

# Gosbi

Mediterranean gourmet



HEALTH AND LIFE

SUSTAINABILITY REPORT 2023



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**Our mission  
sets us on  
the path**





## INTRODUCTION

# *20 years tied to a commitment*

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For twenty years, at Gosbi, we have been working to give back to dogs and cats everything they offer us without expecting anything in return: love, loyalty, and companionship. They only ask for a caress and a little attention, and they return it to us with unconditional affection that we want to reward.

Our story begins with our founder and CEO, Isaac Parés, who had a clear vision: to create food for dogs and cats that was truly unique, both in its nutritional value and its taste. From this commitment, Gosbi was born with the goal of offering complete, balanced, and, above all, delicious meals.

Throughout these years, we have never stopped researching and innovating. We seek ways to reward our furry companions with high-quality nutrition because we feel we are on the right path, but we know there is still much to do. This is a race that never ends.

We are driven by a passion for developing new formulas and products that meet the needs of dogs and cats, with flavors and nutrients that reflect everything they make us feel. In some way, we want to give back what they give us every day.

Today, at a time when more and more people are choosing to share their lives with a pet, Gosbi's work is more necessary than ever. Feeding them with excellent diets, made with natural ingredients and in formats adapted to each preference and need, is a duty we proudly embrace.

And this commitment that binds us to animals has not changed and will never change. At Gosbi, we will continue moving forward for them, just as they do for us.



## INTRODUCCION

# *Message from Isaac*

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At Gosbi, we have always been clear that animals must be at the center of our activity. This conviction is what drives us every day to offer them the best possible food, made consciously and responsibly. We are fully aware that our work impacts not only animals but also people and the environment, which is why we strive to become increasingly sustainable and self-sufficient.

Our priority is to ensure optimal, varied nutrition adapted to the specific needs of dogs and cats, always using natural ingredients and balanced recipes, while maintaining the authentic taste they love. To achieve this, we value the opinions of veterinarians and specialized professionals, who advise us and help us innovate and improve continuously.

We also firmly believe in the therapeutic and educational power of animals. That is why we support projects where dogs and cats accompany and assist people in vulnerable situations, such as patients in hospitals (I would add another example, like “and people at risk of exclusion”). This is our way of giving back to animals part of what they offer us while contributing to the well-being of the community.

None of this would be possible without the team of professionals who share the values of respect and animal welfare that define us. Together, we collaborate with those who share our vision and work to strengthen ties with the community, with the goal of making the world a better place.

Looking back, we feel proud of everything we have achieved, but we are aware that this is just the beginning. At Gosbi, we don't just talk; we turn our values into actions. We will continue moving forward with the same passion to build a more promising future, convinced that the best is yet to come.



## INTRODUCTION

# *Approach*

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### **About the Report**

This report's main objective is to transparently inform about the efforts and results achieved by our organization during 2023 concerning our environmental, social, and governance (ESG) commitments. Beyond highlighting successes, we also aim to offer a critical view of the challenges we have faced and share the upcoming goals we have set.

### **Methodology and scope**

We have prepared this report following the most recognized international sustainability reporting standards, including the Global Reporting Initiative (GRI) guidelines. Additionally, we have aligned with the United Nations' Sustainable Development Goals (SDGs) to ensure the content is relevant, reliable, and comparable.

- **Time Scope:** Covers our activities and impacts from January 1 to December 31, 2023.
- **Geographic Scope:** Includes all our local and international operations, highlighting actions implemented at our main offices and production plants.
- **Areas of Impact:** Encompasses environmental, social, and business management aspects, ensuring a comprehensive perspective of our efforts.



## INTRODUCTION

# Approach

### Data Collection and Validation Process

To prepare this report, we have used various sources of information:

- 1. Quantitative Data:** Metrics on energy efficiency, resource use, and environmental impact.
- 2. Qualitative Data:** Gathered from internal interviews, focus groups with employees and collaborators, and feedback from customers and suppliers.
- 3. External Review:** The content has been validated by an independent team to ensure its accuracy and objectivity.

With all this, we aim to provide a clear and complete view of our commitment to sustainability and the steps we are taking to move forward on this path.

### Commitment to Transparency

We firmly believe that clear and honest communication is the foundation for building trust-based relationships with our stakeholders. That is why we have designed this report to meet the needs and expectations of everyone who interacts with us: customers, employees, business partners, and the local community.



## INTRODUCTION

# *Approach*

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### **Availability and Participation**

To reach as many people as possible, we make this report available in digital format on our official website. Likewise, we invite you to share any observations or suggestions through our communication channels, convinced that active participation helps us improve continuously.

### **Governance**

At Gosbi, our commitment to sustainability and social impact is evident at every level of the organization, from leadership to every department. Through responsible corporate decisions, we provide effective, sustainable, and equitable solutions to the environmental challenges arising from our activity. At the same time, we integrate financial sustainability and collective interest as central pillars, constantly working to find a balance between economic viability and the common good.





# Highlights of 2023

## Data

### HR

**+42%**  
*hiring increase*

**38%**  
*of employees who are women*

### Sustainability

**65%**  
*energy savings*

**80%**  
*Gosbi operates with green energy*

**6,8%**  
*increase in energy production*

**100%**  
*of cardboard,*  
**90%**  
*of plastic, and*  
**100%**  
*of wood is reused or recycled*

# Highlights of 2023

## Data

### SOCIAL IMPACT

**8,5**  
*tons of donated food*

**10**  
*number of centers where  
animal therapies were  
conducted*

**350**  
*people assisted in  
animal-assisted  
interventions*



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# THE TEAM

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## THE TEAM

# *The Team's Commitment*

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At Gosbi, we know that our true driving force is people. Every member of our team contributes talent, dedication, and passion, and it is thanks to them that we have reached where we are today. Their professional growth and well-being are fundamental, which is why we are committed to strengthening them every day.

We firmly believe in a corporate culture based on empathy and commitment, where sustainability is not just a concept but a way of living and working together. We want each person to feel part of a big family, where respect, collaboration, and enthusiasm are the pillars that propel us toward a promising future.

# Actions

## Diversity as a Key Factor

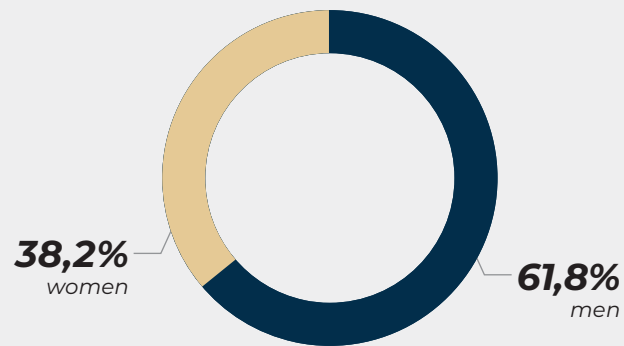
We strongly believe that having a diverse team not only fosters innovation and resilience but also enriches the work environment and makes it more inclusive.

Different perspectives broaden our point of view and improve decision-making while promoting greater employee engagement and satisfaction, as well as encouraging learning and personal development.

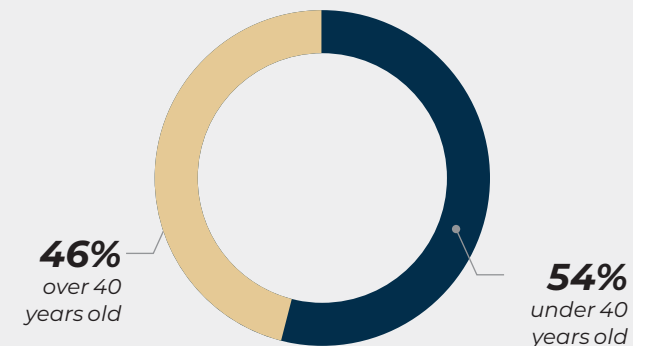
Currently, our team consists of people from 16 nationalities across Europe, Africa, South and Central America, and Asia. For us, diversity and inclusion are essential pillars that guide our business model and define our philosophy.

### Overview

Gender diversity



Age distribution



# Actions

## Workplace Well-being

### The Importance of Sports in Daily Life

At Gosbi, we firmly believe that physical activity is key to maintaining a healthy lifestyle. That is why we provide the entire team with free access to facilities designed to encourage daily exercise.

### A Fully Equipped Gym

Our offices include a gym with 10 machines, including stationary bikes, treadmills, weights, rowing machines, and specialized training equipment. The goal is for everyone to find the exercise that best suits their needs and preferences.

### Leisure and Relaxation Areas

We also offer an outdoor area where employees can relax and take active breaks, featuring a foosball table, a cornhole game, a dartboard, and a chill-out space. This area allows employees to unwind, recharge, and strengthen their bonds with colleagues.

### A Healthy and Positive Work Environment

With these facilities, we aim to promote both physical and mental well-being within our team, encouraging collaboration between departments and building a healthier, more dynamic, and positive workplace.



## Food and Beverages

### A Subsidized Menu for Internal Well-being

At Gosbi, we provide the team with a subsidized, healthy, and balanced menu every day, prepared with locally sourced products. Each employee can choose from various options for starters, main courses, and desserts, ensuring everyone finds food that suits their tastes and needs.

We also offer access to clean, fresh water through two osmosis machines installed in our offices and warehouse. This initiative not only provides drinking water to our workers but also significantly reduces the consumption of plastic bottles and cups.

We strongly believe that good nutrition directly impacts people's health and performance. That is why we strive to offer everything necessary to keep our team strong, well-cared-for, and energized, starting from within Gosbi itself.

# Actions

## *Professional Development*

At Gosbi, we understand that the success of any company depends on the growth and preparation of its team. In a global and ever-changing environment, staying updated with new trends and skills is not just an advantage but a necessity to continue innovating and growing.

Our priority is to provide employees with opportunities to develop in all areas. This includes both job-specific training and broader programs, such as language classes, with a special focus on English, to facilitate collaboration with international clients and suppliers. At Gosbi, we want each team member to feel prepared to face any challenges that arise.

This approach not only benefits employees but also the company. Investing in their learning means investing in a stronger, more stable future for everyone. Furthermore, demonstrating that we value their growth fosters a culture of motivation and commitment—key elements in maintaining a satisfied and loyal team.

For us, it is not just about improving skills; it is about building an environment where talent grows, flourishes, and is shared.



## *Flexibility and Employee Well-being*

At Gosbi, we recognize that each person and situation is unique, which is why we strive to adapt to individual needs, both in daily work and personal circumstances.

To promote a real balance between work and personal life, we implement measures such as flexible hours—whenever the nature of the job allows it—and encourage remote work. These initiatives not only reduce unnecessary commuting but also help create a more comfortable, efficient, and balanced work environment for everyone.

**8,65%**  
*of workers  
telecommute*

# Actions

## *Medical Insurance*

Health is the foundation for enjoying life to the fullest. That is why we provide all employees with medical insurance that grants them access to specialists at any time, ensuring they receive the necessary support in crucial situations.

This continuous care guarantees that everyone in our organization feels protected against any eventuality. In this way, we demonstrate our commitment to the well-being of our team and show appreciation for those who make Gosbi's growth possible.



## *Team-Building Activities*

Cohesion is the key to success. That is why, throughout the year, we organize various team-building activities to strengthen relationships among employees and create a more cooperative and stimulating work environment.

These initiatives help enhance communication and trust within the team, translating into greater commitment and better daily performance. Additionally, they provide opportunities for employees to connect in settings beyond the workplace, where they can enjoy leisure and companionship.

This is our way of recognizing the dedication of those who are part of Gosbi while fostering team spirit and reinforcing the values of our corporate culture. At Gosbi, we remain committed to creating these experiences to enhance teamwork and collaboration.



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SUSTAINABILITY

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## SUSTAINABILITY

# *A Challenge for Everyone*

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We know that taking care of the planet requires continuous commitment. That is why we aspire to become a business leader in sustainability. We are fully aware of our responsibility to constantly improve our logistics chain and optimize all processes, both internally and externally. Our main goal is to minimize the environmental impact of our operations as much as possible, contributing to protecting the present and safeguarding the future.

# Actions

## Reduce, Reuse, Recycle

At Gosbi, the main waste materials we generate are plastics, cardboard, and wood. To minimize our environmental impact, we are committed to the 3R principle: reduce, reuse, and recycle.

### Process Optimization

To implement this principle, we calibrate our packaging machines, testing different high-performance materials and films. Additionally, through internal education, we train our team to understand and apply best practices for optimizing resource use.

### Material Reuse

We work to give a second life to all the materials we use. For example, the plastic used to compact and protect incoming pallets is repurposed to secure the pallets we send out. Cardboard is also reused, either as a base to protect outgoing pallets or as filling material to ensure product safety during transport.

### Innovation in Packaging

We have ensured that all our shipping boxes are made from 100% recycled cardboard without compromising quality or durability. Additionally, pallet wood is recovered to build new pallets, and food sacks that cannot be marketed are repurposed in our facilities as waste bags.

## A Responsible End-of-Life Cycle

When these materials reach the end of their useful life, we sort and collect them properly to ensure they are recycled. Plastic, for instance, is pressed into bales collected by companies authorized by the Waste Agency of Catalonia, ensuring a second life while maintaining our environmental commitment.



# Actions

## *The Path to Self-Sufficiency*

We have a clear goal: to become fully self-sufficient in energy consumption. Every year, we get closer to this objective by designing sustainable and efficient facilities. On one hand, we maximize natural light usage during most of the day; on the other, centralized ventilation systems help maintain a balanced and stable temperature in both summer and winter.

### **100% Renewable Energy**

All the energy we need comes from the photovoltaic panels installed on our facilities' roofs, ensuring a renewable and sustainable energy source for all operations. Even our warehouse operates entirely with electric machinery, charged daily with the clean energy we generate.

### **Efficiency and Excellent Results**

We have automated processes and optimized warehouse organization to minimize movements and increase energy efficiency. As a result, we have not only reduced energy consumption but also improved the productivity of our logistics chain. With these practices, we have achieved a 99.5% shipping efficiency rate.

**99,5%**  
*effectiveness in  
shipments*

**+6,8%**  
*increase in energy production  
compared to 2022*

*Annual production of*  
**104,95**  
*Mwh*

**77%**  
*of the energy used has  
been solar from our  
panels, i.e., green energy*





### Hybrid Vehicle Fleet: Significant Emission Reduction

We have a fleet of hybrid vehicles for our sales representatives, who travel constantly across Spain. With an average of 550,000 kilometers traveled annually, we save between 50 and 60 tons of CO<sub>2</sub>—an amount roughly equivalent to 215 round-trip flights from Barcelona to London or the burning of 30 tons of coal. In this way, we take another step toward sustainable mobility and a reduced environmental footprint.

*We have avoided emitting  
between  
**50 & 60**  
tonnes of CO<sub>2</sub>*

# Actions

## *Expansion of Gosbi's Logistics Center*

The construction and setup of Gosbi's new logistics space in Santa Llogaia d'Àlguema have been completed.

**24.000 m<sup>2</sup>**  
*of space distributed  
among 4 warehouses*

## *New Facilities: Efficiency and Sustainability*

We are currently in the process of installing and automating the new space, which will allow us to handle a larger volume of products and improve operational efficiency, preparing us for future challenges. To power this automated logistics center, we have installed a 1,000 kWh photovoltaic plant, supplying all the energy required for its operation.

Additionally, the management system for these facilities, developed by Gosbi's IT team, is designed to optimize energy expenditure and consolidate our commitment to sustainability.

## *Close Relationships with Our Suppliers*

Throughout 2023, we have continued strengthening and prioritizing our collaboration with suppliers, treating them as strategic partners and always respecting the ethical principles and standards that have defined Gosbi from the very beginning.

We are fully aware that their role is essential in ensuring the quality of our products. That is why we provide them with exceptional treatment and feel privileged to count on them as an essential part of our value chain. Together, we work toward a shared goal: creating a positive impact on communities, the environment, and everyone involved in our business ecosystem.



# Actions

## Local Resources

Our commitment to local development drives us to choose local suppliers whenever possible for the services and products we need. This practice is a cornerstone of our business philosophy and reflects our deep-rooted commitment to nearby communities.

We want Gosbi's growth to have a positive impact, generating new opportunities for local businesses and actively contributing to the region's economic development.

**81%**  
*of our suppliers are  
from Spain,*

**65%**  
*of them from  
Catalonia, and*

**25%**  
*belong to the  
province of Girona*

**100%**  
*of the logistics companies  
that work with us are from  
the Spanish state, of which*

**83%**  
*are from Catalonia and*

**71%**  
*are from the province of  
Girona*

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SOCIAL  
IMPACT

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## SOCIAL IMPACT

# *A Shared Responsibility*

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From the beginning, our love for animals has been our primary source of inspiration, which is why at Gosbi, we work daily to improve their living conditions. Our dedication to animal welfare translates into a firm commitment: protecting those in vulnerable situations and ensuring they receive the care they deserve.

We understand that being socially responsible means recognizing the influence we have on society and the environment in which we operate. Thus, we don't just want to participate; we aim to drive actions that generate a positive impact on both the community and the lives of animals.

Our social commitment is realized through various initiatives: we collaborate with animal shelters, provide food to those in need, promote adoption, and carry out other activities that strengthen the bonds between people and animals. With each action, we aim to foster a more harmonious coexistence and contribute to greater social acceptance of animals, reaffirming that it is a shared responsibility.

# Actions

## *Promoting Pet-Friendly Values with Girona FC Sponsorship*

We continue sponsoring Girona FC with a dual goal: reinforcing Gosbi's presence as a leading pet food brand and promoting pet-friendly values.

As an official sponsor of the club, we have developed various initiatives that allow us to further our commitment to helping pets, increasing our brand visibility, and fostering a culture that embraces animals.



*We have donated a total of*  
**8.5**  
*tonnes of food to 10 animal shelters across Spain*

# Actions

## *La Canya, a Different Ambassador*

La Canya not only cheers from the stands of Montilivi at every home match but is also a professional dog specializing in animal-assisted therapy interventions. Her participation extends to both conventional educational centers and environments involving people at risk of social exclusion or with functional diversity.

Through therapy sessions, she helps improve children's confidence, psychomotor skills, and teamwork, once again proving the holistic benefits that animals can offer, both physically and mentally. With her presence, La Canya symbolizes the transformative power of animals in service to society, bringing well-being and uplifting those who need it most.



# Actions

## Supporting Local Businesses with Gosbi Next

Gosbi's dog and cat food is exclusively available in specialized pet stores and veterinary clinics, always supporting local businesses. For online sales, our products are available through our official marketplace, where customers can enter a code corresponding to their trusted veterinary clinic, allowing us to share a portion of the profit with local businesses.

This is how Gosbi Next was born—our program designed to support local commerce in the digital era, allowing us to maintain and strengthen relationships with the trusted professionals in our community.



*Gosbi is the leader in the veterinary channel in Spain*  
*(Font: Estudio VMS Veterinary Management Studies 2021 / Wellness Canine)*

## SOCIAL IMPACT

# *Mas l'Arbreda, a Natural Project*

Mas l'Arbreda, located in Vall de Llémèna (Girona), is much more than just a country estate: it is an integrative project where Gosbi is committed to nature, native wildlife, and the intimate relationship between people and their environment.

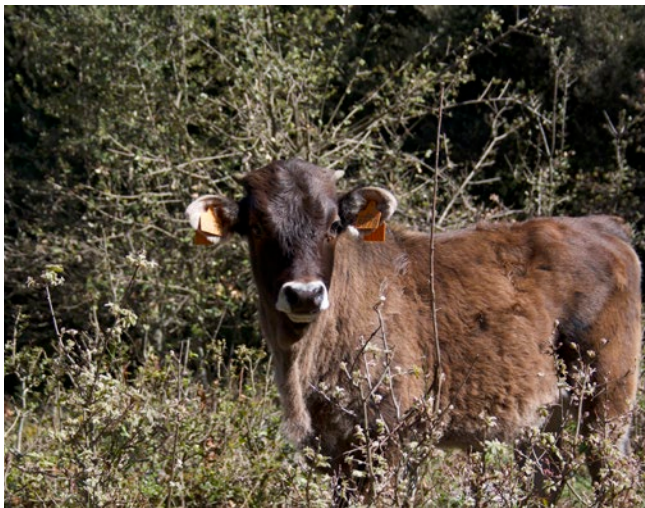
With a clear focus on education and awareness about our rural, environmental, and social heritage—and staying true to our values—we have made a firm commitment to sustainability and self-sufficiency. Through this initiative, we actively contribute to promoting respect and appreciation for animals while also preserving the cultural and natural legacy that defines us.

One of the central pillars of Mas l'Arbreda is the promotion of native breeds from our region. Today, many Catalan breeds face extinction due to the dominance of foreign breeds, which are often considered more productive

within intensive livestock farming models. However, in sustainable livestock farming, native breeds play a fundamental role—they are better adapted to the local environment and are ideal for grazing and extensive livestock farming. When a breed disappears, we lose an irreplaceable part of global biodiversity and a fragment of our history, a cultural heritage shaped over centuries.

At Mas l'Arbreda, we actively work to restore and preserve these breeds, making them accessible to anyone who

wants to learn about them. Our goal is to build a growing community of people committed to loving and protecting these deeply rooted livestock breeds. Throughout this year, we have managed to gather specimens of nearly all these breeds, which now form part of the Mas l'Arbreda family, reaffirming our commitment to nature and rural heritage.



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# Gosbi

Mediterranean gourmet

SUSTAINABILITY REPORT

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