUERTA'S SUSTAINABILITY

We are the custodians of a historical and natural legacy, and our primary concern is to preserve our heritage and promote wine culture by means of a unique experience. To present our working philosophy in 2021, we made the following video presentation to showcase some of our most significant actions in terms of environmental, social, and corporate governance (ESG).
www.youtube.com/watch?v=czV-o-jPeOM

Project ‘Plastic Free 2019-2022’

We are pushing ahead with our objective to eliminate single-use plastic products, in all departments of the business, by 2022.

The following targets have already been met:

- Removal of plastic bottles for customers, thanks to our supplier Agua en Caja.
- Use of glass bottles for customers of our winery store, and guests of our hotel.
- Joint initiative involving our partners to supply corporate cloth bags to replace plastic bags.
- Elimination of approximately 2,500 × 1.5-litre bottles a year, replaced by 20 × 20-litre drums.
- Replacement of packaging used by our laundry provider to protect linen during delivery, with no loss of quality.

OBJECTIVE FOR 2022

Change to a more sustainable line of toiletry products, for our hotel rooms.



We are also aware of the importance of extending our core values to the whole supply chain, so our current procurement procedure “PNT-FIN-01_01 Procedimiento de Compras” establishes that “Abadía Retuerta favours third parties who share the same social and environmental values”. In this capacity, “it prioritises suppliers who comply with the corporate citizenship and ethical standards specified in Corporate Citizenship Guideline no. 5 (CC5)”.



OBJECTIVE FOR 2020-2022 SUPPLIER MONITORING AND ASSESSMENT PROJECT

Since 2020, we have been assessing documentation from our suppliers, to check that they meet certain environmental criteria and/or are aligned with our own sustainability policies.

We also continue to monitor the invoicing practices of our suppliers.

For 2022, our aim is to create a suppliers’ portal, where all the relevant information can be stored.



Following the progress made last year, we continue to offer a wide range of experiences to our guests. They are based on themes such as health, art and culture, wine, gastronomy and nature.



In 2021, we developed more new experiences so that our visitors can explore everything that Abadía Retuerta LeDomaine has to offer, through its historical and natural riches. To this end, every year new initiatives are developed and supported to supplement those already in place. Furthermore, 2021 saw the launch of the new “seasonal” range of experiences.

Related to Wine: experiences to take a journey through time and discover our natural surroundings: Premium Abadía Retuerta Tour, Oenological Immersion, Terroir Experience, Winemaker’s Collection Visit and Tasting, Great Winemaking Estates of Spain.

Related to Nature: activities to discover every inch of our estate and what we can learn from it: E-Bike Tour and Picnic, Horseriding around the Vineyards, A Marvel of Natural Heritage, Exclusive Retuerta.

Related to Gastronomy: experiences that bring together the wide range of gastronomic resources at our disposal: The Monks’ Vegetable Garden, Outdoor Aperitif.

Related to the Seasons: experiences that help us understand the comings and goings of nature: Harvest, Lavender Experience, Beekeeping Day, Mushroom Foraging Experience.

Related to Art: experiences that reveal the secrets that lie around every corner of the Abbey, and what we can learn from the art collection: Living with Art, A Homage to the Senses.

Related to Wellness: thanks to our Santuario Wellness & Spa, we also offer a range of experiences to complement the spa treatments: Tibetan Singing Bowls, Forest Bathing, Stress Management and Personal Wellbeing, Yoga and Zentangle.



2021 ACHIEVEMENT GREATER VISIBILITY FOR OUR SUSTAINABILITY, ON OUR WEBSITE

In 2021, our website www.abadia-retuerta.com/en/home was completely revamped. Thanks to the website's new functionalities, we have been able to give greater prominence to our company's sustainability, and, therefore, to our overall project.

13 CLIMATE ACTION



We continue to work alongside Grupo Lince. This organisation has a steadfast **commitment to providing employment opportunities** to disabled people and, in particular, people with learning disabilities.

In 2021, we worked with them to put together the Christmas hampers that are given, annually, to our employees. The aim was to support the group's constant endeavour to help these individuals develop and make a contribution to society as fully-fledged citizens in their own right.

We have not received any reports that our customers' privacy has been violated. In this respect, as we are firmly committed to protecting the privacy of our customers, we comply with the provisions of the Organic Law on the Protections of Personal Data, including with respect to customer relationship management.

Since 25 May 2018, we have adopted a plan to guarantee compliance with new data protection regulations, especially Regulation (EU) 2016/679 of the European Parliament and of the Council, of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and Organic Act 3/2018, of 5 December, on Personal Data Protection and Guarantee of Digital Rights.

During this period, we have kept a record of all the measures introduced to register data processing operations, control risks, observe clauses and produce contracts adjusted to reflect the provisions of new regulations, observe new standardised working procedures, manage the rights of data subjects, conduct impact assessments and arrange staff training and awareness sessions.



Management Systems



ISO 9001:2015

International standard which focuses on all aspects of quality management that a company must consider to guarantee an effective system for managing and improving the quality of its products or services.



WFCP

Wineries for Climate Protection is the first and only environmental certification designed specifically for the wine industry. It aims to become an international benchmark in the field of wine and the environment, with a view to identifying solutions and practical improvements for wineries.

WfCP certification is designed to help wineries attain continuous improvement and sustainability.



EFR

Promoted by the Másfamilia Foundation and endorsed by the Ministry of Health, Consumption and Social Well-being, it recognises organisations which endeavour to create a new working environment by establishing a management model for the purposes of striking a work-life balance, and is based on flexibility, respect and mutual commitment.



**2021 ACHIEVEMENT
ISO 14001**

International standard for environmental management. This voluntary scheme seeks to reduce environmental damage and help companies adhere to environmental legislation.



**2021 ACHIEVEMENT
GREEN GLOBE CERTIFICATION**

Green Globe is a certification system for sustainability, exclusively designed for the tourism industry. This seal of approval is an endorsement of those companies which make huge efforts to adhere to global criteria for sustainable tourism.



**2021 ACHIEVEMENT
CALCULATE, OFFSET, REDUCE ACCREDITATION 2020**

This certification is granted by the Spanish Ministry for the Ecological Transition. It encourages businesses to calculate and reduce their carbon footprint, and commends those that work to absorb and offset their CO₂ emissions.



OBJECTIVE FOR 2021- 2022

In 2021, we began working towards the Sustainable Development Goals, whereby we actively measure the impact of our actions on the environment.



Philanthropic partnerships



A fundamental part of dealing with our sustainability is our continuous and voluntary contribution to social improvement: we try to give back to a society that has given us so much.

Projects and partnerships 2021



8th Edition of Vendimia Solidaria

In 2021, for the eighth consecutive year, we created a new vintage of Vendimia Solidaria, our “charity harvest” wine, to be launched in early 2022. In 2021, meanwhile, the Vendimia Solidaria 2020 was brought out.

Vendimia Solidaria began in 2014, and its main purpose is to highlight the hard work of the associations and foundations that safeguard and promote the community development of groups at risk of social exclusion, and thus make a positive impact on society. Each year, we search for a social entity from the region, one that helps improve the lives of vulnerable people, so that we can collaborate with them and help them achieve

their aims. To that end, we form work groups, who come and take part in the busiest period of the year in the winery, i.e. the harvest, the collecting of the grapes. The resulting charity wine, Vendimia Solidaria, is released for sale the following year, at a price of 10 euros. Following this joint action, all profits from the sale of each bottle go to the selected project in question. This charity initiative has been possible thanks to the altruistic support of various different suppliers and producers:

- **Verallia:** bottle supplier.
- **Biolid:** label supplier.
- **Baruque:** cork supplier.
- **Iglesias Comunicación:** design and photography.
- **Ramondín:** bottle cap supplier.
- **Mata Digital:** personalised card printing.

As noted above, we have also put together Vendimia Solidaria 2021. This year, for the eighth edition, we collaborated with Fundación Intras, a non-profit organisation that supports people with mental health issues as they seek to rebuild their lives. They offer training and guidance, to help them get back into work.

Solidarity is undoubtedly one of the core values of our project, but we also believe in art as a vital mechanism for getting across ideas and values. This is perfectly reflected in our labels for Vendimia Solidaria, a wine that clearly proves Abadía Retuerta's commitment to pressing social issues, and an enriching project for all involved. Each year, we will invite a different artist to create the bottle label — that way, the collection will continue to grow and reflect our values.

Vendimia Solidaria 2020 was our first edition linked to art. On this occasion, the artist Miguel Marina created some bespoke paintings to bring the bottle to life, in a series called Pago V. The artist's work was inspired by the meanderings of the River Duero, and the vineyards and garden museum on the Abadía Retuerta estate. His label brings together the history, forms, smells and colours of the ancient Abbey and its natural surroundings.

In 2020, the Fundación Kumén, a non-profit organisation that works to encourage ethical human values with a special focus on childhood, in cooperation with the REDMADRE association from Valladolid, were the collaborators for the seventh edition. They help families by providing them with the vital products they need in their day-to-day lives. In total, Vendimia Solidaria 2020 brought in 11,863 euros. These funds will be

spent on key items for babies and children in the first years of their life - given the present health crisis, their situation has got considerably worse. These products include vital food and sanitary products.

EARTH HOUR



As in previous years, we have supported the Earth Hour campaign by switching off all the lights in our hotel for a set period of time. This campaign is rightly celebrated internationally. As part of our involvement in the project, we take the opportunity, as members of the Starlight Foundation, to encourage others to turn off their lights too.

COLLABORATION WITH THE UNIVERSITY OF WARWICK



Another partnership we have formed, since 2020, is our collaboration with the University of Warwick. Based in Coventry, the university is in the top 10 of the UK's leading academic institutions and is ranked 62nd in the global standings. It is also recognised as one of the UK's most innovative institutions.



Miguel Matos

Pigeo V, 2021 | D.O. Ribera del Duero

«Es un momento maravilloso, desde la perspectiva, para mí, un momento especial que se vive en Abadía Retuerta. Un momento en el que se vive un momento que vive en un momento en un momento. M. Matos»

Este primer de Miguel Matos hace de una visita del artista a Abadía Retuerta en mayo de 2021. La obra acompaña a el etiquetado de nuestra Sintonía. Vendimia Solidaria se inspira en la tradición marcada por el Duero, en los rituales y en el paisaje marcado de Abadía Retuerta. Pigeo V nace y conecta la historia, la tierra, los años y los valores de la Abadía y de su entorno natural.

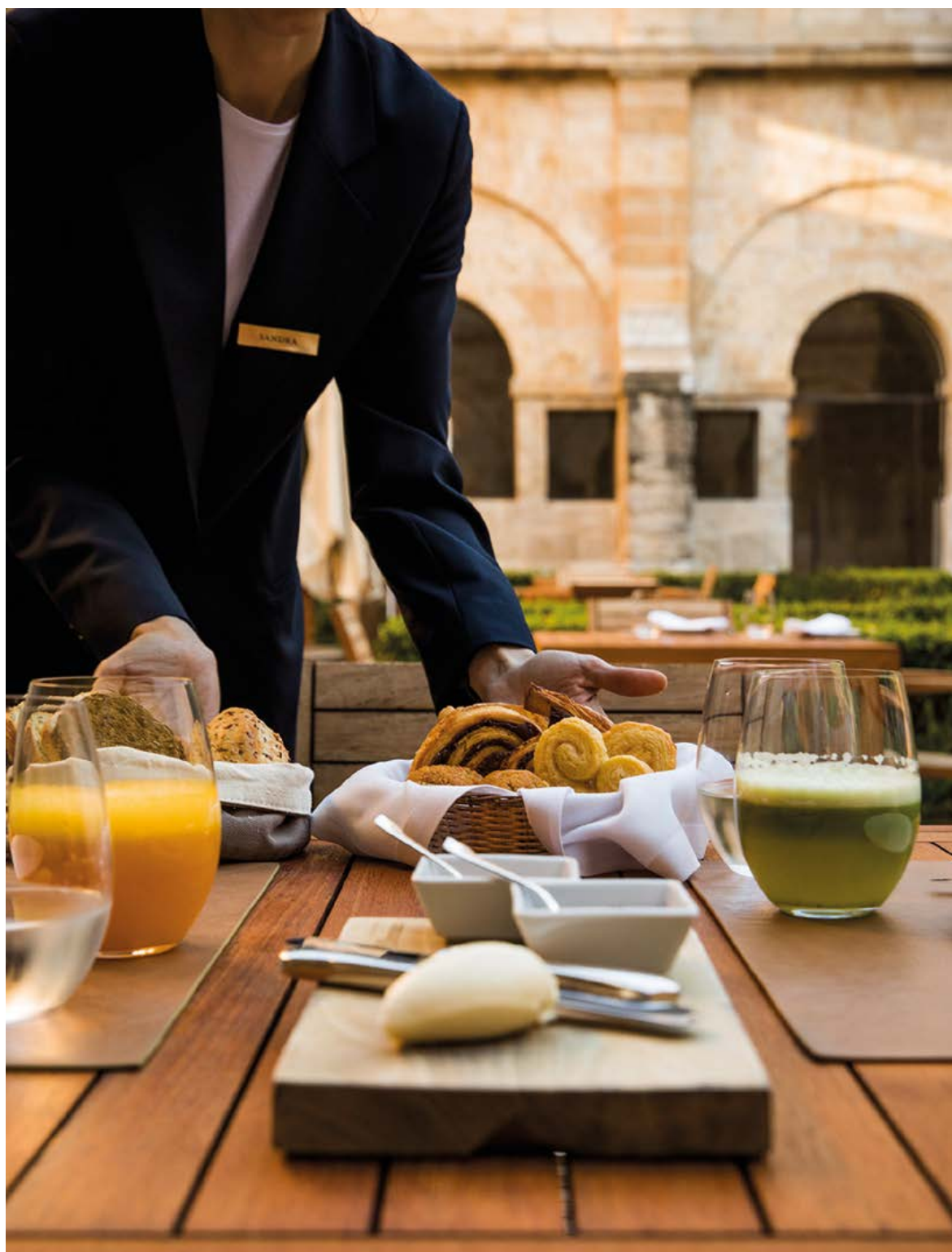
Miguel Matos (Madrid 1989) es licenciado en Bellas Artes por la Universidad Complutense de Madrid. Ha participado en residencias como Casa de Villanueva (Madrid 2016), Francisco Contreras (Ar. Contemporáneo) (Barcelona 2016), Real Academia de España en Roma (Roma 2017-2018) y Fundación Ribera Arca Fundación (Ribera 2019). Su trabajo se ha podido ver en exposiciones formando parte de proyectos institucionales como 'Proyecto Armonización permanente' en el Museo Pío Baroja de Valladolid en 2021, la más reciente, y su trabajo se ha expuesto en galerías como Ana María Proenza, Inertería Gallery o The Green, entre otras.

ABADIA RETUERTA

ABADIA RETUERTA

MIGUEL MARINA | Pigeo V, 2021 Nº 0003 / 1440

7ª VENDIMIA SOLIDARIA 2020



Our partnership was developed after we assisted one of the institution's academics in the writing of their dissertation on the Communication of Corporate Social Responsibility (CSR) on social media and its impact on the identification and wellbeing of employees.

This research project analyses employee's perceptions (i.e. their experiences vs. how they feel about them) of a company's sustainability practices, and how they are communicated on different social media platforms. It shows how these impressions have an impact on their identification with the company and wellbeing.

As part of the study, employees were sent an optional questionnaire to complete. It was structured as follows:

1. Socio-demographic questions.
2. Degree to which the employee engages with the company's social media; used to assess the employee's interaction with the social media and their engagement and identification with the posts and publications.
3. The employee's identification with the company.
4. The employee's perceptions of internal and external, environmental and economic social responsibility practices.
5. The employee's wellbeing, not least in relation to their perceived stress at work, levels of anxiety, degree of satisfaction

(general happiness in life) and impact of COVID-19 on their own wellbeing. As such, the validity of the data is enhanced.

The collected data will be used to test hypotheses and relations between variables to ascertain whether the proposed theoretical model can be accepted or refuted by empirical evidence. The data used in the academic study were added to those of other participating companies (all of which were selected due to the high standards they set in corporate sustainability).

All collected information is confidential. However, when the study ends, we will receive a special report and a presentation of the analyses, conclusions and recommendations.

Abadía Retuerta LeDomaine's involvement in the study comprised a representative sample of 66 people.

The conclusions drawn from the survey of Abadía Retuerta employees are an analysis of how they perceive the company's values and reality are projected on social media and in various publications. The survey covered to what extent employees feel that they belong to the company, the value given to sustainability practices, the employee's own experience, the management of stress and anxiety levels in work groups, and their general state of wellbeing, as well as their level of concern about the health crisis resulting from COVID-19.



OBJECTIVE FOR 2022

Collaborate with a charity by donating corks to them, so they can be reused.

SAN AGUSTÍN
CHARITY
RAFFLE



In 2021, we once again collaborated with the parish of San Agustín in Madrid, in its charity raffle. All proceeds will go to homeless people, who, due to the health emergency, have seen their situation worsen.

In 2019, 35,500 euros were raised through this initiative. This year, we donated six bottles of Selección Especial (0.75 litres) to the raffle, as well as a magnum (1.5 litres) of Selección Especial.

COLLABORATION
WITH NGO
CRIS CANCER



In 2021 we also collaborated with the NGO CRIS Cancer by donating one of our Experience Boxes, which included two nights' accommodation with a visit to our winery and estate, as well as a wine-tasting session. The donation was delivered during the charity gala held by the association, and auctioned in order to raise funds for the NGO and thus help those suffering the effects of cancer.

COLLABORATION
WITH NGO FIAT
GRATIA



As we had been doing before the pandemic, in 2021 we resumed our collaboration with the NGO FIAT GRATIA. Again, we took part in their collection scheme, gathering clothes to be redistributed to the people they help.

The NGO Fiat Gratia works to help women who are victims of human trafficking.



We also attended several forums last year, such as the one organised by DIRCOM in February 2021, titled 'The evolution of the concept of CSR and what it means for your companies'.

In keeping with our principles and our approach to business, we are trusted partners of the following organisations:

**SPANISH WINE
FEDERATION**



Private organisation that represents the interests of the Spanish winery industry. As well as defending the image of wine as a staple component of the Mediterranean diet and as a unique beverage, FEV aims to foster the best possible conditions for the growth of wine producers. (www.fev.es)

**WINE IN
MODERATION**



International organisation, founded by industry associations and leading wine producers, which coordinates and centralises the activities of the “Wine in Moderation”

programme and extends its scope and influence around the world. (www.wineinmoderation.eu/es)

**FOUNDATION FOR
WINE AND NUTRITION
RESEARCHS**



Actively investigates the possible positive impact that a moderate consumption of wine and cava may have on our bodies and on human health, from a medical perspective. (www.fivin.com)

**GRANDES
PAGOS
DE ESPAÑA**



Organisation of 28 wine estates from across Spain which come together to protect and promote the culture of Pago wines produced in particular terroirs, as characterised by the unmistakable personality of their soil, sub-soil and climate. (www.grandespagos.com)



ABADÍA RETUERTA



**FORESTRY
ASSOCIATION OF
VALLADOLID**



They help us manage forest grants made available by the Administration, and we contribute to some of their initiatives, such as by taking part in studies in collaboration with the University of Valladolid.
(www.asfova.es)

**FORTUNY
CIRCLE**



Not-for-profit association whose purpose is to unify the Spanish sector of cultural and creative brands of prestige, and to promote and defend its own entity.
(www.circulofortuny.com)

**INTERNATIONAL
FOUNDATION FOR
THE RESTORATION OF
ECOSYSTEMS**



A private, not-for-profit entity which seeks to restore and preserve ecosystems. Their aim is to apply academic knowledge to operational projects based on the highest possible standards in social performance.
(www.fundacionfire.org).

**CHAMBER OF
ENTREPRENEURS
OF VALLADOLID**



Public law corporation whose main objectives are to stimulate job growth, increase industry competitiveness, promote the international expansion of business and enhance skills through training.
(www.camaravalladolid.com)

**DUERO CANAL IRRIGANT
COMMUNITY**



Serves plots located in municipal territories in and around Valladolid, to promote the settlement and development of local farmers and horticulturists.
(www.ccrccanaldelduero.es)

**VALLADOLID
CONFEDERATION OF
ENTREPRENEURS**



Recognised as the only business organisation to represent and promote dialogue between the overall Valladolid business community. It involves various regional and local authorities, and trade union organisations.
(www.cve.es)

ASAJA AGRARIAN UNION



Organisation responsible for managing vineyard grants, and contributes to the Common Agricultural Policy (CAP).
(www.asajacyl.com)

**ASSOCIATION OF
COMMUNICATION
MANAGERS**



Professional entity uniting the communication managers and professionals of companies, institutions and consultants.
(www.dircom.org)

**FUNDACIÓN
STARLIGHT**



Entity with its own legal personality (created by the institute of Astrophysics of the Canary Islands (IAC) and the consultant Corporación), whose primary aim is to protect the starlit sky, promote the advancement of astronomy, and run the Starlight movement.
(www.fundacionstarlight.org)

VIRTUOSO



A US group made up of luxury tourism travel agencies.
(www.virtuosotravel.es)

**TRAVELLER
MADE**



Network of luxury travel planners who specialise in unique and genuine experiences.
(www.travellermade.com)

**INTERNOVA
TRAVEL GROUP**



Network with extensive experience of planning corporate, luxury and leisure trips.
(www.travelleadersgroup.com)

**THE LEADING
HOTELS OF
THE WORLD**



International collection of independent, unique and authentic luxury hotels formed in 1928. It comprises more than 400 hotels, in 80 countries, which embody the sheer essence of their location.
(www.lhw.com)

**VISIÓN
RESPONSABLE**



Association of general interest, whose objective is to promote the knowledge, application and research of social responsibility in our environment based on informative and educational activities and the exchange of experiences, with the participation of people, companies and public and private institutions and who are leaders in this area.
(www.visionresponsable.es)

MASFAMILIA



Professional, independent, non-profit and charitable organisation, established with a view to providing innovative and highly professional solutions for the protection and support of the family and, in particular, those with dependents.
(www.masfamilia.org)

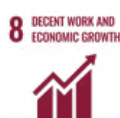
All our business activities comply with Spanish human rights legislation currently in force.

ABADÍA RETUERTA





The Added Value: Our Team



Commitment to our associates

Our team lay the foundations for our approach to sustainability. Together, they embody the values and principles of Abadía Retuerta.

The team is divided and distributed into departments based on the company's needs. Individual teams are responsible for the estate, the hotel and the winery, and we also have some staff based in Madrid. As of 31 December 2021, our workforce is structured as follows:

<i>Workforce</i>	<i>Abadía Retuerta (Winery)</i>		<i>LeDomaine (Hotel)</i>		<i>Central Services</i>		<i>Total</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
	45	16	39	41	3	13	87	70
<i>Total number of employees</i>	61		80		16		157	

2021 Average Workforce: 147,11

ABADÍA RETUERTA

The following tables show how our workforce has changed since 2016:

<i>Workforce</i>	<i>Abadía Retuerta (Winery)</i>		<i>LeDomaine (Hotel)</i>		<i>Central Services</i>		<i>Total</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
2020	35	11	31	38	3	12	69 (53%)	61 (47%)
<i>Total Number of Employees</i>	46		69		15		130	
2019	35	12	31	42	3	13	69 (50.74%)	67 (49.26%)
<i>Total Number of Employees</i>	47		73		16		136	
2018	34	10	35	41	4	13	73 (53.3%)	64 (46.7%)
<i>Total Number of Employees</i>	44		76		17		137	
2017	33	7	37	36	5	8	74 (58.7%)	52 (41.3%)
<i>Total Number of Employees</i>	40		73		13		126	
2016	31	11	30	31	1	9	62 (55%)	51 (45%)
<i>Total Number of Employees</i>	42		61		10		113	

ABADÍA RETUERTA

<i>Hirings 2021</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
<i>Offices</i>	3	0	3
<i>Winery</i>	5	5	10
<i>Field</i>	1	6	7
<i>Hotel</i>	24	25	49
Total	33	36	69

<i>Outgoings 2021</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
<i>Retirement</i>	0	0	0
<i>End of contract</i>	14	12	26
<i>Resignation</i>	2	2	4
<i>Unsuccessful trial period</i>	1	2	3
<i>Others</i>	2	8	10
Total	19	24	43

<i>Workforce by Contract Type</i>		<i>Abadía Retuerta (Winery)</i>	<i>LeDomaine (Hotel)</i>	<i>Central Services</i>	<i>Total</i>
<i>Open-ended</i>	<i>Full-time</i>	48	70	14	132
	<i>Part-time</i>	0	3	2	5
<i>Fixed-term</i>	<i>Full-time</i>	13	7	0	20
	<i>Part-time</i>	0	0	0	0

We are steadily moving towards a model based on open-ended, rather than fixed-term, contracting. The same trend is seen in the working hours, where full-time prevails over part-time.

In this sense, we can talk about Sustainable Development Goal 8, and how we adhere to it in order to ensure that working activity is optimal, safe and suitable.

In accordance with our governing principles, Abadía Retuerta LeDomaine does not usually outsource any substantial assignment to external associates (self-employed or subcontractors). Instead, we prefer to train and learn from those people interested in joining the team.

Having said that, at two very important times of the year (green pruning and harvest), the workforce increases exponentially, and we have worked with part-time workers' agencies to be able to meet these temporary demands.

Associates are hired for a few weeks at a time in spring and autumn and the vineyard team is responsible for training them in their necessary tasks.

Although the number of workers hired during the green pruning period varies depending on

the year, this season, as we have mentioned before, we worked with a temporary workers' agency. The people hired in each period worked on green pruning and the harvest.

As of 31 December 2020, the workforce falls into the following age groups:

- Between 19 and 29 years: 21 associates.
- Between 30 and 45 years: 86 associates.
- Over 45 years: 50 associates.

In the following table we can see their distribution by sex:

	<i>19-29 Years Old</i>	<i>30-45 Years Old</i>	<i>Over 45 Years Old</i>
<i>Female</i>	6	42	22
<i>Male</i>	15	44	28

The trend seen in previous years therefore remains unchanged, with the largest percentage of associates (OVER 70%) falling in the age group between 30 and 45 years. Abadía Retuerta acts in accordance with Royal legislative Decree 1/2013, of 29 November, approving The Consolidated Text of the General Act on Persons with Disabilities and their social inclusion.

ABADÍA RETUERTA

In 2020, our workforce included two persons with disabilities, both of whom were contracted on an open-ended basis.

Similarly, we have received special dispensation from the Council of Castilla y León and have introduced “alternative measures”, in accordance with this dispensation, consisting of financial donations and sponsorships (see Vendimia Solidaria in the "Philanthropic Partnerships" section).

We operate in accordance with four collective bargaining agreements and 100% of staff are covered by their provisions: Valladolid Hospitality Collective Agreement,

Vine Industry Collective Agreement, Madrid Offices Collective Agreement and Field Collective Agreement.

We are still working on our project for further equality and reconciliation, which seeks to help associates strike the right work-life balance.

It is worth highlighting that we obtained certification in 2020 as a Family Responsible Company (EFR). This is an endorsement of our equality committee, which has also become the EFR committee. The committee will also work on new possible initiatives and measures, to be included in the EFR catalogue.







In 2021, the following policies were included:

- Access to the Wellwo platform, a free app which helps workers with their health and wellbeing.
- A collaboration agreement with physiotherapy clinics in Valladolid.
- A childcare voucher is made available to employees.
- Extension of the legal leave of absence for legal guardianship. Up to 6 years of age of the child's life.
 - Extension of paid leave for accompanying close family members to a doctor's appointment.
- Inclusion of a seniority award, with the incorporation of a recognition programme.

Satisfaction of our associates

In a bid to ascertain the opinion of stakeholders and, specifically, our associates, Abadía Retuerta LeDomaine conducts two kinds of surveys:

- Opinion Survey: expressly involving all the company's associates. Carried out every two years.
- GES survey: involving the entire Novartis group.

The primary objectives of these surveys are:

- To determine the degree of satisfaction and commitment of the overall workforce and of every business line (winery and vineyard, hotel and corporate services).
- To set out action plans based on the corresponding results with a view to improving our business management and coordinating personnel management decision-making processes.

Communication channels

This year, further steps have been taken to optimise and bolster internal communication channels, so that team members can stay in touch and remain close-knit even when working in different places. Microsoft Teams has been the main communication channel: we used this application to create a group comprising every single member of the Abadía Retuerta team.



Since 2020, internal communication has been further strengthened, and Teams has been essential to keep us all connected.

The various departments were able to create spaces where their teams could effectively work together. It enabled instantaneous communication and very smooth interaction between the teams. It also helped us to stay in close touch with the whole workforce, share news, hold informative meetings coordinated by the management committee, report new challenges and initiatives undertaken by the company, and also share information about health and safety.

Other channels remain in place, such as the company e-mail and the suggestions box. However, the paper notice boards are being phased out, in line with our “paper-free” project (to reduce printing).

Any significant changes to the organisation are reported at least one month in advance so that teams can take these changes in their stride.

In 2021, various significant changes have been made to the company’s departmental structure. A Global Marketing and E-business department has been created, led by a new member of the team who joined us in 2021. In turn, the Winery Sales department has been merged under the same management: it has become the Global Winery Sales department, for both national and international sales. Similarly, there have been two changes to the management organigram, which now has seven area directors and one director general.

No incidents of discrimination were flagged during the period covered by this report.

Health and Safety

We place a premium on the health of our associates, which is why we offer special conditions and benefits for those who subscribe to private health insurance, which includes cover for spouses and children.

In compliance with applicable occupational risk prevention regulations currently in force, we commission ASPY PREVENCIÓN S.L.U., an external service provider, to monitor the preventive and health measures we have put in place. We also work with ASEPEYO, a mutual insurance company, to monitor and control the health and safety at work of our collaborators.

Once again, we offered our associates access to the flu vaccination plan. This offer extended to their family members and partners/co-habitants, via our external and completely free prevention service.

In addition to the occupational risk prevention training programmes, which are adapted to the needs of every position, in 2021 all associates took part in a SARS-CoV-2 virus risk prevention course.

Furthermore, as with the previous year, all associates were issued with surgical masks or FFP2 masks (depending on their vulnerability).

<i>Accident Data</i>		<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Number of accidents (Resulting in leave)</i>		<i>3</i>	<i>7</i>	<i>4</i>	<i>10</i>
<i>Number of incidents (Not resulting in leave)</i>		<i>7</i>	<i>16</i>	<i>15</i>	<i>6</i>
<i>Days not worked</i>	<i>Due to workplace accident (10 cases in 2021)</i>	<i>32</i>	<i>143</i>	<i>15</i>	<i>342</i>
	<i>Due to accident outside of work</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Due to occupational illness</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>1</i>
	<i>Due to common illness (87 cases in 2021)</i>	<i>1,032</i>	<i>1,689</i>	<i>2,248</i>	<i>2,212</i>
	Total	<i>1,064</i>	<i>1,832</i>	<i>2,264</i>	<i>2,555</i>
<i>Absenteeism rate</i>	<i>Due to occupational contingencies</i>	<i>0.05</i>	<i>0.09</i>	<i>0.02</i>	<i>0.022¹⁷</i>
	<i>Due to common contingencies</i>	<i>1.63</i>	<i>1.93</i>	<i>2.10</i>	<i>3.06¹⁸</i>
<i>Incident rate</i>	<i>Due to occupational contingencies</i>	<i>1.91</i>	<i>4.22</i>	<i>2.63</i>	<i>6.62¹⁹</i>
	<i>Due to common contingencies</i>	<i>21.66</i>	<i>34.33</i>	<i>29.61</i>	<i>57.62²⁰</i>

¹⁷ Well below the sector average for companies with between 25 and 250 associates, which stands at 1.04.

¹⁸ Below the sector average for companies with between 25 and 250 associates, which stands at 3.89.

¹⁹ Well below the sector average for companies with between 25 and 250 associates, which stands at 13.34.

²⁰ Below the sector average for companies with between 25 and 250 associates, which stands at 75.31.



THE ADDED VALUE:
OUR TEAM

Career prospects



Our team is one of the company's most important assets and the cornerstone of our continued growth. It is a source of great pride that we continue to invest in the training and career prospects of every member of our workforce, with a view to honing their professional skills and creating inclusive and positive working environments. We set aside 0.5% of our total revenue for training purposes every year.

We understand that training and knowledge can give us an edge in a competitive market and help to become more innovative. The main benefits of investing in a training plan are as follows:

- Equal opportunities and personal and professional development.
- Improvement in terms of decision-making and problem-solving.
- Achievement of individual targets.
- Increased employee satisfaction at work.
- Better integration in the company.

This year, our **Training Plan** has paid particular attention to the new and most pressing needs within the organisation, following the pandemic. Even so, we still focus on the needs identified by our associates and their superiors, to ensure that they all have the necessary skills to meet professional targets.

Our training plan consists of:

- Analysing our objectives, based on the company's overall strategy.
- Setting priorities for 2021.
- Analysing global tendencies in 2021.
- Analysing the needs in terms of both internal and external training.

Below we outline some of the most significant training practices included in the Training Plan for 2021:

- **MBA:** a programme aimed at developing professional skills in various different areas, such as sales, accounting, statistics, marketing and finance, logistics and human resources.
- **Advanced Course in Revenue Management:** training aimed at developing the necessary knowledge, skills and competencies in

terms of price and capacity management, through the use of up-to-date tools in information management, such as big data.

- **Confectionery course:** training session designed to expand knowledge in the patisserie sector, by means of new techniques in the preparation and treatment of ingredients.
- **Texture adaptation courses:** training aimed at developing knowledge in the kitchen by learning new ingredient techniques.
- **Butler training & new trends in hospitality:** training aimed at improving customer service and honing our search for excellence.
- **SDG Training:** training aimed at increasing knowledge of the Sustainable Development Goals, and how to work with them in order to measure sustainability development within companies.
- **Language training:** training for employees who use foreign languages when dealing with customers, to broaden their knowledge of the language and help them express themselves more clearly.

The following table outlines the training hours in 2021, according to professional category:

<i>Professional category</i>	<i>Nº of Hours</i>	<i>Professional category</i>	<i>Nº of Hours</i>
<i>Assistant Manager of Technical Department</i>	54h	<i>Head of Sales</i>	16h
<i>Chef's Assistant</i>	6h	<i>Chef de partie</i>	50h
<i>Assistant Manager of Reception</i>	123h	<i>Head of Reception</i>	134h
<i>Assistant Front-of House Manager</i>	11h	<i>Restaurant Manager</i>	2h
<i>Hotel Room Attendants</i>	34.5h	<i>Monitor (i.e. Spa)</i>	50h
<i>Waiter</i>	18h	<i>Assistant Official</i>	14h
<i>Chefs</i>	32h	<i>Administrative Manager</i>	112h
<i>Sales</i>	15h	<i>Assistant Administrative Manager</i>	31h
<i>Sales coordinator</i>	17h	<i>Maintenance Manager</i>	17.5h
<i>Director</i>	158h	<i>Manager of Technical Department</i>	50h
<i>Head of winery</i>	50h	<i>Labourer</i>	3h
<i>Head of Department</i>	91.50h	<i>Night and Day Receptionist</i>	35h
<i>Laundry Manager</i>	11.5h	<i>Supervisor (i.e. Spa)</i>	53h
<i>Technical Services Manager</i>	39.5h	<i>Qualified Technician</i>	100h
<i>Cleaners</i>	10h	<i>Qualified: Vocational Course</i>	95h
<i>Governor</i>	71.5h		
<i>Admin Manager</i>	48h	<i>Total</i>	1591.5h
<i>Assistant Admin Manager</i>	2h	<i>Mujeres</i>	736h
<i>Head of Catering</i>	10h	<i>Hombres</i>	855.5h
<i>Head of Kitchen</i>	14h		



In order to identify, develop and retain talent within the organisation, to help us meet our short-, mid- and long-term targets, we carry out performance appraisals for all those who work for Abadía Retuerta. The managers and their assistants evaluate the work done over the previous year, as well as the company values.

In 2021, for all those employees who receive variable remuneration, a new performance system, called “Evolve”, has been developed:

- Targets are results-focused, they are created by each employee, and they are aligned with the priorities of the company. They are about seeking opportunities for making impact.
- There are both team and individual targets, for the long and short term.
- Targets are flexible, and we encourage employees to request, give and receive feedback on a regular basis.

This system is based on teamwork, on encouraging one-to-one conversations between managers and their staff, and on regular team meetings.

At the end of the year, when it is time to evaluate performance, the targets will be taken into account, and whether they have been met, as well as teamwork and contribution to our values and behaviours.

There are four:

- Curiosity
- Inspiration
- *Unbossed*
- Integrity

Star Prizes

If an associate does a truly excellent job and carries out any given task to a superb standard, they may be nominated by their colleagues for a monthly award. This award recognises outstanding performance and dedication, going above and beyond their role.

To this end, the nominations must specify and explain the behaviour and performance of the candidates for the award.

Moreover, a raffle is organised at the end of year to award the Annual Star prize to one of the prize-winners from the year.

Excellence Internship Programme

This is an internship programme giving students the chance to develop their skills and gain professional experience in various departments of the company. Students from a range of national and international institutions are given the chance to put into practice the theoretical concepts covered in their academic training.

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Ethical and responsible behaviour



We operate in accordance with a Code of Conduct (approved by the Board of Directors at Abadía Retuerta on 13th April 2016, and which is applicable to all operations and all employees of the business from 1st July 2016). Its five core values are as follows:

- Customer satisfaction is the lifeblood of our company.
- We treat our associates fairly and with respect.
- We are committed to achieving outstanding and sustainable levels of performance, with integrity.
- We strive to be a trusted partner.
- We aspire to be a good corporate citizen.

Our code of conduct is supplemented by the following pillars of Abadía Retuerta's sustainability:

Preservation for posterity: our aim is to ensure that our historical and natural legacy,

land, art and culture are protected and preserved for present and future generations.

Commitment to our associates: we promote the personal and professional development, motivation, involvement and drive of our associates. We operate on the principle of open and transparent communication.

Environmentally-friendly approach: as Abadía Retuerta LeDomaine gains so much from its natural surroundings, we strive to give something back by preserving and protecting the environment, natural resources, biodiversity, social development and rural communities.

Excellence: our customers are treated to a truly unique experience based on the control, innovation, unwavering quality and thoroughness of every single one of our products and services.

Integrity: we believe that integrity is about embracing ethical practices consistent with our core values.



Our **Equal Opportunities Committee** meets on a yearly basis to review the Equality Plan and to develop an operating procedure.

Yet again, we have obtained the equality and reconciliation grant from the Council of Castilla y León. This has gone towards various initiatives of ours:

- Our 2020 Corporate Social Responsibility Report was written with a gender-conscious perspective.
- Staff training with regards to equal opportunities.
- Awareness campaign about the importance of the work-life balance.
- Design of a protocol about digital disconnection.
- A gender-based salary audit was carried out, in order to prevent a wage gap.
- Full assessment of the company's current situation, in terms of equal opportunities for women and men.

We also received the Óptima seal of approval for another year, in recognition of our efforts to implement measures, improvements and good practices with regards to gender equality, work-life balance and tackling the gender pay gap. This seal is awarded by the Council of Castilla y León.

We also have a **Harassment Protocol** which specifies the technical instructions for 'Producing documents using gender-neutral language' and another relating to 'Non-discriminatory recruitment processes'; both have been in effect since 1st October 2016. Also, as indicated above, our procurement and subcontracting processes comply with the **internal procurement procedure** PNT-FIN-01_01.

We have an Anti-Bribery Policy, which was last reviewed on 1st February 2020. We also have a Conflict-of-Interest Policy, last reviewed 1st May 2021. They are both vital in our efforts to guarantee ethical and responsible working practices.





ETHICAL AND RESPONSIBLE
BEHAVIOUR

Decision-making

The supreme authority of the organisation (Managing Committee “REDI”) rests with the managers of the various departments of Abadía Retuerta.

Over this last year, the Managing Committee has undergone some changes, due to the incorporation of Esther Marqués, the new Director of Marketing and E-business. This department now encompasses the Terroir Academy and the Direct Sales department, the latter of which, in turn, has been renamed the Retail Department. Meanwhile, the Global Winery Sales department has now been subsumed within National Sales and Exports, and they are united under the management of Diego Canals.

- Enrique Valero: CEO.
- Diego Canals: Global Sales Director.
- Ángel Anocíbar: Technical Director of Winery.
- Carlos Rodrigo: CFO.
- Ana Hernández: Director of People and Organisation.
- Alejandra Pedrosa: Director of Communication and PR.
- Sergio Martín: Hotel Operations Director.
- Ángeles Lara: Hotel Sales Director.
- Esther Marqués: Global Marketing and E-business Director.



The committee discusses all initiatives and makes the organisation's strategic and inter-departmental decisions.

Managerial posts and positions of authority are occupied by 5 men (55.5%) and 4 women (44,4%). At present, there are 6 managers between the ages of 30 and 50 (66.7%), and three over the age of 50 (33.3%).

The company champions and guarantees equal opportunities in internal promotion and professional development. In this respect, the number of women in positions of authority has increased in recent years, with women now making up 40% of our senior management.

	2016	2017	2018	2019	2020	2021
<i>Female</i>	20%	30%	36%	36%	36%	44,4%
<i>Male</i>	80%	70%	63%	63%	63%	55,5%

Since 2014, our **Sustainability Operating Committee** has comprised associates from the Maintenance, Finance, Marketing, Laboratory, Field and Winery, Direct Sales, People and Organisation, Spa and Communication departments.

The Committee convenes every quarter to review its action plan and to analyse any risk or opportunities relating to sustainability.

Materiality Matrix

In 2021, we compiled our Sustainability Report in collaboration with our stakeholders. We included the issues of most relevance to our company by means of a materiality assessment, illustrated in the form of a matrix.

In order to create this materiality assessment, various different social, environmental and economic aspects have been evaluated. They can be seen throughout this report, and they have all been analysed from two points of view:

- Evaluation of impacts (X axis of the matrix).
- Evaluation of influence on stakeholders (Y axis of the matrix).

Once both evaluations had been carried out, and all the themes had been positioned on the matrix, a line was drawn: anything above the line was considered to be of material importance.

For the evaluation, the following rankings were used as a reference:

- **Low:** no impact on the organisation (value 5).
- **Medium:** moderate impact on the organisation (value 40).
- **High:** high impact on the organisation (value 75).
- **Very high:** a key matter for the organisation (value 100).

The probability was ranked as follows:

- **Very low:** has never happened in the industry (value 1).
- **Low:** has never happened in the organisation, and is very unlikely to happen (value 2).
- **Medium:** has never happened in the organisation, but could happen (value 5).
- **High:** has happened in the organisation in the last five years (value 7).
- **Very high:** has happened in the organisation in the last year (value 10).

The impact on the organisation's results is calculated as relevance by probability, and constitutes the X axis of the organisation.

The influence on stakeholders is assessed in terms of three rankings:

- **Low:** stakeholders are never or hardly ever concerned about this issue (value 2).
- **Medium:** stakeholders might be concerned about this issue, under certain circumstances (value 6).
- **High:** stakeholders are always concerned about this issue (value 10).

The values established in each ranking are the same for all stakeholders. That is, no particular stakeholder's assessment has been prioritised.

Mathematical average of the influence on each of the six stakeholder groups. This constitutes the Y axis of the materiality matrix. We have identified the following as stakeholders:

- Clients and customers.
- Collaborators.
- Shareholders.
- Suppliers, contractors and collaborating companies.
- Society.
- Media.

Constructing the materiality matrix

The materiality matrix is built by positioning the various themes on the X and Y axes. A concave line is drawn, to divide the material issues (those above the line) with the immaterial ones (below the line).

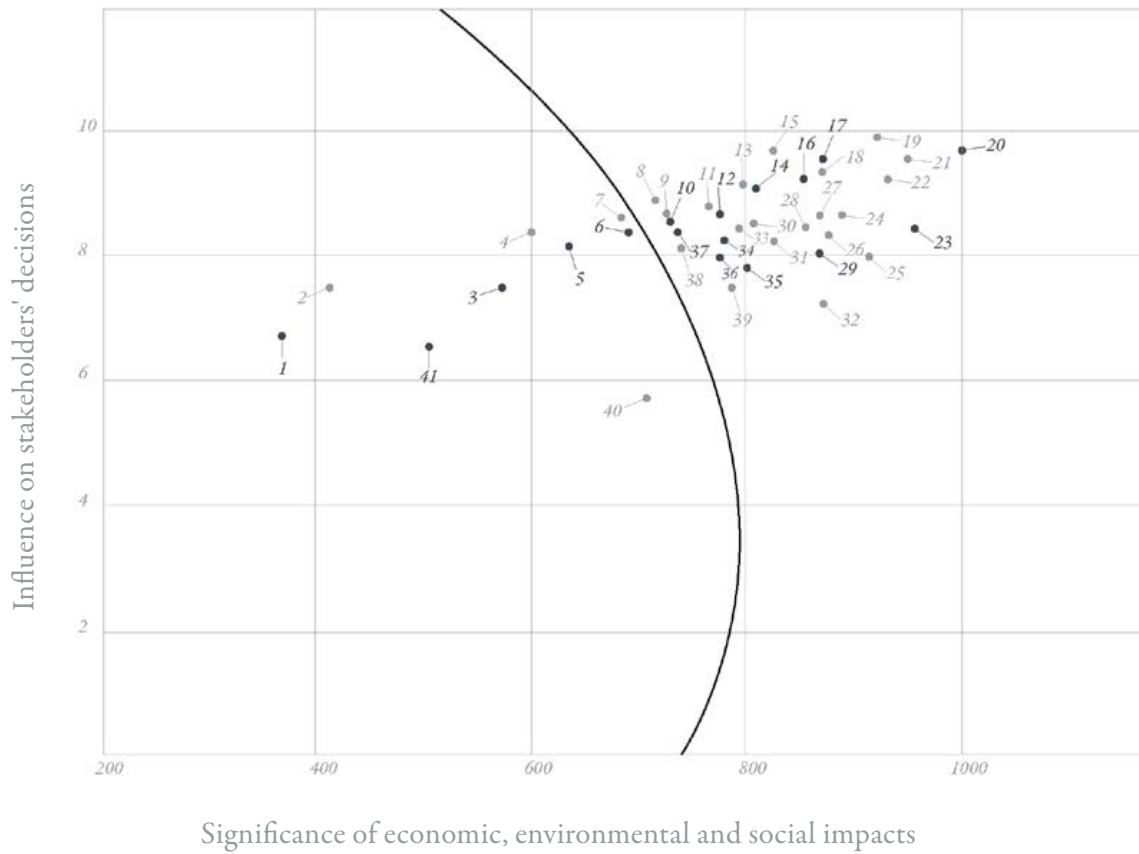
The company will decide on the position of the line, which can be modified over time, but always with a view to continuous improvement.

ABADÍA RETUERTA



Therefore, our materiality matrix is as follows:

Materiality Matrix



1. *Fighting corruption and bribery.*
2. *Partnerships.*
3. *Governance structure.*
4. *Impacts, risks and opportunities.*
5. *Stakeholder relations.*
6. *Collaboration with associations, companies and institutions.*
7. *Business model and markets served.*
8. *Environmental certification.*
9. *Responsible marketing.*
10. *Emissions.*
11. *Circular economy and waste management.*
12. *Responsible consumption of raw materials.*
13. *Quality management.*
14. *Ecological production.*
15. *Positioning and visibility.*
16. *Transparency and traceability.*
17. *Customer and consumer health and safety.*
18. *Ethics and compliance.*
19. *Customer satisfaction.*
20. *Customer privacy.*
21. *Natural, cultural, artistic and historical heritage.*
22. *Environmental legal compliance.*
23. *Water management.*
24. *Energy.*
25. *Occupational Health and Safety.*
26. *Respect for Human Rights.*
27. *Digitalisation and innovation.*
28. *Sustainable management and communication.*
29. *Diversity, equality and inclusion.*
30. *Local communities and social action.*
31. *Climate change.*
32. *Work-life balance.*
33. *Leadership in environmental management.*
34. *Sustainable investment.*
35. *Employment.*
36. *Responsible sourcing and supply chain.*
37. *Economic performance.*
38. *Biodiversity.*
39. *Training and development.*
40. *Internal communication.*
41. *Precautionary principle or approach.*

The graph shows the proposed division between material and immaterial aspects of our business.

Thus, the list of material themes, as suggested by this matrix, is as follows:

Matters relating to institutional and economic sustainability:

- Economic performance.
- Digitalisation and innovation.
- Positioning and visibility.
- Sustainable investment.

Social matters:

- Respect for human rights.
- Diversity, equality and inclusion.
- Employment.
- Work-life balance.
- Occupational Health and Safety.
- Customer and consumer health and safety.
- Training and development.
- Customer privacy.
- Responsible marketing.
- Customer satisfaction.
- Responsible sourcing and supply chain.
- Local communities and social action.
- Natural, cultural, artistic and historical heritage.
- Ethics and compliance.

Environmental matters:

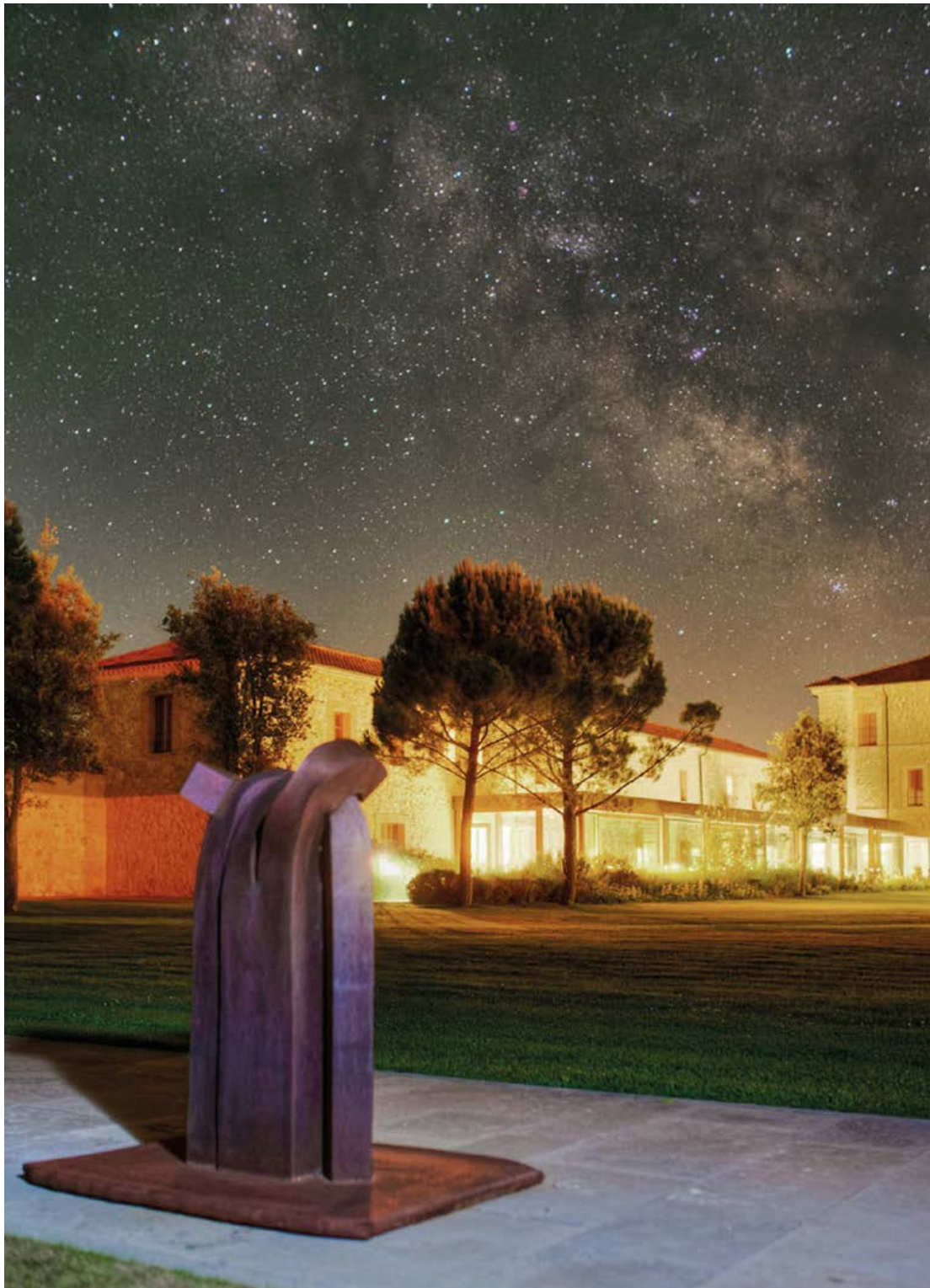
- Environmental certification.
- Environmental legal compliance.
- Emissions.
- Climate change.
- Circular economy and waste management.
- Water management .
- Responsible consumption of raw materials.
- Energy.
- Biodiversity.
- Ecological production.
- Leadership in environmental management.

Other matters:

- Quality management .
- Sustainable management and communication.
- Transparency and traceability.

In order to choose the potential topics to be dealt with, a study was made of both internal and external sources, so a correct analysis could be carried out.

ABADÍA RETUERTA





ABADIA RETUERTA

Pago Negraluba

TEMPRANILLO 20

About this Report



The 2021 Sustainability Report of Abadía Retuerta PLC details the economic, environmental and social performance of our organisation, as well as our results.

The content of this report has been produced in accordance with the principles of stakeholder inclusivity, with a focus on sustainability, materiality and completeness, in terms of its scope, coverage and timeframe.

It also aims to produce accurate, balanced, clear, comparable, reliable and timely data.

The material, relevant topics have been determined on the basis of previous work by the Sustainability Operating Committee.

This report relates to the period between January and December 2021, and includes

information about Abadía Retuerta PLC (Abadía Retuerta winery and LeDomaine hotel). Previous reports for 2016, 2017, 2018, 2019 and 2020 have also been produced.

In 2021, there were no significant changes to our organisation or to our supply chain.

This report follows the guide for creating sustainability reports, as published by Global Reporting Initiative (GRI); it has been produced in accordance with GRI's essential standards. The organisation has chosen not to have the report externally validated.

We undertake to publish our Sustainability Report every year.

Stakeholders were selected in view of the content of the Code of Conduct.

<i>Stakeholders</i>	<i>Communication Channels</i>	<i>Material Topics</i>
<i>Customers</i>	<i>Communication</i> <i>Department Winery and Vineyard</i> <i>Department Winery Sales</i> <i>Department (National and Exports)</i> <i>Hotel Sales Department (National and International)</i> <i>Retail Department</i> <i>Communication Department</i>	<i>Customer Health and Safety</i> <i>Marketing and labelling</i> <i>Customer privacy</i>
<i>Associates</i>	<i>People and Organisation Department</i>	<i>Employment</i> <i>Labour/management relations</i> <i>Health and safety in the workplace</i> <i>Training and instruction</i> <i>Diversity and equal opportunities</i> <i>Non-discrimination</i>
<i>Shareholders</i>	<i>Consejo de Administración</i>	<i>Economic performance</i>
<i>Suppliers, contractors and trusted partners</i>	<i>Communication Department</i> <i>Winery and Vineyard Department</i> <i>Finance and Logistics Department</i> <i>People and Organisation Department</i>	<i>Economic performance</i> <i>Environmental assessment of suppliers</i> <i>Social assessment of suppliers</i>
<i>Society (press)</i>	<i>Communication Department</i>	<i>Materials</i> <i>Energy</i> <i>Water</i> <i>Biodiversity</i> <i>Emissions</i> <i>Effluent and waste</i> <i>Human rights assessment</i> <i>Local communities</i>
<i>Society</i>	<i>Communication Department</i> <i>People and organisation Department</i>	<i>Human rights evolution</i> <i>Local communities</i>

<i>Material Topics</i>	<i>Internal Coverage</i>	<i>External Coverage</i>
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<i>Environmental Performance</i>		
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<i>302: energy</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Mass media</i>
<i>303: water</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Mass Media</i>
<i>304: biodiversity</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Mass media</i>
<i>305: emissions</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Mass media</i>
<i>306: effluent and waste</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Mass media</i>
<i>308: environmental assessment of suppliers</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Suppliers</i>
<i>Social performance</i>		
<i>401: employment</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Society</i>
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<i>403: health and safety in the workplace</i>	<i>Abadía Retuerta / LeDomaine</i>	
<i>404: training and instruction</i>	<i>Abadía Retuerta / LeDomaine</i>	
<i>405: diversity and equal opportunities</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Society</i>
<i>406: non-discrimination</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Society</i>
<i>412: human rights assessment</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Society</i>
<i>413: local communities</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Society</i>
<i>414: social assessment of suppliers</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Suppliers</i>
<i>416: customer Health and Safety</i>	<i>Abadía Retuerta / LeDomaine</i>	<i>Customers</i>
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Appendix 1
Economic Performance



Economic data 2021

<i>Domestic sales</i>	<i>9,967,244</i>
<i>Export Sales</i>	<i>2,765,294</i>
<i>Total Sales</i>	<i>12,738,065</i>
<i>Total business assets</i>	<i>20,032,634</i>

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