

2024 SUSTAINABILITY REPORT



ISMAEL
QUESADA

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1- Presentation.

Ismael Quesada is a company proud of its history as a family business since its foundation, more than 60 years ago, and of its commitment to a business model that balances economic success with responsibility to society and the environment.

This sustainability report reflects our performance in 2024, a period that underscores the urgency of global action. At the halfway point towards the 2030 Agenda, the United Nations warns that global progress is insufficient. According to its report The Sustainable Development Goals Report 2024, it is estimated that only about 17% of the SDG targets are on track to be met by 2030 at the current pace.

The climate crisis demands priority attention. The World Meteorological Organization has confirmed that 2024 was the warmest year on record, with an average global temperature that exceeded pre-industrial levels by 1.5°C. Extreme weather events, such as heatwaves, droughts and floods, have increased in frequency and intensity, causing economic losses estimated at hundreds of billions of dollars globally and displacing millions of people.

The chemical and rubber sector plays a crucial role in this transition. The European Union, through the European Green Deal, seeks to reduce greenhouse gas emissions by at least 55% by 2030, compared to 1990 levels, driving innovation in sustainable materials and cleaner production processes. The circular economy and extended producer responsibility are also becoming central elements of regulation and business practice.

In a complex geopolitical context, marked by instability and conflict, it is imperative that companies demonstrate leadership in building a more resilient and equitable future.

While the international chemical sector experienced a moderate and uneven recovery in 2024, influenced by the global economy, energy prices, sectoral demand and regulatory challenges, the Spanish chemical sector enjoyed a particularly good year from an economic point of view. This strong performance was mainly due to the strength of the Spanish economy, robust domestic demand and the recovery of exports, allowing the sector to outperform its peers in other large Eurozone economies.



Ismael Quesada takes responsibility for addressing these challenges. Our strategy is based on strong and well-established principles and is geared towards generating long-term value for our customers, employees, society and the planet. As a result of this effort and determination, the company has maintained the Ecovadis Silver seal for another year and is recognized as a Socially Responsible Valencian Entity by the Generalitat Valenciana.

In this report, we detail our achievements, which prompt us to reaffirm the conviction that sustainability is an essential tool to face the future with confidence and optimism.

Cristina Quesada,
Managing Director.



2- About this report.

This sustainability report is aimed at meeting Ismael Quesada's corporate reporting needs and thus materializing its commitment to transparency and accountability. We offer a detailed and balanced view of our impacts and the actions implemented to address them effectively.

Throughout 2024, we have comprehensively evaluated and reported on our performance in the economic, social, environmental and corporate governance areas, illustrating how our actions are consistent with a corporate responsibility approach and the strength of our values.

This document also delves into our relationship with stakeholders, highlighting Ismael Quesada's continuous effort to understand and respond to their legitimate expectations. Our sustainability strategy is based on three fundamental pillars: the constant improvement of our environmental management (prioritizing the reduction of emissions and the fight against climate change), the application of due diligence throughout our supply chain and a solid social commitment to our employees and the society of Elche.

2024 has been a stimulating and complex year for the company, with challenges arising from changing demand in an environment of greater price stability. Despite the challenges, the company's ability to build trust with our customers remains our core strength, underpinned by strong corporate values, a robust supply chain, and a proactive approach that allows us to anticipate and meet their needs with optimal solutions.

This sustainability report continues a reporting trajectory of more than 5 years and presents the performance of 2024 in line with the Universal Standards of the Global Reporting Initiative (GRI) of 2021, as well as in accordance with the guidelines of the Registry of Socially Responsible Valencian Entities. Its publication is annual, and, on this occasion, it has not been subjected to external verification. For any query or request for information, you can contact us through the email address canaletico@ismaelquesada.com, where we will attend to your communications as soon as possible.

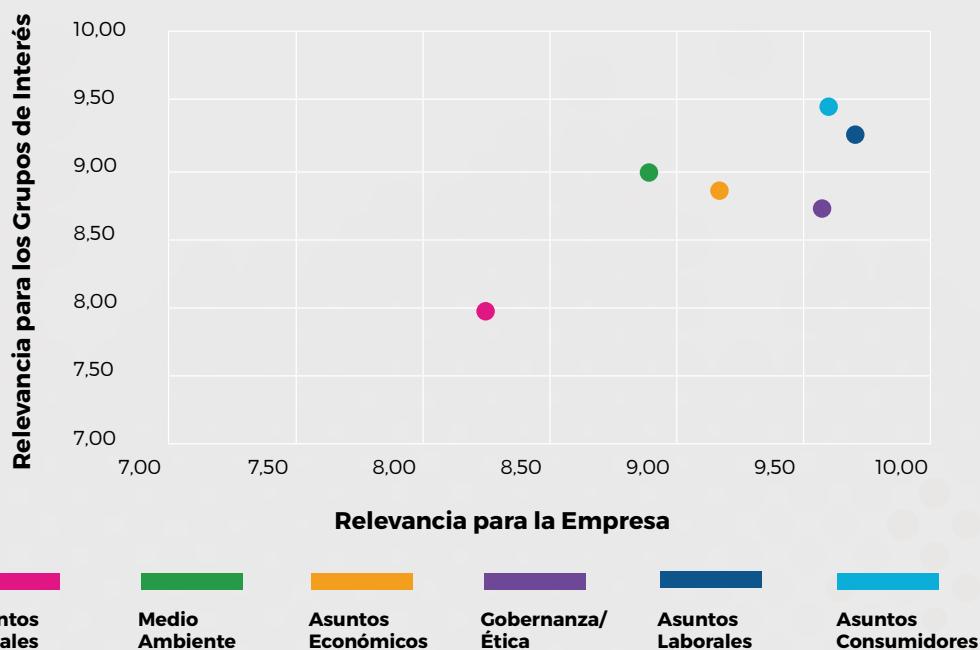


3- Materiality: main sustainability issues.

While the management of an organization interacts with a wide spectrum of sustainability dimensions, the relevance of each of them varies significantly. To focus our efforts and resources effectively, and in line with the expectations of our diverse stakeholders, we have undertaken a rigorous process of identifying and prioritizing those issues that matter most. The magnitude of the impacts generated by our activities, both positive and negative, and the importance they have for the company and its stakeholders, constitute the fundamental criteria that guide this exercise.

In the process of determining our material matters, an analysis of environmental, social and corporate governance risks that may condition the business model in the medium and long term has been conducted.

The current materiality analysis, consolidated from evaluations in previous years, has made it possible to robustly identify those aspects that are considered crucial both from the strategic and operational perspective of the company and from the perspective of our key stakeholders. This participatory process empowers us to establish a clear order of priority, which is visually represented through a matrix of materiality. This strategic tool combines aspects of a social, environmental and corporate governance nature, aligning with the fundamental matters defined by the ISO 26,000 guide on social responsibility. These subjects serve as an essential framework for the construction and continuous evolution of our sustainability roadmap.



The resulting materiality matrix underlines, first of all, the high importance that both the company and its stakeholders attach to all the key materials identified. This consensus reflects a shared understanding of the challenges and opportunities that sustainability presents for our sector and for society at large. Secondly, the balance observed between the internal perspective of the company and the expectations expressed by our stakeholders is remarkable, which validates the effectiveness of our dialogue and active listening process.

Aspects that have achieved a score above 9 in the materiality matrix indicate areas of highest priority. These include a commitment to ethical compliance in all our operations, respect for and promotion of human rights throughout our value chain, and the guarantee of a safe and healthy work environment. Likewise, responsible environmental management and active contribution to the fight against climate change emerge as significant priorities, as sustainable economic performance and the constant search for cost efficiency, understood not only as financial optimization, but also as efficient use of resources.

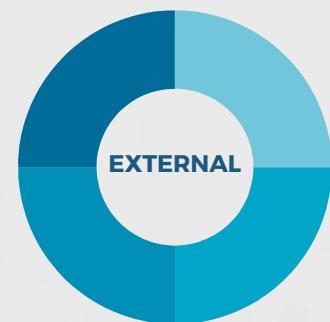
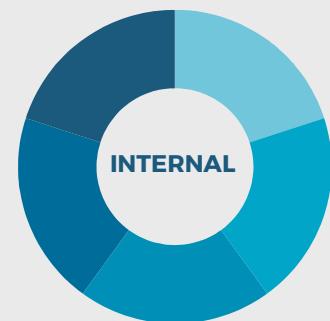


4- Shared economic value. Commitment to the environment.

Both within the company and externally, business activities have an impact on certain stakeholders. Ismael Quesada is aware of the legitimate expectations that the different stakeholders place on the company and strives to maintain a loyal and sincere dialogue with each of them to offer an appropriate response to each circumstance.

Stakeholders play a critical role in the development and implementation of responsible business practices. Managing dialogue with these stakeholders requires continuous dialogue, transparency and accountability, which contributes to building relationships of trust and achieving common sustainability goals. Their participation and support are critical to the success of the sustainability strategies implemented by the company.

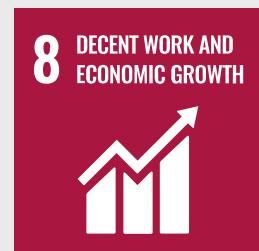
In the corporate social responsibility process, the expectations of all parties involved have been thoroughly evaluated, they have committed to comply with them and various communication channels are used to transmit information effectively. Internally, it has distinguished itself between shareholders, the executive committee, the sales team and staff, while customers, suppliers, competitors, authorities and the local community are considered.



	INTEREST GROUP	EXPECTATIONS	COMMITMENT	COMMUNICATION CHANNELS
INTERNAL	Propiedad/ accionistas	Cumplir las expectativas de rentabilidad económica, social y ambiental que han depositado en la compañía	Trabajar de forma eficiente. Maximizar la creación de valor	Consejos de administración anual y semestral, además de comunicaciones informales continuas
	Ownership/ shareholders	To meet the expectations of economic, social and environmental profitability that have been placed in the company	Work efficiently. Maximizing value creation	Annual and semi-annual boards of directors, plus ongoing informal communications
	Management Committee	Be able to conduct their task efficiently and professionally	Provide the necessary tools and resources for them to optimally perform their functions	Monthly meetings
	Template	Maintain and improve collective and individual working conditions	To provide a stimulating work environment, in which working and working conditions are conducive to retaining talent and generating well-being	Quarterly meeting, WhatsApp group, daily contact
EXTERNAL	Commercial Department	To facilitate the work of the department so that it can conduct its work in accordance with the company's values	To provide them with the necessary means so that they can conduct their work in the best conditions	Quarterly periodic meetings, minutes, permanent dialogue with management
	Clientes (B2B)	Cumplir las expectativas de este grupo de interés, fidelizar clientes, ampliar su número y el volumen de facturación	Aplicar políticas comerciales, de calidad, medio ambiente y responsabilidad social para ser proveedores de referencia	Contratos, email, encuestas, visitas comerciales, conversaciones telefónicas, web, carta de servicios
	Publication	Compliance with current legislation and anticipation of new regulatory developments	Maintain vigilance over legal compliance and collaboration with the administration	Direct administrative relationship and through sectoral associations, with regular communications
	Customers (B2B)	Meet the expectations of this interest group, build customer loyalty, expand their number and turnover volume	Apply commercial, quality, environmental and social responsibility policies to be a reference supplier	Contracts, email, surveys, sales visits, telephone conversations, website, service charter
	Suppliers	To have the most competitive, sustainable and reliable cast of suppliers. Expand the product range according to the needs of our customers	Efficiency and compliance with commitments in business relationships	Continued. Email, phone, business visits, surveys
	Local community	To contribute to the projection of the municipality of Elche and to social improvement	Maintaining collaboration with social organizations	Email, periodic communications.
	Competence	Respect our competition and be respected by them	Act in accordance with the company's values, respect competition rules and conduct the company in accordance with business ethics	Participation in business organizations such as AEFA, CEDELCO, QUIMACOVA and the National Consortium of Rubber Industrialists (CTR)

5- Sustainability shared with Stakeholders.

Ismael Quesada's business activity is structured around the specialized trade of chemical products and raw materials. These inputs, originating from an international supply chain that covers regions such as Taiwan, China, South Korea, India and Italy, as well as domestic suppliers, are intended to meet the specific demands of the rubber blends and products manufacturing industry. It is therefore a highly specialized business-to-business (B2B) business activity.



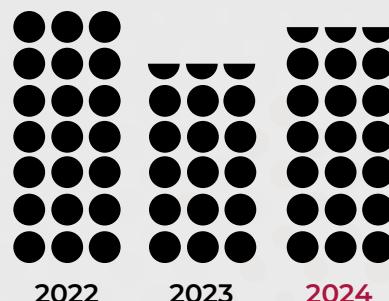
From its operations center located at Partida Altabix 1-215 in Elche, the company guarantees an efficient supply to its predominantly national customer base, although it also extends its reach to international markets, including Italy, Hungary, Poland, Portugal and France.

The evaluation of the positive impacts generated by the company's performance finds in economic indicators a significant frame of reference. Adopting the terminology and conceptual development proposed by the Global Reporting Initiative (GRI), the economic impact of the company on its territorial and social environment is manifested through the following indicators:

14.477.805	11.380.951	13.401.356
2022	2023	2024

■ Direct Economic Value Generated (€)

The generation of direct economic value in 2024 reflects an increase in turnover that is 17.8% higher than the figure for 2023 and close to the maximum for 2022. This sales growth is in line with the general situation of the Spanish and international chemical sector, which has recovered its tone after a 2023 of uncertainty. As in previous years, the firm has not received financial assistance from the administration.



■ Economic Value Distributed (€)

Año	Economic Value Distributed (EVD)	Operating Expenses	Wages and Benefits	Payments to Capital Providers	Payments to Goberments
					
2022	13.684.696	12.725.075	655.888	34.867	268.865
2023	11.055.717	10.122.766	631.969	173.074	127.908
2024	12.903.144	11.971.769	659.534	121.210	150.631

As for the economic value distributed, which reflects the calculation of expenses that the company has to face to carry out its activity and whose disbursement is capable of generating an impact on its business and social environment, it shows figures that exceed those recorded in 2023 by 7.8% in the general calculation. It is significant to mention that the only expense that is reduced is that of payments to capital providers, a reduction that has been possible thanks to lower debt and better financing conditions. The contribution to society in the form of taxes, fees and levies has increased, as has spending on salaries and social benefits or payments to suppliers.

793.109

2022

325.234

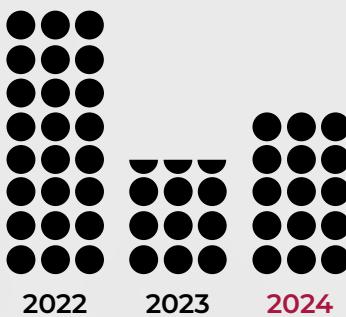
2023

498.212

2024

■ Economic Retained Value (€)

It is the result of the difference between the Economic Value Generated and the Economic Value Distributed, known as Economic Value Retained, which has increased significantly in relation to that measured in 2023 (53.2%) thanks to the increase in activity and the moderation in the behavior of expenditure.



6- Organizational structure and business model.

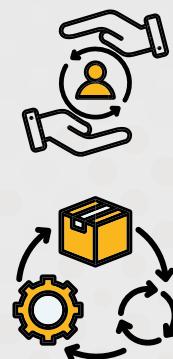
Ismael Quesada, as a family business with a long history, is based on an organizational structure that, although modest in size, demonstrates a remarkable ability to respond to the demands of advanced management, a deeply rooted business culture and ethical principles that guide each of our decisions and actions. To this end, the company has implemented the necessary instruments that promote transparency in our operations, facilitate a constructive and continuous dialogue with our various stakeholders, and ensure open and responsible corporate governance.

The basis of our governance structure lies in the Shareholders' Meeting, as the highest decision-making body. The strategic direction and management supervision are vested in the Board of Directors, chaired by Ismael Quesada, founder of the company more than sixty years ago. His leadership and vision have been instrumental in consolidating the organization's values and purpose over time. Operational management and the implementation of the strategic guidelines are the responsibility of the management committee, led by the general management, a position currently held by Cristina Quesada, who represents the continuity and vision of the second generation of the family.

A fundamental pillar of the company lies in its human team. The workforce of ten employees (seven men and three women) has a long career within the company, ensuring a deep understanding of our processes, strong adherence to our core values and an unwavering commitment to quality and excellence. We consider our team to be the organization's greatest asset, whose expertise and dedication are essential to our sustainable success.

The management committee offers comprehensive assistance to the board of directors, providing the information and analysis necessary for the evaluation and informed decision-making on the management of the sustainability impacts inherent in our activity. Ultimately, it is the board of directors that takes full responsibility for the process of preparing and the integrity of our sustainability reports, as well as for the definition and implementation of the company's pay policy, demonstrating a direct commitment to transparency and accountability. It is important to note that the members of the board of directors do not receive remuneration linked to their attendance at the meetings of the body, which underlines their intrinsic commitment to the good governance of the company.

Our organizational structure is fundamentally structured around four key departments that interact in a coordina-



ted manner to ensure the efficiency and effectiveness of our operations: the purchasing department, responsible for the management of our suppliers and the acquisition of raw materials; the commercial department, in charge of the relationship with our customers and the development of new market opportunities; the quality department, guarantor of compliance with our rigorous standards and the continuous improvement of our processes; and the logistics and warehouse department, which ensures the efficient management of our material flows and timely delivery to our customers. This structure, which has remained stable over the last three years, reflects our commitment to the continuity and optimization of our internal processes, with a clear focus on customer satisfaction, the effective management of our supply chain and the rigorous monitoring of the quality standards that define the company.

Aware of the importance of responsible management throughout our value chain, we have forged over the years a strong set of business partnerships with a network of chemical suppliers, both domestically and internationally. These employees share our company's core values, commitments to quality and sustainability, and a constant demand for its processes and products. In the pursuit of responsible sourcing, we have conducted a thorough analysis of the risks associated with our supply chain, the results of which have been carefully considered in strategic decision-making regarding the sustainability of our company. This proactive approach allows us to identify and mitigate potential negative impacts and encourage responsible practices across our network of employees. It should be noted that our business relationship model has remained stable over the past three years, reflecting the strength and mutual trust that characterize our strategic alliances.



7- Governance and business ethics: pillars of sustainability.

Ismael Quesada, with a business history of more than sixty years, is distinguished by its firm adherence to a set of corporate values that guide its performance and define its identity. These values, rooted in the company's management, permeate all business activity and are transmitted through its human team. Total quality, integrity and honesty are the fundamental pillars that support the company's management, which orients its focus towards excellence, ethics and responsibility.



TOTAL QUALITY



INTEGRITY



HONESTITY

Total quality

is an intrinsic value of Ismael Quesada, which has guided the company's behavior since its inception and constitutes one of its most valuable commitments to its customers. The pursuit of service excellence and customer satisfaction are at the heart of the business strategy. To ensure quality in all processes and operations, the company has a quality management system certified in accordance with ISO 9001:2015. This certification demonstrates the company's commitment to continuous improvement and adherence to the highest standards.



As part of its quality policy, periodic surveys are conducted to monitor customer satisfaction and obtain valuable information for continuous improvement. The results of the latest quality survey reflect a high level of general satisfaction with the service offered by Ismael Quesada, with a score of 9.12 out of 10. In a disaggregated manner, the different aspects consulted obtained high scores, always above 9 points:



■ Integrity

This is the second corporate value, essential for Ismael Quesada, which translates into a firm commitment to keeping one's word and adopting high ethical standards. The company strives to maintain fair and transparent behavior, and to strictly comply with the law in all its operations. In fiscal 2024, there were no legal conflicts, reflecting the company's commitment to regulatory compliance.

The company has a solid integrity framework, designed to avoid legal risks as well as to guarantee exemplary behavior, adjusted to ethical criteria known and assumed by the entire organization. This integrity framework is made up of the following instruments:



Code of Ethics. An essential document that establishes the company's ethical line and defines the corporate values that guide the behavior of all members of the organization. This code addresses key aspects such as regulatory compliance, respect for human rights, commitment to quality and the environment, the promotion of social responsibility and ethics, the fight against corruption and conflicts of interest or the maintenance of a high level of reputational demand. The code of ethics is not a mere declaration of principles but establishes the procedures to be followed in the event of non-compliance and the corresponding punitive consequences.



Supplier Code of Conduct. The company extends its ethical commitment to the supply chain, recognizing the key role of suppliers in achieving shared business ethics goals. The specific code of conduct for the supply chain has been implemented in the purchasing procedure since 2021. **86.5% of companies in the supply chain have shown their support for this initiative.** In addition, a process of determining the suitability of suppliers is conducted, complemented by an ESG risk analysis of the supply chain. This supplier code of conduct shares the same principles as the general Code of Ethics, including regulatory compliance, human rights, working conditions, anti-corruption and anti-bribery, product safety, environmental protection or confidentiality.

Supplier social responsibility audit: aligned with the supplier code of conduct, it is a tool that allows direct knowledge of the environmental, social and corporate governance performance of the supply chain. This communication and knowledge tool facilitates mutual understanding of sustainability concerns and allows the risks associated with the value chain to be assessed..

Responsible purchasing policy: it makes it possible to organize the management of Ismael Quesada's supply chain under ethical criteria, corporate governance, respect for the environment, social commitment and human rights. This policy is also aimed at facilitating the control and management of the risks resulting from the purchases that are part of the company's activity. This implies efficient and competitive management of the supply chain goes beyond merely economic, logistical or administrative aspects.

Anti-corruption and bribery policy: to reinforce its commitment to the prevention of corruption and bribery, Ismael Quesada has developed a specific policy in this area, which aims to actively prevent corruption and bribery conduct, make explicit the rejection of this type of practice and establish the consequences for any member of the workforce or person



acting on behalf of the company who contravenes the policy. The policy regulates the limits of integrity in the company's relations with any person or organization, both in the public and private spheres. Its scope of application includes all stakeholders, both internal and external, and emphasizes the values of honesty, integrity, honesty and responsibility. As part of the policy, the practice of bribery and facilitation payments is rejected. Limits and conditions are also established for gifts received or made. To promote transparency, the company makes a whistleblowing channel available to stakeholders to report any behavior that does not comply with these guidelines.

Honesty

is Ismael Quesada's third and last corporate value, which sustains the loyalty that is offered and expected from each person and that allows us to build relationships of mutual trust. Fair treatment, personal and professional honesty are hallmarks of the company, which are reflected in its fiscal and tax behavior, as well as in its relationships with people inside and outside the organization.

Within this framework, the company is concerned with offering fair working conditions and respecting the essential rights of its employees through its **labor and human rights policy**, which unequivocally establishes its way of proceeding in relations with workers and other stakeholders, both internal and external. This policy makes explicit the company's convictions and commitments to human and labor rights, in line with Spanish regulations, those of each territory in which it operates, the agreements promoted by international organizations such as the OECD and the UN and is integrated into the due diligence process of the entire supply chain

The main commitments present in this policy are:

- Ensure diversity, inclusion and equal opportunities in selection processes and business relationships. This fosters innovation, attracts diverse talent and improves the corporate image, as well as being an ethical imperative.
- To reject any discrimination on grounds of sex, nationality, race, beliefs, religious or political thoughts, or other reasons. This creates a fair and respectful work environment, improves employee morale, and reduces the risk of legal conflicts and reputational damage.
- Promote the reconciliation of family and work life. This increases employee satisfaction and engagement, reduces absenteeism and turnover, and improves productivity.
- Promote the integration of people with disabilities into the labor market. This expands the talent available, reflects a positive social commitment and improves the company's image as inclusive.
- Prevent and combat harassment, discriminatory attitudes and abuse of authority. This protects the well-being of employees, fosters a safe and respectful work environment, and prevents the negative consequences of harassment.
- Respect freedom of expression and opinion. This encourages open communication, creativity, and problem-solving, and creates a more participatory work environment.



- Respect freedom of association and collective bargaining. This promotes social dialogue, facilitates conflict resolution and establishes constructive industrial relations.
- Actively promote occupational safety and health and prevent occupational hazards. This protects employees, reduces accidents and occupational diseases, and decreases associated costs, in addition to being a legal and ethical obligation.
- Prevent and fight corruption and bribery. This ensures the integrity of the company, protects its reputation, and avoids legal and financial penalties.
- Offer employees a minimum remuneration that ensures dignity, respecting the applicable labor regulations. This ensures social justice, improves employee motivation and engagement, and reduces turnover.
- Maintain a working day that respects human rights and is in accordance with labor regulations. This protects employee well-being, prevents burnout, and increases productivity in the long run.
- To promote training as a vehicle for personal and professional development. This increases the skills and competitiveness of employees, improves the quality of work and makes it easier to adapt to changes.
- Reject forced and child labor. This is an ethical and legal imperative and protects the image of the company and its supply chain.
- Promote stable and quality employment. This reduces staff turnover, creates a more engaged and experienced team, and improves efficiency.

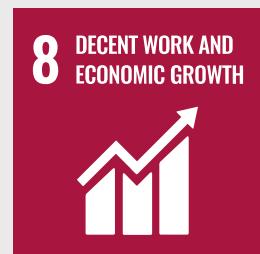
Facilitate the participation of employees in the negotiation of labor matters, in processes that have transparency and mutual loyalty (This fosters trust, improves decision-making and strengthens labor relations). In the 2024 fiscal year, there were no known incidents or complaints, either internal or external, related to behavior contrary to the code of ethics, as well as bribery, corruption or harassment at work.

Ismael Quesada reaffirms his effort to operate responsibly and his determination to achieve elevated levels of excellence in economic management, the control of social and environmental impacts, and the contribution to a positive transformation of society. The company sets out its roadmap taking into account the global challenges expressed in the Sustainable Development Goals (SDGs) of the 2030 Agenda.

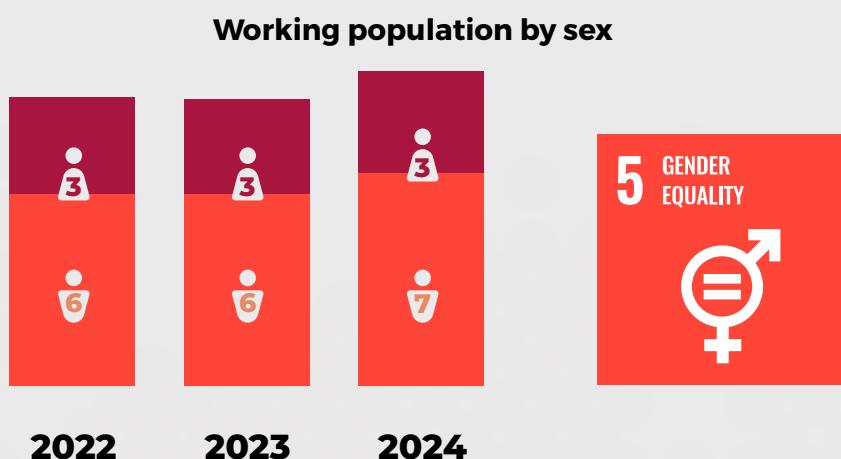


8- Care and attention to people.

With a solid history as a family business based on its own and established values, Ismael Quesada recognizes human capital as the organization's primary asset. The professional team, whose dedication and expertise shape the company's history and present, embodies a mutual commitment essential to its success. The current configuration of the workforce is the result of organic growth, nurtured by relationships of trust and respect, and characterized by long-term work trajectories. Continuous investment in training and qualifications underlines the company's commitment to the professional development of its employees.



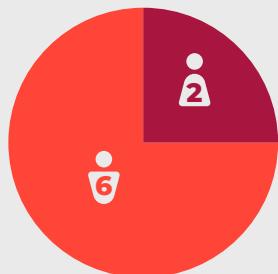
The workforce, made up of ten people after a recent incorporation in 2024, is distinguished by its entirely local origin, generating a positive socio-economic impact on the surrounding community. In line with a labor and human rights policy described above, personnel management is based on principles of equity, stability and personal growth, with the aim of ensuring a working environment that promotes maximum workplace well-being.



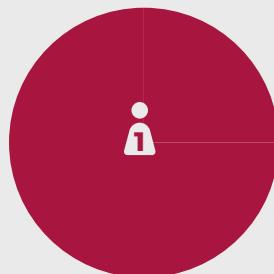
For the calculation of the remuneration of workers at Ismael Quesada, the collective agreement for wholesalers and importers of chemical products and drugstore, perfumery and annexes are used as a reference. The company's salary reality, however, significantly exceeds what is contemplated in that social agreement.

The presence of women and men is balanced in the company's management team, while in the company the presence of men is the majority (77.8%) compared to 22.2% of the female gender. 100% of the workforce has a permanent contract. In terms of the duration of the working day, 88.9% of the workforce works full-time, while the remaining 11.1% have a part-time contract. In 2024, subcontracting has been resorted to, with one workforce.

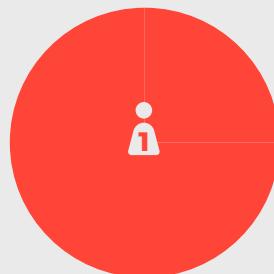
The age structure has remained unchanged compared to previous years and shows the presence of different age strata. The most numerous are those over 50 years of age (70%), followed by those between 30 and 50 years of age (20%) and 10% under 30 years of age.



FULL-TIME
Permanent contract



PART-TIME
Permanent contract



SUBCONTRACTING

A work environment is promoted where the dignity of all people is respected, and any inappropriate and harmful behavior is actively prevented.

Protocol against workplace and gender-based harassment: this instrument develops the way in which the company fights against all types of dishonest and abusive behavior. To this end, the protocol allows:

- Inform, train and raise awareness among all staff on sexual and gender-based harassment.
- Have the intervention and accompaniment procedure in place to deal with and resolve these situations as quickly as possible.
- Ensure a work environment where women and men respect each other's integrity and dignity.
- Establish the necessary preventive measures to prevent situations of harassment from occurring.
- Guarantee the rights of fair treatment and confidentiality of the people affected.

As mentioned, during 2024 no incidents related to sexual and gender-based harassment have been reported or detected in the company.

During 2024 there have been no parental leave.

At Ismael Quesada, people management is based on respect for individual dignity and the promotion of an inclusive and equitable work environment. The company recognizes that its long-term success and sustainability are intrinsically linked to the well-being and development of its human team. For this reason, policies and practices are implemented that promote equal opportunities, prevent discrimination and facilitate the reconciliation between professional and personal life.

The company is committed to creating and maintaining a work environment where the dignity of all people is respected. This commitment translates into the active prevention of any form of inappropriate or harmful behavior, including sexual and gender-based harassment. The company maintains a zero-tolerance **policy towards sexual and gender-based harassment**. Clear and confidential channels of communication are established for the reporting of any incident, and thorough investigation and appropriate corrective action are ensured. In FY2024, no incidents related to se-

xual and gender-based harassment were reported or detected, reflecting the effectiveness of the preventive measures implemented.

In terms of **equal opportunities between men and women**, as well as the inclusion of **diversity**, the firm assumes an unwavering commitment that is deployed through various instruments that seek to offer a global perspective and traceability. Thus, the **protocol for personnel selection with a gender perspective and integration of diversity** aims to consolidate equity in recruitment and guarantee equal opportunities for all candidates. This protocol extends, in addition to women, to all types of groups that may be susceptible to discrimination in access to employment, including people with disabilities and members of vulnerable groups. To ensure the effectiveness of the protocol, emphasis is placed on avoiding bias and prejudice, equal opportunities are ensured, objective and transparent criteria are applied and candidates are evaluated based on objective criteria focused on merit and skills related to the job, and not on personal conditions. The 360° perspective allows guarantees to be extended in all phases of the process, from the detection of contracting needs to the incorporation and signing of the contract.

Ismael Quesada remains committed to avoiding wage discrimination based on sex, ensuring that women and men receive equal remuneration. To this end, the criteria on remuneration are based on objective criteria, such as skills and abilities, performance of professional responsibilities or seniority in the exercise of the position. Wages offer employees the opportunity to achieve decent living conditions.

Despite not having a formal equality plan, Ismael Quesada demonstrates a firm commitment to the reconciliation of the work and personal lives of its workers through an **Agreement on Conciliation and Equality Measures**. Some of the conciliation measures implemented are the following:

- Flexible check-in and check-out times (8:00 a.m. to 6:00 p.m.)
- Continuous working day from 8:00 a.m. to 2:00 p.m. in the months of July and August
- Holiday period of 2 weeks in summer, 1 week at Christmas and one week of free choice
- Compensation for work on weekends with vacation days
- Flexibility in dealing with personal and family matters (medical appointments, school meetings, administrative procedures, and so on)

Teleworking is an additional conciliation measure for the firm, which offers flexibility to those employees who, due to specific circumstances, cannot maintain face-to-face work in the workplace. In such cases, this formula can be used, which is voluntary and reversible. In such cases, the company provides the technical material necessary for the performance of the functions and regular evaluations of the psychosocial health and ergonomic conditions of the workstations are also conducted. If there are individual reasons that justify it, if necessary, individual agreements are promoted that extend teleworking for personal or professional reasons, adapting to the specific needs of employees.

Regarding **training and professional development**, Ismael Quesada recognizes the importance of continuous training for the professional growth of its employees and the development of the company. Therefore, the company facilitates learning in subjects that expand the knowledge and skills of employees, improving their performance. The readjustment of working hours is contemplated to allow attendance at classes or other training commitments.

It is also worth mentioning that talent management is aligned with the company's values, so that team stability and continuous training are prioritized to qualify its staff, develop the necessary skills to face market challenges and improve the company's competitiveness.

In 2024, training has been adjusted to the following indicators:

	2022	2023	2024
Average hours of training per PERSON EMPLOYED	35	30	32
Average hours of training per WOMAN	63	171	37
Average hours of training per MAN	253	95	31
Average Category 1 Training Hours	267	195	142
Average Category 5 Training Hours	5	27	32
Average Category 7 Training Hours	25	31	3
Average Category 4 Training Hours	1	30	33
Average Category 10 Training Hours	21	16	17



At Ismael Quesada, the **well-being of employees** is considered a fundamental pillar of corporate sustainability. The company recognizes that a safe and healthy working environment is not only a fundamental right for workers, but also a key factor for productivity, morale and talent retention.

Occupational **health and safety** is considered a material and essential aspect at Ismael Quesada. The company is aware of the risks associated with the handling of chemical products, some of which are considered dangerous, and therefore, it prioritizes the implementation of preventive measures to protect the health of its employees. The company has a complete and up-to-date occupational health and safety plan, which constitutes the reference framework for the management of occupational risks. The plan includes conducting initial and periodic risk assessments to identify and analyze potential hazards in the workplace. Based on these assessments, the necessary preventive measures are implemented to minimize or eliminate risks, ensuring a safe work environment.

Work Accidents with Sick Leave	0	0	0
	2022	2023	2024
Occupational Diseases	0	0	0
	2022	2023	2024

In addition, the firm conducts a thorough and periodic monitoring of working conditions, including the evaluation of physical, chemical, biological and psychosocial factors. Likewise, health checks are carried out on employees to monitor indicators and detect possible work-related effects.

Emphasis is also placed on regular and up-to-date training on general and job-specific risks. This training aims to make workers aware of the dangers, teach them how to use personal protective equipment correctly and provide them with the necessary tools to work safely.

To guarantee the economic protection of the people who make up the workforce in the event of an accident at work or occupational disease, the company has accident insurance that offers compensation in this case. This insurance covers all people, providing an additional safety net in the event of an accident.

Ismael Quesada goes beyond compliance with health and safety regulations and strives to promote workplace well-being among its workforce through initiatives that encourage healthy lifestyle habits. Among them, healthy breakfasts are organized periodically, promoting the consumption of fruits and other nutritious foods. This initiative seeks to promote a balanced diet and improve the energy and performance of workers.

Also, in the field of health, Ismael Quesada offers the entire workforce the possibility of taking out health insurance, with the company contributing 50% of the quota. This benefit seeks to facilitate the access of employees to quality medical services, promoting their physical and mental well-being.

In the human sphere, both internal and external, the importance of protecting the privacy and personal data of employees, customers and other stakeholders is recognized. Thus, the company manages the protection of personal data in accordance with the established legal framework, guaranteeing correct practice in data security, confidentiality, availability and integrity. Technical and organisational security measures are in place to protect personal data against unauthorized access, loss, alteration or destruction. It acts with transparency in the way in which personal data is collected, used and shared, providing data subjects with the necessary information about their rights and the company's privacy policies.

Finally, Ismael Quesada is concerned about the safety of its products and is committed to complying with the applicable regulations on chemical substances and mixtures. The company acts in accordance with the provisions of the REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemical Substances and Mixtures) and ensures that its products are safe for human health and the environment. The risks associated with chemicals are assessed and managed, and measures are implemented to minimize or eliminate hazards and provide adequate information to users.



9- Social Impact and Community Engagement: Creating Shared Value.

Ismael Quesada is aware that his responsibility transcends the generation of economic value and extends to the positive impact on the social environment and the community in which he operates. The company strives to deepen its social footprint, seeking to create shared value that is sustainable and transformative. This is achieved through various initiatives that include business alliances, economic contributions and the active involvement of its employees in social projects.

Collaboration is essential to address societal challenges and promote sustainable development. For this reason, the company maintains strategic alliances at a territorial and sectoral level, with the aim of contributing to the improvement of society, the creation of wealth and well-being, and the promotion of fair and balanced competition. Through its alliances, Ismael Quesada actively participates in initiatives that promote economic growth, job creation and the improvement of the quality of life in its environment.

In relation to competition, the company is committed to promoting ethical and transparent business practices, which favor competition in fair and balanced conditions, avoiding unfair or anti-competitive practices. To this end, it maintains an active participation in business organizations that allow it to contribute to dialogue and collaboration between the public and private sectors, facilitating the identification of solutions to the challenges faced by society. This presence in various business organizations reflects its commitment to strengthening the business fabric and its willingness to contribute to the development of its sector and its community. Among the organizations to which he belongs are the Association of Family Businesses of Alicante (AEFA), Business Circle of Elche and Region (CEDELCO), Quimacova, National Consortium of Rubber Industrialists or the Business Federation of the Spanish Chemical Industry. The firm's presence at the Plastics & Rubber 2024 event, held in Barcelona, is also part of the field of sectoral relations.

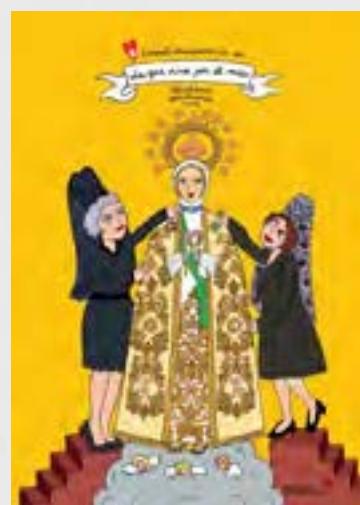


Ismael Quesada contributes to economic development through the distribution of the value generated by its activity. Detailed information on the quantification of the economic value distributed is presented in the corresponding section of this report. In this regard, the company prioritizes collaboration with local suppliers, allocating 10% of the value of its purchases to companies located in Spain. This contributes to the strengthening of the local economy and the generation of employment in the community.

In addition, the company makes investments in social, cultural and environmental projects, demonstrating its commitment to the integral development of the community. In the year analyzed, these investments amounted to 1,800 euros. Within this framework, alliances have been established with Third Sector organizations to channel Ismael Quesada's social commitment and generate a positive impact on the community. Throughout the year, various economic contributions are made, and it promotes the active participation of its employees in social projects.

Ismael Quesada feels one more year especially satisfied with her contribution to the project of the Abrazo de Luz Foundation, an initiative based in Elche that offers support to children in vulnerable conditions. This foundation provides help to children during the school period and on special dates such as Christmas, covering educational, social and emotional needs. This collaboration allows employees of the company to actively participate in the Foundation's school support program, helping children to conduct their homework and developing their social skills. This action seeks to promote equal opportunities and overcome the barriers posed by social and economic difficulties, contributing to the comprehensive development of children.

Ismael Quesada also supports cultural initiatives that enrich the life of the community and are rooted in local tradition, such as contributing to the celebration of the Coming of the Virgin, a custom rooted and respected in Elche. The company offers, as is customary, an original drawing by the Elche artist Dulce Quesada ("Dolça") for the event's magazine.



10- Ambitious environmental management to respect the planet.

Ismael Quesada recognizes the urgency of addressing global environmental challenges, related to the need to adopt development patterns that do not compromise natural balances or deplete ecosystem resources. The company assumes its responsibility for protecting the environment and has developed a broad, solid and increasingly ambitious history in managing its environmental impacts.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The fundamental pillar of the company's environmental management is a complete Environmental Management System that is ISO 14001:2015 certified. This system provides a structured framework for identifying, assessing and managing the environmental aspects of operations and demonstrates a commitment to continuous improvement of environmental performance and compliance with the highest international standards.

Despite marketing large quantities of products, Ismael Quesada maintains a limited use of materials, focusing on efficiency and sustainability. The company seeks to minimize the consumption of materials and prioritize the use of sustainable materials, thus reducing its environmental impact:

MATERIALS	2022	2023	2024
Total weight of materials used to produce or package	392	708	551
Renewable materials	392	292	204
Non-renewable materials	0	0	0
Recycled	392	416	347

Due to their idiosyncrasies, special attention is paid to packaging materials, which are essential for the distribution process. A reduction in the total weight of materials used compared to 2023 has been achieved in 2024, indicating a continued effort to

optimize the use of resources. The company maintains the policy of using exclusively recycled materials, which minimizes the extraction of new resources and contributes to the circular economy. The general trend shows a significant reduction in the use of materials in recent years thanks to efficient resource management. The company has managed to eliminate the use of non-renewable materials and focuses on recycled materials, a good practice in terms of sustainability.

Ismael Quesada is committed to minimizing waste generation and applying the principles of the circular economy, avoiding landfill and incineration solutions. In this circular economic scheme, it seeks, first of all, to reduce the amount of waste generated in operations and throughout the value chain. Priority is given to the reuse, recycling and recovery of waste, minimizing its final disposal in landfills or incinerators.

There has been a significant reduction in the total weight of waste generated in 2024 compared to 2022, although there is an increase compared to 2023, which is related to the increase in turnover. The overall trend shows a decrease in waste generation in recent years, indicating progress in waste management. The company focuses on recycling as the main form of waste management, in line with the principles of the circular economy:

WASTE	2022	2023	2024
Total weight of waste generated in metric tonnes and breakdown of this total according to waste composition (add necessary rows)	4363	626	
Fiber Cement Waste LER 170605*	0	0	
LER 080409*/080111* Adhesives & Sealants*	1520	0	2685
Waste of expired chemical products LER 160305*			0
Paper & Cardboard LER 150101	920	402	188
LER Plastics 150102	550	224	1538
Organic waste other than code 160602* LER 160603	1111	0	761
LER Molding Powder 070213	262	0	198
Total weight of hazardous waste	1520	0	0
Total weight of non-hazardous waste	4363	626	0
Total weight of waste destined for reuse	0	0	1726
Total weight of waste destined for recycling	4363	626	959
Total weight of waste destined for incineration with energy recovery	0	0	0
Total weight of waste destined for incineration without energy recovery	0	0	959
Total weight of waste destined for landfill	0	0	0



In 2024, there has been a decrease in the total consumption of fuels from non-renewable sources, which represents a positive step towards decarbonization. The company has managed to maintain a general trend of reduction in fuel consumption, which expresses its commitment to energy efficiency. In this regard, the use of renewable energy is a key aspect of the decarbonization strategy.

ENERGY	2022	2024	2024
Total consumption of fuels from non-renewable sources within the organization (in liters)	2851,58	2860,37	2648,96
PETROL (litres)	152,86	336,52	232,43
DIESEL (liters)	2698,72	2523,85	2416,53
Reduction of energy consumption as a result of efficiency measures	3,49%	-1,2%	-48,43%

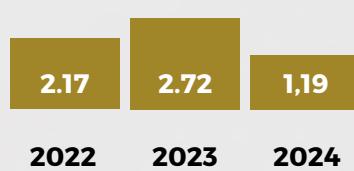
100% of the electricity consumed by the company from external suppliers is certified as carbon neutral, as it comes from 100% renewable sources. In addition, the installation of a solar roof for the generation of clean energy for self-consumption has been completed in 2024, which strengthens its commitment to renewable energy.

Electric energy consumption (Kw/h)



It is significant to note that measures have been implemented that have made it possible to reduce energy consumption by 48.4%. As a result, energy intensity has registered its minimum, with 1.19 kwh per thousand euros invoiced.

Kw/h for every 1,000 euros of turnover



6 CLEAN WATER AND SANITATION



Water consumption in Ismael Quesada is fundamentally linked to auxiliary and cleaning activities. It is not used for the production process, so consumption is very low. In any case, there has been a slight increase compared to the previous year. The origin of this water is, in its entirety, from the municipal supply network. In the same way, wastewater is managed through the municipal sanitation network and by its nature does not require additional special treatment..



Water consumption (m³/year)



Despite the increase in absolute terms of water consumption, a slight decrease in the intensity of water consumption is observed. Thus, for every 1,000 euros of turnover in 2024, 64.54 liters have been consumed compared to 71.34 in 2023, an improvement in efficiency in the use of water..

Liters of water consumed per 1,000 euros of turnover



Ismael Quesada is not aware of any negative environmental impacts on biodiversity caused by the company itself or its value chain. The environmental and social assessment of the supply chain shows behavior that is compatible with the company's high standards.



As for environmental volunteering, once again an action has been carried out aimed at celebrating World Environment Day with a contribution to the cleaning and removal of waste that, either due to the carelessness of visitors or due to the dragging of the sea, has ended up on the Island of Tabarca. This day serves, in addition to the environmental objectives themselves, to strengthen the personal bond between those who are part of the staff in a playful atmosphere, of camaraderie and coexistence.



11- Climate Change mitigation and adaptation.

2024 has starkly shown us the effects of global warming, how the temperature of the Mediterranean extremes climatic phenomena beyond known limits and transforms them into human and material tragedies of colossal dimensions. The effects of the DANA in the province of Valencia were overwhelming, and we were only able to offer help to those who needed it most. From Ismael Quesada we contributed with the shipment of batches of clothes to the devastated area, just a gesture of solidarity in the face of a nearby drama that we feel as our own.



**WE CARE
FOR OUR
PLANET**

**NET
ZERO
2030**

The global challenge of the climate crisis is still active and requires decisive action. The company is actively committed to decarbonization and maintains the goal of Net Zero by 2030, as set in 2022. It remains imperative to protect the health of ecosystems and preserve nature's ability to provide the resources and well-being needed for present and future generations.

The urgency of reducing the impact on the climate implies curbing energy consumption and reducing greenhouse gas (GHG) emissions, in line with which transformations are being carried out, and more sustainable technologies and practices are being adopted. The roadmap is clear and ambitious, to reach Net Zero in a way that balances GHG emissions with removals, so that the net impact on the climate is zero.



In this line, Ismael Quesada has obtained the “Calculo-Reduco-Compenso” seal, a recognition that validates the company’s efforts in managing its emissions. This seal certifies its registration in the “carbon footprint and greenhouse gas emission reduction commitments” and “carbon footprint offsetting” sections of the official registry.

The company has calculated its scope 1+2 carbon footprint for the year 2023 and already has a three-year measurement trajectory, which allows it to have a complete view of its direct and indirect emissions. This has seen a downward trend in the company’s emissions, demonstrating the effectiveness of the reduction measures implemented.

The company has also offset its emissions through a project registered with the ministry, which helps finance initiatives that absorb or reduce emissions.



EMISSIONS	2022	2023	2024*
Gross value of direct GHG emissions (scope 1) in metric tons of CO2 equivalent	7,14	7,09	
Gross value of indirect energy-associated GHG emissions (scope 2) based on location in metric tons of CO2 equivalent	0	0	0
Gross value of other indirect GHG emissions (scope 3) in metric tons of CO2 equivalent	unknown	unknown	unknown
Reducing emissions as a result of reduction initiatives	-4,16%	-0,70%	

*Emission factors for this year are awaiting

The company recognizes the importance of collaboration and knowledge sharing to accelerate the transition to a decarbonized economy and maintains its active participation in the “Community for Climate” initiative, a platform that brings together companies, organizations and citizens committed to climate action.

Through this community, Ismael Quesada shares resources, good practices and innovative approaches for reducing emissions and adapting to climate change.



12- Contribution to the SDGs.

Ismael Quesada's commitment to the 2030 Agenda and the Sustainable Development Goals are expressed in accordance with this scheme:



➤ Corporative values and Ethical Compromise	5 GENDER EQUALITY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
➤ Interest groups that add Sustainability	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS	
➤ We believe in people	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
➤ Corporate Governance and Organization	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		
➤ Economic impact of Ismael Quesada	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
➤ Fight against Climate Change	7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION	
➤ We generate Social Value to Community	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
➤ Compromise with the Planet	7 AFFORDABLE AND CLEAN ENERGY	6 CLEAN WATER AND SANITATION	10 REDUCED INEQUALITIES
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	11 SUSTAINABLE CITIES AND COMMUNITIES
	15 LIFE ON LAND		



13- GRI content index.

GRI

GRI

Statement of use: Ismael Quesada has submitted the information cited in this GRI content index for the period 2024 with reference to the GRI 2021 Standards.

GRI STANDARD	DISCLOSURE	PAGE
GRI 2: General Contents 2021	2-1 Organizational Details	9
	2-2 Entities included in the organization's sustainability reports	9
	2-3 Notification Period, Frequency and Point of Contact	3
	2-4 Rephrasing information	NA
	2-5 External Verification	NA
	2-6 Activities, Value Chain and Other Business Relationships	9
	2-7 Employees	11
	2-8 Non-Employee Workers	11
	2-9 Structure and composition of governance	11
	2-10 Nomination and selection of the highest governing body	11
	2-11 President of the highest governing body	11
	2-12 Role of the highest governing body in overseeing impact management	11
	2-13 Delegation of Responsibility for Impact Management	11
	2-14 Role of the highest governing body in sustainability reporting	11
	2-15 Conflicts of Interest	11
	2-16 Communicating Critical Concerns	11
	2-17 Collective knowledge of the highest governing body	11
	2-18 Evaluation of the performance of the highest governing body	11
	2-19 Remuneration Policies	11
	2-20 Process for Determining Remuneration	11
	2-21 Annual Total Compensation Ratio	15
	2-22 Statement on the Sustainable Development Strategy	3
	2-23 Policy Commitments	13
	2-24 Integration of political commitments	13
	2-25 Processes for Remediating Negative Impacts	NA
	2-26 Mechanisms for Seeking Advice and Raising Concerns	4
	2-27 Compliance with Laws and Regulations	14
	2-28 Member Associations	20
	2-29 Approach to Stakeholder Engagement	7
	2-30 Collective Bargaining Agreements	16
GRI 3: Material Topics 2021	3-1 Process for Determining Material Issues	5
	3-2 List of Material Topics	5
		5

GRI STANDARD	DISCLOSURE	PAGE
GRI 201: Desempeño económico 2016	201-1 Direct Economic Value Generated and Distributed 201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change 201-3 Obligations for Defined Benefit and Other Retirement Plans	9 10 NA
GRI 202: Presencia en el mercado 2016	201-4 Financial Assistance Received from Government 202-1 Relationship Between the Standard Starting Wage by Gender and the Local Minimum Wage 202-2 Proportion of senior managers hired from the local community	9 16 15
GRI 203: Impactos económicos indirectos 2016	203-1 Investments in infrastructure and supported services 203-2 Significant indirect economic impacts	NA NA
GRI 204: Prácticas de adquisición 2016	204-1 Proportion of expenditure on local suppliers	19
GRI 205: Anticorrupción 2016	205-1 Operations Assessed for Corruption-Related Risks 205-2 Communication and Training on Anti-Corruption Policies and Procedures 205-3 Confirmed Incidents of Corruption and Actions Taken	12 12 14
GRI 206: Comportamiento de competencia desleal 2016	206-1 Legal Actions for Anticompetitive Conduct, Antitrust and Monopolistic Practices	12
GRI 207: Impuestos 2019	207-1 Fiscal Approach 207-2 Fiscal Risk Governance, Control and Management 207-3 Stakeholder Engagement and Management of Tax-Related Concerns 207-4 Country-by-country report	13 13 13 NA
GRI 301: Materiales 2016	301-1 Materials Used by Weight or Volume 301-2 Recycled inputs used 301-3 Recovered Products and Their Packaging Materials	NA NA NA
GRI 302: Energía 2016	302-1 Energy Consumption Within the Organization 302-2 Energy Consumption Outside the Organization 302-3 Energy Intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	22 22 23 22 22
GRI 303: Agua y Efluentes 2018	303-1 Interactions with Water as a Shared Resource 303-2 Management of impacts related to water discharges 303-3 Water Extraction 303-4 Water Discharge 303-5 Water Consumption	NA NA NA NA 23
GRI 304: Biodiversidad 2016	304-1 Operational Sites Owned, Leased, or Managed Within or Adjacent to Protected Areas and Areas of High Biodiversity Value Outside Protected Areas 304-2 Significant Impacts of Activities, Products and Services on Biodiversity 304-3 Protected or restored habitats 304-4 IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	NA 24 NA NA



GRI STANDARD	DISCLOSURE	PAGE
GRI 305: Emisiones 2016	305-1 Direct GHG Emissions (Scope 1) 305-2 Indirect Energy (Scope 2) GHG Emissions 305-3 Other indirect GHG emissions (Scope 3) 305-4 GHG Emission Intensity 305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances (ODS) 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	24 24 24 24 24 NA NA
GRI 306: Residuos 2020	306-1 Waste Generation and Significant Waste-Related Impacts 306-2 Management of Significant Waste-Related Impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste Directed for Disposal	23 NA 23 NA 23
GRI 308: Evaluación Ambiental de Proveedores 2016	308-1 New Suppliers Evaluated on Environmental Criteria 308-2 Negative Environmental Impacts on the Supply Chain and Measures Taken	13 13
GRI 401: Empleo 2016	401-1 New Employee Hires and Employee Turnover 401-2 Benefits Provided to Full-Time Employees Not Provided to Temporary or Part-Time Employees 401-3 Parental leave	16 NA 16
GRI 402: Relaciones laborales/empresariales 2016	402-1 Minimum Notice Periods for Operational Changes	15
GRI 403: Salud y seguridad en el trabajo 2018	403-1 Occupational Health and Safety Management System 403-2 Hazard Identification, Risk Assessment, and Incident Investigation 403-3 Occupational health services 403-4 Worker Participation, Consultation and Communication in Occupational Safety and Health 403-5 Training of workers in occupational safety and health 403-6 Promotion of workers' health 403-7 Prevention and mitigation of occupational safety and health impacts directly related to business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-Related Injuries 403-10 Work-related ill health	18 18 18 18 18 18 18 18 18 18
GRI 404: Formación y Educación 2016	404-1 Average training hours per year per employee 404-2 Employee Upskilling Programs and Transition Assistance Programs 404-3 Percentage of Employees Who Receive Periodic Performance Appraisals and Professional Development	17 17 17
GRI 405: Diversidad e Igualdad de Oportunidades 2016	405-1 Diversity in Governing Bodies and Employees 405-2 Ratio of Base Salary and Remuneration of Women to Men	16 17
GRI 406: No discriminación 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	13



GRI STANDARD	DISCLOSURE	PAGE
GRI 407: Libertad de asociación y negociación colectiva 2016	407-1 Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	11
GRI 408: Trabajo infantil 2016	408-1 Operations and Suppliers at Significant Risk of Child Labor Incidents	11
GRI 409: Trabajo forzoso u obligatorio 2016	409-1 Operations and Suppliers at Significant Risk of Forced or Compulsory Labor Incidents	11
GRI 410: Prácticas de seguridad 2016	410-1 Security personnel trained in human rights policies or procedures	11
GRI 411: Derechos de los Pueblos Indígenas 2016	411-1 Incidents of violations of the rights of indigenous peoples	11
GRI 413: Comunidades locales 2016	413-1 Operations with local community participation, impact assessments and development programmes 413-2 Operations with Actual and Potential Significant Negative Impacts on Local Communities	11 11
GRI 414: Evaluación Social de Proveedores 2016	414-1 New Suppliers Evaluated Using Social Criteria 414-2 Negative Social Impacts on the Supply Chain and Measures Taken	11 NA
GRI 415: Política Pública 2016	415-1 Political contributions	NA
GRI 416: Salud y seguridad del cliente 2016	416-1 Assessment of Health and Safety Impacts of Product and Service Categories 416-2 Incidents of non-compliance related to health and safety impacts of products and services	18 18
GRI 417: Marketing y Etiquetado 2016	417-1 Requirements for information and labelling of goods and services 417-2 Incidents of non-compliance related to information and labelling of products and services 417-3 Incidents of Non-Compliance Related to Marketing Communications	18 18 18
GRI 418: Privacidad del cliente 2016	418-1 Substantiated Claims Regarding Violations of Customer Privacy and Loss of Customer Data	18





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