



Committed to
the future

Sustainability Report 2021



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Letter from the CEO

"We have a very clear mission: to be specialists in developing and manufacturing hygiene and personal care products that improve people's well-being, whilst always guaranteeing the highest quality and caring for the planet,"

2021 has been another complex year due to the COVID-19 health crisis and the global increase in the price of raw materials. These two scenarios have posed new challenges for us, which at Laboratorios Maverick we have addressed by optimising resources and not losing sight of our objective of always maintaining the highest quality in all the products we develop.

This is reflected in our management system, the **Total Quality Model**, which involves ensuring that the company's activities equally cater to its five stakeholders: clients, people, the value chain, sustainability and capital. We consider it essential to maintain a close **relationship with all stakeholders**, which guarantees fluid and efficient communication at all levels of the organisation. At Laboratorios Maverick, we place consumers at the centre of all decisions in order to offer them innovative and sustainable products that meet their needs.

We train our employees to include sustainability in all creative and manufacturing processes, so that our activity contributes to social progress by caring for and maintaining the environment and resources we use. This approach also views suppliers as central figures in the value chain; by helping us develop an efficient production process, they also help us to stimulate the circular economy.

As leading players in the cosmetics industry, we have a very clear mission: to specialise in developing and manufacturing hygiene and personal and home care products that improve people's well-being, whilst always guaranteeing the highest quality and caring for the planet.

We see sustainability as more than just developing natural products. It is a value that runs throughout the company's entire structure and is part of its DNA. 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), so that, between us, we can fight the climate emergency and inequality.

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 sustainability report, which explains in detail the projects and initiatives undertaken in 2021 to reduce the environmental impact of our business activity.

Jorge Úbeda
CEO of Grupo Ubesol
Laboratorios Maverick



In 2021, we continued to strengthen and expand actions that contribute to reducing our impact on the environment. These initiatives are part of the **Strategic Plan** that we launched in 2020, which establishes a range of objectives to be met in 2025. The company's natural and digital transformation are key processes in this plan.

One of the main initiatives is **0 waste verification**, as we continue to reduce waste as much as possible and reintroduce it into the production cycle.

We have obtained higher level **IFS HPC Cosmetics certification**, which guarantees the quality and safety of cosmetic products and we have strengthened our blow moulding plant, which has the capacity to produce 100% rPET containers.

With regard to digitisation, we have invested in automating processes such as goods entry procedures, which is in line with our aim of making our processes more efficient and reducing their environmental impact.

In 2021, we continued to open up to the international market, using an approach that guarantees the Group's stability. In doing so, we were able to access new customers and took advantage of this opportunity to learn about new business models and consumer habits, which will allow us to become more specialised in the product categories we manufacture.

Our employees are our biggest resource, so our policies to attract and care for talent involve promoting stable and high quality employment opportunities, ongoing training, equal opportunities and work-life balance strategies to make our company "A good place to work".

I would like to thank everyone at Laboratorios Maverick for the enormous effort and commitment they have demonstrated this year, where, despite significant challenges, we have continued to grow and place sustainability at the heart of our business culture.

2021 Main milestones

1.1 2021, A YEAR TO MOVE FORWARD



Our business

- €132,693,914 in sales
- 4% decline 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 184.6 million units manufactured
- More than 445 products
- More than 278 product launches in 2021
- 100% national production
- Presence on the shelves of the leading supermarket in Spain
- Sales in different countries of the European Union, UK, Australia, USA and several countries in Asia and Africa.



Development, innovation and quality

- One of the largest R&D&I departments in the national sector
- 45 people guaranteeing the quality of our products
- More than 240 tests listening to over 1,700 consumers



Our team

- 519 people make up our team
 - 51.6% women 48.4% men
 - 77.73% with open-ended contracts
-



Our suppliers

- More than €82.3 million in purchases of raw materials and materials
 - More than 205 suppliers
 - 84% in Spain
-



A commitment to the environment

- We use 100% renewable electricity
- 65% of the cardboard we use is recycled

1.2 COMMITTED TO SOCIAL WELFARE AND THE ENVIRONMENT 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






SUSTAINABLE DEVELOPMENT GOALS



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. **We specifically contribute to the 17 SDGs through our activities.**

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

SDG	Main contributions and actions
	<p>We have made donations for research and social work.</p>
	<p>We have participated in the annual campaign to collect and donate basic necessities to non-profit organisations in the local area.</p>
	<p>We conducted an employee survey in 2021 to assess the health of the organisation and draw up a short</p> <hr/> <p>We have expanded information channels for employees to communicate internal messages and standards on occupational health and safety, health, and well-being. The use of the Ülabs platform as a means of communication has been consolidated.</p> <hr/> <p>We implement procedures and preventive measures to keep everyone safe from COVID-19. ISO 45001 certificate. We have engaged a Health Monitoring specialist and have a mutual insurance policy for work-related accidents. We provide access to mutual health insurance under favourable conditions. The Harassment Protocol and communication channel have been implemented.</p> <hr/> <p>We conduct regular health and safety training for all employees. Publication of on-site and online occupational health and safety campaigns through Ülabs.</p>
	<p>We conduct regular health and safety training for all employees.</p> <hr/> <p>We have a training plan for the personal and professional development of our employees. 226% more hours of training were given in 2021 than in 2020 in ways that had been adapted to people's needs.</p> <ul style="list-style-type: none"> - Occupational safety training - Leadership training - Online language training for our employees - Training in corporate policies - Gender Equality Awareness training
	<p>We have an Equality Plan. We have a harassment protocol Adherence to the #NoMoreMatildas campaign</p> <hr/> <p>We have a remuneration policy based on specific positions, skills and training.</p> <hr/> <p>In 2021, work started on the new equality plan 2022-2026. The First Week of Women and Girls in Science was held.</p>
	<p>We manage and treat our wastewater.</p> <hr/> <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> <hr/> <p>We have developed procedures and technical guidelines and consumption monitoring data records within an energy management system.</p> <hr/> <p>We have obtained the ISO 50001:2018 Energy Management System certification. Sustainable mobility survey carried out. We use electricity from 100% renewable sources with a guarantee of origin. Charging points for workers' electric vehicles have been installed in employee parking facilities. Carbon footprint: calculated and certified in range 1 and 2, 2020.</p>
	<p>We prioritise the employment stability of our staff. We have ISO 4500 certification.</p> <hr/> <p>We have a Work Life Balance Plan. We have a UNIFICA project (recruitment and wage policy). Sale of products in international countries. Purchases from national and local suppliers.</p>
	<p>We employ more than 70 specialist professionals who are experts in development to optimise our manufacturing processes and increase productivity, efficiency and innovation.</p> <hr/> <p>We are making progress in the company's digitisation process. Development of formulas with a high percentage of natural ingredients. Development of new formulas. Design and production of bottles that weigh less than the current ones. Design and production of 100% RPET bottles.</p>
	<p>We have a Code of Ethics.</p> <hr/> <p>We have an Equality Plan.</p> <hr/> <p>We donate products to NGOs.</p>
	<p>In 2021, we certified our energy management system in accordance with the ISO 50001:2018</p> <hr/> <p>We follow good practices for energy saving, and a study has begun for installing solar panels.</p> <hr/> <p>The fossil fuel fleet has been replaced by hybrid vehicles and vehicles with a "0" (GU) label.</p> <hr/> <p>We maintain the certification of our chain of custody under the RSPO scheme™ 4-1057-18-000-00 (Roundtable on Sustainable Palm Oil™), which guarantees that our raw materials that contain palm oil are certified.</p> <hr/> <p>We understand the value and promote the use of biodegradable, recyclable, and reusable materials in our products and services.</p>

	<p>We have adapted our facilities and equipment to improve productivity and consumption.</p> <hr/> <p>We monitor our environmental impact through ISO 14001 certification.</p> <hr/> <p>We passed the audit and renewed our RSPO certification™ as an example of our commitment to the consumption of sustainable raw materials.</p> <hr/> <p>We renewed our IFS certification in 2021 and obtained the highest level. A demonstration of our commitment to manufacturing safe products.</p> <hr/> <p>We continue to assess sustainable suppliers: with EcoVadis and the SMETA audit. We received the EcoVadis Gold Medal.</p> <hr/> <p>We understand the value and promote the use of biodegradable, recyclable, and reusable materials in our products and services.</p> <hr/> <p>We are making progress in the use of recycled PET: our juice bottles are made from 100% recycled PET.</p>
	<p>We use electricity from 100% renewable sources. Carbon footprint: calculated and certified in range 1 and 2, 2020.</p> <hr/> <p>We are making progress towards our zero waste to landfill target.</p> <hr/> <p>The company's own fleet of cars is being renewed. All cars will be plug-in hybrids.</p>
	<p>We employ an authorised manager to manage all waste.</p> <hr/> <p>We understand the value and promote the use of biodegradable, recyclable, and reusable materials in our products and services.</p> <hr/> <p>We are making progress in the use of recycled PET: our juice bottles are made from 100% recycled PET.</p> <hr/> <p>We use water fountains to eliminate the use of plastic bottles.</p> <hr/> <p>We give each worker a glass bottle to fill and avoid using plastic bottles.</p>
	<p>We recycle waste paper and avoid using paper wherever possible. Recycled paper is used for office supplies.</p>
	<p>We are committed to performing our activity in strict compliance with the law and under the requirements of our Code of Ethics and Conduct. Ubesol Group Laboratorios Maverick also has a Compliance Area that, together with Management and the Board of Directors, develops policies and internal procedures to guide and regulate the behaviour of the people involved in our activity.</p> <hr/> <p>We provide training to staff on ethical culture and internal procedures and policies.</p>
	<p>We have joined initiatives that reinforce our commitment to sustainability: Spanish Network of the Global Compact. Roundtable on Sustainable Palm Oil™ (RSPO™). We have created alliances with different suppliers (see table below).</p>

Business model

2.1 RESPONSIBLE BUSINESS

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.

We are committed to family well-being and offer high-quality, innovative solutions at the best prices while respecting the environment.

Our business model

OUR BUSINESS MODEL ALLOWS US TO GENERATE INNOVATIVE AND SUSTAINABLE GROWTH THAT WE SHARE 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.

There are five components to our business management model:



Clients

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



People

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



The Value Chain

We develop lasting relationships with suppliers who share our values, which promotes mutually beneficial outcomes.



Sustainability

We want to be a company known for its quality, innovation and commitment to the sustainable development of people and the environment, which adds value and makes 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 security and benefit of our employees and customers.

2.2 OUR VALUES GUIDE OUR ACTIONS

Mission

At Laboratorios Maverick, we are specialists in developing and manufacturing innovative and sustainable products that meet the needs of our customers with the highest quality and best possible prices.

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

Vision

Values

Our values are an essential part of our identity that reflect our commitment to the foundations that support our corporate culture:



Efficiency and Innovation

Committed 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 passion for service.



Teampathy (Teamwork + Empathy)

We encourage teamwork based on trust and collaboration and keeping a positive attitude



Responsibility and Integrity

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

Values

2.3 OUR PRODUCT CATEGORIES

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 baby hygiene and care, which are gentle on the most sensitive skins.

Children

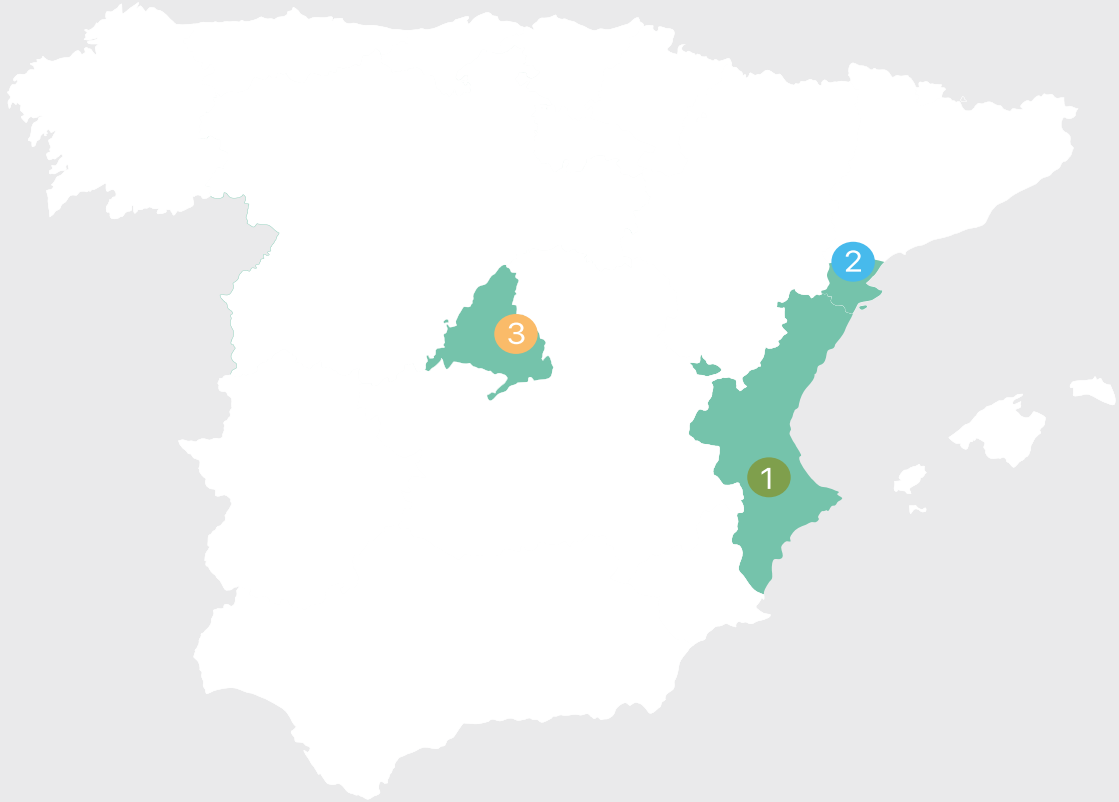
We offer a wide range of products for children, including hair and hygiene products.

Fresh perfumes

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

2.4 OUR FACILITIES

Laboratorios Maverick has three sites



1 Grupo Ubesol
(Valencia)

Headquarters
of Grupo Ubesol.



2 Lab. Maverick
(Ulldecona, Tarragona)

Manufacture of products for
personal care and hygiene.



3 Lab. Maverick
(San Fernando de Henares)

Manufacture of products for
personal care and hygiene.

2.5 FACTORS AND TRENDS

(102-10.102-14, 416-1, 416-2)

Current market trends are shaped by two fundamental transformations that have been the focus of our work at Grupo Ubesol for some time and where we have already made significant progress. Our commitment to becoming an increasingly sustainable company and our determination to place innovation and technological development at the heart of our activity have prompted us to promote the “Natural Transformation” and “Digital Transformation” of all our processes in each action.

The inclusion of sustainability in all processes is key to our decisions, which demonstrates our commitment to taking care of people and the planet. This has led us to implement policies that establish our action guidelines based on best practices for society, the environment and good corporate governance.

The close relationship between the new trends that guide our transformation, sustainability and digitalisation, are based not only on our commitment to protecting the planet but also on improving process efficiency to minimise environmental impact.

In the digital sphere, Industry 4.0 is taking centre stage. Companies like ours have already embarked on making production processes increasingly automated while consuming less energy and fewer resources. The challenge is to integrate new technologies in all areas of our business to anticipate and adapt to new ways of working, while also improving our competitiveness.

Our ability to adapt quickly to changes and develop innovative solutions that enable us to continue to provide a service suited to current requirements while offering the highest quality in a way that is sustainable for all stakeholders has allowed us to survive and grow, despite continuous changes in the external environment such as new regulations and consumer requirements and demands.

We take note of what is going on around us to identify the most important risks that could have a negative impact on our business, which is why we carefully assess our decision-making based on the most appropriate measures:

Market and sector risks:

Capacity to respond to substantial international competition and new market needs in the cosmetics sector by adapting to an environment that is becoming more aware of sustainability.

Reducing demand for our products based on a change in consumer preference can lead to lower economic growth.

Problems in the supply of materials due to the lack of availability of raw materials from the world's major suppliers.

To minimise the potential consequences of these risks, the organisation has a transparent and close relationship with suppliers and customers, promoting co-creation so we can adapt to the needs and changes of the environment to minimise the negative impact on all stakeholders.

Brand image risks:

The quality and safety of our products are the key to success, which means that any negative comments about our company or the products we manufacture could have a negative impact on how our customers view our brand.

That is why our design and development procedure follows a detailed timeline where results are checked at each stage and ultimately validated by customers and consumers, which enables us to set high quality and safety standards at the most competitive price in our sector.

As well as designing our products, we also continuously monitor the market to find out in detail where our products are positioned in terms of quality, price and working together to seek a shared benefit for society.

Close relationships and continuous communication with our main stakeholders (our customers, consumers and suppliers) are the keys to success in guaranteeing the status of the brands we manufacture.

Data protection risks:

In the field of Personal Data Protection, the Security Policy has been updated with regard to Data Protection by reviewing the technical and organisational measures the company has in place to ensure that there is an appropriate level of security to process each type of personal data.

To guarantee that preventive measures are correctly applied, internal partners have received training so they are aware of and know about data protection risks and the measures that must be adopted to guarantee maximum security.

User validation security measures have been implemented, of which the following two mechanisms are of note: the use of actions to improve user verification and avoid impersonation and unauthorised access to company data and strengthening remote access by requiring additional verification to confirm that the system is being accessed by an authorised user.

The email management measures implemented in 2021 have also been improved to help make the company more secure by minimising the possibility of unmonitored access by a threat that could jeopardize the confidentiality of information.

Safety measures have also been implemented in the industrial environment, mainly through the construction and installation of a new production line, the design of which has taken into account the ability to ensure that separate systems exist in each plant and that supplier access to implement these systems is validated.

Regulatory and legislative changes:

The number of laws and regulations that apply to our activity has risen over the last few years as our international presence has increased.

The continuous legislative changes deriving from the progress made in achieving the objectives set out in Agenda 2030, which was adopted in 2015 to achieve global sustainable development that seeks to eradicate poverty, protect the planet and ensure prosperity for all has generated rapid progress over the last few years that has posed challenges for our organisation. Non-compliance with regulations and the penalties that may be implemented as a result of this have a negative material impact on the organisation's performance.

Health and environmental emergencies:

The COVID-19 crisis remained the focus of attention for both health and the economy in 2021, and our sector has also been affected, which is why the company has adapted its protocols to successfully manage the crisis by minimising the effects of having been able to contain the negative impact. In 2021, the COVID-19 action protocol was reviewed and kept in place. Where possible, remote working was encouraged and the workforce was made more versatile by training staff to occupy key positions when necessary.

2.6 OUR STRATEGIC PLAN

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 key components that focus on 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

In 2020, we successfully entered the international market and, throughout 2021 we started 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 2021 to gain the trust of new customers. We have also developed new brands such as Derela and Deluxe Sensations, 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 2021, in addition to promoting environmental initiatives, we continued to implement specific actions to contribute to the United

Nations' Sustainable Development Goals (SDGs).

Our commitment to sustainability is not only based on producing natural products but also on establishing this ideal at the heart of our corporate culture by 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 carrying out projects to digitise investments and automate processes. We have created the new Real Time area, which allows us to monitor production in order to react to any unforeseen events in real time, anticipate potential problems, optimise efforts and increase competitiveness.

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.

3.

Good corporate governance

3.1 ORGANISATIONAL CHART



Jorge Úbeda

CEO



Jose Manuel Soler

Deputy CEO



Carlos Aparici

Director of Operations



Mauro Cardona

Director General of IT
and Security



Juan Diego Cuenca

Director General of
Finance

3.2. FOCUSED ON ETHICS, INTEGRITY AND GOOD CORPORATE GOVERNANCE

Our business is based on a corporate culture that focuses on ethics, integrity and good governance. **Transparent and responsible business** dealings with all our stakeholders.

Based on our belief that people are our best talent resource, 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.

Transparency, accountability and due diligence are requirements that all employees and stakeholders in our operations and in the supply chain must meet.

To achieve this, 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 that enable us to know how to respond to potential incidents.





Since 2018, Grupo Ubesol Laboratorios Maverick has had a **Compliance Management System** based on the international UNE-19601:2017 Criminal Compliance Management Systems and UNE ISO 37301:2021 Compliance Management Systems standards.

The **Compliance Department** ensures that the Compliance Management System is complied with and improved by working with different departments in the company on the Annual Action Plan approved by Management and the Board of Directors, updating the company's regulatory and criminal risk assessment, reviewing and/or preparing internal policies and procedures, promoting the culture of compliance among the organisation's staff and training them, and by regularly reporting on the state of compliance to Management and the Board of Directors.

The Corporate Good Tax Practices Policy, the Gifts and Tokens of Appreciation Policy and the Business Secrets Policy were developed in 2021 in order to better identify potential risks and breaches.

Similarly, in order to ensure that all employees of Laboratorios Maverick know about the risks they face in their day-to-day activities and the means to mitigate these risks, a range of generic compliance and policy and procedure training sessions have been offered to all company staff.

The content of the training sessions was practical and was tailored to meet the compliance obligations and risks of the roles and responsibilities of the staff attending them. Specifically, training has been given on the following areas:

-  **Anti-corruption Policy**
-  **Conflict of Interest Policy**
-  **Policy on the Use of Technology and Social Networks**
-  **Personal Data Protection Policy**

3.3 DUE DILIGENCE IN HUMAN RIGHTS AND LABOUR STANDARDS

(102-16, 102-17)

Committed to respecting human rights (412-1)

In accordance with our **Code of Ethics**, Laboratorios Maverick employees must respect human rights, public freedoms and workers' labour rights and follow the recommendations established in this regard by both national and international organisations.

Committed to the abolition of child labour and opposing forced labour

We oppose child labour and any labour that is performed either forcibly or under duress, and ensure that we work with suppliers that are governed by these same principles and values. In this regard, the age of the youngest worker hired at Laboratorios Maverick in 2021 was 19.

In 2021 Laboratorios Maverick was not aware of any human rights violations complaints or wrongdoings.

Harassment protocol

We forbid any type of harassment, abuse of authority or physical or verbal violence at work, forced labour and in general any practice that could generate an offensive or disrespectful work environment. Laboratorios Maverick has implemented a Harassment Protocol, the primary purpose of which is to protect the health of employees by ensuring that environments are psychologically and socially healthy and by providing support when required.

Laboratorios Maverick deems bullying and work-related, sexual, or gender-based harassment to be an attack on the dignity of its employees and has channels to report any situations of this kind that can be used to investigate the events and implement proceedings.

3.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

(102-13)

At Laboratorios Maverick, we respect and support the rights of our employees by ensuring that they are able their **freedom of association, union membership and collective bargaining rights** without fear of reprisal. We always adopt an open and collaborative attitude towards union activities and have a management and communication process to make time available to our staff to dedicate to union activities.

Based on this, we are committed to close communications with workers' representatives and take both the interests of employees and those of the organisation into account when making decisions.

As a result, discussions and negotiations with our company committee are considered in decision-making and the HR Department regularly holds meetings with Workers' Legal Representatives to consult with them or inform them about new policies, procedures, improvements, organisational changes, employee benefits, new hires and contract terminations, among other areas.

3.5 COMBATTING CORRUPTION

Measures adopted to prevent corruption, bribery and money laundering.

(205-1, 205-2)

All staff at Laboratorios Maverick are familiar with the Code of Ethics and Conduct, which explains on the company's position on tackling corruption and bribery, as well as the policies developed to supplement it, which include:

The **Anti-Corruption Policy**, in which the Ubesol Laboratorios Maverick Group commits to fighting corruption in all its forms. This Policy is designed to prevent corruption and comply with the legislation in force in all areas of activity and in all countries in which it may apply, serving to guide the behaviour of staff.

(102-25)

And the Conflict of Interest Policy, which we consider necessary for the sake of transparency, good governance and management of situations that may entail conflicts between the interests of Grupo Ubesol Laboratorios Maverick and the personal interests of its workers or related persons.

The purpose of this document is to establish mechanisms to identify and effectively manage conflicts of interest that may arise in the performance of the activities carried out by Laboratorios Maverick, and to provide principles and rules to prevent them to ensure that decision-making is not influenced by the unlawful personal interests of related persons or entities.

Training partners

As we are aware of the importance of these principles and values reaching all members of Grupo Ubesol Laboratorios Maverick, in 2021 staff received specific training on anti-corruption and conflict of interest policies, based on their roles and responsibilities.

0 Corruption Tolerance

Grupo Ubesol Laboratorios Maverick has an Ethics Hotline that staff can use to ask questions about compliance with regulations, the Code of Ethics and the internal policies and procedures implemented by the company and report situations that contravene these regulations and procedures.

Thanks to the measures implemented, in 2021 Laboratorios Maverick was not aware of any corruption or bribery wrongdoings.

3.6 CONTRIBUTION TO NON-PROFIT ORGANISATIONS

2020 changed the way we interact with each other. This situation continued in 2021; however, **it has not altered our commitment to sharing our achievements with society**, especially with the entities, associations and groups that serve our community.

As regards charitable work, this year, by donating our products, we continued to support the excellent work of non-profit organisations that currently play a vital role in helping the most disadvantaged members of society.

For this reason, seeking to meet the emerging needs of society and the environment and without neglecting our legal and ethical compliance obligations, which are governed by our internal policies, in 2021, we contributed to making donations in favour of non-profit organisations and associations whose common objective is to help build a fairer and more sensitive society with the most vulnerable people, especially minors.

With contributions in kind and cash, we donated EUR 64,957.64. This is the best investment a company can make when it needs the support of all parties to promote equal opportunities, mainly among young people at risk of exclusion, and to encourage their integration into society and access to decent work.

In addition, in 2021, with no signs of an end to the health crisis, we continued to donate basic hygiene products, donating 354,000 units to local food banks.

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.



3.7 TRANSPARENT COMMUNICATION

The internal and external communication of Grupo Ubesol Laboratorios Maverick, including interaction with the media and/or the different external stakeholders will be oriented towards transparency, respect, truthfulness and collaboration, transmitting at all times coherence with the organisation's image, corporate values and strategic objectives.

As a result, the company has enough information and channels to keep its partners informed about the strategy, objectives, programmes and activities of the group, with transparency being the basic principle that must govern actions with different partners.

To do this, we have a **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.



Company: Our internal stakeholders

4.1 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 **519 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

Total number of working people by gender:

WORKFORCE		2020	2021
In-house staff		442	519
	Men	228	251
	%	51.58%	48.36%
	Women	214	268
	%	48.41%	51.63%

We prioritise the well-being of each of the **519 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**":



In addition, and in response to the unique situation resulting from the COVID-19 pandemic, we distribute surgical masks to all our employees every two weeks to safeguard their health.

Stable and high-quality employment

We understand the peace of mind that comes with having a stable job, which is why we support employment stability.

We directly employ 100% of our staff, and 93.28% of them work full-time.

Professional growth and development

We invest in training in order to develop the skills needed to be leaders.

We believe in continuous learning. We recognise the importance of training the people in our team. During 2021, we significantly increased the hours of training our employees received. In total, 1,028 hours of training were provided, compared to 384 hours in 2020. We invested €72,405.44 in training courses.

We want our staff to be inspired to do their best every day.

Employees have been trained in languages, anti-corruption policies, data protection law and compliance, among other areas. All the training courses provided suit the needs of the job.

We want to provide a work place that encourages personal and professional development to help our employees prosper and live well.

Work-life balance

We have implemented several measures to facilitate a better work-life balance for all employees

As a result of continuous communication with workers, we continue to implement **flexible hours measures**. We successfully implemented these measures thanks to the commitment of the entire workforce to guarantee minimum services within our regular working hours.

Work-life Balance Plan

The Work-life Balance Plan is a flexible hours measure designed to **facilitate the work-life balance** of people who work on a fixed split shift.

This has enabled us to make shifts more flexible by up to one hour per day at the start of a shift, at lunch time or at the end of a shift.

Since 2016, **we have had a flexible schedule for people who do not work shifts**. This schedule allows employees to start work between 8.00am and 9.30am and leave between 4.30pm and 6.00pm. Currently, nearly **150 people use this measure**. The factory and warehouse operations areas work in shifts in accordance with the production plan.

4.2 EQUAL OPPORTUNITIES

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

Non-discrimination and equal treatment

(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. With this in mind, **Laboratorios Maverick implemented an Equality Plan in 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. In 2021, work was carried out on the creation of the new Equality Plan, to be implemented during the period 2022-2026.
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 (51.63%).** 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.

No cases of discrimination were recorded in Laboratorios Maverick in 2021.

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.

(406-1)

4.3 INTERNAL COMMUNICATION AND ENGAGEMENT

Communication is a fundamental aspect of the business culture of Laboratorios Maverick, especially in a social scenario as complex as that caused by the COVID-19 health crisis. For this reason, in 2021, we strengthened our internal communication and engagement channels to keep our employees constantly up to date, particularly at such difficult times due to the pandemic.

In line with our firm commitment to digitalisation and the promotion of our staff's digital skills, at Laboratorios Maverick we have several online tools that facilitate internal communication at all levels of the organisation.

Staff can access our online platform called the **Employee Portal** to view their payslips each month, read our corporate policies and action protocols, access the notice board and manage their training courses.

In 2021, we updated our internal social network by implementing Ülabs, which is a virtual space for posting communications, announcements about the company's day-to-day activities and for maintaining fluid communication between departments by facilitating the exchange of information and developments.

Since the start of the pandemic, Ülabs has been an essential tool to provide employees with updates on the COVID-19 safety protocols and measures adopted by the company. Employees can also use this platform to submit questions and suggestions to the rest of the company. This application allows all the workers of Grupo Ubesol Laboratorios Maverick to be connected with just one click.

In addition, all our plants have screens located in strategic points such as canteens and we also sometimes put up posters to publish important communications.

To ensure that information reaches all our employees, the Management Committee holds **regular meetings** with the directors and coordinators of each department to convey the most important company information. As a result, staff managers always have the necessary information to keep their teams up to date. The largest of these meetings was held at the end of the year: this was the Annual Information Meeting.

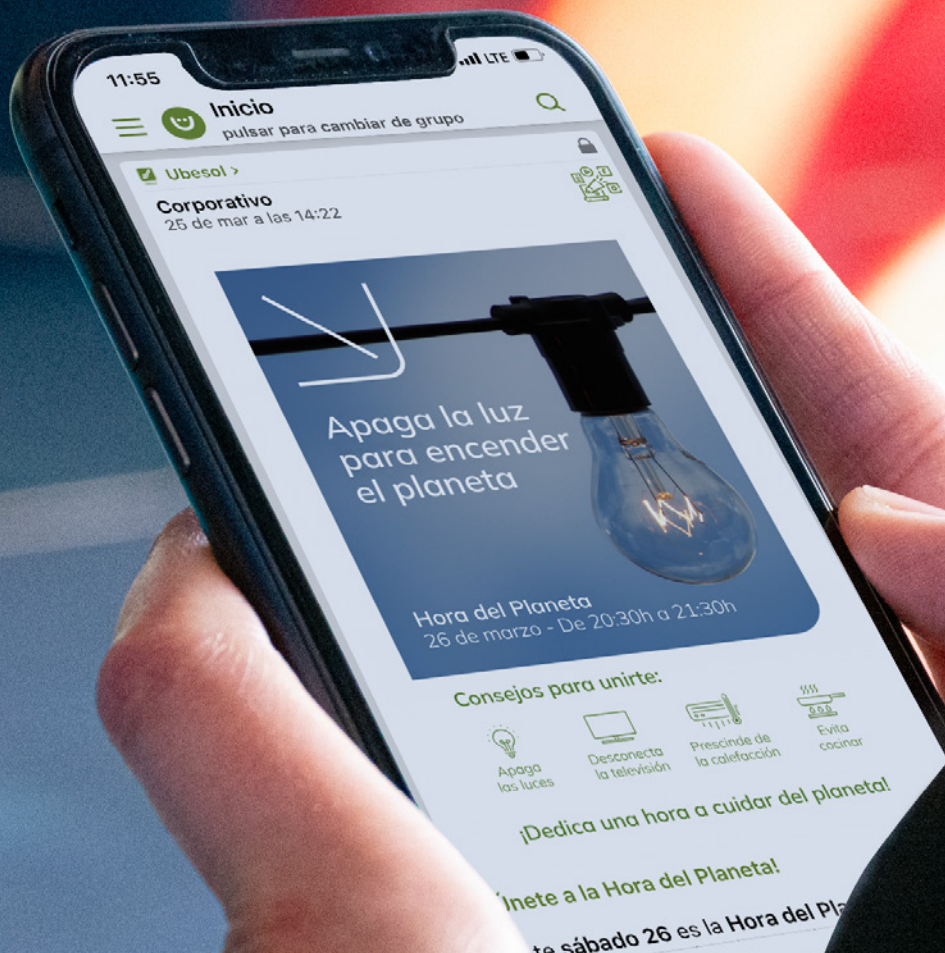
In December 2021, over 900 Grupo Ubesol Laboratorios Maverick employees attended the **Third Annual Information Meeting**, which provided information on everything that had happened during the year and set out the roadmap for the following year.

We have an unwavering commitment to our people, and our mission is to make all our sites "A good place to work". Therefore, in 2021, we conducted an **organisational health survey** for the third year running to assess our employees' job satisfaction, which provided insight into their expectations and areas for improvement.

We also use our **external social networks** to share information of all kinds with our community, which serves to raise awareness and give visibility to the initiatives we carry out with the aim of improving our relationship with interested parties.

As a new development in 2021, the Communications Department promoted the initiative "**A coffee with...**" where experts in the different areas of the company tell society what their work consists of and the contribution they make to the community, both internally and externally.

We aim to continue improving these tools to maintain permanently open communication channels between all Maverick employees and interested parties.



4.4 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 and partners.

(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. **To manage this system properly, we also hold the ISO 45001 certification for Occupational Health and Safety Systems.**

(403-4)

We have a **Health and Safety Committee**, formed by representatives of our employees (delegates), the company and the internal and external occupational health and safety department and agency. 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 the technical instructions 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:

- We **purchased safer machines** and ancillary equipment to prevent strains or awkward postures.
- We added to and **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 several training courses on occupational risk prevention (ORP).
- We conducted regular OHS audits.



MENTE SANA, CUERPO SANO

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 2021, **there were no work-related injuries with serious consequences** and no deaths due to work-related injuries. Furthermore, **we experienced a significant reduction (41%) in the number of work-related injuries** compared to 2020. The cumulative reduction in the last two years represents 75% of all accidents in 2019.

WORK-RELATED INJURIES	2019	2020	2021
Number of deaths due to a work-related accident	0	0	0
Number of injuries due to work-related accidents with serious consequences (not including deaths)	0	0	0
Number of injuries due to recordable work-related accidents	83	34	22
Rate of injuries due to work-related accidents with serious consequences (not including deaths)	0	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	77
Number of hours worked	725,875	705,567	731,920

*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 ACCIDENT	%
Entrapments	0%
Collapse/Crash	0%
Awkward Postures	0%
Repetitive Movements	0%
Contact with Chemicals	5%
Fall of Detached Item	5%
Stepping on Objects	5%
Projections	9%
Burns	9%
Falls	18%
Cuts/Knocks	23%
Overexertion	27%
Total	100%

We also performed assessments and measurements of hygiene, lighting, temperature, chemicals, and noise. We also conducted ergonomic tests and measurements of workstations and 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.

To prevent accidents caused by overexertion, we offered training on how to manually handle loads and provided loading aids to prevent the need for 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)

To ensure that our staff are familiar with all the techniques, processes, and work procedures to guarantee their physical safety, **we provide the necessary resources and training 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.

Safety of employees and facilities

We strive to maintain the physical safety of our facilities and staff and to keep the digital environment secure.

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.

5.

Company: Our external stakeholders

5.1 IMPROVING THE CONSUMER EXPERIENCE

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

(102-43)

We strive for excellence in all our lines and produce safe, high-quality products that enhance the consumer 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.

In short, **we work to develop innovative 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.



5.2 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.

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

We work every day to develop and improve our existing products and materials, anticipating legal requirements and implementing innovative methodologies to achieve our goals. Thus, during the last year, we have launched a new range of products from our own DERELA brand, which includes hair hygiene (7) and body hygiene products (3) and antiperspirant deodorants (5)

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

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**.

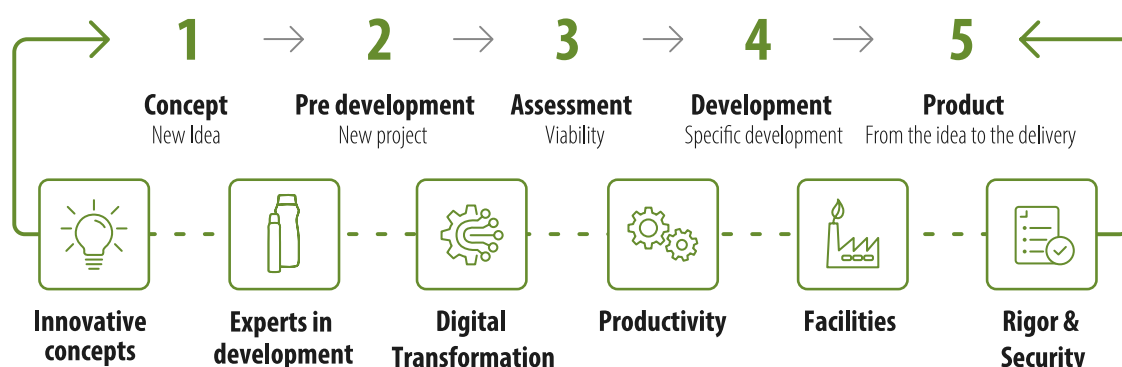
This approach enables us to predict potential regulatory changes to substitute or remove certain formulation ingredients. This **capacity to anticipate** guides the process of developing new concepts and product improvements before regulations come into force **to minimise adverse effects for consumers**.

We employ a team of experts for each product category

We are committed to retaining our team of R+D+I experts and to 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.

Innovation in our processes



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 180 new formulas 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 2021 are as follows:

■ Development and implementation of the DERELA brand:

this was implemented through a Belgian retail group in 2021. The main activity of the company is the operation of supermarkets and food hypermarkets in Belgium, France, Luxembourg and Romania.

Hair and body hygiene products and antiperspirant deodorants were developed for the DERELA brand.

■ Development, renewal and continuous improvement of products such as ethyl alcohol, Liss&Frizz illuminating serum, odour-neutralising hand soap, remedy and elixir Repair&Nutrition products, Repair&Nutrition shampoo, biocide sanitiser, Monoï line: hair care and body hygiene, shower gels.



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. We have the **ISO 50001 Energy Management System standard** and, in 2021, we obtained the higher level **IFS HPC Cosmetics** certificate, which guarantees 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 40 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.

In 2021, 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 2021, we conducted 636 tests to obtain feedback from 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.

With regard to information requests, we received a total of 394 information requests during 2021, of which 43,4% asked for information on the ingredients of our formulas. Of these applications, 53% of them asked us about the possible animal origin of the ingredients present in our formulas. This consolidates a trend that we identified in 2020, which is a growing interest in veganism.

Regarding complaints, in 2021 we received complaints about 0.0005% of the units manufactured. It should be emphasised that **we always follow up on all complaints to identify the nature of the issue and provide a timely response to all of them.** This year, we also identified the use of the product as the main cause of complaints received (25%), a trend that we also observed in previous years.

Quality and cutting-edge facilities

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.



5.3 OUR SUPPLIERS: A KEY ELEMENT OF OUR SUCCESS

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

(102-9)

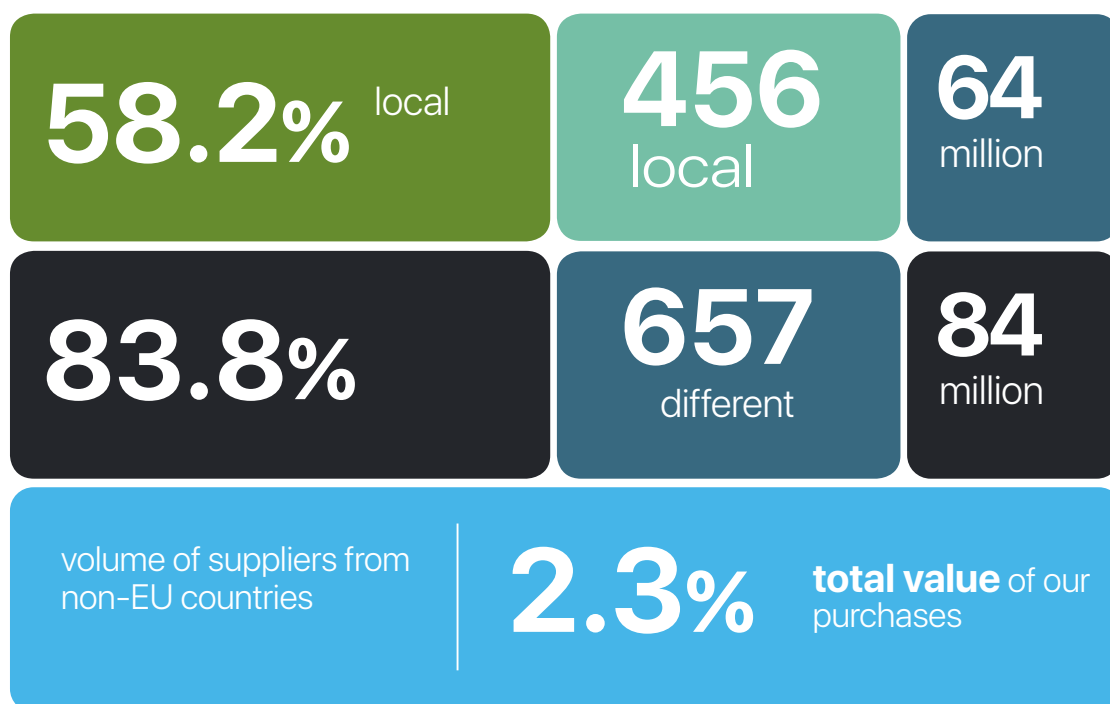
We aim to establish long-term relationships with our suppliers that are beneficial to both parties. We work together to ensure maximum efficiency from the start of our value chain.

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.

In 2021, we collaborated with 205 suppliers of raw materials and 579 suppliers of services and support activities. Of these, 456 are local. The purchase volume amounted to Euros 107 million.



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)

With a view to increasing our consumption of raw materials and materials from renewable and/or sustainable sources, this year we have continued to implement our sustainable palm oil consumption plan. Our consumption of raw materials from sustainable palm oil sources increased during 2021.

In 2021, we also continued to assess our suppliers on the **EcoVadis platform**, which assesses supply chain sustainability. 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.

Environment

6.1 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 the commitment and effort we make to minimise the impact of our activity on the environment.

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

Phase 1: Prioritisation

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

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



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



We entered into partnerships that reinforce our commitment to sustainability:

- Membership of the Spanish Network of the United Nations Global Compact



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



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



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



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 consumption, water use and generation of waste and **reducing CO2 emissions** throughout our production and logistics chain. We have renewed our ISO 50001 certification for improved energy management and carbon footprint verification 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™ and other materials, and have obtained the EcoVadis Gold Medal as sustainable suppliers.
- 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.
- We are developing several design optimisation projects in our packaging: reducing the weight of containers, incorporating recycled material whilst maintaining the optimum functionality of the product. We are also developing "Refill" projects, which allow consumers to reuse containers, thus reducing the use of plastic consumables.
- Continuing with our commitment with the Zero Waste to Landfill Verification Statement.
- Offering, promoting and advising **consumers on the sustainable use of cosmetics.**
- **Promoting sustainability throughout the value chain and** driving local social improvements.

6.2 COMMITTED TO THE ENVIRONMENT

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.

6.3 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.



6.4 WASTE TREATMENT

(306-2)

In 2021, we continued to implement our waste reduction plan and obtained the Zero Waste to Landfill certification. We have managed tonnes of non-hazardous and hazardous waste.

75% of the waste generated by Maverick laboratories is reused.

	2020	2021
Total waste production	4,739,625	4,078,750
Non-hazardous waste	4,567,711	3,910,178
Hazardous waste	171,914	168,572
Waste managed (recycled or re-evaluated)	4,739,625	4,078,750
Reused waste	-	3,058,199



6.5 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. We have also obtained the **ISO 50001:2018 Energy Management System** certification. After passing the audit performed in 2020, we obtained the certification in February 2021.

We aim to reduce our carbon footprint.

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

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	2021
Electricity consumption	11,275,336	11,663,769	11,816,939
Natural gas consumption	7,624,649	7,097,793	7,440,215
Air consumption	1,263,916	1,453,881	1,566,802
Energy from renewable sources	11,275,336	11,663,769	11,816,939

6.6 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.

Our total water consumption decreased by an impressive 14% from 2020 to 2021.

WATER CONSUMPTION (m3)	2019	2020	2021
Total water consumption in all areas	132,296	127,635	109,520.93

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.

6.7 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 strive to increase the use of recycled materials and have incorporated varying percentages of recycled PET in different products. Currently 30% of PET plastic units used in the Maverick laboratory contain recycled PET. We have consumed 64% recycled cardboard. Of all the materials we consume, 18% are renewable.

We incorporate rPET in our bottles.

Material consumption by source

MATERIAL	Units
Total cardboard	17,356,000
Of which recycled wood totals	11,768,000
TOTAL PET	124,160,000
Of which recycled cardboard totals	35,600,000
Other plastics (PP, PE)	618,000,000
Wood	345,000
Metals	24,456,000

As some of the materials we use are from palm oil, **we are members of the international RSPO organisation** to improve the impact of our products™ **and have obtained RSPO certification**™ in Mass Balance.



6.8 ENVIRONMENTAL AND SOCIAL IMPACT

In the era of responsible consumption, companies have an increasingly important role: to be **agents of social change**. We cannot look the other way at a time when people demand socially committed companies that have a significant impact on the community where they operate. Our activity focuses on being this type of company that places sustainability at the heart of its management.

Sustainability now plays a major role in moving towards economic recovery after the health crisis. At Laboratorios Maverick, we consider it vital to invest in a business model that promotes social progress and reinvest part of what we receive from the community back into it.

To this end, we establish collaborative strategies with the organisations around us and work to expand partnerships with institutions and organisations that improve people's well-being. The pandemic has made it difficult to perform activities in person, but it has not prevented us from continuing to carry out actions that help fight for a better society.

At Laboratorios Maverick, we believe that it is necessary to highlight the role of women in science, which is why we held the **First Week of Women and Girls in Science** in February 2021 to acknowledge the fantastic work the more than 70 female scientists do in our R+D+I, Quality and Materials departments.

We have also joined the **#NoMoreMatildas** campaign promoted by the Association of Women Researchers and Technology Experts (AMIT), which champions renowned scientists whose achievements were ignored or attributed to their colleagues or husbands.

We organised the First Sustainability Week on International Environment Day in June 2021. The event included talks with experts from the United Nations Global Compact and leading sustainability companies. We also support initiatives to keep natural areas near our work centres in good condition to ensure that our planet continues to provide resources to future generations.

We believe that our digital transformation will help care for the environment, which is why we held the **First Digital Transformation Week** where we shared practices such as transferring servers to the cloud and the zero paper project, which are helping us take greater care of the planet.



Partnerships

Commitment to the area

In 2021, the COVID-19 pandemic continued to make it virtually impossible to perform most of our activities with local associations; however, this has not diminished our commitment to support the entities, associations and groups that work within our community to help secure social inclusion for everyone.

In 2021, we continued to donate products to Nau and the Acompartir products bank, whose services are now more crucial than ever due to the social emergency created by the health crisis.

During the Christmas season, we collected donations of food items from our employees to support local food banks, thus contributing to SDG 2 (Zero Hunger), which aims to end hunger throughout the world. Between our two production centres in Ulldecona and San Fernando de Henares, we managed to collect around 200kg of food, which was then donated to the Spanish Federation of Food Banks and the Spanish Federation of Pro-Life Associations. Our goal is to increase donations over time to contribute to a more equal society.

Contributing to social welfare, quality, innovation, and improvement is in our DNA at Laboratorios Maverick. Our aim is to be a socially responsible company that invests some of its resources back into the local community.

To further consolidate our culture of innovation and guarantee the best quality products, in 2021, we partnered and collaborated with the following organisations:

ORGANISATIONS	2021
Acompartir	Non-food item bank
University of Navarre	
AECOC	Asociación de Fabricantes y Distribuidores
APD	Asociación para el Progreso de la Dirección
Ave	Asociación Valenciana de Empresarios
FiHgU	Fundació Investigació Hospital General Universitari

Instituto de Investigación Sanitaria La Fe	
AIMPLAS	Instituto Tecnológico del Plástico
SEQC	Sociedad Española de Químicos Cosméticos
STANPA	Asociación Nacional Perfumería y Cosmética
AITEX	Asociación de Investigación de la Industria Textil
Universitat de Valencia	
SOTHIS	With the collaboration of leading firms such as SAP, Microsoft, Siemens, HPe, and IBM.
El Club de Marketing del Mediterráneo	Asociación de Investigación de la Industria Textil
	la Organización de Consumidores y Usuarios



About the report

8.1 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.

8.2 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)

8.3 IDENTIFICATION AND ANALYSIS OF MATERIAL ISSUES

(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.

ISSUE	INVOLVEMENT
No GRI Innovation and Technological Development	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

8.3.1 Materiality matrix

(102-47)



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. Supplier social assessment 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.

8.4 GRI CONTENT INDEX

(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.

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 services	2.3 Our product categories	
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	
102-6	Market and services	2.3 Our product categories	

102-7	Size of the organisation	1.1 2021, a year to move forward	
102-8	Information on employees and other workers	4.1. Committed to our people	
102-9	Supply chain	5.3 Our suppliers: a key element of our success	
102-10	Significant changes to the organisation and its supply chain	There have been no significant changes	
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	6.8 Environmental and social impact	
102-13	Membership of associations	7. Partnerships	
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	2.1 Responsible business	
Governance			
102-18	Governance structure	3. Good corporate governance	
Stakeholder engagement			
102-40	List of stakeholders	8.1 The materiality process	
102-41	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	8.1 The materiality process	
102-43	Approach to stakeholder engagement	8.1 The materiality process	
102-44	Key issues and voiced concerns	8.1 The materiality process	
Practices for creating reports			
102-45	Entities included in the consolidated financial statements	Grupo Ubesol (including subsidiary company Laboratorios Maverick)	
102-46	Definition of the report contents and scope of the topic	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	List of material issues	8.3 Identification and analysis of material issues	
102-48	Restatement of information	There has been no restatement of information	
102-49	Changes in reporting	There have been no changes	
102-50	Reporting period	The Laboratorios Maverick 2021 Sustainability Report refers to the period from 1 January to 31 December 2021.	
102-51	Last report date	2020	
102-52	Reporting cycle	Annual	
102-53	Contact person for questions about the report	For any report-related questions, please contact Mayte Aguilera, Quality Director at Grupo Ubesol: mayteaguilera@ubesol.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	GRI content index	8.4 GRI content index	

Material topics

GRI 200 Economic topics

GRI	Content	Section in the report/Direct response	Omissions
No GRI Innovation and Technological Development			
103-1	Explanation of the material issue and its scope	5.2 Responsible innovation and maximum quality in the development of our products	
103-2	Management approach and components	5.2 Responsible innovation and maximum quality in the development of our products	
103-3	Assessment of the management approach	5.2 Responsible innovation and maximum quality in the development of our products	

GRI 300 Environmental topics

GRI	Content	Section in the report/Direct response	Omissions
GRI 302: Energy 2016			
103-1	Explanation of the material issue and its scope	6.5 Energy efficiency	
103-2	Management approach and components	6.5 Energy efficiency	
103-3	Assessment of the management approach	6.5 Energy efficiency	
302-1	Energy consumption within the organisation	6.5 Energy efficiency	
302-4	Reduction of energy consumption	6.5 Energy efficiency	

GRI 301: Materials

103-1	Explanation of the material issue and its scope	6.6 Control of resource consumption	
103-2	Management approach and components	6.6 Control of resource consumption	
103-3	Assessment of the management approach	6.6 Control of resource consumption	
301-1	Materials used by weight or volume	6.6 Control of resource consumption	

GRI 303: Water

103-1	Explanation of the material issue and its scope	6.6 Control of resource consumption	
103-2	Management approach and components	6.6 Control of resource consumption	
103-3	Assessment of the management approach	6.6 Control of resource consumption	
303-4	Water discharge	6.6 Control of resource consumption	
303-5	Water consumption	6.6 Control of resource consumption	

GRI 306: Effluents and waste

103-1	Explanation of the material issue and its scope	6.4 Waste treatment	
103-2	Management approach and components	6.4 Waste treatment	
103-3	Assessment of the management approach	6.4 Waste treatment	
306-2	Waste by type and disposal method	6.4 Waste treatment	

GRI 307: Environmental compliance

103-1	Explanation of the material issue and its scope	6.3 Striving to minimise our environmental impact	
103-2	Management approach and components	6.3 Striving to minimise our environmental impact	
103-3	Assessment of the management approach	6.3 Striving to minimise our environmental impact	
307-1	Non-compliance with environmental laws and regulations	6.3 Striving to minimise our environmental impact	

GRI 400 Social topics

GRI	Content	Section in the report/Direct response	Omissions
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GRI 403: Occupational health and safety

103-1	Explanation of the material issue and its scope	4.4 Safe and healthy people and spaces	
103-2	Management approach and components	4.4 Safe and healthy people and spaces	
103-3	Assessment of the management approach	4.4 Safe and healthy people and spaces	
403-1	Occupational health and safety management system	4.4 Safe and healthy people and spaces	
403-2	Hazard identification, risk assessment, and incident investigation	4.4 Safe and healthy people and spaces	
403-3	Occupational health services	4.4 Safe and healthy people and spaces	
403-4	Employee participation, consultation, and communication on occupational health and safety	4.4 Safe and healthy people and spaces	
403-5	Employee training on occupational health and safety	4.4 Safe and healthy people and spaces	

403-6	Promotion of employee health	4.4 Safe and healthy people and spaces	
403-8	Employees covered by an occupational health and safety management system	4.4 Safe and healthy people and spaces	
403-9	Work-related injuries	4.4 Safe and healthy people and spaces	
403-10	Occupational diseases and illnesses	4.4 Safe and healthy people and spaces	
GRI 406: Non-discrimination			
103-1	Explanation of the material issue and its	4.1 Committed to our people	
103-2	Management approach and components	4.1 Committed to our people	
103-3	Assessment of the management approach	4.1 Committed to our people	
406-1	Incidents of discrimination and corrective actions taken	4.1 Committed to our people	
GRI 416: Customer health and safety			
103-1	Explanation of the material issue and its	5.2 Responsible innovation and maximum quality in the development of our products	
103-2	Management approach and components	5.2 Responsible innovation and maximum quality in the development of our products	
103-3	Assessment of the management approach	5.2 Responsible innovation and maximum quality in the development of our products	
416-1	Assessment of the health and safety impacts of product and service categories	5.2 Responsible innovation and maximum quality in the development of our products	
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	5.2 Responsible innovation and maximum quality in the development of our products	

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	4.1 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	4.1 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	8.4 GRI content index	402 Labour/Management Relations 407 Freedom of association and collective bargaining 102-41 Collective bargaining agreements

LABOUR STANDARDS

4. Companies must support the elimination of all forms of forced or compulsory labour

4.2 Equal opportunities

409-1 Forced or compulsory labour

5. Companies must support the effective eradication of child labour

4.2 Equal opportunities

408-1 Child labour

6. Companies must support the elimination of discrimination in employment and occupation

4.1 Committed to our people
4.4 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

6.2 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

6.2 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

6.2. 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

3.2 Focused on ethics, integrity and good corporate governance

205 Anti-Corruption
415 Public policy
102-16 Values, principles, standards, and norms of behaviour

GRUPO UBESOL



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