



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 livestock, poultry, pig and bovine equipment; 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 m², with a technical and commercial office in Madrid from 2007..

The family business has evolved towards professionalization, spurred by continuous growth towards a leadership position, banking on the effort and commitment 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

Our daily activities must be carried out in accordance to our code of ethics, with respect for the environment and for personal and corporate development. Symaga has a code of ethics to preserve these values. The company's commitment must go beyond economic benefits, seeking social benefits and environmental sustainability.

Human resources. Our team.

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

Work environment.

- Special care** for pleasant atmosphere and orderly.
- Annual meeting**
- Padel Tournaments** for all employees. In 2019 we celebrated the second edition.
- Team Building.** Exercises that promote team spirit and highlight the importance for the company of its human resources as one of its main assets.
- **Our working hours**, adapted to our customers, and access to flexible working hours that enable conciliation between family life and work, 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.

Social. Our society.

Collaboration with Associations and Foundations.

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

Last years:

-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.

The 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.

Our collaboration promotes the great work in developing comprehensive care processes for children and young people with cerebral palsy and neuromotor disorders; every year.

Symaga purchases Christmas gifts from 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 people with disabilities in their Occupational Center and Day-care Center at Malagón.

-2013 y 2014. Red Cross.

-2010, 2011 y 2012. AFIM. Association

- **NIPACE Foundation.** Every year, Symaga purchases Christmas gifts to this association.

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

Commitment to sport in our region

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

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

- Villarta de San Juan athletics club. Renewal of sportswear and contributions for races,

- Football fields. Collaboration in two editions.

- Panda Raid. Contribution to drivers from our 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.

Universities, Schools and High Schools

Factory visit.

Our facilities always have their doors open to visits by school students but also for industrial and technical disciplines. Our factory tour shows 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 new inventions and 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 the professional development of student with exposure to the activities of a leading exporting 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

Aragrex

Provincial Association of Entrepreneurs

Provincial Association of iron and steel entrepreneurs of Ciudad Real APES

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 half of the factory energy cleanly