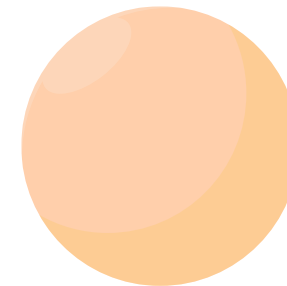


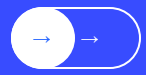
Dossier Corporate Sustainability 2023



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HMY

HMY

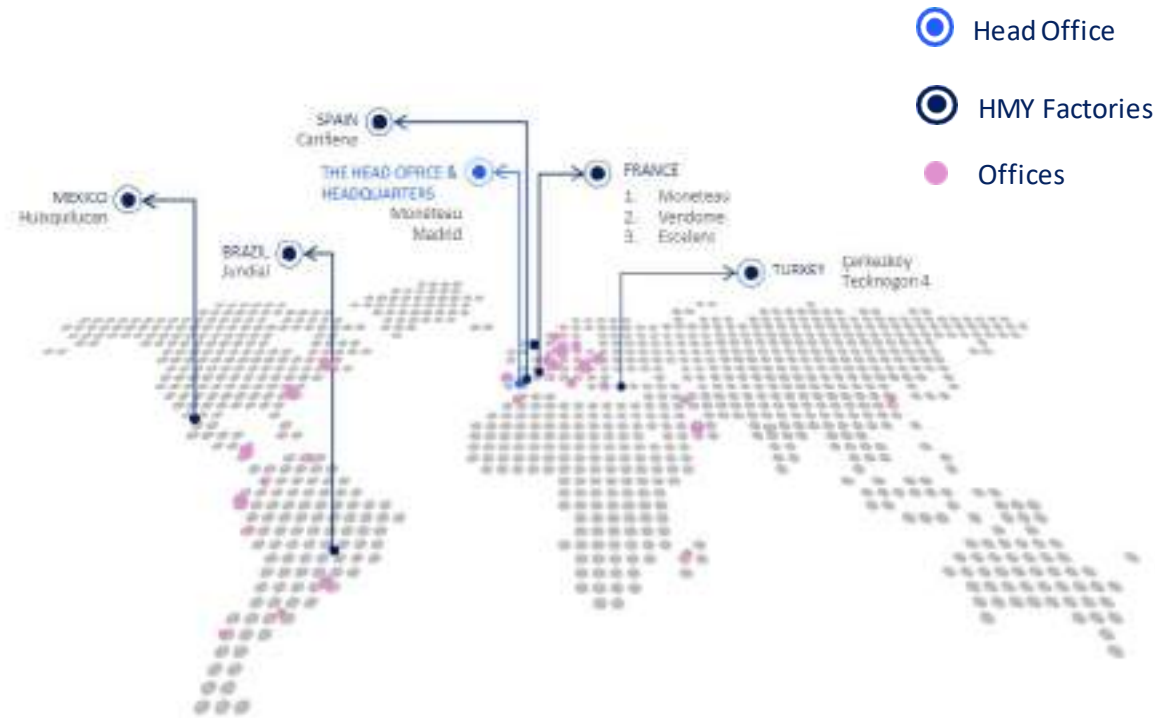
HMY is an international leader in global 361st services and retail innovation.

The France-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 worldwide.



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.



1. People First

They are our most important asset and we care about their well-being.

Our success is based on the team.

We believe in the people who belong to or collaborate with our company and we maintain the utmost respect for them.

We encourage their continuous training as a means of personal and professional enrichment. We count on people and give them the right to make mistakes as a learning method.

Every member of the HMY team can and should innovate by supporting creative ideas that ensure the improvement of their work.

We care about the health and well-being of our employees in the workplace, as well as the development of a fulfilling family life. We believe in the value of work, humility and personal effort as a means to achieve great goals. And we seek to maintain a working environment where we can all enjoy and have fun at work and where trust prevails so that all of us can carry out our work without fear.

We want to transmit this philosophy to the society around us, also working for equality within it and the integration of people at risk of social exclusion.

We like transparency and to fulfil our commitment: "We do what we say and we say what we do".

Our values



2. Promises Kept

We strive to deliver on our value proposition.

Our goal is to ensure the satisfaction of our customers by understanding their needs as well as those of the consumer.

We are committed to accompanying our customers from the creation of the concept to the delivery of the sales spaces, offering them "the retail of the future" with innovative and sustainable solutions (Eco-Design, Technology, "Conseil", Caelerie and "Encaissement") and guaranteeing the necessary after-sales service in accordance with the applicable requirements and regulations.

To ensure success we apply the 3R quality policy, "Rigour, Responsibility and Root Cause", which guarantees that the products supplied meet the agreed requirements: designs according to the defined characteristics, optimum quality and expected levels of strength, durability and functionality, as well as time and price in line with the market. The 3R quality involves evaluating services, processes and products in advance and preventively, and is essential for all of us at HMY, regardless of our position within the organisation. Throughout the entire process, we are in constant communication with our customers and validate the results of our services with them.

Our values



3. Always at the forefront

Driven and motivated by innovation.

We strive to achieve steady growth and strengthen our leading position in a global market.

Our main objective is to achieve the maximum satisfaction of our customers, employees and shareholders, and to achieve this we set ourselves ambitious goals, working every day to obtain excellent results in all areas of our organisation.

We encourage continuous improvement to ensure excellence in our designs and operations through established processes.

This includes the regular review of our objectives in terms of health and safety, environment, eco-design, quality, customer service and efficiency, which are communicated to all employees of the organisation and external collaborators. Likewise, in order to guarantee the continuity of the HMY Group, we consider necessary the definition of a business risk map, as well as its annual update and the elaboration of a contingency plan with the corresponding preventive actions.

Our values



4. From here, to the world

With a local heart and a global mind.

We are aware that commerce has no borders and, for this reason, we have a global vocation that supports us in accompanying our clients in their geographical expansion and in seeking new opportunities wherever it is necessary to guarantee a good shopping experience.

In order to adapt to each market and its culture, we have offices on every continent, which in turn allows us to accelerate our international recognition. We are proud of our cultural diversity.

Shared values enable us to maintain the highest ethical commitment in all the countries in which we operate, respecting our policy and commitments globally.

A unique image, under the HMY banner, allows us to be recognised worldwide as a team that offers a service without borders. Our harmonised processes allow us to guarantee the same standards of service, quality, safety and environmental friendliness all over the world.

Intense internal communication helps us to accelerate continuous improvement by learning from experiences and best practices in different countries. We encourage international careers for our teams, convinced of the personal and company enrichment they bring. Our prestige is based on the people who make up this company, a precious asset, who have made it possible to achieve what we are today: HMY Group.



Download our values

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.



Our commitment



Economic background

+470 M€
turnover

12
factories

Coverage in
+160 países

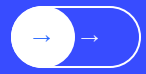
+3400
customers

+90 commercial
Offices worldwide.

+38000
projects

3000
Employees worldwide

+200
Assembly teams



Actions and Policies related to human rights conventions

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:

1. **We take care of you**
2. **We are more human / We are involved**



Actions and policies related to human rights conventions

1. 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:
HMV Management System: more than 264 Lessons Learned
- Occupational health and accident prevention campaigns:
70 campaigns
- Encouraging healthy eating habits with healthy breakfasts:
+39680€ in healthy breakfasts.
- Sponsorship of life in sport.



En Campus encontrarás una gran variedad de vídeos sobre Bienestar y Seguridad. ¿Te apetece echarle un ojo?

Actions and policies related to human rights conventions

1. We take care of you

- Psychosocial risk study
66.15% RS participation
- Workshops and activities proposed by HMY for our employees.



Actions and policies related to human rights conventions

2. We are more human We are 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.

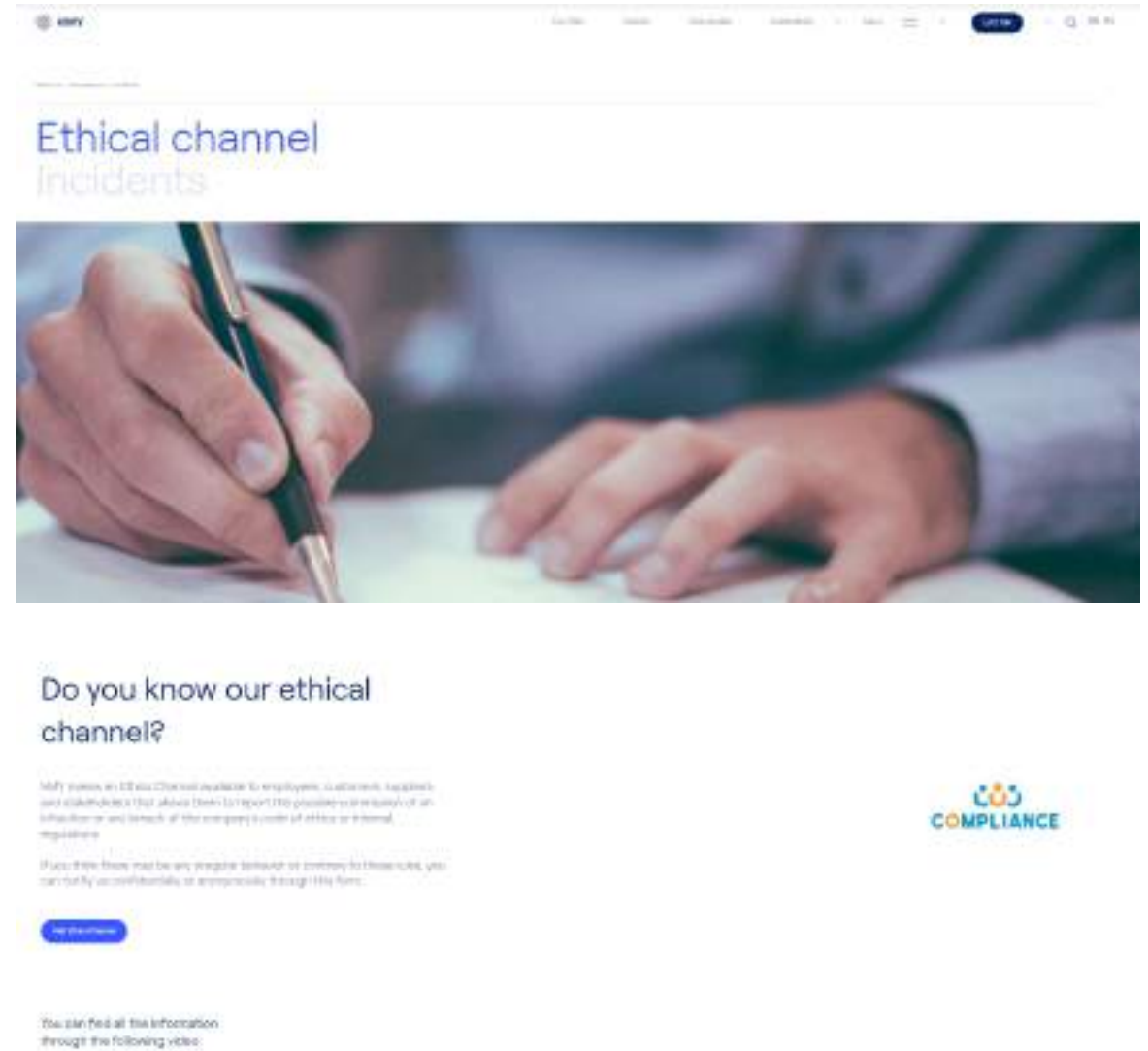
	2022	△ Vs.2021	2021
LESSON LEARNED IN THE HMY MANAGEMENT SYSTEM	264	26300%	1
LOST TIME INJURY AWARENESS CAMPAINGS	70	75%	40
HEALTHY HABITS (BREAKFAST)	39680	55%	25678
PHYSIOTHERAPY SERVICES OR SIMILAR	13632	101%	6770
PEOPLE HIRED WHO WERE ON THE BRINK OF EXCLUSION	15	5%	1
PEOPLE WITH SPECIFIC NEEDS HIRED	2	5%	14
WARE REFUGEES HIRED	3	5%	4
FOOD COLLECTIONS	1550	44%	1080
CLOTHES COLLECTIONS		-100%	950
TOY COLLECTIONS	166	38%	120
HYGIENE KITS AGAINST COVID	2029	3589%	55
PLASTIC COVERS COLLECTIONS	85	13%	75
ECONOMICAL DONATIONS	5500	136%	2333
BLOOD AND BONE MARROW DONATIONS CAMPAINGS	95	58%	60
OFFICIAL COMPLAINS (EMPLOYEES OR SHAREHOLDERS)	0	-100%	10
TRAINNING HOURS (PRESENCIAL ONES ONLY)	38267		
TRAINNING HOURS (CAMPUS ONLY)	8709	8%	8056
PEOPLE TRAINED	2180	4%	2089
HANDICAP EMPLOYEES	85	8%	79
HANDICAP WOMEN EMPLOYEES (FROM HANDICAP COLLECTIVE)	10	0%	10

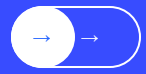
Actions and policies related to human rights conventions

2. We are more human We are involved

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

In 2022, we had 0 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 2022 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 94.2% 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.

Health and Safety at work

To proactively ensure compliance with current legality, our plants are certified according to international standard regulations, all of them having been upgraded to the new ISO45001 certification and based on the ISO9001 Management System that guarantees continuous improvement action plans.

In 2020 we again successfully passed social audits with 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, periodic internal audits are carried out in relation to good practices and healthy behavior habits in the workplace, with the purpose of preventing and training workers on unsafe habits and inadequate processes or means. This allows us to detect problems and share lessons learned among all sections of the factory, and more importantly, among all business units.

HMY, in the search for transparency and continuous improvement of the occupational accident rate, has joined the Luxembourg Declaration, committing itself to comply with the basic principles of occupational health promotion in the health management of its employees.

At the occupational accident rate level, with respect to the number of lost time accidents (LTI), during the 2021 fiscal year we were impacted by a high staff turnover and the higher % of temporality derived from the numerous cases of covid, reaching a frequency rate of 5.72 accidents per 1,000,000 hours worked. which means a reduction of 30% compared to last year.

This reduction was significantly reflected in the severity rate, which guarantees that the safety systems and prevention procedures are effective, maintaining the reduction in the SR by 30%, to 0.10 days lost per 1,000 hours worked.



ecovadis

SMETA



Health and Safety at work

To improve the preventive management of the accident rate and facilitate the follow-up of continuous improvements derived from internal audits, we have launched the digitalization 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 we overcame the initial difficulties of the 2020 financial year, where the COVID pandemic penalized our business figures, HMY maintained the social plan designed to minimize as much as possible its impact on our workers. There has been a small increase due to the impact of the post-COVID opening, causing the absenteeism rate to rise to 4.8% vs. the previous year's result of 4.2%.

Vaccination rates remain above 99% of the workforce.





Training and Education

Promoting training and its accessibility is key to the development of our professionals. With this objective in mind, and with the aim of increasing their flexibility in conducting and even sharing knowledge with courses conducted 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 on tools and topics required for their current roles. During 2022, 2180 users completed 8709 of training on HMY Campus, which represents an increase over last year of 8.1% and in scope by 4.3% in the number of employees trained. In addition to all these online and voluntary courses, more than 3,800 hours of face-to-face training were provided in order to comply with legal regulations.

In addition to these courses, there are also specific foreign language courses, aimed at developing the potential of employees in international relations inside and outside HMY, as a necessary objective identified within the value of the Global Group.



Diversity and Equal Opportunity

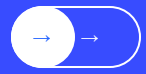
HMY has an Equal Opportunity and Non-Discrimination Plan which, together with the company's Code, specifies the principles applied both in hiring and in the development of employees during their stay in the company, to ensure non-discrimination and respect for diversity.

In this respect, we have maintained the percentage of people hired with disabilities at 3%, 10% of whom are women.

The promotion of equality has allowed us to continue improving the equity ratio by 1 tenth of a percent, reaching 95.1/100. However, we found areas for improvement to continue working on due to the differences between different countries: UK (-1%) to Turkey (+9.37%).

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





Policy Environmental

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.



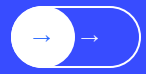
Our goals for the 2025 agenda	Results to 2022	Variation 2022Vs21	2021
15% reduction of our carbon footprint compared to base year 2018	-10%	42% reduction vs. year 2021	-7%
100% product made from recycled material or material of controlled origin	26% thanks to which we have been certified in the supply chain of wood from sustainable sources FSC and PEFC, improving the result by 9.7% compared to the previous year.	9.7% increase in product manufactured	23.7
100% projects based on the precepts of eco design	21,6% projects based on the precepts of eco-design, increasing by 33.1% compared to the previous year.	33.1 increase in sales	16.3
0% waste in all our factories and manufacturing processes	4,74% (98% recycled) having been certified as a zero waste factory	7.1 reduction compared to the previous year	5.1
80% customer waste managed by HMY, will be recycled or reused at the end of its life.	19% customer waste managed by HMY, will be recycled or reused at the end of its life.	2 times better than the previous year's result	6
50% product manufactured with our own or our customer's waste	9% product manufactured with our own waste or of our customers	5.9 of improvement	8.5

Policy Environmental

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).

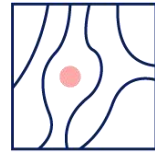




Eco Design

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:



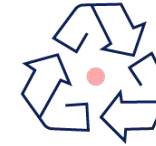
Optimisation of material used



Design to facilitate segregation



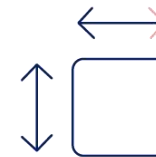
Encourage the use of recycled, controlled origin or renewable materials



Reusable product whenever possible



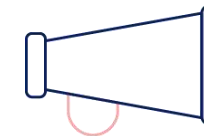
Technologies for sustainability



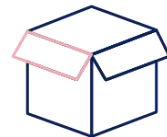
Use of standard systems



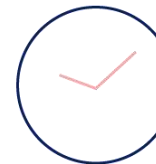
Servitisation oriented towards the Circular Economy



Ecopublicity: raising awareness through design



Optimisation of packaging and logistics



Promoting durability

Eco Design

During 2022 we have achieved 21.61% sales of Eco Designed products, which means an increase of 33% over the previous year, and where we have mainly incorporated the entire P25 product family.

In addition, we have achieved certification as an eco-designed product under the ISO14006 standard for the entire P25 family.



Eco Design

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.



Eco Design

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 2022, 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

Today, continuing to work on making better use of PM and industrial processes allows us to keep improving.

In 2022, the percentage of recycled waste increased by 1.5% to 92.6% and we obtained 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.

Tus botellas DE PLÁSTICO Tus bolas DE PAPEL Uniformes ANTIGUOS esa ropa vieja DE TU CASA con TU PARTICIPACIÓN

La Gran Recogida

Se viene nuevo showroom,
hecho con tus residuos

Normal que te entusiasmes

TECHGROUP HMY

UNIFORMES ANTIGUOS PAPELERIA RECOGIDA TAPONES DE BOTTLEAS DE AGUA ROPA VIEJA DE LOS EMPLEADOS OTROS RESIDUOS

Febrero 2022

Zero Waste, searching for Circular Economy

Waste of Textile Origin

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:

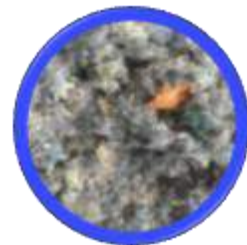
>> Video



Textile Waste



Segregated

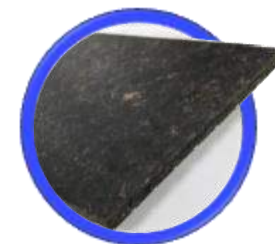


Grinding



Calendering

- Bags
- Lined



Heat-pressed



- Acoustic panels.
- Furniture.
- Panels.
- Decoration.
- Showcase.



Zero Waste, searching for Circular Economy

Plastic Waste



Bottle Waste



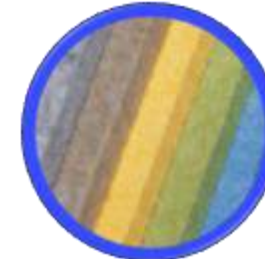
PET Segregation



Grinding



Pressing



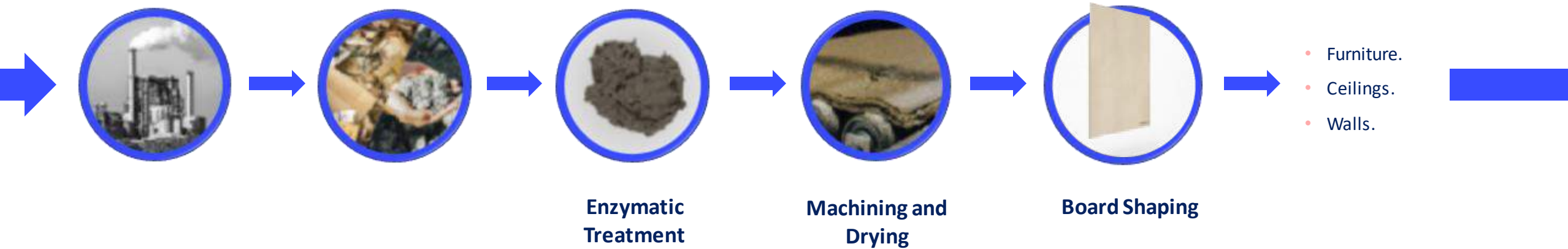
Panel Formation

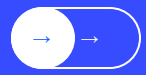


- Furniture.
- Acoustic pannels.
- Ceilings.
- Walls.
- Insulation.
- Showcase.
- Decoration.

Zero Waste, searching for Circular Economy

Waste of Organic Origin





Energy

Energy

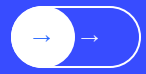
The obsession to reach the maximum of our energy performance, and that it is also from sustainable sources, is the basis of our strategy to fight climate change and line of action to reduce our carbon footprint.

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.



Our Energy Improvements

- Renovation of obsolete industrial equipment such as the polymerisation oven.
- New paint lines with processes based on more efficient thermal pre-treatment nanotechnologies.
- Optimisation of factory flows with automation of preparation processes.
- Generalisation of the use of Petit-Train, reducing the use of forklifts internally.
- Rationalisation of air conditioning in the plant.
- Promotion and optimisation of transport to the plant.
- Raising staff awareness of the efficient use of electronic equipment.
- Energy audit.
- Automatic presence sensors.
- Facilitate the use of electric vehicles for journeys with recharging points.
- Use of regulating stores at a great distance from the factories with shuttles to the final consumption point.
- Replacement of translucent tiles on factory roofs.



Emissions

Emissions

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

During 2022 we have again reduced emissions rates in absolute terms and relative to sales, reaching a total emissions value of 15716 TCO₂eq , which is 25% less than in 2021.



Our Emissions Improvements

Las The main actions implemented to reduce emissions are as follows:

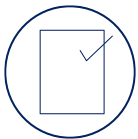
- Increase % green energy through photovoltaic generation plant and negotiation of the improvement of the mix in contracts with electricity suppliers.
- Adaptation of more efficient machinery.
- Energy audits.
- Remote control of plant heaters and rationalisation of temperature in offices.
- Substitution of refrigerant gases for other less polluting ones.
- Change from diesel to electric forklifts.
- Replacement of traditional luminaires with LEDs,
- Painting of factory walls and ceilings white and cleaning of factory windows.
- Renewal of obsolete industrial equipment such as the polymerisation oven.
- New paint lines with processes based on more efficient thermal pre-treatment nanotechnologies.
- Optimisation of factory flows with automation of preparation processes.

Emissions

With the aim of rolling out the impact calculation to scope 3 by 2022, we have started to implement actions aimed at reducing our impact associated with the logistics of delivered products.



Circular
Economy



Certification



EcoDesign



Second Life



Kilometre Zero

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:

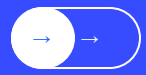
- Logistics chain decarbonisation programme:
 - 10% with part of the gas fleet.
 - 10% of small electric vehicles for last mile transportation.
- A new centralized warehouse construction to eliminate peripheral secondary warehouses dispersion.
- Consignment stock implementation in the home country to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

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 90T 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

Water is a very valuable resource and any small improvement that helps us to reduce its consumption is seen by HMY as a great success.

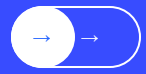
As with energy, we have achieved savings relative to sales of more than 25m3 per million sold by 2021, which translates into a reduction in annual consumption of 15,000 m3.



We have achieved savings of -17% relative to sales.

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.



Anti-Corruption Policy

Anti-Corruption Policy

In HMY we maintain and promote the highest ethical commitment with our supply chain, suppliers, customers and all those who are part of 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's principles and values and in favor of the fight against corruption in any of its forms, a revision 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 HMY's training platform, Campus HMY, for its deployment among employees.

HMY has sensitive profiles with respect to their job position, professional contacts or relevance in the organization. It has trained 100% of these profiles and 63% of the total number of employees on the Code of Ethics, which represents an increase of 10% of the total workforce compared to 2021 and exceeds the target set for 2022.

The company developed for the first time a responsible purchasing policy where it seeks the commitment of all suppliers to HMY's values and during the fiscal year 2022 has been committed by 51% of the current suppliers, increasing by 5% of the total number of suppliers involved.

The supplier selection procedure has also been formalized based on ESG criteria as well as the purchasing risk map, where suppliers are categorized according to environmental, social and economic parameters/risks.

Anti-Corruption Policy

In addition, HMY has at its disposal a completely anonymous complaints channel in accordance with legal regulations, and where during 2022, 0 complaints have been received.



Dossier Corporate Sustainability

communication of progress 2022