

Sustainability Policy



1. Purpose

The sustainability policy, and the set of ESG (Environmental, Social and Governance) management elements associated with it, form a framework that guides the Fagor Electrónica Group in adopting responsible and sustainable practices. This framework promotes social progress, respect for the environment and economic growth, creating sustainable, long-term value for its stakeholders.

The sustainability policy establishes commitments to address material or priority sustainability issues, which are implemented through specific goals, strategies and lines of action integrated into the Fagor Electrónica Group's own Strategy and Management.

2. Scope of application

This policy applies to all the companies that make up the Group, as listed in the Fagor Electrónica Group's Consolidated Annual Accounts, and consequently to all its administrators, employees, working partners and managers who make up its areas, regardless of where they carry out their activities.

3. Commitments

The commitments adopted by the Fagor Electrónica Group form the cultural basis and management style that guides the development of our activities.



Environmental Aspects:

Climate Change and Circular Economy

Commitment to combating climate change and promoting the circular economy by

- reducing greenhouse gas emissions by controlling emissions from its three scopes and monitoring a decarbonisation plan.
- efficient use of energy and fuels, promoting the use of renewable energy.
- the rational and efficient use of natural resources and the responsible design of products and processes, promoting the circular economy (use of recycled materials, efficient transport, waste recovery, etc.) throughout the value chain.

Pollution

- Complying with environmental quality standards and applicable regulations wherever we operate and
- taking action to minimise air, water and soil pollution in our operations.

- Responsibly manage chemical products, identifying, minimising and, where possible, eliminating the use of restricted substances in manufacturing processes.
- Manage noise pollution by incorporating minimisation criteria into new projects and periodically monitoring our emissions.
- Guide our supply chain by demonstrating the importance of reducing the environmental impact they may generate.

Biodiversity

- Protect and preserve biodiversity, land use and deforestation, analysing the ecosystems impacted by our operations and minimising our impact.



Social Aspects:

People at the Centre

Believing in the cooperative legacy, we strive to leave future generations not only stronger and better cooperatives, but also a better model of development for people and the planet:

- Promoting full participation, which generates greater commitment, motivation and identity.
- Ensuring a safe and healthy working environment for our employees.
- Training staff for their professional and personal development by promoting a business model that generates equity, quality of life and equal opportunities.
- Promoting equality, diversity and inclusion, establishing measures to prevent and mitigate any type of discrimination.

Workers in the value chain

- Respecting human rights in all our operations and identifying risks throughout the supply chain.
- Not tolerate discrimination, forced labour or child labour.

Affected groups

- Work together with local and global stakeholders (educational, social/cultural, business and public administrations) to generate a favourable social and environmental impact on the environment in which we operate.
- Create a competitive ecosystem on a global scale based on strong mechanisms of solidarity between cooperatives, which promotes greater resilience (job security).



Governance Aspects

Ethical Conduct

- All our employees must carry out their professional activities in compliance with current legislation and internal regulations, including the code of ethics, in all territories where we operate.
- Promote our code of ethics, which establishes the guidelines for behaviour that guide Fagor Electrónica Group employees in relation to their stakeholders.
- Establish analysis and control mechanisms to prevent and mitigate the risks of criminal offences, including any form of corruption or bribery.
- Have internal information systems in place so that people can report practices they consider criminal, safely and with their identity guaranteed to remain confidential.

Impact, risk and opportunity management

- Identify, assess, manage and remedy impacts, risks and opportunities, both in our own operations and in the value chain, taking into account the recommendations of leading organisations.

Transparent and responsible communication

- Actively listen to our employees, customers, suppliers, local communities and other stakeholders, encouraging participation and constructive dialogue with all of them.
- Communicate financial and non-financial information transparently, including ESG aspects, complying with legal requirements and standards on public information.
- Communicate responsibly, providing a truthful, balanced and respectful view of our organisation’s reality to the various stakeholders.

The goals of this Policy will be reviewed annually as part of the management plan approval process by the Board of Directors, and progress will be disclosed in the corresponding annual sustainability report.



4. Approval and monitoring

- Approval: Approval of this Policy is the responsibility of the Governing Board of the Fagor Electrónica Group, following a proposal from the Management Board, and it shall come into force from the moment of its approval, as well as by the administrative bodies of the other companies in the Group. This reflects senior management's commitment to sustainability, ensuring its integration into the company's overall strategy.
- Monitoring: The Sustainability Committee is responsible for proposing and advising the Board of Directors on the development and adoption of objectives related to this Policy. To this end, the Committee works in collaboration with the businesses, corporate management and the Sustainability Manager. It also reports to the Board of Directors on the implementation of these objectives and any possible deviations, and suggests any improvements it deems appropriate.
- Compliance obligation and disciplinary system: All persons, partners and employees of the Group have a duty to respect and comply with this Policy in their area of responsibility. In the event that any of the aforementioned persons violates any of these provisions, the Fagor Electrónica Group, depending on the circumstances of the case, will take the disciplinary measures it deems appropriate.
- Review: Amendments to the Policy shall be approved by the Governing Council upon proposal by the Sustainability Committee and Management Board, when deemed appropriate to ensure alignment with current regulations, advances in best practices, and suggestions from stakeholders.
- Availability: The Group/Cooperative makes this Policy available on its website to interested parties who may be affected and to interested parties who should contribute to its implementation.

Approved by the Governing Board of Fagor Electrónica S. Coop.

