



FERRE

Empowering circular fashion since 1947

SUSTAINABILITY *REPORT*

2023

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01. SUSTAINABILITY
REPORT

| 2023

Vision & presentation

- 1.1 About this report
- 1.2 Letter from our CEO
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1.1 About this report

At Ferre we know that transparency is the fundamental basis for maintaining relationships of trust with our stakeholders, which is why this 2023 report is presented with the aim of showing how we create value and contribute to sustainable development.

Through this report, we want to communicate to our stakeholders how Ferre creates value and contributes to ESG (Environment, Social and Governance) criteria, while presenting information related to our activity in a transparent, relevant, and accurate manner.

In this sense, the environmental, social and good governance impacts of our activity are addressed; “manufacturing and marketing of yarns for the textile sector with a specialty in recycled fibers”, in our company located in Banyeres de Mariola.

It is worth highlighting our commitment to the 10 Principles of the United Nations Global Compact, in terms of Human Rights, Labour Standards, the Environment and the Fight against Corruption, having been part of the Spanish Network of the Global Compact since 2011. Therefore, we would like to express our willingness to renew our commitment to the United Nations Global Compact initiative.

Furthermore, as a sign of our commitment to a sustainable development model, we have aligned our strategy with the United Nations 2030 Agenda, adopting a commitment to achieving the Sustainable Development Goals (SDG).

Period

From January to December 2023

Scope

The content of this report covers all the activities of Hilaturas Ferre, S.A.

Contact

C. Molines, 2, 03450 Banyeres de Mariola, Alicante
hola@ferreyarns.com

1.2 Message from our CEO

Dear friends,

According to the McKinsey report from March 2024, the Fashion Industry generates between 3 and 8% of greenhouse gas emissions worldwide, and if we do nothing, these emissions are expected to increase by 30%. It also notes that one of the key actions to accelerate the decarbonization of the fashion industry is the change to new materials, especially recycled ones.

On the other hand, we see how the expected legislation on Extended Producer Responsibility, which will be key to reversing this effect, does not end up getting the green light in 2025 as projected.

An important part of the definitive solution clearly involves being able to recycle used garment waste (PCW), which accounts for around 85-90% of total textile waste, into new garments.

At Hilaturas Ferre we are very aware of this, which is why in 2023 we have already focused a significant part of our R&D efforts on developing a wide

range of qualities using PCW waste as a base. We are prepared to respond to future market demands, in order to contribute to meeting the circularity requirements set out.

Following our spirit of innovation, this new PCW product line joins our existing product lines, where we have especially strengthened the FNature line, made up of 100% cellulosic yarns, using natural fibres such as hemp, bamboo and linen, among others. Likewise, we have developed another new product line, FPack, which contributes to the elimination of plastic in supermarkets, with a great reception from our customers.

It is nice to see how in a company with 77 years of history, we approach each new year with renewed motivation and passion. And this is thanks to the loyal customers we have, and the exceptional human team we have, which allows us to emerge victorious from all the adventures we embark on. Thank you all for trusting us!

Our greatest hope is to be able to continue contri-

buting our grain of sand to improve our planet for many more years, and for our closest environment to be proud of us and continue to value us.

Let's go for another exciting year full of challenges and projects.

A big hug from the Ferre team.

Luis Pita de la Vega
CEO Ferre



1.3 Our history

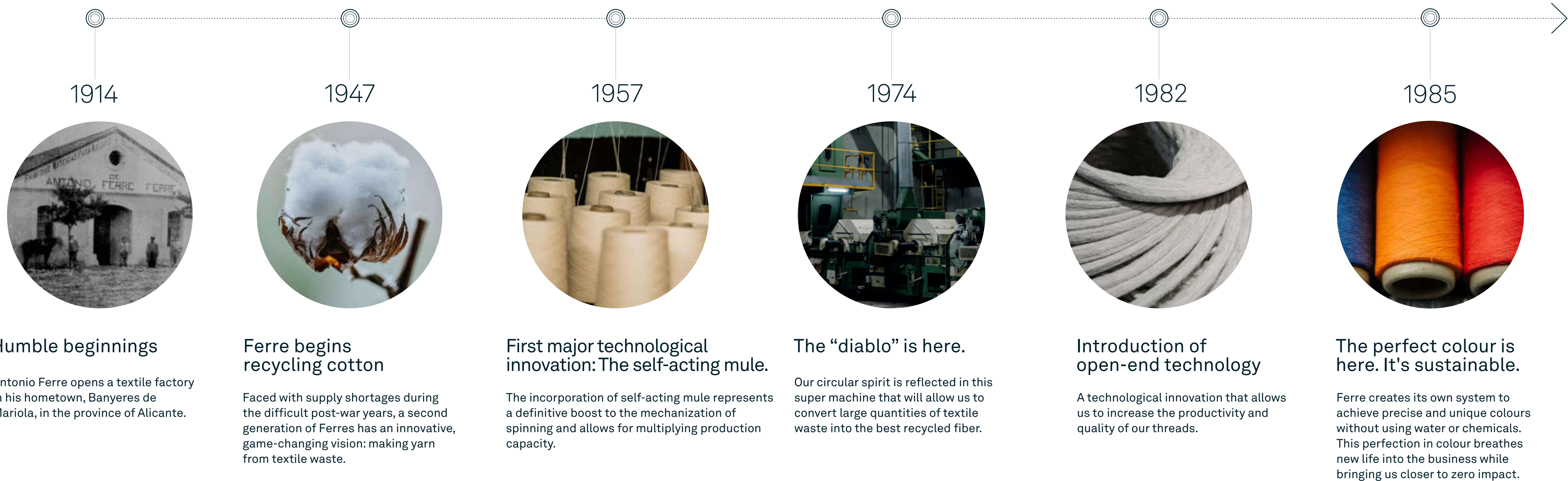
FERRE was founded in 1947 and has been dedicated to the manufacture and sale of yarns for the textile sector since its inception. Its origins are clearly family-based, with activities in the textile sector dating back to the beginning of the 20th century when HIJOS DE ANTONIO FERRE, S.A. was founded in 1914, a company dedicated to the manufacture of fabrics for industry and decoration. Currently, the company's shareholders include members of the fourth generation of the family.

📍 BANYERES DE MARIOLA
Alicante (Spain)



The pursuit for a zero-impact future

A continuous journey

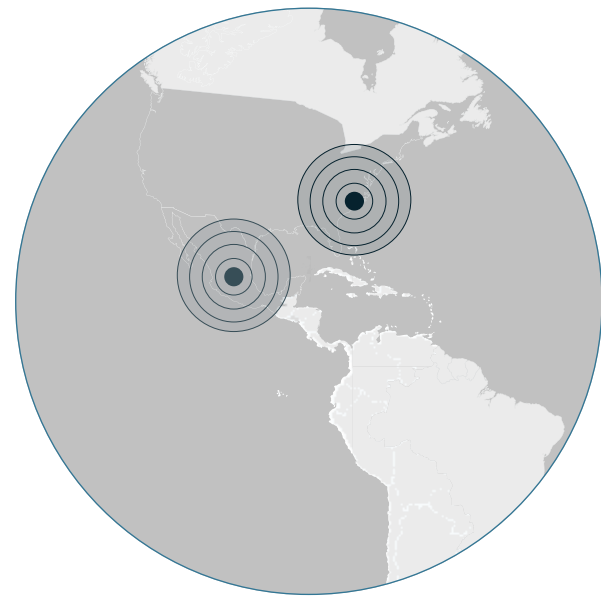


The pursuit for a zero-impact future

A continuous journey



2000 - 2005



From local to global, We opened our subsidiaries in the US and Mexico.

We took a giant step towards the global market and opened subsidiaries in Hickory, North Carolina and Puebla, Mexico, to supply the American continent.

2008



Our first 100% recycled yarn

Made from polyester from recycled PET bottles and recycled cotton, this product is another big step in our journey towards a zero-impact future.

2014



Global launch of Recover™

The Recover™ brand encompasses Ferre's most sustainable products and is quickly becoming a global benchmark for quality recycled yarns.

2020



Recover™ starts its own journey

The fiber and yarn businesses are separated. Recover™ begins a new journey as a leader in mechanical recycling of cotton fiber and Ferre continues to be the best spinner of recycled yarns. Ferre and Recover™ are now strategic partners in the sustainable value chain.

2022

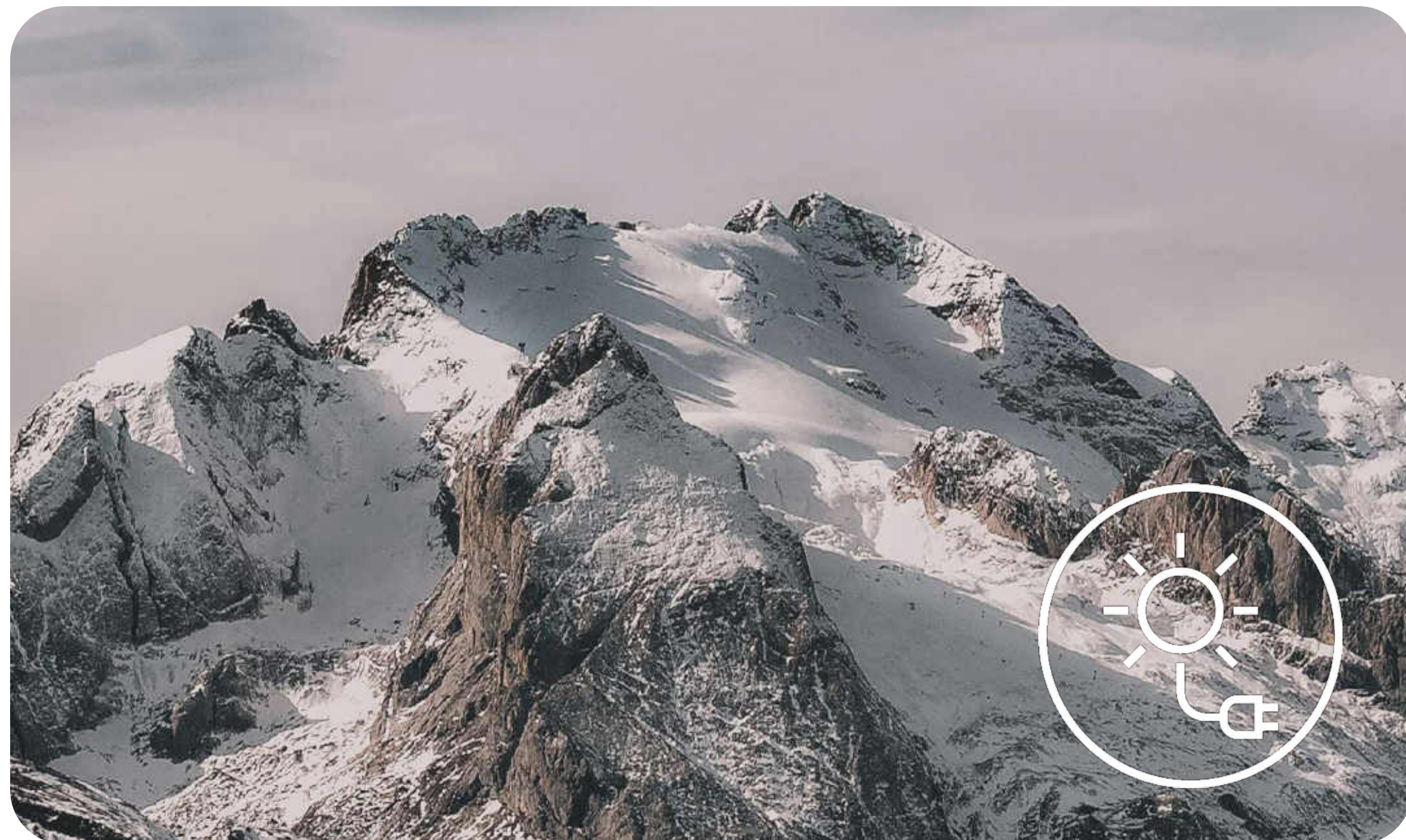


Continuous improvement for a sustainable future

Ferre celebrates 75 years promoting circular fashion and undertakes new investments in environmental and productive improvements with a new photovoltaic installation and the complete renovation of Factory 1 with state-of-the-art machinery.

Circular Economy

Our experience and know-how are not in the actual production of the yarn, but in the origin of the raw materials, we use since they mostly come from textile waste. For four generations we have been applying the concept of circular economy.





Mision

Help our customers to be leaders in sustainability, creating the best recycled yarn with the lowest environmental impact in the market.



Vision

To be the reference partner in the global market of quality recycled yarn.



Values

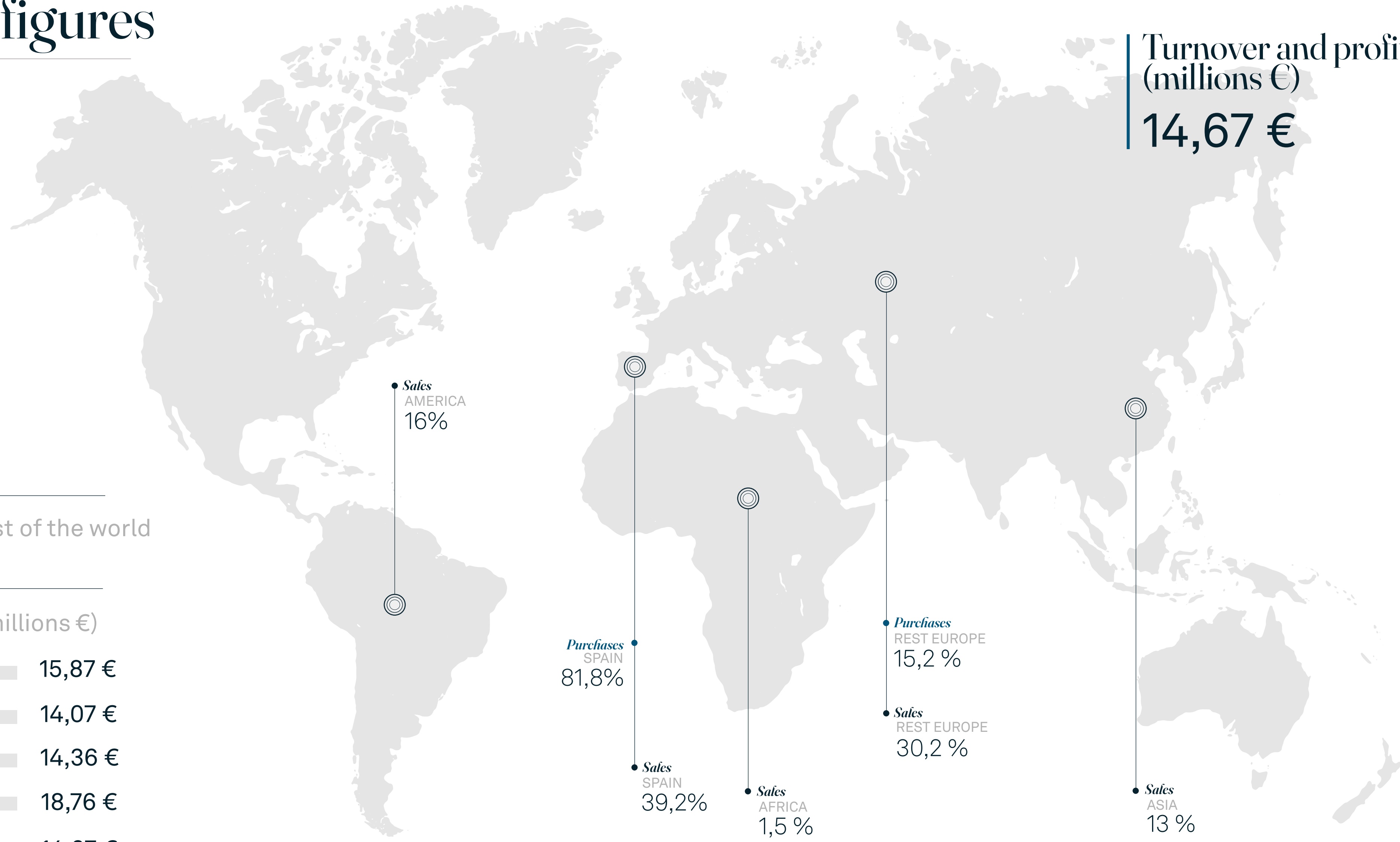
Transparency
Sustainability
Innovation

Quality and
Expertise
Empathy

1.4 Ferre in figures

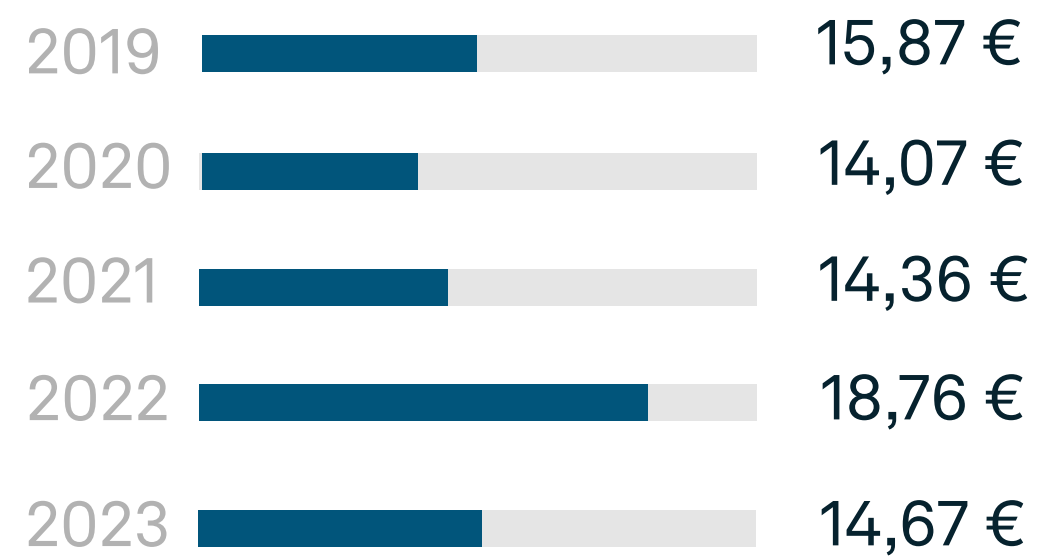
Results 2023

Turnover and profit
(millions €)
14,67 €



Purchases from the rest of the world
2,9%

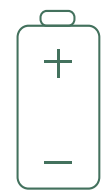
Evolution of turnover (millions €)



Relevant data



Environmental



Electricity consumption (kWh)
Electricity (kWh) / unit of production

16,4% ↓



Water consumption
Water (m3) / production unit

27,3 % ↓



Recoverable waste

99,99 %
Of the total waste generated



Diesel consumption (litres)
Diesel (litres) / production unit

57,2 % ↑

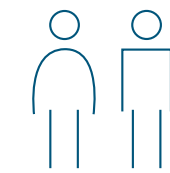


CO2 emissions (tonnes of CO2 eq)

18,77 % ↓

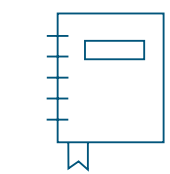


Social



87 people on staff

18 % 82 %
Women Men



Staff training hours

1.394



Cases of discrimination

0



Different nationalities

10



Cases of corruption and/or bribery

0



Workplace accidents (hours)

9 % ↓

1.5 Our products

Building a zero-impact fashion

FERRE is a cotton spinning company with state-of-the-art open-end technology and specialized know-how in the production of colour yarns using recycled cotton fibres.

The company produces yarns for international textile markets. This recycling process is mostly done in our facilities and involves a consumption of recycled cotton fibers of more than four million kilos per year. Along with recycled cotton we add fibers such as polyester, virgin or recycled, acrylic, organic cotton, recycled wool, polyamide, etc.

We manufacture high quality recycled yarns for all types of fashion products, accessories and home textile. Most of our products are made with Recover™ cotton fibre.





Our products

FUNO



Family of recycled yarns that blends recycled Recover™ cotton fiber with other synthetic virgin fibers for specific performance, versatility, and performance.

FBLUE



A 100% recycled blend of Recover™ recycled cotton and rPET bottles, designed for comfort and all kinds of fashion applications.

F EARTH



A natural blend of Recover™ recycled cotton and organic cotton, designed for comfort and durability.

F WOOL



A natural triple blend of recycled wool, rPET bottles and polyamide, designed for maximum strength and softness.

F JEANS



The latest in garment recycling. A natural blend of Recover™ recycled cotton from post-consumer denim with organic cotton, hemp or TENCEL™, for fashion applications.

F TECH



A high-performance blend of Recover™ recycled cotton and rPET bottles designed for technical applications.

F TRES



Super soft and transparent triple blend of Recover™ recycled something, rPET and TENCEL bottles™, for specific fashion applications.

F NATURE



A collection of yarns made with natural fibers such as hemp, linen and bamboo, high performance and value for home textiles and clothing.

F LOOP



Product line made from recycled post-consumer waste (PCW). Performance driven blends of post-consumer cotton for fashion and home textile products superior fabric durability and comfort.

02. SUSTAINABILITY
REPORT

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Sustainability strategy

- 2.1 Sustainability strategy
- 2.2 Materiality analysis
- 2.3 Communication with stakeholders

2.1 Sustainability strategy



Sustainability is understood as the model that meets the needs of the present generation without compromising the capacity of future generations.

We are aware of the challenges we face; therefore, sustainable development is a commitment to social development, environmental balance and economic growth. At Ferre, we base our sustainable development model on three fundamental pillars: Environmental, Social and governance.



2.1 Sustainability strategy

Environmental

Material topics	ODS	Goal	What are we doing?	What are our purposes?
Waste control and management.		12.5	<ul style="list-style-type: none"> · Global Recycled Standard Certificate. · Raw materials. · Waste management. 	<ul style="list-style-type: none"> · Packaging optimization. · Increase waste generation reduction. · Increase energy efficiency in production. · Reduce the Carbon Footprint and achieve climate neutrality by 2050. · Continue researching the circular economy and launch new projects. · Adherence to the United Nations Global Compact.
Circular economy.		12.6	<ul style="list-style-type: none"> · Circular Economy. · Life Cycle Assessment (LCA). · PCW2Fashion Project. 	
Use of renewable energy.		7.2 7.3	<ul style="list-style-type: none"> · Photovoltaic installation. · Renewable energy supplier. 	
Energy consumption and emission control.		13.2 13.3	<ul style="list-style-type: none"> · Carbon Footprint Calculation and Recording. · Carbon Footprint Reduction Plan. · Energy efficiency. 	
Water consumption and discharge control.		6.3	<ul style="list-style-type: none"> · Water efficiency. · Low water impact. 	
		6.4	<ul style="list-style-type: none"> · Indirect water savings by consuming recycled raw materials with lower water consumption requirements. 	






2.1 Sustainability strategy

Social

Material topics	ODS	Goal	What are we doing?	What are our purposes?
Equal opportunities between women and men.		5.5 10.2 10.4	<ul style="list-style-type: none"> · Corporate equality plan. · Protocol on sexual harassment. · Training and professional development · Non-discrimination and cultural diversity. 	
Measures to reconcile work, family and personal life.		3.4 8.7 8.8	<ul style="list-style-type: none"> · Flexible hours adapted to needs. · Work from home policy. · Employees' residence nearby. 	<ul style="list-style-type: none"> · Achieve the objectives and measures of the First Equality Plan. · Increase the professionalization of employees. · Guarantee the safety, health and well-being of our team. · Reduce workplace accidents. · Formalize an Annex in contracts with suppliers with clauses related to the environment and people. Adherence to the United Nations Global Compact.
Health and Safety at Work.			<ul style="list-style-type: none"> · Health and Safety Committee. · Human Resources and Occupational Risk Prevention. · External Prevention Service (SPA). · Specific training in first aid, emergency plan, work at height, workplace harassment, handling of chemical products. 	
Child labor.		8.7	<ul style="list-style-type: none"> · Code of Conduct. · On-site visits to suppliers. · Certificates that promote social audits. 	

2.1 Sustainability strategy

Governance

Material topics	ODS	Goals	What are we doing?	What are our purposes?
Legislative compliance.		16.5	<ul style="list-style-type: none"> · Code of Conduct. · External legal advisory service on the Environment and Industrial Safety. 	
Human Rights and Labor Relations.		16.3	<ul style="list-style-type: none"> · Occupational Risk Prevention. · Inditex Audits. · I Equality Plan. · Corporate whistleblowing Channel. 	<ul style="list-style-type: none"> · Adherence to the United Nations Global Compact and adopt the 10 principles
Product Quality and Safety.	  		<ul style="list-style-type: none"> · Circular Economy. · Life Cycle Assessment (LCA). · OEKO TEX® STANDARD 100 Global Recycled Standard (GRS). · Organic Cotton Standard Blended (OCS). · Forest Stewardship Council (FSC). 	

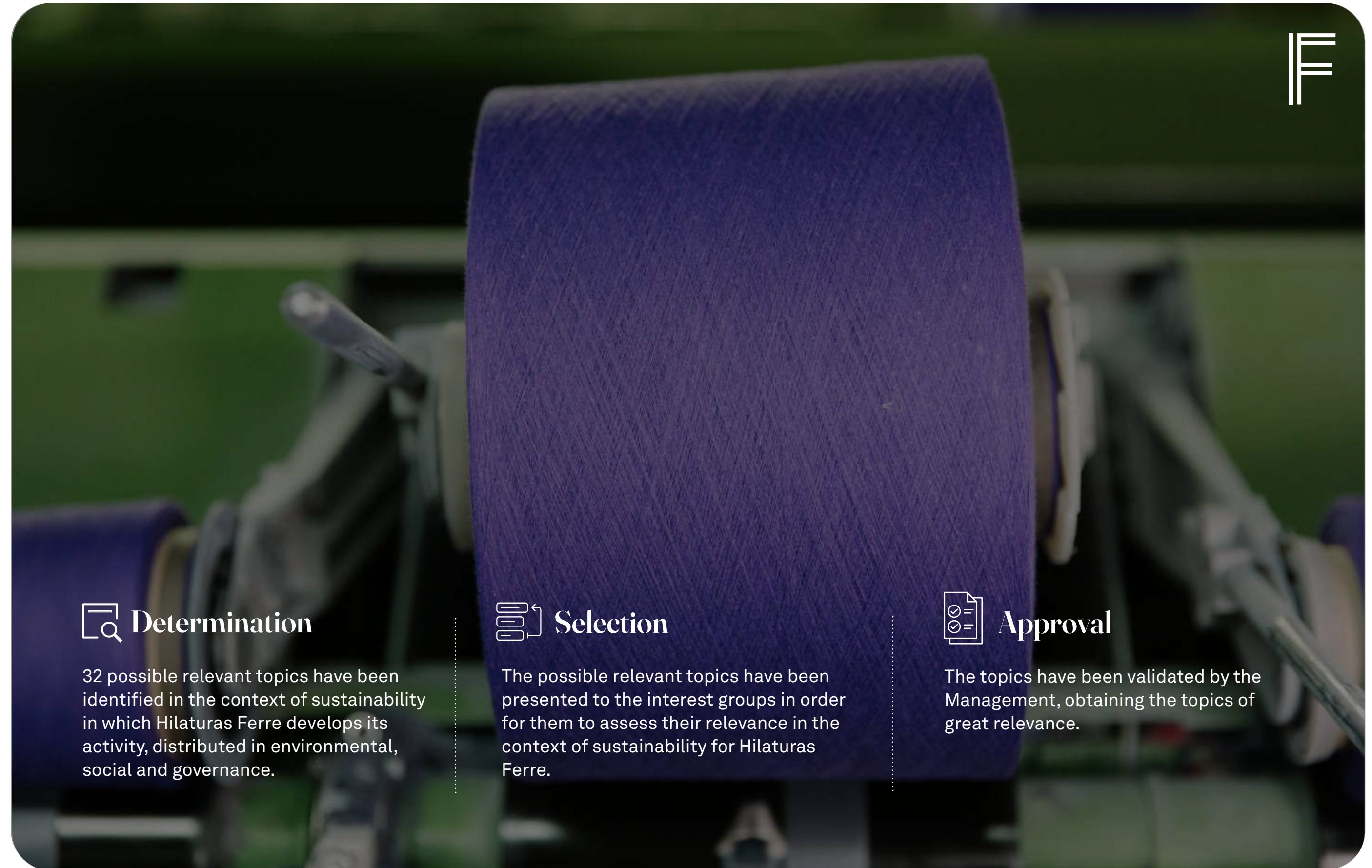
2.2 Materiality analysis

In 2023, we have renewed our materiality analysis, ensuring that it is aligned with the new challenges, trends and the current context in which we operate. This process has allowed us to re-identify highly relevant issues that are a priority for both our stakeholders and the company.

This updated analysis reinforces our commitment to creating value in the Environmental, Social and Governance (ESG) areas, ensuring that our actions are consistent with the expectations of stakeholders and with the changing environment in which we operate.

In addition, as part of our commitment to the United Nations Sustainable Development Goals (SDG), we have linked material issues to the 17 SDGs, prioritizing those in which we have the greatest capacity to contribute significantly.

The steps we have followed to obtain a complete Materiality Matrix have been:



Determination

32 possible relevant topics have been identified in the context of sustainability in which Hilaturas Ferre develops its activity, distributed in environmental, social and governance.

Selection

The possible relevant topics have been presented to the interest groups in order for them to assess their relevance in the context of sustainability for Hilaturas Ferre.

Approval

The topics have been validated by the Management, obtaining the topics of great relevance.



 **High Relevance Topics:**

These topics are critical for both the company and our stakeholders. They require priority attention and ongoing management, as they have a direct and significant impact on our performance and sustainability.

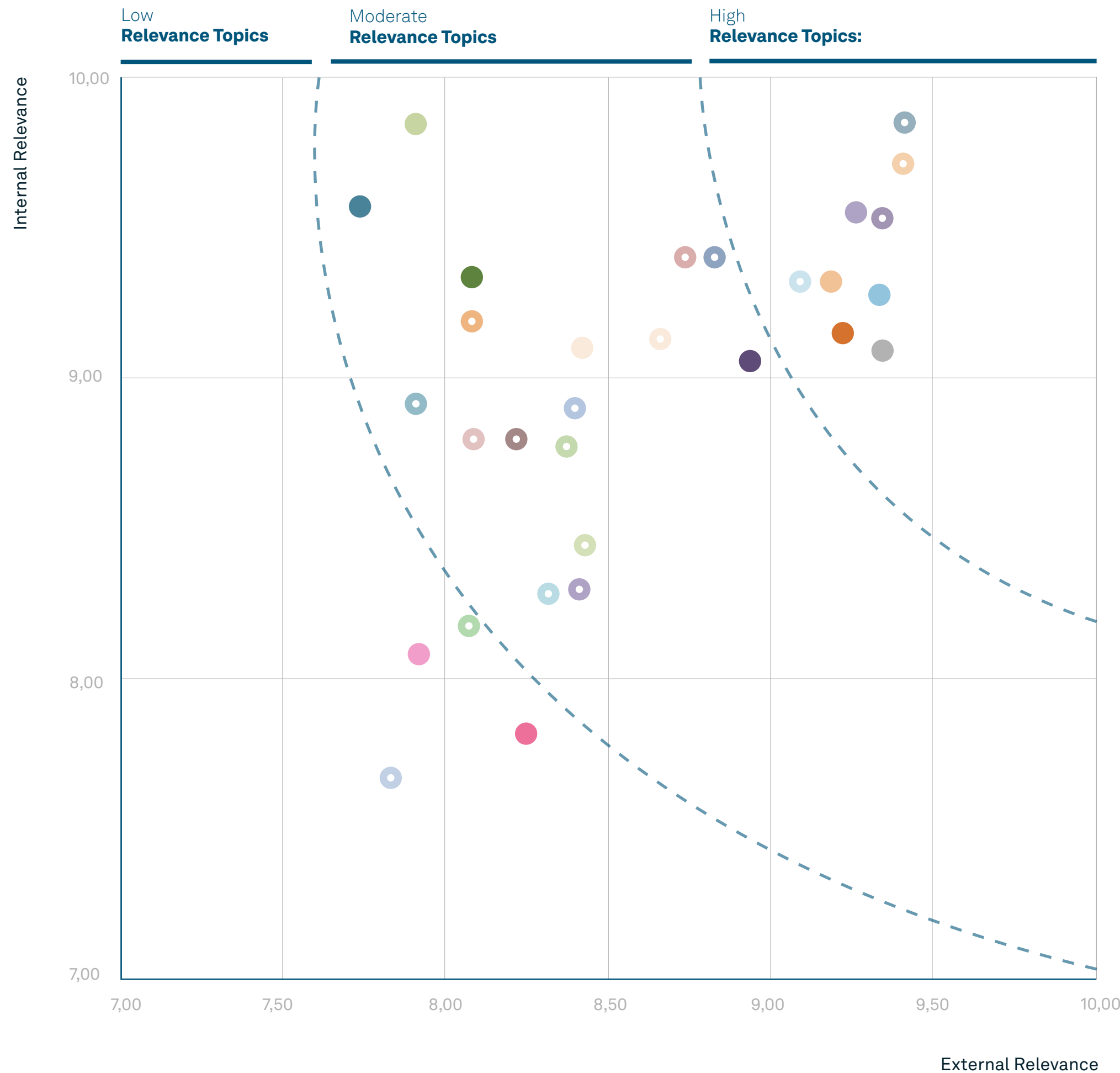
 **Moderate Relevance Topics:**

These are important topics that have a considerable influence, but their impact is not as immediate or critical as those in the first group. They must be managed strategically in the medium term.

 **Low Relevance Topics:**

These topics, although not critical at present, could become more relevant in the future or have a limited impact on specific groups. They require monitoring, but not immediate intervention.

2.2 Materiality matrix



- 1. Expansion into new markets.
- 2. Regulatory compliance.
- 3. Investments in infrastructure, machinery, resources, etc.
- 4. R&D&I projects.
- 5. Human Rights and Labor Relations.
- 6. Anti-corruption and anti-bribery.
- 7. Energy consumption and emissions control.
- 8. Use of renewable energy.
- 9. Carbon footprint calculation.
- 10. Water consumption and control of discharges.
- 11. Waste control and management.
- 12. Evaluation and control of suppliers in environmental aspects.
- 13. Management and investment in environmental protection.
- 14. Ecodesign.
- 15. Circular economy.
- 16. Sustainable mobility.
- 17. Climate change adaptation and mitigation measures.
- 18. Sustainable packaging.
- 19. Transparency and traceability of the supply chain.
- 20. Health and safety at work.
- 21. Attracting and retaining talent.
- 22. Equal opportunities between women and men.
- 23. Measures for work-life balance and personal development.
- 24. Social action, cooperation, donations, social activities, sponsorships.
- 25. Diversity in inclusion.
- 26. Product quality and safety.
- 27. Internal training.
- 28. Promotion of stable employment.
- 29. Evaluation of suppliers in social aspects.
- 30. Have a code of conduct.
- 31. Child labour.
- 32. Freedom of association and collective bargaining.

2.3 Communication with stakeholders

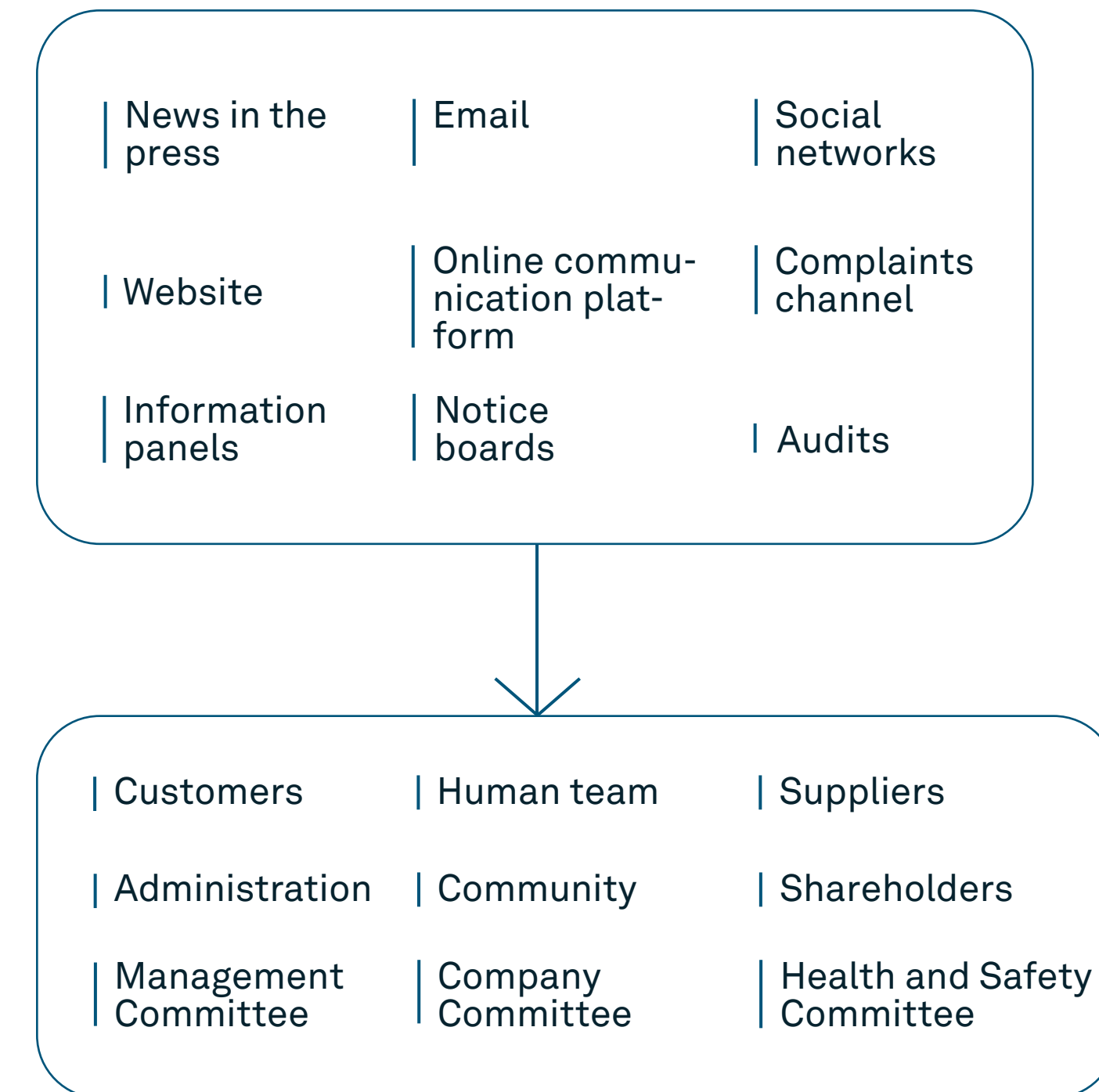
For Ferre, maintaining a constant and open dialogue with our stakeholders remains a fundamental tool to meet their needs and expectations. This approach allows us to achieve ethical, responsible, and sustainable management of our operations.

For this reason, we have various communication channels that ensure an effective, continuous, and high-quality flow of information. These channels are designed to guarantee transparency and facilitate fluid interaction with all our stakeholders.

Information related to our activities is always available through our corporate website, where we regularly update the most relevant progress and projects.

In addition, we have strengthened our presence on social networks such as Instagram, LinkedIn and other platforms, where we regularly share news about the projects we are working on, company news and relevant content for our stakeholders.

Our main stakeholders and communication channels are the following:



03. SUSTAINABILITY
REPORT

2023

Governance & responsible management

- 3.1 Corporate governance
- 3.2 Transparency and Ethics
- 3.3 Innovation and Development
- 3.4 Awards and Recognitions



F

Hilaturas Ferre is based on transparency, ethics and responsibility in the management of the company. Our approach is focused on accountability, regulatory compliance and the integration of sustainable principles in all our business areas, thus contributing to the long-term development of the organization.

3.1 Corporate governance

The highest governing body at Hilaturas Ferre is the Board of Directors, appointed by the General Shareholders' Meeting. This Board is responsible for establishing the company's strategic priorities and monitoring its progress, ensuring compliance with the established objectives.

The Board of Directors is made up of 9 members, all with extensive experience in the sector, which guarantees its effective functioning. In terms of gender diversity, the Board is made up of 22% women and 78% men. In addition, it has direct responsibility for the company's economic, social and environmental performance.



Communication with the Governing Body

At Hilaturas Ferre, we consider it essential to maintain direct and fluid communication with the management body to ensure that strategic and operational decisions are aligned with the company's objectives and the needs of our team.

Management Committee

The communication of decisions made by the Board of Directors to the rest of the company is carried out through the Management Committee, made up of representatives from all areas of the organization.

Health and Safety Committee

At Hilaturas Ferre we have a committee that ensures compliance with all regulations on Occupational Hazards, because for our organization the main asset is the people.

Worker's committee

Employees have the Worker's committee as a formal communication channel, to express their opinion to Management and for Management to transmit to them matters of interest. The members of this committee are the representatives of the workers and are elected voluntarily by all the company's employees through a voting system supervised by external persons.

Human Resources and Occupational Risk Prevention

Human Resources and Occupational Risk Prevention Managers are responsible for managing the company's work relationships and situation on a day-to-day basis. They have close and ongoing contact with employees and are a good listener of the company's work environment.



3.1 Governance structure

Management team



Luis Pita de la Vega
Chief Executive Officer



Estrella Mataix
Chief Human Resources Officer



Fernando Buendía
Chief Financial Officer



Francisco Peidro
Chief Operations Officer



Paqui Ferrer
Chief Commercial and Marketing Officer



Cristóbal Aljaro
Chief Information Officer

3.2 Ethics and transparency

Commitment to responsible and transparent management in all areas of Hilaturas Ferre.

Legislative compliance

We ensure compliance with all applicable regulations in the social, economic and environmental fields. We rely on external support to ensure compliance with the standards.

Permanent technological innovation

We are committed to constant investment in new technologies. This great virtue allows us to remain at the forefront of innovation and to continue investing in sustainable development.

Ethical behaviour, principles of transparency and honesty

Honesty, integrity and transparency are the pillars that make up Hilaturas Ferre. Ensuring ethical behaviour by all members is our first duty.

Equality and respect for Human and Labor Rights

Commitment and respect for Human Rights recognized internationally in the Universal Declaration of Human Rights, the International Labor Organization (ILO) and the United Nations Global Compact.

Sustainable with the Environment

Committed to protecting the environment, since 1947 we have been committed to sustainability and the circular economy, understanding that recycling has since then been an innovative solution to transform the fashion industry, and not a passing trend.

Ethical Clauses for Suppliers

In line with our commitment to transparency and ethics, we have implemented clauses in agreements with all our suppliers. These stipulations require respect for Human Rights and environmental protection, ensuring that our operations are aligned with the highest standards of social responsibility and sustainability.



3.2 Ethics and transparency

Our “Social Responsibility Policy” defines a framework for action based on the values of our company. With this policy, we are committed to integrating social, environmental, transparency, trust and good governance aspects into our corporate strategy.

Environment

- Comply with the legal and regulatory requirements that apply to us.
- Maintain a preventive approach that benefits the environment.
- Promote initiatives that promote greater environmental responsibility.
- Promote the development and diffusion of environmentally friendly technologies.
- Promote and improve good environmental practices in our company.
- Make purchases and investments taking into account sustainability criteria.

Quality

- Guarantee our clients the quality of our products and services.
- Maintain close and professional contact with our clients and encourage continuous improvement in all processes.
- Promote training, participative management and the professionalism of the organization.
- Be innovative in processes, product development and in marketing and communication.

Human rights

- Not to use or support the use of child labour.
- Not to permit or make use of any form of forced or compulsory labour.
- Provide the relevant instruments so that all workers can freely associate and bargain collectively.
- Not to permit any type of discrimination based on sex, race, ethnicity, sexual orientation, or any other type.
- Promote and protect cultural diversity.
- Ensure salaries comply with legal regulations or minimum rules established, so that they are sufficient to cover the basic needs of the staff.

Employment practices and dignified work

- Establish a safe and healthy work environment, taking appropriate decisions to prevent accidents and health damages caused during or associated with work activity, reducing the causes of risks inherent to the work environment.
- Ensure that all workers receive regular and documented training and information on occupational health and safety in each workplace.
- Establish systems to detect, avoid, or respond to potential risks to the occupational health and safety of all workers.
- Maintain optimal hygiene and sanitary conditions, so that the basic needs of workers in the workplace are met.

3.2 Ethics & transparency

Partnerships and Engagement

TEXTIL EXCHANGE

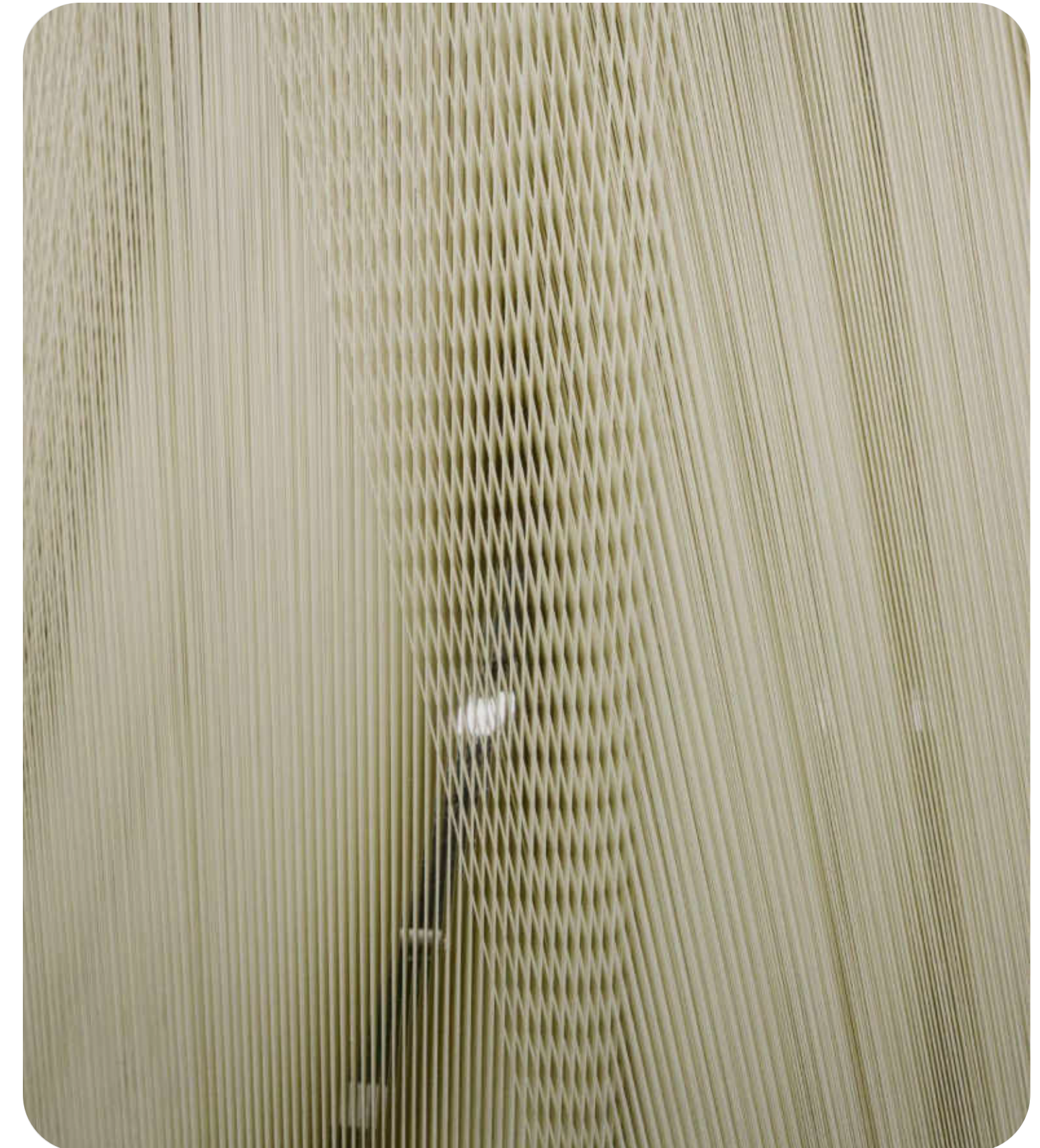


Ferre is a member of Textile Exchange, a global non-profit organization whose aim is to minimize the negative impacts of the global textile industry and maximize its positive effects, as well as help establish good practices and fair business models throughout the supply chain.

DIGITAL PRODUCT PASSPORT- DPP

With the aim of driving authentication, transparency and sustainability, we work with several European companies to make our recycled yarns 100% traceable and easily verifiable for brands and partners.

Blockchain technology and physical markers assign unique digital passports to our products, which can be scanned at every stage of the supply chain to give manufacturers, brands and end consumers direct access to all traceability data and ensure their choice is recycled and sustainable.



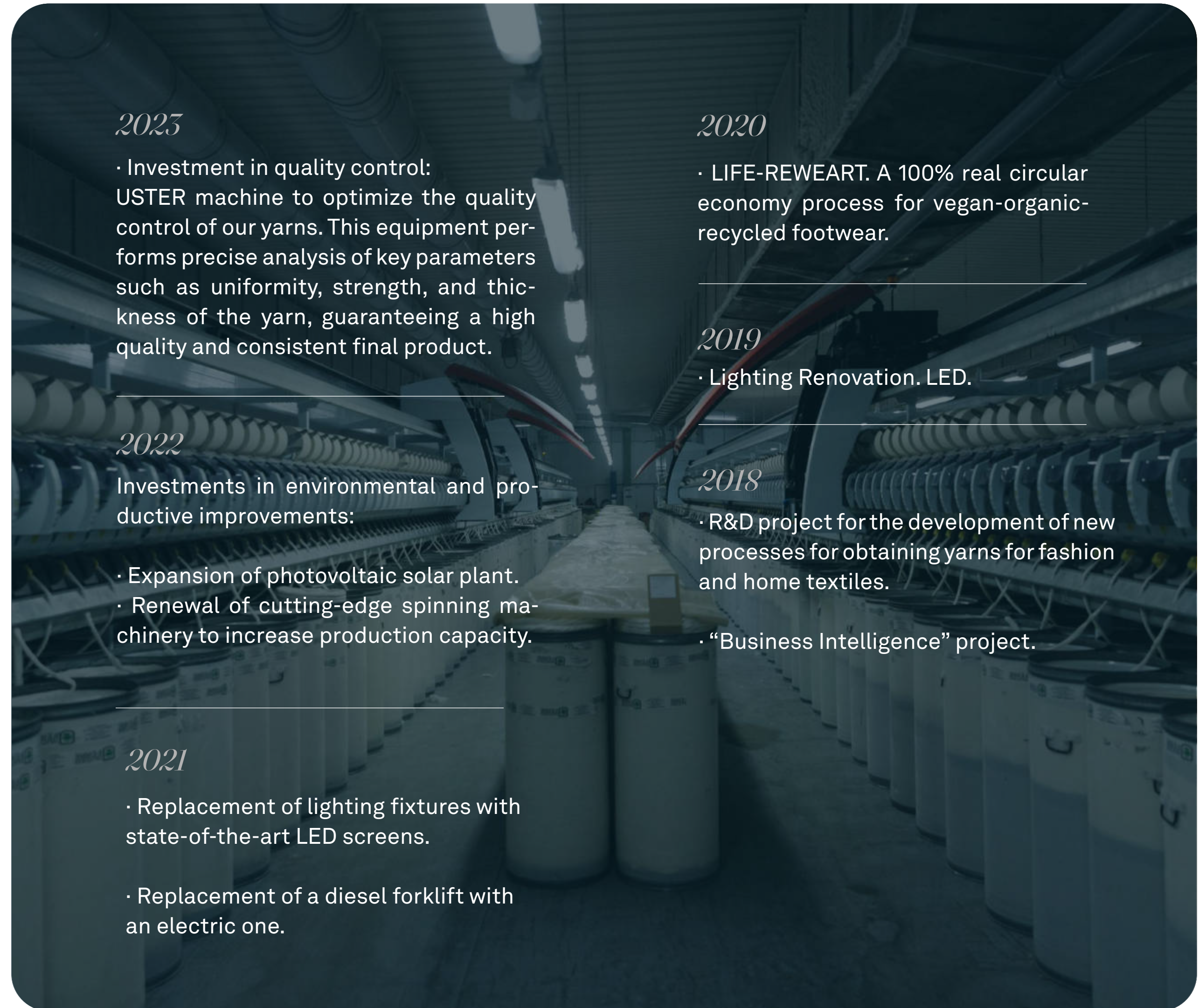
3.3 Innovation and development

Our commitment to modernization, energy savings, improved productivity, cost savings and improved final product, among others, are supported by financial investments that, for us, are of a very considerable magnitude.

At Ferre we are aware that to be leaders in our sector we must invest in technological innovation of processes and products.

The investments made in recent years have allowed us to modernize our machinery, improve product quality, reduce energy consumption per production unit, reduce delivery times, make production more flexible and make batches more tailored to the demand of our clients, this allows us to store less and produce what the client needs.

In recent years, the value of the investments made exceeds 4 million euros, with the most significant investments in recent years being the following:



2023

- Investment in quality control: USTER machine to optimize the quality control of our yarns. This equipment performs precise analysis of key parameters such as uniformity, strength, and thickness of the yarn, guaranteeing a high quality and consistent final product.

2020

- LIFE-REWEART. A 100% real circular economy process for vegan-organic-recycled footwear.

2019

- Lighting Renovation. LED.

2022

Investments in environmental and productive improvements:

- Expansion of photovoltaic solar plant.
- Renewal of cutting-edge spinning machinery to increase production capacity.

2018

- R&D project for the development of new processes for obtaining yarns for fashion and home textiles.
- “Business Intelligence” project.

2021

- Replacement of lighting fixtures with state-of-the-art LED screens.
- Replacement of a diesel forklift with an electric one.

3.3 Innovation and development

Our Strategic Plan reflects, as one of the important activities to be developed, the communication of our values to our clients, suppliers, internal and external collaborators, and other interest groups involved in our project.

For Ferre, the value SUSTAINABILITY is, without a doubt, the most outstanding element in our company, since it is an essential part of our business model since our yarns are mainly manufactured from textile waste.

We understand that association and collaboration are strength. For this reason, we belong to different associations and technological institutes that allow us to access research, new knowledge and ideas, at the same time they help us to understand the trends in society and the markets.

These alliances place us in a strategic position to anticipate the regulations and developments that may affect our sector and accompany us on the path towards excellence and continuous improvement.

AITEX Research & Innovation Centre	ITI, Technological Institute of Information Technology
ATEVAL, Association of Textile Entrepreneurs of the Valencian Community	El Círculo Directivos de Alicante
COMPRAS58, Purchasing Centre	Sustainability Committee of the El Círculo Directivos Alicante
AVE, Valencian Association of Entrepreneurs	



3.4 Awards and honours

2023

Centenary Company Award of the CV. Forinvest.

2022

Corporate Social Responsibility Award. ATEVAL.

2020

National Fashion Industry Award, in the category of Leading Industry.

2018

AITEX Business Award, in the sustainability category.

2017

Innovative Company Award, granted by the Cotton Textile Foundation.

2016

Finalist Triodos Awards, which recognise the positive social impact of companies.

2002

Family Business Award, granted by the Valencia Chamber of Commerce.



04. SUSTAINABILITY
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Environmental performance

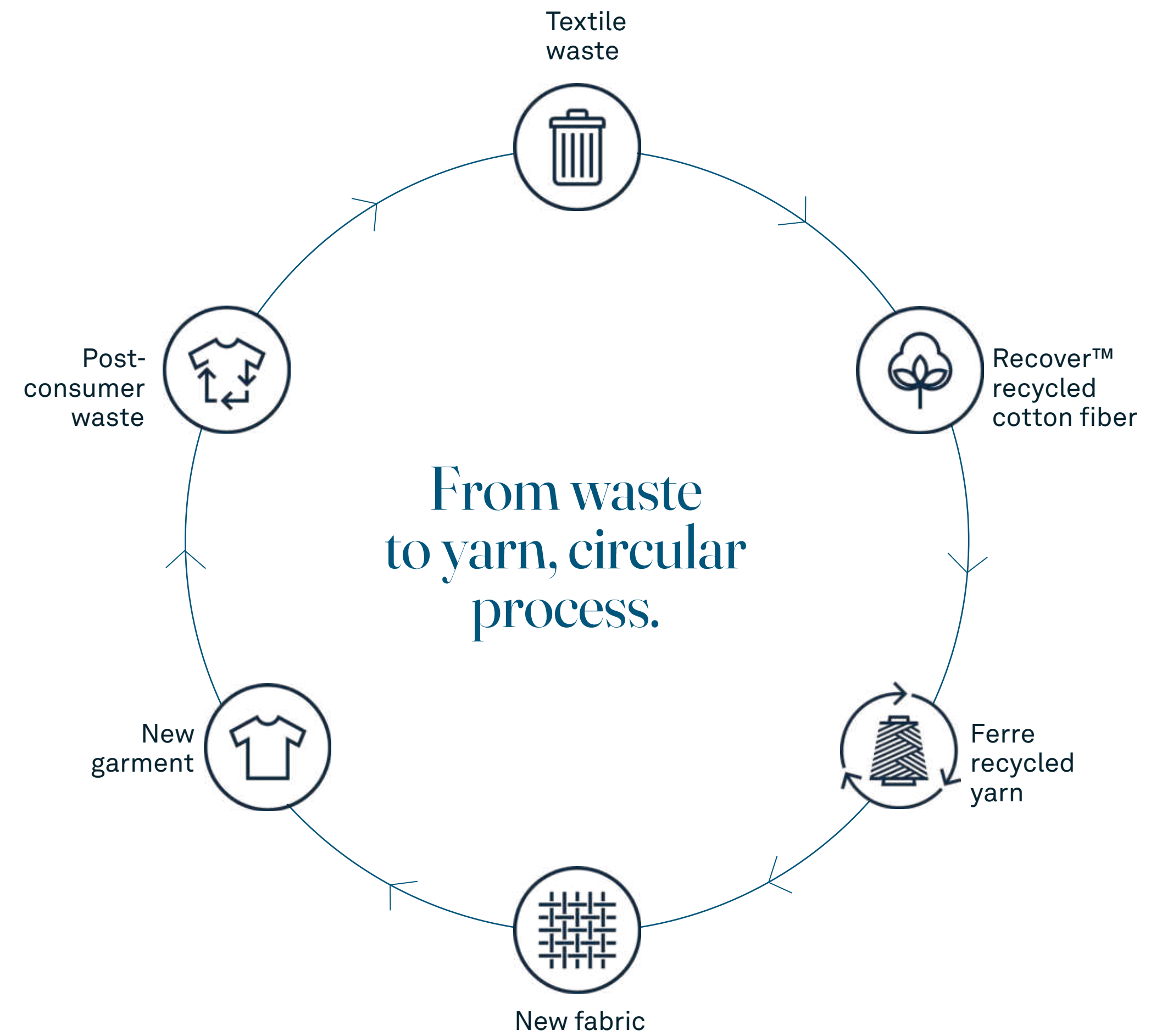
4.1 Circular Economy
4.2 Our environmental impact
4.3 Raw materials
4.4 Consumptions

4.5 GHG emissions
4.6 Waste Management
4.7 Certifications



At Ferre, it is essential to talk about Good Corporate Governance, understood as the way in which the members of the Board of Directors and the management team perform their duties under the principles of diligence, ethics and transparency.

4.1 Circular Economy



4.1 Circular economy

From waste to yarn a circular process

The limitation of the resources available in our environment forces us to consider more efficient alternatives from an environmental point of view. One of these alternatives is the reuse of the waste generated as inputs or raw materials in the same industry or in a different one.

In this sense, the concept of circular economy has sparked the interest of organizations and companies around the world.

For Ferre, after more than seven decades supplying recycled yarns to the fashion industry, circularity is in our DNA: recycled raw material, zero chemicals, zero water and minimal CO2 emissions. Circular economy models have always driven our efficient thread manufacturing process and have helped us minimize our impact.

01.

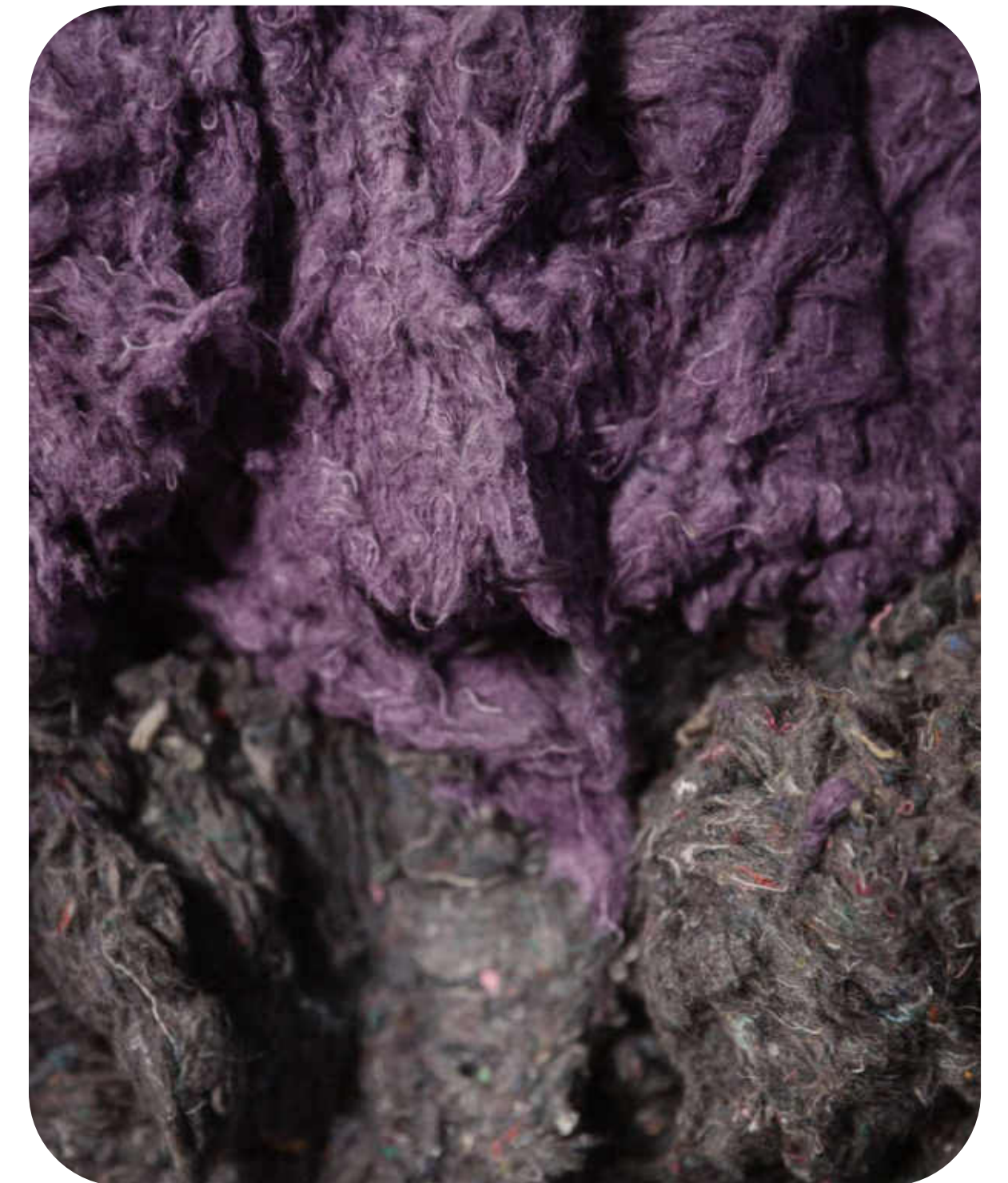
Textile waste is our raw material

We use pre- and post-consumer textile waste as our main source of raw material. By doing so we avoid textile waste going to landfill or incineration and we are less dependent on virgin and finite raw materials.

02.

Recycling cotton fiber

Recover™, our strategic partner in the sustainable supply chain, transforms textile waste into new recycled cotton fiber, ensuring the best quality and maximum fiber length.



4.1 Circular economy

03.

Creating Low-impact blends

The ColorBlend system mixes Recover recycled cotton fiber with other undyed support fibers or dyed with low-impact processes (recycled PET, recycled wool, recycled nylon, organic cotton, etc.) to create new recycled fibers with precise and unique colors without using water or chemicals.

04.

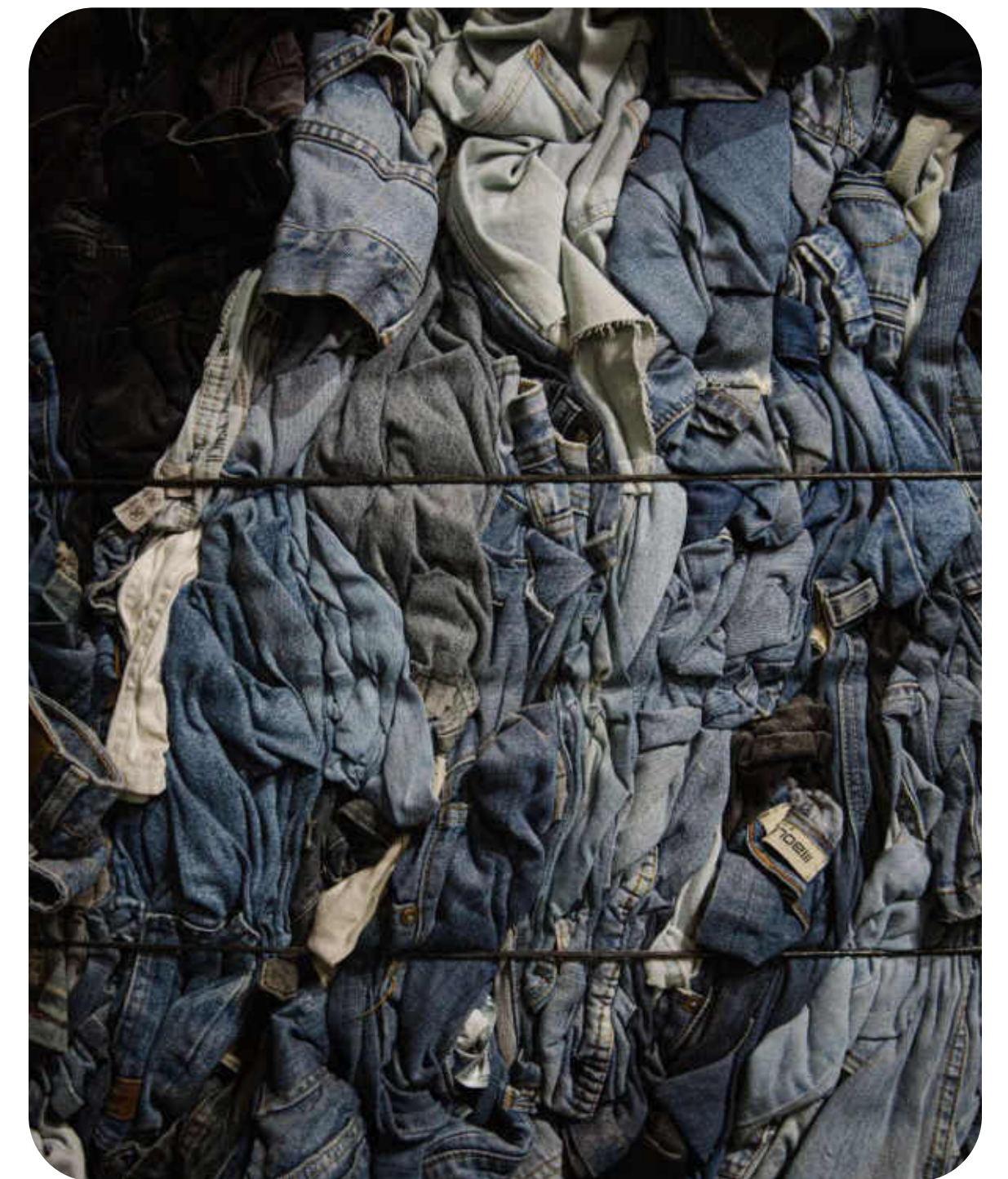
Blends

The low-impact fiber blend is reproduced on an industrial scale and then subjected to several intimate mixing processes in mixing rooms until the perfect combination of performance and color accuracy is achieved.

05.

Spinning

Recycled cotton fiber blends are turned into low-impact premium yarns for all types of fashion, accessories and home textiles, in a wide range of precise and unique colors.



4.1 Circular economy

A family of yarns inspired by the commitment to sustainability and circular fashion.

We manufacture high-quality recycled yarns for all types of fashion, accessories, and home textiles. The use of recycled materials makes our products sustainable; they contribute to the reduction of waste in landfills, reduce greenhouse gas emissions and the environmental impact compared to the use of products made with non-recycled raw materials.

***To make progress in this area, the following projects have been developed:**

2022 - 2025

NEO-RECYCLING PROJECT

2018 - 2022

LIFE REWEART PROJECT

2023 - 2024

PCW2Fashion PROJECT

2017 - 2018

W-FREE PROJECT



The result is high-quality recycled yarns, which are used to create sustainable garments:

“Sustainable fashion is possible”.

4.1 Circular economy

NEO-RECYCLING Project

The aim of this project is to research and develop products and technologies with low environmental impact in the process of manufacturing textile products. Through this project we will achieve:

Reducing the *ENVIRONMENTAL IMPACT* as a result of:

- Application of new production processes.
- Acquisition of more efficient technologies that allow us to manage the use of energy and water more efficiently.
- Eco-design of products considering environmental aspects throughout their life cycle.

Applying cutting-edge *BIOMATERIALS* in the manufacture of textile products to contribute to sustainable fashion.

Contributing to the *CIRCULARECONOMY* in the waste recovery process in order to obtain textile products with high added value and a reduced environmental impact.

LIFE REWEART Project

The aim of the project is to generalise the use of proactive management of materials and waste at the design stage and to reduce the environmental impact of textile products used in footwear.

It offers the opportunity to conceive a new business model and related tools, allowing, at the design stage, the selection of the most suitable materials and processes to create a new footwear product that uses recycled and organic materials.

W-FREE Project

This project has allowed us to study, define and functionalize yarns produced by applying technologies that do not use water (water free) with sustainable processes intended for final applications in fashion and home textiles.

For the development of the project, we have obtained funding through the Center for Industrial Technological Development – CDTI, co-financed by the European Regional Development Fund – FEDER, through the Multiregional Operational Program for smart growth.

PCW2Fashion Project:

Aiming to be pioneers in recycling post-consumer waste (PCW), the main purpose of this initiative is to develop a collection of innovative PCW products, which allow retailers to implement circularity programs.

This project will:

Enable compliance with new EU legislation on textile waste, by providing recycled PCW yarn to the fashion sector and meeting minimum recycled content requirements in garments.

Sustainability, which are beginning to require that a part of their collections be produced from post-consumer waste. It will offer attractive fashion options for environmentally conscious customers.

4.2 Our environmental impact

Our sustainable environmental management

Aware of our responsibility in preserving the environment and the rational use of natural resources, the sustainable environmental management of our activities is a priority for Ferre.

- We measure our environmental impact using the Life Cycle Assessment (LCA) methodology.
- We are committed to responsible use of natural resources and a reduction in CO2 emissions.
- We work with natural fibres and recycled fibres. We recycle materials to give them new value, a new life.
- We contribute to reducing the amount of waste deposited in landfills.



4.2 Our environmental impact

* Estimated savings from using 1 ton of recycled cotton vs. virgin cotton.

The University of Valencia supports the positive impact on the environment of using recycled cotton.

In 2016, the study carried out by the University of Valencia “Environmental impact of Recover cotton in textile industry” was published. This study, in which Ferre has collaborated, analyses the environmental advantages in the life cycle of the product, which are produced by using recycled cotton as raw material in our manufacturing process, compared to the use of natural cotton.

This study, supported by the University of Valencia, allows us to support the data of the estimated environmental savings in terms of water consumption, energy, polluting materials, emissions into the atmosphere and waste that does not reach the landfill, by using recycled materials as raw material in the manufacturing process.

The study analyses the manufacturing process of a garment with natural cotton yarn, compared to the same process using recycled cotton. The use of recycled cotton makes it possible to avoid several stages of the manufacturing process such as cultivation, ginning and dyeing, and even mention is made of the advantages that occur in the transport process. The most important conclusions of this study reveal that the use of recycled cotton, as opposed to cotton cultivation, produces very considerable environmental savings.



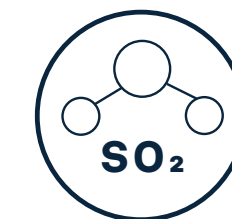
55.700
Kwh of energy saved



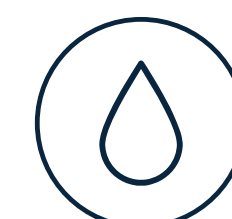
13.980
Kg of CO2 saved



2.487
M2 of cultivated area



320
Kg of SO2 saved



15.594.000
Millions of liters of water saved



1.000
Kg of waste that does not reach the landfill

4.2 Our environmental impact

FLOOP is our new product line made from recycled post-consumer waste (PCW). Performance-driven blends of recycled post-consumer cotton for fashion and home textile products, crafted through exhaustive research, development, and evaluation to offer superior fabric durability and comfort.

By adopting FLOOP, fashion brands can significantly reduce their environmental impact, comply with stringent regulations—particularly within the European Union—and appeal to a growing base of eco-conscious consumers. A sustainability-first approach to textiles that reuses materials that have already served their initial purpose in the consumer market and reflects our unwavering commitment to circular economy practices.

FLOOP

COTOTAP PCW → Recover™ recycled post-consumer cotton + Recover™ recycled cotton + recycled polyester



B-45 PCW → Recover™ recycled post-consumer cotton + Recover™ recycled cotton + recycled polyester

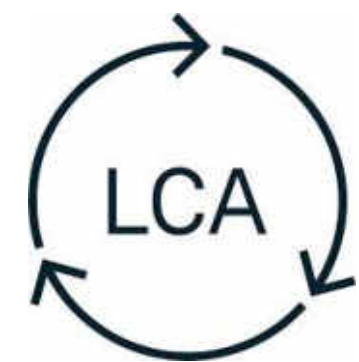


4.2 Our environmental impact

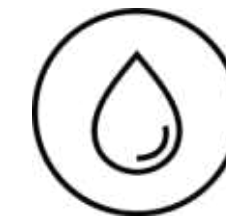
At Ferre, our commitment to the environment goes beyond measuring the impact of our operations; we evaluate the environmental savings generated by our products, thus contributing to protect the planet through responsible and sustainable use.

We apply the Life Cycle Assessment (LCA) methodology to analyse the environmental impact of our products throughout their entire life cycle. We assess indicators such as carbon footprint, water consumption and use of chemicals, among others. To ensure transparency in this assessment, it has been verified by independent bodies such as AITEX, the University of Valencia and UNESCO.

In addition, we share these metrics with manufacturers and brands, as our goal is not only to reduce our own impact, but also to promote sustainable supply chains and respond to consumer demand for completely transparent fashion.



Our environmental savings 2023



17,587
Billion litres of water



64,9
Million KWh of energy



25,9
Million kg of CO2 emissions



20,3
Million PET bottles recycled



1,3
Million kg of chemicals



2,9
Million m2 of preserved cultivated area



1,2
Million kg of recycled textile waste

4.2 Our environmental impact

Green to Wear and Clear to Wear audits

Hilaturas Ferre is proud to have successfully achieved two highly relevant audits in the field of sustainability and environmental safety: Green to Wear and Clear to Wear.

These standards are essential to ensure not only the company's commitment to reducing the environmental impact of its processes, but also to protecting the health of consumers. Through these audits, Hilaturas Ferre reaffirms its dedication to continuous improvement and transparency in the management of its supply chain, establishing itself as an example in the textile industry.



The Green to Wear Standard has been designed to assess the environmental performance of factories/suppliers and help reduce their environmental impact by implementing real and practical measures to improve their environmental performance and their use of natural resources. To achieve this, professional experts from the textile sector assess factories using the Green to Wear questionnaire. This questionnaire evaluates a series of indicators that aim to assess the level of sustainable and efficient management of the factory in the following areas: raw materials, water, technology and processes, chemicals, wastewater, waste and energy.



The Clear to Wear health standard regulates substances and parameters of legally limited use and restricts the use of some substances not covered by current legislation that could be potentially harmful to health. It also includes the European Union's own REACH regulations, which regulate the Registration, Evaluation, Authorisation and Restriction of Chemicals, as a mandatory community regulation for all our suppliers. Thus, Clear to Wear has been developed in accordance with the most demanding legislation regarding product health.

4.3 Raw materials

The total number of meters of yarn produced during 2023 amounts to 132,313 million meters, most of the raw materials used for its manufacture, come from recycled fibers:

Of the total raw materials consumed to produce our yarns, 85% come from recycled fibers.

Polyester, acrylic and lyocell are fibers that stand out for their strength, softness and absorption capacity. By mixing them with recycled materials such as cotton, wool or recycled PET, more sustainable and durable fabrics are created. These combinations not only improve the quality of the garments by providing strength and comfort, but also reduce the environmental impact by reusing materials, reducing waste and optimizing the use of natural resources.



Recycled cotton
68%



Recycled PET
16%



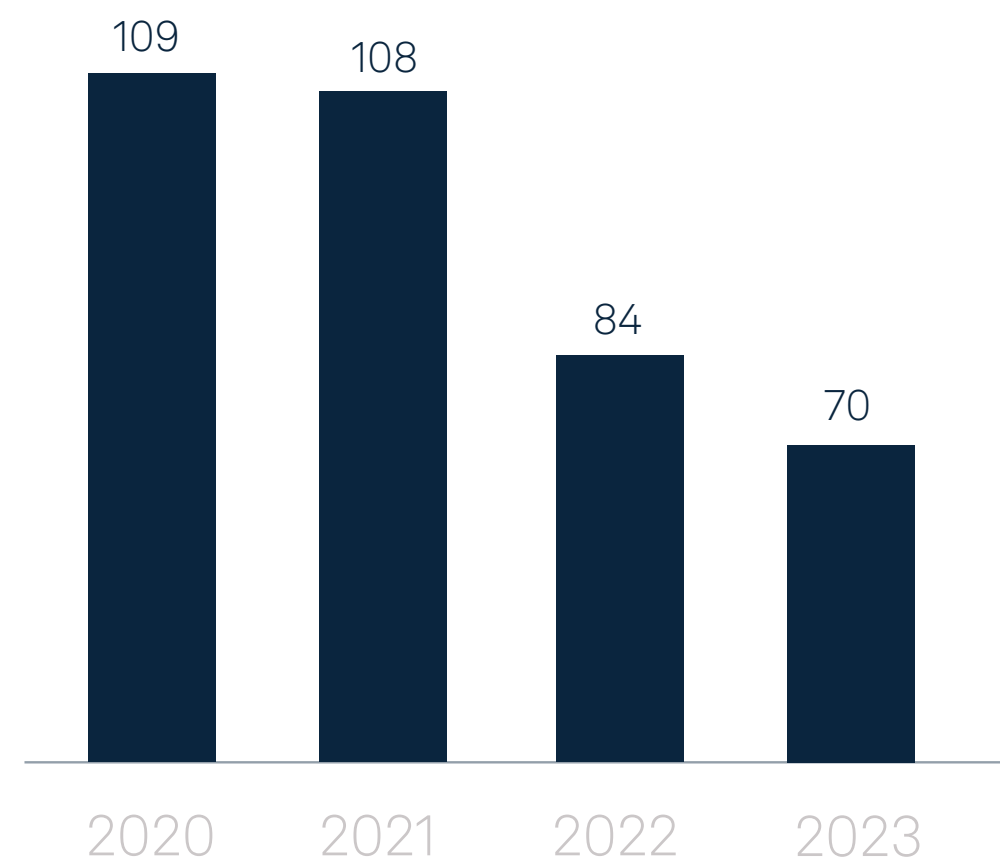
Recycled wool
0,2%



4.4 Consumption

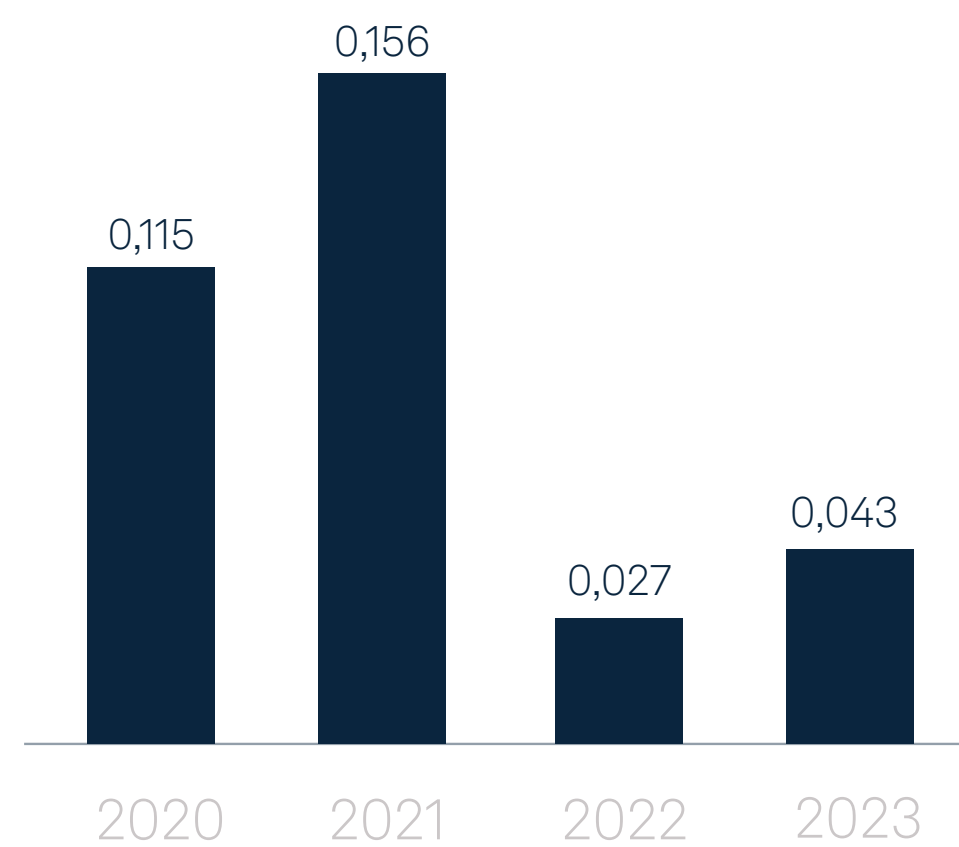
Electricity ↓ 16,4%

Electricity (kWh)/production unit



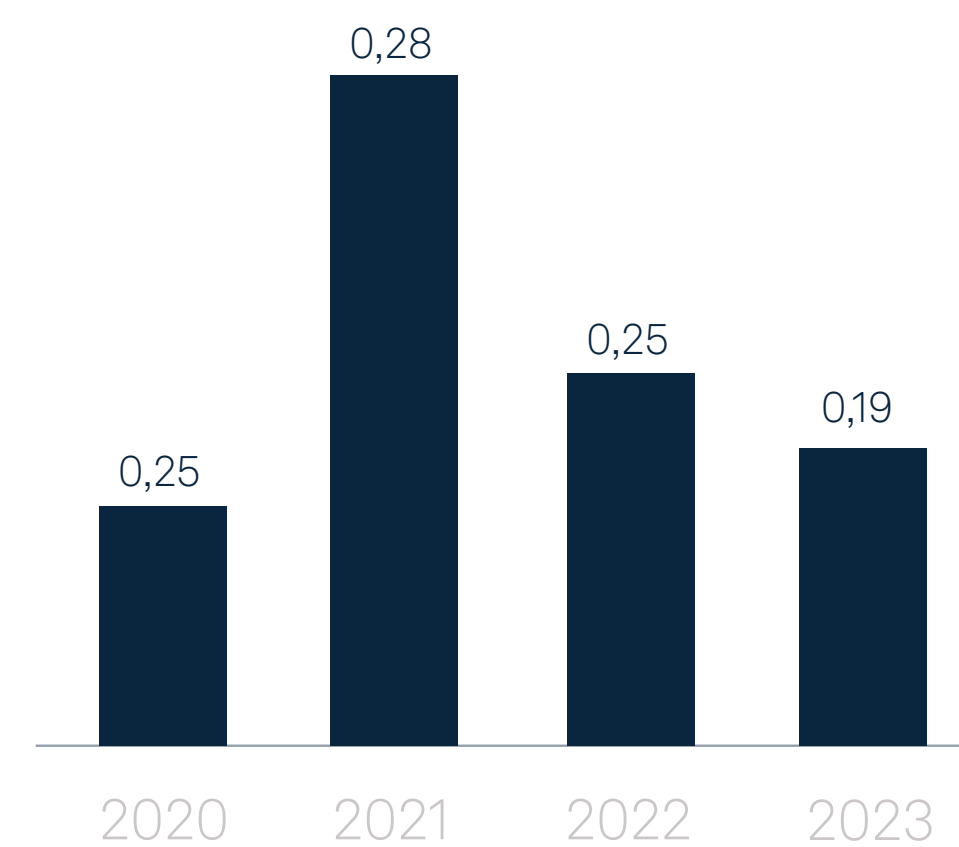
Diesel fuel ↑ 52,2%

Diesel fuel (liters)/production unit



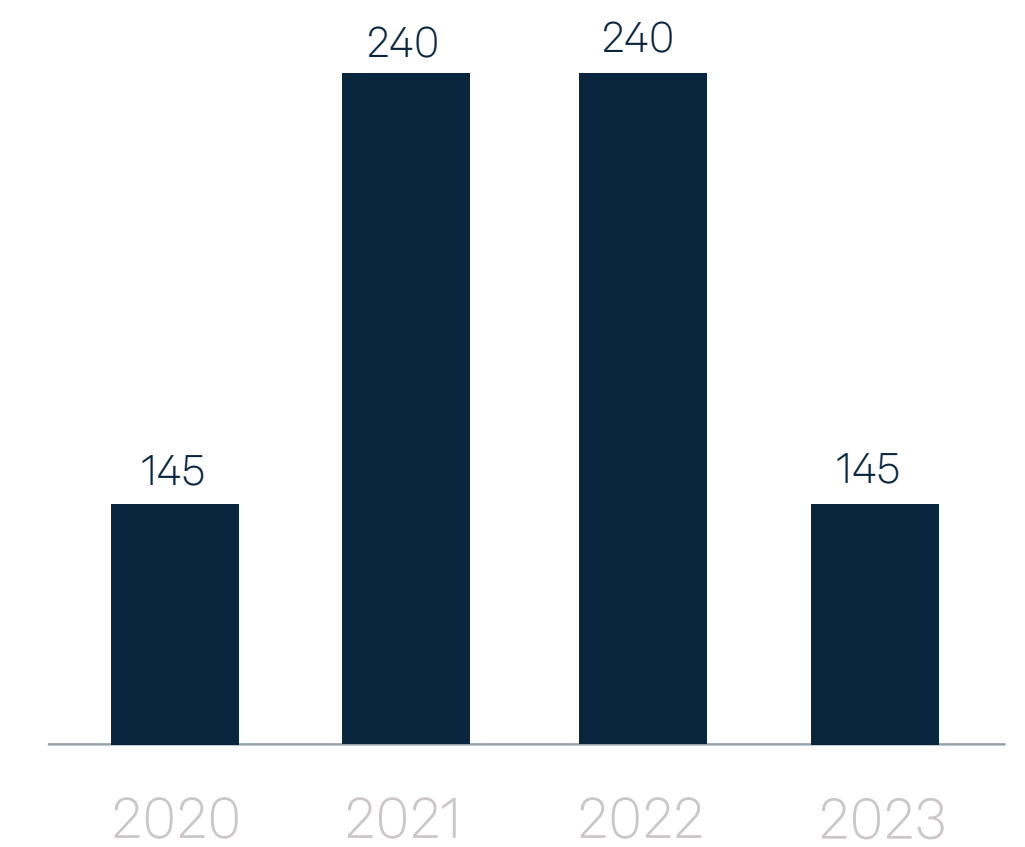
Water ↓ 27,3%

Water (m3)/ production unit



Paper ↓ 39%

Paper consumption (paper consumption in packages*) (* package=500 sheets)



4.5 GHG emissions

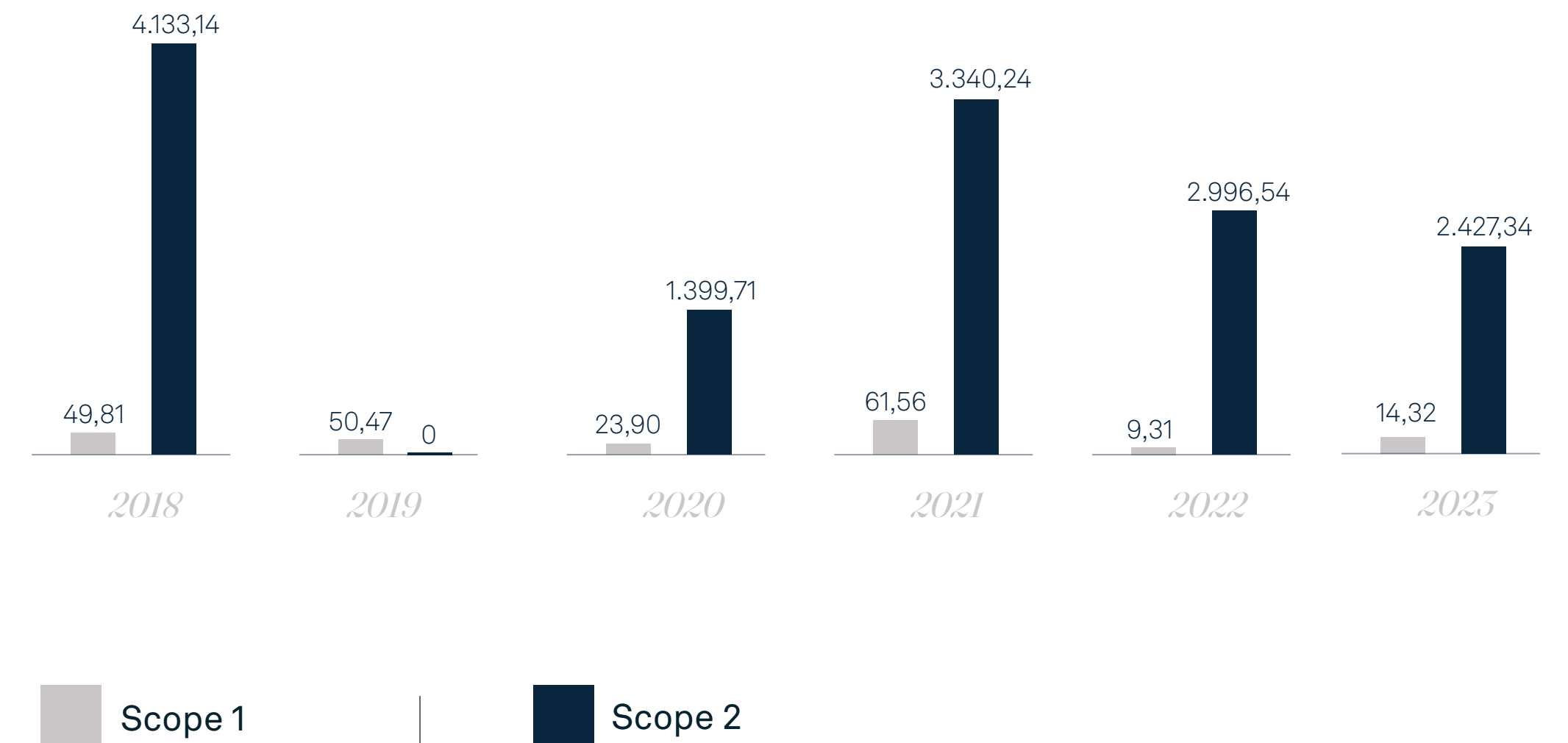
The Carbon Footprint, a starting point for reducing our emissions and facing the challenge of climate change.

In line with our commitment to combat climate change, we are focused on reducing greenhouse gas emissions linked to Hilaturas Ferre's own activity.

In 2023, and for the tenth consecutive year since 2013, we have calculated and registered our Carbon Footprint in the Registry of carbon footprint, compensation and carbon dioxide absorption projects of the Ministry for the Ecological Transition and the Demographic Challenge. Our commitment to act against climate change dates back to 2013, when we began to actively monitor and manage our emissions.



GEI EMISSIONS (TCO₂EQ)



4.5 GHG emissions

The Carbon Footprint calculation is carried out at our facilities located in Banyeres de Mariola (Alicante). For the calculation of the Carbon Footprint for 2023, the following sources of emissions have been considered:

Scope 1:

Emissions emitted directly by the company

- Fleet of vehicles: trucks and vans.
- Industrial machinery: forklifts.
- Fugitive emissions: air conditioning equipment.

Scope 2:

Indirect emissions associated with electricity consumption.



4.5 GHG emissions

Our strategy to reduce the Carbon Footprint

Text: Since 2017, Hilaturas Ferre has implemented a Carbon Footprint reduction plan with the ambitious goal of reducing our emissions by 90% by 2025. To date, we have achieved an overall reduction in emissions of 19%.

It is important to highlight that 99% of our emissions come from indirect emissions associated with electricity consumption. Therefore, our reduction strategy focuses mainly on reducing this consumption. To achieve this, we are investing in:

- Obtaining clean energy through the installation of solar panels.
- Adopting advanced technologies that increase energy efficiency.
- Making a decisive commitment to the use of renewable energies.

The results of recent years encourage us to continue with the performance of reducing our CO2 emissions and continue working with the actions contemplated in the Reduction Plan, aligning ourselves with European and national policies that seek to achieve carbon neutrality by 2050.



Although in 2023 the results could be much better, it is important to highlight that from 2022 to 2023 we have managed to reduce our global emissions by 18%, which is a great satisfaction to know that our implemented measures are bearing fruit.

Another of Ferre's objectives is to promote carbon absorption projects to offset our Carbon Footprint before 2025, complementing our emissions reduction initiatives.

4.6 Waste management

At Ferre, we are deeply committed to the circular economy and the use of recycled materials, which is why we firmly believe that the best waste is that which is not generated. That is why our number one priority is the prevention of waste generation.

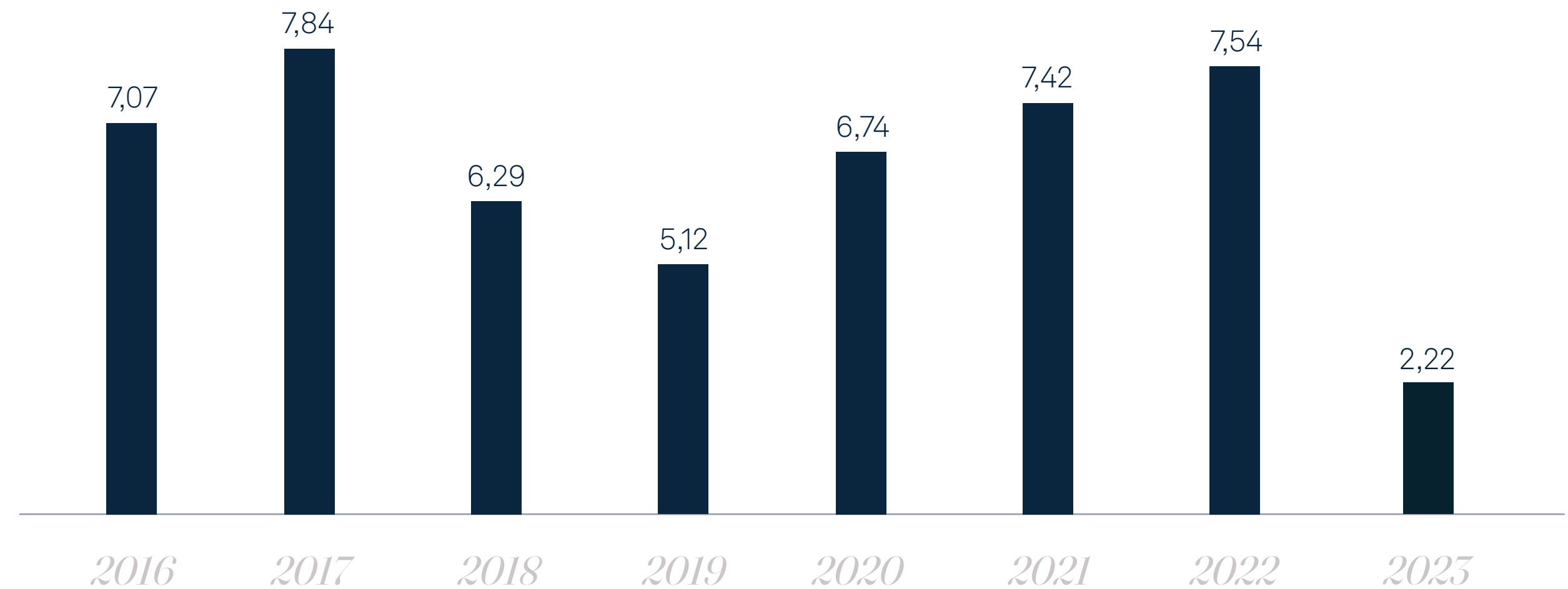
Only after this essential step, we actively work on separating waste for recovery, thus ensuring optimal and responsible management of resources.

Beyond reducing the amount of waste, at Ferre we promote a comprehensive approach to sustainable and responsible packaging. We focus on the optimization and reduction of materials, ensuring that each package uses only what is strictly necessary. This approach not only minimizes the generation of new waste, but also contributes to a more efficient use of resources, aligning us with our vision of sustainability and circular economy.

Aware of the multiple benefits that forests bring to the environment and their crucial role in mitigating climate change by absorbing greenhouse gases, in 2022 we achieved that 100% of the new pallets we purchased were PEFC certified. This certification ensures that the origin of our packaging comes from sustainable sources.

KG RECOVERABLE WASTE / PRODUCTION UNIT

Production unit = 1,000 km of yarn



PEFC chain of custody certification provides a verified and independent guarantee that PEFC-labelled products contain certified forest material from sustainably managed forests.

4.7 Certifications

The customer is the final recipient of our product, and when we say end user, we do not think of the machine that will use our yarn, but of the person who will use a garment made from our yarns.

It is a source of pride for us to know that our product will satisfy the needs of our customers and that it will not cause any harm. As a guarantee of product quality and safety, we subject ourselves to strict controls such as OEKO-TEX 100, Global Recycled Standard (GRS) and OCS (Organic Cotton Standard).

In recent years, the number of products subjected to examination has progressively increased, reaching figures that we are very pleased with.

In addition, 100% of our products comply with the market labelling standards, they leave our facilities correctly identified and complying with the corresponding certifications.



4.7 Certifications

OEKO-TEX® STANDARD 100

Hilaturas Ferre has the OKETO-TEX® STANDARD 100 certification. This is one of the most well-known certifications for testing harmful substances in textile products. It guarantees customer confidence and a high level of product safety. The test is carried out by independent OEKO-TEX® partner institutes and considers numerous regulated and non-regulated substances that may be harmful to human health. In many cases, the requirements of STANDARD 100 exceed national and international requirements.

This is a specific standard for the textile sector, which takes into account a list of more than 300 products that may be harmful to health and/or damage our environment. Based on this study, it is determined what type of analysis must be carried out, on what raw material and in what quantity, to guarantee that our yarns do not contain dangerous substances. This procedure also serves as a method of evaluating suppliers, both for new supplies and to maintain the highest standards in this area for current suppliers. Compliance with this standard also attests that we comply with the requirements of Annex XVII of the REACH Regulation and with the American requirements regarding the total lead content in children's articles.



99.6% of Ferre yarns are **OEKO-TEX STANDARD 100** certified.

GLOBAL RECYCLED STANDARD (GRS)

The Global Recycling Standard is a comprehensive, voluntary, international product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions. The GRS is designed to meet the needs of companies seeking to verify the recycled content of their products and to verify responsible social, environmental, and chemical practices in their production.

This certificate applies to the entire supply chain of the company and focuses on traceability, environmental principles, social aspects and communication and branding.

This certificate not only guarantees that our products come from recycled materials and are beneficial for the environment, but that they are manufactured respecting social and environmental principles and needs. Every year we are audited by a third party, completely unrelated to our organization, which verifies and verifies that we comply with all the aforementioned requirements.



99.4% of total production is certified with the **Global Recycled Standard (GRS)**

4.7 Certifications

ORGANIC COTTON STANDARD BLENDED (OCS)

This type of certificate applies to non-food products containing between 5% and 95% organic matter. It verifies the presence and quantity of organic material content in a final product. In addition, OCS tracks the flow of a raw material from its origin to the final product. Once tracked, this process is certified by an accredited third party.



FOREST STEWARDSHIP COUNCIL (FSC)

The Forest Stewardship Council (FSC) is the world's most widely respected and widespread forest certification system, covering over 200 million hectares of forest. Among other responsibly sourced forest products, the Forest Stewardship Council label can be applied to wood-derived man-made cellulosic fibres (MMCF), such as viscose, modal and lyocell.



CARBON FOOTPRINT

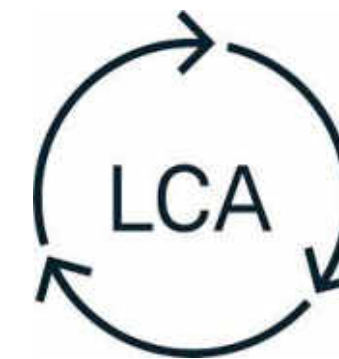
At Hilaturas Ferre, we certify our Carbon Footprint every year in the Registry of the Ministry for the Ecological Transition and the Demographic Challenge, with the aim of obtaining the "Calculate and Reduce" seal. Although we do not always achieve the "I Reduce" distinction due to variations in external conditions, we remain committed to continuous improvement in reducing our emissions. Looking ahead to 2025, we have set ourselves the goal of achieving the "Compensate" distinction, thus consolidating our commitment to sustainability and carbon neutrality.



Currently, the 2023 Carbon Footprint is in process awaiting obtaining the certificate.

ENSURE TRANSPARENCY

All our sustainability claims are supported by the most respected certifications, as well as by studies we have conducted using the LCA (Life Cycle Assessment) methodology, which have in turn been reviewed by independent bodies.



05. SUSTAINABILITY
REPORT

| 2023

Social & community impact

- 5.1 Our team
- 5.2 Professional Development
- 5.3 Equality, diversity, and non-discrimination
- 5.4 Health and Safety at Work



At Ferre we know that a diverse and inclusive work environment not only benefits the members of the organization, but also continuously improves our business results.

5.1 Our team

The commitment and dedication of our team has been a fundamental pillar in making the manufacture of our recycled threads possible. Over the years, all the people who have been part of Ferre have contributed their talent and experience, promoting the continuity, innovation, and growth of Ferre. Thanks to their efforts, we have managed to advance and consolidate ourselves in the sector.

At Ferre, people are the driving force of our organization. Therefore, we are committed to offering the best job opportunities, promoting their professional development through continuous training. We promote an inclusive work environment based on the values of ethics, respect and equal opportunities. In addition, we prioritize the safety and well-being of our team, guaranteeing optimal working conditions that allow for safe and efficient performance.

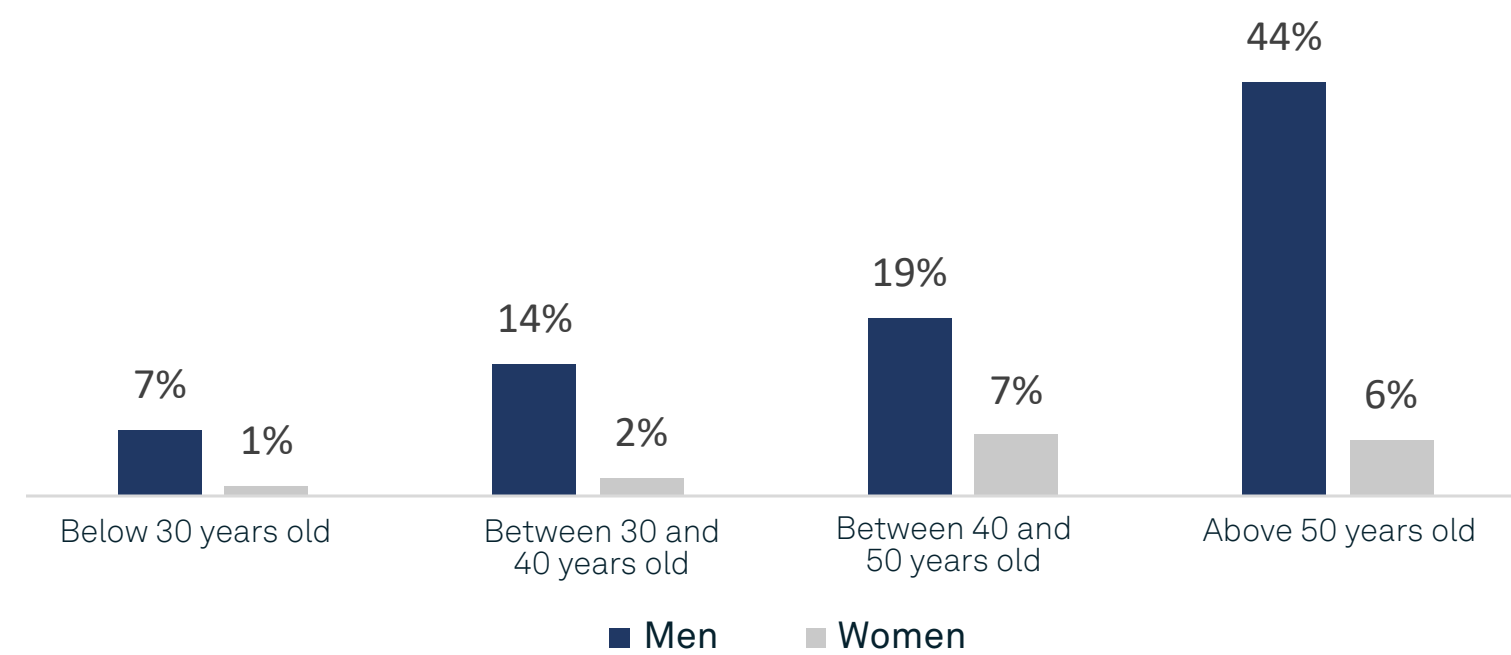
The stability and well-being of our team is a priority for Ferre, therefore, 99% of our staff has a permanent contract, ensuring a solid and reliable work environment for our employees.



5.1 Our team

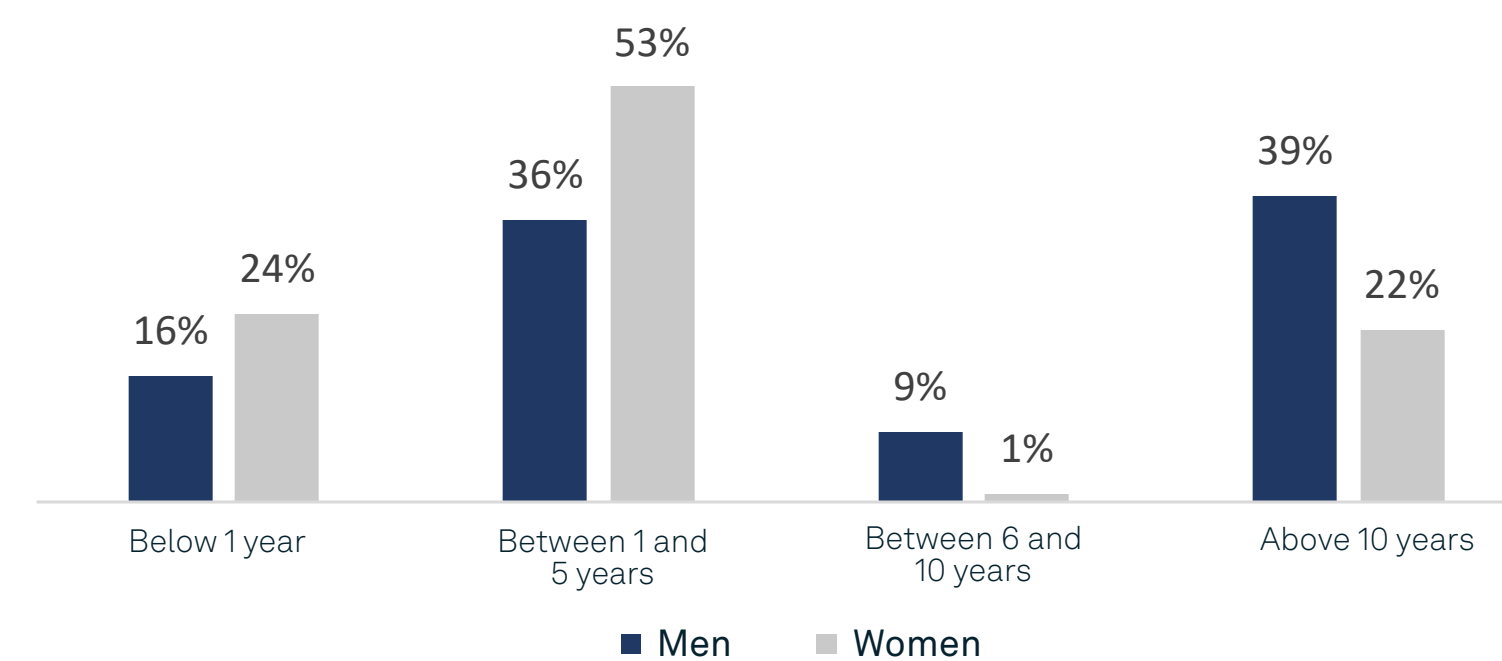
Distribution of staff by age:

In the textile sector, it is common to find an aging workforce, which makes generational change difficult. For this reason, at Ferre we are committed to young talent, encouraging its incorporation and development within our organization.



Distribution of staff by seniority:

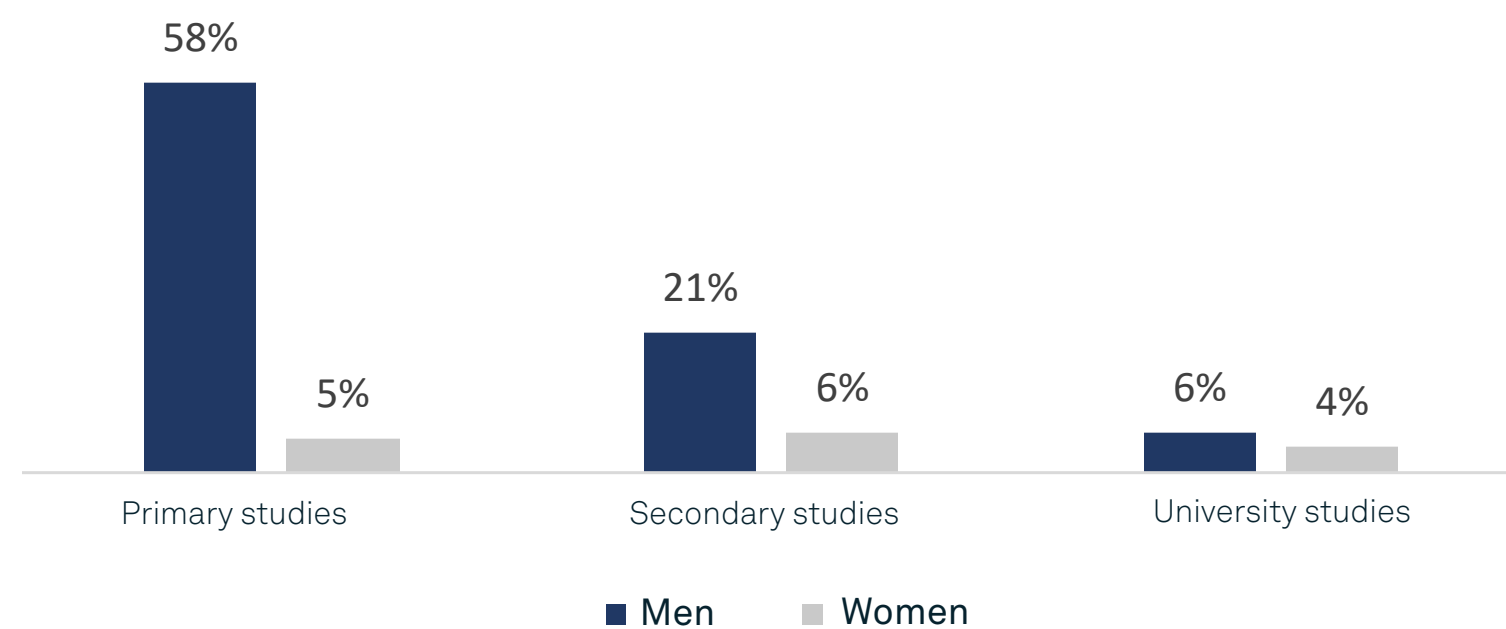
In the seniority chart, a more even distribution among employees can be seen. At Ferre, it is essential to guarantee job stability, and we value and reward the loyalty of our team, recognizing the importance of having committed and experienced professionals.



5.1 Our team

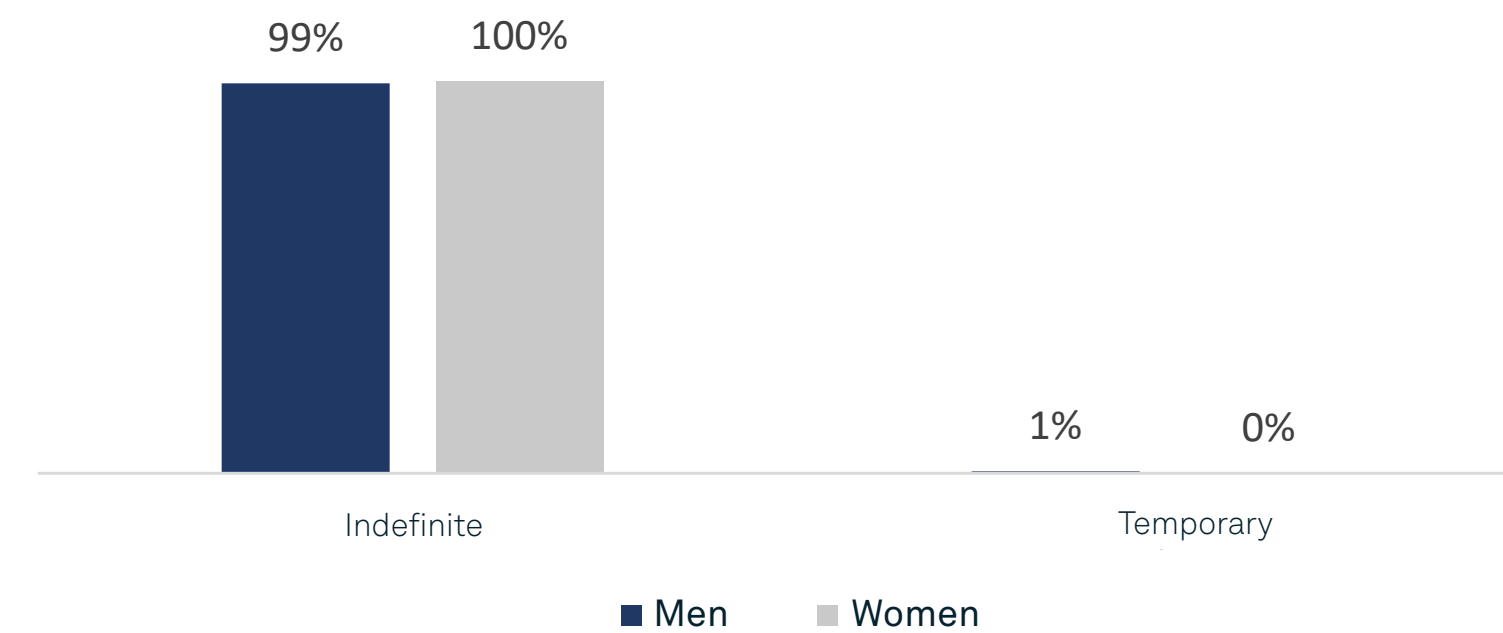
Distribution of staff by level of education:

The predominance of primary education in our team reflects a characteristic of the textile sector, where the workforce usually has basic training. However, roles with greater responsibility require higher education. At Ferre, we firmly believe in the importance of promoting continuous training, offering our employees valuable development and training opportunities that allow them to grow and reach their full potential in their careers.



Distribution of staff by type of contract:

Most of our workforce has permanent contracts, reflecting our commitment to job stability. At Ferre, we believe that offering security to our employees is essential to fostering a positive and productive work environment. Thanks to this approach, we have managed to ensure that 99% of our team has a permanent contract, thus guaranteeing a long-term commitment to their development and well-being.



5.1 Our team

Promoting the Local Economy and Sustainable Mobility:

At Ferre, we deeply value the impact we generate in our local community and, therefore, we actively promote the economy of the area. One of our priorities when hiring new staff is to facilitate the conciliation between the work and family life of our employees, which is why we prioritize the proximity between the place of residence and our work center.

Currently, 91% of our employees live less than 30 km from our facilities. This policy not only allows our collaborators to have more time for their personal activities, but also contributes to reducing the Carbon Footprint by reducing the need for long commutes.

In addition, we are proud that our employees organize themselves efficiently by sharing vehicles, which not only reduces economic costs, but also reduces emissions generated by transport. In this way, we promote a more sustainable and responsible work environment.

Location	Numbers of workers (average)	Distance to work (Km)
Banyeres (Alicante)	33,26	1,00
Albaida (Valencia)	0,40	30,00
Alcoi (Alicante)	33,44	21,00
Alfauir (Valencia)	0,59	60,00
Alicante (Alicante)	4,00	70,00
Beneixama (Alicante)	0,90	14,00
Bocairent (Valencia)	1,05	13,00
Canyada (Alicante)	1,00	17,00
Castalla (Alicante)	1,24	26,00
Caudete (Murcia)	0,07	37,00
Cocentaina (Alicante)	1,03	32,00
Onil (Alicante)	1,00	15,00
Petrer (Alicante)	1,51	46,00
Villena (Alicante)	7,49	28,00

5.2 Professional development

Promoting professional development through continuous training:

At Ferre, we know that continuous training is key to the professional and personal development of our team. We offer training that provides the necessary tools for safe, efficient, and diligent performance, focused mainly on the prevention of occupational risks and training in the workplace.

Training in Occupational Risk Prevention (PRL)

Training in Occupational Risk Prevention is essential to guarantee the safety of our team and promote a safe and efficient work environment, since it is crucial for our company to provide a work environment that protects people.



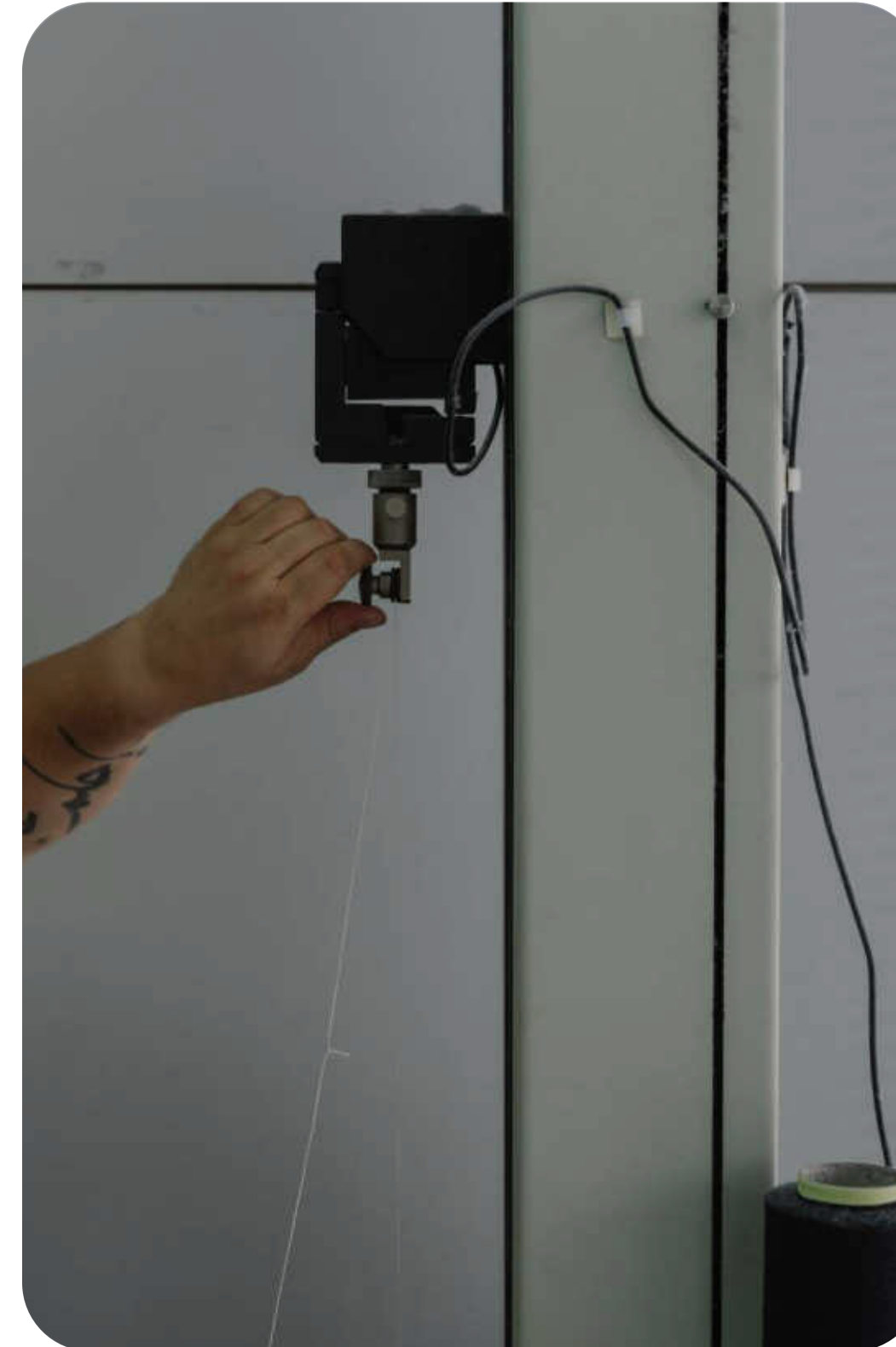
5.2 Professional development

On-the-job training:

On-the-job training is key for both employees and the company, as it improves efficiency in daily tasks and ensures that workers feel trained and confident in their role.

For the company, this training optimizes processes and improves results, while for employees it represents an opportunity for growth and development, allowing them to perform their duties more safely and effectively.

<i>2023</i>	1.136
<i>2022</i>	1.800
<i>2021</i>	1.993
<i>2020</i>	1.921

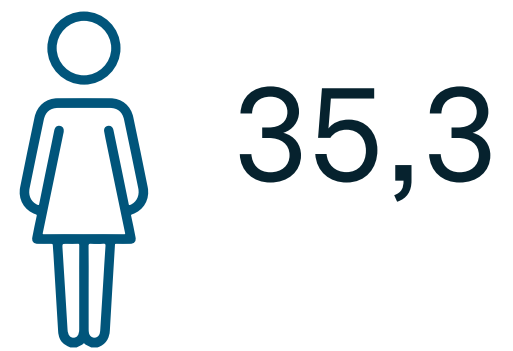


5.2 Professional development

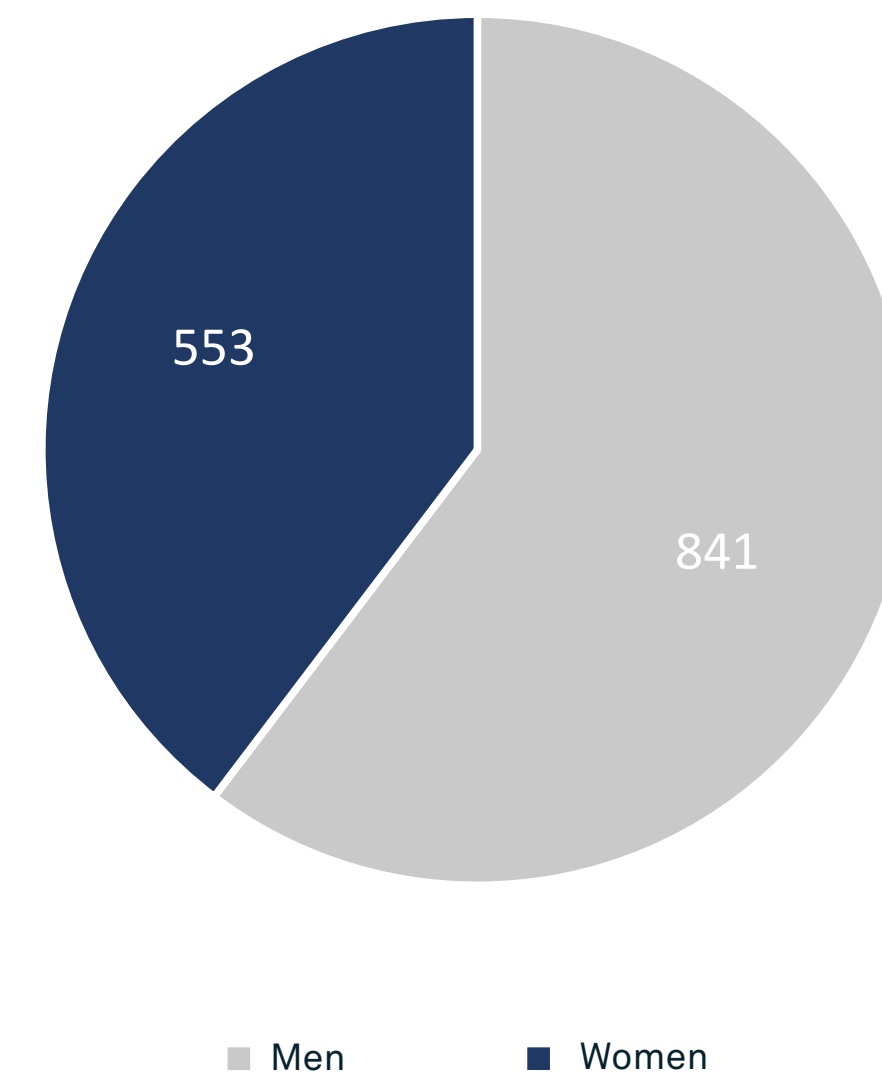
Personal development:

In 2023, a total of 1,394 hours of training have been completed.

Average training hours by sex:

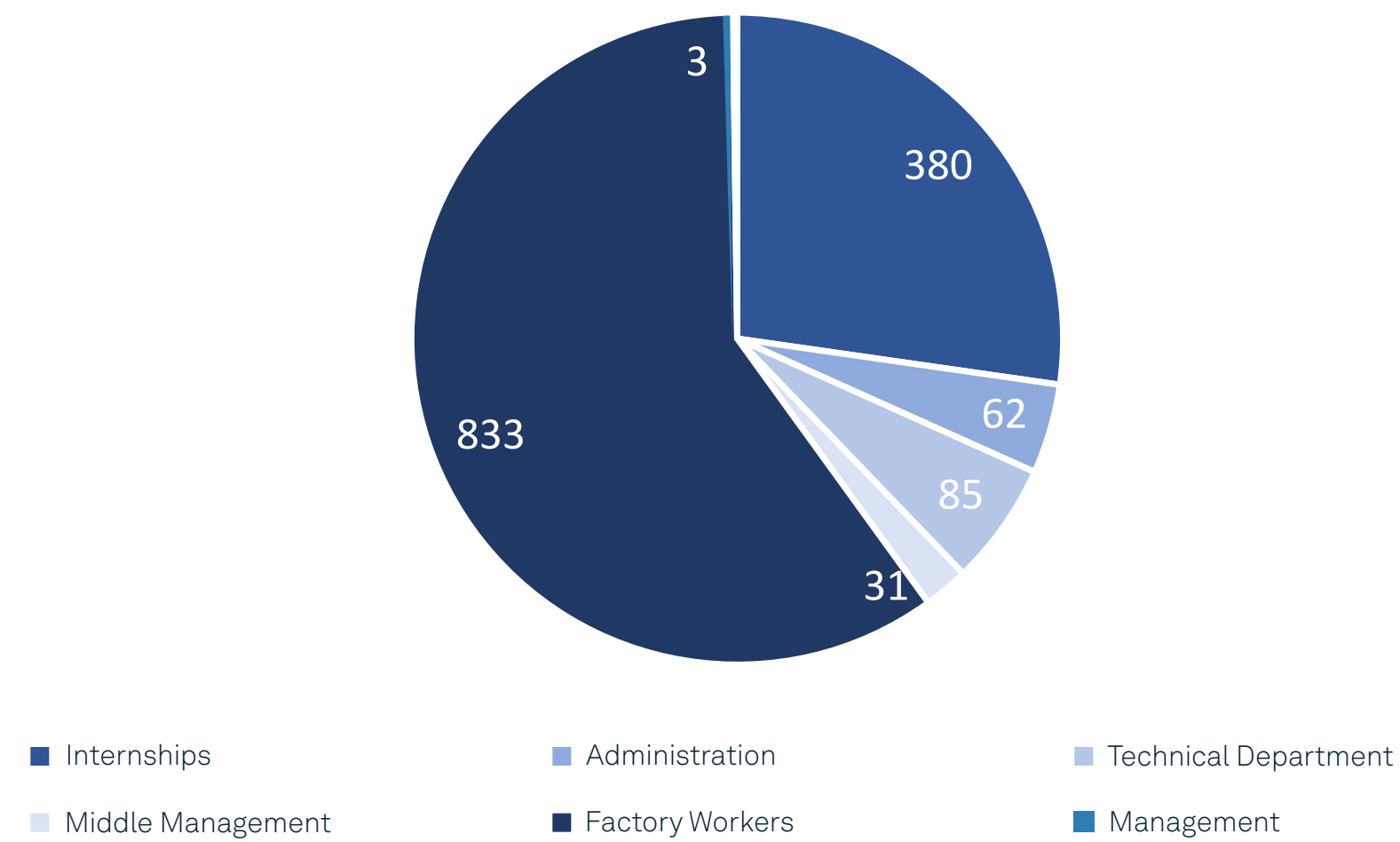


Distribution of training by sex (hours):

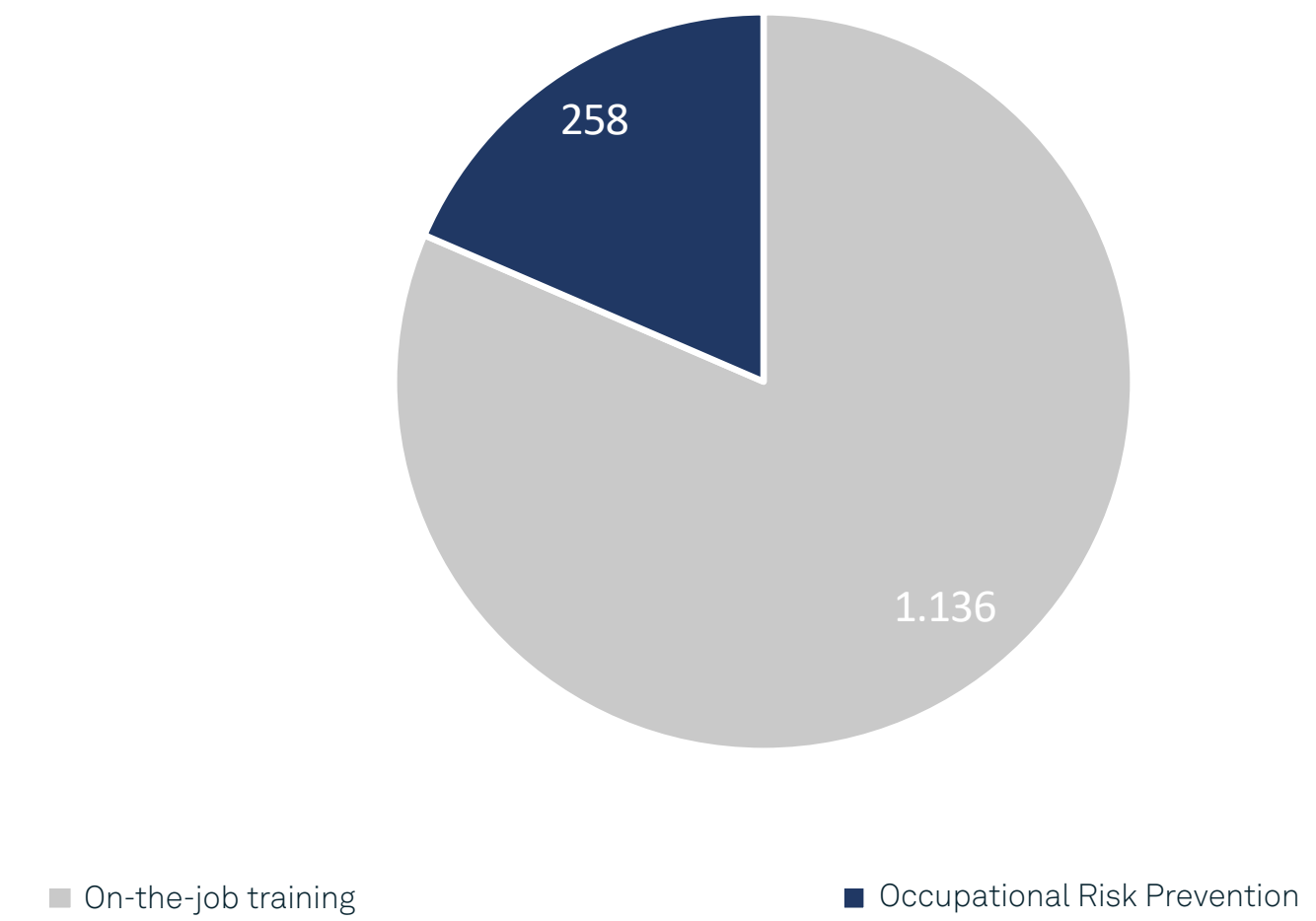


5.2 Professional development

Distribution of training by job category (hours)



Distribution of training by area (hours)

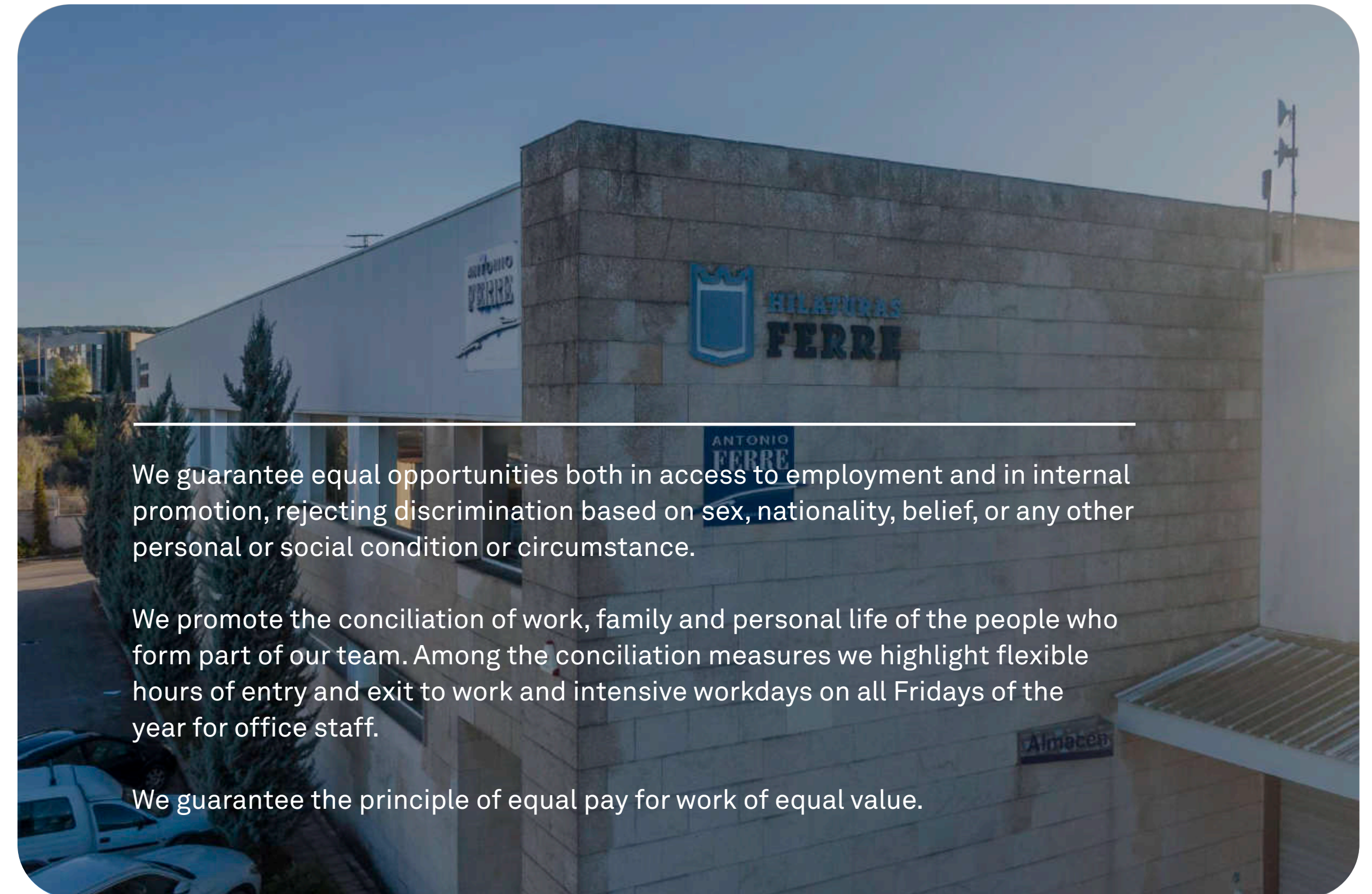


5.3 Equality, diversity & non-discrimination

At Ferre, we consider it essential to foster a work environment based on ethical and respectful behaviour that promotes equal opportunities between women and men in all areas. We are characterized by our firm commitment to equal opportunities, where the value of people lies in their abilities and professionalism.

During 2023, we launched our 1st Equality Plan for the period 2023-2027, and we are currently actively working to implement the measures and achieve the established objectives. This plan includes actions in areas such as staff selection and hiring, promotion, training, remuneration, work-life balance, and occupational health, in order to guarantee equal treatment and opportunities between women and men.

In addition, we have a Harassment Protocol to prevent and act against any harassment situation in the workplace, ensuring an environment of respect and safety for our entire team.



We guarantee equal opportunities both in access to employment and in internal promotion, rejecting discrimination based on sex, nationality, belief, or any other personal or social condition or circumstance.

We promote the conciliation of work, family and personal life of the people who form part of our team. Among the conciliation measures we highlight flexible hours of entry and exit to work and intensive workdays on all Fridays of the year for office staff.

We guarantee the principle of equal pay for work of equal value.

5.3 Equality, diversity & non-discrimination

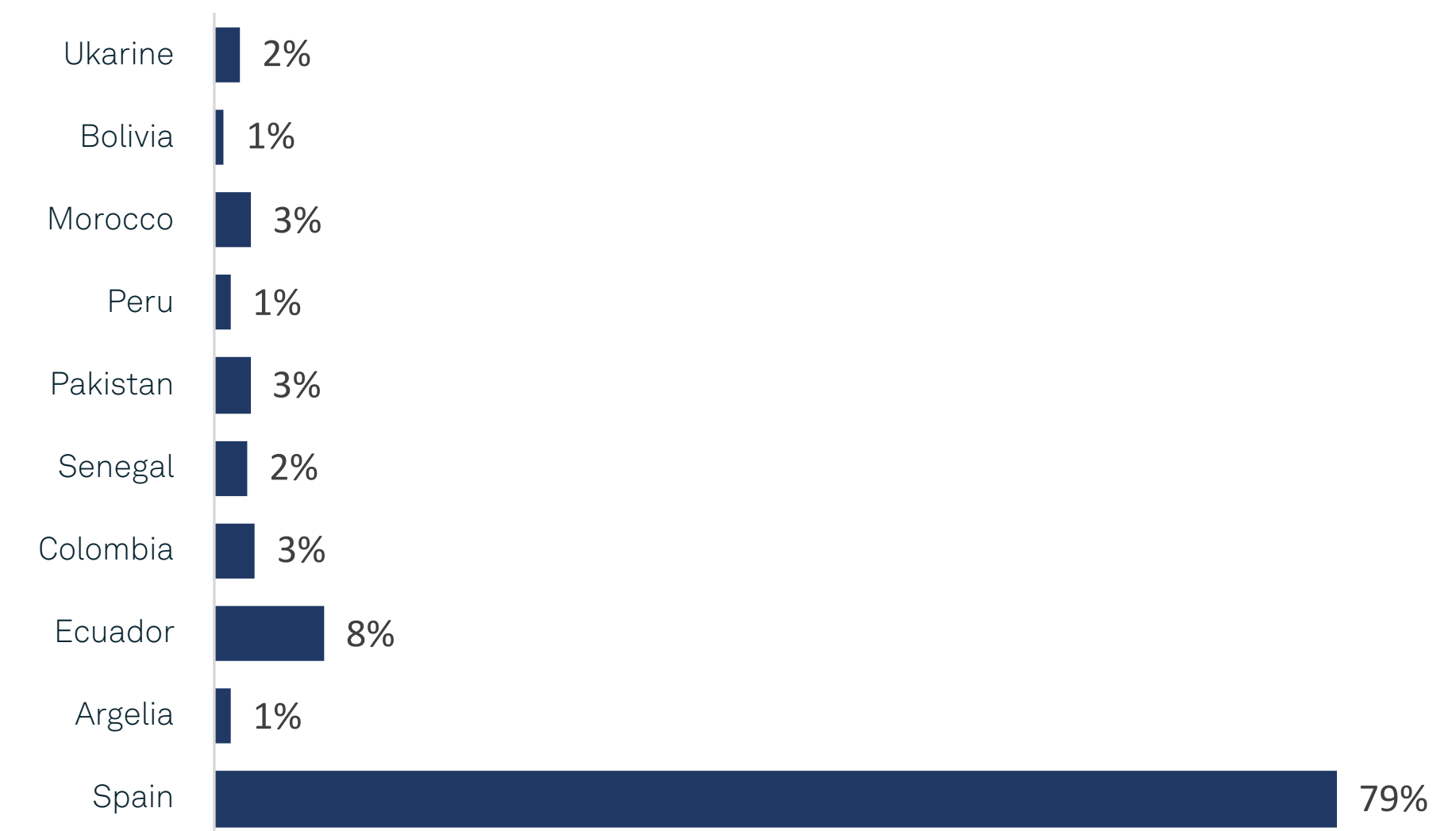
Non discrimination & cultural diversity

At Ferre, we are firmly committed to preventing and fighting any situation of workplace harassment. We have a Harassment Action Protocol, the aim of which is to prevent and address any situation that constitutes harassment in the workplace. During 2023, no cases of workplace harassment have been recorded in our company.

We deeply value the diversity of our workforce, made up of people from different countries, cultures and religions. This inclusive approach is reflected in our Ferre Group Code of Conduct, where we are committed to guaranteeing a work environment based on equality, respect and non-discrimination.

We also reject forced labour and strictly prohibit child labour. Today, our team is made up of 87 people from 10 different nationalities, demonstrating our commitment to inclusion and diversity. During 2023, no cases of discrimination have been detected within our organisation.

Distribution of staff by geographic area:



5.4 Health and safety at work

As part of our commitment to the Health and Safety of our team, we provide the necessary resources so that all activities carried out at Ferre are carried out as safely as possible.

We periodically update the risk assessment of each of the Ferre jobs, with the aim of reducing and controlling the associated risks.
100% of the workforce is covered by an External Prevention Service.

In addition, we are committed to providing all staff who join our company with comprehensive training on the risks inherent to their functions. This training process not only enriches the experience of our employees, but also provides them with the necessary tools to act safely and effectively. Through this initiative, we seek to move towards creating a completely safe work environment, which in turn ensures the well-being of our team and promotes their job satisfaction.



During 2023, several training courses were held to provide Occupational Risk Prevention, including courses on:

First aid

Emergency plan

Work at heights

Workplace harassment

Chemical products Handling

06 SUSTAINABILITY
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| 2023

Global reporting initiative

6.1 GRI Content

6.1 Global reporting initiative

GRI 2: General contents 2021

GRI standard	Content	Position
1. THE ORGANIZATION AND ITS REPORTING PRACTICES		
Content 2-1	Organizational details	06 – 11
Content 2-2	Entities included in the sustainability reporting	4
Content 2-3	Reporting period, frequency and point of contact	4
Content 2-4	Information update	4
Content 2-5	External verification	Not considered necessary
2. ACTIVITIES AND EMPLOYEES		
Content 2-6	Activities, value chain and other business relationships	13 & 14
Content 2-7	Employees	58 - 61
Content 2-8	Workers who are not employees	Not been taken into account
3. GOVERNANCE		
Content 2-9	Governance structure and composition	26 - 28
Content 2-10	Appointment and selection of the highest governing body	26 - 28
Content 2-11	President of the highest governing body	26 – 28
Content 2-12	Role of the highest governing body in overseeing impact management	26 – 28
Content 2-13	Delegation of responsibility for impact management	26 – 28
Content 2-14	Role of the highest governing body in sustainability reporting	26 -28
Content 2-15	Conflicts of interest	20-23
Content 2-16	Communication of critical concerns	17 – 19
Content 2-17	Collective knowledge of the highest governing body	23
Content 2-18	Performance evaluation of the highest governing body	26 - 27
Content 2-19	Remuneration policies	Not mentioned in the report
Content 2-20	Process for determining remuneration	Not mentioned in the report
Content 2-21	Annual Total Compensation Ratio	Not mentioned in the report

GRI standard	Content	Position
4. STRATEGIC, POLICIES AND PRACTICES		
Content 2-22	Declaration on the Sustainable Development Strategy	16 - 19
Content 2-23	Commitments and policies	5 & 30
Content 2-24	Incorporation of commitments and policies	35-61
Content 2-25	Processes to correct negative impacts	31-34
Content 2-26	Mechanisms for seeking advice and addressing concerns	26 & 27
Content 2-27	Compliance with legislation and regulations	29 - 30
Content 2-28	Association memberships	31 & 33
5. STAKEHOLDERS ENGAGEMENT		
Content 2-29	Approach to stakeholder engagement	23
Content 2-30	Collective bargaining agreements	66

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GRI 3: Material topics 2016

Environmental

Economic

	Content	Position
GRI 301. MATERIALS 2016		
Content 301-1	Materials used by weight or volume	45-48
Content 301-2	Content recycled inputs	47
Content 301-3	Reused products and packaging materials	47
GRI 302. ENERGY 2016		
Content 302-1	Energy consumption within the organization	12, 17 & 48
Content 302-3	Energy intensity	12, 17 & 48
GRI 303. WATER AND EFFLUENTS 2018		
Content 303-1	Interaction with water as a shared resource	7
Content 303-2	Management of impacts related to water discharges	43 & 45
Content 303-3	Water extraction	Not mentioned in the report (sanitary water)
Content 303-4	Water spills	17
Content 303-5	Water consumption	12, 17, 43 & 48
GRI 304. BIODIVERSITY 2016		
Content 304-2	Significant impacts of activities, products and services on biodiversity	45
GRI 305. EMISSIONS 2016		
Content 305-4	Intensity of GHG emissions	49, 50 & 51
Content 305-5	Reducing GHG emissions	49, 50 & 51
GRI 306. EFFLUENTS AND WASTE 2016		
Content 306-1	Water discharge according to its quality and destination	Not mentioned in the report (sanitary water)
Content 306-2	Waste by type and disposal method	52
GRI 308. ENVIRONMENTAL EVALUATION OF SUPPLIERS 2016		
Content 308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	29 & 54

GRI 201. ECONOMIC PERFORMANCE 2016		
Content 201-1	Direct economic value generated and distributed	11
GRI 202. MARKET PRESENCE 2016		
Content 202-2	Proportion of senior executives hired from the local community	26, 27, 28 & 61
GRI 203. INDIRECT ECONOMIC IMPACTS 2016		
Content 203-1	Investments in facilities and supported services	32
GRI 204. SUPPLY PRACTICES 2016		
Content 204-1	Proportion of spending on local suppliers	Not mentioned in the report
GRI 205. ANTICORRUPTION 2016		
Content 205-3	Confirmed corruption cases and measures taken	12

6.1 Índice de contenido GRI

GRI 3: Material topics 2016

Social

Content	Position
GRI 403. HEALTH AND SAFETY AT WORK 2016	
Content 403-5	Training on health and safety at work 12, 62, 63, 64 & 65
Content 403-6	Promoting workers' health 66, 67 & 68
GRI 404. TRAINING AND EDUCATION 2016	
Content 404-1	Average training hours per year per employee 64
Content 404-2	Employee skills enhancement programs and transition assistance programs 64 & 65
GRI 405. DIVERSITY AND EQUAL OPPORTUNITIES 2016	
Content 405-1	Diversity in governing bodies and employees 28, 66 & 67
GRI 406. NON-DISCRIMINATION 2016	
Content 406-1	Cases of discrimination and corrective actions taken 12
GRI 407. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	
Content 407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk 18 & 30
GRI 408. CHILD LABOUR 2016	
Content 408-1	Operations and suppliers with significant risk of child labor cases 18 & 30

Content	Position
GRI 413. LOCAL COMMUNITIES 2016	
Content 413-1	Community-based operations, impact assessments and development programmes 34, 43 & 45
Content 413-2	Operations with significant negative impacts – actual or potential – on local communities. Not mentioned in the report
GRI 414. SOCIAL EVALUATION OF SUPPLIERS 2016	
Content 414-1	Nuevos proveedores que han pasado filtros de selección de acuerdo con los criterios sociales 6, 33 & 55
GRI 416. CUSTOMER HEALTH AND SAFETY 2016	
Content 416-1	Evaluación de los impactos en la salud y seguridad de las categorías de productos o servicios 53 - 55
Content 416-2	Casos de incumplimiento relativo a los impactos en la salud y seguridad de las categorías de productos y servicios Does not exist during the reporting year
GRI 417. MARKETING AND LABELLING 2016	
Content 417-1	Requirement for information and labelling of products and services 53 - 55

SUSTAINABILITY *REPORT*

2023

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