



MS GRI
2021

We manufacture
responsible packaging
to enjoy a **more**
sustainable planet

GRI Sustainability Report 2021





Six decades
innovating
to be part
of the solution

Our company

CAIBA, S.A.

CIF: A46121166

C/ Isla Cabrera s/n - Pol. Poyo de
Reva (Sector 12) 46190, Ribarroja
(Valencia) Spain

Contact

Phone: 34 96 166 78 26

Fax: 34 96 166 83 00

caiba@caiba.es

caiba.es

CNAE activity

2222 - Manufacture of plastic
containers and packaging

Ownership

Majority partner Topcontainer, SL
(76.6%) and SONAB (20%)

Our report

Our Sustainability Report is
a publication of the CAIBA
Environment Department prepared
with the technical support of
Strategy and Management.

Directed by: Elena Soto Ruiz de la
Torre

Drafting: Baixauli Consultores

Edition: Concha Baeza

Design: Epigram

Photos: Paco Sinisterra

Other photos: Aaron Burden,
Carmine Savarese, Casey Horner,
Denys Nevozhai, Isaac Mehegan,
Jong Marshes, Philipp Lublasser

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For more information about this
report you can contact [caiba@](mailto:caiba@caiba.es)
caiba.es.



We are part of the solution

It was more than 60 years ago when CAIBA began to manufacture plastic containers for our homes. That proposal from our company was a true revolution in Spain in the 1960s: the innovative technology made it possible to overcome the conventional concept of packaging that until then had been used in our society and to solve with it many of the hygienic problems that arose at that time.

Many decades have passed and, nevertheless, the same fundamental qualities of the plastic containers that then revolutionized our daily life are still valid. Moreover, these characteristics have gained prominence. Because the changes that we have incorporated since then in our way of producing, distributing and consuming in our families make the presence of containers such as those produced by CAIBA increasingly important: capable of **guaranteeing hygiene and food safety** and essential if we want to **drastically reduce the food waste**.

But, despite its importance and the many advantages it brings us, the use of plastic containers is currently under public scrutiny. We know. However, in the same way that food production is transforming and traveling towards more sustainable models, at CAIBA we have been committed to making proposals that are increasingly respectful to the planet for a long time. Because we are **part of the solution**.

In our effort to make plastic packaging more and more sustainable, we began by installing **in-house plants**, capable of significantly reducing the carbon footprint of packaging. These plants are now one of our priorities, but not the only one. We also get involved in **research**, actively collaborating with high-impact national and European entities in the improvement of packaging. We also work from **ecodesign**, which has allowed us to reduce the average weight of our containers by more than 10% over the last 5 years and save more than 7,000 tons of virgin material. And, of course, all the containers that we manufacture today are **100% recyclable** and each year we are transforming more than **6,000 tons of recycled plastic** from other containers into new containers.

At CAIBA we know that the problem is not in the material, which is a great ally for our well-being. The challenge really lies in **the management of waste**. In this sense, the data speak with absolute clarity and indicate that the proposal to change plastic for glass, aluminum or tetra brick would actually be much more harmful to the environment, because they are materials that require much more energy resources for their production and they generate a much higher carbon footprint. The change must be incorporated at the end of the useful life of each part.



We work from **ecodesign**, which has allowed us to reduce the average weight of our containers by more than 10% over the last 5 years and **save more than 7,000 tons of virgin material**

To do this, all the parties involved in the value chain, from producers to Administrations, including consumers, must be aware that **a plastic container can have many lives** and that, once used, we cannot continue to consider it as waste, but as a resource, thus contributing to making the circular economy a reality.

This is how CAIBA will continue to respond to the needs of our customers, meeting the expectations of end consumers and protecting the environment.

José Luis Baños

Director General of CAIBA

With this report we want to show our **social and environmental contributions** and show that we meet **our commitments**

Increasingly, consumers, investors and a company's key stakeholders expect it to go **beyond mandatory regulations** and be part of the solutions to environmental and social problems.

Led by capital providers and large companies, the issuance of a sustainability report (MS) or corporate social responsibility has become a means for companies to tell their stories and demonstrate **continuous progress** towards achieving these goals. .

While there are multiple frameworks, the Global Reporting Initiative (GRI) is the most widely adopted sustainability reporting framework. Since the publication of the GRI Standards in 2016, many companies use the GRI reference to prepare their MS.



CAIBA Sustainability Report **GRI 2021**

At CAIBA, SA (hereinafter CAIBA), the preparation of this MS in accordance with the GRI Standards demonstrates that the report provides a complete and balanced picture of an organization's material topics and related impacts, as well as the management of these impacts.

On the other hand, communication will report perceptions, judgments and attitudes towards our brand that will become lasting and solid over time, providing social, ethical, environmental and economic value, which will allow sustainability to be positioned in the minds of citizens as a differential element of our organization.

This report has been prepared in accordance with the Core option of the GRI Standards by applying the ten Reporting Principles in Section 1 of GRI 101 to define the content and quality of the report.

CAIBA declares that for the preparation of its MS GRI 2021 it has used the joint use approach to prepare sustainability reports in accordance with the GRI Standards.

This report, CAIBA MS GRI 2021, is the first sustainability report and covers the period from January 1, 2021 to December 31, 2021 for all our activities and locations (3). The cycle of elaboration of this report will be annual. The report has not been externally audited.



**More information from
CAIBA is an important factor
in ensuring a more long-
term approach**

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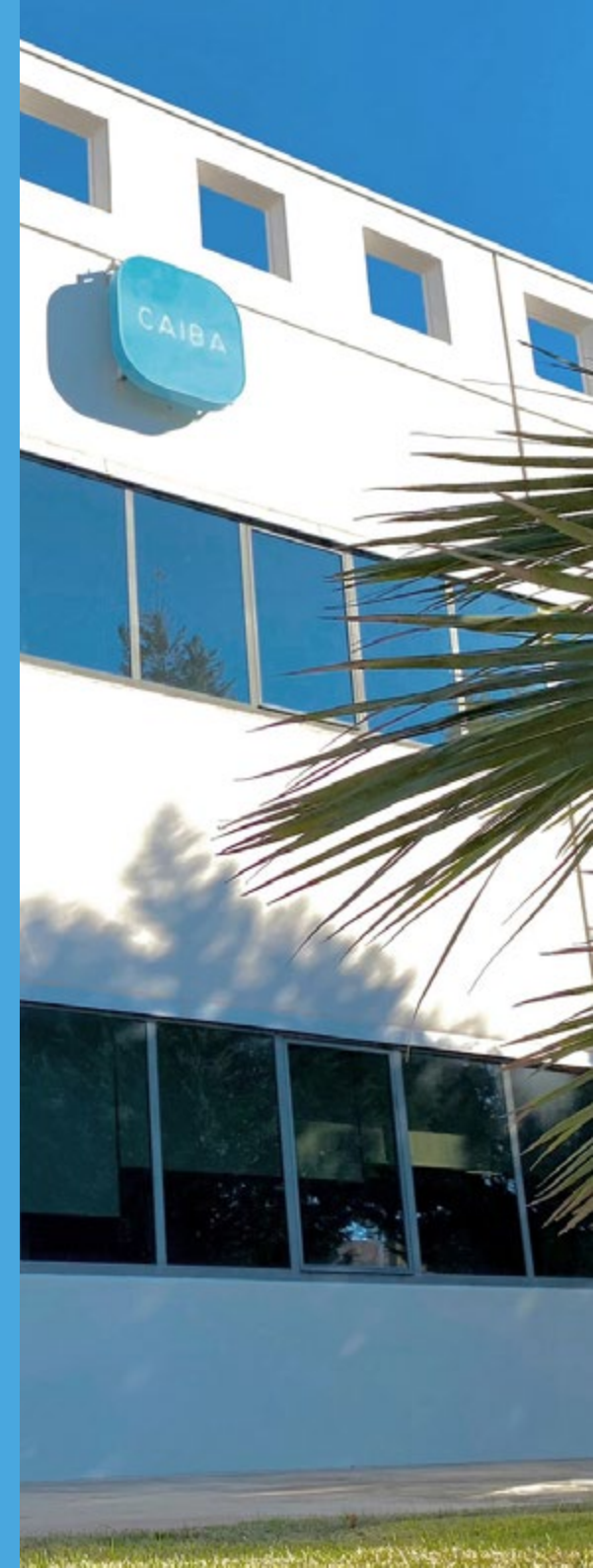
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CAIBA: profile of a company **with purpose**



MS GRI
2021

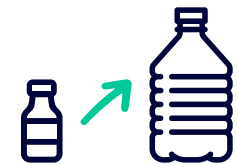




We design and manufacture **responsible packaging** to make our homes **more sustainable**

CAIBA, is a leading company specialized in the manufacture of PET preforms and containers, as well as PE, PP for the food, beverage, household products, personal hygiene and solid food products sector and also the provision of services outsourcing of the blow molding process of containers in the facilities of its clients.

At CAIBA we transform PET, rPET, PE and PP through injection, extrusion and blow molding manufacturing processes.



The containers manufactured have a capacity between 10ml to 10L.

We produce packaging using a combination of injection and blow molding. This is how we get rigid and resistant containers with **the minimum amount of raw material** following the principles of the **circular economy**.

The injection and blowing process can be carried out in a single stage or in two. CAIBA has the most advanced one and two-stage injection and blow molding machines in the sector.

In the first case, the machines implement the two steps, preform injection and container blowing, so that the containers are manufactured directly from the original raw material.

The two-stage process is carried out on the one hand by injecting the preform and on the other by blowing the container in any of its materials: PET, rPET, PP or PE.

PET preforms are an intermediate product used in the manufacture of containers of the same material. They are manufactured by injection and vary in terms of neck measurements, grammage, color and shape, so that they can satisfy the needs of customers from different market sectors.

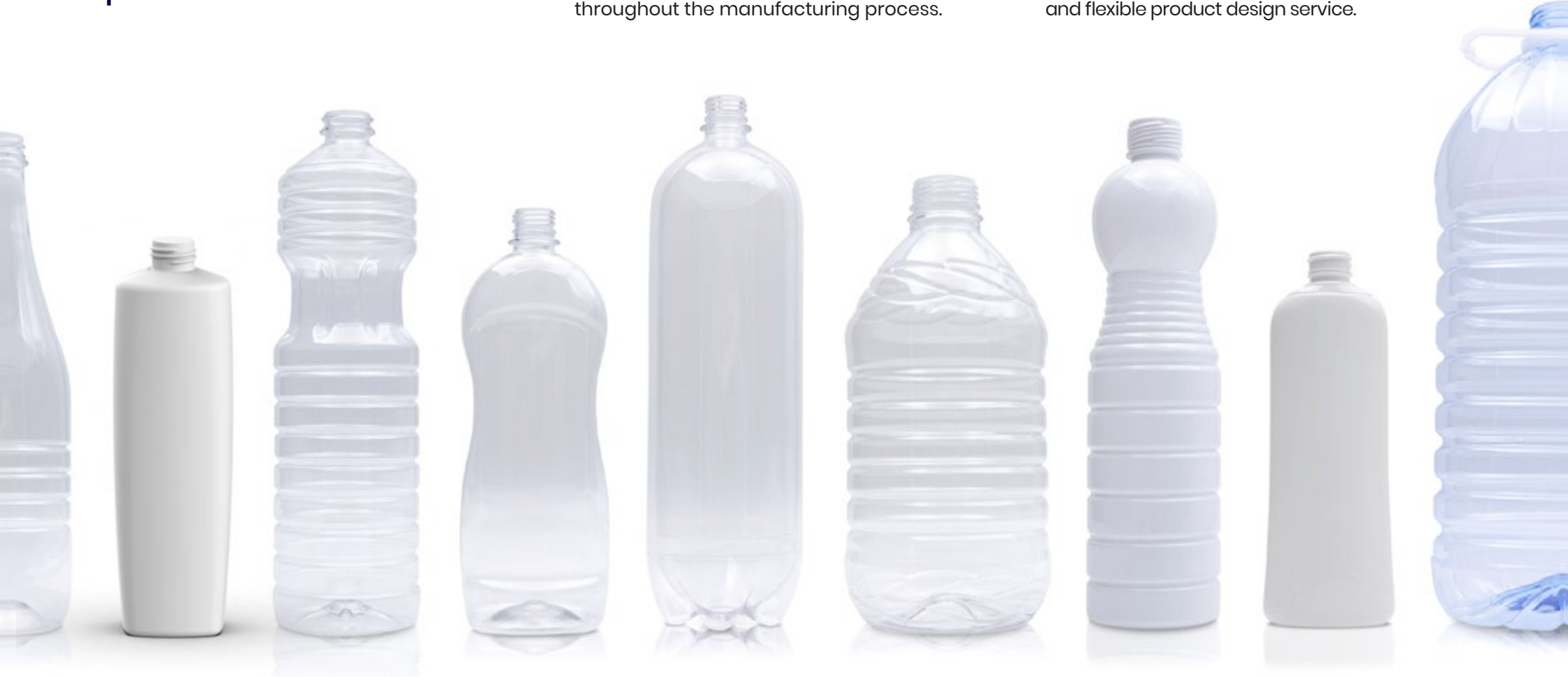
The blow molding process can be carried out separately in time and space from the preform injection process and consists of heating them to form the final PET container.



We offer standardized models. But we also create **exclusive designs** when the client requires it, working **from the idea and the mold to production.**

CAIBA's long experience and the appropriate technological means to develop global projects allow it to offer its clients comprehensive management from the design and creation phase of containers and preforms to their final production, guaranteeing complete efficiency throughout the manufacturing process.

We have a wide range of containers and preforms with different types of necks, measurements and utilities. And, for those clients with specific needs that require a preform or a personalized container, we have our own mold manufacturing workshop and trusted collaborators to offer them an agile and flexible product design service.



Inhouse plants

We moved to our client's plant to **reduce carbon footprint and improve efficiency**



CAIBA is the Spanish company in the sector with the most integrations at the client's home. Through these in house plants we transfer the preform blowing process to each client's own facilities.

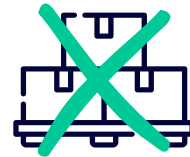
A competitive advantage that represents significant savings in costs and logistics for our clients and a considerable reduction in the environmental impact of our activity.



We stop transporting trucks full of nothing



We eliminate a large amount of secondary packaging



We remove stock of finished product



We reduce the carbon footprint



We reduce production costs



We always offer just-in-time packaging

1.1 — Our facilities

Our modern facilities are **strategically located** for both the national and international mark.

And thanks to our 45,000 m² for stock of raw materials and finished products, we can respond quickly to the needs of all our customers.



None of the operations centers are located within or next to protected areas or areas of great value for biodiversity



1.2 — Our markets

Market share

+16%

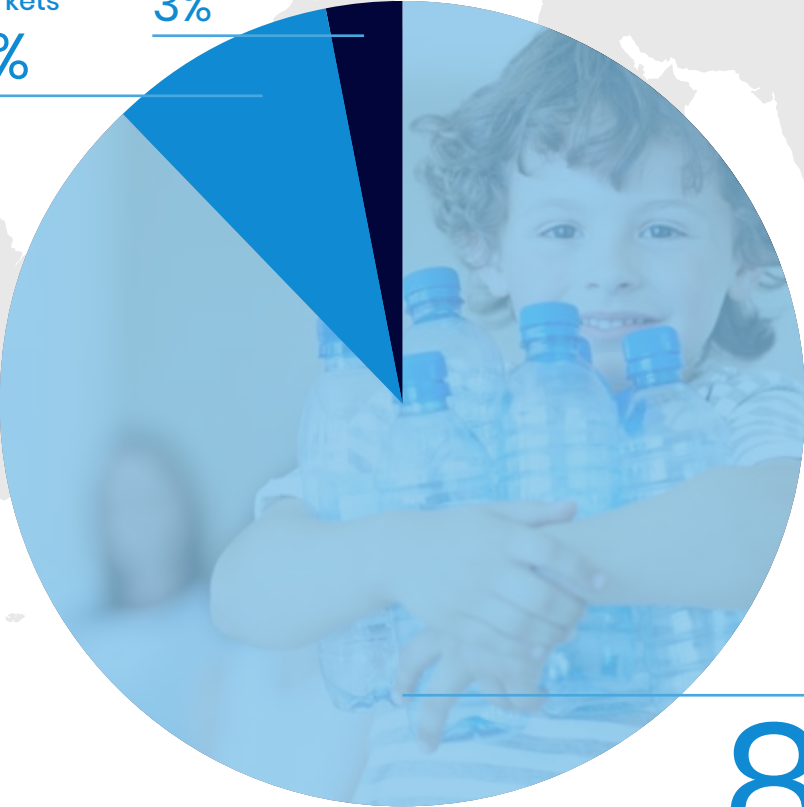
Food packaging market, Alimarket

Founded in 1955, CAIBA is a key company in the sector, with a market share of over 16% (food packaging market, Alimarket), a growing turnover and continued profitability.

A consolidated company, a pioneer in product innovation projects, which bets every day to offer its customers greater competitive advantages and complete efficiency in the manufacturing process.

Other markets
9%

The rest of Europe
3%



Spain

88%

1.3 — Our indicators

3

Plants of production



265

Employees

13

Inhouse plants



1.350M

Preforms



264M

Packaging



Capital social
5M€

and a long-term bank debt of 36M

89M€

Net sales



1.3 — Our indicators



CAIBA Valencia

Modern facilities, the most advanced machinery in the sector, one and two stages, and a strategic geographic location, both for the national market and international markets.

General management and administration

22.196 m2

110M containers

850M preforms

PET rPET



CAIBA Andaluca

Located in the main region worldwide in the production of olive oil, it has one and two-stage injection and blow molding machines, and is equipped with a mold workshop and a quality control laboratory.

20.401 m2

150M containers

600M preforms

PET rPET



CAIBA Toledo

Plastic production plant and its decoration by screen printing.

9.148 m2

PET PE PP

Our plants

1.3 — Our indicators

Challenges overcome in 2021

The most significant changes in the context of CAIBA throughout the year have to do with the growth of the company and its commitment to sustainability.

Growth has been led by the acquisition of the Toledo plant and its integration into the company's management systems.

The ecological perspective responds to both market demands and important legislative changes. For this reason, throughout the year we have put more sustainable packaging on the market, we have obtained certification to work with recycled raw materials, we have opted for eco-design to reduce material consumption and we have improved the general energy efficiency of our facilities.



We have purchased and integrated into our system the new plant in Toledo




We have responded with more sustainable packaging to social demands and new legal regulations




1.3 — Our indicators



We have obtained the UNE-EN 15343:2008 certification for the use of recycled PET



We have reduced the consumption of virgin material by more than 30%



We have implemented actions to improve energy efficiency, acquiring new equipment and isolating warehouses



1.4 — Our quality management and food safety

The precautionary approach that CAIBA has established for environmental risk management has opted for the Circular Economy in the development of all the products and references that it manufactures, having already been certified by AENOR in the recycled plastic content under the UNE 15343:2008 **Standard**. «plastics. Recycled plastics. Traceability and conformity assessment of the recycling of plastics and recycled content» (see annex 5.4).

On the other hand, all preforms and containers for the food, cosmetic, pharmaceutical and home hygiene markets are certified by the BRC Packaging Global **Food Safety** Standard.



We follow the strictest **food safety standards**

We safely process **post-consumer recycled plastics**

1.4 — Our **quality management and food safety**

To guarantee the safety and hygiene of the products we manufacture, we have a **HACCP system** that identifies, evaluates and prevents all risks of product contamination at a physical, chemical and biological level, throughout all the processes of the supply chain. This allows establishing the pertinent preventive and corrective measures to ensure the safety of all our containers.

Lastly, we involve our employees, customers, suppliers and society in our **food safety culture**, informing them of our “shared values, beliefs and norms that affect the way of thinking and behavior within the organization”.

All this guarantees that our containers and preforms meet all their technical specifications and that they maintain **the highest quality and safety standards required.**



1.5 — Our commitments to the **well-being of our environment**

CAIBA’s main objectives are: to maintain a cohesive and effective business project, where the relationship between employees and their customers and suppliers is increasingly close, based on trust and mutual respect, and to continue being a healthy company, with a strategic solid and credible business, offering innovative services and products.

We are concerned about the social, economic and environmental situation of our stakeholders. That is why we assume a sustainable vision of our activity that is specified in four fundamental commitments:



Commitment to the environment



Commitment to technological innovation



Commitment to quality and food safety



Commitment to the personal and professional development of our employees

1.5 — Our commitments to the well-being of our environment



Commitment to the environment

We have implemented an Environmental Management System based on the ISO 14001 standard and we are developing the energy management system according to the ISO 50,001 referential, which allows us to maintain, evaluate and improve our environmental performance **year after year**. This Environmental Management System includes both the manufacturing activities of PET preforms and containers, as well as the design of PET containers, in our two main production centers.



Commitment to technological innovation

We look for solutions that guarantee a more sustainable future for everyone, devoting a large part of our efforts to: **optimizing** production processes and experimenting with new **biodegradable materials** that allow significant savings in the consumption of crude oil derivatives, which is a limited resource ([see annex 5.5](#)).



1.5 — Our commitments to the **well-being of our environment**



Commitment to quality and food safety

At CAIBA we manufacture our products under strict quality controls and we exclusively use materials that comply with current regulations, which allows us to have the **ISO 9001:2015 certification**. Our preforms and containers are also certified by the **BRC Packaging World Food Safety Standard**, a reference framework that guarantees the safety, legality and quality of containers and the material used in their manufacture, a fundamental requirement for the food, cosmetics and pharmaceutical. **Use of safe recycled material (Circular economy) UNE 15343:2008.**



Commitment to the personal and professional development of our employees

We try to create a healthy work environment and offer opportunities that allow us to be better at what we do.



1.5 — Our commitments to the well-being of our environment

Our ESG strategy

In 2017 CAIBA drew up its first ESG strategy deployed in an ambitious ESG Master Plan (2017-2020) that focused on the environmental perspective. For the implementation of the ESG strategy in CAIBA, the **ESG Committee** was established to support its manager on a day-to-day basis in order to verify the implementation of the ESG Policy and Master Plan and in the event of deviations, analyze, debate, propose and adopt the necessary measures to correct them. At the beginning of 2020, a reflection process was carried out within the ESG Committee and a series of initiatives were proposed, which constitute the new ESG Master Plan 2020-2022.

CAIBA has implemented a **compliance management** system since 2018 according to the requirements of the UNE 19.6001 standard, implementing numerous procedures for the fight against corruption and fraud, thus avoiding sanctions for legal breaches..

CAIBA is also aware of the importance of managing the personal data that it uses in its performance and complies with the Regulation (EU) 2016/679 of the European Parliament and of the Council, of April 27, 2016, regarding the protection of natural persons with regard to the processing of personal data and the free circulation of these data and by which repeals Directive 95/46/CE (General Data Protection Regulation)

Quality politics,
Environment and
Good Practices of
Manufacturing
09/16/2018



Compliance Policy
11/24/2018



Politics of
Social Responsibility
11/08/2018



Ethical code
05/10/2016



Environment Society Governance

1.5 — Our commitments to the **well-being of our environment**

Networking

CAIBA is a member of the associations; Anaip, Aimplas, AINIA and Anep, being members of the board of directors in the latter.



**CIRCULAR
PLASTICS
ALLIANCE**

GENERAL ASSEMBLY

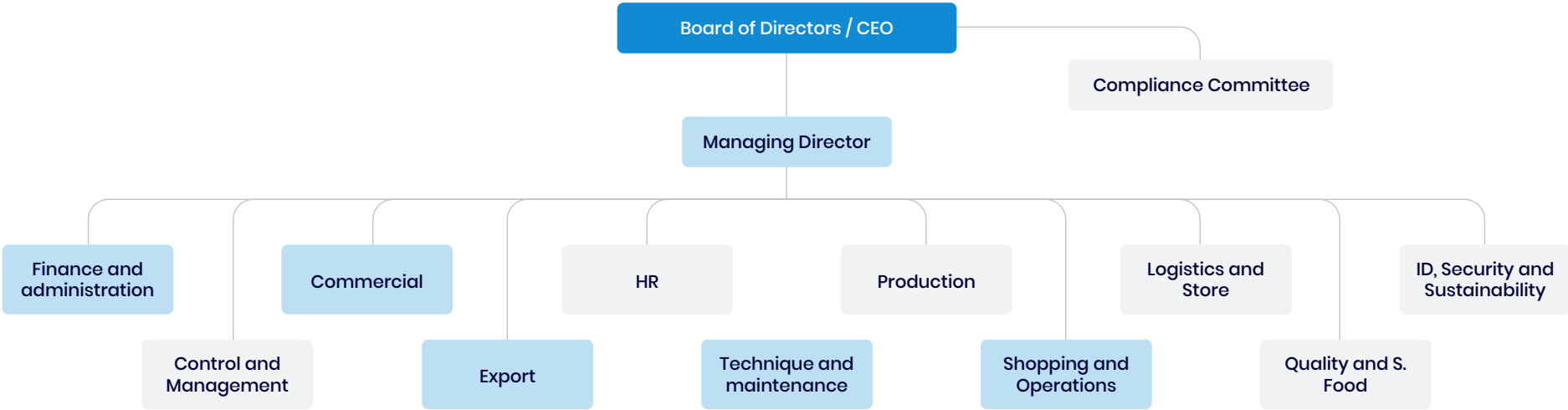
We are involved in the CPA (Circular Plastics Alliance), a working group in which participate 245 public and private entities from the value chain of the plastics of the European Union.

1.6 — Our **governance**

We have a **horizontal organization** to achieve **maximum agility and total efficiency**

The **Board of Directors** is made up of 4 directors. .

The Board of Directors delegates its powers with respect to CAIBA to José Luis Baños Torres, **General Director** with a professional profile with extensive experience in running the company since 2001. In order to support the General Director, the **Management Committee** has been created formed by 6 directors.



Steering Committee

1.6 — Our **governance**

Two specific committees

work in our company so that we never lose sight of our environmental, social and ethical commitments

ESG Committee

It has the highest responsibility in decision- making on environmental, social and economic issues together with the CEO.

Committee of Compliance

Reporting directly to the Board of Directors, it has the mission of guaranteeing compliance with the policy and the compliance management system and the Code of Ethics.

It has an external expert within it who acts as Compliance Officer.



1.7 — Our attention to the different **interest groups**

The stakeholders that are pertinent to this report, understood as those groups that have the capacity to influence the achievement of CAIBA's objectives with respect to environmental, social and economic issues, or may be affected by its activity are those indicated on the graph.

CAIBA's principles of action with respect to its stakeholders are mainly based on compliance with applicable legislation, as well as the commitments signed with them, explicitly or implicitly, or those that we have established in our code of ethics.

In order to build trust and maintain good relations with stakeholders, CAIBA has sincere and transparent dialogue mechanisms, adapted to the relevant areas of each of them.



- Governments
- Public administrations
- Regulatory body



- Owners and shareholders
- Workers
- Management



- Customers
- Suppliers
- Contractors



- Local community
- Society
- Banks and insurance companies

1.7 — Our attention to the different interest groups

Key stakeholder issues and concerns and the engagement approach are outlined in this box:

INTERESTED PART	PARTICIPATION APPROACH	KEY ISSUES AND CONCERNS
<p>Customers</p>	<ul style="list-style-type: none"> • Agreements and contracts • Claims • Direct dialogue with the commercial department and general management 	<ul style="list-style-type: none"> • Quality and food safety • That the facilities and personnel meet the requirements of food safety. • Comply with the legal requirements applicable to the company and the activity of this (quality requirements, SSL, social security, work, etc.) • Recycled material in its products • Ecodesign • Contingency plan
<p>Suppliers</p>	<ul style="list-style-type: none"> • Agreements and contracts • Supplier evaluation • Communication channel 	<ul style="list-style-type: none"> • Fidelity • Compliance with the conditions of the order/contract • Transparency
<p>Workers</p>	<ul style="list-style-type: none"> • Company committee • Personnel delegates • Direct dialogue with the HR department and general management • Communication channel 	<ul style="list-style-type: none"> • Job stability • Good work environment • Compliance with contractual conditions • Occupational health and safety
<p>Direction</p>	<ul style="list-style-type: none"> • Board of directors 	<ul style="list-style-type: none"> • That the established quality and production objectives are achieved • Preserve the image of the company

1.7 — Our attention to the different interest groups

INTERESTED PART	PARTICIPATION APPROACH	KEY ISSUES AND CONCERNS
Public administrations	<ul style="list-style-type: none"> • Legislation, instructions, application recommendations 	<ul style="list-style-type: none"> • Comply with the legal requirements applicable to the company and the its activity (quality, environmental, SSL, social security, labor, health, etc. requirements).
Subcontracts	<ul style="list-style-type: none"> • Agreements and contracts • Supplier evaluation • Communication channel 	<ul style="list-style-type: none"> • Idem suppliers and also: • That they be provided with access and facilities to carry out their work according to the law
Shareholders of the company	<ul style="list-style-type: none"> • Board of directors 	<ul style="list-style-type: none"> • That the company generates benefits • That environmental risks are minimized
Banks	<ul style="list-style-type: none"> • Direct dialogue with financial department and general management 	<ul style="list-style-type: none"> • Comply with the financing conditions
Society (consumers)	<ul style="list-style-type: none"> • Website • Social media 	<ul style="list-style-type: none"> • That the product is respectful with the environment, recyclable, innocuous, aesthetically cared for and functional.
Neighbours	<ul style="list-style-type: none"> • Town Hall • Communication channel 	<ul style="list-style-type: none"> • Comply with the legislation • Not be affected by the proximity of the company to their homes
Insurance companies	<ul style="list-style-type: none"> • Contract 	<ul style="list-style-type: none"> • That environmental risks are minimized

1.8 — This is how we work for a culture of **business integrity**

CAIBA, aware that the foundation for long-term success lies in managing business activities with the **highest integrity**, has developed an open and transparent business culture, in which applicable legal compliance is the starting point for a series of commitments, standards and ethical principles acquired by management and reflected in the **Compliance policy**.

The Compliance Policy is specified through our **Code of Ethics**. Said Code, how could it be otherwise, involves our employees, collaborators and business partners so that in their daily activities they take the necessary measures to comply with it.

We want to achieve long-term success, which is why we have developed an **open business culture** and have equipped ourselves with tools that allow us to maintain the highest integrity.



1.8 — This is how we work for a culture of **business integrity**

However, the Policy and the Code of Ethics need a tool that allows the organization to be managed in a systematic and visible way towards the achievement of the commitments, norms and ethical principles that we have set for ourselves. This tool is the **Compliance Management System**, hereinafter SGCO.

In order to establish the scope, procedures and processes of the SGCO, CAIBA has implemented and certified it compliance management system in accordance with the **UNE 19.601 standard**.

The effective implementation of the SGCO has allowed CAIBA to not have produced any confirmed cases of corruption to date. There are also no legal actions related to unfair competition and monopolistic practices and against free competition. Likewise, CAIBA has not identified non-compliance with laws and regulations in the social and economic fields during 2021.

Finally, CAIBA promotes and ensures compliance with the provisions of the fundamental ILO conventions regarding support and respect in the **protection of human rights, respect for freedom of association and the right to collective bargaining, the elimination of forced or compulsory labor and the abolition of child labor**, through contractual clauses with its business partners.

Among the main measures to prevent corruption and bribery, CAIBA has developed:



Donation policy

Where it is established that CAIBA does not finance, either in Spain or abroad, parties, their representatives or candidates, nor does it sponsor congresses or parties whose sole purpose is political propaganda.



Appointment of a Compliance Committee

Reporting directly to the Board of Directors



Complaints channel

Accessible to any interested party, anonymous and confidential.



Periodic risk assessment



Training and continuous communication



Internal audits

2 —————

Committed to **sustainability**



MS GRI
2021





We look in every detail for the most efficient way to use resources and **minimize our impact.**

We do it by applying a management system that commits us to **continuous improvement.**

A commitment based fundamentally on the prevention of pollution through an efficient use of resources and minimizing the impact, both of our activity and of our product, throughout the entire supply chain.

We are aware that our daily actions, although they have a low impact on the environment, end up acquiring relevant dimensions since our factories work 24 hours a day, 360 days a year.

This awareness has led us to **implement and certify a management system** under the ISO 14001:2015 reference



Thus, we are committed to the prevention or mitigation of adverse environmental impacts, with compliance with legal and other environmental requirements, and with continuous improvement.

Every year we evaluate the environmental aspects in normal, abnormal and emergency situations, taking into account the life cycle, to determine those that have a significant impact on the environment and act to reduce said impact.



We maintain a database on applicable environmental legislation, identifying each of the application requirements and we carry out periodic monitoring to ensure compliance over time. As a result, there have been no fines or sanctions of an environmental nature.



Our bets

We contribute positively to the conservation of the natural heritage that we share with society by developing programs and actions whose purpose is **to minimize the impact of our activity.**



We reduce the weight of our products

which allows us to significantly reduce the consumption of raw materials

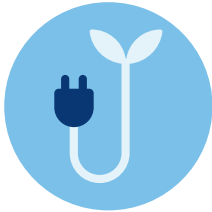


We introduce recycled materials in our production processes.



We bet on in house plant

that reduces by more than 90% the impact of transport and packaging of containers.



We incorporate green energy into our plants to reduce our impact



We monitor our carbon footprint

to know every detail and be able to improve our indicators.

Our next challenges are focused on **improving energy efficiency**

As new challenges, we are in the process of implementing and shortly, certification, of ISO 50,001 for energy efficiency through which we will be able to trace and monitor energy consumption for each independent process.

In addition, at the Alcalá plant, the installation of self-consumption solar panels on the roof of the warehouse has been carried out during 2022. At the Ribarroja plant there is also a pending project for the purchase of a self-consumption plant, but outside our facilities.



Implementation process and soon certification of ISO 50,001 energy efficiency



Project for the purchase of a self-consumption plant near our facilities Ribarroja

2.1 — Our raw materials

(kg processed per year)



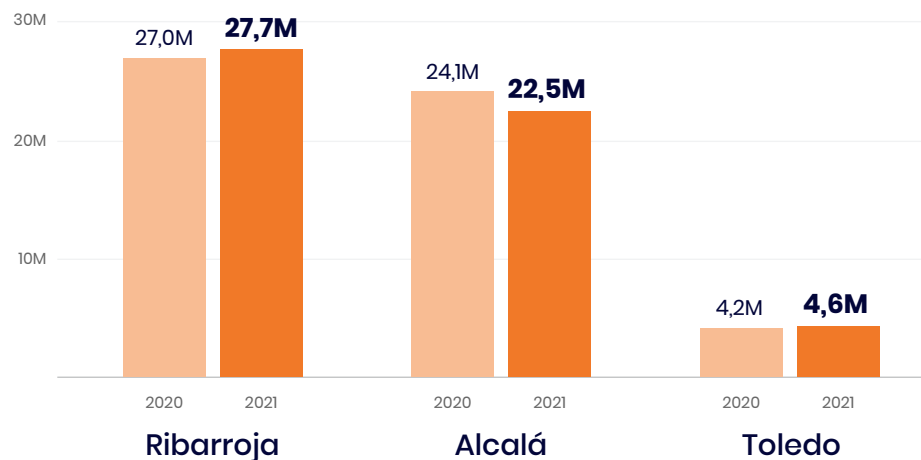
2.2 — Electric power

We are promoting **self-consumption** in our productive spaces with a **photovoltaic plant** installed in 2022 and another in the pipeline

The energy consumption in CAIBA comes mainly from the electrical network. During 2021, the total consumption is **54,596,815 kWh** and comes from several marketers due to continuous price increases and the need to optimize spending.

The energy consumption indicator within the organization for billing is **612.8 Mwh/m€**.

Electric power consumption (kWh)



2.3 — Water

We need very little water for our production process and we reuse what is necessary in a closed circuit to achieve **almost zero consumption**.

CAIBA does not use water for its production process except in the mold cooling process, which is using a closed circuit, so consumption is practically nil.

Thus, the consumption of water is for toilets, showers and for irrigation of green areas. All water comes from the municipal supply network.

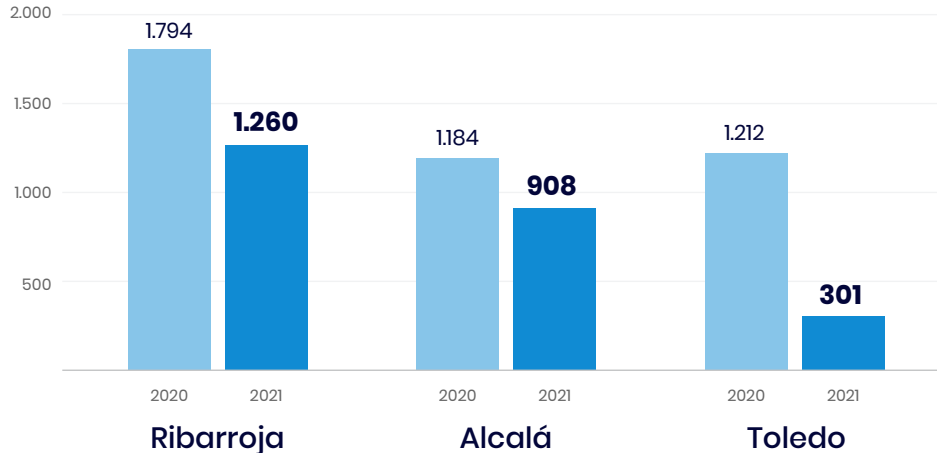
The discharge of water is carried out into the municipal sewerage network and its impact is minimal since it corresponds to domestic water.

These discharges meet the parameters established by the ordinances for discharge to municipal sewage networks and especially suspended solids below 1000 mg/L. The corresponding municipal authorization is available.

The discharges are subsequently treated by the corresponding WWTP (municipal treatment plants).

The amount discharged into the network sewerage is practically equal to that consumed, except for that which is used for irrigation.

Water consumption (m³)

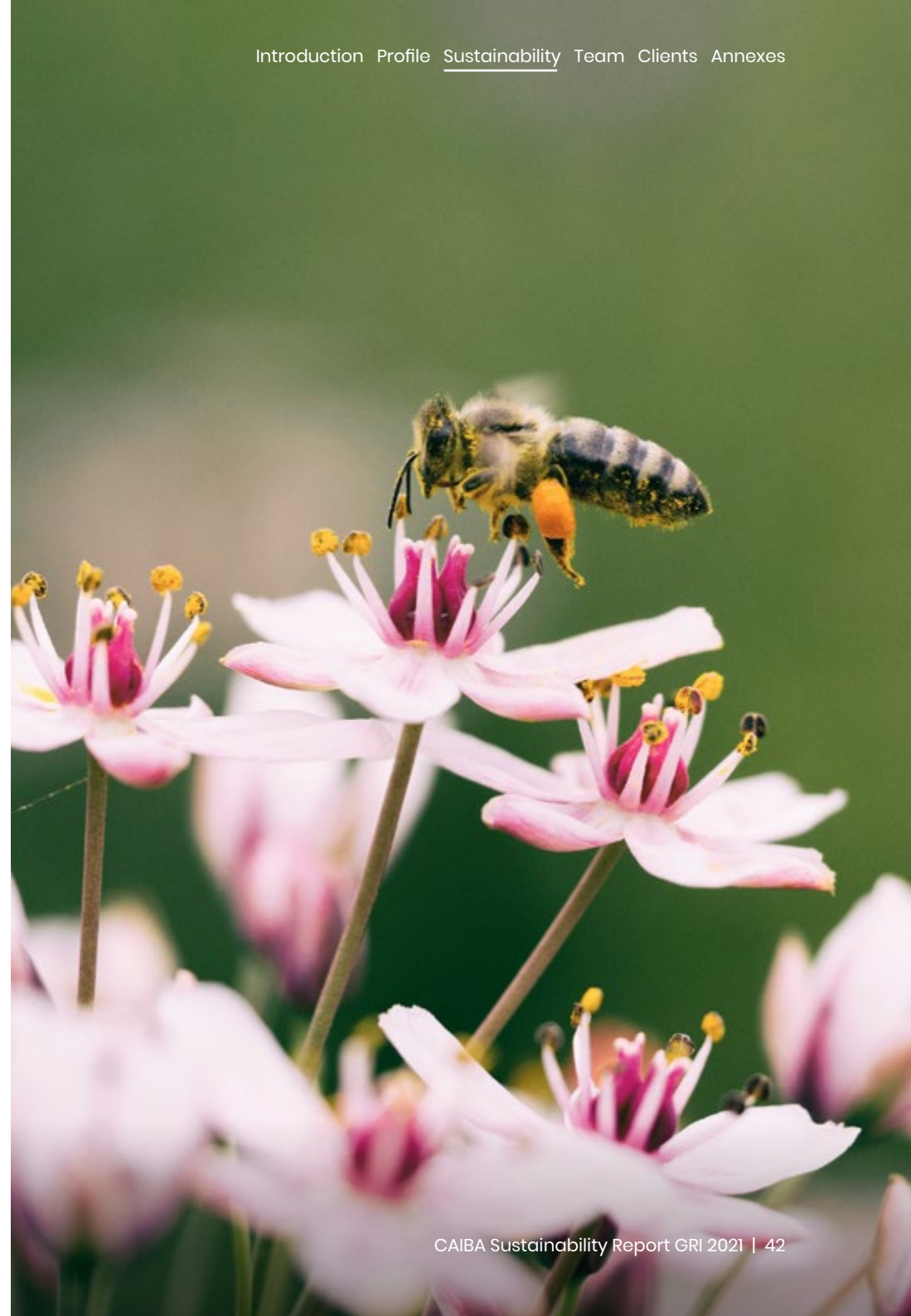


2.4 — No direct impact on biodiversity

CAIBA has three manufacturing plants located in industrial parks, so **there is no impact of its activities on protected areas** once they are built. The three plants have an activity license issued by the corresponding body, so they do not have significant, direct or indirect impacts on the habitat.

Land uses (m²)

	RIBARROJA	ALCALÁ	TOLEDO
Built area	14.767	10.448	5.587
Plot area	22.196	20.401	9.148
Industrial	4.043	2.851	2.455
Office P0	716	385	-
Office P1	800	204	492
Store	9.208	7.008	2.343
Outdoor courtyard	7.429	9.953	3.561



2.5 — No direct emissions

Our activity **does not produce direct emissions.**

As for our carbon footprint, we have spent several years analyzing it and applying **specific measures to reduce it.**

CAIBA’s production process does not produce direct emissions as a consequence of its activity. The small emissions that are produced are the consequence of a refrigeration gas leak or the use of diesel fire pumps when carrying out maintenance.

Since 2018 we have been calculating the carbon footprint according to the ISO 14064:2006 standard and the precedents set by the Greenhouse Gas Protocol: Corporate Accounting and

Reporting Standard (GHG), published by the World Resource Institute and the World Business Council for Sustainable Development¹, for scope 1 and 2.

Gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3.



Carbon footprint

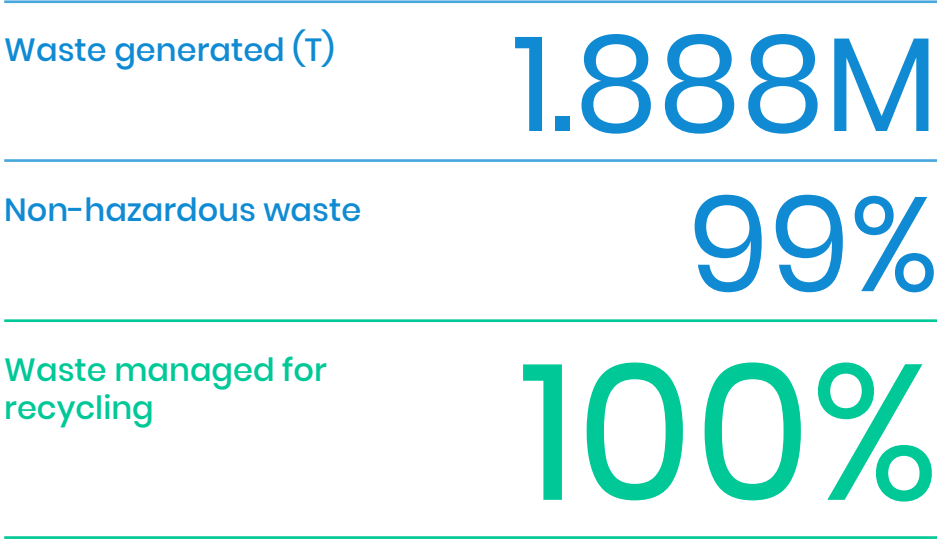
Ton CO2 (e) / Ton

	RIBARROJA	ALCALÁ	TOLEDO
2020	0,089	0,087	0,190
2021	0,086	0,093	0,219

2.6 — Waste: towards the **circular economy**

99% of our waste is considered **non-hazardous** and **is always managed** for recycling

100% of our waste is managed with direct collaborators and **seeking maximum recovery**



The main waste produced in 2021 is: cardboard, pallets, plastic, industrial waste, used oil, absorbents, aerosols, and metal or plastic containers for the dyes used ([see annex 5.6](#)).

All waste management is done through duly authorized waste managers, seeking maximum recovery.

The waste destined for landfills is insignificant as it is a minimal part of the industrial waste that is managed through an authorized manager.

The Department of the Environment keeps an updated record of the quantity and type of waste generated and to whom and when it is delivered..



2.6 — Waste: towards the **circular economy**

In 2021, we have **directly recovered** 187 tons of material from losses

With the incorporation of the PET waste crushing plants, both from the injection and blow molding processes, during 2021 187,396 kg of material from waste were incorporated into the process, contributing to a circular process and reducing the use of virgin material and in waste management.

Material from PET waste (T)

187



2.7 — Plans against leaks and accidental spills

We have a plan to prevent accidental spills and act in case they occur.

The most significant accidental spills occur as a result of **specific breakdowns in the machines**, which can generate hazardous waste when collected and cleaned using absorbents.

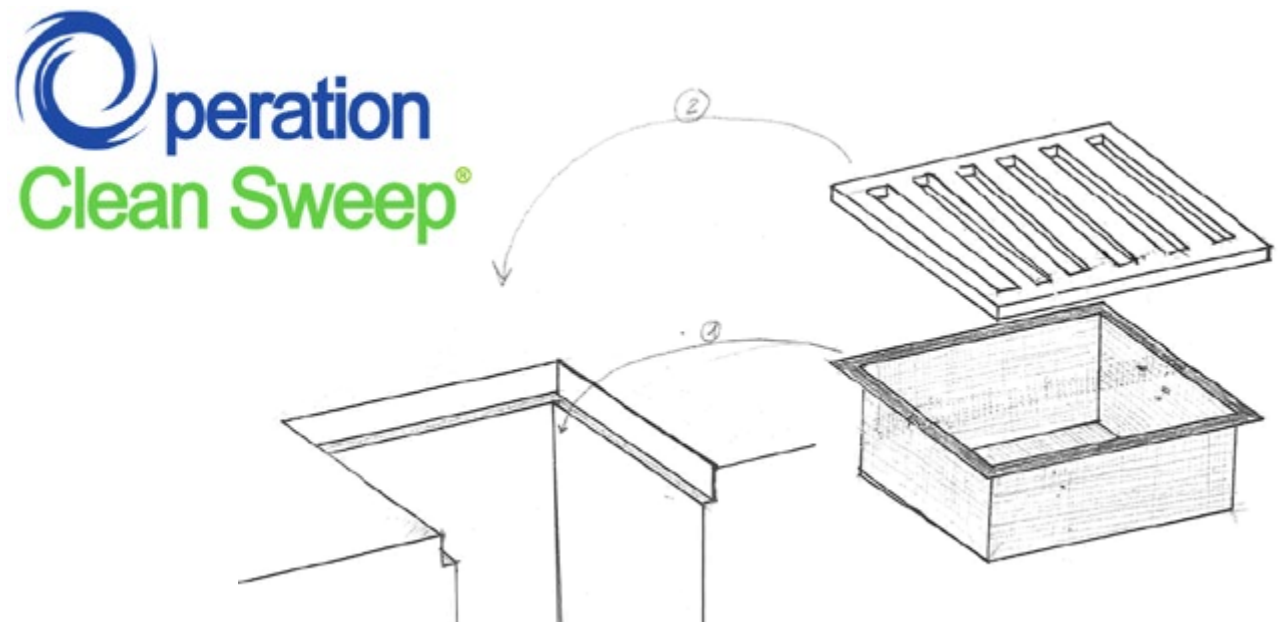
CAIBA has an **emergency plan** to prevent and, if necessary, act to minimize the possible environmental impact.

In line with what the **Operation Clean Sweep (OCS) movement marks**, we work to avoid pellet losses, for which we have all CAIBA personnel, who are fully aware of the “**Zero Loss of pellets**” objective.

Our commitment also extends to possible losses due to accidents.

As granulate spills can occasionally occur during the transport and storage of our raw material, we have created **special filters made to measure** for each of the storm drains. This is how we prevent polymers from becoming a source of contamination.

With specific plans, we avoid **leaks of plastic pellets into the environment**, even if they are accidental.



3

Committed to our team



MS GRI
2021



We care about creating a **healthy environment** and we have a **mandatory code of ethics** for all people

In the field of personnel management and development processes, as well as in the selection phase, the decisions made are based on the adequacy of the expected profiles and the profiles of the people employed or candidates in considerations linked to the merits, respecting the principle of equal opportunity for all the applications.

At CAIBA we are committed to the personal and professional development of our human team and we try to create a healthy work environment and offer opportunities that allow us to be better at our work.

Provided that it is compatible with the general efficiency of work, a flexible work organization is favored that facilitates family management and child care.



Our company seeks a transparent relationship with its human team

Regardless of the type of contract, all employees have the same coverage in terms of life insurance, inability or disability, parental leave and retirement provisions.

There is a clear organization, where the roles, functions and responsibilities have been established and communicated in writing to all workers and any change is notified 15 days in advance.

CAIBA's Board of Directors, with the firm purpose of progressing in ethical management, approved on May 10, 2016 the Code of Ethics which establishes the basic principles of mandatory behavior for all workers in their relationship with the different interest groups.

Ethical code

05/10/2016



Transparency
Equality
Commitment



3.1 — 2021: our employment, in figures

265

Workers



92%
with an indefinite contract
(90,6% women 91,9% men)

244

Workers with indefinite contract

46

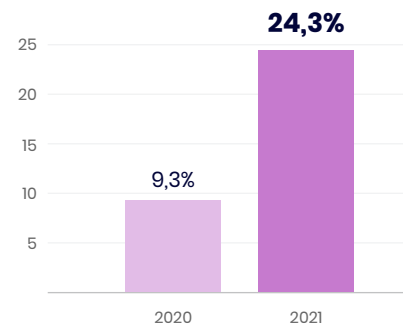
New hires



9

New hires of woman

Percentage of new hires of women:



All employees with rights, 9 men and one woman, have taken paternity/ maternity leave and **all have returned to their jobs after its completion**



The turnover rate calculated as the total number of departures during the year and divided by the number of permanent employees, as of 12/31/2021, is **0,228**.

Absenteeism calculated as the total hours of leave + hours of suspension due to employment and salary divided by total hours worked stands at **0,11%**.

3.2 — Safety and health at work

CAIBA undertakes to disseminate and consolidate a safety culture to preserve, especially with preventive actions, the safety and health of its entire workforce and the people involved who provide their services in any of our work centers.

CAIBA's objective is to protect its own human, patrimonial and financial resources, constantly seeking the necessary synergies not only within the company, but also with the suppliers, partners and clients involved in the activity.



Introduction of an integrated management system for health and safety at work

in accordance with Law 31/1995, of November 8, on Risk Prevention labor.



Preventive organization made up of a service of external prevention

including health surveillance, responsible for OSH and risk prevention delegates.



3.2 — Safety and health at work



Ongoing hazard identification and risk assessment

and the critical points of the processes and resources to be protected



Adoption of the best technologies



Control and updating of work methodologies



Training and continuous information of workers



Investigation of all personal and material accidents and incidents



CAE process with our subcontractors

3.2 — Safety and health at work

CAIBA has two independent Health and Safety Committees, one at the Ribarroja plant and the other at the Alcalá plant. Both Committees are made up of two prevention delegates plus two representatives of the company and their purpose is the regular and periodic consultation of actions in the company in matters of occupational risk prevention, which meet quarterly and whenever requested by any of the representations in the same.

At the Toledo plant there is a prevention delegate who attends to the consultation and participation needs of workers in OSH matters.

During 2021 we have made improvements to the facilities in order to improve the working and health and safety conditions of our employees. Among others: improvement of the roof of the production halls and warehouse in Alcalá, including insulation and double roofing, installation of the vertical dye cabinet and fencing of the oil drum area in Ribarroja and acquisition of a sweeper and an industrial vacuum cleaner, for the collection of the leaks that are in the machines in production of Toledo.

The Committees and delegates of Safety and Health ensure that regulatory **compliance** is strict and **suggest improvements** that are incorporated into our plants



3.2 — Safety and health at work

Health and Safety Indicators for professional contingencies

Compliance with the aforementioned principles is reflected in the accident rate indicators, where no serious or fatal accidents have occurred during the year. Neither have there been sick leave due to occupational diseases..

The average duration of professional disabilities is very low.

Although accidents have increased, they are all minor, with an average duration of sick leave much lower than in 2020. (21.5 compared to 64.0 in 2020, which represents a decrease of 66.41%).

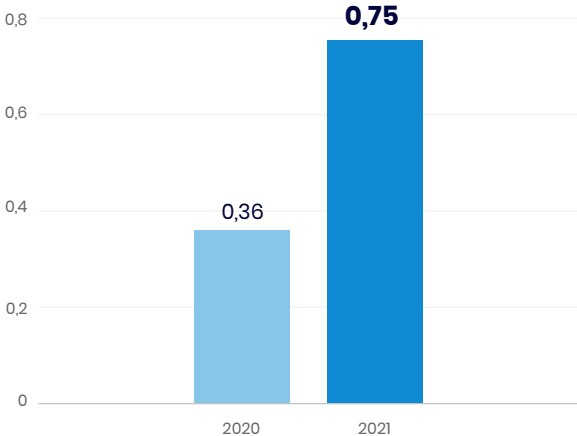
Incidence

Annual projection of terminations started in the period * 100 / average annual number of workers

	2020	2021
Jaén	2,1	4,3
Valencia	2,7	4,8
Toledo	5,4	33,3
Integraciones	16,7	13,3
Total	4,1	10,0

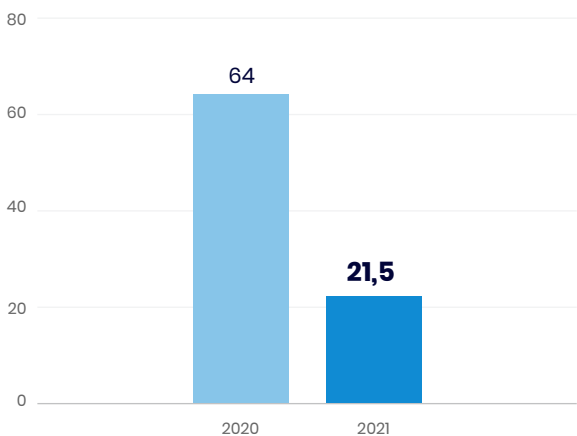
Rate prevalence

Cases pending registration from the previous year *100 / workers from the previous year



Average duration

Days of medical discharges from the year / number of discharges from the year



3.2 — Safety and health at work

Training actions in health and safety are very important for our company

Each new employee or those who join after long-term absences are initially trained regarding the risks of their job and the preventive measures they must adopt to prevent potential damage.

Likewise, CAIBA makes available to all employees a continuous training program based on their needs and expectations, detected by the directors and heads of the department.

30

Training actions

2.496h

In training



3.3 — Attention to diversity

12.8% of our employees are women.

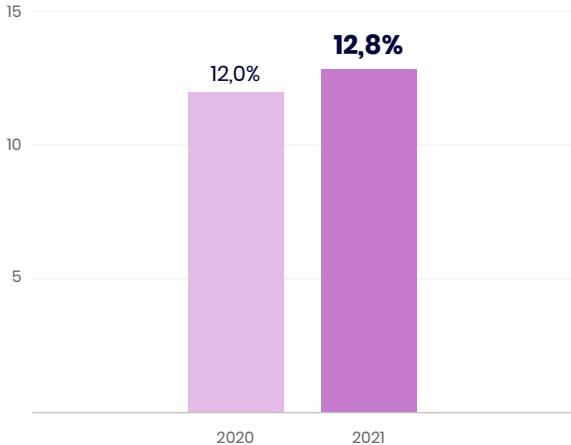
And 7.69% of women hold a management position in the company.

The development of equality policies in CAIBA has its maximum exponent in the preparation of an equality plan as an instrument that allows equality to be integrated in labor relations and in all areas of company management and thus progress towards effective equality between women and men. The CAIBA Equality Plan has been prepared based on Organic Law 3/2007, of March 22, for the effective equality of women and men and Royal Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

	2020	2021
Men	241	231
Women	33	34

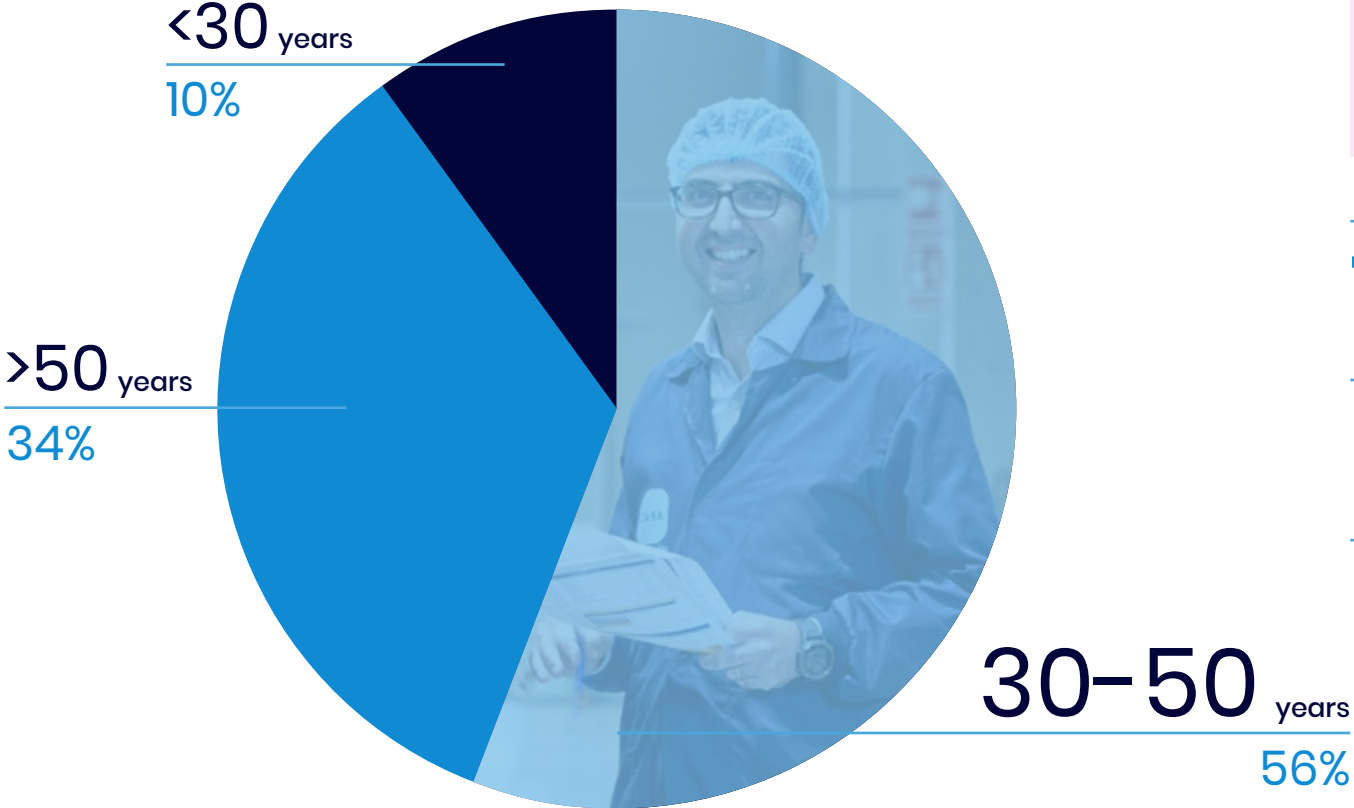
We have **increased the presence of women** in our team and we are making progress in our **equality plan**

Percentage of women employed (%)



3.3 — Attention to **diversity**

Distribution of employees by age groups




Caiba has not had any cases of discrimination during 2021

1,9% Employees with a disability

2,3% Foreign employees

3.4 — Equal pay

Directors who are employees of CAIBA **do not receive remuneration outside of their remuneration** as employees and directors of the company

Currently, no payments are being made to long-term savings forecast systems or any other perception.

Depending on CAIBA, salary perceptions between women and men oscillate between a percentage of -21.90 to +0.00.

Equal pay (%)

	G2	G3	G8	G10	G11
2021	-0,7	0,7	-21,9	0,0	-19,8



4 —————

Customer quality and safety



MS GRI
2021





Our products meet the **most stringent safety requirements**

The ISO 9001:2015 certification and the BRC Packaging Issue v6 Global Food Safety Standard and specifically the procedure implemented to prevent food fraud, P5102, guarantee that all our products meet the highest quality and safety standards required, with no breaches occurring. related to product information and labeling or marketing communications, which leads us to not having received significant fines for regulatory non-compliance.

Said information complies with article 15 of Regulation (EC) 1935/2004, of October 27, 2004.



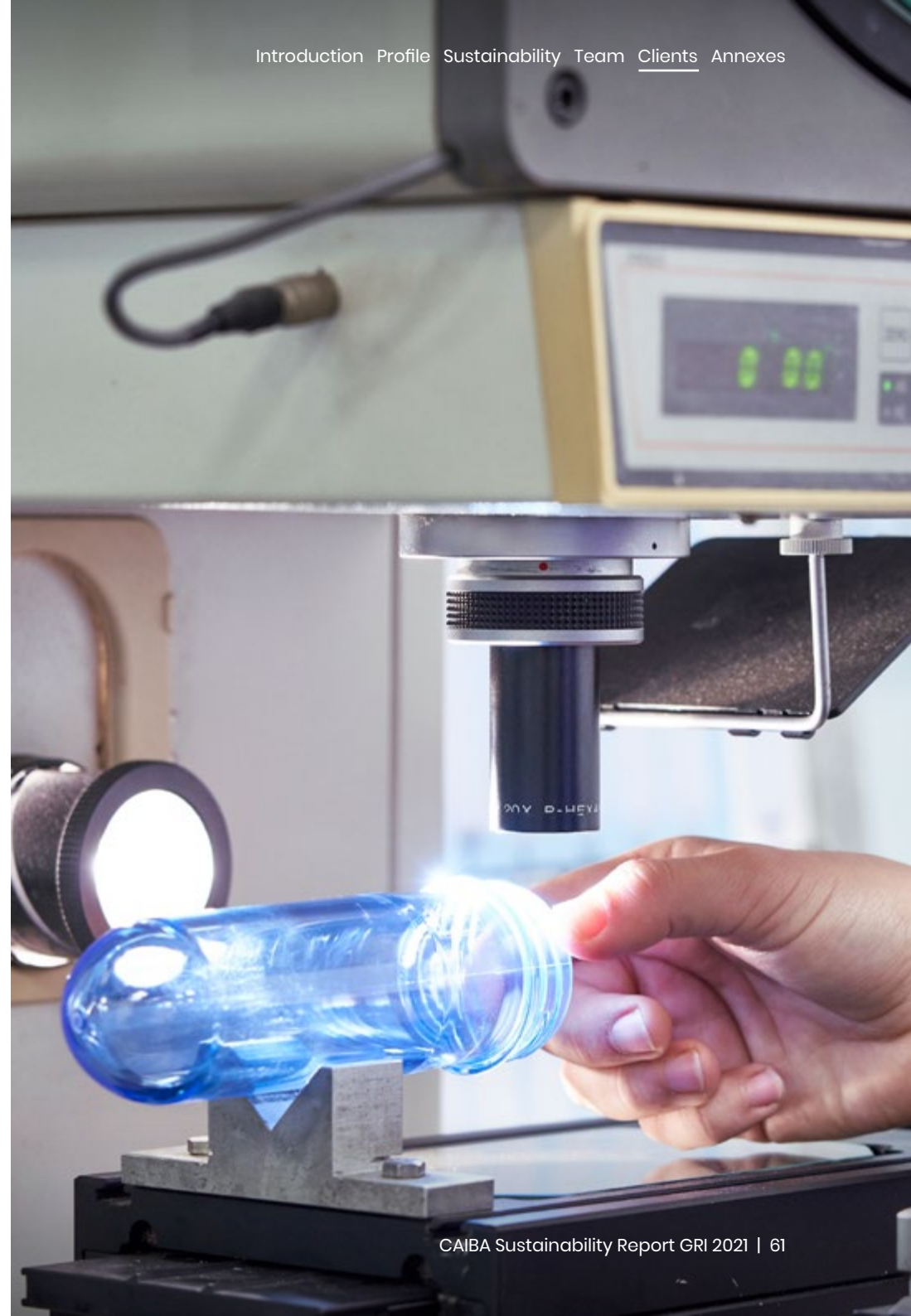
We constantly analyze our raw materials: **we seek the maximum safety** of the containers that will carry food and other products to millions of homes

In relation to the previous regulation and food safety, CAIBA complies with Regulation (EU) No. 10/2011 of the Commission of January 14, 2011 on plastic materials and objects intended to come into contact with food.

For this, at CAIBA we carry out migration analyzes of all the raw materials and additives that we use in the manufacture of containers for food.



As a result of all this, we can affirm that during 2021 CAIBA **has not identified cases of non-compliance** related to the impacts on health and safety of the categories of products and services.



Our customers are satisfied and give us **high scores**



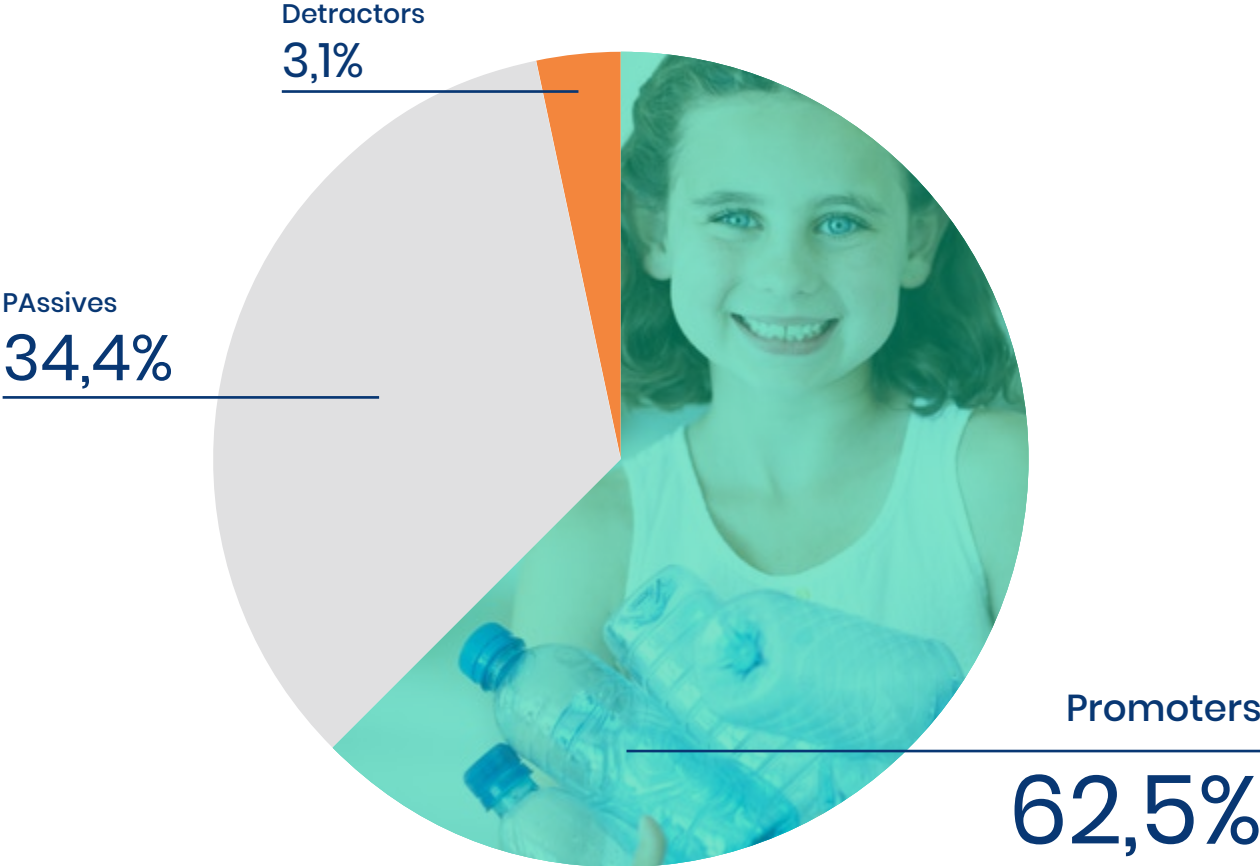
59,4

Customer score

NPS indicator (Net Promoter Score)

To find out customer satisfaction in terms of product and service quality, CAIBA has continued to apply the NPS (Net Promoter Score) indicator, which is used to measure customer loyalty with respect to the brand, product or service.

In 2021 we can confirm that customers are satisfied with the product supplied from the Ribarroja del Turia, Alcalá la Real and CAIBA integration plants, since the score is excellent, being 59.4.



During 2021 **we have reduced claims for the product manufactured** by almost 20% in our Ribarroja del Turia plant and by 35.6% for those manufactured in Alcalá.

5

Attachments



MS GRI
2021



5.1 — Content and coverage

For the process to define the contents of the report and the coverage of the topics we have analyzed the internal and external issues that are relevant to the purpose of CAIBA and that affect its ability to achieve the expected results, through a SWOT, weaknesses, threats, Strengths and Opportunities.

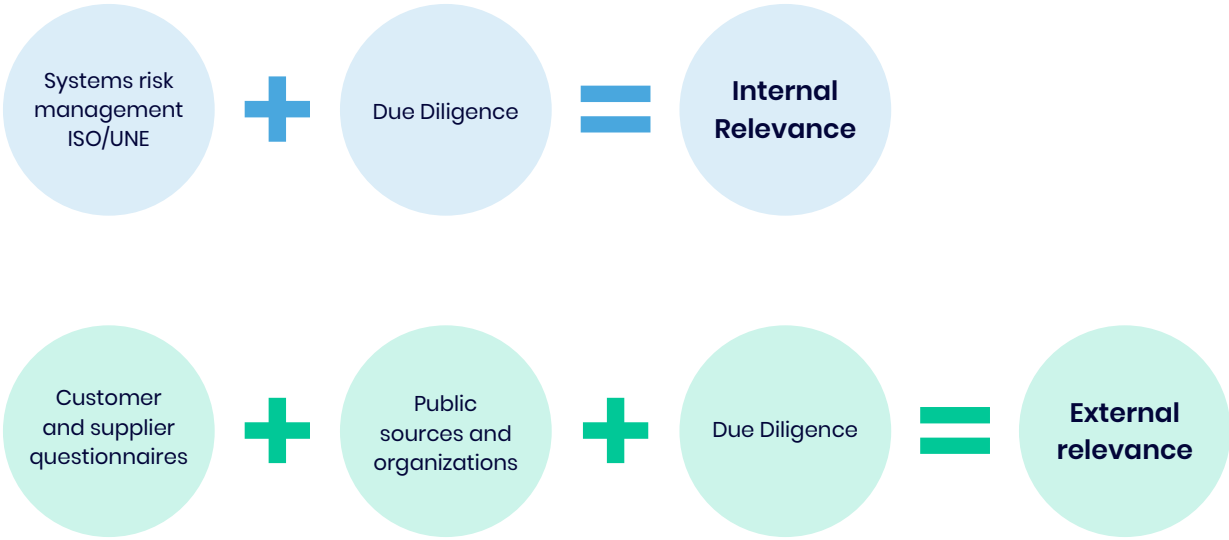
For the preparation of the SWOT, CAIBA has taken as a basis and updated the analysis carried out in 2020 within the scope of quality, food safety, environmental and compliance management systems in collaboration with external advisors.

Regarding external issues, public sources and international reference organizations are reviewed to identify the main trends and challenges that affect the sector.

Finally, we have taken into account the analysis carried out in “Environmental, ESG & Climate Change Due Diligence” on April 22, 2021.

Material topics are those that an organization has prioritized for inclusion in the report. This prioritization exercise is carried out using the principles of inclusion of interest groups and materiality. The principle of materiality identifies material topics based on the following two dimensions:

- how significant are the economic, environmental and social impacts of the organization;
- Their substantial influence on the assessments and decisions of stakeholders..



5.1 — Content and coverage

The main issues identified as relevant and to which a response is provided in this report are indicated below:

	MATTERS	SUBJECTS CONSIDERED	ASSOCIATED RISKS AND OPPORTUNITIES
1	Quality and food safety	<ul style="list-style-type: none"> • Product quality and safety • Contract compliance • Quality control Certificates • HACCP 	<ul style="list-style-type: none"> • Lack of product quality • Health emergency
2	Innovation	<ul style="list-style-type: none"> • Culture of innovation • Economic resources • Ideas 	<ul style="list-style-type: none"> • Loss of customers • Loss of competitiveness
3	Commitment to the environment	<ul style="list-style-type: none"> • Management and certification • Noise • Waste management • Environmental accidents • Contractual clauses 	<ul style="list-style-type: none"> • Environmental impact • Loss of customers
4	Commitment to staff	<ul style="list-style-type: none"> • Salary gap • Type of contract • Turnover Absenteeism • Safety and health at work 	<ul style="list-style-type: none"> • Loss of talent • Work environment • Accident rate • Absenteeism
5	Commitment to staff	<ul style="list-style-type: none"> • COVID-19 crisis • Achievement of objectives • Company image • Contingency plan • Food crisis management 	<ul style="list-style-type: none"> • Loss of customers • Loss of competitiveness

5.1 — Content and coverage

	MATTERS	SUBJECTS CONSIDERED	ASSOCIATED RISKS AND OPPORTUNITIES
6	Compliance	<ul style="list-style-type: none"> • Broad, complex and changing legislation • Governing body • Compliance with contract conditions • Product fraud • Circular economy 	<ul style="list-style-type: none"> • Legislative breaches • Lawsuits • Sanctions
7	Purchase management	<ul style="list-style-type: none"> • Size and bargaining power • Dependence on the price of electricity • Dependence on the price of materials premiums • Lack of suppliers for dyes • Loyalty • Compliance with contracts • Ethical trade 	<ul style="list-style-type: none"> • Loss of suppliers • Higher costs • Lack of supplies
8	Commitment to society	<ul style="list-style-type: none"> • Sustainable development • Packaging • Committed industry • Contribution to society • Transparency, ethics and integrity 	<ul style="list-style-type: none"> • Loss of image • Loss of customers • Loss of competitiveness

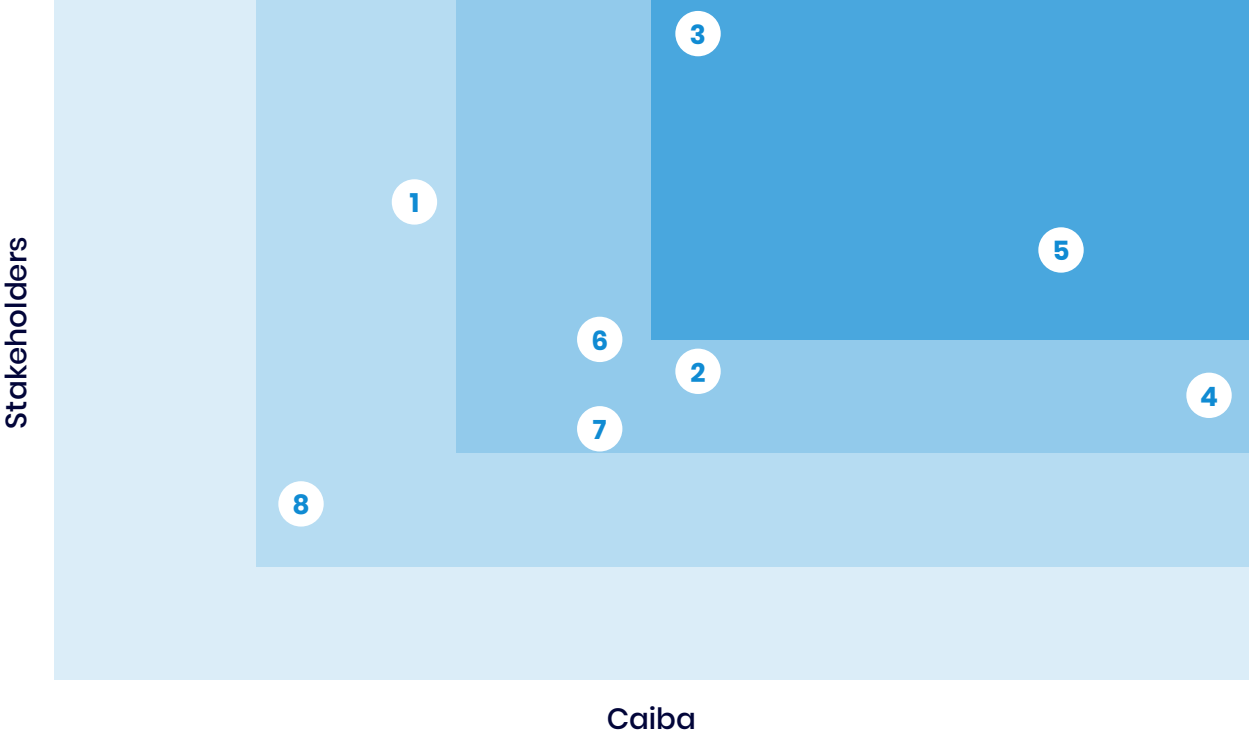
5.1 — Content and coverage

The result of weighing the issues identified both internally and externally has made it possible to design the first materiality matrix in which the results obtained are represented based on their relevance, both external and internal, thus identifying the eight relevant aspects for CAIBA that are detailed below..

This CAIBA MS GRI 2021 report is prepared following the quality principles regarding the **accuracy and reliability** of the data provided. The contents and their coverage have been selected through a **regulated and balanced process**.

On the other hand, the report has been structured to provide maximum clarity and comparability to all our stakeholders by following the GRI standard.

Finally, the information provided corresponds **punctually** to the year covered by the report (2021).



- 1 Quality and food safety
- 2 Compliance
- 3 Environmental commitment
- 4 Commitment to staff
- 5 Commitment to society
- 6 Purchase management
- 7 Risk management
- 8 Innovation

5.2 — Main risks

CAIBA has carried out an **exhaustive process of analysis of its internal and external context** to determine the main risks related to its activities in the short, medium and long term.

The methodology used is described in its Quality manual, chapter 4.1 Understanding the organization and its context.

The most significant risks/opportunities once submitted to the evaluation process and the actions taken to mitigate/enhance their possible effects can be seen in the following tables.

It is worth noting the reduction of the following risks thanks to the effectiveness of the implemented actions. These risks and your actions are:

1. Dependence on the price of PET and rPET when signing agreements of supply with 4 PET suppliers.
2. Dependence on the price of electricity when reaching an agreement with Shell a pool for 2021.
3. Reduction of the workload by having reorganized the staff and shifts.
4. Lack of alternative suppliers for dyes by having several suppliers to make PET countertypes.
5. Failure to meet delivery deadlines with customers having increased productive resources with a new injection machine.
6. Legal breaches. This risk is significantly reduced by implementing the periodic review of the status of all legal requirements.
7. Claims for coloring problems when purchasing vision inspection equipment.

Regarding the opportunity to incorporate rPET in our products, it has been effectively closed by acquiring new rPET mixers and having contacted new suppliers.

5.2 — Main risks

DESCRIPTION OF RISK	ACTION
Management team experience.	Monitor the transfer of knowledge..
Size and bargaining power against European and multinational suppliers in the PET, rPET, PE and PP sector.	Negotiate purchase agreements with both national and international suppliers..
Dependence on the price of electricity.	Negotiate purchase agreements with marketers and/or electricity generators.
Lack of alternative supplier in dyes..	For the Toledo plant, approve at least two colorants per year with alternative suppliers for the highest volume references.
Extensive, complex and changing legislation applicable to the environment and food safety..	Updating and compliance with the points of the new Directives that apply to us as packaging manufacturers..
Legal breach..	Contact an engineering company that provides a legal advisory service on industrial safety..
Decreased workload..	Readjustments of personnel necessary for the workload.
Lack of service of any product by suppliers.	Especially for suppliers of cardboard and pallets. See material needs in advance and assess the approval of new suppliers.
Failure to meet deadlines agreed with clients..	See production equipment needs to meet customer orders. Planned purchase of new integrated machine.

5.2 — Main risks

DESCRIPTION OF RISK	ACTION
Economic crisis due to the “perfect storm”: shortage crisis, energy crisis and covid-19 pandemic.	Search for new clients, increase in commercial activity and readjustment of expenses.
Age near retirement from the management team.	Succession plan.
OPPORTUNITY DESCRIPTION	ACTION
Emerging sectors (food and non-food). Diversification to different sectors and types of products..	Review the customers of PE containers from the Toledo plant, to see sales opportunities for PET containers from the rest of the plants and vice versa.
Increase in the prestige of the company for being more respectful and aware of the environment. ISO 14001 and energy efficiency.	Ecodesign advice to clients.
Incorporation of recycled PET into our products.	Continue expanding the variety of products with recycled material.
Incorporation of recycled PE or PP into our products..	Continue expanding the variety of products with recycled material.
Management team experience.	Monitor the transfer of knowledge.
Energy self-consumption..	Installations to generate energy for self-consumption

5.3 — Policies

Quality and environment policy
09/16/2022



Compliance policy
11/24/2018

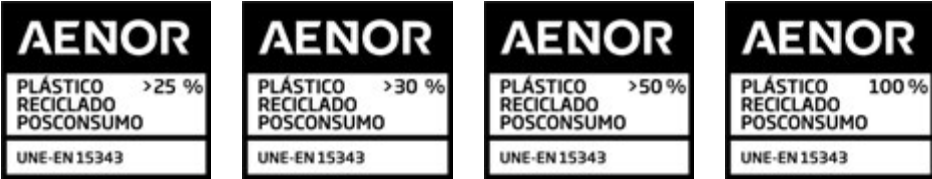


Social responsibility policy
11/08/2018



5.4 — UNE-EN 15.343:2008 Certification

CAIBA applies a system that ensures **a minimum content of post-consumer recycled plastic** used in the transformation of the product it manufactures



In December 2021, CAIBA obtained the certificate of compliance with UNE-EN 15343:2008 according to AENOR’s Particular Regulation RP E17.02, which certifies the percentage of post- consumer recycled plastic incorporated in the manufacture of the preforms. The AENOR certification has been obtained by both the Ribarroja de Turia plant and the Alcalá la Real plant, obtaining 4 certificates each according to the percentage of recycling (25, 30, 50 and 100%), calling these products CAIBA ECO 25, CAIBA ECO 30, CAIBA ECO 50 and CAIBA ECO 100.

AENOR has verified the system implemented by CAIBA to verify the minimum content of post-consumer recycled plastic used in the preparation of the preforms mentioned in said Certificate.

The verification of the origin of the post-consumer recycled material used is the starting point of the verification, continuing with the analysis of the main processes applied by CAIBA in the manufacture of the products in the scope of the certification, with special emphasis on the control of the equipment that sets the dosages during the manufacturing process.

Finally, the calculation protocol applied by the CAIBA to determine the percentage of recycled material incorporated into the products is audited, verifying that it provides the necessary confidence, through periodic controls, so that the products marketed over time effectively contain the declared minimum..

For CAIBA it is important to demonstrate the commitment to the environment, through good practices, in tune with the current values of society and consumer demand.

5.5 — Innovation and Circular Economy

At CAIBA we work every day on research and improvement of our processes to be able to launch more innovative products and materials on the market with 100% recycled material, always assuring our customers of the quality and safety of the product they are going to contain, for the consumer. and for the environment. All this, actively participating in the circular economy of packaging.

According to DIRECTIVE (EU) 2019/904 [1], the European strategy for plastics is a step forward to establish a circular economy in which the design and production of plastics and plastic products fully respect the needs for reuse, repair and recycling, and in which more sustainable materials are developed and promoted.

In addition, plastic waste is subject to general Union measures and targets on waste management, such as the recycling target for plastic packaging waste provided for in Directive 94/62/EC of the European Parliament and of the Council, of December 20, 1994, regarding packaging and packaging waste and the objective in the European strategy for plastic consisting of all plastic packaging introduced into the Union market being reusable or recyclable by 2030.

At CAIBA we continue to bet on research, carrying out studies and R+D+i projects on the incorporation of recycled materials, their physical, chemical and mechanical properties; their security, their possibilities of incorporation and adaptation to new products. We work with virgin material, mixtures of virgin and recycled and with 100% recycled material.

On the other hand, in order to design and develop a new comprehensive system for business management in the area of manufacturing preforms and containers, which allows greater control of processes, enhance technological resources, eliminate manual operations, creating greater value in its processes and enhancing work flows, CAIBA began in 2016 the project “Design and development of innovative modules and functionalities for the business management system”.

This project is a novelty since it provides a new innovative computer system for the management of corporate processes, significantly improving operational efficiency. During 2021, the design, implementation and testing phases have been addressed. We are currently awaiting the reasoned report type (c) certified with a technological innovation rating according to the definitions of the concepts of R+D+i included in article 35 of Law 27/2014, of November 27, on Corporation Tax.

This 2021 we have carried out 3 Ecodesign jobs for our clients; Deoleo SPB and Ybarra. In March 2021, a specific meeting on ecodesign aspects was held, in which CAIBA’s internal key personnel were exposed to the basic concepts of Ecodesign and the internal tools that we have (both the Ecodesign Assessment and the self-declarations of recyclability).

5.6 — Waste

Waste generated (T)

	RIBARROJA	ALCALÁ	TOLEDO
Industrial waste	254,36	42,16	-
Cardboard	55,88	99,56	101,20
losses	838,55	517,99	-
Pallets	-	4,49	1,50
Plastic	7,76	24,10	26,76
Plastic bottles	0,11	0,23	-
Metallic containers	2,31	3,26	-
Absorbents	0,38	0,92	0,30
Oils	1,96	5,40	-
Empty cans	0,09	0,02	-
Oily water from oil/water separators	1,06	-	0,60

	RIBARROJA	ALCALÁ	TOLEDO
Contaminated empty metal drum	0,08	-	-
Contaminated plastic packaging	0,61	-	-
Contaminated metal containers	-	-	0,10
Contaminated metal containers	0,70	0,47	-
Oil filters	0,08	0,08	-
Antifreeze liquid	0,22	0,58	-
Paint and varnish slurries	0,16	0,76	-
Small appliances (Rest)	0,17	-	-
Non-hazardous alkaline batteries	0,009	0,003	-

5.7 — GRI content index

GRI	CONTENT	PAGE	
101 Fundamentals 2016			
102 General contents 2016	102-1	Organization name's	2
	102-2	Activities, brands and services	10-12
	102-3	Headquarters location	14
	102-4	Location of operations	14
	102-5	Ownership and legal form	2
	102-6	Markets served	15
	102-7	Organization size	16
	102-8	Information about employees and other workers	48-50
	102-9	Supply chain	16
	102-10	Significant changes in the organization and its supply chain	16-19
	102-11	Principle or the precautionary approach	20-21
	102-12	External initiatives	22-26

5.7 — GRI content index

GRI	CONTENIDO	PÁG.
102 General contents 2016	102-13 Association membership	26
	102-14 Statement from senior executives responsible for decision making	22-26
	102-15 Main impacts, risks and opportunities	68-70
	102-16 Values, principles, standards and norms of conduct	22-26
	102-18 Governance structure	27-28
	102-40 List of interest groups	29-31
	102-41 Collective bargaining agreements	16
	102-42 Identification and selection of interest groups	29-31
	102-43 Approach to stakeholder engagement	29-31
	102-44 Key issues and concerns raised	29-31
	102-45 Entities included in the consolidated financial statements	-
	102-46 Definition of the contents of the reports and the Boundaries of the subject	64-67
	102-47 List of material topics	64-67
	102-48 Restatement of information	5-6

5.7 — GRI content index

GRI	CONTENIDO		PÁG.
102 General contents 2016	102-49	Reporting Changes	64-67
	102-50	Reporting period	5-6
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