

2022 CSR REPORT

NON-FINANCIAL REPORTING

CONTENÜR

Index



LETTER FROM THE CEO
01



ABOUT CONTENUR
02



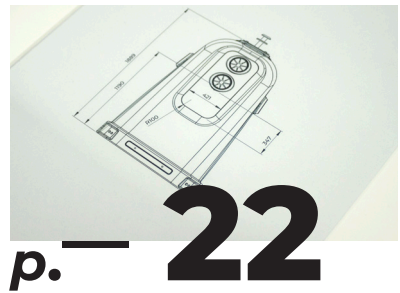
RELEVANT FIGURES
03



MAIN MILESTONES
04



SOCIAL RESPONSIBILITY
05



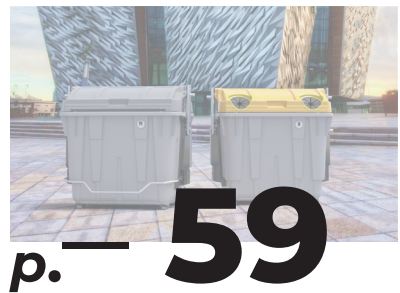
ECONOMIC DIMENSION
06



SOCIAL DIMENSION
07



ENVIRONMENTAL
DIMENSION
08



SUPPLIER DIMENSION
09



APPENDICES
10

Letter from the CEO



LETTER FROM THE CEO

**IÑIGO QUEREJETA**

CEO - MANAGING DIRECTOR



2022 was a very unstable year owing to the volatile nature of the cost of raw materials, energy and transport, plus an increase in the inflation rate. The war in Ukraine was one of the causes of this instability.

All of this had a negative effect on activity in the markets where **CONTENUR** operates in Eastern Europe and the UK, and meant an ongoing effort to adapt the sale price to the cost of consumables in all our markets and, in general, on the management of the company.

In the economic area, despite all the difficulties, the balance was positive. We greatly exceeded the turnover in 2021 and the pre-COVID level and achieved sound financial results.

Towards the end of the year, we were awarded the containerisation contract for the City of Madrid, which is the largest contract of this kind in Europe.

As far as social matters are concerned, apart from guaranteeing a secure work environment and stable, quality employment, we launched new initiatives in order to improve talent attraction and to develop internal talent, as well as improving innovation and diversity.

Looking ahead to 2023, and in order to carry on spearheading environmental development in our sector, **CONTENUR** has devised a plan that features a great number of initiatives aimed at reducing the consumption of resources and increasing the utilisation of renewable and recyclable resources, reducing the waste generated, promoting recycling and lengthening the useful life of our products.



Please enjoy reading this Report, which contains details of our activities throughout 2022, as well as our main initiatives for 2023 in matters concerning Corporate Social Responsibility.

Regards,

Iñigo Querejeta
CEO- Managing Director of **CONTENUR**

2

About

CONTENUR



About CONTENUR

CONTENUR is the Iberian market leader in its area of activity and Europe's third player in the industry. It owns four production facilities, two in Getafe (Spain), one in Mielec (Poland) and a fourth one in Mandirituba (Brazil) and one in Knowsley (UK).

CONTENUR carries out its promotion and provision of services through its own sales subsidiaries in 14 countries, and distributors in more than 50 countries.

**“Company with a
global presence
preferred by clients
and motivating for its
employees”**

MISSION

Design, manufacture, commercialise and maintain urban waste containers, that improve the quality of life, sustainability and the appearance of towns and cities.

VISION

Multinational company, market leader wherever it operates, benchmark for its customers and motivator for its employees.

Values

PEOPLE

“We promote the development of our employees”



COMMITMENT TO GROWTH

“We are a growing organisation”



CUSTOMER-CENTRIC

“The client is at the core of our decisions”



INNOVATION

“We develop new approaches to meet customers' needs”



RELIABILITY

“We are a company with a clear and consistent line of action”



SPIRIT OF SERVICE

“Good service is our differentiating feature”

▶ Range of products and services

CONTENÜR is a market leader because it has been operating for more than 35 years, with a clear commitment to innovation and quality

CONTENÜR is a leading supplier of integrated solutions for waste containerisation:



Side-loading containers



Rear-loading containers



Vertical-loading containers



Underground containers



Litter bins



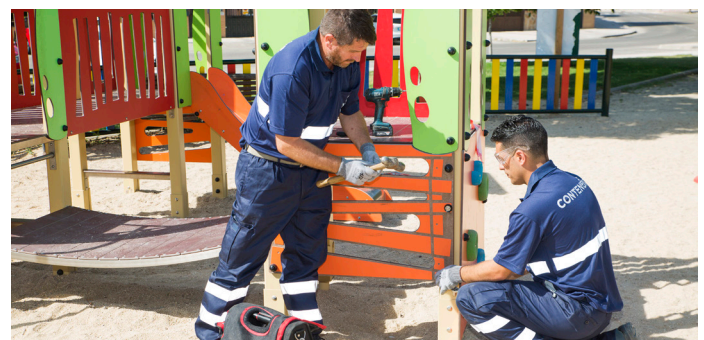
Dog excrement containers – Sanecan®



Bilateral-loading containers – 2Side System®



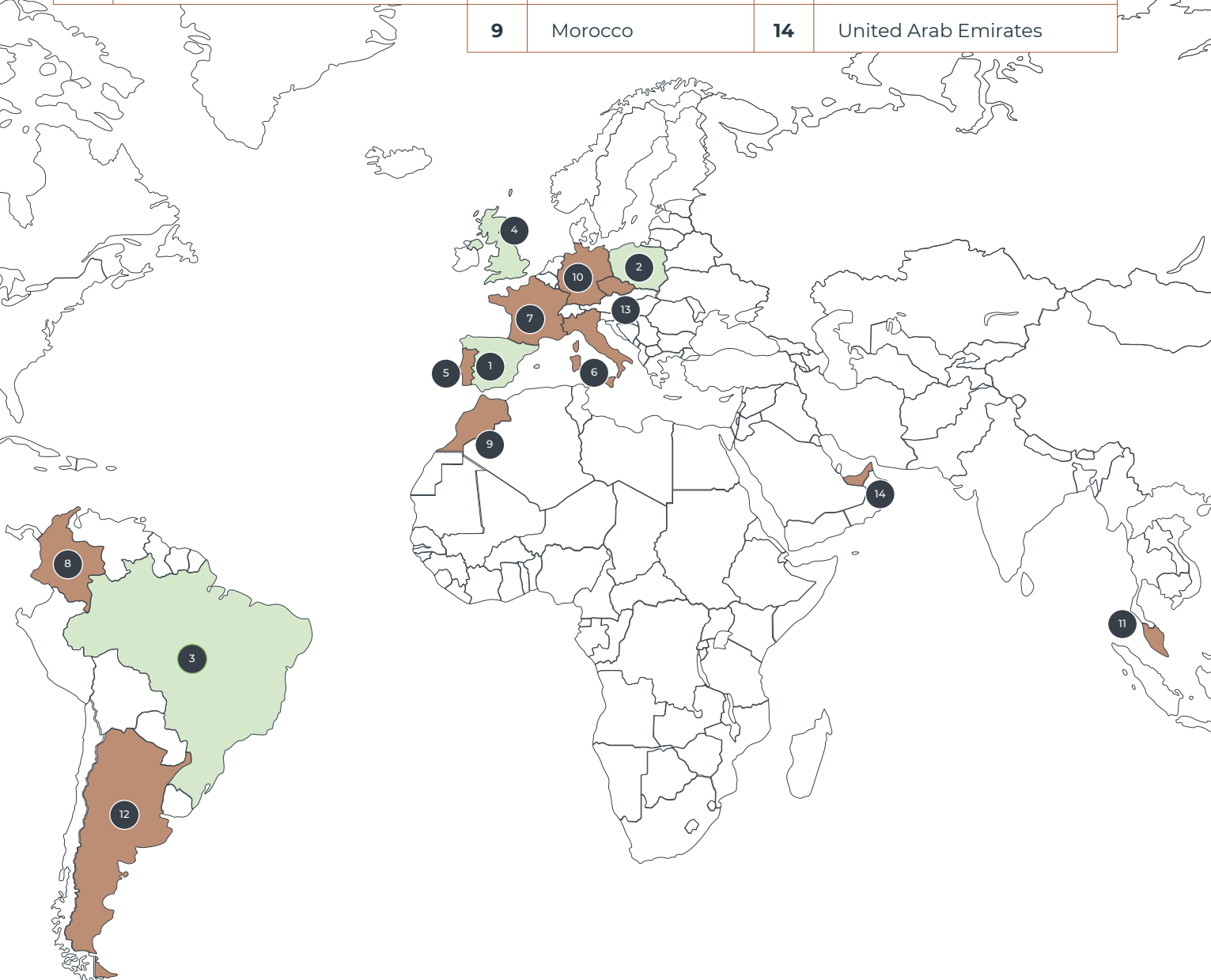
Services for container dimensioning, distribution, maintenance and cleaning.



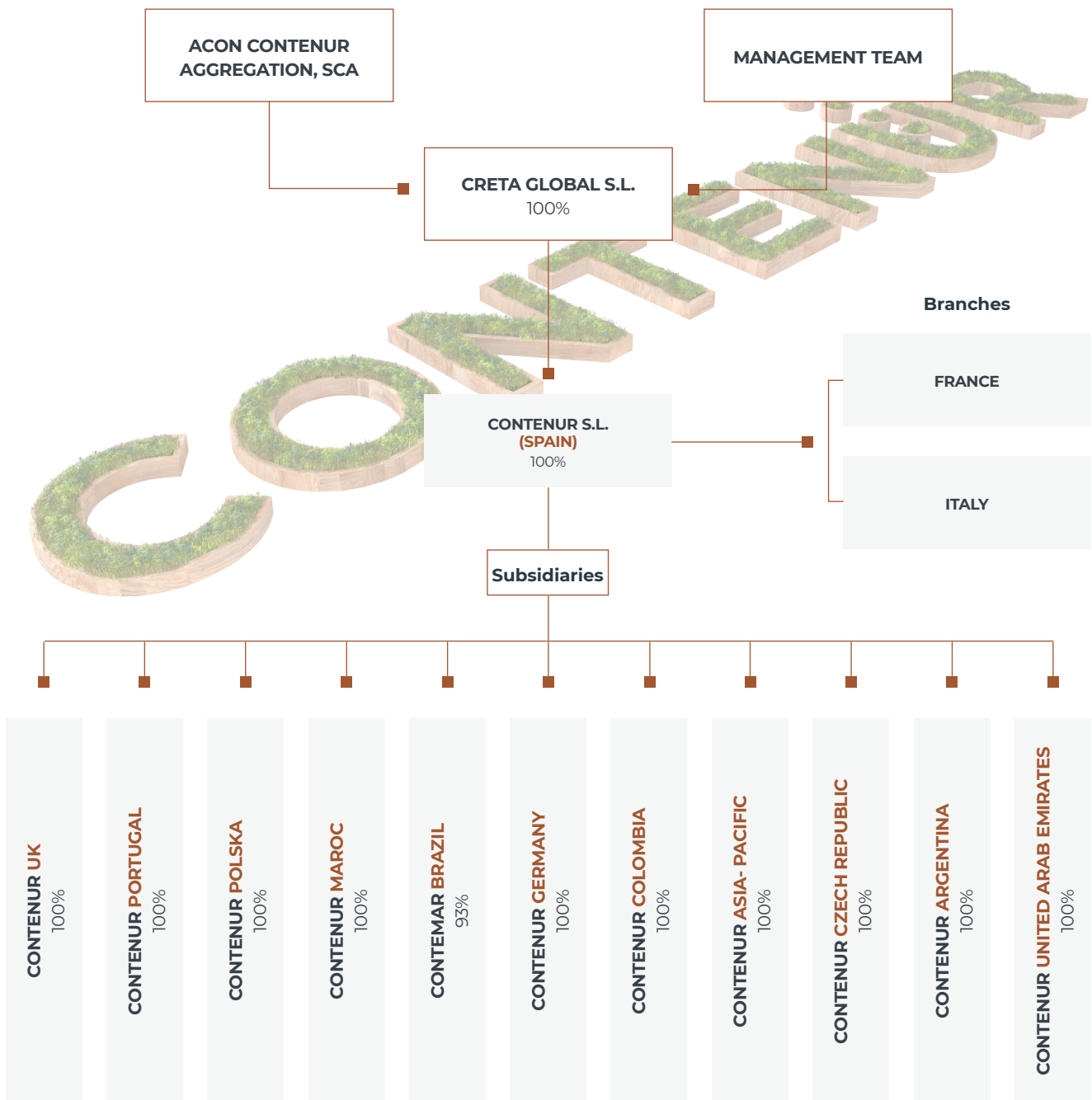
Services to maintain and redesign playground areas, in compliance with standard UNE-EN 1176-1.

CONTENUR's production centres and subsidiaries

CONTENUR production centres		CONTENUR sales subsidiaries			
1	Spain	5	Portugal	10	Germany
2	Poland	6	Italy	11	Singapore
3	Brazil	7	France	12	Argentina
4	United Kingdom	8	Colombia	13	Czech Republic
		9	Morocco	14	United Arab Emirates



Shareholders and corporate structure



2

About CONTENUR



3

2022

Relevant figures



2022 Relevant figures



152 M€

Annual turnover of the group



14

CONTENÜR's subsidiaries



53

Countries where we operate



1.260.847

Containers sold



849

Employees worldwide



3.173

Number of clients



4

Industrial plants



1

Assembly centres for
underground containers

GEOGRAPHICAL MARKETS	TURNOVER
	In millions of euros
Europe	133.354
America	16.169
Africa	1.430
Asia	618
Oceania	0

	NET EARNINGS 2022	TAX ON PROFIT PAID IN 2022	NET EARNINGS 2021	TAX ON PROFIT PAID IN 2021
CRETA GLOBAL, S.L. (Spain)	+225,18 K€	-75,06 K€	+156,35 K€	+353 K€
CONTENUR S.L.U (Spain, France and Italy)	+3.822,88 K€	+997,94 K€	-778,15 K€	0 K€
CONTENUR UK Limited (United Kingdom)	-2.696,56 K€	0 K€	-2.617,51 K€	0 K€
CONTENUR Portugal S.A. (Portugal)	+69,33 K€	+33,47 K€	+17,57 K€	+12 K€
CONTENUR Maroc S.A.R.L. (Morocco)	-95,27 K€	+5,70 K€	+27,90 K€	+90 K€
CONTENUR Polska sp z.o.o. (Poland)	-376,05 K€	+49,20 K€	-147,90 K€	+49 K€
CONTENUR Deutschland GMBH (Germany)	-97,69 K€	0K€	-37,35 K€	0 K€
CONTENUR Colombia S.A.S (Colombia)	-52,83 K€	-14,10 K€	-146,55 K€	+5 K€
CONTENUR Ambiental Containers Ltda (Brazil)	+1.784,55 K€	+756,19 K€	+499,98 K€	+376 K€
CONTENUR Asia Pacific Pte Ltd (Singapore)	+36,43 K€	+5,64 K€	+17,24 K€	0 K€
CONTENUR Česká republika s.r.o. (Czech Republic)	+48,75 K€	0 K€	+8,9 K€	+189 K€
CONTENUR Contenedores S.A.S. (Argentina)	+262,55 K€	+66,39 K€	+84,26 K€	+10 K€
CONTENUR Weme (United Arab Emirates)	-41,92 K€	0 K€	-21,59 K€	0 K€

2022 results are provisional and pending financial audit.

4

Main milestones 2022



4

Main milestones



JAN

Colmenar Viejo begins to implement the new contactless surface containers.

The **OVAL container** is the central figure in organic waste collection in the municipalities of **CYCLAD (France)**.

FEB



CONTENUR UK's manufacturing plant in Knowsley has officially opened.
The **British Embassy** in Spain awards **CONTENUR** for its expansion in the United Kingdom and the opening of its new plant in Knowsley.

Seven new contracts consolidate **CONTENUR's** leadership in Spain and **CONTENUR's specialisation in the management of children's playgrounds and bio-healthy circuits.**



MAR

The first company in the sector to obtain the **Sustainable Strategy & Circular Economy** certificate.

CONTENUR participates in the **CleanEnviro Summit Fair in Singapore.**

APR



Installation of **675 50-litre OMEGA** litter bins in the Italian Municipalities of Monopoli, Conversano, Pomigliano, Mare and Mola di Bari.

SMAS Torres Vedras installs containers for recycling marine rubbish.



MAY

Avilés City Council and **CONTENUR** sign a collaboration agreement to implement the "Second life for containers" project.

JUN



4

Main milestones



JUL

The supply of underground containers commences in the City of **Liverpool**.
CONTENUR participates in the **Expoclean 2022 Fair in Argentina**.

Madrid City Council awards **CONTENUR** the biggest containerisation contract in Europe.

AUG



SEP

The supply of rear-loading containers to the **Municipality of Mohelnica (Czech Republic)** commences.

Ponte de Lima chooses to install underground containers by **CONTENUR** throughout the municipality.

450 units of the side-loading OVAL model are distributed and installed in **Paraná (Argentina)**.
CONTENUR is the main sponsor of the **LARAC UK Conference 2022**.

OCT



NOV

Santiago de Compostela renews its fleet of containers and includes the collection of organic waste or fifth fraction on its routes.

The Urban Region of Pays de Grasse installs underground containers in **Mouans-Sartoux City Centre**.

CONTENUR officially sponsors the **IV National Urban Cleaning Meeting** that was held in **Loulé (Portugal)**.

CONTENUR nominated in the **Knowsley Business Awards (UK)**.

Torre Vieja begins to use side-loading containers and OMEG litter bins.

DIC



5

Corporate responsibility strategy



Social Responsibility Basic principles

CONTENÜR promotes business excellence, efficient products and services, its employees' professional and personal career in equal conditions, health & safety prevention, respect for our surroundings and the environment, and the integration of underprivileged social groups.

The Company is working to improve its work environment and its relationship with its groups of interest (shareholders, clients, employees, suppliers and the local community), based on ethics, exemplariness and transparency.

CONTENÜR's project seeks to obtain national and international recognition as a reference in its sector, based on the following lines of action:

Ethical and exemplary conduct in its activities, carried out in professional environment that promote transparency and an open & participative dialogue with all its stakeholders.

Sustained client trust, based on developing quality products and services that meet their expectations, helping build the cities of the future.

Promoting respectful and participative working environment, furthering its employees' professional career and encouraging diversity and equality.

Developing projects and solutions **to integrate underprivileged social groups**.

Implementing effective systems **to prevent and reduce occupational risks in its facilities**, work centres and during maintenance activities, backed up by the training and awareness offered by its employees and suppliers. Any occupational risks detected refer to accidents at work.

Reduced environmental impact of its activities, based on strict waste prevention and management policies, responsible use of materials and standardised environmental management systems in place in all activities. The following environmental risks have been detected: CO2 emissions, waste, discharge and consumption of raw materials.

The company is working to
improve its work
environment and its
relationship with its groups
of interest



Materiality Analysis

One of the tools most widely used to establish priorities in matters concerning RSE is the analysis of materiality. This analysis, which is based on GRI (Global Reporting Initiative Standards), makes it possible to find out which subjects are the cause for greatest concern among the groups of interest defined (clients, suppliers, employees and shareholders).

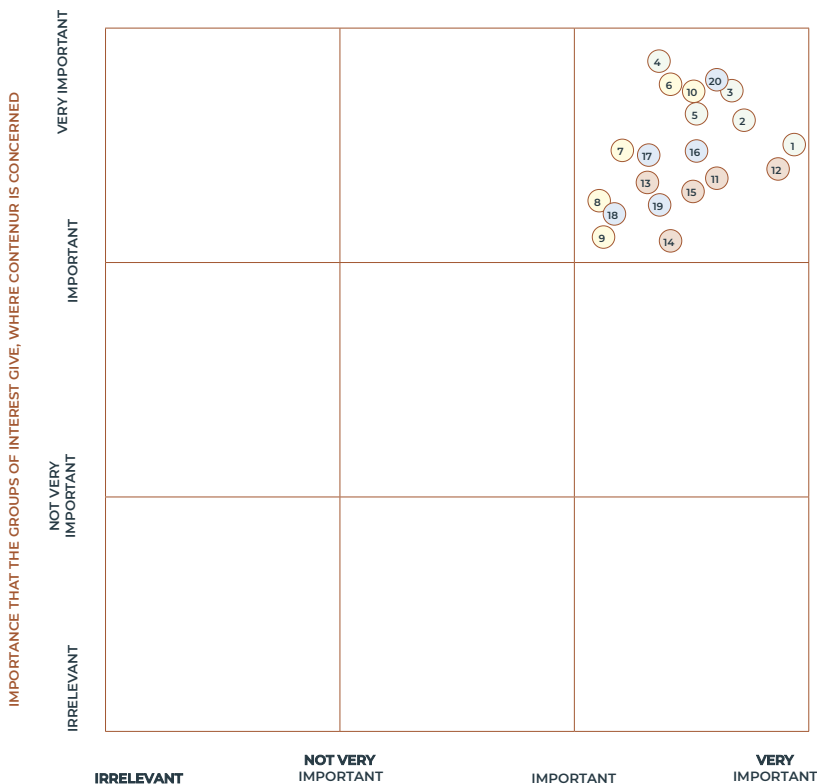
In 2022, with the help of an external consultancy, **CONTENÜR** conducted its first materiality analysis. The matrix that is attached below shows the subjects that the groups of interest found most important as a whole:



SUBJECTS THE GROUPS OF INTEREST CONSIDER TO BE A PRIORITY

As from this year, these priority subjects will be included in **CONTENÜR's** CSR strategy. The company will thus ensure the improvement activities to be undertaken in sustainability are correctly selected.

Materiality Analysis: Global



ENVIRONMENTAL	1	Environmental impact of products
	2	Energy & natural resources management
	3	Good consumption practices
	4	Mitigating climate change
	5	Plastic waste management
SOCIAL	6	Creating stable and quality employment
	7	Looking after labour relations
	8	Promotion of training
	9	Social inclusion, diversity and equality
	10	Commitment to OHS
ECONOMICAL	11	Economic-financial success
	12	Value for money of the products
	13	Good purchasing practices
	14	Digital transformation
	15	Product innovation
GOOD GOVERNANCE	16	Ethical & anti-corruption behaviour
	17	Information privacy, security
	18	Transparency and communication
	19	Sector leadership
	20	Compliance with the Law and taxation

17 SUSTAINABLE DEVELOPMENT GOALS



What are the SDGs?

The Sustainable Development Goals (SDGs) are a set of 17 targets and 169 goals aimed at resolving social, economic and environmental issues that will affect the world during the next 15 years (2015-2030).

The 2030 Agenda was adopted by world leaders as part of the **United Nations Global Compact and proposes 17 Sustainable Development Goals (SDGs)** requiring joint and collaborative emergency action in economic, social and environmental matters.

The following 17 Sustainable Development Goals have been proposed:



Sustainable Development Goals (SDGs)

CONTENUR's contribution to their achievement

SDGs serve as a guide used by **CONTENUR** to find out if its social, economic and environmental impact contributes value to society, consequently strengthening its reputation and relations with various stakeholders.

CONTENUR is committed to making firm progress in some of these goals, generating a positive impact on society and the planet.

It is insufficient to avoid causing an economic impact. We must contribute to a positive impact for the common good, moving forward towards sustainable development.



WHAT SDGS IS CONTENUR DIRECTLY INVOLVED IN?

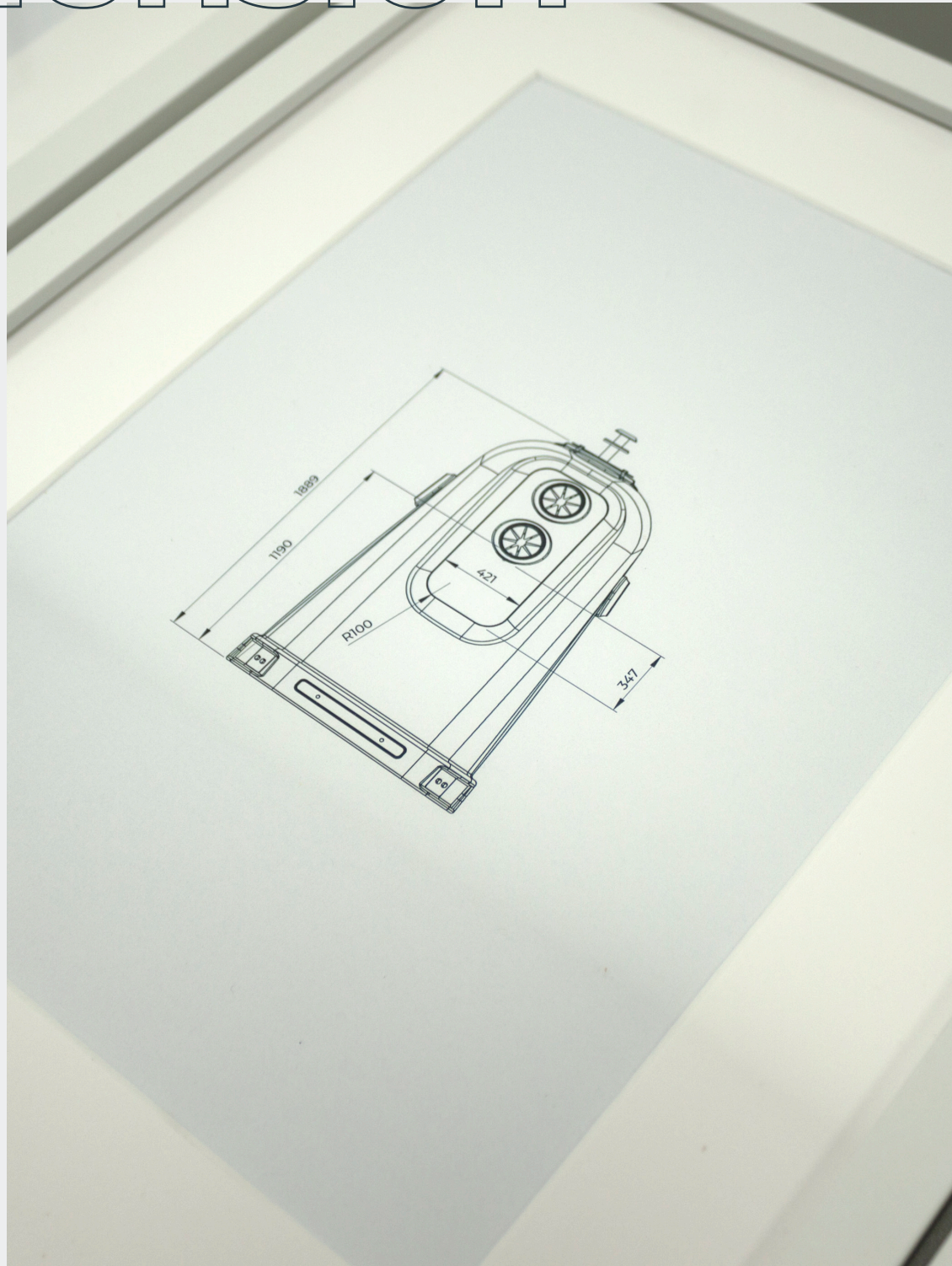
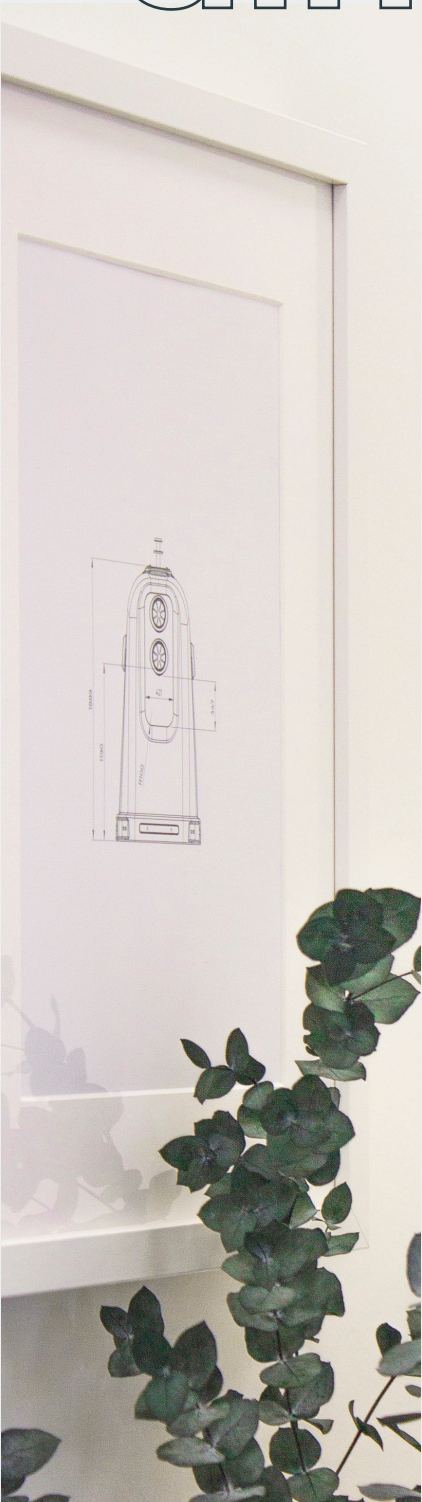
In the following pages, we will explain the lines of action that the company is currently working on, highlighting which of the 17 SDGs are impacted by **CONTENUR's** strategies and plans.

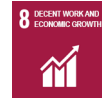
The company has taken action in relation to the following SDGs:

- Economic dimension: 8,9,17
- Social dimension: 1,3,5,8,10
- Environmental dimension: 7,9,11,12,13,14,15,16

6

Economic dimension





Economic Dimension

This section analyses the way the Company has evolved where the economic aspects of its activity are concerned, basically in:

- Growth in **sales and results**.
- **Compliance**.
- Product **innovation and development**.
- **Product and process quality**.



➤ Round-up of the year

In 2022, **CONTENUR** recorded the highest sales level in its history. This record result came to be thanks to its sound activity on the Spanish market. In the second half of the year, **CONTENUR** was awarded the containerisation contract for Madrid that, in economic terms, was the largest ever so far in **CONTENUR's** history.

The Brazilian and Argentinian markets were also very active during the year.

The market in the United Kingdom showed an activity growth rate lower than expected after the beginning of industrial activity in 2021.

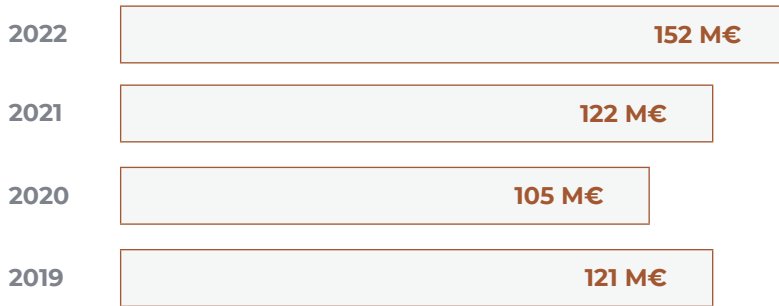
Activities on the Polish and Eastern European markets were also adversely affected, in this case by the war in Ukraine that broke out in February.

In general terms, the first half of the year was a period of recovery of profitability through a widespread increase in prices in all the markets.

In 2023, we hope to obtain a significant increase in activity of 22%, based mainly on:

- The fulfilment of the container supply & maintenance contract with the City of Madrid.
- A major increase in activity in the United Kingdom.
- Recovering the levels of activity in Poland and Eastern Europe.

Sales evolution



Commercial activity indicators

	2022	2021	2020	2019
Operating countries	53	52	49	55
Number of subsidiaries	14	14	14	14
Participation in trade fairs	3	3	4	5
Number of persons in the commercial area	84	84	87	81

The waste collection sector is growing globally, thanks to the following:

- An increase of environmental control.
- A growing world awareness of the effects of contamination and pollution.
- An increase in the regulation of recycling.
- Development of new collection models
- An increase in the generation of waste.
- An increase in mechanised collection in developing countries.

Potential risks associated with the Group's activities:

- A reduction in public expenditure.
- An increase in the cost of raw materials, energy and transport.
- The entry of new competitors (developing markets).
- The way exchange rates are evolving.
- An increase in container vandalism.

The analysis, appraisal and management of the potential risks is carried out by the Management Committee, which meets on a monthly basis to monitor all the indicators.



CERTIFICATIONS

- Certification in Quality Management Systems ISO 9001:2015 (Spain, Poland, Portugal, Brazil, UK) and Services (7 centres in Spain).
- Anti-Bribery Management System Certificate ISO 37001: 2017 (Spain, Brazil and Colombia).
- Health & Safety Management System Certification ISO 45001:2018 (Spain, France, Poland).
- Custody Chain Certification based on the FSC Standard (Spain).
- Custody Chain Certification based on the PEFC Standard (Spain).
- Ecodesign Management System Certification ISO 14006:2020 (Spain).
- Environment Certification. CO2 verified (GHG Protocol) at the Getafe and Mielec Plants, as well as in the Services and Underground Division.
- Information Security Certification (ISO 27001) at the **CONTENUR** Plant.
- Certifications for product compliance with the applicable European Standards, EN 840, EN 12574, EN 13071 and RAL GZ 951/1.
- Certification of a Universal Design Management System (SOLIDUN Model).



2022 ACTIONS

- Obtaining and implementing the container supply & maintenance contract for the City of Madrid.
- Progress in controlling price fixing for all the markets.
- Progress in promoting CIRCLE® in Spain and the UK.
- Preparing the plan for digitalising the company.
- Restructuring activity in the Middle East and Asia.



2023 PLAN

- Implementing the Madrid contract.
- Sharp increase in trading activity in the UK, not only in the municipal segment but also with respect to private collection.
- Deploying **CONTENUR's** digitalisation plan.
- Making investments aimed at improving energy efficiency.
- Progress in utilising materials coming from containers at the end of their working life to manufacture new products.

All the environmental certificates can be found on Page 47.

Compliance

CONTENUR improves its ethical performance with the policies included in the compliance system.

The main risks detected in the company are:

- External and internal economic extortion.
- Internal and external conflicts of interest.
- Influence peddling.
- Direct and indirect bribery in private affairs.
- Direct and indirect bribery of civil servants.

CONTENUR has analysed its direct risks, quantifying them with risk files by country. For their supervision it applies specific rules foreseen in anti-corruption policies. It also conducts a limited check on indirect risks.

Periodic and regulated communication is held with the Compliance Committee, the Board and Senior Management.

In 2022, the manual, the ethical policy channel, the gifts and invitations policy, the expenses policy and the personnel selection policy were all reviewed and updated. Five (5) claims were received in the Ethics Channel (2 in Spain and 3 in Brazil).

CONTENUR has renewed its Anti-Bribery Compliance System in Spain, in accordance with ISO 37001 and has certified the system in Brazil.

CONTENUR is continuously assessing the risks of corruption that the organisation has to face. With a view to this, **CONTENUR** carries out not only internal reviews but also arranges for independent reviews, so that it can continuously update the procedures and make sure they are fulfilled.

CONTENUR has managed to encourage the use of the Ethical Channel by means of specific communications and improves the confidentiality by implementing a channel that is managed externally.

CONTENUR has not made any donations, and carried out two sponsorships amounting to € 10,000 and 7,600 USD respectively, which were subjected to the controls envisaged in the compliance policies.

CONTENUR did not receive any subsidies in 2022.

CONTENUR bases its conduct and decision-making on the policies included in its compliance system



COMPLIANCE POLICIES*:

- Anti-corruption policy.
- Policy on civil servant relations.
- Third party due diligence policy and guide.
- Policy on conflicts of interest.
- Ethical Channel Policy.
- Sponsorship and donations policy.
- Policy on gifts, invitations and personal courtesies.
- Representation expenses policy.
- Staff selection policy

* These policies include the fight against bribery

* The Company does not have a Code of Ethics, as it considers that Company policies are sufficient for its workers' ethical conduct.

* Policies to fight money laundering are included in our compliance policies.



2022 ACTIONS

- ISO 37001 certification in Colombia.
- Review of all policies, manuals and procedures (adapted to standard ISO37001).
- Reviewing the Ethical Channel procedure and implementing a new external communication channel.
- Appointment of a Compliance Officer in Brazil & UK.
- Improvements in communication and access to the SGA's information.



2023 PLAN

- Preparing for ISO 37001 certification in Poland.
- Standardising all the controls in the different countries where the Group operates.
- Audit to monitor ISO37001 in Spain, Brazil and Colombia.
- Specific plan for reviewing and assessing the controls.
- Training plan for specific areas of the company (staff particularly exposed to the risk of bribery).

Product innovation and development



CONTENUR bases its innovation activity on technical solutions and developments, in order to:

- Develop products with lower waste collection costs.
- Develop products that help its clients improve recycling rates and the quality of recoverable material.
- Develop products that are gradually more environmentally-friendly, from manufacturing to client supply, reusing them at the end of their lifecycle.

For this, CONTENUR has an R&D&i Department and a Product Development & Innovation Committee.

CONTENUR collaborates with prestigious designers and technological development centres, in order to improve design and incorporate state-of-the-art knowledge in its innovation projects.

Innovation indicators:

Innovation indicators	2022	2021	2020	2019
Staff assigned to R&D	5	6	6	6
Development projects underway	15	18	16	14
Patents, designs and utility models	210	195	193	188



2022 ACTIONS

- Designing containers for the City of Madrid, following ecodesign and universal design criteria (accessibility).
- Accessible solutions for the large-capacity models.
- Adapted solutions for igloos and bins.
- Special customisations for OMEGA Litter Bins.



2023 PLAN

- Launching the models for the City of Madrid.
- New solutions adapted to the different clients and markets.

**Designing containers for the City
of Madrid, following co-decision and
universal design criteria
(accessibility)**

Models have been designed for the City of Madrid, following co-decision and universal accessibility criteria.

The aesthetical aspects are identical for all the models, their shape and function being adapted to each type of waste collection: Side-Loading, Vertical Loading, Rear-Loading, Textile and Underground.

Where waste collection is concerned, every model is equipped with specific solutions for optimum utilisation, not only for the user, but also for the operator.





Accessible solutions for the large capacity models

The large-capacity models feature a large opening that provides two main benefits: they are more accessible to the general public because there is more room to deposit waste and it can be thrown in without the person coming into contact with the container, given that it is not necessary to handle it in any way.

Cities such as Mostoles, Colmenar or Santiago de Compostela have opted for this solution.



Adapted solutions for Igloos and Bins

To comply with the client's requirements, a double lid solution has been developed for the City of Liverpool for the OVAL Igloo model.



New clip indicating the type of waste in the two-wheeled bins. It enables the user to quickly identify the waste and makes the products more standardised.

This development was provided on request from a client in the Czech Republic.

Special customisations for OMEGA litter bins

New special customisations for OMEGA litter bins, adapted to the clients' needs, by means of personalizations, moulds with the image incorporated or a sticker included; this development adds to the wide range of customisation possibilities.



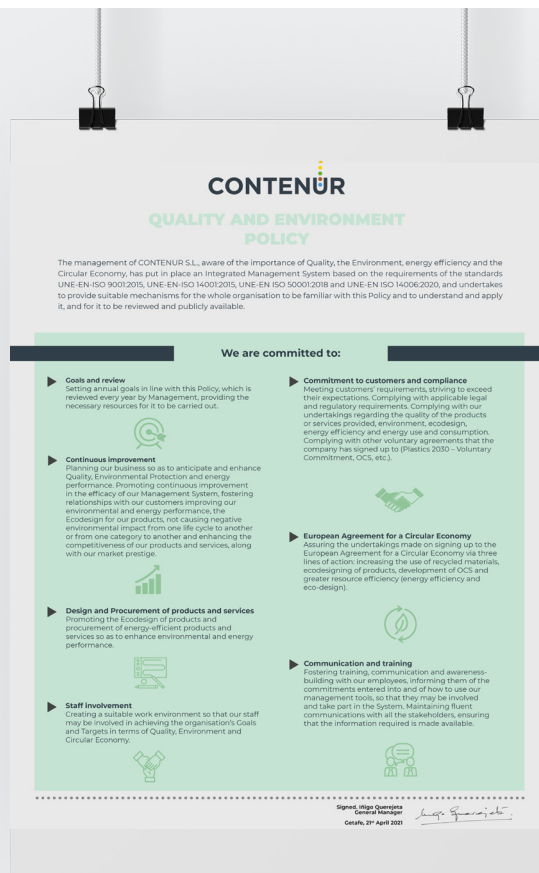
Product and process quality

CONTENÜR strives to implement a continuous improvement policy in the management of company processes and activities, with the highest quality standards.

CONTENÜR has a Quality Policy in place, based on the following principles:

1. To understand the expectations of internal and external clients, in order for our products and services to be fully satisfactory.
2. To promote **continuous improvement** in products and the management of Group processes.
3. **To encourage** a culture of environmental friendliness and sustainable development.

CONTENÜR strives to implement a continuous improvement policy in the management of company processes and activities



This quality policy covers all of **CONTENUR's** activities and processes, certified under standard ISO 9001: 2015 as "design, manufacturing and distribution of waste containers and urban fixtures".

In addition, the company's Services Division centres in Spain are also certified under ISO 9001:2015, for "maintenance of waste collection containers, maintenance of urban fixtures and maintenance of children's and bio healthy parks".

CONTENUR's manufacturing facilities have trial areas to test finished products under standards UNE-EN 840, UNE-EN 12574, UNE-EN 13071 and RAL GZ 951/1, as well as other in- house trials defined with **CONTENUR's** protocols. Each one of these factories also

has laboratories to test the materials used in injection processes.

CONTENUR is part of the European Committee for Standardisation, and is represented on the WG1 "Waste Containers" work group and other subgroups related to each type of container we design, manufacture, distribute and maintain. Likewise, the company is actively involved in the drafting of new standards and in updating those in existence.

**CONTENUR forms part of the
European Committee for
Standardisation, with
representation in the WG1
"Waste Containers" Work Group**



Product quality indicators

	2022	2021	2020	2019
Claims accepted */**	99	79	90	86
Average resolution time (days)	13	10	15	24
Claims with respect to total orders	0,39%	0,33%	0,42%	0,37%

* Apart from the claims for the previous years (Getafe, Mielec and Underground Centre) the claims accepted at a new work centre (Knowsley) are also included

** Corrected data for 2021 (two claims outstanding)



CERTIFYING ACTIVITY CARRIED OUT 2022:

1. Renewing the EN 840-51 and RAL GZ 951/1 Certificates (2020) for the products made in Getafe and Mielec.
2. Annual audit to monitor the EN 840-5 and RAL 951/1 Certifications in Mielec and Knowsley.
3. Follow-up audit on certification for ISO 9001 for the existing centres (Getafe, UK, Mielec, Brazil, Underground Containers and Services Division).
4. Audit to monitor the product certifications at the Headquarters and Underground products
5. Certification for compliance with UN 3291 (clinics) in UK for new products.
6. Certification for the SOLIDUN Model AESIDU (Universal Design Solutions).
7. Certification with EN 840-5 and RAL GZ 951/1 (2020) for the new C-120H3 bin.



CERTIFYING ACTIVITY IN 2023:

1. Annual follow-up audits RAL-GZ 952/1 (2020) at the Getafe, Mielec and Knowsley Plants.
2. Renewal of the EN840-5 Certificate for C-360 Bin and the C-1000/1100F container.
3. Renewal of the EN 12574-2 Certificate for the C-2400D and C-3200D Side-Loading Containers.
4. Renewal of the EN 13071 Certificates for the products: 2SideSystem (2000, 2800 and 3600 volumes), OVAL 3000 Igloo and SCV (Underground)
5. Follow-up audits for the ISO 9001 Certificate in Brazil.
6. Renewal of the ISO 9001 Certificate with widening of scope (Palma de Mallorca and Oviedo)
7. Certification of clinics in compliance with UN3291 in UK (240H3).
8. Certification of new products.

Service Quality indicators

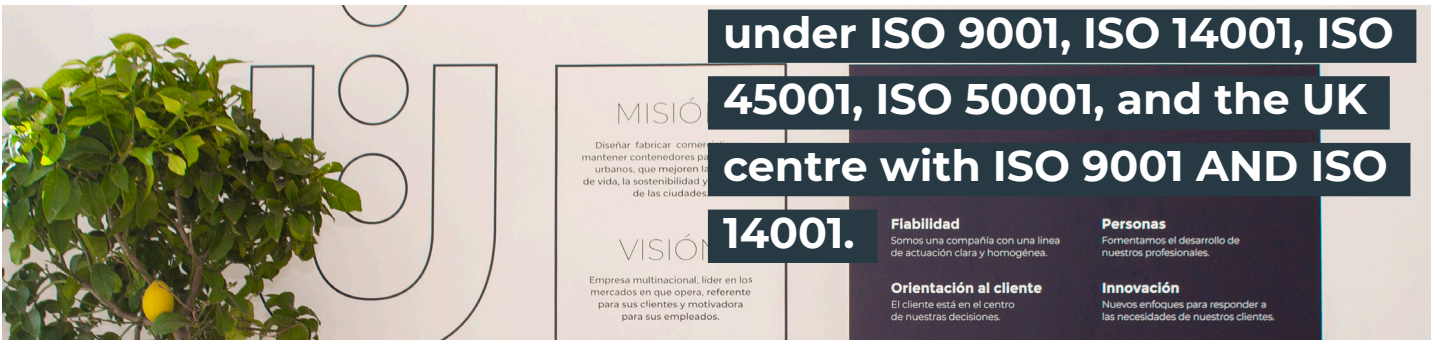
	2022	2021	2020	2019
Delay in committed delivery deadline (days)	1,99	1,3	0,9	1,3
Orders delivered late (%)	8,3	5,7	5,8	5,1
Day cycle *	33,6	35,5	30,6	39,5

* Day cycle: The total number of days transpiring since the order is entered into the system, until it is ready for expedition

* The KPI calculation formula does not take estimations into account.

In 2022, the results were affected by the large number of side-loading orders in Getafe, plus the difficulties involved in launching the Knowsley Plant.

CONTENUR's manufacturing centres in Getafe (Spain) and Mielec (Poland) are certified under ISO 9001, ISO 14001, ISO 45001, ISO 50001, and the UK centre with ISO 9001 AND ISO 14001.



2022 ACTIONS

- 10% reduction in the number of claims, excluding the Knowsley Plant.
- Improvements in traceability for recovered material (100% DI managed).
- Increase in CIRCLE® resources (1 person joined the project to deal exclusively with this aspect).
- Increase in recycling point networks (reduction in the transport-linked carbon footprint).
- The number of supplier quality audits increased threefold.



2023 PLAN

- 4% reduction in the number of quality claims when compared to 2022.
- Improvement in traceability for recovered material (30% of suppliers with EuCertPlast Certificate).
- 5% increase in consumption of end-of life material.
- Reduction in the impact on climate change through a 2% reduction in CO2 emissions.
- Inclusion of environmental sustainability criteria in the approval of suppliers.

7

Social dimension













This section describes **CONTENÜR's** main actions in the following fields:

- Commitment to equality.
- Promotion of well-being at work.
- Integration of people with different capacities.
- Employee training and professional development.
- Prevention of occupational risks, health & safety.



CONTENÜR's working staff at the end of 2021 totalled 849 employees

CONTENÜR staff

	2022	2021	2020	2019
No. of workers No. of work centres	849 42	694 34	667 34	659 34
Men 2022 - 712 Women 2022 - 137	84%  16%	81%  19%	80%  20%	80%  20%
Permanent contracts 2022 - 776 Part-time contracts 2022 - 73	91%  9%	87%  13%	85%  15%	85%  15%
Average age of the staff Average seniority of the staff (in years)	43 9	45 11	45 11	45 11
Turnover rate	7%	1%	1%	1%

Data on employee distribution by gender, age, type of contract, salary, etc. are provided in Appendix A1 (pages 58 ff. below)
Turnover Rate: the calculation method has been modified to take into account only the voluntary turnover rate.

Committed to equality

CONTENUR deploys its commitment to equality through its Equality Committee and Equality Plan, applied in Spain only.

The joint Equality Committee consists of an equal number of staff designated by the company and of freely chosen workers' representatives. Annual meetings are held to follow up on the actions included in the Equality Plan. The II Equality Plan was signed on 14/02/2020. CONTENUR has taken the initiative of updating of the Equality Plan during the following months.

The following measures were adopted to promote equality between men and women:

CONTENUR deploys its commitment to equality through its Equality Committee and Equality Plan, applied in Spain only.



ELEGIBILITY, RECRUITMENT AND PROFESSIONAL CLASIFICATION:

- To guarantee equal treatment and opportunities in selection processes and encourage diversity.
- To progressively balance out the presence of women in those areas where the percentage of difference is greatest.
- To classify each worker in his/her group based on a change required by the functions assigned

TRAINING:

- To train and generate awareness in an equal opportunities scenario.
- To evaluate any training needs with the workers' participation.
- To provide the necessary training for a worker's subsequent promotion.

PROMOTION AND PROFESSIONAL DEVELOPMENT:

- To guarantee objectiveness and no discrimination in promotions and raises.
- To guarantee that the entire staff is informed of any vacancies.
- To promote women accessibility to management positions that are under-represented through promotion

BALANCING WORK/FAMILY:

- To apply the Guide on how to reach a balance between work, one's private life and family.
- Flexible working hours and 1 day a week of remote work.
- To allow rights to be upheld towards balancing one's private life, family and work.
- To demonstrate the company's commitment to achieving a balance between work/family, by improving issues foreseen by law (such as improving the reduction of working hours until the child is 14 years old).



PREVENTING MOBBING AND/OR SEXUAL HARASSMENT AT WORK:

To safeguard and ensure that the protocol is strictly fulfilled, on mobbing and/or sexual harassment at work.

INFORMATION, COMMUNICATION AND AWARENESS:

To facilitate an internal distribution and awareness of the contents of the Equality Plan, as well as the regulatory framework in force in equality matters and regarding a balance between work/family.

SALARY GAP:

The salary gap between executives and managers is due to the comparison between professional groups and not posts, because there is no overlapping of positions of responsibility, which justifies this difference, e.g., Business Manager for the country vs. Head of Administration for the country.

The salary gap is greater between the technical and administrative posts where there are plants, because that is where the maintenance staff are, with higher salaries depending on the labour market.

The salary gap in production positions in Spain is justified by the concept of a standard bonus that is associated with seniority of the employee in the company and a women's collective for production positions has been recently introduced.

COMMUNICATION WITH THE COMPANY:

CONTENUR Spain has 3 Works Councils, one at the Getafe production plant and another two at the Getafe services centres.



Promotion of well-being, a feeling of belonging and social dialogue

CONTENÜR works towards employee well-being and social dialogue in various ways:

- Employee satisfaction survey.
- Meetings with co-workers.
- Development meetings.
- Welcoming and integration Plan.
- Meetings on the organisation’s results.
- Annual meeting to report to the workers.
- Meetings held by organisation Committees:
 - Works Council. It convenes at least once a year. In Spain, there are works councils in 3 work centres. In France, there is one works council that represents all employees.
 - Occupational Health & Safety Committees convene each quarter or at the request of any of the parties involved.
 - Equality Committee. It convenes at least 1 time a year.
- Internal Communication Plan.
- Annual recognition awards.
- Annual Convention
- Loyalty Awards (25 years)



Working climate

	2022	2021	2020	2019
General satisfaction rate	N/A*	82%	N/A*	79%
Meetings with collaborators	59%	85%	82%	88%

* A survey on working climate and employee satisfaction is conducted every two years.



Disconnection from work

Most of **CONTENÜR's** staff has pre-established schedules and/or shifts. All other workers may apply for flexible working hours, in line with our guide on achieving a balance between work/family life. Even so, **CONTENÜR** is working on a mobile device disconnection policy, which will be integrated into our policy in order to help achieve this balance.

Integration of people with different capacities

CONTENÜR has proven its commitment to the employment integration of persons with different capacities, or those who are at risk of exclusion. To do this, **different work positions have been adapted and agreements** reached with the Adecco Foundation- with which we have been working since 2009- towards the integration on the job market of persons with different capacities.

In 2019, a collaboration agreement was signed with ECOEMBES, for the integration of persons at risk of social exclusion.

CONTENÜR carried out a Training Programme in 2022 for the Hiring Managers which will deal with the best codes of practice for improving employer branding, focusing on assessment without risks and seeking diversity when it comes to new employees.



Employee training and professional development

CONTENÜR considers essential for the fulfilment of its objectives of growth and excellence, to have a motivated staff of workers with cutting-edge technical and professional training. For this, **CONTENÜR** assigns a large part of its annual budget to its training plan.

The Training Plan is a consequence of the training needs detected during the annual development interviews, meetings with collaborators, employee satisfaction surveys and committee meetings.



TRAINING HOURS:

2022	8.171
2021	8.364
2020	6.634
2019	8.200

Hours in 2022: 5,351 taught to office staff, technicians and managers
2,820 given to operations personnel.

CONTENÜR considers essential for the fulfilment of its objectives of growth and excellence, to have a motivated staff of workers with cutting-edge technical and professional training.





2022 ACTIONS

- Developing and encouraging talent diversity.
- Flexibilisation of the working time.
- Improving integration and welcoming processes.
- Encouraging learning through new experiences.
- Establishing 360° (feedback) performance metrics.



2023 PLAN

- Training in innovation / intrapreneurship.
- Employee satisfaction survey.
- Employer branding.
- Staff turnover reduction plan.

Occupational risk prevention, health & safety

Occupational risk prevention is a permanent and priority objective for **CONTENUR**, both due to its social and human content and its contribution to business efficiency.

The company's top management, in its Occupational Risk Prevention Policy, has established that the following principles should govern all conduct at any organisational level:

- Visible and permanent commitment of the Management and line of command.
- Integrated prevention of Occupational Health & Safety Risks.
- Commitment to the Regulations.
- Training.

- Communication and participation of workers and their representatives.

- Incident prevention.

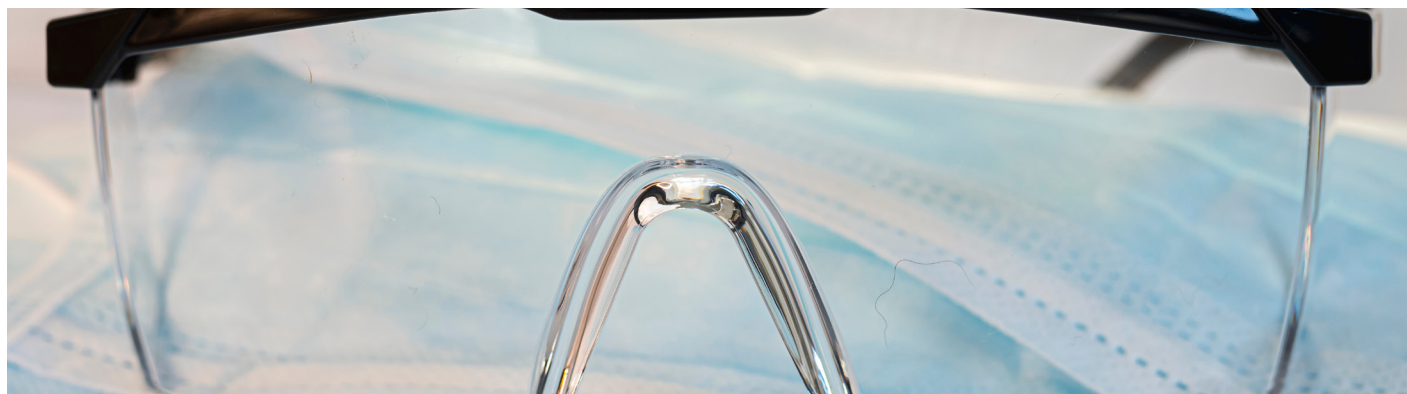
- Planning.

- Commitment to continuous improvement of the Occupational Health & Safety Management System.

CONTENUR has an Occupational Risk & Prevention officer working full-time on the matter, in addition to an external prevention service for its various work centres.

Since 2010, **CONTENUR** has an occupational health & safety management system certified under international standard ISO 45001. This certificate covers 22 work centres in Spain, France and Poland.

* We comply with the General Chemical Industry Agreement on Occupational Health and Safety.



Prevention KPIs

	2022	2021	2020	2019
Number of certified centres (ISO 45001:2018)	22	22	22	22
Number of accidents*	75	41	53	69
In Itinere Accidents	3	4	3	2
Absenteeism rate	5,46%	5,26%	4,24%	4,14%
Professional illnesses**	0	0	0	0

* Accidents throughout the Group (with or without leave).

** During 2022, no professional illness affected any of **CONTENUR's** centres.

*** The number working days of absenteeism is 14,545.

Occupational accidents

		Men	Women
Occupational accidents	With work leave	34	1
	Without work leave	34	6
Accident frequency rate	Spain	31,7	8,4
	Poland	0	0
	France	43,9	0
	Brazil	0	0
	UK	118,1	0
Accident seriousness rate	Spain	0,9	0,1
	Poland	0	0
	France	0,5	0
	Brazil	0	0
	UK	1,9	0
Incidence rate		4,7	0,8

Calculations based on official regulations in Occupational Health & Safety matters.

For calculation and description methods, see Annex I - page 75.

The percentage data are applied to the incidence rate.



2022 ACTIONS

- Preparation and implementation of documentation and material health & safety conditions at the UK Plant.
- Use of digital tools to make traceability easier and for accessing the OHS information.
- Personnel management of subrogated hermetic contract Madrid (training and information)



2023 PLAN

- Document implementation of the health and safety system in the UK.
- Setting up the SPP in Spain.
- Follow-up audit for ISO 45001: 2018
- Integration of the management system in the new hermetic centre Madrid.



8

Environmental Dimension



Environmental Strategy

This section describes the policies and steps that CONTENÜR is carrying out in environmental matters:



ENVIRONMENTAL CERTIFICATIONS



CONSUMPTION OF NATURAL RESOURCES



USE OF RENEWABLE ENERGY AND PROMOTION OF RECYCLING



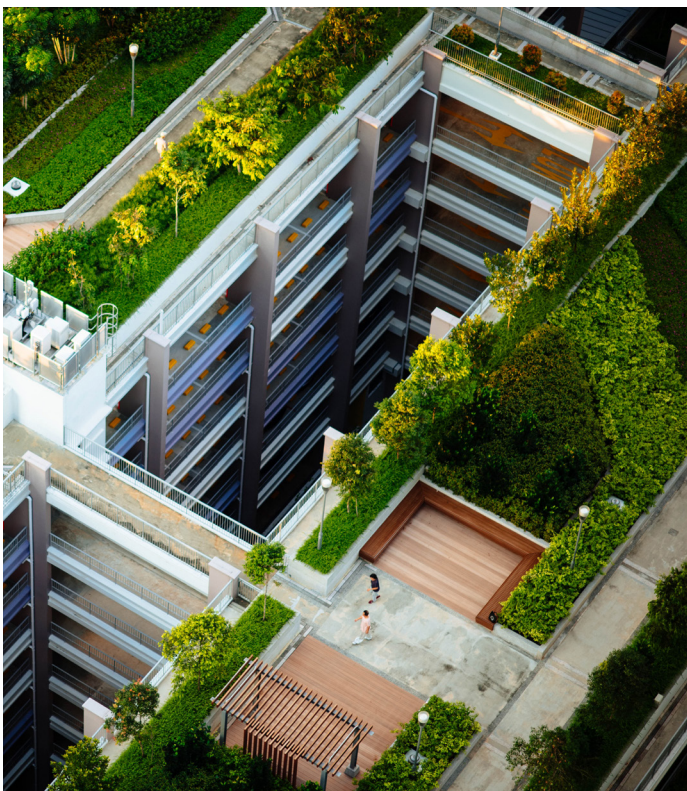
REDUCING EMISSIONS INTO THE ENVIRONMENT



REDUCING THE WASTE GENERATED



KEEPING UP THE PRODUCTS' VALUE

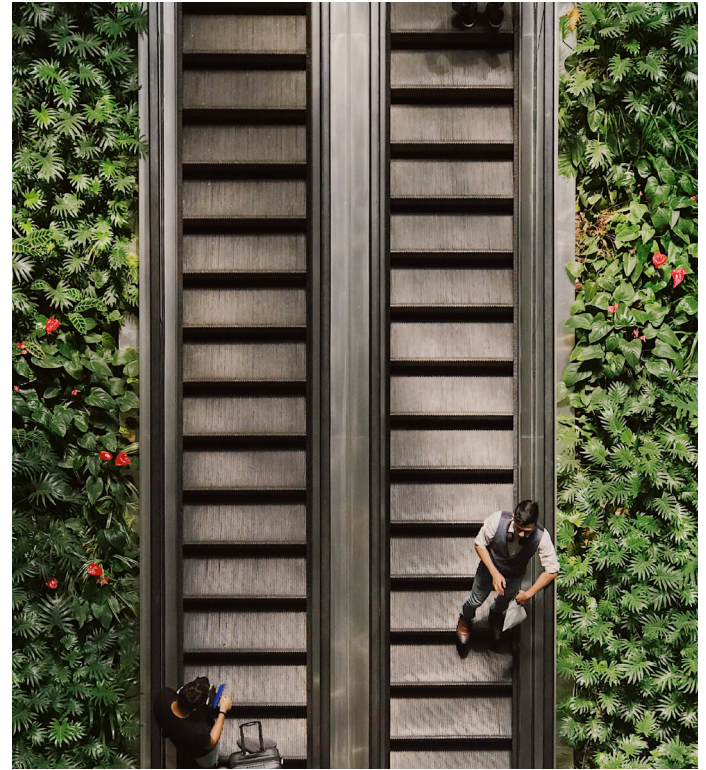


CONTENÜR's activity is closely linked to environmental sustainability as a manufacturer and supplier of equipment aimed at encouraging and improving recycling in the cities.

Environmental certifications

CONTENUR endorses its concern over the environment by certifying every **principle of the circular economy**, as well as certifications that guarantee environmental sustainability as a whole:

- Implementation in new services and maintenance of the ISO 14001 Certification for Environmental Management Systems at 7 work centres and 3 manufacturing plants.
- Certification for the Sustainable Strategy and contribution to the Circular Economy Principles.
- Certification ISO 50001 for the Energy Management System at the Getafe and Mielec Manufacturing Plants and the fleet of service vehicles (Principle 1: reduction in the use of natural resources).
- Certification of the percentage consumption of Recycled Material. (Principle 2: renewable energy and promotion of recycling).
- MORE Certificate, granted by EuPC and ANAIP, which certifies commitment to the Circular Economy with the integration of Recycled Plastic. (Principle 2: renewable energy and promotion of recycling).
- Calculation, verification and recording of the carbon footprint at the Spanish Climate Change Agency, at 11 work centres and at the Getafe Plants. (Principle 3: reduction of emissions into the environment).



- Verification and certification of the OCS (Operation Clean Sweep) Programme at the Getafe Production Centre (Principle 4: waste reduction).
- Ecodesign Management Certificate in compliance with ISO 14006 for the entire range of products designed and commercialised by **CONTENUR**. (Principle 5: keeping up the products' value).
- FSC and PEFC Certificate for custody chain traceability for children's playground apparatus as regards the materials used coming from sustainable woodland. (Principle 5: keeping up the products' value).
- Awareness of the value of environmental damage, **CONTENUR** signed a specific policy for environmental pollution at the Getafe Plant with a cover of € 3,000,000 per claim in 2021.
- Moreover, the amount for the Civil Liability Premiums in 2022 amounted to € 94,699.72 divided among Morocco, Colombia, Singapore, Brazil, Argentina, Poland, Italy, France, Spain, Germany, the UK and Portugal.
- Carbon Footprint recording in the SACE (Andalusian Emission Compensation System Recording).



Consumption of natural resources

The first principle of circularity is to encourage a reduction in the consumption of natural resources.

As it is a transformation industry, **CONTENUR's** activity is closely linked to electricity consumption, which is its biggest expense when it comes to natural resources (apart from the raw materials, which will be dealt with in subsequent sections).

In the services area, fuel for the vehicles is the most consumed natural resource.

An energy efficiency management programme has been implemented and certified according to ISO 50001; it seeks to protect the environment by reducing energy intensity and responsible consumption.

The consumption levels at the three plants is analyzed individually, considering the circumstances affecting each one of them (manufacturing volume, environment, action capacity, etc.).

The Knowsley plant, which is the newest of the three, is the most energy efficient. During 2023, a series of investments are going to be made to update the facilities and the machinery at the Getafe and Mielec Plants, in order to bring their energy consumption levels closer to the Knowsley levels (details about the activities can be seen in the Plan of Action Section).

The reduction target at the Mielec Plant, which is the one with the highest Kwh rate per tonne transformed, is ambitious, being set at 40% in 2023, when compared to the current consumption rate.

Energy consumption for services has remained constant throughout the years.

CONTENUR will carry on with its gradual implementation of LED lighting and replacing vehicles with other more energy-efficient ones to keep up the good energy efficiency record at its work centres.

From a design perspective (more detailed information in the section entitled "keeping the value of the products) work is being done on the manufacture of more efficient moulds that can produce using less

energy and commodities.

Training our workers and making them more aware must be added to all the aforementioned activities. All of this means that the impact our products have on the environment is becoming increasingly low.



Use of renewable energy and promoting recycling

It could be said that the second principle of circularity, promoting recycling, is essentially **CONTENUR's** driving force, as a company that seeks solutions for helping to increase its recycling percentages.

On an internal level, **CONTENUR** is committed to working on the design of processes and products that minimise the environmental impact of its industrial activity by reducing, reusing and recycling all its components.

Throughout the years, stable and quality supply sources have been guaranteed that have enabled the company to increasingly utilise recycled materials to manufacture its products.

These actions have allowed us to use all our life-expired materials (CIRCLE®), turning waste into resources.

In 2022, almost one quarter of the recycled material consumed was CIRCLE® and **CONTENUR's** goal is to increase by 5% the entry of such material in 2023.

For many years, the business strategy has opted for developing formulae that will enable the firm to maintain the same quality for its products while consuming recycled material.

Regarding the consumption of renewable energy, we currently consume 100% renewable thanks to an agreement with the electricity company, and this applies not only to the Getafe Plant itself but also the Services. At the Knowsley Plant we have been using 100% renewable energy since October 2022. In 2023, we want to take another step forward, by installing solar panels at the Getafe Plant and analysing the feasibility of doing so at the other plants.

Consumption of recycled material*



2022
51,51%

Consolidated for
Getafe+Mielec+Knowsley



2021
52%

* Internal and external consumption, CONTENUR Group consolidated consumption.

* The data regarding percentage of recycled consumption refers to the average percentage consumed in one year and can reach 100% used for each product depending on the design and colour.

* In view of the business strategy and the sensitivity of the data that form part of the company's expertise, the total consumption of commodities is not furnished.





Reduction of emissions into the environment

As **CONTENÜR** is committed to reducing CO2 emissions and to improving Climate Change, in compliance with the third circularity principle, the company is continuing to take actions to cut down on the use of fossil fuels, both at its Plants and its Services work centres.

The aim of the actions concerned will be to change the types of vehicles, not only in services, by gradually replacing the fleet of vehicles with zero and eco types, but also at the Plants, where **CONTENÜR** will replace some of its diesel forklift trucks with electric ones.

By taking all these actions, in 2023 we intend to reduce CO2 emissions by 2% when compared to the 2022 percentage.

Another way of reducing CO2 is by using end of life materials for our containers (CIRCLE®) instead of consuming virgin raw materials, **CONTENÜR** issues a Carbon Footprint reduction certificate to the clients that collaborate with the project by returning the containers they are no longer going to use.

Noise pollution and light pollution are also regarded as emissions.

The latest noise measurement at the Getafe Plant, was taken in accordance with the General Order for Environmental Protection in the Municipality of Getafe, on 2nd June 2021.

At the Mielec Plant, noise measurements are taken at the Industrial Estate where the factory is located, and the results comply with the applicable legislation.

As far as noise is concerned, no risks to the environment have been detected at any of the Service Centres. Noise measurements were taken at all the Centres that have been awarded the ISO 14001 Certificate, and all of them comply with the limits established by the municipal by-laws.

No significant environmental risk has been detected regarding light pollution either at the Plants or at the Service Centres, which explains why no measures of any kind have been detected.

The environmental aspects and the legal requirements regarding applicable environmental requirements have also been analysed in Brazil.

Data 2021:

96,30
TnCO²eq

AT THE GETAFE PLANT

* Awaiting certification 2022. Scope 1 and 2.

1176,18
TnCO²eq

AT 11 SERVICE CENTRES

* Awaiting certification 2022. Scope 1 and 2.

7875,92
TnCO²eq

AT THE MIELEC PLANT

* Awaiting certification 2022. Scope 1 and 2.

Data 2020:

75,72
TnCO²eq

AT THE GETAFE PLANT

861,25
TnCO²eq

AT 11 SERVICE CENTRES

7443,51
TnCO²eq

AT THE MIELEC PLANT

Actions taken to limit these values can be found on Page 58 in the section entitled Energy Science.

Reduction in the waste generated

Continuing with the fourth principle of circularity, two waste types are generated by our activity, hazardous (oily, and packaging contaminated by the maintenance activity, mainly) and non-hazardous (packaging that protects some of our shipments and that is not currently returned).

All the hazardous waste is treated through authorised waste contractors.

Every year, the workers are made aware of the need to comply with good codes of practice to reduce the amount of hazardous waste.

With a view to reducing non-hazardous waste, in 2022 **CONTENÜR** calculated the weight of all its waste by waste types, on the basis of the packaging we used to protect our products, and for 2023, we intend to reduce this volume by 7% by redesigning our products and packaging.

CONTENÜR is also collaborating in the design of a collective system of extended producer responsibility that is conducive to compliance with the extended responsibility regarding the new RD for Packaging.



Another waste type to which **CONTENÜR** is paying special attention as a company that transforms plastic, is the pellets resulting from its activity. It has implemented actions and was the first firm to be certified with AENOR in OCS (Operation Clean Sweep®), a global initiative from the plastic industry to limit the potential escape of pellets (primary microplastics), in the form of chips, flakes or powdered resin, into the environment.

OCS certification recognises that **CONTENÜR** has actively and voluntarily committed itself to reducing the emissions of this waste into the environment by implementing a rigorous plan of action that involves not emitting this kind of waste.



Retaining the value of the products

The fifth principle of circularity is focused on keeping the value of the products.

From the moment our products are designed, **CONTENÜR** places special emphasis on ecodesign criteria, pinpointing from the outset exactly which environmental impacts could be caused by its products or services throughout the different phases of their life cycles, in order to reduce such effects to a minimum, but without adversely affecting their quality or benefits.

All our products are thus designed to be easily dismantled, so all the parts can be reused. Moreover, all the materials can be recycled for use in our own new products. All of this means our products retain their value in time.



One of the actions established from an ecodesign perspective is the utilisation of new-generation moulds that optimise the use of raw materials and energy consumption per unit produced and the injection machinery is gradually adapted so it can also optimise energy consumption.

The maintenance services have given **CONTENÜR** extensive experience in retaining product value and giving them more than one life, reusing their components and participating in the CIRCLE® Project with the material from the containers, when it is no longer possible to reuse them.

Towards the end of 2022 and throughout 2023, **CONTENÜR** is participating in an initiative from Madrid City Council and the CIEC, whose aim is to implement circularity projects in firms. One reason for this is that **CONTENÜR** wishes to further enhance the recovery of its containers and accessories at the Service Centres, by monitoring indicators and training personnel in the best practices available.



CIRCLE® Project

CIRCLE® is the concept that agglutinates and defines **CONTENÜR's** strategy, positioning, working method, obligations and developments in environmental sustainability matters, to include all items referring to European Commission recommendations in specific topics and activities regarding environmental sustainability and the recycling of plastic.

CIRCLE® WHAT IS IT AND HOW DOES IT WORK?



<p>1. Strategic agreements with local councils to start up the Circle® project in their cities.</p>	<p>5. Laboratory control of raw materials obtained. Process traceability, audited by an external entity. Trials and quality testing of recovered materials.</p>	<p>8. New containers are ready for delivery.</p>
<p>2. Collection of old containers.</p>	<p>6. New container manufacturing, meeting the highest quality standards:</p> <ul style="list-style-type: none"> • ISO 14.006 Ecodesign • ISO 50.001 Renewable Energy • OCS Certification (minor pellet losses) 	<p>9. Promoted recycling. Extended useful life of our products. We encourage responsible citizen conduct.</p>
<p>3. Container transfer to a shredding facility.</p>		
<p>4. Recovery of raw materials. Treatment for cleaning, separation and shredding.</p>	<p>7. Completion of quality control tests on already manufactured products, to guarantee Circle® project feasibility.</p>	<p>10. Maintenance. Adequate container maintenance helps extend the product's useful life.</p>

CIRCLE® is based in 4 ideas

OCS —

The OCS certificate amounts to recognition that **CONTENÜR** has voluntarily and actively committed itself to the reduction of these chips, flakes and microplastics, by implementing a thorough plan of action.

ECODESIGN —

The ecodesign certificate serves as proof that **CONTENÜR** has adopted a management system to pinpoint and control the environmental aspects of its products and/or services and to apply ongoing improvement to that system, providing its clients with information about the products that feature environmental improvements through their design, in compliance with Spanish Standard UNE-EN ISO 14006.

ENERGY EFFICIENCY —

There is an energy efficiency programme, which seeks to protect the environment by reducing the energy intensity and responsible consumption.

PRODUCT RECYCLING AT THE END OF ITS USEFUL LIFE —

The object of a recycling process is to convert waste into resources or raw materials for subsequent use in new products.

We start with end-of-life materials from our customers and our services, treat them through recyclers previously approved by **CONTENÜR** and turn them into new containers for our customers.

CONTENÜR has a laboratory that facilitates the work and development of formulae that allow the use of end-of-life materials in new raw materials with the addition of antioxidants, UV protectors and impact modifiers.



OCS



ECODESIGN



ENERGY EFFICIENCY



SECOND USEFUL LIFE



Environmental indicators

Consolidated Hazardous Waste managed in the manufacturing process

(Getafe + Mielec plants)*

	2022	2021	2020
Kg hazardous waste/ Transformed Tn	0,0062	0,0081	0,0059

* No control of waste under management was carried out at the Brazilian Plant as the Environmental Management System is not yet implemented and there is still no operational control. The waste has not been separated at Knowsley and the amounts are overall, so the information is not included in either of the two indicators.

Consolidated Industrial Waste managed in the manufacturing process

(Getafe + Mielec plants)*

	2022	2021	2020
Tn hazardous waste / Transformed Tn	0,014	0,016	0,016

* No control of waste under management was carried out at the Brazilian Plant as the Environmental Management System is not yet implemented and there is still no operational control. The waste has not been separated at Knowsley and the amounts are overall, so the information is not included in either of the two indicators.

Consolidated electricity consumed in the manufacturing process

(Getafe + Mielec + Brasil + Knowsley plants)

	2022	2021	2020
Kwh/ Transformed Tn*	1,20	1,29	1,28

* The Brazil Plant has been included since 2020. Before that there was no operating control over it.

Consolidated water consumed in the manufacturing process

(Getafe + Mielec + Knowsley plants)

	2022	2021	2020
M3/ Transformed Tn*	0,46	0,55	0,73

* Water consumption was first measured in Brazil in 2022 (4th Quarterly Period). As measurements are only available for 4 months this information has not been included.



Diesel oil consumed for forklifts (Getafe plant)			
	2022	2021	2020
Litres consumed*	27.735	34.462	27.491
* The amount of diesel oil consumed by the Brazilian Plant has not been calculated given that the Environmental Management System is not yet implemented and there is still no operational control.			

Gas consumed for boilers (Mielec + Knowsley plants)			
	2022	2021	2020
Litres consumed*	108.208	52.665	19.811
* There is only a gas boiler at the Mielec Plant.			

Water consumed in services			
	2022	2021	2020
m³	2.752	2.787	2.728

* Due to the situation triggered by the COVID-19 crisis, it has not been possible to implement the Environmental Management System at the Brazilian Plant. Work is being done with a view to having the data available from all the Plants.

* The electricity consumption in Services is not given because the invoices for the final quarterly period are not available from some of the centres.

Fuel consumed for services (diesel oil) (11 centres)			
	2022	2021	2020
Litres consumed	229.471	335.244	224.079
* In 2022 by closing Vigo and incorporating Palma de Mallorca.			

Fuel consumed for services (petrol) (11 centres)			
	2022	2021	2020
Litres	30.508	37.008	25.216

Fuel consumed for services (autogas) (11 centres)			
	2022	2021	2020
Litres	41.064	93.960	60.949



2022 Actions

- Certification of the Sustainability Strategy and contribution to the Circular Economy Principles.
- Audit for Renewal of the Ecodesign Certificate (ISO 14006).
- Verification of the Carbon Footprint calculation (GHG Protocol) for the Getafe Plant, Mielec Plant and the Services and Underground Division.
- Follow-up audit of the Energy Management System (ISO 50001).
- Follow-up audit for the OCS certification at the Getafe Plant.
- Continuing to implement energy efficiency activities at the Plants.
- Conducting a study with a view to installing solar panels on the side of the Getafe manufacturing building.
- Work has continued on replacing traditional vehicles with hybrids and electric vehicles in services.
- 21% increase in the consumption of end-of-life CIRCLE® material (Getafe).
- Contracting 100% renewable energy at the Service Centres that do not have it. Done for a further 8 centres (already 10).
- Adhesion to the collective system of extended producer responsibility Committee for waste from packaging put on the market.





2023 Plan

Certifications:

- Renewal of the ISO 14001 and ISO 50001 Certificates, incorporating the new centres in Oviedo and Palma de Mallorca (Vigo is removed).
- Calculating and verifying the CO2 emissions for the Getafe, Mielec and Knowsley Plants, as well as for the Underground and Services Division (11 centres).
- Follow-up audits for environmental certifications: OCS, Ecodesign complying with ISO 14006 and “Sustainability Strategy and contribution to the Circular Economy Principles” as required by AENOR.

Reduction in consumption of natural resources (ENERGY MANAGEMENT)

- Replacing motors with servomotors (“more efficient”) in 5 machines at the Getafe and Mielec Plants.
- Installing LED lighting at the Getafe Plant and Warehouse and, gradually, in the Services.
- Installing electrical cabinets that reduce consumption at the Getafe Plant (energy quality equipment).
- Replacement of air coolers with lower-consumption models at the Getafe Plant.
- Replacement of cooling equipment at the Mielec Plant.
- Installing automatic system for switching off sending pumps at the Getafe Plant.

Use of renewable energy and promoting recycling:

- Installing solar panels at the Getafe Plant (600 panels / 3% contracted capacity).
- Study with a view to installing panels at the Mielec and Knowsley Plants.
- Keeping energy contracts 100% renewable at the Getafe and Knowsley Plants and at 10 work centres.
- Increasing the consumption of end-of-life material (CIRCLE®).
- Recycling 100% of the container material in Madrid that is not repaired.
- Increasing the recycler network.
- Extending the CIRCLE® Project to include Portugal.
- Establishing relations with new recycling suppliers and preparing the rules (formulations and delivery conditions, machine testing, etc.) for the future.

Reducing emissions into the environment (CLIMATE CHANGE)

- Partially replacing diesel-powered forklift trucks with electric ones in Getafe.
- Continuing to replace vehicles in the Service fleet with eco-efficient vehicles, hybrid and/or electric.
- Use of CIRCLE® material: reducing the Carbon Footprint by using recycled material instead of new materials.

Reducing waste and increasing reuse (GOOD ENVIRONMENTAL CODES OF PRACTICE)

- OCS: good codes of practice to reduce the loss of chips.
- Dispensing with the retaining clip in the axles for transport.
- Reducing the number of piling accessories (feet, wood, film) by redesigning the products.
- Encouraging the recycling of all the accessories that can no longer be used or reused.
- Collaborating with the design for the new collective system of extended producer responsibility for the Packaging & Packing Royal Decree.

Keeping up the value of the products

- Ecodesign actions that:
 - a. Make it easier to separate the parts of the product.
 - b. Make it possible to use all the accessories.
- Standardisation of the new container for Madrid (more efficient).
- Redesigning CL containers to reduce the number of metal parts (more recyclable).

9

Suppliers and associations dimension



Each year, **CONTENUR follows up on its suppliers** through an evaluation further to its Management System, encouraging them to adopt CONTENUR's same environmental initiatives.

A new working methodology was implanted in 2019, providing greater environmental control over our suppliers, partly subcontracted for part of the product. It was necessary for all suppliers to hold an ISO 14001 certification or, by default, to be audited in order to clearly identify any environmental issues derived from their activity for **CONTENUR**.

(In view of the COVID pandemic situation, the assessments and audits were conducted remotely in 2020 and 2021).

The approval and assessment procedure for suppliers was reviewed in 2021, with a view to including social, gender equality and Human Rights requirements. (Included in the Supplier Approval and Assessment procedure).

CONTENUR belongs to several associations in the plastics and waste collection and treatment industries, as well as other associations related to management such as:

- AIMPLAS: Technological Institute for Plastics.
- ANAIP: Spanish Association of Plastics Manufacturers.
- ANEPMA: Spanish Association of Public Environmental Companies.
- AITIIP: Technological Centre.
- University of Zaragoza
- ASELIP: Association of Companies for Public Cleaning and Urban Environmental Services.
- AMEC: Spanish Association of Internationalised Industrial Companies.
- ATEGRUS: Technical Association for Waste Management and the Environment.
- CRE100DO: Middle Market Foundation.

Other information of interest

Beyond the need to maintain our FSC and PECF certifications, no other **biodiversity** objectives have been taken into account. Our company has a very low direct impact on biodiversity. No activities are carried out in or close to protected natural surroundings.

Each year, all other suppliers are provided with our Quality & Environmental Policy. They also receive environmental reports in order to implement best practices.

No actions have been considered to fight **food waste** given that the organisation has its own dining halls for individual consumer use.



10

Appendices



Appendix 1



Total contracts by age

Contracts at 31.12.2022	< 30 Years	> 30 y < 50 Years	> 50 Years	Total
Spain	40	307	189	536
France	0	19	14	33
Portugal	0	4	2	6
Italy	0	1	0	1
UK	8	23	10	41
Eastern Europe	0	2	0	2
Poland	9	39	6	54
Asia	0	1	0	1
Morocco	0	1	1	2
Colombia	1	10	2	13
Brazil	39	102	15	156
Argentina	1	2	0	3
Germany	0	0	1	1
Total	98	511	240	849

Contracts in force throughout 2022	< 30 Years	> 30 y < 50 Years	> 50 Years	Total
Spain	41	296	214	551
France	1	22	14	37
Portugal	0	4	3	7
Italy	0	1	0	1
UK	11	36	13	60
Eastern Europe	0	3	0	3
Poland	13	48	6	67
Asia	0	1	0	1
Morocco	0	1	1	2
Colombia	1	10	2	13
Brazil	42	110	15	167
Argentina	1	2	0	3
United Arab Emirates	0	1	0	1
Germany	0	0	1	1
Total	110	535	269	914

Contracts by type of work day

Type of contract at 31.12.2021	< 30 Years		> 30 y < 50 Years		> 50 Years	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Spain	20	3	233	6	138	13
France	3	0	20	1	13	0
Portugal	0	0	2	0	0	0
Italy	0	0	1	0	0	0
UK	4	0	30	0	4	0
Eastern Europe	0	0	4	0	0	0
Poland	11	0	35	0	8	0
Asia	0	0	1	0	0	0
Morocco	0	0	2	0	0	0
Colombia	2	0	8	0	2	0
Brazil	28	2	77	2	14	0
Argentina	0	0	2	0	0	0
United Arab Emirates	0	0	1	0	0	0
Total	68	5	416	9	183	13

Remuneration by age, category and gender

<30			
	Technicians and Administrative Assistants		Production Staff
	Male	Female	Male
Spain	31.809,00 €	26.895,00 €	21.839,00 €
France			
UK		£30.034,06	£27.870,40
Poland	66.011,33 PLN		52.557,20 PLN
Brazil	32.282,79 BRL	24.667,00 BRL	21.012,01 BRL

>30 y <50								
	Senior Managers		Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Spain	107.932,00 €	99.827,00 €	46.380,00 €	45.311,00 €	32.728,00 €	28.826,00 €	22.260,00 €	21.654,00 €
France			58.922,00 €	52.085,00 €	28.031,75 €	30.085,88 €	25.174,00 €	
UK			£57.118,00		£39.238,74	£31.787,25	£25.598,40	
Poland	315.925,00 PLN		158.234,00 PLN		83.217,14 PLN	73.660,56 PLN	57.600,00 PLN	
Brazil	129.524,00 BRL		71.954,00 BRL		48.772,81 BRL	33.539,65 BRL	28.919,90 BRL	

>50 Years								
	Senior Managers		Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Spain	109.132,00 €	72.691,00 €	60.280,00 €	56.690,00 €	34.486,00 €	33.614,00 €	24.034,00 €	
France	125.636,00 €		66.750,00 €		32.379,00 €		28.190,33 €	
UK						£35.760,00	£27.451,08	
Poland							51.112,80 PLN	
Brazil			87.050,00 BRL				34.383,47 BRL	

The evolution of salary remuneration in the different countries is as indicated in the agreement or tPC.

Variable remunerations are not indicated in detail for data protection purposes.

The information is not indicated for confidentiality reasons, because it affects less than three people

The remunerations for the managing directors at CONTENÜR and CONTEMAR are not included.

Dismissals during 2022

	<30 Years					
	Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female
Spain	1	-	-	-	1	-
UK	-	-	-	-	1	-
Poland	-	-	1	-	-	-
Brazil	-	-	-	1	1	-

Severance pay is not itemized for data protection reasons.

	30 y < 50 Years						
	Managers		Technicians and Administrative Assistants		Production Staff		Senior Management
	Male	Female	Male	Female	Male	Female	Male
Spain	-	-	2	2	2	-	2
UK	-	-	1	1	-	-	-
France	1	-	-	-	-	-	-
Eastern Europe	1	-	-	-	-	-	-
Brazil	1	-	-	-	2	-	-
United Arab Emirates	1	-	-	-	-	-	-

Severance pay is not itemized for data protection reasons.

	>50 Years					
	Managers		Technicians and Administrative Assistants		Production Staff	
	Male	Female	Male	Female	Male	Female
Spain	-	-	1	-	2	-
UK	-	-	1	-	-	-
Portugal	1	-	-	-	-	-

Severance pay is not itemized for data protection reasons.

Local employment by country

CONTENUR is committed to sustainable development and how the company's activity impacts local employment and development.

Its recruitment policy is carried out by country, based on proximity to each work centre.

CONTENUR Spain complies with the requirements imposed by virtue of Royal Legislative Decree 1/2013, dated 29th November, whereby approval is given to the Consolidated Text of the Spanish Rights of the Disabled and Their Social Inclusion Act, complying with it by employing 2% of disabled persons.

	Workers	Workers with different capacities
Spain	536	12
France	33	1
Portugal	6	0
Italy	1	0
UK	41	0
Eastern Europe	2	0
Poland	54	1
Asia	1	0
Morocco	2	0
Colombia	13	0
Brazil	156	3
Argentina	3	0
Germany	1	0
Total	849	17

CBA coverage

	Spain	Brazil	Rest of the world	Total
Production covered by a CBA	100%	100%	0%	80%

The countries included in the "Rest of the world" category (France, Portugal, Italy, UK, Czech Rep., Germany, Poland, Singapore, Morocco, Colombia, UAE and Argentina) do not have CBAs

There is no record of any labour disputes

Contracts by age, category, type and gender

Type of contract at 31.12.2022	< 30 Years						
	Managers	Technicians and Administrative Assistants				Production Staff	
	Indefinite	Indefinite	Part-time	Indefinite	Part-time	Indefinite	Part-time
	Male	Male	Male	Female	Female	Male	Male
Spain	1	3	0	4	1	26	5
France	0	0	0	0	0	0	0
Portugal	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0
UK	0	1	0	4	0	3	0
Eastern Europe	0	0	0	0	0	0	0
Poland	0	2	1	1	0	3	2
Asia	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	0	1
Brazil	0	4	0	3	2	30	0
Argentina	0	0	0	1	0	0	0
Germany	0	0	0	0	0	0	0
Total	1	10	1	13	3	62	8

Type of contract at 31.12.2022	> 30 y < 50 Years											
	Senior Management		Managers		Technicians and Administrative Assistants				Production Staff			
	I	I	I	I	I	P	I	P	I	P	I	P
	M	F	M	F	M	M	F	F	M	M	F	F
Spain	2	1	21	7	19	0	25	0	188	38	5	1
France	0	0	4	1	4	0	8	0	2	0	0	0
Portugal	0	0	0	3	0	0	1	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0
UK	0	0	4	0	6	0	5	0	8	0	0	0
Eastern Europe	0	0	1	0	0	0	1	0	0	0	0	0
Poland	0	0	8	0	6	1	6	3	11	4	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	2	0	2	1	0	0
Brazil	0	0	8	3	6	0	16	0	69	0	0	0
Argentina	0	0	1	0	0	0	1	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	1	53	16	41	1	65	3	280	43	5	1

I - Indefinite contract | P - Part-time contract | M - Male | F - Female

Contracts by age, category, type and gender

Type of contract at 31.12.2022	> 50 Years										
	Senior Management		Managers		Technicians and Administrative Assistants				Production Staff		
	I	P	I	I	I	I	P	P	I	P	I
	M	M	M	F	M	F	M	F	M	M	F
Spain	3	1	5	6	5	17	0	0	140	11	1
France	1	0	6	1	2	0	0	1	3	0	0
Portugal	0	0	1	0	1	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	3	1	1	2	0	0	3	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	1	0	0	0	5	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	1	0	0	0	0	0
Colombia	0	0	1	0	0	0	0	0	1	0	0
Brazil	1	0	5	0	0	0	0	0	9	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	1	0	0	0	0	0	0	0	0
Total	5	1	22	8	10	20	0	1	161	11	1

I - Indefinite contract | P - Part-time contract | M - Male | F - Female



Contracts by age, category, type and gender

Contracts in force throughout 2022	< 30 Years							
	Managers		Technicians and Administrative Assistants				Production Staff	
	Indefinite		Indefinite	Part-time	Indefinite	Part-time	Indefinite	Part-time
	Male		Male	Male	Female	Female	Male	Male
Spain	3		4	0	5	2	35	14
France	0		0	0	0	0	1	0
Portugal	0		0	0	0	0	0	0
Italy	0		0	0	0	0	0	0
UK	0		2	0	4	0	5	0
Eastern Europe	0		0	0	0	0	0	0
Poland	0		2	3	1	0	5	2
Asia	0		0	0	0	0	0	0
Morocco	0		0	0	0	0	0	0
Colombia	0		0	0	0	0	1	0
Brazil	0		4	0	5	2	31	0
Argentina	0		0	0	1	0	0	0
Germany	0		0	0	0	0	0	0
Total	3		12	3	16	4	78	16

Contracts in force throughout 2022	> 30 y < 50 Years													
	Senior Management		Managers				Technicians and Administrative Assistants				Production Staff			
	I	I	I	I	P	I	P	I	P	I	P	I	P	
	M	F	M	F	M	M	M	F	F	M	M	F	F	
Spain	2	1	20	5	1	22	2	37	5	215	69	9	2	
France	0	0	4	1	0	4	0	9	0	4	0	0	0	
Portugal	0	0	0	3	0	0	0	1	0	0	0	0	0	
Italy	0	0	1	0	0	0	0	0	0	0	0	0	0	
UK	0	0	4	1	0	9	0	8	0	14	0	0	0	
Eastern Europe	0	0	3	0	0	0	0	1	0	0	0	0	0	
Poland	0	0	8	0	0	8	1	8	4	13	6	0	0	
Asia	0	0	1	0	0	0	0	0	0	0	0	0	0	
Morocco	0	0	1	0	0	0	0	0	0	0	0	0	0	
Colombia	0	0	3	2	0	0	0	2	0	2	1	0	0	
Brazil	0	0	9	3	0	6	0	16	0	76	0	0	0	
Argentina	0	0	1	1	0	0	0	0	0	0	0	0	0	
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0	
United Arab Emirates	0	0	1	0	0	0	0	0	0	0	0	0	0	
Totales	2	1	56	16	1	49	3	82	9	324	76	9	2	

I - Indefinite contract | P - Part-time contract | M - Male | F - Female

Contracts during the year 2022 by age, category, type and gender

Contracts in force throughout 2022	> 50 Years											
	Senior Management		Managers		Technicians and Administrative Assistants				Production Staff			
	I	P	I	I	I	I	P	P	I	P	I	P
	M	M	M	F	M	F	M	F	M	M	F	F
Spain	6	1	8	9	13	16	2	3	175	27	5	0
France	1	0	6	1	2	0	0	1	3	0	0	0
Portugal	0	0	1	0	1	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	3	1	2	2	0	0	5	0	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	1	0	0	0	5	0	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	1	0	0	0	0	0	0
Colombia	0	0	1	0	0	0	0	0	1	0	0	0
Brazil	1	0	5	0	0	0	0	0	9	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	1	0	0	0	0	0	0	0	0	0
Total	8	1	26	11	19	19	2	4	198	27	5	0

I - Indefinite contract | P - Part-time contract | M - Male | F - Female



Contracts by age, category, type and gender

Type of work day at 31.12.2022	< 30 Years						
	Managers		Technicians and Administrative Assistants			Production Staff	
	FT	FT	PT	FT	PT	FT	PT
	M	M	M	F	F	M	M
Spain	1	3	0	3	2	25	6
France	0	0	0	0	0	0	0
Portugal	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0
UK	0	1	0	4	0	3	0
Eastern Europe	0	0	0	0	0	0	0
Poland	0	3	0	1	0	5	0
Asia	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	1	0
Brazil	0	4	0	3	2	30	0
Argentina	0	0	0	1	0	0	0
Germany	0	0	0	0	0	0	0
Total	1	11	0	12	4	64	6

Type of work day at 31.12.2022	> 30 y < 50 Years											
	Senior Management		Managers			Technicians and Administrative Assistants			Production Staff			
	FT	FT	FT	FT	PT	FT	FT	PT	FT	PT	FT	PT
	M	F	M	F	F	M	F	F	M	M	F	F
Spain	2	1	21	7	0	19	23	2	216	10	5	1
France	0	0	4	1	0	4	7	1	2	0	0	0
Portugal	0	0	0	2	1	0	1	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0
UK	0	0	4	0	0	6	5	0	8	0	0	0
Eastern Europe	0	0	1	0	0	0	1	0	0	0	0	0
Poland	0	0	8	0	0	7	9	0	15	0	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	1	1	3	0	0	0
Brazil	0	0	8	3	0	6	16	0	69	0	0	0
Argentina	0	0	1	0	0	0	1	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	1	53	15	1	42	64	4	313	10	5	1

M - Male | F - Female | FT - Full-time | PT - Part-time

Type of work day at 31.12.2022	> 50 Years										
	Senior Management			Managers		Technicians and Administrative Assistants			Production Staff		
	FT	PT	FT	FT	FT	FT	FT	PT	FT	PT	FT
	H	H	M	H	M	H	M	M	H	H	M
Spain	3	1	0	5	6	5	15	2	141	10	1
France	1	0	0	6	1	2	1	0	3	0	0
Portugal	0	0	0	1	0	1	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	0	3	1	1	2	0	3	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	1	0	0	5	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	1	0	0	0	0
Colombia	0	0	0	1	0	0	0	0	1	0	0
Brazil	1	0	0	5	0	0	0	0	9	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	0	1	0	0	0	0	0	0	0
Total	5	1	0	22	8	10	19	2	162	10	1

M - Male | F - Female | FT - Full-time | PT - Part-time



Contracts by age, category, type and gender

Contracts in force throughout 2022	< 30 Years							
	Managers		Technicians and Administrative Assistants				Production Staff	
	FT		FT	PT	FT	PT	FT	PT
	M		M	M	F	F	M	M
Spain	3		4	0	4	3	37	12
France	0		0	0	0	0	1	0
Portugal	0		0	0	0	0	0	0
Italy	0		0	0	0	0	0	0
UK	0		2	0	4	0	5	0
Eastern Europe	0		0	0	0	0	0	0
Poland	0		5	0	1	0	7	0
Asia	0		0	0	0	0	0	0
Morocco	0		0	0	0	0	0	0
Colombia	0		0	0	0	0	1	0
Brazil	0		4	0	5	2	31	0
Argentina	0		0	0	1	0	0	0
Germany	0		0	0	0	0	0	0
Total	3		15	0	15	5	82	12

Contracts in force throughout 2022	> 30 y < 50 Years												
	Senior Management		Managers			Technicians and Administrative Assistants				Production Staff			
	FT	FT	FT	FT	PT	FT	FT	PT	PT	FT	PT	FT	PT
	M	F	M	F	F	M	F	M	F	M	M	F	F
Spain	2	1	21	5	0	23	39	1	3	264	20	9	2
France	0	0	4	1	0	4	8	0	1	4	0	0	0
Portugal	0	0	0	2	1	0	1	0	0	0	0	0	0
Italy	0	0	1	0	0	0	0	0	0	0	0	0	0
UK	0	0	4	1	0	9	8	0	0	14	0	0	0
Eastern Europe	0	0	3	0	0	0	1	0	0	0	0	0	0
Poland	0	0	8	0	0	9	12	0	0	19	0	0	0
Asia	0	0	1	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	1	0	0	0	0	0	0	0	0	0	0
Colombia	0	0	3	2	0	0	1	0	1	3	0	0	0
Brazil	0	0	9	3	0	6	16	0	0	76	0	0	0
Argentina	0	0	1	1	0	0	0	0	0	0	0	0	0
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0
United Arab Emirates	0	0	1	0	0	0	0	0	0	0	0	0	0
Total	2	1	57	15	1	51	86	1	5	380	20	9	2

M - Male | F - Female | FT - Full-time | PT - Part-time

> 50 Years													
Contracts in force throughout 2022	Senior Management			Managers		Technicians and Administrative Assistants				Production Staff			
	FT	PT	FT	FT	FT	FT	PT	FT	PT	FT	PT	FT	PT
	M	M	F	M	F	M	M	F	F	M	M	F	F
Spain	6	1	0	9	8	15	2	13	4	191	11	5	0
France	1	0	0	6	1	2	0	1	0	3	0	0	0
Portugal	0	0	0	1	0	1	0	0	0	0	0	0	0
Italy	0	0	0	0	0	0	0	0	0	0	0	0	0
UK	0	0	0	3	1	2	0	2	0	5	0	0	0
Eastern Europe	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	1	0	0	0	5	0	0	0
Asia	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	0	0	0	0	0	0	0	1	0	0	0	0	0
Colombia	0	0	0	1	0	0	0	0	0	1	0	0	0
Brazil	1	0	0	5	0	0	0	0	0	9	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0
Germany	0	0	0	1	0	0	0	0	0	0	0	0	0
Total	8	1	0	26	10	21	2	17	4	214	11	5	0

M - Male | F - Female | FT - Full-time | PT - Part-time

Salary Gap

	Senior Managers	Junior Managers	Technicians and Administrative Assistants	Production Staff
Spain	6,5%	-6,6%	8,0%	5,0%
France	*	21,8%	0,2%	*
UK	30,1%	*	13,1%	*
Poland	*	*	7,9%	*
Brazil	3,1%	-24,4%	25,4%	*

* There are no women so calculating the gap is not possible

Appendix 2

DESCRIPTION AND CALCULATION METHOD USED FOR ACCIDENT, SERIOUSNESS AND INCIDENCE RATES, ACCORDING TO THE INSHT (SPANISH INSTITUTE FOR OCCUPATIONAL HEALTH & SAFETY)

Incidence rate

It compares the number of accidents to the average number of persons exposed to a risk in a period of reference

$$R_i = \frac{\text{No. of occupational accidents with leave } \times 10^5}{\text{Average no. of workers exposed}}$$

The number of accidents occurring during the work day is calculated (in itinere accidents excluded), in the same way as official statistics of the Spanish Ministry of Employment.

The number of workers is the average exposed to a risk in the period of reference.

This same formula may be used to calculate the incidence rate of fatal accidents.

Incidence rate (fatal accidents)

$$RR_M = \frac{\text{No. of occupational accidents with leave } \times 10^5}{\text{Average no. of workers exposed}}$$

Frequency rate

$$R_f = \frac{\text{No. of occupational accidents with leave } \times 10^6}{\text{Total no. of hours effectively worked}}$$

The number of occupational accidents refers to those occurring during the work day (in itinere accidents excluded).

Frequency rate (fatal accidents)

$$RF_M = \frac{\text{No. of fatal occupational accidents } \times 10^8}{\text{Total no. of hours effectively worked}}$$

When calculating the frequency rate (fatal accidents), this is based on one hundred million hours worked

Seriousness rate

$$R_g = \frac{\text{No. of work days not worked due to an occupational accident with leave } \times 10^3}{\text{Total no. of hours effectively worked}}$$

Any work day lost is accounted for, as the difference in calendar days (without deducting holidays or vacation time) between the reinstatement date and date of leave. Work days lost represent the seriousness of the accident occurring during the year or period of reference.



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