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FERRE | 2024  
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Sustainability Report

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**01.** Sustainability Report | *2024*

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**Vision & presentation**

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# 1.1 About this report

At Ferre, we understand that transparency is the fundamental basis for maintaining trust-based relationships with our stakeholders. For this reason, this 2024 report is presented with the aim of showing how we create value and contribute to sustainable development.

Through this report, we want to convey to our stakeholders how Ferre generates value and advances its commitment to ESG (Environmental, Social, and Governance) criteria, offering clear, precise, and relevant information about our activities.

It includes the main impacts of our work — manufacturing and marketing yarns for the textile sector, with a particular focus on recycled fibers — from our facilities in Banyeres de Mariola.

As part of our commitment to a sustainable development model, we have aligned our strategy with the United Nations 2030 Agenda, adopting a strong commitment to the Sustainable Development Goals (SDGs).

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## Period

From January to December 2024

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## Scope

The content of this report covers the entire activity of Hilaturas Ferre, S.A.

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## Contact Point

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[hola@ferreyarns.com](mailto:hola@ferreyarns.com)

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## Interactive

This report includes interactive elements that allow users to explore the content in a visual and intuitive way.

## 1.2 CEO's Letter

Dear friends,

We stand on the brink of a revolution in the world of recycled textiles, awaiting the new legislation concerning Extended Producer Responsibility (EPR). At Hilaturas Ferre, we are following developments with great interest. Although timelines have been extended, we are convinced that this is a key step to maximize the recycling of used garments and make our planet a cleaner place to live.

In a world that is increasingly connected, where competition has shifted from local to global, and where leading textile companies in our country and region are innovating and striving to remain competitive against other countries with lower costs, EPR is the key to kick-starting the recycling of post-consumer waste (PCW), which accounts for 85–90% of total textile waste. Europe is a ma-

ajor producer of this waste, and recycling it locally ("Kilómetro 0") maximizes sustainability while minimizing our carbon footprint.

At Hilaturas Ferre, with 78 years of experience in textile recycling behind us, we are approaching this new stage with the excitement of a beginner. However, we have been preparing ourselves and focusing on developing various qualities of PCW-based yarns for different applications in both Home Textiles and Fashion. We have achieved qualities very similar to those we obtain from post-industrial waste (PIW). Our goal, over the next three years, is to increase the proportion of PCW products in our catalog from the current 3% to between 50% and 70% of our total annual production volume.

As we begin this new year, we would like to thank our clients for their loyalty and affection for Hilaturas Ferre, our suppliers for understanding the

ever-changing nature of our business, and of course, our human team for their passion and dedication throughout the years.

Many thanks to all—this would not be possible without you!

Here's to many more years of exciting challenges and projects.

A warm embrace from the Ferre team,

*Luis Pita de la Vega*  
CEO Ferre



## 1.3 History & Values

FERRE was founded in 1947 and has been dedicated to the manufacture and marketing of yarns for the textile sector from the very beginning. Its roots are deeply family-based, with textile-related activities dating back to the early 20th century, when in 1914, HIJOS DE ANTONIO FERRE, S.A. was established — a company focused on producing fabrics for industry and decoration. Today, the company’s shareholders include members of the fourth generation of the founding family.

<https://ferreyarns.com/about-us/>

📍 BANYERES DE MARIOLA

*Alicante (Spain)*



# Pursuing a Zero-Impact future

A continuous journey

1914



## Humble beginnings

Antonio Ferre opens a textile factory in Banyeres de Mariola, Alicante. It manufactures jute and other bast fibre fabrics and sells sacks for fertilizers in economically depressed Spain while most of Europe's countries are involved in World War.

1947



## Ferre starts recycling cotton

Faced with supply shortages during the difficult post-war years, a second generation of Ferres has an innovative vision that changes the rules of the game: to manufacture yarn with textile waste.

1957



## First great technological innovation: The self-acting mule.

The incorporation of the self-acting mule is a definite boost to the mechanization of spinning, as this automated spinning machine allows multiplying the production capacity with the labor of a single person.

1974



## The “diablo is here”

Our circular spirit is reflected in this super machine that will allow us to convert large amounts of textile waste into the best recycled fiber.

1982



## Open-end spinning technology introduced.

A technological innovation that allows us to increase the productivity and quality of our yarns.

1985



## We get the perfect color. It's sustainable

Ferre creates his own color blend system, to achieve precise and unique colors without using water or chemicals.

# Pursuing a Zero-Impact future

A continuous journey

2000 - 2005



## From local to global

We take a giant step into the global market by opening subsidiaries in Hickory, North Carolina, USA and Puebla, Mexico, to supply the American continent.

2008



## Launch of our first 100% post-consumer recycled yarn

Made with polyester from recycled post-consumer PET bottles, this product is another big step in our journey to a zero-impact future.

2014



## Global launch of Recover™

The Recover™ brand encompasses Ferre's most sustainable products and quickly becomes a world reference for quality recycled yarns.

<https://recoverfiber.com/>

2020



## Recover™ starts its own journey

The fiber and yarn businesses separate. Recover™ begins a new journey as a leading global brand in mechanical cotton fiber recycling and Ferre continues to be the best recycled yarn spinner, capable of unlocking the full potential of Recover™ recycled fiber. Ferre and Recover™ become 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.

2024



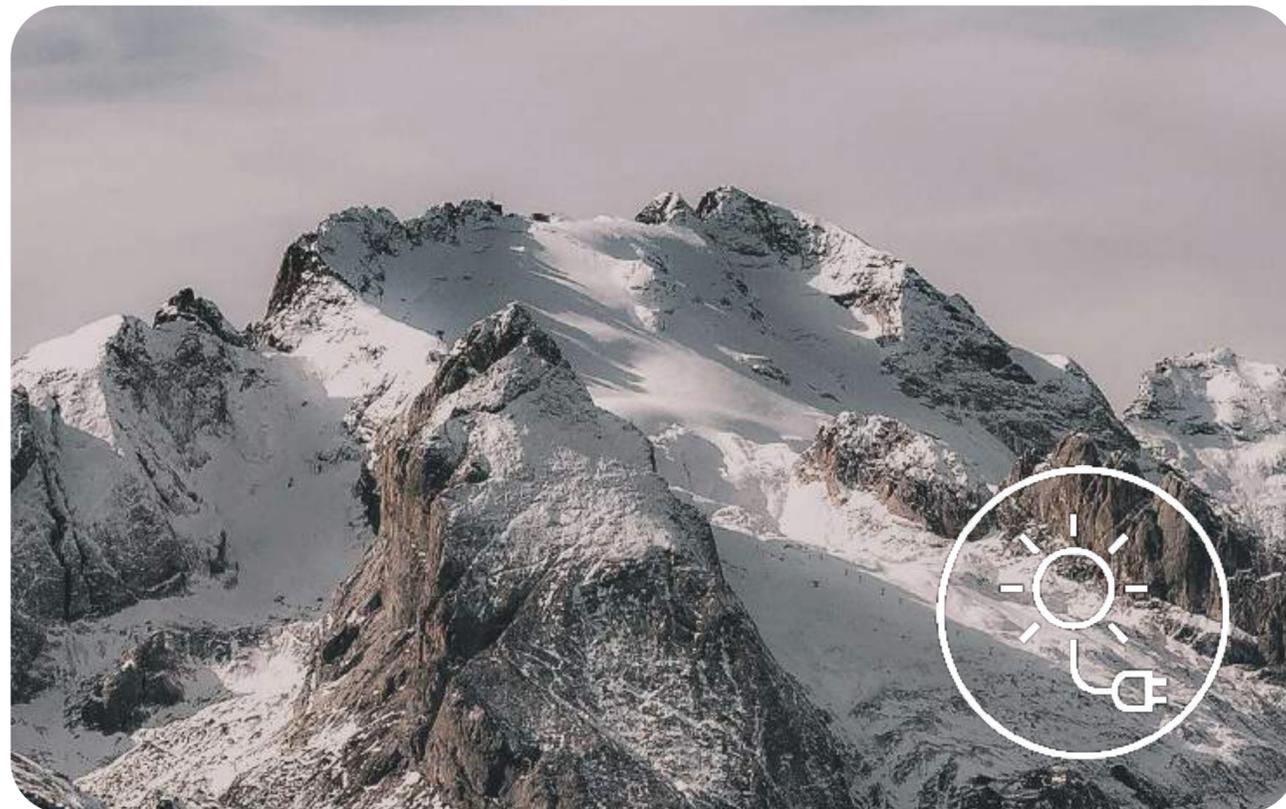
## Sustained Commitment

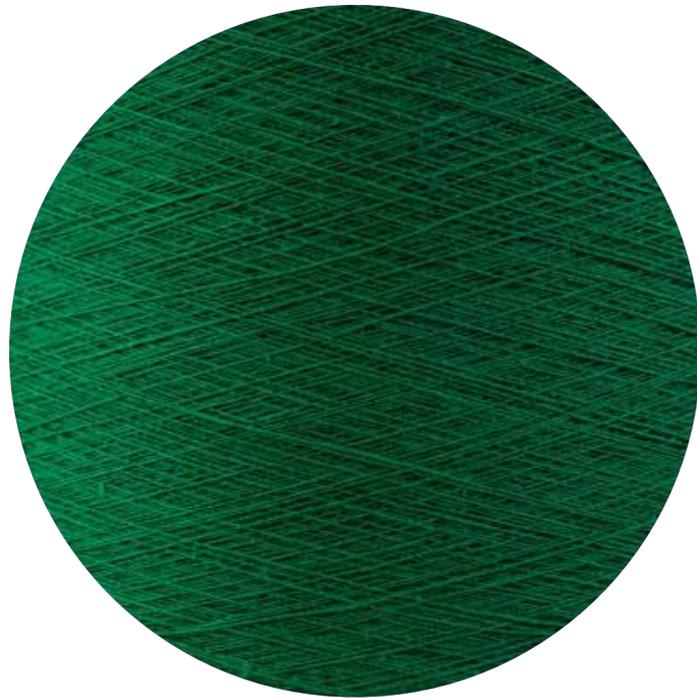
We have consistently prepared our Sustainability Report since 2012 and have calculated our carbon footprint since 2013 — a firm commitment to transparency and environmental responsibility.

# Circular economy

Our expertise and know-how do not lie in the manufacturing of the yarn itself, but rather in the origin of the raw materials we use, which predominantly come from waste generated by textile products. For four generations, we have been applying the concept of the circular economy.

<https://ferreyarns.com/circular-process/>





## Mission

To help our clients become leaders in sustainability by creating the best recycled yarn with the lowest environmental impact on the market.



## Vision

To be the preferred partner in the global market for high-quality recycled yarn.



## Values

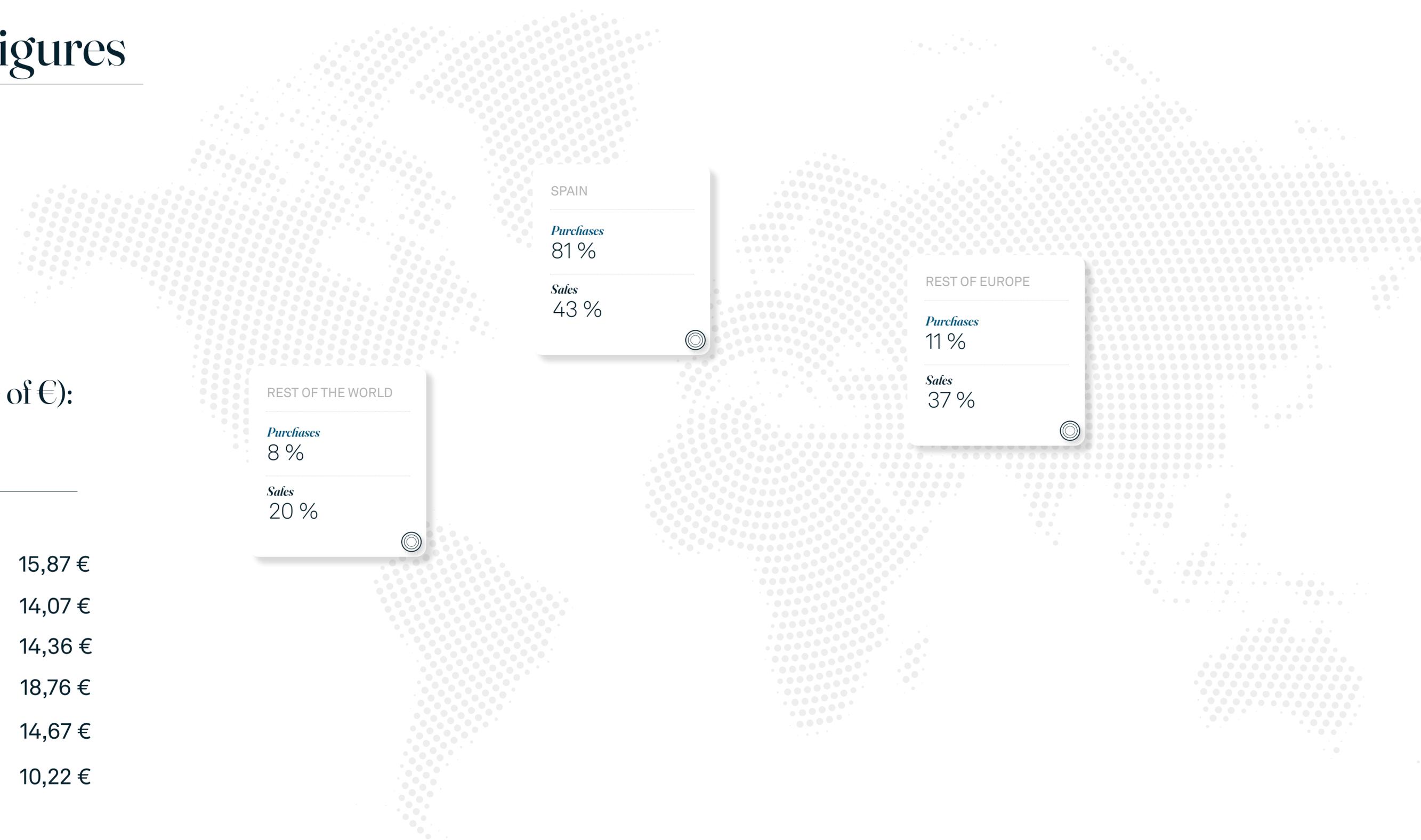
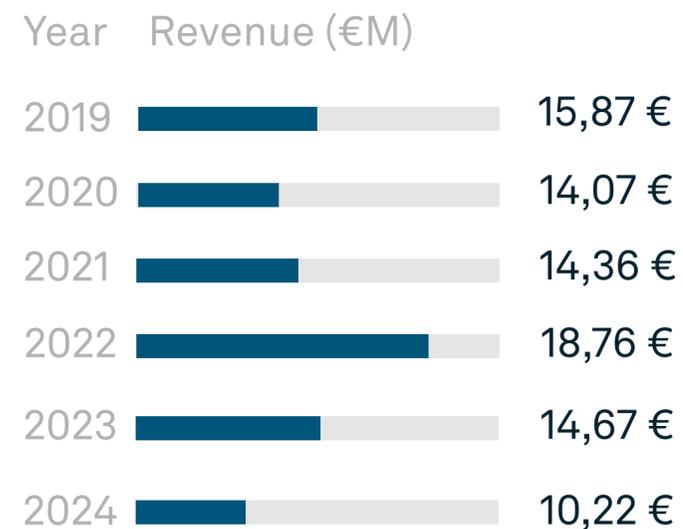
Empathy  
Innovation  
Sustainability

Quality and Expertise  
Transparency  
Legacy

# 1.4 Ferre in figures

## 2024 Financial Results

Revenue (in millions of €):  
**10,22 €**



# Relevant data



## Environmental



**Electricity consumption (kWh):**  
Electricity (kWh) per unit of production

28% ↓



**Water consumption:**  
Water (m³) per unit of production

13% ↑



**Recoverable waste:**

99,99%  
Del total de residuos generados



**Diesel consumption (litres):**  
Diesel (liters) per unit of production

54,4% ↑



**CO2 emissions (tonnes CO2 eq):**

36,45% ↓

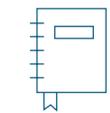


## Social



Staff: 73

17% 83%  
Women Men



Staff training hours

300



Cases of discrimination

0



Nationalities

8



Cases of corruption and/or bribery

0



Workplace accidents (hours lost)

9% ↓

# 1.5 Our products

## Driving Zero-Impact Fashion

FERRE is a cotton spinning mill equipped with cutting-edge open-end technology and specialized know-how in the production of colored yarns using recycled cotton fibers. The company manufactures yarns for international textile markets.

This recycling process is carried out mostly in-house and involves the use of over four million kilograms of recycled cotton fibers per year. In addition to recycled cotton, we incorporate fibers such as recycled polyester, acrylic, organic cotton, recycled wool, and other natural cellulosic fibers such as linen, hemp, and bamboo.

We manufacture high-quality recycled yarns for all types of fashion products, accessories, and home textiles. A large portion of our products are made with Recover™.





## Our product families

<https://ferreyarns.com/products/>

### FUNO



A family of recycled yarns combining Recover™ recycled cotton fiber with synthetic fibers to deliver specific performance, versatility, and properties.

### 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 mix of Recover™ recycled cotton and organic cotton, designed to provide comfort and durability.

### F WOOL



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

### F JEANS



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

### F TECH



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

### F TRES



A super soft and transparent triple blend of Recover™ recycled cotton, rPET bottles, and TENCEL™, for specialized fashion applications.

### F NATURE



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

### F LOOP



Our new product line made from post-consumer recycled waste (PCW) for fashion and home textiles.

FERRE

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**02. Sustainability Report** | *2024*

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**Sustainability strategy**

- 2.1 Sustainability Strategy
- 2.2 Materiality
- 2.3 Stakeholder Engagement

# 2.1 Sustainability strategy

Sustainability is understood as a model that meets the needs of the present generation without compromising the ability of future generations to meet their own needs.

We are aware of the challenges we face; therefore, sustainable development is a commitment to social progress, environmental balance, and economic growth.

At Ferre, our sustainable development model is based on the ESG criteria: Environmental, Social, and Governance.



# 2.1 Sustainability strategy

## Environmental

Material topics	SDGs	UN SDG Target	What We're Doing	Our Goals
Waste control and management.		12.5	<ul style="list-style-type: none"> <li>Global Recycled Standard (GRS) Certificate.</li> <li>Raw Materials.</li> <li>Waste Management.</li> </ul>	<ul style="list-style-type: none"> <li>Packaging optimization.</li> <li>Increase waste reduction efforts.</li> <li>Improve energy efficiency in production.</li> <li>Reduce the carbon footprint and achieve climate neutrality by 2050.</li> <li>Continue researching circular economy models and launch new projects.</li> <li>Join the United Nations Global Compact.</li> </ul>
Circular economy.		12.6	<ul style="list-style-type: none"> <li>Circular Economy</li> <li>Life Cycle Assessment (LCA)</li> <li>PCW2Fashion project</li> </ul>	
Use of renewable energies.		7.2	<ul style="list-style-type: none"> <li>Instalación fotovoltaica.</li> <li>Comercializadora renovable.</li> </ul>	
Energy consumption and emissions control.		13.2		
Water consumption and discharge control.		6.3	<ul style="list-style-type: none"> <li>Water efficiency.</li> <li>Low water impact from using recycled raw materials.</li> </ul>	
		6.4		

# 2.1 Estrategia de sostenibilidad

## Social

Material topics	SDGs	UN SDG Target	What We're Doing	Our Goals
Gender equality and equal opportunities.	 	5.5 10.2 10.4	<ul style="list-style-type: none"> <li>· Equality Plan.</li> <li>· Protocol for Sexual Harassment and Gender-Based Harassment.</li> <li>· Training and Professional Development.</li> <li>· Non-Discrimination and Cultural Diversity.</li> </ul>	<ul style="list-style-type: none"> <li>· Achieve objectives of Equality Plan.</li> <li>· Include environmental &amp; social clauses in contracts.</li> <li>· Improve Occupational Safety by Reducing Workplace Incidents.</li> <li>· Annex to Supplier Contracts Including Clauses Related to Environmental and Social Responsibility.</li> <li>· Join the United Nations Global Compact.</li> </ul>
Work-life balance.		3.4 8.7 8.8	<ul style="list-style-type: none"> <li>· Promotion of Remote Work.</li> <li>· Semi-Flexible Working Hours Adapted to Individual Needs.</li> <li>· Employees Living Near the Workplace.</li> </ul>	
Occupational health and safety.		3.4 8.7 8.8	<ul style="list-style-type: none"> <li>· Health &amp; Safety Committee.</li> <li>· External OHS Service.</li> <li>· Specific training (emergency, chemicals, etc.)</li> </ul>	
Child labor prevention.		8.7	<ul style="list-style-type: none"> <li>· Code of Conduct.</li> <li>· Site audits.</li> <li>· Supplier clauses</li> </ul>	

# 2.1 Estrategia de sostenibilidad

## Governance

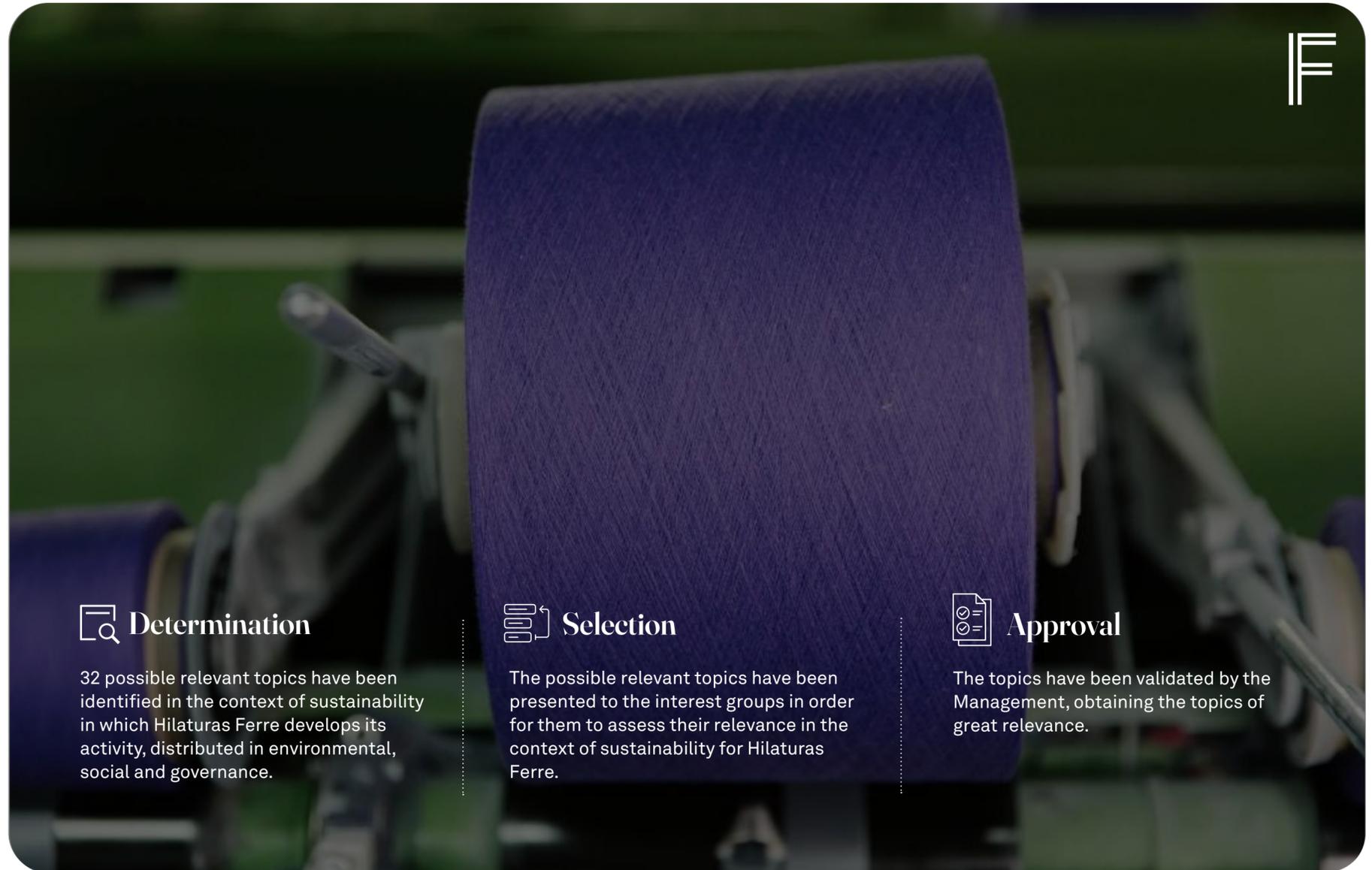
Material topics	SDGs	UN SDG Target	What We're Doing	Our Goals
Regulatory compliance.		16.5 16.3	<ul style="list-style-type: none"> <li>Code of Conduct.</li> <li>External Legal Advisory Service on Environmental and Industrial Safety Matters.</li> <li>Occupational Risk Prevention.</li> <li>Audit compliance (e.g. Inditex).</li> <li>Whistleblower Channel.</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to the United Nations Global Compact and Adoption of Its 10 Principles.</li> </ul>
Human rights and labor relations.				
Product quality and safety.	  	<ul style="list-style-type: none"> <li>Circular Economy.</li> <li>Life Cycle Assessment (LCA).</li> <li>OEKO-TEX® STANDARD 100.</li> <li>Global Recycled Standard (GRS).</li> <li>Organic Content Standard Blended (OCS).</li> <li>Forest Stewardship Council (FSC)</li> </ul>		

## 2.2 Materiality analysis

In 2023, we renewed our materiality analysis due to the outdated nature of the previous version. This update ensures alignment with new challenges, trends, and the current context in which we operate. The process has allowed us to once again identify the topics of highest relevance for both our stakeholders and the company.

This updated analysis reinforces our commitment to value creation in the Environmental, Social, and Governance (ESG) spheres, ensuring that our actions align with stakeholder expectations and the dynamic environment we operate in.

Additionally, as part of our commitment to the United Nations Sustainable Development Goals (SDGs), we have linked the identified material topics to the 17 SDGs, prioritizing those where we have the greatest capacity to contribute meaningfully.



### 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.

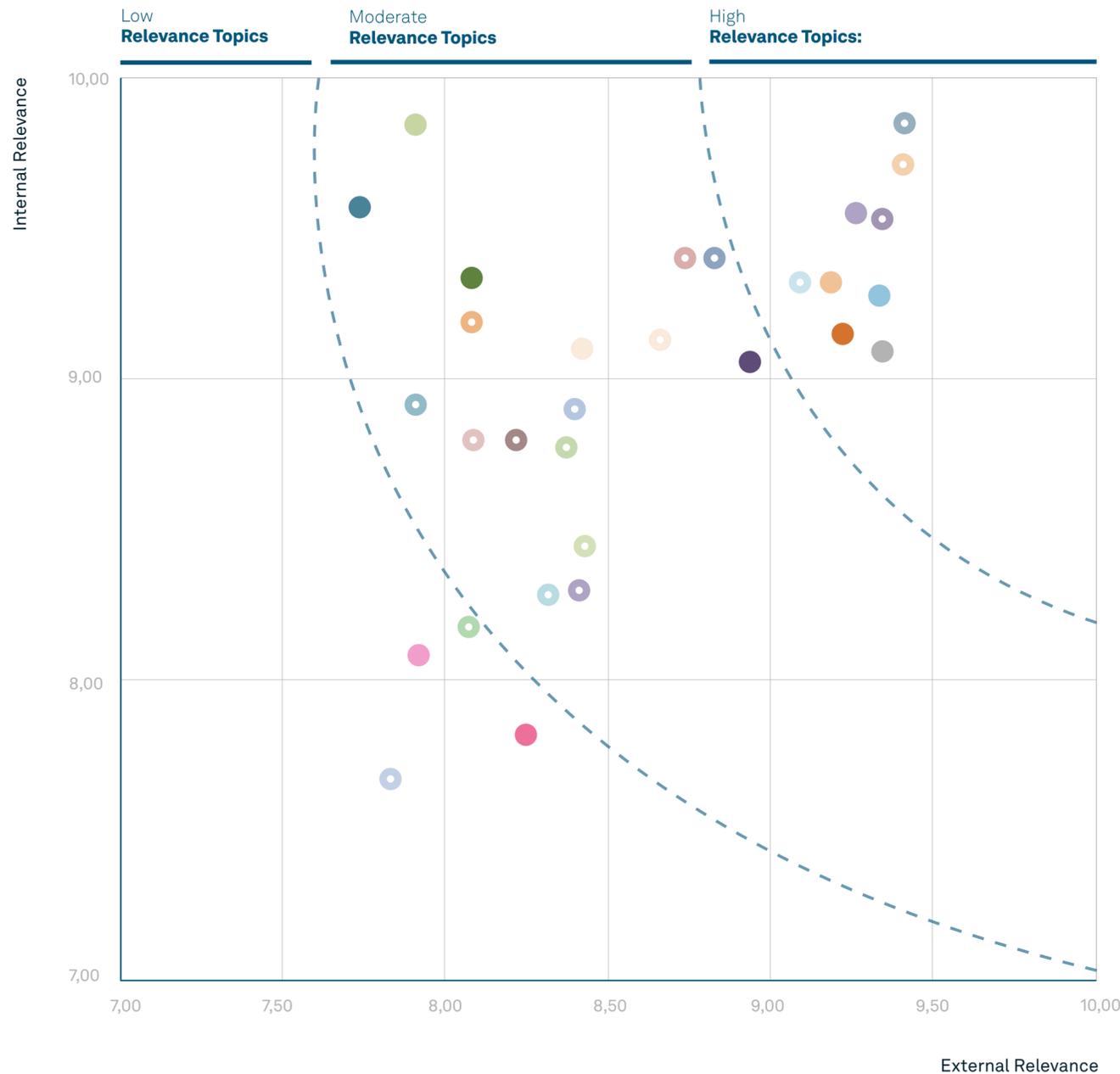
 **Moderate Relevance Topics:**

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.

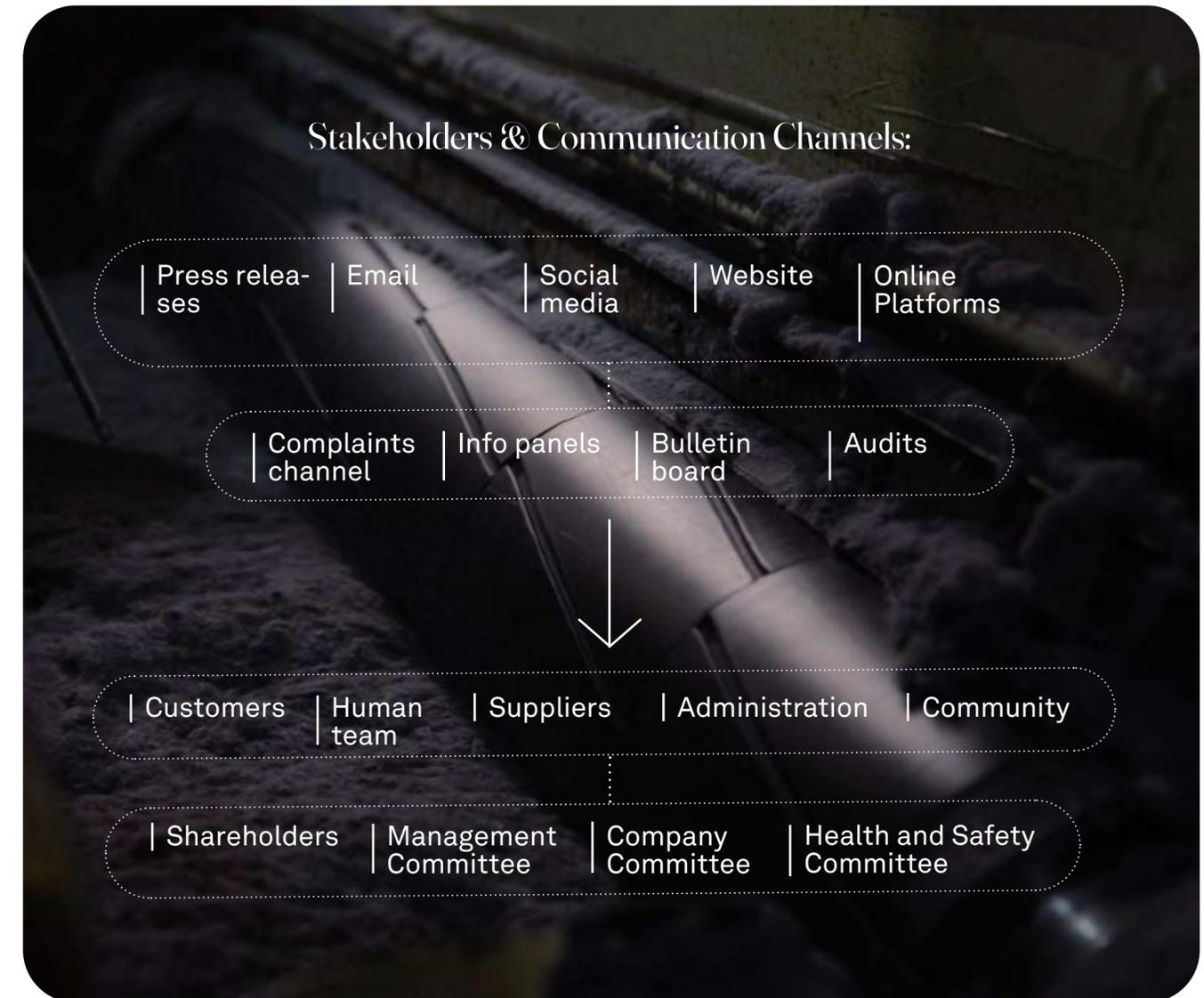
## 2.3 Stakeholder communication

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

For this reason, we maintain 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.

Our activity-related information is always available through our corporate website, where we periodically update the most relevant developments and projects.

We have also strengthened our presence on social media platforms such as Instagram, LinkedIn, and others, where we regularly share updates about our ongoing projects, company news, and relevant content for our stakeholders.



FERRE

03. Sustainability Report | 2024

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



**Miguel Ferrándiz**  
Chief Operations Officer



**Paqui Ferrer**  
Chief Commercial and Marketing Officer



**Cristóbal Aljaro**  
Chief Information Officer

# 3.2 Ethics & 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

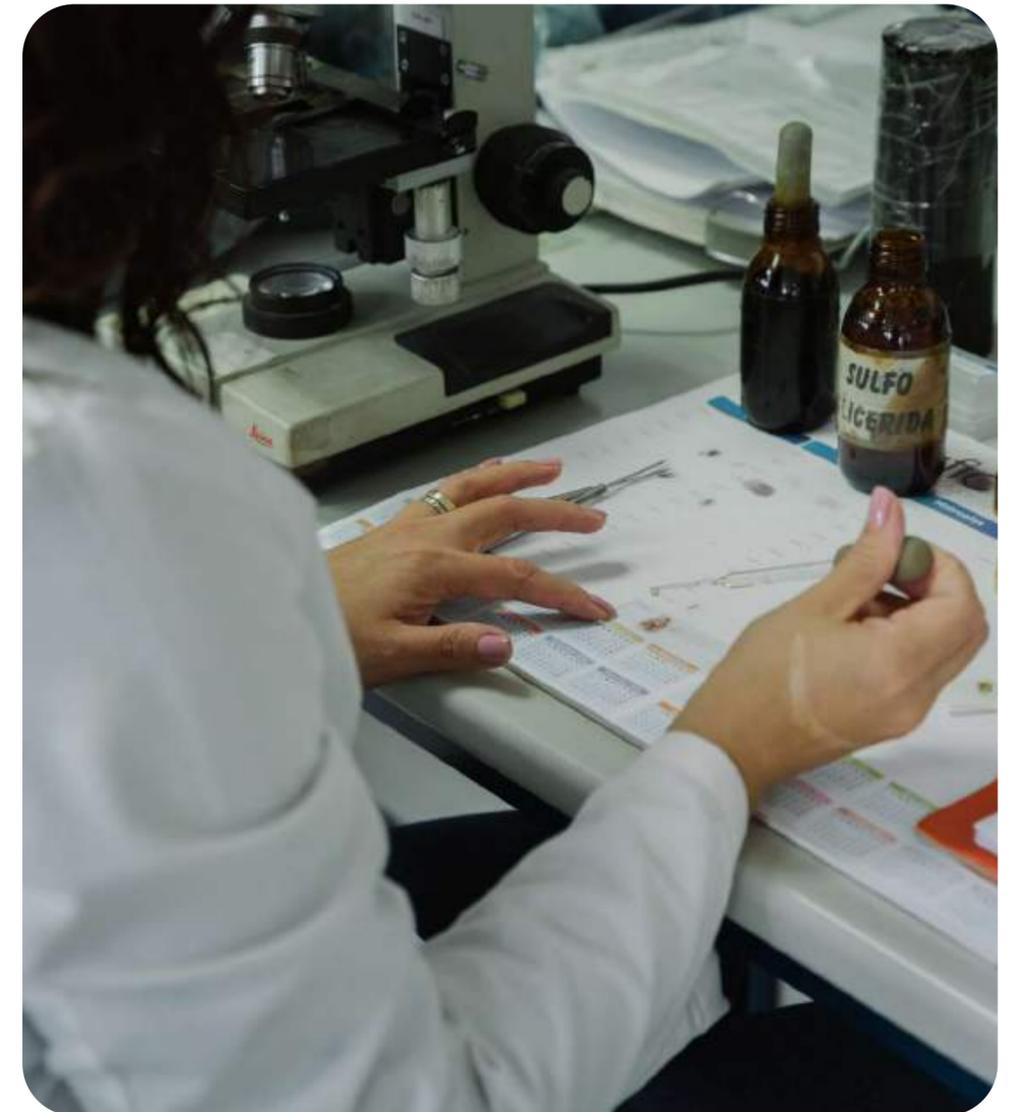
Commitment and respect for Human Rights recognized internationally in the Universal Declaration of Human Rights, the International Labor Organization (ILO) and the United Nations Global Compact.

## 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 & 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

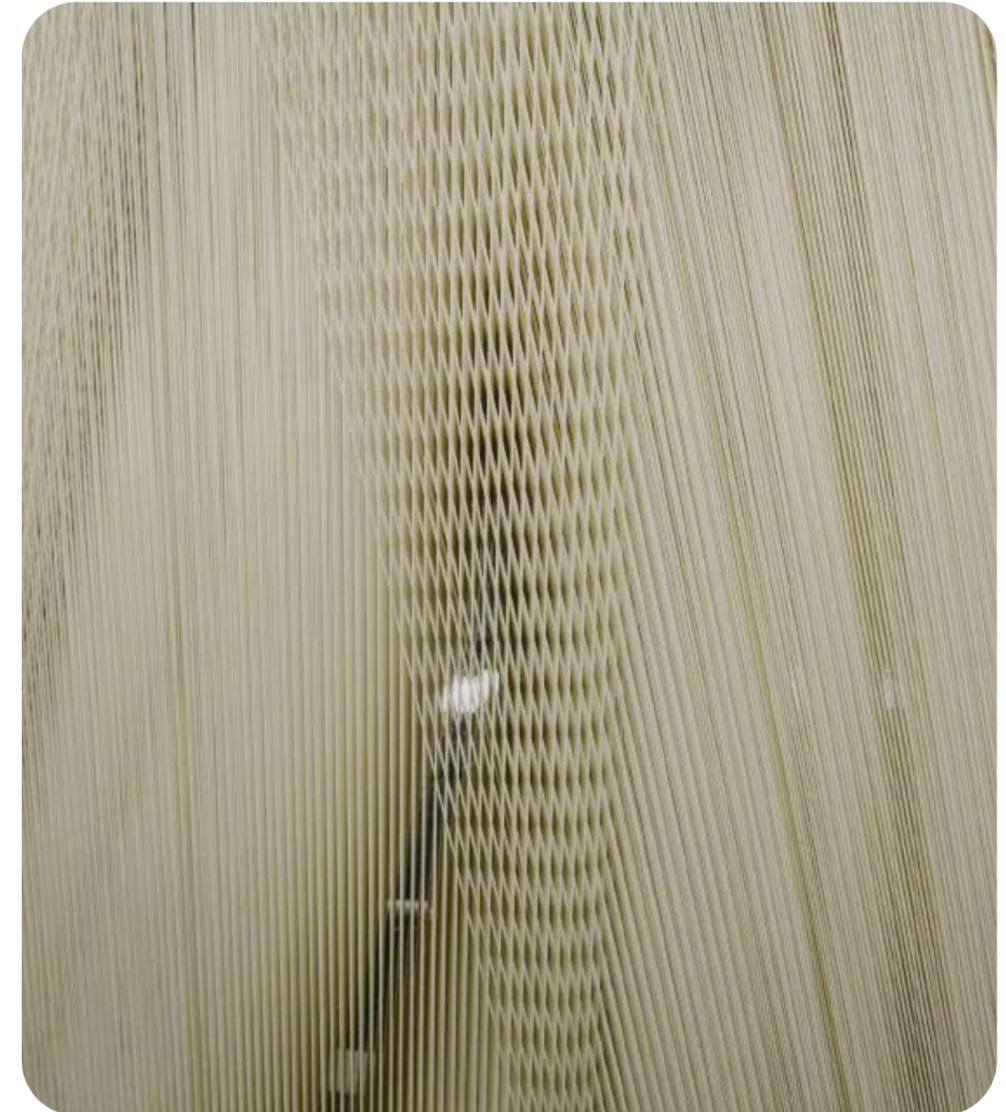


Ferre is a member of Textile Exchange, a global non-profit organization whose aim is to minimize the negative impacts of the global textile industry and maximize its positive effects, as well as help establish good practices and fair business models throughout the supply chain.

### 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 & 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:

### 2024

- Optimization of compressed air machinery and electrical installations through the implementation of new frequency inverters to reduce energy consumption.

### 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.

### 2018

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

### 2022

- Investments in environmental and productive improvements:
- Expansion of photovoltaic solar plant.
  - Renewal of cutting-edge spinning machinery to increase production capacity.

### 2021

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

### 2019

- Lighting Renovation. LED.

# 3.3 Innovation & 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
- ITEI, 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 & 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.



FERRE

04. Sustainability  
Report

2024

Environmental performance

4.1 Circular Economy

4.2 Our Environmental Impact

4.3 Raw Materials

4.4 Resource Consumption

4.5 Greenhouse Gas (GHG) Emissions

4.6 Waste Management

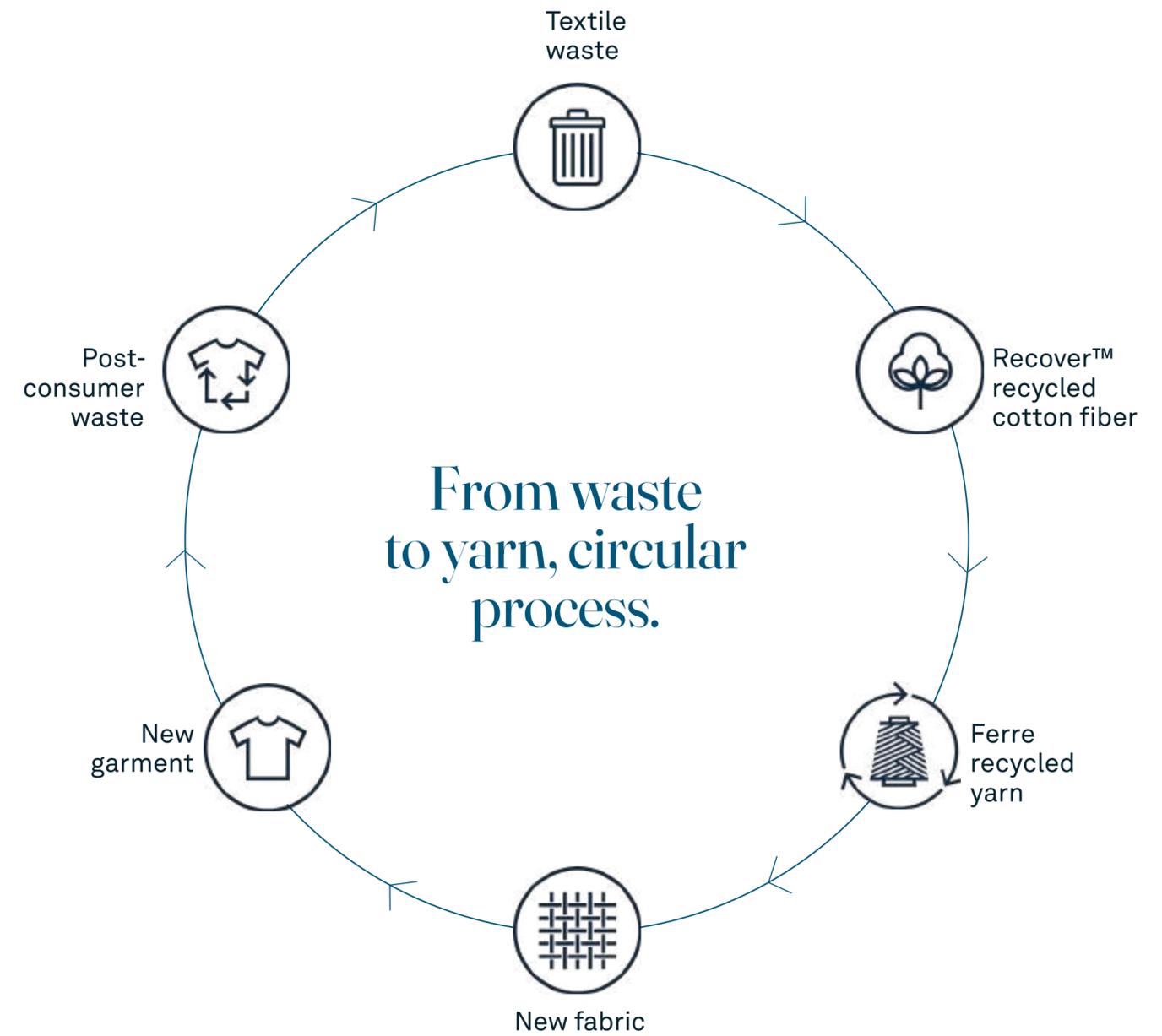
4.7 Certifications

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.

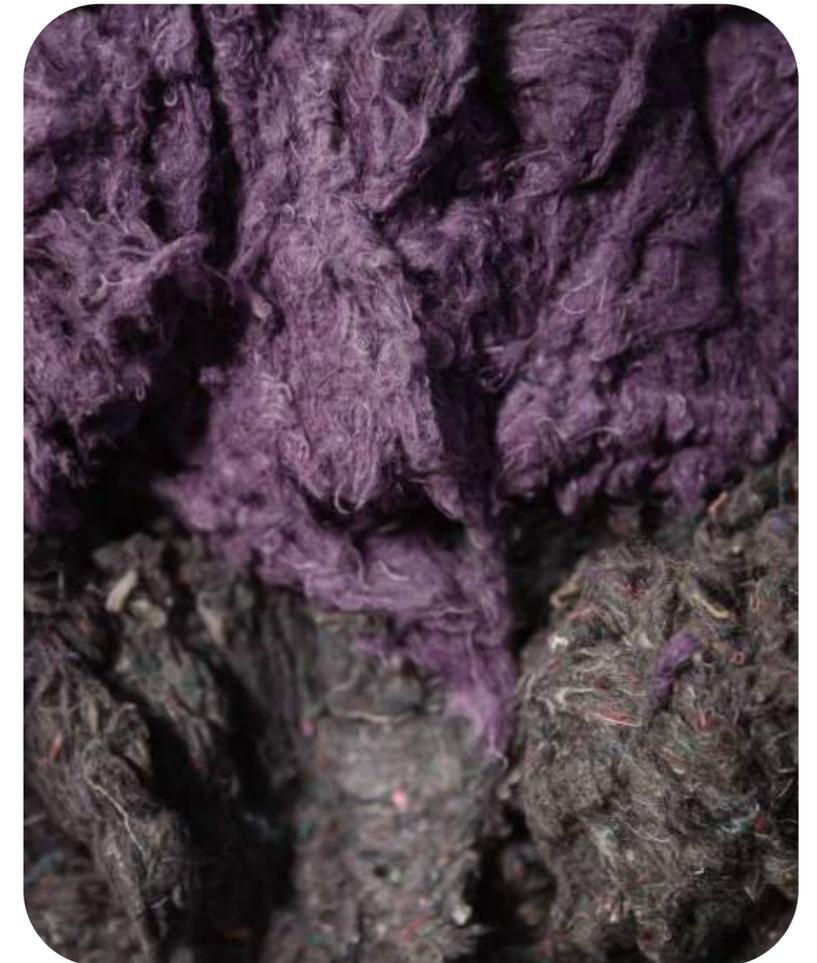
#### Textile waste is our raw material

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:**

2024 - 2025

PCW2WORKCLOTHES

2018 - 2022

LIFE REWEART PROJECT

2022 - 2025

NEO-RECYCLING PROJECT

2017 - 2018

W-FREE PROJECT

2023 - 2024

PCW2FASHION 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.

## PCW2WorkClothes

Development of innovative PCW Yarns by using as raw material PCW fiber coming from used Working Clothes and Labor Uniforms, once they cannot be any longer used.

These yarns will be then used to produce reusable textile shopping bags and new working clothes.

## 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 generated by using 1 ton of recycled cotton versus virgin cotton.

The University of Valencia endorses the positive environmental impact of using recycled cotton.

In 2016, the University of Valencia published the study \*\*“Environmental Impact of Recovered Cotton in the Textile Industry.” \*\* This study, in which Ferre participated, analyzes the environmental benefits throughout the product lifecycle resulting from the use of recycled cotton as raw material in our manufacturing process, compared to the use of natural cotton.

Backed by the University of Valencia, this study allows us to validate the estimated environmental savings data regarding water consumption, energy use, pollutant materials, atmospheric emissions, and waste diverted from landfills by using recycled materials as raw inputs in the manufacturing process.

The study compares the manufacturing process of a garment made with natural cotton yarn to the same process using recycled cotton. The use of recycled cotton avoids several stages of the manufacturing process, such as cultivation, ginning, and dyeing. It also highlights advantages in transportation. The key conclusions reveal that using recycled cotton, compared to growing natural cotton, leads to significant environmental savings.



55.700

Kwh Energy saved



320

Kg SO<sub>2</sub> emissions



13.980

Kg CO<sub>2</sub> emissions avoided



15.594.000

Million liters water saved



2.487

M<sup>2</sup> Cultivated land saved



1.000

Kg Waste diverted from 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

<https://ferreyarns.com/products/>

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 2024



13.616  
Billion litres of water



50,2  
Million KWh of energy



20.1  
Million kg of CO2 emissions



32,9  
Million PET bottles recycled



1  
Million kg of chemicals



2,3  
Million m2 of preserved cultivated area



0,9  
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  
69,3%



Recycled PET  
15,9%



Recycled wool  
0,1%



# 4.4 Consumption

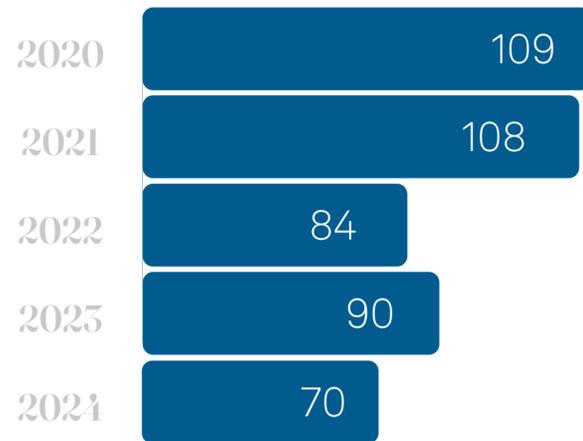
Electricity ↓ 28%

Diesel fuel ↑ 54%

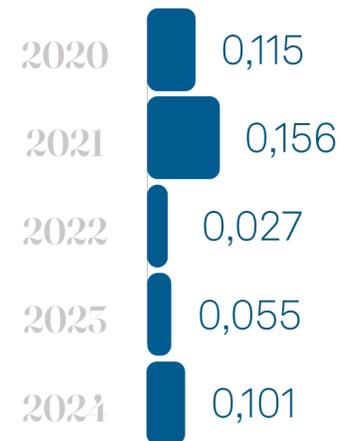
Water ↑ 13%

Paper ↓ 39%

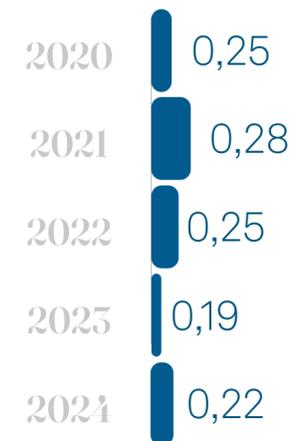
Electricity (kWh)/production unit



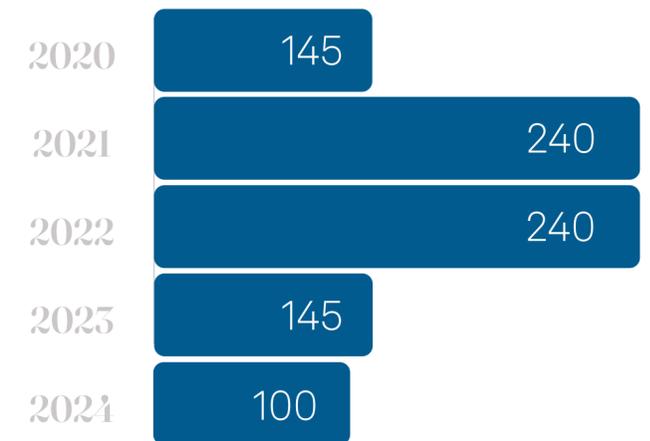
Diesel fuel (liters)/production unit



Water (m3)/ production unit



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



# 4.5 GHG emissions

The Carbon Footprint: A starting point to reduce our emissions and tackle climate change.

Aligned with our strong commitment to fighting climate change, Hilaturas Ferre continues making decisive progress towards increasingly sustainable operations.

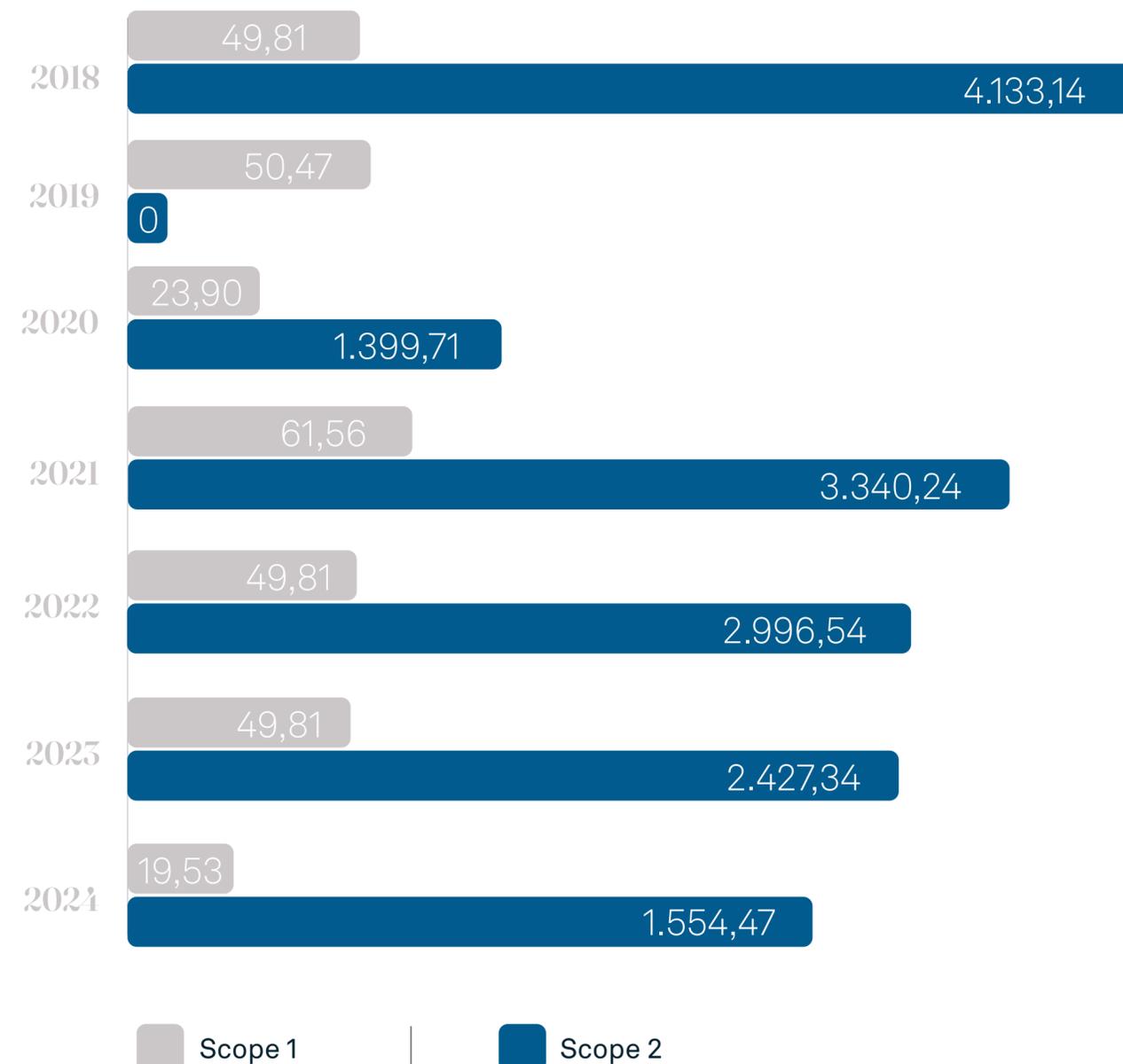
In 2024, we achieved a major environmental milestone: we reduced our Carbon Footprint by 36% compared to the previous year, marking a decade of continuous effort and dedication to sustainability.

This achievement is not by chance, but the result of a systematic strategy we began in 2013, when we started actively calculating, monitoring, and managing our greenhouse gas emissions. Since then, and for the eleventh consecutive year, we have registered our Carbon Footprint with the Ministry for the Ecological Transition and the Demographic Challenge's registry for carbon footprint, offsetting, and carbon absorption projects.

This significant reduction results from multiple actions in energy efficiency, process optimization, and responsible resource use. It motivates us to keep working determinedly to minimize our environmental impact and contribute to a cleaner, more resilient future for all.



GHG Emissions (tCO<sub>2</sub> eq)<sub>e</sub>



# 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:

Direct greenhouse gas emissions from sources that are owned or controlled by the company (e.g., fuel combustion on-site, company vehicles).

## Scope 2:

Indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, and cooling.



# 4.5 GHG emissions

## Our Strategy to Reduce the Carbon Footprint

Since 2017, Hilaturas Ferre has been implementing an ambitious Carbon Footprint Reduction Plan with the goal of cutting our emissions by 90% by 2025. Thanks to consistent efforts and strategic investments over recent years, we have achieved a cumulative emissions reduction of 62% by 2024 compared to the baseline year when we first calculated our Carbon Footprint.

It is important to highlight that 99% of our emissions are indirect, stemming from electricity consumption. Therefore, our strategy has prioritized reducing electricity use through three main initiatives:

- Generating clean energy by installing solar panels at our facilities.
- Investing in energy-efficient technologies to optimize the performance of our production processes.
- Committing to renewable energy by sourcing 100% renewable electricity for our operations.

## The results achieved strengthen our commitment

and motivate us to continue working with determination to implement our Reduction Plan. We remain aligned with national and European policies aimed at achieving climate neutrality by 2050, firmly convinced that climate action must be the cornerstone of every responsible business strategy.



## 4.6 Waste management

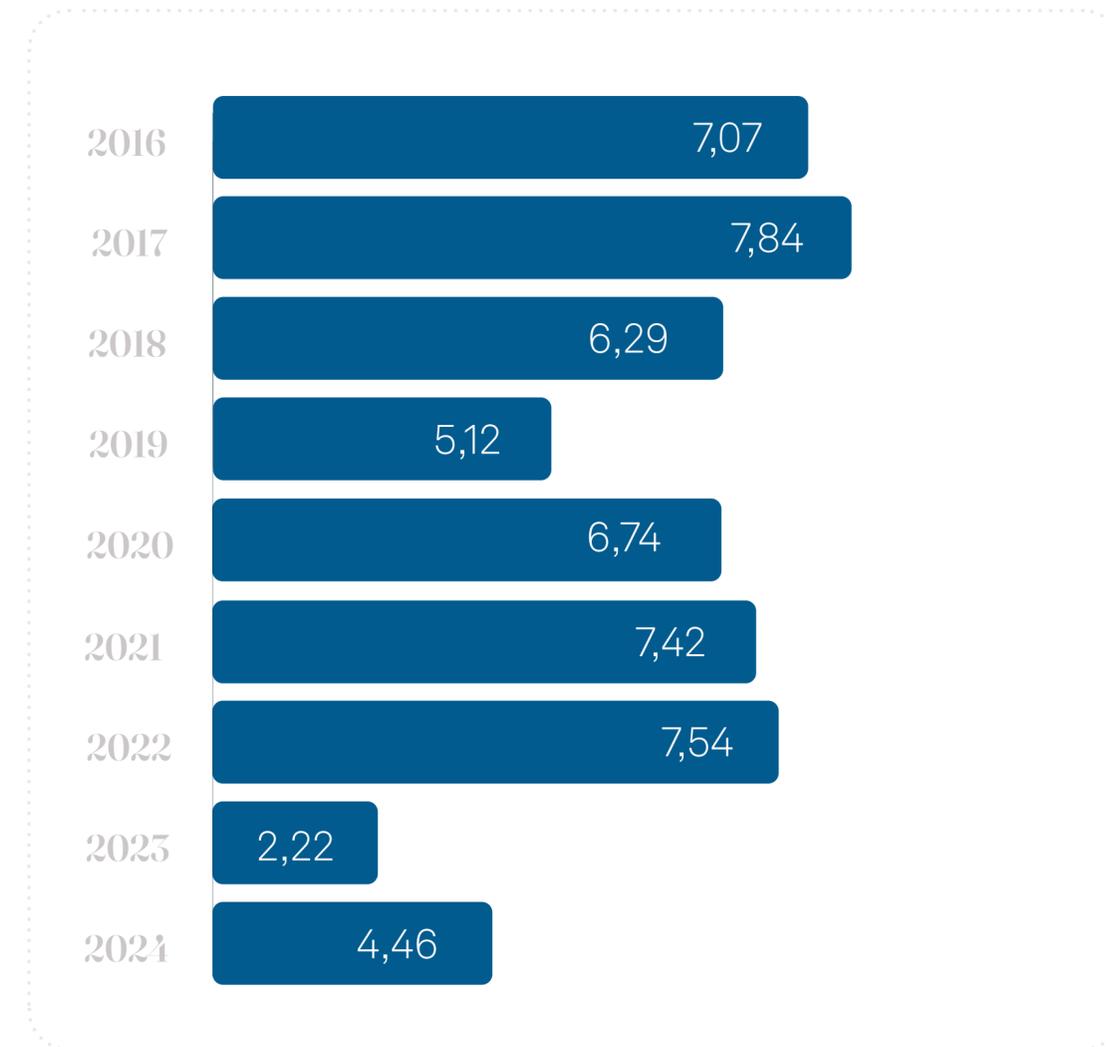
At Ferre, we are deeply committed to the circular economy and the use of recycled materials, firmly believing that the best waste is the waste that is never generated. Therefore, our top priority is waste prevention.

Only after this essential step do we actively work on waste separation for recovery, ensuring optimal and responsible resource management.

Beyond simply reducing waste volume, Ferre promotes a comprehensive approach to sustainable and responsible packaging. We focus on optimizing and minimizing materials, ensuring that every package uses only what is strictly necessary. This approach not only reduces the generation of new waste but also contributes to more efficient resource use, aligning with our vision of sustainability and the circular economy.

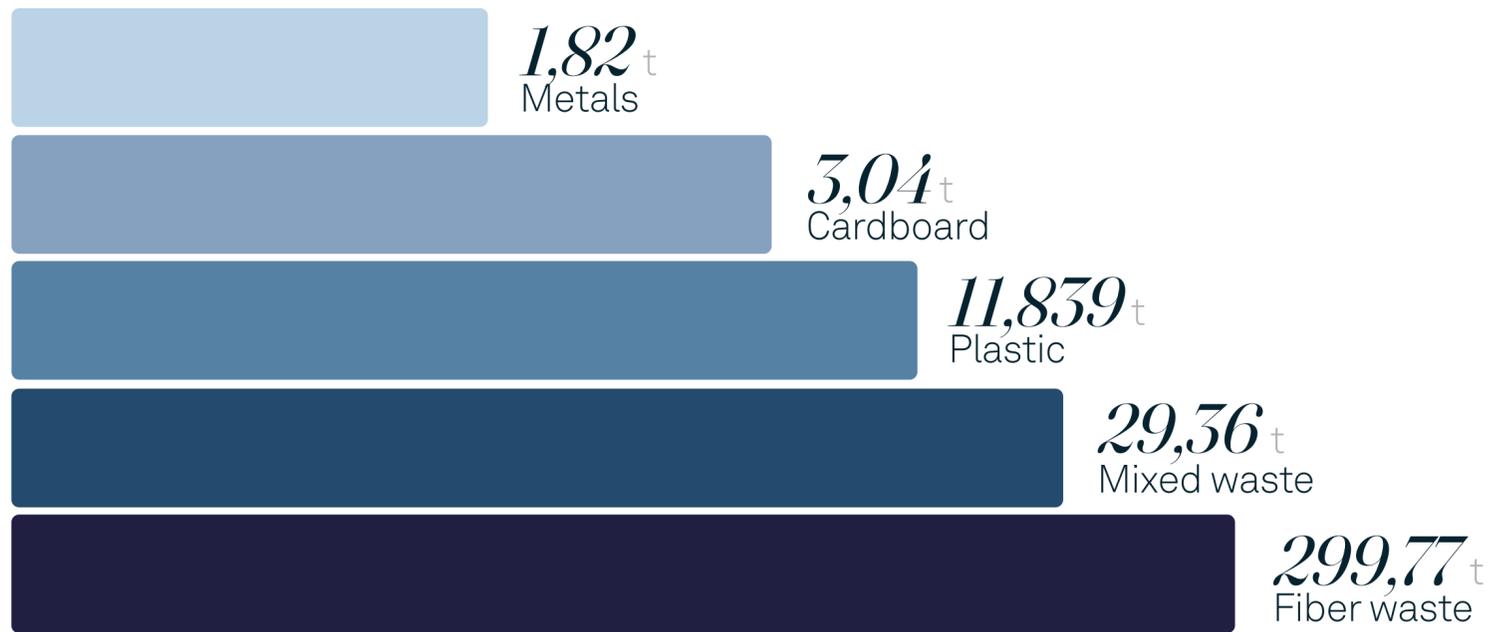
### Kg of Recoverable Waste / Production Unit

Production Unit = 1,000 km of yarn



# 4.6 Waste management

At Hilaturas Ferre, we recognize waste as a valuable resource. We are dedicated to extending its lifecycle by reintegrating it into our production processes. Our focus on resource recovery aims to minimize environmental impact and advance toward a more circular and sustainable business model. By converting waste into new opportunities, we reaffirm our commitment to the circular economy and environmental stewardship.



t. Tonnes of waste



## 4.7 Certifications

<https://ferreyarns.com/certifications/>

At our company, sustainability is not only a commitment, but a tangible practice supported by verifiable data and internationally recognized standards. All our environmental claims are backed by prestigious certifications as well as in-house studies based on Life Cycle Assessment (**LCA**) methodology, validated by independent organizations.

We hold certifications such as **STANDARD 100 by OEKO-TEX®**, which guarantees the absence of harmful substances in our products; **Global Recycled Standard® (GRS®)**, which certifies the use of recycled materials under environmental and social criteria; **OCS® – Organic Content Standard®**, which verifies the organic fiber content in textile products; and **FSC® – Forest Stewardship Council®**, which certifies the responsible sourcing of materials from sustainably managed forests.

Additionally, we apply the principle of “**Calculate, Compensate, Reduce**” to proactively and transparently manage our environmental footprint. Through tools like **LCA**, we precisely measure the impact of our products throughout their entire life cycle and make decisions aimed at continuous improvement.

These certifications and methodologies reinforce our commitment to responsible production and provide our customers with the assurance that they are choosing sustainable, traceable products aligned with the highest international standards, including the **United Nations Sustainable Development Goals (SDGs)**.



# 4.7 Certifications

## OEKO-TEX® STANDARD 100

99.7% of our yarns are certified under OEKO-TEX® STANDARD 100.

Hilaturas Ferre holds the STANDARD 100 by OEKO-TEX® certification, one of the most recognized standards for testing harmful substances in textile products. This certification guarantees customer trust and product safety. The tests are conducted by independent OEKO-TEX® affiliated institutes, considering 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 regulations.

This standard is specifically designed for the textile sector and covers a list of over 300 substances that could be harmful to health or the environment. Based on this assessment, the type of analysis, raw materials, and testing quantities are determined to ensure our yarns are free from hazardous substances. This process also serves as a supplier evaluation method, applied both to new suppliers and to maintain the highest standards with current ones.

Compliance with this standard also certifies that we meet the requirements of Annex XVII of the REACH Regulation and the U.S. standards regarding total lead content in children's products.



## GLOBAL RECYCLED STANDARD (GRS)

95.1% of our production is certified with GRS.

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

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

The certification not only guarantees that our products are made from recycled materials and are environmentally beneficial, but also that they are produced respecting social and environmental principles and requirements. Every year, we undergo an audit by an independent third party completely unrelated to our company.



## ENSURING TRANSPARENCY

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



# 4.7 Certifications

## ORGANIC COTTON STANDARD BLENDED (OCS)

0.95% of our products are certified with OCS.

This type of certification applies to non-food products containing between 5% and 95% organic material. It verifies the presence and quantity of organic content in a finished product. Additionally, OCS tracks the flow of raw material from its origin to the final product.



## FOREST STEWARDSHIP COUNCIL (FSC)

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



## CARBON FOOTPRINT

At Hilaturas Ferre, we reaffirm our commitment to sustainability every year by certifying our Carbon Footprint with the Registry of the Ministry for the Ecological Transition and the Demographic Challenge. Our goal is to obtain the “Calculate and Reduce” seal, reflecting our ongoing efforts to reduce greenhouse gas emissions. Although external factors can influence the results, we remain firmly committed to continuous environmental improvement.

For 2025, we aim to achieve the “Compensate” distinction, further solidifying our commitment to climate neutrality. Currently, the certification for the 2024 Carbon Footprint is undergoing validation by the Ministry.



## PEFC · PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION

Aware of the numerous environmental benefits forests provide and their vital role in mitigating climate change by absorbing greenhouse gases, Hilaturas Ferre maintains its commitment to sustainable forestry.

Since 2022, 100% of the new pallets we acquire have PEFC certification, and in 2024, we continue to follow this same approach. This certification guarantees that the origin of our packaging materials comes from sustainably managed and responsibly sourced forests.

The PEFC Chain of Custody certification provides verified, independent assurance that labeled products come from sustainably managed forests, offering traceability and confidence throughout the entire supply chain.



FERRE

05. Sustainability  
Report

2024

Social & community impact

- 5.1 Our Team
- 5.2 Professional Development
- 5.3 Equality, Diversity, and Non-Discrimination
- 5.4 Occupational Health and Safety





*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 have been fundamental pillars in making the production of our recycled yarns possible. Over the years, everyone who has been part of Ferre has contributed their talent and experience, fostering continuity, innovation, and growth within the company. Thanks to their efforts, we have successfully advanced and established ourselves as a leader in the industry.

At Ferre, people are the driving force behind our organization. Therefore, we are committed to offering the best job opportunities and fostering professional development through continuous training. We cultivate an inclusive work environment based on the values of ethics, respect, and equal opportunities. Additionally, we prioritize the safety and well-being of our team by ensuring optimal working conditions that enable safe and efficient performance.

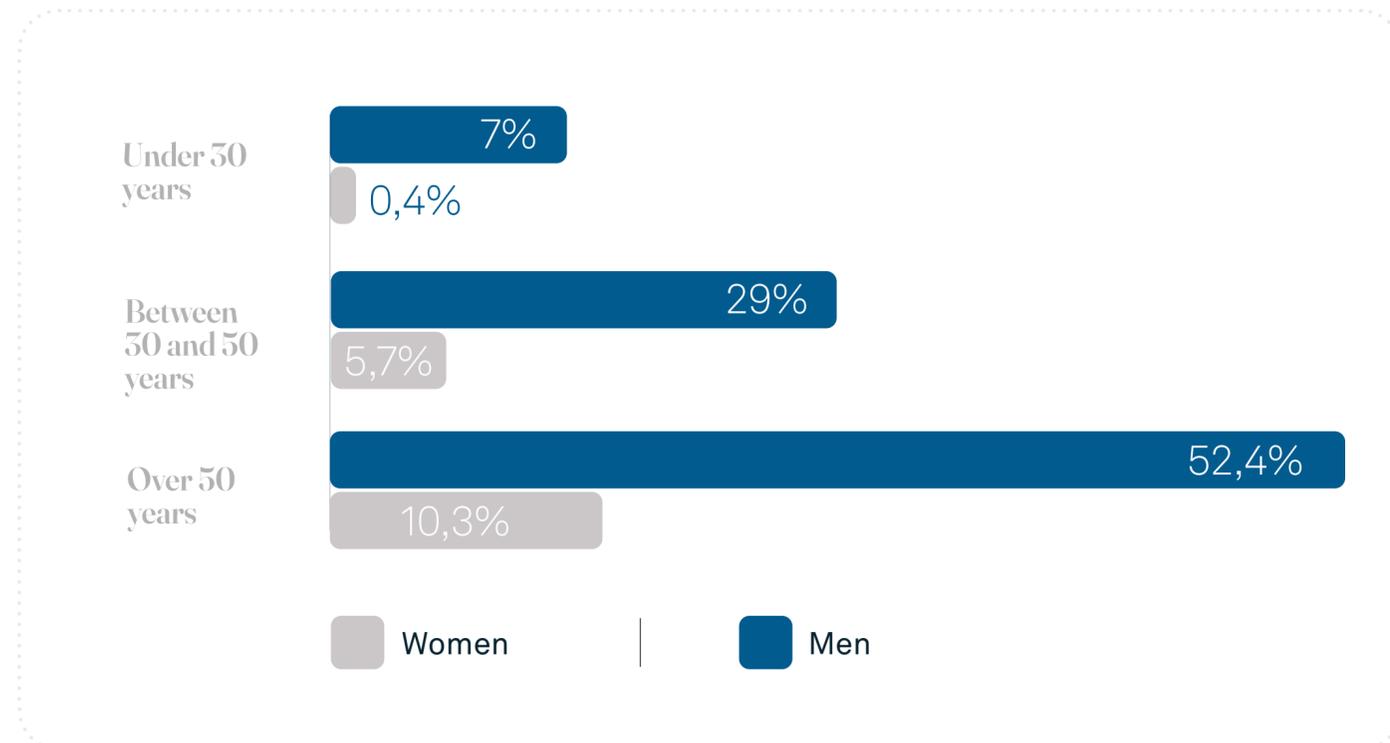
The stability and well-being of our team are top priorities at Ferre. Accordingly, 99% of our staff have permanent contracts, ensuring a solid and reliable work environment for our employees.



# 5.1 Our team

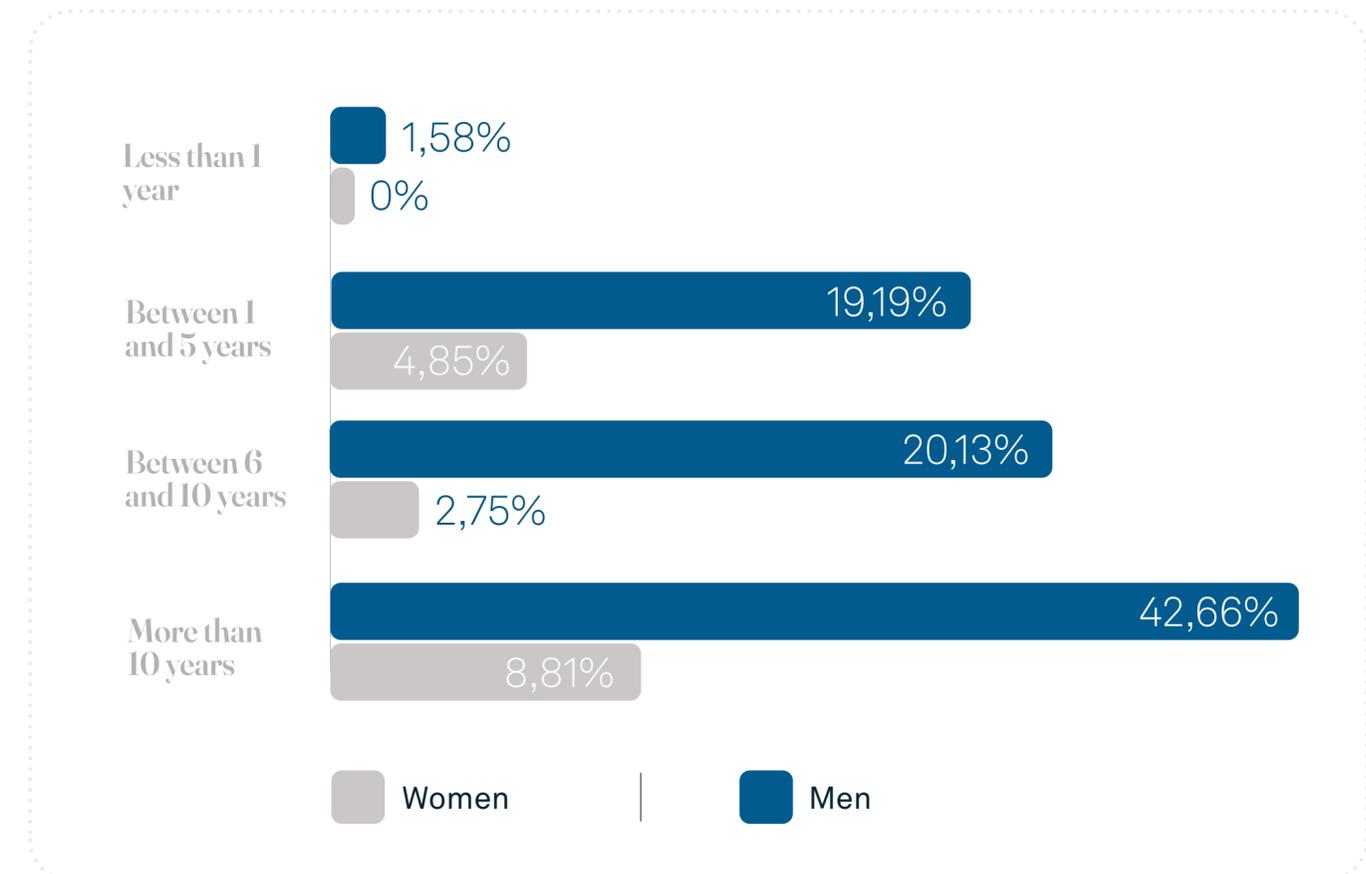
## Workforce distribution by age:

In the textile industry, it is common to have an aging workforce, and Hilaturas Ferre is no exception: currently, 62.7% of our team is over 50 years old. Aware of the challenges this presents for generational renewal, we are firmly committed to attracting and developing young talent, encouraging their gradual integration and thereby ensuring the continuity and renewal of our knowledge and experience.



## Workforce distribution by tenure:

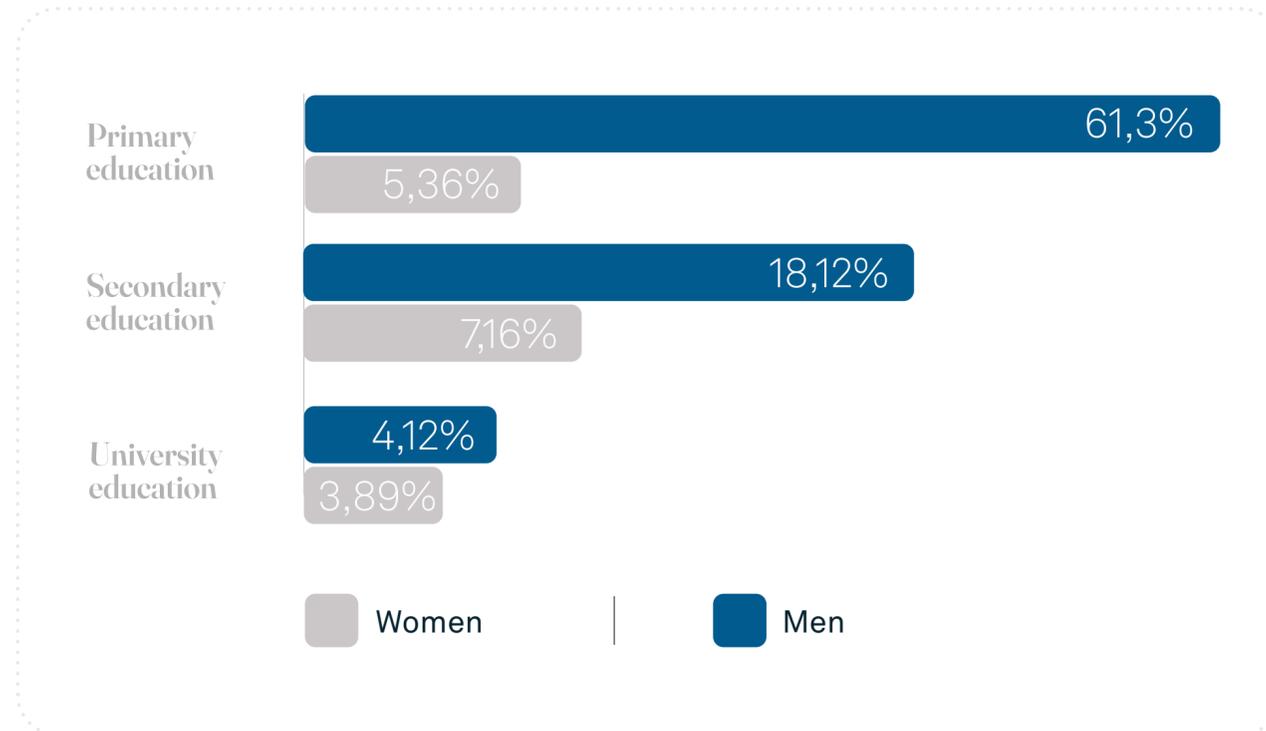
The tenure graph shows a more balanced distribution among employees. At Hilaturas Ferre, ensuring job stability is fundamental. We value and reward the loyalty of our team, recognizing the importance of having committed and experienced professionals.



# 5.1 Our team

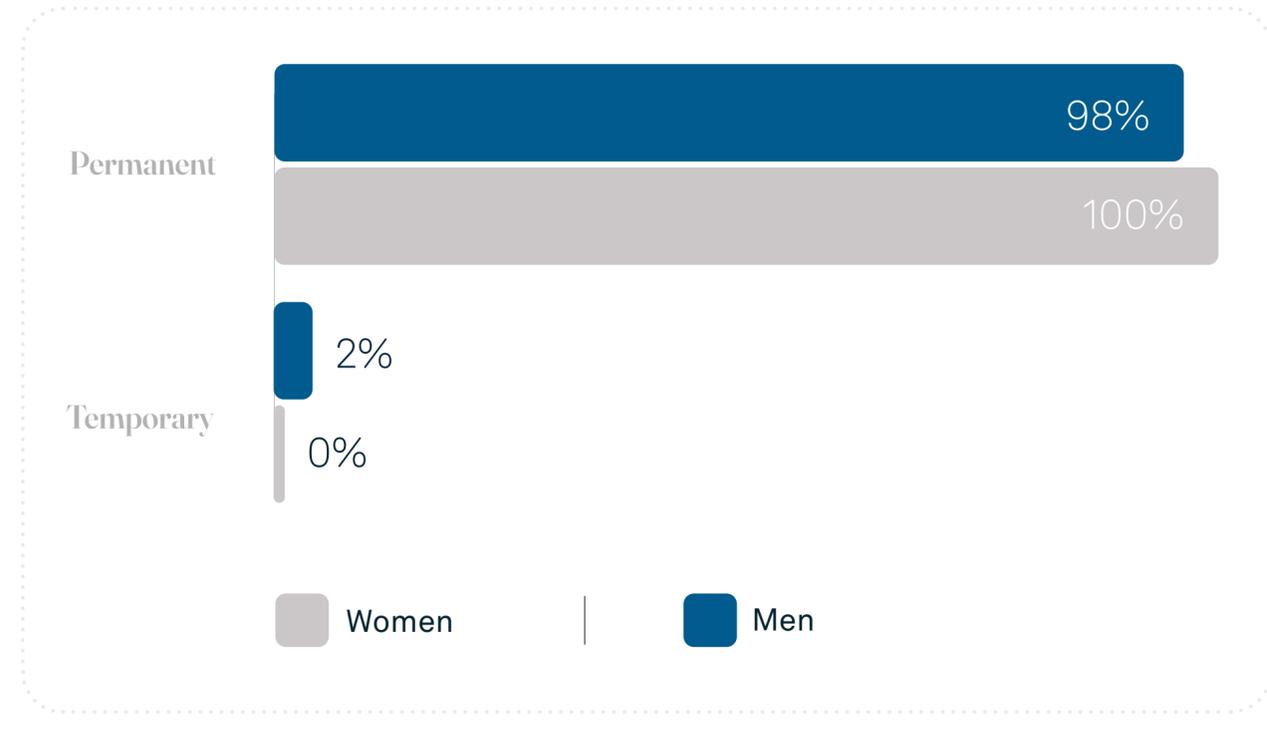
## Workforce distribution by education level:

The predominance of primary education within our team reflects a common characteristic of the textile sector, where the workforce typically has a basic educational background. However, positions of greater responsibility require higher education. At Hilaturas Ferre, we firmly believe in the importance of promoting continuous learning by providing our employees with valuable opportunities for development and training, enabling them to grow and reach their full potential in their careers.



## Workforce distribution by contract type:

We strongly believe that job stability is the foundation of a healthy and motivating work environment. This commitment is reflected in the fact that 98% of our workforce holds permanent contracts. We are convinced that offering security and continuity not only enhances employee well-being but also drives professional growth and strengthens long-term mutual commitment.



# 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.

KM HOME-WORK-HOME DISTANCE			
Summary of commuting distances			2.024
Home location	Average Number of Employees	Work Distance (km)	Daily Distance (km)
Banyeres (Alicante)	29,03	1,00	116,12
Alcoi (Alicante)	30,15	21,00	1.266,09
Ontinyent (Valencia)	0,14	21,00	6,05
Alicante (Alicante)	2,82	70,00	394,24
Bocairent (Valencia)	0,50	13,00	13,00
Canyada (Alicante)	1,00	17,00	34,00
Castalla (Alicante)	1,00	26,00	52,00
Elda (Alicante)	0,02	46,00	1,47
Cocentaina (Alicante)	0,50	32,00	32,00
Onil (Alicante)	1,54	15,00	46,32
Petrer (Alicante)	0,30	46,00	27,97
Villena (Alicante)	5,71	28,00	319,87
<b>TOTAL</b>	<b>72,71</b>	<b>336,00</b>	<b>2.309,13</b>

## 5.2 Professional development

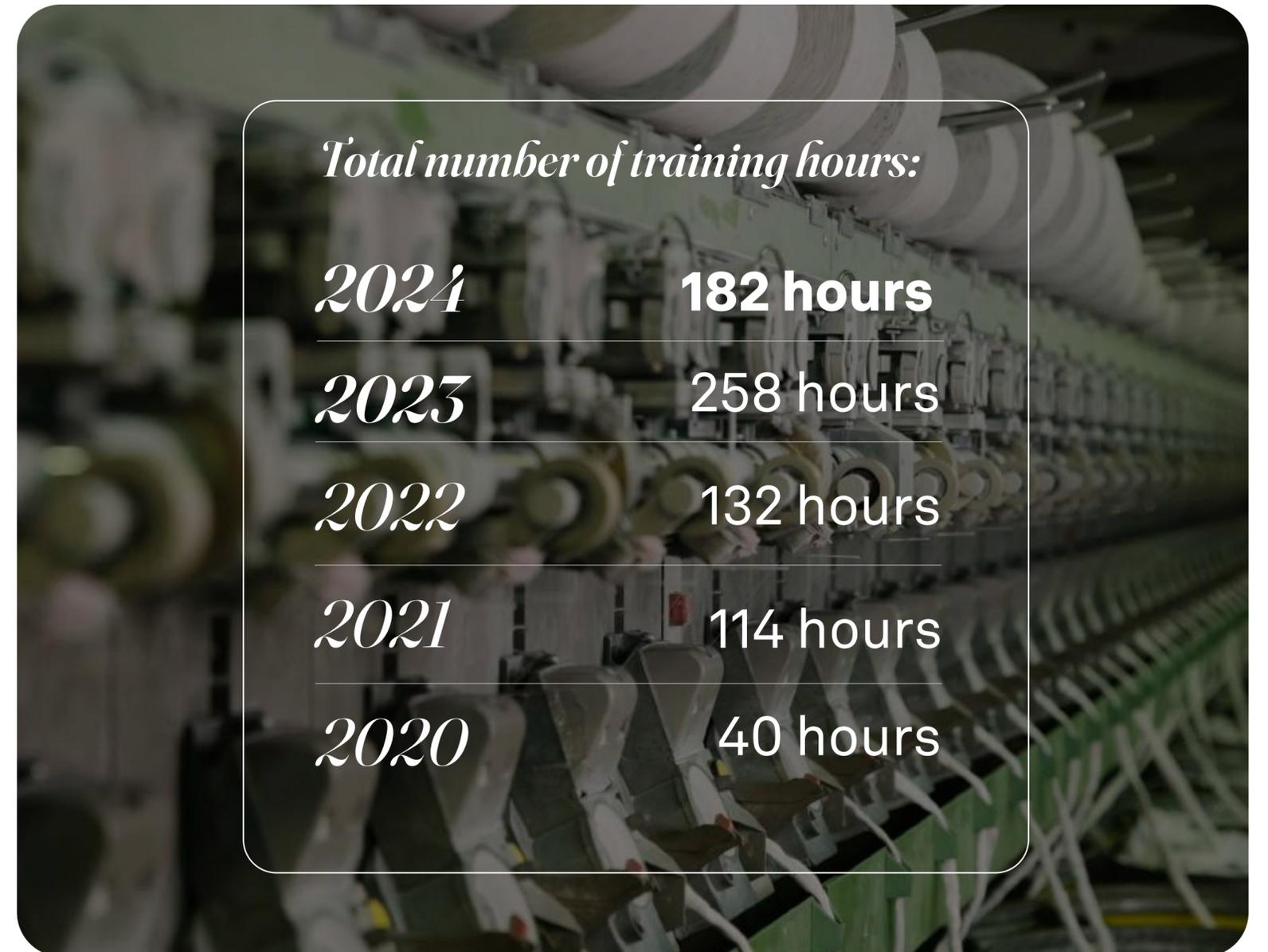
Promoting professional growth through continuous training:

At Ferre, we understand that continuous training is key to the professional and personal development of our team. We offer training programs that provide the necessary tools for safe, efficient, and diligent performance, with a primary focus on occupational risk prevention and on-the-job training.

### Occupational Risk Prevention Training (ORPT)

Training in Occupational Risk Prevention is essential to ensure the safety of our team and to foster a safe and efficient work environment. Providing a workplace that protects our people is a top priority for our company. Our training has covered topics such as:

- Emergency plans.
- Health and safety in the workplace.
- First aid.



## 5.2 Professional development

### On-the-Job training:

On-the-job training is a fundamental pillar both for the professional development of employees and for the continuous improvement of the company. It helps increase efficiency in daily tasks and strengthens workers' confidence in performing their duties.

However, in 2024, the number of hours dedicated to this type of training has decreased significantly compared to previous years. This reduction is due to greater staff stability and lower turnover, resulting in fewer new hires.

Consequently, the need for initial on-the-job training has been much lower, reflecting a consolidated workforce and a more stable work environment.



# 5.2 Professional development

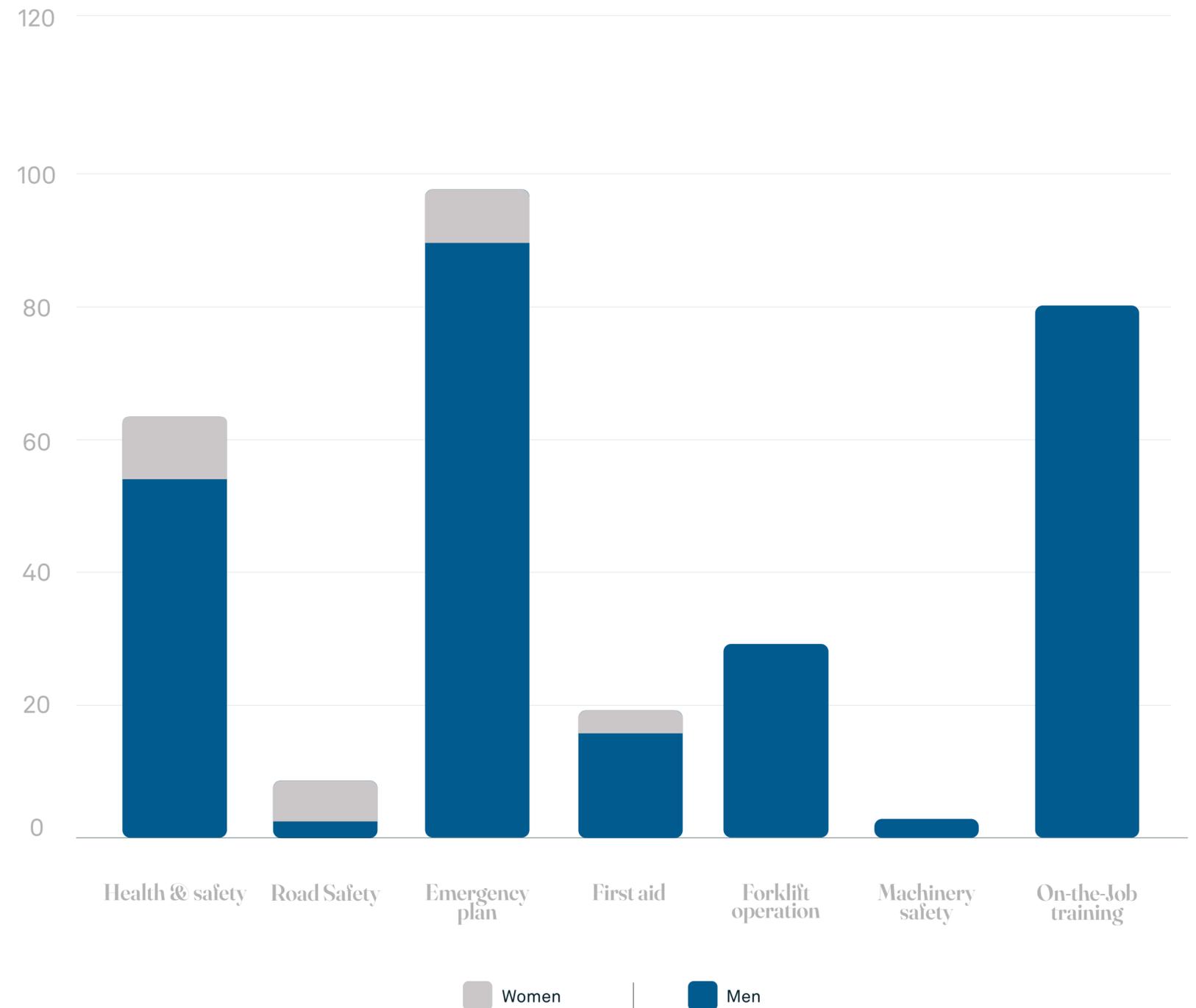
## Personal development:

Throughout 2024, a total of 300 training hours were dedicated to the professional development of our team.

## Average training hours by gender:



Types of training:



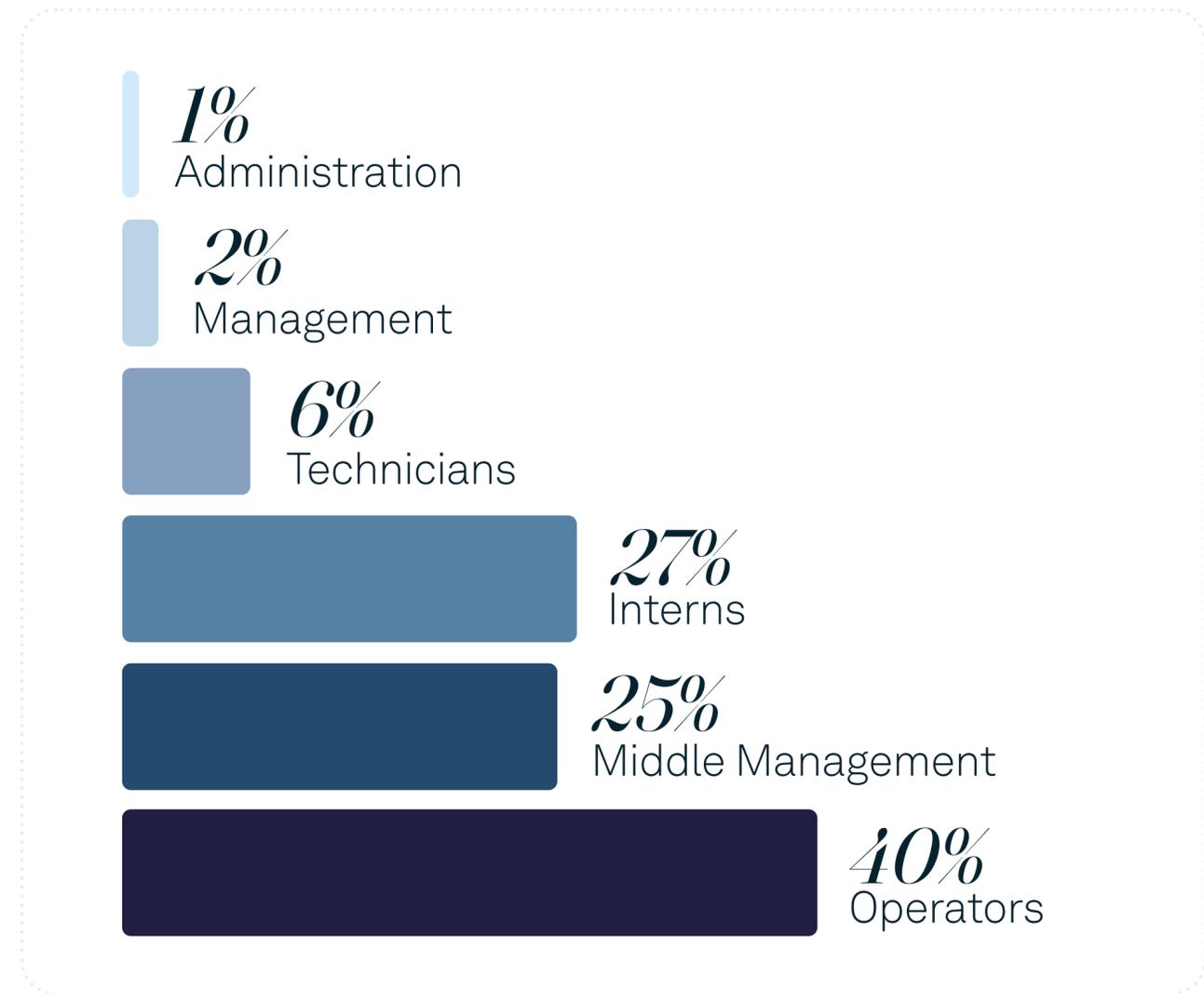
# Training by professional category

During the evaluated period, the company has strengthened its commitment to continuous training, ensuring that all professional categories have participated in training activities. This effort highlights our dedication to the development of people at every level of the organization.

The distribution of training by professional category has been as follows:

- Interns: **27%**
- Administration: **1%**
- Technicians: **6%**
- Middle Management: **25%**
- Operators: **40%**
- Management: **2%**

It is worth noting that a significant portion of the training (27%) was completed by interns as part of their integration and on-the-job learning process. Additionally, all professional categories have had access to training, reaffirming the inclusive and cross-cutting nature of our training policy.

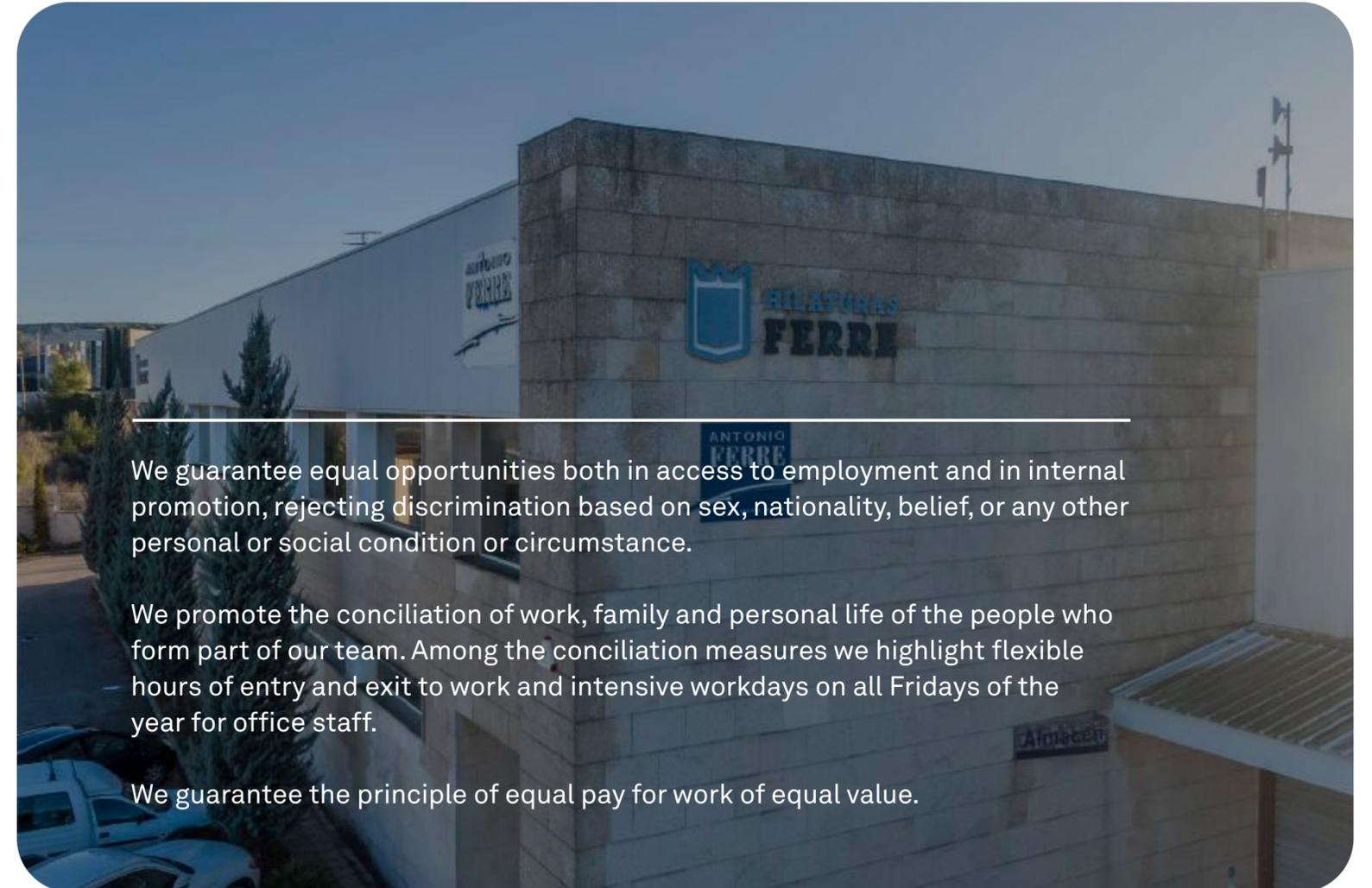


## 5.3 Equality, diversity & non-discrimination

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

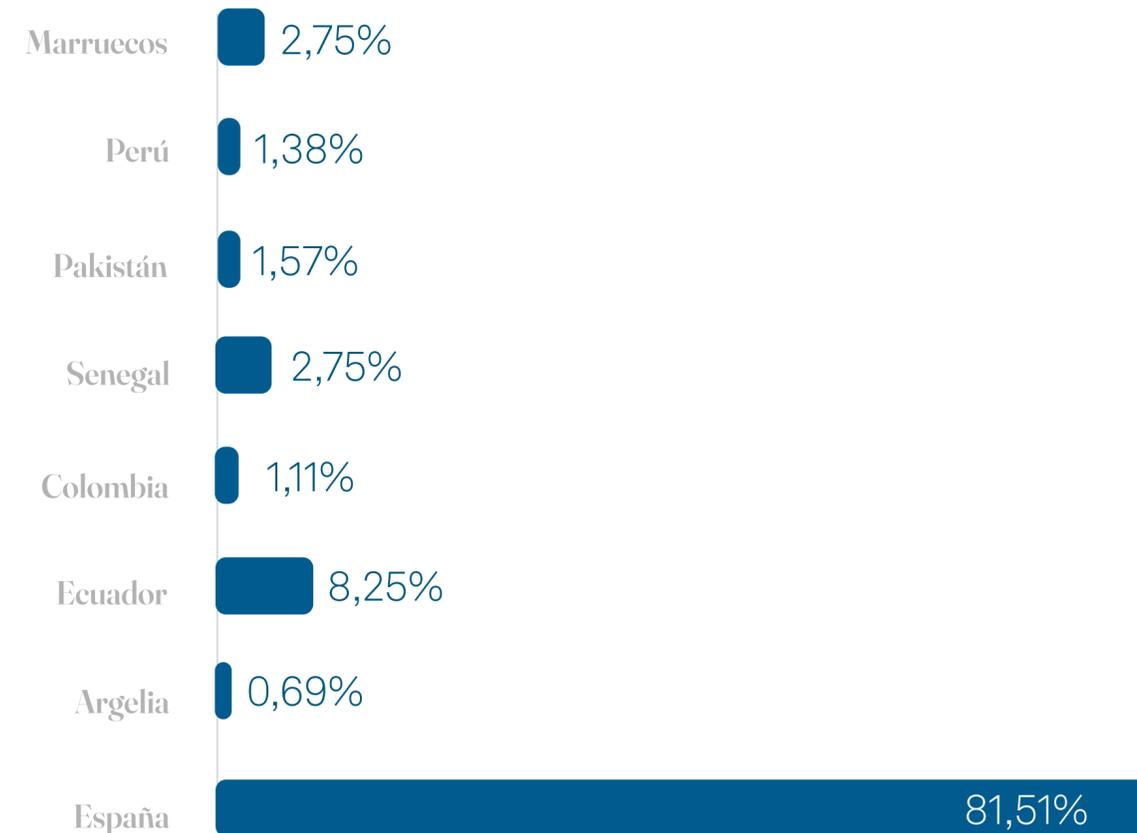
### Non discrimination & cultural diversity

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 & safety at work

As part of our commitment to the health and safety of our team, we provide the necessary resources to ensure that all activities carried out at Hilaturas Ferre are conducted in the safest possible manner.

We periodically update the risk assessment for each job position at Hilaturas Ferre, aiming to reduce and control associated risks.

100% of our workforce is covered by an external Prevention Service. Additionally, we are committed to providing all new employees with comprehensive training on the risks inherent to their roles. This training process not only enhances our employees' experience but also equips them with the necessary tools to act safely and effectively. Through this initiative, we strive to create a fully safe working environment, ensuring the well-being of our team and promoting their job satisfaction.



FERRE

06. Sustainability Report | 2024

GRI Content Index

6.1 GRI Content Index

# 6.1 Global reporting initiative

## GRI 2: GENERAL CONTENTS 2021

GRI Estandard	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.	04
Content 2-3	Reporting period, frequency and point of contact.	04
Content 2-4	Information update.	04
Content 2-5	External verification.	Not considered necessary
2. ACTIVITIES AND EMPLOYEES		
Content 2-6	Activities, value chain and other business relationships.	13 - 14, 38 - 41
Content 2-7	Employees.	59-62
Content 2-8	Workers who are not employees.	Not considered necessary

GRI 2: GENERAL CONTENTS 2021

GRI Estandard	Content	Position
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.	16-19
Content 2-17	Collective knowledge of the highest governing body.	23
Content 2-18	Performance evaluation of the highest governing body.	26-28
Content 2-19	Remuneration policies.	Not considered necessary
Content 2-20	Process for determining remuneration.	Not considered necessary
Content 2-21	Annual Total Compensation Ratio.	Not considered necessary

## GRI 2: GENERAL CONTENTS 2021

GRI Estandard	Content	Position
4. STRATEGIC, POLICIES AND PRACTICES		
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Content 2-24	Incorporation of commitments and policies.	Not considered necessary
Content 2-25	Processes to correct negative impacts.	36-47
Content 2-26	Mechanisms for seeking advice and addressing concerns.	36-47
Content 2-27	Compliance with legislation and regulations.	41-46
Content 2-28	Association memberships.	33
5. STAKEHOLDERS ENGAGEMENT		
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GRI 3: MATERIAL TOPICS 2016 - ENVIRONMENTAL

GRI Estandard	Content	Position
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Content 301-2	Content recycled inputs.	52-53
Content 301-3	Reused products and packaging materials.	52-53
GRI 302. ENERGY 2016		
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Content 302-3	Energy intensity.	48
GRI 303. WATER AND EFFLUENTS 2018		
Content 303-1	Interaction with water as a shared resource.	48
Content 303-2	Management of impacts related to water discharges.	48
Content 303-3	Water extraction.	48
Content 303-4	Water spills.	Not considered necessary
Content 303-5	Water consumption.	48

GRI 3: MATERIAL TOPICS 2016 - ENVIRONMENTAL

GRI Estandard	Content	Position
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GRI 305. EMISSIONS 2016		
Content 305-4	Intensity of GHG emissions.	49-51
Content 305-5	Reducing GHG emissions.	49-51
GRI 306. EFFLUENTS AND WASTE 2016		
Content 306-1	Water discharge according to its quality and destination.	Not considered necessary
Content 306-2	Waste by type and disposal method.	12, 45, 52-53
GRI 308. ENVIRONMENTAL EVALUATION OF SUPPLIERS 2016		
Content 308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria.	18, 29, 46

GRI 3: MATERIAL TOPICS 2016 · ECONOMIC

GRI Estandard	Content	Position
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GRI 202. MARKET PRESENCE 2016		
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GRI 203. INDIRECT ECONOMIC IMPACTS 2016		
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GRI 204. SUPPLY PRACTICES 2016		
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GRI 205. ANTICORRUPTION 2016		
Content 205-3	Confirmed corruption cases and measures taken.	12

GRI 3: MATERIAL TOPICS 2016 · SOCIAL

GRI Estandard	Content	Position
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Content 403-6	Promoting workers' health.	63-66
GRI 404. FORMACIÓN Y EDUCACIÓN 2016		
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Content 404-2	Employee skills enhancement programs and transition assistance programs.	63-66
GRI 405. DIVERSIDAD E IGUALDAD DE OPORTUNIDADES 2016		
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GRI 406. NO DISCRIMINACIÓN 2016		
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GRI 3: MATERIAL TOPICS 2016 · SOCIAL

GRI Estandard	Content	Position
GRI 407. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
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GRI 408. CHILD LABOUR 2016		
Content 408-1	Operations and suppliers with significant risk of child labor cases.	29,33
GRI 413. LOCAL COMMUNITIES 2016		
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Content 414-1	New suppliers who have passed selection filters according to social criteria.	29,46

GRI 3: MATERIAL TOPICS 2016 - SOCIAL

GRI Estandard	Content	Position
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GRI 416. CUSTOMER HEALTH AND SAFETY 2016

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Content 416-2	Cases of non-compliance concerning health and safety impacts in product and service categories.	Not considered necessary

GRI 417. MARKETING AND LABELLING 2016

Content 417-1	Requirement for information and labelling of products and services.	54-56
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FERRE | 2024

Sustainability Report

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