



efficold
Partners beyond the cold



Sustainability Plan 2021-2024



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About Us

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Partners beyond the cold



We are cold specialists with more than 30 years of experience



Our commitment, to be a benchmark brand worldwide



We offer bespoke and exclusive solutions for each customer



We innovate to commit to a greener, more efficient cold with less environmental impact

+85.000 m²

540 people

+30 years Exp

“

01 Showroom
3000 m²

02 Plants
Drinks and Horeca



01 Warehouse
14000 m²

10 Labs
6 RD&I • 2 Reliability • 2 Quality

Our Sustainability Vision

Efficold's strategy considers our contribution to sustainable development from an economic, social and environmental point of view to be key. Therefore, it is essential to promote dialogue with our stakeholders and to identify their expectations in terms of governance, respect for human rights, work practices, safety, environmental impact or our value chain management.

Based on this dialogue, we have drawn up this Sustainability Plan which constitutes a roadmap for the implementation of a series of goals and actions reflecting our determination and commitment to creating a more humane, diverse and sustainable environment.

The Sustainability Plan will be implemented over a period of four years aimed to align Efficold's medium and long-term strategy with the UN Sustainable Development Goals (SDGs). In this way, we focus our activities on sustainability as a way of contributing to society.



At Efficold we consider our sustainable development contribution to be key from an economic, social and environmental point of view, focusing our activities on sustainability.”

Our Sustainability Vision

Our Sustainability Plan is structured around 5 main pillars and establishes **19** short and medium-term **goals** with **68 courses of action** aimed to maximise our positive environmental impact and to add value to our stakeholders.



Sustainable Development Goals

We support the UN 2030 Agenda for Sustainable Development and contribute to the 17 Sustainable Development Goals (SDGs), a responsibility shared by political, social and economic agents requiring decisive action.

We have carried out an analysis of the most relevant SDGs for Efficold and for our Stakeholders in order to focus our efforts on those goals to which we can contribute more significantly.

The SDGs on which we have to mainly focus our efforts are as follows: **SDG 12** (Responsible Consumption and Production), **SDG 8** (Decent Work and Economic Growth) and **SDG 13** (Climate Action). Second, we likewise directly contribute to the following goals: **SDG 5** (Gender Equality), **SDG 3** (Health and Well-being), **SDG 9** (Industry, Innovation and Infrastructure) and **SDG 7** (Affordable and Clean Energy), **SDG 4** (Quality Education) and **SDG 16** (Peace, Justice and Strong Institutions).

Likewise, we consider it is crucial to collaborate with other public and private agencies, within the framework of **SDG 17** (Partnerships for the Goals).



Sustainability Plan

Summary



Governance

03 goals
12 actions



Employees

04 goals
18 actions



Community

05 goals
16 actions



Environment

04 goals
14 actions

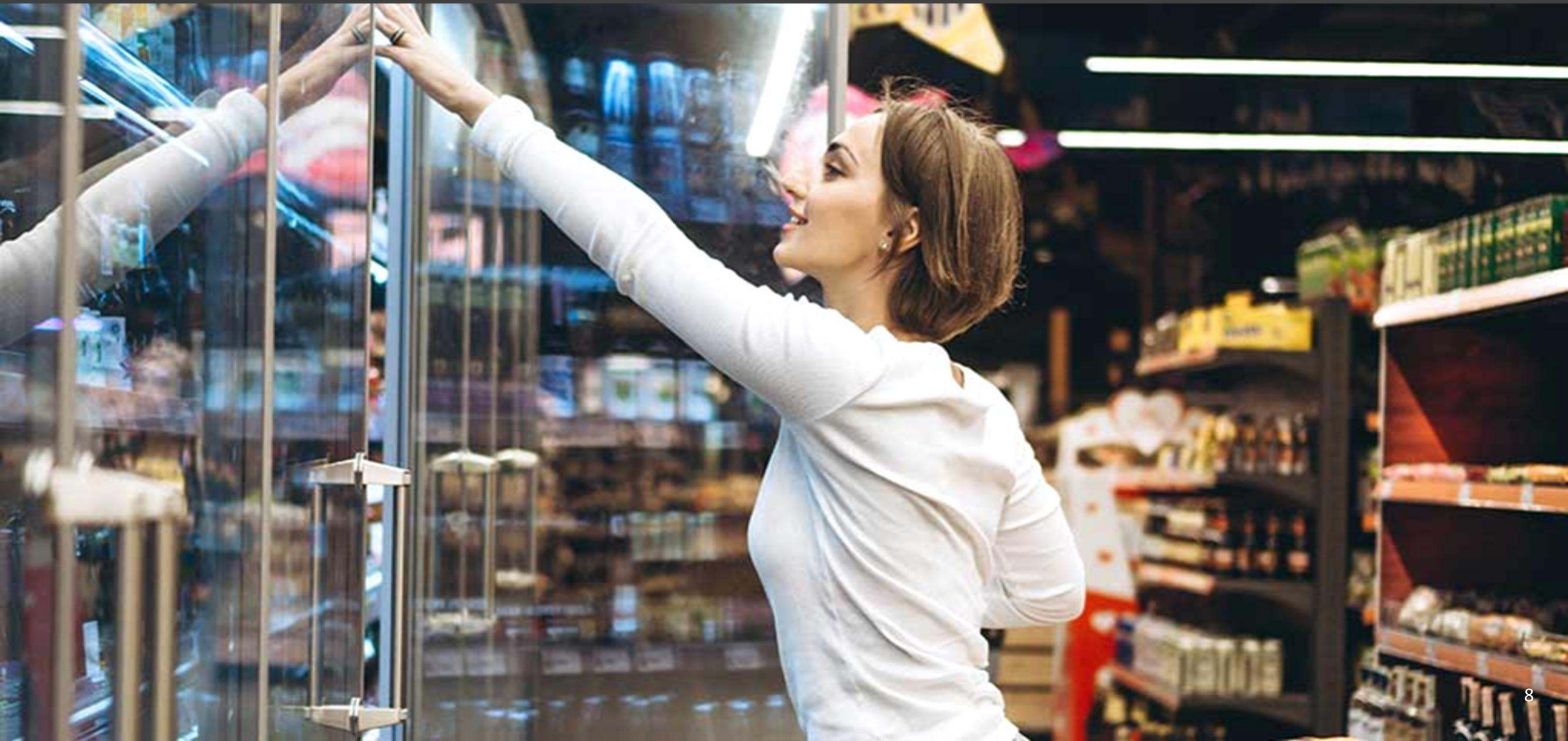


Customers

03 goals
08 actions



Materiality Analysis



Materiality Analysis

Actions Taken



Review of internal policies and practices

Codes of conduct, environmental management policies and management procedures.



Review of other assessments

Review of independent assessments incorporating issues related to corporate sustainability: Ecovadis, SMETA, ISO certifications.



Media analysis and benchmark

Analysis of company-related publications in the media and RRSS. Benchmark with the main companies in the industrial cold sector.



Online stakeholders survey

Online survey with 200 participants from different stakeholders: employees, suppliers, customers, public entities, partners and investors, business associations, training centres and NGOs.



B Impact Assessment

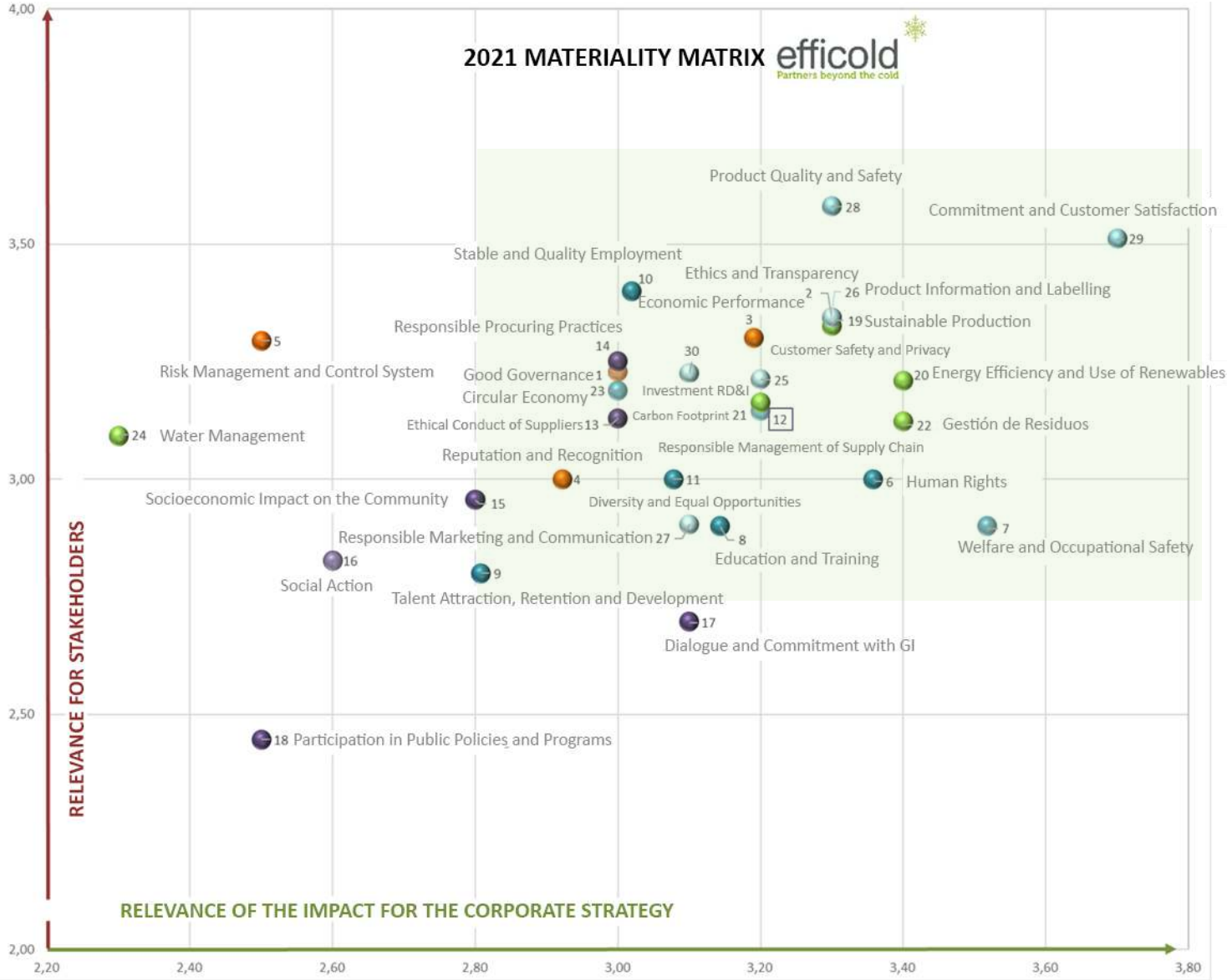
Performance analysis and measurement on social, environmental and corporate governance issues using the B Impact Assessment tool (EIB).



Interviews with Managers

In-depth individual interviews with the 10 Efficold's Area Directors.

The Materiality Matrix structures material issues based on the expectations of Stakeholders and the company's internal strategic vision.



We promote and encourage a culture of integrity and responsibility for all Efficold employees and for all of our suppliers and collaborators. We are committed to continue working to promote ethics, transparency and accountability as differentiating components of our sustainability model.

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Our goal

To maintain a high level of excellence in ethical and responsible behaviour

Our commitments

1. To implement detection, monitoring and quantification mechanisms to enable risk identification and assessment to detect corruption, fraud and bribery.
2. To establish operational processes supporting ethical and responsible behaviour. To carry out periodic controls guaranteeing due compliance by providing for measures in case of any violations.
3. To promote a culture of integrity and responsibility among all employees within the Code of Conduct framework and to provide training for due compliance by means of training and communication programs among all employees.
4. To encourage the use of the reporting channel enabling the confidential reporting of queries and/or potential non-compliance.



Our goal

To achieve the highest good governance and economic performance standards

Our commitments

1. To incorporate an environmental and social impact assessment in the corporate decision-making and to constitute the Sustainability Commission as a monitoring body.
2. To promote continuous performance improvement in terms of sustainability and to measure the progress achieved by using the B Impact Assessment tool (EIB).
3. To prepare an official Procuring Policy with sustainability criteria and to make it available to all employees for due compliance thereof.





Our goal

To be publicly regarded a trustworthy, transparent and responsible company

Our commitments

1. To prepare an annual Sustainability Report in order to promote corporate enhanced transparency towards stakeholders and to report on the level of achievement of the goals and actions which are an integral part of this Sustainability Plan.
2. To prepare and publish the corporate Non-Financial Report.
3. To strengthen and publicly highlight the company's positioning and commitment to sustainability from a social, environmental and good corporate governance point of view.
4. To strengthen the company's commitment to sustainability and its public outreach by adhering to the UN Global Compact.
5. To review and redefine the Mission, Vision and Values of the company from a sustainable commitment point of view. Definition of Business Purpose.



Our employees are our main competitive advantage. We are committed to people and encourage their development. We are committed to promoting equal opportunities, diversity, training and talent attraction and retention.

Employees

Stable and Quality Employment



Our goal

To promote stable and quality employment

Our commitments

1. To ensure fair and equitable salaries as well as equal remuneration regardless of gender, with certain variations only based on seniority and performance reasons.
2. To promote a cross-cutting organizational culture contributing to strengthening the pride of belonging to the company through teamwork, merit recognition and participation.
3. To promote job stability and to prioritize long-term contracts, with a special focus on young people.
4. To implement an absenteeism reduction plan and to establish improvements to organize work processes.



Our goal

To ensure the employees' safety and well-being with full respect for Human Rights

Our commitments

1. To identify existing safety risks and to provide for mitigation measures to ensure a safe and healthy work environment.
2. To strengthen programs and policies to minimize risks and to prevent occupational injuries and/or accidents.
3. To implement awareness-raising and training measures for the well-being of all employees (improving performance/time management, healthy lifestyles, mental health).
4. To explicitly and publicly disseminate our compliance with the UN Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles.

Employees

Equality, Inclusion and Diversity



Our goal

To promote equal, inclusive and diverse opportunities

Our commitments

1. To promote female presence in the company and to enhance female incorporation in leadership and responsibility positions.
2. To promote gender diversity in selection and hiring processes.
3. To provide for equal pay between men and women..
4. To directly and indirectly promote the employment and training of people with disabilities.
5. To approve a new Efficold Equality Plan 2022-2025 and to monitor and assess the level of compliance by publishing an annual results report.





Our goal

To develop the talent and professional career of each person who is part of the company

Our commitments

1. To manage corporate talent to promote professional development with meritocratic criteria. To foster internal promotion with formal policies.
2. To implement a system of qualitative and quantitative objectives with clearly identified and achievable goals and to carry out the resulting performance evaluation of all company employees, including social and environmental issues. 360° feedback process.
3. To promote employees' training so that they can gain theoretical and practical knowledge regarding the promotion of sustainable development.
4. To promote initiatives enabling work-life balance through flexible attendance schemes in a new way of working environment (telework, flexible hours, intensive seasonal work hours) which promotes attracting and retaining talent.
5. To promote a sense of leadership and participation of middle managers through a Leadership Program establishing a biannual meeting including all middle managers and the Coordination Team. To enable middle managers training in team management.



We strive to establish strong relationships in the local community and contribute to its social and economic development by strengthening the industrial infrastructure, employability, professional training and social action.



Our goal

To introduce social, environmental and ethical criteria in the supply chain management and to promote compliance thereof

Our commitments

1. To implement a supplier approval process which evaluates and guarantees compliance with ethical behaviour, respect for human rights and employment, as well as environmental care. To provide for corrective measures in case of non-compliance.
2. To contribute to developing and improving the suppliers' ability in their social and environmental performance by establishing corrective actions, training, or deadlines in order to implement improvements.
3. To take part in collaborative initiatives with other companies to improve the supply chain social and environmental impact..





Our goal

To ensure that all our purchases meet responsible criteria

Our commitments

1. To incorporate the supplier's good sustainability performance as an inherent factor in the procurement policy.
2. To promote responsible practices between suppliers and their supply chain through contractual clauses. To include social or environmental clauses in the agreements entered into with suppliers.
3. To consider social or environmental criteria in terms of procurement policy-making. Sustainability map of products and services.



Our goal

To promote dialogue and commitment with stakeholders

Our commitments

1. To set up permanent and participatory communication channels with the different stakeholders.
2. To carry out a biannual materiality analysis to determine the most relevant issues.
3. Renewal of the Collective Agreement with the Workers Committee including compliance with good practices in social, environmental and ethical matters.





Our goal

To improve the living conditions of the communities in which we operate

Our commitments

1. To contribute to develop and strengthen the competitiveness of local suppliers.
2. To take an active part in the community through social action programs promoting the economic and social development of the communities where the company operates.
3. To take part in the development of Dual Vocational Training, facilitating the practice area in our facilities and providing the necessary professionals.
4. To help maintain local employment.



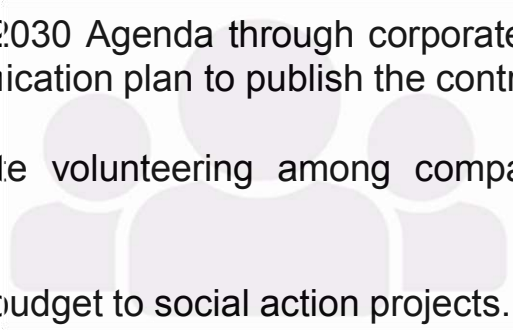


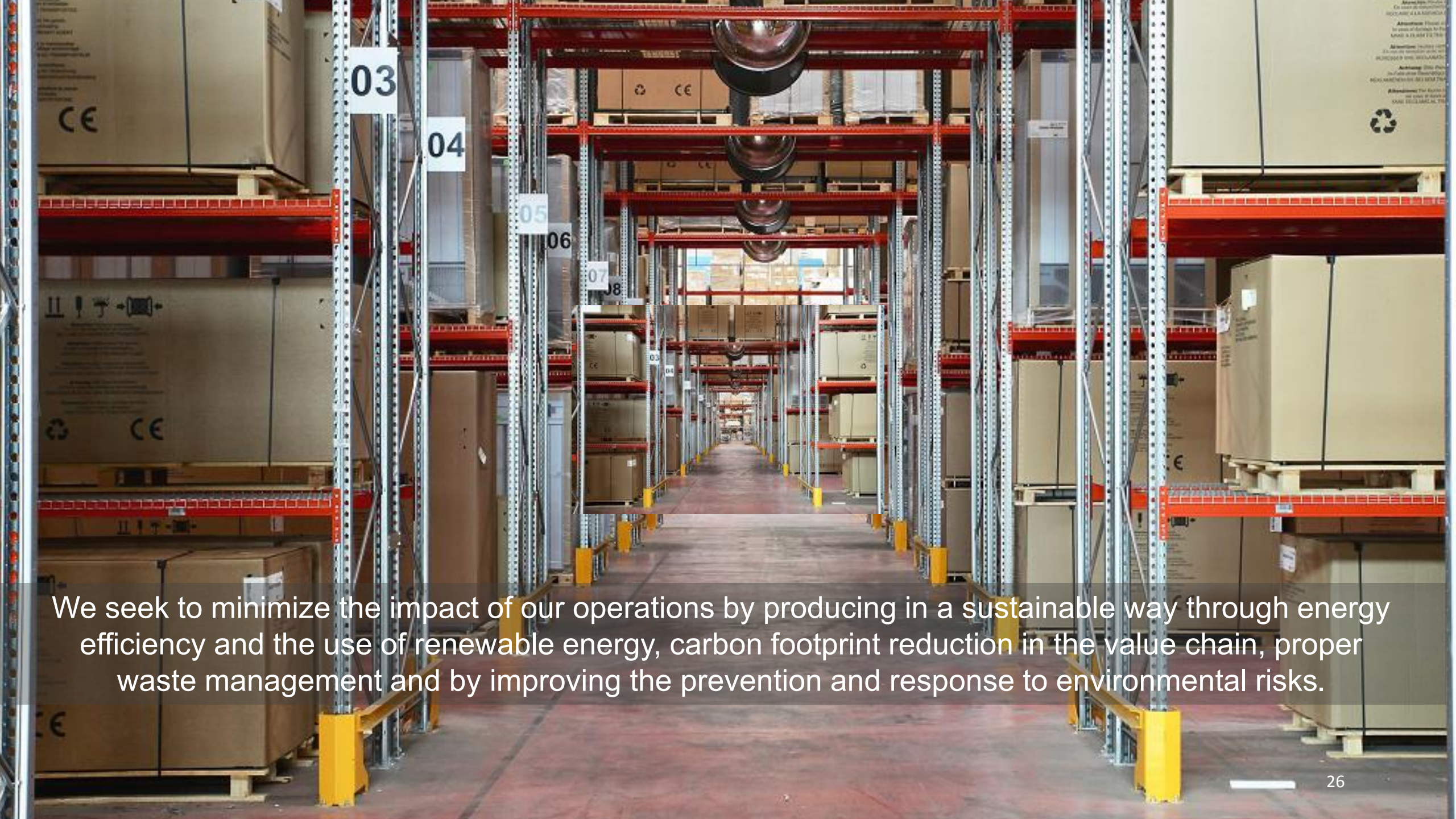
Our goal

To promote social projects which contribute to mitigate inequalities

Our commitments

1. To contribute to the 2030 Agenda through corporate social projects and to set up an internal and external communication plan to publish the contributions made.
2. To promote corporate volunteering among company workers and to support community volunteer initiatives.
3. To assign an annual budget to social action projects.





We seek to minimize the impact of our operations by producing in a sustainable way through energy efficiency and the use of renewable energy, carbon footprint reduction in the value chain, proper waste management and by improving the prevention and response to environmental risks.



Our goal

To establish more sustainable production flows

Our commitments

1. To optimize the use of raw materials and resources used and to prioritize the use of more sustainable materials and substances in the products manufacturing processes and in own or third-party packaging.
2. To reduce waste generation and to improve its sustainable management, in situ and in collaboration with external suppliers, ensuring the correct waste treatment.
3. To implement the proximity principle for hazardous waste management with the ultimate goal of not exceeding 500 km of distance per shipping.
4. To adopt Ecodesign and LCA practices for products using LCA tools .



Environment

Carbon Footprint



Our goal

To determine the full scope of the carbon footprint and to reduce it

Our commitments

1. To carry out a full carbon footprint and publish the results.
2. To set up a five-year carbon footprint improvement plan and to record and register the plan at the MITECO.
3. To implement strategic initiatives to partially or fully offset the carbon footprint.
4. To determine the percentage of OPEX (operating expenses) and CAPEX (capital expenditures) aligned with the carbon footprint reduction (climate change mitigation).



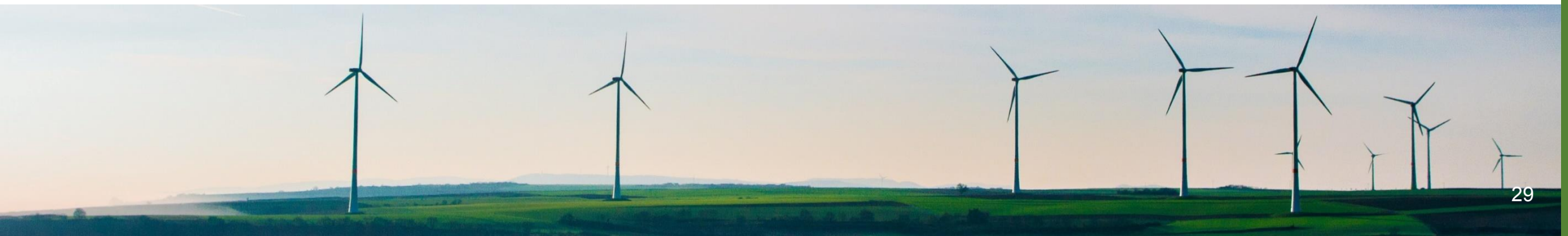


Our goal

To improve energy efficiency and to produce with renewable energy

Our commitments

1. To reduce the energy inefficiency of the facilities identified in previous audits (at least 2 measures) and to measure the consumption reduction achieved.
2. To guarantee the purchase of 100% renewable electricity.
3. To improve the equipment consumption demand ratios and the rating (letter) in the equipment energy rating.
4. To implement renewable energy self-consumption technologies.



Environment

Sustainable Production



Our goal

To promote proactivity in environmental sustainability throughout the value chain

Our commitments

1. To report the sustainable elements of the products and to promote internal and external proactive behaviours/practices in the corporate ecosystem.
2. To improve environmental sustainability knowledge management. To prepare a comprehensive database to improve environmental information with monitoring indicators.



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Global Distributor Recruitment



RY FIELD HAS
MASTER

Taloz

Taloz

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TierreGroup

L'union
idéale tra
technologic
performa

Tierre
Always a fitting

We promote innovation and sustainable investment as a long-term differential value. We integrate technological advances to drive continuous improvement and offer our customers the best product and service.



Our goal

To maximize customer engagement and satisfaction

Our commitments

1. To promote active dialogue with customers and provide them with the necessary channels to allow us to know their expectations, receive their queries and complaints, offering an agile, customised and quality response.
2. To periodically evaluate the experience and level of customer satisfaction through quantitative and qualitative measurement systems.
3. To understand and share customer satisfaction results with all stakeholders.



Our goal

Ensuring the customer's safety and privacy

Our commitments

1. To promote and maintain the highest product quality standards.
2. To train employees on data privacy policies.
3. To apply ethical and responsibility criteria in marketing communications to avoid the manipulation of information, to protect customer integrity and to promote social causes and respect for the environment.



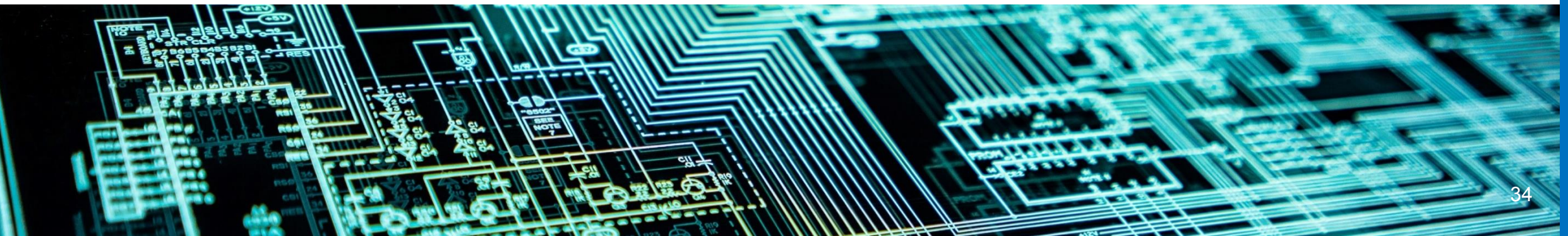


Our goal

To promote technological innovation as a driving force towards a more efficient and sustainable company

Our commitments

1. To develop an investment roadmap to improve operational processes with a traceable and positive impact on sustainability.
2. To promote the collaboration with other organizations from the private, scientific and academic sectors to enhance innovation and to increase access and use of technology.





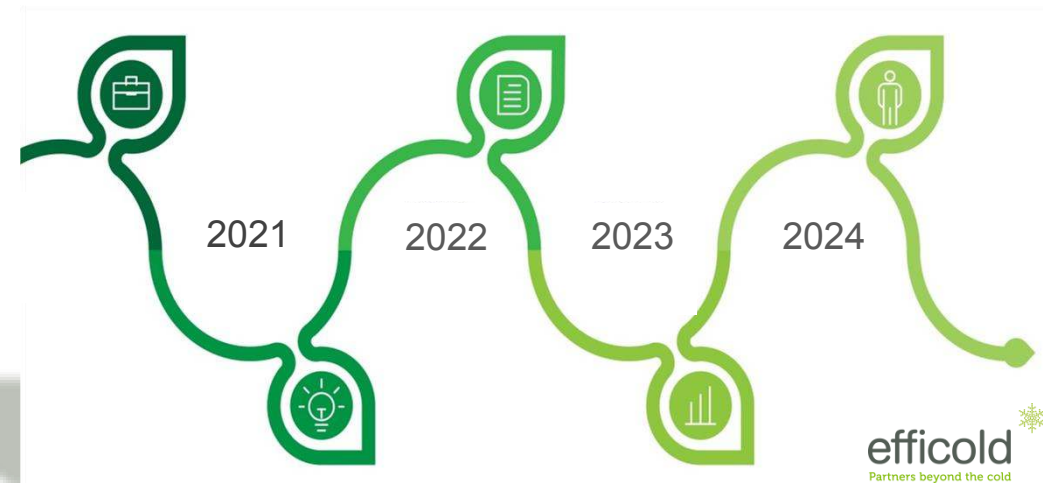
Sustainability Plan Monitoring and Updating

This Sustainability Plan is a dynamic and living document.

Every year we will give an account of the level of achievement of the actions carried out through the publication of a report included in a Sustainability Report.

Moreover, the Plan will be eventually adjusted to potential modifications and internal and external events that may arise and the concerns of our stakeholders.

The subsequent Plan updates will generate a series of completed actions which will evidence Efficold's contribution to sustainable development and its commitment as a responsible company.



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