

CORPORATE SOCIAL RESPONSIBILITY 2011



TEXTIL
SANTANDERINA
SINCE 1923



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CONSOLIDATING AN ENDURING COMMITMENT

Textil Santanderina's 2011 t program has allowed us to consolidate several important projects that began during previous years. That is the case of the Estrat Project for Sustainable Management of Textil Santanderina Industrial Discharge, whose aim is to reduce consumption and guarantee wastewater recycling. This is a strategic action for accelerating changes towards an advanced, more efficient and environmental-friendly production process through a research project developed by the Centre for Industrial Technology Development [CDTI].

We must bear in mind that 2011 has been marked as a year of global crisis, which has also deeply impacted our specific sector. In Textil Santanderina we face this situation with determination and responsibility and we are well aware that our ability to do so mainly lies within our growing commitment towards sustainability. It is this compromise that has allowed us to firmly attach to our obligations and our company ethos in the face of an extremely demanding and changing global scenario.



RESPONSIBILITY AND SUSTAINABILITY

TEXTIL SANTANDERINA CSR POLICY

Major industrial innovations are always achieved in the area of management. A solid, responsible, coherent management results in maximum success. That is why Textil Santanderina conceives Corporate Social Responsibility programs as an effective tool to create a real and tangible management that fosters growth, innovation and continuous development of economical, social, working, environmental and human rights issues.

Over the years, Textil Santanderina has reinvented itself many times to adapt to the profound changes of the textile industry. Aligning ourselves to the best CSR practices has been a logical and key step to keep us among the world's leading textile companies. In this sense, aspiring to a full compliance of human, labour and environmental rights and regulations has always been in accordance with the ethos that has characterised Textil Santanderina since its foundation.

Within this frame, sustainability, understood as "a system's capacity to perform effectively by making the most of the available resources at a given time without endangering such availability in the future", is a central concept governing all areas of CSR programs.

In 2004 Textil Santanderina joined the UN Global Compact, by which companies adhere to 10 universal principles that orient their strategies. Textil Santanderina's own code of conduct is built upon this basis.

In 2011 we presented a Progress Report which was received very favourably. This report confirms our determination in promoting environmental issues and contains the Action Plan 2010-2012, currently in progress, which is oriented to prevent pollution through innovation and investment in training programs and awareness campaigns.



IMPACT ON OUR ORGANIZATION

Incorporating CSR measures to our day to day workflow has allowed Textil Santanderina to become more efficient, sustainable, cohesive and socially supportive. Our ecological footprint has been reduced; and different policies and programs have been developed for improvement in each specific area.

- Environmental Sustainability
- Business Sustainability
- Human Resources
- Suppliers/Clients/Public Institutions
- Social Sustainability

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Business should...

HUMAN RIGHTS

Principle 1: Support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour.

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ENVIRONMENTAL SUSTAINABILITY

A COMMITMENT TO OUR ENVIRONMENT

Textil Santanderina considers environmental concern and protection an integrated element of the production process itself, something that, far from being marginal, is a core factor within our project.

Our priority in environmental policy is to reduce our environmental impact. To achieve that aim, several actions have been put forth to save energy, minimize emissions, optimize water consumption, reduce polluting discharges and improve waste management. In Textil Santanderina we firmly believe that the struggle for a better, environmental-friendly future must begin today.

INTEGRATED ENVIRONMENTAL AUTHORIZATION

The Integrated Environmental Authorization granted in April 2008 [Number AAI/042/2006] by the Regional Ministry of The Environment of the Government of Cantabria certifies that all our activities and processes strictly comply with the current European human health and environmental regulations.



ENVIRONMENTAL STRATEGICAL PLAN 2010-2012

Goal

Developing innovative projects that help prevent pollution and improve working and health conditions while producing high quality and design textile products that fully address and satisfy our clients' demands.

Lines of action

Strengthening our R&D Department to achieve processes and product innovation.

Investment in energy saving and infrastructure improvements [machinery, auxiliary equipment] that will allow us to keep our competitive edge, guarantee sustainability and optimize conditions in the workplace.

Awareness campaigns and training programs that promote staff's environmental awareness and further environmentally-friendly working practices.

STRATEGIC ENVIRONMENTAL PLAN GOALS & MEASURES ACHIEVED DURING 2011

Energy Savings

- Continuous monitoring of consumption.
- Optimized energy efficiency systems for compressed air.
- AirConnect Control in the compressor room.

Training and Awareness Programs

- Environmental education and training.
- Handling of chemicals.

Consumption of Resources/Waste Minimization

- Modernization of facilities.
- R&D Project: Sustainable Management of Discharge from the Textil Santanderina Production Process.

Laboratories

- Improvement of the testing equipment at the Dyeing and Finishing Laboratory.

Treatment of Wastewater Streams

- Optimization of wastewater treatment within the context of the regional sewage system.
- Installation of acoustic silencers.
- Other actions and equipment to further and improve waste treatment.



LINES OF ACTION FOR PREVENTING POLLUTION

In 2011 the following improvements have been carried out in the company's facilities:

Acoustic isolation of air vents and ducts

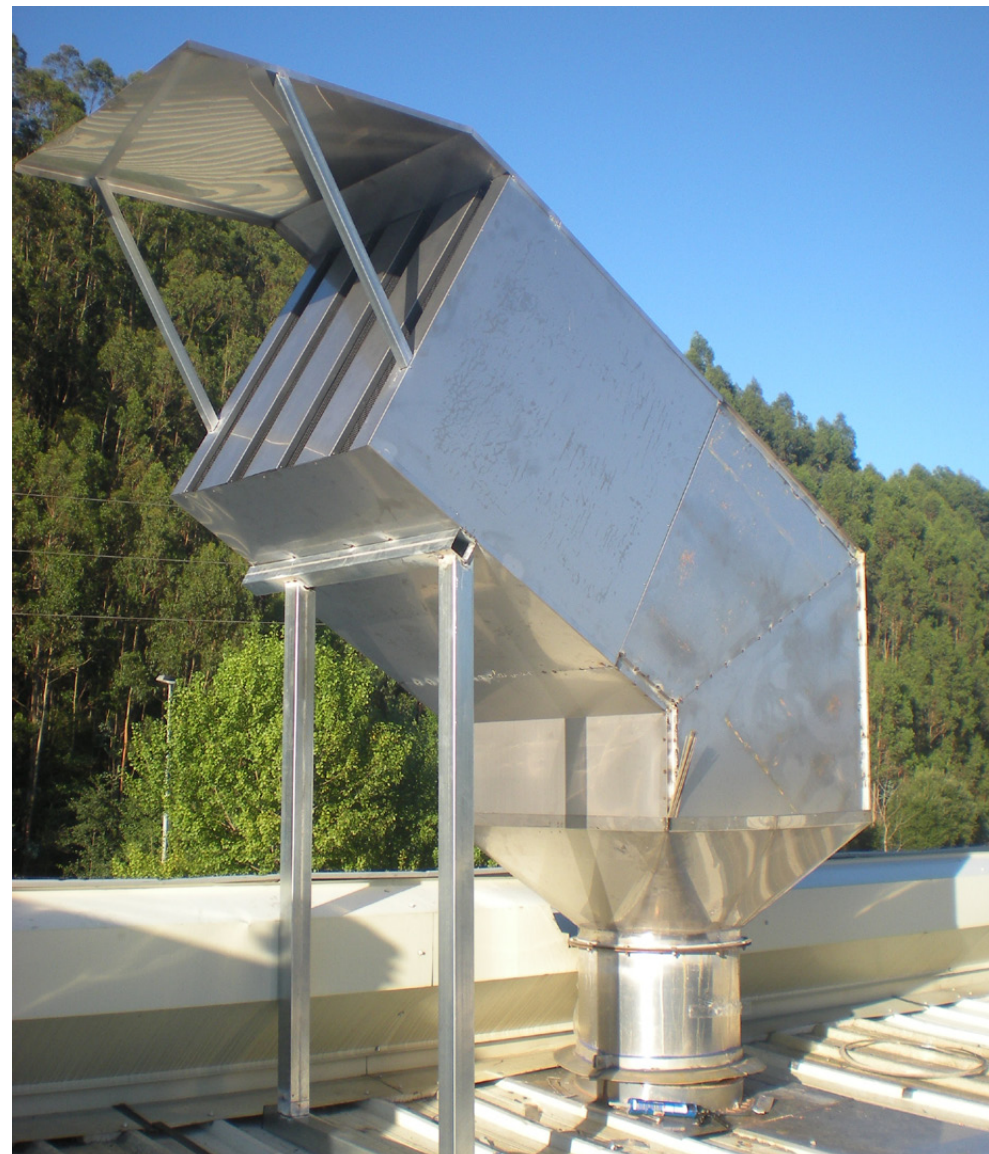
Silencers have been installed on the exit air ducts of the Thermex machine and the rotary textile printing machine. This way the noise pollution generated at the covers' emission points is considerably reduced in order to comply with the protocol of good practices and improvements stipulated by the Integrated Environmental Authorization.

Modernization of facilities:

The replacement of the indigo dyeing machine warp has improved the performance of the looms, and the reduction of breaking warp threads has resulted in the following improvements:

- Reduction of both glue consumption and costs
- Reduction of pollution of wastewater discharges
- Improvements within security and working environment

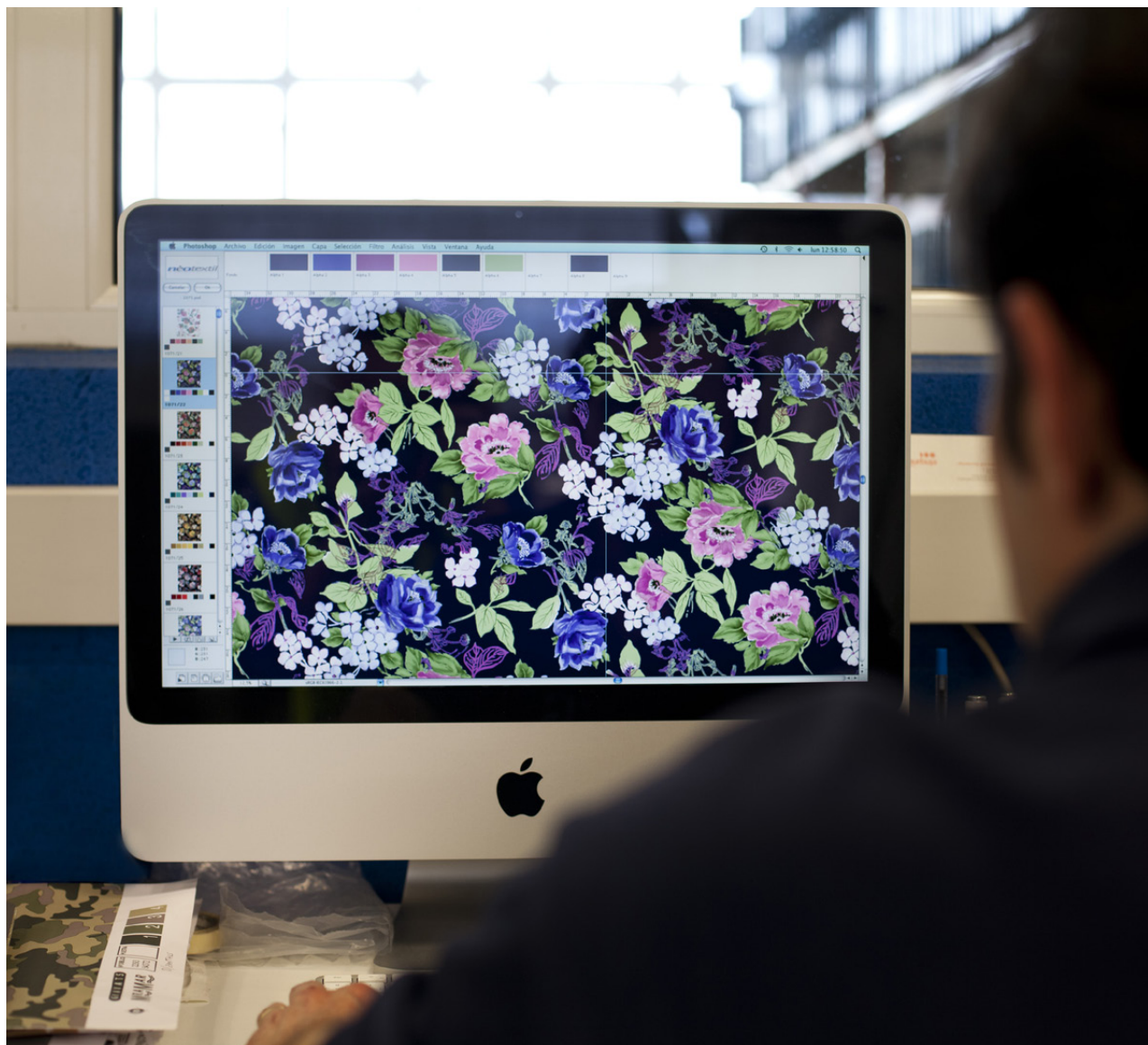
CONSUMPTION	2009	2010	2011
Electricity consumption [Mwh]	21.850	22.729	20.716
Automotive fuel consumption [t]	17	15	25
Non-automotive fuel consumption [t]	170	107	161
Natural Gas consumption [m ³ N]	13.780.220	13.931.540	12.038.627



TECHNOLOGICAL INNOVATION

Applying technological innovation to our processes and products is the best way to advance towards sustainability. Bearing this in mind, we attended the 2011 International Exhibition of Textile Machinery (ITMA), held in Barcelona, where we got to know the latest developments for the textile sector and acquired new equipment. As a result of this we have increased production whilst reducing our environmental impact.

In 2010 the Centre for Industrial Technology Development (CDTi) approved the R&D project for Sustainable Management of Discharge from the Textil Santanderina Production Process. The project, to be carried out within 24 months (most of them corresponding to 2011), encompasses three main action lines for developing new technological solutions aimed at: minimizing wastewater and pollutant load through the development of new manufacturing processes that require smaller quantities of chemicals; improving the quality of the final waste in the purification process; and implementing water recovery and recycling systems throughout the production process.

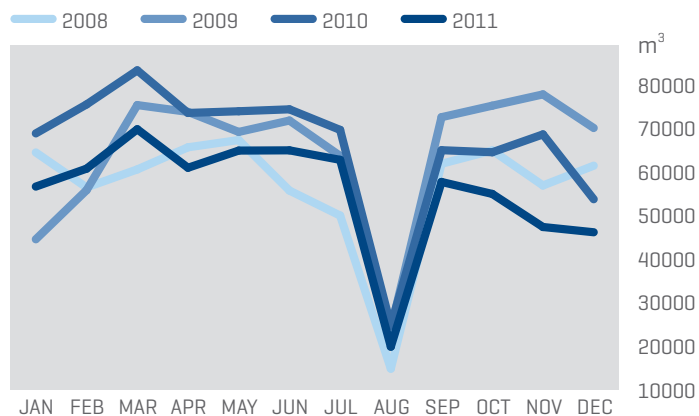


PURIFICATION

Textil Santanderina has its own Industrial Wastewater Treatment Plant (ETARI) since 1989. The plant allows for an integral water cycle usage which returns, in optimum condition, previously used water to the production process.

In 2011 we treated 3,274 tones of sludge generated during the purification process, this resulted in a 30% reduction of sludge ton per cubic meter of purified water.

This year, the total of 671,794 m³ of water treated in our plant have been delivered to the general network Purification Plant.



WASTE

Throughout the production process of Textil Santanderina, different types of waste are generated which are later separated, stored and managed in the most appropriated way.

The following table shows the amounts of managed waste [in kilos]:

NON HAZARDOUS WASTE	2009	2010	2011
Sludge [Wastewater Purifying Plant]	5.843.790	6.055.160	3.724.420
USW [Urban Solid Waste]	184.800	227.680	196.260
Wood [pallets]	99.060	146.000	113.560
Paper and cardboard	130.040	144.240	116.530
Scrap	29.360	64.520	47.500
Waste from unprocessed textile fibres	108.977	102.292	155.881
Electric cables	0	820	220
Total non hazardous waste	6.396.027	6.740.712	4.141.121

PACKAGES

Amount of packages put on the market:

PACKAGES [KG]	2009	2010	2011
Plastic	36,05	36,48	34,33
Paper and cardboard	242,98	252,83	225,86
Wood	531,02	537,28	506,65
Total packages	810,05	826,59	766,84

HAZARDOUS WASTE	2009	2010	2011
Used oil	1.320	3.932	1.440
Ni-Cd accumulators	14	0	0
Aerosols	40	18	0
Lead-acid batteries	850	2.153	2.383
Used wax and fats	0	0	0
Polluted empty packages	20.266	27.574	20.647
Oil filters	55	55	0
Fluorescent tubes	0	323	344
Oil soaked solids	0	482	398
Button batteries	19	0	0
Laboratory waste	0	12	190
Biomedical waste	10	6,2	7,1
Electric and electronic equipment	0	547	320
Total hazardous waste	22.574	35.408	25.729

CHEMICAL SUBSTANCES. REACH

Textil Santanderina uses chemical substances that comply with REACH (European regulation concerning registration, evaluation, authorisation and restriction of chemicals). As an intermediary user organization, it carries out its obligations in accordance with this regulation.

ENERGY COGENERATION

Our cogeneration plant proves to be one of our best tools for saving energy and keeping the level of carbon dioxide emissions within the required limits. In 2011 all the goals concerning this facility were successfully achieved, thus making an outstanding contribution to the company's sustainability.

OTHER MEASURES

All these small actions sum up to a remarkable reduction of the organization's environmental footprint.

The credit for these achievements is mainly due to an accomplished human team which is increasingly aware and concerned about environmental issues in their day to day work.

- Reduction of all types of generated waste.
- Reduction of raw material consumption .
- Promotion of sustainable mobility.



Production Table	2009	2010	2011
Electricity [MW/year]	38.509	38.676	31.792
Vapor [tons]	83.311	79.453	62.086
Thermal Fluid [tons]	594.969	570.753	477.305
Equivalent Electrical Performance	73,1%	68,3%	70,9%

CO ₂ Emissions	2009	2010	2011
Emissions associated with combustion points	30.124	30.275	30.275
Assigned tons	31.043	31.043	26.382

CORPORATE SUSTAINABILITY. HUMAN RESOURCES

THE VALUE OF PEOPLE

One of the key aspects of our Corporate Social Responsibility ethos is the great value we attach to the people involved throughout the entire business process. Every employee, client, collaborator or citizen is, above all, a human being, who deserves respect as such and whose interests and needs must always be taken into account. No social or business activity can do without these principles.

Applying all the measures required by the Corporate Social Responsibility Program while keeping Textil Santanderina's leading position in the market would not be possible without a human team of professionals who are strongly committed to self-improvement and excellence.



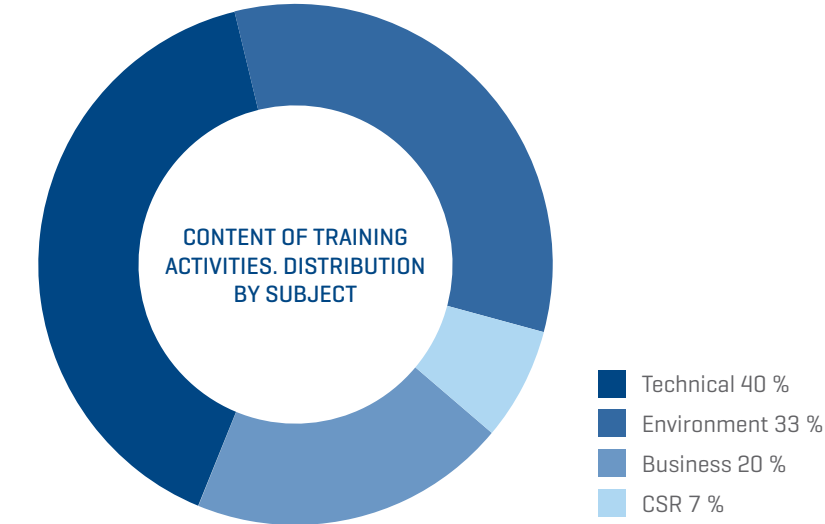


STAFF & TRAINING

Textil Santanderina workforce is made up of 340 people, 40 % of which work in the Quality Control and R&D departments, and 20 % within Management and Administration, giving priority to the concept of delivering “service” over “manufacturing”.

From a HR perspective, this structure requires an active policy aimed at promoting, sustaining and developing a workforce who identifies with the company’s corporate culture and project.

Training is a central aspect of our business strategy. In 2011 1,171 hours were dedicated to courses dealing with issues as diverse as Environment, Corporate Social Responsibility, Management, Logistics and Technique. Courses were attended by 42 % of staff, making the total number increasing from 104 people in 2010 to 142 in 2011 (104 men and 38 women).



2011 TRAINING	
Training hours	1171
Courses	29
Participants	142
Training hours / employee	3,4

OCCUPATIONAL HEALTH AND SAFETY

Textil Santanderina had already made occupational health and safety a top priority long before this became a core element of the UN Global Compact.

Our health and safety program is aimed at the identification, assessment and control of the risks associated to the production processes. In 2011 it has been reinforced by a Health Monitoring Service, which provides employees with medical examinations as well as information and advice for both general and occupational health. This year, 85 % of the staff received a medical examination.

This year's program also included numerous health and safety training activities (data display on screens; handling of chemicals; posture education, etc.); risk assessment of different tasks; and external and internal audits on workplaces and ergonomics.



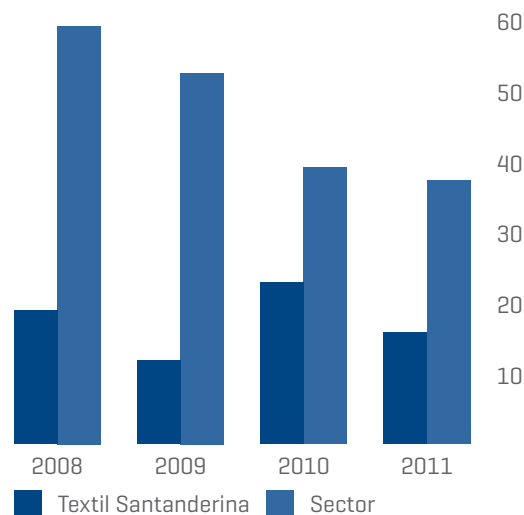
ACCIDENT RATES

Accident rates remained within small parameters in 2011, and always below the industry's average rates for frequency, incidence and seriousness. We are nonetheless committed to keep our efforts to reach the "zero accidents" goal.

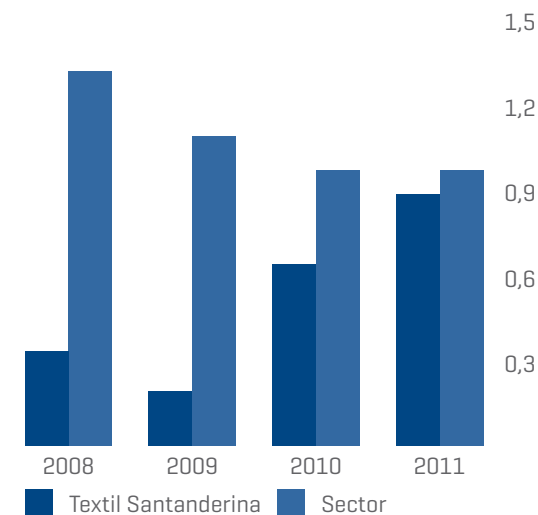
EQUIPMENT UPDATING

State of the art equipment always incorporates higher safety standards, therefore making equipment update and renewal a crucial point. In Textil Santanderina we are well aware of this fact and are constantly updating and improving our equipment. This year's equipment renewal included, for instance, the purchase of a new electric tractor for the Dyeing and Finishing Department [KUSTER area], the modernization of facilities [replacement of the indigo dyeing machine warp], and the purchase of the AFIS PRO II machine for the Spinning Laboratory.

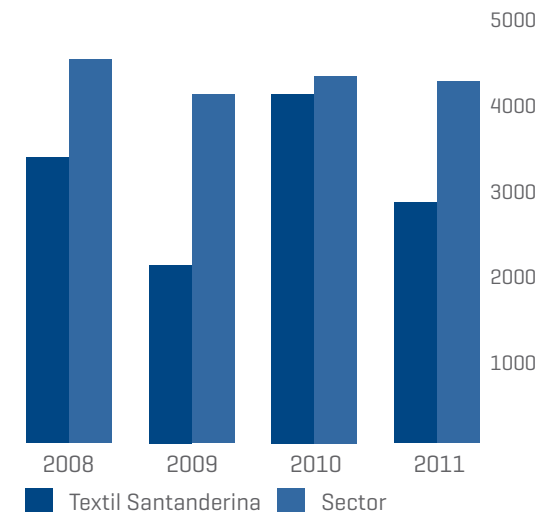
FREQUENCY



SERIOUSNESS OF CONDITION



INCIDENCE



EQUALITY PLAN

January 2011 was the deadline for implementing the Equality Plan drawn up by the Standing Committee on Equality within the frame of the National Collective Agreement for the Textile and Tailoring Sector. This Committee was created in 2008 and is composed by 8 members, including one representative of each trade union (UGT, CC OO, CTI, USO y CSI-CSIF).

The plan combines the principles of contractual freedom and autonomy with the promotion of gender equality. Its commitment pays special attention to the reconciliation of work life with family and personal life. In 2011 women composed 31 % of the staff, increasing from the 29.78 % of 2010.

SEX EQUALITY 2011

- Women make up 31 % of the workforce.
- Average women's salary is 93,2 % of men's average salary.
- Departments headed by women: Human Resources, Environment, Occupational Safety, Certifications, Quality, Laboratory.
- Board of Directors: 3 women out of a total of 7 members.



WORKING CONDITIONS

A good working environment undoubtedly helps build positive working relationships and contributes to consolidate working teams, improve results and therefore, to the general sustainability of the entire business organization.

In Textil Santanderina we are well aware of this key aspect and we do our best to create a pleasant and stable working environment. To that aim, we apply new forms of working organization that allow the reconciliation of work and family life. Employees' active participation is also encouraged by different means, which include trade unions and social assistance, such as sick leave supplements, children's tuition assistance and the Social Fund for long-term sick leaves.

In 2011 we have succeeded in increasing work and career stability, making 93.06 % of the staff hold permanent positions, an increase from the 88,20 % of 2010.



- Permanent positions 93 %
- Temporary contracts 7 %

SOCIAL IMPROVEMENTS

- Payment of 100 % of established salary during the first 3 days of sick leave.
- Award for attendance and punctuality.
- Income Tax Return filing.
- Children's tuition assistance for books and fees.
- Length of Service Awards [25, 30 and 35 years].
- Social Fund.
- Preferential treatment agreements with several organizations:
 - Banco Santander
 - Cantur
 - Clínica Cotoero
 - Centro de Reconocimiento Médico Saja



CORPORATE SUSTAINABILITY. SUPPLIERS AND CUSTOMERS

POSITIVE INTERACTION

Textil Santanderina builds lasting relationships with its clients and suppliers by means of a rigorous system of certificates, endorsements and best practices that fully ensure both the company's responsibility and the market's contribution to social wealth and welfare.

In addition, to guarantee the high quality and responsibility standards of all our products, Textil Santanderina constantly improves the Quality Laboratory by acquiring new equipment such as the AFIS PRO II recently purchased for the Spinning Laboratory.

Quality Certificates

- ISO 9001
- PECAL 2110 (Ministry of Defense)

Environment

- Integrated Environmental Authorization [AAI/042/2006]
- OEKO-TEX 100
- OEKO-TEX 1000

Social Responsibility

- Adherence to the UN Global Compact
- Made in Green by AITEX



RELATIONSHIP WITH CLIENTS

The main goal of Textil Santanderina is to achieve maximum satisfaction of our clients' needs, a key factor for our leadership in the sector. One of the most effective tools to reach this goal is our policy of certificates and endorsements related to central issues such as quality control, environmental awareness and business responsibility. Trying to go a step further, we have also developed our own system for assessing clients' satisfaction, thus adding value to our process and enabling continuous improvement.

Withint this arena, in 2010 we already succeeded in reducing the incident rate to 1.52 %. In 2011 our goal was to reduce it to 1.50 %, but we have exceeded that forecast by reducing incident rates to 1.41 %. We nonetheless expect to continue reducing this rate in future years.

Endorsements awarded by our clients

- Mark & Spencer
- Decathlon
- GAP
- J. Crew
- Banana
- Grupo Inditex

SUPPLIERS

Our adherence to the UN Global Compact does not only involve high standards of self-commitment but also imposes these very demands on our suppliers. The Purchasing Department audits all new suppliers to check their compliance with our principles regarding environmental protection, occupational safety and human rights observance.

Certificates provided by our suppliers

- ISO 9001
- OEKO TEX 100
- OEKO TEX 1000
- ISO 14000
- Cumplimiento del REACH
- Textile GOTS
- GOTS/EKO Sustainable Textile
- Organic Exchange 100 Guidelines



QUALITY CONTROL: LABORATORIES AND TESTS

A firm commitment to quality is central to develop a solid textile business that can compete in the international markets. That is specially the case when the company carries out the whole production process, from raw materials to the most sophisticated textile design and fashion fabrics.

To that end, we have established strict quality controls for each stage of the production process and have developed our own quality assessment system, supervised by specialized personnel. At the same time, manufacturing processes are reproduced to scale in our laboratories, maximizing results.

All these processes allow us to guarantee clients maximum quality standards when we attend textile sector fairs, events and exhibitions.

TECHNICAL FABRICS CERTIFICATES AND ENDORSEMENTS

Permanent fire-resistant

- ISO 11612
- UNE EN ISO 15025
- UNE EN ISO 6942
- ISO 9151
- ISO 12127
- UNE EN ISO 9185

Protection against light splashes

- UNE EN ISO 11611
- ISO 9150

Anti-static protection

- EN 1149

Electric Arc Proof

- UNE EN 61482 -1-2

High Visibility

- UNE EN 471

Protection against chemical agents

- UNE EN 13034



RESPONSIBLE R&D

Textil Santanderina focuses on two large product families: fashion fabrics and protection technical fabrics. Both lines depend on a demanding and ever-changing market whose needs and trends, both technical and aesthetic, evolve constantly. As a result, Textil Santanderina creates a new product almost every day, whether moved by our own initiative or at the request of our clients.

Prestigious organizations such as CDTI, MINER PROFIT Program and the University of Cantabria collaborate in this area of development.

Sustainable Management of Industrial Wastewater Discharge

In 2011 Textil Santanderina has worked on the R&D project for the Sustainable Management of Discharge from the Textil Santanderina Production Process.

The project is to be implemented within 24 months. Its general goals are:

Minimize wastewater volume and pollutant loads by developing new manufacturing processes that reduce the amount of chemicals employed and therefore the total amount of water.

Develop new technological solutions that improve the quality of final discharge throughout the purification cycle.

Assess the technical and economic feasibility of recovering and recycling wastewater derived from the production process in order to re-use and feed back into the process.

To that aim, 3 lines of research and action are currently operating:

- **LINE 1.** Experimental development of new technological solutions to integrate within the production process of Textil Santanderina. Particular stress is put on the preparation stage [Dyeing and Finishing] to achieve sustainable management of the current industrial discharge.
 - **LINE 2.** Experimental development of new technological solutions for industrial discharge management that improve significantly the quality of Textil Santanderina's final discharge and helps reduce the amount of sludge generated by the current treatment system.
- Regarding this point, Textil Santanderina has signed an agreement with the Environmental Engineering R&D Group of the Department of Water and Environmental Sciences from the University of Cantabria.
- **Line 3.** Experimental development of new technological solutions that allow the re-use of residual water produced by the new wastewater treatment process, including a new refrigeration system for the shrinking process.



SOCIAL SUSTAINABILITY

A COMMITMENT TO SOCIETY

In Textil Santanderina we are well aware of our responsibility towards society, which requires the participation and cooperation of all its business actors to improve. For Textil Santanderina, collaborating with society involves not only an act of commitment, but also generates deep satisfaction, for it gives us the chance to contribute to the welfare of those around us, as well as to promote the protection and sustainability of our natural environment.

In 2011 Textil Santanderina's social commitment was highlighted by its contribution to the celebration of the **International Year of Chemistry**. We promoted this science, which is key to our industry, amongst Cantabria's high school students. We sincerely hope we succeeded in conveying our passion for Chemistry and its secrets among young people.



2011 COLLABORATIONS

Education and Training

- University of Cantabria
- COIE
- IES Foramontanos [Cabezón de la Sal]
- IES Valle del Saja [Cabezón de la Sal]. Activities related to the International Year of the Chemistry.
- Open Days for schools, high schools, training centres and the University of Cantabria.

Culture

- Santander International Festival
- Isaac Albéniz Foundation
- Ateneo de Santander
- Cantárida magazine
- Choir associations
- Valladolid Cavalry Academy

Sports

- Club Textil Escudo [Football club]
- Club de Fútbol Empresas Textil Santanderina [Football club]
- Club de Atletismo Villa de Cabezón [Athletics club]
- Club de Voleibol Textil Santanderina [Volleyball club]
- Club de Fútbol Santiago Galas [Football club]
- Sociedad Cicloturista de Cabezón de la Sal [Cycling club]
- Circuito de categorías menores de Bolos. Gran Premio Textil Santanderina [Bowling league and bowling Award]
- XXIV Marcha AMAT [Asociación Montañesa de Ayuda al Toxicómano [Mountaineering Rehab Association]]

Solidarity

- Asociación de Mutuas de Accidentes de Trabajo [A.M.A.T.] [Employer's liability insurance association]
- Asociación Síndrome de Down [Down syndrome association]
- Fundación AFIM [Ayuda, Formación e Integración del Minusválido] [Association for the disabled]
- Asociación Nuevo Futuro [Child care centres]
- Asociación de Donantes de Sangre [Blood donors association]
- Portal Solidario [Solidarity website]
- Asociación Amica [NGO for the disabled]



CONFERENCES AND FORUMS

Every year we share our experience with other organizations and institutions in different workshops, meetings and forums dedicated to environmental management and Corporate Social Responsibility.

In 2011 Textil Santanderina participated in the Cantabria CEOE – CEPYME Conference “Cantabrian companies have a heart”.

We also took part in the summer course of the University of Cantabria devoted to “Sewage Treatment” —which included a visit to our industrial sewage treatment plant—, and in the Environmental Project for Water and Sewage Management of Cabezón de la Sal Small and Medium Business, announced by the Cantabria Chemists Association, MARE, and Cabezón de la Sal City Council.

UNIVERSITY OF CANTABRIA

In 2011, the University of Cantabria honoured Juan María Parés —former president of Textil Santanderina— with its main award, the Golden Medal.

The UC Board of Directors remarked Parés’s “extraordinary contribution to the development and social advancement of the University of Cantabria as the president of the Social Council since 1999”.

In addition to participate in different research projects and events, Textil Santanderina collaborates with the Master in Business Administration (MBA) of the University of Cantabria, which pursues the integration of faculty, students and real business actors. In this sense, we participate as speakers in conferences and seminars, and we attend monitoring meetings where MBA current situation and achievements are evaluated to ensure continuous improvement. MBA students’ employability after the program is carefully tracked.

COLLABORATING INSTITUTIONS AND ORGANIZATIONS

Collaboration agreements are currently in place or in progress with the following organizations and institutions participating in the UC MBA program:



**GOBIERNO
de
CANTABRIA**

Consejería de Cultura,
Turismo y Deporte

PARTICIPATION IN TRADE FAIRS

Trade fairs make an excellent professional showcase for all the effort Textil Santanderina puts into creating the highest quality products. We attend every event under the banner of excellence, innovation and business responsibility.

In 2011 we were at:

- Premiere Vision – Paris
- Denim by Premiere Vision – Paris
- Interstoff Asia Essential [Hong Kong]
- A+A - Safety, Security and Health at Work [Düsseldorf]
- Inter Textil – Shanghai
- Moda Unica – Milán
- Munich Fabric Start – Munich



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