

Sustainability Policy

At Efacec we ground our business strategy in alignment with our commitment with sustainable development. As a technological company developing Energy, Environmental and Mobility products, solutions, and services we believe that we can play a role in responding to global challenges such as in environmental and social issues, and conduct our activities to create value for all our stakeholders, always respecting ethical and transparent governance practices.

Our decisions must be guided by the three dimensions of sustainability: Environmental (**E**), Social (**S**) and Governance (**G**). This Policy aims to be a fundamental guide to all stakeholders to fulfil ESG principles, contribute to the UN Sustainability Development Goals, and reinforces how each of our employees contribute to our sustainable development model by incorporating these principles in all decisions and activities.

We base our business practices and performance management on the following principles:

Governance Principles

Under this principle it is our ambition to:

Comply with best practices of governance in all our business activities through the promotion of ethical decision-making, risk management, compliance with regulations, and transparency in information disclosure, always respecting stakeholders and seeking continuous improvement in our management system.

Ensure that in all our activities we perform our duties in accordance with our ethical principles.

Ethics, Integrity, and Transparency:

- Reject any kind of corruption (including bribery, extortion, fraud, and money laundering) in the scope of Efacec's activities.
- Seek accuracy, integrity, and transparency of information provided to partners, always assuring fair competitive practices, data security, and data privacy of all stakeholders.
- Establish ethical relations of partnership, mutual help and citizenship with interested parties in our business relations. Ensure this conduct is also a common practice with fellow colleagues in all levels of the organization, aiming for a more collaborative and efficient decision-making process.
- Define expected ethical conduct and promote this behavior within the organization.

Resilience and Risk Management

- Take preventive actions, manage risks, plan emergency situations, and assure business continuity.
- Integrate ethical, environmental, and social principles into the procurement process to ensure sustainable sourcing and strengthen mutual relationship with our suppliers.
- Ensure the sustained growth of Efacec business through establishing a thorough and caution decision processes, continuously improving business performance, and embracing market opportunities.

Respect for regulations:

- Respect national and international legal regulations, always adopting the most rigorous requirements.
- Comply with all standards applicable to Efacec regarding health & safety, environment, quality, work relations and the development and marketing of systems, products, and services.

Innovation and Quality:

- Anticipate, meet, and overcome the needs and expectations of customers by developing innovative, integrated, and differentiated solutions that add technological value.
- Promote a culture based on creativity, excellence, and continuous improvement in all processes, respecting intellectual property and maintaining high levels of response capacity to unforeseen situations.
- Actively participate in scientific communities, contributing towards the creation of collaborative technological environments.

Environmental Principles

Under this principle it is our ambition to:

Address global environmental challenges through a responsible management of our operations in order to protect the environment and prevent pollution while developing environmentally friendly solutions.

Promote the continuous improvement of our processes and solutions through identifying and assessing environmental risks in all our activities and define actions to mitigate negative impacts.

Decarbonization

- Achieve ambitious Green House Gas (GHG) reduction targets in operations by increasing energy efficiency, incorporating renewable energy sources, reducing carbon intensity, and reducing emissions from the value chain by proactively influencing key stakeholders.

- Contribute to global decarbonization efforts by developing and promoting the use of innovative low carbon solutions.

Circularity

- Maximize operational circularity levels through material reutilization, recycling, reduce critical materials consumption, assure a safe process of waste disposal, and conduct studies.
- Minimize water consumption and reuse it when possible.
- Contribute to the circular economy ecosystem by actively collaborating in industrial symbioses through our diverse portfolio.

Biodiversity

- Evaluate impacts on biodiversity in all our activities in order to prevent damaging bio habitats through minimizing atmospheric emissions and contaminant leakages, treatment of industrial wastewater, always respecting local legislation.
- Advise and help customers to protect the environment and get contractors involved in environmental protection.

Social Principles

Under this principle it is our ambition to:

Align our strategies and operations with universal principles on Human Rights and Labour (UNGC) and take actions that advance societal goals.

Identify and manage business impacts, both positive and negative, to proactively promote healthy work environment inside and outside our premises.

Human Rights

- Protect and promote internationally proclaimed human rights, rejecting all forms of forced labour, child labour, harassment, and any discriminatory practices (race, gender, religion, political opinion, nationality, social origin, age, disability, sexual orientation and/or trade union memberships).
- Promote gender unbiased practices aiming to achieve gender neutral- recruitment, and equal pay conditions and opportunities.
- Uphold a fair reward system, freedom of association, and the effective recognition of the right to collective bargaining.
- Protect and respect local culture and heritage, demand partners to respect universal Human Rights Principles, and reject non-certified sourcing from conflict minerals countries.
- Accept employee suggestions without retaliation, provide grievance mechanisms, and protect whistleblowers.

Health and Safety

- Provide proper training and work conditions to mitigate work risks in order to achieve high levels of health and safety.
- Provide employee's consultation mechanisms on health & safety matters and uphold their active participation.
- Provide products, services, and solutions that do not put at risk the safety and health of users and ensure that preventive and reliable information is clearly communicated/available.
- Minimize or even eliminate potential health and safety risks in communities impacted by Efacec's activities.

Well-being

- Contribute to a full citizenship in society of our employees by providing fair benefits and reward systems, and a work schedule that promotes work-life balance.
- Provide a safe work environment that promotes physical and psychological well-being, culture of collaboration, mutual respect, trust, and mechanisms that prevent the existence of any form of harassment.
- Promote the development of personal and professional skills by providing learning opportunities, transparent evaluation and fair recognition system, and career advancements.
- Provide a healthy, motivating, innovative work environment, developing programs that offer autonomy and increasingly involve employees in operational decisions and in the development of new solutions.

Community Engagement

- Seek to support the main social, cultural, and technological initiatives carried out by communities, based on the potential and soundness of the proposals, and the credibility and proximity of the institutions.
- Take preference in solutions that aid the development of communities, namely concerning the selection of suppliers and the recruitment of new employees.
- Promote employee participation in community projects.