



## **Social Corporate Responsibility**

### **Symaga Group**

Symaga Silos is a Spanish family-owned business, Alfonso Garrido founded Symaga in 1985, basing the business in the manufacturing and marketing of feed silos and livestock equipment.

Symaga divided its portfolio into several business lines: Symaga Silos specialized in designing, manufacturing and marketing galvanized steel silos for storage; Growket, one line focused on manufacturing feed silos and auger and chain delivery system; and a third one specialized in manufacturing agricultural equipment such as water tanks and vineyard equipment named Agravid.

Facilities are located in La Mancha. Manufacturing plant and logistic area occupy up to 60,000 m<sup>2</sup>, with a technical and commercial office in Madrid from 2007.

The family business has evolved towards professionalization, stimulated by continuous growth until reaching leadership, from the effort and participation of the entire team.

### **Mission, Vision, Values and Philosophy**

#### **Mission.**

Satisfy storage needs globally for the agro-industry, with highest quality standards at competitive prices.

#### **Visión.**

Become in the largest manufacturer worldwide of storage solutions.

#### **Values**

Reliability. Humbleness. Trust. Responsibility. Commitment.

#### **Philosophy.**

Our main objective is provide an optimum storage, which takes care of the grain, reaching the maximum efficiency and customer satisfaction.



The constant investment in updated technology has achieved the total automation, reaching maximum quality standards.

## Social Corporate Responsibility Plan

Daily activity must be carried out in an ethical framework, respect for the environment and personal and corporate development. Symaga has an ethical code to preserve these values. The company's commitment must go beyond economic benefits, seeking social benefits and environmental sustainability.

The corporate mission of Symaga positions us as a company that helps feed the world. The storage of grain in metallic silos contributes to the improvement of grain conservation, and therefore optimizes harvests. This mission becomes the main principle for our social corporate responsibility, by which the company focuses its social support policy on those groups or areas that can't feed themselves with dignity.

## Human resources. Our team.

**Career advancement.** Symaga Group considers that motivation and the good work come together. Professional development through training and internal promotion increases the implication in the project as well as contribution. A large percentage of foremen and team leaders derives from internal promotions.

In this year, the Training Plan has been launched in order to the offer and coordination of courses taught in the Group. More information: <https://www.symaga.com/en/training-plan/>

## Work environment.

- Special care** for pleasant atmosphere and orderly.
- Annual meeting**
- Padel Tournaments** for all employees. In 2019 we celebrated second edition.
- Team Building.** Practice exercises that promote team spirit and highlight the importance for the company of its human resources as one of the main assets.



- **Our working time**, adapted to customer, and the possibility of flexible journaling enable family and labour conciliation, certainly one of the most valued policies by the more than 200 employees of the group.

## **Environmental. Our environment.**

**Sustainable development commitment.** Symaga is aware nature belongs to humankind, and it has to be preserved for next generations..

- **Certified Environmental Management.** In 2018, Symaga Group cements its drive towards the optimization of its resource and waste management thanks to the award of the UNE-EN ISO 14001 certification for its Environmental Management System.

This certification consolidates the push for the improvement of resource and waste management, a key element in Symaga Group's social corporate responsibility. Under Symaga's Environmental Management System, the company mitigates the negative environmental impact and reduces risks in case of accident, while boosting innovation and productivity.

**-Our environmental programme includes::**

-Waste management. We reduce, rework and recycle all industrial materials, guaranteeing prevention of pollution and promoting environmental education.

-Downsizing of consumption of water, and residual waters treatment.

-Energy efficiency. Determination of the best practices for reducing energy consumption.

We provide to our employees information and training sessions for the efficiency in the use of energy.

-Steel providers are certified with ISO 14001, meaning the reuse of the 80 – 90% of the material.

**- Photovoltaic solar energy generation plant**

The installation in 2020 of a photovoltaic solar energy generation plant to power our factory in Villarta de San Juan. *This first phase will supply 25% of the total energy consumed in Symaga Group. In 2022 we duplicate capacity of solar plant and aim is 100% of production with green energy. Symaga is strongly committed to the preservation of its natural*



*environment. Therefore, we have increased the overall capacity of our solar plant from 200kW up to 800kW this year. Currently 70 per cent of all our manufacturing operations are being driven by our own generated green energy resources. Our medium-term goal is to shift our entire production to our green supplies. Our path to becoming more efficient, sustainable and competitive.*

## **Social. Our society.**

### **Collaboration with Associations and Foundations.**

The construction of a more fair and generous society is one of our commitments. In order to aid disadvantaged groups we collaborate with different **Foundations and NGOs**.

Last years:

**-2023. Ciudad Real's Rotary Club.** Throughout its 30 years of life, the most successful social action taken by Ciudad Real's Rotary Club has been the recent creation of the charitable children's dining rooms in the province, which has granted many children in disadvantaged situations access to a decent meal. This program is aligned with Symaga's social commitment towards specific regions and groups of people that are not able to feed themselves with dignity, as well as contributing to feed the world by an efficient grain storage.

**-2022. Ukrainian Association of Alcázar de San Juan.** Everybody emphasizes with Ukrainians because it is a country with Western lifestyle. Symaga emphasizes as it is one of the main destinations of our silos and one of our colleague is Ukranian.

**ADS** a Development NGO has been carrying out projects in Ethiopia since 2005. Its objectives are aligned with our corporate misión: to support regions that cannot feed themselves with dignity, although its project, which goes beyond food security.

**ENACH** have provided us a gift for all colleagues in this way we contribute to a cause led by Antonio López a neighbour of Villarta de San Juan who a few years ago shared with us the objectives of this association.

### **ALIM Fundation**

**-2021. Banco de Alimentos for La Palma and Save the Children for Afganistán.**



In Spain, the Palma volcano have affected a large part of the island and its inhabitants, leaving without resources to the most disadvantaged. The Tenerife Food Bank is going to get a contribution from our Company and of the employees, who have made personal donations added to a solidarity challenge.

Afghanistan is a country that has suffered conflicts for over four decades, with no end in sight. As in all conflicts, children take the worst part, and for this reason the second solidarity project that receives our collaboration is Save the Children.

#### **-2020. Banco de Alimentos and Plataforma Solidaria en Bolivia.**

2020 leaves us a scenario dominated by COVID19. The impact on business in many sectors is alarming, but the consequences for many households are devastating. For this reason, Symaga makes a contribution to two projects that are run directly to the families most affected by the pandemic. Plataforma Solidaria in Bolivia is a social project managed by Spanish people.

#### **-2019 Enach Association**

Antonio López, president and founder of Enach Association told us what are ENACH, a group of neurodegenerative, genetic and ultra-rare diseases that usually appear in the first decade of life and have no treatment. The association is formed by family members and friends affected, who have as a short-term objective to alleviate and chronify these diseases. They fund different research projects, one of them seeks treatments with existing medicine, which may be a therapeutic option. ENACH association is part of the NBIA Alliance, an international associations of 10 countries that fight for the ENACH cure. Antonio's speech, passed from darkness to light, when he showed us the results achieved in some patients, who went from the wheelchair to recover mobility and autonomy in some months of treatment.

Laudes Infantis, was created with the initial purpose of preventing the problematic of street children in Bogotá/Colombia. Javier Gutiérrez, our sales manager for France, Africa and Bangladesh, visited Symaga as a representative of this foundation. Javier, with experience



in International Development explained uniqueness of this Foundation, a strategy based on BARTER. He told us about the success of the Salamandra kindergarden, where mothers can leave their children, in exchange for collaborate in the Library or attend to training courses. Projects are developed collectively with the community, ensuring longer permanence over the time.

**- 2018. Hope And Happiness Foundation.**

VII edition of the Gardening Courses organized by this foundation in the Pozo del Tío Raimundo.

he project's goal is to ease access to employment for youngsters between 16 and 30 years, in a situation of social vulnerability.

Symaga donation has been allocated towards the acquisition of EPIS (Personal Protective Equipment) for students of this seventh edition, an indispensable part for the course. Other items, such as hedge trimmers, blower, brush cutter, etc has also been procured thank to Symaga's donation.

Foundation's educational, health and nutritional missions in India and Spain.

Since its creation in 2001, it has reached several countries in Asia, Africa and Latin America.

**-2017. NIPACE Foundation.**

La colaboración se hizo a la para impulsar la gran labor de desarrollo de procesos de atención integral a niños y jóvenes con parálisis cerebral y trastornos neuromotores y se mantuvo la compra de cestas de navidad que se hace todos los años a esta asociación.

Donation was made to promote the great work of developing comprehensive care processes for children and young people with cerebral palsy and neuromotor disorders; besides Symaga purchases Christmas hamper that is made every year for this association.

**-2017. AELIP (International Association of relatives and people affected by Lipodystrophy).**

Symaga bought stationery from Aloha, company which collaborates with AELIP.

The objective is increase visibility and information to help more people.

**-2017. Supernenas.** A group of women affected by cancer, the majority due to breast cancer. They have met at Hospital of Alcazar de San Juan and have created a collective of self-help.

**- 2016. Spanish Cancer Association (AECC) and Afanion.**



Symaga collaborated and added efforts against Cancer

**-2015. United Hand and Coraje Foundation.**

Coraje Foundation collaborate to improve the quality of life of disable person in their Occupational Center and Day Center at Malagón.

**-2013 y 2014. Red Cross.**

**-2010, 2011 y 2012. AFIM. Association**

- **NIPACE Foundation.** Symaga purchases Christmas hamper that is made every year for this association.

- **Villarta de San Juan Church.** Contribution to building restoration.

## **Compromiso con el deporte en nuestra región**

- **We sponsor Villartense Football Club.** For 3 seasons we collaborate with our local soccer team.

- We are delighted to sponsor our team in **#TitanDesert2021**

- **Patrocinio equipo de fútbol de Villarta de San Juan** en la categoría de alevines y en la absoluta. Aportaciones para equipaciones deportivas.

- **Escuelas deportivas de Villarta de San Juan.** Renovación de la equipación.

- **Club de atletismo de Villarta de San Juan.** Renovación de la equipación y aportaciones para carreras,

-**Campus de fútbol Herencia.** Colaboración para organización en dos ediciones.

-**Panda Raid.** Aportación a pilotos de la región en dos ediciones.

- **Carrera autos locos** en Australia. Colaboración para organización

- **Water Aid.** Carrera de atletismo celebrada en Inglaterra para recaudar fondos para África. Patrocinio de una corredora.

## **Commitment to sport in our region**

- Sponsorship of Villarta de San Juan soccer team in children category and in the main category. Sportwear contributions.

- Villarta de San Juan Sports Schools. Renewal of sportwear.





- Villarta de San Juan athletics club. Renewal of sportswear and contributions for races,
- Soccer Camps. Collaboration in two editions.
- Panda Raid. Contribution to pilots of the region in two editions.
- Crazy car race in Australia.
- Water Aid. Athletics race held in England to get funds for Africa. Sponsorship of a runner.

## **Universidades, Colegios e Institutos**

### **Universities, Schools and High Schools**

#### **Visita a fábrica.**

Nuestras instalaciones siempre tienen sus puertas abiertas a las visitas de los alumnos de colegios y por supuesto de disciplinas industriales y técnicas. El recorrido por la fábrica consigue acercar a los alumnos al mundo de la fabricación, ingeniería y comercialización.  
Factory visit.

Our facilities always have their doors open to visits by school students and, of course, industrial and technical disciplines. Factory tour presents to students the world of manufacturing, engineering and marketing.

#### **Universities and Technical Institutes Projects.**

These collaborations help develop projects by injecting a dose of creativity to find solutions.

- Polytechnic University of Madrid. Cooperation to silo optimization project.
- Castilla-La Mancha university. Cooperation to adapt to new regulations.
- Bipree Research Group. Cooperation to prototype project.
- Aleksandras Stulginskis University of Agriculture We share technical information for a course. Symaga Silos was an example of an industrial silo for grain storage.
- Itecam de Castilla La Mancha.
- Eurocode. Feed silo line has been validated by Itecam
- Raw material tests, corrosion, tensile and roughness studies.
- Training platform for employees, teaching courses such as Welding, Plastic Injection, Penetrating Liquids and Magnetic Particles.

#### **Training for students**

We contribute to professional development, with experience in an exporter company.





## Professional associations

The promotion of the development of the business network in order to information exchange.

Family business association of Castilla la Mancha AEFCLM

Itecam

Aragex

Provincial Association of Entrepreneurs

Provincial Association of iron and steel entrepreneurs of Ciudad Real APES

Export Club of Chamber of Commerce

Cre100do project

## Next Objectives

Social Responsibility must adapt to environment demands, for this reason a medium and long-term development plan must be considered.

The next objective is to install:

-Self-consumption solar panels. They would generate almost all of the factory energy cleanly.