



SUSTAINABILITY REPORT

2023

alianza
Logistics

The logo for alianza Logistics consists of the word "alianza" in a dark blue, lowercase, sans-serif font. Below it, the word "Logistics" is written in a smaller, dark blue, sans-serif font. To the right of the text, there is a graphic element: a small, realistic globe of the Earth is positioned at the top of a thick, light green circular line that forms a partial circle around the end of the word "alianza".

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INTRODUCTION

Letter from the Managing Director
about this report





Letter from Managing Director

We are aware that the coming years are going to continue to be a challenge for all of us; the economic crisis, price rises, lack of supply and the new demands of our clients will make us have to continue being more and more efficient with our resources. For this reason, we are going to continue backing those decisions that have proved to be an effective help in achieving our company's objectives, such as digitization, teleworking, work-life balancing, direct contact with all of our team and that our company is one of the best places to work in the country. We have several very clear goals for the coming years and we are going to actively work to achieve them: improve the work quality in some job roles, reducing continuous and unnecessary stress, continue to advance on our way to Compliance and ethics in our businesses, and lastly, we are going to opt for new ways of doing business that will increase the service we offer to our clients, such as air and sea, our desire is to be a global service company within transport.

On the following pages you will find a compilation of our way of operating, and you will discover the balance we carry out day to day to maximize our profit, whilst trying to minimize and compensate the consequences of our activities on the environment

Sincerely,

Vicente Aguilar Galindo
Managing Director
Alianza Logistics Servicios Europeos



About this report

This report is evidence of our commitment to responsible and transparent management, and respect for human rights, as well as our contribution to the fulfillment of the 2030 Agenda and the Sustainable Development Goals derived from it, in the ongoing quest to contribute to the triple bottom line in the social, environmental and economic and good governance in favor of the organization and all our stakeholders.

The construction of this report has been prepared with reference to the Global Reporting initiative (GRI), thus gathering the information corresponding to the fiscal period between 1st January 2023 and 31st December 2023.



CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG Goals
Indirect contributions



Contribution to the Sustainable Development Goals

En **Alianza Logística Servicios Europeos** we seek to ensure that sustainability is integrated every one of the projects that we carry out with the aim of promoting changes in our sector towards more responsible practices, generating shared value for society.

Our strategy as a group of companies is aligned with the ten universal principles proposed by the Global Compact and at the same time contribute in a direct and indirect way to the Sustainable Development Goals promoted by The United Nations in the 2030 Agenda, which looks to promote sustainable development of our planet, understood from five dimensions: people, planet, prosperity, peace and alliances for change.

Our objective is to implement actions that, aligned with our sustainability strategy, contribute to the development and well-being of people, the environment and society in general. Based on this, we have defined our SDG goal's established from the perspective of the sector to which we belong., the impact that we generate, and the focus on the company that we want to be.

SDG goal's



The sector that we belong to is predominately made up of men. The equal participation of women, and in general of all people regardless of their gender or sexual orientation is not only a fundamental right, but allows us to build a more sustainable future. For this reason, our commitment is to promote professional relationships and development of everyone.



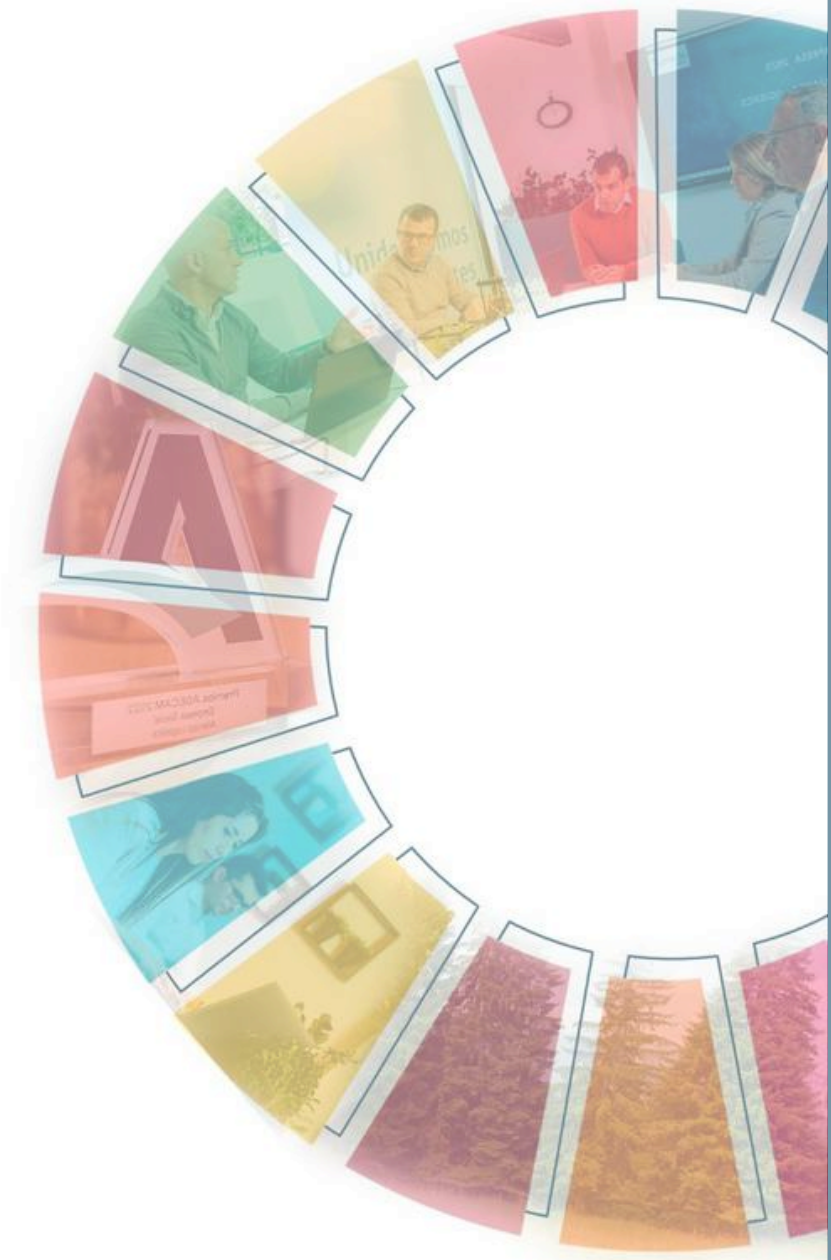
Our organization gives support to the growth needs of distinct sectors of the company. Our commitment is to generate a work environment that ensures decent employment and quality of life all people, thus achieving greater levels of productivity that positively impact economic growth.



Transportation is one of the sectors that has the greatest impact on greenhouse gas emissions, thus contributing to climate change and to a large extent, environmental degradation. Our goal is to incorporate measures that reduce and mitigate these effects into our business policies and strategies.



Our activity, especially due to the new incorporation of marine transport, causes the biodiversity that constitutes the sea beds and coasts to be affected by it. Therefore, we try to compensate for the possible consequences of this activity by proposing measures that protect and restore this type of ecosystem.



Contribution to The Sustainable Development Goals

Indirect Contributions



Through our business actions we seek to positively influence the reduction of inequalities through the promotion of social and economic inclusion for everybody, regardless of their age, gender, sexual orientation, country of origin, or any other factor. In addition, one of our ways of contributing at a social level is to assist and develop social and business projects in third world countries such as Senegal.



Aware of the importance of our forests, we develop actions that seek to contribute to the fight against desertification and stop the loss of biodiversity. In our commitment to responsible management, we continue working to reduce the threats faced by ecosystems through forest plantations (both in Spain and in other countries), that beyond helping us absorb part of the emissions, contribute to restoring and recovering natural areas.



Achieving the Sustainability Development Goals requires the highest level of commitment and cooperation among all participants. As a company we are committed to promoting Good Practices and developing joint actions through strategic alliances that have a positive impact on all our stakeholders. We have taken positive steps forward with some of our most critical transportation suppliers to work on managing the emissions of our fleets. In addition, we are actively engaged in developing the opportunities that arise from working collaboratively in the business associations to which we belong.





Getting to know Alianza Logistics Servicios Europeos

- History
- Our ESG in 2023
- Corporate Governance
- Mission
- Strategy
- Business Model



Getting to know Alianza Logistics Servicios Europeos

Can the Logistics sector contribute to creating a better world? Our vision as a company that works with leading companies worldwide is yes! Companies have a great responsibility, as well as an opportunity, to lead the changes that are needed to generate a positive impact on the world.

History

- **Before 2009:** Since his youth Juan Miguel Dasca always had the idea, the commitment and the energy necessary to found his own logistics company, he mentioned it among his close group of friends in which Gustavo Martínez was, with whom he shared his interest in founding the company. Juan Miguel, being a very active young man, began working in companies in the sector where he was quickly promoted to management positions due to his extensive value and ability to generate business in companies. He was recognized at work for his ability to create dynamic work teams and alliances with carriers, skills that would later prove to be strategic for the creation and consolidation of our future company.
- **2009:** In 2009, the founding of Galadtrans 2009 became a reality, the first of the holding companies to be created, thanks to the ideas and drive of Juan Miguel Dasca and with the capital contributed together with his partner Gustavo Martínez with an initial contribution of only €3,000. Being the figure of reference internally, from the beginning Juan Miguel assumes the positions of Administrator, CEO and Managing Director. During the first months and years of its constitution, Galadtrans experienced exponential growth due to the energy and enthusiasm that Juan Miguel exerted on the new people hired, especially those in the commercial traffic department, where he was its greatest driving force.
- **2012:** The management committee is formed, which at that time would be made up of the Managing Director Juan Miguel and each of the department directors. The Management Committee took on the challenge of decisively improving the internal organization of our company and continuing to advance the company's founding ideas.
- **2013:** Alexis Dasca becomes part of the company's shareholders, with at that time 3 shareholders being part of Galadtrans: Juan Miguel, Alexis and Gustavo. Alexis begins his career as commercial director.



History

- **2015:** “Grupo Alianza de Multiservicios Logísticos y Mediaciones Globales, S.L.U.” is established.
- **2017:** “Galadtrans” is presented as a success story at the IESE business school.
- **2018:** Several relevant events occur within our organization that mark a turning point in our recent history:
 - Gustavo Martínez leaves the company and sells his shares to Juan Miguel Dasca, the latter becoming the largest shareholder.
 - Progress continues in improving the internal organization of our company and the position of company manager is professionalized when Juan Miguel Dasca hands over the position to Vicente Aguilar, a trusted person of Juan Miguel, with extensive experience in the logistics and known for his courage, determination and drive among peers.
 - Alexis assumes the position of Business Development Director, being the maximum promoter of the company with the large accounts that position us today as a benchmark in the sector. Also this year he joined the Steering Committee.
- **2021:** Marks another important milestone with the establishment of the Family Council and the holding company “Alianza Logistics Servicios Europeos”.
- **2022:** The CSR Committee is established.
- **2023:** 2 important milestones occur:
 - Vicente Aguilar becomes a shareholder of the group of companies.
 - It was decided to make a strategic shift in our business model and acquire our own fleet of trucks through the purchase of shares in the company “Transleo Sur”.



Getting to know Alianza Logistics Servicios Europeos

Our ESG in 2023



New offices

In 2023, the the new office in Barcelona was opened, located in the World Trade Center. It is considered a great strategic step in our strategy, principally, due to the incorporation of the new maritime transport service. For now, there is no available data, since the start of the activity is recent, but it is expected that data will be able to be collected soon.

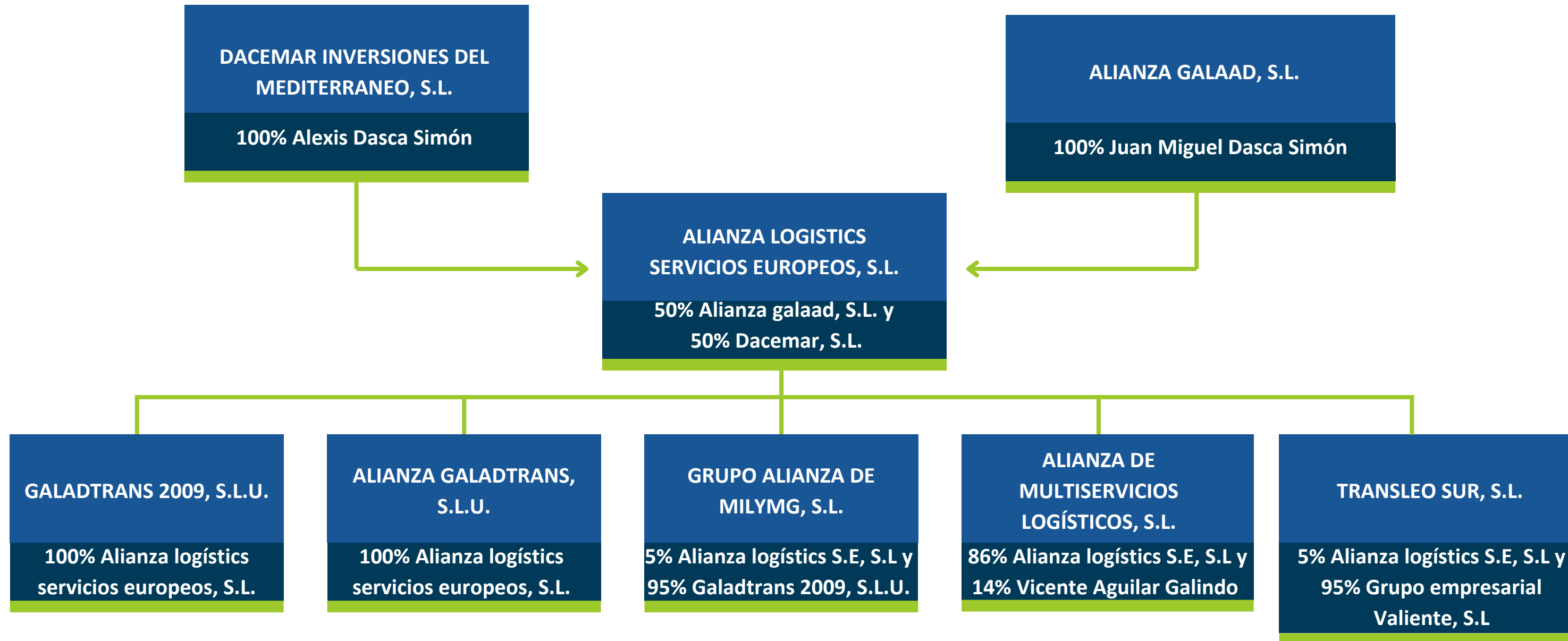


102 professionals in the workforce	45 % women in the workforce	52.92 hours of training by each employee
80.6 M€ billed in 2022 <small>*see annex, page 80</small>	60.080 trips	52.275.074 km completed
13% renewable energy consumption	7.12% reduction of CO2 emmissions	678 trees planted

This year, as an important milestone in our organisation, we have decided to take a step forward and become part of the shareholders of the Grupo Transportes Valiente SL, its trusted collaborator, through the adquisition of 5% of its shares. Alianza Logistics and Grupo Valiente SL combine a total of 196 tractors and 302 trailers in their fleet.

Getting to know Alianza Logistics Servicios Europeos

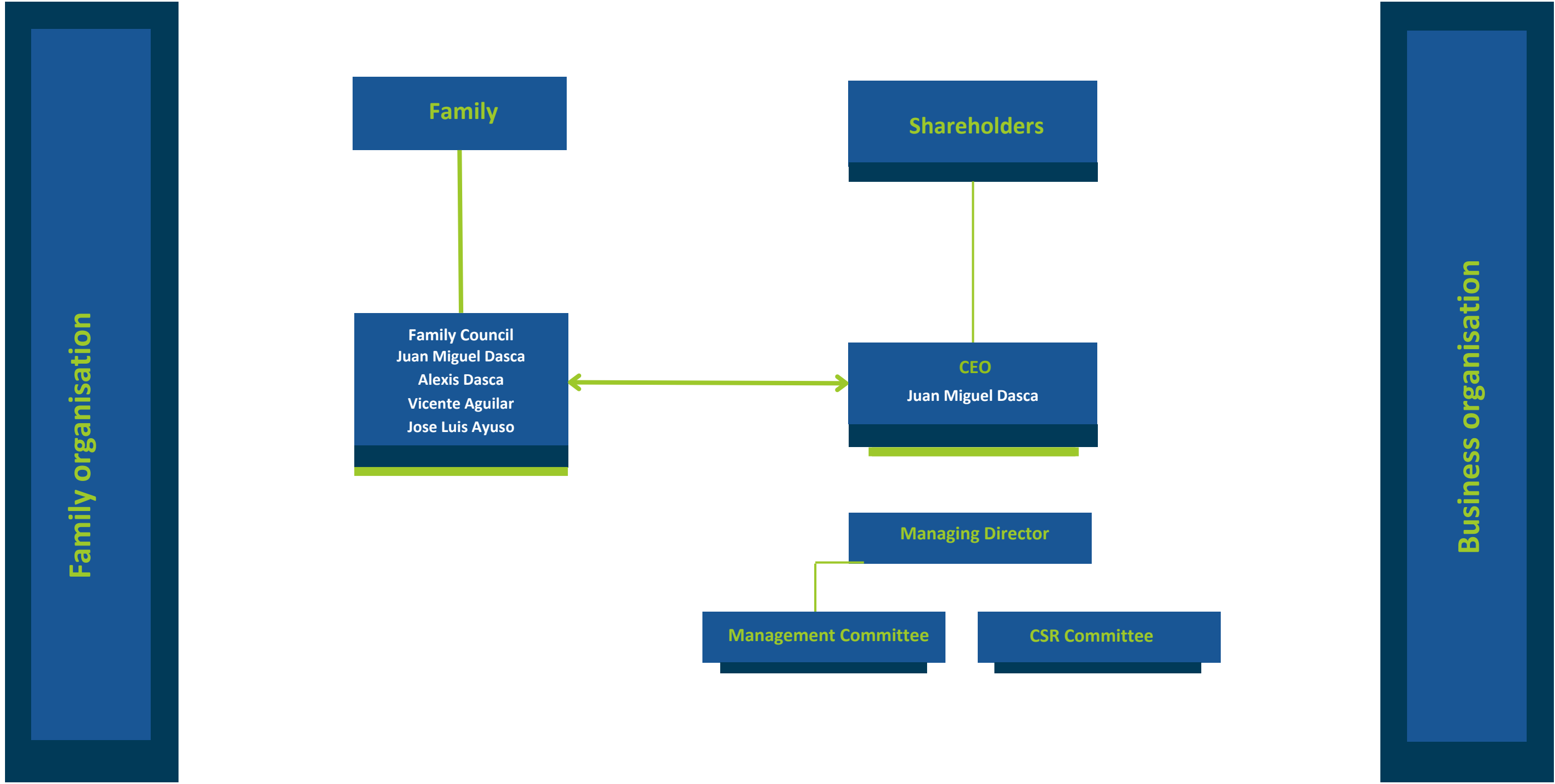
Organisational Structure



Head Office: Calle Victoria Kent, 30, 12590 Almenara, Castellón

Getting to know Alianza Logistics Servicios Europeos

Corporate Governance



Getting to know Alianza Logistics Servicios Europeos: Family Council

The Family and Shareholders Council is made up of four people, who are presented below:



Juan Miguel Dasca
Partner and Administrator



Alexis Dasca
Partner and Business
development Manager



Vicente Aguilar
Partner and
Managing Director



José Luis Ayuso
Partner

The Family Council is who defines the company's strategies, supervising and acting as a guide and consensus in decision-making and administration of the company to the Management Committee. They meet periodically to establish annual lines of action.

The Family Council ensures that the organizational strategy is aligned with our Code of Ethics and Sustainability Principles, thus ensuring that all the company's actions are in line with our fundamental values and with the commitment to sustainability and corporate social responsibility. .

Getting to know Alianza Logistics Servicios Europeos: Management Committee

In the current year, the Management Committee is composed of six people, as shown below:



Juan Miguel CEO	Vicente Aguilar Managing Director	Alexis Dasca Business Development Director	Alicia Roig Operational Manager	Adolfo Alabadí Accounts and Finance Manager	Pablo Cervera Human Resources, management Systems and IT Manager
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The Alianza Logistics management committee is a fundamental pillar in the management of the company, where the CEO, all department directors and the manager meet to address key aspects of the business. In these meetings, all areas of the company are represented, which allows a comprehensive and coordinated vision of operations. It is a space where strategies are debated, important decisions are made and collaboration between different departments is encouraged, with the aim of guaranteeing success and efficiency in all the company's activities.

Getting to know Alianza Logistics Servicios Europeos: Corporate Social Responsibility Committee

In the current year, the CSR Committee is made up of five people, who are presented below:



Juan Miguel Dasca
CEO



Pablo Cervera
Management Committee



María González
Management Systems



Marta Golc
Management Systems



Rubén Vidueira
Marketing

In Alianza Logistics, we have established our own Sustainability Committee, made up of a multidisciplinary team of specialists in people management, management systems and marketing. Our mission is to promote initiatives that evaluate the company's progress in all aspects, in order to constantly improve our social, environmental and governance impact.

In this work, we have received the support of an external consulting company, who has provided us with support in creating a system of indicators that allows us to evaluate the effectiveness of our actions. This system will guide us in the preparation of our Annual Sustainability Report, where we will document our achievements, challenges and commitments in terms of sustainability.

Our commitment to sustainability is not limited to complying with regulations and standards, but goes further, aspiring to be leaders in responsible business practices that generate a long-term positive impact on the environment and society in general.

Alianza Logistics European Services has had a CSR Committee since 2022, as the body responsible for leading actions in this matter and supporting Management in decision-making to define the most optimal sustainability path. The Committee meets, depending on its needs, once a month and at least once every quarter. Since 2020, at Alianza Logistics European Services we have prepared a corporate Sustainability Report voluntarily, as an action that helps us review the scope and effectiveness of our ESG actions. This report is subject to review and approval by the Management of Alianza Logistics European Services. Furthermore, the implementation of an international reporting standard such as GRI is an excellent help to increase knowledge of the company's impacts on the different areas of sustainability, allowing us to guide and optimize actions with positive impact on our Social Responsibility strategy.

Getting to know Alianza Logistics Servicios Europeos

Mission

- Meeting our clients' expectations to the utmost satisfaction.
- Continuous improvement of our services and business management system.
- Application of ethical principles in contracting clients and suppliers.
- Adherence to current legislation and implemented standards.
- Clear communication and fair pricing .
- Pro-activity to ensure the safety, integrity and innocuousness of goods.
- Constant support to our staff, through personal and professional development.
- Corporate Social Responsibility with the support of our community.
- Anti-corruption stance: transparency, confidentiality and vig.

Principles

Misión

Bringing logistical demands together in a single point with a flexible service that builds trust.

Vision

Our commitment to improve the logistics industry, dedicating our efforts to becoming a benchmark in creativity, innovation, fortitude and respect for our people.

Values

Through changing times, our values have inspired us to pioneer business from a responsible perspective.
Respect, Honesty, Teamwork, Commitment.



Getting to know Alianza Logistics Servicios Europeos

Strategy

In order to develop our strategic lines, at Alianza Logistics Servicios Europeos we establish, yearly, a series of mandatory objectives, casting our actions towards the future, always orientated to our business line in all factors.

For our part, we always offer a high-quality service to our customers, seeking to exceed their expectations, ensuring the safety of the goods whose transportation they entrust to us, and managing the daily activity of the company in a manner compatible with sustainable development with the role that we have with the responsibility of society.

1 Achieve maximum satisfaction of our clients/carriers by meeting their expectations at the peak of transport demand.

2 Constant improvement of our organisation and internal processes.

3 To have a proactive along with dynamic actions to preserve the security, integrity and safety of the merchandise.

4 Adherence to current legislation, as well as to the standards implemented at Alianza Logística Servicios Europeos: UNE-EN ISO 9001, IFS Logistics, QS Scheme for Food , GDP Medicamentos, ISO 14064: 2018, TAPA TSR.

5 Support our employees through continuous improvement of working conditions, fostering communication and participation, training and promotion of career development, as well as team work in an environment of safety and prevention of occupational risks.

6 Apply the principles of Corporate Social Responsibility, with additional support to local communities.

Getting to know Alianza Logistics Servicios Europeos

Strategy

7

We are very committed to protecting the environment, as well as preventing pollution.

8

We have a strong commitment to our clients/suppliers through fair pricing for the services they provide and transparent communication.

9

We apply ethical principles when contracting our clients/providers, respecting human rights at all times.

10

We have an anti-corruption attitude: transparency and confidentiality in information, surveillance of economic transactions to avoid money laundering from illicit activities, as well as zero tolerance from bribery, both with clients, suppliers and public administration officials

Getting to know Alianza Logistics Servicios Europeos

Business Model

We are a transportation company providing national import, export and intra-community road transport services of dry and refrigerated freight, as well as groupage of fruits and vegetables from the Mediterranean area to the rest of Europe, especially with an increasingly important presence in the Eastern countries. In an ever-ascending path, being one of the main logistics operators in the industry, we have a fleet of trailers that, along with our team of reliable carriers, allow us to provide a high flexibility in the transport service, with a client-oriented approach that adds to the motivation, training and involvement of our people. Part of our fleet of trailers is available to our carriers through a rental service.

	Nº tractors	Nº Trailers
2023	196	302

Starting in 2023 we also offer maritime transport. Among our new services we highlight The Full Container (FCL), Groupage (LCL) or Consolidated FCL/LCL. We also have value-added services such as our custom management and warehouse offering. We have departments specialized in import, export and Cross Trade operations, Furthermore, as members of the global network, WCA Network, we can manage the transportation of our clients anywhere in the world and guarantee maximum efficiency and profitability in all the stages of the service.

Our technical and professional teams are located in different locations: Castellón de la Plana, Almenara, Valencia, Almería, Málaga and Seville, from where we offer services with a resolute, flexible and professional logistics all over Europe. Our operations are based on a hybrid work model, where everyone has the option to attend said offices or work from home, whatever their needs may be. This is why, at present, it is not possible to establish the number of employees in which our 110 employees -as of 2022- are distributed across each of our locations.



Getting to know Alianza Logistics Servicios Europeos

Risk Map

As a company, we face different risks, both internal and external, that can impact our management and the organizational results. Our CSR Committee team is in charge of carrying it out annually, seeking to identify and manage these threats, through the creation of internal policies and the implementation of actions that strengthen our path towards sustainability.

The following are the risks that we have identified:

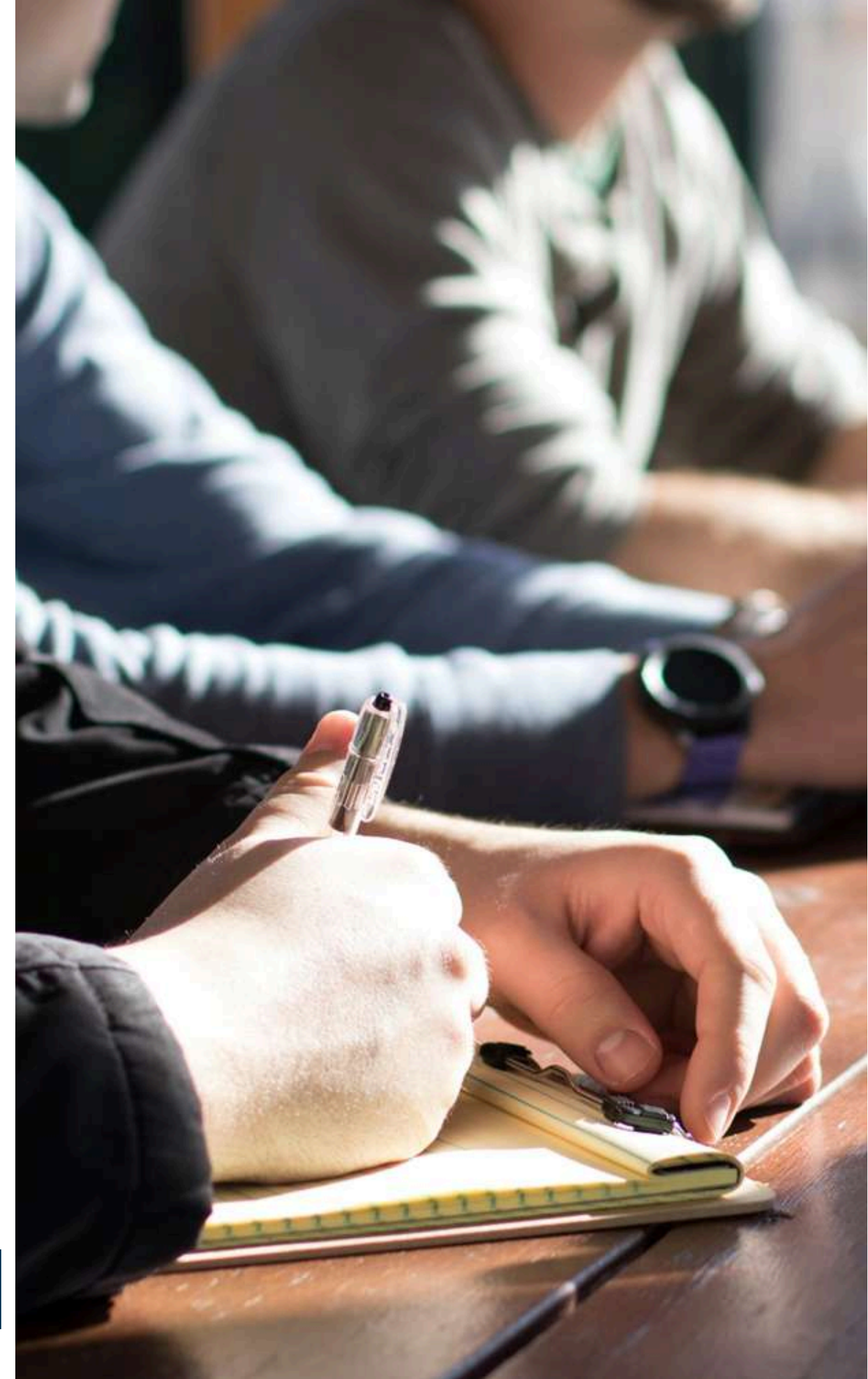
External risk factors

The factors listed below are decisive in ensuring business continuity, which is why our Management Committee constantly monitors their evolution and proposes strategies to manage them adequately.

Some of the most relevant external factors include:

:

- Contractor instability.
- Increase in energy costs.
- Shutdown of maritime transport.
- New payment legislation in Spain.
- Market instability.
- Economic crisis as a result of Covid-19.
- Power blackout.
- War in Ukraine.
- Low freight demand.
- Accelerated digitalization.
- Societal CSR demands on companies.
- Ageing of fleets.
- Lack of training and professional recycling.
- Better informed and more demanding omnichannel consumers in terms of delivery times.
- Climate change (heavier rains, floods and droughts, among others).



Getting to know Alianza Logistics Servicios Europeos

Internal Risk Factors

The factors listed below are managed by the corresponding departments within our company, with the aim of improving the way in which business activities are conducted.

Some of the most relevant internal factors include:

- **Incipient creation of a business line: maritime**
- **IT improvement needs.**
- **Process optimization and automation needs.**
- **Strategy lacking definition**
- **Corporate Social Responsibility.**
- **Key talent loss threat.**
- **Insufficient knowledge of client needs.**

Tools

In order to positively manage both internal and external risks, we have developed a series of tools that support our organizational strategy and all actions derived from it:

- **Corporate Policy (Food Quality and Safety).**
- **Anti-Corruption Policy**
- **Conflict of Interest Policy**
- **Environmental Policy**
- **ORP Policy**
- **Code of Ethics.**
- **Ethical channel**
- **Data Protection Policy**
- **Diversity Policy**
- **Sustainable Purchasing Policy**



Getting to know Alianza Logistics European Services

Certifications

Anually, and during 2023, we have renewed our portfolio of certifications, as a commitment to ensure quality and good responsible practices through our activity. We highlight the following certifications that we have obtained and which constitute our orientation towards quality management.



Certificado ISO 9001:2021
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado IFS Logistics
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado QS Scheme for Food
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Certificado GDP Medicamentos
Galadtrans 2009, SLU
Alianza Galadtrans, SLU
Grupo Alianza de MLYMG, SL



Verificación ISO 14064:2018
Alianza Logistics Servicios Europeos, SL



TRAC
Galadtrans 2009, SLU



TAPA TSR
Galadtrans 2009, SLU



Getting to know Alianza Logistics European Services

Certifications

This 2023, Alianza Logistics European Services has obtained the silver medal within the Ecovadis platform. The score obtained places us in the 89th percentile with respect to companies in our sector, due to all the actions we carry out within the different social, ethical and environmental areas. For us, as a company, it is a great achievement, which demonstrates our path of commitment since 2009, to the promotion of responsible business practices. With this, we commit to continue in line with the responsibility and commitment of our practices in these fields that matter so much to us.

Also, for the first time, we have prepared the new Progress Report (CoP) of the UN Global Compact, which seeks to ensure that the companies that are adhered to comply with the annual reporting obligation of the Ten Principles of The Global Compact. Through the report we inform the UN of our activities with respect to the five areas related to the Ten Principles and the SDG's: governance, human rights, labour standards, the environment and the fight against corruption. In addition, training on the United Nations Global Compact Climate Ambition Accelerator 2023 was carried out by a person from the CSR Committee.

On the other hand, our company has been registered in Corporate Social Responsibility, within the Registry of Socially Responsible Valencian Entities. With this achievement we highlight our commitment to sustainability and the positive impact we generate on our environment. This recognition is granted to organisations that demonstrate their commitment to social and environmental responsibility, and it is worth noting that we are the first logistical company to register, the first company in Castellon registered, and among the top 10 in the Valencian Community.



Getting to know Alianza Logistics European Services

Associations

Alianza Logistics European Services, is a member of various associations in Spain. In 2023 participation in forums and training activities has been maintained, the following being the most notable.

AECOC	Asociación Española de Codificación Comercial
ASECAM	Asociación Empresarial de el Camp de Morvedre
ACTM	Asociación de Transportes de Castellón
Save The Children	Organización no gubernamental Internacional
ACNUR	Alto comisionado para de las Naciones Unidas para los refugiados
ATEIA-OLTRA	Asociación de Transitarios Internacionales de Barcelona, Organización para la Logística, el transporte y la Representación Aduanera
UNO	Organización Empresarial de Logística y Transporte
ONU	Organización de las Naciones Unidas

Alianza Logistics European Services is also part of the ASECAM Social Responsibility Working Committee, where new ideas and projects are raised to promote sustainability across the territory. During the year several initiatives have advanced from this Committee, including the Acecam forest, planned for development in Camp de Morvedre, offering the option for associates to join in the planting of tree species in need.

In 2023, the company, as a provider of maritime logistics solutions, has joined the UNO employer association as full partners. UNO, the Spanish Logistics and Transport and Business Organisation, represents the interests of companies that design, organise, manage and control the processes of one of several phases of the supply chain.





MATERIALITY

Enhanced analysis
Methodology
Identified Impacts





Materiality

Enhanced analysis

When in 2020 ALIANZA LOGISTICS EUROPEAN SERVICES began its path in establishing its Corporate Social Responsibility Strategy(CSR) , it was decided to conduct a materiality analysis on the critical issues to take action on, with these issues identified by surveying all stakeholders via interviews and a questionnaire, with a special focus on employees. In total, the survey was performed on 43 people.

Thanks to this analysis, we were able to focus our organizational objectives more precisely on the most impactful areas, respond more assertively to the demands of our clients and the market, generate more transparent communication, and manage our business in a more socially responsible manner.

This has enabled the company to develop and implement optimized actions within its areas of influence, among which quality employment, climate change and local communities can be highlighted.

In 2023, the review and reinforcement of the materiality analysis was completed through the joint work of the committee. in order to make a first approximation of what the real and potential impacts of Alianza Logistics European Services are on the material issues of our activity.

Estándar GRI	Temas relevantes GRI	
GRI 302	Energy	Environmental
GRI 305	Emissions	Environmental
GRI 306	Circular economy and waste management	Ambiental
GRI 401	Occupational safety and employee welfare	Social
GRI 404	Talent development	Social
GRI 205	Good corporate governance	Economic



Materiality

Methodology

This analysis started from the definition of our most relevant stakeholders and the consultation with each of them through interviews and structured surveys. In addition, the material issues of our industry were preliminarily identified: Greenhouse Gas Emissions, Air Quality, Driver Working Conditions.

These were contrasted with the vision of our stakeholders to determine which were the material issues at hand. The reinforcement of this materiality analysis was based on identifying the most important actual and potential impacts of each area, according the indications of the GRI 3-1 Standard.

During the past year, using all this information, an expert analysis was carried out with the support and advice of our CSR Committee's sustainability consultants.

The results are reflected on the following slides, including the impacts related to each topic considered relevant for the organization. In order to group them together, we distinguished four impact/influence areas: Environment, Social and Good Governance. The selection process of the topics was based on determining the actual and potential impacts of the GRI Thematic Standards considered relevant. By qualitatively rating their severity, scale and likelihood, those with the highest impact were identified. When a topic presents two or more points of high impact, it is considered a materiality issue.

Stakeholders

- Our people
- Clients
- Investors
- Carriers
- Local Authorities
- Social organizations linked to the company
- Local communities

Material aspects in the industry

- Greenhouse gas emissions
- Air quality
- Energy consumption
- Driver working conditions
- Road traffic incident risk
- New client demands



Materiality

1 The Environment

Impacts Identified -- Energy

Progressive transition to renewable electricity consumption in facilities contributing to the development and expansion of emission-free energies and the reduction of GHG emissions into the atmosphere.



Contributing to energy communities and self-consumption by purchasing renewable energy from local cooperatives



Energy consumption in offices can generate emissions and increase operating costs when consumed inefficiently.



Increase in the costs of electricity consumption due to the change in public rates, meaning that there is a higher economic cost for the same amount of energy consumed.



-  Actual impact
-  Potential impact
-  Positives
-  Negatives





1 The Environment

Impacts identified -- GHG Emissions

Measures are being implemented to achieve the reduction of greenhouse gases due to transportation by trucks



Improved evaluation of the company for reduced emissions, according to corresponding legislation, thus contributing to the mitigation of climate change.



Tax savings from the elimination or reduction of greenhouse gas emissions..



Cessation of greenhouse gases by trucks due to the change in energy they consume, from the supply by non-renewable energies, the consumption of renewable energies and improvement of maritime routes and selection of more sustainable ships.



Evaluation of the company by other institutions when bidding for contracts that require its services.



The consumption of fossil fuels by trucks and ships, generates a large amount of GHGs, which contributes to the advancement of climate change.



Increased state taxes for the use of fuels that generate such emissions, implying losses for the company.



Increased awareness of the importance of abandoning these fuels and the appearance of new correlating legislation that could potentially lead to the closing of businesses and thus losses for the company..



Materiality

1 The Environment

Impacts identified-- Waste

Recycling by the company collaborates with the disuse of raw materials for the generation of new products, and also achieves a reduction in energy use.



Promotion of social interest and training in recycling among employees both at work and in their day-to-day.



Avoid possible sanctions by the authorities for not having a good waste management system..



Use of disposable materials for packaging that may end up in landfills..



Increase in the cost of acquiring plastic packaging due to new regulations on this material.





2

Social

Impacts identified -- Employment

We have an Equality Plan in place to promote equity and non-discrimination in all its forms..



Implementation of teleworking to enhance labor flexibility, and therefore the well-being of employees.



Development and promotion of work-life balance plans, showing the company's commitment and empathy with its staff. Understanding and development for good relationships both inside and outside the company.



Pay for all employees is above the national average within each category.



Monitoring and control of the conditions and status of the carriers by the company, to verify and thereby take into account their status as they play an integral part.



Due to the company's conditions in relation to employee status, the turnover rate is considered low, with a value of 7.3%



Reduce continuous and unnecessary stress that exists in some jobs.



2

Social

Impacts identified -- Employment

Focus on wage gap reduction between men and women, in order to seek total equity among the entire workforce..



Increased exposure to occupational accidents due to a lack of exhaustive monitoring by a Health and Safety Committee.



Carrier accident risks due to work factors beyond the organization's control.



2

Social

Impacts identified --

Training

There is a constant and accessible training offer for all employees, both at the beginning of their incorporation into the company and during their development in the company, in order to keep staff updated and trained. There is a commitment to the future with employees.



We have a Professional Development program, which promotes growth and allows all employees to aspire and advance up their professional ladder within the company.



There has been a very notable increase in employee training hours, which implies that the company seeks good instruction for employees in their role within it.



Increased exposure to risks derived from corruption cases due to the absence of training in this area





3 Good governnce

Impacts identified -- Anti-corruption

Confidence before clients and authorities thanks to a responsible corporate image in terms of compliance..



Corporate culture awareness of good compliance practices, with anti-corruption policies and a Code of Ethics.



There has been a significant increase in the number of actions aimed at raising employee awareness of compliance issues.



Possible penalties for non-compliance issues in compliance related legislation.





ETHICAL LEADERSHIP

Functions of the Management Governing Body
Respect for Human Rights
Stand against corruption and bribery





Ethical Leadership

For Alianza Logistics European Services, the integration of environmental, social and governance criteria in the business strategy is essential on the path to sustainability. To achieve this, we have defined a Management Committee: the Management Committee, in charge of managing, in a transparent and responsible manner, each action and its repercussions on the different interest groups, which has been key to achieving success during these years.

Promoting practices that guarantee respect for human rights, dignified work, the environment and transparency throughout the supply chain is fundamental to the fulfillment of this goal. For this reason, there is a Code of Ethics that establishes the guidelines and procedures that support the actions of the Alianza Logistics European Services team. These guidelines are shared with all the people who become part of the Alianza Logistics European Services group and remain available on the corporate website at all times.

Likewise, we have an Anti-Corruption Policy and an Environmental Policy in which Social Responsibility criteria are integrated and that allow us to ensure adequate management of resources and protection of the environment. In this way we have achieved, among other things, that during 2023 no situation of dishonest attitude that has been brought to the attention of management was recorded.

In this sense, to guarantee the continuity of the company in the long term, we are committed to carrying out correct daily management and establishing a strategic vision that is extensible to our entire supply chain, as well as to continue identifying, in our day-to-day work, the strategic, financial and operational risks that may affect the organization.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy





Ethical Leadership

Functions of the Management Governing Body: Management Committee

- Review and approval of strategic and financial plans and objectives aimed at achieving the medium and long-term success of the company
- Analysis of progress and evolution in the execution of planned actions
- Evaluation and definition of the remuneration and compensation of all executive members.
- Detection and analysis of external risks and development of contingency strategies to address and manage them.
- Review and approval of necessary changes for the good management of the business.
- Certification that the information published by the company is reliable and complete with its ethical commitments as well as with current regulations and legislation.



Ethical Leadership

Respect for Human Rights

At Alianza Logistics we are committed to the respect for human rights in accordance with the International Bill of Human Rights, giving recognition to all people without any discrimination, be it for their nationality, gender, sexual orientation, background, religion, or any other factor.

In this sense, we do not abide by any attitude that could lead to any violation of human rights in any of our stakeholders. For this reason, we contract with clients and suppliers who share our ethical principles, thus fighting against any form of complicity that may result in any situation of human rights violation.

We foster our employees' professional careers, providing them with a fair and dignified treatment and proper working conditions. Likewise, we are committed to ensuring that workplace standards of safety and occupational risk prevention are followed in order to prevent or reduce occupational hazards.

We operate under the principle of information transparency, reporting all business operations and transactions in a truthful, clear and verifiable manner. In this regard, it is important to note that we are yet to receive any complaints of human rights violations

Finally, we understand the level of impact that we can exert on our different stakeholders, which is why through the loading order to the carrier that we generate for each trip we make, we highlight the commitment they have to guarantee respect for human rights to everyone who provides us with the service. Additionally, in 2023 we have begun to evaluate our suppliers for their good practices in human rights. We have implemented the Preferred Supplier Program. Thanks to the establishment of these standards of respect for Human Rights, during 2023 no case of violation of Human Rights has been reported among people involved in our activity and value chain.



Ethical Leadership

Stand against corruption and bribery

The success of Alianza Logistics European Services has been achieved thanks to the honesty with which day-to-day operations are carried out. In order to ensure this transparency and in turn prevent corruption in any of its forms, accordance to the legislation governing all areas of activity and in all countries in which the company operates is essential.

Likewise, we have an Anti-Corruption Policy which establishes the commitments to be fulfilled by all people linked to the company, and which are included, in turn, as guidelines of our Code of Ethics and Anti-Corruption Plan which contemplates aspects such as prevention of conflicts of interest and the prevention of fraudulent practices, among others.

Additionally, we have available to our staff, and other stakeholders, an Ethical Channel, which in 2023 has been reviewed and modified, as a way to report any behavior that is not aligned with our policies, as well as to refer any issue related to the Code of Ethics and its possible violations or non-compliance.

Furthermore, in 2023 we have begun to evaluate our suppliers for their good practices in Anti-Corruption and Compliance. We have implemented the Preferred Supplier Program.





PEOPLE

- Labour organisation
- Occupational health and safety
- Social relations
- Training
- Diversity and equal opportunity
- Equality plan





People

Our employees are the fundamental pillar of Alianza Logistics European Services, and without them it would not be possible to be and achieve what we are today. This is why we seek to implement actions that contribute to your well-being and growth, both professional and personal. These actions are contemplated in the Company Policy and in our Code of Ethics, and guarantee compliance with our organizational strategy.

As a company, we are committed to quality employment and we strive to offer our team a work environment that encourages their well-being, work-life balance, stability and development. For the incorporation of new employees, we have a welcome plan, which shows general information about the company, its objectives and values, including our commitment to sustainability and our areas of impact; as well as what is specifically related to the new position that you are going to perform. To guarantee the quality of employment, we offer very competitive remuneration conditions in all positions and without distinction of gender gap, we mainly prepare indefinite employment contracts, we are committed to adapting the working day to the needs of each person, we offer continuous training according to the needs and interests of each employee, and the opportunity for job growth, among other benefits that are included in the following table and will be detailed in the following sections of this report:

- Job stability: 93% of our staff has a permanent employment contract.
- Work flexibility: We are firmly committed to adapting the working day to the needs of each person, so that family and work life can be reconciled.
- Teleworking: We implemented this modality, taking into account the current situation and opting for a hybrid work model based on responsibility and trust. 100% of employees have the option of working remotely, with their presence in one of our offices being voluntary.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy

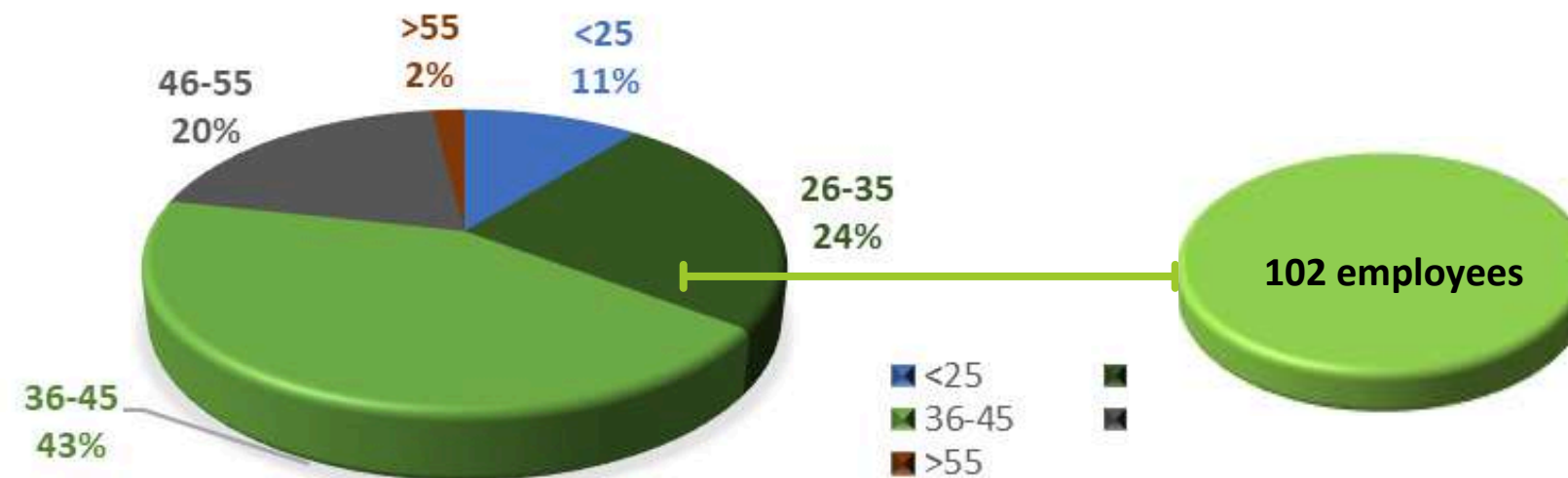




People

- Equality Plan: We have an Equality Plan that ensures the equity in treatment as well as non-discrimination in any of its forms. These commitments govern all our activities and are guaranteed at all levels.
- Wage Gap: At Alianza Logistics European Services, a salary gap of 25.94% has been recorded. We have worked during the year to reinforce our Equality Plan and outline the most optimal measures to promote access to equal positions of responsibility.
- Initial and on-going training: All employees who join Alianza Logistics European Services have initial training that is later complemented by a Mentoring Plan, supervised by the People Management department. In addition, we offer continuous training based on the needs and interests of each employee in their workplace. In 2023 we have spent an average of 52.92 hours invested per employee in training.
- Professional Development: We offer the opportunity for job growth, we have a Professional Development Program implemented, which in turn has a series of incentives that motivate the employee and seek to retain talent in our company.

TOTAL NO. OF PEOPLE HIRED BY AGE



People

Work organisation

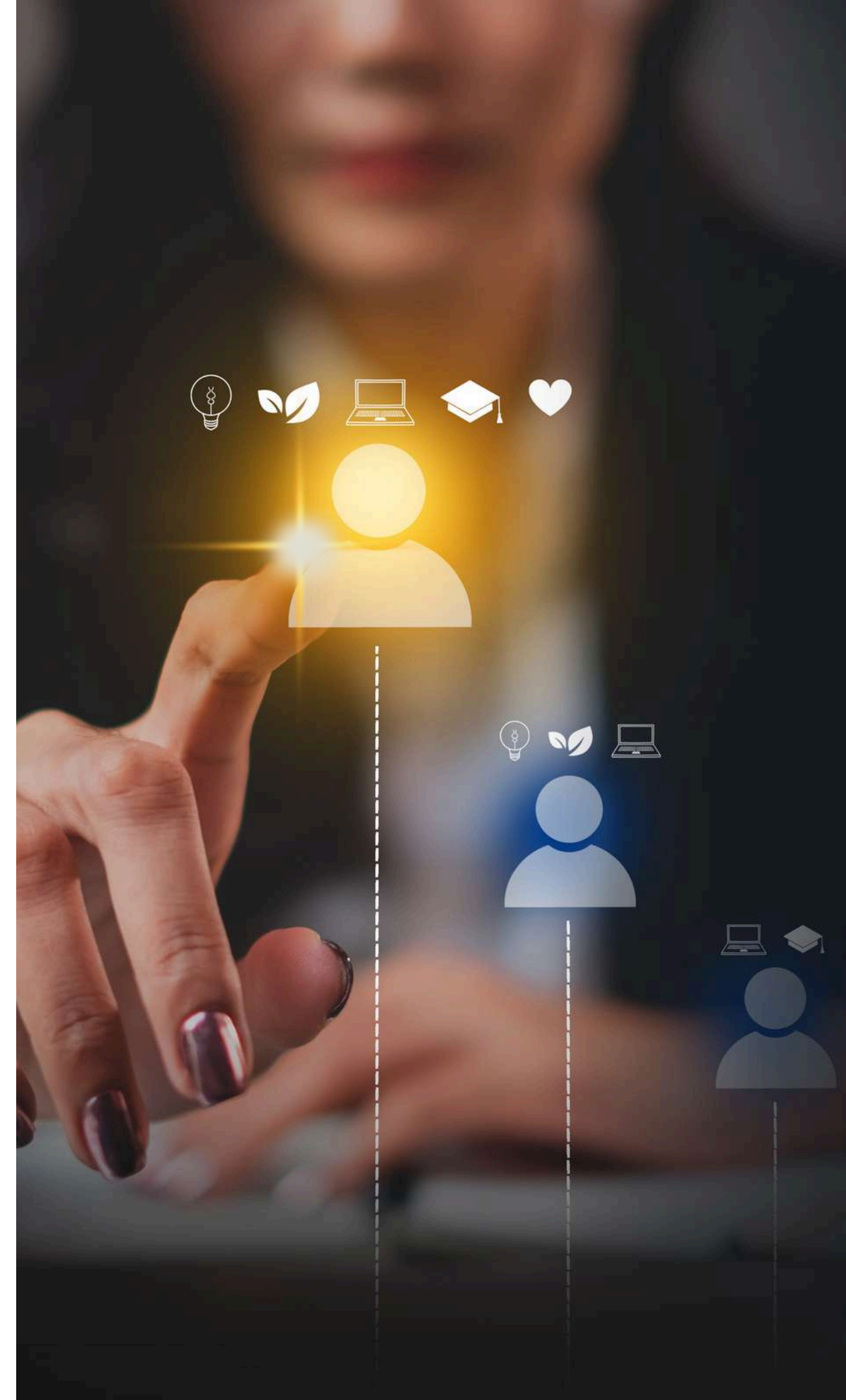
At Alianza Logistics European Services we have different mechanisms that contribute to the co-responsible exercise of life work, personal and family. These consist of reduced hours, flexible hours and teleworking.

Currently, the working day is from 9:00 a.m. to 2:00 p.m. and from 3:00 p.m. to 6:00 p.m., however, workers have the possibility of organizing your schedule according to your preference, after coordination with the department management correspondent. Likewise, the teleworking modality is available to all people, offering the opportunity to adjust in-person and online formats as necessary.

The established work-life balancing measures follow those applicable to our company in the corresponding state conventions, especially those related to holiday, maternity and paternity leave. However, flexibility is offered to all individuals to establish their leisure days at their convenience.

We are currently remodeling all the offices of Alianza Logistics European Services. They are being reconcieved with a new approach towards creating a collaborative space, aimed from day one to create a work community in a new environment, focused on developing projects and actions to enhance creativity, innovation and collaboration of multidisciplinary teams among the people who work in the company, our clients and carriers. Furthermore, in line with the willingness to have disabled personnel, the headquarters have conditioned access to the offices, a factor that we take into account when acquiring new offices.

The intention is for it to be more of a space for relationships, networking and knowledge, than a conventional office. Therefore, it has played with interior design and design. The spaces are multi-functional and even have elements typical of a house, such as a kitchen, a sofa area for resting and chatting, and a space for holding meals or catering.



People

Occupational Health and Safety

The Code of Ethics includes our commitment to establish measures related to safety, occupational health and adequate working conditions. These measures are based on compliance with current legislation regarding the prevention of occupational risks, as a way to ensure that the workplace is safe and does not affect the health of personnel.

Currently, we do not have a Health and Safety Committee at work, however, the management team promotes prevention spaces in order to help reduce the occupational risk involved in the performance of their duties. In this way, no case of professional contingency has been registered during 2023.

Social Relations

We are aware that good internal communication allows people to be aligned with the organisation strategy and strengthens the feeling of belonging and commitment of workers. This is why we seek to maintain fluid communication with staff as a basis for building solid and lasting relationships. To achieve this, during 2023 we have an Internal Bulletin in which we establish biweekly communications (a total of 24 annually), in addition to other communication channels (email, internal newsletter, suggestion box, performance and work environment evaluations or the intranet).

These channels help us to inform, raise awareness and consult staff on different issues that affect them, as well as a means of entry for suggestions and ideas for improvement or social actions to be carried out in line with our CSR. Alianza Logistics European Services is a company with a strong focus on people, which is why we make sure we encourage close and direct treatment between our members, in order to facilitate clear and effective communication channels that allow personal and professional development. as well as the correct exercise of our activities.



People

Training

In Alianza Logistics European Services we know that professional development is necessary for the motivation of our employees and for talent retention. That is why we have a Training Plan that is designed by Human Resources Department based on the needs detected or requested and always conditional on the budget. These needs are requested at the beginning of the year and also through the performance evaluation that is done to all staff once a year or in the case of new staff every three months during the first year. Courses of different types are usually taught:

- Technical skills
- Career development
- General training (Languages, IT, etc.).
- Transversal (interpersonal skills, time management, stress management, leadership, communication, etc).

During 2023, a total of 29 training courses were carried out, and an average of 52.92 hours of training per employee was achieved. Throughout the year's training program, equal attendance in proportion to the company's staff of men and women in training actions is ensured.

Type	Nº of trainings	Nº people
Techniacal skills	23	346
Career development	7	140
General training	16	74
Transversal	4	266

Furthermore, we have a mentoring system that allows the knowledge and wisdom of veterans to be transmitted, creating an environment of learning and growth.



People

Diversity and equal opportunities

The management of Alianza Logistics European Services declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without discriminating directly or indirectly on the basis of sex, as well as to the promotion and fostering of measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our corporate and human resources policy. During this year, these commitments were included in the Diversity Equality Policy, establishing a clear declaration of intolerance towards any discriminatory behavior based on sex, ethnicity, economic level or any other social factor.

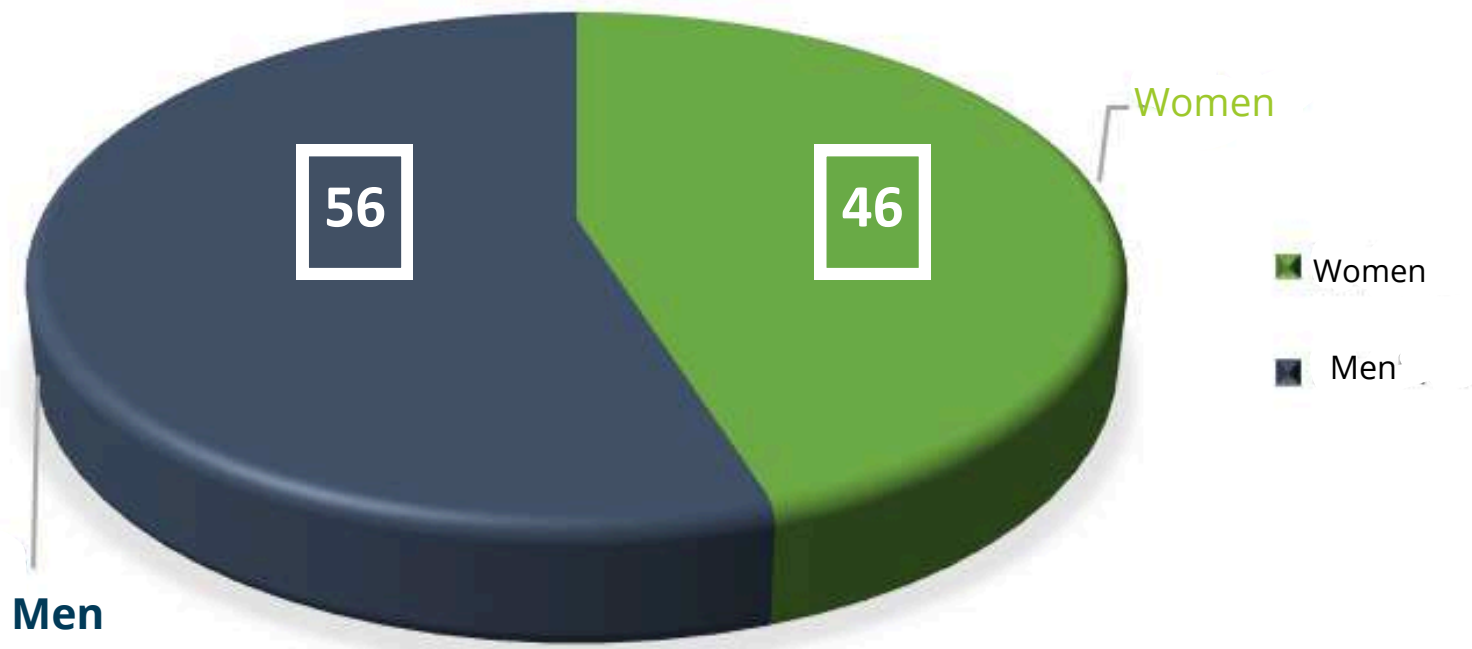
Achieving real equality means not only avoiding discrimination based on sex (equal treatment), but also achieving equal opportunities for women and men in access to the company, hiring and working conditions, promotion , training, remuneration, reconciliation of personal, family and work life.

The stated principles will be put into practice through the promotion of equality measures or through the implementation of an equality plan, establishing the corresponding monitoring systems, with the aim of advancing in the achievement of real equality between women and men. in the company and, by extension, in society as a whole.

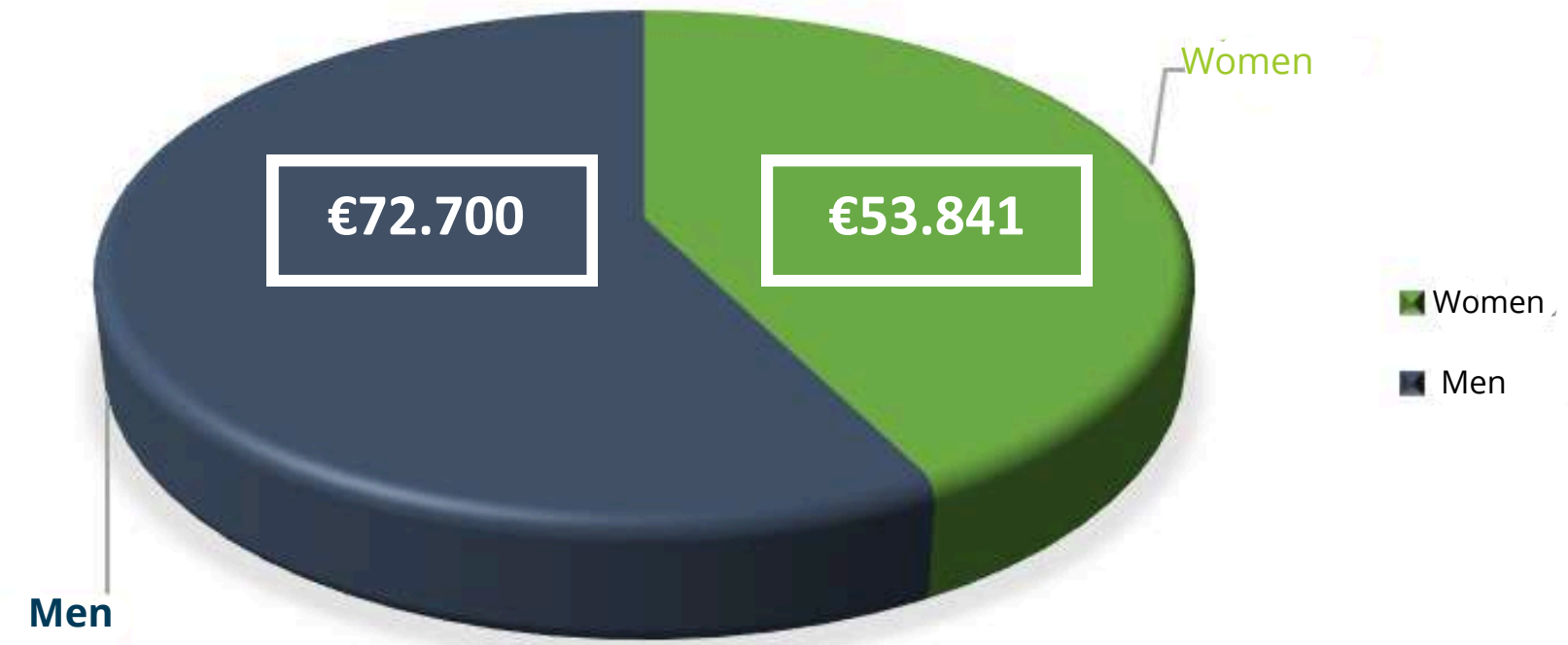




No. OF EMPLOYEES BY GENDER

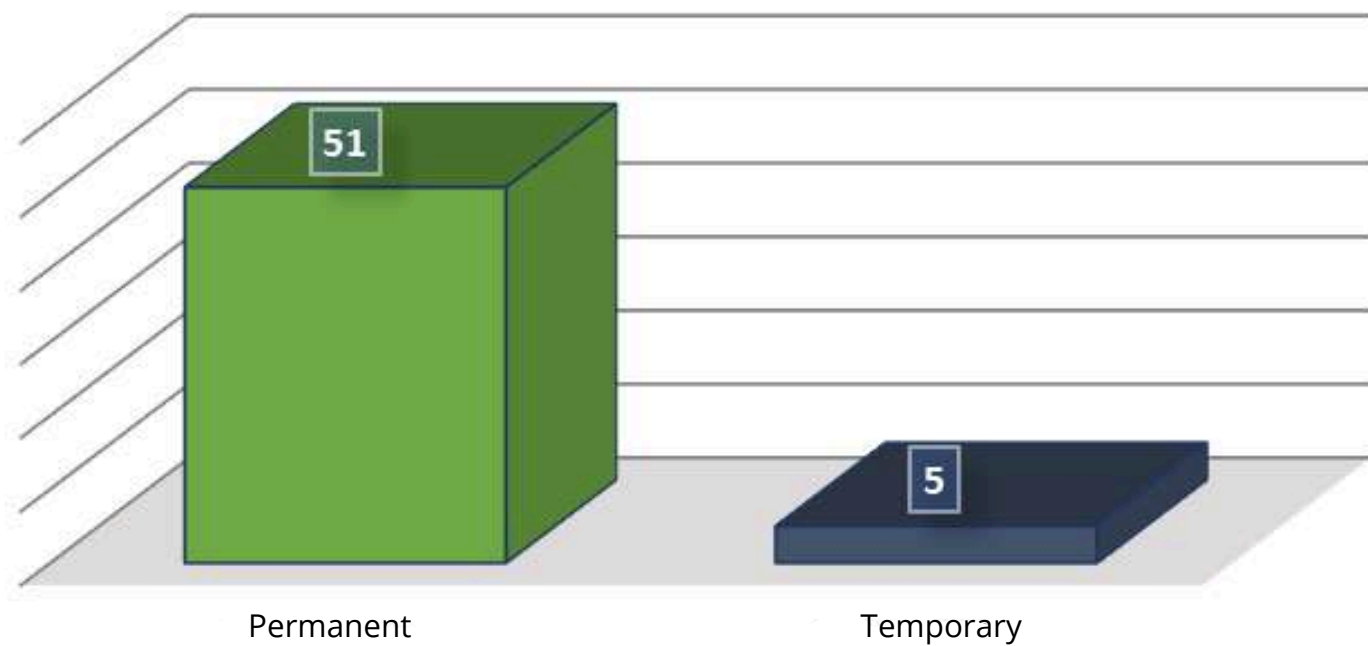


AVERAGE WAGE-WAGE GAP



MEN

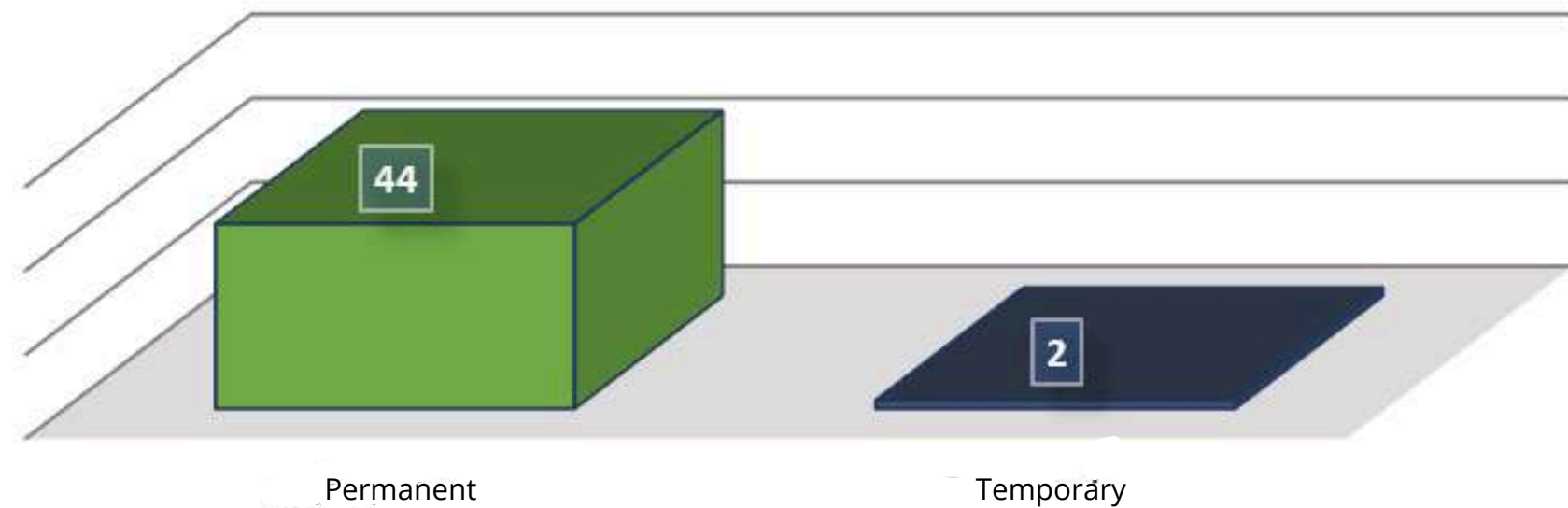
Permanent Temporary



WOMEN

Permanent Temporary

There is a system of variable compensation based on objectives, regardless of gender, in all departments (SL33)t



People

As a sign of the commitment we have as a company, we have prepared the Equality Plan (SL6), which is valid for four years.

The objectives of the Plan are as follows:

This Plan complies with the following mandatory subjects: :

- 1 Guarantee of equal treatment and opportunities for women and men in terms of admission, selection, hiring, promotion, training and other working conditions.
- 2 Guarantee of equal pay for work of equal value.
- 3 Elimination of situations of direct or indirect gender-based discrimination, especially those derived from maternity, paternity, family obligations, marital status and working conditions.
- 4 Promotion of personal, family and work-life balance for the company's employees

- Selection and hiring process.
- Professional classification.
- Training.
- Professional promotion.
- Working conditions, including gender pay audit.
- Compensation
- Co-responsible exercise of personal, family and work life rights
- Under-representation of women.
- Sexual and gender-based harassment protocol.
- Gender violence, non sexist language and communication.



People

Relevant data regarding the workforce is as follows:

It is constituted by 45.1% women and 54.9% men.

In this sense, there is no parity in the workforce, even so, with 9.8% more men than women, we find a good percentage distribution in the larger departments. When analyzing the situation, it is essential to put into context both the sector data and the educational and training environment from which the people who join Alianza Logistics European Services come.

This imbalance is not as a consequence of a policy of discrimination in the selection and hiring processes, but rather because historically both sexes have dedicated themselves to and specialized in certain jobs in the transportation industry.

Additional findings are:

- The company is committed to quality in employment given that we find a stable workforce of 93% of the workforce.
- 35% of the workforce is up to 35 years old, 43% is between 36 and 45 years old, which means we have a young workforce.
- The proportion of women with a permanent contract is higher than that of men
- The seniority of women is practically the same as that of men. Except that, 63% of women have a tenure of 5 to 10 years compared to 51% of men. However, we found a higher percentage of men (18%) compared to women (10%) with more than 10 years of experience in the company.
- The workforce presents a fairly even distribution in terms of percentages of seniority, bridging the gap with the basic difference that exists in terms of the number of men and women.



By departments and hierarchy::

- The position of CEO is held by a man.
- The Finance department is made up of 77.7% women and 22.3% men, which represents 29.2% of the total women and 7.3% of the total men in the company. Proportionately there are more women working in that department. At a hierarchical level: the position of Finance Director is held by a man, however at the lower level of responsibilities we find 2 women as Team Leaders compared to 1 man Team Leader.
- The Sales department is made up of 38.6% female staff and 61.4% male staff. We found a third more men than women. The most populated job position in the company is that of traffic operator in which we find that half of the company's total workforce is framed in that job position. At a hierarchical level: The position of Director of Operations is occupied by a woman, while the position of Director of Business Development and Manager are occupied by 2 men, respectively; At the lower level of responsibilities we find 7 male Traffic Team Leaders compared to 2 women and, at the moment, there is only 1.
- The IT department and the Fleet department are made up 100% of men and in the Marketing department we find a man and a woman. The position of the Marketing and Fleet Team Leader is occupied by a man, likewise the management of the IT department is also occupied by a man.
- The Management/Quality Systems department and the People Management department are made up of 2 women and two men. Except for the director of People Management and Management/Quality Systems, who is a man. Both departments have 2 women as Team Leaders.



Regarding the age gap we find that:

- In the overall total of the workforce, there is an adjusted salary gap of 25.94%, higher than that of the previous year, but there has been a readjustment of the workforce, and senior positions are occupied by men, and women have increased their salaries compared to the previous year. Therefore, we cannot consider that there is a marked wage gap, much less wage discrimination motivated by gender. Once the mean and median were calculated, we found values well below what is stipulated in Royal Decree 902/2020, of October 13.
- The remuneration of employed personnel is based on :
 - Job evaluation.
 - A comparison of offers within the industry.
 - Personal performance

In terms of strategies for the prevention of harassment and protocols for its prevention and action in the event of gender-based harassment, during 2022 the Plan against workplace harassment was documented and in 2023 exhaustive monitoring of this matter has been carried out. Furthermore, it should be noted that until the closing date of this report, the company has not been aware of any type of sexual or gender-based harassment among employed personnel.



CLIENTS





Clients

Quality is one of our main concerns at Alianza Logistics European Services. We have a Quality Management System certified according to the ISO 9001 standard that covers the entire structure of the company, and whose purpose is to ensure quality in the processes, operations and services that we offer to our clients.

From the Group we are committed to complying with all the requirements defined in this quality system and to carry out a permanent review in order to adapt our processes under these guidelines, as well as the recommendations obtained from the evaluation on the degree of satisfaction of our clients.

Likewise, at Alianza Logistics European Services we have the GDP (Good Distribution Practices) certification, which guarantees that our quality system complies with the guidelines of the European Commission regarding the distribution of medicines, as well as the IFS Logistics certification, a food safety system developed by distributors in Germany, France and Italy, with the purpose of helping suppliers to supply safe products in accordance with specifications and current legislation.

Likewise, we have the QS Quality certificate related to the food quality control system where traceability is monitored throughout the entire production and marketing chain, establishing strict and controllable quality guidelines for all phases of the chain. of value creation.

In Alianza Logistics European Services we carry out an annual survey of our clients to evaluate the level of satisfaction with the service and at the same time understand their needs. From the results we can also detect areas for improvement and understand the points that strengthen our relationship. This exercise also provides valuable information to be able to make a much more detailed segmentation that allows us to offer solutions that satisfy all needs.



Clients

In 2023, we contacted 5,743 customers through our satisfaction survey, of which 20.58% were opened and 1.1% responses were recorded, a result that is within the internationally agreed upon standards in the field of email - marketing. The majority of the clients who carried out the survey belong to the transportation sector and the results highlight that 93% of all our clients are satisfied with the service offered by the company, and that same number rates our image as good or very good as company.

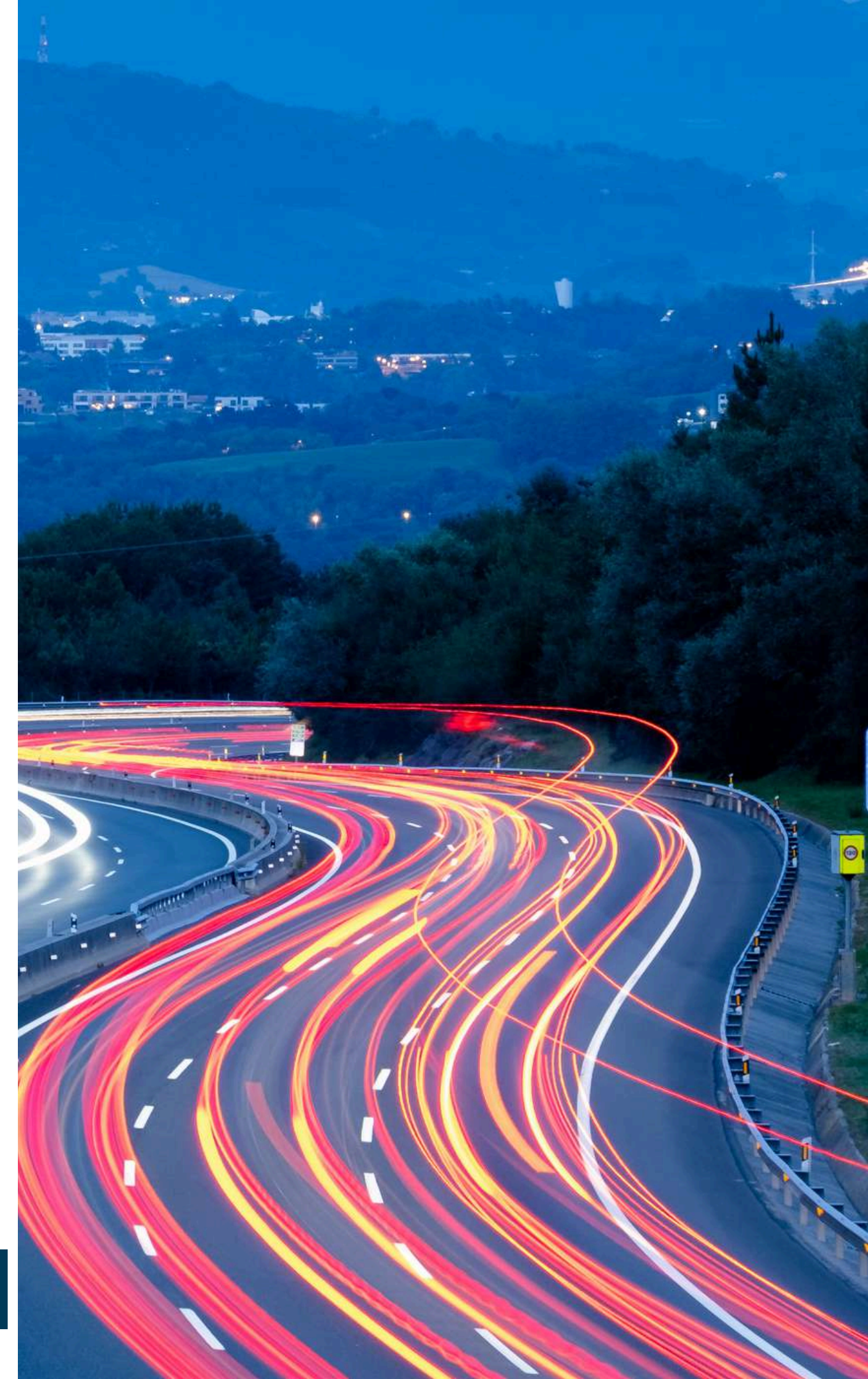
In addition to the survey, we have a section on our website, from where any person or company can contact us, report any disagreement or ask a question. This information is received and managed internally through the Traffic Department, in coordination with the Marketing Department. It should be noted that to date no complaints or claims have been received through this medium.

<https://alianza-logistics.com/contacto/>

Furthermore, in relation to our clients in the Valencian Community, we have presentations that allow us to communicate our services in Spanish, English or Valencian (SL47).

Company Policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy



CARRIERS





Carriers

En Alianza Logistics European Services we are aware that our transporters are an integral part of our processes and the guarantee of a quality service since they are the reference person and image of the company before our clients, with whom they maintain a direct relationship, for which it is especially important to generate a favorable environment for the performance of their work. Therefore, we seek to ensure good conditions that allow them to provide excellent service, positively impacting the logistics chain and generating satisfactory experiences for all our customers.

During this year we worked with a total of 3,854 carriers. For us, they are our natural partners in the execution of operations derived from our service offering. In order to find out their views, we carry out satisfaction surveys that, during 2023, allowed us to confirm the positive feeling regarding the treatment received, the relationship of trust, speed and possibilities offered in relation to payment methods. Likewise, the carriers who have responded to the satisfaction survey positively value our image, with more than 72% of the transporters expressing that they would recommend our company to other colleagues in the sector.

However, we are aware of the need to permanently monitor the provision of the external service that our carriers provide to clients, in order to ensure quality in each of the stages of service. For this reason, we carry out controls and analysis of relevant data that allow us to make decisions and implement timely corrective measures from the Management Committee.

Although it is true that, in proportion to the number of services provided, the reported incidents are minimal, we continue working to improve our level of service and the customer experience with our carriers and with our company in general, avoiding the different situations that, day to day, can cause some difficulties. This could be due either to industry-specific conditions or those pertaining particularly to the carriers.





Carriers

Our management software allows us to keep an exhaustive control of the documentation provided by our carriers, thanks to which we have significantly improved the results in this area. This tool supports our operations, allowing us to comply with current legislation and avoid an increase in reported incidents, representing a relevant qualitative leap for our company.

The sum of these efforts leads us to the constant development and adaptation of our processes, becoming a business management tool that, together with the talent of our teams, allows us to offer a guarantee of the highest quality service to all our clients.

Since 2023, we now have a formal carrier selection system based on compliance with social and environmental criteria. Evaluating our carriers through CSR questionnaires. We have also implemented the Preferred Supplier Program.

Furthermore, in order to progressively reduce the impacts present in our supply chain, at Alianza Logistics we communicate our principles and commitments in sustainability that our collaborators must comply with through the CSR Code of Conduct, during 2023 3,853 transporters have been informed (ET17), the total of all our carriers with whom we have worked in 2023, of our commitments inviting them to assume them as their own. In addition, we are developing alliances with trusted suppliers to improve the monitoring of ESG aspects, and that is why we continue to send our Driver Manual to 100% of our regular suppliers, and new carriers that register.

Company policies

- Code of Ethics
- Corporate Policy
- Environmental Policy



CONTRIBUTING TO SOCIETY





Society

For Alianza Logistics European Services, business success means having a positive impact on our environment, and for this reason we develop social impact strategies and actively collaborate with different organizations and non-profit entities that seek to support the most disadvantaged groups. The Marketing Department is the main person in charge of carrying out this management within the company, in permanent coordination with the founders of the company.

Currently, we belong to the Camp de Morvedre Business Association (ASECAM), through which we contribute to improving the quality of life of our closest community, as it generates spaces dedicated to promoting economic development, employment, training professional for companies and regional and municipal governments, as well as for other entities that have a clear desire for dialogue and the contribution of ideas and initiatives.

In addition, we collaborate with the Almenara City Council, in the Valencian Community, in carrying out sports activities, and in the delivery of gifts and food during the Christmas season, as well as with the Valencia Food Bank in the collection and transfer of food pallets.

Company policies:

- Code of Ethics
- Corporate Policy
- Environmental Policy



Society

Social Actions



With the arrival of Christmas, Alianza Logistics European Services wants to give a Christmas touch within its Corporate Social Responsibility actions. Like every year, the Castell Vell Special Education Center in Castellón is visited, where lessons on sustainability are shared and Alexis Dasca, director of Business Development, performs the role of Santa Claus. The children of the centre receive as a gift, seeds for the creation of their ecological garden, in search of the creation of life and help to biodiversity.



Committed to society and the well-being of people, this year we have collaborated with the Zero Hunger project of the Square Green Capital organization to send humanitarian aid to those affected by the earthquake in Turkey, which took place on February 6, 2023 in the Hatay province. We have allocated financial aid of 2000 euros to people affected by the natural disaster. With this we show our concern for the well-being of people to the extent of our possibilities in contributing our grain of sand.

Society

Social Actions



On November 25, our second forest plantation was carried out in collaboration with the company ATM Natura, and as a novelty, we have participated in its planting. The ecological action took place in Villagordo del Cabriel, to offset our carbon emissions and thereby promote biodiversity in degraded areas. This plantation has consisted of 680 trees, in order to also improve soil and environmental conditions, in addition to attracting new animal species and will absorb 70 Tn of CO2 in its first 50 years of life. Furthermore, taking advantage of the planting day, we collected protectors from past plantations, in order to contribute to the elimination of plastic waste and so that the new plantation and fauna found in the area do not come across these types of materials.



From Alianza Logistics European Services, actions have been implemented that collaborate with the Sustainable Development Goals of the 2030 Agenda, collaborating directly with SDG 17: Alliances to achieve the objectives. Our Corporate Social Responsibility Committee made the decision to participate as a silver sponsor in CaixaBank's GAVI project, a joint initiative with UNICEF, the Bill & Melinda Gates Foundation and the World Health Organization, in promoting childhood vaccination throughout the world. With our commitment, more than 433 boys and girls in Latin America and Africa have been able to access vital vaccinations for health and well-being

ENVIRONMENT





Environment

We are aware that the sector to which we belong has a high impact on the pollution levels of our environment, therefore, we understand the importance of establishing commitments that, from our strategy, revert to each of our actions so that all of them are aligned. with the Sustainable Development Goals.

In this sense, our Environmental Policy establishes the commitment we have as a company to avoid or reduce pollution and the depletion of natural resources, and also includes necessary guidance on environmental issues for our different interest groups, being especially relevant, in this case. , our providers.

At Alianza Logistics European Services we currently do not have a certified environmental management system, however, we integrate into our daily activities a series of good practices that promote environmental protection.

Likewise, during 2022 we began measuring the Carbon Footprint as part of our commitment to caring for the environment, a calculation that has been completed during 2023 and is the baseline that allows us to establish continuous goals to reduce our impact each year.

The environmental impacts that we generate as an organization are more directly related to the consumption of electrical energy, which mostly comes from renewable sources. Additionally, we consider the indirect impacts caused by atmospheric emissions resulting from the transportation of goods by our carriers, the use of fuel, among others.

Company policies

- Code of Ethics
- Corporate Policy
- Environmental Policy

Environment

Climate Change

Our company carries out its activities in different cities in Spanish territory, specifically in Almenara, Almeria, Málaga, Seville, Valencia and Barcelona, therefore, in the analysis of our effects on climate change resulting from energy consumption, electricity consumption is taken into account. of all the organization's operations centers.

In our model we do not have tractor heads, in this way, the emissions generated, as a result of this service, are considered indirect emissions, since the company does not assume operational control of the vehicles.

For this reason, in the measurement of the Carbon Footprint the emissions derived from Category 1, corresponding to direct emissions, are left out of the calculation, since, as mentioned above, the organization does not use its own tractor heads or equipment that uses fossil fuels (boilers, cooling systems, etc.). On the other hand, it is worth mentioning that we do have our own trailers that are not included in the carbon footprint calculations since they do not have atmospheric emissions.



Environment

Climate Change

En As for Category 2, the electricity consumption recorded in the different facilities of the organization is reported. Likewise, the measurement includes indirect emissions that, derived from the transportation service subcontracted with carriers, are included in Category 3.

Therefore, at Alianza Logistics European Services we calculate the Carbon Footprint as a result of our activity, based on the analysis of the direct and indirect emissions, collected in Categories 2 and 3. Starting next year, we will do a distinction of part of the kilometers traveled during the year, of the shares acquired by Grupo Transportes Valiente S.L., taking them as direct emissions, within category 1.

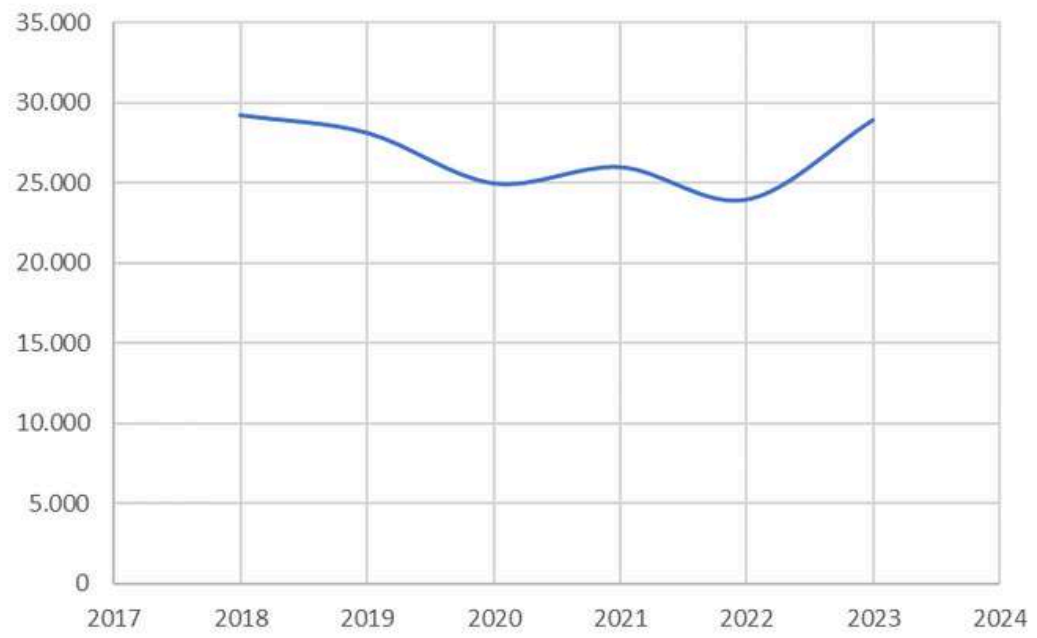
The calculation of the Carbon Footprint corresponds to the information related to the period January - December of the years 2018, 2019, 2020, 2021, 2022 and 2023, which will also allow us to define a baseline in order to establish analysis comparative with respect to the evolution of emissions each year.

Carbon Footprint 2023		
Category 1	Direct emissions	0,00
Category 2	Electric consumption	19,78
Category 3	Truck consumption	28.958
Total (Tn CO2-eq)		28.978

Año	(Tn CO2-eq)
2018	29.272
2019	28.169
2020	24980
2021	26001
2022	23951
2023	28978

As can be seen in the graph, the tons of greenhouse gases produced by our activity have increased as a result of the increase in kilometers traveled in 2023. This year we have as an internal commitment to try to ensure that our electricity consumption has a greater origin in renewable sources.

Evolution of emissions 2018-2023



Ratio de emissions (2023)	
0,378	tn CO2-eq/km driven in 2022

Environment

Climate Change

During 2023 we carried out an external audit of our measurements in order to verify the calculation methods used and to allow the registration of all scopes in the Ministry of Ecological Transition. For this purpose, a verification was carried out based on the ISO 14064:2018 standard, of which the result was satisfactory. The implementation of this standard has prompted us to implement a management system for our carbon footprint, continuously monitoring its evolution and the effectiveness of the measures implemented.



Certificado Verificación Huella de Carbono

Intertek Ibérica Spain SLU, habiendo realizado auditoría de verificación, certifica que la organización,

**ALIANZA LOGISTICS
SERVICIOS EUROPEOS
S.L.**

Ha realizado el cálculo de la Huella de Carbono conforme a los requisitos de la norma:

UNE EN ISO 14064-1:2019

En el emplazamiento: C/ Victoria Kent, 30 - 12590 ALMENARA (Castellón) España

Para el alcance de la verificación se establece para las actividades de: Transporte de mercancías no peligrosas y organización del transporte por carretera. Transporte y organización del transporte por carretera de productos alimentarios a temperatura controlada y no controlada.

Genera unas emisiones totales de 23.998,59 t CO2-eq (emisiones directas 0 t CO2-eq; emisiones indirectas 23.998,59 t CO2-eq).

Periodo de verificación: 2022
Fecha de verificación: 30 de octubre de 2023.

Número del Certificado: HCCAL-20231031-01
Fecha de aprobación: 30 de octubre de 2023
Fecha de emisión: 31 de octubre de 2023

A. Monteagudo

Angel Monteagudo
Director Técnico de Certificación
Business Assurance
España y Portugal

Alameda Recalde 27-58. 48009 Bilbao (Vizcaya) España



In the issuance of this declaration, Intertek assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon the agreement. This declaration's validity per one year. Validity may be confirmed via email to our web page www.intertek.es. The declaration remains the property of Intertek, to whom it must be returned upon request.



HCCAL-ISO 14064-1-ES-17-4-09-NOV23

This year 2023 we have carried out the calculation of the 2022 Carbon Footprint, where we have managed to continue reducing our carbon footprint. Furthermore, we are waiting to receive the complete seal of calculation, reduction and compensation from the Ministry, since our plantation has been approved by it.



Environment

Circular Economy

The circular economy proposes a consumption model that incorporates measures such as reduction, reuse and recycling of waste. At Alianza Logistics European Services, we promote a culture that favors the application of these actions. Therefore, we develop internal communication strategies related to the promotion of good practices for waste management. Additionally, we have contracted the printing service through the company TECA Ofimática SL who provides the necessary supplies for this and is also responsible for the proper disposal of waste toner.

Internally, we are also progressively reducing the consumption of disposable packaging by providing employees with reusable bottles and cups. Waste segregation is correctly arranged at all our headquarters.

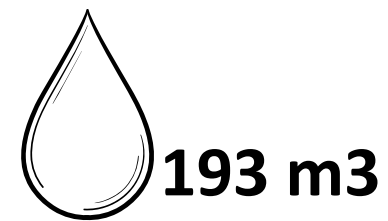
Waste	Total 2022	Total 2023	Total recycled 2022	Total recycled 2023	Units.
Paper and cardboard	555	204,6	555	204,6	Kg
Cleaning containers(RP)	42,56	56,02			Kg
Toner	5	4,5	5	4,5	Kg
Miscellaneous materials	134,24	0			Kg
Urbanwaste	94,24	147,22			Kg
E- waste	0	0			Kg
Total	0,831	0,4123	0,560	0,209	Tn



Environment

Sustainable use of resources

Water consumption



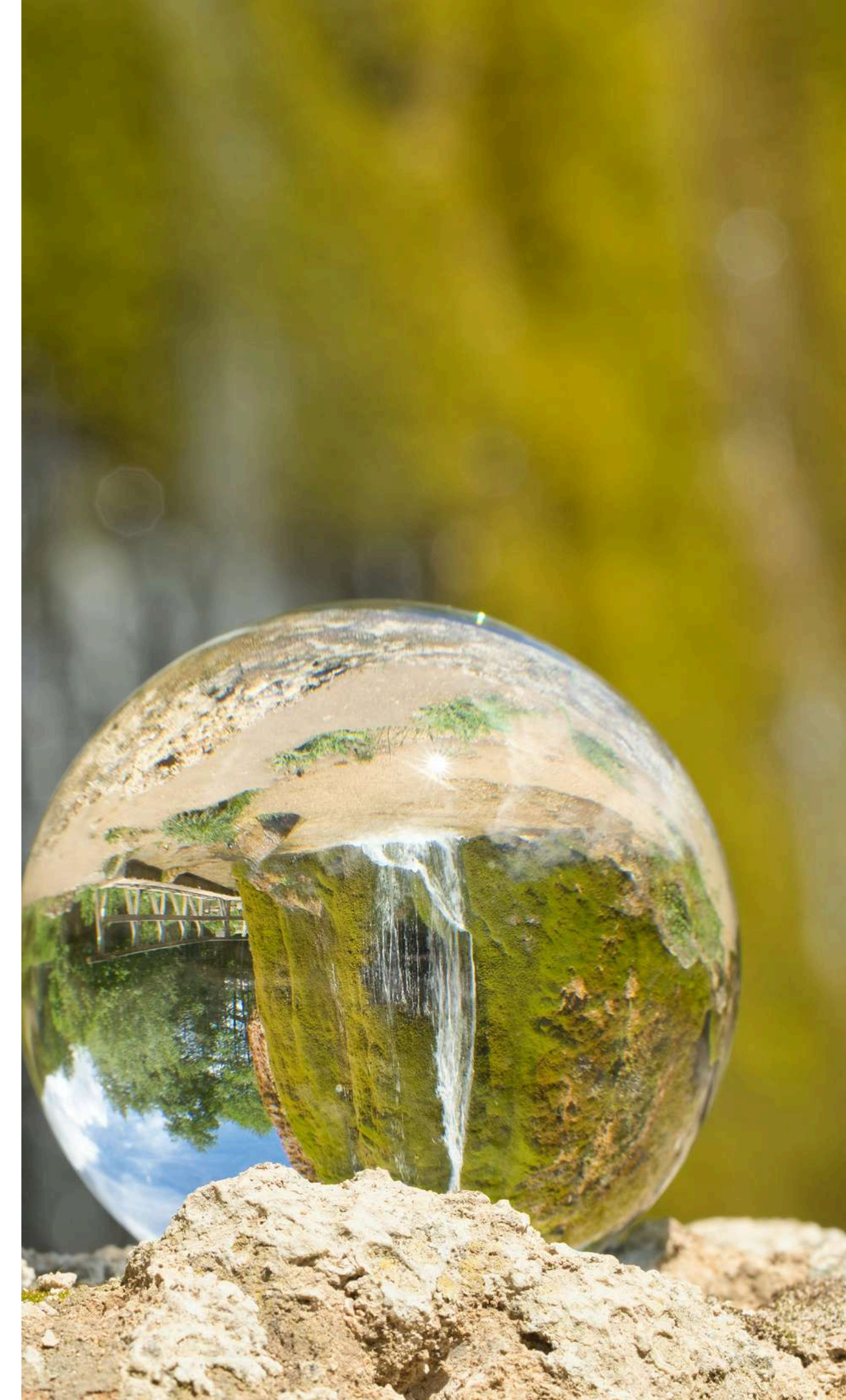
Although our water consumption is not considered to cause a significant impact on the environment, at Alianza Logistics European Services we consider water as a valuable resource, taking into account that the Mediterranean territory is considered an area with water scarcity and that is why we try to make efficient use of this resource in day-to-day activities with the implementation of measures such as the installation of double flushing toilets and awareness-raising actions on good environmental practices. The water used in our facilities comes from the public supply network and the discharges generated are treated by the local sanitation network. In 2023, the consumption ratio based on our activity index (number of trips) was 0.00369 liters/km traveled.

Energy consumption

Energy management is a key aspect of the impact that our main activity generates on the environment, and in 2023 a ratio of 0.0059 MJ/trip has been recorded. This is why, in 2023, four of our offices will have energy from renewable sources. In addition, we have implemented actions that lead to reducing energy consumption over the years, such as the use of LED bulbs for lighting our offices.

Likewise, annually we join the awareness campaign 'Earth Hour', an initiative promoted by the NGO WWF and thanks to which, people, companies and institutions around the world, we turn off the lights for an hour in order to generate greater awareness about the impact of human activity on the environment, as well as the need to make responsible use of resources and minimize the consequent damage to the environment.

83395,25 kWh total **13% Renewable**



Environment

Protection of biodiversity

Biodiversity plays an important role in adapting to climate change, to the extent that we establish measures that help conserve it, we will contribute to a more sustainable future for all. From our offices we do not affect protected areas, as they are located in urban centers.

On the other hand, through the calculation of the 2022 carbon footprint, and as we have been doing since last year, we partially offset our emissions through the planting of forests in spaces that have been affected by desertification, in order to promote recovery. of biodiversity in these areas.



During 2023, 678 trees were planted in Villagordo del Cabriel (Valencia), with an absorption of 77 t of CO₂ in the total period of permanence.

GOBIERNO DE ESPAÑA MINISTERIO PARA LA TRANSICIÓN ECOLÓGICA Y EL RETO DEMOGRÁFICO

oecc

CERTIFICADO DE INSCRIPCIÓN EN LA SECCIÓN DE PROYECTOS DE ABSORCIÓN DEL REGISTRO DE HUELLA DE CARBONO, COMPENSACIÓN Y PROYECTOS DE ABSORCIÓN DE DIÓXIDO DE CARBONO

BOSQUE ALIANZA LOGISTICS VILLARGORDO

Código identificador del proyecto: 2023-b322
Promotor: FOLIA PROJECT, S.L.
Localización: Villagordo del Cabriel (Valencia/València)
Superficie: 1,03 ha
Fecha de inicio del proyecto: 04/11/2023
Periodo de permanencia: 50 años
Breve descripción: *Plantación de Pinus halepensis y Juniperus thurifera en parcela propiedad del Ayuntamiento de Villagordo del Cabriel.*

Con los siguientes datos de absorciones registrados al inicio del proyecto:

Absorción prevista en periodo de permanencia: 77 t CO₂
Absorciones registradas útiles: 15 t CO₂, de las que:

	t CO ₂	Código unidades absorción
Abs. disponibles al inicio	14	2023-b322/00002-00015
Abs. cedidas a la bolsa de garantía	1	BG/2023-b322/00001

Valvanera V

Valvanera Ulargui Aparicio
Directora General
Oficina Española de Cambio Climático
Ministerio para la Transición Ecológica y el Reto Demográfico

Fecha de inscripción: 26/01/2024

La validez de esta inscripción está condicionada a la comprobación de las correspondientes acciones de seguimiento. Se podrá consultar el estado actualizado en la página web del Registro.

Environment

Protection of biodiversity

As a first, this year 2023 we wanted to go further in our project to compensate for the emissions generated by our activity. Collaborating with the promoting company, we organized a planting day, where we formed a direct part of this.

On the one hand, it has allowed us to be an integral part of this project, in addition to creating a day of de-stress and awareness for our team. For the day of planting, an explanation of the process was prepared to carry out the planting of the trees correctly, for the viability of their survival, in addition to which species were going to be used in reforestation, juniper and the Aleppo pine, native to the area.

The planting was intended to be carried out, as in the previous year, in an area where one of our headquarters has a presence, as is the case of Almenara and Valencia. With this project we want to demonstrate that it is not just about investing capital in an action, but that being part of the process is necessary to create awareness among those who carry it out.



ANNEXES



Annexes

Employment

Total number of employees by country

Country	No. of people	
	2022	2023
Spain	110	102
Total	110	102

Total number of employees by age

Item	No. of people	
	2022	2023
<25 years	9	11
26-35 years	27	25
36-45 yearss	40	44
46-55 years	19	20
>55 yearss	2	2
Total	97	92

Youth employment ratio(SL14)	
2022	2023
0,33	0,24

Senior employment ratio (SL15)	
2022	2023
0,08	0,07

Total number of employees hired by occupational classification:

Item	Nº de personas	
	2022	2023
CEO	1	1
Manangement	4	3
Accounts	17	18
Sales	78	70
Marketing	2	2
Quality	3	3
IT	1	1
Human Resource	2	3
Fleet	0	1
Total	110	102

Total number of employees by gender

Item	Full time		Part time		No. of people	
	2022	2023	2022	2023	2022	2023
Women	48	45	1	1	49	46
Men	61	56	0	0	61	56
Total	109	101	1	1	110	102

Equality in job stability: Turnover rate

Item	2022	2023
Turnover rate women	10%	9%
Total turnover rate	9%	7%

Ratio difference rotation of women(SL10)

2022	2023
1,10	1,24

Total ratio rotation(SL22)

2022	2023
0,09	0,07

Youth employment

Item	No. of people	
	2022	2023
<30 years	20	24

Senior employment

Item	No. of people	
	2022	2023
>50 years	9	7

*The missing people did not give their consent to disclose this information.

Annexes

Employment

Total number and distribution of employment contracts:

Ítem	No. of people		Stability rate(SL17)	
	2022	2023	2022	2023
Permanent full time	84	95	0,76	0,93
Temporary full time	25	7		
Temporary part time	1	0		
Total	110	102		

Number of dismissals by gender

Item	No. of people	
	2022	2023
Women	0	7
Men	1	12
Total	1	19

Number of people hired with disabilities

Item	No. of people	
	2022	2023
No. of people	0	0

Average remunerations by gender and wage gap:

Item	Value		Gap		Salary rate(SL03)	
	2022	2023	2022	2023	2022	2023
Women	42.520	53.841	15	25,94	0,85	0,741
Men	50.274	72.700				

Permanent contracts, temporary contracts and part-time contracts by gender::

Item	Men		Women		Total	
	2022	2023	2022	2023	2022	2023
Permanent full time	46	51	38	44	95	95
Temporary full and part time	15	5	11	2	7	7
Total	61	56	49	46	110	102

Job creation 2022/2023

Item	No. staff 2022	Ratio (SL45) 2022	No. staff 2023	Ratio (SL45) 2023
Women	49	0,05	46	-0,07
Men	61		56	
Total	110		102	

Equality in new hirings

Item	Value		Hiring rate (SL9)	
	2022	2023	2022	2023
No. women hired in last 3 years	27	33	0,50	0,48
Total no. of hirings	54	69		

Annexes

Employment

Parental leave entitlements

Item	2022	2023	Ratio (SL36) 2022	Ratio (SL36) 2023
No. of employees taken parental leave	2	6		
No. of employees with leave rights	2	6	1	1

Return rate after parental leave

Item	2022	2023	Return rate (SL20) 2022	Return rate (SL20) 2023
No. employees that return to work	2	7		
No. of employees that should have returned	2	7	1	1

Retention rate

Item	Val 2022	Valor 2023	Retention rate (SL21) 2022	Retention rate (SL21) 2023
No. of employees that return to work after 12 months	5	6		
No. of employees that returned to work last year	3	5	1,67	1,20

Maternity leave rights

Item	Val 2022	Val 2023	Ratio (SL35) 2022	Ratio (SL35) 2023
No. of employees using maternity leave	2	1		
No. of employees entitled to leave	2	1	1	1

Salary difference

Item	2022	2023	Fair Pay rate (SL19) 2022	Fair Pay rate (SL19) 2023
Highest gross annual salary	191.180	186.225		
Salario mínimo interprofesional	14.000	15.120	13,66	8,66

Fair pay rate

Item	2022	2023	Fair Pay rate (SL18) 2022	Fair Pay rate (SL18) 2023
Lowest gross annual salary	19.215	21.504		
Interprofesional minimum	14.000	15.120	1,37	1,42

Number of managers from the local community

Item	2022	2023	Ratio (SL42) 2022	Ratio (SL42) 2023
No. managers C. Valenciana	5	5		
Total no. managers	5	5	1	1

Managerial equality

Item	2022	2023	Hiring rate (SL05) 2022	Hiring rate (SL05) 2023
Total female managers	1	1		
Total management	5	5	0,2	0,2

Board of Directors

Item	2022	2023	Ratio of women (SL7) 2022	Independence ratio (ET4) 2023
No. female directors	0	0		
Total no. directors (ET3)	2	2	0	0

Annexes

Employment

Occupational Health and Safety

Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by gender:

Country	Accident with leave		Accident with no leave		Deaths due to occupational accidents or diseases		Incident rate (SL26)		Accident rate (SL27)	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Spain	1	0	0	0	0	0	10,64	0	0	0
Total	1	0	0	0	0	0				

Item	Days		Absenteeism rate(SL25)	
	2022	2023	2022	2023
Total days of absenteeism supported	1484	1153	0,05	0,045
Total days contracted	28.600	25.296		

Human Rights

Employees covered by collective bargaining agreements by country::

Spain	100%
-------	------

*There is still no collective bargaining system within the organization (SL31)

Society

Contributions to foundations and non-profit making organisations

Action	Outlay 2022	Outlay 2023
Viver Cooperative		413,56
Zero Hunger	2000	
Child vaccination	1000	
Food and toys Almenara Council	676,16	
Total	3.100	4084,72

Training

Item	P. trained 2022	P. trained 2023	Training ratio 2022	Training ratio 2023
No. employees trained in risk prevention (SL24)	0	0	0	0
No. employees trained in Human Rights (SL02)	26	14	0,24	0,14
No. employees trained Anticorrupción (ET12)	26	18	0,24	0,18
No. managers trained anticorrupción (ET13)	0	0	0	0
No. directors trained anticorrupción (ET14)	0	0	0	0

Item	Hours 2022	Hours 2023
Women	2.061	1861
Men	2.007	3536,51
Total	4.069	5397,51

Training (SL11)	Training hours ratio (SL23)
0,34	52,92

Item	% of people
Number of employees periodically evaluated (SL29)	72,55%

*A 360° evaluation methodology has not yet been implemented, it is evaluated by specific areas (SL30)

Annexes

Tax information

Tax information		Economic value generated (SL38)	Profit/loss	Income taxes paid (unearned)	Public subsidies received	Distributed economic value (SL39) 2022	Retained economic value (SL40) 2022
Spain	2021	€65.344.152,30	€739.747,07	-€ 119.825,98	€17.708,43	€61.916.251	€3.427.901
	2022	€80.636.092,05	€1.786.758,91 €	-€ 505.651,07	€514,80	€72.677.938	€7.958.153,6

Suppliers

Average payment term to suppliers (days)(ET19)	2022	2023
	110,5	104,7

Local suppliers	Total 2022	Total 2023
Suppliers Valencian Community	411	475
Total suppliers in 2023	3495	3854
Ratio (SL43)	0,12	0,12

Suppliers selected on a social criteria	Total 2022	Total 2023
No. suppliers informed about ESG commitments	973	3853
Total suppliers	3494	3854
Ratio (ET17)	0,28	1

* Data from 2022, as of today the accounts for 2023 have not yet been closed (SL38)

** The data goes through an internal audit before being published

*** The annual accounts are public and can be consulted at <https://alianza-logistics.com/en/get-to-know-us/>

Investment

	Investment in I+D+i (euros)	Ratio: Inversión/Net sales (ID2)
2022	125.694,76 €	0,0019
2023	141.646.02 €	0,00175

Innovation

	No. patents obtained(ID1)(2023)
2022	0
2023	0

Annexes

Profitability

	Profitability I Profits after tax (ID3)	Profitability before tax (ID4)
2022	20,52%	1,94 %
2023	37,5 %	5,472 %

Indebtedness

	Indebtedness (ID5)
2022	12,43
2023	8,36

Productivity

	Productivity (ID6)	F-SCORE (Points for financial strenght) (ID7)
2022	8.331,02 €	5 points
2023	27.966,77 €	9 points

Clients

No. of claims	2022	2023	Ratio (ET18) 2022	Ratio (ET18) 2023
No. of claims	95	120	0,44	0,358
Satisfactory resolution for client	42	43		

Government financial aid

	Government financial aid rate (SL41)
2022	0,0021
2023	0,0000064

Tax disbursement

	Ratio of tax disbursed (SL46)
2022	0,092
2023	0,1765

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GRI 2 General Content 2021			
Profile of the organisation and reporting practices			
2-1 Organisational details	15	Alianza Logistics Servicios Europeos, S.L. CIF - B02983336 Grupo empresarial Calle Victoria Kent, 30, 12590 Almenara, Castellón	
2-2 Entities included in sustainability reporting	15	GRI Fundamentals 2021	
2-3 Reporting period, frequency and contact point	7	2023 (a calendar year, closing on December 31) Annual cycle. Point of contact: calidad@alianza-gt.com	
2-4 Report update	14	GRI Fundamentos 2021	
2-5 Verificación externa		GRI Fundamentos 2021	
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