



“ DOSSIER CORPORATE SUSTAINABILITY ”

PROGRESS COMMUNICATION 2022

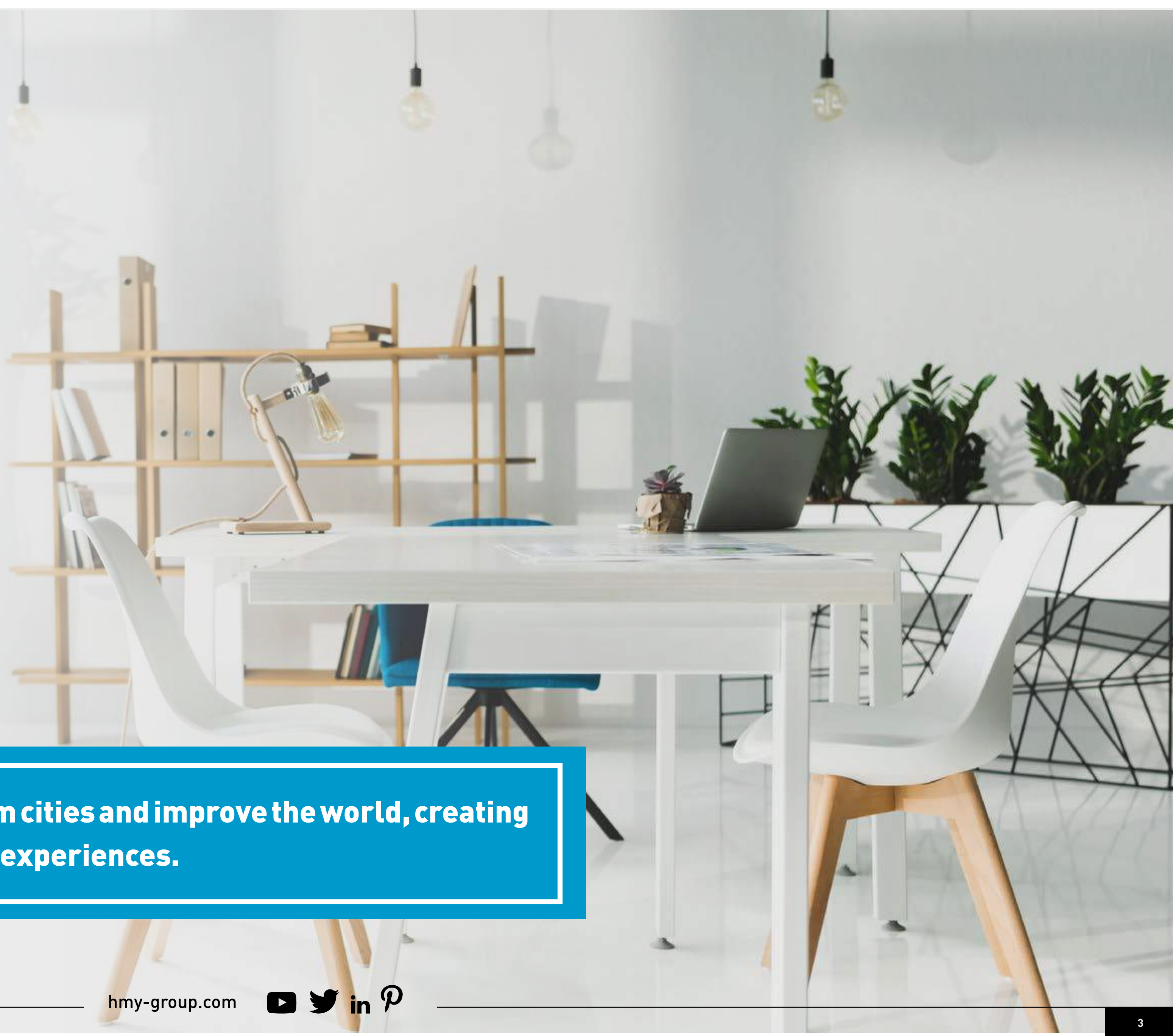


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HMY

HMY is the international leader in 361st global services and retail innovation.

The French-based Group has a 60-year track record of offering comprehensive solutions for engineering, furniture manufacturing and assembly for retail, as well as consulting, design and architecture services, site and project management, and divisions specializing in new technologies and lighting.



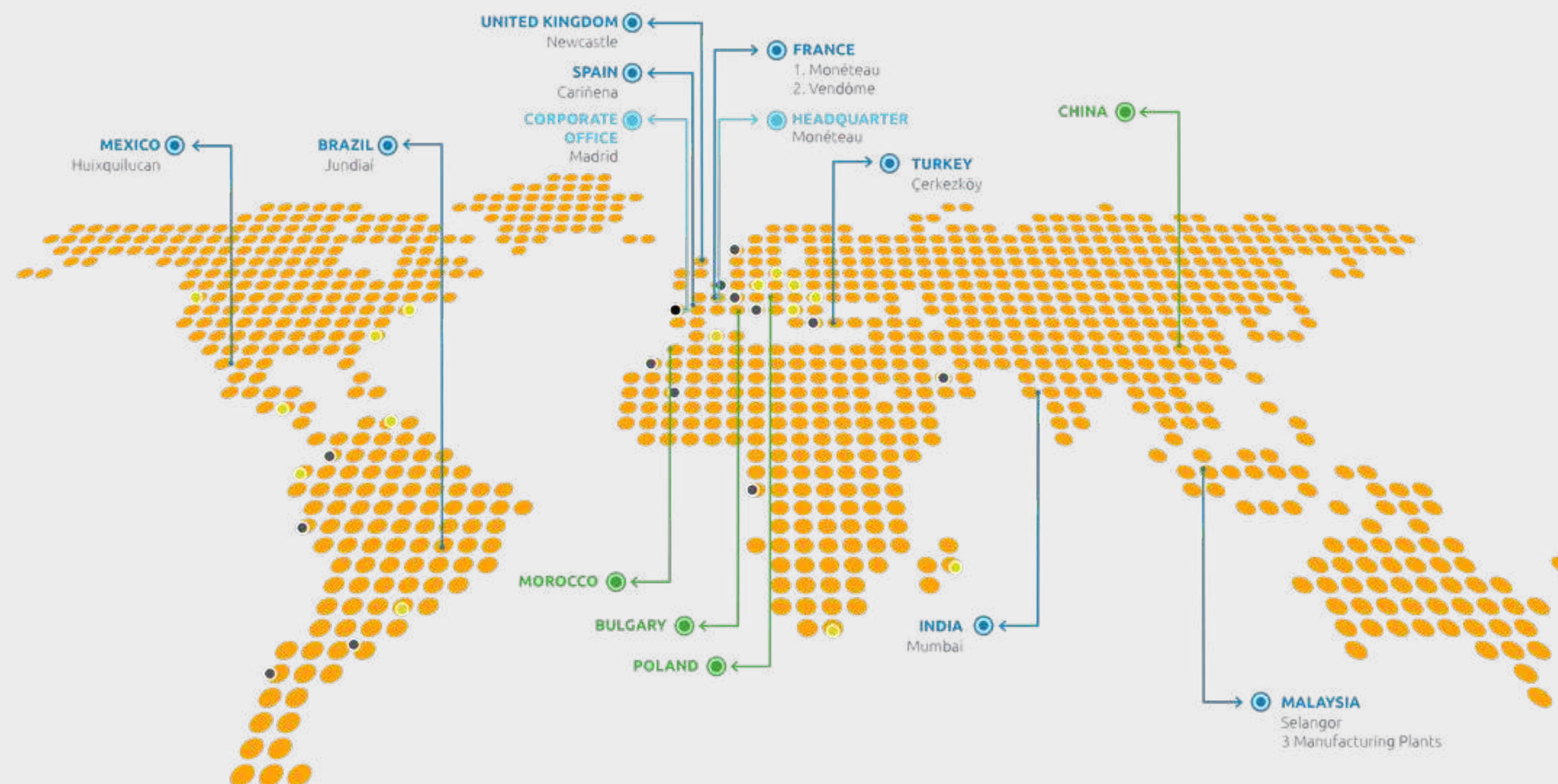
“Our purpose is to reinvent retail to transform cities and improve the world, creating unique, innovative and excellent shopping experiences.”

A global reach company

A global structure with scope and deep local knowledge reflected in all our activity. To adapt to each market, and its culture, we have offices spread across all continents, which allows us to accompany our customers in their international expansion.

Within this structure, HMY manages 12 production units located in **France, Spain, the United Kingdom, Turkey, Brazil, Malaysia, India, and Mexico**. Our factories are certified according to international standards in ISO9001 quality, ISO45001 safety, ISO 14001 environment, in addition to surpassing each year, SMETA Social Audits and being part of the SEDEX and Ecovadis organizations.

“HMY, the company is present in more than 194 countries and has more than 90 sales offices around the world.”



● Headquarter & Corporate Office
 ● HMY Factories
 ● HMY Offices
 ● Supply Chain
 ● Partnership

Our Values

At HMY we are absolutely committed to values that identify and distinguish us in any country in the world where we are present and that , together , make up our policy.



OUR CUSTOMER SATISFACTION

Understand customers and consumers needs.

Satisfy our customers and stakeholders by ensuring agreed requirements and applicable regulations.

Propose tomorrow's Retail (Design, Retail, Tech, Consulting, Bio, Collection, Digital).

Contribute our sustainable development capabilities, based on our 3R quality policy: Rigor, Responsibility and Root Cause.

Customer satisfaction.



WE TAKE CARE OF PEOPLE

Lead by example.

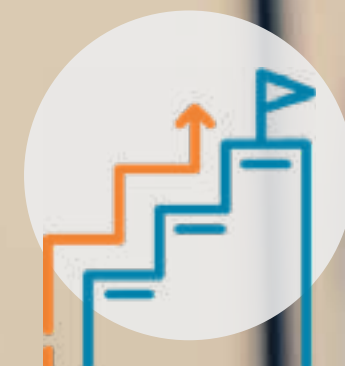
Managing careers (versatility , equal opportunities , integration, teamwork, rigour, professionalizing our skills).

Respect physical and moral integrity and be fair to our employees.

To feel proud of ourselves and our company as a single team.

Our Values

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OUTCOMES ORIENTATION

Increase our market share in our historical segments through concepts, teams proximity and professionalization and through a specific organization (quote, source, orientation book) in developing markets.

Achieve operational performance through continuous goals improvement and periodic review and outcome feedback.

Mitigate business risks through preventive measures and contingency plans.



GLOBAL COMPANY

Supporting our international customers. Standardize best practices and innovations among all our centres and employees.

Diversify our sustainable suppliers network, minimizing climate-sensitive risks.

Develop alliances with our suppliers.

A unique image , under HMY banner , allows us to be recognized worldwide as a team that offers a service without borders.

Our Values

At HMY we are absolutely committed to values that identify and distinguish us in any country in the world where we are present and that, together, make up our policy.



SUSTAINABILITY

At HMY we are committed to UN Global Compact 10 principles and the 17 SDGs.

Respect for human rights, the fundamental principles of the ILO declaration, and the established requirements on safety and health at work, as well as on quality and the environment, applicable to all business activities and their products throughout their life cycle, as well as to the promotion of energy savings and efficiency.

We strive to prevent pollution, limit our carbon footprint and fight waste through a circular economy model.

Legal timber trade promotion and good practices in forestry operations.

Developing eco-design for a viable and equitable society and environment.

Act responsibly and ethically.



Download here our Values

Our commitment

01/06/2022

To our stakeholders:

I am pleased to confirm that the HMY Group and all its affiliates reaffirm their support for the ten principles of the United Nations Global Compact. In the areas of: human rights, labour, environment and anti-corruption.

In this annual communication about our progress, we describe our continuous improvement actions in Global Compact integration and its principles of our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our main communication channels.

Sincerely,


Walter Ceglia Presidente de HMY

Economic background

+470 M€
turnover

....

12
factories

....

Coverage in
+160 countries

....

+3,400
customers

....

+90 commercial
offices worldwide

....

+38,000
projects

....

3,000
employees
worldwide

+200
assembly
teams

Actions and policies related to human rights conventions

For HMY , respect for human rights , the principles and fundamental rights at work contained in the ILO declaration , and the requirements established in the field of occupational health and safety, environment and quality, complying with local laws in force , are the principle that governs all our future decisions and actions , focused on generating sustainable development and a positive impact on society.

We structure our Social Responsibility program focused on three basic axes that allow us to execute actions effectively and sustainably:

"We take care of our people"

"We are more human"

"We are involved"



Cuidamos de ti

*We take care of you

Focused on the prevention and care of our employees' health, it is based on the following axes:

- Share our Lessons Learned with an accessible online library:
HMY Management System: 50 + Lessons Learned
- Occupational health and accident prevention campaigns:
16 campaigns
- Encouraging healthy eating habits with healthy breakfasts:
+ 6600€ in healthy breakfasts
- Sponsorship of life in sport. Estudio de riesgos psicosociales





FÍSICO

- Higiene postural
- Participación en eventos deportivos
- Yoga
- Marcha nórdica

DESARROLLO EMOCIONAL

- Gestión del Estrés
- Risoterapia

LOS DEMÁS

- Seguridad vial
- Prevención en redes sociales
- Recogida de juguetes
- Colaboración con el banco de alimento
- Recogida ropa de segunda mano
- Replantación de árboles

NUTRICIÓN

- Desayunos saludables
- Paña de hidratación
- Charlas nutricionales

Cuidamos de ti

HMY
INNOVATION IN RETAIL

¿Quieres cambiar tu vida en 20 minutos?

BENEFICIOS POR DEJAS DE FUMAR

| | |
|----------|--|
| 20 min | se normaliza la presión arterial y la frecuencia cardíaca. |
| 8 horas | mejora la oxigenación pulmonar, el riesgo de infarto disminuye. |
| 48 horas | se normalizan los sentidos del gusto y el olfato. |
| 72 horas | se normaliza la función respiratoria. |
| 6 meses | se reducen los catarros respiratorios y bronquitis. |
| 1 año | se reducen hasta la mitad el riesgo de infarto. |
| 4 años | el riesgo de aparecer enfermedades del corazón se iguala con el de los NO fumadores. |
| 10 años | el riesgo de no padecer cáncer de pulmón se iguala con el de los NO fumadores. |

HMY

Wadislaf FISIOTERAPIA

SERVICIO DE FISIOTERAPIA

SESIONES DE 30 MINUTOS DE FISIOTERAPIA
SALA ANEXA A LA CONSULTA DEL MÉDICO

LUNES DE 11:00 A 14:00H. Y DE 15:00 A 18:00H.

TEL. DE RESERVAS 876 382 239

Cuidamos de ti

HMY
INNOVATION IN RETAIL

Cuidamos de ti

***We take care of you**

- Tabacco cessation campaigns.
- Psychosocial risk study
- **66.15% RS participation**
- In addition, HMY has adhered to the Luxembourg Declaration in its commitment to the defence of human rights in terms of safeguarding protection rights and integrating basic principles of health at work.

We are more human We're Involved

These two axes cover the whole of society, globally understood as all those external groups that we can help in their personal and professional development, both locally, in our communities, and globally through philanthropic relationships.

During the past year , we materialized our actions in a positive impact on our environment increasing in most of them, except for those for health reasons derived from Covid, we were unable to continue implementing.

| | 2021 | Δ Vs 2020 | 2020 |
|--|------|-----------|------|
| Number of people hired that were on the brink of exclusion | 1 | 0% | 1 |
| Number of people with specific needs hired | 14 | 0% | 14 |
| Number of war refugees hired | 4 | 100% | 2 |
| Number of food collections (kg) | 1080 | 96% | 550 |
| Number of cloth collections (kg) | 950 | 249% | 272 |
| Number of toy collections (kg) | 120 | -63% | 325 |
| Number of Covid hygiene kits | 55 | 100% | 0 |
| Number of plastic cover collections (kg) | 75 | 18% | 63.3 |
| Number of economical donation (euros) | 2333 | 51% | 1550 |
| Number of blood and bone marrow donation campaigns | 60 | -35% | 92 |



We have an 7m4mymous complaints channel without complaints, thus showing transparency and rigour in the principles that govern us, and auditing its operation annually.

In 2021 , we had 10 complaints about a maximum target of 17 complaints.

Labor policy

WORKER-BUSINESS RELATIONS

HMY guarantees the labour rights of all its workers regardless of the country where they are located through an open relationship regarding social dialogue with workers' representatives and demands, and promotes compliance throughout the supply chain through the agreement of our Responsible Procurement Policy.

It supports family reconciliation with flexibility of entry and exit times previously agreed with workers' representatives. These schedules oscillate in ± 30 minutes over the set hour, which translates into 1h of time flexibility of access to the workplace.

The company puts at the service of its workers, a personal management system, Endalia. The objective is the competencies evaluation and the results achieved with respect to those defined at the beginning of the year. They have been carried out in the system a total of 684 active processes for evaluation of 2021 results, which means a scope of 24% of the workforce.

In addition, other online communication and collaboration channels such as People Club are made available to employees, where sports and recreational activities are offered with discounts and HMY People App, the latest tool launched by the company to improve and facilitate workers' access to information such as contracts, payroll, calendar, and news.

At HMY we believe in the quality employment protection

To this end, we continue to improve and have transformed 25% of temporary contracts into permanent contracts, consolidating 93.6% of our permanent workforce.

We take care of you, it is the special HMY program where healthy living and eating habits are encouraged for employees.

Labor policy

HEALTH AND SAFETY AT WORK

To ensure compliance with current legislation proactively, our plants are certified in accordance with international standard regulations , all of which have been updated **to the new ISO 45001 certification and based on the ISO 9001 Management System that guarantees continuous improvement action plans.**



In 2020 we successfully passed the social audits again with a review of **occupational health and safety issues such as SMETA and ECOVADIS** publishing the results on their online platforms available to our customers and stakeholders: Sedex and Ecovadis.



In addition, regular internal audits are carried out in relation to **good practices and habits of healthy conduct in the workplace** , with the purpose of preventing and training workers on unsafe habits and inappropriate processes or means.

This allows us to detect problems and share lessons learned across all factory sections, and most importantly across all business units.HMY, in the search for transparency and continuous improvement of **labour accidents**, has joined the **Luxembourg Declaration**, committing itself to comply with the basic principles of the promotion of health at work, in the management of **the health of its workers.**

In terms of labour accidents, with respect to the Learning Tools Interoperability (LTI), during the 2021 financial year we were impacted by a high turnover of the workforce and the greater % of temporality derived from the numerous cases of covid , reaching a frequency rate **of 8.4 accidents per 1,000,000 hours worked.**

Fortunately, this impact on frequency did not have a significant reflection on the severity index, which guarantees that the monitoring systems and prevention procedures are effective , keeping the SR at low values of 0.15 days lost per 1000 hours worked.

Labor policy

SHEALTH AND SAFETY AT WORK

To improve the preventive management of accidents and facilitate the monitoring of continuous improvements derived from internal audits, we have launched the digitization of HSE inspections and action plans in HMY, with a pilot test in our model factory in Spain, **with the implementation of the 6CONNECTA prevention management software.**

Once the initial difficulties of the 2020 financial year were overcome, where the COVID pandemic penalized our business figures, HMY maintained the social plan designed to minimize its impact on our workers to the maximum. Thanks to all our employees and collaborators collaboration, we achieved a small decrease in the number of absenteeism up to 4.17% and vaccination rates above 95% of the workforce.

Beyond the vaccinations, it is worth highlighting all the measures put in place during 2020 and that have continued to be active throughout the 2021 financial year, helping us to keep our facilities free of Covid.



COVID 19

Special measures

ACTIVE SINCE 13/11/2020

OFFICES

- Methacrylate panels with the person in front
- Headboard panels
- Sanitizing gel
- Disinfection product available to workers
- Marking safety distances
- Social distancing (>1.5m)
- Maximum ventilation time possible
- Communicate to office workers about reducing to the essentials the material on the work table. [5S]

CANTEEN /REST AREAS

- Respect floor markings in the dining room row safety distances
- Sanitize your hands before and after using these spaces
- Chairs marking to maintain social distancing (>1.5m)
- Entrance and exit doors separation in the canteen Block 4
- Cleaning before and after each lunch shift in rest areas
- Cleaning at the end of each meal shift by departments
- Unit packaging of cutlery in the dining room
- Removal of salad buffet in the canteen
- Removal of water jugs in the canteen
- Tray position marking
- Establish schedule for personal plant lunches, social distancing
- Installation of bulkheads in canteen and break rooms
- Opening of two windows in the canteen Block 4
- Capacity control
- Hours by department in canteen offices, social distancing

ACCESS CONTROL

- + 37.5°C do not enter.
- Protective panel
- The use of a 100% working day mask is mandatory
- Filling of the COVID-19 input control sheet

EXTERNAL TRANSPORTATION/ VISITS

- Recommendation to limit visits from external providers
- Only those transports that are essential for the normal operation of the plant will be allowed entry
- External carriers are required to wear a mask and protective gear during their stay on the premises
- The temperature of the carriers that are going to enter the facilities will be measured, in case of exceeding 37.5°C they will not have access during their stay on the premises
- The temperature of the carriers that are going to enter the facilities will be measured, in case of exceeding 37.5°C they will not have access

FACTORY

- Cleaning of forklifts, steering wheel, controls, belt and all areas where there is contact with hands, at the end of the shift.
- Hand sanitizing gel in 100% sections
- Recommendation to come uniformed from home: Via APP. Except varnishing stations, sanders, polishers and painter.
- Disinfection every turn of showers
- Replacing painters' masks
- Cleaning at the end of each shift of changing room use
- Buses offset
- Disinfectant product for use in commonly used tools, keyboard alcohol

VENTILATION - CLEANING

- Disinfection carried out by Eulen by virucidal nebulization of the main passage areas, outside smoking areas.
- A ventilation of the work areas is carried out during the night shift.
- Car rental company's commitment to clean cars with approved virucidal.

MEETING ROOMS

- Poster in each room with maximum occupancy number.
- Chairs marking to maintain social distancing (>1.5m)
- Sanitizing gel
- Forced and natural ventilation improvement study
- Provide paper and disinfectant in 100% meeting rooms.
- Rehabilitate outdoor meeting areas

TOILETS

- Arm-opening system on toilets doors
- Leave doors open
- 2 people maximum, wait outside. Placed information sign on all doors.

MEDIA PROTECTION

- Provide latex / vinyl gloves
- Remember to wash your hands with soap and water regularly.
- The use of a 100% working day mask is mandatory
- Temperature control Thermal chamber
- Sanitizing ge
- Disinfection product

ENTRANCE TURNSTILES

- Disabled Fingerprint.



Labor policy

TRAINING AND EDUCATION

Promoting training and its accessibility is key to our professionals' development. With this objective and with the aim of increasing its flexibility in carrying out and even sharing knowledge with courses carried out by the employees themselves, HMY launched its own online training platform in 2019: HMY Campus.

Thanks to this platform, employees have significantly increased their training hours in tools and schedules necessary for their current roles. During 2021, 2089 users carried out 8056 hrs of training on the HMY Campus, which means an increase in the scope with respect to the past year by 170% in number of employees, but a 50% decrease in total training hours. To all these online and voluntary courses, those carried out in person to comply with the legal regulations are added.

Also, added to these courses there are other specific foreign languages, aimed at developing the potential of employees in international relations within and outside HMY, as a necessary objective identified within the Global Group value.

Labor policy

DIVERSITY AND EQUAL OPPORTUNITY

HMY has an **Equal Opportunity and Non-Discrimination Plan** which, together with the Company Code, specifies the principles applied both in hiring and developing employees during their stay in the company, **to ensure non-discrimination and respect for diversity.**

In this regard, we have maintained the percentage of **persons recruited with disabilities at 3 per cent**, where 10 per cent are women.

The promotion of equality has allowed us to continue improving the equity ratio by 3 points, reaching **95/100.**

In HMY we have a special chapter to develop **prevention measures for harassment or bullying**, although at the end of the year, no complaint has been filed for these reasons.



Policy Environmental

Our commitment is our focus to efficiency throughout the supply chain of the products we develop for our customers, evolving towards a sustainable production model based on the prevention of pollution, contributing to the reduction of the carbon footprint, and achieving zero waste generation thanks to a circular economy model both in our internal processes and those of our suppliers. Promote constant innovation in our products and services to minimize their environmental impact during the life cycle under the approach of eco-design and improving their performance.

Within the special SMART ECO plan that is currently being deployed in Spain and Brazil as strategic axes of our innovation, and that we continue to deploy in the rest of our factories, we have achieved the following results against the 2025 objectives that we have defined.

SMARTecoHMY 2025
RESIDUOS • RECURSOS

OUR GOALS FOR THE 2025 AGENDA



15%
reduction of our
carbon footprint

100%
product made of recycled
material or controlled origin

100%
projects based on the
eco-design precepts

0%
waste in all our factories
and manufacturing processes

80%
customer residue managed by
HMY, will be recycled or reused at
the end of its life

50%
product made from our own waste
or our customers'

RESULTS BY 2021

13.06%
of the average emission intensity in the three-year period
2018-2020 compared to the three-year period 2017- 2019,
for the scope 1+2% with which the seal has been obtained

23.3%
thanks to which we are certified in the supply chain of
supply of wood from sustainable sources FSC and PEFC

45.9%
projects based on the precepts of eco-design

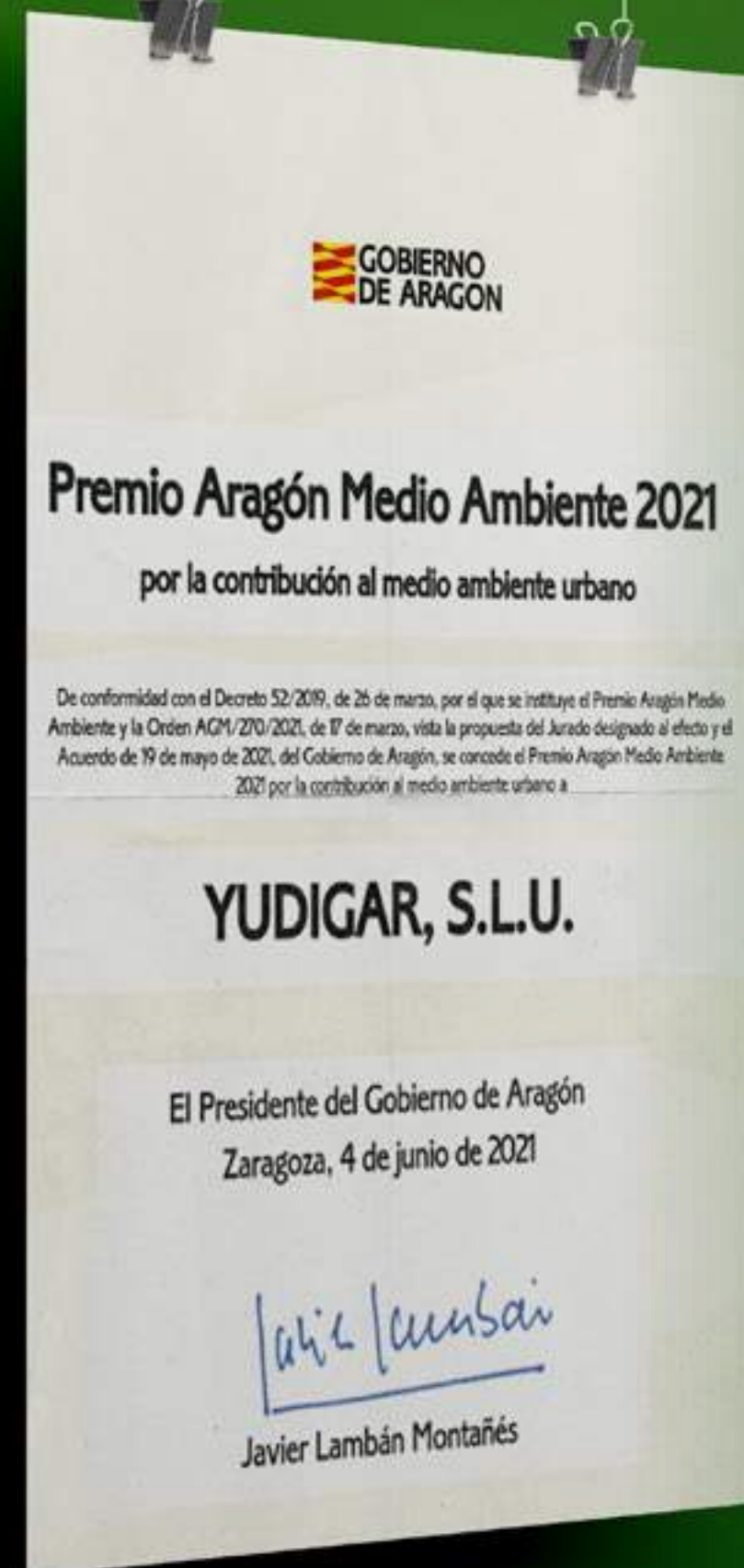
2% (98% is recycled)
having been certified as Zero
Wastes factory

97.4%
customer residue managed by
HMY, will be recycled or reused at the end of its life

8.5%
product made from our own waste
or our customers'



This has allowed us to be nominated and recognized by our clients as L'Oreal and public institutions.



Currently, HMY factories are certified at an environmental level according to ISO14001 and/or have been audited according to environmental criteria by external bodies (SMETA), thus ensuring compliance with environmental requirements.

Our sustainable commitment pushes us to continuously improve, and as proof of this, every year we get the EMAS certification in our main manufacturing centre, located in Cariñena (Spain).



Eco Design

Prior to our technical offices' certification based on ISO14006, we work to be prepared by designing according to the 10 Pillars of Eco Design:



Used material optimization.



Promote recycled material use, controlled or renewable origin.



Technologies for sustainability.



Servitization oriented to the Circular Economy.



Packaging and logistics optimization.



Design that facilitates segregation.



Reusable product whenever possible.



Use of standard systems.



Eco-advertising: Boosting awareness through design.



Promote durability.

Eco Design

During 2021 we achieved 17.9% sales of Eco Designed products, which means an increase of 100% compared to the previous year, and where we have mainly incorporated:



**THE COMPLETE
P25 PRODUCTS RANGE**

PALLETS COVERS

Coming from the recycling of our customers' packaging and fruit boxes

BUMPERS

Protectors for payment boxes made of recycled and recyclable thermoplastics. They represent a 69% reduction in the Carbon Footprint compared to the Aluminium + Rubber option “

ZENIT DINE

Our slats are made of recyclable thermoplastic, which means a 34% reduction in carbon footprint compared to traditional wood slats

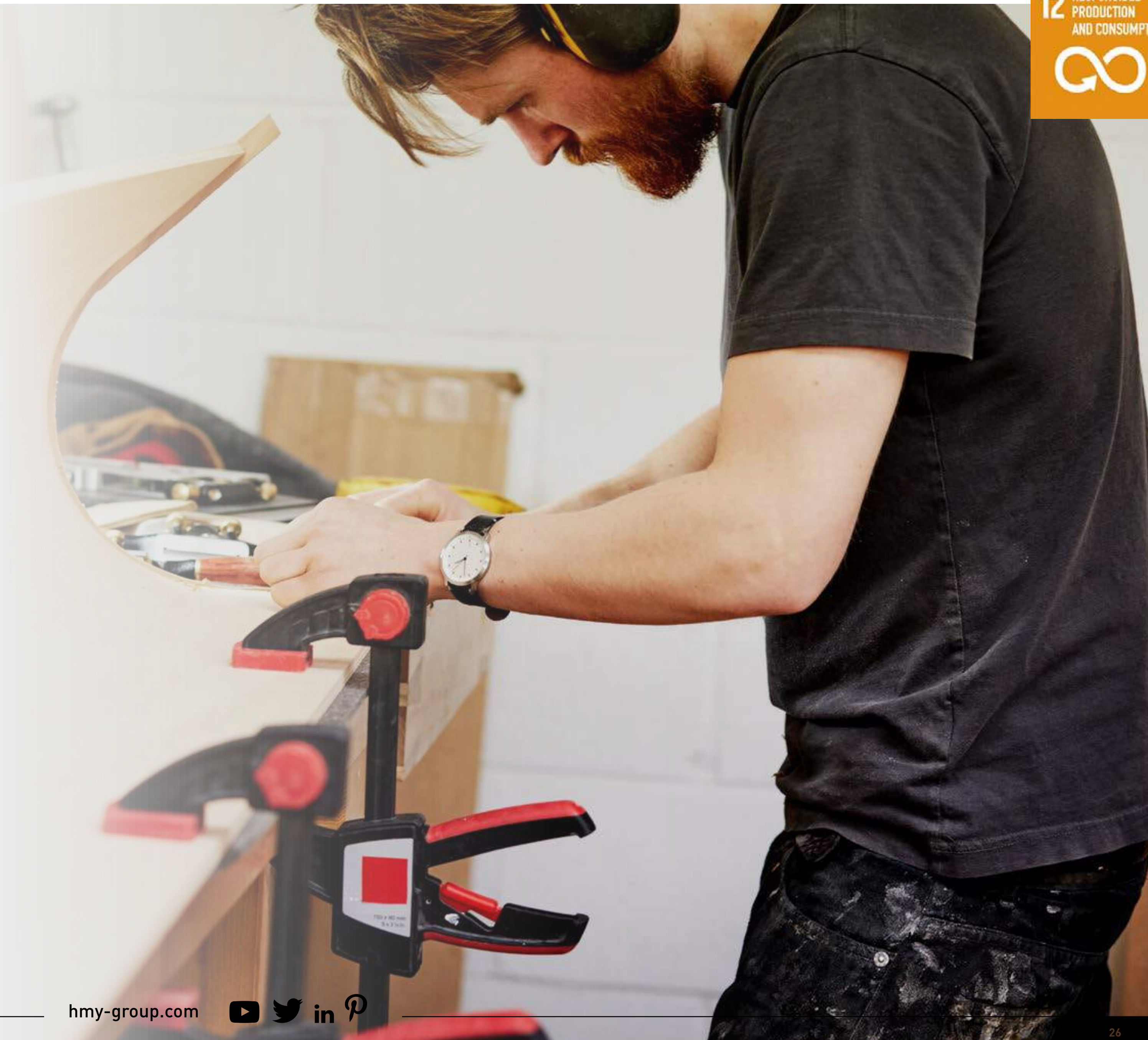
LIGHTING

Correct lighting results in a saving of up to 4,510 kg of CO₂

Materials

At HMY we have defined the levers that allow us to make better use of the materials and proper waste and residues management that we generate at HMY, while helping our customers to reuse their own waste.

In 2021, we stabilized the scrap % generated by 13.1%, placing us in values very close to the technical scrap of our own processes, which is limiting the ceiling of our internal improvement.



ZERO WASTE

searching for Circular Economy

At present, continuing to work on the best use of MPs and industrial processes allows us to continue improving.

In 2021, the percentage of recycled waste increased by 1%, and we obtained the Zero Waste Certification.



ZERO WASTE

searching for Circular Economy

To energize these campaigns and promote recycling and the 2nd life, we have launched special awareness and recycling campaigns where the waste that employees have brought in useful and valuable products has been transformed, in addition to teaching how to make compost for the fertilizer of HMY's own gardens.



HMY Compromiso con la sostenibilidad

Hacia un retail más sostenible



DESMONTAJE Y GESTIÓN DE RESIDUOS INTEGRADA Y CERTIFICADA

Formación impartida por **ACTECO**, gestor de residuos con el que colaboramos desde HMY, a los **equipos de montaje** donde se ha expuesto la importancia de la gestión de los residuos como pilar del reciclaje y se ha establecido su papel en los **desmontajes de tiendas con gestión de residuos certificada**. La formación ha incluido una visita a las instalaciones de ACTECO, en Ibi (Alicante).

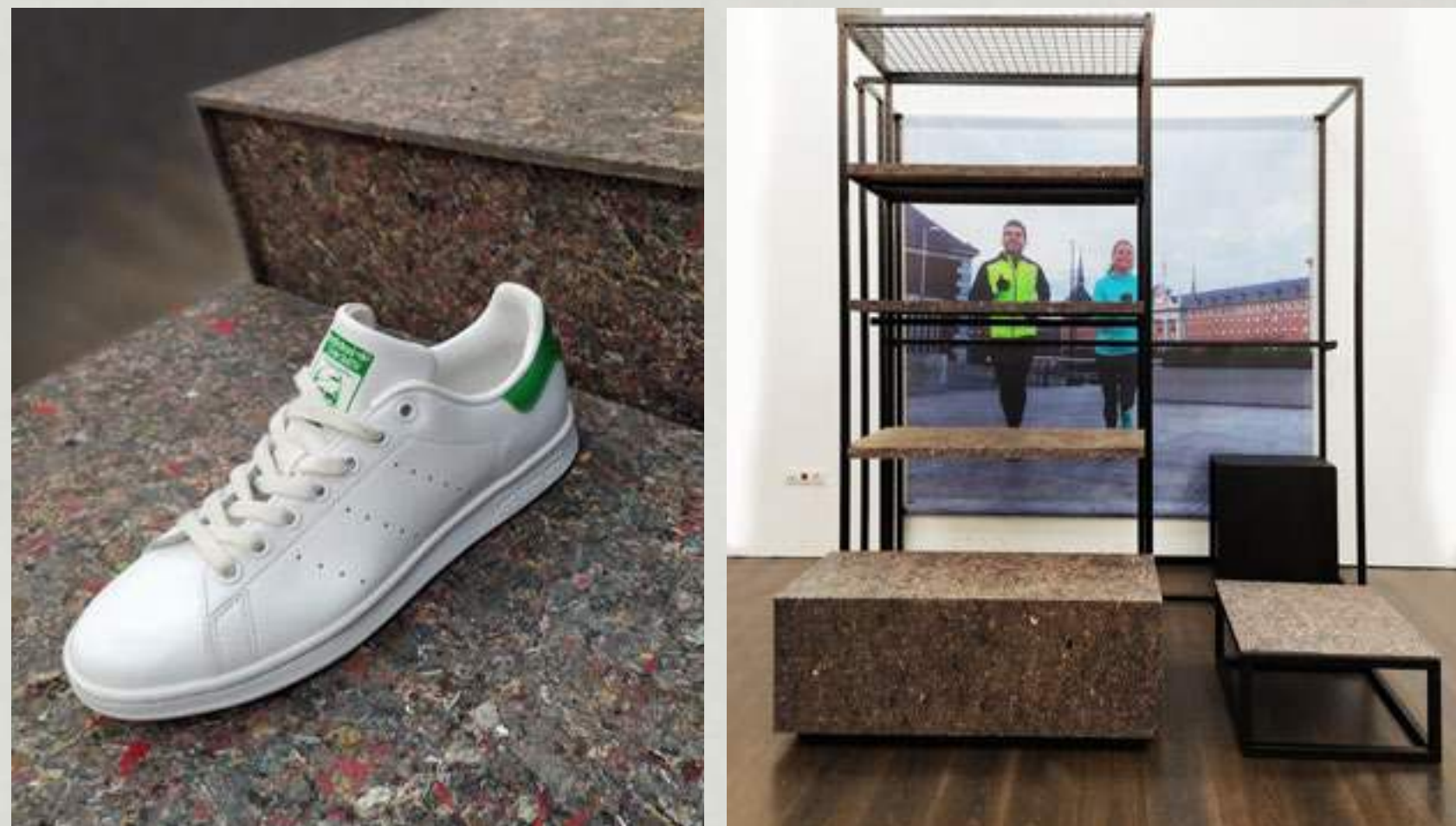


HMY

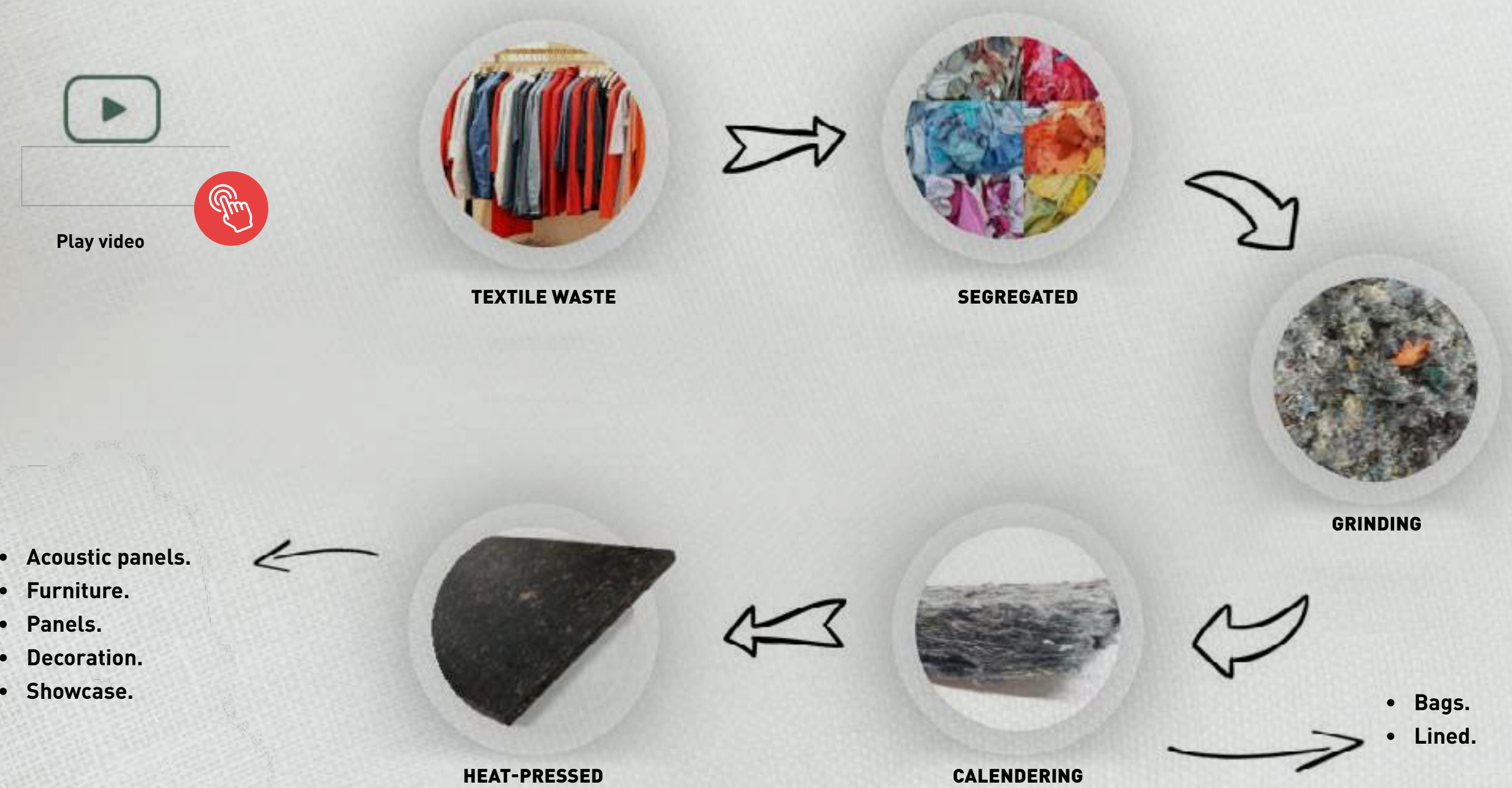
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ZERO WASTE searching for Circular Economy

In parallel with our own waste management, we have continued to work on business lines to help our customers reuse their own waste at the end of its useful life:



WASTE OF TEXTILE ORIG IN expanded the products of our re.vita range already launched in 2020





PLASTIC WASTE



BOTTLE WASTE



PET SEGREGATION



GRINDING

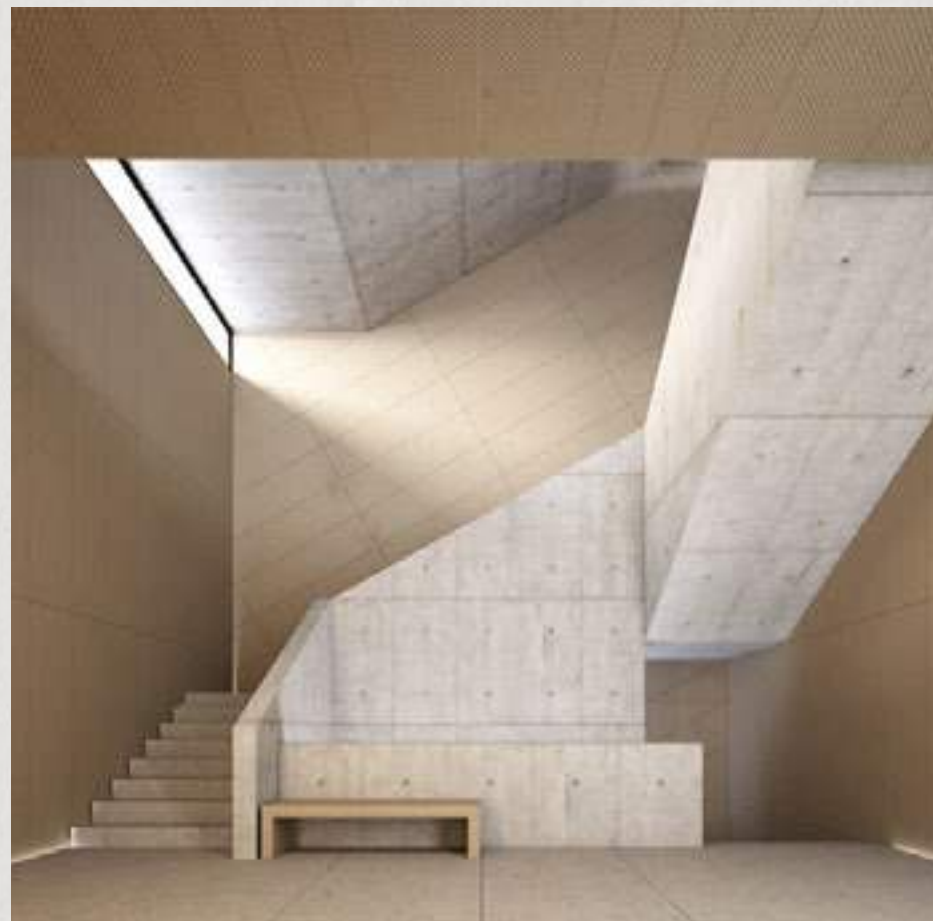


PRESSING



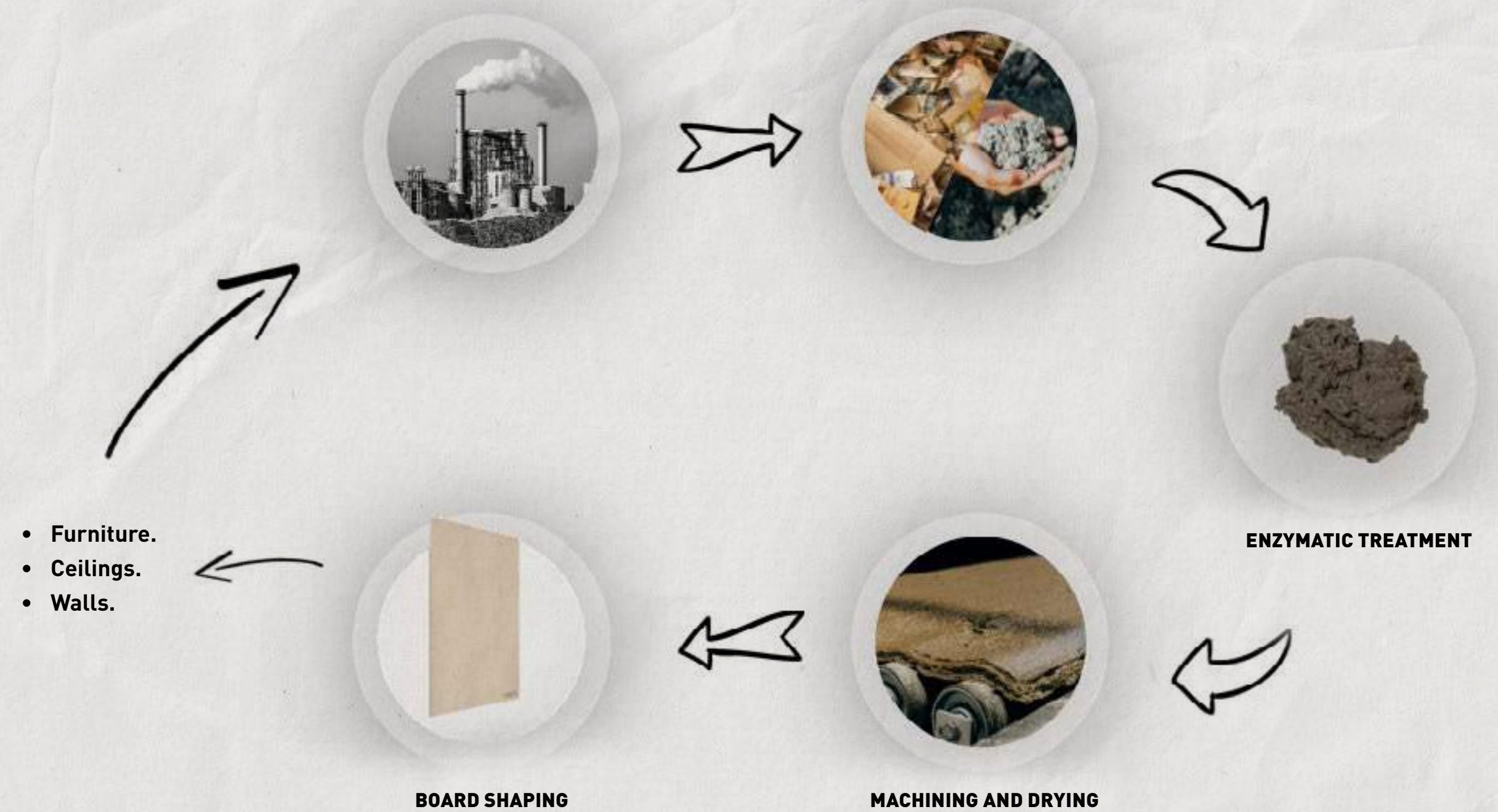
PANEL FORMATION

- Furniture.
- Acoustic pannels.
- Ceilings.
- Walls.
- Insulation.
- Showcase.
- Decoration



Cellulosic board from sludge generated in bins

WASTE OF ORGANIC ORIGIN



OUR ENERGY IMPROVEMENTS

Energy

The obsession to reach the maximum of our energy performance, and that it is also from **sustainable sources**, is the basis of our strategy to **fight climate change** and line of action to **reduce our carbon footprint**.

The evolution in the decrease in consumption in terms of sales, has **decreased again in 2021 compared to 2020 by 7.8%**, which allows us to confirm the effectiveness of the measures put in place.

- Obsolete industrial equipment renovation such as the polymerization furnace.
- New lines of paints with processes based on more efficient thermal pre-treatment nanotechnologies.
- Factory flows optimization with preparation processes automation.
- Petit-Train use generalization reducing forklifts internally use.
- Air conditioning rationalization in the plant.
- Transportation promotion and optimization to the plant.
- Workforce awareness-raising for the effective use of electronic equipment.
- Energy audit
- Automatic presence sensors.
- Facilitate the use of electric vehicles for travel with charging points.
- Use of long-distance regulatory warehouses of the factories with shuttles to final consumption point.
- Replacement of translucent roof tiles in factories.

Emissions

We calculate annually an impact on carbon footprint with scopes 1 and 2 and certify it based on the legislation in force in each country and according to the corresponding scopes.

During 2021 we have recovered the emission rates prior to covid impact in absolute terms and linked to sales recovery, reaching a total emission value of 20980 TCO₂eq .

The loss of the “green type” energy mix impacted this result, which has gone from 33 to 28% between 2020 to 2021%.

OUR EMISSIONS IMPROVEMENTS

The main actions taken to reduce emissions are as follows:

- Increase % green energy through photovoltaic generation plant and negotiation of the improvement of the mix in contracts with electricity suppliers.
- More efficient machinery adequacy.
- Energy audits.
- Remote control of plant heaters and temperature rationalization in offices.
- Refrigerant gases replacement with less polluting ones.
- Change of diesel forklifts to electric.
- Traditional luminaires' replacement with LEDs,
- Factory walls and ceilings white colour painting and cleaning of windows of the factory.
- Obsolete industrial equipment renovation such as the polymerization furnace.
- New lines of paints with processes based on more efficient thermal pre-treatment nanotechnologies.
- Factory flows optimization with preparation processes automation.

Emissions

With the aim of deploying the impact calculation to scope 3 by 2022, actions have begun to be carried out whose objective is to reduce our impact associated with the logistics of products supplied.

These are our challenges for 2025



100%
of the product made
from recycled material
or of controlled origin.



100%
of projects
based on the
ecoDesign
precepts.



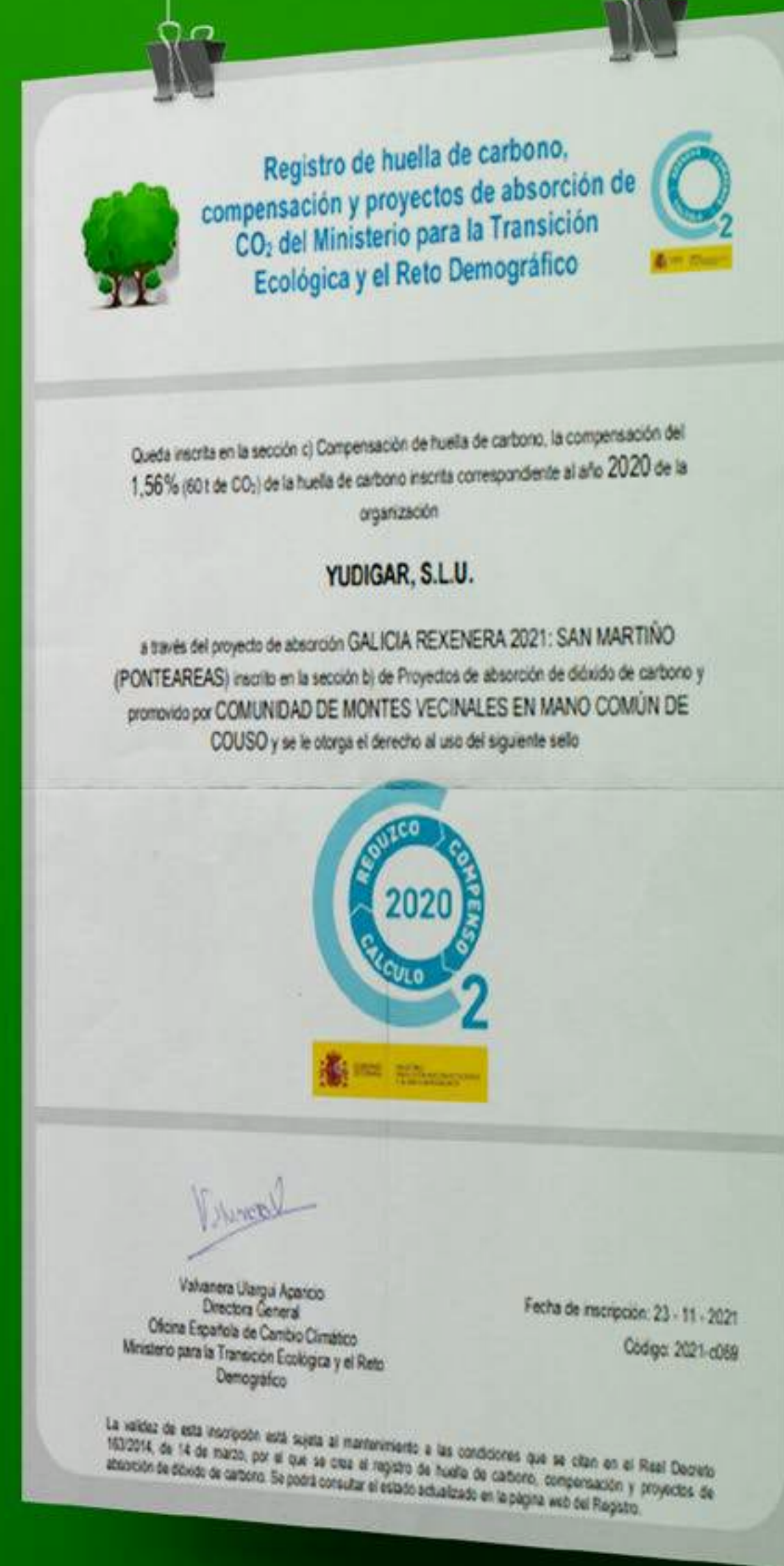
ZERO
WASTE
in all our factories
and manufacturing
processes.



80%
of the product
will be recycled or
reused.



50%
made from our own waste
or our customers'



In addition, and after reaching the “Lean&Green 1-star” certification in 2020, which is the most relevant certification in terms of sustainability in the supply chain, and which certifies that in the last 3 years the carbon footprint associated with the logistics of the products we supply has been reduced by more than 20% > At group level, work is currently being carried out on 4 main lines of action to achieve the 2nd Lean&Green star:

- Logistics chain decarbonisation programme:
 - 10% with part of the gas fleet.
 - 10% of small electric vehicles for last mile transportation.
- A new centralized warehouse construction to eliminate peripheral secondary warehouses dispersion.
- Consignment stock implementation in the home country to maximize traffic per ship, with a 50% reduction in the number of trucks between Turkey and Europe.

...and that's how our customers will benefit.



CIRCULAR ECONOMY:
recovering, recycling,
reusing



CERTIFICATION:
complete traceability
of our solutions



ECODESIGN:
facilitating
segregation
and recirculation



SECOND LIFE:
elements
restoration



KILOMETRE ZERO:
emissions reduction
in logistics and
assembly

Emissions

And finally, when these are not enough, we try to generate a positive impact by offsetting our carbon footprint thanks to **official tree planting programs in Spain and South America** with 95T CO₂ (0.61% of our carbon footprint).

In addition to these official programs, we have developed specific campaigns in our own work environments.



Water

Water is a very valuable resource and any small improvement that helps us reduce its consumption is considered a great success at HMY.

As with energy, we have achieved a saving in relative sales values of 19.1% compared to 2020, which also confirms the action plan defined's good result:

OUR WATER SAVING IMPROVEMENTS

- Change of water meters.
- Facilities leakage mapping and preventive plans.
- Paralyzers in taps and sanitary ware with double discharge.
- Awareness campaigns.
- Irrigation with rain recovery water and post-treatment.
- Search for new pretreatment processes that minimize water consumption.

“
We have achieved a **19.1%**
of savings in sales values

Anti- Corruption Policy

At HMY we maintain and foster the highest ethical commitment to our supply chain, suppliers, customers and all of us who make up the HMY team. Through the annexation to our values and code of ethics we ensure the proper functioning of our policies and commitment to society.

In line with HMY principles and values and in favour of the fight against corruption in any of its forms, a review of the company's Code of Ethics has been carried out in accordance with the Sapin law, and an online course has been developed within the HMY training platform, HMY Campus, for deployment among workers.

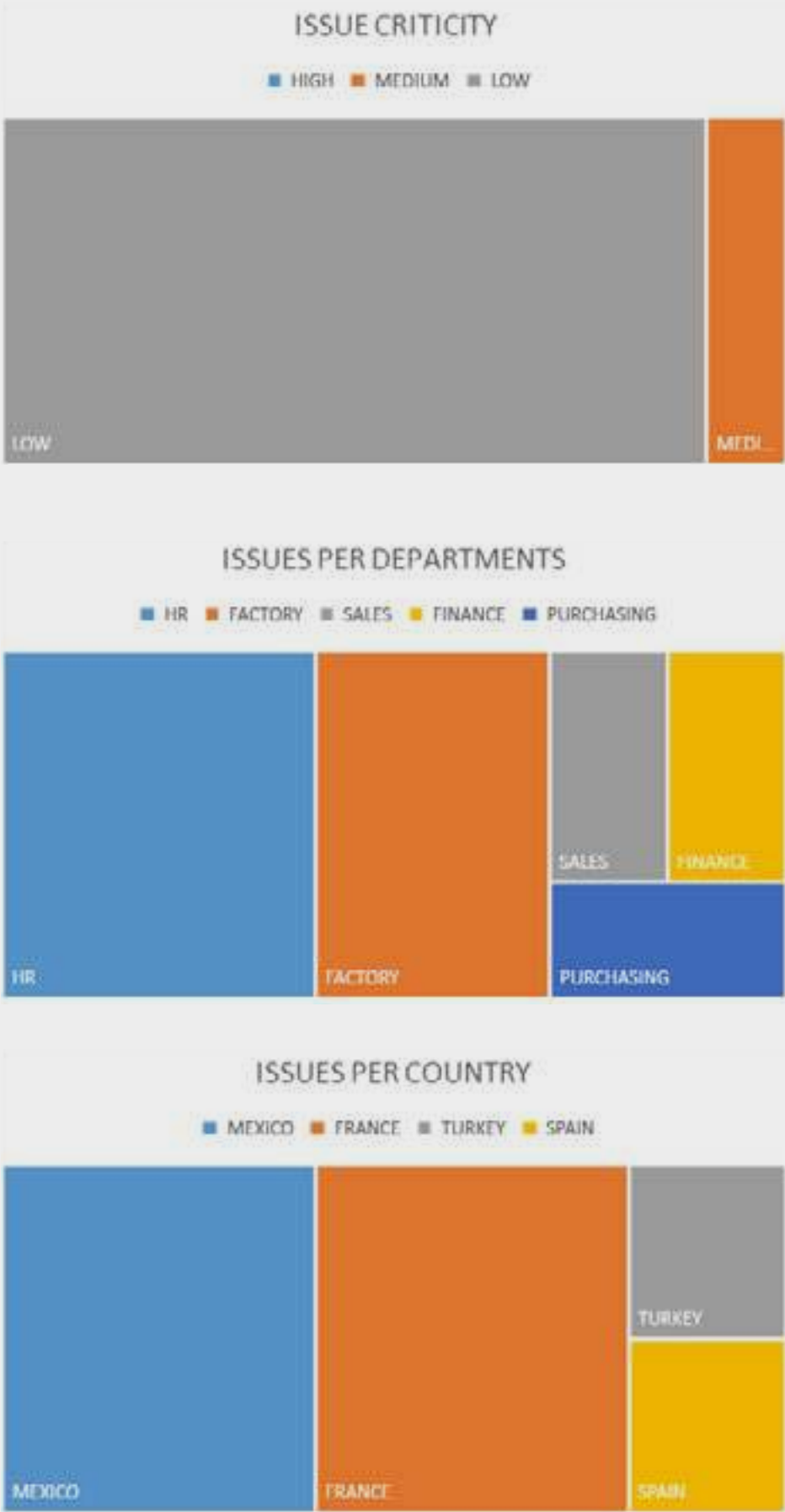
HMY has sensitive profiles regarding your job position, professional contacts or relevance in the organization. It has trained 100% of these profiles and 57% of the total number of employees in terms of the Code of Ethics, which represents 100% of the previous year. The goal for 2022 is to train 60% of employees, which will already represent more than 100% of people working with a computer on a continuous basis.

The company first developed a responsible purchasing policy where it seeks the commitment of all suppliers to HMY values and during the 2021 financial year has been committed by 42.35 of the current suppliers.

Some of the steps it has taken to achieve this commitment include:

- Specific training plans for purchasing managers and their teams regarding the Responsible Procurement Policy and its purpose.
- Internal Supplier Selection Procedure development in accordance with said Policy.

In addition, HMY has a totally anonymous reporting channel in accordance with legal regulations, and where during 2021, 10 complaints have been received.





“ DOSSIER CORPORATE SUSTAINABILITY ”

PROGRESS COMMUNICATION 2022

Special Mention

To the comrade whose loss we had to mourn in a tragic traffic accident “in itinere” leaving our facilities in Brazil, when he returned after his working day.

To the employee of our factory in Brazil, who during the past year became infected with Covid and could not overcome the disease.