

Sustainability Report 2020

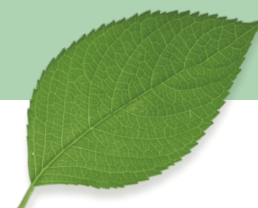


**Committed
to the future**

Sustainability Report 2020



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Letter from the CEO



"Our commitment to sustainability is not only based on producing high-quality natural products but also on establishing this vision at the heart of our corporate culture"

Jorge Úbeda
CEO Grupo Ubesol

For Laboratorios Maverick, 2020 has been a year to **reset** with twelve months in which the COVID-19 pandemic has tested our ability to adapt. We have successfully adjusted to the new reality and reinforced our firm commitment to protecting the planet and society. For this reason, this year, we have once again renewed our support for the United Nations Global Compact and continue to promote specific initiatives to contribute to the **Sustainable Development Goals (SDGs)**.

Our commitment to sustainability is not only based on producing natural products but also on establishing this vision at the heart of our corporate culture, encompassing broader areas such as social action. We strive to be a socially responsible company that contributes to balancing social welfare, environmental care and economic growth, in line with the objectives of our **Strategic Plan (2020-2025)**.

We have used the Global Reporting Initiative (GRI) methodology, which establishes the necessary standards to measure and disclose the economic, environmental and social performance of companies, to prepare this report, which details the projects undertaken in 2020 to reduce the environmental impact of our business activity.

In 2020, we successfully completed our carbon footprint verification audit, obtained the **RSPO™, Roundtable on Sustainable Palm Oil™** certification, and continued our supply chain assessment with EcoVadis, who awarded us the **Gold Medal** as a sustainable supplier. We also obtained the **ISO 50001** energy management certification.

Furthermore, we obtained the **IFS HPC Cosmetics certification**, guaranteeing the quality and safety of cosmetic products, and we incorporated an alloy to reduce aluminium consumption in aerosol containers. Meanwhile, we adapted our blow moulding plant to produce **100% rPET** packaging and are currently investing in research into new eco-responsible materials.

Based on our commitment to minimise our environmental impact, we have launched new products on the market with a high content of natural ingredients and maximum quality.

In line with our goal to promote circular economy initiatives, we have been working closely with our suppliers to reuse and recycle raw material packaging back into our value chain.

2020 has been especially difficult for all of us. Therefore, I would like to express my sincere gratitude to every single person at Laboratorios Maverick for their incredible effort and commitment over a year that has changed our lives. Thanks to their hard work, our company continues to lead the sector in terms of quality, innovation and sustainability.

2020, a year to move forward



Our business

- €137.7 million in sales
- 7.6 % growth in turnover vs. previous year
- 100 % national ownership and capital
- 2 plants equipped with state-of-the-art technology
- 1 head office

Our products

- More than 178 million units manufactured
- More than 170 products
- More than 140 product launches in 2020
- 100% national production
- Presence on the shelves of the leading supermarket in Spain
- Sales in different countries of the European Union, United Kingdom, and Australia.



Development, innovation and quality

- One of the largest R&D&I departments in the national sector
- €3.2 million invested in research and development
- 50 people guaranteeing the quality of our products
- More than 400 tests listening to over 5,900 consumers



Our team

- 443 people make up our team
- 48.5% women 51.5% men
- 93% with open-ended contracts



Our suppliers

- More than €75 million in purchases of raw materials and materials
- More than 180 suppliers
- 68% in Spain



Commitment to the environment

- We use 100% renewable electrical energy
- 92% of the cardboard we use is recycled
- We reduced non-hazardous waste by 8%



Our contribution to the SDGs

- We implemented more than 30 specific actions in 11 of the 17 Sustainable Development Goals.



1 Who we are

1.1 LABORATORIOS MAVERICK, a long history of quality and commitment

We specialise in developing and manufacturing innovative and sustainable products

We are a company founded in 1991 that designs, develops and markets cosmetics and perfumery products.

Since 2006, we have been part of the Valencian business group Ubesol. We work for distribution companies in the consumer cosmetics sector in Spain, Europe, the United Kingdom, and Australia, as well as collaborating with leading multinationals in the sector.

At Laboratorios Maverick, we strive for excellence in every one of our products. We specialise in manufacturing products marketed in the following categories of the mass market sector:

Hair care, hygiene and styling

We offer an extensive range of specialised hair products to cleanse, condition, moisturise, maintain, protect, and style hair.

Shower gels

We offer a wide range of shower gels suitable for all skin types and the whole family.

Deoderants

We offer a variety of antiperspirant products (e.g., spray, roll-on, stick, and cream) for men, women and unisex.

Hand soaps

We develop numerous products with a variety of fragrances and textures to meet different customer needs and skin types.

Hydroalcoholic Gels

We develop hydroalcoholic gels in different formats and sizes to provide proper hand hygiene to prevent the spread of COVID-19.

Hair removal and shaving

We offer an extensive range of hair removal, shaving and after-shave products. Our customers can choose from at least 23 products in this category to suit their preferences and skin types.

Intimate hygiene

We offer products that facilitate hygiene and care of intimate areas while respecting the balance and well-being of customers.

Baby care and hygiene

We offer a range of suitable products for the hygiene and care of babies, which are gentle on the most sensitive skins.

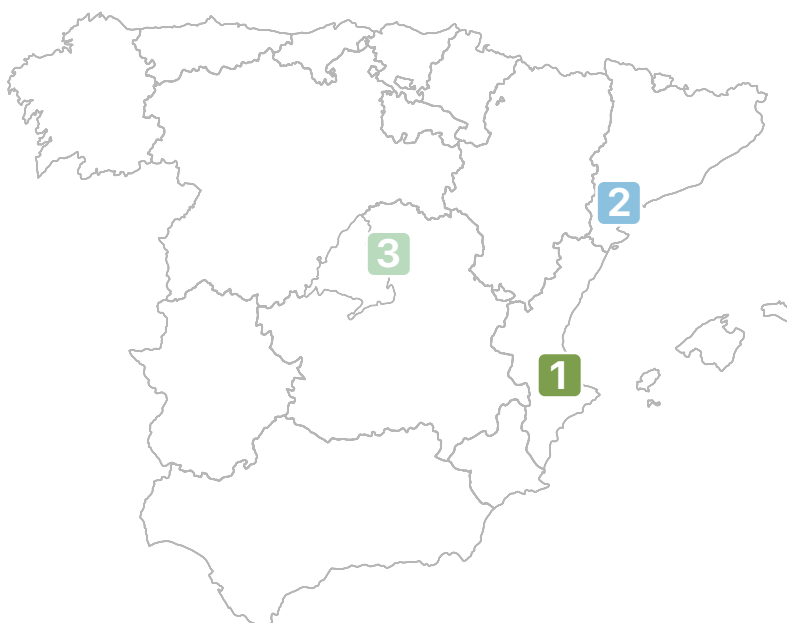
Children

We offer a wide range of products for children, including hair and hygiene products.

Fresh perfumes

We offer a wide range of fresh perfumes that are ideal for the whole family.

LABORATORIOS MAVERICK HAS THREE LOCATIONS



Grupo Ubesol
(Valencia)

Head Office
of Grupo Ubesol.



Lab. Maverick Uldecona
(Tarragona)

Manufacture of products for
personal care and hygiene.



Lab. Maverick Madrid
(San Fernando de Henares)

Manufacture of products for
personal care and hygiene.

1.2 RESPONSIBLE BUSINESS

Our business model

OUR BUSINESS MODEL ENABLES US TO GENERATE INNOVATIVE, SUSTAINABLE AND SHARED GROWTH WITH SOCIETY

With a focus on the well-being of the end consumer, we have developed a business management model that guarantees the satisfaction and fulfilment of the expectations of everyone involved in our value chain. This approach helps us to build solid and stable relationships based on trust.

The five components of our business management model and paradigm are as follows:



Customers

We aim to offer a range of quality, innovative and sustainable products that respond to their needs and preferences.



Employees

We strive to be a great place to work, inspiring people to give their best every day and fostering their personal and professional development. We want to ensure their well-being in a safe and healthy work environment.



Suppliers

We strive to develop lasting relationships with suppliers who share our values, promoting mutually beneficial outcomes.



Society

We want to be a company known for its quality, innovation and commitment to the sustainable development of people and the environment, adding value and making a difference by helping to build and support a sustainable planet and society.



Capital We aim to generate results that enable us to maintain the sustainability and growth of the company for the safety and benefit of our employees and customers.

The Pillars of Laboratorios Maverick

WE WORK EVERY DAY WITH A SPIRIT OF INNOVATION

Our commitment to research and scientific knowledge and always offering the highest quality make us stand out in the market. Scientific and technical innovation evolves in synergy with the automation of our processes and the continuous development of good manufacturing practices, ensuring that we always provide the highest safety and quality standards for our products.

We focus on developing increasingly sustainable products both in terms of formulations and packaging. Therefore, we adopt a specialised and disruptive approach to create new product concepts in line with current and future consumer trends and regulations, anticipating the needs of consumers.

With this objective in mind, we place innovation at the heart of our business model, enabling us to be more competitive by developing pioneering concepts in line with market preferences. By studying and analysing changing trends, we are able to anticipate new developments and changes in consumer habits, knowing today what consumers will want tomorrow.

We employ specialists from leading industries in the international sector and a large team of skilled experts for each product category. Furthermore, we have state-of-the-art facilities equipped with the latest technology to meet the highest quality standards and market requirements.



Mission

To be specialists in developing and manufacturing innovative and sustainable products that meet the needs of our customers with the highest quality and best possible prices.

Values

Our values are an essential part of our identity, reflecting our commitment to the pillars that form the basis of our corporate culture.

To be a leading, respected and admired company where people want to work, offering innovative and sustainable products of the highest quality and achieving the highest levels of customer satisfaction.

Vision



Efficiency and Innovation

Dedicated with a spirit of self-improvement to continuously improve and devise creative and challenging projects.



Leadership

We are humble, honest and committed leaders with a vocation for service.



Teampathy

(Teamwork + Empathy)

We foster teamwork based on trust and collaboration and maintaining a positive attitude



Responsibility and Integrity

We are self-driven and work with passion while remaining honest in our words and actions.

Values

The 2020-2025 Strategic Plan defines our roadmap

In 2020, we launched our 2020-2025 Strategic Plan, outlining our vision and the roadmap to achieve it. Our goal in 2025 is to be a leading company in the development and manufacture of top quality products that promote a sustainable, innovative and socially responsible business model.

Our strategic plan is based on five pillars that involve attracting and retaining talent, consolidating existing businesses, internationalisation, and continuing to move towards a more sustainable and digital business model.

Attracting and retaining talent

One of our goals is to attract and retain talent based on our belief that success requires having the best people in each job. Therefore, we strive to make all our workplaces "Good places to work".

The staff at Grupo Ubesol Laboratorios Maverick are our priority. Therefore, we conduct organisational health surveys to evaluate the degree of employee satisfaction in the workplace to identify areas for improvement and deal successfully with future challenges.

Improving Quality and Costs in current businesses

We implement a highly automated production system to maintain the trust of our existing customers. This system is constantly evolving by incorporating new methods, projects, indicators, and operational strategies. In addition, our team, formed by professionals with international experience, provides a service that prioritises product quality, guaranteed supply, and total transparency and communication throughout the entire process.

We offer a service that covers all stages of the development process, from the co-creation of formulations to product packaging, based on the needs of our customers. As a result, we can optimise costs and ensure the highest quality standards of every single product.

Internationalisation

This year, we have successfully entered the international market, starting to work with a new portfolio of customers who have placed their trust in our products and services. The discovery of new business horizons is the result of intensive work undertaken throughout the year to gain the trust of new customers. Meanwhile, we have also developed four new brands (Derela, Nakare, Clinx, and Deluxe Sensation), which offer the highest quality standards and aim to boost the internationalisation of the group.

Natural transformation

Sustainability is at the heart of our business. We aim to be a company that contributes to sustainable development. Therefore, in 2020, in addition to promoting environmental initiatives, we continued to implement specific actions to contribute to the Sustainable Development Goals (SDGs) of the United Nations.

Our commitment to sustainability is not only based on producing natural products but also on establishing this vision at the heart of our corporate culture, encompassing increasingly broader areas such as social action. We strive to be a socially responsible company that contributes to balancing social welfare, environmental care and economic growth.

Digital transformation

With a view to moving towards Industry 4.0, we have increased our competitiveness by implementing the SAP management system and carrying out projects to digitalise investments and automate processes. We believe it is essential to invest in integrating new technologies in all areas of our business to anticipate and adapt to new ways of working, optimise processes, and improve our competitiveness and efficiency.

VALUE GENERATION: A CORE COMMITMENT FOR OUR ENTIRE BUSINESS

Our business strategy encompasses all actors in our value chain. We strive for a chain made up of the best talent by fostering innovation, collaboration and value creation at all levels.

OUR VALUE CHAIN



People

"Happy People, Happy Products"

Our employees are the engine that drives us to grow and become more competitive. Your well-being is our priority.



Consumer

We listen to our customers to analyse and anticipate their future and develop top-quality products at the best possible prices.



Product Development

Our teams develop a concept, and then specialists create a prototype based on a briefing. The prototype undergoes comprehensive functionality tests. If approved, it passes onto the final development stage.



Supplier

We develop long-term relationships with suppliers to ensure the highest quality and safety of our products and services.



Production

Receipt of raw materials and final product components

Preparation

Packaging

Finished product

Quality control



Service

Flexibility and speed of service. Design of sustainable logistics for maximum optimisation of truck loading capacities.



Customer

- Full customer support
- Cosmetic monitoring service
- Consumer service system

Customer

+

Quality

+

Sustainability

+

Innovation

=



1.3 CORPORATE CULTURE FOCUSED ON ETHICS, INTEGRITY AND GOOD CORPORATE GOVERNANCE

Transparent and responsible businesses with all our stakeholders

We have established clear and rigorous procedures, codes and policies that govern and regulate the behaviour of the people engaged in our day-to-day business operations to prevent corruption and misconduct and know how to respond to potential incidents. The principle of transparency and the rejection of any form of corrupt practice is one of the main objectives of Laboratorios Maverick SLU and Grupo Ubesol with society, employees and suppliers. Our ethical framework includes the following elements:

Our system aims to implement an effective compliance culture that extends beyond regulatory compliance through an ethical framework.

We want all our staff to act according to a code of conduct based on honesty and integrity.

Code of ethics

Approved by the Governing Body in 2018, its primary purpose is to establish the values governing the conduct of Laboratorios Maverick SLU and Ubesol SL with third parties and reinforce business conduct guidelines that are accepted and respected by all employees, managers and directors of Grupo Ubesol.

Compliance area

In 2018, Grupo Ubesol decided to implement a compliance management system based on the international UNE-19601 Criminal Compliance Management Systems and UNE ISO 19600 Compliance Management Systems standards. The management team demonstrated its firm commitment to complying with these regulations by approving its Code of Ethics and also appointing a Chief Compliance Officer in accordance with Art. 31 bis, 2, 2nd of the Criminal Code.

Compliance Committee and Liaison Officers

The Chief Compliance Officer is supported by the Compliance Liaison Officers, who are responsible for the group's risk areas. Assistance is also provided by the Compliance Committee, composed of the managers of the principal risk areas.

Ethical channel

Since 2019, Grupo Ubesol has operated a channel managed by the Chief Compliance Officer. This Ethical Channel can be accessed by all employees, managers, members of the Board of Directors, temporary staff and interns to submit any queries or complaints they may have

to the email address provided. Therefore, they can comply with the obligation set out in the Code of Ethics to report any suspicions or detected breaches of legal or internal rules.

Harassment Protocol

Its primary purpose is to protect the health of employees by ensuring psychosocially healthy environments and providing support when required. Grupo Ubesol deems any moral, work-related, sexual, or gender-based harassment to be an attack on the dignity of its employees. Therefore, in 2018, the company updated its action protocol and created a channel for each of its companies to report incidents of this type.

Anti-corruption policy

This document establishes mechanisms to prevent corruption and comply with current legislation in all the sectors and countries in which it operates, in accordance with the company's values and mission to effectively manage any conflicts of interest that may arise in the performance of the activities carried out by Grupo Ubesol Laboratorios Maverick.

Conflict of interest policy

This document establishes mechanisms to identify and effectively manage conflicts of interest that may arise in the performance of the activities carried out by Grupo Ubesol Laboratorios Maverick.

Technology and social media usage policy

This document governs the appropriate use of IT equipment and systems by employees in the performance of their work.



In 2019, we finalised the implementation of the pillars of the compliance model, as required by art. 31 bis 5 of the Criminal Code. Furthermore, Grupo Ubesol Laboratorios Maverick's regulatory and criminal risk assessment system was updated by identifying and analysing the applicable legislation and the existing internal processes and controls.

In 2020, due to the exceptional circumstances caused by the COVID-19 pandemic, the compliance risks were updated by incorporating new controls in the areas of health and safety, data protection, human resources, and compliance. The aim is to ensure compliance with the applicable regulations at all times while maintaining the safety and quality of services.

In addition, we have continued to design, analyse and implement compliance policies and procedures and have approved updates to the Ethical Channel Management Procedure and the Compliance Management System Manual. In this regard, we are currently developing the following policies and procedures:

The Good Corporate Tax Practices Policy, which ensures compliance with the applicable tax regulations.

The Compliance Policy, which guarantees compliance with Spanish criminal law requirements regarding the need to adopt appropriate monitoring and control measures to prevent or reduce the commission of crimes.

The identification of business secrets and the design of the Business Secrets Policy, which establishes mechanisms to protect any technical, scientific, industrial, or commercial information or knowledge. In short, it covers anything considered to be a trade secret.

The Expenses Policy, which sets out the guidelines to be followed by all employees regarding all work-related expenses.

The Gift and Gratuity Policy, which establishes the mechanisms for identifying and dealing with the potential offering and receiving of gifts and gratuities, in accordance with Grupo Ubesol Laboratorios Maverick's Code of Ethics.

We have also continued to promote a culture of compliance among all employees to ensure a zero-tolerance corporate environment regarding the commission of crimes within our company.

Governing Bodies

(102-18)

Laboratorios Maverick is managed by Sancana Gestión de Inversiones S.L. and Gestión de Inversiones, Jorisa S.L., which, as Joint Administrators, oversee the management, organisation and representation of the company through the corresponding individuals appointed in each company. The governing and management bodies support and supervise the general guidelines, smooth operation of the organisation, and compliance with established policies and procedures established by the administrators. To this end, we have a Management Committee led by an honorary president, a vice-president and a CEO.

Organisational chart GRUPO UBESOL/LABORATORIOS MAVERICK



José Luis Soler

Honorary President
GRUPO UBESOL



Jorge E. Úbeda

Vice President
GRUPO UBESOL



Jorge Úbeda

CEO
GRUPO UBESOL



Toni Guerola

Managing Director
UBESOL



Pedro Pérez

Managing Director
LABORATORIOS MAVERICK



María Luisa Soler

Managing Director
Administration, Finance
and Legal

1.4 COMMITTED TO THE SECTOR AND THE ENVIRONMENT

We strengthen ties to generate mutual benefit. We strive to promote the sustainable development of the business and the environment

(102-13)

We promote different partnerships and **alliances to respond to the needs of stakeholders and society in general**. We are convinced that alliances favour the sustainable development of the business and our environment.

We are members of different institutions that play an essential role in the cosmetics and perfumery sector:

| Association | Description |
|--|--|
| National Association of Perfumery and Cosmetics (STANPA) | An association formed by companies that manufacture and distribute perfumes, cosmetics and personal care products in Spain. Its objective is to offer specialised technical, scientific, legal, employment, and training information and advice and help companies internationalise their business. |
| Spanish Aerosol Association (AEDA) | A non-profit association formed by different sectors of the Spanish aerosol industry that aims to research and promote aerosols . We participate in the governing body. |

Sustainability partnerships

(102-12)

In recent years, we joined a number of initiatives that reaffirm our commitment to sustainability.

| Principle, programme or initiative | Adoption date | Stakeholders involved | Type of initiative |
|---|---------------|-----------------------|--------------------|
| United Nations Global Compact | May 2019 | All | Voluntary |
| Roundtable on Sustainable Palm Oil (RSPO) | August 2018 | All | Voluntary |
| Solidarity fee in corporation tax | April 2018 | Company | Voluntary |

2 Sustainability at the heart of our corporate culture

WE AIM TO BALANCE SOCIAL WELFARE, ENVIRONMENTAL PROTECTION, AND ECONOMIC GROWTH

We regard sustainability as part of our strategy and understand its importance. We want to highlight our commitment and efforts in giving back to society a part of what it has given us.

Our main priorities in terms of sustainability have been established in the following phases:

We have established a roadmap to drive the sustainability of our products and activities throughout the value chain.

Phase 1: Prioritisation

In 2018 and 2019, we implemented the first phase to establish the priorities and main lines of action:



We reinforced our corporate commitment by defining policies and codes, such as the Code of Ethics and people policies.



We underwent the SEDEX SMETA audit, one of the most widely used ethical audit formats in the world.



We started the process of assessing suppliers from a sustainability perspective.



We entered into partnerships that reinforce our commitment to sustainability:

- Membership of the Spanish Network of the United Nations Global Compact
- Ordinary Member of the Roundtable on Sustainable Palm Oil (RSPO)



We reaffirmed our ongoing commitment to developing natural and sustainable products.



We completed the ISO 45001 certification process



Phase 2: Deployment

In 2020, the deployment phase began with the following actions, which we are continuing to roll out in 2021:

- Improving energy, water and waste consumption and reducing CO2 emissions throughout our production and logistics chain. We obtained the ISO 50001 certification for improved energy management and carbon footprint verification for the reduction of CO2 emissions.
- Reducing water consumption and improving energy efficiency. We obtained the ISO 50001 certification and have verified our carbon footprint for the reduction of CO2 emissions.
- Making progress in the **promotion of sustainable suppliers with a view to increasing our consumption of raw materials and materials from renewable sources**. We have a short-term plan to increase our consumption of RSPO materials and FSC cardboard, among others.
- Communicating our commitment to our stakeholders through independent and globally recognised reports and certifications, such as SMETA, 4 Pillars, EcoVadis, and the United Nations Global Compact.
- **Making improvements to the formulas and packaging of all product upgrades and new products.** Specifically, we have launched new sustainable products, such as hand soaps with 25% rPET packaging, and incorporated the recycling pictogram to help customers dispose of the packaging in the appropriate recycling bin.
- Maintaining our commitment to the Zero Waste to Landfill verification.
- Offering, promoting and advising **consumers on the sustainable use of cosmetics**.
- **Promoting sustainability throughout the value chain and** driving local social improvements.
- Implementing plans to **foster the well-being of our employees, promote gender equality**, and guarantee support for at-risk groups.

2.1 COMMITTED TO SOCIAL WELFARE AND THE ENVIRONMENT

We strive to be a company that stands out for its quality, innovation, and commitment to sustainable development





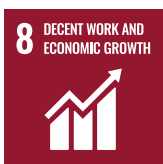

The 2030 Agenda is a universal, inclusive and indivisible agenda that requires everyone to take action to end poverty, protect the planet, and guarantee peace and prosperity for people everywhere.

Sustainable Development Goals: a commitment for Laboratorios Maverick



We want to make a difference. Therefore, **we take the Sustainable Development Goals (SDGs) into account in everything we do.** In recent years, we have implemented actions and defined policies and objectives that contribute directly to **achieving the Sustainable Development Goals.** Specifically, through our activities, we contribute to 11 of the 17 SDGs.

The following table summarises the main contributions and actions carried out under the 2030 Agenda.

| SDG | Main contributions and actions |
|---|--|
|  | <p>We invest in Proyecto Cuidate ('Take Care of yourself' Project) to promote a healthy professional and personal lifestyle</p> <p>.....</p> <p>We strive to create a safe and healthy environment, taking into account physical and psychosocial risks.</p> <p>We conducted two employee surveys and a psychosocial survey in 2020 to assess the health of the organisation and draw up a short-term and medium-term improvement plan.</p> <p>.....</p> <p>We have expanded information channels for employees to communicate internal messages and standards related to occupational health and safety, health, and well-being.</p> <p>.....</p> <p>We implement procedures and preventive measures to keep everyone safe from COVID-19.</p> <p>.....</p> <p>We conduct regular health and safety training for all employees.</p> |
|  | <p>We have an Equality Plan.</p> <p>.....</p> <p>We have a remuneration policy adapted to specific positions, skills and training.</p> |
|  | <p>We manage and treat our wastewater.</p> <p>.....</p> <p>We promote sustainable water management among employees and in all our business activities.</p> |
|  | <p>We have established best practices for energy savings, such as carrying out energy audits.</p> <p>.....</p> <p>We have developed procedures and technical guidelines and consumption monitoring data records within an energy management system.</p> <p>.....</p> <p>We have obtained the ISO 50001:2018 Energy Management System certification.</p> |
|  | <p>We prioritise the employment stability of our staff by promoting open-ended contracts.</p> <p>.....</p> <p>We have launched Plan Concilia (Balance Plan).</p> <p>.....</p> <p>We promote empathy and teamwork.</p> |
|  | <p>We provide training on new technologies.</p> <p>.....</p> <p>We employ 50 specialised professionals and development experts to optimise our manufacturing processes and increase productivity, efficiency and innovation.</p> <p>.....</p> <p>We are making progress in the company's digitalisation process.</p> |



We adapt our facilities and equipment to improve productivity and consumption.

We monitor our environmental impact in accordance with the ISO 14001 certification.

We continue to assess sustainable suppliers: with EcoVadis and the SMETA audit. We received the EcoVadis Gold Medal.

We promote and carry out communication campaigns on **good packaging management practices** aimed at our customers.

We understand the value and promote the **use of biodegradable, recyclable, and reusable materials** in our products and services.

We are making progress in the **use of recycled PET:** our juice bottles are made from 100% recycled PET.



We use **electricity from 100% renewable sources.**

We are making progress towards our **zero waste to landfill target.**

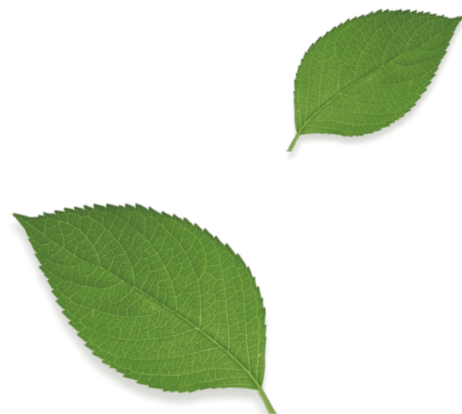
We conduct **awareness-raising initiatives** aimed at customers to demonstrate the importance of **separating and disposing of waste in the appropriate bins.**



We recycle waste paper and avoid using paper wherever possible. Recycled paper is used for office supplies.



We have **joined initiatives that reinforce our commitment to sustainability:**
Spanish Network of the Global Compact
Roundtable on Sustainable Palm Oil (RSPO)





**Empresa
Solidaria**

Commitment to the territory Although the COVID-19 pandemic has made it virtually impossible to carry out most of our activities with local associations, Grupo Ubesol Laboratorios Maverick has continued to contribute to the community. For this reason, **we have reinforced our commitment to support local organisations through resources, products and services**, so that together we can ensure that no one is left behind.

At the start of the pandemic, we joined the **#EstoNOtienequePARAR** (#ThisMustNotStop) initiative to join forces with more than 5,000 companies to promote economic recovery and highlight the commitment of all our employees.

As specialists in the manufacture of hygiene and personal care products with the capacity to adapt quickly to any situation, Laboratorios Maverick adjusted its production process to meet the urgent need for hydroalcoholic gels to help curb the spread of COVID-19.

Furthermore, Grupo Ubesol Laboratorios Maverick collaborated with different charitable initiatives to support health organisations, including the field hospitals built at IFEMA in Madrid and La Fe in Valencia. In 2020, we donated a total of 80,000 basic necessities to NGOs, retirement homes, police and fire brigades, and public institutions in Valencia, Tarragona and Madrid, where our work centres are located.

Contributing to social welfare, quality, innovation, and improvement is in our DNA as a socially responsible company that puts a portion of its resources back into the local community.

Box for social purposes

We offer people the option of ticking the solidarity box when filing their tax return to help the most disadvantaged in society. This box is labelled "Activities of Social Interest". By ticking it, 0.7% of the total corporate tax liability is used to finance social projects.

2.2 OUR SUPPLIERS: A KEY ELEMENT OF OUR SUCCESS

Our suppliers are a key factor to the success of our company

(102-9)

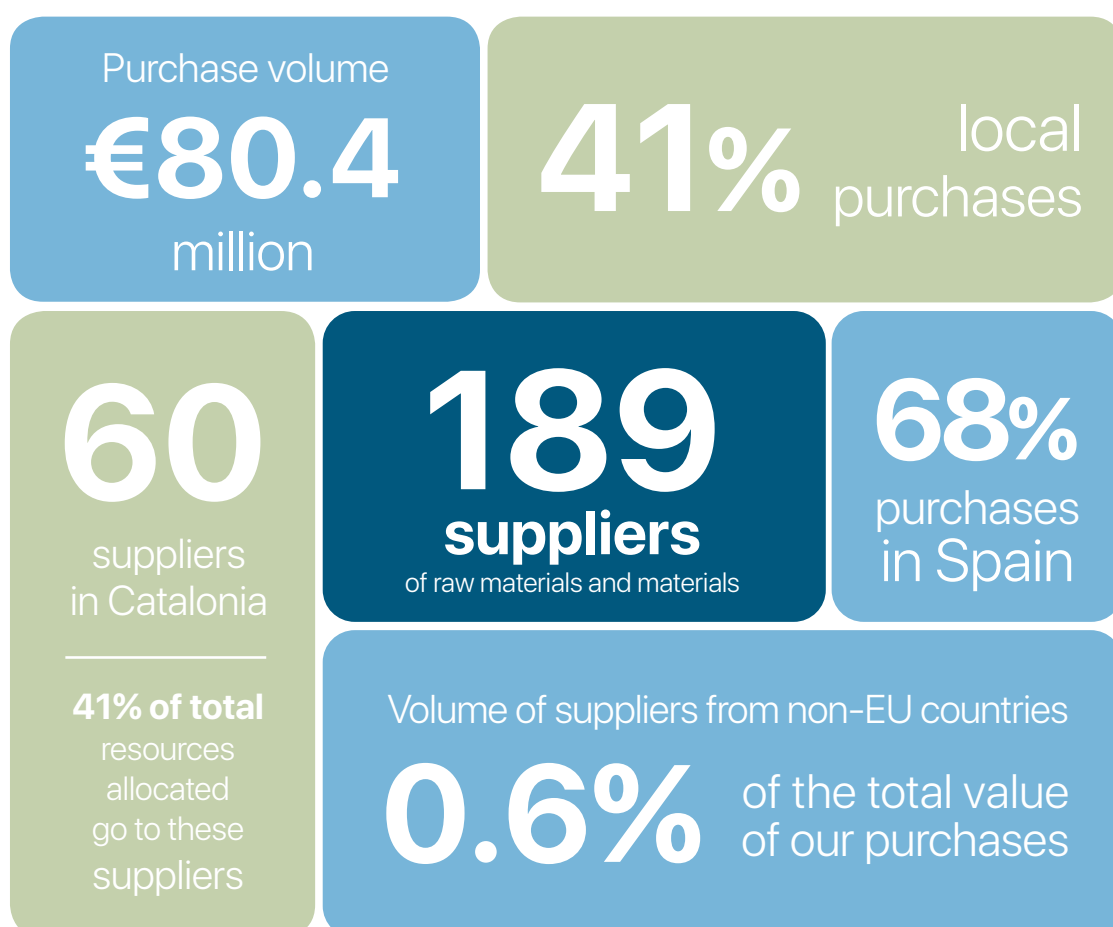
We aim to establish long-term relationships with our suppliers that are beneficial to both parties. We work together to ensure maximum efficiency from the start of our value chain.

Commitment to local suppliers

We are aware of the impact of our business and responsibility to the territory in which we operate

Our commitment to the territory is demonstrated by the number of local suppliers that form part of our supply chain.

Our figures in 2020



Excellence in our supply chain

Innovation, collaboration and specialisation are key to achieving excellence in our supply chain

We are **committed to quality and excellence at all levels**, a standard that we require from our suppliers. By working with suppliers, we can guarantee the safety and quality of our products and services while offering our customers the lowest possible prices.

At Laboratorios Maverick, **we want to move forward with our suppliers** and, therefore, we facilitate two-way and permanent communication channels.

As part of our commitment to quality, **we monitor and evaluate the performance of our suppliers on an annual basis**, where possible, based on their certifications, audit results, the number of non-conformities or incidents, compliance with delivery deadlines, and purchase volume.

Thanks to their involvement in the leading trade fairs in the sector and high purchase volumes, our raw material suppliers can offer us the latest innovations almost instantly.

We seek to engage in innovation projects with our suppliers to stay ahead in developing new products, using state-of-the-art technology and the best manufacturing equipment.

Sustainable supply chain

We are making progress in the promotion and consolidation of sustainable suppliers

(412-1, 412-2, 414,1)

We want to ensure an **increase in the consumption of raw materials and materials from renewable sources**. Therefore, we have designed an implementation plan to use sustainably sourced palm oil and increase our consumption of FSC-certified (Forest Stewardship Council) or PEFC-certified (Programme for the Endorsement of Forest Certification) cardboard, among other actions.

In 2020, we continued the process of assessing our suppliers on the EcoVadis platform, which evaluates sustainability performance in supply chains. This assessment covers aspects such as environmental criteria, sustainable practices, employment policies, and human rights.

Therefore, not only did we submit our entire operation at Laboratorios Maverick to the EcoVadis assessment (obtaining the Gold Medal, which encompasses social criteria such as labour practices and human rights), but we also reviewed and evaluated our suppliers with a focus on sustainability. This process involved the initial identification and pre-selection of 161 Grupo Ubesol Laboratorios Maverick suppliers to participate in the evaluation. In the end, 60% of the group's suppliers were assessed, including those with the highest turnover.

3 Our professional team: the driving force behind us

3.1 COMMITTED TO OUR PEOPLE

We work with committed individuals who can adapt to change and strive for excellence

(102-7, 102-8, 102-41)



We are committed to our people. We know that our employees **are our most valuable asset**, which is why all our policies are focused on their well-being in the workplace.

We have **443 people** working towards the same goal: **to offer the best products at the best prices**, keeping the customer in mind at all times.

Our employees are the engine that drives us to grow and become more competitive. We are able to move forward thanks to their commitment and

(102-12)

In recent years, we joined a number of initiatives that reaffirm our commitment to sustainability.

| WORKFORCE | | 2019 | 2020 |
|---|-------|-------|-------|
| In-house staff | | 448 | 443 |
|  | Men | 231 | 228 |
| | % | 51.6% | 51.5% |
|  | Women | 217 | 215 |
| | % | 48.4% | 48.5% |

We prioritise the well-being of each of the 443 people who make up our team. For this reason, we employ a comprehensive management system covering all the key processes in people management: Unifica (Unify).

UNIFICA 

Laboratorios Maverick provides the following benefits under the slogan "**Happy People, Happy Products**":



Balance Plan



Physiotherapy



Childcare
voucher



Flexible
remuneration



Support
service for
foreign
employees



Catering
service



Vending
service



Picnic area



Healthy day



Expert Lab
and Expert
Panel



Extended accident
insurance



Christmas
food and
gifts

3.2 EQUAL OPPORTUNITIES

We regard equal opportunities as a basic and strategic principle in the management of our organisation

Commitment to local suppliers

(103-1,103-2, 406-1)

The existence and effective implementation of policies that prevent discrimination is a fundamental requirement for companies that are committed to their employees.

We have established policies, managed by the Equality Committee, that integrate equal treatment and opportunities for men and women and exclude any form of direct or indirect discrimination.

Article 10 of the **Grupo Ubesol Code of Ethics**, which applies to Laboratorios Maverick, states the following:

1. Grupo Ubesol is committed to **promoting equal opportunities and non-discrimination of employees** on the grounds of race, nationality, social origin, age, sex, marital status, sexual orientation, ideology, religion, illness or disability, as well as the use of any of the official languages of Spain.
2. Accordingly, **Grupo Ubesol has implemented an Equality Plan since 2011**, which aims to ensure compliance with the principle of equal treatment and opportunities for men and women by eliminating any form of workplace discrimination while also promoting gender equality.
3. The **company** values individuals who, by overcoming obstacles, contributing their knowledge and experience to the best of their ability, acting as leaders, and sharing their value with the rest of the team, deliver consistently in terms of their own performance and contribute to the achievement of our general objectives.

At Laboratorios Maverick, risks and impacts related to non-discrimination in the workplace are managed through the Ethical Channel.

As a demonstration of our commitment to equality, **our workforce comprises people of all ages of 15 different nationalities**. Furthermore, **almost half of our staff are women (48.5%)**. We conduct employee selection and promotion processes in which candidates are assessed based on their professional profile, and gender does not constitute a discriminatory factor.
















We are committed to promoting and fostering measures to achieve equality in our organisation.

We adhere to the principle of non-discrimination, including gender-based and any other form of discrimination.

We respect and support the rights of employees by guaranteeing the full range of rights of association, affiliation and representation, as an indispensable part of the business organisation, without any reprisals arising from exercising these rights.

We advocate the eradication of all forms of forced and compulsory labour and strongly support the abolition of child labour.

In addition to complying with its commitment to compliance, in 2020, Laboratorios Maverick implemented an initiative to disseminate its values through the Employee Portal in accordance with human rights standards:

-  **Women's Week**
-  **Effort Bonus: Special days to recognise efforts during the COVID-19 pandemic**
-  **Children's drawing competition "Everything will be alright"**
-  **Environment Day: Arts and crafts competition**
-  **Waste management and energy**
-  **Circular economy: Cardboard**
-  **Circular economy: PET plastic**
-  **Sustainability Partnerships**
-  **International Environment Day: Sustainability Report**
-  **Donation of products to Associació Cívica La Nau**
-  **Plastic Bag Free Day**
-  **IFS HPC Audit**
-  **International Day of Peace**
-  **Entropy Survey**
-  **Laboratorios Maverick Ambassadors**

Remuneration policy

Our remuneration policy includes a **variable component** to reward effort and achievement of results regardless of gender, race, nationality, or any other factors. Remuneration is determined based on the position, autonomy, responsibility, training, experience, and degree of contribution to the established objectives of each employee. These concepts are graded on a contribution scale, which enables us to reward our best-performing employees through an objective, measurable, equitable, and scalable system.

(102-7, 102-8, 102-41)

In 2020, no complaints related to equality and discrimination issues were received through our Ethics Channel.

3.3 SAFE AND HEALTHY PEOPLE AND SPACES

We are committed to ensuring the safety and health of all people

(103-1, 103-2, 403-1, 403-2, 403-9)

We proactively implement health and safety initiatives. We do everything in our power to achieve this goal. We focus on prevention, training and health promotion, continuously improving and integrating our occupational risk prevention systems into the overall management of the company.

We aim to reduce the total number of work-related accidents and improve the working environment.

Health and disease prevention

Prevention is integrated at all levels of the company. We strive to make the workplace a safe and healthy environment

We promote the health and well-being of our people by investing in programmes and activities within the company. The field of **occupational health and safety is essential to our organisation**. Therefore, occupational health and safety requirements must be observed by all employees.

(103-3)

We have established risk assessment and management processes in place that encompass investigation, work-related incidents and accidents, preventive planning, the performance of high-risk tasks, and the use of machinery. We conduct monthly and annual audits.

In addition, **we have an evaluation system that enables us to monitor health and safety indicators.**

We are also classified under the Seveso Directive, demonstrating that we have a safety management system in place. Furthermore, we also hold the **ISO 45001 certification for Occupational Health and Safety Systems** to ensure the proper management of our system.

(403-4)

We also have a **Health and Safety Committee**, formed by representatives of our employees (delegates), the company, the mutual insurance company, and the internal and external prevention service. In addition, we have an **employee portal** and a **suggestion box**, which can be used to submit queries about occupational health and safety.

We conduct an annual **risk assessment** of all work positions, and, based on the results, we provide the corresponding personal protective equipment (PPE) to guarantee the safe performance of activities. This assessment covers technical specifications

issued by different departments, installations of new work equipment or technologies, modifications and adaptations of work stations, and changes in production processes. We also have an External Prevention Service (SPA) that provides support for risk prevention management.

Over the past year, we have adopted several measures to improve the health and safety of our employees:

- In 2020, we conducted a psychosocial survey following the INST methodology in collaboration with our External Prevention Service.
- We purchased safer machines and ancillary equipment to prevent strains or awkward postures.
- We improved the information in our communication channels.
- We launched COVID-19 information campaigns.
- We implemented the following preventive and protective measures against COVID-19:



- We offered physiotherapy sessions for our employees at company offices.
- We offered several training courses on occupational risk prevention (ORP).
- We conducted regular OHS audits.



Take care of yourself

Due to the health crisis caused by the spread of COVID-19, we carried out information campaigns to inform employees about the severity of the situation. For this purpose, we reinforced internal communication and engagement channels to inform staff about mandatory safety guidelines and measures implemented since the start of the pandemic.

(403-9)

Notably, in 2020, **there were no work-related injuries with serious consequences** and no deaths due to work-related injuries. Furthermore, **we experienced a significant reduction (59%) in the number of work-related injuries** compared to 2019.

| WORK-RELATED INJURIES | 2019 | 2020 |
|--|---------|---------|
| Number of deaths due to a work-related accident | 0 | 0 |
| Number of injuries due to work-related accidents with serious consequences (not including deaths) | 0 | 0 |
| Number of injuries due to recordable work-related accidents | 83 | 34 |
| Injury rate due to work-related accidents with serious consequences (not including deaths) | 0 | 0 |
| Injury rate due to recordable work-related accidents* (Number of injuries due to recordable work-related accidents/Number of hours worked) *1,000,000 | 114 | 48 |
| Number of hours worked | 725,875 | 705,567 |

*The injury rate includes minor accidents.

Furthermore, to prevent incidents and strengthen our system, whenever an accident occurs, an investigation is undertaken through independent interviews with managers, colleagues and those affected by the incident. Likewise, the corresponding safety cameras and machinery are reviewed to assess the incident. This process is carried out with the involvement of employee representatives.

In 2020, several measures were implemented to eliminate and minimise the risk of accidents, thereby preventing further incidents. The main types of injuries recorded during the year were as follows: **overexertion, cuts and blows**.

| TYPE OF ACCIDENTS WITH MEDICAL LEAVE | 2020 |
|--------------------------------------|-------------|
| Overexertion | 30% |
| Cuts/blows | 33% |
| Falls | 7% |
| Projections | 6% |
| Burns | 5% |
| Entrapments | 3% |
| Commuting | 3% |
| Chemical products | 5% |
| Falling objects | 1% |
| Awkward postures | 3% |
| Repetitive movements | 3% |
| Stepping on objects | 1% |
| Total | 100% |

Our plants have a self-protection plan that was updated in 2018. We have also performed assessments and measurements on hygiene, lighting, temperature, chemicals, and noise. We have also conducted ergonomic tests and measurements of workstations. Furthermore, we provide medical check-ups for our staff, new recruits, and existing employees returning after long periods of medical leave.

We also conduct monthly OHS audits of all areas and departments to prevent accidents of any type, identifying any possible incidents that could pose a risk to employees or the environment. Therefore, we plan and implement preventive measures and actions to rectify and eliminate any detected risks.

In order to prevent accidents caused by overexertion, we provide training on the manual handling of loads and the provision of loading aids to avoid awkward postures. Similarly, we have made changes to equipment and machinery and adapted the logistics of raw materials and materials to minimise ergonomic risks for our employees.

All accidents and incidents are investigated to identify the cause and implement corrective and preventive measures to prevent recurrences. For this purpose, we monitor the implementation and effectiveness of these measures.

Occupational risk prevention training

(403-3, 403-5, 403-6)

We provide the **necessary resources and training to ensure that our staff are familiar with all the techniques, processes, and work procedures to guarantee their physical integrity and enable them to perform their work in a safe and healthy environment.**

We conduct general and specific training programmes on occupational hazards, hazardous activities and dangerous situations, which are mandatory from the time an employee joins our company.

We have an annual occupational risk prevention training plan, which focuses on the following aspects:

- ☐ Initial health and safety training for each job position
(induction training)
- ☐ Confined space training
- ☐ Automated external defibrillator (AED) training
- ☐ First aid
- ☐ Work at height
- ☐ Handling and using fire extinguishers
- ☐ Transport of hazardous goods

Meanwhile, we use a business coordination platform (CAE) to coordinate all our business activities, enabling us to process various tasks, such as managing documentation requirements.

100% of Laboratorios Maverick employees are trained in OHS.

It should be noted that, according to the findings of the second organisational health survey carried out in 2020, 80% of employees stated that they were very satisfied with the induction programme received when they joined the company.

Safety of employees and facilities

We strive to maintain the physical safety of our facilities and staff and security in the digital environment

We have had a safety coordinator in place since 2018. In 2019, we incorporated a cybersecurity policy to ensure that we are fully equipped to deal with any digital threats and protect our employees, information and infrastructure. We also have an updated access control policy.

We care about the integrity of the people who work with us. Therefore, we follow protocols to ensure the safety of our employees from the time they leave their homes until they get back. For example, we provide information to help employees avoid adverse weather conditions that may affect their commute.

4 Improving the customer experience

Our customers are at the heart of our actions and the focus of all our efforts

(102-43)

We strive for excellence in all our lines, producing safe, high-quality products that enhance the customer experience. We aim to offer the best products at all times and strive to achieve total customer satisfaction.

Our company ensures that **all our products meet the standards and requirements set out in applicable** local and international legislation. Furthermore, we go a step further by offering the most sustainable and healthy products for the whole family on the market, with the highest quality, lowest prices, and the necessary safety guarantees. Continuous improvement in this area involves intensive monitoring of expert scientific and legal forums.

At Laboratorios Maverick, **we do not conduct animal testing**, in accordance with cosmetic regulations. Our products are cruelty-free.

We try to use renewable materials that do not contribute to deforestation or biodiversity loss, and we are currently developing an extensive range of products that comply with the international COSMOS standard, whereby our products can be labelled as natural or organic. Our production plants have been audited by ECOCERT and meet the requirements for manufacturing COSMOS products.

We currently manufacture products with a high percentage of ingredients of natural origin, and we continue to develop products that comply with the regulations and requirements of the most rigorous natural products certifications.

As a customer-oriented company, we offer high-quality, safe, innovative, and sustainable products that meet the needs and expectations of our customers.



4.1 RESPONSIBLE INNOVATION AND MAXIMUM QUALITY IN THE DEVELOPMENT OF OUR PRODUCTS

Innovation and continuous improvement are a strategic part of our business

(103-1)

Research, scientific knowledge and continuous improvement are in our DNA. Our commitment to innovation is rooted in our business strategy, mission and vision and forms an essential part of all product development stages.

We have one of the largest R&D&I departments in the Spanish sector with specialists who work with the most cutting-edge technology and raw materials on the market.

Developing innovative products and processes enables us to stand out from the competition and offer products that exceed customer expectations.

Through research, development and innovation, we are able to guarantee the functionality, sustainability and safety of our products.

To meet market demand and the needs generated by the COVID-19 pandemic, we launched our sanitising gel and hydroalcoholic gel. We work every day to develop and improve our existing products and materials, anticipating legal requirements and implementing innovative methodologies to achieve our goals. Accordingly, **we launched 145 new products and product upgrades over the last year, compared to 118 in 2019.**

We made significant progress in several product categories.

The latest sustainable developments that reinforce our commitment to sustainability include the following:

- Hand soaps with 25% rPET in the packaging and a pictogram indicating the appropriate recycling bin for disposal
- Our Natural line with 97% ingredients of natural origin, free from silicone and dyes

We also launched innovative new products, including our hair and styling range designed for complete hair care. A perfect example is our vegan zero shampoo with 0% sulphates, 0% salt, 0% silicone, and 0% dyes.

We invest in research and scientific knowledge as a differentiating market value

Scientific and technical innovation evolves in synergy with advances in cosmetovigilance, spearheaded by the Safety and Regulation Department. This division gives the company a crucial competitive advantage over the competition by positioning its product categories at the forefront of the sector regarding ingredient policies.

We have specialists from leading industries in the international cosmetics and perfumery sector.

At Laboratorios Maverick, we adopt a **specialised and disruptive approach** to create **new product concepts** in line with current and future **consumer trends** and regulations, anticipating the future needs of consumers. Our trend experts study and analyse changing and demanding market trends to identify future consumer habits through **co-innovation**.

This approach enables us to predict potential regulatory changes to substitute or remove certain formulation ingredients. This **capacity to anticipate** guides the process of developing new concepts and product improvements before regulations come into force **to minimise adverse effects for consumers**.

We employ a team of experts for each product category

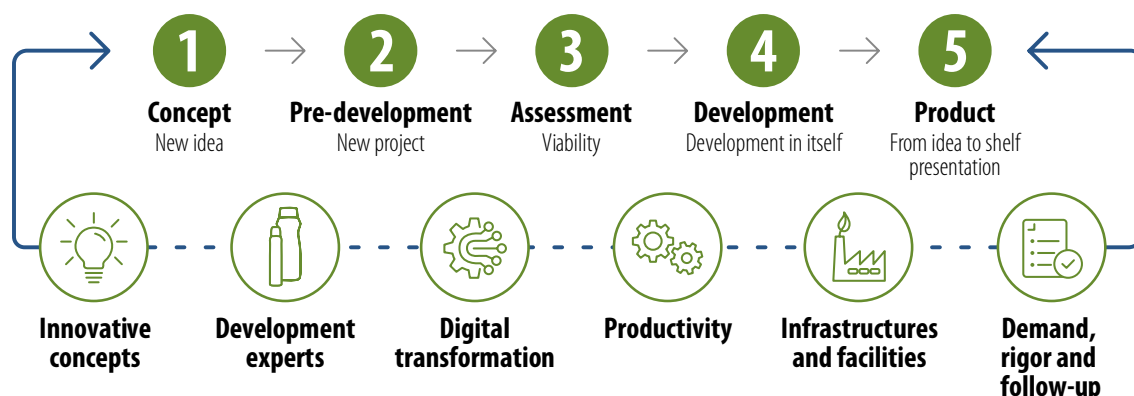
Since 2014, we have prioritised providing our development departments with the necessary human resources and technical equipment to develop innovative products.

We are committed to retaining our talent and investing in new technologies to optimise manufacturing processes to increase productivity, efficiency and innovation. Our facilities feature **state-of-the-art technology**, equipment and machinery, enabling us to remain at the forefront of research, development and manufacturing.

We create prototypes quickly through our development and innovation department and have specialised facilities for testing product functionality.

| R&D investment | 2019 | 2020 |
|-------------------------------|-------|-------|
| Figures in thousands of euros | 2,289 | 3,150 |

Innovation in our processes



Meanwhile, **we have transformed, digitalised and optimised our production processes** using tools, such as the SAP management program, to become an efficient and productive company fully equipped with the latest technologies.

We continuously improve our productivity by optimising all production processes and use the *lean manufacturing* method to ensure the highest quality products.

(103-2)

In terms of innovation management and technological development objectives, **natural transformation and digital transformation are the main milestones established by senior management for the coming years.**

This year, we have developed **more than 200 new product concepts in line with consumer trends and legal requirements.** In this regard, we have focused our efforts on **developing increasingly sustainable products** in terms of both formulation and packaging.

The main developments and significant innovations in 2020 include the following:

- Development of hand sanitisers (rinse and no-rinse) with proven biocidal efficacy (bactericidal, yeasticidal and virucidal activity).
- Development of a complete line of 18 Cosmos Natural certified products.
- Development of a complete line of 13 Cosmos Organic certified products.
- Development of a range of insecticide-free anti-lice products that are effective within 2 minutes of application.
- Development of a specific line of 5 products for curly hair hygiene and care for professional use.

- Development, for the first time, of nitrogen-propellant aerosol products for a reduced carbon footprint.
- Development of deodorant products containing an innovative antiperspirant active ingredient.
- Development of new facial and body care products with a portfolio of new textures and formats to attract new customers.
- Development of new versions of products that are currently on the market with the substitution of ingredients, active ingredients and extracts with organic-certified equivalents.

Product development processes:

- New product development process (Development 2.0) with optimised *timings* to streamline product launches for customers.
- New formula proposal and presentation process for *tenders* submitted by customers.



4.2 CONSOLIDATED QUALITY MANAGEMENT

We guarantee the total quality and safety of all our products

Customer health and safety

(102-15, 103-2, 103-3, 416-1, 416-2)

We are committed to continuous improvement throughout all our processes. Therefore, we continue to improve our systems by incorporating new methods, projects, indicators, and operational strategies.

One of our main objectives is to ensure that no serious safety issues arise with any of our products on the market.

The safety of our products has a significant social and economic impact. Therefore, to minimise any potential impacts, we implement an integrated management system based on the requirements of the **ISO 9001, ISO 14001 and ISO 22716** standards on quality and good manufacturing practices and adhere strictly to our internal procedure on product safety incident management. In 2020, we obtained the ISO 50001 Energy Management System and IFS HPC Cosmetics certifications, endorsing our commitment to the safety and quality of our products.

Regarding customer health and safety management, we endeavour to ensure **total customer satisfaction** at all times when using our products in terms of **quality** and **safety**. In addition to complying with current legal requirements, we aim to raise the bar in terms of product quality to ensure customer safety at all times.

We offer the highest quality products at the lowest possible prices

At Laboratorios Maverick, we adhere to all national and international legislative and regulatory requirements and comply with the strictest hygiene and quality standards.

The following factors enable us to guarantee the quality of our products:

- Advanced measuring equipment
- Standardised laboratory equipment
- A team of 50 people who guarantee our product quality
- One of the largest R&D&I departments in Spain
- Access to innovative raw materials for new product developments

Thanks to these factors, **we can develop more than 300 formulations each year.**

We continue to improve the health and safety of our customers

We have several policies that facilitate compliance with the applicable existing regulations.

- Ingredient policy
- Fragrance policy
- Product quality and safety assurance protocols at all stages of the manufacturing process
- Customer service and cosmetovigilance procedures

In addition, we have made in vivo and in vitro safety testing more rigorous before launching our products on the market.

We implement a **cosmetovigilance procedure** in compliance with Regulation 1223/2009 on cosmetic products, which provides the public with access to existing data on the serious and non-serious undesirable effects of using specific cosmetic products. Furthermore, we have established and validated an action protocol to manage potential product safety alerts, referred to as our Product Safety Incident Management Method.

We have also undergone several audits. We have been audited by our main client and also by the **ISO 9001 and ISO 22716 certification** bodies on Good Manufacturing Practices for Cosmetic Products and IFS HPC Cosmetics.

Significantly, **in 2020, there were no cases of non-compliance resulting in fines, penalties or warnings**. Furthermore, there were no reports of non-compliance with voluntary codes or any significant incidents affecting the health and safety of product users. Likewise, there were no incidents of non-compliance concerning the health and safety impact of products and services.

We listen to our customers

We understand the importance of listening and communicating with our consumers

We are committed to always offering our customers the best solutions and experience.

Our customers are a crucial component of our development processes. In 2020, we conducted 636 tests to obtain feedback from some 8,850 consumers.

The Regulatory and Safety Department, with the support of the Customer Service Department and the Medical Officer, is responsible for collecting feedback from our consumers on product safety. Meanwhile, the Cosmetovigilance Team assesses whether product improvements are needed.

We have a communication channel operated through a free customer service line provided by our main client. This channel enables us to receive complaints, feedback, and questions about our products.

In terms of enquiries, 20% of people contact us to ask about product ingredients. In line with the growing trend of veganism, 16% of the enquiries received in 2020 were about whether our ingredients are of animal origin. Regarding the management of consumer feedback in 2020, we received 0.00086% of consumer input compared to the number of units manufactured. It should be emphasised that **we always follow up on all requests for information to identify the nature of the enquiry and provide a timely response**. As a result, 45% of the inputs received were related to proper product usage, which is understandable due to the high number of product launches over the year.

We listen to our customers

To guarantee the highest quality in all our products, we have state-of-the-art facilities that ensure compliance with regulations.

Our production is 100% national and centralised in two plants equipped with state-of-the-art technology. **We have the best facilities, enabling us to innovate and improve productivity by optimising all production processes to ensure the highest quality products.**



Preserving natural resources, the environment and the health of local communities is one of our main action principles

Our goal is to be a sustainable company in the short, medium and long term that manufactures increasingly sustainable products while caring for the environment and the local community.

Respect for the environment is a fundamental requirement that is reflected in our Environmental Policy and every single action that takes place in our value chain.

Environmental Policy

Our Environmental Policy sets out the company's objectives for preserving natural resources, the environment, and the health of the surrounding population.

Our priorities are:

- **Zero tolerance towards environmentally negligent behaviour.**
- The implementation of an **environmental management system** to reinforce compliance with practices and standards guided by principles of excellence.

All company employees must understand and accept this policy and act at all times in accordance with the principles of respect, balanced ecosystems and sustainability.

(102-11, 102-15)

Environmental impacts are related to the responsible use of resources and consumer awareness on responsible product recycling. Our strategy is founded on environmental management under the **ISO 14001** standard, supply chain assessment, responsible sourcing policies, and campaigns to help consumers recycle products more efficiently.



5.1 STRIVING TO MINIMISE OUR ENVIRONMENTAL IMPACT

Environmental management

Throughout our value chain, we are committed to:

- Guaranteeing compliance with current environmental legislation and regulations.
- Reducing environmental impacts such as emissions, discharges and waste.
- Optimising the use of natural and energy resources.
- Integrating environmental criteria into the development of new projects.

(102-11)

By implementing the **ISO 14001:2015 standard on Environmental Management Systems**, a cornerstone of our Environmental Policy, we can anticipate future impacts.

At Laboratorios Maverick, we implement a set of procedures to detect and evaluate the most significant environmental aspects, enabling us to develop the necessary preventive and mitigating actions. For example, we have partnered with **Ecoembes** to develop annual industry strategic plans to improve the recyclability of our products.



5.2 ENERGY EFFICIENCY

We have established best practices for energy savings

(302-1)

We understand the importance of effective energy management at all levels of the company. Therefore, we have undertaken **energy audits and consumption monitoring reports** to detect areas for improvement. Furthermore, we obtained the **ISO 50001:2018 Energy Management System** certification following an audit carried out in November 2020.

Thanks to these actions, we identified several areas for improvement, such as unnecessary consumption and preventable consumption peaks. For example, we have optimised energy consumption at weekends through precise consumption monitoring and tracking of our primary energy sources (e.g., transformers, compressors, air conditioning, offices, and wastewater treatment plant).

Other improvements implemented during 2020 include installing automated lighting in warehouse aisles and replacing old lighting fixtures with new LED options, offering improved performance and energy consumption at our facilities.

To reduce the impact of electricity consumption, we update our facilities and manufacturing equipment regularly to improve our energy efficiency. Furthermore, we use a **green energy supplier** to provide electricity to Laboratorios Maverick Ulldecona and Laboratorios Maverick Madrid. This electricity is produced from renewable sources and therefore generates **zero greenhouse gas emissions**.

These actions contribute to achieving our zero waste to landfill target.

| ENERGY CONSUMPTION within the organisation (kWh) | 2019 | 2020 |
|---|------------|------------|
| Electricity consumption | 11,275,336 | 12,302,363 |
| Natural gas consumption | 7,624,649 | 7,088,323 |
| Air consumption | 1,263,916 | 1,454,975 |
| Energy from renewable sources | 11,275,336 | 12,302,363 |

The increased consumption is due to the increase in production in 2020.

We goal to reduce our carbon footprint.

100% of the electricity we use comes from carbon-free renewable energy sources.

5.3 CONTROL OF RESOURCE CONSUMPTION

We strive for efficient testing and optimisation of resource consumption

WATER

We invest in sustainable water management

(303-1)

We are improving the quality of the water used in our processes. We aim to ensure the quality of discharged water through rigorous monitoring of treated wastewater in accordance with environmental requirements.

(307-1)

Compliance with current environmental regulations is a key pillar of our Environmental Policy. Due to the nature of the products we manufacture, **sustainable water management is paramount**, especially in terms of the quality of discharged water, which we test rigorously to ensure compliance with current legislation.

Significantly, our total water consumption decreased by 3.52% from 2019 to 2020.

| WATER CONSUMPTION (m3) | 2019 | 2020 |
|--------------------------------------|---------|---------|
| Total water consumption in all areas | 132,296 | 127,635 |

We are committed to the quality of discharge water

(303-4)

Due to advances in ultrafiltration and water treatment, we have reduced the number of external wastewater treatment tanks. Furthermore, we perform regular analysis, disinfection and legionella testing at our plants. As a result, we have optimised our cleaning processes to reduce water consumption and, in turn, water discharge.



Good resource management

We want to increase our use of recycled materials and more sustainable products

(301-1)

We research new eco-responsible materials every day.

We aim to step up our use of recycled materials, a goal that is demonstrated by our increased consumption of recycled PET (rPET). We have increased our use of rPET by 40% since 2019.

We incorporate rPET in our bottles.

We use recycled plastic in one of the best-selling product categories in the Spanish market: **the bottles of our hand soaps**. We have managed to incorporate **25% rPET**. Furthermore, thanks to the capacity of our facilities and technology, we now manufacture and distribute rPET bottles for food products.

Meanwhile, we continue to use recycled cardboard. 92% of the cardboard we use is recycled.

To evaluate and adopt measures that facilitate the cardboard recycling process, since July 2019, we have been working with suppliers that reinforce our commitment to the circular economy.

Material consumption by source

| MATERIALS FROM NON-RENEWABLE SOURCES | 2019 | 2020 |
|---|----------|----------|
| Wood | 0.91 | 0 |
| Plastic (PP, PE) | 1,791 | 2,310.34 |
| Metals (Aluminium, tinplate and others) | 764.267 | 814.71 |
| Cardboard | 118.49 | 168.34 |
| PET | 3,647.09 | 5,051.16 |

| MATERIALS FROM RENEWABLE SOURCES | 2019 | 2020 |
|----------------------------------|---------|---------|
| 100% recycled cardboard | 1,400.8 | 1,906.6 |
| rPET (recycled) material rPET | 456.454 | 772.37 |

As some of the materials we use are derived from palm oil, **we are members of the international organisation RSPO and have obtained RSPO mass balance certification** to improve the impact of our products.

Use of more sustainable products (bioplastics)

In 2020, we continued our partnership with AIMPLAS, the Technological Institute of Plastics and our involvement in the BeonNAT Project. This initiative aims to investigate the extraction of PLA (polylactic acid) from shrubs to manufacture preforms for bottles. PLA is a plastic that, under certain temperature conditions, can biodegrade.



5.3.1 WASTE TREATMENT

(306-2)

In 2020, we continued to implement our waste reduction plan and obtained the Zero Waste to Landfill certification. Laboratorios Maverick manages 95% of its waste without landfill. We have managed tonnes of non-hazardous and hazardous waste.

| | 2019 | 2020 |
|--|----------|----------|
| Non-hazardous waste (T) | | |
| Ordinary waste | 94.66 | 139.66 |
| Packaging | 118.72 | 111.972 |
| Cardboard | 484.50 | 596.797 |
| Reject water from WWTP processes | 748.26 | 976.28 |
| Washing water for biological treatment | 1,360.16 | 1,105.14 |
| Hazardous waste (T) | | |
| Contaminated empty containers (plastics and metal) | 103.93 | 99.058 |
| Aerosols | 24.47 | 31.39 |

Washing water for biological treatment is the most generated non-hazardous waste at Laboratorios Maverick Madrid, which we have reduced by 18.7%. As for Laboratorios Maverick Ulldecona, **the most generated non-hazardous waste is reject water from WWTP processes**, which has increased due to higher production.

At Laboratorios Maverick Ulldecona, where 62% of our waste is generated, non-special waste levels have been significantly reduced. **In addition, we have achieved a 4.7% reduction in plastic packaging waste (generated at both plants).**

Meanwhile, **we are implementing several actions to raise consumer awareness**, such as advising consumers on the sustainable use of cosmetics and creating resources to promote responsible management of used packaging.

6 About the report

6.1 THE MATERIALITY PROCESS

In 2019, we conducted a multi-step process to identify relevant topics for Laboratorios Maverick (internal) and its stakeholders (external), in accordance with the GRI Standards.

The materiality analysis process was conducted both internally, with decision-makers within the company, and externally, taking into account the opinion of Laboratorios Maverick's stakeholders.

6.1.1 RELATIONSHIP WITH STAKEHOLDERS

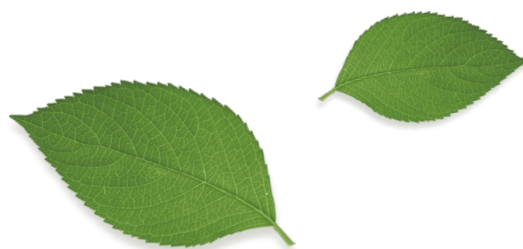
(102-43)

For Laboratorios Maverick, **stakeholders include any group with which the company has a relationship and on which its business activities have an impact.**

The integration of stakeholders into our day-to-day business is a crucial element of socially responsible management. Therefore, we adopt all possible measures to build strong and trusting relationships with our stakeholders and create added value tailored to their needs and interests. We do this through a flexible and participatory dialogue so that the creation of value for stakeholders remains a priority.

(102-40, 102-42)

The selection of stakeholders is based on a two-way interaction between stakeholders and the company with regard to economic, social and environmental aspects. This selection is determined by dependence on our main client, consumers, owners, responsibility towards employees, management, and society, and the influence of the scientific community, industry associations, and suppliers of raw materials, resources and services.



Laboratorios Maverick uses various communication channels to maintain a constant dialogue with all the following groups:

| STAKEHOLDER | COMMUNICATION CHANNELS AND FREQUENCY |
|-----------------------|---|
| End consumer | Customer service helpline (regular) |
| Material suppliers | Register of approved suppliers (regular) |
| Employees | Employee register (regular) |
| Service providers | Contract register (CAE-CTAIMA platform) (regular) |
| Owners | <i>Email</i> and contact telephone of assistant director |
| Customers | <i>Email</i> , telephone, meetings (regular) |
| Industry associations | <i>Email</i> , meetings, statements (regular) |
| Scientific community | Publications, statements (regular) |
| Public administration | Registers and official statements from the city council, autonomous community and/or the Spanish government |
| Society | Social media, email, customer feedback (regular) |

6.1.2 IDENTIFICATION AND ANALYSIS OF MATERIAL TOPICS

(102-43, 102-44, 102-46, 102-49)

While preparing the 2020 sustainability report, Laboratorios Maverick carried out a new materiality analysis to identify relevant aspects for our stakeholders. This process involved 3 phases:

Identification

The first step was to explore potentially relevant topics for the organisation and its stakeholders. These topics were compiled based on an internal analysis of the organisation and an external analysis according to a sector **benchmarking** study and the main sustainability reference standards. Subsequently, the list was validated by the heads of different departments.

Prioritisation

In order to prioritise the most relevant topics according to the degree of importance for the company and stakeholders, an open process was carried out focusing on the principle of materiality and stakeholder engagement. Internal prioritisation was carried out by means of a participatory session involving managers and technicians from different departments. Meanwhile, external prioritisation was conducted by directly consulting stakeholders through an **online** questionnaire. For the statistical analysis of the external environment, the responses were weighted according to the importance of each stakeholder for the company. This approach provided a more coherent overview in accordance with the reality of the company.

Validation

Management review and validation ensure that the report comprehensively represents the organisation's sustainability, including both positive and negative impacts.

During Laboratorios Maverick's validation process, it was decided to incorporate the material topics "Energy", "Effluents and waste", and "Non-discrimination" due to their relevance for the organisation and its stakeholders. Therefore, the following material topics were identified from the materiality analysis:

(102-47)

| | |
|--------------------|---|
| Economy | 18. Innovation and Technological Development |
| Environment | 3. Materials 4. Energy 5. Water 7. Effluents and waste 8 Environmental compliance |

Social

- 10. Occupational health and safety
- 13. Non-discrimination
- 16. Customer health and safety

Following the materiality analysis review, we obtained a materiality matrix that reflects the degree of importance of each aspect included in the study, based on the following elements:

- The importance of economic, social and environmental impacts on the organisation.
- The importance of stakeholder assessments and decisions.

(103-1)

In addition to the materiality analysis, we determined the coverage of each of the identified material topics, establishing the direct or indirect involvement of the organisation in these impacts. The results were discussed in the internal session with managers and technicians from different departments.

| TOPIC | IMPLICATION |
|--|-----------------|
| No GRI Innovation and Technological | Direct/indirect |
| GRI 301 Materials | Direct |
| GRI 302 Energy | Direct |
| GRI 303 Water | Direct |
| GRI 306 Effluents and waste | Direct |
| GRI 307 Environmental compliance | Direct |
| GRI 403 Occupational health and safety | Direct |
| GRI 406 Non-discrimination | Direct |
| GRI 416 Customer health and safety | Direct/indirect |

6.1.3 THE MATERIALITY MATRIX



Economy



Environment



Social

RELEVANCE FOR LABORATORIOS MAVERICK

| | | Low (≤ 3.64) | Medium (3.65-4.09) | High (≥ 4.10) |
|----------------------------|----------------------|--|--|---|
| RELEVANCE FOR STAKEHOLDERS | High (≥ 4.14) | 4. Energy 13. Non-discrimination | 10. Occupational health and safety 5. Water | 16. Customer health and safety 18. Innovation and technological development* |
| | Medium (3.90-4.13) | 7. Effluents and waste 6. Emissions | 8. Environmental compliance 3. Materials | |
| | Low (≤ 3.89) | 14. Local communities 17. Product Life Cycle Assessment (LCA) * 19. Packaging* 15. Social assessment of suppliers 9. Environmental assessment of suppliers 11. Training and education 12. Diversity and equal opportunities 2. Fight against corruption | 1. Economic performance 20. Traceability of raw materials | |

Material topics in bold.

*Topics not covered by GRI Standards.

7 Index of GRI content

(102-54,102-55)

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, under the Core compliance option. The United Nations Sustainable Development Goals (SDGs) have also been considered.

The following table presents the index of general and specific basic contents of the Global Reporting Initiative (GRI) organisation according to GRI Standards for the option of Core compliance.

7.1 GENERAL CONTENTS

| GRI | Content | Section in the report/Direct response | Omissions |
|----------------------------------|-----------------------------------|---|---|
| GRI 101 Foundation 2016 | | | |
| GRI 102 General Disclosures 2016 | | | |
| Organisational Profile | | | |
| 102-1 | Name of the Organisation | Laboratorios Maverick, S.L. | |
| 102-2 | Activities, brands, products, and | 1.1 Laboratorios Maverick, a long history of quality and commitment | |
| 102-3 | Location of headquarters | Laboratorios Maverick, S.L. (subsidiary company) Calle París, 4 Polígono Industrial Valldepins II 43550 Uldecona (Tarragona) | Ubesol, S.L. Calle la Costera, 9 46869 Atzeneta d'Albaida (Valencia) |
| 102-4 | Location of operations | Grupo Ubesol (parent company) Ubesol Plantas Textil e Higiene Calle la Costera, 9 46869 Atzeneta d'Albaida Valencia, España Laboratorios Maverick (subsidiary company) Uldecona Calle París, 4 Polígono industrial Valldepins II 43550 Uldecona Tarragona, España Madrid Calle De la sierra de Gata, 2 Polígono de San Fernando de Henares, 28830 Madrid, España | |
| 102-5 | Ownership and legal form | Laboratorios Maverick, SL is a family-owned, limited company | |

| | | | |
|----------------------|--|--|--|
| 102-1 | Name of the Organisation | Laboratorios Maverick, S.L. | |
| 102-6 | Market and services | 1.1 Laboratorios Maverick, a long history of quality and commitment | |
| 102-7 | Size of the organisation | 2020, a year to move forward | |
| 102-8 | Information on employees and other workers | 3. Our professional team: the driving force behind us | |
| 102-9 | Supply chain | 1.2.1 Our business model | |
| 102-10 | Significant changes to the organisation and its supply chain | There have been no significant developments. | |
| 102-11 | Precautionary principle or approach | Environmental aspects are identified and assessed within the framework of the environmental management system. This identification and assessment process aims to detect the main impacts and take measures to reduce their effects. These environmental aspects, including potential or emergency situations, are reviewed periodically. | |
| 102-12 | External initiatives | 1.4 Committed to the sector and the environment | |
| 102-13 | Membership of associations | 1.4 Committed to the sector and the environment | |
| Strategy | | | |
| 102-14 | Statement from senior executives responsible for decision-making | Letter from the CEO | |
| Ethics and integrity | | | |
| 102-16 | Values, principles, standards and norms of conduct | 1.2 Responsible business | |
| Governance | | | |
| 102-18 | Governance structure | 1.3 A corporate culture focused on ethics, integrity and good corporate governance | |

Involvement of stakeholders

| | | | |
|--------|--|--|--|
| 102-40 | List of stakeholders | 6.1 The materiality process | |
| 102-40 | Collective bargaining agreements | 100% of our workforce is covered by our collective bargaining agreement (staff as of December 31). | |
| 102-42 | Identification and selection of stakeholders | 6.1 The materiality process | |
| 102-43 | Approach to stakeholder engagement | 6.1 The materiality process | |
| 102-44 | Key issues and voiced concerns | 6.1 The materiality process | |

Practices for creating reports

| | | | |
|--------|---|---|--|
| 102-45 | Entities included in the consolidated financial statements 102-40 List of stakeholders 6.1 THE MATERIALITY PROCESS | Grupo Ubesol (including subsidiary company Laboratorios Maverick) | |
| 102-46 | Size of the organisation | The Report covers information relating to the economic, social and environmental areas of Laboratorios Maverick and contains transparent, reliable and balanced information on the social, economic and environmental performance of the organisation, reflecting both positive and negative aspects so that stakeholders can obtain a reasonable assessment of the organisation's performance. | |
| 102-47 | Size of the organisation | 6.1.2 Identification and analysis of material topics | |
| 102-48 | Size of the organisation | There has been no restatement of information. | |

| GRI | Content | Section in the report/Direct response | Omissions |
|--------|---|--|-----------|
| 102-49 | Changes in reporting | There have been no changes | |
| 102-50 | Reporting period | The Laboratorios Maverick 2020 Sustainability Report refers to the period from 1 January to 31 December 2020. | |
| 102-51 | Last report date | 2019 | |
| 102-52 | Reporting cycle | Annual | |
| 102-53 | Contact person for questions about the report | For any report-related questions, please contact: Mar Paris , Head of Quality Assurance and Environment: marparis@maverick.es | |
| 102-54 | Declaration of preparation of the report in accordance with GRI standards | This report has been prepared in accordance with GRI Standards: Core option | |
| 102-55 | Index of GRI content | 7. Index of GRI content | |

7.2 MATERIAL TOPICS

GRI 200 Economic topics

| GRI | Content | Section in the report/Direct response | Omissions |
|---|--|--|-----------|
| No GRI Innovation and Technological Development | | | |
| 103-1 | Explanation the material topic and its scope | 4.1 Responsible innovation and maximum quality | |
| 103-2 | Management approach and components | 4.1 Responsible innovation and maximum quality | |
| 103-3 | Assessment of the management approach | 4.1 Responsible innovation and maximum quality | |

GRI 300 Environmental topics

| GRI | Content | Section in the report/Direct response | Omissions |
|----------------------|---|---------------------------------------|-----------|
| GRI 302: Energy 2016 | | | |
| 103-1 | Explanation of the material topic and its scope | 5.2 Energy efficiency | |
| 103-2 | Management approach and components | 5.2 Energy efficiency | |
| 103-3 | Assessment of the management approach | 5.2 Energy efficiency | |
| 302-1 | Energy consumption within the organisation | 5.2 Energy efficiency | |
| 302-4 | Reduction of energy consumption | 5.2 Energy efficiency | |
| GRI 301: Materials | | | |
| 103-1 | Explanation of the material topic and its scope | 5.3 Control of resource consumption | |
| 103-2 | Management approach and components | 5.3 Control of resource consumption | |
| 103-3 | Assessment of the management approach | 5.3 Control of resource consumption | |
| 301-1 | Materials used by weight or volume | 5.3 Control of resource consumption | |
| GRI 303: Water | | | |
| 103-1 | Explanation of the material topic and its scope | 5.3.1 Water | |
| 103-2 | Management approach and components | 5.3.1 Water | |
| 103-3 | Assessment of the management approach | 5.3.1 Water | |
| 303-4 | Water discharge | 5.3.1 Water | |

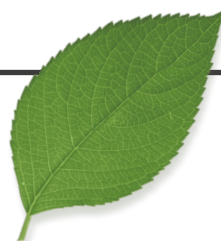
| | | | |
|--|--|---|--|
| 303-5 | Water consumption | 5.3.1 Water | |
| GRI 306: Effluents and waste | | | |
| 103-1 | Explanation of the material topic and its scope | 5.3.3 Waste treatment | |
| 103-2 | Management approach and components | 5.3.3 Waste treatment | |
| 103-3 | Assessment of the management approach | 5.3.3 Waste treatment | |
| 306-2 | Waste by type and disposal method | 5.3.3 Waste treatment | |
| GRI 307: Environmental compliance | | | |
| 103-1 | Explanation of the material topic and its scope | 5.1 Striving to minimise our environmental impact | |
| 103-2 | Management approach and components | 5.1 Striving to minimise our environmental impact | |
| 103-3 | Assessment of the management approach | 5.1 Striving to minimise our environmental impact | |
| 307-1 | Non-compliance with environmental laws and regulations | 5.1 Striving to minimise our environmental impact | |

GRI 400 Social topics

| GRI | Content | Section in the report/Direct response | Omissions |
|--|---|--|-----------|
| GRI 403: Occupational health and safety | | | |
| 103-1 | Explanation of the material topic and its scope | 3.3 Safe and healthy people and spaces | |
| 103-2 | Management approach and components | 3.3 Safe and healthy people and spaces | |
| 103-3 | Assessment of the management approach | 3.3 Safe and healthy people and spaces | |

| | | | |
|-----------------------------|---|--|--|
| 403-1 | Occupational health and safety management system | 3.3 Safe and healthy people and spaces | |
| 403-1 | Occupational health and safety management system | 3.3 Safe and healthy people and spaces | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 3.3 Safe and healthy people and spaces | |
| 403-3 | Occupational health services | 3.3 Safe and healthy people and spaces | |
| 403-4 | Employee participation, consultation, and communication on occupational health and safety | 3.3 Safe and healthy people and spaces | |
| 403-5 | Employee training on occupational health and safety | 3.3 Safe and healthy people and spaces | |
| 403-6 | Promotion of employee health | 3.3 Safe and healthy people and spaces | |
| 403-8 | Employees covered by an occupational health and safety management system | 3.3 Safe and healthy people and spaces | |
| 403-9 | Work-related injuries | 3.3 Safe and healthy people and spaces | |
| 403-10 | Occupational diseases and illnesses | 3.3 Safe and healthy people and spaces | |
| GRI 406: Non-discrimination | | | |
| 103-1 | Explanation of the material topic and its scope | 3.1 Committed to our people | |
| 103-2 | Management approach and components | 3.1 Committed to our people | |
| 103-3 | Assessment of the management approach | 3.1 Committed to our people | |

| | | | |
|--|--|-------------------------------------|--|
| 406-1 | Incidents of discrimination and corrective actions taken | 3.1 Committed to our people | |
| GRI 416: Customer health and safety | | | |
| 103-1 | Explanation of the material topic and its scope | 4.2 Consolidated quality management | |
| 103-2 | Management approach and components | 4.2 Consolidated quality management | |
| 103-3 | Assessment of the management approach | 4.2 Consolidated quality management | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | 4.2 Consolidated quality management | |
| 416-2 | Incidents of non-compliance concerning the health and safety impact of products and services | 4.2 Consolidated quality management | |

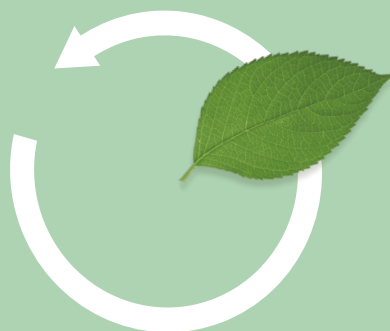


8 United Nations Global Compact table of contents

| Category | Principles of the United Nations Global Compact | Page/direct response | Most relevant GRI standards |
|------------------|---|-----------------------------|---|
| HUMAN RIGHTS | 1. Businesses should support and respect the protection of internationally proclaimed human rights, within their scope of influence | 3.1 Committed to our people | 406 Non-discrimination 407 Freedom of association and collective bargaining 408 Child labour 409 Forced or compulsory labour 410 Security practices 413 Local communities 414 Supplier social assessment 412-1 Human rights assessment |
| | 2. Companies must make sure that they are not complicit in human right abuses | 3.1 Committed to our people | 406 Non-discrimination 407 Freedom of association and collective bargaining 408 Child labour 409 Forced or compulsory labour 410 Security practices 412-3 Human rights assessment 414-1 Supplier social assessment |
| LABOUR STANDARDS | 3. Companies must support the freedom of association and the effective recognition of the right to collective bargaining | 7. Index of GRI content | 402 Labour/Management Relations 407 Freedom of association and collective bargaining 102-41 Collective bargaining agreements |
| | 4. Companies must support the elimination of all forms of forced or compulsory labour | 3.2 Equal opportunities | 409-1 Forced or compulsory labour |

| | | | |
|------------------|--|--|---|
| LABOUR STANDARDS | 5. Companies must support the effective eradication of child labour | 3.2 Equal opportunities | 408-1 Child labour |
| | 6. Companies must support the elimination of discrimination in employment and occupation | 3.1 Committed to our people 3.3 Safe and healthy people and spaces | 402 Labour/Management Relations 403 Occupational health and safety 404 Training and education 405 Diversity and equal opportunities 414 Supplier social assessment 103 Management approach 406-1 Non-discrimination |
| ENVIRONMENT | 7. Companies must maintain a precautionary approach that favours the environment | 5. Committed to the environment | 301 Materials 302 Energy 303 Water 305 Emissions 306 Effluents and waste 307 Environmental compliance 308 Supplier environmental assessment |
| | 8. Companies must encourage initiatives promoting greater environmental responsibility | 5. Committed to the environment | 301 Materials 302 Energy 303 Water 305 Emissions 306 Effluents and waste 307 Environmental compliance 308 Supplier environmental assessment |
| | 9. Companies must encourage the development and diffusion of environmentally friendly technologies | 5. Committed to the environment | 301 Materials 302 Energy 303 Water 305 Emissions 306 Effluents and waste 307 Environmental compliance 308 Supplier environmental assessment |
| ANTI-CORRUPTION | 10. Companies must work against corruption in all its forms, including extortion and bribery | 1.2.3 A corporate culture focused on ethics, integrity and good corporate governance | 205 Anti-Corruption 415 Public policy 102-16 Values, principles, standards, and norms of behaviour |

Sustainability Report 2020



**Committed
to the future**



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