

# CONGALSA



## ANNUAL REPORT 2022



**CONGALSA**



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# 1. CEO MESSAGE



Luis Miguel Simarro Esplá

CEO OF CONGALSA

Dear friends and collaborators of Congalsa,

One more year, we present you our balance of the year through this Annual Report. We will remember 2022 as the beginning of a new post-pandemic era in which life in the company has returned to almost absolute normality, reaching very positive figures never seen before in the more than 30 years of Congalsa's existence. It has been a year of change and disruption that has highlighted our company's ability to adapt and overcome adversity.

Getting here has not been easy. Therefore, **I take this opportunity to convey my gratitude to the 485 people who already make up the great Congalsa family.** You all represent the solid support, the engine that makes it possible for the organization to work, evolve and progress. In these last two years, especially complex, you have helped us maintain an incomparable pace, with effort and professional dedication, thanks to which we have been able to reach today. A present of innovation with an eye toward a more sustainable horizon.

Every day, the great team that makes up Congalsa works with the clear purpose of improving people's lives. And we do it the way we know best: offering frozen and refrigerated foods that are good for those who eat them and also for the planet. We are committed to a sustainable, healthy and convenient eating model, achieving it through excellence and innovation. **Thanks to this clear purpose, we have managed to be the first Spanish food company to obtain the prestigious EFQM 600 certification.** A recognition granted by the Club of Excellence and which distinguishes organizations that seek to improve excellence in their management according to demanding international standards.

We are particularly proud of some achievements, such as having been able to reach a production of more than 26,000 tons of manufactured products and being present in 36 countries.

**A production committed to the territory and to reducing our environmental impact, as demonstrated by being an EMAS company, the highest European standard in environmental management, and being present in the Galician Climate Alliance.** Two examples of actions with a positive impact on people and the environment. Aware that every gesture counts, we will continue to consolidate in the future our vision of being an innovative company, leader in food solutions, international and perceived as local in each focus market, sustainable and in continuous growth.

You know that we are also characterized by concern and well-understood ambition to continue improving, to set challenges and innovate continuously with a permanent positive attitude. Everything achieved so far helps us face the coming years with maturity, responsibility and strength, confronting the even more demanding challenges that await us in the future.

Society increasingly demands that companies and organizations respond to growing concerns regarding economic growth, environmental sustainability and social well-being. Important questions to which we at Congalsa respond through **upright, responsible and committed management**. We do not know how to work any other way.

I want to thank all the people who are part of Congalsa, directly and indirectly, for your constant support and commitment, especially the entire Congalsa team for their good work demonstrated in the last year.

**Together we will be able to continue growing and maintain ourselves as a leading, constantly transforming and sustainable company.**

# 2. 2022 AT A GLANCE



**36**

Presence in 36 international markets with more than 450 clients



**132.5**

Millions of euros of turnover (+17% compared to 2021)



**EFQM 600+**

First Spanish food company to achieve it



**UNE 19601 E  
ISO 37001**

First food company to be certified in Compliance



**485**

People make up our team



**67%**

Women on staff



**87%**

Permanent contract



**41**

Average age of our staff



**-3%**

Reduction of energy consumption for transport



**MWH 1,103**

Energy generated in our photovoltaic plants



**-43.5%**

Reduction of greenhouse gas emissions



**€68,000**

Contributed to community collaboration initiatives

# 3. THIS IS WHAT WE ARE: PURPOSE, VISION AND VALUES

Congalsa is a company that has been working since 1990 in the production of deep-frozen fish-based products.

After more than three decades of work, we can affirm that we have positioned ourselves as a benchmark in the deep-frozen food manufacturing sector and as a leader in culinary solutions for hotels and communities.

## Our purpose

**Improve people’s lives, offering tasty frozen and refrigerated meals that are sustainable, healthy and convenient, through excellence and innovation, building a great team.**

## Our vision

**We want to be an innovative company, leader in food solutions, international and perceived as local in each focus market, sustainable and in continuous growth.**

## Our values

 <b>Commitment to the company</b>	 <b>Teamwork</b>
 <b>Respect for people</b>	 <b>Orientation to continuous improvement</b>
 <b>External and internal customer orientation</b>	 <b>Innovation</b>
 <b>Efficiency</b>	 <b>Positive attitude</b>
 <b>Integrity and business ethics</b>	 <b>Sustainability orientation (economic, social and environmental)</b>

## 4. GOVERNANCE TEAM

### Board of Directors



**Luis Miguel Simarro Esplá**  
CEO



**Julio Simarro Esplá**  
Sales & Marketing Director

### A governance model based on management and maximum legal compliance

At Congalsa we are committed to excellence in all areas of work, which led us to obtain the **EFQM 600+ certification**, as a sign of our commitment to excellent, innovative and sustainable comprehensive management. **This makes us the first Spanish food company to obtain the prestigious seal.**

In line with our commitment to legal compliance, we have developed a **Criminal Risk Prevention System over the years, certifying ourselves in 2022 in ISO 37001 Anti-bribery and UNE 19601 on Criminal Compliance Management Systems**, becoming the first company in our sector to obtain these certifications.



# Executive



<b>Ricardo González</b> Administrative and Financial Director	<b>Eric Larguet</b> Technical Director	<b>Isabel Cañas</b> Public Relations Director	<b>Noemí Gil</b> IT Director	<b>Juan Carlos Rama</b> HR Director	<b>Luis Ángel López</b> Corporate Controller
					

# Executive



**Belén Sanmartín**  
Food Safety,  
Quality and  
Environment  
Director



**Modesto Magariños**  
Production  
Director



**Mónica Cascallar**  
Innovation  
Director



**David Comesaña**  
Purchasing  
Director



**Noela Prieto**  
Continuous  
Improvement  
and Internal  
Organization  
Director



**Diego Álvarez**  
Planning  
Director



## 5. CHRONOLOGY



**1990**

Activity begins in Ribeira, with the Congelados Barbanza factory on Calle Romero Ortiz y Congalsa, at Deán Pequeño



**2003**

New facility in A Pobra do Caramiñal, intended for the manufacture of dough and turnovers



**1995**

Luis Miguel Simarro assumes the general management of Congalsa



**2005**

New precooked plant and installation of packaging robots



**1998**

Commissioning of the first cold storage and first automatic cutting line



**2006**

The facilities grow with a new plant for fish and shellfish preparations and central offices at A Pobra. This same year a cold storage is built in the Canary Islands



**2000**

First decade of activity. Growth continues with the second cold storage



**2009**

Construction of the pilot plant for new product development

## 5. CHRONOLOGY



**2010**  
Congalsa's 20th anniversary



**2013**  
Ibercook brand is born, specifically for the HORECA channel



**2014**  
The third cold storage starts up



**2015**  
Congalsa celebrates its 25th anniversary



**2016**  
Ibercook Chef and Ibercook Natural launch



**2017**  
The Santiago Financial Club awards Congalsa the Business Excellence Award



**2019**  
Creation of Nowtural and development of the product line with an organic certificate. Start of activity in the P19 warehouse, at A Pobra



**2019**  
Opening of the filleting factory (P 19) in A Pobra



**2020**  
Congalsa's 30th anniversary. Acquisition of the Sulpasteis company in Portugal



**2020**  
Inauguration of a new cold store in A Pobra



**2022**  
Congalsa becomes the first Spanish industrial company to achieve the EFQM 600+ certification

## 6. HIGHLIGHTS OF 2022



**January:** Collaboration of Congalsa with Xuventude Mentoring, a commitment to attract and develop new talent.

**February:** Congalsa presents the 2021 results together with those of the Portuguese plant of Sulpasteis; with a turnover of 113 million euros and a 20% increase in the workforce.

**March:** IberFoodies presented, the augmented reality characters that act as ambassadors of the Ibercook Fun Food brand.

**April:** Congalsa, a finalist company in the Excellence Global Awards, which recognize the best and most innovative products in the manufacturing industry.

**May:** We received a visit from the Conselleira for Employment and Equality, M<sup>a</sup> Jesús Lorenzana.

**June:** Congalsa's first corporate event after the pandemic.

**June:** Congalsa becomes the first company in the food sector to obtain accredited certification of

its criminal and anti-bribery compliance system.

**July:** The president of the Xunta de Galicia, Alfonso Rueda, visited the Congalsa facilities in A Pobra do Caramiñal.

**August:** Congalsa becomes the first Spanish food company to obtain the prestigious EFQM 600+ certification.

**August:** VIII Congalsa golf tournament is consolidated in the sports agenda of the region.

**September:** The Congalsa Solidarity Andaina brings together more than 160 people in its VII edition, in addition to 400 virtual participants. The total figure collected has been 9,211 euros.

**October:** Congalsa presents at Conxemar, in its own exhibition space, its novelties and catalog of innovative products.

**December:** The Congalsa Christmas postcard contest rewards four children's works and one in the adult category.

# CONGALSA ACHIEVES THE EFQM 600+ CERTIFICATION



The integrity of Congalsa's compliance and governance model has enabled us to achieve a high level of excellence. Thanks to our commitment, after achieving the EFQM 500 seal in 2019, we have become the **first company in the Spanish food sector to have the EFQM 600+ certification.**

Obtaining this seal is proof of our commitment to excellent, innovative and sustainable integrated management. Having an excellent management model means guiding the entire organisation in the same direction, from the strategic planning process, the definition of key objectives and success factors, to the definition of scorecards for the control and monitoring of the evolution of projects. A culture has been consolidated that continually seeks to improve throughout the value chain, enhancing the effectiveness of

collaboration and teamwork, with improvement initiatives, systematic meetings and fluidity in communication.

**These include, for example, its operation and governance and the company's culture of creativity and innovation. They also highlight the use of technology and applied innovation to add value as another of Congalsa's hallmarks, and the operational efficiency of our organisation is also highlighted.**

In addition, this seal highlights its strategic results in a clear positive trend, and the very consolidated and favourable perceptions of the company held by its different stakeholders.

# 7. ECONOMIC FIGURES

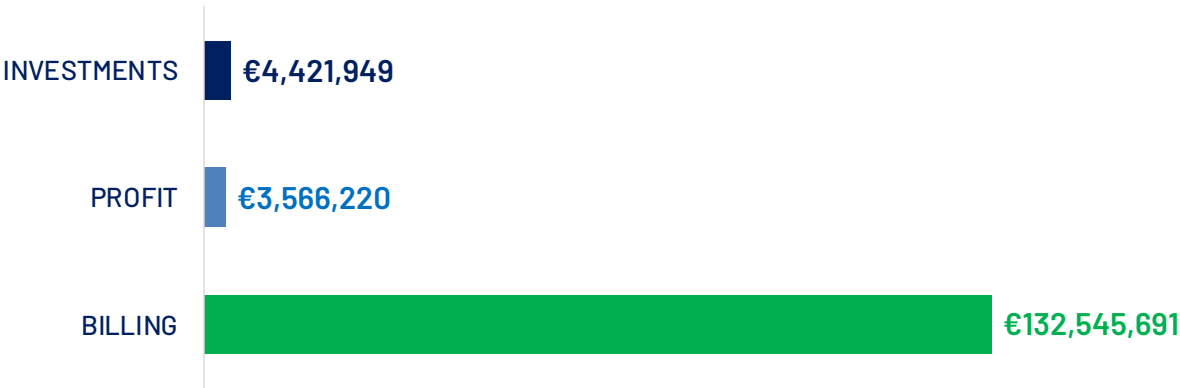
The 2022 was a complex year, marked by the tensions in the international raw materials markets, which had already been affected by the pandemic in previous years. Even so, Congalsa's teams have worked tirelessly to be able to offer the highest quality in a competitive manner, satisfying the needs of customers. Even in this complex scenario, we have maintained our ambitious product and service quality objectives, thanks to our know-how in adapting to a disruptive and volatile environment.

Nevertheless, at Congalsa we continue to demonstrate that integrating environmental

sustainability and working in a responsible manner has a positive impact on the company's economic figures.

**Thanks to our business model, we have managed to make 2022 a year of growth: at the end of the last financial year, we achieved a turnover of 132.5 million euros, which represents an increase of 17.4% compared to 2021.**

## Total Congalsa + Sulpasteis 2022 (€)







In 2022 we have achieved a turnover of 132.5 million euros, an increase of 17.4% compared to 2021

### Total Congalsa + Sulpasteis 2022 (€)

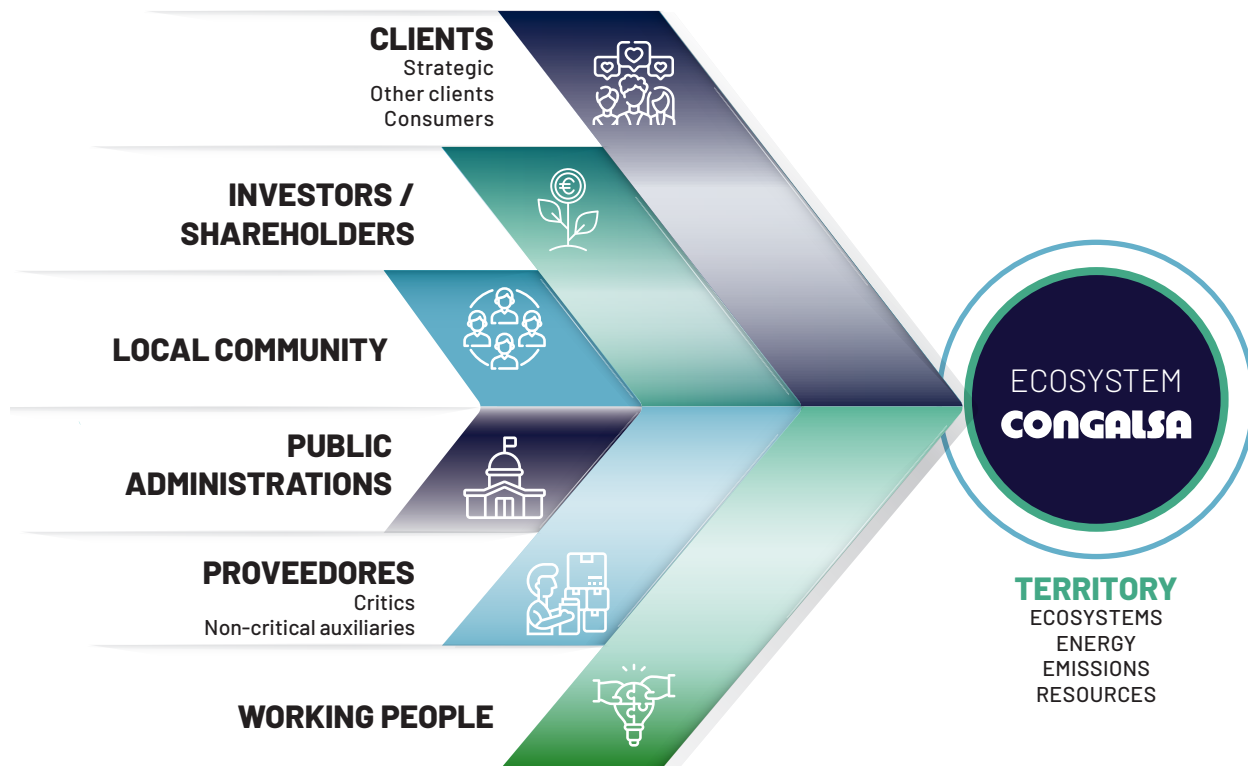
Direct economic value generated	€137,847,319.29
Operational expenditure	€118,284,318.76
Wages and salaries	€15,111,712.00
Payments to capital providers	€1,590,440.23
Payments to government	€829,020.83
Investments in the community	€68,001.76



## 8. CONGALSA ECOSYSTEM

Congalsa has developed an identification of its stakeholders. For this purpose, the complete list of people and groups whose interests are affected or may be affected by the organisation's activities has been reviewed, and for those stakeholders with whom Congalsa interacts directly, Congalsa manages their impacts specifically through the different management systems.

For stakeholders with whom it does not have a direct relationship, such as people who form part of the value chain, Congalsa has mechanisms in place to try to ensure that it complies with the same principles, commitments and policies as with directly related groups. To this end, as explained in the different sustainability reports, Congalsa has audit teams and systems to ensure the protection of human rights and environmental, social and labour rights.



## 9. NEWS 2022

We currently have more than **450 customers in 36 countries** to whom we provide an offer that is constantly being renewed..

In 2022 we have launched several new products, both newly created and reformulated to be even healthier and more sustainable.

In order to offer better, more convenient and flavourful food, we focus on the development of recipes suitable for cooking in air fryers.

With this objective as our starting point, we are developing recipes that take into account health, taste and convenience.

**Eating healthier and more varied.** Ibercook Fun Food has taken up the challenge and has set out to adapt its entire range to this new way of cooking, as well as providing specific instructions and recipes on how to prepare its products using this method. As a manufacturer, our approach to innovation is focused on health, taste and convenience, so we are ready to respond to this growing demand for air fryer friendly products.



## 9. NEWS 2022



**Butterfly  
lily fillets,**  
a healthy  
choice



**Salmon  
portions,**  
ready to eat



**Prepared  
fideuà, with**  
top quality  
ingredients



Healthy and  
nutritious  
**kale  
turnovers**



**Gamchitos  
with garlic  
and parsley,**  
crispy  
and tasty



**Breaded  
chicken  
portions,**  
delicious!

## 10. PRESENCE IN SECTORAL FORUMS

Our commitment to offering products that are sustainable, healthy and convenient has led us to be present at the most important trade fairs and specialised sector forums. The 2022 has been marked by the return to face-to-face attendance at almost all events:

- **CONXEMAR.** In October 2022, the leading trade fair for frozen seafood products was held in Vigo. Congalsa was present with its own stand under the slogan *Lo que llevamos dentro* (*It's what's on the Inside that Counts*). The aim was to highlight the value of the range of stuffed dough, which includes more everyday recipes, as well as new combinations with innovative ingredients that update the assortment.
- **SEAFOOD GLOBAL.** Held in Barcelona, the seafood fair recorded the largest number of participants in its 28 editions, with 2,000 exhibitors. Congalsa opted for innovation and sustainability through Nowtural. A brand that was finalist at the Excellence Global Awards, which recognise the best products in the processing industry.
- **SIAL.** Held in Paris, it is the world's leading food event, hosting more than 7,000 exhibitors from 127 countries. The fair served to highlight what all the links in the chain are doing to innovate, produce, distribute and consume in a healthier and more sustainable way.



conxemar

Seafood Expo  
GLOBAL

SIAL  
INSPIRE FOOD BUSINESS

In the picture, photo of the Congalsa team present at the Conxemar 2022 fair.

# 11. COMMITMENT TO THE ENVIRONMENT

We have an environmental management system that centralises the management of environmental issues in accordance with ISO 14001:2015 and EMAS.

The Environmental Policy is explicitly committed to promoting sustainable fishing and respecting the Company's sustainability policy, through the use of responsible and planet-friendly processes or practices that prevent, control or minimise pollution and respect marine resources.

To ensure traceability and sustainability in our value chain, Congalsa relies on the **Sustainable Fisheries Partnership (SFP)**, **Marine Stewardship Council (MSC)** and **Aquaculture Stewardship Council (ASC)** when assessing and controlling the risks associated with fishery and aquaculture products.

**95% of Congalsa's seafood purchases come from sustainable sources according to SFP's fish source database criteria**



## Our certificates





# 11. COMMITMENT TO THE ENVIRONMENT



## Water consumption

During the year 2022, water supply totalled 129,718 m<sup>3</sup> from the municipal distribution network.

Compared to the consumption per tonne of product produced, the ratio is 0.53 m<sup>3</sup>/tonne of production.

## Energy consumption

In 2022, our total electricity balance was a net consumption of 16,077 MW of electricity, 6,711 MW of natural gas and 30.2 thousand litres of diesel for road transport. This brings the rate of energy consumption per tonne of product produced to 0.98 MWh.

## GHG Emissions

Overall, total Greenhouse Gas (G.E.G.) emissions per tonne of product manufactured were 0.054 tCO<sub>2</sub>eq/t product, 43.5% less than the previous year.

At Congalsa we have embarked on the path of decarbonization our activity. Although we have increased our net energy consumption, the associated CO<sub>2</sub> emissions have not. In 2022, Congalsa received 100% of the electricity needed to carry out its activity from renewable sources, specifically wind power.

# 11. COMMITMENT TO THE ENVIRONMENT

In 2022, in line with the higher product volume, emissions associated with natural gas consumption have increased. **On the other hand, emissions associated with the fuel needed for the truck fleet and those associated with electricity consumption decreased, thanks to the fact that all of the supply is based on renewable energies.**

Overall, total greenhouse gas emissions per tonne of product manufactured were 0.054 tCO<sub>2</sub>e, 43.5% less than the previous year.

**Congalsa received 100% of the energy necessary for the development of its activity from renewable sources, specifically wind energy**

## Congalsa joins the Galician Climate Alliance

The Galician Climate Alliance is an initiative that advocates the search for common and coordinated measures that generate synergies in climate action in Galicia. This Alliance brings together organisations that are willing to make a commitment to make progress in improving the environment, achieving the Sustainable Development Goals and the 2030 Agenda.

**In December 2022 Congalsa formalised its adhesion to this Alliance with the aim of being an active part of the change and responding to global needs in terms of reducing greenhouse gas emissions.**



*In the picture, the signing of the membership agreement with the general manager of Congalsa, Luis Miguel Simarro, and the Conselleira for the Environment, Territory and Housing of the Xunta de Galicia, Ángeles Vázquez.*

## 11. COMMITMENT TO THE ENVIRONMENT

Aware of the challenge of decoupling energy consumption of emissions, at Congalsa we apply different measures to reduce the different energy needs and emissions.

We have **three photovoltaic installations on our roofs**: two groups of panels in Galicia, on the roof of the factory in Puebla de Caramiñal and on the roof of the warehouse in Deán. The third photovoltaic roof is located in the Canary Islands, on the roof of the refrigerated warehouse.

Thanks to the total surface area of the installations, Congalsa has an installed capacity of 560 kW.

We are also part of the project for the construction of a wind farm in Galicia, which will supply all the electricity consumed that does not come from our own photovoltaic installations.





## 12. INNOVATION



### CONGALS4.0

The main objective of the project has been to undertake a process of continuous reorientation of the entire organisation towards the smart factory through integral digitalisation. **An effective model of digital relationship in each of the points of contact of the Congalsa experience and its integration with the customer and the ever-increasing quality demanded.** In this sense, at Congalsa we are clear that our main value is people, which is why the irruption of technology does not replace human teams. On the contrary, we have designed a model in which technology is at the service of people, of all the company's workers.

**Our commitment to automation is compatible with excellence, quality and human development, which continue to be the hallmarks of our organisation.**

For example, the implementation of intelligent vision systems for different products helps production personnel to carry out their work more efficiently and improve well-being in the workplace.

Improvements in automation have also been implemented to avoid repetitive work and minimise workloads for production staff, reducing exposure to health risks.



## 12. INNOVATION



### INNCON THURSDAYS

These are our open innovation sessions: internal work spaces designed for the participation of all employees. With Inncon Thursdays we achieve:

- **Promote innovation in the different areas of the organisation.**
- **Boost the development process of new innovative products/processes.**
- **Involve staff in the development of innovation.**

In 2022, we have been launched a total of five “Thursday InnCon sessions” with three different themes developed:

1. **Product and Process Innovation**
2. **Technological Innovation and Industry 4.0**
3. **Collective Intelligence**



Pictured above and below are two of the Thursday InnCon sessions held in 2022.

## 13. OUR HUMAN TEAM

One of Congalsa's commitments is to make the company a good place to work. The main value of the company is its people, and it is thanks to them that we achieve record annual figures, including our workforce. In 2022 we exceeded 400 people in our teams. Thanks to all of them, we have managed to overcome a complex year in which it has become clear how Congalsa's people are capable of innovating and progressing.

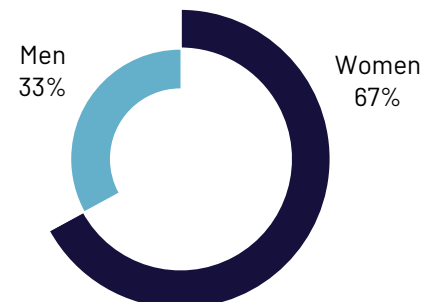
**At the end of 2022, the Congalsa workforce was made up of 485 people.**

A great group of professionals who have enabled us to achieve the objectives set thanks to their daily good work. We see our company as a place where people can grow and evolve professionally on the basis of training, stability and professional recognition.

**67% of our teams are women**

**More than 12,600 hours of training provided**

**The overall rate of people with permanent contracts reached 87%.**



# 13. OUR HUMAN TEAM

## People Project

The **People Project** is an internal initiative with which we want to harness the potential and positive attitude in the organisation through activities open to the entire workforce and in which we collaborate with other entities in our community. Among other actions, during 2022 we have developed::

- **Cooking recipe competition**, publishing a recipe book with all the proposals submitted.
- **Collaboration with Ambar on the occasion of Women's Day.**
- **We organised the 7th Congalsa Solidarity Walk** with a fundraising of 9,200 and the participation of 560 people.
- **We launched the 5th Christmas Card Competition.**



In the picture, the award winners Diego Fernández, Carla Fontao, Isabel Cabello and Noemí Gil, ICT Director of the company, together with Luis Miguel Simarro, CEO of Congalsa.



**68,000 euros in collaboration with social initiatives**



**1.2 tonnes of donated food products**



**+ 400 events and social events with the presence of Congalsa**



**96 local entities received our support**

## 14. RELATIONSHIPS WITH THE COMMUNITY

In 2022, we have generated more than 400 social interactions that have been assisted or collaborated with Congalsa, grouped into different categories:

### A. STRENGTHENING INSTITUTIONAL RELATIONSHIPS

Among others, in 2022 we have maintained institutional links with: Down Coruña Association, Cáritas Ribeira, Peleteiro School, Cre100do Foundation, TVG (Recording Programme En Femenino Singular), Galician Health Cluster, Ronsel Foundation, Amicos and Ambar.

In May, we were visited by the Conselleira de Emprego e Igualdade, M<sup>a</sup> Jesús Lorenzana. And in July we received the visit of the President of the Xunta de Galicia, Alfonso Rueda. During his visit he was accompanied by the Regional Minister of the Sea, Rosa Quintana; the delegate of the regional administration in the province, Gonzalo Trenor, the mayor of A Pobra, Xosé Lois Piñeiro and the management team of Congalsa, with the General Manager, Luis Miguel Simarro, representing the organisation.

In the image above, visit of the Conselleira de Emprego e Igualdade, M<sup>a</sup> Jesús Lorenzana. Below, images of the visit of the President of the Xunta de Galicia, Alfonso Rueda.





# 14. RELATIONSHIPS WITH THE COMMUNITY

## B. SUPPORT FOR SPORT AND WELLBEING

For example, we collaborated in the organisation of the Solidarity Football Tournament, the 3x3 Basket Pobra Tournament and the Congalsa Golf Tournament.

**VII Congalsa Solidarity Walk.** Congalsa's sporting and solidarity event was attended by 560 people (400 virtually and 160 in person). Thanks to their participation, 9,200 euros were raised to promote different projects between the organisations of Cáritas de A Pobra do Caramiñal, Cáritas de Ribeira, ICE Renovación de Ribeira and Bombeiros Voluntarios de Arganil.

**XI Congalsa Regatta.** The categories in which the ORC class participated were Regatta, Cruiser-Regatta and Cruiser.

**Congalsa 3x3 Basketball Tournament.** During the month of August the first 3x3 basketball tournament took place, developed by the Basket Pobra club.

**Congalsa Golf Tournament.** The 2022 edition had 110 participants.



From top to bottom, images of the Andaina Solidaria, the day of the Basket 3x3 Pobra trophy and the presentation of trophies in the XI Regata Congalsa and the Golf Tournament.

## 14. RELATIONSHIPS WITH THE COMMUNITY





# 14. RELATIONSHIPS WITH THE COMMUNITY

## C. DIFFUSION OF CULTURE AND SOCIAL ACTION

We have collaborated with many organisations: Amas de Casa Ribeira, Ambar, ICE Renovación, Fundación Stop Leucemia, Amigos, Fundación Andrea and the recording of the documentary As Mulleres do Mar.

Among all the actions, we highlight the participation in the business meeting “8-3 Women in the current and future company”, in which the Director of External Relations, Isabel Cañas, took part, together with other leading businesswomen, managers and entrepreneurs. We also participated in a session with Ambar, in which Juan Carlos Rama, Director of Human Resources, visited the association’s facilities to give a talk and share his knowledge.



## D. PROMOTION OF INNOVATION AND KNOWLEDGE

We collaborate with different programmes and are present at conferences and events to promote the improvement of knowledge. For example, our Commercial Director, Julio Simarro, gave a talk at the Peleteiro School as part of the Family Business in the Classroom Programme, we also attended a conference on European funds and participated in a business meeting on challenges and investment prospects in Galicia for 2022. We also took part in the **Xuventude Mentoring Programme of the Xunta de Galicia and Business Factory Food (BFFood)**.



On the left, participation of the Director of External Relations, Isabel Cañas, in the business meeting “8-3 Women in the current and future company”. On the right, in the image above, participation of the Director of Human Resources, Juan Carlos Rama, in a session with Ambar. Below, participants in the Xuventude Mentoring Programme.



## 15. AWARDS 2022

In total we have received 8 distinctions, including the Galicia Award for Innovation and Design, the appearance in the Atlas Gallego Empresa Comprometida, being finalists in the Seafood awards with three products from the Nowtural range, an award for a video made by students from the Colegio M. Peleteiro School about Congalsa, obtaining the EFQM 600+ certification for Excellence, standing out in the Ardán 2022 circular company indicator, being finalists in the Large Organisation category in the 5th edition of the Good Management Practices (SFP) awards and appearing in the ranking of the 1,000 leading food companies awarded by Economía 3.

### Ramón Doval 2022 Award

This award is given to one of our employees chosen through an internal vote. The award is named after the former external relations director, as a way of recognising the person who best represents the corporate values. On its tenth anniversary, the Ramón Doval Award was presented to **Roberto Fernández Ageitos**, a worker in the maintenance team, who has been linked to the company for 29 years.



In the image above, Mónica Cascallar, Director of Innovation, and Isabel Cañas, Director of External Relations, receive the Galicia Innovation and Design Award. In the image below, Roberto Fernández receives the award accompanied by the CEO Luis Miguel Simarro, and the Sales and Marketing Director, Julio Simarro.



+ 400 impacts  
in digital and  
print press



+ 2,300  
followers on  
LinkedIn



+ 2.700  
followers in  
Ibercook Fun  
Food  
+ 2,800  
followers in  
Ibercook Food  
Service



# CONGALSA

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