

COMUNICACION OF PROGRESS TO GLOBAL COMPACT UN

HUMAN RIGHT PRINCIPLES

LABOUR PRINCIPLES

ENVIRONMENTAL PRINCIPLES

ANTI-CORRUPTION PRINCIPLES



Statement by the General Director of WITTE Y SOLA expressing continued support for the Global Compact

Description of practical actions

Measurement of outcomes

I'm pleased to confirm that WITTE Y SOLA reaffirms its support to the Ten Principles of The United Nations Global Compact in the areas of

- Human Rights, Labour, Environment and Anti-Corruption.

In this our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles in our business strategy, culture and daily operations.

We are also committed to share this information to our stakeholders using our primary channels of communication.

Yours sincerely,

Javier Solà

General Director WITTE Y SOLA

July 2022

WITTE Y SOLA GROUP

WITTE Y SOLA has taken several measures to prevent Human Rights violation and to encourage environmental protection following **the SUSTAINABLE DEVELOPMENT GOALS** of UN Global Compact.



HUMAN RIGHTS PRINCIPLES

Description of practical actions and Measurement of outcomes

HUMAN RIGHTS PRINCIPLES



DESCRIPTION OF PRACTICAL ACTIONS

WITTE Y SOLA influence that all its employees and business collaborators respect the Universal Declaration of Human Rights.

According to this commitment, we have published our **ethical code**, accessible in our control system of the company's documentation, as well as our manifesto WYS "**Reinventing the future**, 6 Guidelines for a new beginning", available on our website.

<https://wys.es/en/reinventing-the-future/>

DESCRIPTION OF PRACTICAL ACTIONS

ETHICAL CODE

WYS has a code of ethics with guidelines on various topics:

- **Compliance with laws**
- **Voluntary work**
- **Recruitment and selection practices**
- **Salary compensation**
- **Freedom of association**
- **Security and health**
- **Environment**
- **Suppliers policy**
- **Corporate gift policy**
- **Anti-corruption**
- **Financial integrity**
- **Data Protection Law**
- **Confidentiality of information**
- **Code of conduct**
- **CSR**



HUMAN RIGHTS PRINCIPLES

MEASUREMENT OF OUTCOMES



During 2021, no incidents related to our code of ethics have been documented, and no disciplinary sanctions have been administered.

DESCRIPTION OF PRACTICAL ACTIONS

SECURITY OF THE INFORMATION

Information and records security procedure.

Response procedure for incidents of violation of confidential information.

Redundant backup and log retention program.

Measures to obtain the consent of the interested parties in relation to the treatment and retention of confidential data.

Measures to protect personal data from unauthorized access or disclosure.

DESCRIPTION OF PRACTICAL ACTIONS

Reinventing the future, 6 Guidelines for a new beginning

- ➊ **People first.** Without a doubt, the Capital of the future is people and their creativity.
- ➋ **Approaching Perfection.** Safety, quality and innovation are part of our DNA.
- ➌ **Part of a Community.** The relationship taken beyond the classic Customer-Supplier pairing.
- ➍ **A closer connection.** Being close to the ones we care about, physically or virtually, has become a priority. And we want to continue like this going forward.
- ➎ **Ecological Transition.** We stay committed to sustainability and long-term responsibility.
- ➏ **R&D + enthusiasm.** Tradition and legacy are defended and honoured through innovation and creativity.

WYS Ethical Committee

WYS has an ethics committee in charge of implementing the Ethical Code.

The person in charge of internal corporate social responsibility is responsible for monitoring it and ensuring compliance.

LABOUR PRINCIPLES

MEASUREMENT OF OUTCOMES



GOAL 1 NO POVERTY

Participation in solidarity projects (Haiti project) and local NGOs.

GOAL 2 ZERO HUNGER

Collaboration with the food bank.

LABOUR PRINCIPLES

Description of practical actions and Measurement of outcomes

DESCRIPTION OF PRACTICAL ACTIONS

SAFETY AND HYGIENE

Wys has passed its first **ISO 45001 Occupational health and safety management systems certification** audit in July 2022.

No major non-conformities have arisen, and we will obtain the DEKRA certificate shortly.



DESCRIPTION OF PRACTICAL ACTIONS

SAFETY AND HYGIENE

WYS has an updated health and safety risk assessment, defined for each job.

All risks are reported to each and every one of the WYS people.

Training on occupational safety and good work practices (GMPs).

Storage, handling and loading / unloading procedures of chemicals.

Collective protections and individual protection equipment.

KPIs accident frequency rate and comparison with sector.



DESCRIPTION OF PRACTICAL ACTIONS

WORKING CONDITIONS

Social dialogue measures: Remuneration system with labor and social benefits, Collective agreement, Works council, Bonuses related to business performance.

Condemnation of any type of inequality, discrimination or harassment, as well as child and forced labor. Integration of employees with disabilities.

Employee Satisfaction Survey, Evaluation and Prevention of Psychosocial Risks CoPsoQ-istas21.

Training plan and professional development of people.



GOAL 5 GENDER EQUALITY and **GOAL 10 REDUCED INEQUALITIES**

We promote the professional development of women in WYS, 54% women employees, 30% participation in the management committee.

February 2021: Start of equality plan

To ensure respect and opportunities to grow regardless of gender. The Equality Commission has been created and, after the Gender Audit that Manpower Group is carrying out, we will initiate the necessary actions so that being a man or a woman, in WYS, is never a reason for differentiating between professionals. The Equality Plan will serve to ensure **equal opportunities in hiring, promotion, training and job conditions, as well as ensuring that the wage gap is reduced and that the necessary protocols are in place to avoid discrimination or sexual harassment.**

GOAL 5 GENDER EQUALITY and **GOAL 10 REDUCED INEQUALITIES**

We promote the professional development of women in WYS, 54% women employees, 30% participation in the management committee.

February 2022: monitoring of equality plan

A 2022-2025 plan has been created with 35 actions to implement.

During 2022, 7 actions have been prioritized.



GOAL 8 DECENT WORK AND ECONOMIC GROWTH

Fair wage policy, fair competition. We bet on equity between people, and occupational health and safety.

New collective agreement signed in May 2021.

ISO 45001 certification audit passed successfully in July 2022.

GOAL 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Digital solutions to make people's lives easier. Company 4.0.

Creation Lab: Facilitating processes, capturing knowledge, generating competitive advantages, fostering continuous improvement and taking advantage of the tools of digital transformation is in our DNA.

Start of **WYS-Analytics project** in January 2022.

ENVIRONMENTAL PRINCIPLES

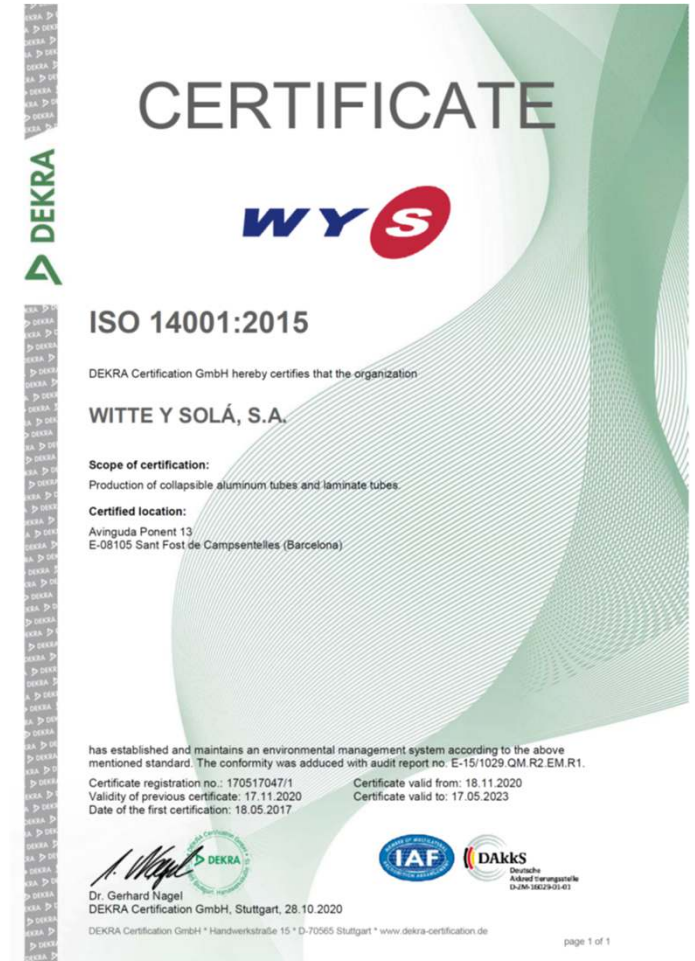
Description of practical actions and Measurement of outcomes

ENVIRONMENTAL PRINCIPLES

DESCRIPTION OF PRACTICAL ACTIONS

ISO 14001 CERTIFIED

WITTE Y SOLA Group is ISO 14001 certified by DEKRA since 2017.



ENVIRONMENTAL PRINCIPLES



DESCRIPTION OF PRACTICAL ACTIONS

ENERGY CONSUMPTION and GHG EMISSIONS

Indicators of energy consumption per unit produced.

Contracting of "green" electrical energy, from renewable sources.

Review of processes to minimize consumption.

Upgrade facilities with better energy efficiency: change ovens from electricity to gas, improve insulation of heat sources, more efficient injectors, improve computer infrastructure, change lights to LED, home automation installation, ...

Transport optimization to minimize CO2 emissions: routes, groupage,...

CARBON FOOTPRINT EVALUATION PERFORMED



CONTAMINATION OF THE AQUATIC ENVIRONMENT

At WYS we do not consume water in our production system.

We do not generate industrially polluted wastewater, only wastewater assimilable to urban.

Contingency plans in the event of accidental spills of chemical products.

Security processes implemented for labeling, storage, handling, loading and unloading of dangerous goods (ADR).

Chemical Product Warehouses with APQ certification.



DESCRIPTION OF PRACTICAL ACTIONS

WASTE

Minimization and separation of waste according to class and danger, awareness campaigns for all staff.

Solvent consumption minimization plan 2020-2024.

Annual declarations of industrial and packaging waste.

At WYS we revalue 80% of our waste.

Circular economy: reuse of cardboard packaging and customer and supplier pallets, tube recovery of obsolete customer aluminum tubes for recycling.



ATMOSPHERIC EMISSIONS

Regenerative Thermal Oxidation system (RTO) to avoid solvent emissions into the atmosphere.

Project for an automatic system for the continuous measurement of atmospheric emissions (CO and TOC).

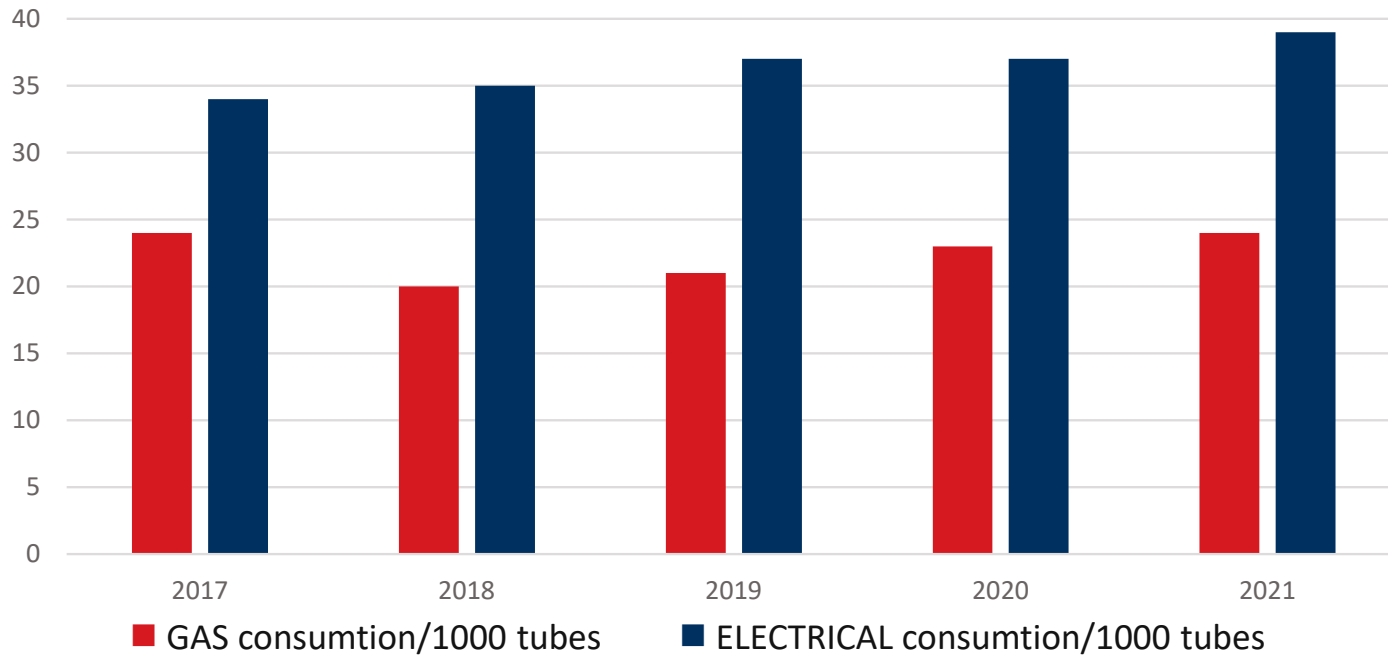
Monitoring indicator of the greenhouse gas (GHG).



KPIs ENERGY CONSUMPTION and GHG EMISSIONS

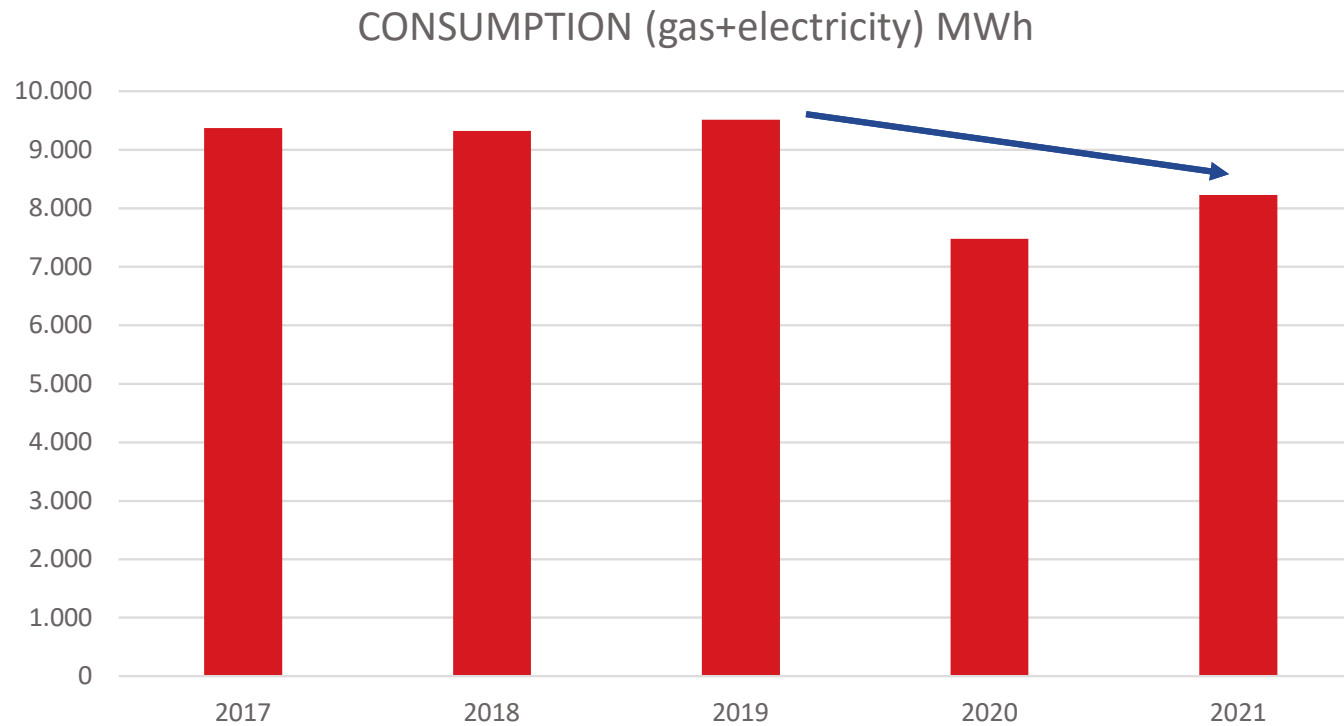
Indicators of energy consumption per unit produced.

CONSUMPTION (KWh/1000 tubes)



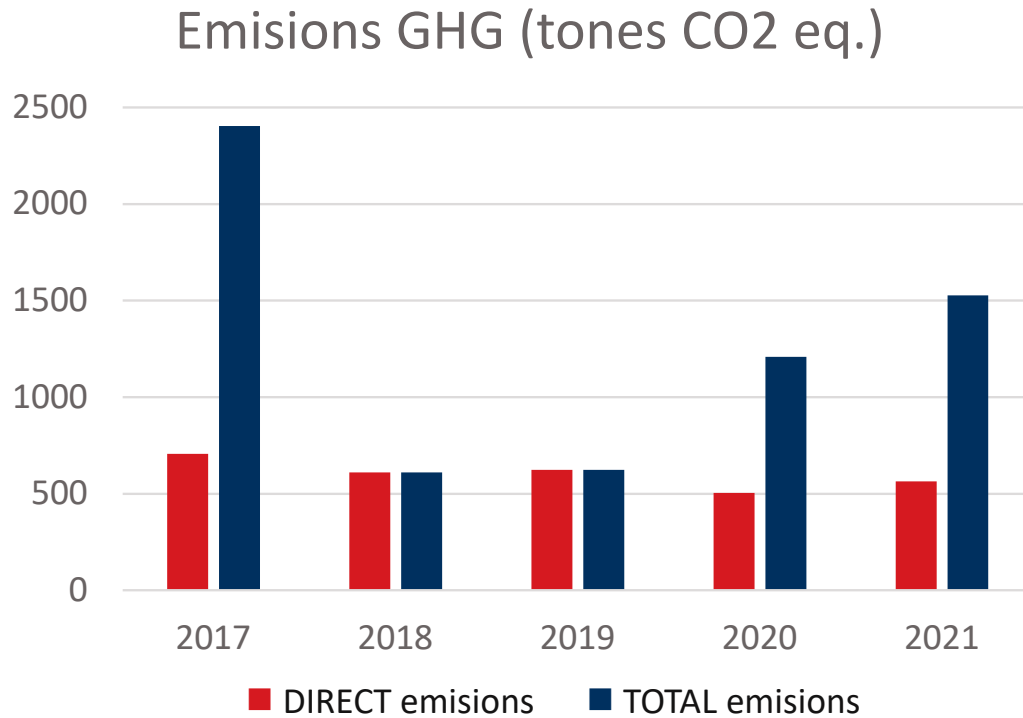
KPIs ENERGY CONSUMPTION and GHG EMISSIONS

We have reduced total energy consumption (gas + electricity) during last two years.



KPIs ENERGY CONSUMPTION and GHG EMISSIONS

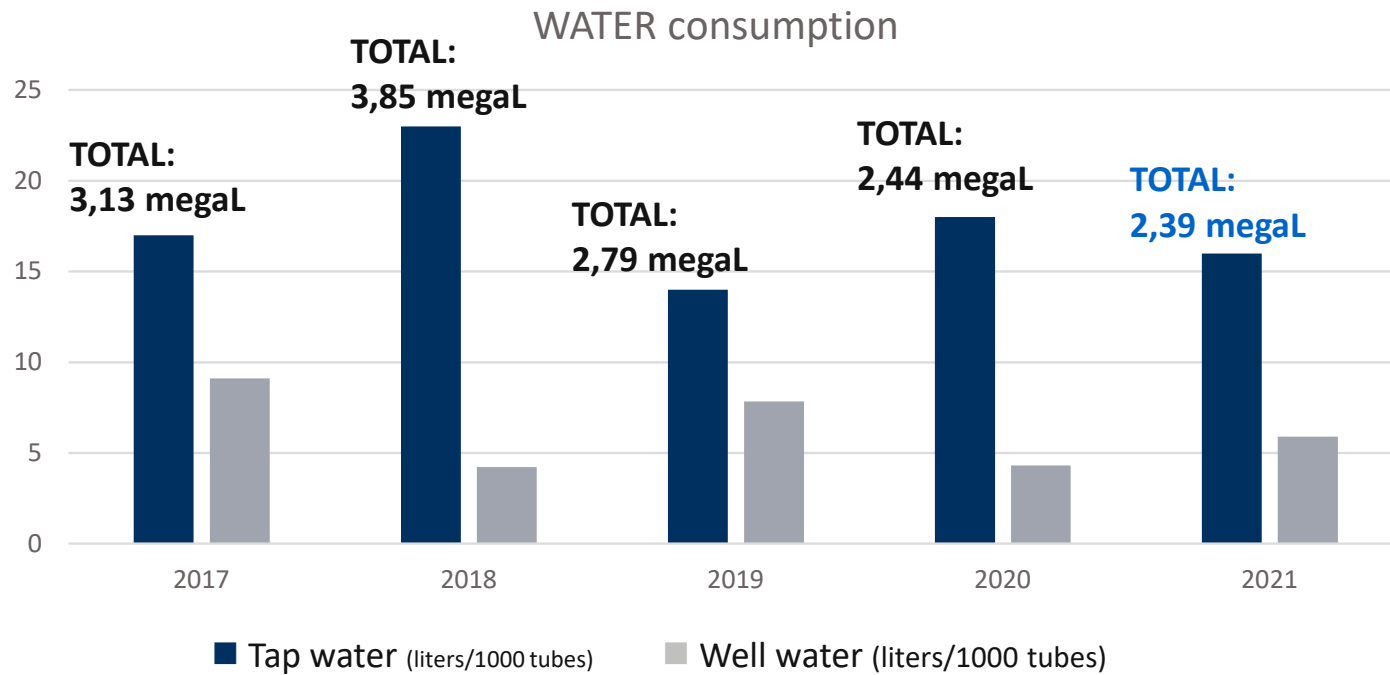
During 2020 we have reduced total energy consumption (gas + electricity).



We have decreased total emissions (direct and indirect) by 50% since 2017.

KPIs WATER CONSUMPTION

Indicators of water consumption.



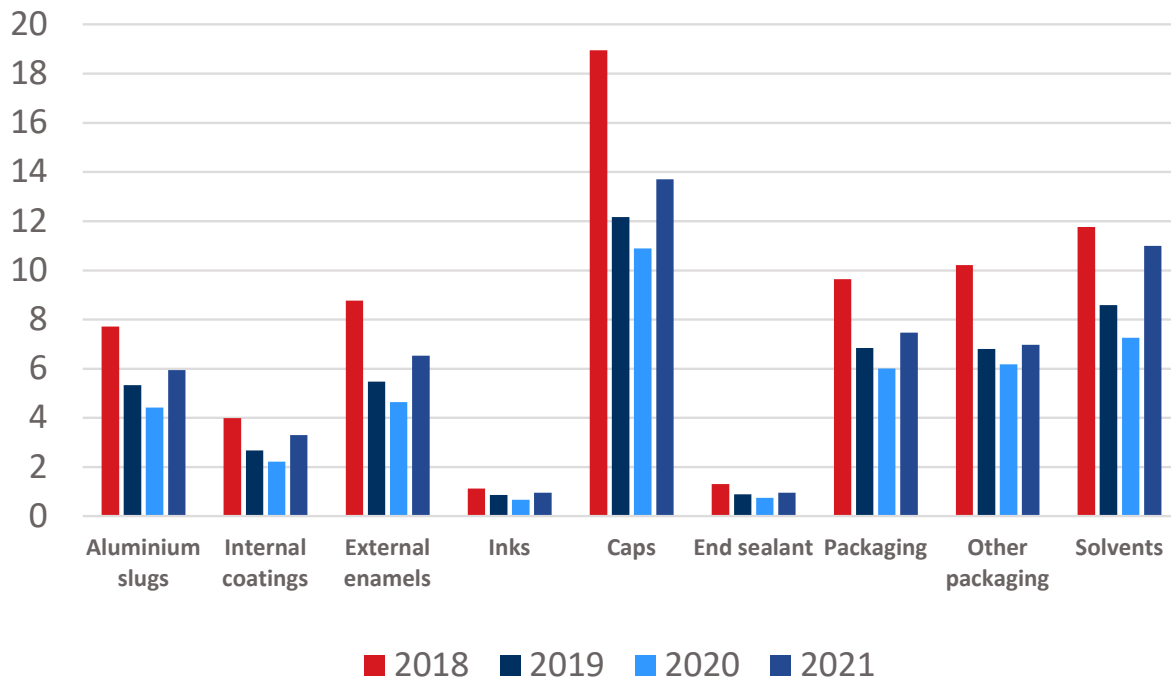
Very low water consumption.
We do not use water in our production system.



KPIs RAW MATERIALS CONSUMPTION

Indicators of raw materials consumption per unit produced.

Raw material consumption



Working in reducing the consumption of raw materials per manufactured tube.

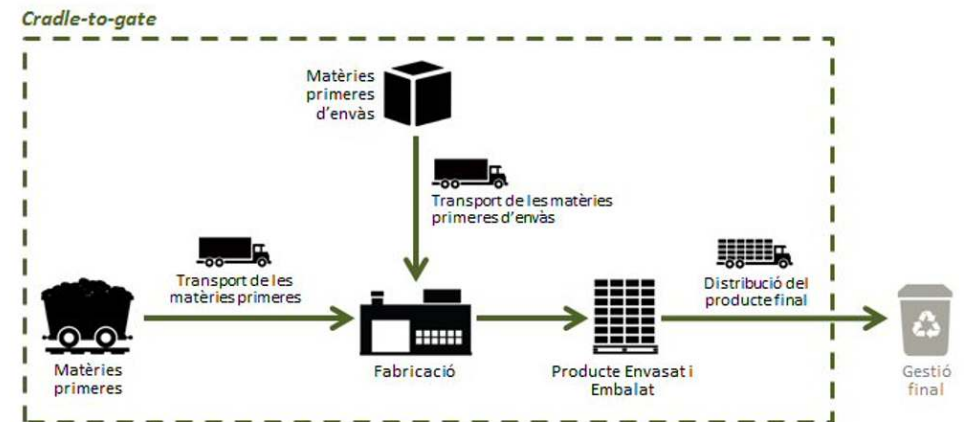
- KPIs units**
- Aluminium slugs: Kg/1.000 tubes
 - Internal coatings: Kg/10.000 tubes
 - Enamels: Kg/10.000 tubes
 - Inks: Kg/10.000.000 tubes
 - Caps: units/10 tubes
 - End sealant: Kg/10.000 tubes
 - Packaging: units/1.000 tubes
 - Other packaging: units/1.000 tubes
 - Solvents: Liters/100.000 tubes

Assessment Life Cycle Analysis according to ISO14040


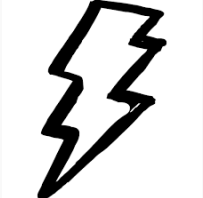
Calculation of the carbon footprint (HC) and accumulated energy demand (DAE) with standard tube, taking into account:

- Transport Raw materials and packaging from Europe (1,000 - 3,000 Km)
- 25 diameter tube, batch of 400,000 units
- Europe pallet distribution (1,100 Km).

SISTEMA





Assessment Life Cycle Analysis according to ISO14040

KPI (per one tube)	STD system
 g CO2 eq.	78,19 g
 DAE (MJ)	1.410 MJ

Assessment Life Cycle Analysis according to ISO14040

NEW PROJECT with **aluminium Post Consumed Recycled (PCR)**.

PCR aluminum has a carbon footprint 6 times lower than virgin, and accounts for 69% of the contribution of CO2 emissions from our tube.

KPI (per one tube)	STD system	Aluminium PCR	Decrease
 g CO2 eq.	78,19 g	33,23 g	 43%

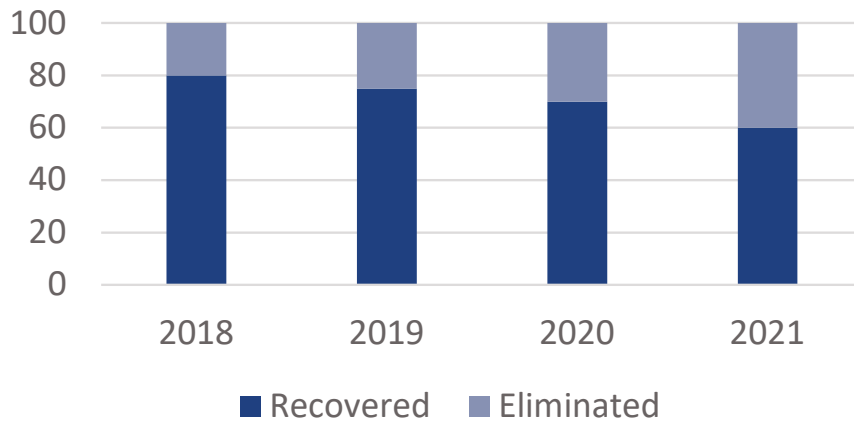
MEASUREMENT OF OUTCOMES

WASTE

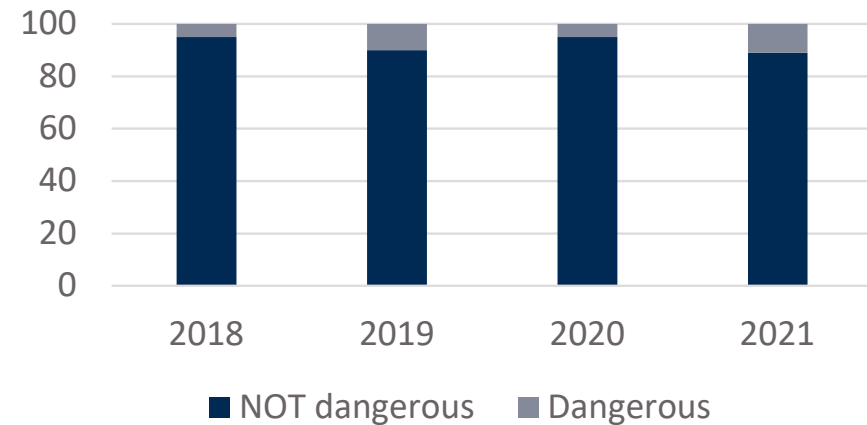
The vast majority of the waste generated at WYS is recovered, that is, it is reused, recovered or recycled.

- Only a smaller percentage goes to elimination.
- More than 90% of our waste is NOT dangerous.

Final destination of waste (%)



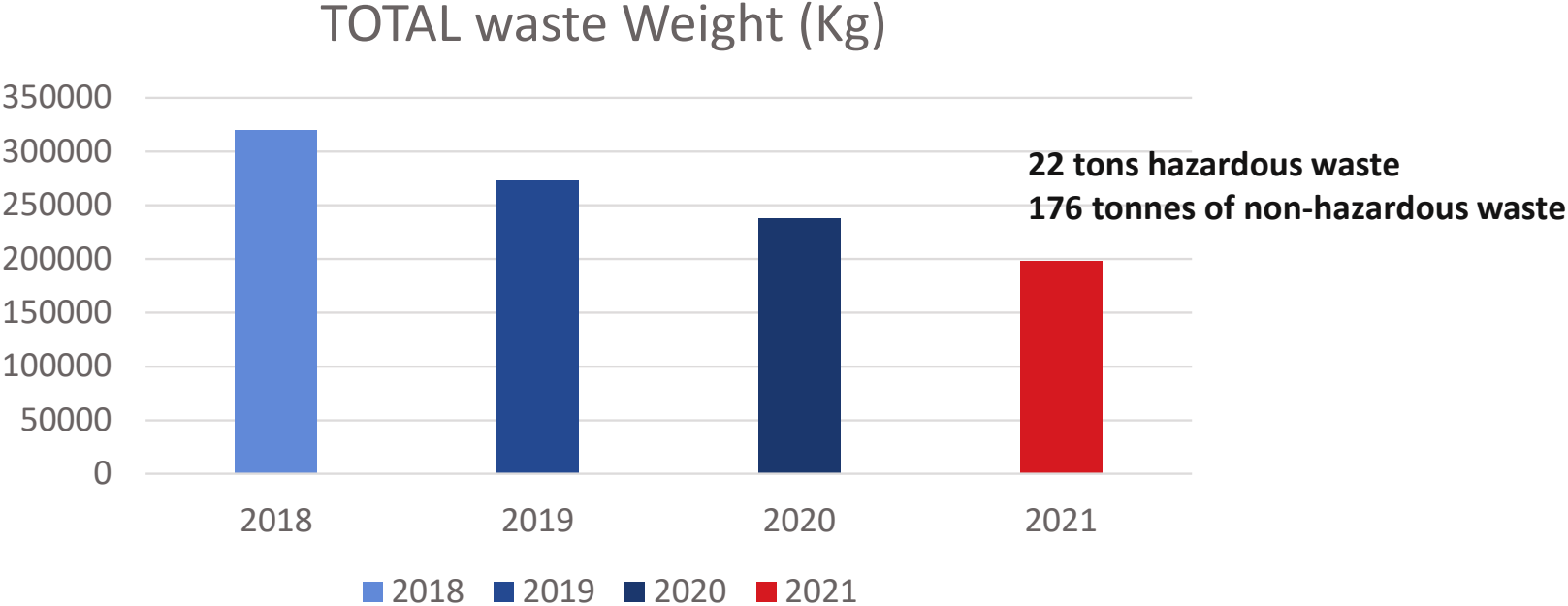
% Dangerous / NOT dangerous WASTE



MEASUREMENT OF OUTCOMES

WASTE

We work to minimize the waste generated.
The amount of total waste generated has decreased in the last 3 years.



SUSTAINABLE PURCHASING POLICY ON ENVIRONMENTAL ISSUES

Varnishes, enamels, inks and solvents with lower risk phrases (H340, H341, H350, H351, H360).

Availability of tubes made with recycled plastic (PCR) and recycled aluminium (PIR).

Film and packaging boxes: minimum grammage without reducing resistance (eco-design). Recycled material.

Reuse of packaging and pallets (with suppliers and clients).

Logistics: environmentally oriented route planning, vehicles with certification EURO3 or higher.

Electric company cars 



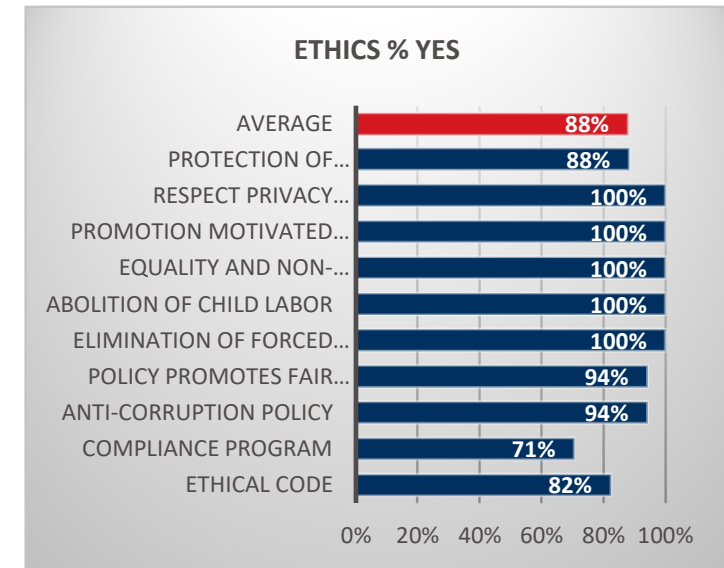
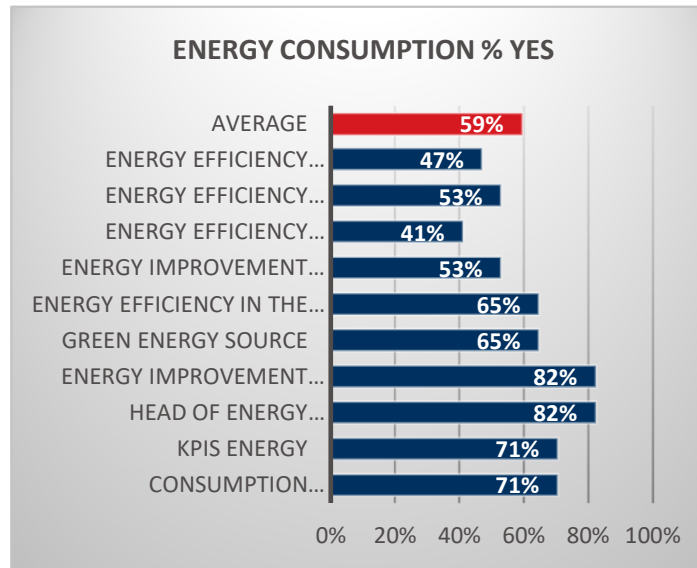
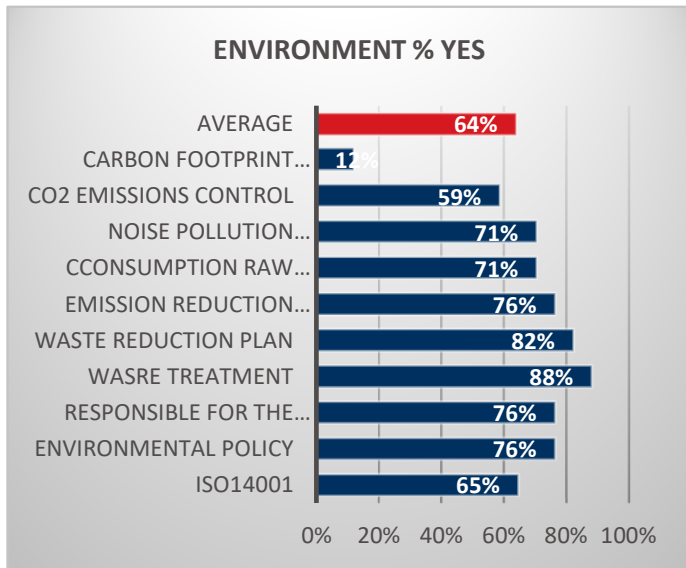
MEASUREMENT OF OUTCOMES

EVALUATION OF SUPPLIERS 'SOCIAL AND ENVIRONMENTAL PRACTICES

Environmental certification request to suppliers

Supplier sustainability evaluation questionnaire

Tracking KPIs



GOAL 6 CLEAN WATER AND SANITATION

At WYS we do not use water as a resource in our production system. We have security systems and contingency plans to avoid water contamination with chemical products.

We carry out controls of our all our wastewater discharge points (sanitary) annually. Correct controls according to the discharge authorization and the applicable local regulations.

GOAL 13 CLIMATE ACTION

Control of energy consumption and increase in natural gas as the main source of energy. Minimization of GHG emissions.

We have a thermal oxidation plant (RTO) to minimize gaseous emissions to the atmosphere.

GOAL 12 RESPONSIBLE PRODUCTION AND CONSUMPTION

We promote the responsible consumption of energy resources and raw materials.

Awareness campaigns for all staff.

Monitoring of tubes manufactured for each kWh consumed.

Monitoring the consumption of raw materials in the income statement, especially aluminum.

GOAL 17 PARTNERSHIPS FOR THE GOALS

Collaboration with clients and suppliers, generating synergies and mutual benefit, for example, our 7th line.

Member of the ETMA (European Tube Manufacturers Association) and of the technical committee of AENOR AEN / CTN 49 / GT 7 (PACKAGING, HORIZONTAL ASPECTS AND ENVIRONMENTAL MANAGEMENT).

ANTI-CORRUPTION PRINCIPLES

Description of practical actions and Measurement of outcomes

MEASURES AGAINST CORRUPTION AND BRIBERY

WYS has a zero-tolerance policy for corruption, unfair competition and extortion.

All our commercial transactions are carried out in compliance with the law and following our code of ethics.

No person in the company makes or receives illegal or black payments.

Corporate gift policy.

Procedure for reporting corruption and bribery.



LEGAL COMPLIANCE

We have a large database and an online alert system of all the regulations applicable to our company and our sector.

Our legal compliance is monitored and resources are allocated for its compliance



Internally, a monthly financial report is made, where all the inflows and outflows of money are recorded, as well as their correct allocation.

These balances take into account the purchase of raw materials, production and maintenance expenses, personnel expenses, ... and are transparent and accessible to the entire steering committee, where they are defined and approved.

COMUNICAZIONE DI PROGRESSO

WITTE Y SOLA GROUP



MAKE THE PLANET WORTH IT!

WITTE Y SOLA, july 2022