



LAUMONT

**Our
Future.
Your
Future.**

CORPORATE SOCIAL RESPONSIBILITY REPORT



Growth.

Growing is important and rewarding.

There are many different ways to **grow**.

At Laumont, we understand the importance of growing in a socially responsible way. That is because we believe that our future is everyone's future.

The biggest challenge for us over the coming months will be the completion of our new production site in Tàrrega, Spain, our new head offices where we are convinced that we will **not only grow our financial results but also our social responsibilities and soul**.

In this report, **we summarise the initiatives that we are involved in as part of our social, cultural and environmental responsibilities**.

We show you how we are growing and **our desire to continue doing things this way**.

We show you our future, your future.



Awareness.

Awareness and Responsibility

TWO CONCEPTS THAT GO HAND IN HAND

Each action we undertake as part of our corporate social responsibility provides us with **greater awareness of our position in society**. Our efforts are focused on **championing and collaborating with social organisations**. This way, we not only help them achieve their objectives but also make them more visible to our customers so that they can continue to grow.

Along with our core values of innovation, safety and professionalism, these initiatives teach us the importance of being **original and personal** when attempting to make an impact, both within the company and across wider society.

A FOCUS ON PEOPLE

We dedicate significant time and effort to supporting social initiatives because it is part of our DNA. In particular, we assist projects that focus on people, whether it is to raise awareness about their problems or to help them overcome the obstacles they face.

As part of our natural sense of solidarity, **we want to raise awareness about these projects but, above all, the people**. They are the important ones. The ones who regularly inspire us with their attitude, perseverance and optimism. They are truly an example to be followed.

OUR FUTURE. YOUR FUTURE.

For these reasons and many more, **our future is your future**.

Over the coming years, there will be significant global challenges, and all of us will need to maintain the strength of our convictions and stay true to our values.

Each decision that we make will shape the future for ourselves and everything around us. As leaders in the sector, **the example we set will have a powerful impact on society and the environment**.

We are ready and determined to face these challenges and do so responsibly.





Collaborating

Responsible Collaborations

COLLABORATIONS THAT STRENGTHEN BONDS

ASSOCIACIÓ ALBA: MORE THAN JUST A PARTNER

Grup Alba is a **social organisation** that offers comprehensive care services to people with disabilities, young children, the elderly and other groups at risk of social exclusion. They aim to promote a more inclusive society and help these groups to achieve their full potential. They have been one of Laumont's essential partners for many years and we have worked together on many social projects. Here are just a few of them:



A Biscuit with Soul

What happens when a social worker who makes artisan biscuits teams up with a group of truffle experts? Well, they combine their unique talents to create a brand-new product with plenty of soul.

This partnership **between Laumont and El Rosal** produced our fantastic **cubanitos with truffled chocolate**, a high-quality truffled biscuit born out of a commitment to helping people.

Sardines i Marinada

"Sarindes i Marinada" is an **inclusive festival** organised by volunteers from Associació Alba. The event consists of a dinner and open-air concert held every Thursday in July. The proceeds go towards the association's social projects, and Laumont is the event's main partner.



Musical Therapy Workshop

Laumont belongs to **Associació Alba's network of partner companies**. As part of this network, we are proud to contribute towards turning exciting project ideas into reality. Last year, our contributions were used to run a musical therapy workshop to help young people work on their communication, emotions and psychomotricity.

AFANOC: SUPPORTING CHILDREN AND TEENAGERS WITH CANCER

In December 2021, we collaborated with the AFANOC association (The Catalan Children's Cancer Association) with their "**Charity Gourmet Packs**". To support this initiative, Laumont donated €5 per pack sold during the Christmas period, resulting in a total donation to AFANOC of €2,000.

We also shared this project with all our customers, and the pack was branded with images and an introduction to one of the leading organisations in the sector.



Responsible Collaborations

FIRATÀRREGA: PROMOTING OUR REGION'S CULTURE

Tàrrega, where Laumont's head offices are located, is also known as the capital of street theatre. This is because it is home to FiraTàrrega, an internationally recognised theatre festival with more than 40 years of history.

Laumont is one of the event's sponsors, supporting one of the world's leading celebrations of theatre. This is truly a special and unique event that brings thousands of visitors to the town each year.



LAUMONT ACADEMY: HELPING CHEFS TO ACHIEVE THEIR FULL POTENTIAL

We first founded the LAUMONT Academy to **stimulate creativity among our country's promising young chefs**. Culinary training will play a key role in our gastronomic future, and at LAUMONT, we have a firm commitment to helping future chefs achieve their dreams.

The academy is a space where students can go that extra step, developing disruptive proposals for incorporating black truffle in their recipes.

All schools and students in the country are welcome to participate.





Creating.



Sharing.

The origins that lead the path

LAUMONT TRUFFLE FARMERS AND FORAGERS: A KEY PARTNERSHIP

Thanks to our extensive network of truffle farmers and foragers, Laumont is able to offer the best fresh produce every day. These are the people that work in the countryside, in forests and fields. **The partnership between us is key to achieving the excellent quality and service that we are constantly striving for.**

This is why we believe it is so important to run initiatives in which we can **share knowledge, training and the latest developments in the sector:**



Exclusive Training for Truffle-growers

At Laumont, **we are committed to training our truffle farmers** with informative talks in which we share the latest advances in the sector and the best practices for ensuring a healthy truffle plantation. These training sessions are not just run by Laumont employees but also feature contributions from **expert mycologists** who can provide an even deeper insight into how truffle farming works.

Commitment to Organic Truffle

When a farmer receives organic truffle certification, it means that they have managed to produce a unique truffle that **adds value** and is **respectful of the environment**. That is why **Laumont encourages all its farmers** to work towards **achieving organic certification**. By helping our farmers to achieve this distinction, we can ensure **more responsible, honest production** in keeping with our values and principles.



The Laumont Guarantee

The Laumont brand is a guarantee for our customers and **also for our suppliers**. Many of them have told us that the Laumont guarantee is a key part of why they want to work with us. **"As a professional mushroom hunter, what I appreciate most about Laumont is that they're always there for you"**. At Laumont, we value our suppliers. They are absolutely key for ensuring that everything works correctly in a sector where guaranteed freshness is so important.

They are the starting point that paves the way.





Responsibility.

Conscious of Our Future

OUR ESSENCE FOUND IN NATURE: WE ARE MASTERS OF OUR FUTURE

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Sustainable Packaging (FSC)

We have recently changed much of our packaging to use **boxes certified by the Forest Stewardship Council (FSC)**. This certification demonstrates that our deliveries are made using boxes sourced from **sustainably managed, socially beneficial and economically viable forests**.



Best Practice Guide

It is vitally important to treat our forests with respect when collecting mushrooms and truffles if we want to **preserve the mycological ecosystems of these natural environments**. That is why **all our foragers are committed to our Best Practices Guide**, which specifies guidelines relating to hygiene, collection, traceability and transportation.

Energy Optimisation

With the recent addition of our new industrial unit of more than 4,000 m² in Tàrrega, we saw energy optimisation as non-negotiable.

For example, our new facilities have **solar panels** to help us reduce our environmental impact and **a water reuse system** for our industrial processes.





LAUM

Team.

A Team with The Right Mentality

IT IS IMPORTANT TO BE CONSISTENT: CHANGE STARTS AT HOME

There is no point in committing to actions if we do not truly believe in them. **It is important to believe in what we do and act in a manner consistent with those beliefs.**

The way our people work is very important to us. We work each day to be better people and better workers. This is the only way that Laumont will be able to grow.

Change begins at Laumont. Our future is everyone's future.



Employee Training

Numerous training sessions are offered to our employees throughout the year. Some sessions are designed to cater for specific positions, such as training to use or drive industrial machinery. Other sessions are for all workers without exception, such as sexual harassment awareness training. And some courses are options, such as language training, professional development and other tailored courses.

Incorporation of People at Risk of Social Exclusion

We are proud to take on the challenge of incorporating more people at risk of social exclusion into our team. We believe that it is important to offer opportunities to everyone, and we also see this as a **fantastic learning opportunity for ourselves as well.**



Communication Is Key

Laumont has a number of operational sites, and as well as our production sites in Tàrrrega and Valladolid, we are also present in Spain's main wholesale markets like Mercabarna, Mercamadrid and Marcabillbao. This means that clear, smooth communication within the business is vital for ensuring that information moves along the right channels and gets to the right people.

At Laumont, we take great care over our internal communications, whether it's our internal monthly newsletter focusing on the latest developments or our annual report looking at the year's performance and our future high-level objectives.





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