

**SUSTAINABILITY
REPORT 2021**

SASMAT RETAIL

PDPAOLA

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ABOUT THIS REPORT

This is the first annual sustainability progress report for SASMAT RETAIL S.L. and its brand PDPAOLA.

Our goal is to achieve a more responsible jewelry industry, and we have decided to use this space to communicate our efforts and show that our commitment to environmental and social sustainability is real. To this end, the report is structured around the key pillars of our sustainability strategy, and has been prepared in accordance with the principles of stakeholder engagement, sustainability context, materiality and completeness.

The report covers the financial year from 1 January to 31 December 2021. The report is published in English and Spanish, and is available on our corporate website.

For more information about our commitment to sustainability visit us at <https://www.pdpaola.com/pages/jewelry-sustainability>

If you have any questions or comments please contact us at sustainability@pdpaola.com

A MESSAGE FROM OUR FOUNDERS

Since founding our company in 2015, it has always been clear that we wanted to be a company based on and guided by values. Furthermore, we have based our business model on responsibility, commitment and, increasingly, transparency.

As such, 2021 has been a significant year for us, as we not only grew as a company and brand, but also launched our first sustainability strategy, re-evaluating our role in the jewelry industry, along with our social and environmental impact.

We cannot yet identify ourselves as a sustainable jewelry brand. However, we are ready to assume our responsibility, and we want our actions to serve as a basis for transformation.

To achieve this, we are working on our team’s cultural transformation and responsible management, and on a robust governance and compliance management system. We are also involving our supply chain to achieve responsible sourcing, thus moving together towards a more sustainable product and circular economy model.

Ultimately, our goal is to achieve a more responsible jewelry industry, and we understand that we cannot do it alone. We know that partnerships are essential to achieving our goals.

Therefore, we have joined the United Nations Global Compact, integrating the ten universal principles and sustainable development goals into our strategy, as well as the Responsible Jewellery Council, the world’s leading standard-setting organisation for the jewelry and watch industry. We promote their standards to establish responsible business practices throughout the supply chain, from the extraction of raw materials to selling jewelry.

Looking ahead, we have a long-term view of our business and continue to develop initiatives and business models aimed at contributing to sustainable development.

Paola & Humbert Sasplugas,
Founders & CEOs



0

2021 AT A GLANCE

2021 AT A GLANCE

2021-2023
SUSTAINABILITY
STRATEGY

NEW CORPORATE
HEADQUARTERS

FINE JEWELRY
COLLECTION

OPENING OF OUR
FIRST STORE

ADHERENCE TO THE
UNITED NATIONS
GLOBAL COMPACT

MEMBERS OF THE
RESPONSIBLE
JEWELLERY COUNCIL

(1)

(2)

(3)

(4)

(5)

(6)

Introduction of recycled gold
and lab-grown diamonds

Packaging with sustainable
criteria

2021 AT A GLANCE

800.000
UNITS SOLD

2021 AT A GLANCE

78
EMPLOYEES¹

¹ Includes employees and self-employed workers or workers of other organisations dedicated

2021 AT A GLANCE

**+1.900
POINTS
OF SALE**

2021 AT A GLANCE

**+150 COUNTRIES
WITH A DIGITAL
PRESENCE**

2021 AT A GLANCE

**30 COUNTRIES
WITH A PHYSICAL
PRESENCE**

1

SASMAT RETAIL & PDPAOLA

- 1.1 Our business model
- 1.2 Our mission
- 1.3 Vision and values

SASMAT RETAIL & PDPAOLA

SASMAT RETAIL S.L., registered in 2015, is the result of the vision of siblings Paola and Humbert, who founded the PDPAOLA trademark with a clear mission to revolutionize the jewelry industry.

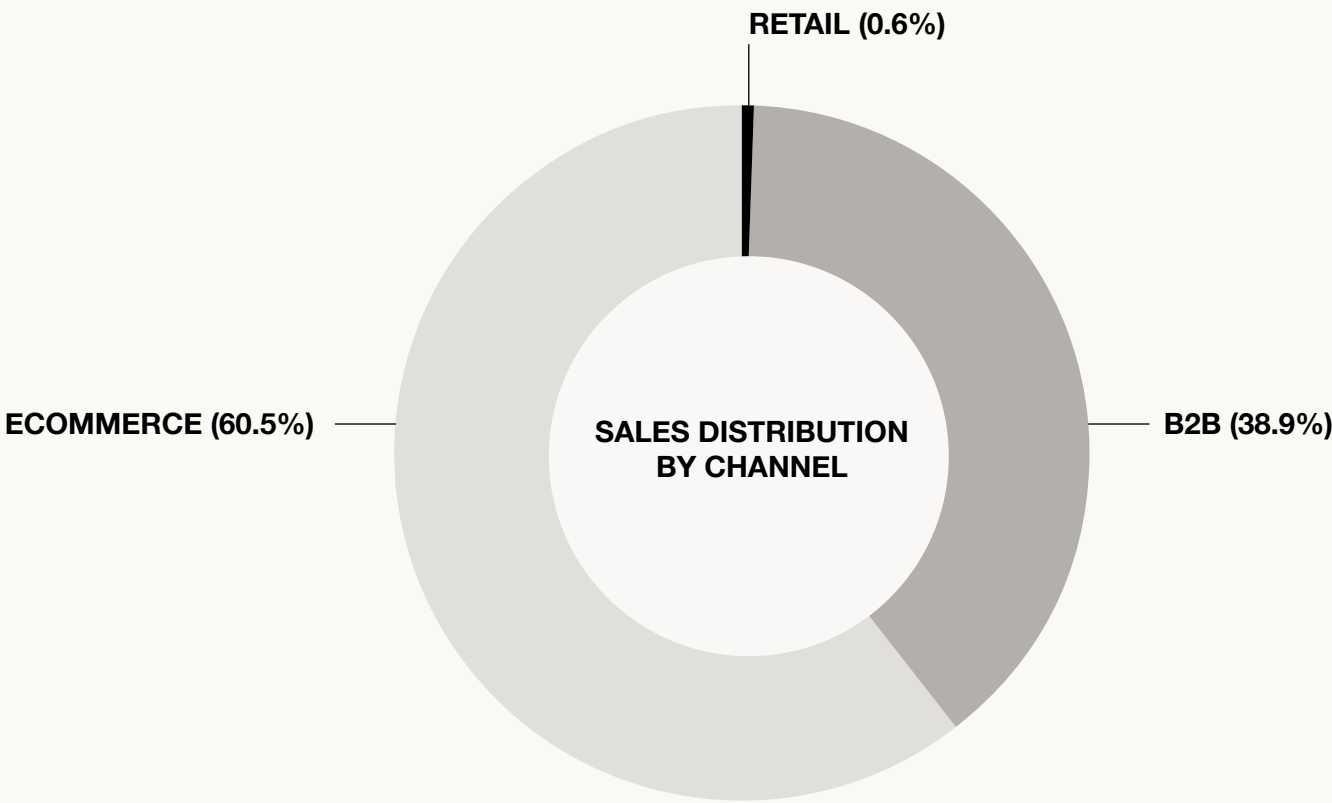
With headquarters in Barcelona, SASMAT RETAIL finished 2021 with 78 employees and more than 800,000 pieces of jewelry sold worldwide.

1.1 OUR BUSINESS MODEL

Our business is global. We sell worldwide through our website and on other e-commerce platforms. We also have more than 1900 international points of sale in over 30 countries.

PDPAOLA was born as a Digital Native brand, but we have always aimed to be present in retail to offer our customers the physical experience of the brand; therefore, our expansion strategy is focused on the opening of flagships in key locations. The first on this journey was our store in Barcelona, opening in 2021.

Our stores are the physical representation of our brand DNA. They have been conceived as spaces that go beyond traditional stores: meeting places where visitors can not only buy our products and collections, but also experience the PDPAOLA universe by interacting with our jewelry experts, discover the latest products or attend one of our scheduled events such as ceramics workshops.

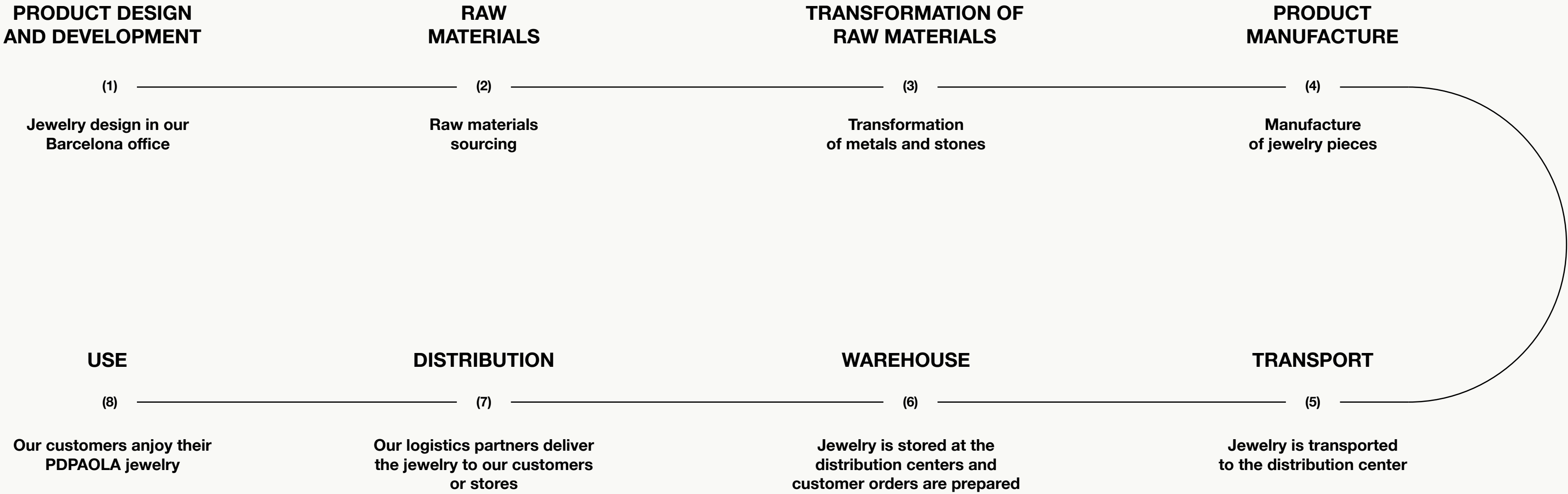


1.1

OUR BUSINESS MODEL

1.1.1 OUR VALUE CHAIN

Our products are designed at our headquarters in Barcelona and manufactured by independent suppliers in China, India and Spain. The PDPAOLA jewelry is mainly made of precious metals (gold and sterling silver), semi-precious stones and diamonds.



1.2

OUR MISSION

Our mission as a brand is multifaceted. Our current and future success will be measured not only by how much our customers value the brand, but also by our ability to become the best employer for our employees, the best partner for our distributors and a conscious and ethical brand for society.

— CUSTOMERS

Our mission is to spark joy and promote self-love among women around the world, as we accompany them on their ever-changing journey. We achieve this by putting all our effort into trying to exceed our customers’ expectations, balancing customer experience with design and quality. All of this at a fair price.

— EMPLOYEES

Our mission is to become one of the best companies to work for. We strive to become a company that our employees take pride in. We achieve this by putting the interests of our employees first and promoting a healthy work environment in which friendliness, collaboration and integrity are at the core of our strategy.

— DISTRIBUTORS

Our mission is to become the best partner for our suppliers. We see our partners as a fundamental part of our journey. We care about building long-lasting relationships based on respect, honesty, mutual trust and empathy.

— SOCIETY

Our challenge is to leave a positive legacy on our planet and in our community through long-term commitments to social, economic and environmental sustainability, and qualitative job creation.

1.3

VISION AND VALUES

— PASSION

We are passionate about the fashion and jewelry industry. From design to delivery, each member of the team is highly committed to creating a brand that can resonate with today’s woman and accompany her in all roles of her life.

— EFFECTIVE MENTALITY

We are proactive— we like to get things done. We make the best decisions based on the best logic, always looking for efficiency to serve our customers and improve the brand.

— AWARENESS

We do not take our impact on the world around us for granted. We strive to be a brand with a positive social, economic and environmental impact. We work closely with our stakeholders to align our progress with that of our community.

— PERFECTIONISM AT HEART

Thanks to our resolute, innovative and rebellious spirit, we have created a culture based on a search for the best ways to serve our customers and improve the brand.

— CUSTOMER CENTRICITY

Customer satisfaction is at the core of our DNA and is our reason for existing. We understand that success at any level is directly related to the degree of satisfaction among our customers, which is why we promote a culture in which our customers are at the center of our decisions.

— AN ATTITUDE OF GROWING TOGETHER

We orient our daily lives towards happiness, which means that we empower our people to make their own decisions and take responsibility for their actions. We are committed to teamwork and promoting a positive work atmosphere in which collaboration and a positive attitude are highly valued.

— CREATIVE MINDSET

Creativity doesn’t always come in the form of art or design. For us, being creative is about the ability to find answers to different questions. It has to do with how we solve problems and meet challenges, and with our commitment to being a long-lasting and sustainable company.

OUR APPROACH TO SUSTAINABILITY

- 2.1 Identification and dialogue with stakeholders
- 2.2 Materiality analysis
- 2.3 Alignment with the SDGs

OUR APPROACH TO SUSTAINABILITY

Sustainability, as we understand it at SASMAT RETAIL, integrates the complexity of social, economic and environmental aspects, becoming a transversal element of the company.

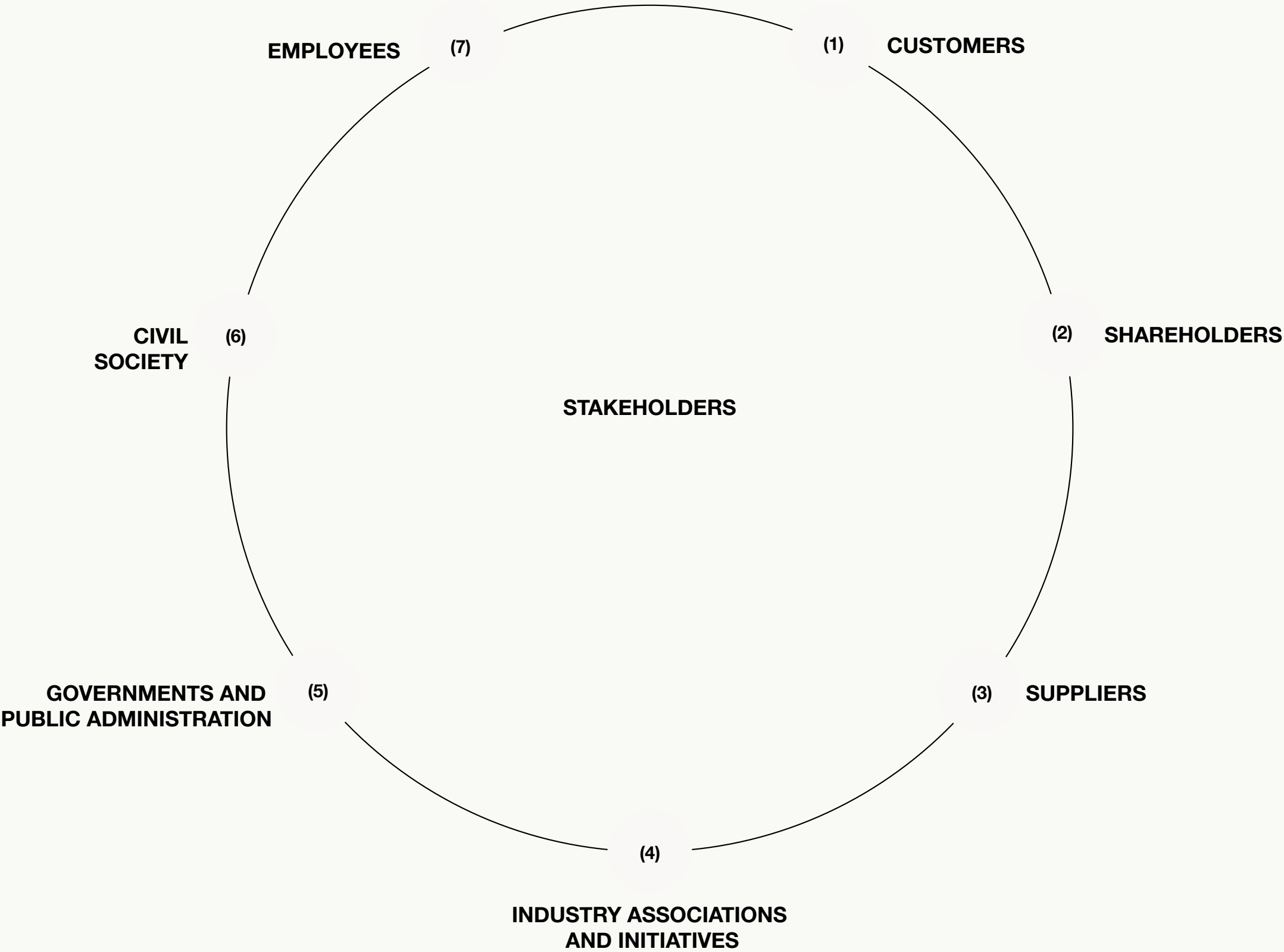
In order to respond to all these aspects, we have a Sustainability Department that reports directly to SASMAT RETAIL's Management and is responsible for defining and implementing the company's Strategic Sustainability Plan.

It is our roadmap, the path to follow as we move towards an increasingly sustainable company. It allows us to know our starting point, respond to business risks and stakeholder needs, set our objectives and, in the end, be accountable and evaluate our progress in sustainability.

2.1 IDENTIFICATION AND DIALOGUE WITH STAKEHOLDERS

In 2020 we began to draw up the 2021-2023 Sustainability Strategy, and to do so the first action we took was to consult all those involved with SASMAT RETAIL to find out what their expectations were, so we could understand them and analyze their viability and suitability, in order to internalize them within our strategic plan.

To this end, we identified our internal and external stakeholders, prioritized them based on the influence and impact between the company and said stakeholders, and then established which communication channels we would use with each of them.



2.2

MATERIALITY ANALYSIS

In 2021 we conducted our first materiality analysis in accordance with the principles of the Global Reporting Initiative in order to identify and prioritize the issues important to our business and our key stakeholders.

In the process of identifying material issues, we have taken into account various tools and information sources, such as analysis of competitors and industry leaders, analysis of industry and global trends, and our risk analysis.

Once the material issues have been identified, we invited the participation of our most important stakeholders, including customers, suppliers and employees, through online questionnaires.

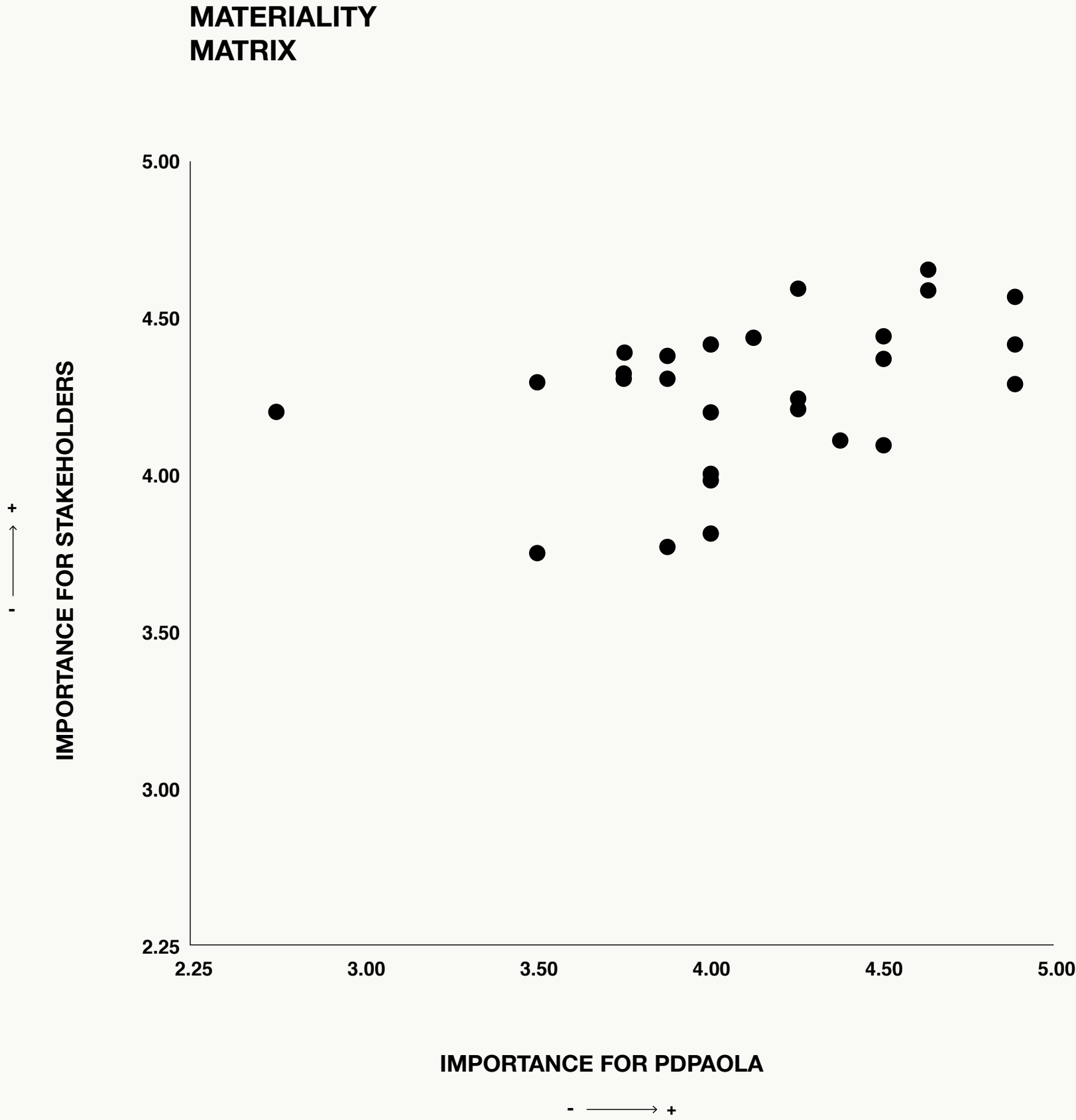
Throughout the materiality analysis, 28 aspects included in different topics such as Innovation and business model, Governance and leadership, Environment, Human capital and Social capital were evaluated.

2.2

MATERIALITY ANALYSIS

From this analysis, we identified the main material issues that have inspired and helped us to refine our sustainability strategy:

- (01) Compliance.
- (02) Customer satisfaction.
- (03) Diversity, inclusion and equal opportunities.
- (04) Ethical conduct and anti-corruption.
- (05) Occupational health and safety.
- (06) Product quality and safety.
- (07) Protection of human rights.
- (08) Protection of labor rights..
- (09) Quality employment.
- (10) Reduction of emissions and fight against climate change
- (11) Responsible supply chain management.
- (12) Sustainable packaging.
- (13) Sustainable products and responsible consumption.
- (14) Talent attraction and retention.
- (15) Traceability and origin of raw materials.



2.3


ALIGNMENT WITH THE SDGs

In 2015, the Member States of the United Nations adopted the 2030 Agenda on Sustainable Development, an opportunity for countries and their societies to embark on a new path with which to improve the lives of all, leaving no one behind.

The Agenda has 17 Sustainable Development Goals to eradicate poverty, protect the planet and ensure prosperity for all.

To achieve these goals, everyone has to do their part: governments, the private sector, civil society and individuals.


Our sustainability strategy is aligned with the following Sustainable Development Goals:



5 GENDER
EQUALITY

SDG 5

Achieve gender equality and empower all women and girls.



8 DECENT WORK AND
ECONOMIC GROWTH

SDG 8

Promote inclusive and sustainable economic growth, employment and decent work for all.



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

SDG 12


Ensure sustainable consumption and production patterns.



17 PARTNERSHIPS
FOR THE GOALS

SDG 17


Revitalize the global partnership for sustainable development.



7 AFFORDABLE AND
CLEAN ENERGY

SDG 7


Ensure access to affordable, reliable, sustainable and modern energy for all.



10 REDUCED
INEQUALITIES

SDG 10

Reduce inequality within and among countries.



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

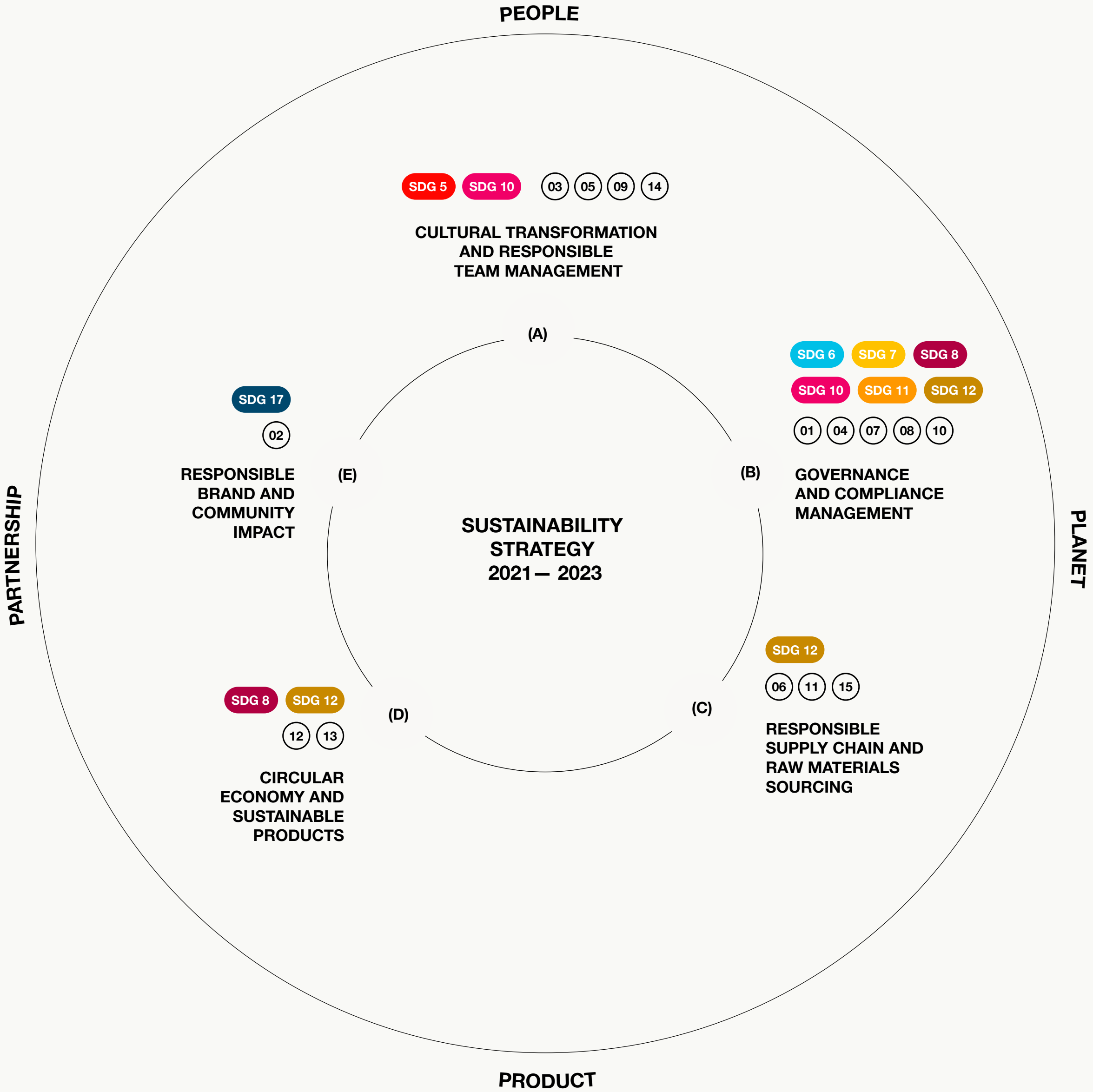
SDG 16

Promote just, peaceful and inclusive societies.

2.3

ALIGNMENT WITH THE SDGs

- 01 Compliance.
- 02 Customer satisfaction.
- 03 Diversity, inclusion and equal opportunities.
- 04 Ethical conduct and anti-corruption.
- 05 Occupational health and safety.
- 06 Product quality and safety.
- 07 Protection of human rights.
- 08 Protection of labor rights..
- 09 Quality employment.
- 10 Reduction of emissions and fight against climate change
- 11 Responsible supply chain management.
- 12 Sustainable packaging.
- 13 Sustainable products and responsible consumption.
- 14 Talent attraction and retention.
- 15 Traceability and origin of raw materials.



ETHICAL CULTURE AND COMPLIANCE

ETHICAL CULTURE AND COMPLIANCE

A corporate culture guided by integrity and with a framework that ensures compliance with regulations and reduces inherent risks enables the company’s employees to adopt ethical behavior and feel safe based on the principles of transparency, fairness, accountability, integrity and professionalism.

In 2021 we strengthened our internal management system by developing Codes of Conduct and Corporate Policies, as well as its governance structure:

3.1

CODES OF CONDUCT AND CORPORATE POLICIES

— OUR CODE OF CONDUCT

This applies to all individuals who have an employment relationship with SASMAT RETAIL and regulates their behavior and attitudes through a set of rules, practices and common principles in terms of compliance, ethics and responsibility.

— HUMAN RIGHTS POLICY

We are committed to developing a corporate culture that recognizes, promotes and protects internationally-recognized human rights, and seeks to avoid complicity in human rights abuses.

— SUPPLIER CODE OF CONDUCT

The provisions of this Code act as a framework to define minimum (and not maximum) standards to be met by any supplier of goods or services to SASMAT RETAIL.

The Code and its provisions are inspired by the United Nations Universal Declaration of Human Rights, the Principles of the United Nations Global Compact and the Core Conventions of the International Labor Organization. It includes, among other points, a set of common standards, practices and principles on human rights, labor practices and environmental protection, as well as ethical and transparent business practices.

— RESPONSIBLE SOURCING POLICY

This policy, which was developed in 2021 and will be published in 2022, is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The purpose of this policy is to establish a common benchmark for conflict-sensitive sourcing practices and supplier risk management, from the point of extraction to the end user, including but not limited to respect for human rights, no involvement in or tolerance of bribery, fraud or money laundering, no direct or indirect support to illegal armed groups or favoring of any other terrorist financing mechanisms, and support for transparency of government payments and rights-compliant security forces in the extractive industry.

3.2 DEDICATED GOVERNANCE STRUCTURE

In 2021, the Ethics Committee was established, which is the body responsible for overseeing compliance with the company’s Codes of Conduct and other Corporate Policies in the exercise of its powers of self-organization, as well as systematically promoting an ethical organizational culture.

In this same period we also created our Ethics Channel, which aims to ensure a channel for consultation and complaints so that stakeholders affected by companies, organizations, individuals or activities in the company’s value chain can raise their concerns early, openly, with knowledge of the cause and under a high level of protection. The Ethics Committee is in charge of managing and supervising the Ethics Channel.

100%
OF EMPLOYEES
TRAINED IN OUR
ETHICAL CULTURE²

0
CASES OF NON-
COMPLIANCE WITH
RESPECT TO THE CODE
OF CONDUCT

0
COMPLAINTS RECEIVED
IN THE ETHICS
CHANNEL

² This includes the Ethics Committee, Ethics Channel and Code of Conduct.

3.2

DEDICATED GOVERNANCE STRUCTURE

Looking ahead to 2022, we are also working on updating the following initiatives:

— PREVENTION OF AND ACTION AGAINST HARASSMENT

As part of our Equality Plan, we are working on the Harassment Prevention and Action Protocol with the aim of promoting a preventive culture of harassment in all areas and levels of the company, as well as expressing zero tolerance for any situation of harassment.

— PREVENTION OF CORRUPTION

Corruption is defined as the misuse of power by someone entrusted with it for their own private benefit³. In particular, corruption refers to practices such as bribery, facilitation payments, fraud, extortion, collusion and money laundering.

Our goal is to establish a culture of zero tolerance for any type of corruption. The Supplier Code of Conduct and the Employee Code of Conduct set the standards that every supplier or employee must comply with regarding anti-corruption. In addition, the Supplier Code of Conduct is interlined with our Responsible Sourcing Policy which establishes a common reference for sourcing practices in relation to different aspects of corruption.

We are working on two programs to this end. On the one hand, we have a program for the Prevention of Money Laundering and Terrorist Financing, which began in 2021 with our risk assessment and which will serve to develop our compliance program in this area during the following period. The Internal Control Body shall be responsible for implementing the program for the prevention of money laundering and financing of terrorism, as well as for training relevant employees on the subject. On the other hand, we have a Bribery Prevention and Facilitation Payments program that we will start working on during 2022. To do so, we will evaluate our current status in this area and apply the required policies and procedures to reduce risks in this regard.

³ Transparency International.

4

PEOPLE

- 4.1 One team, one dream
- 4.2 Talent management
- 4.3 Occupational health and safety
- 4.4 Diversity, inclusion and equal opportunities
- 4.5 Our community
- 4.6 Key information

4

PEOPLE ARE AT THE CORE OF OUR BUSINESS. AS OUR BRAND GROWS, SO DO OUR POLICIES AND EFFORTS TO MAKE SASMAT RETAIL A GOOD PLACE TO WORK AND TO LEAVE A POSITIVE LEGACY IN SOCIETY.

4.1
ONE TEAM,
ONE DREAM

At SASMAT RETAIL we are cultivating a culture of collaboration and growth. As our brand continues to grow, so do our policies and efforts to make our company a great place to work and to leave a positive legacy in society.

Even so, we know we have many areas for improvement and many policies to define, as our goal is to create concrete objectives and measurable change.

78
EMPLOYEES

+60% COMPARED
WITH 2020

14
NACIONALITIES

78% WOMEN
22% MEN

GENDER PARITY ON THE
MANAGEMENT BOARD:
40% WOMEN
60% MEN

4.2 TALENT MANAGEMENT

4.2.1 QUALITY EMPLOYMENT

We strive to become a company that our employees take pride in. Our efforts are focused on creating a stable, long-term project, which is why we have strengthened our commitment to employment by prioritizing permanent contracts. The proportion of temporary contracts responds to the sector’s own needs for reinforcement at certain times of the season or to long-term paid leave, such as paternity/maternity leave.

Regarding the type of work shift, people who work part-time do so in most cases in response to personal needs, such as combining their employment with their studies or caring for their children. A minority of the part-time contracts are for reinforcement staff at certain times of the season.

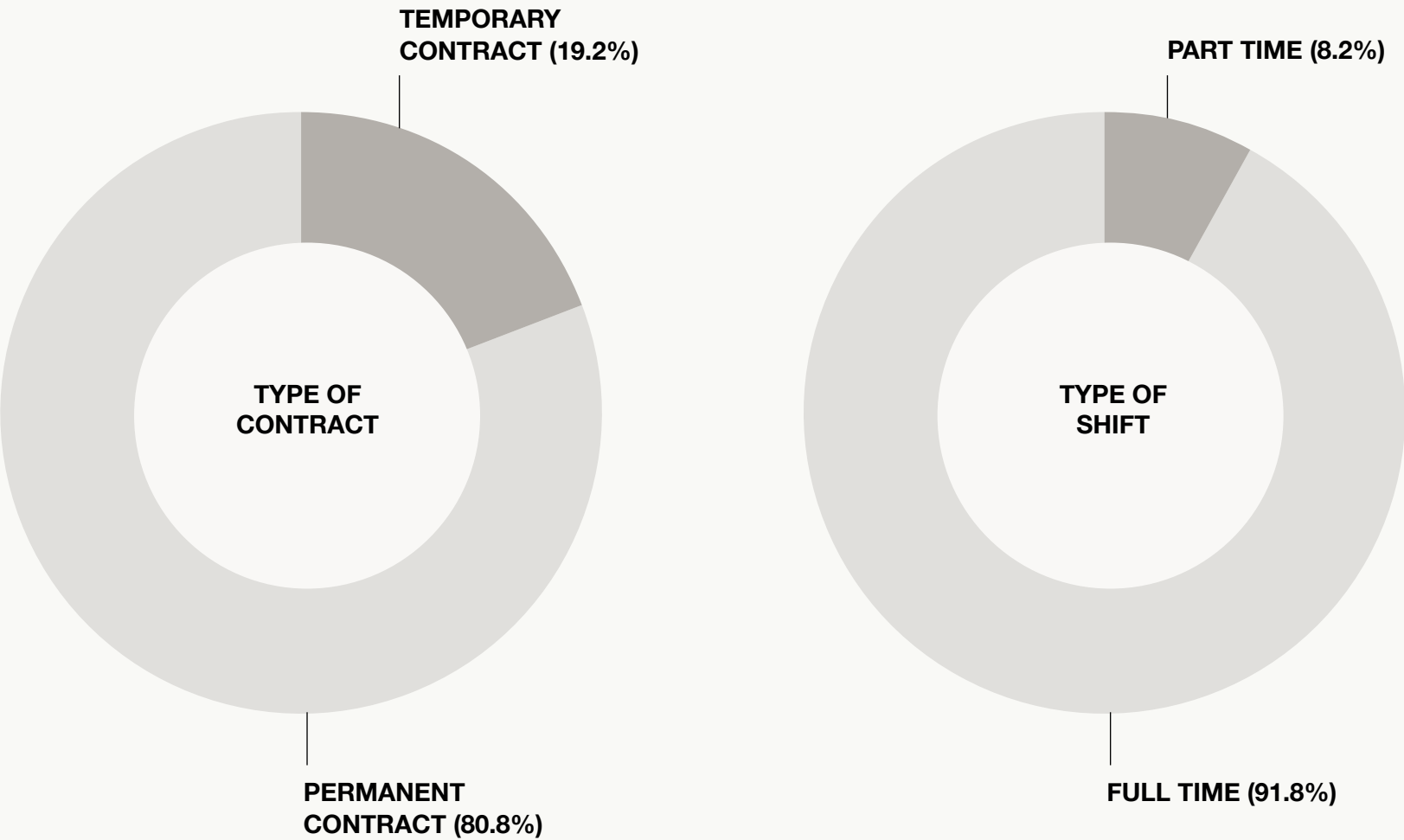
In addition to the measures already established by current regulations, SASMAT RETAIL has agreed on improvements in terms of work-life balance, such as flexible working hours at the beginning of the day, lunchtime and end of the day, and the implementation of a hybrid system of on-site and remote work, among other aspects.

We also have a system of rotating shifts between teams divided into remote and on-site work in offices or shifts (morning/noon/evening) in stores. Both offer the possibility of rotating shifts according to personal needs.

We also ensure that the right to work-life balance or reduced working hours do not affect training opportunities or opportunities for career advancement. To this end, the Training Plan is communicated to

the entire workforce and made available on the corporate platform, so that everyone has access to this information.

Furthermore, we currently have a young workforce, so we have developed a “Maternity/Paternity Guide” which is disseminated through internal communication channels, and which includes the days of leave granted in this situation, links to useful external information, and how to benefit from the enjoyment of breastfeeding and flexible working hours once maternity/paternity leave is over, as well as how to inform the company.



4.2 TALENT MANAGEMENT

4.2.2 TALENT ATTRACTION AND RETENTION

In 2021 we launched our Careers platform where we communicate available opportunities and the possibility of becoming part of our team.

We strive every day to make our employee value proposal ever more attractive. To do so, we put people at the core of our business with a 360° approach

In 2021 we saw a 62.5% growth over the previous year, with 78 people employed at the end of the tax year. On the other hand, there were 3 terminations due to objective dismissal, which represent 11.11% of the total number of terminations.

— GENERAL COMPANY POLICIES

Flexibility, work-life balance, teleworking, safe working environment, etc.

— PROFESSIONAL DEVELOPMENT AND TRAINING

Internal and horizontal promotion, training plans.

— COMPANY CULTURE

We cultivate a culture of collaboration an growth. We encourage the free exchange of ideas and want our employees to feel supported and empowered.

— CORPORATE BENEFITS PACKAGE

Medical insurance, discounts on PDPAOLA products, and discounts on other brands, among others.

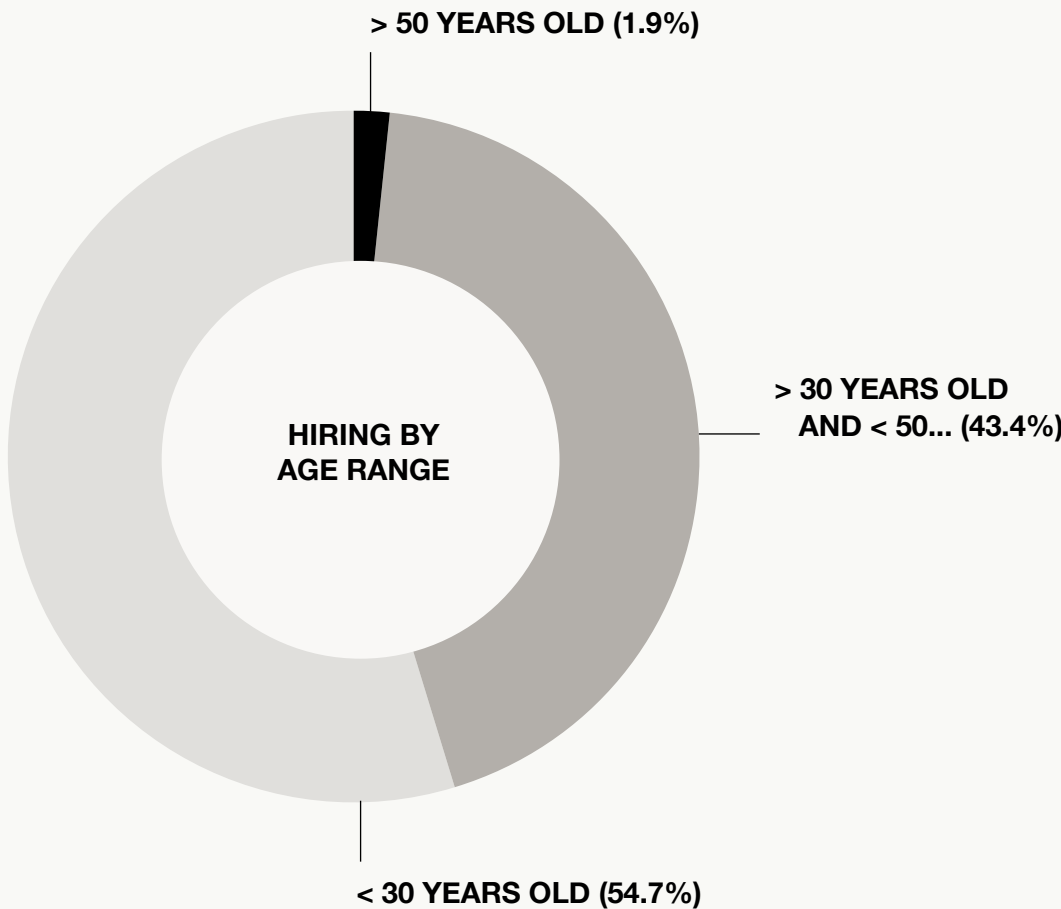
— INTERNAL EVENTS

Breakfasts, snacks, internal PDPAOLA product market, team activities and personal wellness initiatives.

4.2.3 TRAINING AND EDUCATION

In 2021, with the incorporation of the Human Resources team, a study of the needs of each department was conducted and the first draft of the annual training plan for 2022 was prepared. The Training Plan is prepared by Human Resources and both departmental and individual proposals are evaluated; then they are validated by Management and the Heads of each department.

One of the new aspects implemented in 2021 was to include cross-functional onboarding with the aim of ensuring that new staff feel familiar with the organization and are encouraged to achieve the highest levels of productivity in the shortest time possible after starting.



4.3

OCCUPATIONAL HEALTH AND SAFETY

The Human Resources Department acts as a reference for dealing with any issue related to Occupational Risk Prevention and relies on the External Prevention Service to coordinate all actions related to this area. The department itself also serves as a channel for consultation and reporting of anomalies related to occupational health and safety.

In 2021, an assessment was carried out to establish the objectives and lines of action in the short and medium term, as well as a risk analysis of workplaces both in the office and in the store, and technical guidance was provided to all employees on risk prevention in their workplace.

As part of our objective to look after the health of our team, we have made private medical insurance available, through which our staff can sign up on an individual and completely voluntary basis. Medical insurance is covered by the company after 12 months of working in the company, and with a company discount during the first 12 months.

Only one recordable occupational injury occurred in 2021⁴.

⁴ Occupational injury, illness, or disease with any of the following outcomes: death, days off work, work restriction or transfer to other positions, fainting, or medical treatment beyond first aid; or serious injury or illness diagnosed by a physician or other healthcare professional, even if it does not result in death, days off work, work restriction or transfer to other positions, fainting, or medical treatment beyond first aid (GRI 403: Occupational health and safety 2018).

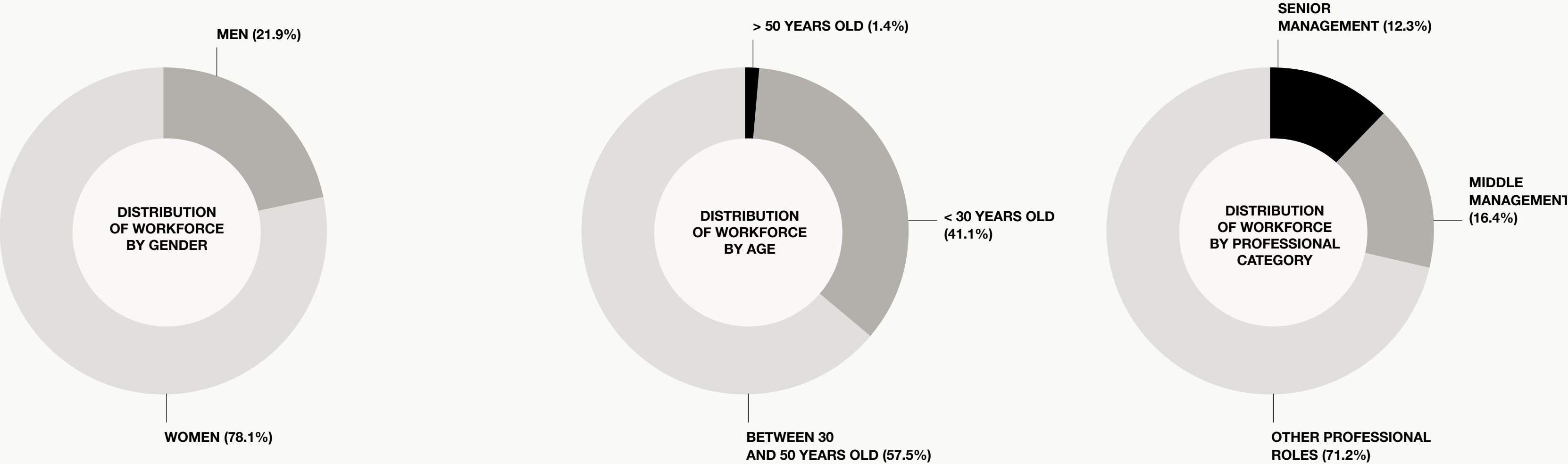
4.4 DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

At SASMAT RETAIL we support the diversity of our team. Currently, our staff is composed of a team of people from 14 different nationalities.

In our selection and internal promotion processes we do not face any kind of barrier or obstacle when incorporating men or women in each position, whether this means filling senior management positions, middle management, or other professional roles. Distribution of the workforce in 2021 by age range, gender and professional category is as follows:

In 2021 we initiated steps to develop our first Equality Plan and began to create our Harassment Prevention and Action Protocol; both will be completed in 2022.

Through the development of the Equality Plan we will undergo an evaluation to determine our current status in the areas of selection and hiring, classification, training and professional promotion, working conditions, and female representation, among others, as well as to establish an action plan, if applicable.



4.4

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

The Equality Plan includes the Remuneration Register, which is a measure to ensure that the company is complying with the obligation to offer equal pay for equal work.

This registration has been carried out in accordance with current regulations⁵ using the Gender Pay Gap Self-diagnosis Tool⁶ . For this, both medians and averages have been taken into account.

In the case of medians, the gap between women and men in base salary is 12%, in favor of male workers. After the receipt of salary and non-salary supplements, the gap in total remuneration is 11%.

In the case of averages, the gap between women and men in base salary is 2%, in favor of male workers. After the receipt of salary and non-salary supplements, the gap in total remuneration is 24%.

The differences in overall salaries can be explained by different reasons: the heterogeneity of the jobs, the perception of salary supplements, etc. The case studies of salary differences are expanded in the Pay Register Report.

An important note: in 2022 we will place special emphasis on the company’s remuneration policy, bringing positions in line with those of the market and further reducing the differences across the board.

⁵ Royal Decree 902/2020, of October 13, 2010, on equal pay for men and women.

⁶ Tool developed by the Institute for Women and Equal Opportunities of the Spanish Ministry of Health, Social Services and Equality with the aim of enabling organizations to carry out a diagnosis of the situation of equality between men and women in terms of salary remuneration.

4.5 OUR COMMUNITY

⁷ For International Women’s Day 2020, SASMAT RETAIL promoted the sale of T-shirts with the slogan “When our sisters shine, we all shine.” The proceeds from the T-shirt sales were donated to the Girls’ Education project of the Plan International foundation. The non-profit organization is focused on working for a just world that promotes children’s rights and equality for girls.

With the Maternity Home project, the company shifted the Aisha collection to the cause of women’s empowerment through decent work, education and fair trade as tools for change. Since launching in September 2019, we have earmarked 5% of the proceeds from the collection to the Afrikable organization.

Women’s rights are of paramount importance to us. We want to help women “have their own shine”, i.e. we celebrate self-discovery and self-confidence, or in other words, we encourage women to celebrate who they are and who they want to become. That is why we support projects committed to gender equality and women’s empowerment.

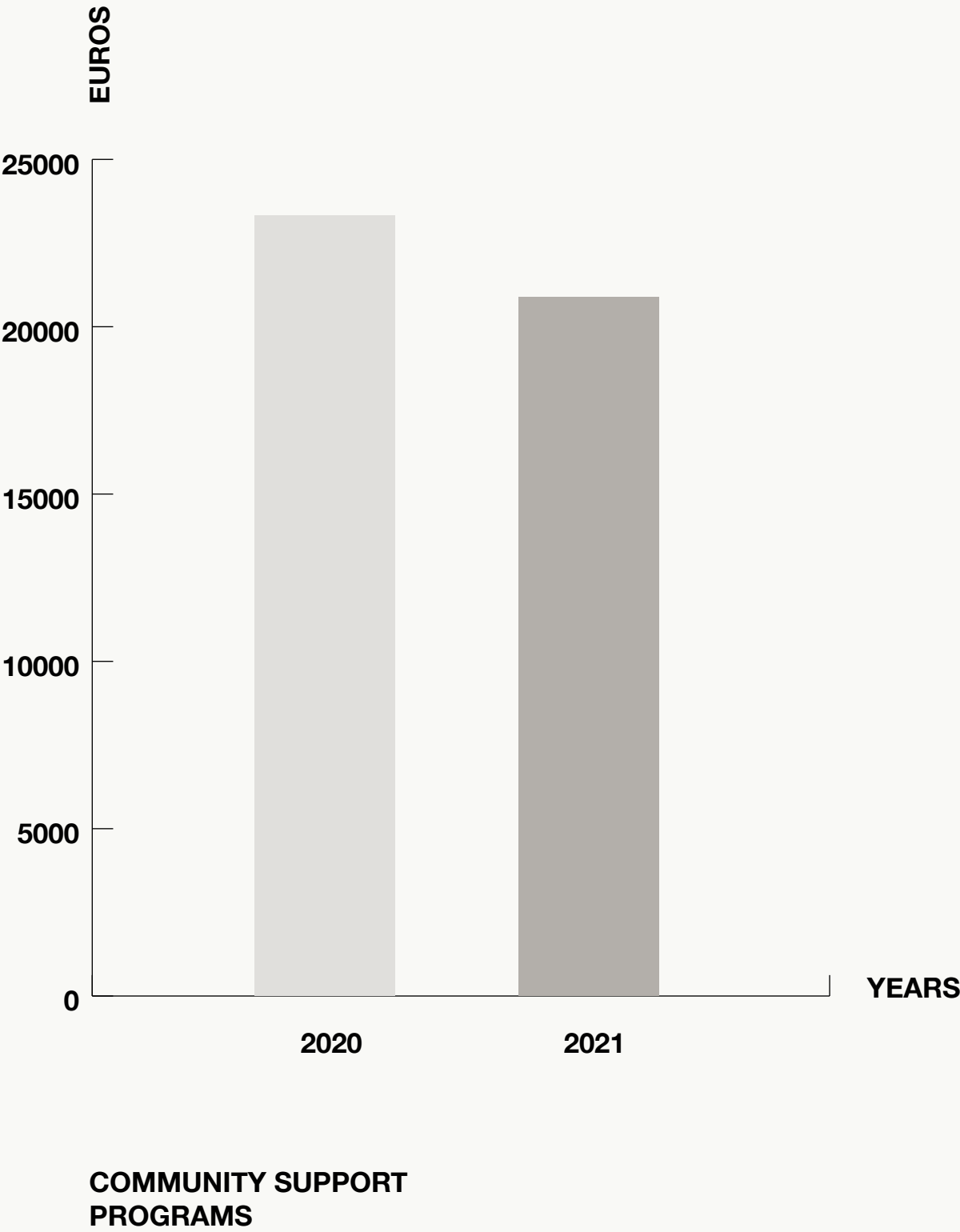
INTERNATIONAL WOMEN’S DAY 2021

In 2021, on the occasion of International Women’s Day, we designed 1,000 limited edition pieces of jewelry to collaborate with the NGO Plan International.

Through the Girls Get Equal project, SASMAT RETAIL has committed to true equality for girls and young women. The project seeks to ensure that every girl has decision-making power over the issues that affect her, and the ability to access leadership positions to build a world free of discrimination, harassment and violence.

The program continues the trajectory of the initiatives carried out in 2020. However, in 2021, contributions to community support programs decreased by 10%. This decrease is due to the creation of environmental support programs in 2021 and the diversification of contributions.

€20.891
DONATION
MADE IN 2021



4.6

KEY INFORMATION

DISTRIBUTION OF WORKFORCE
BY GENDER, AGE AND PROFESSIONAL CATEGORY

	N°	%
DISTRIBUTION BY GENDER		
WOMEN	57	78.08%
MEN	16	21.92%
DISTRIBUTION BY AGE		
< 30 YEARS OLD	30	41.10%
BETWEEN 30 AND 50 YEARS OLD	42	57.53%
> 50 YEARS OLD	1	1.37%
PROFESSIONAL CATEGORY		
SENIOR MANAGEMENT	9	12.33%
MIDDLE MANAGEMENT	12	16.44%
OTHER PROFESSIONAL ROLES	52	71.23%

DISTRIBUTION OF WORKFORCE IN NEW HIRES AND STAFF TURNOVER
BY GENDER, AGE AND PROFESSIONAL CATEGORY

	NEW HIRES		TERMINATIONS	
	N°	%	N°	%
DISTRIBUTION BY GENDER				
WOMEN	43	81.13%	21	77.78%
MEN	10	18.87%	6	22.22%
DISTRIBUTION BY AGE				
< 30 YEARS OLD	29	54.72%	19	70.37%
BETWEEN 30 AND 50 YEARS...	23	43.40%	8	29.63%
> 50 YEARS OLD	1	1.89%	0	0.00%
PROFESSIONAL CATEGORY				
SENIOR MANAGEMENT	2	3.77%	1	3.70%
MIDDLE MANAGEMENT	2	3.77%	2	7.41%
OTHER PROFESSIONAL ROLES	49	92.45%	24	88.89%

4.6

KEY INFORMATION

DISTRIBUTION OF WORKFORCE BY TYPE OF CONTRACT, GENDER, AGE AND PROFESSIONAL CATEGORY				
	PERMANENT CONTRACT		TEMPORARY CONTRACT	
	N°	%	N°	%
DISTRIBUTION BY GENDER				
WOMEN	44	74.58%	13	92.86%
MEN	15	25.42%	1	7.14%
DISTRIBUTION BY AGE				
< 30 YEARS OLD	21	35.59%	9	64.29%
BETWEEN 30 AND 50 YEARS...	37	62.71%	5	35.71%
> 50 YEARS OLD	1	1.69%	0	2.55%
PROFESSIONAL CATEGORY				
SENIOR MANAGEMENT	9	15.25%	0	0.00%
MIDDLE MANAGEMENT	12	20.34%	0	0.00%
OTHER PROFESSIONAL ROLES	38	64.41%	14	100.00%

DISTRIBUTION OF WORKFORCE BY TYPE OF SHIFT, GENDER, AGE AND PROFESSIONAL CATEGORY				
	FULL TIME		PART TIME	
	N°	%	N°	%
DISTRIBUTION BY GENDER				
WOMEN	51	76.12%	6	100.00%
MEN	16	23.88%	0	0.00%
DISTRIBUTION BY AGE				
< 30 YEARS OLD	27	40.30%	1	16.67%
BETWEEN 30 AND 50 YEARS...	39	58.21%	5	83.33%
> 50 YEARS OLD	1	1.49%	0	0.00%
PROFESSIONAL CATEGORY				
SENIOR MANAGEMENT	9	13.43%	0	0.00%
MIDDLE MANAGEMENT	12	17.91%	0	0.00%
OTHER PROFESSIONAL ROLES	46	68.66%	6	100.00%

4.6
KEY INFORMATION

EMPLOYEES COVERED BY COLLECTIVE
BARGAINING AGREEMENT

73
EMPLOYEES COVERED
BY COLLECTIVE
BARGAINING AGREEMENT

100.00%
EMPLOYEES

AVERAGE HOURS OF TRAINING PER
YEAR PER EMPLOYEE

9.28
WOMEN

8.06
MEN

COMMUNITY SUPPORT
PROGRAMS

€23,315
DONATION MADE
IN 2020

€20,891
DONATION MADE
IN 2021

TRAINING HOURS

	NO. HOURS WOMEN	NO. HOURS MEN	TOTAL
TECHNICAL SPECIALIZATION	56	8	64
TRANSVERSAL TRAINING	473	121	594
TOTAL	529	129	658

5

PLANET

- 5.1 Energy consumption
- 5.2 Our carbon footprint
- 5.3 Supporting the environment
- 5.4 Key information

5

WE DON'T WANT TO IGNORE ALL THE THREATS FACING OUR PLANET. AS A COMPANY, WE BELIEVE WE NEED TO CONSIDER THE IMPACT OUR PRACTICES AND PRODUCTS HAVE ON THE ENVIRONMENT, AND START ACTING NOW.

5.1 ENERGY CONSUMPTION

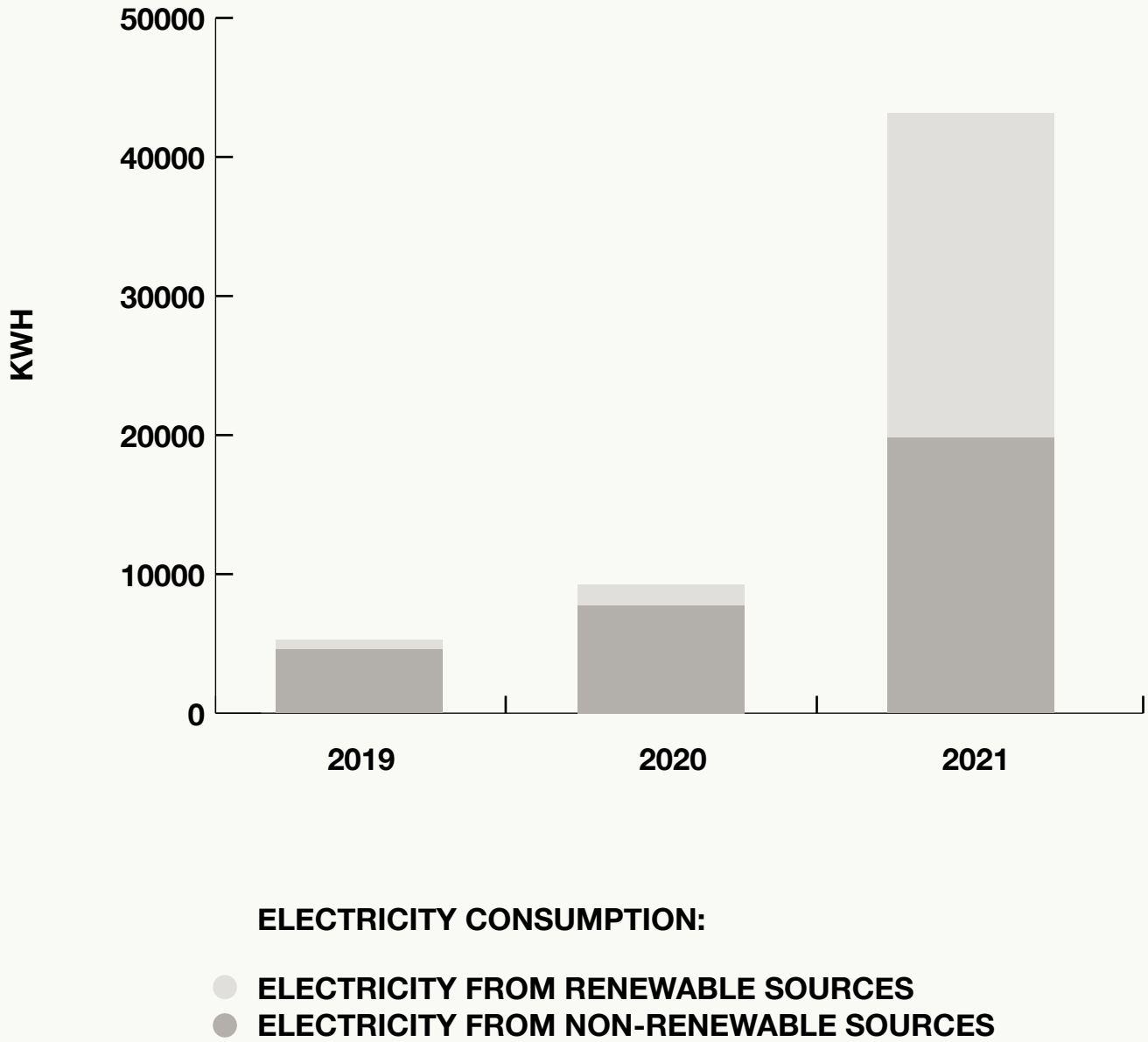
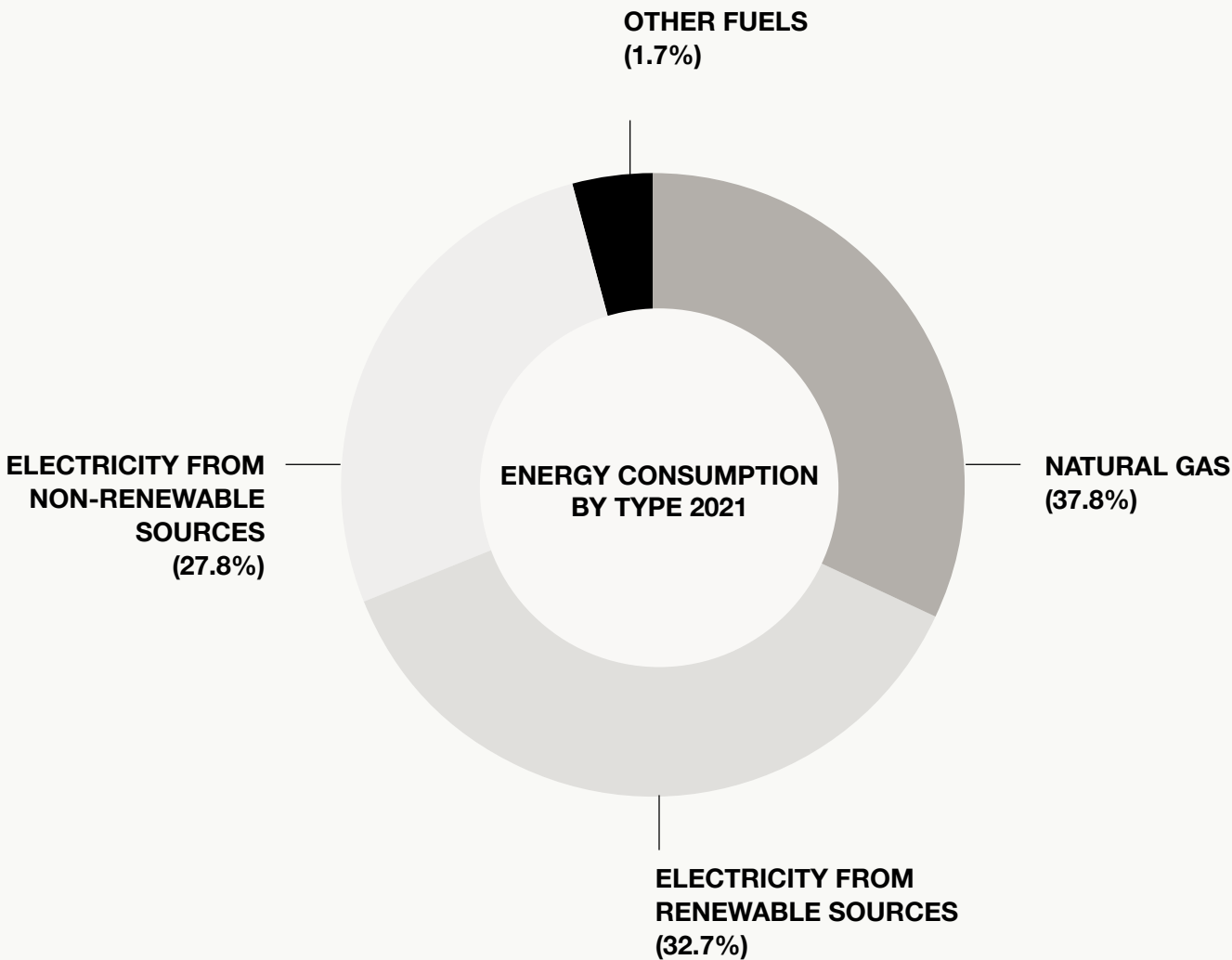
Total energy consumption (including our corporate headquarters and store) was 71,211 KWh in 2021, with electricity accounting for the largest share at 60.5%, followed by natural gas consumption at 37.8%.

In order to reduce energy consumption, our office and store use LED lighting.

5.1.1 TOWARDS RENEWABLE ENERGY

On our path towards renewable energy, we have opted for the use of electricity from renewable sources and certified by the CNMC (National Markets and Competition Commission) to reduce greenhouse gas emissions from our facilities.

By the end of 2021, 100% of our facilities will be supplied with certified renewable energy.



5.2

OUR CARBON FOOTPRINT

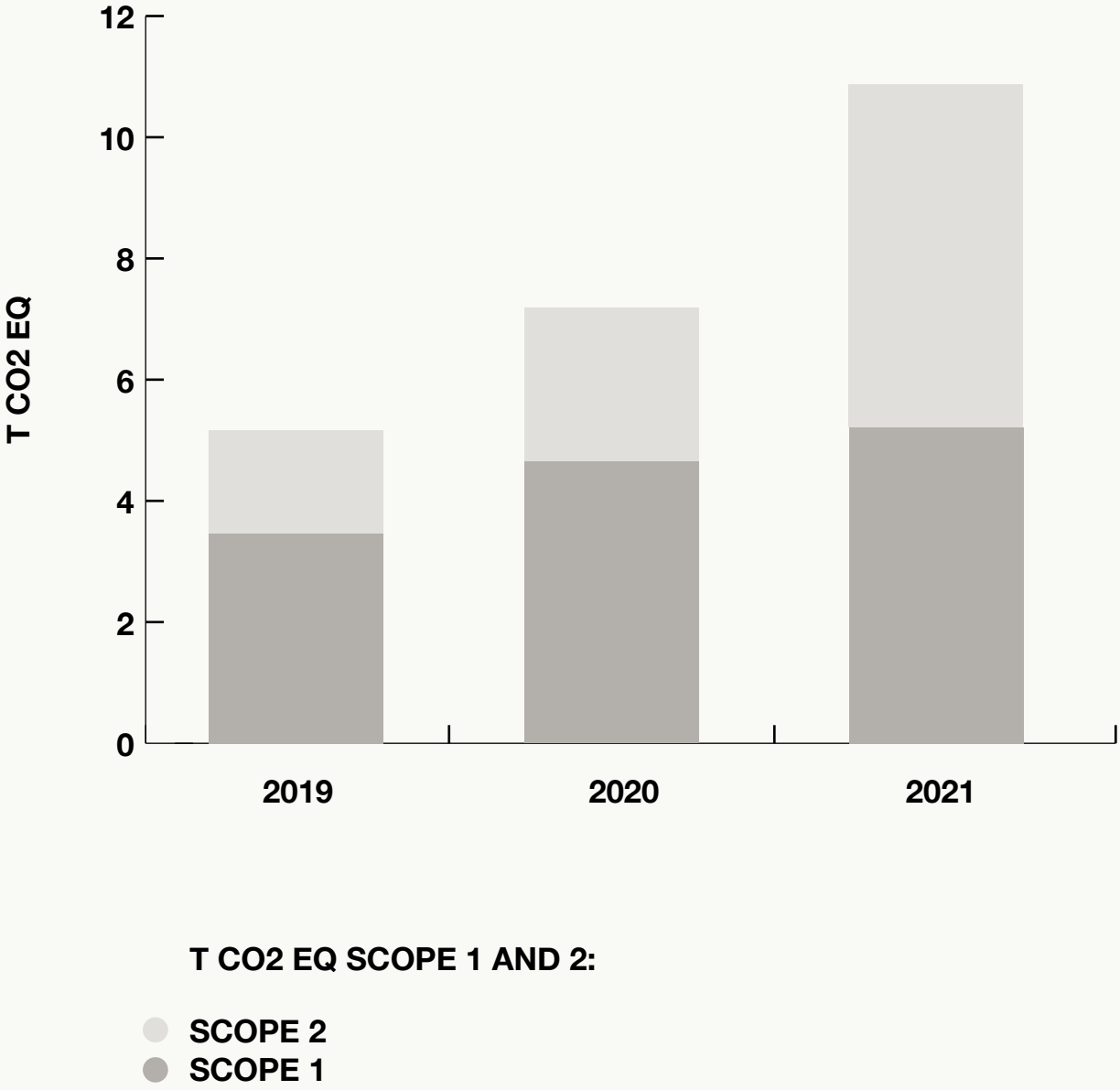
⁸ Scope 1 emissions are direct emissions of greenhouse gases associated with sources owned or controlled by SASMAT RETAIL S.L., such as emissions from boiler combustion, our own vehicles and fugitive emissions, among others.

⁹ Scope 2 emissions are indirect emissions of greenhouse gases associated with the generation of electricity acquired and consumed by SASMAT RETAIL S.L.

Climate change is a fact. Therefore, an essential part of our plan is to seek measures to favor the decarbonization of our business model.

To do this, the first step was to calculate our scope 1⁸ and scope 2⁹ emissions. 2021 CO2 equivalent emissions in tons were 10.88, an increase of 51.3% over the previous year due to the opening of the Barcelona store and the significant increase in staffing that resulted from the move to larger capacity offices.

We are responsible for our emissions and consider it our responsibility to find solutions and alternatives to mitigate the problem. Our first step was to purchase renewable electricity for all our facilities and in 2022 we will neutralize our 2021 emissions through the United Nations Carbon Offset Platform.



5.3

SUPPORTING THE ENVIRONMENT

EDEN REFORESTATION PROJECT - ZAZA COLLECTION

The launch of the Zaza Collection in 2020 was a nod to the human-nature relationship. For each piece of jewelry soled from the Zaza Collection a tree was planted in collaboration with the Eden Reforestation Project.

The non-profit organization Eden Reforestation Planet has done its part in restoring forests and reducing extreme poverty by employing local villagers around the world to plant thousands of trees each year.

49,400 trees were planted between the start of the project and its completion in June 2021. In addition, this project helped generate 494 days of employment for members of impoverished communities.

5.4

KEY INFORMATION

¹⁰ Includes fuel consumption of the company’s own vehicles. Not determined for 2019 and 2020.

¹¹ Consumption is mainly due to the consumption of drinking water, cleaning and sanitary services, so that its discharge to the sewage networks is guaranteed.

ENERGY CONSUMPTION BY ENERGY TYPE

	2019	2020	2021
TOTAL ENERGY CONSUMPTION (KWH)	24,386	34,756	71,211
NATURAL GAS (KWH)	19,106	25,537	26,903
OTHER FUELS (KWH) ¹⁰			1,177
ELECTRICITY (KWH)	5,280	9,219	43,131
ELECTRICITY FROM NON-RENEWABLE SOURCES (KWH)	4,558	7,761	19,819
ELECTRICITY FROM RENEWABLE SOURCES (KWH)	722	1,458	23,312

CARBON FOOTPRINT

	2019	2020	2021
SCOPE 1 (T OF CO2 EQUIVALENT)	3.46	4.65	5.21
SCOPE 2 (T OF CO2 EQUIVALENT)	1.7	2.54	5.66
TOTAL: SCOPE 1 + SCOPE 2 (T OF CO2 EQUIVALENT)	5.16	7.19	10.88

WATER CONSUMPTION

	2019	2020	2021
WATER CONSUMPTION (M³) ¹¹	147	179	165

PROGRAM FOR SUPPORTING THE ENVIRONMENT

\$5,000.00
DONATION MADE
IN 2021

6

PRODUCT

- 6.1 Towards more responsible materials
- 6.2 Product health and safety
- 6.3 Supply chain
- 6.4 Packaging

6

INTRODUCING MORE RESPONSIBLE MATERIALS WITHOUT COMPROMISING QUALITY, AND WORKING TOWARDS A MORE RESPONSIBLE SUPPLY CHAIN.

WE HAVE MANY CHALLENGES AHEAD OF US, SUCH AS IMPROVED TRACEABILITY, RESPONSIBLE SOURCING AND, IN GENERAL, JEWELRY MADE IN A SUSTAINABLE WAY.

6.1 TOWARDS MORE RESPONSIBLE MATERIALS

NOTE:

In the Chemical Vapor Deposition (CVD) process, a diamond seed (lab-grown diamond dust) is placed in a vacuum chamber that is heated at high temperature and filled with a carbon rich gas. This gas is ionized, letting the pure carbon slowly adhere to the diamond dust, atom by atom, layer by layer, which ultimately culminates in the creation of the diamond.

Regarding the High Pressure - High Temperature (HPHT) technique, the diamond seed (also lab-grown diamond dust) is placed on a piece of coal in high pressure and temperature conditions. This seed melts together with the coal, leading to a larger diamond forming around, that is finally cooled to discover the created diamond.

¹² Diamond is rated 10 on the Mohs Hardness Scale.

At SASMAT RETAIL we are introducing more responsible materials that meet sustainability criteria to promote a circular economy, achieve a more responsible supply chain and meet the demands of our customers.

We know that these efforts are not enough, as our main line is still made of unsustainable materials such as silver. But this is part of the set of challenges that lie ahead, and we are continuously searching for innovative materials and processes, as well as recognized international tools and standards that allow us to certify the reduction of our product’s environmental and social impact.

6.1.1 RECYCLED METAL

By using recycled metals, we can avoid the use of new raw materials and reduce the social, ethical and environmental risks associated with the mining process.

Mining is a process with negative environmental impacts and is associated with significant adverse effects, including those related to human rights and other conflicts, such as the financing of armed conflict, abuses by security contractors, money laundering, corruption and non-payment of royalties.

The metals of recycled origin used in the manufacture of our jewelry come from smelters verified by the Chain of Custody standard of the Responsible Jewellery Council, the leading global organization responsible for the development of standards covering the entire value chain of the jewelry and watchmaking sector.

When we conceived our first Fine Jewelry collection, we had one thing clear— we wanted to use recycled gold. This collection represents our first true transition to a more responsible version of ourselves. Our Fine Jewelry pieces contain 18K recycled gold and lab-grown diamonds, which have this in common: they are free of mining.

6.1.2 LAB-GROWN DIAMONDS

Diamonds are known as the hardest material on Earth, since they are characterized by their resistance to scratching and their ability to scratch other metals .

Considered “the world’s most precious gem”, there is no doubt that its brilliance and beauty are impressive; however, this does not justify the environmental and social damage caused by mining.

In recent years, awareness of how diamonds are sourced and the importance of creating a more ethical and sustainable value chain has grown, resulting in the creation of international standards such as the Kimberley Process, which aims to end the flow of conflict diamonds. Furthermore, a key innovation fueled the creation of the first man-made diamonds: lab-grown diamonds.

Lab-grown diamonds allow us to exclude mining from the process and, therefore, the social risks associated with it. This is because lab-grown diamonds are made by replicating the way mined diamonds are created in nature, using technology that reproduces the natural growth process of diamonds without the negative human toll.

They are physically, optically and chemically equal to those grown under the earth’s surface. This is why the criteria for assessing their quality is the same: The 4 Cs (Color, Clarity, Cut and Carat).

In particular, our diamonds are created in the laboratory using Chemical Vapor Deposition and High Pressure - High Temperature techniques.

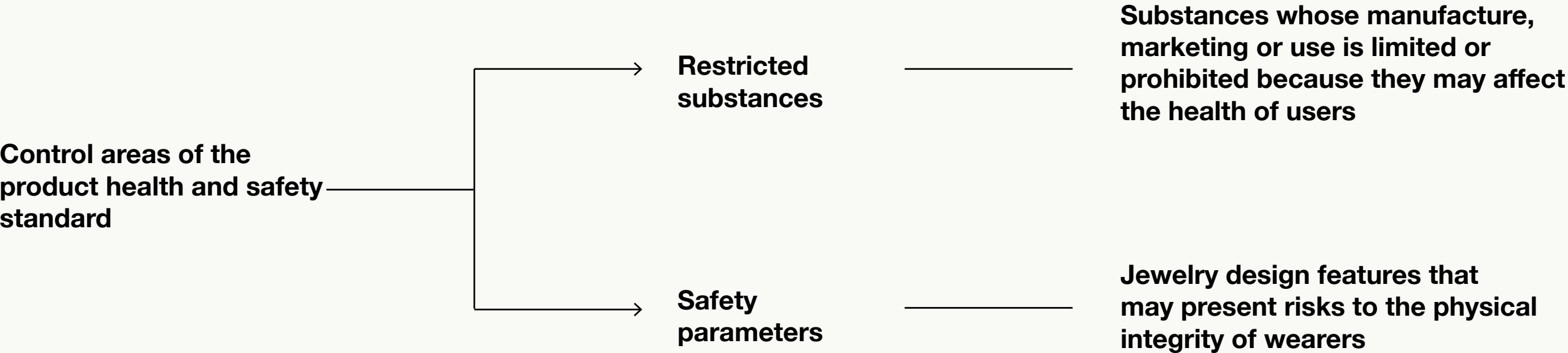
6.2

PRODUCT HEALTH AND SAFETY

Another key factor we consider when manufacturing our products is that they comply with health and product safety standards, especially those intended for more vulnerable groups such as children. With this in mind, in 2021 we developed our Product Health and Safety Standard in compliance with the most stringent requirements of product health and safety laws in the markets in which we operate.

All our jewelry suppliers must comply with the requirements of this standard. To ensure compliance with our standard, we work with internationally-recognized laboratories that verify proper application by performing analyses on jewelry items.

In 2021, we have not detected any type of non-compliance with the applicable product safety and health regulations in our analysis of the marketed jewelry items.



6.3 SUPPLY CHAIN

6.3.1 RESPONSIBLE SOURCING

We actively work to produce jewelry in a responsible manner and create a positive impact on society and the environment. With this in mind, we have developed our responsible sourcing program based on compliance with our Supplier Code of Conduct and our Responsible Sourcing Policy, with which every supplier must comply.

Our program is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals in Conflict-Affected or High-Risk Areas.

To ensure compliance with our responsible sourcing program, the Sustainability Department evaluates each potential supplier prior to becoming part of the SASMAT RETAIL supply chain and annually evaluates existing suppliers.

In addition, recognizing that traceability is the basis for identifying, measuring and reducing a company’s overall environmental and social impact, we collect data on all of our purchase orders through our internal tools where direct suppliers break down the factories used in production and which refineries they source from (see Traceability for more information).

Based on the information collected, the identification, evaluation and prioritization of risks that may cause adverse impacts on workers, communities or the environment is carried out on a regular basis. In particular, the risk assessment includes:

- Identification of conflict-affected and high-risk areas
- Identification of risks at country level
- Identification of risks at supplier/product level

Based on the risk assessment, high-risk suppliers undergo an independent third-party audit in accordance with internationally-recognized standards previously approved by SASMAT RETAIL.¹³

In 2021 all high-risk direct suppliers provided audit reports where no non-compliances considered as “Zero Tolerance” in our Responsible Sourcing Policy were identified.¹⁴

100% AUDITED
HIGH-RISK DIRECT
SUPPLIERS

0 ZERO TOLERANCE
CASES IDENTIFIED.

However, as part of our responsible sourcing program, we have adequate response plans in place to prevent or mitigate potential risks, adverse impacts or any other non-compliance with company requirements. We accompany and grow together with our suppliers; therefore we will only break ties with those suppliers associated with the most harmful impacts, as defined in our Responsible Sourcing Policy. In all other cases, we are committed to taking the necessary measures to increase leverage, either individually or collaboratively, to prevent or mitigate risks.

¹³ The standards approved by SASMAT RETAIL are RJC Code of Practice, SMETA and BSCI.

¹⁴ SASMAT RETAIL has a Zero Tolerance stance against serious human rights abuses, direct or indirect support to non-state armed groups, and abuses by public or private security forces, as well as against bribery, fraud and money laundering.

POLICY AND
MANAGEMENT SYSTEM

(1)

RISK
ANALYSIS

(2)

SUPPLIER
AUDIT

(3)

ACTION
PLAN

(4)

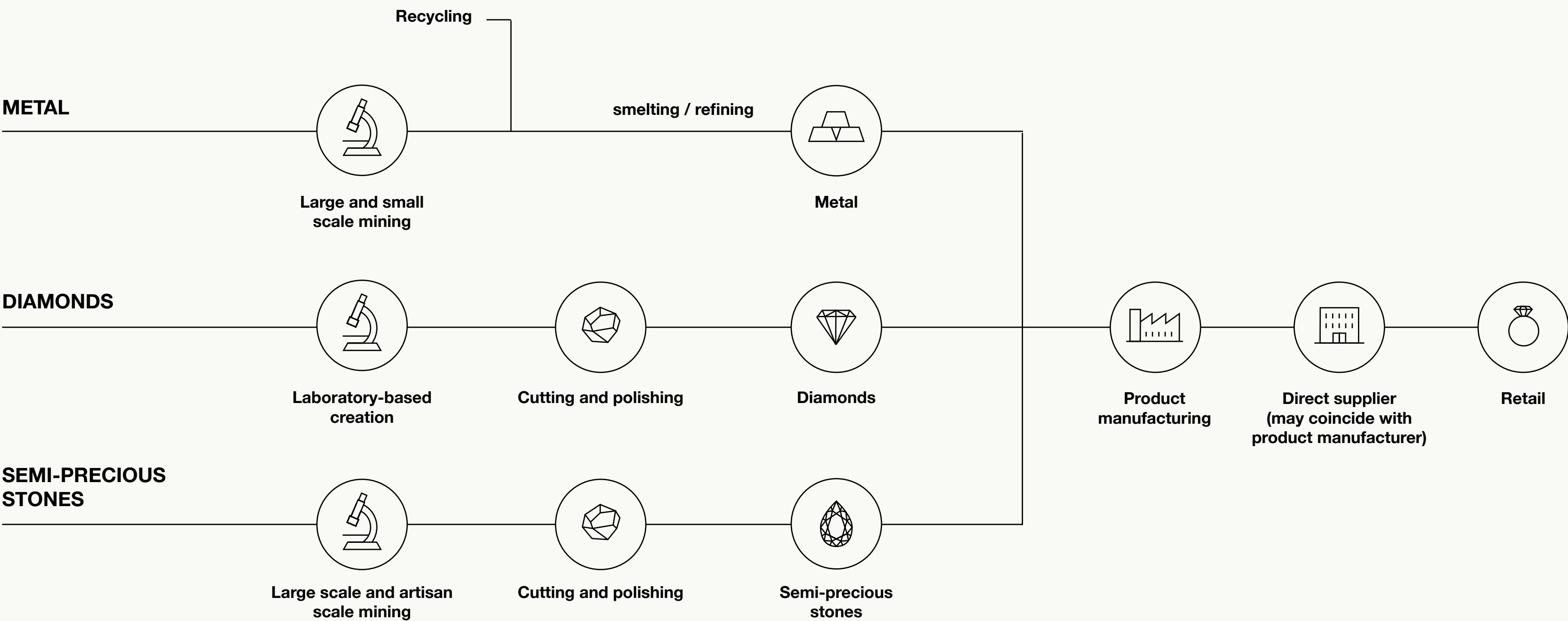
COMMUNICATION

(5)

6.3 SUPPLY CHAIN

6.3.2 TRACEABILITY

Traceability is the basis for identifying, measuring and reducing a company’s overall environmental and social impact. However, traceability is one of the great challenges facing our industry. Traceability of the supply chain is incredibly difficult given that the raw materials we use (metals and gems) come from different parts of the world and pass through multiple hands until they reach one of our pieces.



6.3 SUPPLY CHAIN

In this regard, we maintain an ongoing dialogue with our suppliers to ensure that they inform us of all the facilities and processes they use in the creation of each of our jewels before production begins.

We focus our efforts on knowing how, where and with what our jewelry is made, an essential step to building trust with our customers. Today, we use internal tools to map the suppliers that produce our goods, to collect information on facilities and raw materials, and ultimately to ensure a more responsible supply chain every day.

01. ISSUING OF PURCHASE ORDER

The purchase order is issued, and in parallel the tool is provided to declare the facilities used in the production and the sources of the precious stone and metal supply.

02. SUPPLIER DECLARATION

The supplier declares the facilities used in production and the sources of the precious stone and metal supply.

03. VALIDATION OF INFORMATION

The sustainability department evaluates the information, evidence and documents received.

04. APPROVAL AND PRODUCTION

The supplier declaration is approved and is developed with production.

2021: 4 SUPPLIERS WITH
PURCHASE OF FINISHED
JEWELRY PRODUCTS.

16 JEWELRY FACTORIES
ASSOCIATED WITH
SUPPLIERS WITH
PURCHASE¹⁵.

¹⁵ Includes factories declared by suppliers with purchase. Includes the processes of manufacturing, assembling and finishing jewelry, and cutting and polishing stones.

6.3
SUPPLY CHAIN



6.4

PACKAGING

In 2021, we launched our new Fine Jewelry packaging and redesigned our regular packaging based on four aspects to reduce its environmental impact:

- Optimized volumetric packaging: the size of our packaging is designed to optimize space and reduce the use of materials as much as possible.
- FSC or PEFC certified paper: paper and cardboard from FSC or PEFC responsibly managed forests.
- Single-material boxes and cases: the choice of a single material allows for selective sorting and optimal recycling.
- Towards plastic-free packaging: shipments from our website are already plastic-free, and we are working to make shipments from other e-commerce platforms plastic-free as well.

PARTNERSHIPS

- 7.1 Responsible Jewellery Council (RJC)
- 7.2 UN Global Compact

7

**WE UNDERSTAND THAT
TRANSFORMATIVE PARTNERSHIPS
AND ASSOCIATIONS ARE THE ONLY
WAY TO FIND COMPREHENSIVE AND
INNOVATIVE SOLUTIONS TO THE
CURRENT AND FUTURE CHALLENGES
THE JEWELRY INDUSTRY FACES.**

7.1

RESPONSIBLE JEWELLERY COUNCIL (RJC)

In 2021 we became a member of the Responsible Jewellery Council (RJC), the world’s leading standards-setting organization covering the entire value chain of the jewelry and watch industry. We promote the RJC among our suppliers, as well as its two standards: Code of Practice (COP) and Chain of Custody (COC). Both allow us to improve our supply chain, as well as to ensure business ethics and responsible management of our suppliers.

NOTE:

- Code of Practice (COP)
The COP is aligned with the OECD Due Diligence Guidance and the UN Guiding Principles on Business and Human Rights. By implementing the Code of Practice, members contribute to the United Nations 2030 agenda and the 17 Sustainable Development Goals.
- Chain of Custody
The COC Standard defines an approach for companies to handle and trade gold, silver and platinum-group metals in a traceable and responsibly-sourced manner. COC certification complements the RJC’s COP certification.

7.2

UN GLOBAL COMPACT

We have been part of the United Nations Global Compact since 2021, showing our commitment to establishing ethical management based on the Ten Principles of the Global Compact, to contribute to the achievement of the Sustainable Development Goals (SDGs) and to communicate our progress annually. In 2022 we will communicate our first progress report.

The Global Compact’s Ten Principles are derived from United Nations declarations on human rights, labor, environment and anti-corruption, and enjoy universal consensus.

There are 17 Sustainable Development Goals (SDGs) with 169 specific targets to be achieved by 2030. We, as a private sector company, have a key role to play in this roadmap, being both a responsibility and an opportunity to align the SDGs with our sustainability strategy. For more information, see our Alignment with the SDGs.

NOTE:

- Human Rights
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.
- Labor Rights
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.
Principle 5: Businesses should support the elimination of child labor.
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

- Environment
Principle 7: Businesses should maintain a preventive approach that favors the environment.
Principle 8: Businesses should encourage initiatives that promote greater environmental responsibility.
Principle 9: Businesses should encourage the development and diffusion of environmentally-friendly technologies.
- Anticorruption
Principle 10: Businesses should fight corruption in all its forms, including extortion and bribery.

ANNEXES

- 8.1 GRI table of contents
- 8.2 Most relevant contribution to the SDGs

8.1

GRI TABLE OF CONTENTS / GLOBAL COMPACT / SDGs

GRI	DESCRIPTION INDICATOR	SECTION
GENERAL CONTENT		
ORGANIZATION PROFILE		
102-1	Organization name	SASMAT RETAIL & PDPAOLA
102-2	Activities, brands, products and services	Our Business Model
102-3	Location of headquarters	SASMAT RETAIL & PDPAOLA
102-4	Location of operations	Our Business Model
102-5	Property and legal form	SASMAT RETAIL & PDPAOLA
102-6	Markets served	Our Business Model
102-7	Size of organization	SASMAT RETAIL & PDPAOLA
102-8	Information about employees and other workers	Key information (people)
102-9	Supply chain	Our Business Model
		Supply chain
102-10	Significant changes in the organization and its supply chain	N/A
102-11	Precautionary principle or approach	Our Business Model
		Ethical culture and compliance
102-12	External initiatives	Our Business Model
		Our approach to sustainability
		Partnerships
102-13	Membership in associations	Partnerships
STRATEGY		
102-14	Statement from upper management responsible for decision making	A message from our founders
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of conduct	Our mission
		Vision and values
		Ethical culture and compliance

8.1

GRI TABLE OF CONTENTS / GLOBAL COMPACT / SDGs

GOVERNANCE		
102-18	Governance structure	Our approach to sustainability
		Ethical culture and compliance
STAKEHOLDER PARTICIPATION		
102-40	Stakeholder list	Identification and dialogue with stakeholders
102-41	Collective bargaining agreements	Key information (people)
102-42	Stakeholder identification and selection	Identification and dialogue with stakeholders
		Materiality analysis
102-43	Approach for stakeholder participation	Materiality analysis
102-44	Key issues and concerns raised	Materiality analysis
PRACTICES FOR DEVELOPING REPORTS		
102-45	Entities included in the consolidated financial statements	About this report
102-46	Definición de los contenidos de los informes y las coberturas del tema	About this report
		Our approach to sustainability
102-47	List of material topics	Materiality analysis
102-48	Restatement of information	N/A
102-49	Changes in the development of the report	N/A
102-50	Reporting period	About this report
102-51	Date of the last report	About this report
102-52	Cycle for developing reports	About this report
102-53	Contact point for questions regarding the report	About this report
102-54	Statement of development of the report in accordance with GRI Standards	This report has been developed in accordance with the Core option of the GRI Standards.
102-55	GRI table of contents	GRI table of contents / Global Compact / SDGs
102-56	External verification	This report has not been externally verified
ECONOMICS		
ANTICORRUPTION		
205-3	Confirmed corruption cases and actions taken	No corruption cases have been confirmed in 2021

8.1

GRI TABLE
OF CONTENTS /
GLOBAL COMPACT /
SDGs

ENVIRONMENT		
ENERGY		
302-1	Energy consumption within the organization	Energy consumption
		Key information (planet)
WATER AND EFFLUENTS		
303-5	Water consumption	Key information (planet)
EMISSIONS		
305-1	Direct GHG emissions (Scope 1)	Our carbon footprint
		Key information (planet)
305-2	Indirect GHG emissions when generating energy (Scope 2)	Our carbon footprint
		Key information (planet)
ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	There have been no cases of non-compliance in this area
SOCIETY		
EMPLOYMENT		
401-1	New employee hires and staff turnover	Key information (people)
OCCUPATIONAL HEALTH AND SAFETY		
403-6	Promotion of workers’ health	Occupational health and safety
403-9	Work-related injuries	Occupational health and safety
TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	Key information (people)
DIVERSITY AND EQUAL OPPORTUNITIES		
405-1B	Diversity in governing bodies and employees	Key information (people)
405-2	Ratio of base salary and remuneration for women versus men	Diversity, inclusion and equal opportunities





8.1

GRI TABLE OF CONTENTS / GLOBAL COMPACT / SDGs

NON-DISCRIMINATION		
406-1	Discrimination cases and corrective actions taken	No discrimination cases have been detected in 2021
LOCAL COMMUNITIES		
413-1	Operations with local community participation, impact assessments and development programs	Our community
CUSTOMER HEALTH AND SAFETY		
414-1	New suppliers who have passed selection filters according to social criteria	Responsible sourcing
SALUD Y SEGURIDAD DE LOS CLIENTES		
416-1	Assessment of the impact of product or service categories on health and safety	Product health and safety
416-2	Non-compliance cases relative to the impact of product or service categories on health and safety	There have been no cases of non-compliance in this area




8.2

MOST RELEVANT CONTRIBUTION TO THE SDGs

SDG	CHALLENGE	DESCRIPTION OF THE CHALLENGE	SECTION
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	5.1	End all forms of discrimination against all women and girls worldwide.	Ethical culture and compliance
			Supply chain
			Diversity, inclusion and equal opportunities
	5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, and sexual and other forms of exploitation.	Our community
	5.5	Ensure women’s full and effective participation and equal leadership opportunities at all decision-making levels in political, economic and public life.	Ethical culture and compliance
			Diversity, inclusion and equal opportunities
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div></div>	7.2	By 2030, significantly increase the share of renewable energy in the overall energy mix.	Towards renewable energy
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	8.7	Take immediate and effective measures to eradicate forced labor, end modern forms of slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labor (including the recruitment and use of child soldiers), and by 2025, end child labor in all its forms.	Ethical culture and compliance
			Supply chain
	8.8	Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, in particular migrant women and those in precarious employment.	Ethical culture and compliance
			Supply chain
			Occupational health and safety
<div>10</div> <div>REDUCED INEQUALITIES</div> <div></div>	10.2	By 2030, foster and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion and economic or other status.	Ethical culture and compliance
			Diversity, inclusion and equal opportunities
	10.3	Ensure equal opportunities and reduce inequality of outcomes, including by eliminating discriminatory laws, policies and practices, and promoting appropriate legislation, policies and measures in this regard.	Ethical culture and compliance
			Diversity, inclusion and equal opportunities
	10.4	Adopt policies, especially fiscal, wage and social protection policies, progressively achieving greater equality	Diversity, inclusion and equal opportunities

8.2

MOST RELEVANT CONTRIBUTION TO THE SDGs

<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>	12.2	Achieve sustainable management and efficient use of natural resources by 2030.	<u>Hacia materiales más responsables</u>
	12.4	By 2020, achieve the environmentally-sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse effects on human health and the environment.	<u>Packaging</u> <u>Product health and safety</u>
<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div></div>	16.2	End abuse, exploitation, trafficking and all forms of violence and torture against children.	<u>Ethical culture and compliance</u>
	16.4	By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets, and combat all forms of organized crime.	<u>Supply chain</u> <u>Ethical culture and compliance</u> <u>Supply chain</u>
	16.5	Significantly reduce corruption and bribery in all its forms.	<u>Ethical culture and compliance</u> <u>Supply chain</u>
<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div>	17.16	Improve the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, particularly developing countries.	<u>Responsible Jewellery Council (RJC)</u> <u>UN Global Compact</u>
	17.17	Foster and promote effective partnerships in the public, public-private and civil society spheres, taking advantage of the experience and strategies for obtaining resources from partnerships.	<u>Responsible Jewellery Council (RJC)</u> <u>UN Global Compact</u>

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