

Sustainability Plan



INDEX

1	OVERVIEW 2023	2
	General Manager's Message	3
	Achievements of 2023	5
	Sustainability objectives	5
2	ENVIRONMENTAL MANAGEMENT	6
	Responsible sourcing	6
	Energy consumption	6
	Emissions to the atmosphere	7
	Uses of water	8
	Leaks and spills	9
	Waste	9
	Recycling strategy	10
	Biodiversity	10
3	SOCIAL MANAGEMENT	11
	Transparency	11
	Human and Social Rights	12
	Equality	12
	Sustainable Development Goals	13
	Security and Health	17



OVERVIEW

27,4%

REDUCTION OF
CO2 EMISSIONS

32%

REDUCTION OF
ELECTRICITY
CONSUMPTION

65%

REDUCTION OF
NATURAL GAS
CONSUMPTION

7%

INCREASE IN
WASTE
VALORISATION

75%

REDUCTION IN
THE NUMBER
OF ACCIDENTS

25%

INCREASE OF
WOMEN IN
MANAGEMENT
POSITIONS

3%

INCREASE IN
PERMANENT
EMPLOYMENT
CONTRACTS

ISO 50001

CERTIFICATION
"ENERGY
EFFICIENCY"

CO2 REDUCTION
SEAL AWARDED
BY MITECO

1 GENERAL MANAGER'S MESSAGE

Since the foundation of **Iberfoil** in 2014, this plant located in Sabiñánigo has been in continuous growth, on the one hand providing industrial stability to the area by being a company recognized in the market as strategic and essential for the service it provides to society and for another for the creation of jobs.

Right now we are working on something that society demands such as the "circular economy" where we work to improve our production process starting with what we call life cycle, because we monitor in detail the chain of obtaining raw materials, something very essential for our industrial life cycle.

We are working on energy efficiency that is applied in each and every one of our processes to be able to meet the requirements of the "circular economy" with aspects such as servitisation (maintenance and updating), efficiency in machine performance, reduction of loss of energy and work in industrial prevention.

The basis of all this is designed to be able to achieve a production model that involves less consumption of raw materials, less waste and emissions and more energy efficiency, contributing to sustainable development and the conservation of nature, such as forests, water and other natural resources.

Our work by having the integrated productive circle gives us that strength when working on improving our approaches, where we must have a framework of economic profitability and competitiveness that makes the future of **Iberfoil** viable through the reduction of costs and of gaining market share, respecting the environment, for this we must apply new control metrics in our process with "new measurable indicators" because what cannot be measured cannot be improved and also to guarantee the sustainability of the processes over time.

Nowadays it is very difficult for our society to differentiate between circularity and recycling and the key is knowing how to differentiate what the useful life of the product is, and in this **Iberfoil** has a great capacity to maintain the life cycle.

The result of this work has been the development of the new **Iberfoil Integra (Ibercoil)** plant where we have made it possible for our production process to be fully integrated, so we can say that we are prepared for a better future, where we have the flow fully integrated, MELTING FURNACES, CASTINGS, ROUGHING LAMINATOR, TENSION LEVELLING LINE, FINISHING ROLLING MILLS, ANNEALING FURNACES, PACKAGING and TRANSPORT.

In parallel with this situation, in the rest of the plant work has been done on improving processes as well as on the security of the supply of raw materials with new suppliers, currently having three, which is why **Iberfoil** has launched replacement plans. contingency throughout these last few years in order to not have delivery problems, proof of the latter are the investments in the slitter and the work of our Edelweiss rolling mill that supplied raw materials to the plant and that now also receives our **Integra** plant.

In order not to see ourselves limited to a single product (foil rolling), we are going to have something very important in the value chain, such as the manufacture of another range of products for the market, HHF and lubricated material for manufacturing of packaging, as well as construction materials in thicker thicknesses, something very important in our process, in this way we will support other plants in the group.

All this growth and daily work carried out by each and every one of the members of **Iberfoil** endorses us as one of the main companies in the sector, where our quality and service are the main goals that this Management has within security as its motto "safety is the first thing" we must thank the workers for their effort and collaboration to make this project a reality and this is everyone's task so that the investments as well as the improvements we are making fulfill the dream of past generations where they are seeing their new families grow who believe in the future of **Iberfoil**.

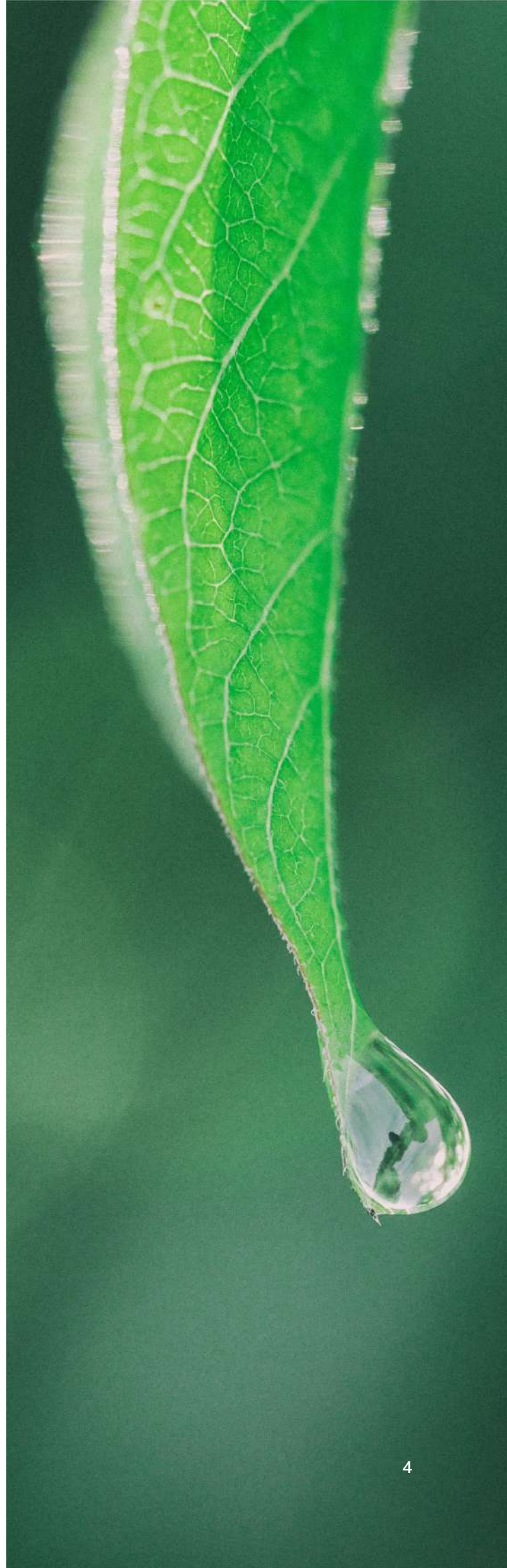
That is why **Iberfoil** has made large investments with a comprehensive and integrated plant that will fulfill society in two important points, creation of jobs and care for the environment, two commitments that are the motto of the company.

But this Management is clear that the **Iberfoil** project is created to provide stability to our process and security in the manufacture of raw materials through the circular economy, therefore, this is created from the top down and is maintained from the bottom up, this is important and therefore let us all work every day to make this a reality.

Despite the convulsed this past year, 2023, where there has been some irregularity in the market, we have seen more than ever that we must make a virtue of necessity and therefore invest to improve the industrial structure and provide greater labor support to the area of Sabiñánigo, our investment is already a reality and now it's time to make the investment profitable with the help and effort of the Management and with the support of the **Iberfoil** staff, in this way our growth is assured.

This encourages us to work together and create new values in our society with trained people who have job and social stability, this is another of our great challenges, giving sustainability to everything we do and promote, this is the key to the industrial success of **Iberfoil**.

Pedro María Jiménez Gastón
General Manager of Iberfoil



1.2 Achievements of 2023

2023 has been marked by the work carried out by **Iberfoil** in several strategic points for the company, among which the following stand out:

- The development of the **Integra Project** for the construction of a functional plant with which to carry out a circular economy project that leads us to the use of aluminum scrap and the manufacture of Low Carbon products.
- Obtaining the ISO 50001 Energy Efficiency certificate, with which we can study our processes to achieve energy savings and greater efficiency.
- Obtaining the CO₂ Reduction seal related to our carbon footprint, awarded by the Ministry of Ecological Transition, by certifying a reduction of 20.67% of the average emission intensity in the 2020-2022 triennium compared to the 2019-2021 triennium, for scope 1+2.
- Development of retrofit machinery to achieve greater efficiency in current manufacturing processes, as well as for the development of new products to expand the market.

All of these projects have been executed taking into account the people who make up **Iberfoil** as well as all the environmental and safety aspects necessary to achieve the set objectives.

It should be noted, that **Iberfoil** has the following certifications:

CERTIFICATION ISO 9001:2015 EXPIRATION 23/06/2025	CERTIFICATION ISO 14001:2015 EXPIRATION 23/06/2025	CERTIFICATION ISO 45001:2018 EXPIRATION 13/05/2024	CERTIFICATION ISO 50001:2018 EXPIRATION 14/12/2026	 EXPIRATION 14/12/2026
--	---	---	---	--

1.3 Sustainability objectives

Framed within the **Iberfoil Sustainability Plan**, there are the following objectives related to both the environment and the social and governance aspects; in a period of three years:

- Compliance with the **Sustainable Development Goals** developed by the United Nations Organization.
- Obtaining the Zero Waste Certificate.
- Increase in the use of Green Aluminium.
- Obtaining the Compensation Seal in relation to the Carbon Footprint.
- Establish a system to calculate and control our Water Footprint.
- Continue and expand sponsorships and donations made to more disadvantaged entities.
- Continue with the agreements with the training centers of the region as well as with the "Ambassadors Project".
- Low Carbon product certification.



2 ENVIRONMENTAL MANAGEMENT

Care and respect for the Environment is another of the main pillars for **Iberfoil**, which considers it important to improve the sustainability of our company and the products manufactured.

Iberfoil, in its efforts to continuously improve and offer its customers the highest quality and safety in all its products, is committed to Sustainable manufacturing, establishing a "0 Waste" policy, in which all surplus aluminium is sent to recycle, where nothing is waste, everything is recycled and re-enters the circular economy.

All operations are carried out under ISO 14001 and ASI certification, which develops our Environmental Management system.

The other way to bet on sustainability is by establishing environmental objectives and working on the **Sustainable Development Goals** set by the United Nations.

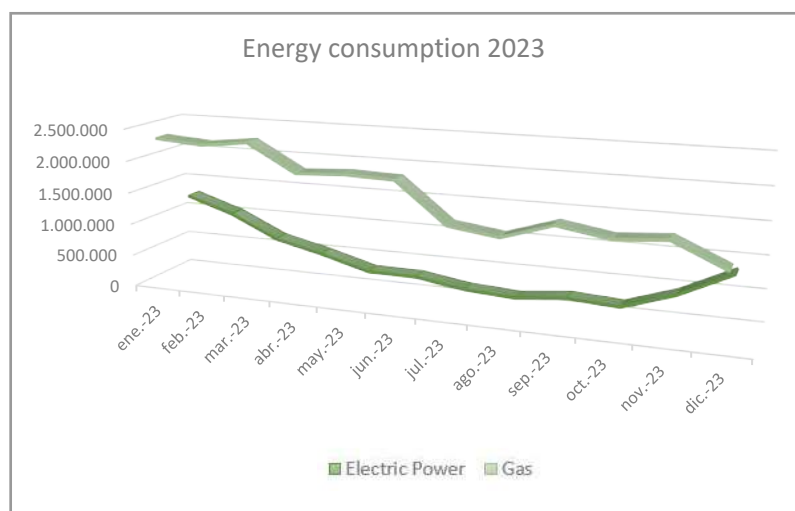
2.1 Responsible sourcing

Among **Iberfoil's** policies is responsible sourcing, since we consider that respect for the environment and social rights must be complied with both in our processes and those of our suppliers.

That is why procedures have been established in which raw material suppliers are evaluated annually to ensure that their manufacturing processes do not jeopardise the established policy and that they have implemented systems to protect the environment, human rights and social.

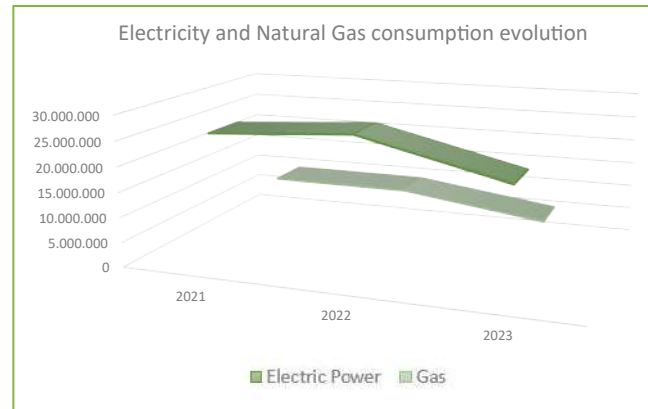
2.2 Energy consumption

The energy resources consumed are an important control point at **Iberfoil**. That is why the consumption over the last year is as follows:



If we look at the evolution over the past few years:

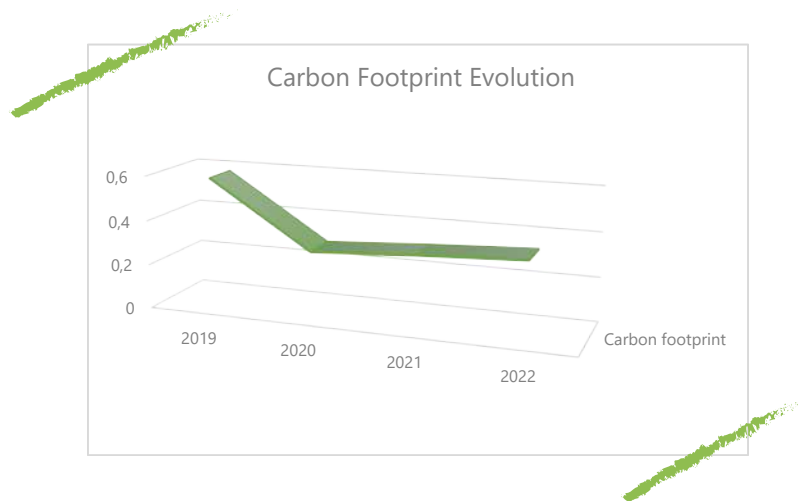
We can see that the controls established in the manufacturing processes, as well as the improvements made to the machines, have led us to reduce energy consumption. These actions have led us to reduce electricity consumption by 32% and Natural Gas consumption by 65%.



2.3 Emissions to the atmosphere

Iberfoil facilities are periodically reviewed to ensure that we manage emissions responsibly in order to mitigate the effects on climate change.

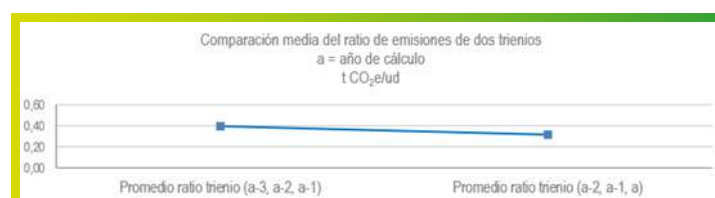
That is why we have been working for years to minimize CO₂ emissions, and therefore our company's carbon footprint. Proof of this is the evolution of our carbon footprint shown in the following graph:



This decrease is mainly due to the optimization of consumption in manufacturing processes and improvements made to machines that have led to a decrease in energy consumption.

During the year 2023, it is estimated that CO₂ emissions into the atmosphere will have been reduced by 24.72%; However, the real value is still not available because the emission factors are not updated by the Ministry of Ecological Transition.

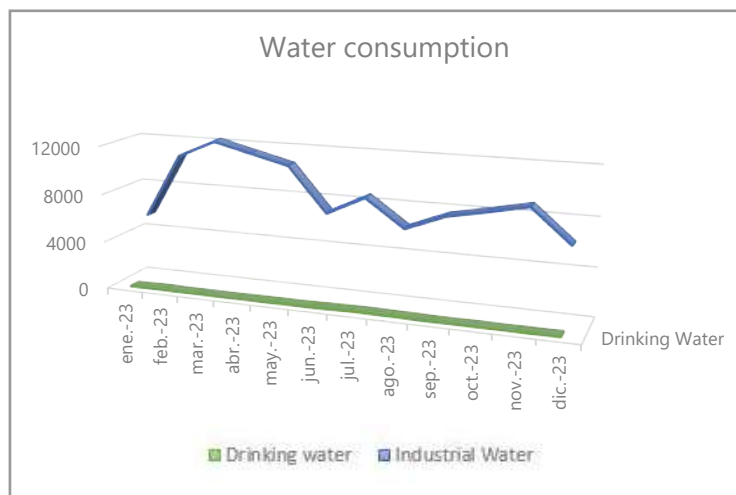
The result of the work carried out is the decrease in emission ratios during the last two three-year periods by 20.67%.



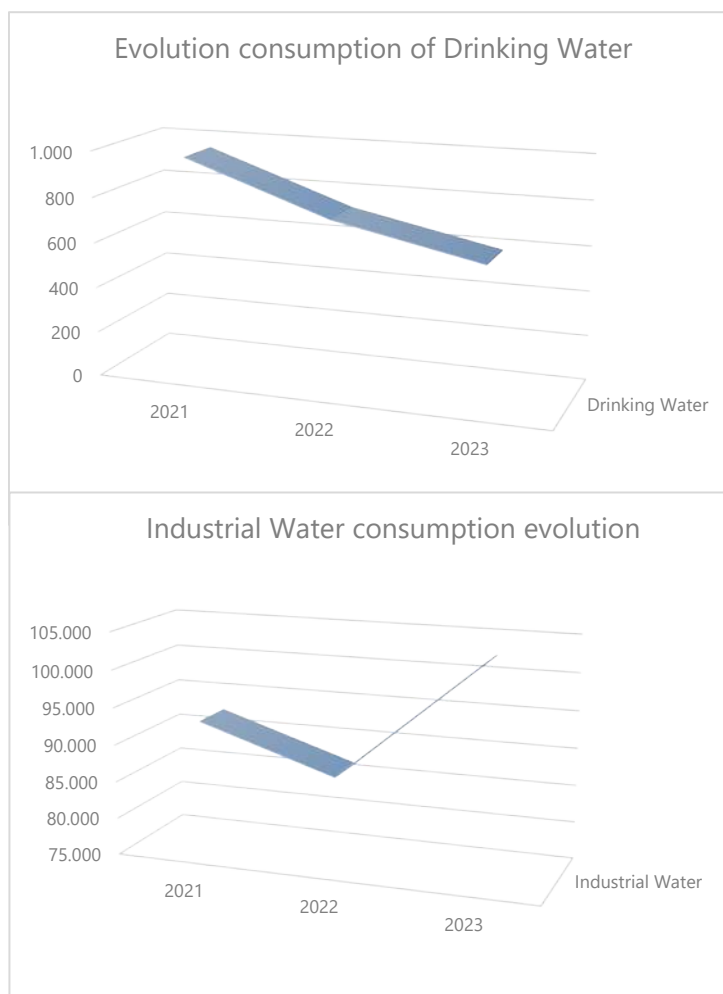
2.4 Uses of water

The water at **Iberfoil** has two main uses: drinking water for human consumption and industrial water for cooling.

Consumption during 2023 is as follows:



The evolution of consumption in recent years is as follows:



The cleanings carried out in the water storage tanks of the fire network have caused this increase in water consumption this year. The filling and cleaning of the ponds and cooling circuit of the foundry plant has also had an influence.

2.5 Leaks and spills

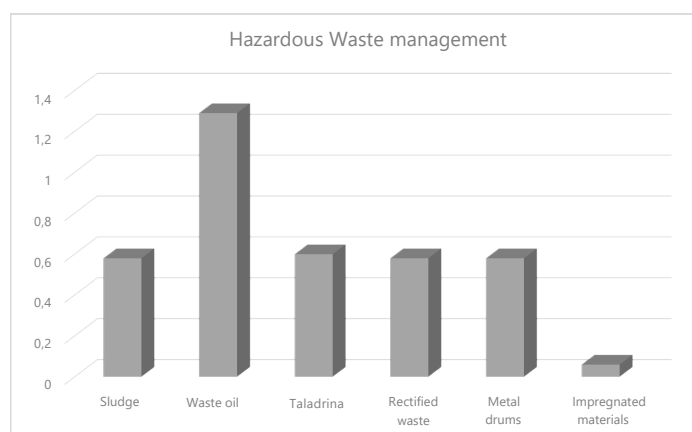
With the industrial process carried out at **Iberfoil Aragón**, the greatest risk that exists is the pollution of water by oil spills, which can reach the drains of the industrial water network.

During 2023, the controls and cleanings that have been carried out are so exhaustive that there has been no discharge into public waterways.

2.6 Waste

Iberfoil works with regional companies for waste management.

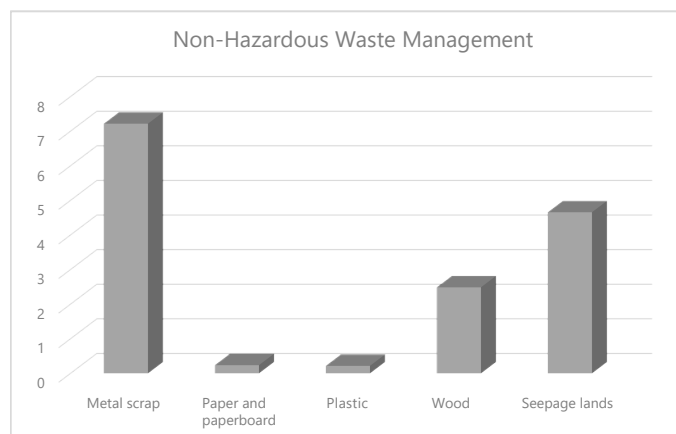
With a total of 117 Tn of Hazardous Waste managed during 2023, **Iberfoil** is working to establish methods to reduce the waste generated. The ratios of managed waste are shown below:



Proof of this is the recycling of the metal drums generated, which our manager reuses to convert them into crossbow drums; thus ceasing to emit 860 kg of CO₂ into the atmosphere.

Of the 258.38 tonnes kilos of non-hazardous waste managed during 2023, 51% corresponds to metal scrap other than aluminium. All this scrap goes for recycling.

The ratios for the management of this waste have been the following:



During 2024 we will work to continue reducing the amount of waste generated and increasing the amount of revalued waste in order to obtain the **Zero Waste Certificate**.

2.7 Recycling strategy

2023 has been marked by the execution of the **Integra Project**, which will lead us to the launch of a foundry plant in which we will be able to melt our own aluminium scrap and other external scrap to manufacture aluminium coils that will form our raw material; going on to become an industrial benchmark for the circular economy with zero waste.

This great step will not only increase the recyclability of aluminium in Spain, but also guarantee the supply of raw materials in such essential sectors as food and pharmacy, among others.

2.8 Biodiversity

The municipal area in which **Iberfoil** is located extends along the southern slope of the Western Pyrenees of Huesca, its geological dynamics being associated with the folding and erosion phenomena of said mountain range. The Pyrenees rise due to the compressive forces during the Alpine orogeny due to the collision of the Iberian plate with the Eurasian plate.

In relation to surface waters, the current effects on the hydrology and hydrography of the Gállego River as it passes through Sabiñánigo are caused by discharges of different natures, the construction of reservoirs and extractive activities and dredging of the channel. The retention of sediments at the bottom of the reservoirs prevents the renewal of the banks, causing them to be occupied by vegetation and the channel to become jammed. This enclosure is increased by defense actions (channels and dams) and by aggregate extraction.

In relation to the vegetation and animals, what is present in Sabiñánigo is very characteristic of the mountainous area in which we are located, so there are no exotic species present in either the flora or the fauna.

All natural and animal species are far enough away to be affected by our activity, so the risk of affecting biodiversity is low.

It is worth highlighting the control that is carried out on the vegetation species present in the factory to detect new species that could enter the transports. The result of this control is that no new plants have been detected on the company's land.



3 SOCIAL MANAGEMENT

The key to **Iberfoil's** success lies in the business culture and its philosophy, with people as one of the company's fundamental pillars as a reference; since they are considered one of the most valuable assets. It is because of that:

- We implement policies based on the internal training and promotion of our employees.
- We promote a favorable work environment where teamwork, motivation and the professional development of each person are enhanced.
- We take care of all workers and promote a diverse and inclusive culture, where commitment and safety prevail.
- We value people who show passion in their work, ethics, integrity and justice.

The exhaustive analysis of risks and opportunities carried out in the company leads us to establish medium and long-term actions and objectives to achieve business success, always related to governance, the environment and the social part of the company. That is why, among other actions, the following are carried out:

- Modernizations and improvements in machines.
- Environmental controls and improvements all related to sustainability objectives.
- Improvement in the safety systems established to achieve a reduction in accident rates.
- Implementation of process control system improvements to enhance the quality of our products.

Another of the company's pillars is Innovation, one of our daily objectives. For this reason, it is open to all types of changes and improvements, to give free rein to the team's creativity by contributing new ideas that improve products, processes, security systems, in short, that help with continuous improvement.

3.1 Transparency

Integrity is one of **Iberfoil's** main values, as it defines the ethical and responsible excellence with which we carry out our business.

Our responsibility as a company goes much further than achieving profitability and being efficient. All the measures adopted aim to contribute positively to the environment, our employees, the town in which we are located and our society.

The company's **Code of Conduct**, implemented a few years ago, has as its main objective to clearly describe the rules that must be followed by those who are part of this group in the development of their daily tasks, as well as to assist and guide them so that they can act at all times in accordance with this Code.

That is why at **Iberfoil**, we act consistently in accordance with these values and defending the principles of sustainability and responsibility.

Every person who starts working at the company receives training and information about our Code of Conduct from day one.

3.2 Human and Social Rights

At **Iberfoil**, respect for human rights is a fundamental commitment for the entire management team.

We are fully committed to ensuring that human rights are respected in our facilities, both by our employees and our suppliers; since this is a fundamental pillar in the company's social and sustainability strategy.

With the **Code of Conduct** in force, we focus all our efforts to align the business with its content, with the aim of making **Iberfoil** a benchmark in the aluminium sector. At all times it is about integrating these rights within its policies, promoting:

- EQUAL OPPORTUNITIES AND TREATMENT to our employees, under the criteria of justice and respect. Merit, knowledge, skills and training are the criteria on which hiring, training, compensation and development decisions are based.
- A DIVERSE AND INCLUSIVE PROFESSIONAL ENVIRONMENT has been and is an added value to our organization, allowing a greater degree of innovation, learning and continuous improvement. Iberfoil has been characterized as a Society where employees of diverse origins, training, religion, gender and culture coexist, which makes us unique.
- RESPECT AND HONESTY are the hallmarks of our relationships. Among all we must promote a work environment where trust, transparency and mutual respect prevail.
- NO TOLERANCE AGAINST HARASSMENT, in its different forms. Any hostile or offensive action, whether physical, verbal, sexual or otherwise, that undermines one of our workers, has no place in our organization. We oppose any type of discrimination based on gender, race, religion, political opinions, disability, sexual orientation or marital status, among others.

As a result of the work done on human rights, we have developed our **ethics channel**, available on the website and publicly accessible, where any irregularity received by any person linked to our organization can be reported. It is a 100% confidential management system where people can report possible irregular or illegal behaviour. Thanks to this channel we want to actively contribute to our commitment to corporate social responsibility.

3.3 Equality

The company has developed an **Equality Plan** in accordance with Spanish regulations and respect for said Equality Plan is contemplated in the company's **Code of Conduct**.

The Equality Plan of **Iberfoil** is framed in current legislation, in particular, in the provisions of Organic Law 3/2007, of March 22nd for the Effective Equality of Women and Men, as well as in Royal Decree Law 6/2019, of March 1st, of urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

This **Equality Plan** aims to capture in writing many of the measures that we have been taking since the creation of **IBERFOIL ARAGÓN S.L.U.**, such as equal opportunities and treatment in the management of people. Likewise, through this tool we seek to improve two-way company-employee communication, as well as continue promoting some of the characteristic principles and values on which **Iberfoil** has grown. such as the work environment and labor relations, the personal satisfaction of the staff, their quality of life and occupational health.

The result of the work carried out has been the training that the members of the Equality in Violence Committee in the work environment and gender equality have received.

This Equality Committee will continue working to achieve the measures framed within the Equality Plan.



3.3 Sustainable Development Goals















Iberfoil, in its commitment to continuous improvement and offering its customers the highest quality and safety in all its products, is committed to Sustainable manufacturing.


















Within this framework, it works through its management systems to offer responses to the needs raised by the **Sustainable Development Goals** in which the impact of its activity most influences.
























In this context, we have different actions under way to comply with the **Sustainable Development Goals** established by the United Nations.

Below, we show the actions established for each of the SDGs, as well as the components on which they have an impact.



		ACTIONS IN PROGRESS	SECTOR OF INFLUENCE				
			CUSTOMER	EMPLOYEE	SUPPLIER	SOCIETY	CAPITAL
1 NO POVERTY 	Iberfoil supports initiatives promoted by local associations in order to reduce poverty.	Aid to Caritas for disadvantaged and at-risk people.					
2 ZERO HUNGER 	Iberfoil manufactures aluminium intended for packaging for the food sector, thus guaranteeing food safety and greater durability of the food contained in the packaging.	Manufacture quality aluminium to favour the conservation of food in containers.					
3 GOOD HEALTH AND WELL-BEING 	We work rigorously and safely to offer the highest quality products and preserve the health and safety of all our employees.	<ul style="list-style-type: none"> • Quality, safety and environment management system. • Disinfection and cleaning of work areas. • Continuous training in PRL and improvement of security systems. 					
4 QUALITY EDUCATION 	We guarantee an inclusive, equitable and quality education for all our workers. We promote learning opportunities through participation with Vocational Training Centers and the University of Zaragoza , providing their students with the possibility of carrying out their internships in the factory.	<ul style="list-style-type: none"> • Establish annual training plans for the staff. • Collaboration with Vocational Training Centers and the University of Zaragoza so that their students can carry out internships in the factory. • Carry out didactic visits to High schools in order to encourage and promote learning. 					
5 GENDER EQUALITY 	We guarantee equal conditions to access all jobs.	<ul style="list-style-type: none"> • Equality plan. • Presence of women in managerial positions in the company. 					
6 CLEAN WATER AND SANITATION 	Availability of clean and controlled water for the consumption of our workers. We have an industrial water network for cooling.	Control of the use and characteristics of industrial water intended for cooling.					

	ACTIONS IN PROGRESS	SECTOR OF INFLUENCE				
		CUSTOMER	EMPLOYEE	SUPPLIER	SOCIETY	CAPITAL
7 AFFORDABLE AND CLEAN ENERGY  <p>We are focused on working on sustainability and conservation of the environment and natural resources; as well as in the optimisation of energy consumption.</p>	<ul style="list-style-type: none"> Control of energy consumption in production processes. Compaction of aluminium intended for recycling to reduce pollution in transport. Periodic controls of emissions into the atmosphere and discharges into water. 					
8 DECENT WORK AND ECONOMIC GROWTH  <p>The Iberfoil workforce has stable and quality employment, known schedules that guarantee the established daily and weekly breaks and salaries above what is established in the sectoral agreement.</p>	<ul style="list-style-type: none"> Stable and quality employment, with a salary higher than that set by the Metal Collective Agreement. Permanent control of Occupational Safety to promote a safe work environment. Annual work calendar with established breaks. 					
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  <p>We promote, help and develop the industry with investments in infrastructures and in the improvement of processes and products, promoting sustainable development.</p>	<ul style="list-style-type: none"> Expansion of infrastructures. Process improvements. Optimisation of energy resources. 					
10 REDUCED INEQUALITIES  <p>We offer equal opportunities to the entire workforce, without any type of discrimination (sex, religion or nationality).</p>	<ul style="list-style-type: none"> Equal opportunities included in our Code of Conduct. No tolerance for bullying. 					
11 SUSTAINABLE CITIES AND COMMUNITIES  <p>Iberfoil, due to the material it supplies, is integrated into community sustainability.</p>	Supply of materials for the construction of sustainable buildings.					
12 RESPONSIBLE CONSUMPTION AND PRODUCTION  <p>Both Iberfoil and its suppliers apply good environmental practices for responsible production and consumption.</p>	<ul style="list-style-type: none"> Optimisation of the production process to reduce energy consumption. Control of raw materials and reduction of sub-products. Reduction of waste generated. 					

		ACTIONS IN PROGRESS	SECTOR OF INFLUENCE				
			CUSTOMER	EMPLOYEE	SUPPLIER	SOCIETY	CAPITAL
<div>13</div> <div>CLIMATE ACTION</div> <div></div>	We have our own environmental management system whose main objective is to take advantage of natural resources, reduce waste and greenhouse gas emissions.	<ul style="list-style-type: none">• Control of energy use.• Reduction of the carbon footprint.• Control of greenhouse gases.					
<div>14</div> <div>LIFE BELOW WATER</div> <div></div>	The manufactured products have wide variability in their applications and the characteristics they present ensure sustainability in the final application.	Guarantee sustainability in the manufacture of the product.					
<div>15</div> <div>LIFE ON LAND</div> <div></div>	Iberfoil is committed, through its Environmental Management System, to continue caring for the planet, with strategies for reusing packaging and reducing pollution.	<ul style="list-style-type: none">• Use of metal racks as packaging systems.• Reduction of the carbon footprint.• Waste reduction plans.					
<div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div></div>	Iberfoil promotes the integrity of all its management systems, avoiding business conflicts and acting in the best interest of the Company.	Establishing means for transparent communication.					
<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>	We collaborate closely with different entities and associations to promote compliance with the SDG.	<ul style="list-style-type: none">• Alliances with entities and associations to advance in the fulfillment of the SDG.• Maintain management systems to continue compliance with the SDG.					

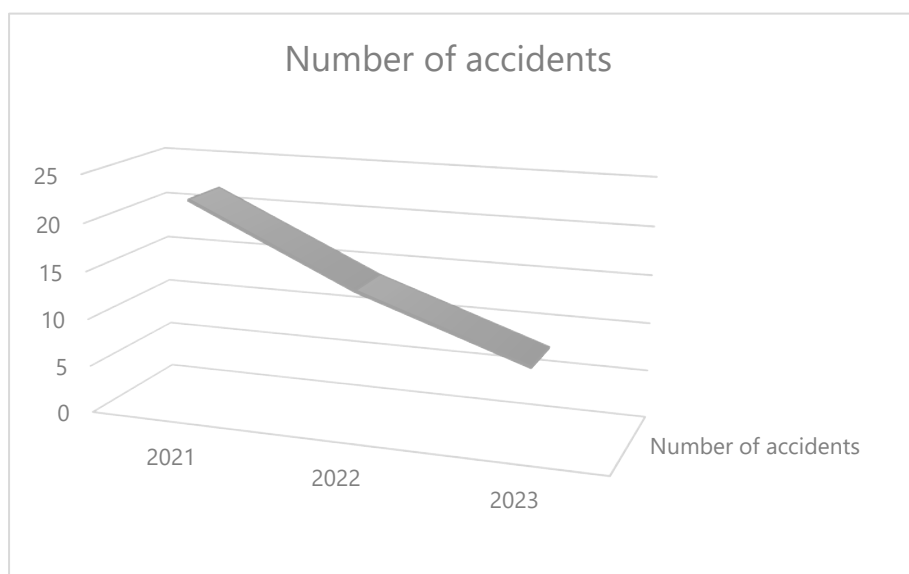
3.5 Security and Health

Occupational safety is one of the main priorities at **Iberfoil**. Policies that promote a safety culture have been developed and adapted, which are reviewed annually and adopted based on best practices.

The training received by personnel in Safety matters at the time of hiring, the periodic reviews carried out in the plant to control the established safety systems, and the communication of deficiencies and unsafe situations to establish corrective actions makes **Iberfoil** the personnel work with high levels of security.

The Management System established at **Iberfoil** has the active participation of all plant personnel through the Prevention Delegates who participate in the quarterly meetings of the Safety Committee.

The result of these actions has been a decrease in the number of accidents at the plant:



As part of the continuous improvement in our safety levels, actions have been carried out on our machines and facilities that have led to a reduction in the number of accidents at the plant by 75% compared to the previous year.



