



Arancō

Sustainability Report 2023.

Service for a Better World



INDEX

01 | **1. A word from our Chief Executive Officer**

Page 3 >

02 | **2. About Aranco**

- 2.1. Over 35 years transforming the end of line
- 2.2. Where we are
- 2.3. Mission, vision, values and service culture
- 2.4. Acknowledgements
- 2.5. Aranco 2023

Page 5 >

03 | **Aligned with the SDGs**

Page 14 >

04 | **Governance**

- 4.1. Ethics and good governance
- 4.2. ESG risk monitoring and management
- 4.3. Sustainability management model
- 4.4. Sustainability Master Plan

Page 21 >

05 | **Social**

- 5.1. Talent management
- 5.2. Health and well-being
- 5.3. Training and development
- 5.4. Equality and diversity
- 5.5. Protection of human rights
- 5.6. Contribution to the environment

Page 29 >

06 | **Environmental**

- 6.1. Environmental management
- 6.2. Circular economy
- 6.3. Climate change

Page 42 >

07 | **GRI Annex**

Page 55 >

A WORD FROM OUR CHIEF EXECUTIVE OFFICER



A word from our Chief Executive Officer.

At Aranco we are excited about the moment of growth we are experiencing. I mean growth in many dimensions.

The most obvious is perhaps the internationalisation process we are undergoing, with new subsidiaries in France and Germany. But there are other growths that are enriching us as never before.

First, I would like to mention the people who are joining our project. In addition to the newcomers in Spain, we must add the new colleagues in France and Germany who have committed themselves to this project. To all of them: welcome, bienvenue, willkommen.

We are also witnessing how we are growing individually and as a team, transforming Aranco into a more agile, more horizontal and collaborative company, with much more potential. An Aranco that is more responsive to our customers' needs and better prepared to adapt to the challenging environment we are living in.

In this context of growth I would like to highlight our development in sustainability. Both in the business model and in the organisational model.

I am proud to see how we are steadily moving forward with our Sustainability Master Plan, taking quiet and steady steps but without stopping. I am noticing the cumulative path that we started some time ago and that we have managed to organise, expand and accelerate.

Our business model is based on optimising the packaging of palletised goods for our customers in Spain, Portugal and other European countries. With this focus, and by investing year after year in innovation

projects that improve packaging and waste management, we continue to prevent many tonnes of useless film from reaching the market and we help our customers to reduce their consumption, waste and emissions, maintaining or improving the quality of the packaging without risking the safety of their loads.

In addition, we continue to move forward with initiatives that help us to reduce our environmental impact as a company and generate a positive social impact.

Finally, I cannot fail to mention the tough regulatory environment we face in the plastics industry.

We fully share the objectives of decarbonisation and improved waste management. In fact, industry is largely committed to these objectives. But we call on regional, national and European legislative authorities not to improvise and to take care to assess the consequences of their laws.

If I had to give an example of alignment of objectives but total disagreement in the technical implementation of a law, I would mention the single-use plastic tax, which came into force in Spain in 2023. In addition to being technically difficult to implement, it diminishes the homogeneity of the European single market and opens the way to fraud from non-European countries with divergent ethical principles and less linkage to the territory.

In any case, at Aranco we are fully committed to the good use of plastics and to the good management of plastic waste to grow towards a circular economy.

In addition, we will continue to improve our services to further help our environment while improving as a sustainable and profitable company.

Finally, I would like to introduce you to the motto that encompasses Aranco's vision and actions in sustainability: "Service for a Better World". This statement summarises two key aspects of our identity. "Service" reflects our innovation in the packaging sector, where we adopt a pioneering service model that translates into customer value. "For a Better World" represents our vision to improve the world, both in our industry and in society, and to enrich the lives of those who are part of Aranco.

I therefore invite you to read our Sustainability Report, in which we tell you how we are making progress on our commitments.



The motto that encompasses the vision and actions of Aranco in sustainability: "Service for a Better World".



Gaizka Lara Goicelaya,
Aranco Chief Executive Officer

2

ABOUT ARANCO

- 2.1. Over 35 years transforming the end of line
- 2.2. Where we are
- 2.3. Mission, vision, values and service culture
- 2.4. Acknowledgements
- 2.5. Aranco 2023



Over 35 years transforming the end of line.

Aranco is a Spanish family-owned SME company founded in 1988 and specialised in packaging services with wrapping machines at no cost (Wrapping as a Service), high-performance and low-micron stretch films, in-house technical service and digital tools. We have our own subsidiaries in several European countries, which are also part of the Aranco Group.

We are committed to innovation, and we design and manufacture our wrapping machines with our own technology, especially conceived for our packaging services. Together with leading European partners in the sector, we develop high-quality, low-micron stretch films that reduce consumption, waste and emissions and guarantee a safe transport of palletised goods.

With headquarters in Massamagrell (Valencia, Spain) and a staff of more than 50 people in several countries, we provide our packaging services with more than 2,000 wrapping machines currently in operation in more than 800 customers in Spain, Portugal, France, the Netherlands and Germany in sectors such as logistics, large retail, food and beverages, pharmaceuticals and textiles, among others.

In 2023, we are operating in Spain and Portugal with our parent company, Aranco, and in France and Belgium with our first own subsidiary, Aranco France. In addition, during 2023 we have prepared the establishment of our second subsidiary outside Spain, Aranco Deutschland, which will be operational from the beginning of 2024. With Aranco Deutschland we will provide our packaging services in Germany itself, in the Netherlands and in Luxembourg.

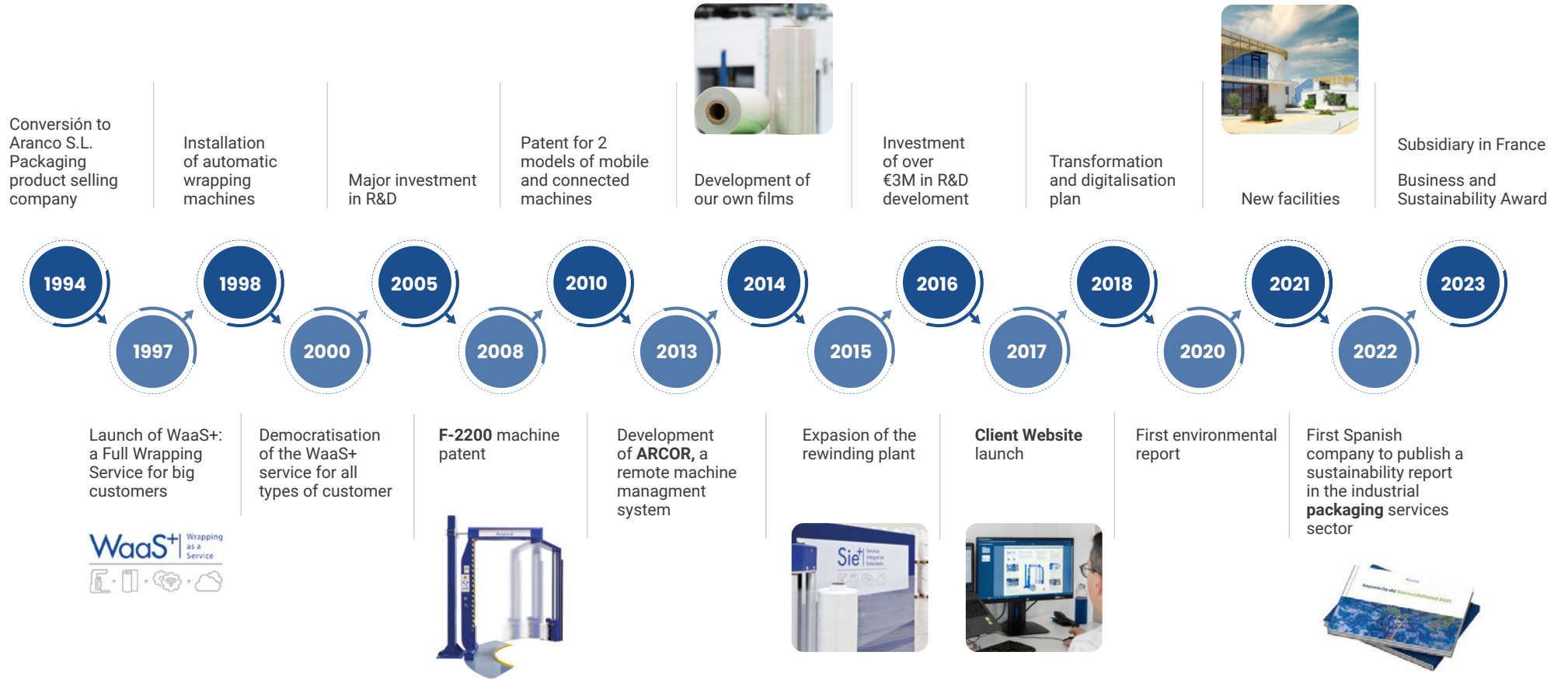
We are still immersed in an ambitious internationalisation process to bring our services, with more of our own subsidiaries, to other European countries in the coming years.

During 2023 we received several acknowledges recognising our commitment to innovation and sustainability.



Our history.

1988 Mr. Luis Lara founds Aranco



Where we are.

In 2023 we operated in Spain and Portugal with our parent company, Aranco, and in France and Belgium with our first wholly owned subsidiary, Aranco France. In addition, in 2023 we started the establishment of our second subsidiary, Aranco Deutschland, which will be operational from the beginning of 2024 and with which we will serve our customers in Germany, the Netherlands and Luxembourg.

Spain and Portugal.

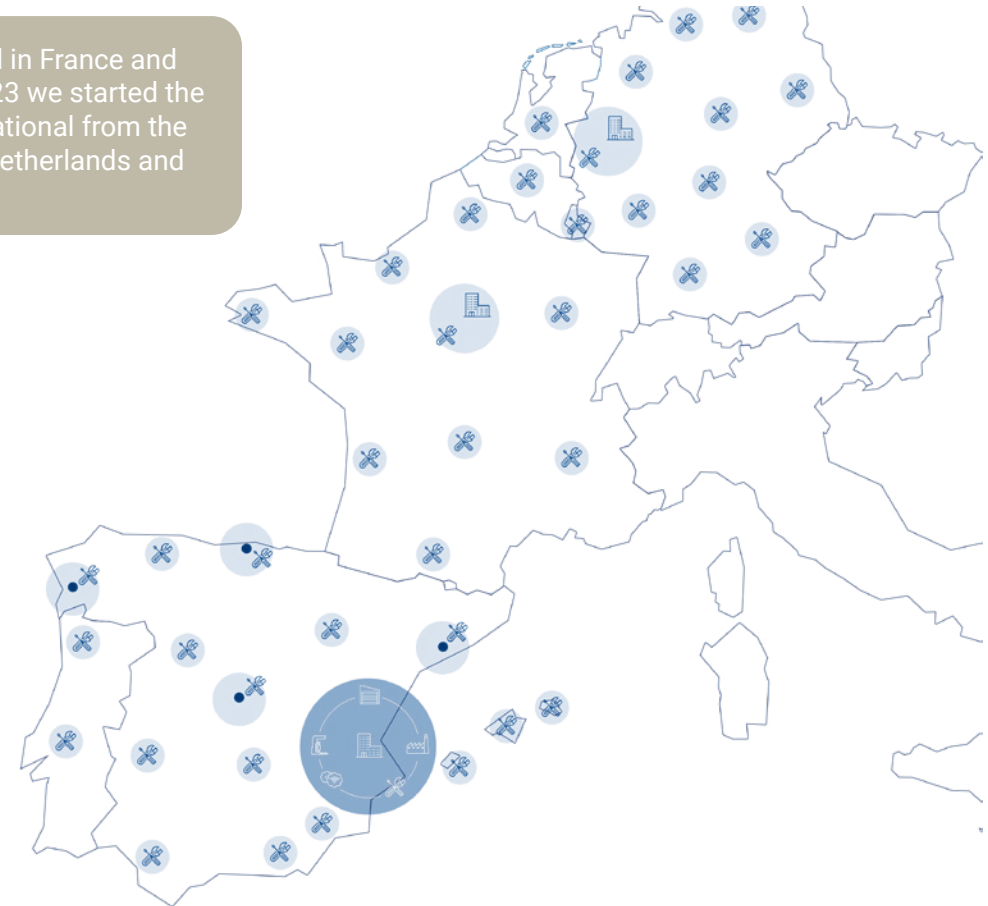
- Headquarters in Massamagrell (Valencia, Spain).
- Branches in Catalonia, northern area, central area, Andalusia, Galicia and Portugal.
- Logistics warehouses to provide coverage in 48/72 hours anywhere in Spain and Portugal.
- Local technical services.







France.

- Headquarters in Paris.
- Local technical services.

Germany.

- Headquarters in Düsseldorf.
- Local technical services



 Headquarters	 Rewinding plant	 Maintenance centre
 Technical services	 Wrapping machine manufacturing and repairing	 Warehouse

Mission, vision and values.

Mission

Transforming Europe's industrial packaging sector by adding value and productivity, improving people's lives and having a positive impact on the environment.

Vision

Improving our world.

Values

Respect

Committed to the well-being and fair treatment of all people.

Trust

Committed to the creation of transparent and honest relationships that generate a climate of trust.

Commitment

Committed to the personal growth of people within a shared vision.

Sustainability

Committed to the generation of shared value with our stakeholders.



Service culture.

Strongly rooted in our mission, vision and values, the three pillars of the Aranco service culture are people, innovation and sustainability. With these three pillars we build a sustainable business model:

People

At Aranco, people are at the core of our business, creating well-being and looking to future generations. We integrate ethical standards into our organisation and our suppliers.

Sustainability

We evolve our business model towards circularity and climate neutrality. We produce with more sustainable energy. We adapt to new regulatory frameworks.

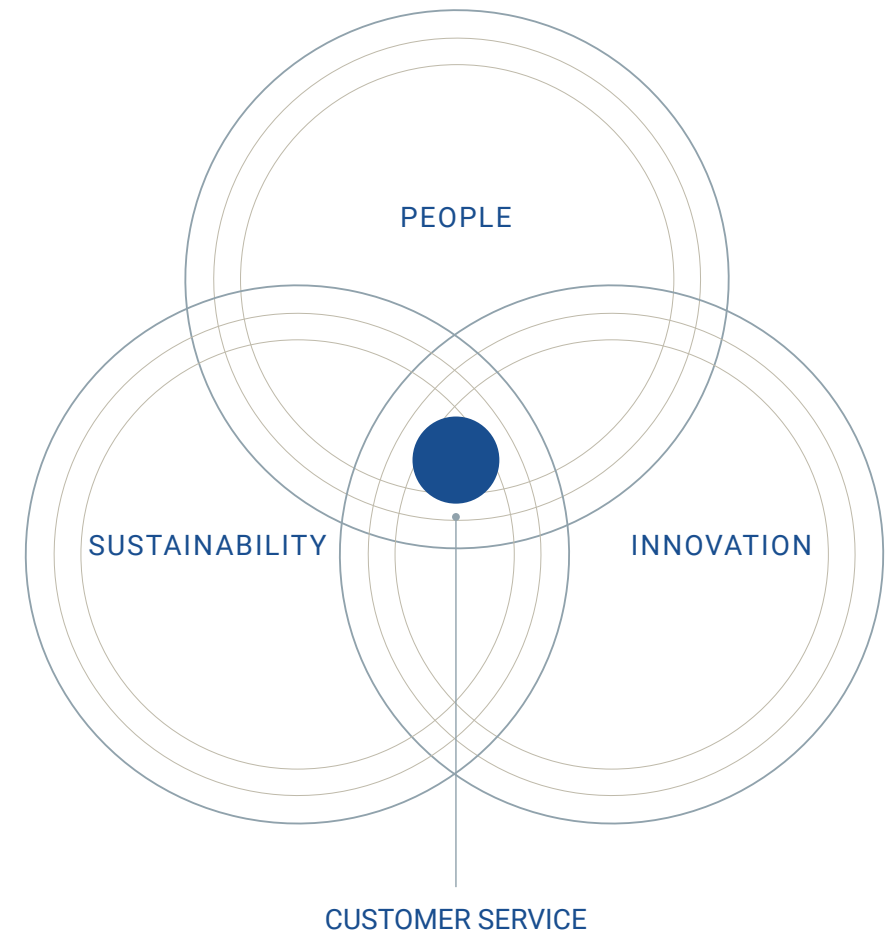
Innovation

We develop more sustainable and cost-effective solutions to maximise the generation of economic, social and environmental value.

Customer service

We measure our social and environmental impacts and make them available to our customers and stakeholders. We address our customers' needs for sustainability improvements as if they were our own.

OUR SERVICE CULTURE



Acknowledgements.

During 2023 we received two awards recognising our efforts in innovation and sustainability. These recognitions drive all Aranco's areas to continue working harder to provide our customers with increasingly efficient, cost-effective and sustainable low-carbon services.



“Green & Digital Innovation” by DHL Supply Chain

In March 2023 DHL SUPPLY CHAIN in Spain awarded us the Green&Digital Innovation Award in the category of Innovation for Supply Chain Robotisation. The DHL Green&Digital Innovation Awards recognise those services, products or innovation projects that represent a breakthrough in sustainability, robotisation or digitalisation of the supply chain and that have a practical and direct application for logistics operators or companies that internally manage warehousing, transport and distribution activities.



“Business and Sustainability”, Levante-EMV newspaper and Banco Sabadell.

In October 2023 we received the Business and Sustainability (Empresa y Sostenibilidad) award in the Environmental category, granted by the Valencian newspaper Levante-EMV and the financial institution Banco Sabadell. The Company and Sustainability awards recognise the good ESG practices of Valencian companies. The aim of these awards is to support the development of Valencian society through the recognition of its most cutting-edge and ethical companies and, thus, to reward the work of those that meet the conditions.

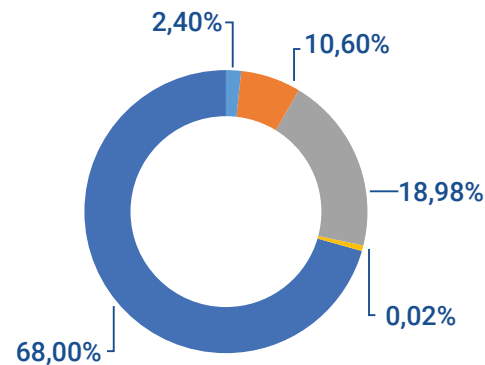
Aranco 2023.

Governance.

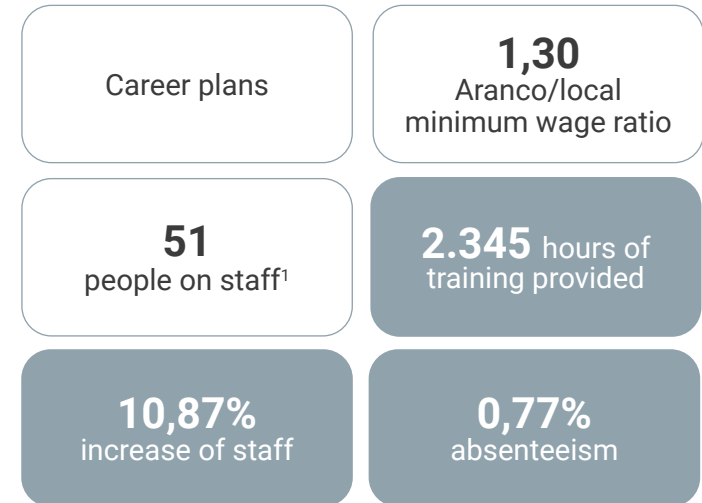


Distributed Economic Value (%)

- Payments to capital providers
- Salaries and employee benefits
- Public administrations
- Investments in the community
- Operational costs



Social.



¹As at 31 December 2023.

Environmental.



Aranco 2023.

Value generation:

MAIN FINANCIAL FIGURES	2021	2022	2023
Turnover	20.827.798,98 €	25.405.045,34 €	27.067.177,29 €
Turnover growth	27,62%	21,98%	6,50%
EBITDA	4.283.632,28 €	4.639.352,77 €	4.898.849,50 €
EBITDA growth	21,21%	8,30%	5,60%
Fixed assets	14.055.368,77 €	16.704.151,28 €	16.594.126,09 €
Net assets	7.545.981,02 €	9.173.402,44 €	9.285.047,54 €

COMPOSITION OF DISTRIBUTED ECONOMIC VALUE	2021	2022	2023
Payments to capital providers	390.870,26 €	441.684,30 €	628.417,60 €
Salaries and employee benefits	2.393.802,37 €	2.633.331,17 €	2.773.706,61 €
Public administrations	2.816.841,58 €	3.278.000,53 €	4.965.757,42 €
Investments in the community	270,00 €	4.069,84 €	4.264,51 €
Operational costs	14.626.421,71 €	18.723.451,10 €	17.792.361,00 €
Distributed wealth	20.228.205,92 €	25.080.536,94 €	26.164.507,14 €

3

ALIGNED WITH THE SDGs

3.1. Five SDGs linked to our activity

3.2. Our performance



Five SDGs linked to our activity.

Our service culture and our commitment to sustainable development are aligned with the global challenges expressed by the United Nations Sustainable Development Goals. For us, the SDGs are a guide to orient our strategy, actions and business model towards global sustainability.

In 2021, we chose the SDGs that we considered strategic and directly linked to the development of our activity:



This selection of SDGs in 2021 by our company was accompanied by a commitment to contribute and carry out actions linked to them and to monitor and communicate them.



Our performance.

7 AFFORDABLE AND CLEAN ENERGY



Affordable and clean energy

Scope

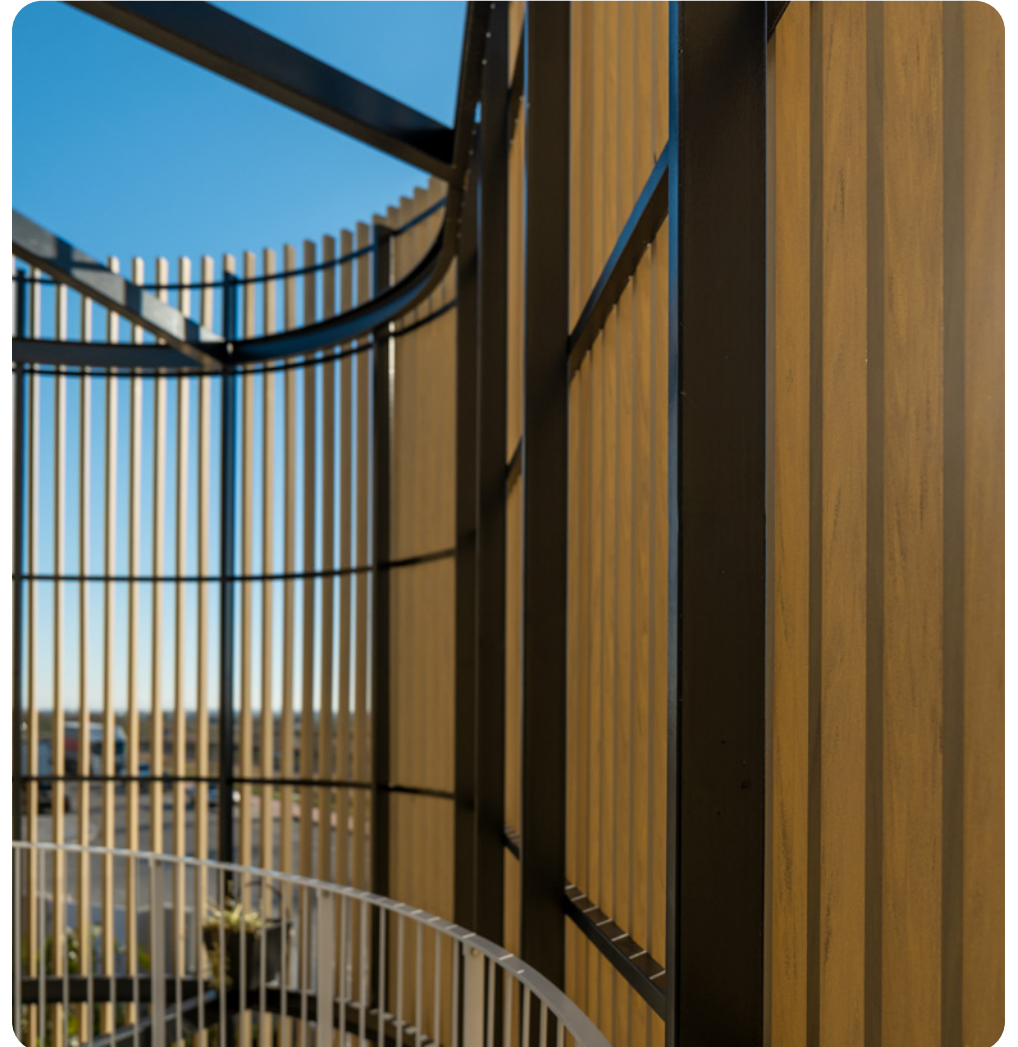
Actions and impacts

Renewable energy

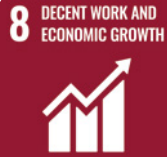
☐ In August 2023, our photovoltaic plant (Massamagrell, Valencia), with an **output of 100 kW** and a surface area of more than **600 square metres**, came into operation. The plant provides **up to 29%** of the electricity consumed at our facilities.

Energy saving

☐ Our buildings have an **intelligent lighting and climate control** system (light and presence sensors for switching on and off exterior and interior lights, with LED or low-energy luminaires).
☐ Our buildings have large, darkened windows on the exterior side, which allow **natural light** to enter and be used while reducing sunlight during the hottest months of the year.



Our performance.



Decent work and economic growth

Scope

Actions and impacts

Decent work

- ◻ In 2023 we have **strengthened the People & Talent Area** for the personal and professional development of our teams. The Area has promoted the following plans and policies: Equal Opportunities Plan; Welcome Plan for new recruits; Welcome Manual; Internal Communication Plan; Career Plans; Flexibility and work-life balance policies.
- ◻ In 2023, Aranco's **average workforce** was **48 people**, an **increase of 10,87%**.
- ◻ In 2023, the percentage of **indefinite-term contracts** in our workforce was **96%**.
- ◻ Aranco offers all its employees the possibility of taking out **health insurance**, 60% of the cost of which is covered by the company, with access to other family members and tax benefits.
- ◻ Aranco has subscribed a collective **pension plan** with a financial institution for all its employees. Aranco makes **two annual financial contributions** to this plan.
- ◻ Aranco's staff has a **corporate canteen** at no cost.

Economic growth

- ◻ Turnover in 2023 was € 27.067.177,29, an **increase of 6,50%** over the previous year.
- ◻ In 2023 **Aranco France was our first subsidiary to be set up outside Spain**. At the end of 2023 the process of setting up Aranco's second subsidiary (**Aranco Deutschland**) was initiated.
- ◻ In 2023 the percentage of **employment generated in Aranco group companies outside Spain** was **4,16%**.



Our performance.



Industry, innovation and infrastructure



Scope	Actions and impacts
Industry	<ul style="list-style-type: none"> By the end of 2023 the number of Aranco wrapping machines installed at customers was 2.007 units
Innovación	<ul style="list-style-type: none"> In 2023 we maintained the SME INNOVATIVE seal (obtained in 2014). Our own investment in innovation in 2023 was 478.773,01 euros. During 2023 Aranco secured one more patent, bringing the total number of patents held by our company to 11 patents at the end of 2023. During 2023 the number of Aranco people involved in innovation projects was 6 people (one person more than the previous year). During 2023 the number of hours spent on innovation projects was 8.264 hours, an increase of approximately 103% over the previous year (4.076 hours in 2022). During 2023 the Innovation Area presented the digital mailbox “Innovando junt@s” (Innovating Together), a participation tool to democratise innovation and with which the company’s staff can submit innovative ideas and projects.
Digitalisation	<ul style="list-style-type: none"> Aranco has been drawing up Digitalisation Master Plans since 2017. The current plan covers the period 2022/2026.
Digitalisation, innovation	<ul style="list-style-type: none"> Aranco’s Digital Area and Innovation Area accounted for 12% of Aranco’s workforce by the end of 2023 (total staff of 51 people). The overall investment in the main innovation and digitalisation projects during 2022 and 2023 was 2,38 million euros. This amount includes own investment of €1,95 million and CDTI (Spanish Centre for Technological Development and Innovation) grants of just over €430,000. The three main projects were our new Smart Machines, our Nebula interoperability platform and our new stretch films with RFID technology (Smart Films).

Our performance.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Responsible consumption and production

Scope

Actions and impacts

Reduce

⊕ The **average reduction in film consumption** that we achieve for our customers with our packaging services is approximately **67%**.

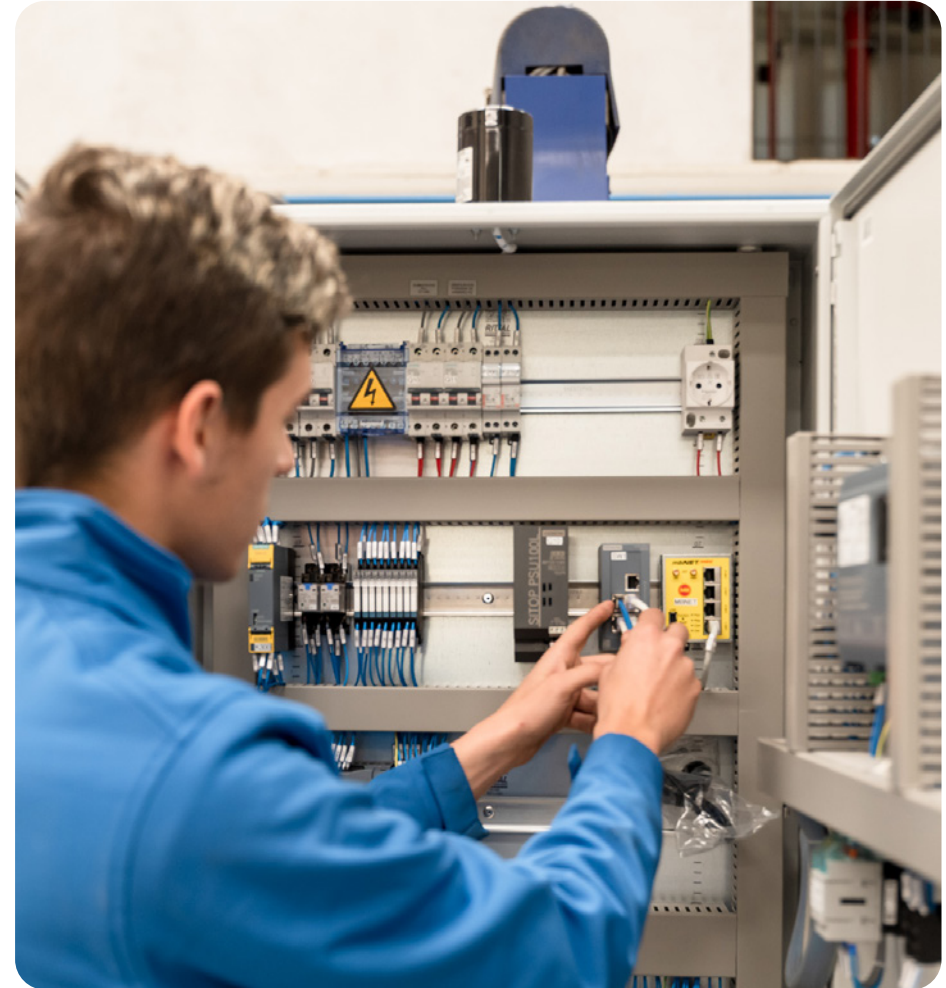
During 2023 we started to develop **5-micron stretch films**, which are currently (first half of 2024) in the test phase. With these low-micron, high-quality films we continue to help our customers to **reduce consumption and waste**.

Reuse

⊕ During 2023 the number of obsolete or damaged wrapping machines that were **refurbished to extend their service life** was 87.

Recycle

⊕ In 2023 we renewed the seal **“Zero to Landfill (From Waste to Resource)”** awarded by Saica Natur and TÜV SÜD (first obtained in 2022). The **percentage of waste recycled or revalued** in 2023 was **99,59%**.



Our performance.



Climate action

Scope

Emission reduction

Actions and impacts

- Our **Decarbonisation Plan**, currently under development and included in our Sustainability Master Plan 2022/2026, aims to make our company **climate neutral by 2030**.
- At the end of 2023 we registered our carbon footprint with the Spanish Ministry of Ecological Transition and Demographic Challenge. We obtained the **“CALCULO” (“I CALCULATE”)** seal.
- During 2023 the percentage of incidents and diagnostics on our wrapping machines resolved **by our technicians remotely with no travel** was approximately **25%**.

Mobility, emission reduction

- Our car fleet by end 2023 consisted of 23 vehicles, of which 16 were hybrids, one electric and six diesel. Compared to 2022, the diesel fleet **has been reduced by 33%**. During 2023 the **average age of our car fleet was 1,69 years**. Since 2023 our logistics partner has been exclusively using a **100% electric trailer truck** to pick up daily orders at our site. With this new electric truck **emissions are reduced** by more than 21 kg CO₂ per trip (approximately ten trips per week).



4

GOVERNANCE

- 4.1. Ethics and good governance
- 4.2. ESG risk control and management
- 4.3. Sustainability management model
- 4.4. Sustainability Master Plan



Ethics and good governance.

Aranco is a family business with a highly professionalised governance model based on values that we learned and maintain from our founder, Mr. Luis Lara, and which are the pillars of our company.

Compliance with the law, commitments to third parties and internal regulations.

Ethical management, based on the value-based management of our corporate identity.

Professionalisation, governed by business, strategic and sustainable criteria.

Adaptation, with a governance structure capable of adapting to the demands of an uncertain global environment.

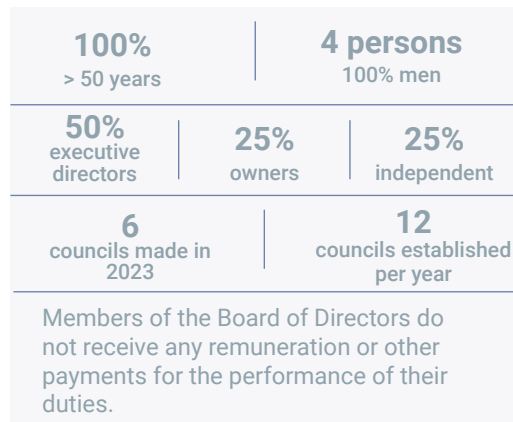


Corporate governance model.

Presidency	Board of Directors	Monitoring Committee	Chef Executive Officer
Sustainability functions	Sustainability functions	Sustainability functions	Sustainability functions
<ul style="list-style-type: none"> Representing Aranco and its sustainability interests. Approving of the corporate social responsibility policy and code of ethics. Setting and determining the agenda for the Board meetings, including those related to sustainability issues. 	<ul style="list-style-type: none"> Establishing and unifying sustainability objectives and strategy. Determining risk management and control policy, including tax risks, and supervising internal control and information systems. Overseeing compliance with the company's corporate governance rules and internal codes of conduct, ensuring that the corporate culture is aligned with its purpose and values. Overseeing of the financial and non-financial reporting process. 	<ul style="list-style-type: none"> Overseeing the implementation of the company's global strategy, which integrates people, customers and sustainability issues. Monitoring key projects that are part of the sustainability strategy. Coordination of areas for the development of the Sustainability Master Plan. Presentation of the results of the sustainability actions implemented. 	<ul style="list-style-type: none"> Implementing the actions necessary to achieve the objectives set by the Board of Directors. Overseeing that environmental and social practices are in line with the strategy and policy. Monitoring and evaluation of stakeholder engagement processes. Contributing to the preparation of the ESG (environmental, social and governance) risk map, monitoring and updating. Analysis of new emerging ESG risks.

The company is chaired by Mr. Gaizka Lara Goiricelaya as of 31/12/2023.

Composition of the Board of Directors



Composition and functioning of the Monitoring Committee



The current CEO is Mr. Gaizka Lara Goiricelaya as of 31/12/2023.

Collaborative culture

Aranco's internal organisational structure is horizontal and is made up of Areas rather than departments. This structure by areas encourages collaboration between them on shared projects and boosts our productivity, motivation and capacity to adapt and innovate.

In addition, open and external collaboration with other companies and specialised teams is part of our culture. The projects we undertake in our organisation are often carried out with the participation of local partners. With these synergies, we achieve improvements in execution times and better results, and generate a positive impact on the environment.



ESG risk control and management.

In 2022, during the process of elaboration of our first Sustainability Master Plan, we carried out an analysis¹ of the environmental, social and governance risks (ESG risks) to which we were and are subject.

The main risks identified in 2022 and regularly monitored through the relevant governance and management bodies during 2023 are as follows:



¹ See the methodology used for this analysis in our Sustainability Reports 2021 and 2022.

Dimension	Risk
Governance	<ul style="list-style-type: none"> Regulatory compliance Regulatory changes Shortages and prices of raw materials Adaptation to new technologies Cybersecurity Choice of business partners Currency risk Loss of competitiveness
Social	<ul style="list-style-type: none"> Attracting, retaining and developing talent Protection of Human Rights in our sphere of influence Well-being at work Changing tastes or preferences of customers and society in general. Loss of image or reputation
Environmental	<ul style="list-style-type: none"> Climate change mitigation Circularity Use of sustainable materials Eco-innovation and adaptation to global needs Energy transition Responsible management of natural resources

Ethical management: anti-corruption.

Through internal and external controls, we act to comply with the law and to prevent fraud, corruption and crimes, especially those related to financial and tax engineering. Trust and transparency with our stakeholders are core values and we maintain relationships with third parties based on compliance and ethics.

Actions for the prevention of fraudulent acts:

- ⦿ Annual audits of accounts by independent third parties and subsequent public registration
- ⦿ Non-use of banks in tax havens
- ⦿ Tax payments in Spain and in those European countries where we have our own subsidiaries
- ⦿ Use of digital or documented means of collection and payment to facilitate traceability
- ⦿ Non-use or acceptance of facilitation payments to public officials, customers or suppliers
- ⦿ No direct or indirect financing of political parties, candidacies or the like
- ⦿ Requirement of supplier identification certificates prior to making payments
- ⦿ Multi-pronged measures in financial and fiscal management
- ⦿ Internal system of authorisations for the use of bank accounts for authorised internal staff only

During the year 2023, Aranco has not received any sanctions or complaints regarding tax matters, prevention of money laundering and financing of terrorism or corruption with public administrations or third parties.

Management areas with controls and compliance protocols:

- ⦿ Quality and safety of products and services
- ⦿ Relationship management with business partners, collaborators and other third parties
- ⦿ Finance and taxation
- ⦿ Human and labour rights
- ⦿ Occupational health and safety
- ⦿ Environmental management
- ⦿ Personnel management
- ⦿ Non-interference with public administrations

Sustainability management model.

Sustainability management at Aranco is carried out with the structure and functions detailed in the following table. The purpose of this structure and distribution of functions is to guarantee the achievement of the objectives established in our Sustainability Master Plan and thus contribute to achieving the objectives of our current Strategic Plan.

Body	Functions
General Direction	<ul style="list-style-type: none"> • Providing the necessary resources to the Sustainability Area for its performance and the achievement of the objectives established in the Sustainability Master Plan (SMP). • Overseeing ESG and Sustainability reporting. • Ensuring compliance with sustainability objectives. • Supervising the development of the actions and projects foreseen in the SMP.
Sustainability and Ethics Committee	<ul style="list-style-type: none"> • Integrating sustainability objectives transversally in all areas of the company. • Supervising compliance with the Sustainability Master Plan, as well as its updates. • Overseeing improvements to ESG and sustainability reporting • Overseeing the implementation and objectives of the Code of Ethics and the integrity framework. • Collaborating with the Sustainability Area. • Advising and proposing to the Board of Directors on sustainability issues.
Sustainability Area	<ul style="list-style-type: none"> • Driving the company’s sustainability implementation and objectives, including the Code of Ethics, integrity framework, etc. • Proposing updates and implement the Sustainability Master Plan (SMP). • Preparing ESG and sustainability reports. • Collaborating with other areas of the company to communicate sustainability projects, objectives and reports.
Head of the Sustainability Area	<ul style="list-style-type: none"> • Coordinating the actions and objectives of the Sustainability Area established in the SMP. • Reporting to the Sustainability and Ethics Committee. • Reporting to the General Direction. • Coordinating collaboration with external partners to achieve the objectives of the Sustainability Area.

Sustainability Master Plan 2022–2026.

Our Sustainability Master Plan (SMP) is the framework and strategy document that establishes objectives and projects to enhance the sustainable management of our company.

The SMP is the result of our first materiality study conducted in 2021¹, and we aim to consolidate and acquire new competitive advantages; define and communicate our main ESG commitments; increase engagement with our stakeholders; adapt to ESG regulatory requirements; and enhance internationalisation, among other general objectives.

The Sustainability Master Plan initially envisaged a temporary strategic development from 2022 to 2026. During the past year 2023 we have reviewed and updated the Plan, extending its scope with a second phase of strategic development for the years 2027 to 2030.

The main challenges for the year 2030 for our company, set out in the SMP, are as follows:

- Decarbonisation
- Strengthening our compliance and due diligence model
- Developing increasingly sustainable products and services

To achieve these three major challenges by 2030, the Plan is structured into eight main lines or axis. Each axis, in turn, is deployed in different developments:

¹ For more information on our first materiality study, see our Sustainability Report 2021 and 2022.

Axis	Development
Ethical and sustainable management model	<ul style="list-style-type: none"> ⊗ Compliance ⊗ Due diligence ⊗ Risk analysis ⊗ Traceability of sustainability management
Decarbonisation Plan	<ul style="list-style-type: none"> ⊗ Decarbonisation Plan 2024-2030 ⊗ Carbon Footprint
Certifications	<ul style="list-style-type: none"> ⊗ Corporate ⊗ Specific (ESG areas)
Communication and Transparency	<ul style="list-style-type: none"> ⊗ Training ⊗ Internal communication ⊗ External communication ⊗ Corporate website ⊗ Sustainability Reports
People & Talent	<ul style="list-style-type: none"> ⊗ Internal Communication Plan ⊗ Implementation of Equal Opportunities Plan ⊗ Measuring the work climate ⊗ Wellness Plan ⊗ Onboarding Plan ⊗ Career Plans ⊗ Flexibility and work-life balance policies
Community impact	<ul style="list-style-type: none"> ⊗ Social Action Plan
Waste	<ul style="list-style-type: none"> ⊗ Waste management ⊗ Zero Waste Label ⊗ EPRCS (Extended Producer Responsibility Collective System) ⊗ Prevention and Ecodesign Business Plan
Products and Services	<ul style="list-style-type: none"> ⊗ Films made from recycled raw materials ⊗ Eco-design of wrapping machines

5

SOCIAL

- 5.1. Talent management
- 5.2. Health and well-being
- 5.3. Training and development
- 5.4. Equality and diversity
- 5.5. Protection of human rights
- 5.6. Contribution to the environment



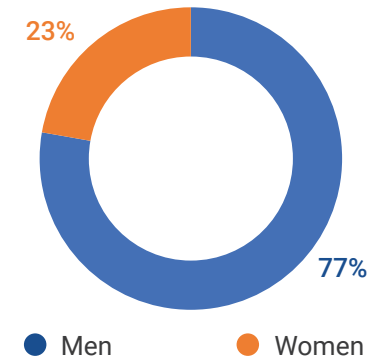
Talent management.

The constant development of our talent is a priority and a strategic pillar of our business model.

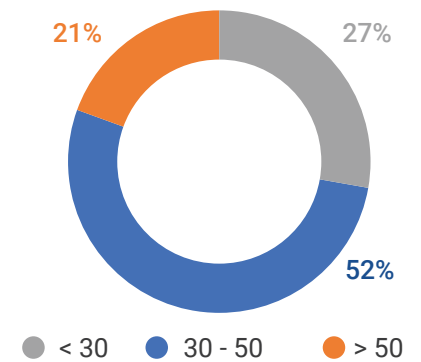
During 2023 we have strengthened our People & Talent Area to carry out policies and actions that maintain high standards of satisfaction and motivation among our employees, as well as identification with the business project. The people who work at Aranco are the driving force behind our competitiveness.



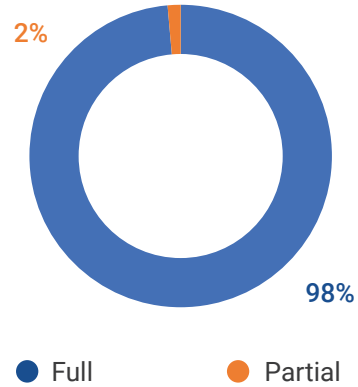
Percentage distribution of staff by gender



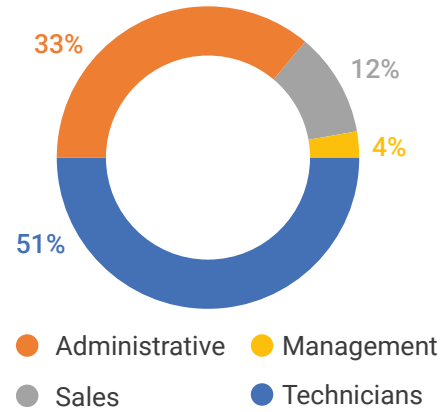
Percentage distribution of staff by age



Percentage distribution of staff by type of working day



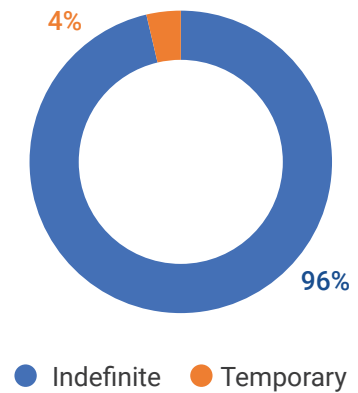
Percentage distribution of staff by area



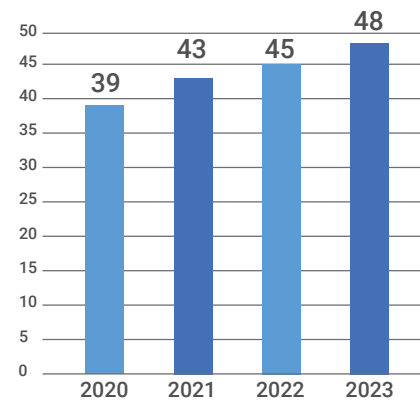
Staff by working day and gender

	Women	Men	Total
Full	11	39	98%
Partial	1	0	2%
Total	12	39	100%

Percentage distribution of staff by type of contract



Evolution of the average staff



Main characteristics of our talent management:

Aranco with purpose

We are more than a company: we are an organisation with a transformative purpose, based on innovation and sustainability, where people are at the core of the business and our staff can develop a vital project of personal and professional growth.

We care for people

We look for exceptional people to take on exceptional challenges and provide them with exceptional treatment and care. We offer our staff several additional services to facilitate their daily activities and to improve their working conditions.

Main services added for our staff



Pension plan

Aranco makes two annual contributions.



Health insurance

Aranco covers 60% of the costs. Includes access to the families of employees with tax benefits.



In-house sports facilities



Free daily corporate canteen



Essential features of our talent management:

Equal Opportunities Plan

Started in 2022, we have finally approved and implemented our Equal Opportunities Plan in 2023.

Work climate

As a family business, one of our hallmarks is closeness and respect for people. We foster a working environment of trust and commitment.

Participation

We promote the participation and involvement of people with a horizontal and collaborative internal structure between people and teams.

Cross-cutting communication

We use different internal communication channels and media that all staff can use to inform and be informed. Atari is our information intranet.

Competitive wage conditions

Our remuneration system is higher than that set out in the collective agreements, in all areas and in all positions.



Career Plans

In 2023 we have implemented personalised career plans for the people in charge of Aranco's areas, with the aim of understanding the needs and expectations of each manager in the coming years and aligning them harmoniously with the objectives of our Strategic Plan. These plans include, among other aspects, training, team reinforcement, etc.

Health and well-being.

We maintain a safe and healthy working environment for our people and partners.

This commitment to safety and health is a strategic priority and is based on well-established criteria and principles:

Our commitment to safety and health:

- ⦿ Compliance with the law
- ⦿ Integration of occupational health and safety management in our activity in a cross-cutting manner
- ⦿ Preventive culture in the field of occupational risks
- ⦿ Systematic evaluation and management of hazards, to mitigate or eliminate occupational hazards

Our People & Talent Area, reinforced in 2023, manages occupational health and safety, in collaboration with an external prevention service, which takes on the more technical and specialised aspects of this management, advises us on legislative developments and instructs us on best practices.

The preventive actions we carry out to maintain the health and well-being of our people include occupational risk assessment, training and awareness programmes, annual medical check-ups and the coordination of business activities (CBA), among others.

	WOMEN	MEN
Minor accidents at work	0	0
Serious accidents at work	0	0
Very serious accidents at work	0	0
Fatal accidents	0	0
Occupational diseases	0	2

	2021	2022	2023
Accidents at work	2	1	0
Occupational diseases	0	0	2
Investment in occupational health and safety	12.881,29 €* [*]	8.355,71 €** ^{**}	5.188,00 €*** ^{***}
Absenteeism	0,24%	0,74%	0,77%
Sector average	2,93%	3,49%	3,67%
Change in absenteeism	-78,20%	208,33%	4,05%

*Of the 12.881,29 euros invested in occupational health and safety in 2021, 8.108,07 euros were spent on Covid expenses.

**Of the 8.355,71 euros invested in occupational health and safety in 2022, 1.620,00 euros were spent on Covid expenses; and 2.064,55 euros corresponded to training courses linked to occupational health and safety.

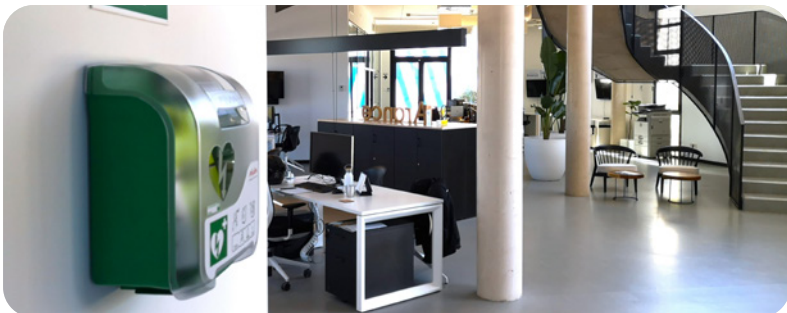
***Of the 5.188,00 euros invested in occupational health and safety in 2023, 206,48 euros were spent on Covid expenses. No training courses.

A healthy working environment.

Keeping people at the centre of our business model goes beyond mere compliance with the law. We take care of the working environment so that it is healthy and enhances the well-being of the entire team.

Our actions for a healthy working environment:

- ⦿ We promote healthy eating in our free corporate canteen, which is also conceived as a place for informal meetings and interaction
- ⦿ We encourage physical activity: free gym and changing rooms in our facilities
- ⦿ We promote the participation of our staff in sporting events by covering equipment costs
- ⦿ We promote the reconciliation of work, social and family life
- ⦿ We carry out annual medical tests
- ⦿ We are a cardio protected company: our headquarters are equipped with an AED defibrillation device



Training and development.

Training is a competitive advantage. With active and efficient training management, we can effectively anticipate new trends and regulatory changes, as well as enhance our ability to innovate and adapt to new markets and countries.

Every year we set up a training plan that reflects the training needs and demands of our staff. This plan includes mandatory training (risk prevention, regulatory compliance, etc.), planned training (which responds to the needs detected by the Area managers) and unplanned training (which arises for unexpected reasons, such as legislative changes, etc.).

Themes for the 2023 training plan have included, among others, technical training of our workforce, regulatory compliance, occupational health and safety, languages, cybersecurity and sustainability management.



Training plan	2022	2023
Total persons trained	28	25
Total training hours	2.723	2.354
Total training actions	18	18
Average number of training hours per person	97,25	94,16
Average number of training hours women	109	92,88
Average number of training hours men	90,75	94,88
Investment in training	28.105,04 €	15.143,50 €

Equality and diversity.

In March 2023 we approved our first Equal Opportunities Plan, the drafting of which had begun in 2022¹. The Plan aims to guarantee equal treatment and opportunities between women and men; to integrate an equal opportunities perspective in all areas of the company; to promote measures to reconcile the personal and professional lives of those who work at Aranco and to make visible the company's commitment to promoting effective equality between men and women.

For the coming years the Equality Plan has established different actions in favour of the equal opportunities perspective in the areas of recruitment, training and development, conciliation, prevention of sexual and gender-based harassment or in communication and language².

In the 2023 financial year Aranco has not received any sanctions or complaints for discrimination or harassment in the workplace or sexual harassment



¹For more details on the process of elaboration and diagnosis of Aranco's Equal Opportunities Plan, see our Sustainability Report 2022.

²For a full list of action areas and planned actions in each area, see our Sustainability Report 2022.

Protection of Human Rights.

At Aranco we have developed a sustainable business model that generates employment, with decent working conditions and equal opportunities, based on respect for the human and labour rights of our workers.

Our commitment to human rights:

- ⦿ Not using or encouraging the use of child labour
- ⦿ Not using or encouraging the use of forced, compulsory or bonded labour
- ⦿ Avoiding all forms of human trafficking
- ⦿ Not using or encouraging work carried out by people under sentence
- ⦿ Guaranteeing effective and decent pay
- ⦿ Eliminating all forms of discrimination
- ⦿ Not using or encouraging disciplinary measures that infringe the freedom or dignity of individuals
- ⦿ Ensuring a safe and healthy working environment
- ⦿ Training our staff to perform their tasks efficiently and safely
- ⦿ Respecting the rights to freedom of association, affiliation and collective bargaining

We have also implemented protocols and controls to prevent or mitigate the risks of human and labour rights violations:

Prevention and mitigation protocols:

- ⦿ Recruitment, training and career development
- ⦿ Occupational health and safety management
- ⦿ Equal opportunities and non-discrimination management
- ⦿ Effective and equitable remuneration
- ⦿ Control and management of working time
- ⦿ Structured and systematic social dialogue

We extend our commitment to the respect and protection of Human and Labour Rights to our supply chain, in line with our purchasing policy: we establish and maintain business relationships with organisations that share our business philosophy and we carry out Human Rights compliance checks in the supply chain at strategic and high-risk suppliers (stretch film, machinery and work clothes)¹.

In 2023 Aranco has not received any sanctions or complaints of human and labour rights violations, nor have its relevant suppliers.

¹ For a list of Human Rights compliance checks in the supply chain, see our Sustainability Report 2022.

Responsible supply.

Our suppliers are strategic partners with whom we establish long-lasting and solid relationships based on transparency, trust and mutually beneficial collaboration.

We have a small pool of trusted suppliers, to whom we extend our values and business philosophy and with whom we can develop innovative and long-term projects. We work with local suppliers, so we can better assess their performance and maximise the economic and social impact on the community, while reducing environmental costs.

In our responsible purchasing model we apply the following principles¹:

Principles of our procurement model:

- ⦿ Compliance with legality, due diligence and the obligations and agreements established between the parties
- ⦿ Transparent management, constant dialogue and confidentiality
- ⦿ Inclusion of ESG aspects in the evaluation of our suppliers
- ⦿ Absence of conflicts of interest and independence of decisions, based on objective criteria
- ⦿ Reduction of economic, social and environmental costs
- ⦿ Quality, promotion of continuous improvement, innovation and exchange of best practices

¹ For full information on our supplier approval procedures, see our Sustainability Report 2022.



Main indicators of our supplies:	2023
Product returned to suppliers due to lack of quality	0,70%
Average supplier payment period	53 days
Local and European (EU) machinery suppliers	100%
Local logistics providers	100%
Approved suppliers	100%
Logistics suppliers with certified environmental management system	100%
Film suppliers with production sites in Europe	100%

Contribution to the environment.

We want to impact positively on our environment, contributing to its economic and social development and carrying out social and environmental actions for our stakeholders, with our own initiatives or collaborating with initiatives promoted by them.

Our actions to contribute positively to the community are focused on the following priority areas:

Priority areas for our actions:

- ◉ Environmental impact (climate change, circular economy)
- ◉ Research, innovation and knowledge transfer
- ◉ Education and employability
- ◉ Promoting healthy lifestyles
- ◉ Decent living conditions, especially for children and young people
- ◉ Collaboration with industry associations promoting sustainable development

The priority groups for action are young people, to encourage and promote training, employability and access to employment; children and other vulnerable groups; and people at risk of social and labour exclusion.



Actions to boost the training and employability of young people

Joop Programme

We collaborate with the JOOP Programme, of the Instituto Valencià de la Juventut of the Generalitat Valenciana (Youth Institute of the Valencian Region). This programme, financed by the European Social Fund, aims to reduce early school leaving and is developed in several municipalities of the Valencian Region. It involves young people aged between 16 and 21, who receive training from a coach to motivate them and get them to reflect on their life project and resume their studies or jobs. The training sessions are combined with outings to companies, so that they can see first-hand what these companies do and what training is required.

Within the framework of the JOOP programme, we receive an annual visit from young people at our Massamagrell facilities. We inform them about our activity and the importance of creating purposeful companies, we explain to them what kind of training and skills are necessary to work in our sector and we encourage them to continue their studies to get better opportunities in their working life. We see it as our responsibility to convey a realistic but hopeful message for young people's future careers.

Our commitment to FP Dual (Vocational Education & Training)

In 2014 we joined the FP DUAL (Vocational Education & Training), an educational modality that provides students with a professional qualification that combines the training received at an educational centre with practical and training activities in a company. This promotes the employability and direct hiring of students.

Part of our current workforce comes from this type of training. From 2014 to 2023, 19 students from three schools in our area have carried out internships in our company in this dual mode. The internships have been carried out in five Aranco areas:

Areas of the FP (VET) DUAL internships in Aranco	Trainees ¹
Technical service	2
Machine Centre (Workshop)	11
Industrial plant	3
Administration/Finance	1
Orders (Sales/Customer Service)	2
Total number of FP (VET) DUAL trainees (2014-2023)	19

¹During the period 2014-2023

Of the 19 people who have completed internships with us in the period 2014-2023, almost half (nine) joined us on permanent contracts, accounting for approximately 18% of our total staff by the end of 2023.

Main indicators:	2022	2023
Number of FP VET (DUAL) students on placements at Aranco in the year	3	3
Number of people recruited by Aranco from FP VET (DUAL) in the year	1	1
Total number of students in FP VET (DUAL) (cumulative since 2014)	16	19
Total number of people hired by Aranco from DUAL vocational training (cumulative since 2014)	8	9
Percentage of Aranco's staff coming from FP VET (DUAL)	17% ¹	18% ²

¹For a total staff of 46 by the end of 2022.

²For a total staff of 51 people (including subsidiary Aranco France) by the end of 2023.

This internship training in our company is carried out according to the following guidelines:

- ⦿ Each student is assigned an Aranco tutor who monitors the practical training programme on a weekly basis.
- ⦿ Each student is registered with the Social Security even during the non-compulsory FCT (Training in the workplace) internship period.
- ⦿ We compensate each student to cover the cost of travel to our facilities.

6

Environmental

6.1. Environmental management

6.2. Circular economy










6.3. Climate change



Environmental management.

We carry out our business activity seeking to minimise the environmental impacts produced. To minimise impacts, we have identified the main environmental aspects to which we apply measures and general efficiency criteria to achieve the established objectives.

Main environmental aspects identified:

 Atmospheric emissions	 Fuel consumption	 Noise pollution
 Circularity	 Water consumption	 Sustainable design of products and services
 Electricity consumption	 Waste generation and management	 Use of sustainable materials

General efficiency measures and criteria:

- Compliance with the law
- Identification and management of environmental aspects
- Preventive management (mitigation and elimination of environmental impacts)
- Efficiency and responsible consumption
- Ecodesign
- Sustainable performance of business activities, corporate products and services

General objectives of our environmental management:

1. Reducing economic, energy and environmental costs of our activity
2. Increasing our competitiveness
3. Mitigating risks arising from identified environmental aspects
4. Enhancing sustainability awareness in our workforce and among our stakeholders
5. Fulfilling our mission, vision and corporate identity



The main actions to promote production efficiency and responsible consumption in our company are the following¹ :

Environmental aspect	Actions	
Noise pollution	<ul style="list-style-type: none"> ⊖ Soundproof booths for our film rewinding machinery in our production plant. 	
Use of materials	<ul style="list-style-type: none"> ⊖ Quality management system to keep shrinkage at residual levels ⊖ Digitalisation of materials management in the warehouse and in the production process ⊖ Purchasing model with quality control and materials fraud prevention 	<ul style="list-style-type: none"> ⊖ Rigorous delivery schedules from our suppliers for efficient supply management ⊖ Training of our staff in the correct use of materials and their management.
Energy efficiency (electricity) ²	<ul style="list-style-type: none"> ⊖ Design, location and orientation of our facilities (opening in 2021) to minimise the use of air conditioning (natural light and open spaces have been maximised). ⊖ Own 100 kW photovoltaic plant (operational since August 2023) ⊖ Intelligent light and climate control 	<ul style="list-style-type: none"> ⊖ Double façade with recycled material louvres to reduce solar impact ⊖ Heat pump for hot water production ⊖ Presence sensors for switching lights on/off; use of energy-saving or LED luminaires
Energy efficiency (fuels)	<ul style="list-style-type: none"> ⊖ Progressive substitution of cars towards more efficient and less polluting vehicles ⊖ Charging points for electric and hybrid vehicles in our car park ⊖ Efficient routes designed for our technicians and salespeople 	<ul style="list-style-type: none"> ⊖ Telework ⊖ Remote meetings ⊖ Digitalisation of our services, which allows us to carry out preventive and predictive online controls of the wrapping machines and to resolve up to 25% of the incidents without in-site visits
Water consumption ³	<ul style="list-style-type: none"> ⊖ Digitalised control of water meters ⊖ Purified water dispensers at numerous points in our facilities connected to the general supply, to avoid the use of PET bottles 	<ul style="list-style-type: none"> ⊖ Use of corporate metal bottles by our staff ⊖ Use of rainwater for irrigation, by means of a collection system ⊖ Drip irrigation

¹ Actions included in our Carbon Footprint Improvement Plan, which will form part of our overall Decarbonisation Plan 2024-2030.

² Electricity is our main source of energy, in addition to fuels for the car fleet.

³ Our main water consumption is for personal use (for drinking and changing rooms), as well as for the green areas drip irrigation.

Circular economy.

To encourage and promote the circularity of our activity, we carry out the following actions, among others:

We develop high-quality, low-micron stretch films, including films with certified PCR recycled content.

We comply with regulatory obligations on packaging management, information and reduction.

We innovate in products and services with eco-design criteria.

We offer our customers the possibility to switch conventional stretch films for certified PCR alternatives of equal or superior quality.

We are part of a EPRCS (Extended Producer Responsibility Collective System) entity since 2023.

We minimise waste and manage it with specialised waste managers.

We reuse packaging products from our suppliers and extend their shelf life.



Zero to Landfill Seal.

In December 2022 we obtained for the first time the “De Residuos a Recursos: Zero a vertedero” **“From Waste to Resources- Zero to Landfill”** seal, issued by Saica Natur (a Saica group company specialised in waste management and environmental services), and audited and verified by the multinational certification body TÜV SÜD. This seal recognises those companies that manage to recycle or revalue energetically more than 95% of the waste generated.

By obtaining the seal in 2022, we were the first company in the industrial packaging services sector to do so.

In 2023 we have renewed the “Zero to Landfill” seal, improving the percentage of recycling or energy revaluation of our waste generated in our facilities in Massamagrell (Valencia, Spain).

Percentage of waste recycled or reused for energy recovery:

98,78%
in 2022

99,59%
in 2023



RECYCLE



REUSE



REDUCE



Reduce.

In our business we apply measures for efficiency and responsible consumption, both internally and in our products and services.

Reduction actions within Aranco:

- ⦿ Digitalisation of our management, reducing or eliminating the use of paper
- ⦿ Use of corporate metal bottles by our staff for consumption of purified tap water with dispensers
- ⦿ Digital menu and portion selection in the corporate canteen to reduce food waste
- ⦿ Use of home automation and efficient and natural lighting to reduce electricity consumption
- ⦿ Reduction of irrigation water consumption (drip system)



Consumption of supplies

Supplies	Quantity 2022	Quantity 2023
Water (megalitres)	0,739	0,833
Light (kilowatts)	356.043	364.328 ¹
Diesel B7 (litres)	28.198,20	20.574,09
Petrol E5 (litres)	10.330,66	21.513,01

¹ 329.328 kilowatts of electricity purchased from a retailer and 35.000 kilowatts from our photovoltaic plant.

However, we achieve the greatest reduction in consumption thanks to our products and services.

- ⦿ Improved wrapping quality for our customers: reduced shrinkage and film waste
- ⦿ 67% average reduction in film consumption
- ⦿ Average 85% reduction in consumption of kg of cardboard from rolls
- ⦿ Reduction of stretch film thickness while maintaining or increasing film quality
- ⦿ Increased film metres per roll
- ⦿ Reduction, together with our logistics partner, of transport-related emissions through efficient time and route management
- ⦿ Reduction of emissions from our cars, through planned routes
- ⦿ Improved productivity through digitalisation, RFID technology, wrapping machine maintenance plans, remote technical assistance (allowing breakdowns to be solved without the need for in-site visits), etc.

Recycle.

We manage the waste generated at our facilities responsibly and efficiently. Among the measures we take for a proper waste management are our collaboration with authorised waste managers (in 2022 we obtained the ZERO TO LANDFILL seal from Saica Natur and TÜV SÜD, renewed in 2023) or the separation of waste from our production plant in spaces and containers, as well as the use of machinery for the correct preparation for recycling¹.

For the management of specifically industrial waste, both non-hazardous and hazardous (see tables on this page), we work with an authorised waste manager. 2023 was the first full year of unified and integrated waste management, with a recycling or revaluation rate of over 99%.

¹For a full list of our waste management measures, see our Sustainability Report 2022.

Waste generated

Non-hazardous waste	LER code	Type	kg 2022	kg 2023
Cardboard	200101	Non-hazardous	1.635	2.686
Scrap	200140	Non-hazardous	355	2.040
Polyethylene	150102	Non-hazardous	6.705	33.508
Strapping	200139	Non-hazardous	520	797
Wood	170201	Non-hazardous	5.420	6.100
Recoverable waste to be sorted	200307	Non-hazardous	132.840	122.390
Copper wire	170401	Non-hazardous	0	41
Rubbish	200201	Non-hazardous	0	40
Small devices	16021452	Non-hazardous	0	365
Hazardous waste	LER code	Type	kg 2022	kg 2023
Contaminated plastic packaging	150110*	Dangerous	0	49
Aerosols	150111*	Dangerous	0	121
Rags and absorbents	150202*	Dangerous	0	124

Reuse.

Reuse is an inherent part of our business and we take it into account in the design and manufacture of our stretch wrapping machines and in the production of our stretch films.

In 2023 we reached our highest number of refurbished stretch wrapping machines in recent years, with a total of 87 units.

Refurbishment of obsolete or damaged wrapping machines:

	2022	2023
Refurbished wrapping machines	58	87

Some of our actions to facilitate re-use include the following¹:

- Design and manufacture of robust, quality wrapping machines with a long service life and easy reparability
- Maintenance plans for each wrapping machine, extending its shelf life
- Refurbishment of obsolete or damaged stretch wrapping machines to extend their shelf life and dismantling of damaged, non-repairable stretch wrapping machines for reuse of their components
- Development and commercialisation of high-performance stretch films made from at least 30% PCR (Post Consumer Recycled) recycled raw material
- Reuse of wooden pallets from film suppliers (only if necessary we buy second-hand wooden pallets from local suppliers)
- Use of FSC-certified cardboard cores and FSC-certified cardboard sheets.

¹ For a full list of our reuse actions, see our Sustainability Report 2022.



Climate change.



Our business model is based on reducing consumption and emissions, which contributes to decarbonising the economy and tackling climate change. We fight climate change with low-carbon packaging products and services, with the control of corporate emissions and with our mobility policy.

Low carbon services.

Our main environmental commitment is the development of a business model that offers low-carbon products and services.

Actions to reduce emissions:

- ◉ Eco-innovative and eco-efficient packaging services
- ◉ Less consumption of resources by reducing film micronage: more than 70% of the films we put on the market are 6 or 7 microns, and in 2023 we have started to develop 5-micron films
- ◉ Development of low-micron stretch films with PCR recycled content (min. 30%)
- ◉ Digitalisation of our services and remote connection of all our wrapping machines
- ◉ Design and manufacture of wrapping machines with lower consumption of resources and materials, avoiding aesthetic elements and superfluous packaging and prioritising durability, reparability, efficiency and lower weight for more efficient transport
- ◉ More sustainable mobility of our technicians and vendors, with efficient route design using AI
- ◉ Renewal of the diesel car fleet with hybrid and electric vehicles
- ◉ Smart logistics with emission-reducing transport partners
- ◉ Remote meetings
- ◉ Teleworking

Carbon footprint and improvement plan.

As in previous years, in 2023 we have calculated the mandatory scopes 1 and 2 of our carbon footprint, following the same methodology¹, considering the following sources of emissions:

- Scope 1: B7 diesel and E5 petrol consumption of our vehicle fleet
- Scope 2: electricity consumption of our facilities

The emission factors used are those published by the Spanish Ministry of Ecological Transition and Demographic Challenge for 2023, which have been published in 2024.

For the calculation of the emission intensity ratios, we have used turnover and number of employees. Both ratios, linked to the activity and size of the company, clearly show the efficiency of the implemented actions. In both cases the ratios for 2023 show an improvement in values compared to the previous year 2022.

Regarding the turnover ratio, we have increased turnover by 6,5% in 2023 compared to the previous year and reduced emissions. The number of tonnes of CO₂ emitted in 2023 per million euros of turnover is 10,50% lower than last year.



At the end of 2023 we applied to the Spanish Ministry of Ecological Transition for registration in the Carbon Footprint Register, which was confirmed in the first months of 2024. To be registered, we have submitted our Carbon Footprint Improvement Plan.

¹ For more information on the calculation of our carbon footprint and the methodology used, see our Sustainability Report 2022.

Corporate carbon footprint 2022 vs 2023

Scope 1	2022	2023
Petrol E5	23,241	48,382
Diesel B7	71,044	51,765
Total Scope 1 (Tn CO₂ eq)	94,285	100,147
Scope 2	2022	2023
Electricity	96,131	81,40 ¹
Total Scope 2 (Tn CO₂ eq)	96,131	81,40
Total carbon footprint	2022	2023
Scope 1 + Scope 2 (Tn CO ₂ eq)	190,416	181,547
Efficiency ratios		
Efficiency ratio: turnover	2022	2023
Tn CO ₂ eq/1M€	7,495	6,707
Efficiency ratio: employee	2022	2023
Tn CO ₂ eq/employee	3,9671	3,7823

¹Start of operation of own photovoltaic plant: August 2023

Photovoltaic plant.

In August 2023 our photovoltaic plant went into operation. We plan that approximately 30% of our facilities' electricity consumption will come from the PV plant. This self-consumption of electricity (our main source of energy) will further reduce our carbon footprint in the coming years. Of the 364.328 kilowatts of electricity consumed at our facilities in 2023, 35.000 kilowatts came from the PV plant.



Mobility and logistics with lower emissions.

During 2023 we continued to renew our fleet of corporate vehicles, to ensure safe and reliable cars for our employees with mobility obligations and to reduce emissions, gases and polluting particles through increasingly cleaner engines.

Our headquarters (Massamagrell, Valencia -Spain) has a charging area for electric and hybrid cars, with two charging posts (four charging points in total).

The average age of our corporate cars in 2023 was 1,69 years.

The logistics of our activity is subcontracted to a transport provider specialised in optimising routes with efficiency, savings and sustainability criteria, so we do not have our own vans or trucks.

Our logistics provider is strongly committed to the decarbonisation of its activity, and at the beginning of 2023 started using a 100% electric trailer truck for the daily collection of our orders at our central warehouse in Massamagrell.



Vehicle fleet 2022

Type of vehicle	Diesel	Petrol	Electric	Hybrid
Cars	9	0	0	10
Forklifts	0	0	5	0

Vehicle fleet 2023

Type of vehicle	Diesel	Petrol	Electric	Hybrid
Cars	6	0	1	16
Forklifts	0	0	6	0



Aranco

Contact us.

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If you have any queries, comments or suggestions about this Report, please write to sostenibilidad@aranco.com.

Thank you very much.

7

ANNEX



Annex: GRI indicator table.

Aranco has prepared this report in accordance with the latest GRI Standards for the period from 1st January 2023 to 31st December 2023.

GRI Standard	Description	Page	Direct Response
GRI 2: GENERAL CONTENTS 2021			
2-1 Organisational details			
GRI 2-1-a	Name of the organisation		Aranguren Comercial de Embalaje, S.L. (Aranco) Service d'Emballage Aranco France, S.A.S.
GRI 2-1-b	Nature of ownership and legal form		Sociedad Limitada Unipersonal Civis LKH Holding España, S.L. shareholder of Aranguren Comercial and this shareholder of Service d'Emballage Aranco France
GRI 2-1-c	Location of the headquarters		Polígono Industrial Massamagrell, C/ Industrias, 10, 46130 Massamagrell (Valencia) Spain
GRI 2-1-d	Countries of operation		Spain, France
2-2 Entities included in the organization's sustainability reporting			
GRI 2-2-a	Entities included in this sustainability reporting		Aranguren Comercial de Embalaje, S.L. (Aranco) Service d'Emballage Aranco France, S.A.S
GRI 2-2-b	Differences between list of entities included in financial reports and list of sustainability reports		None
GRI 2-2-c	Approach used for consolidating the information		Consolidated
2-3 Reporting period, frequency and contact point			
GRI 2-3-a	Reporting period and frequency of sustainability reporting		1st January to 31st December 2023. Annual
GRI 2-3-b	Financial reporting period		1st January to 31st December 2023.
GRI 2-3-c	Date of the report or reported information		2024
GRI 2-3-d	Contact point for questions about the report or reported information		sostenibilidad@aranco.com
2-4 Restatements of information			
GRI 2-4-a-i	Restatements of information; reasons		Not applicable
GRI 2-4-a-ii	Restatements of information; effect		Not applicable

GRI Standard	Description	Page	Direct Response
2-5 External assurance			
GRI 2-5-a	External assurance		Not externally assured
2-6 Activities, value chain and other business relationships			
GRI 2-6-a	Sectors of activity	Page 6	
GRI 2-6-b-i	Value chain: the organization's activities, products and services and markets served	Page 6	
GRI 2-6-b-ii	Organization's supply chain	Pages 38-39	
GRI 2-6-b-iii	Entities downstream from the organization and their activities	Page 6	
GRI 2-6-c	Other relevant business relationships		Not applicable
GRI 2-6-d	Significant changes		No significant changes
2-7 Employees			
GRI 2-7-a	Total number of employees, by gender and by region	Pages 12, 17, 30-31	
GRI 2-7-b	Permanent, temporary, full-time, part-time employees	Pages 17, 30-31	
GRI 2-7-c	Methodologies and assumptions used to compile the data	Pages 30-31	
GRI 2-7-d	Contextual information to understand the data	Pages 30-31	
GRI 2-7-e	Significant fluctuations in the number of employees	Pages 30-31	
2-8 Workers who are not employees			
GRI 2-8-a	Number of workers who are not employees		0
2-9 Governance structure and composition			
GRI 2-9-a	Governance structure and composition	Page 23	
GRI 2-9-b	Committees of the highest governance body	Page 23	
GRI 2-9-c	Composition of the highest governance body	Page 23	
2-10 Nomination and selection of the highest governance body			
GRI 2-10-a	Nomination and selection processes for the highest governance body	Page 23	
2-11 Chair of the highest governance body			
GRI 2-11-a	Chair of the highest governance body and senior executive in the organization		Gaizka Lara Goiricelaya

GRI Standard	Description	Page	Direct Response
2-12 Role of the highest governance body in overseeing the management of impacts			
GRI 2-12-a	Role of the highest governance body in overseeing the management of impacts	Page 23	
GRI 2-12-b	Role of the highest governance body in overseeing due diligence to address impacts	Page 23	
2-13 Delegation of responsibility for managing impacts			
GRI 2-13	Delegation of responsibility for managing impacts	Page 27	
2-14 Role of the highest governance body in sustainability reporting			
GRI 2-14	Role of the highest governance body in sustainability reporting	Page 23	
2-15 Conflicts of interest			
GRI 2-15-a	Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Page 23	
GRI 2-15-b	Disclosure of conflicts of interest to stakeholders	Page 23	
2-16 Communication of critical concerns			
GRI 2-16-a	Communication of critical concerns to the highest governance body	Page 27	
GRI 2-16-b	Number and nature of critical concerns that were communicated to the highest governance body	Page 25	
2-17 Collective knowledge of the highest governance body			
GRI 2-17-a	Measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development	Page 27	
2-18 Evaluation of the performance of the highest governance body			
GRI 2-18-a	Processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts		Not applicable
2-19 Remuneration policies			
GRI 2-19-a	Remuneration policies for members of the highest governance body and senior executives	Page 23	
GRI 2-19-a-v	Retirement benefits		Not applicable
2-20 Process to determine remuneration			
GRI 2-20	Process to determine remuneration		Not applicable
2-21 Annual total compensation ratio			
GRI 2-21	Annual total compensation ratio		Not applicable

GRI Standard	Description	Page	Direct Response
2-22 Statement on sustainable development strategy			
GRI 2-22-a	Statement from the highest governance body or most senior executive about the relevance of sustainable development	Page 4	
2-23 Policy commitments			
GRI 2-23-a	Policy commitments for responsible business conduct	Pages 9-10, 22, 26, 38	
GRI 2-23-b	Specific policy commitment to respect human rights	Pages 26, 38	
GRI 2-23-f	Communication of policy commitments	Pages 22, 26, 32-33, 35, 38	
2-24 Embedding policy commitments			
GRI 2-24-a	Embedding policies commitments for responsible business conduct	Pages 32-33, 35, 38	
2-25 Processes to remediate negative impacts			
GRI 2-25-a	Commitments to provide for or cooperate in the remediation of negative impacts	Pages 25-26	
2-26 Mechanisms for seeking advice and raising concerns			
GRI 2-26-a-i	Mechanisms for individuals to seek advice on implementing policies and practices for responsible business conduct	Pages 27, 33	
GRI 2-26-a-ii	Mechanisms for individuals to raise concerns about the organization's business conduct	Pages 27, 33	
2-27 Compliance with laws and regulations			
GRI 2-27-a	Number of significant instances of non-compliance with laws and regulations		None
GRI 2-27-b	Number of fines for instances of non-compliance with law and regulations		None
2-28 Membership associations			
GRI 2-28-a	Information on industry associations		Anaip and ADL
2-29 Approach to stakeholder engagement			
GRI 2-29-a-i	Stakeholder categories	Page 28	
2-30 Collective bargaining agreements			
GRI 2-30	Percentage of total employees covered by collective bargaining agreements		100% of the staff covered by the collective bargaining agreements

GRI Standard	Description	Page	Direct Response
GRI 3: MATERIAL TOPICS 2021			
3-1 Process to determine material topics			
GRI 3-1-a	Describe the process to determine material topics		Questionnaires to key stakeholders
GRI 3-1-b	Specify stakeholder groups	Page 28	
3-2 List of material topics			
GRI 3-2-a	List material topics	Page 28	
GRI 3-2-b	Changes to the list of material topics		None
3-3 Management of material topics			
GRI 3-3-a	Description of actual and potential impacts	Page 25	
GRI 201: ECONOMIC PERFORMANCE 2016			
GRI 201-1	Direct economic value generated and distributed	Pages 12-13	
GRI 201-3	Defined benefit plan obligations and other retirement plans		None
GRI 201-4	Financial assistance received from government		346.528,86 €
GRI 202: MARKET PRESENCE 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Page 12	
GRI 202-2	Proportion of senior executives hired from the local community		100%
GRI 204: PROCUREMENT PRACTICES 2016			
GRI 204-1	Proportion of expending on local suppliers	Pages 12-13	
GRI 205: ANTICORRUPTION 2016			
GRI 205-1	Operations assessed for corruption-related risks		100% of operations evaluated
GRI 205-3	Confirmed cases of corruption and measures taken		No cases have been detected
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016			
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		No cases have been detected
GRI 302: ENERGY 2016			
GRI 302-1	Energy consumption within the organization	Pages 16, 44, 47, 52	
GRI 302-4	Reduction of energy consumption	Pages 44, 47, 51-52	

GRI Standard	Description	Page	Direct Response
GRI 303: WATER AND EFFLUENTS 2018			
GRI 303-1	Interactions with water as a shared resource	Pages 44, 47	
GRI 303-2	Management of water discharge-related impacts	Pages 44, 47	
GRI 303-5	Water consumption	Page 47	
GRI 304: BIODIVERSITY 2016			
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		None
GRI 304-3	Habitats protected or restored		None
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable
GRI 305: EMISSIONS 2016			
GRI-305-1	Direct (Scope 1) GHG emissions	Page 51	
GRI-305-2	Energy indirect (Scope 2) GHG emissions	Page 51	
GRI-305-4	GHG emissions intensity	Page 51	
GRI-305-5	Reduction of GHG emissions	Page 51	
GRI 306: EFFLUENTS AND WASTE 2020			
GRI 306-1	Waste generation and significant waste-related impacts	Pages 12, 19, 45-46, 48	
GRI 306-2	Management of significant waste-related impacts	Pages 46, 48	
GRI 306-3	Waste generated	Page 48	
GRI 306-4	Wastes not intended for disposal	Pages 46, 48	
GRI 306-5	Waste for disposal	Pages 46, 48	
GRI 401: EMPLOYMENT 2016			
GRI 401-1	New employee hires and employee turnover	Pages 12, 17-18, 30-31	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees		None
GRI 401-3	Parental leave	Pages 32, 37	

GRI Standard	Description	Page	Direct Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
GRI 403-1	Occupational health and safety management system	Pages 32, 34-35	
GRI 403-2	Hazard identification, risk assessment and incident investigation	Page 34	
GRI 403-3	Occupational health services	Pages 32, 34-35	
GRI 403-5	Worker training on occupational health and safety	Pages 32, 34-36	
GRI 403-6	Promotion of worker health	Page 35	
GRI 403-8	Workers covered by an occupational health and safety management system	Pages 32, 34	
GRI 403-9	Work-related injuries	Page 34	
GRI 403-10	Work-related ill health	Page 34	
GRI 404: TRAINING AND EDUCATION 2016			
GRI 404-1	Average hours of training per year per employee	Page 36	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Page 36	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016			
GRI 405-1	Diversity of governance bodies and employees	Pages 23, 30-31, 37	
GRI 405-2	Ratio of basic salary and remuneration of women to men	Pages 33, 37	
GRI 406: NON-DISCRIMINATION 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken		No cases have been detected
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No cases have been detected
GRI 408: CHILD LABOUR COMMUNITIES 2016			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		No cases have been detected
GRI 409: FORCED OR COMPULSORY LABOR 2016			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No cases have been detected

GRI Standard	Description	Page	Direct Response
GRI 410: SECURITY PRACTICES 2016			
GRI 410-1	Security personnel trained in human rights policies or procedures		None
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016			
GRI 411-1	Incidents of violations involving rights of indigenous peoples		Not applicable
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
GRI 414-1	New suppliers that were screened using social criteria		100%
GRI 414-2	Negative social impacts in the supply chain and actions taken		100% new supplier companies approved
GRI 415: PUBLIC POLICY 2016			
GRI 415-1	Political contributions		No contributions have been made
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
GRI 416-1	Assessment of the health and safety impacts of product and service categories		No cases have been detected
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of product and services		No cases have been detected
GRI 417: MARKETING AND LABELING 2016			
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling		No cases have been detected
GRI 417-3	Incidents of non-compliance concerning marketing communications		No cases have been detected
GRI 418: CUSTOMER PRIVACY 2016			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No cases have been detected

