Sustainability Policy

Purpose

This policy defines the FESTINA Group's general principles of action in sustainability, with a view to achieving the United Nations Sustainable Development Goals (SDGs), emphasising those that are considered priorities.

This Policy establishes the following general objectives:

- The development of a business model based on environmentally sustainable economic activities.
- The reduction of the environmental impact of all the activities carried out by the Group's companies.
- The competitiveness of the products supplied, through efficiency in the processes of generation, storage, transport, distribution and marketing.
- Promoting the Group's social commitment and, in particular, respect for human rights.

Our commitments:

- Incorporate a sustainability approach based on generating impact on the SDGs (Sustainable Development Goals) into the organisation's strategy.
- Maintain a conduct of permanent compliance with current environmental regulations, as well as other requirements to which the organisation subscribes.
- Implement action, control and prevention measures to reduce environmental impact, promoting the efficiency and saving of natural resources and the appropriate management of waste generated by the organisation.
- To keep any person or entity that collaborates with FESTINA LOTUS, S.A. informed of our commitment to the environment, encouraging their cooperation and creating a special bond for its conservation.
- Ensure the safety of people, as well as the safety and quality of our products, services and energy supplies by integrating them into business decisions and business plans.
- Reduce and avoid greenhouse gas emissions and contribute to mitigating the effects of climate change.
- Promote awareness and sensitisation, facilitating access to the necessary environmental training and communication to all personnel, as well as to other stakeholders, in order to achieve their involvement and collaboration, in accordance with the principles of this Policy.
- Respect and promote human rights both within the Company and in our value and supply chain, fundamental workers' rights and the rights of indigenous peoples, fostering the social and economic development of the geographical areas in which we operate.
- Promote diversity, inclusion and equality of our professionals, as well as the attraction and development of talent, ensuring their satisfaction, well-being and health.
- Maintain financial and non-financial risk management and control systems to ensure the sustainability of the Company, society and the environment.
- Contribute to local social and economic development, supporting local prosperity and employment, providing knowledge, skills and technology, promoting social impact assessments, mitigating negative impact and generating a positive impact on the local community.
- Systematically evaluate and review the risk management and control systems, establishing mechanisms for continuous improvement, assessing performance throughout the life cycle, carrying out the necessary actions to achieve the proposed objectives and prevent harm to people, society and the environment, defining verification, audit and control processes for this purpose.

Scope

This Policy applies to FESTINA LOTUS, S.A., the subsidiaries of its Group where effective control is exercised, the directors and employees thereof, and to third parties with whom there are legal relationships and who have adhered to it.

This Policy was approved by the Board of Directors of FESTINA LOTUS SA on 19 May 2023 and is effective from the time of its approval. In the event of any discrepancy between the English and Spanish versions, the latter shall prevail.