

June
2024



SUSTAINABILITY REPORT



ZENTEN Bernhard
Groten

INDEX

Thinking about the future

Our objectives

Actions

ENVIRONMENT

1. Minimise the generation of waste
2. Reduction in the consumption of natural resources
3. Environmental communication

SOCIETY

4. Solidarity actions
5. Improvement of our region

HUMAN CAPITAL

6. Health and well-being
7. Continuous improvement of the safety conditions of the company's workplaces and facilities
8. Improve training in the prevention of occupational hazards
9. Increasing the collaboration of workers
10. Increasing and strengthening talent

EXAMPLES



Thinking about the future

The Sustainable Development Goals (SDGs) or Global Goals are 17 interconnected global goals designed to be a «blueprint for achieving a better and more sustainable future for all».

These goals are a universal call to end poverty, protect the planet and ensure that by 2030 all people enjoy peace and prosperity.

ZENTEN's commitment to its customers, employees and the environment is the basis of ***its integrated management system.***



We manage an integrated system that helps us maintain ***customer loyalty***, ensures compliance with legal ***requirements and occupational risk prevention***, as well as a ***fair and ethical management*** of human resources, resulting in qualified and motivated workers; we analyse our activities, services and products trying to avoid and minimise the possible negative ***impacts on the environment*** generated by our activity.

**SUSTAINABLE
DEVELOPMENT
GOALS**

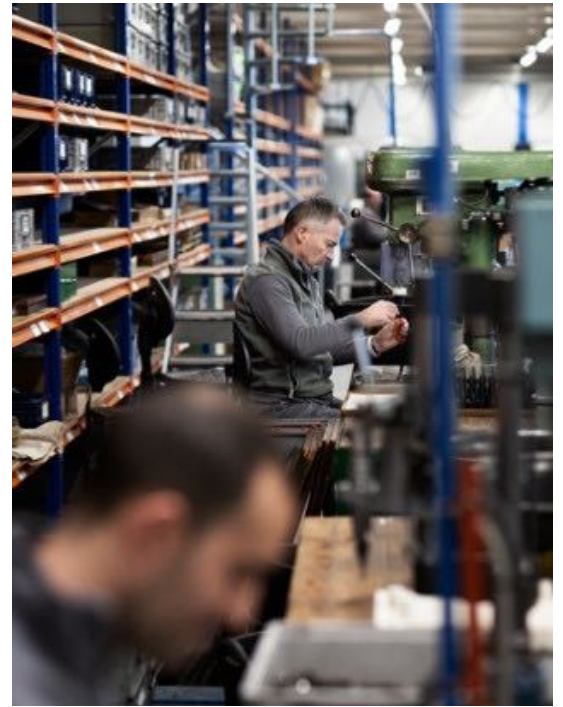
The aim of this information is to disseminate the actions that the company has carried out on social responsibility issues over the last two years, as well as to try to motivate all our collaborators to join us on this path.

OUR OBJECTIVES

ZENTEN Bernhard Groten is committed to our society. With our actions we try improving the region in which we reside and increase its social prosperity.

We try to work with local suppliers, we collaborate with training centres and associations, we sponsor sports teams... We believe that living in a prosperous region is good for all of us.

ZENTEN Bernhard Groten is an environmentally conscious company. We work on different aspects in order to make a greater contribution to the care and improvement of the environment.



But our most important asset is undoubtedly our employees, our human capital.

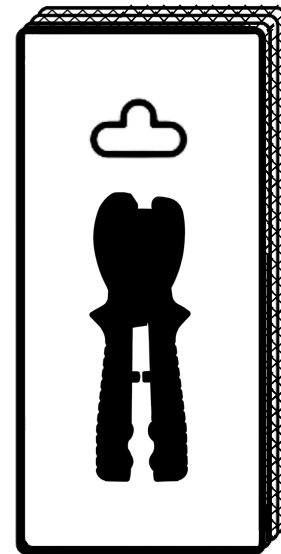
Our priority objective is the occupational health and safety of all our team members.

That is why we develop initiatives and activities focused on achieving their continuous improvement.



ENVIRONMENT

We are committed to reducing negative environmental impacts. We respect current regulations and take into consideration the best practices in this area to the best of our ability.



1. MINIMISING WASTE GENERATION

- We have internal procedures to minimise paper consumption.
- We reuse paper that has already been printed and encourage the use of IT tools that avoid printing.
- Reusable Canteens are given to each worker to reduce the consumption of plastic bottles.
- In the workshop we use cleaning cloths which are in a closed cycle of use and cleaning.
- We look for the most appropriate packaging depending on the volume of the goods to be shipped.
- We are continuously working to move from 100% virgin plastic packaging components to those with percentages of recycled plastic material.
- We have launched our Ecopack made from 75% recycled cardboard and manufactured by a local supplier.

2. REDUCTION IN THE CONSUMPTION OF NATURAL RESOURCES

- We protect soil quality with buckets and proper storage of chemicals and waste. In addition, we have a soil status report issued on 03/22.
- Our Chemical storage passed the follow-up inspection by an Authorized control body on 10/22 and annual inspections are carried out by our own appointed inspectors.
- The cardboard used by our display suppliers is FSC and comes from certified forests.
- We have been using 100% renewable energy since 2017. We have implemented high efficiency technologies and energy consumption measures.
- All lights are LED technology.
- Doors and windows are modern, well insulated. In addition, the facade is ventilated.
- We manufacture many tools in magnesium. This material is characterised by its light weight, which means, among other things, that it consumes less fuel during transport.
- New merchandising items are made from recycled plastic.
- We carry out energy efficiency audits. Water and electricity consumption are reviewed every month.
- We have created our sustainable packaging for the ZENTEN brand, the ZENTEN-EcoPack. It is 100% recyclable and made from recycled cardboard.
- We endeavour to send documentation to customers, suppliers and employees by email.
- We have implemented a new ERP system that allows us to reduce administrative tasks and work with documentation in computerised format, minimising the use of paper.
- We utilize energy efficient air conditioning equipment.
- We segregate the waste generated at the plant on site and manage it in accordance with current legislation. The segregation system is periodically reviewed, and possible improvements are analysed.

3. ENVIRONMENTAL COMMUNICATION

- There are posters with small suggestions that we can all carry out in our daily lives for the benefit of the planet.
- In the kitchen, the common area, there is a corkboard on which the SDGs we are working on are hung.
- There are posters with small changes that can be introduced into the diet to gradually make it healthier.
- Information about our Social Responsibility is also included in the half-yearly infographics for employees.
- At company meetings we report on what we are working on in the area of SR.
- We have also started to inform through our social media channels.



SOCIETY

We undertake actions and commitments that have an impact on the improvement of our society.

Our Alert Channel becomes the Whistleblowing Channel in response to the Whistleblowing Directive for the protection of persons reporting breaches of EU law.

4. SOLIDARITY ACTIONS

- **Social work:** The company makes annual donations to various associations.

5. IMPROVING OUR REGION

- 85% of our suppliers are within a radius of 100 km. We always try to look for partners in our surroundings.
- As well as trying to contribute to the growth of the region, this is a strategic advantage for us.
- We work with a local company that employs people with special difficulties in accessing the labour market.
- We participate in talks on different subjects at the University. This is a way of making our company known, contributing our experience to the students, and attracting talent for ZENTEN.
- We collaborate with special employment centers in our town.



- We donate checking fixtures and machining tools that are not valid for our production to local training centers. They can use them for the training of their students. We give our material a second life and also help to train young people in our area.
- Together with local training centers, we develop internship programs for young students, thus contributing to their integration into the labor market.
- We sponsor the local water polo team, in which more than 60 young people compete.
- We support local cultural events.

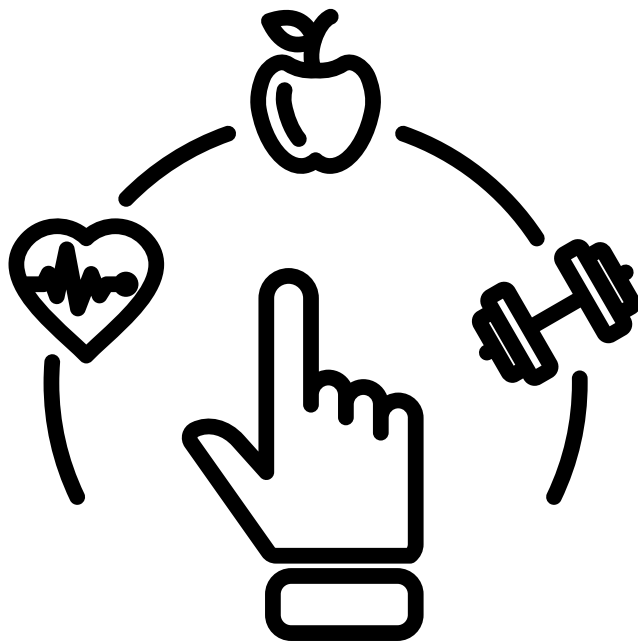


HUMAN CAPITAL

Our human team is our most important asset. Our priority objective is to promote their well-being and professional development.

6. HEALTH AND WELL-BEING

- In 2023, 98% of the workforce underwent the medical check-up offered by the company.
- Employees are encouraged to eat a healthy diet by means of posters in common areas.
- Employees who come to work by bike or on foot are rewarded for their efforts to combat sedentary lifestyles.
- Our facilities are treated against legionella.



7. PERMANENT IMPROVEMENT OF THE SAFETY CONDITIONS OF THE COMPANY'S WORKPLACES AND FACILITIES.



- Once a quarter, a control is carried out that includes aspects of prevention and the environment.
- A general drill is carried out annually and different aspects are evaluated during the drill in order to establish points for improvement if necessary.
- Our absolute frequency rate has decreased by 32.7% in the last year.
- We are renewing the physical load and chemical pollutant studies. We have completed the noise and environmental condition reports.
- In 2023 we renewed our integrated Management System certificates based on ISO 45001:2018 and ISO 14001:2015.

8. IMPROVE TRAINING IN OCCUPATIONAL RISK PREVENTION

- In June 2023 we have renewed the first aid and AED training.
- The people who use the forklift trucks are trained for this purpose.
- All new recruits receive risk prevention training for their position.



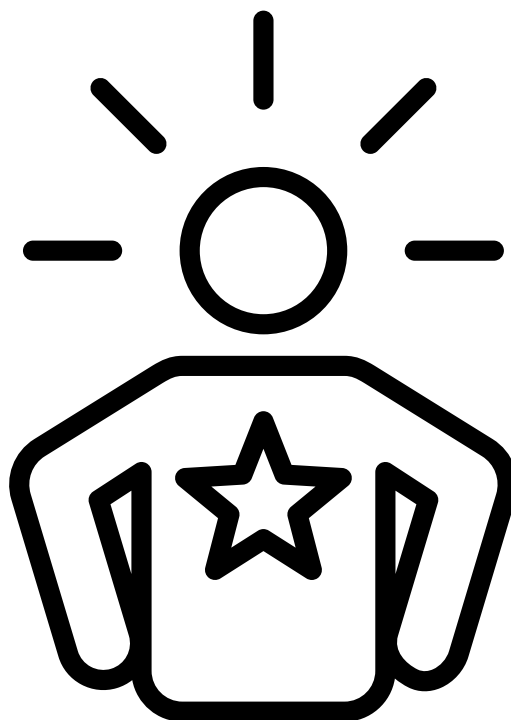
9. INCREASE THE COLLABORATION OF WORKERS

The workers propose actions for improvement.

- Metal pallets are adapted to improve the manual handling of knobs.
- The suction cup on the vacuum manipulator at the packaging outlet is replaced with a reliable design to encourage the use of assisted load handling and reduce manual handling of loads.

10. INCREASING AND STRENGTHENING TALENT

Three young people who are studying for their intermediate or university degrees have completed internships with us. Two of them are still working at ZENTEN during their holiday period and will return to do their second year internship with us.





SUSTAINABLE MERCHANDISING:

We have merchandising to give to customers made from recycled plastic.

Pens that were once a plastic bottle and mouse pads made from recycled plastic fibres in workshops where people at risk of social exclusion work.

DONATION OF MATERIAL:

In recent years we have donated material to local training centres, so that they can use it in their teaching materials.

ZENTEN ECO-PACK:

Innovative packaging for which no plastic is used.

100% recyclable and made from recycled materials.



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