

AFEPASA ESG COMMITMENT

1. Introduction

AFEPASA GLOBAL SAU is a family-owned company offering biocontrol, plant nutrition and biostimulation solutions, with more than 130 years of experience in the manufacturing, registration and commercialization of ecological products and solutions for agriculture.

Sustainability is part of the organization's strategy, integrating environmental, social and governance (ESG) criteria into its management model and day-to-day operations.

AFEPASA understands sustainability as a cross-cutting commitment that must be reflected in the way the company is managed, how it engages with people and stakeholders, how it develops products and how it operates responsibly.

2. Good governance and business ethics

AFEPASA has a management model based on the principles of integrity, transparency, regulatory compliance and continuous improvement.

This commitment is supported by:

- an Integrated Management System (IMS);
- a compliance system supported by specialized external advisors;
- the existence of a person responsible for the compliance system;
- a Code of Ethics and internal documents that develop the organization's principles of conduct;
- an ethics channel accessible for the confidential reporting of potential irregularities.

AFEPASA promotes a corporate culture based on responsibility, integrity, the prevention of compliance risks and respect for the law.

3. People, human rights and responsible labour practices

AFEPASA conducts its activities with respect for human rights and promotes responsible labour practices throughout the organization.

Its commitments include:

- ensuring a safe, healthy and respectful working environment;
- promoting equal opportunities, non-discrimination and inclusion;
- fostering training, professional development and employee well-being;
- encouraging a working environment based on collaboration, dignity and respect;
- expressly rejecting any form of child labour, forced labour, exploitation or human trafficking.

AFEPASA recognizes and respects freedom of association and the right to collective bargaining, in accordance with applicable legislation. It also promotes consultation, participation and dialogue with employees and their representatives, encouraging transparent internal communication and a working environment based on collaboration and mutual respect.

AFEPASA also applies control, verification and monitoring measures in its onboarding, training and internal supervision processes, and promotes these same principles in its relationships with suppliers, contractors and other third parties in its supply chain.

4. Environment

AFEPASA carries out its activities with a firm commitment to environmental protection, pollution prevention and the efficient use of resources.

Main areas of action include:

- **Circular economy:** recovery and valorisation of sulphur from industrial waste recovery processes and from by-products generated in other sectors;
- **Resource efficiency:** optimization of energy, water and raw material consumption;
- **Environmental control:** monitoring of emissions, waste and environmental impacts;
- **Responsible waste management:** collaboration with authorized waste managers and the promotion of valorisation;
- **Climate action:** progressive reduction of the environmental footprint and improvement of energy performance.

These actions are integrated into the organization's environmental management system and are reviewed periodically within the framework of the IMS.

5. Supply chain and sustainable procurement

AFEPASA integrates sustainability criteria into its relationships with suppliers and subcontractors, promoting a responsible supply chain.

In this area, the organization promotes:

- supplier performance evaluation;
- the integration of environmental, social and ethical criteria into supplier qualification and monitoring;
- the promotion of responsible practices in the areas of safety, human rights and the environment;
- collaboration with suppliers that share principles of sustainability and continuous improvement.

This commitment is implemented through the internal documentation and procedures applicable to suppliers, as well as through the evaluation and monitoring mechanisms put in place by the organization.

6. Innovation, knowledge and local environment

AFEPASA understands innovation as a strategic pillar for improving competitiveness, driving more sustainable solutions and generating long-term value. The organization makes a strong commitment to R&D&I, with an approximate budget of €1.2 million, a specialized team of 7 people, and participation in European, national and CDTI-funded projects. AFEPASA also holds the **Innovative SME** recognition, which reinforces its commitment to developing valuable solutions for the agricultural sector.

This commitment to innovation is complemented by an active focus on knowledge and collaboration. AFEPASA has promoted initiatives such as an industrial doctorate, maintains internship programs, and participates in technical conferences and presentations, fostering knowledge transfer and links between business, research and education. Part of the current team joined the organization through these channels, thereby contributing to talent attraction and retention.

AFEPASA also maintains an active connection with its local environment, collaborating with entities in the wine sector and supporting initiatives linked to organizations in which its own employees participate. In this way, the organization strengthens its connection with the territory, the sector and the professional community in which it operates.

7. Alignment with international principles

AFEPASA aligns its activities and its management system with international sustainability principles, integrating criteria related to human rights, responsible labour conditions, environmental protection and the fight against corruption into its policies, procedures and monitoring systems.

AFEPASA also takes the 2030 Agenda and the Sustainable Development Goals (SDGs) as a reference, prioritizing those areas in which its activities generate the most significant contribution.

In particular, the organization identifies **SDGs 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production), 13 (Climate Action), 16 (Peace, Justice and Strong Institutions) and 17 (Partnerships for the Goals)** as strategic reference points.

This alignment is reflected in the development of its internal policies, its operating practices and its continuous improvement mechanisms.

8. Monitoring and continuous improvement

AFEPASA continuously works to improve its ESG management system through:

- the monitoring of environmental, social and governance indicators;
- the periodic review of its systems and procedures;
- the assessment of risks and opportunities;
- the implementation of improvement actions;
- the review of results within the framework of the Integrated Management System.

This approach makes it possible to move towards an increasingly responsible, transparent and sustainable business model, reinforcing AFEPASA's commitment to creating long-term economic, social and environmental value.



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