

NFIS

TAX YEAR
2022

GRUPOUBESOL

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Introduction

(102-45, 102-46, 102-54)

The General Shareholders Meeting of Ubesol S.L. hereby issues the following Statement of Non-Financial Information. The purpose of this documentation is to meet the requirements regarding non-financial disclosure set out in the Commercial Code, the revised text of the Spanish Corporate Enterprise Act and the Audit Act, based on the revised text of Act 11/2018 of 28 December, on Non-Financial Information and Diversity, with respect to Ubesol S.L. and its subsidiaries, Laboratorios Maverick S.L.U. and Suquinsa Cosmetics S.L.U. (Henceforth Ubesol, Maverick Laboratories or Suquinsa, or jointly the Ubesol Group or the Group) for the financial year ended 31 December 2022.

This report has been prepared in accordance with the requirements established in Act 11/2018 of 28 December as well as the European Parliament and Council Directive on the disclosure of non-financial and diversity information, the European Commission's guidelines for the preparation of non-financial reports, and the framework for the preparation of *Global Reporting Initiative* (GRI) sustainability reports, setting out standards for measuring and reporting on companies' economic, environmental and social performance.

As Appendix I we attach a Table summarising all the indicators included in the Report. Appendix II contains the information in respect of the Statement of Non-Financial Information required by Act 11/2018, as well as the reference framework used.

1. LETTER FROM THE CEO

(102-14, 102-46)

"We have a very clear mission: to specialise in developing and manufacturing hygiene and personal and home care products that improve people's well-being while always guaranteeing the highest quality and caring for the planet"

Dear friends of Grupo Ubesol,

2022 was a complex year due to the current global context, which was characterised by inflation, the evolution of the pandemic, the conflict in Ukraine, the energy crisis, and problems in the supply chain worldwide. These scenarios have posed new challenges, which, at Ubesol, we have addressed by optimising resources and not losing sight of our objective of always maintaining the highest quality in all the products we develop.

This is reflected in our management system, the **Total Quality Model**, which ensures that the Company's activities cater equally to the five pillars that sustain it: customers, the people who are part of the Company, the value chain, society and the environment, and capital.

We consider it essential to maintain a close **relationship with all stakeholders**, which guarantees fluid and efficient communication at all levels of the organisation.

At Ubesol, we place **customers** at the centre of all decisions, in order to offer them innovative and sustainable products that meet their needs.

We train our employees to include sustainability in all creative and manufacturing processes, so that our activity contributes to social progress by caring for and maintaining the environment and the resources we use.

This approach also views **suppliers** as central figures in the value chain; by helping us develop an efficient production process, they also help us to stimulate the **circular economy**.

As leading players in the textile and cosmetics industry, we have a very clear mission: to specialise in developing and manufacturing hygiene and personal and home care products that improve people's well-being, whilst always guaranteeing the highest quality and caring for the planet.

Sustainability is part of Grupo Ubesol's DNA and runs throughout the Company's entire structure. This year we have, therefore, once again renewed our support for the **United Nations Global Compact** and continue to promote specific initiatives to contribute to the **Sustainable Development Goals (SDGs)**, so that, between us, we can fight the climate emergency and inequality.

In 2022, we continued to strengthen and extend action that contributes to reducing our impact on the environment. Improvements to processes have allowed us to reduce waste generation and energy consumption. We have installed 4,800 solar panels at our Atzeneta de Albaida and Ulldecona centres, in addition to the 252 panels we had already installed at our centre in San Fernando de Henares (Madrid). As a result, we will be able to make 2 out of every 10 products with solar power.

These initiatives are part of the **Strategic Plan** that we launched in 2020, which establishes a range of objectives to be met by 2025. The Company's **natural and digital transformation** are key processes in this plan.

We have obtained the IFS HPC v2 certificate, which guarantees the quality and safety of our products and which is fundamental to continue with our internationalisation plan.

In 2022, we continued to **open up to the international market**, using an approach that guarantees the Group's stability. In doing so, we were able to access new customers and took advantage of this opportunity to learn about new business models and consumer habits, which will allow us to become more specialised in the product categories we manufacture.

The greatest asset we have is our **people**. Our policies to **attract** and **care for talent** involve promoting stable, high-quality employment opportunities, ongoing training, equal opportunities and a good work-life balance.

I would like to thank everyone at Ubesol for the enormous effort and commitment they have demonstrated in a year when, despite significant challenges, we have continued to grow and place sustainability at the heart of our business culture.

Jorge Úbeda
CEO Grupo Ubesol

2. BUSINESS MODEL

2.1. Business Environment

(102-1, 102-2, 102-3, 102-4, 102-5)

Ubesol S.L. and its subsidiaries constitute an integrated group of companies that carry out their activity in the cleaning, cosmetics and perfumery trade sector.

More than 40 years' experience attest to the success of our products and their compliance with the highest quality and safety standards. Our **close ties with stakeholders** have made it easier for us to work sustainably and generate a positive impact on society and our sector.

2.1.1. Our Facilities

Ubesol, S.L., incorporated in October 1979, is the Group's parent company. Its registered office is in Atzeneta d'Albaida (Valencia) and its main corporate purpose is the manufacture, marketing and sale of **cleaning products and materials**, for home care and personal hygiene.

Ubesol is the main headquarters of the Ubesol Group and has different spaces, the total area of which is 50,000 m². There is a **Textile Plant**, where we manufacture textile products for home care and cleaning. There is also a **Hygiene Plant**, where we manufacture wet wipes for household cleaning and personal hygiene and care.

Thirdly, there are **offices**, where all the Company's corporate affairs are managed. The premises also include a **logistics storage centre**.



In 2022 we developed a new textile production centre and added a new line for the manufacture of wet wipes. As a result, we have been able to increase production capacity and improve the efficiency of processes to offer our customers the best service. During the year, we have been studying the opening of a new line for producing wet wipes and we expect it to be brought into operation in 2023.

Laboratorios Maverick, S.L.U., founded in 1991, was acquired by Ubesol S.L. in 2006. It is located in Uldecona (Tarragona) and has another plant in San Fernando de Henares (Madrid), acquired in 2010 to increase production capacity. With an area of more than 40,000 m² between its two plants, and its Automated Logistics Warehouse, its main corporate purpose is the design, development, manufacture and marketing of **cosmetic and perfumery products**.

2.1.2. Our products and services

Ubesol and **Maverick Laboratories** offer a wide variety of tailor-made services and products adapted to the customer's needs, including **manufacturing** based on a product and/or formula provided by the customer, **joint creation projects** and **customised product development**.

Ubesol specialises in the manufacture of the following product categories:

- **Textile products for home care and cleaning**
Multi-use non-woven fabric cloths; Durable textiles (floor cloths and kitchen cloths); Dust mops, dusters and dust cloths; Mops for different types of surface; Wet wipes for glass, furniture, multipurpose, bathrooms, kitchen, leather, spectacles, etc.; Anti-colour-transfer wipes for laundry care and disinfectant wipes.
- **And personal care and hygiene:**
Wet wipes for baby care; Wet wipes for cleaning and personal hygiene for children; Wet wipes for the care and personal hygiene of the whole family; Wet wipes for feminine care and well-being; Wet wipes for removing facial make-up; Masks infused with special products for personal and skin care; Moist toilet tissue; Disinfectant wet wipes for healthy skin, antiseptic wet wipes and mosquito repellent wet wipes for human use.

Maverick Laboratories specialises in the manufacture of the following product categories:

- **Hair care**
Products for hair hygiene and care, styling and pediculicides.
- **Body hygiene**
Bath and shower gels, hand soap, deodorants, depilatories, intimate care and hygiene products, body care products and men's shaving and care products.
- **Natural cosmetics**
The Company develops vegan-certified products, with a high content in natural ingredients, organic cultures, and even specially formulated hygiene and care products.
- **Health and parapharmaceutical products**
Hydroalcoholic cleaning products for skin and surfaces; Antiseptics for skin hygiene and disinfection, and parapharmaceuticals (specific hygiene and care products with formulas meeting the strictest dermatological standards).
- **Other Specialities**
 - Products for baby care and hygiene, cologne and specific products (atopic skin, creams and ointments for the nappy area, liniment, sanitisers).
 - Hygiene and care products for small children.
 - Hygiene products (such as micellar water), care products (day and night cream and serum), and specific products such as facial mist and lip salve.
 - Eau de Toilette, Eau de Cologne, Body & Hair Mist and air fresheners.
 - Mouthwash.

At **Maverick Laboratories**, we also offer a **packaging development and blowing service**. We have our own **blowing plant**, and can design and produce PET containers of the highest quality.

2.2 Group organisation and structure

(102-3, 102-10)

Each company is fully responsible for its manufacturing processes and the risks they involve, developing its own product lines and owning its own technology and machinery.

The manufacturing plants located in **Valencia**, **Tarragona** and **Madrid** have all the necessary structure for manufacturing. The processes carried out in each of them include both the development and design of the product, the acquisition of raw material, its transformation into the final product, and the dispatch of the product to the **end customer**.

2.3 Markets in which it operates

(102-6)

Seeking excellence in each and every one of its products, the Ubesol Group is a market leader in all the categories it sells in mass distribution operations in Spain and Portugal.

The Group has also made great progress in reaching other international markets with the start of a solid own-brand project focusing on mass markets in areas such as the Middle East and Latin America, as well as the launch of development and manufacturing for third parties using this channel in different areas of the world.

The resources we have invested in commercial relations have also started to bear fruit by harnessing the Company's expertise to enter new channels such as selective distribution and pharma, in association with leading partners in the sector.

2.4 Ubesol Group objectives and strategies

2.4.1. Business management model

(102-14; 102-29)

Our business model enables us to generate innovative, sustainable growth shared with society.

With a focus on the well-being of the end consumer, **we have developed a business management model that guarantees the satisfaction of everyone involved in our value chain and the fulfilment of their expectations.** This approach helps us to build solid and stable relationships based on trust.

Our business management model has five key components:



The Customer: We aim to offer a range of **high quality, innovative and sustainable products** that respond to their needs and preferences.



People: We strive to be **a great place to work, inspiring people** to give their best every day and **supporting their personal and professional development.** We want to ensure their well-being in a safe and healthy workplace.



The Value Chain: We develop **lasting relationships** with suppliers who **share our values**, which promotes mutually beneficial outcomes.



Sustainability and the Environment: We want to be a company known for its quality, innovation and commitment to the **sustainable development** of people and the environment, adding value and making a difference by helping to build and support a sustainable planet and society.

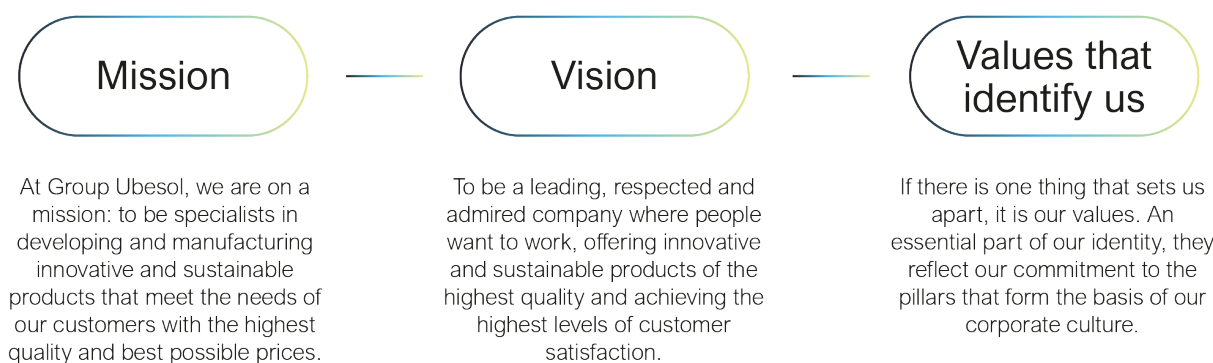


Capital: We aim to generate results that enable us to maintain the **sustainability and growth** of the Company for the security and benefit of our employees and customers.

2.4.2. Our values, the principles that guide our activity

(102-16)

Our values and principles lead the way to achieving our goals.



2.4.3. Strategic Plan

(102-16)

We have been developing our **2020-2025 Strategic Plan since 2020**. Our goal for 2025 is to be a leading company in the development and manufacture of **top quality** products, promoting a **sustainable, innovative** and **socially responsible business model**.

Our Strategic Plan is based on **5 pillars**:

1. Attracting and retaining talent

One of our goals is to attract and retain talent, based on our belief that success requires having **the best people in each job**. Therefore, we strive to make all our workplaces "Good places to work".

The professionals that make up the Ubesol Group are our priority. Therefore, we conduct **organisational health surveys** to evaluate the degree of employee satisfaction and identify areas for improvement, so that we can deal successfully with future challenges.

2. Improving quality and cutting costs in our current businesses

We have implemented a **highly automated production system** to maintain the trust of our existing customers. This system is constantly evolving by incorporating new methods, projects, indicators, and operational strategies. In addition, our team, **formed by professionals with international experience**, is fully committed to providing a service that prioritises product quality, guaranteed supply, and total transparency and communication throughout the entire process.

We offer a service that covers **all stages of the development process**, from formulating products to packaging, based on the needs of our customers. As a result, we can **minimise costs** and ensure the **highest quality standards** for every single product.

3. Internationalisation

In 2022, we continued developing our sales in **foreign markets**. This international expansion has brought the Company into contact with a wide range of markets and customers, increasing our **high level of specialisation** in certain categories and placing us at the forefront of new lines of research, trends and consumer habits.

This year, we have continued to grow with the launch of our own brands for the first time: Derela, which focuses on personal care, and Suavett, which focuses on home care. We have attended various international fairs with our own stand, including the Beauty World Fair in Dubai (United Arab Emirates), Private Label Manufacturers Association (PLMA) in Chicago (USA) and the China International Import Expo (CIIE) fair in Shanghai (China), establishing our presence as potential partners of new customers.

4. Natural Transformation

We aim to be a company that contributes to **sustainable development**. In 2022, in addition to promoting environmental initiatives, we continued to implement actions to contribute to the UN Sustainable Development Goals (SDGs).

Our commitment to sustainability is not only based on producing natural products but also on establishing this vision at the heart of our corporate culture, encompassing increasingly broader areas such as social action. We strive to be a socially responsible company that contributes to balancing **social welfare, environmental care and economic growth**.

At the Ubesol Group, in 2022, we wanted to increase our commitment to caring for the environment and sustainability by using renewable energy. For this reason, we have installed **one of the largest photovoltaic plants in the personal and household care sector**, made up of 4,800 solar panels. Combining all the renewable energy panels we have, both in Ubesol and in our two Maverick Laboratory centres, we will be able to manufacture 2 out of every 10 products with solar energy. We have thus been able to implement a system that will prevent the emission of 1,300 tonnes of CO₂ into the atmosphere.

5. Digital Transformation

With a view to moving towards Industry 4.0, we have increased our competitiveness by carrying out projects to **digitise and automate processes**. We believe it is essential to invest in integrating new technologies in all areas of our business to anticipate and adapt to new ways of working, optimise processes, and improve our competitiveness and efficiency.

In 2022, we continued to implement **Opcenter APS (Preactor)**, the zero paper project, moving all servers to the cloud, thus reducing our impact on the environment and increasing competitiveness.

We have strengthened the **cybersecurity** of all the Company's systems by improving the reception of emails. And we have updated **SAP** with the automatic creation of products.

We also have an **automated entrance** to the storage area in the basement of the new Ubesol textile shed, which allows us to save time and keep better control of the traceability of each pallet.

2022 was an important year in which we focused on **establishing interdepartmental procedures** and starting to work towards having a single, quality data system, and unifying processes at Group level.

For example, Maverick Laboratories established a procedure for creating materials with the support of a computer tool created in the Systems Department.

Work is being done to **unify data** in some processes, such as drops in production.

The Quality Department unified standards for each stock type at Group level. We unified criteria and standardised nomenclature in all production plants.

In addition, new projects have been carried out, such as:

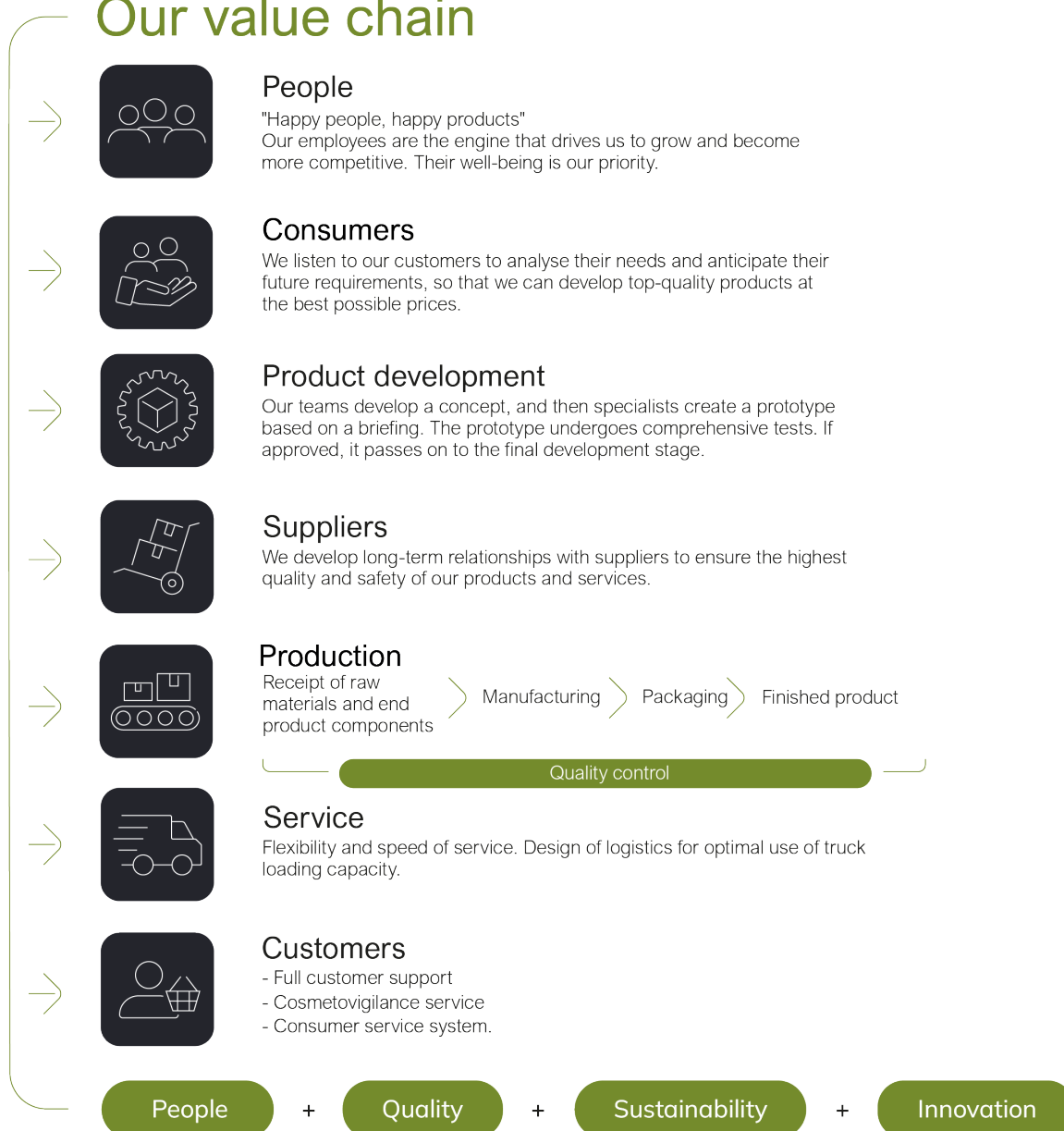
- The **implementation of experimental codes**, a project led with the R&D Materials Department. Experimental codes are used to interact with ERP without the need to create codes that may be discarded. This tool controls stock and invoicing, thus reducing the time needed to purchase or use experimental codes for approval.
- With the Administration Department, we are developing **Coilette**, a tool that manages supplier invoices, adding improvements such as the ability to make certain changes and providing better visibility for invoice managers. This has been achieved thanks to the use of RPA technology.
- To have a **single data item** and not have to replicate data in various systems, avoiding errors and saving time, we have incorporated the **CAMM** tool used by the Department of Maintenance/Engineering with SAP (ERP).
- Work has also been carried out to **minimise issues** in operational areas, for example, by adding artificial vision at the end of the line and adapting the system for finished product batches specified by the customer.

2.4.4. Committed to creating value throughout our supply chain

(102-9)

Our business strategy encompasses all the actors in our **value chain**. We strive for a chain made up of the best talent by fostering innovation, cooperation and value creation at all levels.

Our value chain



GRUPOUBESOL  Ubesol  Laboratorios Maverick

2.5 Factors and trends

(102-10,102-14, 103-2)

For many companies, the definition of **purpose** and **corporate values** has become a priority in 2022. One of the great lessons of recent years is that companies must be up to the demands of the public, who insist that they move from *storytelling* to *storydoing*. In an era of **consumer awareness**, it is no longer enough to make a declaration of principles and good intentions; society demands a firm and effective commitment to policies aimed at eradicating inequality and reducing our impact on the environment as much as possible.

In this regard, good **Corporate Governance** is a key factor in ensuring that an organisation's strategy is aligned with the **Sustainable Development Goals (SDGs)** and the **2030 Agenda**, so that social and environmental aspects are central to its business strategy.

To achieve this objective, we consider it essential to have a *smart compliance* system, which consists of the implementation of a **corporate culture** based on ethics and a commitment to compliance by all the agents in the organisation. It is not merely a question of complying with laws, but also of having an effective system that promotes **ethical conduct** and a **commitment to compliance**. This is undoubtedly a competitive advantage that customers, consumers and stakeholders greatly appreciate.

At Ubesol Group, we are convinced that there is no alternative to a management model that bases its principles on **transparency, ethics** and contributing to a **fairer, more inclusive and more sustainable society**.

2022 was a complex year due to the current global context, which was characterised by inflation, the evolution of the pandemic, the conflict in Ukraine, the energy crisis and problems in the supply chain worldwide. These scenarios have posed new challenges, which, at Ubesol, we have addressed by optimising resources and not losing sight of our objective of always maintaining the highest quality in all the products we develop. All of this means that there is an urgent need for us to make progress, globally and from all social sectors, in the two fundamental transformations. We have been working in these areas for some time at Ubesol Group and we have already recorded significant achievements: The **natural and digital transformation** of all processes.

Both transformations are closely related, as the impetus of **industry 4.0**, understood as the transition to increasingly automated production processes that are more efficient in the use of energy and resources, contributes to progress towards more sustainable working methods, which increase efficiency and minimise environmental impact.

This is a principle that the Ubesol Group values and is fostering among its people, as we consider it to be a fundamental factor for the survival and progress of any organisation. This makes cultivating our **versatility** more important than ever, because we can adapt quickly to changes and develop innovative solutions that enable us to continue to provide a high-quality service.

2.6 Risks and Opportunities. Detection, assessment and action

(102-15, 102-30, 102-31)

The Ubesol Group model involves complying with and demanding compliance with current legislation and taking all necessary measures, above and beyond the regulations, to ensure the **satisfaction of or five stakeholder groups**.

The Board of Directors and the Management Committee are responsible for determining policies to identify, prevent and manage the main risks inherent in the Group's activity. This promotes a firm commitment to risk prevention and management, which translates into numerous **policies and procedures** which have been implemented or are under development.

Our **ability to adapt** quickly to changes and develop **innovative solutions** that enable us to continue to provide a service suited to current requirements, reflect our desire to offer the **highest quality**. Quality that is **sustainable** for all stakeholders and has allowed us to survive and grow, despite continuous changes in the external environment, such as new regulations and new requirements and demands on the part of consumers.

We take note of what is going on around us to identify the most important **risks** that could have a negative impact on our business, which is why we carefully assess our decision-making based on the most appropriate measures.

Below we list the main risks detected, as well as the **measures and policies** adopted to minimise the possible negative impacts associated with each of them.

Market and sector risks

- **Capacity to respond** to substantial international competition and new market needs in the cosmetics sector by adapting to an environment that is increasingly aware of sustainability.
- **Falling demand** for our products, caused by a change in consumer preferences, can lead to lower economic growth.
- **Problems in the supply of materials** due to the lack of availability of raw materials from the world's major suppliers.

To minimise the potential consequences of these risks, the organisation has a transparent and close relationship with suppliers and customers, promoting co-creation so we can adapt to new needs and changes in the environment. Our aim is to minimise the negative impact on all stakeholders.

Risks derived from product security

To minimise the consequences of these risks, the organisation has the following **certifications, policies and procedures**:

- **IFS HPC v2**, a certificate that guarantees good production, manufacturing and quality management practices to guarantee total quality in all supply phases, ensuring that there are no problems for the health or safety of the customer.
- Product Accident Management Method.
- "Product Defence" procedure, extended to the new production line.

Brand image risks:

The quality and safety of our products are the key to success, which means that any **negative comments** about our company or the products we manufacture could have a negative impact on how our customers view our brand.

To avoid these risks, our **product design and development procedure** follows a detailed timeline, where results are checked at each stage and ultimately validated by customers and consumers. This enables us to set high quality and safety standards at the most competitive price in our sector.

As well as designing our products, we also continuously **monitor the market** to find out in detail where our products are positioned in terms of quality, price and working together to seek a shared benefit for society.

Close relationships and **continuous communication** with our main stakeholders (our customers, consumers and suppliers) are the keys to success in guaranteeing the status of the brands we manufacture.

Risks derived from the environment, climate change and the responsible use of resources

In 2019, we signed up to the Global Compact and since then we have developed our Environmental Policy, which has the following certifications:

- ISO 14001 Environmental Management. (GU)
- ISO 50001 certification. (GU)
- RSPO certification (GU)

We also invest in R&D to develop increasingly sustainable products.

Risks related to occupational hazards or personnel

We minimise these risks through our **Occupational Risk Prevention Policy**, and have obtained ISO 45001 Certification for Maverick Laboratories. We also have an **Equality Plan** and **Work-life Balance Measures**, as well as **Harassment Protocols** and **communication channels** that are available for workers to submit queries or report problems.

Risks derived from the use of new technologies, the digital transformation, and information security

Implementation of cybersecurity measures. A system has been implemented to make the Company **more secure** by minimising the possibility of unmonitored access by a threat that could jeopardize the confidentiality of information. We continuously analyse and remedy any vulnerabilities in the Company's systems, to minimise the risk of malware infection and propagation that could disable these systems.

In addition, all users who have email accounts in the Group have been prepared for possible attacks. They have been sent simulations and have received training in cybersecurity.

We also have a **Technology and Social Media Use Policy**, and training has been provided to make staff aware of the use they should make of the resources that the Company makes available to them, as well as the measures they should take.

Risks derived from regulatory changes and non-compliance with regulations

The number of **laws and regulations** that apply to our activity has risen over the last few years as our international presence has increased.

The continuous legislative changes brought about by the progress made in achieving the objectives set out in the **2030 Agenda** have posed major challenges for our organisation. Non-compliance with regulations and the penalties that may be implemented as a result of this have a negative material impact on the organisation's performance.

For this reason, in addition to our Compliance Department, we have **teams specialising** in risk areas, who study all proposed legislative changes, analysing the consequences that they may have for our organisation. This allows us to prepare for and adapt to these changes, even before the new regulations come into force.

We also have **communication channels** that allow the Group's partners to make any enquiries they may have about the Company's regulations, policies or procedures and report any situations that may involve non-compliance by the organisation or any of its partners.

Risks related to health and environmental emergencies

Environmental awareness in society is growing and, as large producers of personal and household care products, we have established a sustainability plan. In 2022, we installed **4,800 solar panels** at Atzeneta de Albaida (Valencia) and Uldecona (Tarragona), one of the largest photovoltaic installations in the personal and household care sector. In addition to the 252 solar panels that we already had at our centre in San Fernando de Henares (Madrid). By the end of 2023, 2 out of every 10 products will be manufactured with solar power and we will have reduced annual emissions of CO₂ by 1,300 tonnes. These measures are being carried out as part of the Ubesol Group's commitment to integrating environmental protection and sustainability in all processes.

In 2022, our COVID-19 action protocol was reviewed and kept in place, while the COVID-19 Committee, created to study the regulatory changes published and the measures to be taken as a result, following the indications of the Spanish Government, continued its work. Staff were informed of all updates and, where possible, remote working was encouraged. The workforce was made more versatile by training staff to occupy key positions when necessary.

Data protection risks

Arising from possible leaks of personal data to which the Company may have access.

In the area of Personal Data Protection, we have a **Data Protection Officer**, who is responsible for ensuring the protection of personal data handled by the Ubesol Group. Under our **Data Protection Security Policy**, we apply the technical and organisational measures needed to ensure that there is an appropriate level of security to process each type of personal data.

To guarantee that preventive measures are correctly applied, internal partners have received **training** so they are familiar with data protection risks and the measures that must be adopted to guarantee maximum security.

3. GOOD GOVERNANCE AND TRANSPARENCY

(SDG)



(102-18, 102-26, 102-29)

The governing and management bodies of Grupo Ubesol, Sancana Gestión de Inversiones S.L. and Gestión de Inversiones Jorisa, S.L., support and supervise the smooth operation of the organisation, and compliance with established policies and procedures.

3.1 A corporate culture focusing on ethics, integrity and good corporate governance

(102-16, 102-17, 102-25,)

Good **Corporate Governance** is a key factor in ensuring that an organisation's strategy is aligned with the **Sustainable Development Goals (SDGs)** and the **2030 Agenda**, so that social and environmental considerations are central to its business strategy.

Since 2018, the Ubesol Group has had a **Compliance Management System** based on the international UNE-19601:2017 Criminal Compliance Management Systems and the UNE-ISO 37301:2021 Compliance Management Systems standards, which require the implementation of a **corporate culture** based on ethics and a commitment to compliance by all parties in the organisation. It is not merely a question of complying with laws, but also of having an effective system that promotes **ethical conduct** and a **commitment to compliance**.

At Ubesol Group, we are convinced that there is no alternative to a management model that bases its principles on **transparency, ethics** and contributing to a **fairer, more inclusive and more sustainable society**.

To achieve this, clear and rigorous **procedures, codes and policies** are needed to govern and regulate the behaviour of all those engaged in our day-to-day business operations to prevent corruption and misconduct and enable us to know how to respond to potential incidents.

Accordingly, in addition to the provisions of the Code of Ethics and Conduct, the **UBESOL Group** has subscribed to the United Nations Global Compact since 2019, and each year draws up a Sustainability Report regarding compliance with the

Ten Principles of the UN Global Compact, thus fostering an ethical culture which encompasses both respect for legality and commitment to environmental, social and good governance sustainability criteria (ESG). To achieve this, in 2022 the **UBESOL Group** has been working to **update its Code of Ethics**, with a view to structuring it according to the aforementioned **ESG criteria**.

The **Compliance Department** ensures that the **Compliance Management System** is respected and improved by working with different departments in the Company on the **Annual Action Plan** approved by Management and the Board of Directors, updating the Company's assessment of regulatory and criminal risks, reviewing and/or preparing internal policies and procedures, and promoting a culture of compliance among the organisation's staff and training them.

In 2022, the **Good Corporate Tax Practices Policy**, the **Hospitality and Gifts Policy** and the **Business Secrets Policy** were approved and work was done on updating the **Harassment Protocol** with workers' representatives and the Equality Committees, to adapt it to newly published regulations.

In order to ensure that all **UBESOL Group** employees understand the risks they face in their day-to-day activities and the means available to mitigate these risks, all personnel joining the Group receive training on the Ethical Code and on generic Corporate **Policies and Procedures**, and those affecting their roles and responsibilities. This year, **specific training** has also been given to the entire Commercial Department on legal and contractual matters to be taken into account with customers, the **UBESOL Group's Prevention Model**, the **Business Secrets Policy** and the **Hospitality and Gift Policy**.

3.2 Policy on combating bribery and corruption

Measures adopted to prevent bribery, corruption and money laundering.

(205-1, 205-2)

All Ubesol Group staff are familiar with the **Code of Ethics and Conduct**, which sets out the Company's position on tackling bribery and corruption, as well as the policies developed to supplement it, which include:



- The Group's **Anti-Corruption Policy**, which commits to fighting corruption in all its forms. This Policy is designed to prevent corruption and comply with the legislation in force in all areas of activity and in all countries in which it may apply, serving to guide the behaviour of staff.

(102-25)

- The **Conflict of Interest Policy**, which we consider necessary for the sake of transparency, good governance and the management of situations that may entail conflicts between the interests of the Ubesol Group and the personal interests of its employees or related persons.

The purpose of this document is to establish mechanisms to identify and effectively manage conflicts of interest that may arise in the performance of the activities carried out by Ubesol and Maverick Laboratories, and to provide principles and rules to prevent them and ensure that decision-making is not influenced by the unlawful personal interests of related persons or entities.

Training for partners

As we are aware of the importance of these principles and values reaching all members of the Ubesol Group, in 2022, we continued to give new staff **specific training in our anti-corruption and conflict of interest policies**, based on their individual roles and responsibilities.

Zero Tolerance of Corruption

The Ubesol Group has an **Ethics Hotline** that staff can use to ask questions about compliance with regulations, the Code of Ethics and the internal policies and procedures implemented by the Company and report situations that contravene these regulations and procedures.

Thanks to the measures implemented, Ubesol was not aware of any cases of bribery or corruption in 2022.

3.3 Due diligence regarding human rights and labour standards

(412-1)

Respect for human rights.

In accordance with our **Code of Ethics**, Ubesol's partners must respect human rights, public freedoms and workers' labour rights and follow the recommendations established in this regard by both national and international organisations.

Committed to rejecting forced labour and the abolition of child labour

We oppose child labour and any labour that is performed either forcibly or under duress, and ensure that we work with suppliers that are governed by these same principles and values. In this regard, the age of the youngest worker employed by the Ubesol Group in 2022 was 18.

In 2022, Ubesol was not aware of any complaints or irregularities regarding violations of **human rights**.

Harassment Protocol



We forbid any type of harassment, abuse of authority or physical or verbal violence in the workplace, forced labour and in general any practice that could generate an offensive or disrespectful work environment. Ubesol has implemented a **Harassment Protocol**, the purpose of which is to protect the health of employees by ensuring that environments are psychologically and socially healthy and by providing support when required.

The Ubesol Group deems bullying and work-related, sexual, or gender-based harassment to be an attack on the dignity of its employees and there are channels in Ubesol and Maverick Laboratories to report any situations of this kind, so that the relevant procedures can be set in motion and the events investigated.

In 2022, to bring the Harassment Protocol into line with new legislation, we have reviewed it together with workers' representatives and the Equality Committees, and a new, updated version is currently pending approval.

3.4 Transparent communication

The Ubesol Group's **internal and external communication**, including interaction with the media and/or the different external stakeholders, is guided by transparency, respect, truthfulness and cooperation, at all times in line with the organisation's image, corporate values and strategic objectives.

Communication is a fundamental aspect of Ubesol's corporate culture, especially as regards studying and dealing with the different scenarios facing us. As a result, in 2022 we have continued to **reinforce channels for internal communication and participation**, so that our partners are always informed about the strategy, objectives, programmes and activities of the Group, transparency being the basic principle that must govern relations between all the different parties.

In line with our firm commitment to digitalisation and the promotion of our staff's digital skills, at Ubesol we have several online tools that facilitate internal communication at all levels of the organisation. Staff can access the **Employee Portal**, an online platform where they can view their payslips each month, read our corporate policies and action protocols, access the notice board and manage their training courses. In 2022, we have continued to promote **Ülabs**, our internal social network which was already implemented in 2021. The network is a virtual space for posting management messages and announcements about the Company's day-to-day work, and maintaining fluid communication between departments by facilitating the exchange of information about their activities. The application allows all Ubesol Group staff to be connected, and any Group member can use this platform to send questions or comments to the rest of the Company. Ülabs has thus been a fundamental tool for keeping the entire team informed and updated about new projects, launches, measures and changes that have been introduced internally.

In 2022, the Ubesol Group continued to grow in the international market. The Communication division has thus played an important supporting role in opening possible new business channels. We have also been able to attend a number of fairs that have allowed us to make ourselves known as suppliers and manufacturers to potential customers and partners. We have attended various international fairs with our own stand, including the Beauty World Fair in Dubai (United Arab Emirates), Private Label Manufacturers Association (PLMA) in Chicago (USA) and the China International Import Expo (CIIE) fair in Shanghai.

In December 2022, nearly 900 Ubesol Group employees attended the **Fourth Annual Information Meeting**, an online event which provided information on everything that had happened during the year and set out the roadmap for the following year.

We also used our **external social networks** to share information of all kinds with our community, to raise awareness and give visibility to the initiatives we carry out with the aim of improving our relationship with stakeholders. We aim to continue improving these tools to keep communication channels between all Ubesol employees and interested parties permanently open.

4.A CONSOLIDATED MANAGEMENT MODEL ALIGNED WITH THE SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals: a commitment for Ubesol
(102-14)

The **2030 Agenda** is a universal, inclusive and indivisible agenda that requires everyone to take action to end poverty, protect the planet and guarantee peace and prosperity for people everywhere.

As part of its commitment to sustainability, Ubesol, S.L. made **pledges** in 2021 that take into account the impact of our activity on society and the need to involve the entire value chain, from product design to delivery to the customer, including the supply of raw materials and production.

Monitoring our progress and reporting the results allows us to be very demanding as we strive for continuous improvement and excellence. We believe it is crucial to remain informed and in constant contact with our **stakeholders**, with the aim of involving them in our strategy, promoting co-working and achieving positive results for all parties.

In this way, we can consolidate, develop and implement good practices that are aligned with our activity and based on the **10 principles of the UN Global Compact** and, through specific initiatives, we integrate the **Sustainable Development Goals (SDGs)** in our corporate strategy to help build a more sustainable world.

A constant search for the right balance between social welfare, environmental care and economic growth
(102-11, 102-15)

We regard sustainability as central to our strategy and fully understand its importance. At Ubesol, sustainability is integrated into our business model with the aim of minimising the impact of our activity on the environment.

For this reason, we are committed to improving the health of the planet through the positive impact our own brands, the brands we make for our customers and the actions we take to support the local community.

Our goals are ambitious and, in the coming years, we will engage in projects based on innovation using the safest ingredients and most environmentally-friendly materials to develop products that facilitate responsible consumption.



The fact that we have been signatories of the **United Nations Global Compact Network Spain** since 2019 helps us keep abreast of progress and good practices related to sustainability, so that we can undertake measures that bring benefits to society and the planet.

A consolidated commitment to developing and manufacturing products to internationally recognised standards, supported by third party certification, demonstrates continuous improvement throughout all our processes.

The Ubesol Group has been a member of ECOVADIS since 2019. We are also members of SEDEX, both Maverick and Ubesol having successfully completed the SMETA social responsibility audit in 2019 and 2021, respectively, which allows us to measure our environmental, social and ethical performance.

In 2022, we continued to maintain our **integrated management system**, which is evolving with the introduction of new methods, projects, indicators and objectives that measure the scope of our strategy. It is based on international standards that define work procedures to guarantee the quality and safety of our products and processes for people and the environment:

- UNE-EN ISO 14001:2015 Environmental management systems
- UNE-EN ISO 9001:2015 Quality management systems
- UNE-EN ISO 22716: 2008 Cosmetic products. Good manufacturing practices (GMP).
- UNE-EN ISO 50001: 2018 Energy management systems



In 2022 Maverick Laboratories obtained **IFS HPC COSMETIC certification**, which guarantees the market launch of quality, safe products that comply with their specifications. and meet our customers' expectations, increasing confidence in our processes. In 2022 Ubesol also obtained this certification.

As a company at the cutting edge of the development of textile products for cleaning and hygiene, Ubesol's mission is to offer high-quality products **made from the best possible materials to ensure maximum product life, while maintaining product quality and causing the least possible environmental impact.**

Awareness and participation

In an era of responsible consumption, companies have an increasingly important role: **to be agents of social change**.

We cannot look the other way at a time when people demand socially committed companies that have a significant impact on the community where they operate.

Our activity focuses on being the type of company that places **sustainability** at the heart of its management. Sustainability now plays a major role in moving towards economic recovery after the pandemic and the world economic crisis in 2022. At Ubesol, we believe it is vitally important to be committed to a business model that promotes social progress and improves the social and environmental context in which we operate.

To this end, we establish **collaborative strategies** with the organisations around us and work to expand partnerships with institutions and organisations that improve people's well-being.

Among our initiatives, at the Ubesol Group, we maintain that the role of women in science needs to be highlighted. For this reason, on 11 February 2022, we celebrated the International Day of Women and Girls in Science, recording and publicising the work of the female scientists in the R&D&I, Quality and Product Development departments.

In the Group, we care about the impact of our production processes on the environment. We therefore seek efficient solutions to reduce CO2 emissions into the atmosphere. At the end of 2022, the Ubesol Group completed the installation of a total of 4,800 solar panels divided between the Atzeneta de Albaida (Valencia) and Ulldecona (Tarragona) plants.

4.1. ENVIRONMENT

(SDG)



(103-1, 103-2, 103-3, 302-1, 302-4)

4.1.1. Pollution

Aware of the impact our activity can have on the environment, we take measures to prevent the associated environmental risks.

Our **Environmental Management System based on ISO 14001:2015** incorporates an environmental policy that guides our decisions on measures to protect the environment, preserve natural resources and the health of the local population where we operate, and not tolerate negligent behaviour that could endanger our environment.

Based on the precautionary principle, we guarantee compliance with current environmental regulations and legislation and go further by having our processes verified by accredited external bodies.

By integrating **environmental criteria** in the development and implementation of new projects, we aim to reduce negative environmental impacts while enhancing positive ones and optimising the use of natural resources and energy as much as possible.

4.1.2. Waste prevention and management

(306.-3; 306-4 and 306-5)

In an effort to reduce the percentage of waste that ends up in landfill, we have reviewed our Waste Management Plan and held meetings with waste managers to define and monitor the plan. Personnel have also been trained in good waste separation practices to promote more efficient **recycling**.

At Ubesol, in addition to improving productivity, this has led to a significant reduction in wastage, while the extension of the treatment plant has enabled us to eliminate the generation of sludge from biological treatment, allowing us to significantly reduce the total waste generated.

All these improvements in 2022 have allowed us to reduce total waste generation by 16% compared to 2021, and 23% compared to 2020.

Waste management efficiency		
	2021	2022
Total waste production	9,820.14 t	8,253 t

4.1.3. Sustainable materials and the circular economy

(301-1, 301-2, 301-3 and 306-2)

Our commitment to the environment is present at **all stages of the product's lifecycle**, from design to manufacturing to final disposal by consumers.

For this reason, our R&D&I teams work constantly to progressively incorporate a percentage of **renewable or recycled materials** into our products in line with the objectives set by the 2030 Agenda.

We are a member of Ecoembes, as a collective system for extended producer responsibility, and we work with authorised waste managers who are striving to achieve a low-carbon society and are committed to sustainability.

In collaboration with our suppliers and main customers, our R&D&I Department has continued to develop packaging using recycled plastic for both containers and caps, thus allowing us to move forward in our circular economy strategy.

The improvements implemented in the packaging of our products have allowed us to reduce plastic consumption by a total of 140 tonnes in 2022 (113 tonnes in Maverick and 27 tonnes in Ubesol).

4.1.4. Climate Change. Greenhouse gas (GHG) emissions. Measures taken

(305.-1; 305-2)

Affordable and clean energy

The importance of **monitoring greenhouse gas emissions** in order to combat the effects of climate change has led us, since 2015, to take measures and commit to implementing good practices that will enable us to reduce our carbon footprint wherever possible, thus helping to preserve the planet's resources and work towards carbon neutrality by 2030.

We have accordingly continued to adopt measures that will help us to reduce our carbon footprint.

The measures carried out in Ubesol include replacing our diesel boiler with a natural gas model, and improving cleaning processes by reducing the use of the boiler.

Another important aspect is optimising logistics. In 2022, improvements were made to all our products to reduce the carbon footprint generated during transport to the point of sale.

The installation of photovoltaic panels and electric car charging points at plants are two further measures adopted during 2022 that will undoubtedly help us to continue reducing our carbon footprint in the coming years.

Finally, energy consumption monitoring and analysis allows us to identify areas for improvement in terms of energy efficiency, helping us to reduce energy consumption, and consequently the Company's carbon footprint.

In 2022 the volume of production increased considerably, which explains the increase in pollutant emissions, even in spite of the measures described.

Energy efficiency and emissions		
	2021	2022
Scope 1 emissions	1,419.97 t CO ₂ e	1,859.57 t CO ₂ e
Scope 2 emissions	0.88 t CO ₂ e	1.83 t CO ₂ e

4.1.5. Sustainable use of resources

a) Water supply and consumption

(303-5)

Clean water and sanitation

Water is a fundamental resource for our activity, since our products are manufactured with water-based formulations, and strict water quality parameters are applied in our manufacturing processes. **Sustainable water management is thus of great importance.**

In 2022, in search of improvements in our consumption and sustainable management of water, various possibilities were studied and these will be progressively implemented in the coming years. We have opted to combine MBR (Membrane BioReactor) technology, which uses a biological treatment process in conjunction with ultra-filtration membrane technology, with the optimisation of the reverse osmosis process. Together with a maintenance plan, and the use of renewable energy sources to reduce the environmental impact of wastewater treatment, this will help us to make significant improvements in sustainable water management and sanitation in the coming years.

(303-4)

The **quality of discharged waste water** is strictly monitored to ensure compliance with current legislation.

We have our own **wastewater treatment plants** for industrial wastewater from the Ubesol and Maverick Laboratories plants. The wastewater is subjected to physical, chemical and biological treatment combined with a process using active sludge and separation by ultrafiltration membranes, leaving the water with the optimum parameters for discharge into the public sewerage system.

Continuous improvement and the application of the latest technologies can have a great impact on efficiency and effectiveness in water use, both on intake, with improved use, and, of course, in the wastewater treatment process.

In 2022, the Ulldecona Plant carried out a pilot test using advanced processing technologies, such as ozonisation to improve biodegradability, in the biological reactor at the Industrial Waste Water Treatment Station, which improve the quality of treated water and reduce the need for the use of toxic chemicals.

At the Atzeneta plant, in 2022, a study was carried out on "Improvement of the CIP (Cleaning in Place) process". In the study, different techniques were tried to reduce the consumption of water and energy in the cleaning of equipment and pipes, the energy consumption required to heat water being significantly reduced. In addition, the use of more efficient chemicals for cleaning has reduced the amount of water needed and cut cleaning time, which has improved process efficiency.

As previously indicated, the volume of production increased considerably in 2022, which has led to increases in water consumption and total water discharges, despite the measures described above.

Water consumption		
	2021	2022
Water consumption	175,798.93 m3	213,112.73 m3
Total water discharged	76,559.6 m3	89,234.00 m3

6. Energy consumption

(302-1)

Affordable and clean energy

Work on our **Climate Change Action Plan** continues and we are introducing further good practices for energy saving. Access to sustainable and affordable energy sources is essential for sustainable development worldwide

For years the Ubesol Group has been committed to electricity with **100% renewable source** certification from the National Commission on Markets and Competition (CNMC). By choosing renewable energy, we reduce dependence on fossil fuels and cut greenhouse gas emissions, which helps mitigate climate change and improve air quality.

In 2022, photovoltaic panels were installed in our Atzeneta de Albaida and Ulldecona centres, in addition to those already installed in our San Fernando de HERNANDEZ centre (Madrid). Solar power is a source of renewable energy that provides access to clean energy and helps us reduce our carbon footprint.

Electric vehicles are a sustainable and clean alternative to vehicles operating with fossil fuels. This year the Ubesol Group has installed electric car chargers at all plants to encourage the use of electric vehicles and thus help reduce dependence on fossil fuel vehicles.

This year we have also continued to carry out **energy audits and consumption monitoring reports** to detect options for improvement, Ubesol and Maverick Laboratories both having obtained **ISO 50001: 2018 Energy Management System** certification.

As a result, the Ubesol Group's energy consumption decreased by 28% compared to 2021.

Energy efficiency and emissions		
	2021	2022
Energy consumption	25,331.965 MWh	18,236.963 MWh

4.2. OUR INTERNAL STAKEHOLDERS. SOCIAL AND PERSONNEL POLICIES

(SDG)



(102-7, 102-8, 102-41)

Committed to our people

The greatest asset we have is our people. Our policies to **attract** and **care for talent** involve promoting stable, high-quality employment opportunities, ongoing training, equal opportunities and a good work-life balance.

As in previous years, the key parts of our production chain are our workers. Thanks to them, we can continue to grow and offer our customers **innovative** and **sustainable** products adapted to new needs and tastes. In the Ubesol Group, we firmly believe that we can only be the best with a team of responsible, talented and dedicated people.

We know that success depends on having the best people in each job. This is why our **2020-2025 Strategic Plan** places so much emphasis on **attracting and retaining talent**.

During 2022, almost 900 people have been part of the Ubesol Group, the well-being of each of them being a priority for us

We guarantee excellent working environment conditions. We want every single employee to feel at home

As well as seeking the well-being of the end consumer, we are pursuing initiatives to ensure the **well-being of our team** and quality throughout our value chain. Each person in the Ubesol Group is a part of our most valuable asset. Accordingly, all our policies are focused on their well-being in the workplace.

Among the measures and benefits implemented, we would highlight the following:

4.2.1. Stable, high-quality employment



We continue to strive to offer stable employment, which is why we continue to **commit to job stability** and promote permanent contracts.

780 employees have permanent contracts, i.e. 89% of the workforce.

4.2.2. Work-life balance

(401-3)

We continue to implement measures to facilitate a better work-life balance for all employees



The Ubesol Group continues to support **flexible working hours** that facilitate a satisfactory **work-life balance** while guaranteeing service within our normal working hours.

They include:

- A flexible 1.5-hour band **for the start and end times of the working day** for staff working split shifts, so that they can start work from 8.00 to 9.30 am and finish at a time of their choosing after 4.30 pm.
- **The lunch break is flexible**, from a minimum of 30 minutes to a maximum of 90 minutes.
- Employees working on a permanent split shift can **work straight through on Fridays**.
- The **free days off established in the collective bargaining agreement** can be taken as hours.

Employees **can exceptionally work remotely** to care for dependent relatives, children or family members in cases of illness or other situations when the employee is needed.

4.2.3. Training. Professional growth and development

(404-1, 404-2; 205-2; 102-25)

We value the professional growth and development of our people



We offer quality **ongoing training** to guarantee professional and personal growth, while developing sustainable habits that generate positive impacts on society and the environment, which can be useful to employees both at work and in their private life.

As a result, an internal procedure has been developed to manage Ubesol Group staff training. Its main purpose is to determine and try to meet their training needs, developing the skills and knowledge they need through ongoing, quality training that is adapted to individual jobs.

We would highlight the training provided in occupational health and safety, languages, environmental issues, and leadership and IFS.

4.2.4. Remuneration Policy



We have a **progressive, equitable remuneration policy**, based on the position, the autonomy and responsibility assumed, the training and experience demonstrated and the employee's contribution to the Company, regardless of gender, race or nationality. These concepts are rated on a scale, which enables us to reward our best-performing employees through an objective, measurable, equitable, and scalable system.

4.2.5. Social benefits



(401-2)

Recognition for work well done is fundamental and is demonstrated by the **additional** social benefits that the Company offers employees every year. They include:

- **Grants for the birth of children.** We celebrate the birth of our workers' children, awarding them bundles of baby products and a **childcare cheque** that they can use during the child's early years.
- **Meal service.** As a resource to improve work-life balance, staff who work a split shift and eat on the premises have access to a vending or catering service.
- **Discounts and local promotions.** We have agreements with different local businesses to offer our employees discounts in different areas: leisure, food, IT, health, sport, financial protection and other services we use every day.
- Christmas gift basket.
- Support service **for foreign employees.**

4.2.6. Diversity and equal opportunity

(406-1)



Non-discrimination and equal treatment

We consider equal opportunities as a basic strategic principle in the management of our organisation, and are committed to **promoting measures to achieve equality** in our organisation as set out in our Code of Ethics.

The existence and effective implementation of policies that prevent discrimination is a fundamental requirement for companies that are committed to their employees. For this reason, we make every effort to establish and develop policies that incorporate **equal treatment and opportunities for women and men** and exclude any form of direct or indirect discrimination.

We are governed by the **principle of non-discrimination**, not only regarding race, nationality, social origin, age, marital status, sexual orientation, ideology, religion, illness, or disability, but also employees' use of any of the official languages of Spain.

Firmly committed to policies that include equal treatment and opportunities for women and men, in the Ubesol Group we have an **Equality Plan**, which was updated by Ubesol in 2020 and by Maverick Laboratories in January 2022. The main aim of our Equality Plans is to ensure respect for the principle of equal treatment and opportunity for men and women by eliminating any form of workplace discrimination while also promoting gender equality. Ubesol and Maverick's Equality Plans are managed by internal committees that assess risks and impacts related to non-discrimination in the workplace.

Measures to promote equal opportunities

(405-1)

Various initiatives and measures are in place to promote equal opportunities in our company, both at the start of the employment relationship in **selection processes**, where candidates are valued for their professional profile without gender being a consideration, and throughout the employee's career, in **internal promotion processes**, the **Remuneration Policy**, **training programmes** or **measures to improve the work-life balance**, which favour both parents equally

Protection

(406-1)

The Ubesol Group has different **channels** in place to report any discriminatory conduct or failure to respect equality. At the end of the year no complaints had been received on matters relating to discrimination.

4.2.7. Universal accessibility for people with disabilities

(405-1)

The Ubesol Group **cooperates with associations** working to improve the quality of life of people with disabilities, helping them benefit from the processes for socialisation and integration, training and development in the Company and providing resources for fuller social and workplace integration.

The Ubesol Group uses its **internal communication channels and social media** to raise awareness among staff of the importance of promoting inclusion and equality to support the rights and well-being of people with disabilities in all areas of society.

4.2.8. Negotiation and dialogue

(102-13)

The Ubesol Group respects the rights of its partners by ensuring they are able to exercise their **rights of association, union membership and collective bargaining** without fear of reprisal. We always adopt an open and collaborative attitude towards union activities and have a management and communication process to make time available to our staff for union activities.

Based on this, we are committed to close communications with workers' representatives and take both the interests of employees and those of the organisation into account when making decisions.

As a result, **discussions and negotiations** with our **works committees** are a part of decision-making and the HR Department regularly holds meetings with **workers' legal representatives** to consult them or inform them about new policies, procedures, improvements, organisational changes, employee benefits, new staff intake and contract terminations, among other matters.

Regular meetings are also held with the plant health and safety committees, with the aim of listening to workers and studying measures to improve their well-being in the working environment.

4.2.9. A safe and healthy workplace

(403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9)



Occupational health and safety are essential for our organisation.

We protect the health and well-being of our employees by investing in in-company programmes and activities and regulations on occupational hazard prevention must be observed by all employees and partners.

We focus on **prevention, training and health promotion**, continuously improving our occupational risk prevention systems and integrating them into the overall management of the Company.

Prevention is integrated at all levels of the Company

We strive to ensure the safety and health of people throughout the organisation, **making the workplace a safe and healthy environment**, by developing our security management system as part of the **Integrated Management System Policy**.

In order to promote continuous improvement of working conditions aimed at protecting the health and safety of workers and foster a true preventive culture integrated at all levels of the organisational structure, the Company has established a **preventive policy** based on the following principles:

- Eliminating or reducing occupational hazards.
- Protecting the health and safety of employees at all times.
- Establishing the necessary information, consultation and participation mechanisms to implement preventive measures.

The **Prevention Plan** prepared by each company constitutes both the starting point and the basic mechanism for achieving the aforementioned objectives.

Our Plan, drawn up by management, establishes the duties and responsibilities regarding preventive matters incumbent on our partners, the support and involvement of each and every person in the Ubesol Group being vital for us to achieve our objectives.

Both companies have a **Health and Safety Committee**, formed by representatives of our employees and the Company, the mutual insurance company, and the internal and external hazard prevention service. We also have an **employee portal** and a **suggestion box**, which can be used to submit queries about occupational health and safety.

We conduct regular **risk assessments** of all work positions, and, based on the results, we provide the corresponding personal protective equipment (PPE) to guarantee the safe performance of activities. These assessments cover the technical instructions issued by different departments, installations of new work equipment or technologies, modifications and adaptations of work stations, and changes in production processes.

We also have an **External Prevention Service** that provides support for risk prevention management and an Internal Prevention Service.

Over the past year, we have adopted various **measures** to improve the health and safety of our employees:

- We purchased **safer machines** and **ancillary equipment** to prevent strain and awkward postures.
- We made more **information on occupational risk prevention** available through our internal communication channels.

Our innovations in health and risk prevention in 2022 have enabled us to develop a new series of tools and guidelines with which we can not only improve negative outcomes (accident rates), but also our ability to eliminate the risk of accidents or ensure they do not recur, taking pre-emptive measures when a negative trend is observed.

The Ubesol Group has an **evaluation system** that enables us to monitor health and safety indicators and Maverick holds **ISO 45001 certification for Occupational Health and Safety Systems**.

Occupational hazard and safety training

100% of employees are trained in OHS. To ensure that our staff are familiar with all the techniques, processes, and procedures to guarantee their physical safety, **we provide the necessary resources and training to enable them to perform their work in a safe and healthy environment.**

We invest in internal training programmes and activities to ensure that our employees know all the relevant techniques, processes and procedures to **guarantee their health and safety and physical well-being in the workplace.**

We conduct general and specific training programmes on occupational hazards, hazardous activities and dangerous situations, which are mandatory from the time an employee joins our company, and **each year we draw up a training plan for occupational risk prevention.**

We also use a platform to **coordinate all our business activities**, enabling us to process various tasks, such as managing documentation requirements.

Maintaining a low accident rate is one of our priority objectives

The **absenteeism rate** has increased in the last year, although at Ubesol we are below the average for the sector.

The mandatory investigation of the causes of accidents, as per the stipulated procedure, provides us with opportunities to implement safety improvements in our preventive planning.

During 2022, due to the increase in the recorded accident rate, more frequent systematic audits of safety compliance were implemented through regular site visits and safety inspections to identify the potential risks associated with specific jobs and take prompt and appropriate action where necessary.

Safety of employees and facilities

Our objective is to maintain **surveillance and access capacity** in emergency situations and, working with the entire Systems team, to position Ubesol at the forefront of safety for large companies.

The Safety Department has established a **regular and systematic monitoring process**, the results of which are documented in a risk report divided into various impact areas that allow us to detect vulnerabilities and anticipate possible risks.

4.3. OUR EXTERNAL STAKEHOLDERS

(103-1, 103-2, 103-3)

4.3.1. Consumers, our starting point

In 2022, consumers have faced unprecedented price increases and the task of knowing the key attributes of all the items we sell has been essential to make the right decisions about the products we develop and market.

Knowing consumers, knowing what they expect at all times and being able to adapt our range to these needs have been the cornerstones of our marketing in 2022. We have achieved this through different tools: trend reports, market indicators, active listening in focus groups and product surveys enable us to predict what the consumer needs and how the products we manufacture can be improved, which helps us to offer a range of products of unbeatable quality.

Our customers are at the heart of our activity and are the focus of all our efforts

(102-43, 416-1, 417-1)

Safety has an undeniable importance in the development of our products, because, in essence, safety translates into quality.

Our products meet the highest quality standards both inside and out, as we work internally and with the customer to ensure that the labelling of our products faithfully reflects the purpose for which they are intended, always offering useful and reliable information.

To keep up with consumer expectations, we have established Marketing and Product Development teams in place to conduct market research and measure our products against those of our main competitors.

Aware of the importance of the safety, health and well-being of consumers, we offer products that comply with **current regulations on composition, advertising and labelling**, regardless of their category, based on the principles

of compliance with legislation, data that support the claims made, honesty, impartiality and information that allows informed decision-making.

All the products we place on the market comply with applicable European or local **safety** regulations in the target market. Our safety strategy starts with the selection of ingredients and materials and ends with the use and disposal of waste by the consumer.

Our **customer and consumer care** follows standardised procedures for handling complaints and requests for information, as agreed with our customers and based primarily on telephone communication.

The Quality Department handles requests from customers and consumers forwarded by the Regulatory & Safety Department in the event of a product safety incident. Thus, all the information from the various enquiries and complaints regarding our product in the market is the basis of our cosmetovigilance system, which enables us to improve our products.

4.3.2. Innovation. Our consumers, a guarantee of success

(SGD)



(416-1)

Our **commitment to research and scientific knowledge** and always offering the highest quality **make us stand out in the market**.

The quality and safety that we have achieved through continuous and responsible innovation of our products and processes, always in line with **sustainable development criteria**, are two crucial objectives for achieving maximum consumer satisfaction.

In 2022, our innovation area worked on defining an assessment system that will allow us to compare how we improve the sustainability of our products in each new development. From 4 different approaches (HUMAN HEALTH, ENVIRONMENT, ECONOMY and SOCIETY), we assess 45 key points that help our work team to visualize improvements in each new product we put on the market.

We employ **specialists** from leading companies in the international sector and a large team of skilled experts for each product category. Furthermore, we have state-of-the-art facilities equipped with the latest technology to meet the highest quality standards and market requirements.

In 2022, we worked on standardising processes and the search for synergies between the different Ubesol and Maverick Laboratories teams involved in the development of new products. For example, we unified the Materials and Regulatory & Safety & Claims divisions at Ubesol Group level.

The main objective is to share knowledge and unify criteria that affect product development in both Ubesol Group companies.

We also launched 2 initiatives that seek to promote technical knowledge and make it available to all team members. We have created the "R&D&I Classroom" and a "Technical Committee", with two main objectives: promoting the development and professional growth of all people involved in product development, and developing better and more sustainable products.

During 2022, at Maverick Laboratories we implemented a total of **201 new product processes** and at Ubesol **29 product development projects**. 10% of the projects we work on in our company are considered as innovation processes, either because they involve innovative products on the market or because they are distinctive products that we do not have in our portfolio.

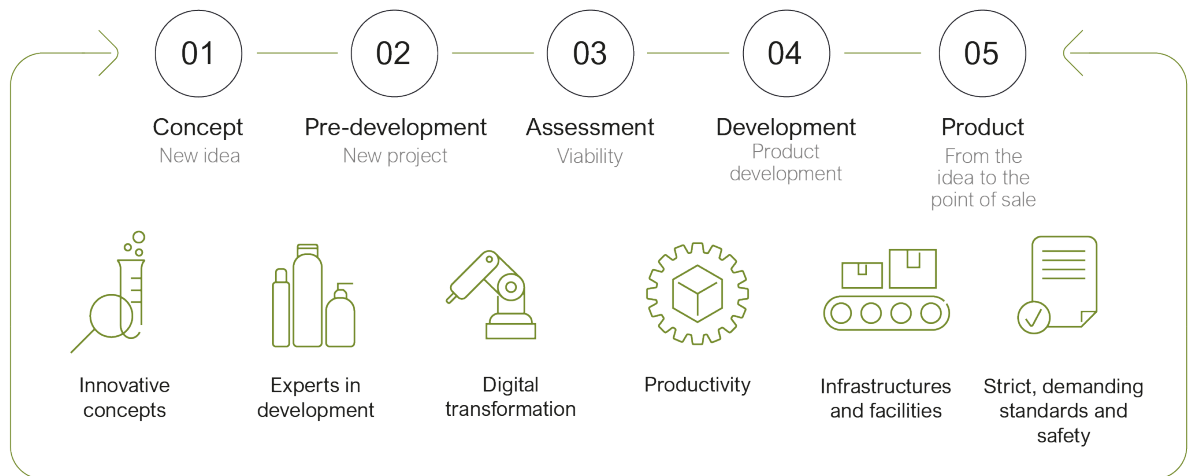
Product safety is an unquestionable goal and, working jointly with our external partners, we have made progress in the development of ad hoc Safety Tests for each of the categories we work on that allow us to guarantee product and consumer safety.

Sustainability is also a priority, and is based on three pillars: **products that respect society, are environmentally responsible, and are affordable in their manufacture and for the consumer**. We have therefore focused our efforts on the development of new, more gentle formulations, with essential ingredients designed to respect the health of people and the environment. A detailed knowledge of sources and fluid communication with suppliers to ensure we are familiar with sources and methods of production has enabled us to improve the sustainability of all the components of these products.

Investment in innovation and product development

This past year the Ubesol Group invested nearly than three million euros (€2,916,765) in **innovation and development projects and technological innovation**, and we are committed to developing more new products and promoting innovation to improve the sustainability of our packaging.

Innovation in our processes



Ecodesign

Sustainability has become a key element for companies and is at the heart of product development. Through **sustainable design**, we are able to achieve our goals and to discover the most environmentally-friendly factors and materials.

Ecodesign is born of the need to minimise the potential environmental impacts of the product before they occur, changing the traditional concept of how to move forward in industry. The integration of environmental aspects in design improves a product's performance throughout its lifecycle, from product design (materials), production, distribution and use to treatment as waste.

When designing our products, we not only pay attention to introducing novel ingredients but also study **effective formulas** that are suitable for all skin types. We also seek to develop products that are available to all audiences and allow us to offer the consumer a satisfactory user experience.

The environmental criteria used in our developments take into account, among other key aspects:

- The traceability of raw materials: establishing commitments to progressively increase the incorporation of materials from renewable sources.
- Optimised use of resources: our formulas are designed for cold manufacture in order to reduce energy consumption in our processes.
- Waste management: seeking zero dumping through prevention and executing a supplier assessment programme that allows us to make the supply chain increasingly sustainable.
- And the use of more sustainable packaging options: opting for 100% recyclable cardboard in packaging, creating a box design that minimizes the use of material and using recycled and recyclable packaging materials.

In collaboration with our suppliers and main customers, we have continued to develop packaging using recycled plastic for both containers and caps, thus allowing us to move forward in our circular economy strategy.

These packaging improvements have allowed us to reduce plastic consumption in our products by 140 tonnes in 2022.

In 2022, we took part in the **14th edition of the National Packaging Design and Sustainability Awards**, promoted by the Packaging Innovation Cluster.

Commitment to development and innovation management

Our main stakeholder is the consumer, who is increasingly concerned with leading a sustainable lifestyle and with product design and innovation that offers added safety for their health and the environment.

The development of our own-brand product line represents a boost to innovation in our products, which will allow us to access new markets and meet the demand of new generations.

In line with the **2030 Agenda**, we believe it is highly important to develop a product line of our own that serves as a benchmark and piques the interest of our customers and the general public, and has a positive impact on the environment and on people's health and well-being.

We are specialists in the products we manufacture and have years of experience that help us continually update our approach to design. From the outset, we have always considered **environmental aspects** on our way towards a more sustainable product portfolio.

Our desire to achieve significant progress in **reducing our environmental footprint** has led us to set ambitious targets around product innovation and the impacts generated in the **supply chain**.

To promote responsible consumption, in 2022, we continued to focus on developing **projects with more demanding standards than current legislation**.

4.3.3. Our suppliers, a supply chain aligned with our strategy

(102-9, 413-1, 414-1)

The process of selecting and approving suppliers according to the material supplied or service provided is supervised by our Purchasing, Quality and Product Development teams.

Our commitment to promoting sustainable purchases leads us to:

- Support sustainable suppliers. We aim to increase consumption of raw materials and ingredients from renewable sources.
- A large number of Group suppliers were re-evaluated and their average score had increased compared to the assessment carried out in previous years.
- We seek out and support local suppliers to reduce the carbon footprint of transport.

The Quality Department conducts regular audits of the main suppliers, supported by regular visits and frequent communication with the area managers in order to review processes, good practices and compliance with quality agreements.

4.3.4. Contribution to non-profit organisations

(SGD)



(102-13, 413-1)

2022 was a year marked by the conflict in Ukraine and, among other things, this has caused a problem for the global economy. In order to support people in this war-torn country, we have sent them our hygiene and personal care products.

We support, promote and collaborate closely with non-profit organisations. We place our resources and skills at the service of the community, on the understanding that this should contribute to cohesion and social progress, beyond any concern with profitability.

During 2022, the Ubesol Group made contributions to various non-profit organisations, which are covered by Act 49/2002 of 23 December, on the tax regime regarding non-profit organisations and tax incentives for patronage. We have donated 30,000 personal hygiene and care products to Ukraine through non-profit organisations. In addition, to help care for the health of people affected by the conflict in Ukraine, we have collected a total of 360 kg of food and clothing for people who have emigrated from this country.

We are also aware of the alarming situation of hospitals and health centres due to the lack of blood. Accordingly, on 14 June 2022, World Blood Donor Day, a number of employees gave their blood.

With contributions in kind and in cash, we have donated more than 760,000 euros. This is the best investment a company can make in society. It calls for the support of all parties to promote equal opportunities, especially among those at risk of exclusion, fostering their integration into society and helping them to access decent employment.

Allocation for social purposes



With a view to helping the most vulnerable, we allocate 0.7% of our total corporate tax to finance social projects.

In 2022, we contributed almost one million euros to development, to social progress and to support countries at war.

Appendix I. Indicators

No. OF INDICATOR	NAME OF INDICATOR	INDICATOR 2021	INDICATOR 2022
Financial indicators			
Economic efficiency			
KPI_F10	Investment in R&D&I/IT	€3,731,405.69	€2,916,765.00
Environmental indicators			
Energy efficiency and emissions			
KPI_E1	Energy consumption	25,331.965 Mwh	18,236.963 Mwh
KPI_E2	Water consumption	175,798.93 m3	213,112.73 m3
KPI_E3	Scope 1 emissions	1,419.97 t CO2e	1,859.57 t CO2e
KPI_E4	Scope 2 emissions	0.88 t CO2e	1.83 t CO2e
Waste management efficiency			
KPI_E5	Waste production	9,820.14 t	8,253 t
KPI_E6	Waste managed	9,743.10 t	7,960.23 t
KPI_E7	Waste reused	9,091.52 t	154.72 t
Social indicators			
Human resources			
KPI_S1	Employees	905	872
KPI_S2	Gender diversity	501 m 404 f	477 m 395 f
KPI_S3	Senior management positions	2	5
KPI_S4	Gender diversity in senior management	2 m	5 m
KPI_S5	Employment stability: staff with permanent contracts	731	780
KPI_S6	Male employees taking paternity leave	25	22
KPI_S7	Female employees taking maternity leave	18	15
KPI_S8	Employees with disabilities	19	18
KPI_S9	Employees engaged in activities considered to be high-risk	0	0
KPI_S10	Absenteeism	8,316 days	10,153 days
KPI_S11	Employee turnover	77	83
KPI_S12	Net job creation	16	125
KPI_S13	Length of service	8	8.15
KPI_S14	Employee training	6,385.31 hours	2,849.33 hours
KPI_S15	Percentage of employees covered by collective bargaining agreement	100%	100%

No. OF INDICATOR	NAME OF INDICATOR	2020 INDICATOR	2021 INDICATOR
Social capital			
KPI_S16	Regulation regarding customers: incidents involving non-compliance with legal regulations regarding customers	1	0
KPI_S17	Supply chain: incidents with suppliers related to employment, social or environmental issues	0	0
KPI_S18	Payments to suppliers: average period for payment to suppliers	51.69 days	55.65 days
KPI_S19	Number of reports or complaints submitted regarding breaches of privacy or leakages of customer data	0	0
Corporate governance indicators			
Good corporate governance			
KPI_CG1	Members of the Management Committee	4	5
KPI_CG2	Gender diversity in the Management Committee	3 m 1 f	5 m
KPI_CG3	Regulatory compliance body	1	1
KPI_CG4	Gender diversity in the Regulatory Compliance Body	1 f	1 f
KPI_CG5	Management Committee meetings	5	7
KPI_CG6	Cases of bribery and corruption in the Management Committee	0	0
KPI_S20	Incidents regarding respect for human rights as a result of company activity.	0	0
KPI_S21	Initiatives launched to mitigate any negative impact on human rights the Company may have caused	0	0
Combating bribery and corruption			
KPI_S22	Irregularities related to bribery and corruption. Incidents and reports regarding irregularities related to bribery and corruption	0	0
KPI_S23	Initiatives to combat bribery and corruption	4	0

Appendix II. Contents

BUSINESS MODEL					
Content of Act 11/2018 INF		GRI standard used			SNFI 2022 section
		GENERIC GRI	Code	Content	
Description of the Group's business model	Brief description of the Group's business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	GRI 102: General content	Organizational profile		
			102-1	Name of the Organisation	2.1 Business environment
			102-2	Activities, brands, products, and services	2.1 Business environment
			102-3	Location of headquarters	2.1 Business environment 2.2 Group organisation and structure
			102-4	Location of operations	2.1 Business environment
			102-5	Ownership and legal form	2.1 Business environment
			102-6	Markets served	2.3 Markets in which it operates
			102-7	Size of the organisation	4.2. Our internal stakeholders. Social and personnel policies
			102-8	Information on employees and other workers	4.2. Our internal stakeholders. Social and personnel policies
			102-9	Supply chain	2.4.4 Committed to creating value throughout our supply chain 6.3 Our suppliers, a supply chain aligned with our strategy
			102-10	Significant changes to the organisation and its supply chain	2.2 Group organisation and structure 2.5 Factors and trends
			102-13	Membership of associations	4.2.8 Negotiation and dialogue 4.3.4. Contribution to non-profit organisations
			Strategy		
			102-14	Declaration by senior executives responsible for decision-making	1. Letter from the CEO 3.4.1 Business management model 3.5 Factors and trends
			102-15	Main impacts, risks and opportunities	3.6 Risks and Opportunities. Detection, assessment and action
			Ethics and integrity		

			102-16	Values, principles, standards and norms of conduct	2.4.2 Our values, the principles that guide our activity 2.4.3 Strategic Plan 3.1 A corporate culture focusing on ethics, integrity and good corporate governance
			102-17	Mechanisms for ethical advice and concerns	3.1 A corporate culture focusing on ethics, integrity and good corporate governance
			Corporate Governance		
			102-18	Governance structure	3. Good governance and transparency
			102-22	Composition of the highest governing body and its committees	3. Good governance and transparency
			102-25	Conflicts of interest	3.1 A corporate culture focusing on ethics, integrity and good corporate governance 3.2 Policy on combating bribery and corruption 4.2.3 Training. Professional growth and development
			102-26	Role of the highest governing body in selecting objectives, values and strategy	3. Good governance and transparency
			102-29	Identification and management of economic, environmental and social impacts	2.4.1 Business management model 2.6 Risks and Opportunities. Detection, assessment and action 3. Good governance and transparency 4.1. Environmental policy 4.2. Our internal stakeholders. Social and personnel policies
			102-30	Effectiveness of risk management processes	2.6 Risks and Opportunities. Detection, assessment and action
			102-31	Assessment of economic, environmental and social issues	2.6 Risks and Opportunities. Detection, assessment and action 3.1 A corporate culture focusing on ethics, integrity and good corporate governance 4.1. Environmental policy 4.2. Our internal stakeholders. Social and personnel policies
			Involvement of stakeholders		
			102-40	List of stakeholders	4.2 Our internal stakeholders. Social and personnel policies 4.3 Our external stakeholders.

REGARDING THE FIGHT AGAINST BRIBERY AND CORRUPTION

Content of Act 11/2018 INF		GRI standard used			SNFI 2022 section
		GENERIC GRI	Code	Content	
Policies	Policies applied by the group, including due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, policies for verification and monitoring, as well as the measures adopted.	GRI 102: General content GRI 205: Combatting corruption	102-25 205-1 205-2	Conflicts of interest Operations assessed for risks related to corruption Communication and training on anti-corruption policies and procedures	3.2 Policy on combating bribery and corruption
Main risks	Main risks related to these issues linked to the Group's activities, including, where relevant and proportionate, business relationships, products and services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each matter. Information must be included on any impacts detected, with a breakdown of the impacts, in particular the main short-, medium- and long-term risks.	GRI 102: General Content	102-15	Main impacts, risks and opportunities	2.6 Risks and Opportunities. Detection, assessment and action 3.2 Policy on combating bribery and corruption
Bribery and corruption	Measures adopted to prevent bribery and corruption. Measures to combat money laundering.	GRI 205: Combating corruption	205-1	Operations evaluated for risks related to corruption	3.2 Policy on combating bribery and corruption
			205-2	Communication and training on anti-corruption policies and procedures	3.2 Policy on combating bribery and corruption 4.2.3. Training. Professional growth and development
			205-3	Confirmed cases of corruption and measures taken	Appendix I. Indicators

INFORMATION ON RESPECT FOR HUMAN RIGHTS		
Content of Act 11/2018 INF	GRI standard used	SNFI 2022 section

		GENERIC GRI	Code	Content	
Policies	Policies applied by the group, including due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, policies for verification and monitoring, as well as the measures adopted.	GRI 412: Human rights assessment	412-1	Operations subject to reviews or assessments of their impact on human rights	3.3 Due diligence regarding human rights and labour standards
Main risks	Main risks related to these issues linked to the Group's activities, including, where relevant and proportionate, business relationships, products and services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each matter. Information must be included on any impacts detected, with a breakdown of the impacts, in particular the main short-, medium- and long-term risks.	GRI 102: General content	102-15	Main impacts, risks and opportunities	3.3 Due diligence regarding human rights and labour standards
Human Rights	Application of due diligence procedures regarding human rights.	GRI 412: Human rights assessment	412-1	Operations subject to reviews or assessments of their impact on human rights	3.3 Due diligence regarding human rights and labour standards

INFORMATION ON ENVIRONMENTAL MATTERS		
Content of Act 11/2018 INF	GRI standard used	SNFI 2022 section

		GENERIC GRI	Code	Content	
Policies	Policies applied by the group, including due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, policies for verification and monitoring, as well as the measures adopted.	GRI 102: General content	102-11	Precautionary principle or approach	4.1 Environmental Policy
Main risks	Main risks related to these issues linked to the Group's activities, including, where relevant and proportionate, business relationships, products and services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each matter. Information must be included on any impacts detected, with a breakdown of the impacts, in particular the main short-, medium- and long-term risks.	GRI 102: General content	102-15	Main impacts, risks and opportunities	2.6 Risks and Opportunities. Detection, assessment and action 4.1 Environmental Policy
Environmental management	Measures to reduce environmental impact and optimise the use of natural and energy resources.	GRI 306: Waste	306-2	Management of significant impacts related to waste	4.1.2. Waste prevention and management 4.1.3. Sustainable materials and the circular economy 4.1.5. Sustainable use of resources
			306-3	Waste generated	4.1.2. Waste prevention and management
			306-4	Waste not intended for disposal	4.1.2. Waste prevention and management
			306-5	Waste intended for disposal	4.1.2. Waste prevention and management
		GRI 308: Environmental assessment of suppliers	308-1	New suppliers that have passed assessment and selection filters according to environmental criteria	2.6 Risks and Opportunities. Detection, assessment and action 6.3 Our suppliers, a supply chain aligned with our strategy

Energy efficiency	Energy: Direct and indirect consumption. Measures taken to improve energy efficiency. Use of renewable energies.	GRI 302: Energy	302-1	Energy consumption within the organisation	4.1.5. Sustainable use of resources
			302-4	Reduction of energy consumption	4.1.5. Sustainable use of resources
	Measures to prevent, reduce or offset carbon emissions that seriously affect the environment.	GRI 305: Emissions	305-1	Direct GHG emissions (Scope 1)	4.1.4. Climate Change. Greenhouse gas (GHG) emissions. Measures taken Appendix I. Indicators
			305-2	Indirect GHG emissions from power generation (Scope 2)	4.1.4. Climate Change. Greenhouse gas (GHG) emissions. Measures taken Appendix I. Indicators
			303-4	Water discharge	4.1.5. Sustainable use of resources
			303-5	Water consumption	4.1.5. Sustainable use of resources
	Raw materials consumption and the measures taken to improve the efficiency of their use.	GRI 301: Materials	301-1	Materials used by weight or volume	4.1.5. Sustainable use of resources 4.1.3. Sustainable materials and the circular economy
			301-2	Recycled inputs	4.1.5. Sustainable use of resources 4.1.3. Sustainable materials and the circular economy
			301-3	Re-used products and packaging materials	4.1.5. Sustainable use of resources 4.1.3. Sustainable materials and the circular economy

INFORMATION ON SOCIAL AND PERSONNEL MATTERS

Content of Act 11/2018 INF	GRI standard used			SNFI 2022 section
	GENERIC GRI	Code	Content	

Policies	Policies applied by the group, including due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, policies for verification and monitoring, as well as the measures adopted.	GRI 103: Management approach	103-2 103-3	The management approach and its components Assessment of the management approach	4.3. Our internal stakeholders. Social and personnel policies
Main risks	Main risks related to these issues linked to the Group's activities, including, where relevant and proportionate, business relationships, products and services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each matter. Information must be included on any impacts detected, with a breakdown of the impacts, in particular the main short-, medium- and long-term risks.	GRI 102: General Content	102-15	Main impacts, risks and opportunities	2.6 Risks and Opportunities. Detection, assessment and action. 4.3. Our internal stakeholders. Social and personnel policies
Employment	Total number and breakdown of employees by gender. Total number and breakdown of employment contracts by type. Stable, high-quality employment	GRI 401: Employment	401-1	New employees taken on and staff turnover	Appendix I. Indicators
Organisation of work	Measures designed to facilitate work-life balance and promote the joint responsibility of both parents in exercising their rights.	GRI 401: Employment	401-2	Benefits for full-time employees which are not given to part-time or temporary employees	4.2.5. Social benefits
			401-3	Paternity leave	4.2.2 Work-life balance
Health and safety	Occupational health and safety conditions. Work-related injuries. A healthy workplace. Health and safety training.	GRI 403: Occupational health and safety	403-1	Occupational health and safety management system	4.2.9. A safe and healthy workplace
			403-2	Hazard identification, risk assessment, and incident investigation	4.2.9. A safe and healthy workplace
			403-3	Occupational health services	4.2.9. A safe and healthy workplace

			403-4	Employee participation, consultation, and communication on occupational health and safety	4.2.9. A safe and healthy workplace
			403-5	Employee training on occupational health and safety	4.2.9. A safe and healthy workplace
			403-6	Promotion of employee health	4.2.9. A safe and healthy workplace
			403-8	Employees covered by an occupational health and safety management system	4.2.9. A safe and healthy workplace
Training	Policies implemented in the field of training. Total number of hours' training by professional category.	GRI 404: Training and education	404-1	Average hours' training per year per employee	4.2.3. Training. Professional growth and development
			404-2	Programmes to improve employee skills and transition help programmes	4.2.3 Training. Professional growth and development
			404-3	Percentage of employees receiving regular performance and professional development reviews	4.2.4. Remuneration policy
Accessibility	Universal accessibility for people with disabilities.	GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	4.2.6 Diversity and equal opportunity
Equality	Measures taken to promote equality of treatment and opportunity for men and women. Protocols to combat sexual harassment and gender-based harassment. Equality plans. Policy to combat all types of discrimination and, where applicable, manage diversity.	GRI 405: Diversity and equal opportunity	405-1	Diversity in governing bodies and employees	4.2.6 Diversity and equal opportunity 4.2.7 Universal accessibility for people with disabilities Appendix I. Indicators

INFORMATION ON THE COMPANY

Content of Act 11/2018 INF	GRI standard used			SNFI 2022 section
	GENERIC GRI	Code	Content	

Policies	Policies applied by the group, including due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, policies for verification and monitoring, as well as the measures adopted.	GRI 103: Management approach	103-2 103-3	The management approach and its components Assessment of the management approach	4.3. Our external stakeholders
Main risks	Main risks related to these issues linked to the Group's activities, including, where relevant and proportionate, business relationships, products and services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international frameworks of reference for each matter. Information must be included on any impacts detected, with a breakdown of the impacts, in particular the main short-, medium- and long-term risks.	GRI 102: General Content	102-15	Main impacts, risks and opportunities	2.6. Risks and Opportunities. Detection, assessment and action 4.3. Our external stakeholders
Subcontracting and suppliers	Consideration of social and environmental responsibility in relationships with suppliers and subcontractors. Supervision systems and audits and results of the same.	GRI 413: Local communities	413-1	Operations with local community participation, impact assessments and development programmes	4.3.3. Our suppliers, a supply chain aligned with our strategy 4.3.4. Contribution to non-profit organisations
		GRI 414: Supplier social assessment	414-1	New suppliers that have passed selection filters according to social criteria	2.6 Risks and Opportunities. Detection, assessment and action 4.3.3 Our suppliers, a supply chain aligned with our strategy
Consumers	Measures for consumer health and safety.	GRI 416: Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	4.3.1 Consumers, our starting point 4.3.2. Innovation. Our consumers, a guarantee of success

Mr. Jorge Eduardo Úbeda Company
Representing Gestión de Inversiones JORISA, S.L.
Joint Director of UBESOL, S.L.