

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT VAK KIMSA, S.A 2024

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 left many families in precarious situations of poverty and hunger. At VAK KIMSA, we do our bit by helping families in need.

Collaboration with **El Rebost Solidari de Gràcia, Banc d'Aliments, Oncolliga 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: Reduction of inequality

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

Our carbon footprint (MITELCO) is **2.95 tCO₂e**.

VAK KIMSA opts for affordable and environmentally friendly energy, which is why we are committed to environmental protection, and between 2019 and 2023 we installed 301 solar panels.

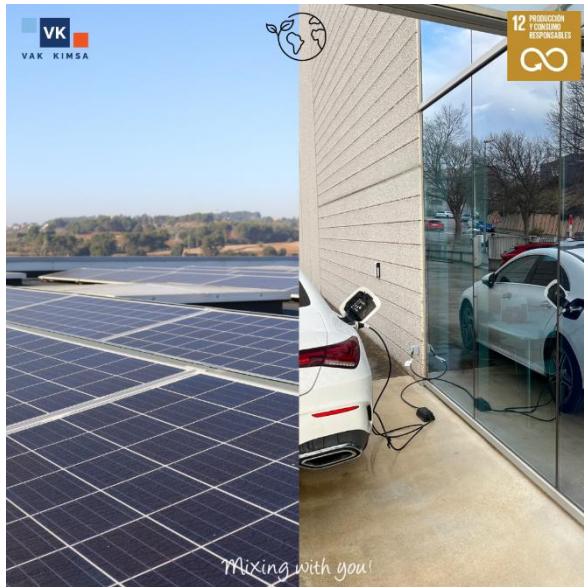
Our installation has a **2,000 square meter surface of solar panels**, with a 37kW power which **generate a 75% of our energy**. The rest of the energy is purchased and **100% clean energy**. In non-productive and accumulation phases, we can transfer it to the general network so that other users can 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, to be able to articulate the transfer of surplus energy to neighbours.

Mixing with you!

Agitators ▪ In-line mixers ▪ Helical pumps
Complete Mixing Equipments ▪ SAT



Along these lines, our factory has four charging points for electric vehicles since 2023 and we are gradually shifting the fleet towards **zero-emission** vehicles.

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 8: DECENT WORK

We support SDG8 for decent work based on Occupational Safety and Health and team training.

Decent jobs relates also to working spaces, facilities, schedules with great adaptation to family and training needs.

We also support this with a highly qualified team, based on incorporating well-trained profiles and continuous training, both in the workplace and in company culture.



Goal 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

We are an innovative SME, we seek continuous improvement and ongoing innovation with R&D projects. We research new products, new mixing processes and new markets.



We innovate in the production process, automating and improving processes day by day. In this area, the production plant has been digitized by implementing touch screens in the factory to reduce paper use and to have more reliable data in real time.

During 2025 we will digitize the entire company by incorporating new document management technologies and AI.

In 2024, the challenge of energy improvement was executed through investment in **new productive machines and the removal of inefficient machines**, which has generated improvement and reduction of energy consumption during the production process, and an improvement in productivity.

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

Rubí, December 2024