



DIA

Even closer

2021-2023
SUSTAINABILITY PLAN



DIA is a benchmark distribution business in every location.



We want to be part of the transition towards **a better economy** for individuals, for neighbourhoods, for the community.

We are:



NEIGHBOURHOOD SUPERMARKETS

Within 15 minutes of 65% of the Spanish population. Closer to Portuguese, Brazilian and Argentinian shoppers than any other supermarket chain.



AN ESSENTIAL SERVICE

We sell food. Quality food at an affordable price.



DIVERSITY

Teams that reflect the reality of the surroundings.



ATTRACTING TALENT AND OPPORTUNITY FOR ENTREPRENEURSHIP

DIA hires locally and we have a presence throughout the entire territory. Our franchisees are entrepreneurs.

Sustainability Plan Grupo DIA

- Purpose
- Critical risks
- Business Plan

- Risks
- Opportunities
- Stakeholder perception

A plan addressing **15 themes** through our greatest strength: **proximity**.

Our lines of action:

- 3 GOOD HEALTH AND WELL-BEING** Food safety
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Nutritional profile of the in-house brand
- 10 REDUCED INEQUALITIES** Accessibility to food
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Sustainability of raw materials
- 14 LIFE BELOW WATER** Sustainability of raw materials
- 15 LIFE ON LAND** Sustainability of raw materials
- 15 LIFE ON LAND** Human Rights management in the supply chain
- 8 DECENT WORK AND ECONOMIC GROWTH** Team building and employee development
- 8 DECENT WORK AND ECONOMIC GROWTH** Employee health and safety
- 5 GENDER EQUALITY** Workplace diversity and inclusion
- 8 DECENT WORK AND ECONOMIC GROWTH** Franchisee relations
- 8 DECENT WORK AND ECONOMIC GROWTH** Supplier relations
- 14 LIFE BELOW WATER** Packaging
- 15 LIFE ON LAND** Packaging
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Waste and food waste management
- 13 CLIMATE ACTION** Waste and food waste management
- 15 LIFE ON LAND** Waste and food waste management
- 13 CLIMATE ACTION** Climate change
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS** Business ethics
- 2 ZERO HUNGER** Community support
- 3 GOOD HEALTH AND WELL-BEING** Community support
- 10 REDUCED INEQUALITIES** Community support

3 GOOD HEALTH AND WELL-BEING

Food gap

Helping millions of families at risk of poverty to bridge food, geographical and socio-economic gaps (low-cost healthy eating).

8 DECENT WORK AND ECONOMIC GROWTH

Workplace inclusion

Helping to minimise the economic and social crisis by hiring and training individuals in vulnerable situations.

10 REDUCED INEQUALITIES

We are local

Helping supply the community and providing fresh produce.

DIA staff and franchisees are the driving force of this transformation