



Sustainability Report

2021



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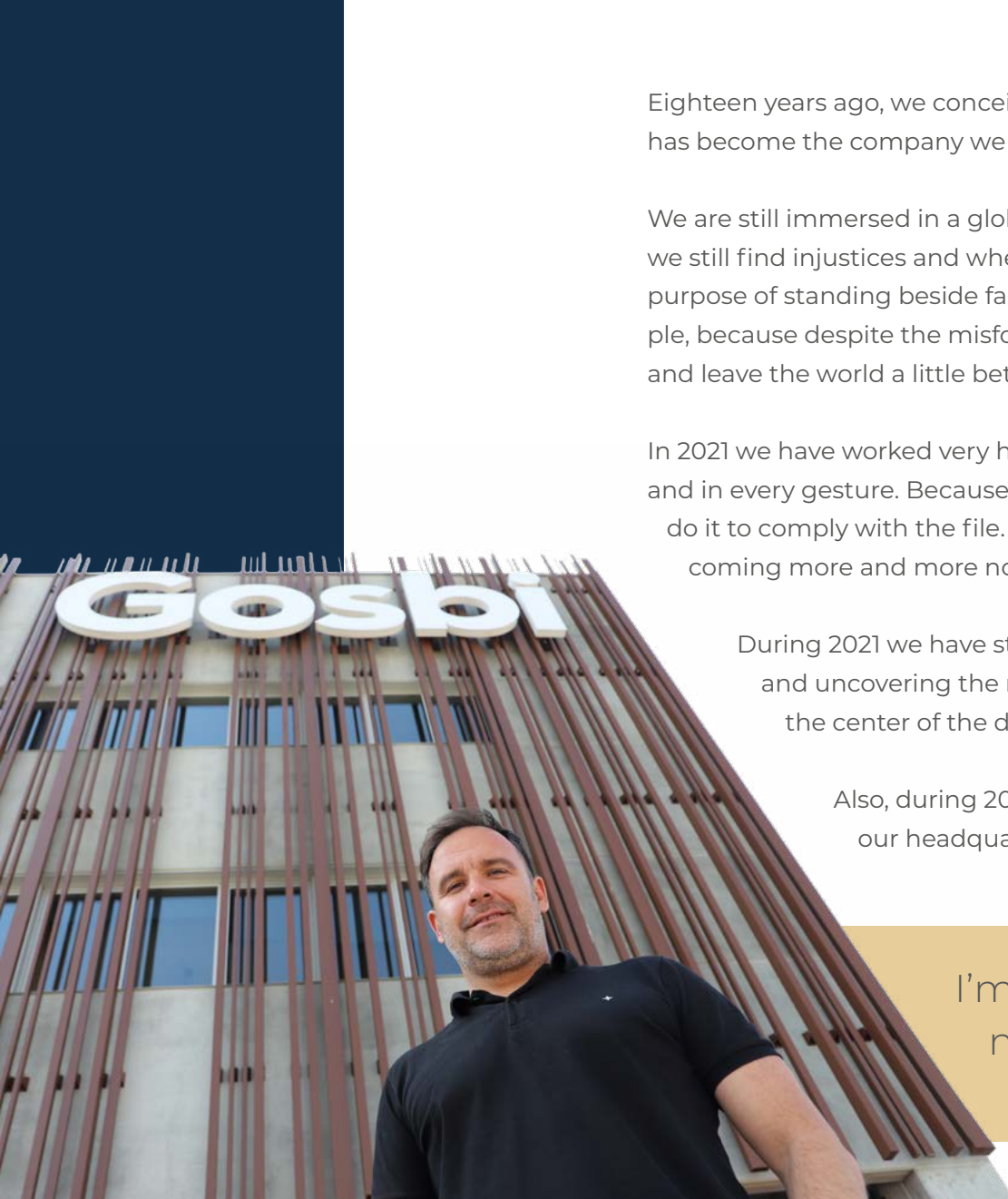
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Eighteen years ago, we conceived a project that, with lots of work and effort, has been taking shape, and has become the company we are today. We know well that the older we get, more responsibility we have.

We are still immersed in a global pandemic, an urgent climate crisis, and in a world where unfortunately we still find injustices and where animals are generally not respected as they should, we remain loyal to our purpose of standing beside families to live healthier and happier lives with their pets. We have hope in people, because despite the misfortunes that occur every day, we continue to meet souls who seek to do good and leave the world a little better than they found it.

In 2021 we have worked very hard, always with our values at the forefront of our activity in each transaction and in every gesture. Because at Gosbi, social responsibility is not the work of one department, nor do we do it to comply with the file. It is our natural way of operating, and we are very proud to see that spirit becoming more and more noticeable.

During 2021 we have started a trip touring Spain with animal respect as our motto, getting to know and uncovering the most emotional and powerful stories, to put the animals and their rights at the center of the debate.

Also, during 2021 we have hired people over 55 years old, and we can proudly say that only in our headquarters in Santa Llogaia, more than 16 different nationalities already coexist.

I'm very proud of the ride so far, but we're still not done, the road is long, and we must keep learning and pushing together.

Isaac Parés i Grau
CEO and Founder at Gosbi

We still don't know how it will end; however, we do know that besides the good balance of 2021, we want 2022 to be better..



_INTRODUCTION SUSTAINABILITY REPORT



We are a company with a firm commitment for quality, honesty, and respect towards animals, with the purpose of offering to families solutions so they can live a healthier, happier and more natural life along with their animals.

Aware of the role a good nutrition plays in the health and well-being of our four-legged friends, at Gosbi we produce and market a wide variety of products and solutions with natural ingredients. Because we know that natural food is healthier, safer, and tastier, as well as being the best option if we want a healthy life for our furry friends.

care, and our international presence in more than 45 countries. That's why our activity goes beyond manufacturing and marketing products because we know the responsibility that we have as a company with our planet and our society.

Our backbone rises from the values that represent us, and that's why all the people that make up Gosbi work every day with this mentality. Social Responsibility is not the job of one department, but it's intrinsic to all business activities and processes. We love our planet, and we want to take good care of it, as well as the people, animals, and nature that give life to it.

At Gosbi we know who we are, where we come from, and towards where we are going.

We believe in the importance of how above of what, as well as keeping ourselves loyal to our principles to have a strong and solid identity. We produce quality and we sell trust, commitment, future, and hope, but above all, we are humble, transparent and we promote respect and recognition for our furry friends, always with a strong and determined personality.

These are the values which identify us and place Gosbi as a benchmark in the sector, and this is demonstrated by the quality of the more than 250 references in food and pet

Sustainable Development Goals and Agenda 2030

When setting our priorities to work on the Social Responsibility of the company, besides analyzing internal processes, we decided to align ourselves with the Sustainable Development Goals (SDG) created by the United Nations (UN). These goals are a universal call to action to protect the planet, end with poverty and ensure that all people enjoy peace and prosperity. That is why we are united with the global movement of companies that recognize their role in leading and creating a measurable progress toward these objectives.

We have currently identified 10 SDGs that are relevant to our business, connected to our mission and where Gosbi can have a real impact:



These global goals mark north, the path we must follow. In this report you'll find all actions related to achieving these goals at a micro level, always thinking in the global common wellbeing.

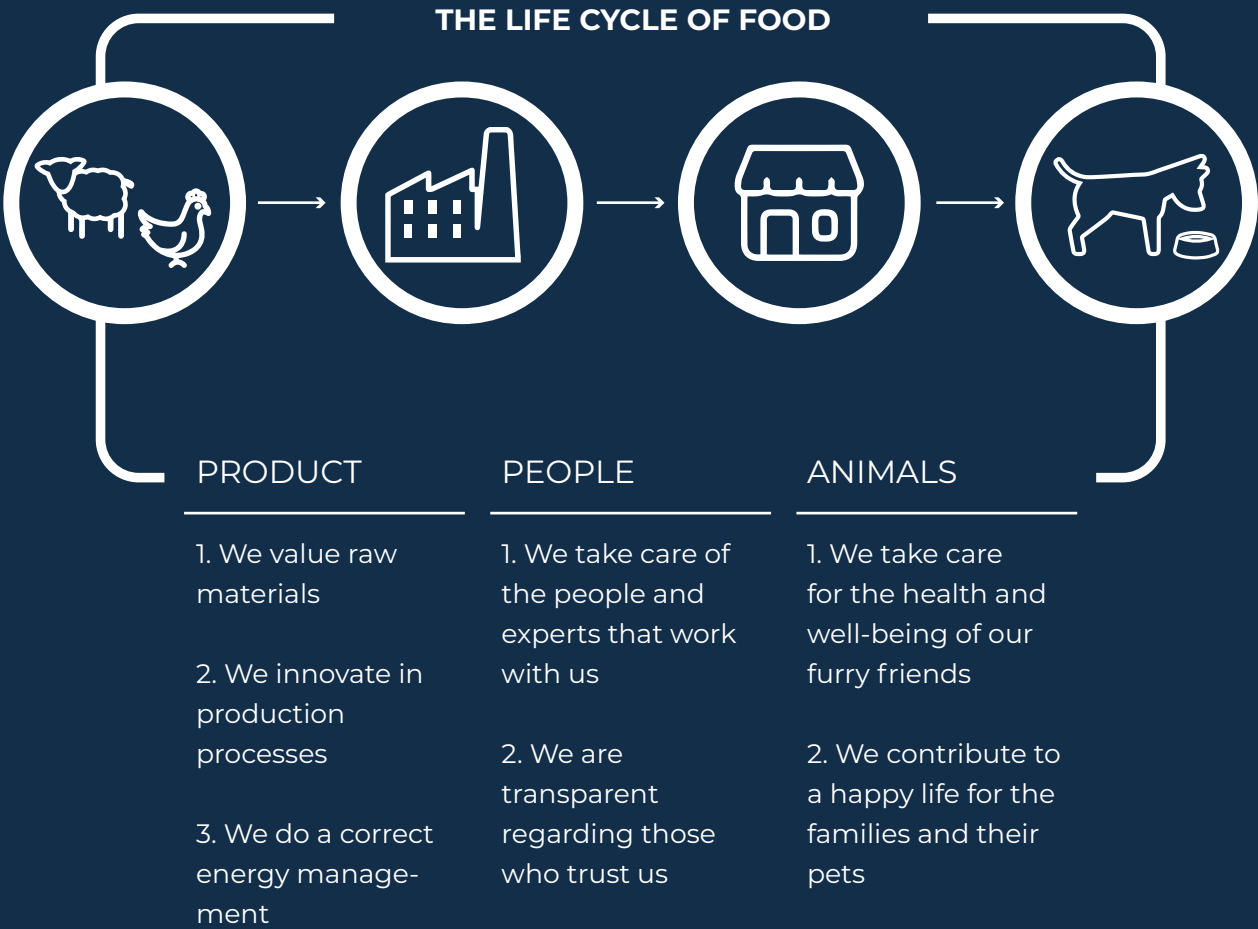
How did we write this report?

Productive cycle evaluation

Having a clear idea of the orientation that we want to give the CSR strategy based on the 2030 SDGs, the next step to give it shape and set priorities, is to carry out an internal analysis and evaluation of the productive cycles of the company.

We will deep dive into the elaboration process of our products: the production of raw materials, the preparation of the food itself, and all the parallel processes (manufacturing and design of packaging, transportation, energy consumption, etc.).

This evaluation is a very important first action to understand the impact generated in each step of the product cycle. It provides a foundation for improvement proposals regarding sustainability.





Materializing our strategy

We believe that a good diet goes along with a good health. Our purpose of offering families solutions so they can live a healthier, happier, and more natural life with their pets is the engine that keeps us moving every day. It's also the embryo of our Corporate Social Responsibility strategy, because we know that, to live a healthy and happy life, the quality of the ingredients we use is key, but at the same time, it is also important to have a safe and clean environment. In other words, we want to take a step back to look at the globality of our activity, and not just limit it to the product, but also bearing in mind the world in which we live, leaving the minimum impact to it turns into the best possible place to live and become home for all people, plants and animals of the planet.

We have identified priorities to address the problems and challenges that we encounter at the place where we manufacture our product, where we sell it, and where it is consumed, considering all the value chain previously mentioned. We consider the product, and all the related processes with it, but at the same time, all the people involved and all the animals that we end up impacting. Analyzing our business model from start to end, we regard that the CSR strategy must be approached in a holistic way, without being the job of a single department, but being applied to all the processes and actions that are carried out every day at Gosbi.

We believe that the methodology bottom-up with a multifunctional orientation is the best way to increase efficiency and contribute to a better identification of shortcomings and improvements regarding sustainability and social impact at Gosbi. Our priority is to establish a firm strategy that can last in time, but at the same time is flexible, adaptable, and agile for the changes we encounter every day.

How do we learn from our business partners?

We've always been very aware that we don't walk alone. We want to nourish ourselves as much as possible of the experience of our suppliers, business partners, and clients, and collaborate to take Gosbi to the next level.

Going back to the evaluation of the life cycle, we can define our partners on the three levels of analysis: from the manufacturing of the product to the consumption of it by our clients.



In a first phase our raw material suppliers come into scene, along with the transportation companies that support us, the workers that manufacture our goods, packaging suppliers, etc. In this initial phase we can rely on their expert voice to **reduce the impact in our operations and supply chain areas.**



In a second phase, where our product goes from our facilities to the point of sale, the experts of the sector and veterinarians that make a bet on Gosbi and make it available to customers, come into scene. **Our recommenders are essential in the business value chain**, and for us, listening to them and working to adapt ourselves to their needs is a top-of-mind priority. We have a defined commercial policy that adds value to the company,

and this is reflected in the governance processes that we will analyze further on.



Finally, in a third phase, we will encounter the most visible face to the consumer, and this is the moment which our product goes from the point of sale to being purchased by the consumer. Expert opinion comes into play here, **the added value that will convince our client to choose us over our competition.** This 2021 we've established strategic alliances with partners outside our sector, such as Girona FC, to maximize and take advantage of the speaker that football offers, and to be able to reach many more furry ones. Thanks to this partnership, we've been able to **extract many learnings both at a communication and strategic levels** that we've been able to replicate in our activity.

In this third phase, we are having a direct impact on a macro level in our community, and for us it is a priority not to limit this to our clients. In our purpose to ensure animal welfare, we are committed to all animals we can possibly reach to, opening the doors to all the social impact strategy, aimed at the community, and all animals in general. We are convinced that Gosbi is where it is today thanks to the mutual support that we have been consolidating during all these years, and as a fundamental key to our success, **we will continue nurturing and learning, but at the same time also adding value to all our partners and business associates.**



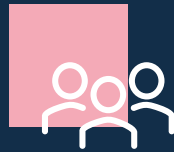
In order to closely monitor our strategy, we consider the life cycle of our food, and break it down into 6 subareas:



Operations



Supply Chain



People



Community



Governance



Mas l'Arbreda

Along this report, we will get into detail within the actions and improvements from each area made in 2021, and the goals set for 2022



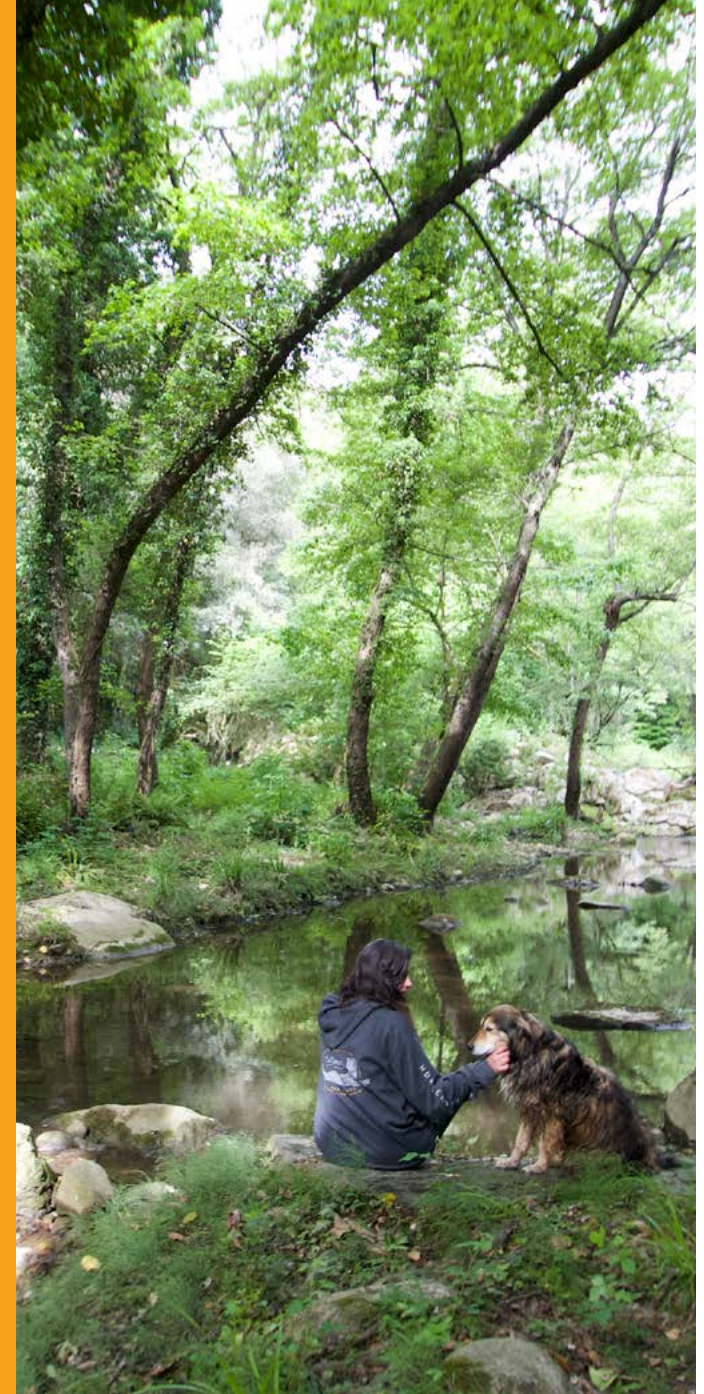
ACTIONS SUSTAINABILITY REPORT





OPERATIONS

Our environmental commitment is a priority, and we know that acting in accordance with sustainability is our duty. In Gosbi there are hundreds of processes, and we analyze them to reduce, as far as possible, the environmental footprint generated inside and outside our facilities.



01.

Waste: The three R's

The main waste generated from work processes are plastics, cardboard, and wood. At Gosbi we abide by the principle of the three R's. In the first place, we seek to **reduce** all the materials we use to pack and send orders. Everything that we use, we later **reuse** it: the plastics used to compact and protect pallets of goods we receive, are reused to protect other pallets we then ship.

Cardboard is also reused as a base and protection of pallets used for shipping the orders of our customers. Finally, the wood from the pallets is also used for building new pallets. We use sacks of food that can't be marketed as garbage bags at our facilities.

Finally, once the life cycle of these materials comes to an end, we separate them to be recycled. Plastic, specifically, passes by a press creating bullets that are later collected every month by the regional **recycling** concessionaire company.



02.

We keep reducing energy consumption

Continue to reduce our consumption year after year is one of our priorities. We've done it so thanks, to a large extent, **to the structure of our facilities, that enables us to work with natural light a good part of the day.** In addition, **the ventilation equipment** is common to all the facility and allow efficient and balanced programming, both in summer as in winter.

The energy consumed comes from the **photovoltaic energy panels** that are installed in our rooftop, providing **renewable and sustainable energy to all the facility.**

The warehouse with 100% electric machines that's charged daily with the energy from the photovoltaic installation. Furthermore, **processes are automated**, with an intelligent organization of the warehouse, **favoring the optimization of the energy and reducing distances travelled.**

We've invested in the purchase of second batteries for all the electric **machines working in the warehouse.** The aim of this is charging them during the day, taking advantage of the solar energy, and always have one in replace-

ment. Like this we will avoid charging them at night, wasting solar energy.

Furthermore, during 2021 all our commercial fleet has travelled in **hybrid vehicles**. Considering that our team carries out an average of 550.000 kilometers per year, **we've avoided emitting between 50 and 60 tons of CO²** as well as other polluting gasses. This number

has been obtained taking as a reference that a regular combustion car emits 100g/km of CO².

To have it clear, a ton of CO² is equal to a 500 m³ swimming pool.



03.

We expanded our logistics center with a new warehouse

This 2021 we've started the construction of the new warehouse in our facilities in Santa Llogaia d'Àlguema. The new space will count with a total of **two warehouses of 4.000 m² each, with the addition of a third and fourth warehouse, adding a total of 16.000 m²** of new facilities. This space will allow us to manage greater volumes and take the company towards a further internationalization.

As well as the current warehouse, it will count with a new photovoltaic installation of 1000 kWp with which we will generate the necessary energy for the operation of the new automated logistics center. It is estimated that it will generate 1.401.729 kWh/year of green energy.

Processes will be automated thanks to a management software created internally by our IT department, contributing to the energetic efficiency of the space.

04.

Towards a more sustainable packaging

Since 2020 we have implemented new material for packaging. It consists of a single layer plastic bag that allows complete and total recycling of it, thus replacing the packaging of many layers that we previously used, which were harder to recycle.

Producing this mono material bag requires less energy than conventional bags of various laminated layers. During 2021 we've converted the entire range of Professional of 18 kg and all the 7 kg of all ranges to this new material. We've also started with the transformation of the 2 and 3 kg bags of the Exclusive and Exclusive Grain Free ranges. There are currently 50 products references made with this material, **which is more than 50% of the bags of dry food.**



In the environmental sphere, as the bags are mono material, when the companies that separate and manage waste can value it in an easier way, thus contributing to circular economy through a complete recycling of the product.

However, we know that plastic isn't the perfect solution, for this reason we keep pushing every day to find more sustainable alternatives.



SUPPLY CHAIN

We know the importance of the supply chain when adding value to our community and to count with a product of the highest possible quality. Therefore, we take care of the whole chain from start to end, considering the community and the environment.



01.

Near relationship with our suppliers

In 2021 we've kept working and **prioritizing a near relationship with our suppliers**, treating them as commercial partners, according to ethical principles and standards on which our company was built. We are fully aware of their importance in the quality of the final product, giving them a privileged treatment. It is an honor for us to be able to count with them within the value chain of Gosbi, working together to ensure that our companies have a positive impact in our communities, the planet, and our people.



02.

Local and proximity resources

When choosing products and services suppliers, we bet, whenever it's possible, for local and proximity companies. With this action we achieve two key objectives: to generate wealth in the territory and reduce the environmental impact caused by transportation. The interest is that our growth has a direct impact on the companies in our community and that they can benefit from our economic development. **Therefore 72% of our suppliers are from Spain, and specifically, 56% are from Catalonia, and 19% from the province of Girona.**

03.

Cleaner logistics with Pro Eco Transport

Bringing our products to destination in the most sustainable way is a priority in the framework of the supply chain, therefore in 2021 we continued with our commitment to the Pro Eco Transport project, to move forward towards a cleaner and more sustainable transport. **Currently, more than the 50% of transport we use is operating 100% under the Pro Eco Transport commitment.**

Pro Eco Transport grants licenses to transportation companies after a deep analysis and inspection of vehicles, according to the standards established by current regulations, determining its ecological impact through the emission levels of particles and CO2 in the environment, by the type of tires and the aerodynamic elements they use. Furthermore, Pro Eco Transport gives an efficient driving course to reduce further emissions.





PEOPLE

We know for sure that companies are made up of people, therefore we believe that they're one of the most important assets that make Gosbi stand where it stands today. Professional development and wellbeing of all our peers is a priority for the company, and our goal is to create an empathic and committed corporate culture, fostering a philosophy with sustainability at its focus between the Gosbi family.



01.

Diversity and inclusion

We contemplate diversity as a source of wealth among the people who work at Gosbi. We defend that all jobs must be **free from harassment and discrimination based on age, race, religion, ethnicity, national origin, sex, sexual orientation, gender identity, or disability.**

During 2021 we've increased our workers by 42% of which 34% are women. Also, we've hired people over 45 years old, specifically a 26% of the new incorporations. We are currently collaborating with the Fundació Intermedia, which works for labor reinsertion of socially excluded minorities. At Gosbi we prioritize a diverse and multidisciplinary working environment, since we know that a good part of the company's achievements lie in its people.

In addition, we currently have 16 nationalities from Europe, Africa, South and Central America and Asia. Diversity and Inclusion are a fundamental part of our philosophy and of our business model.



02.

Health and well-being

Gym

In Gosbi we have a space especially dedicated to physical activity, with a total of 10 machines, including exercise bikes, treadmills, weights, rowing machines, and specific training. We believe that sport is essential to a healthy lifestyle, and we want people who work in Gosbi to have access to exercising whenever they want.

We also have a leisure indoor and outdoor area, where this year we included a foosball table, cornhole, darts and a chill out space with chairs and tables so that workers can relax and unwind.

Water and food

Gosbi contributes every day with healthy and balanced menus to all the people who work at the company, and they can choose every day a first course, main course and desert. We believe that a good diet has a direct impact on our health.

To reduce plastics, we have installed two osmosis machines, so staff can fill up their water bottles at any time of the day.

03.

Flexibility

We pretend to offer the best experience to our workers, not just in the matter of facilities, but also in the matter of conciliation, with a flexible schedule whenever its possible, and facilitating optional remote work to reduce unnecessary travelling.



04.

Health insurance

Health is basic to live life to the fullest, and for this reason the company looks after the health of the employees with a medical insurance so that they can have a specialized doctor available whenever they need one.

05.

Leisure activities in nature

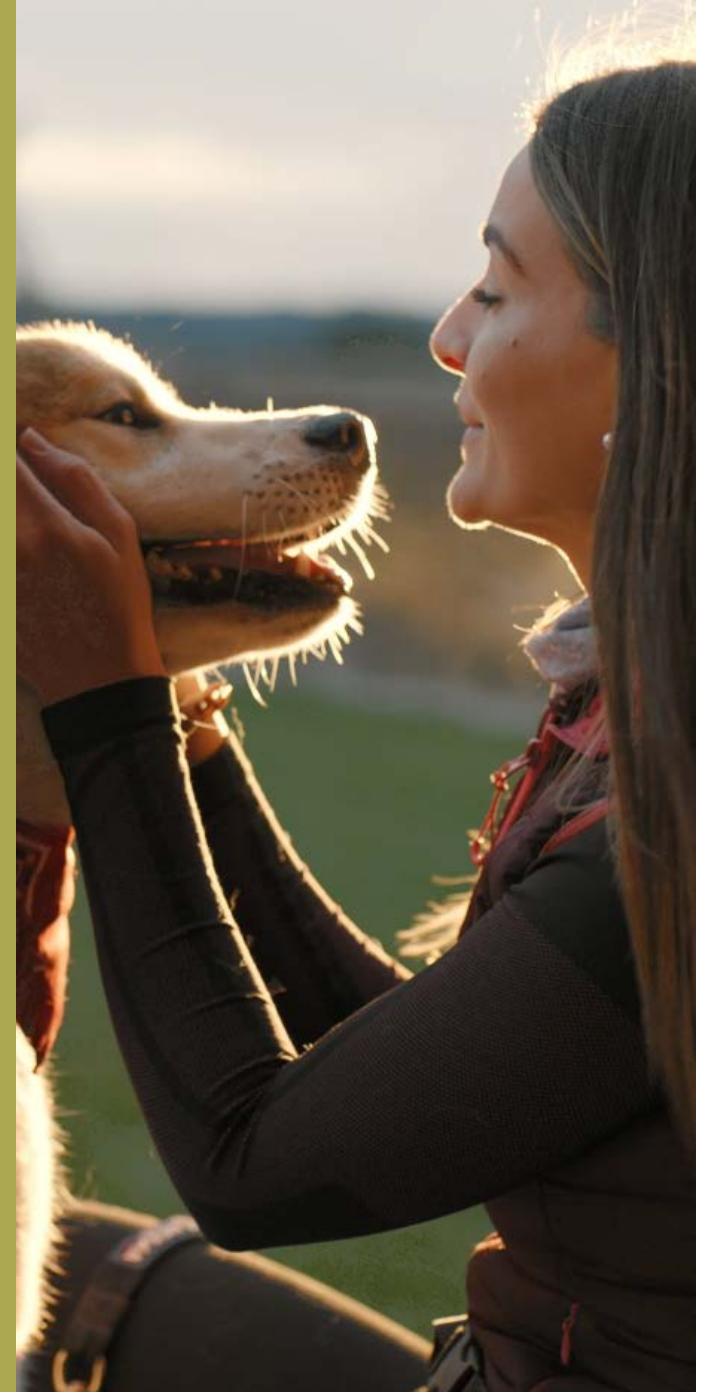
We don't want to limit our leisure offer to activities within the office, therefore we take advantage of external emplacements such as Mas l'Arbreda, opening its doors to offer alternative leisure activities in nature. Despite being activities thought for families, we also carry out business meetings outdoors, sharing team building days to contribute to the feeling of belonging and greater group cohesion.





COMMUNITY

The love for animals has always been our gas, and this is why we work for their well-being, and to find new ways of improving our lives with them, contributing to a better world for people and their furry friends.



01.

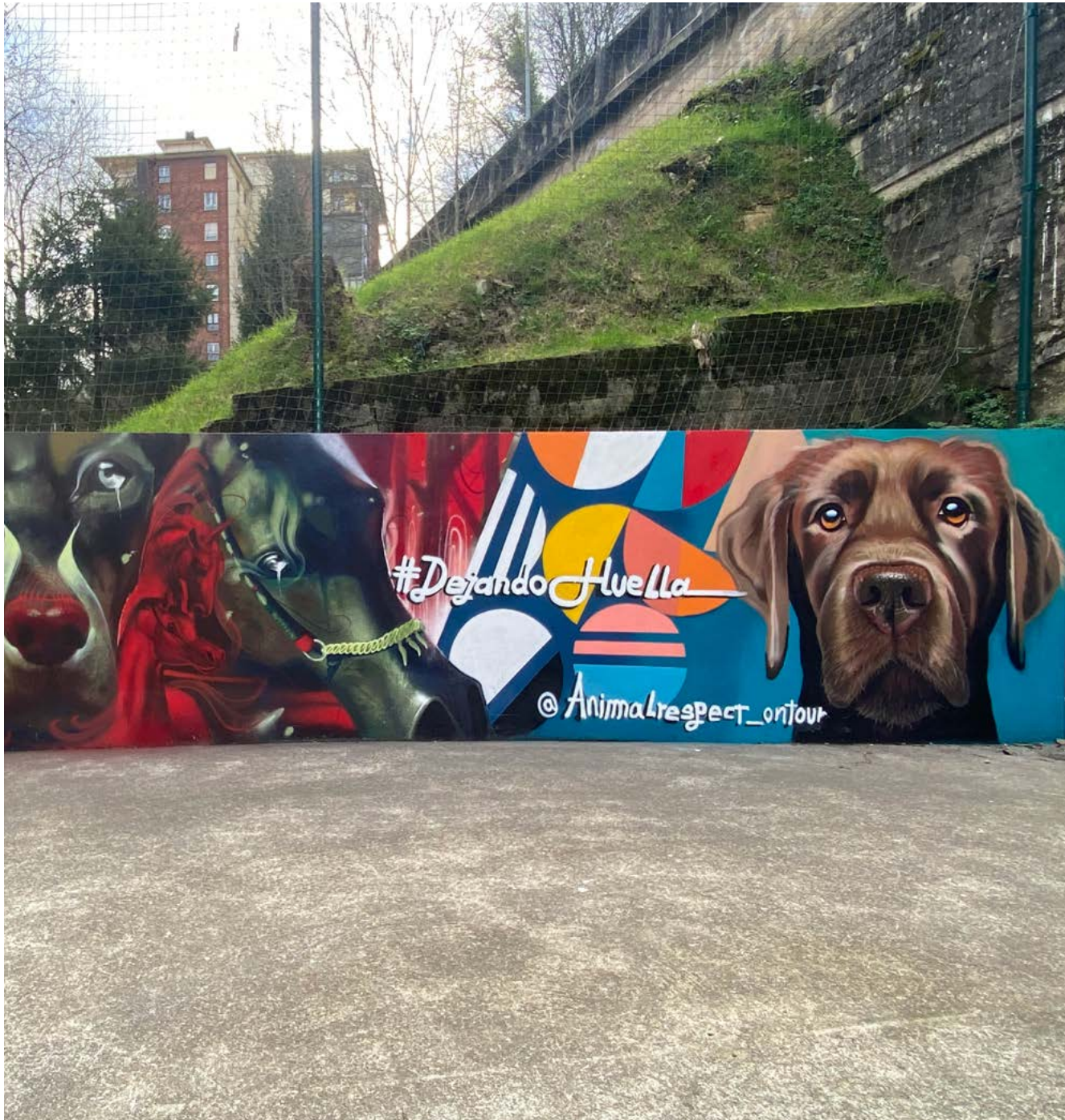
Animal Respect on Tour

Animal Respect on Tour is a movement born from the collaboration with Girona FC, **which aims to go around the whole country looking for stories and projects that raise awareness and promote animal respect.**

Through the instagram account @animal-respect_ontour, followers will be able to deep dive into the animal kingdom, told thorough emotional stories by people in the street, as well as by visiting key interest spots like entities, institutions or centers that are dedicated to animal well-being. Animal respect is one of our main motivations and it is our duty to extend this message to the maximum.

In a camper van that tours around Spain, Paula and Maria, along with their two dogs, Teo and Luca, look after the best stories and interesting projects to give them voice through the instagram account @animalrespect_ontour.





02.

#DejandoHuella

(Leaving paw print)

It arises fruit of the Animal Respect movement. In each city, with the **dual purpose of promoting animal respect and supporting local culture**, we contact an urban artist from the area to paint a mural with the theme of animal respect.

The goal is to “leave a paw print” in all of the cities visited and at the same time, decorate them with murals where animals are starred. It's our way to defend culture, and at the same time, reach a different audience. **During 2021 we've made murals in the cities of Girona, Ponferrada, Málaga, Madrid, Lugo, Miranda de Ebro, and San Sebastian.**

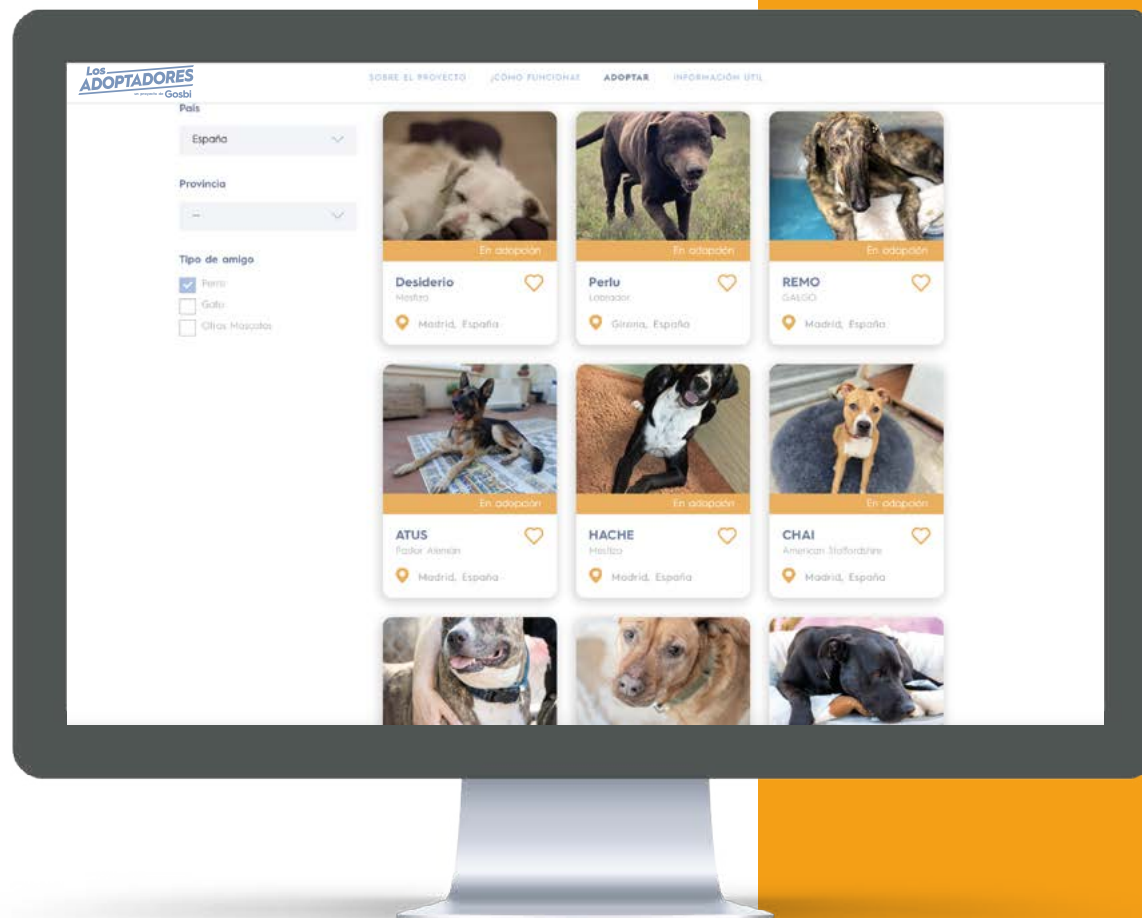
03.

Donation programs for the ones who need it most

We know that we have a direct channel for helping animal shelters, and it's through food.

Besides the regular donations we carry out, we also follow the trips of Girona FC and **choose a local shelter from the city the team plays against and make a 300kg donation of food.** During the match, the club's president gives out a symbolic check along with a representative from the other club. In 2021 within the frame of Animal Respect on Tour and with Girona FC we've donated a total amount of 4500kg. These actions will continue to be made during 2022.





www.losadoptadores.com

04.

Digital platform for adoptions

Los Adoptadores is a web platform active since March 2021 that was born with **the objective of finding a home for the dogs and cats that are the most invisible in pet shelters.** We've designed, planned, and executed this web platform as a continuation to the older campaigns of "Los Adoptadores", in which all families who adopted were recognized with a prize.

In this evolution of our program of adoption support, Gosbi adopts a proactive role and makes available to all families, animals for adoption from our network of collaborating shelters, currently made up of 413 entities from all over Spain.

The goal is to give the upmost visibility to animals who are looking for a family, promoting their adoption. To find the perfect match, from the webpage filters can be applied to determine type of animal, proximity of the shelter, and characteristics. Having so many animal profiles in a single webpage is key so the future adopter can find the animal that they're looking for.

05.

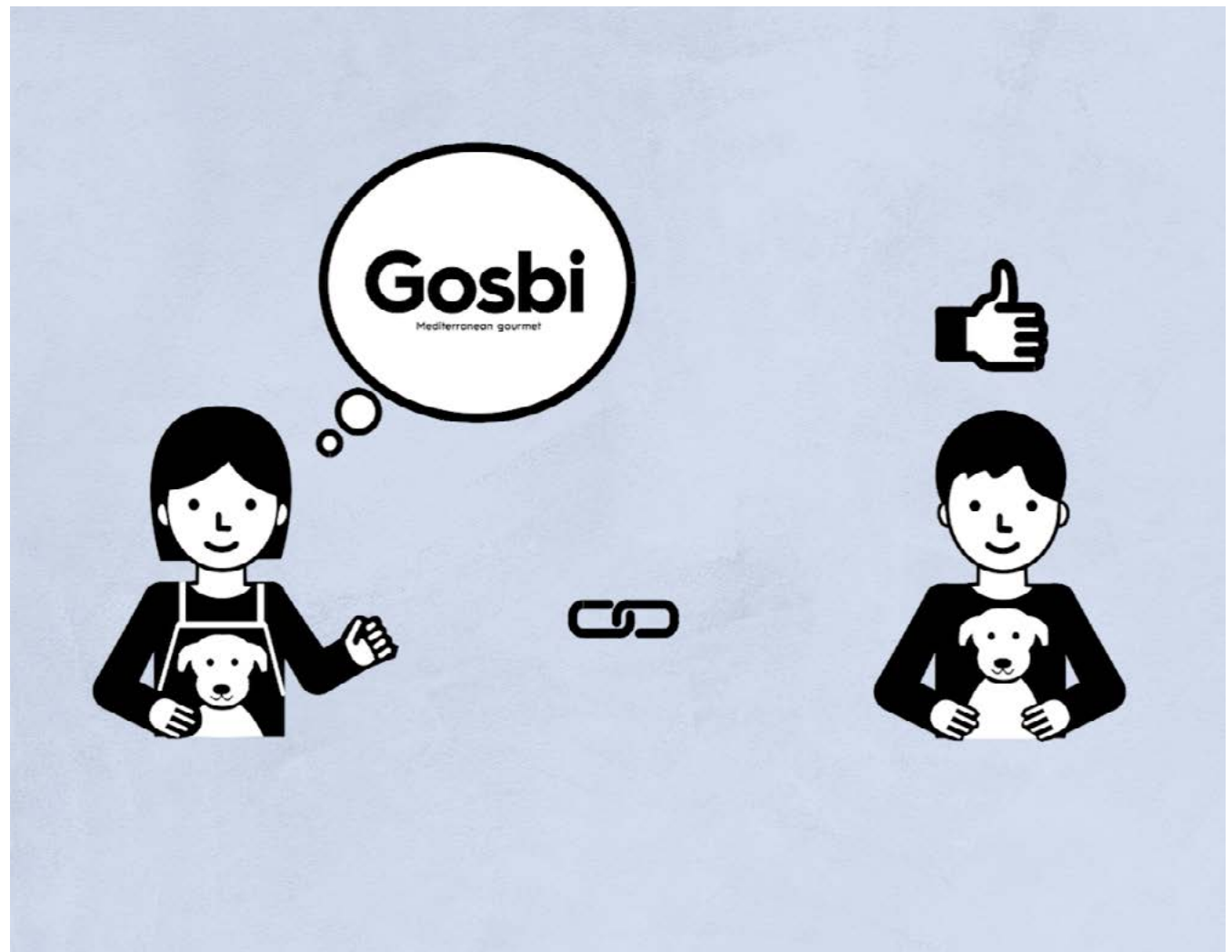
We help shelters become self-sufficient

With the same purpose of helping shelters, we identified that, besides the product, they also **need to generate income**: to be able to face veterinary treatments, maintenance of the facilities, etc. Gosbi Next is a loyalty program where shelters and Gosbi establish a win-win relationship, as shelters recommend Gosbi to adopters, creating a lifelong digital link between the shelter and the adopter, and every time the adopter purchases Gosbi online, the shelter

In this way, the shelters that recommend Gosbi will have an income at the end of each month, thus achieving a higher level of self-sufficiency.

GosbiNext

The program that changes everything



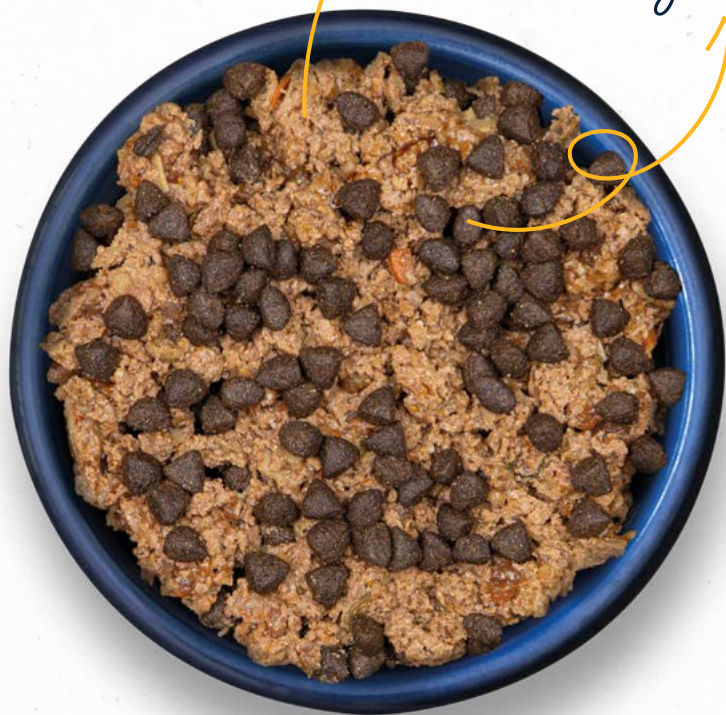


Main Ingredient

Garnish

Desert

Mini desert



06.

Gosbi Table

The Gosbi Table arises from the idea that animals are full members of our family. We identified that an activity as common as going to eat at a restaurant, many times can't be carried out with the whole family, as there are establishments that do not allow the entry of dogs.

The Gosbi Table is a project born to facilitate the entry of dogs in restaurants that want to be part of the project, by offering a special menu for the animals and a whole new user experience.



GOVERNANCE

With our corporate decisions we try to provide effective, sustainable, and fair solutions to environmental issues from our society, combining financial sustainability with the general interest, achieving a balance between both factors.



01.

We don't experiment with animals

Animal well-being is our priority and focus when we work. For us it makes no sense, for coherence and respect, any test that could put at risk any animal.

For this reason, we are the first Spanish manufacturer certified by PETA (People for the Ethical Treatment of Animals), the world's foremost organization dedicated to establishing and protecting animal rights.



02.

Transparency in labelling

In 2021 we've continued to ensure a **relationship of transparency and trust with our clients**. We know that this is a long run, and to keep cultivating this relationship, it's not enough to have a flawless product, but also an empathic and transparent attention.

Hence, we give a special importance to offer a clear labelling, sought by a policy of "Clean Label", **where the consumer can interpret, understand, and recognize in an easy and adequate way the ingredients of the products**. In our best-selling ranges, we incorporate on the back of the bag, a visual communication element that reflects this goal, with illustrations with their respective percentages.

It is also very important for us the customer service, in this sense, we offer continuous professional development training for workers to grant that their attention is excellent.

All our documents with scientifically validated information based on clear technical criteria is available for the personnel of the points of sale, through a virtual space where they can download all documentation and thus be able to advise our customers the best possible way.



03.

Responsible communication and marketing management

Long the lines and with the goal of cultivating trust relationships with all parts, **we bet for responsible communication and marketing.** We try to make our strategy as coherent and transparent as possible, with a scientific basis, away from big statements that can induce falsehood or ambiguity.

We dismiss any discriminatory action, and we don't support aggressive campaigns, as we want to adjust to the principles that our company philosophy defends, where health, animal well-being, and environmental preservation are our reasons to be.





MAS L'ARBREDA

Mas L'Arbreda is a farmhouse located in the Llémena Valley (Girona), where we're working on a project involving nature, animals and our relationship with them.



The project was born with the interest of promoting education and awareness for our rural, environmental, and social heritage, and, faithful to our values, we make a brave commitment to sustainability and self-sufficiency, contributing to education for respect and love towards animals.

One of the main axes of the project on Mas l'Arbreda is the promotion of native breeds from our territory. Currently almost all the native Catalan breeds are in danger. We've come towards this sad situation because foreign breeds that are more productive, have been prioritized over the local ones, as they are much more profitable, especially in the model of intensive farming.

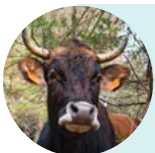
If we are looking for a **sustainable model of livestock**, however, native breeds do make sense, as they are much more adapted to the territory, hence, they are more suitable for pasture and extensive livestock models.

Furthermore, when a breed becomes extinct, it is lost forever, assuming an **irretrievable loss of biodiversity** for our planet. Also, a bit of our history is also lost, a cultural legacy that has been generated and preserved over centuries and is part of our rural heritage.

From Mas l'Arbreda we want to contribute to the recovery and conservation of Catalan native breeds, as well as making them known and bring them closer to everyone interested so that every day, it is more of us who love and defend this livestock. During this year we've brought together animals of almost all these breeds, that are already part of the family of Mas l'Arbreda.



BREEDS WE ALREADY HAVE



Vaca de l'Albera
Albera Cow



Vaca Bruna
del Pirineu
Bruna del Pirineu Cow



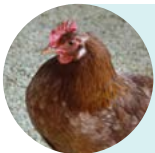
Vaca Pallaresa
Pallaresa Cow



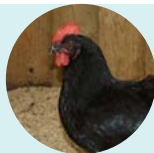
Ovella Ripollesa
Ripollesa Sheep



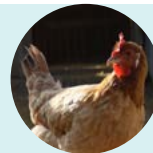
Ovella Xisqueta
Xisqueta Sheep



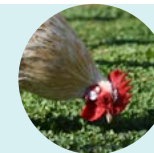
Gallina
Empordanesa
Empordà Chicken



Gallina
Penedesenca
Penedès Chicken



Gallina
del Prat
Del Prat Chicken



Flor
d'Ametller



Oca Empordanesa
Empordà Goose



Ruc Català
Catalan Donkey



Cavall Pirinenc Català
Catalan Pyrenees Horse

BREEDS THAT WE WILL INCORPORATE SOON



Cabra Blanca de Rasquera
Blanca de Rasquera Goat



Ovella Aranese
Aranese Sheep



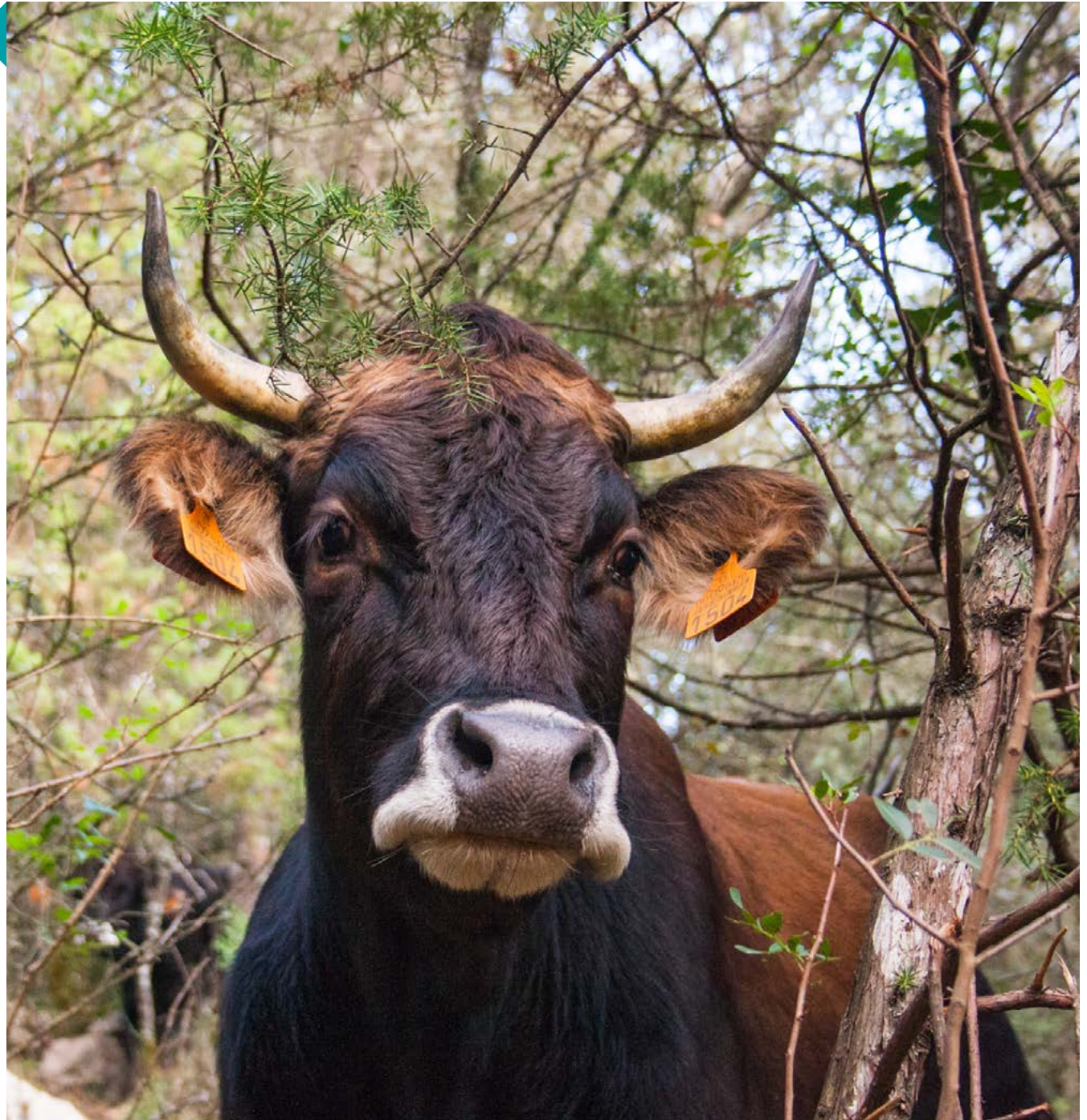
Gos d'Atura Català
Catalan working dog

The Albera Cow

The Albera massif is located in the Alt Empordà area. A unique cow, of a very ancient origin, has been preserved there, as it is currently fully adapted to the difficult terrain in the area. However, like many of the autochthonous Catalan breeds, it is in danger.

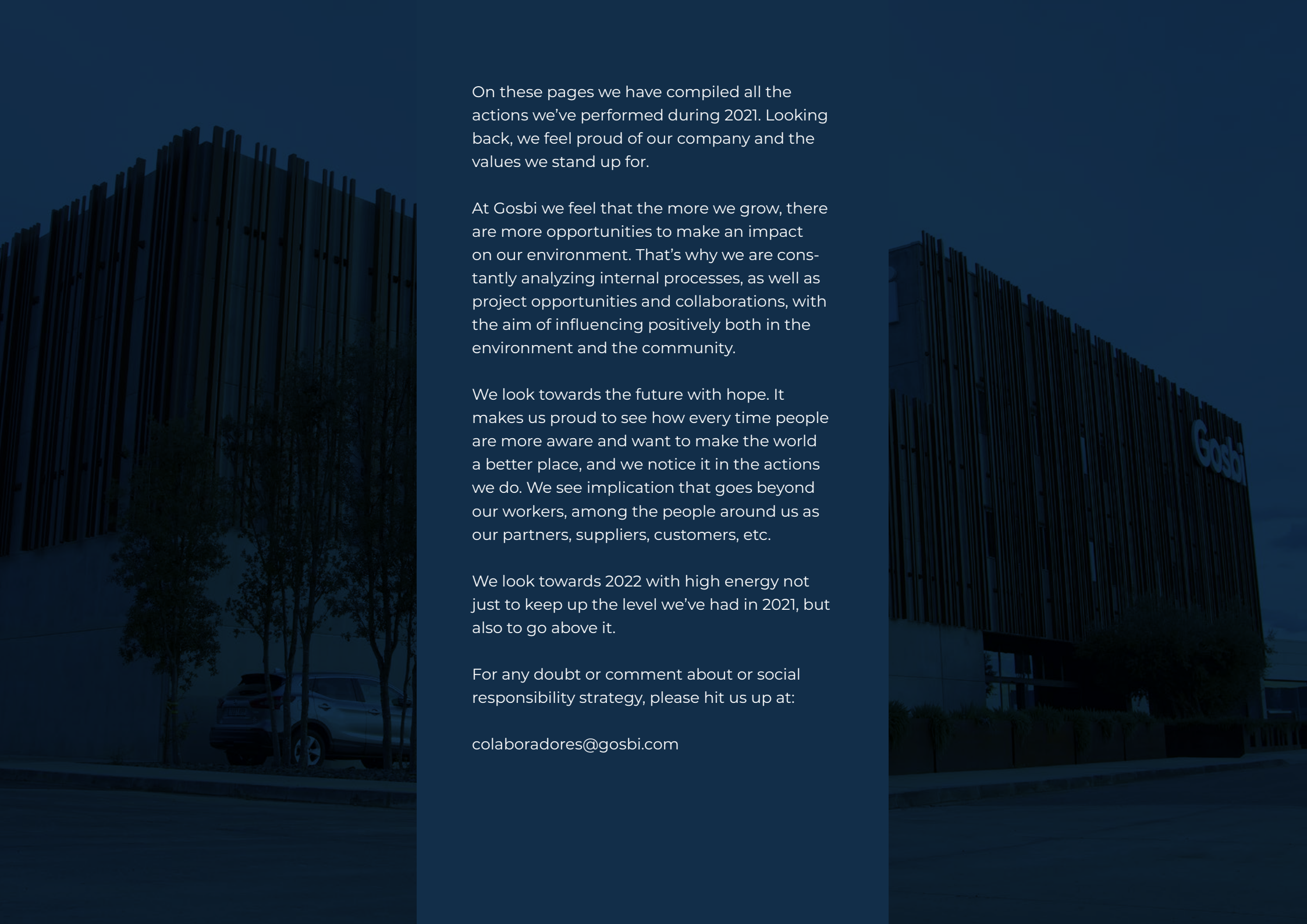
At Mas l'Ardreda we have a small herd of Albera cows grazing in semi freedom in the forest of the farm. Their diet is unique: they love shrubs and bushes, as well as the lower branch tenders of trees. This makes them especially useful for forest management and fire prevention, since grazing the undergrowth helps reduce forest mass in an ecological and sustainable way.

We love and stand up for autochthonous breeds, because in addition to being part of our ancestral rural heritage, we are convinced that they can meet the standards in a model of sustainable livestock where animal welfare is the top priority.





_CONCLUSIONS SUSTAINABILITY REPORT



On these pages we have compiled all the actions we've performed during 2021. Looking back, we feel proud of our company and the values we stand up for.

At Gosbi we feel that the more we grow, there are more opportunities to make an impact on our environment. That's why we are constantly analyzing internal processes, as well as project opportunities and collaborations, with the aim of influencing positively both in the environment and the community.

We look towards the future with hope. It makes us proud to see how every time people are more aware and want to make the world a better place, and we notice it in the actions we do. We see implication that goes beyond our workers, among the people around us as our partners, suppliers, customers, etc.

We look towards 2022 with high energy not just to keep up the level we've had in 2021, but also to go above it.

For any doubt or comment about our social responsibility strategy, please hit us up at:

colaboradores@gosbi.com