

MAIN SUSTAINABILITY CHALLENGES

STAKEHOLDERS

ACTIVITIES AND PROGRAMS CONDUCTED IN 2012

GOALS AND CHALLENGES 2013 - 2015

WELL-BEING OF EMPLOYEES AND COMMUNITY



- Employees
- Nearby communities
- Investors / Shareholders
- Fishmeal and fish oil manufacturers associations (APROs, in Spanish)

- Certification of the OHSAS 18001 standard in the offices of Chicama, Ilo, Chimbote and Bayóvar.
- Life quality program
- Managerial skills program
- Annual training plan
- Communication and change leaders program
- Useful vacations program for children of employees
- Management of the Fishmeal and fish oil manufacturers associations (APROs, in Spanish)
- COPEINCA voluntary enlistment
- Ecobusiness School program
- Employees' 360° performance assessment
- Internal communication channels: El Anzuelo Magazine, Incasite, suggestion box, etc.
- Spreading of the new COPEINCA – CCOPEINCA culture
- Construction of the children's recreation ground in Chimbote – October 27 community.

- OHSAS 18001 certification in Chancay
- Operating Plan Implementation in each APROs for proper SR management.
- Increase the number of volunteers by 25%
- Strengthen the ecobusiness school program.
- Minimize accidents in plant and in fleet
- Submit the Agreed Development Plan of the October 27 community to local authorities to manage basic development projects.

PROFITABLE ENVIRONMENTAL MANAGEMENT (Environmental Care and Resource Protection)



- Environment
- Government
- Investors / Shareholders
- Third-party fleet
- APROs

- Implementation of the PAMA project in offices.
- Adjustment of the Hiller decanter for improving the production process.
- "Friend of the Sea" certification.
- Implementation of the programs of control of emissions, effluents and solid waste.
- ISO 14001 standard certification in the Chicama, Ilo, Chimbote and Bayóvar offices.
- Optimization of the use of fuel in ships through the implementation of solar panels.

- Reduce by 4% the equipment maintenance and standardization costs and expenses.
- ISO 14001 standard certification in Chancay office.
- Adjustment of the Marine Stewardship Council – MSC to national standards.
- 100% compliance of the environmental regulations.

PRODUCT TRACEABILITY AND QUALITY ASSURANCE



- Clients
- Suppliers

- Certification of GMP+B2, BASC and IFFO standards in all offices.
- GMP+B3 certification in raw material commercialization and storage processes.
- Creation of the BIOTEC CMC Investigation Center
- Fishmeal and fish oil biotechnological characterization
- Raw material quality improvements
- 57% of production of Prime + Super Prime Meal

- EProduct eco-labeling
- Management with suppliers in areas where COPEINCA operates.
- Keep the claims/shipments ratio smaller than 6%.
- Keep meal and oil prices among the market top 2.

SHARED-VALUE CREATION AND PROTECTION



- Employees
- Nearby communities
- APROs

- Virtual ecobusiness school program
- Participation in the SR technical sub-committee of the National Fisheries Association
- Participation in the AMCHAM Sustainable Development Committee.
- Participation in the Social Responsibility Committee of the Peruvian-Nordic Chamber of Commerce
- Participation in social and environmental responsibility fairs.
- Waste Residue Management in nearby communities

- Development of shared and sustained leadership
- Participation in fairs and forums as referents in SR matters.
- Development of SNIP projects under law 19230 in Chicama and Chimbote.

REPUTATION MANAGEMENT



- Media
- Investors / Shareholders
- Financial Institutions

- Annual publication of the sustainability report and the UN progress report aligned with GRI, Millennium Goals and World Compact Principles.
- Publication of the social responsibility management based on the principles of the Global Compact in the United Nations Yearbook.
- Reputational study with main stakeholders.
- An EBITDA higher than USD 95 MM was achieved.

- Maintain an "A+" level of application for the sustainability report under the validation of an independent third party and the GRI.
- Keep discussion tables with different stakeholders
- Keep the company profitability in positive values.
- Achieve an EBITDA higher than USD 110 MM.