

## CORPORATE SOCIAL RESPONSIBILITY REPORT 2023 VAK KIMSA, S.A

At VAK KIMSA we are driven by our commitment to our people and our environment.

Passion, commitment, trust, technology and innovation, ethics, integrity and respect are the values that define everything we do and how we do it.

Committed to the UN Agenda 2030 **Sustainable Development Goals**.



These objectives inspire our company culture and are embodied in our actions, aimed at offering decent, fair work in the service of our society.

### PROMOTION OF ETHICAL AND SOCIAL VALUES

#### Goal 2: Zero Hunger

The pandemic situation in which we are currently living has led many families to live in precarious situations of poverty and hunger. At VAK KIMSA, we were able to do our bit by helping families in need.

*Collaboration with El Rebost Solidari de Gràcia, el Banc d'Aliments and Arrels.*



## **Goal 3: Good health and Well-being**

In the area of Health and Well-being we are committed to the quality of working life of our team, promoting healthy and balanced food in our facilities. Within the framework of the Healthy Company project, we have defined the physical activity that our team needs and, in our gym, we have all the elements to promote sport and well-being.



In the production plant, we have prioritised comfort and we have equipment that generates a temperature of 25° in summer and 18° in winter, creating optimal temperature conditions for work and workers.

## **GENDER EQUALITY, INCLUSION AND WORK-LIFE BALANCE PLAN**

We care about the quality of life of our team outside the work environment, which is why our working calendar is based on the school calendar. This allows for a better work-life balance. We believe that flexible working hours give our team peace of mind to be able to carry out personal tasks when necessary, making it easier to care for children and the elderly.

## **Objective 5: Gender Equality**

Within this framework, we developed the gender equality and inclusion plan to offer the same opportunities to the whole team, regardless of gender and/or sex, and regardless of the skills of each person. We promote equality in access to and evaluation of workplaces and the promotion of women in positions of responsibility. We fight to prevent sexual and moral harassment and the use of sexist language.

We encourage the inclusion of professionals with functional diversity in the business project. We establish a protocol for the safety and behaviour of our colleagues to facilitate the normal development of their professional tasks, and to guarantee that they are not at a disadvantage in training, instruction and information, with respect to the rest of the team.

## Goal 10: Reduced inequalities

We work to reduce inequalities in the workplace, ensuring equal pay. We follow the regulations that oblige the Comparative Salary Register by Gender and Category, making a monthly salary control to see the existing variation between genders according to the work category.

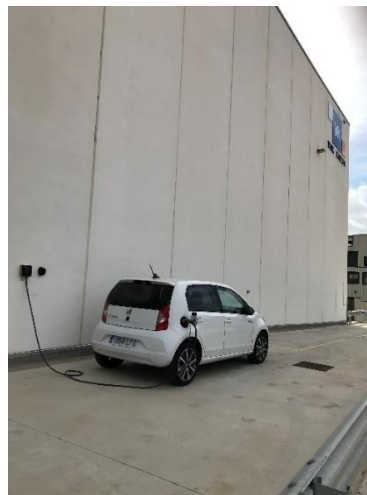
## PROMOTING ENVIRONMENTAL PROTECTION

### Goal 7: Affordable and clean energy

### Goal 13: Climate action

VAK KIMSA opts for affordable and environmentally friendly energy, which is why we are committed to environmental protection. In 2019 we installed solar panels with which we generate 47% of our energy. Our installation has a surface of solar panels implanted in 1.000m<sup>2</sup> with a power of 37Kw installed and an estimated production of 46kw/h. The rest of the energy is purchased from the clean energy cooperative *Som Energia*.

In 2021 we were able to release the energy we produce. In non-productive and accumulation moments, we can transfer it to the grid so that other users can benefit from it. We continue to work along these lines and collaborate in municipal projects that promote the cooperative use of renewable energies within the municipality. We are currently involved in the AUTO CONSUM O/O project promoted by the Rubí Town Council, in order to be able to articulate the transfer of surplus energy to neighbours.



Along these lines, our factory has four charging points for electric vehicles, planned with the intention of gradually shifting the fleet towards less polluting vehicles.

In **2022** we have introduced electric vehicles to the VAK KIMSA fleet.

In **2023** we will double the area of solar panels and vehicle charging points.

We fight against waste and proper waste management. As a producer of industrial waste, we manage and promote recycling, recycling 85% of the waste generated.

In this way, we encourage recycling among our staff, with containers for cardboard, packaging, batteries, toner and fluorescents. We also have water fountains available to the entire team that allow the total reduction of the use of plastic bottles in our facilities.

## **Goal 9: Industry, innovation and infrastructure**

We seek continuous improvement during the production process, automating and improving processes on a daily basis. In this area, in 2019 the production plant was digitised by implementing touch screens in the factory to reduce the use of paper. This also allows us to have more reliable data in real time, for example: a PDA to automate the reception and incorporation of raw materials for production.

In 2022, we executed the challenge of improving energy efficiency by investing in new production machines. Thanks to this and the retirement of inefficient machines, we have managed to reduce energy consumption during the production process and increase productivity.

The Vak Kimsa team is involved, subscribes to and supports the measures implemented.

Rubí, February 2023