

Corporate Environmental Policy

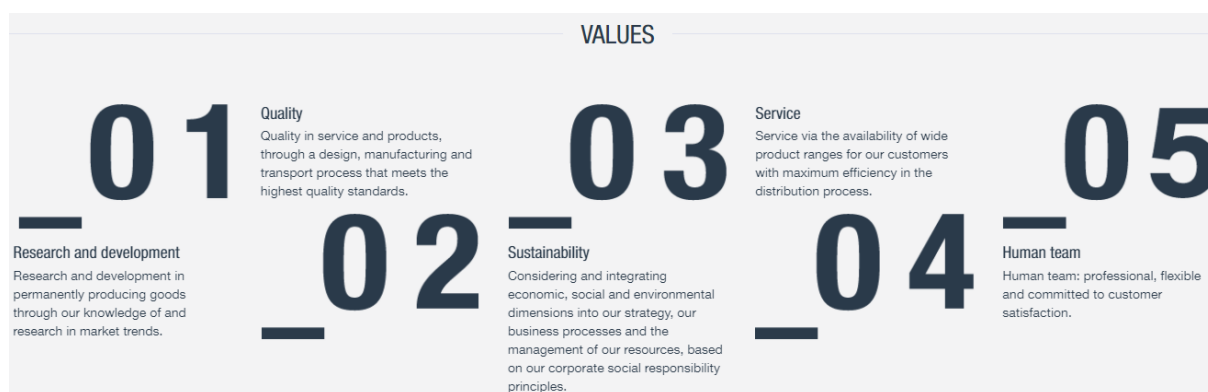
CSR MISSION, VALUES AND PRINCIPLES

MISSION

Comercial Salgar S.L. has the ambition of achieving sustained and sustainable growth in the international market, to be the European leader in bathroom furnishing solutions.

To achieve this, we aim to offer our customers maximum satisfaction, providing them with a wide range of products with an excellent price/quality ratio and level of service, built on business processes which comprehensively integrate our values and principles of corporate social responsibility.

VALUES



CORPORATE SOCIAL RESPONSIBILITY PRINCIPLES

Comercial Salgar S.L. shall comprehensively integrate the following Corporate Social responsibility principles in its business management:

1. Maximum transparency in management.
2. Focus on the sustainability of the company and society.
3. Respect for our employees.
4. Applying principles of excellence in management and customer focus.
5. To have an ethical and responsible relationship with suppliers.
6. To minimise the company's impact on its direct surroundings and on the environment.

ENVIRONMENTAL POLICY

Corporate Environmental Policy

Within the framework of this Mission, Values and Principles of Corporate Social Responsibility, the environmental policy of Comercial Salgar, S.L. is the reference document that guides the company in the development of its actions in this area.

This policy establishes the principles that guide the company globally and locally to support and improve its environmental performance. It is, therefore, a reference for all company employees.

Respect for the environment is one of the main values of Comercial Salgar S.L. and it is a key element in the configuration of a sustainable growth model, which equates, in the environmental field, to lower emissions and greater efficiency in the production and use of resources, as well as scrupulous compliance with environmental regulations and best practices.

The development of the activity of Comercial Salgar, S.L. must include sustainable development criteria that guarantee the proper management of resources and environmental protection that responds to the demands of society.

In its implementation, we are committed to complying with the following principles:

1. Strict compliance with environmental legislation.
2. Full understanding of the environmental impact of our activities.
3. Eliminate or minimise our environmental impact.
4. Protection of the environment and efficient use of resources.
5. Training and information for staff on environmental issues.

STRICT COMPLIANCE WITH ENVIRONMENTAL LEGISLATION

Respecting environmental legislation, on a national and international level, as well as anticipating the application of new regulations, complying with voluntarily acquired commitments not included in the legislation and with environmental performance regulations.

FULL UNDERSTANDING OF THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

Defining the indicators that enables us to clearly and objectively understand the environmental impact of the company's activities, with the aim of being able to use this information effectively in the decision-making process in the different areas of the company. This will allow us to apply the necessary measures and actions to eliminate or reduce the impact of all our activities on the environment.

ELIMINATE OR MINIMISE OUR ENVIRONMENTAL IMPACT

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Application of continuous environmental improvement in all our product development, production and logistics processes, both internal and external, to eliminate or minimise the potential environmental impact on our surroundings as much as possible, promoting environmental awareness throughout the whole supply chain.

PROTECTION OF THE ENVIRONMENT AND EFFICIENT USE OF RESOURCES

To protect the environment and apply the fundamental principles of preventing pollution in production and logistics processes, the efficient use of resources, promoting energy efficiency measures and circular economy, implementing eco-design in our products and services, minimising the generation of waste and promoting the concept of reusing and recycling.

TRAINING AND INFORMATION FOR STAFF ON ENVIRONMENTAL ISSUES

Training and information for all employees on the effects resulting from the development of processes and products, in order to minimise the negative effects of the activities carried out by each employee on the environment, conveying the importance of acting in a way that respects our surroundings.

This policy and all its principles will be communicated to all levels of the organisation. It will be available to all company employees and stakeholders on the company website.

This principles will be transmitted to all members of the Company, and shall be applied at each and every organisational level of the structure of Comercial Salgar S.L.

MANAGEMENT INDICATORS

- Electrical Energy Consumption (Kw) / Furniture produced (Units)
- Hazardous Waste (Kgs) / Furniture produced (Units)
- Recycling rate (%) = Amount of waste recycled (Kg) / Total amount of waste (Kg)
- Disposal rate (%) = Amount of non-recycled waste (Kg) / Total amount of waste (Kg)

RESPONSIBILITIES

The management of the Company is responsible for the approval of this policy and of any associated changes. It is also responsible for ensuring that all defined principles are

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understood and put into practice, as well as for training all personnel to acquire the necessary skills to carry out the policy.

The directors and managers of the company are responsible for the implementation of this policy and for ensuring it is correctly followed.

The Environment Manager must ensure that this policy is applied in all the company's Departments, and must also make sure it is reviewed regularly and that all parties involved are informed of any relevant changes.

Zaragoza, 8 March 2022

Signed

Milagros Salinas Villalba

Juan José Cortés Royo

Joint and Several Directors of COMERCIAL SALGAR S.L.