

Non-Financial Information Statement

2023



The purpose of this
Report of the Non-Financial
Information Statement for the
Year 2023 of
Textil Santanderina, S.A.
is to present our progress in
sustainability over the past year
and our contribution to
the 10 Principles of the Global
Compact and the Sustainable
Development Goals of the United
Nations 2030 Agenda in a
transparent way.
In this way, we hope to respond to
our stakeholders regarding our
evolution in environmental, social
and governance matters, as well as
to convey our objectives and
projects for the future.

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Textil Santanderina, S.A.

Message from the President



The year 2023 was very special for us as we celebrated the 100th anniversary of the beginning of the construction of the building that has hosted us since then, familiarly known in Cabezón de la Sal as "La Fabricona". Celebrations that have produced moments in which emotions have been running high and that have given us the opportunity to share them with representatives of stakeholders, such as shareholders, former employees, family members and those who are still involved in this business project today.

When we were considering how to celebrate this event, we wanted them to be simple acts and, at the same time, to highlight what is really important for Textil Santanderina, to move forward together, and to thank the dedication and effort of those who preceded us, without whose contribution today we would not be celebrating this business success story.

Obviously, the year 2023 has not only been a year of celebrations, but these have been accompanied by the continuous effort that has been characterizing us, in a constantly changing environment. We have improved processes to make them more efficient and have a lower environmental impact, accompanied by a continuous line of investments. The Human Resources department has been strengthened, with the conviction that in order to meet the objectives we are setting ourselves, it is necessary to work day by day, counting on the best talent and that they find the optimal conditions for their development. Of particular note is the consolidation of the presence of members of the third generation within the management areas of the business group, which is a reason for hope in the future, as well as the joy of seeing in recent years the birth of those who will be the fourth in the future.

This report, which we are sharing for the sixth consecutive year in the form of a Non-Financial Information Statement / Sustainability Report, is the main channel through which we want to communicate our performance during 2023 to our stakeholders and society in general, because we want to continue to be the depositories of their trust, and to this end we present the balance of the progress made and the objectives we set ourselves, as well as the conviction that the way in which we have been approaching them is the right one, with a clear business vision, in the midst of uncertainties and action based on criteria of good governance, care for the environment, commitment to the company's staff and return to the society in which we have always wanted to be present, and always present the customer as the main protagonist of our business activity.

Europe is becoming aware of the importance of the textile sector within the economy of the European Union, so 2024 is going to be a key year and for which we have been preparing by improving our industrial activity, to be more competitive and to renew our information management systems; attentive to the new opportunities that the strategy for a more sustainable textile will offer us; Aware of the strength of a united textile sector, for this reason we are having an active participation within the Textile and Fashion Observatory.

Textil Santanderina, S.A.

Message from the President.

Years ago we understood that Textil Santanderina has to be competitive and sustainable, for which it was essential to integrate ESG criteria into our business strategy.

While we have a new year ahead of us, the depth of the changes we must implement and the goals we have set for ourselves require a

**"... together we work to
grow in sustainability,
innovation in processes,
products and markets,
..."**

This is a longer time frame, which we specified in Textil Santanderina's 2024-2026 Strategic Sustainability Plan, defining a series of stages that reflect our vision of sustainability in an ESG environment, its prioritization and, finally, the analysis of the organization's internal and external contexts is specified in a materiality matrix that reflects the impact on the company and the value that stakeholders give to each of them. And, therefore, we want our stakeholders, mainly employees and suppliers, to be involved in this process. This assessment is not only essential to deepen the integration of ESG criteria into our organization's strategy, but will also prepare us to meet the requirements defined in the new European Union Directives in the field of sustainability.

The concept of uncertainty has long been established among us as a factor that accompanies business action, but at the same time we must see it as a framework for new opportunities. Textil Santanderina has been making commitments to the international organisations to which we belong and to society in general, for example, progress in the decarbonisation of the textile sector, a task that we share with companies around the world. But this is only one of the aspects within the ESG framework in which we want to make our commitment. And all this without losing sight of the importance of our customers and our order book.

Thanks to everyone's efforts and a great deal of work in the market, we have managed to recover the path of positive margin in most of our lines. And this, despite the uncertainty of our environment, generates in us illusion and conviction of our possibilities.

The year 2023 has been an important year for Textil Santanderina and 2024 must also be an important year if together we work to grow in sustainability, innovation in processes, products and markets, to implement new solutions on which to build the future, because we are in year 1 of the second centenary, demanding but exciting, where each one of us, And by working as a team, we will have the opportunity to be partners in our sustainable growth as individuals and as an organization of which we can be proud.

Juan A. Parés Boj
Presidente



Textil Santanderina, S.A.

Resumen Desempeño E.S.G.



SOCIAL

Total workforce as of 31 Dec 2023: 236

58 women (24.6%)

Wage gap: 88.81%

compared to 88.18% in 2022

Total hours worked:

1.808 h/persona

Absenteeism rate: 8.95,

compared to 9.07 in 2022

Total Accidents: 12

compared to 15 in 2022

Training hours: 1,403 h

199.3% compared to 2022

ENVIROMENTAL

CO2 Emissions Scope 1 and 2:

12,190 Tm CO2 eq

72.7% compared to 2022

Non-hazardous waste: 2,223.1 tonnes

87.9% compared to 2022

Hazardous Waste: 36.65 tonnes

86.8% compared to 2022

Water consumption: 830,059 m3

126% compared to 2022

Treated water: 399,089 m3

87.5% compared to 2022

Electricity consumption: 14,523 MWh

86.0% compared to 2022

GOVERNANCE

Purchases Raw materials: 2,228,827 kg

87.5% compared to 2022

Purchases with certification: 2,932 tons

117.9% compared to 2022

Sales with certification: 2,452 tonnes

108.8% compared to 2022

Customer complaints: 233

108.4% compared to 2022

Investments in 2023:

1.040.552 €

Exports: 69.0% of the total

Compared to 66.4% in 2022

2. INTRODUCTION

This Non-Financial Information Statement (hereinafter, "NFIS"), corresponding to the financial year between January 1, 2023 and December 31, 2023, is published in compliance with Law 11/2018, of December 28, 2018, amending the Commercial Code, the Consolidated Text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, on non-financial information and diversity.

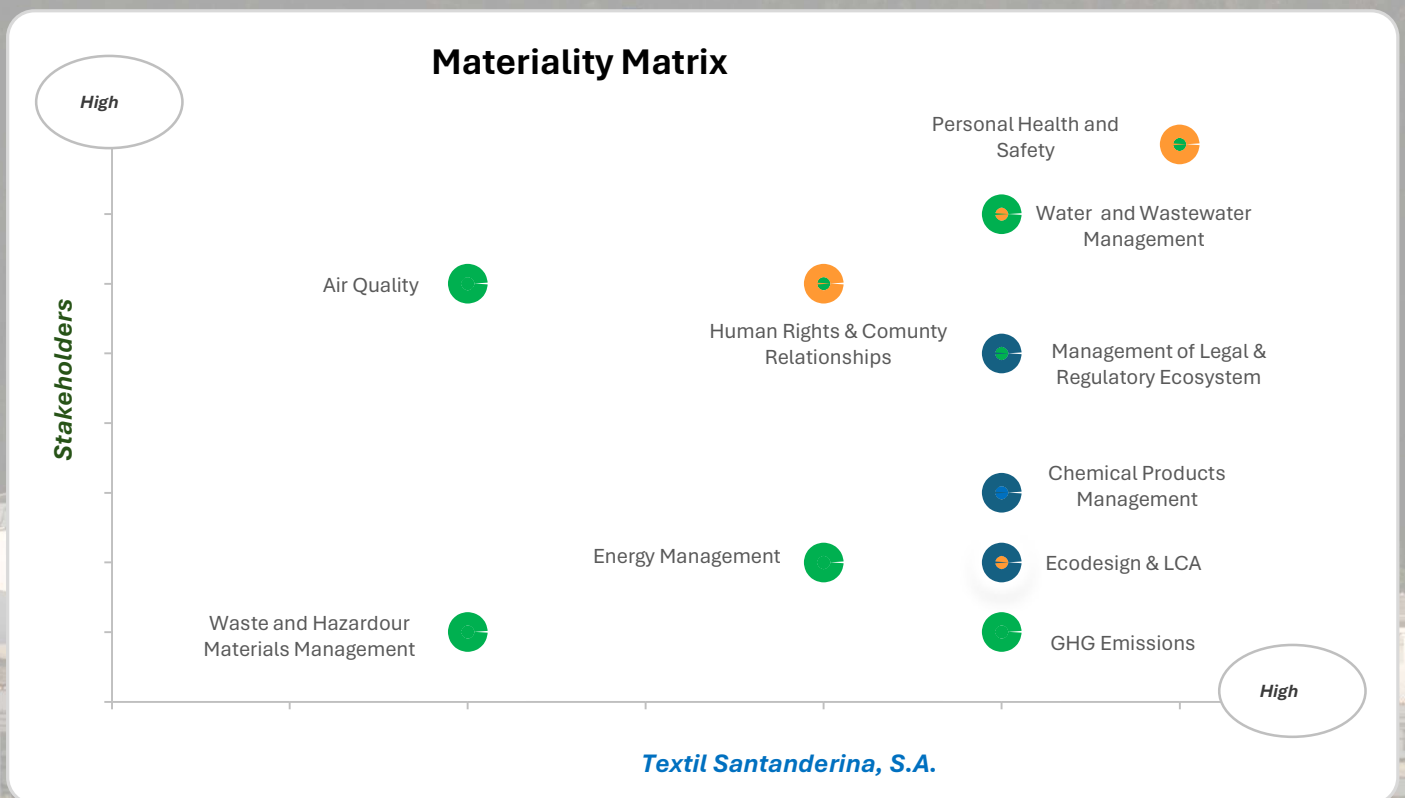
This document refers to the activity of Textil Santanderina, S.A. dedicated to manufacturing i.e. spinning, weaving, dyeing and finishing of fabrics, mainly of cotton materials, lyocell and their blends, as well as the use of special fibers for the technical and protective fabrics sector.

For the preparation of this NFIS, a selection of indicators, or part of their content, established in the Global Reporting Initiative (GRI) guide for the preparation of sustainability reports, an internationally recognized standard, has been taken as the reporting standard, following the principles and content defined by the most up-to-date version of the guide, GRI Standards. as well as the 10 principles of the Global Compact and the Sustainable Development Goals (SDGs) that have been part of our corporate culture for some years now.

Likewise, the context and regulation of the sector have been taken into account, as well as the main demands of stakeholders, sectoral trends and best practices to determine which are the relevant non-financial aspects of the company.

MATERIALITY ANALYSIS

Textil Santanderina, S.A. has carried out the corresponding materiality analysis, based on the CHEMICAL SUBSTANCES guide of the "Sustainability Accounting Standards Board (SASB)". In this sense, this analysis helps to identify those relevant issues that arise from the performance of our activities, that are of importance to stakeholders and that for us are priority issues, which in turn are already integrated into our "Strategic Plan 2024-2026". The result of this analysis is presented in the following matrix



TEXTIL SANTANDERINA

3. Business Model: Textil Santanderina, S.A.

- Mission, Vision and Our Values.
- Activity:
 - Raw material. Spinning. Weaving. Staining and Finishing.
 - Business Units. Associations.
- Strategic Plan: Digital Transformation and Ecological Transition.
- Responsible behavior. Higg index.
 - Integrated Management System Policy. Risk management.
- Business Structure.
- Organization chart. Process Mapping.



Textil Santanderina, S.A.

Mission, Vision & Values.

Textil Santanderina believes that the constant pursuit of excellence is not only a distinguishing factor, but also a fundamental condition for the sustainable development of its businesses. It understands that building a solid company capable of competing on the international stage requires a specific commitment from a human, social, quality and environmental point of view, with a clear commitment to innovation and continuous improvement of all its processes, with the principles of risk-based thinking and opportunities as a starting point. To this end, it has implemented an Integrated Quality and Environmental Management System that covers all the activities carried out. This system is based on the following commitments:

1. To offer our customers reliability and information in a global way.
2. To reconcile economic and social development with the protection and improvement of the environment.
3. To be recognized as leaders in product quality and service quality.
4. Commit to research and technological development.
5. Subject the Integrated Management System to a process of continuous improvement and review.

OUR MISSION

Create quality textile products in an efficient, innovative way and sustainable, gaining the credibility of our customers.

OUR VISION

To be a leading company in products and services in the textile sector at global level.

OUR VALUES

- > Customer orientation.
- > Good corporate governance and transparency.
- > Ethical and professional development of our team through continuous training.
- > Environmental and social commitment.
- > Innovation and research.

Textil Santanderina, S.A.

Origin and activity.

TEXTIL SANTANDERINA, S.A., is a company dedicated to the manufacture of spinning, weaving, dyeing and finishing, fabrics made of materials, mainly cotton, lyocell and their blends, as well as the use of special fibers for the technical and protective fabrics sector.

Established in 1923 by its founders, GONZÁLEZ COSSÍO HNOS., it was acquired from them in 1943 by the company CUITÓ Y CÍA., S.L., and finally constituted the company name Textil Santanderina, S.A. in 1960 as a result of the transformation of the former. From that year on, there was a radical change in terms of the management model and the type of product.

These 100 years of experience have allowed it to consolidate a long trajectory in the Textile Market, mainly in the manufacture of fabrics for fashion, workwear, personal protective equipment and technical textiles, both for the National and International Markets, being also suppliers for the Administration



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textilsantanderina@tsanta.es

In 2005, the Techs brand was created, under which it has been innovating and producing new products for the technical, protective and labor fabric market.

Textil Santanderina's facilities are located in the town of Cabezón de la Sal (Cantabria), which on a plot of 71,500 square meters has a constructed area of more than 46,000 m², with a staff of 236 people, and with three production units.

Textil Santanderina, S.A. Origin and activity. Centenary.

1923-2023: Celebramos el Centenario de nuestra Fábrica



Gran aceptación de los actos conmemorativos de los 100 años desde la construcción de la fábrica de Textil Santanderina

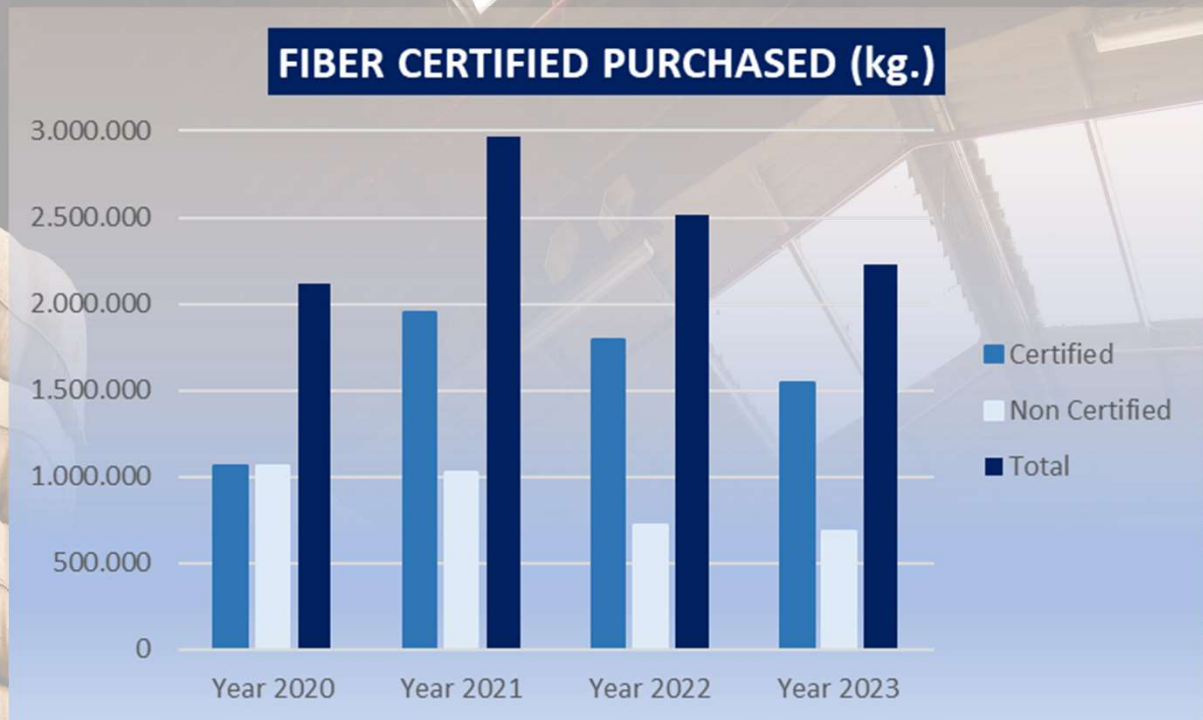
Los actos centrales conmemorativos del centenario de la planta de fabricación de Textil Santanderina en Cabezón de la Sal celebrados el pasado mes de octubre, tuvieron una gran aceptación por parte de todos los asistentes. Por un lado, las [jornadas de puertas abiertas](#) que acercaron la empresa a los protagonistas de estos cien años ([empleados](#), familiares y amigos). Y por el otro, la [comida-buffet](#) conmemorativa, que tuvo lugar el 20 de octubre, en la [bolera Santiago Galas de Cabezón de la Sal](#), durante la que se entregó un obsequio conmemorativo a todos los asistentes.

Una historia de compromisos
1923—2023

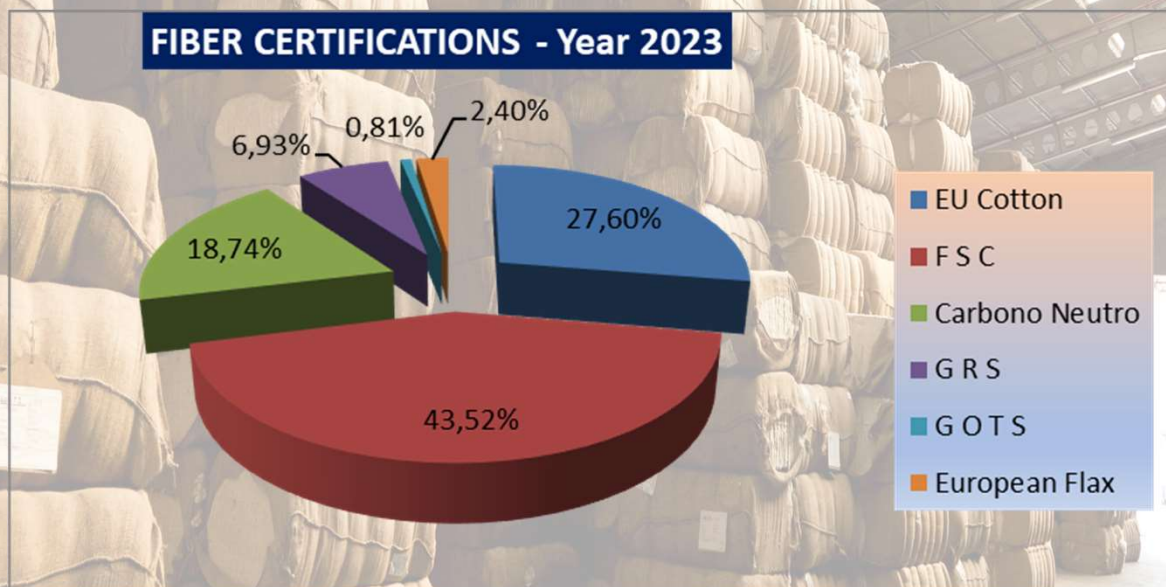
Creciendo y mejorando juntos



Textil Santanderina, S.A.
Origin and activity. Fibres.

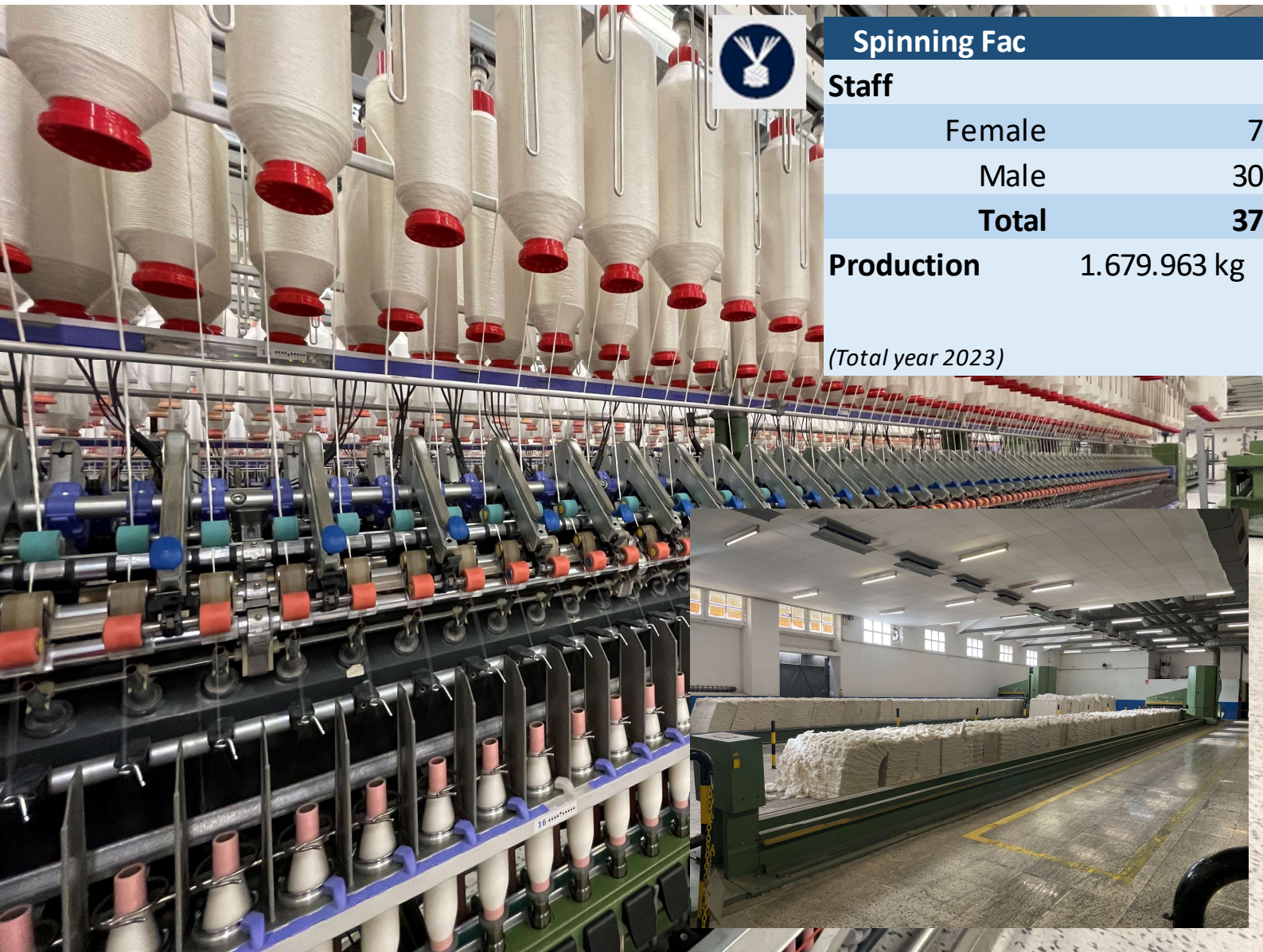


Fibres: 69.2% of purchases in 2022 have been certified, in front of 71.3% in 2022.



Fibres: Fiber consumption in 2023 was 87.4% of that in 2022, with the largest difference in cotton being 50.7% in front of 2022.

Textil Santanderina, S.A.
Origin and activity. Spinning.



Spinning Fac

Staff

Female 7

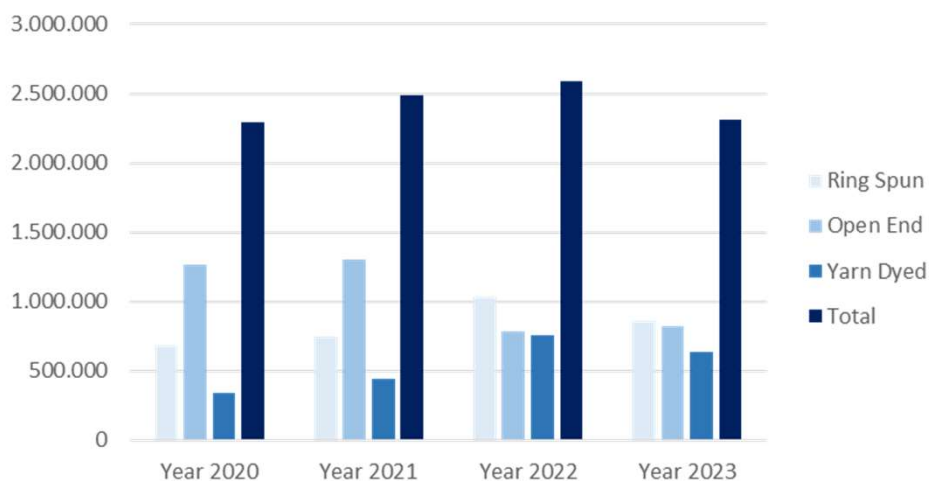
Male 30

Total 37

Production 1.679.963 kg

(Total year 2023)

SPINNING PRODUCTION (kg.)



Textil Santanderina, S.A.

Origin and activity. Weaving. Dyed & Finished facility.



Weaving Fac

Staff

Female 6

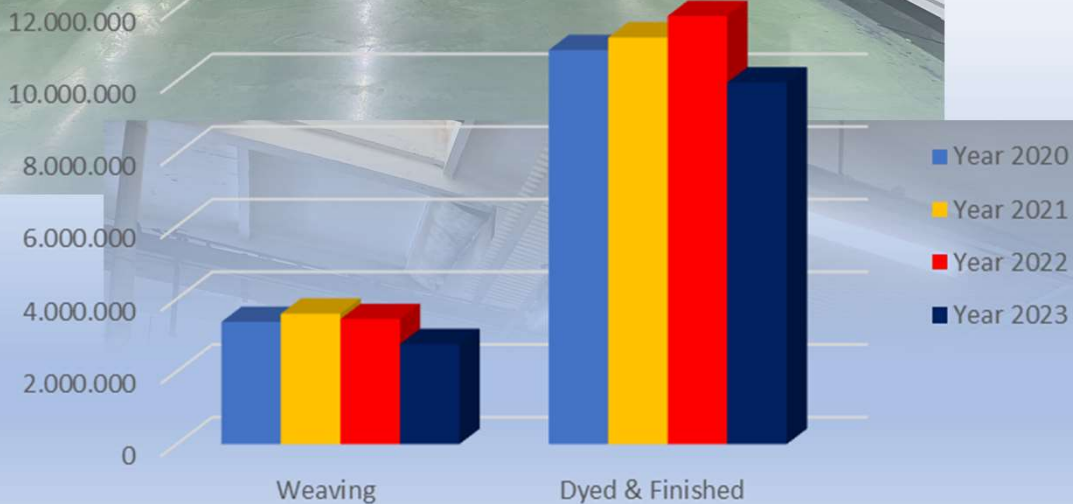
Male 25

Total 31

Producción 2.755.743 m

(Total year 2023)

PRODUCTION (m)



Dyed & Finished Fac

Staff

Female 6

Male 55

Total 61

Production 9.957.447 m

633.551 kg

(Total year 2023) (Yarn Dyed)



Textil Santanderina, S.A.

Origin and activity.

TEXTIL SANTANDERINA, S.A., a benchmark in European textiles thanks to its evolution, combining experience with innovation, and its trajectory marked by innovation in industrial processes, with the acquisition of the most modern means of manufacture. In this sense, it is worth highlighting the start-up of a new preparation line consisting of: Osthoff scorching machine and Goller Disap preparation.



It has an automatic kitchen for the preparation of the bleaching chemical baths, which allows us to reduce the volume of the liters of baths necessary for bleaching, causticizing and desizing, with savings in the consumption of chemical products. In addition, it works cold, so there is a saving in thermal energy consumption.



The advantages of having all the production processes integrated in the same plant, together with the presence of a team of professionals, guarantees our ability to evolve and respond to the continuous challenges that arise in the textile area, in addition to making the proposals of our design and product development teams viable. As an example, the new black denim collection based on sulphur dye ecological from Archroma.

The Advanced Collection Black is based on the Synthesis Technology state-of-the-art, offering A reduction in impact global.



Proof of this has been the constant evolution in the Use of lower impact fibers.

We started more than 30 years ago with Lenzing Lyocell (Tencel) fibre from its origins, continuing with pre/post consumer and organic recycled fibres, already present in all our product lines, and recently betting on new cellulosic fibres from chemical recycling or fibres from agricultural waste, such as pineapple.



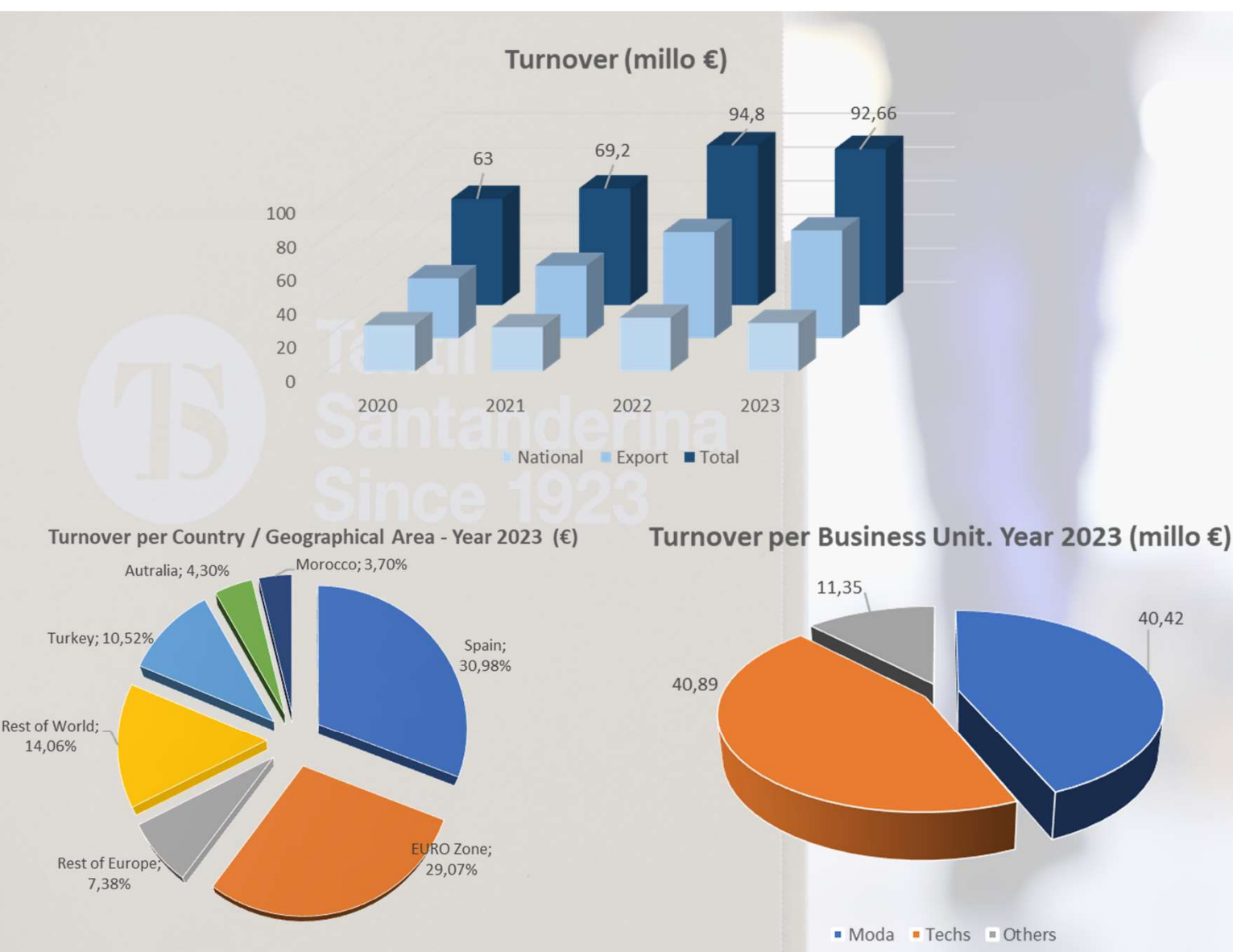
Textil Santanderina, S.A.

Origin and activity. Business Units

TEXTIL SANTANDERINA, S.A., has maintained its strategy of dividing the company's activity into different autonomous Business Units, with the main objective of achieving the satisfaction of its Customers, manufacturing high quality, reliable, traceable products that meet their requirements and meet their needs, achieving their loyalty, thus allowing it to achieve a sustained leadership position in the Textile Sector.

As a result of this strategy, and our presence in more than 30 countries, the 2023 data show a turnover similar to the values of 2022, increasing the weight of exports within the total turnover.

In which, the specific weight of each of the main Business Units are equalized.



Textil Santanderina, S.A.

Origin and activity. Business Units



In the Fashion Business Unit, in addition to the traditionally present lines of elastic and cellulosic fabrics, we establish sustainability objectives in our collections, which market more than 500 different references, integrating their criteria with innovation and investments, with a view to the future and focused on the environment and people, and this through eco-design and continuous improvement. developing new products and processes that are more sustainable and respectful of the environment.



With the TECHS Business Unit, created in 2005, Textil Santanderina presents itself as a benchmark in the design, development, production and distribution of fabric for use for workwear, personal protective equipment or technical textiles with different applications, which has been gaining recognition



ADVANCED FABRICS BY TEXTIL SANTANDERINA

in the international market thanks to its quality, service, flexibility and capacity for innovation. On the one hand, our wide range of products with flame retardant and flame retardant performance, high resistance, with antistatic properties. On the other hand, the introduction of blends rich in cellulosic fibers and the development of elastic fabrics for protective clothing, without losing lightfastness or other factors in our colors, have provided added value to the product in terms of comfort for the end user.



Of particular note is the NACA finish, a fluorocarbon-free treatment that offers great water repellency. Its composition includes materials of renewable origin.

Maintaining the clear and unequivocal position of the company in its commitment to ecology, the environment and corporate social responsibility with a direct and positive effect on the added value of Techs fabrics, which are available through a commercial network in Spain and internationally, with an extensive distribution network in more than 15 countries.

Textil Santanderina, S.A.

Origin and activity. Associations.

As a result of our global vocation, we are actively present in international organizations in the sector, such as the International Textile Manufacturers Federation (ITMF), actively participating, advising and scoring the projects submitted to the "ITMF Awards" in innovation and sustainability.



We are members of ASEPAL, Association of Personal Protective Equipment Companies, a non-profit organization that encompasses more than 100 companies dedicated to the design, manufacture and marketing of personal protective equipment (PPE), and aimed at the entire community related to the prevention of occupational risks and the sector of Personal Protective Equipment. AND the DEFENSE INDUSTRY CLUSTER (CID)



Our commitment to responsible production requires us to keep track of the suppliers in our supply chain, to ensure that they meet our demands for quality and service, but also for sustainability. Aware of the inadequacy of our current system of supplier approval and evaluation, in 2024 we began a process of reflection to see the complementary method to be implemented.



Likewise, this same commitment to quality, people's health and the safety of our products in all processes from the supply of raw materials to the delivery of the final product to customers is guaranteed with the Oeko-Tex® standard 100 certification. In addition, Textil Exchange certifications confirm the presence and amount of recycled material in the final product, if requested by customers.



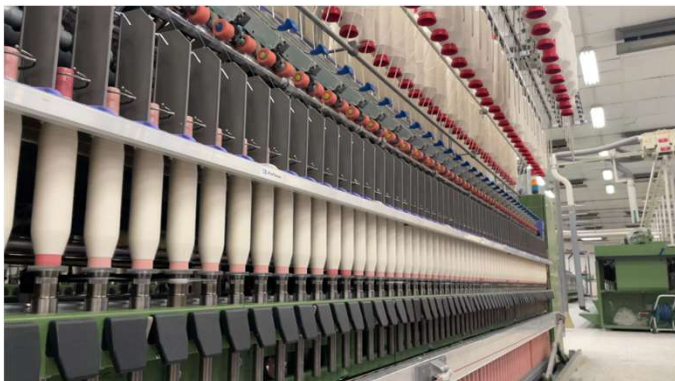
Textil Santanderina, S.A.

Origin and activity. Strategic Plan: Digital Transformation and Ecological Transition.



Within the **Digital Transformation and Ecological Transition Programme 2021-2030**, the reference framework for our main investments, we highlight the following in 2023:

- Next steps within the **development project of a new ERP**, in which, due to problems that arose during the year, we have been forced to modify the initial program, mainly with regard to the company with which we want to develop it, moving to **LIS Data Solutions**, redoing the schedule.



Likewise, within the development of the **MES Program**, the implementation phase in the spinning and beaoning manufacturing of the yarn warehouse has been completed, a project that seeks to achieve the following strategic objectives:

- Traceability by OF and machine
- Traceability in the laboratory
- Consumption and production per machine
- Room Monitoring (Ta & Humidity)
- Traceability in the opening of raw materials and palletizing of finished products
- Digitalization of the storage bin

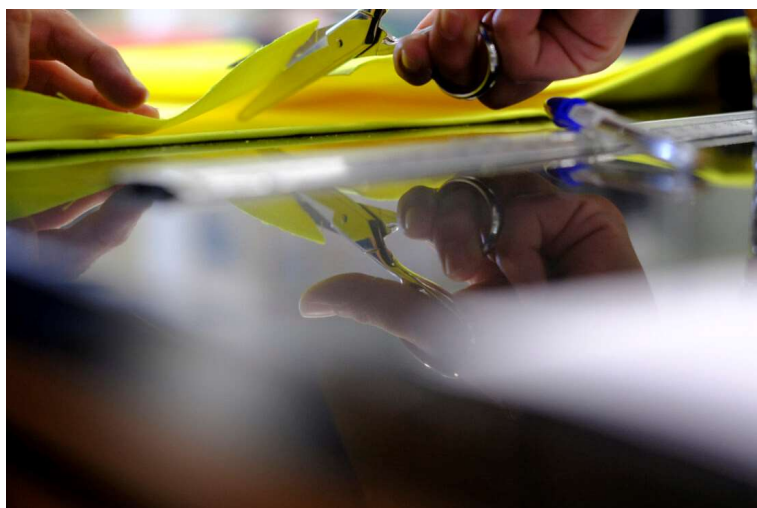
It was budgeted at €443,053, and co-financed with a 25.00% grant, in turn co-financed by the European Regional Development Fund through the FEDER Operational Programme.

Textil Santanderina, S.A.

Responsible behavior.



TEXTIL SANTANDERINA, S.A. aware that INNOVATION is a strategic factor of great importance, constitutes the best argument to compete in the Market and represents a guarantee for the continuity and future of the Company, its Quality and Environment policy is aimed at the achievement of new products, development of advanced processes, efficient and respectful of the environment, and the provision of services with the quality required by the Clients and the regulations in force, which leads it to have a quality system that facilitates this objective, while creating adequate evidence that is reliable and clear.



The Quality and Environment Manual of TEXTIL SANTANDERINA, S.A. is governed by and complies with the requirements of the UN-EN-ISO 9001:2015 standard and the UNE-EN-ISO 14001:2015 standard. The Quality, Environment and Systems Management department is responsible for its monitoring and compliance, especially the definition of the risk matrix and its prevention, pursuing the following objectives:

- Define an Integrated Management System consistent with the values of TEXTIL SANTANDERINA, as well as its Mission and Vision.
- Maintain a comprehensive management system that guarantees the quality of the products that TEXTIL SANTANDERINA offers to its Customers, so that they meet their needs and expectations, increasing their satisfaction at the lowest possible cost, also complying with legal and regulatory requirements.
- Integrate all departments of the Company in the quality of the products by training the staff and describing the processes in procedures and instructions.
- Improve overall productivity through the reduction of times due to an orderly management of the phases and through the reduction of incidents in the process.

Textil Santanderina, S.A. Responsible Behavior.

- Integrate its Customers and Suppliers within the Quality System as another link in its process.
- Set annual quality and environmental objectives and review them every six months to adapt the system to the deviations observed.
- Continuously improve processes and products, resolving incidents and non-conformities with the necessary corrective and preventive actions.
- Evolve the comprehensive management system through internal audits that certify the development of the quality system.
- Management according to ISO 9001:2015, defined in its Process Map, including the identification, evaluation and prevention of risks, as well as the main monitoring indices.
- Ensure the effectiveness of the quality system by assigning responsibilities to each of the people who make up the Company's organizational chart.

Likewise, as a result of this commitment to Sustainability and Transparency, we have attended numerous surveys and questionnaires on the various aspects covered by sustainability, as well as on traceability, both from independent audits and those requested by customers, for example, the Inditex Group's standards: Join Life, Clear to Wear and Green to Wear. among others.



LGAJ Technological Center, S.A. (Applus+) certifica que el sistema de Gestión de la Calidad de la organización:

TEXTIL SANTANDERINA, S.A.

Av. Textil Santanderina, S/N
39500, Cabezón de la Sal (Cantabria)

para las actividades de:

Desarrollo, diseño, fabricación y comercialización de productos textiles.

es conforme con los requisitos de la norma UNE-EN ISO 9001:2015

EMISIÓN INICIAL: 09/09/1998
VIGENCIA DESDE: 28/02/2023
CADUCIDAD: 27/02/2026



LGAJ Technological Center, S.A. (Applus+) certifica que el sistema de Gestión Ambiental de la organización:

TEXTIL SANTANDERINA, S.A.

Av. Textil Santanderina, S/N
39500, Cabezón de la Sal (Cantabria)

para las actividades de:

Desarrollo, diseño, fabricación y comercialización de productos textiles.

es conforme con los requisitos de la norma UNE-EN ISO 14001:2015

EMISIÓN INICIAL: 28/02/2014
VIGENCIA DESDE: 28/02/2023
CADUCIDAD: 27/02/2026

Director General
Applus+ Certification, S.L.

Xavier Ruiz Peña

Directora Técnica
Applus+ Certification, S.L.

Cristina Becerra Martínez

El presente certificado se otorga a la organización que ha cumplido todas las condiciones del contrato del cual este certificado forma parte. LGAJ Technological Center, S.A. (Applus+) Campus LGAJ, Avenida de la Puerta del Camino 40, 39102 Santander, Cantabria.



Textil Santanderina, S.A.

Responsible behavior. STEP by Oeko-Tex. Higg Index.

This past year we were AITEX certified in the **STeP Certification by OEKO-TEX®**, which accredits sustainable textile production in companies. STeP, which stands for Sustainable Textile Production, is a certification system that differentiates and distinguishes the company in the textile chain for its commitment to sustainable production.

TEXTIL SANTANDERINA, S.A.
AVDA TEXTIL SANTANDERINA S/N
39500 CABEZÓN DE LA SAL, SPAIN



AITEX
CENTRO DE INVESTIGACIÓN E
INNOVACIÓN
Plaza Emilio Sala, 1
03801 Alcoy (Alicante) España, Spain

Certificate

TYPE OEKO-TEX® STeP	CERTIFICATE NUMBER 15000039	REPORT NUMBER 15000039/4	
	Level 1	Level 2	Level 3
SCORING RESULT OEKO-TEX® STeP			LEVEL 3
CHEMICAL MANAGEMENT			
ENVIRONMENTAL PERFORMANCE			
ENVIRONMENTAL MANAGEMENT			
SOCIAL RESPONSIBILITY			
QUALITY MANAGEMENT			
SAFETY			
	0%		100%
DETOX TO ZERO PERFORMANCE			
WASTEWATER AND SLUDGE			
MRLS			

The certification is aimed at facilities related to the textile chain that intervene at any stage of the production process, from fiber production, spinning, weaving to printing, dyeing and textile manufacturing companies. The aim of the STeP by OEKO-TEX® certification is the application of environmentally friendly production processes and optimal working conditions in the areas of health, safety and social aspects.

OEKO-TEX®
CONFIDENCE IN TEXTILES



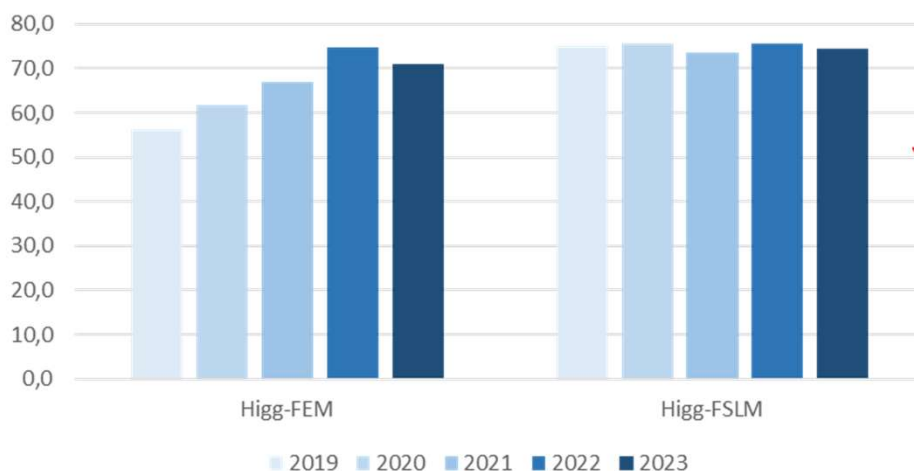
For the fourth year in a row, we have completed the Higg-FEM and Higg-FSLM self-assessment questionnaires from the Sustainable Apparel Coalition and shared the results with a significant number of our customers.

Worldly / Higg Index

Sustainable Apparel Coalition



worldly™



Textil Santanderina, S.A.

Responsible behavior. Integrated Management System Policy.



Mission

To create quality **textile products** in an efficient, innovative and sustainable way, gaining credibility with our customers.

Vision

To be a leading global company in textile sector products and services.

Values

- > **Customer** orientation.
- > Good corporate governance and **openness**.
- > Ethical and professional development of our **team of people** through **continuous training**.
- > **Environmental** and **social** commitment.
- > **Innovation** and **research**.

Textil Santanderina believes its constant quest for excellence is not only a distinctive factor, but also a fundamental condition for the sustainable development of its business. It understands that building a stable company capable of competing internationally requires a specific commitment from a human, social, quality and environmental point of view, with a clear involvement in innovation and continuous improvement of all its processes, taking the principles of risk and opportunity-based thinking as a starting point. To this end, it has implemented an **Integrated Quality and Environmental Management System** covering all the activities it carries out. This system is based on the following commitments:

1

To offer our customers global reliability and information as key aspects of the customer orientation we base ourselves on, without ignoring the feedback from the other relevant stakeholders, for the proper development of the organization in order to meet their needs and expectations.

2

To make economic and social development compatible with the protection and improvement of the environment.

3

To be recognized as leaders in product and service quality.

4

To focus on research and technological development of processes and products that improve our relationship with our stakeholders, generating greater profitability for our company in the medium and long term.

5

To subject the Integrated Management System to a process of continuous improvement and review, based on training people, teamwork and feedback from all our staff, as well as on customers' perceptions of the service we provide. To accurately establish the reference environment to use as a basis for defining and reviewing the goals of the Integrated Management System.

The management of **Textil Santanderina** accepts and leads the commitments included in this policy and pledges to actively publicize them and review them periodically in order to provide the resources required to activate them and achieve the goals set. This policy will be notified to all Textil Santanderina staff, as well as those acting on the company's behalf, to ensure it is followed and made available to all agents involved and to the general public.
Policy approved by Textil Santanderina Management in June 2021.



Textil Santanderina, S.A. Business Structure.

Textil Santanderina, S.A. has direct and indirect stakes in various companies, included in the scope of consolidation for the 2023 financial year:

Sociedad	% de participación directa	Domicilio Social	Objeto Social
T.S. Do Brasil S.T. Ltda.	100%	San Paulo - Brasil	Consultoría técnica y servicios en el área textil, y comercialización de productos textiles
Desarrollo y Comercialización de Artículos Textiles, S.L. (DESCO)	87,52%	Cabezón de la Sal (Cantabria) – España	Desarrollo, comercialización y venta de productos textiles
Seaqual 4U, S.L.	50%	Angles (Gerona) – España	Intermediación, comercialización, fabricación, producción y transformación de materias primas y productos relacionados con o destinados al sector textil
Monretex, S.A.	100%	Barcelona – España	Comercialización productos textiles
Acabats del Bages, S.A.	47,40%	Barcelona – España	Acabado de Textil
Inade, S.A.	25%	Barcelona – España	Creación de programas informáticos y estudios de mercado
Santanderina India PVT LTD	99,90%	Uttar Pradesh - India	Fabricar, importar, exportar, comprar, vender y/o comercial con todo tipo de textiles

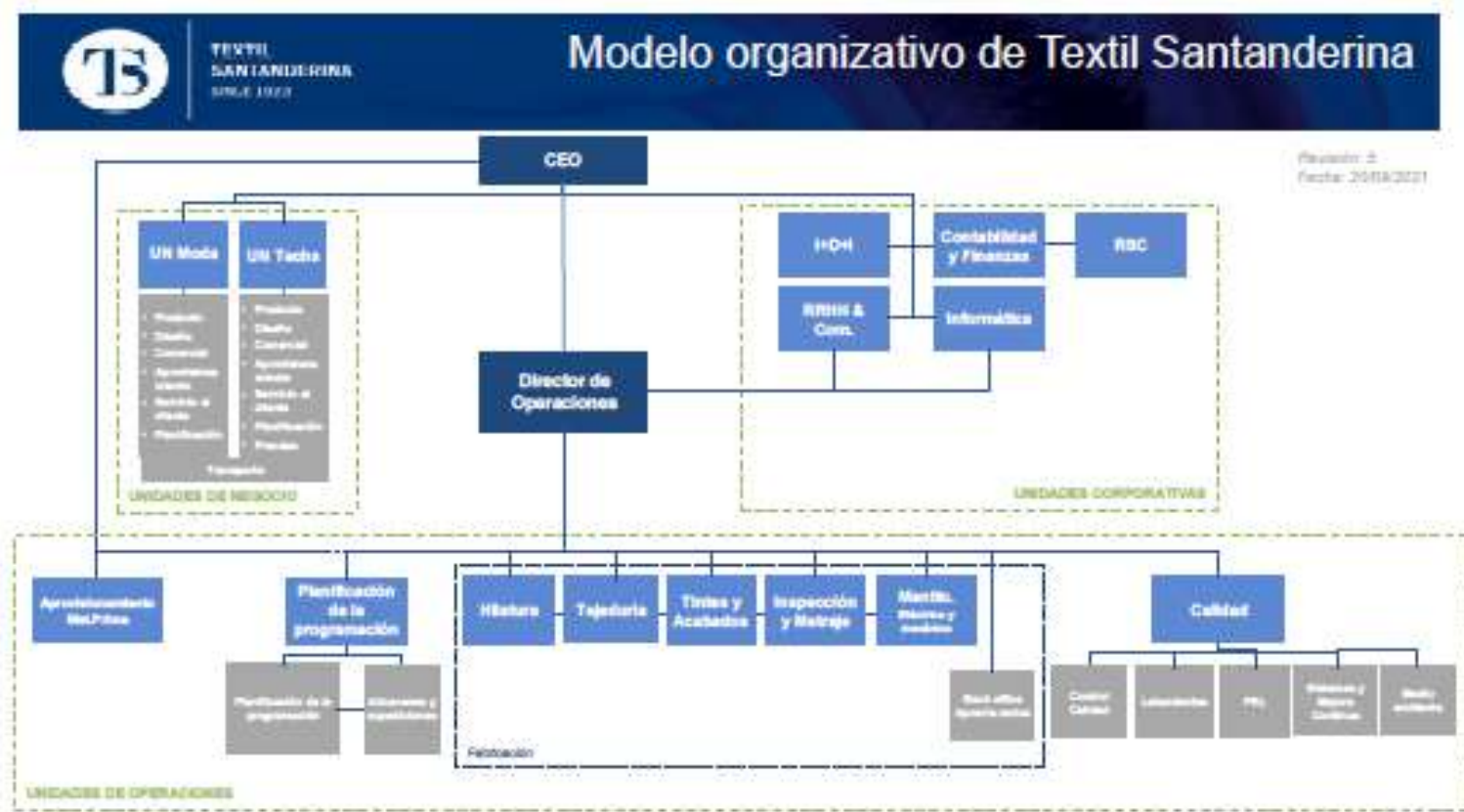
Las sociedades participadas no integradas en la consolidación por considerarse operaciones a plazo o no tener una importancia significativa, y que se presentan valoradas al coste en el Balance de Situación Consolidado, son las siguientes:

Sociedad	% de participación directa	Porcentaje de Participación indirecta
Atop Corporation Limited	100%	-
Zatatex, S.a.r.l.	100%	-
Fábrica Española de Confecciones, S.A.	11,96%	-
Valoriatex, S.L.	-	4,21%
The Post Fiber, S.L.	25,00%	-

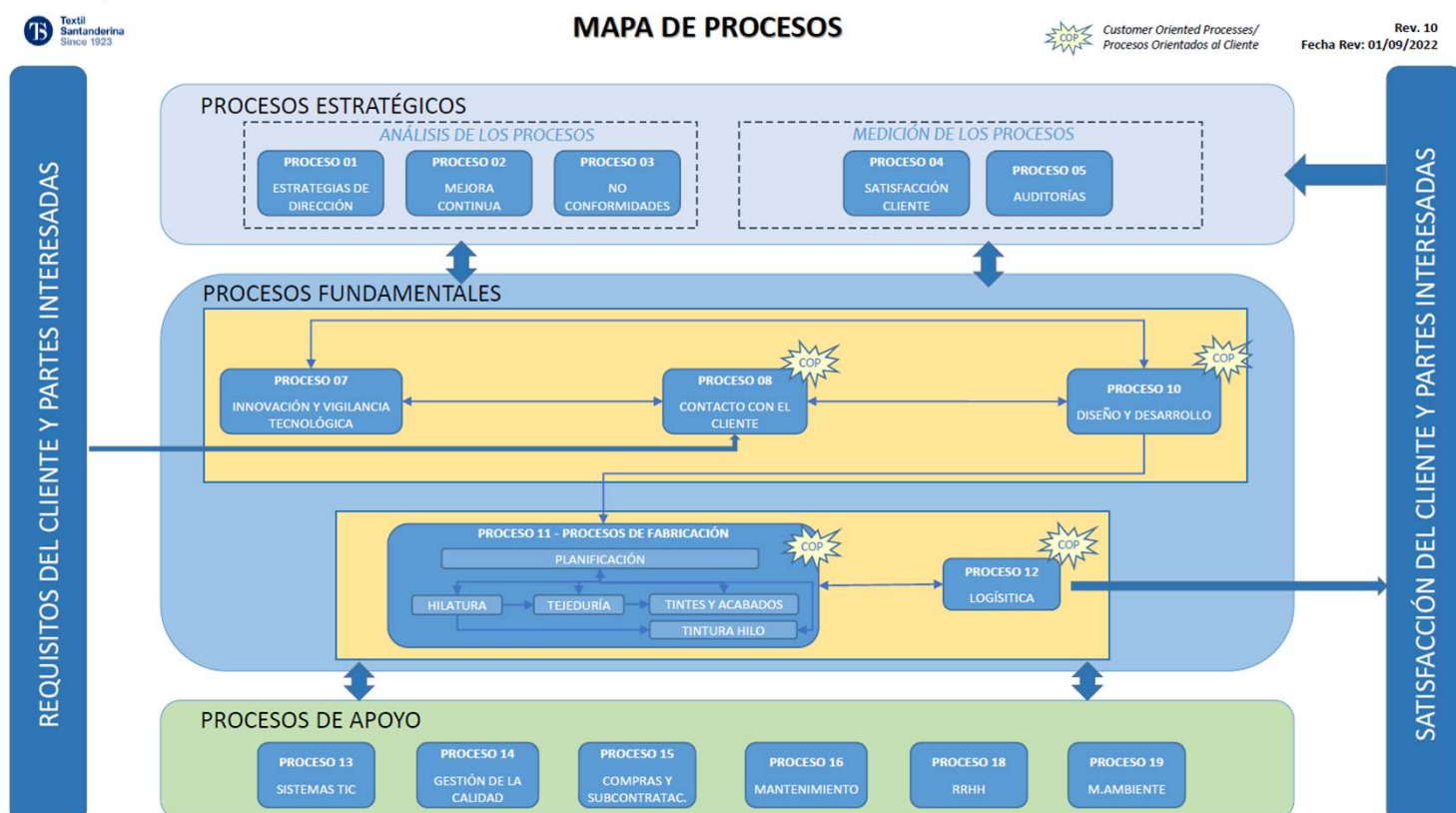
Given that Textil Santanderina, S.A. contributes 97% to total turnover and 73% to the consolidated result for the 2023 financial year, it has been deemed appropriate for this consolidated NFR to include the information relating to this parent company as it is considered the most relevant, since the implementation of the complex process of obtaining rigorous sustainability data in the rest of the group's subsidiaries is still ongoing. course.

Textil Santanderina, S.A.

Organigrama. Mapa de Procesos.



Mapa de Procesos.



TEXTIL SANTANDERINA

4. Information on Environmental Issues:

- Best practices.
- Emissions management. Carbon Footprint Registration. FICCA. Club de Madrid.
- Waste management. Circular Economy. Certifications.
- Sustainable use of resources. Water. Energy.
- Climate change. Biodiversity.



Textil Santanderina, S.A.

Environment. Introduction. Best practices.

Like any company whose goal is to be sustainable, at **Textil Santanderina, S.A.** we consider it essential to be respectful of the environment, minimizing the impact generated by our industrial activity and being the optimization of resources one of our priorities.

Committed to sustainability, each process and each new development is analyzed to determine its impact, as of any company, being one of the guides that guide our product developments and investments.

To this end, our environmental policy is based on the following points:

- Compliance with legal requirements.
- Commitment of our employees.
- Training and awareness-raising.
- Continuous process improvement.
- Internal and external communication.

TEXTIL SANTANDERINA, S.A. has renewed its certification according to the fact that it has an environmental management system in accordance with the ISO 14001:2015 Standard, the revision of which has allowed us to apply those improvement measures to have a more effective environmental management.



During 2024, we plan to update our **Integrated Environmental Authorization (AAI)**.

Textil Santanderina is committed to:

- INNOVATION in processes and products, through correct R+D+i management.

- INVESTMENTS that promote ENERGY SAVING through initiatives aimed at reducing consumption; INVESTMENTS that introduce improvements in INFRASTRUCTURE: machinery, auxiliary equipment, etc., also necessary to maintain competitiveness that guarantees its sustainability and achieving the best conditions in the workplace.

- AWARENESS AND TRAINING PROGRAMS for all staff, in order to promote good environmental practices in the daily performance of their tasks.

Textil Santanderina, S.A.

Environment. Introduction. Best practices.

TEXTIL SANTANDERINA follows the precautionary principle according to **Article 15 of the Rio Principles**.

As a requirement of regulation ISO14001:2015, the environmental risks arising from our industrial activity have been analysed and evaluated, as described in internal document 01.P01. IT01, and are defined within the Process 19 Risk and Opportunity Map. Environment.

Contingency plans and preventive measures have also been defined, and planned accident drills have been carried out.

Because it is important that each one of us becomes aware of our responsibility to protect the environment, training and awareness-raising actions are planned.

Finally, aware of the need to reduce our own waste generation and the consumption of raw materials,

Our goal must be that, after the years of the pandemic, the reactivation of activity to pre-COVID19 values does not imply returning to consumption and waste generation values, using resources more efficiently and increasing our efforts to apply circular economy criteria.

Noise pollution: TEXTIL SANTANDERINA complies with the existing regulations regarding environmental noise. We set the frequency of measurements based on legal requirements. We carry out new measures every time the conditions of an installation change, which could have consequences on the level of environmental noise.

Light pollution: TEXTIL SANTANDERINA complies with the existing regulations regarding the level of lighting in workplaces. We set the frequency of measurements based on legal requirements. We carry out new measures every time the conditions of an installation change, which could have consequences in this aspect.

Energía

- Incorporación de **renovables** al proceso productivo
- Incorporación de energías de nueva generación: **hidrógeno**
- Incremento de la **eficiencia energética** en procesos, infraestructura y conducción de la energía



Procesos

- Potenciar **Economía Circular** en la gama de productos ofertados a nuestros clientes.
- Elección de productos **biodegradables**
- **Captación y recuperación** de productos: micro plásticos, microfibras, colorantes, fibras, plásticos..
- Cierre del **ciclo 360°**:
 - Mejora de las líneas de reciclado
 - Fomento de producción de material reciclado. Ecodiseño

Agua

- **Optimización de procesos** y fórmulas
 - **Control** de consumos
- **Recuperación:** Mejora y optimización de los procesos de depuración

Textil Santanderina, S.A.

Environment. Emissions Management.

In 2023 we have carried out a new Greenhouse Gas audit. For the calculation of CO₂ emissions, the conversion factors provided by the Ministry of Agriculture, Fisheries and Food, the Ministry of Ecological Transition for electricity have been used. To reduce our carbon footprint, improvement studies are underway and we have set new targets for 2024.

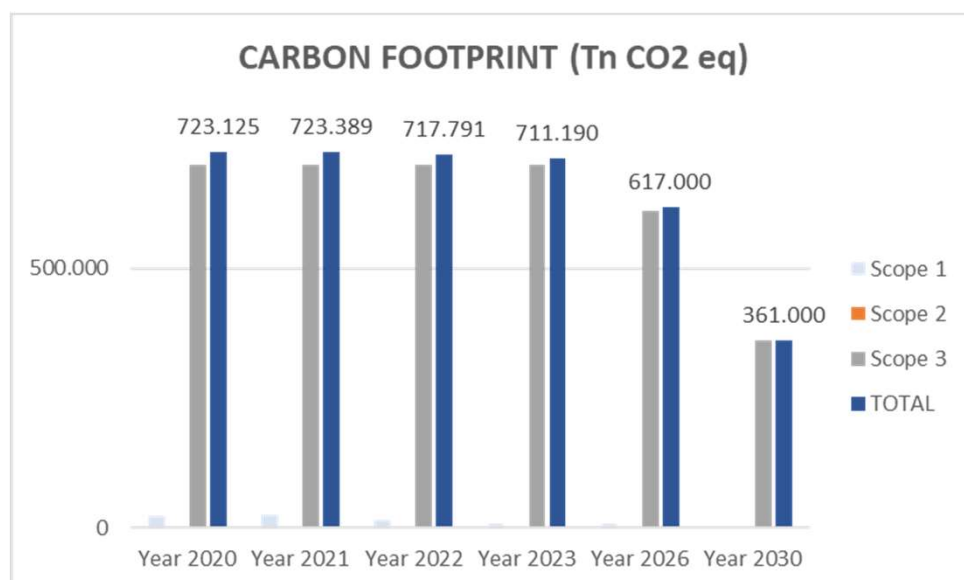


At our plant, no coal is used as fuel for power generation.

Aware of the importance of reducing our carbon dioxide (CO₂) emissions, on the one hand, we have the installation of photovoltaic cells carried out

in 2020, it accounted for an electricity production of 804,532 kW in 2023, with plans to double it by 2024-2025, which would mean a reduction in emissions of 400 T eq CO₂.

	Year 2020	Year 2021	Year 2022	Year 2023	Objective Year 2024
Total Verified CO₂ emissions	24.126 Tm	24.390 Tm	16.610 Tm	8.284 Tm	7.500 Tm
Process associated emissions productive/kg	3.49 MT/kg produced	3.23 Tm/kg produced	2.27 Tm/kg produced	1.31 Tm/kg produced	1.25 MT/kg produced
Process associated emissions productive/employee	77.58 MT/employee	92.74 MT/employee	67.80 MT/employee	34.95 MT/employee	34.00 MT/employee



Textil Santanderina, S.A.

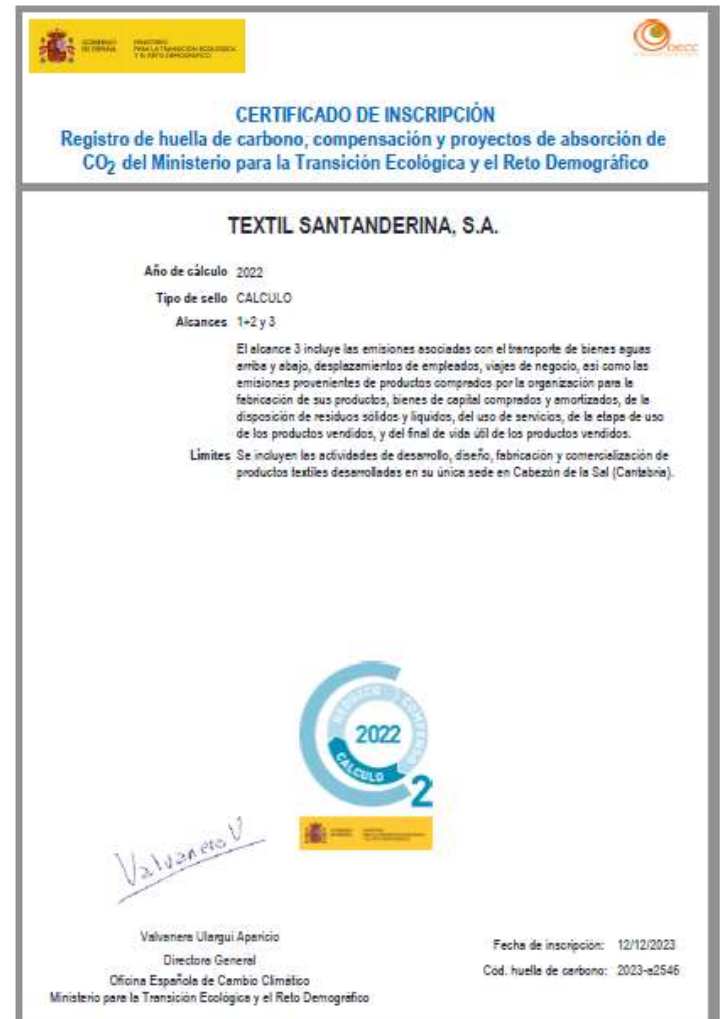
Environment. Carbon Footprint Registry.

This seal was created with the dual purpose, on the one hand, to make it easier for organizations to demonstrate their participation in the registry and, on the other hand, to reflect the degree of effort undertaken by them in the fight against climate change.

The seal, therefore, allows us to identify, for a defined period, three levels of participation, and commits us to:

- Know and assume the objectives of the registration in the Register of Carbon Footprint, Compensation and Carbon Dioxide Absorption Projects.
- Comply with all the provisions of the Manual for the Use of the Carbon Footprint Registration Seal, Carbon Dioxide Offsetting and Absorption Projects.
- Correct use of the Carbon Footprint Registry seal.

To obtain this seal, we first calculated our carbon footprint for the year 2021 as described in the Ministry's supporting documents. These calculations were validated through an audit carried out by an independent body and registered in the "carbon footprint and greenhouse gas emission reduction commitments" section of the registry. Once the Ministry validated these calculations, we were registered and authorized for the use of the seal that reflects this effort made by Textil Santanderina, S.A., and that informs about our participation in the carbon footprint sections and the specific period of time to which this participation corresponds.



Textil Santanderina, S.A.

Enviroment. FICCA

During 2023, our participation in Working Group 1, on Decarbonization, in the **Fashion Industry Charter for Climate Action**, of the United Nations Climate Change Agency, has been maintained.

As a member, we make your commitments our own, which are:

1. Textil Santanderina, S.A. supports the Paris Agreement's ambition to limit temperature rise to 1.5 degrees Celsius above pre-industrial levels.
2. We set a target of at least 50 percent absolute aggregate GHG emission reductions in scope 1, 2 and 3 of the Greenhouse Gas Protocol Corporate Standard by 2030, based on 2019.
3. We are committed to achieving net zero emissions by 2050 at the latest.
4. We are committed to measuring and reporting our GHG emissions annually through CDP.



Within the activity of the Working Group on Decarbonization, the following should be highlighted:

- Completion of the questionnaire on greenhouse gas emissions on the CDP - Disclosure Insight Action platform.



- Work meetings with companies and agencies that could collaborate in various fields to achieve the defined objectives.
- Payment of our annual fee, 50% subsidized by AITPA.
- Working meeting on the evolution of the work and objectives defined within the work of Group1, "Decarbonisation"

During the past year, work has focused especially on Scope 3 emission measurement systems.

Textil Santanderina, S.A.

Environment. Emissions management. FICCA.

Likewise, among these informative actions and working meetings, those related to the preparation and development of **COP-28**, held in Dubai, stand out.



COP28 has made it possible to advance within the framework of the Global Action Agenda with more than 30 relevant agreements and has mobilized funds for climate action worth more than 83,000 million dollars.

A day late, and after more than 48 hours of uninterrupted negotiations, the Parties reached enough agreement to close COP28 in Dubai with a consensus text, with the explicit reference to phasing out the use of fossil fuels, although not aligned with many of the voices heard at the summit. for a clear reference to "elimination",

"This agreement is an ambitious floor, not a ceiling. The coming years will therefore be crucial to further increase climate ambition and action," said Simon Stiell, Executive Secretary of the UNFCCC, at the closing ceremony.

and with the explicit declaration by some countries such as Denmark, Fiji, Finland, France, Greenland, Ireland, Marshall Islands, Portugal, Samoa, Sweden, Spain, Tuvalu and Vanuatu, of their commitment to phasing out fossil fuels.

These apparently modest results, but described by the presidency of COP28 as an agreement with a "historic result", which allows "fossil fuels to be included for the first time in the text" in a transition that allows, "according to science, to limit global warming to 1.5 °C".

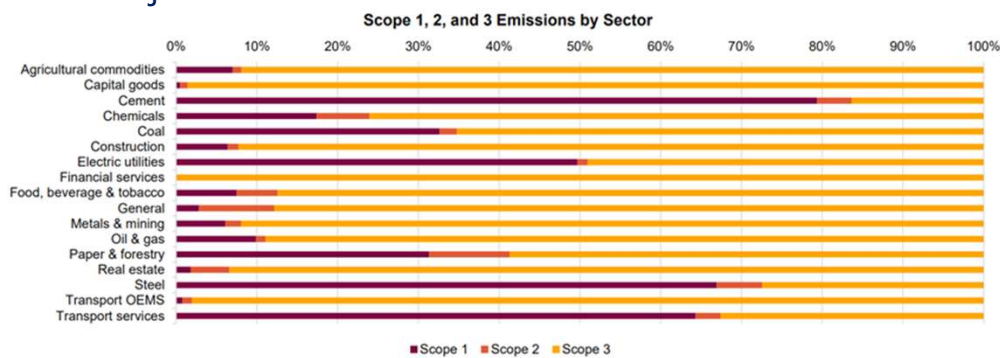


Textil Santanderina, S.A. Environment. Club de Madrid.

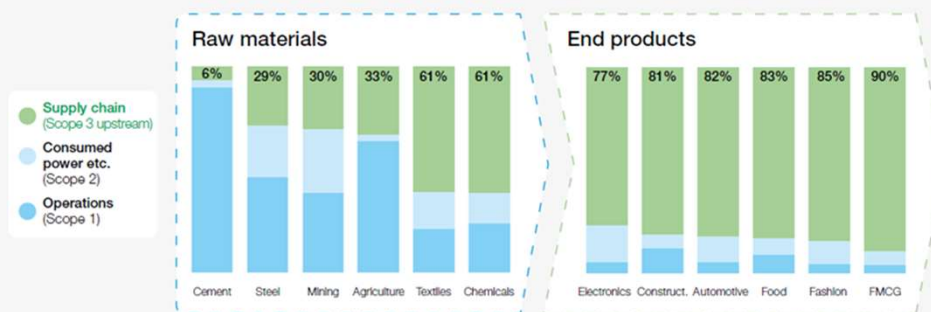
This past year 2023, and also in the context of COP 28, we joined the work of the **Club de Madrid**, an organization established in 2002 in Madrid, as a result of the Conference on Democratic Transition and Consolidation, and which brings together more than 100 former heads of state and government, as well as experts and academics to discuss issues concerning democracy.



The work has focused on analysing the importance of the Value Chain to achieve Decarbonisation objectives.

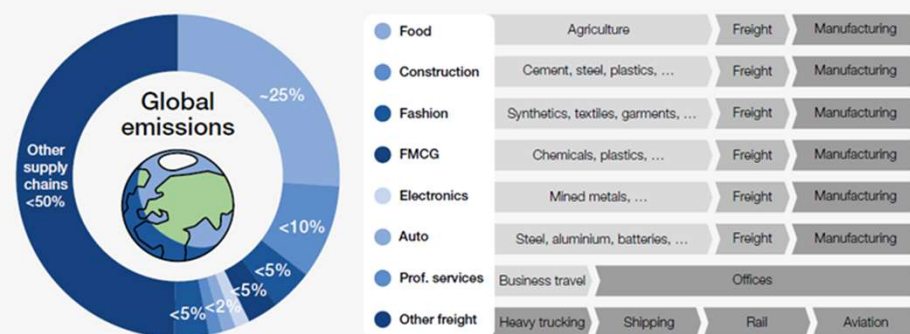


Emission split in Scopes 1, 2 and 3 upstream for selected industries (CO₂e, 2019)



Note: Top companies selected based on number of reported Scope 3 upstream categories and industry fit;
FMCG = fast-moving consumer goods
Source: CDP, BCG

FIGURE 5 | Eight supply chains are responsible for more than 50% of global emissions



Note: Only selected value chain steps are shown here; value chain steps not shown at scale; FMCG = fast-moving consumer goods
Source: BCG

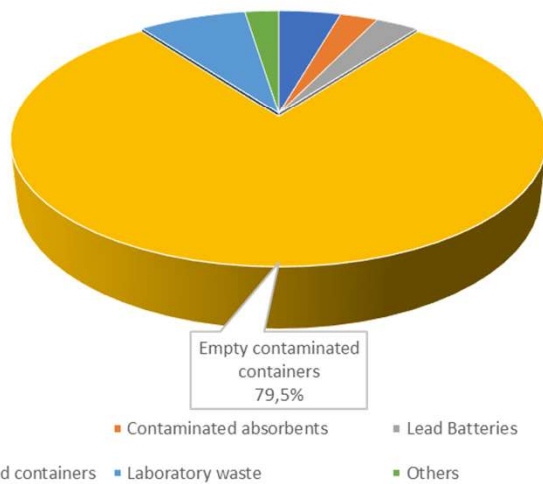
Textil Santanderina, S.A.

Environment. Waste management.

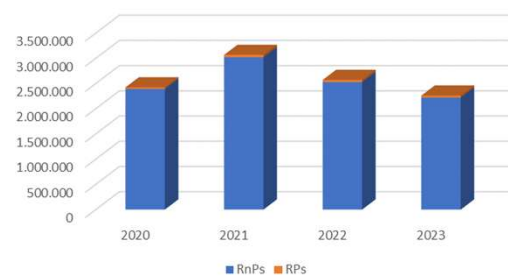
At Textil Santanderina, S.A. we care about the correct management of all our waste and take measures to reduce it. We have segregation measures, with different containers to recycle different types of waste. The management of all the waste generated, both hazardous and non-hazardous, is carried out through authorised transporters and managers, so that we ensure correct treatment and recycling.

The total waste generated in 2023 has been reduced by 12.1% compared to 2022.

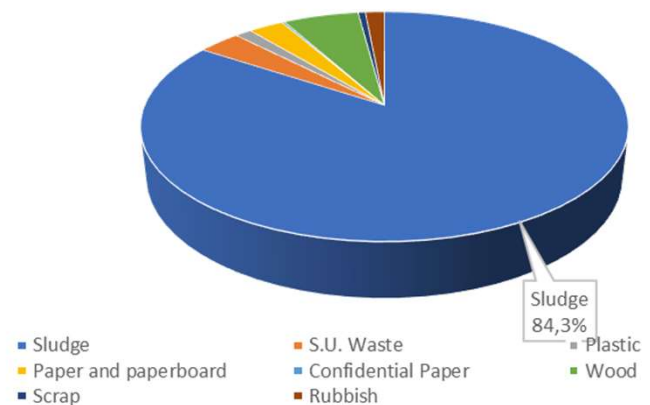
Hazardous Waste (%) - Year 2023



Waste evolution (kg)



Non Hazardous Waste (%) - Year 2023



	Year 2020	Year 2021	Year 2022	Year 2023	Target - Year 2024
Non-Hazardous Waste, DnPs	2.421.886	3.035.368	2.528.683	2.222.010	2.100.000
Purifier sludge (kg)	1.983.600	2.539.302	2.107.390	1.856.250	1.800.000
Rest DnPs (kg)	438.286	496.066	417.773	365.760	300.000
Hazardous Waste, DPs (kg)	30.141	45.828	42.227	36.850	35.000
Kg RnPs / kg Production	0,352	0,402	0,345	0,350	0,350
Kg RPs / 1.000 kg Production	4,358	6,076	5,764	5,830	5,700

Textil Santanderina, S.A.

Environment. Circular economy. Certifications.

TEXTIL SANTANDERINA, within this **TEXTIL R/TURN** product line, we maintain the growing evolution in our offer to our customers of sustainable and ecological fabrics, based on eco-design criteria and applying a traceable management system.

We have passed the corresponding audits of the most globally recognized seals within Sustainability and the Circular Economy:

B. C. I. – Better Cotton Initiative

P. E. F. C. – Recognition Program

Forest Certification Systems

F.S.C. – Forest Stewardship Council

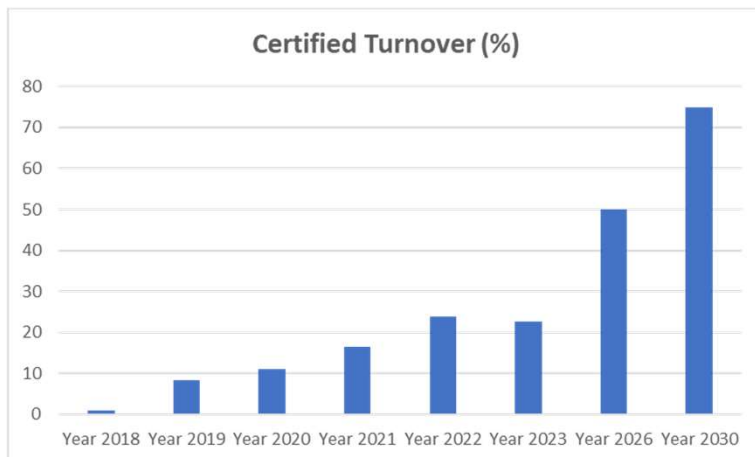
G. O. T. S. – Global Organic Textile Standard

O.C.S. – Organic Content Standard

G. R. S. – Global Recycled Standard

R. C. S. – Recycled Content Standard

European Flax



22.65% of our turnover in 2023 was certified yarn or fabric, compared to 23.97% in 2022.

The evolution of kg invoiced, by type of certification, referring to all types of products served:

CERTIFIED SALES (kg)	Year 2020	Year 2021	Year 2022	Year 2023	Objective Year 2024
Cotton B.C.I.	168.741	453.464	738.848	985.553	750.000
GOTS / OCS certificate	453.803	426.169	573.182	266.231	400.000
GRS/RCS Certificate	101.365	223.122	209.405	582.677	500.000
PEFC/FSC certified	29.699	290.684	689.915	573.604	650.000
European Flax Certificate	-----	-----	42.297	44.594	50.000
Number of Certificates	-----	-----	1.080	830	900



GLOBAL ORGANIC TEXTILE STANDARD
ECOLOGY & SOCIAL RESPONSIBILITY



Textil Santanderina, S.A.

Environment. Circular economy. Certifications.

We have maintained our active participation in the reflection processes that both Textil Exchange and B.C.I. have opened regarding future modifications in their procedures and regulations.

Within the purchasing chapter, TEXTIL SANTANDERINA has made progress in the use and supply of more sustainable fibres and fabrics.

The evolution of kg purchased, by type of certification, referring to all types of products served, not only fiber, but also yarn and fabric:

The total number of certifications managed was 1,044, compared to 1,358 in 2022. Per kg certified, in Sales has increased by 8.8%, and in Purchases by 17.9%

PUERCHASE CERTIFICATES (kg)	Year 2020	Year 2021	Year 2022	Year 2023	Objective Year 2024
Cotton B.C.I.	178.020	626.275	741.711	1.409.106	750.000
GOTS / OCS certificate	497.107	344.495	634.528	359.184	400.000
GRS/RCS Certificate	93.228	169.582	296.354	397.414	500.000
PEFC/FSC certified	67.035	382.959	740.841	731.619	650.000
European Flax Certificate	-----	-----	73.905	34.873	50.000
Number of Certificates	-----	-----	278	214	250



Textil Santanderina, S.A.

Environment. Waste management. Circular economy.

From our activity during 2023 in the field of the Circular Economy, we are going to highlight two most significant actions.

UPDATE CIRCULAR DENIM PROJECT.

Project led by our client DESIGUAL, to create more sustainable product capsules, specifically, a product capsule through used denim that would otherwise be destroyed. Through a process of separating the fibers and generating new ones that will form the fabric to create new garments.

The process has had a total of 4 major stages in which foundations or companies collaborating with Desigual intervened:

1. Disassembly of the denim by removing metal parts, buttons and zippers with the Maresme Foundation.
2. Shredding, by mechanical recycling to break up the fabric and spun by Hilaturas Belda.
3. Weaving, starting with the indigo dyeing of the warp threads, and thus creating the fabric with Santanderina.
4. Design and manufacture the garments taking into account that they have an easy disassembly to be able to start the process again, thus achieving a circular collection.



And the participation in the SUMMER COURSE, of the REY JUAN CARLOS University, of Fuenlabrada, Chair of Circular Economy, on "Transition towards a circular economy: challenges and opportunities in waste management."



Textil Santanderina, S.A.

Environment. Waste management. Circular economy.

Other facts to highlight in 2023 within the Circular Economy chapter have been:

- Participation in the program "Asturias Semanal", on the regional television of Asturias, presented by Leonor Suarez, in a program on Circular Economy.



Emitido el sábado 25 de febrero de 2023

Asturias semanal. Reciclar la moda

It showed the work that is being done in the textile sector to implement a separate collection system, and whose report won the Audiovisual Journalism award convened by Ecovidrio.



- 'From Waste to Fashion' is the first live sustainable fashion design competition, an innovative initiative that invites participants to create garments from discarded materials, encompassing textiles, biomaterials and everyday items.



It was held at the Pallonti shopping centre on 18 November and was an integral part of the Bilbao Bizkaia Design Week, supporting more sustainable practices.

Textil Santanderina, thanks to its team of professionals and its track record, is in a position to adapt to the new legislation that will profoundly modify the textile sector through eco-design, the digital passport and the Circular Economy.



Textil Santanderina, S.A.

Environment. Sustainable use of resources. Water management. Water purification.

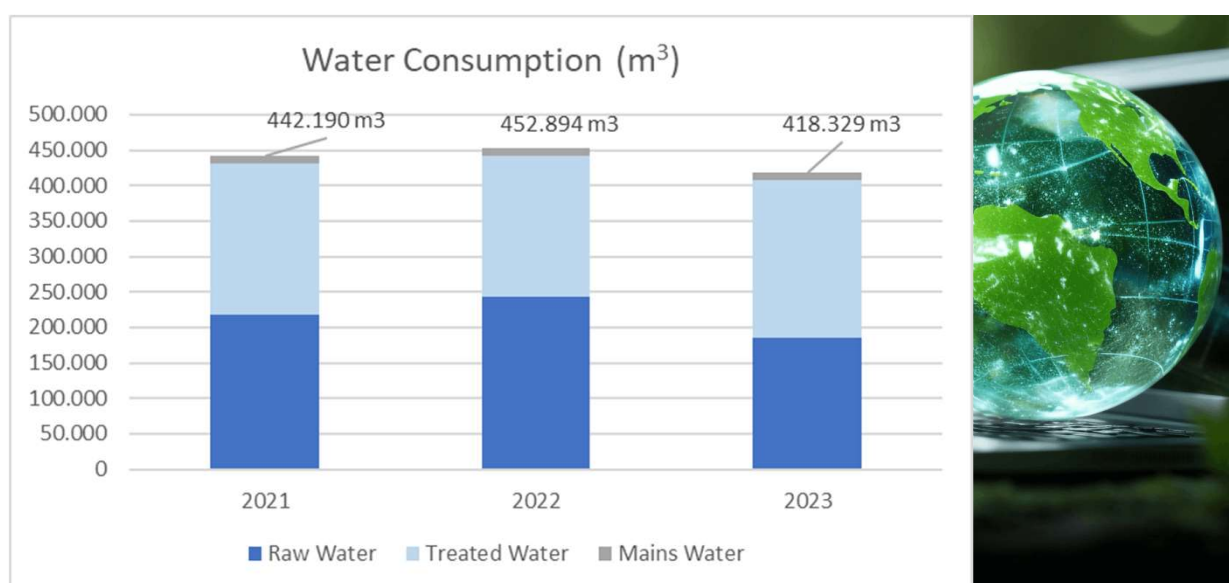
TEXTIL SANTANDERINA has its own water supply resources, so less than 2.0% comes from local networks.

Aware of the limited and increasingly reduced water resources, our water consumption is permanently under control so that we can determine the consumption in each process, with the aim of optimizing it, and these orient them to the achievement of the annual objectives. In addition, all factory facilities are constantly checked for any leaks or leaks.

Likewise, we consider important the awareness and training campaigns to reduce water consumption, for which posters have been placed in the most critical points, such as common areas, services and dining room, or in specific production areas.

Aware of the increase in consumption in 2023, compared to 2022, we have analysed the causes, finding that they have been caused by the change in the mix of fabric in production and reduction of manufacturing batches. However, measures will be taken to reduce it.

WATER HARVESTING	Year 2020	Year 2021	Year 2022	Year 2023	Goal 2024
Supply Network (m ³)	8.383	10.528	11.177	10.683	10.000
Treated water (m ³)	221.642	212.867	198.249	222.259	195.000
Raw water (m ³)	212.217	218.795	243.468	185.387	205.000
m3 Water / 1,000 kg Production	63,94	58,63	61,82	66,16	58,57
TOTAL	442.242	442.190	452.894	418.329	410.000



Textil Santanderina, S.A.

Environment. Sustainable use of resources. Water management. Water purification.

During 2023, 399,089 m³ of wastewater were treated, compared to 456,275 m³ the previous year. This water is then sent to the area's Wastewater Treatment Plant, WWTP of Casar de Periedo.

In 2023, 222,248 m³ of water were treated, compared to 200,636 m³ the previous year, and captured for specific uses where higher quality water is required.

	Year 2020	Year 2021	Year 2022	Year 2023	Goal 2024
m3 Purified water	426.050	485.636	456.275	399.089	400.000
m3 Water /1,000 kg Production	130,98	111,49	90,65	129,58	120,00
m3 Purified water / 1,000 kg Production	61,60	64,39	62,29	63,11	60,00

Looking ahead to the years 2024-2025, we would like to highlight the project "Technological changes in the water treatment process", which pursues three objectives: water reuse; reduction of sludge generation; and optimisation of the waste recovery process.



PROYECTO Cambios tecnológicos en el proceso de tratamiento de agua.

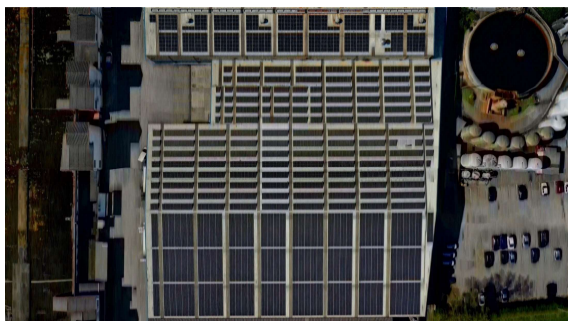
Cambios tecnológicos en el proceso de tratamiento de agua que mejoren el proceso de depuración mediante modificaciones en el **sistema de aireación**, reduciendo de esta forma el consumo de recursos (O₂); recuperación del agua a la salida de la Depuradora para su **reutilización** en determinados procesos; optimización del proceso de **deshidratación de fangos** con el fin de reducir el uso de recursos químicos y poder optimizar el proceso de **valorización del residuo** (D09--> R03)

Swingmill Sludge Dewatering System

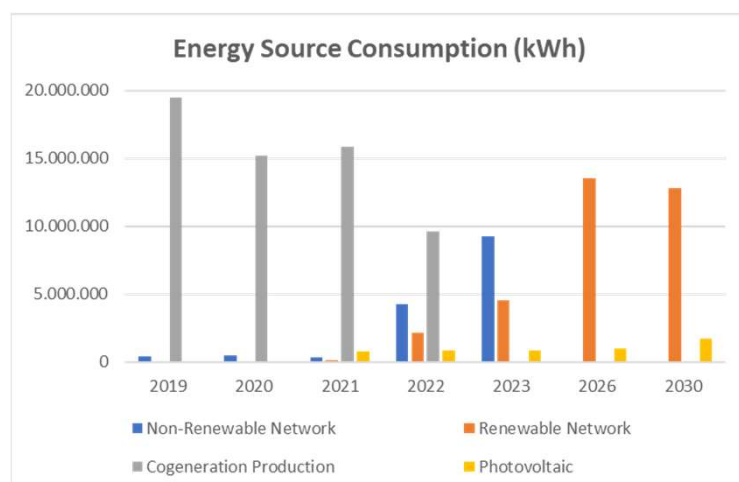
Textil Santanderina, S.A.

Medio Ambiente. Uso sostenible de recursos. Gestión energética.

As stated in the previous report, after the elimination of energy production from gas consumption, we have increased the purchase from energy networks, which has allowed us to have an increase in consumption from renewable sources, making the decision for the year 2024 that this will account for 50%, and guaranteed by contract.



The three high-performance and energy-efficient boilers are in full operation, as a result of the investments made in 2021, to generate the necessary useful heat in the process, for the generation of steam and heating of thermal oil, both of which are necessary in our textile production process.



ENERGY CONSUMPTION	Year 2020	Year 2021	Year 2022	Year 2023	Target 2024
EE Imported from the Network (kWh)	458.834	478.478	6.389.708	13.786.060	13.650.000
Self-consumed Energy-cogeneration (kWh)	15.213.410	15.867.070	9.636.155	0	0
Energy produced Photovoltaics (kWh)	0	750.644	859.750	804.352	805.000
Electrical consumption TOTAL (kWh)	15.672.244	17.096.192	16.885.613	14.590.412	14.500.000
Electrical consumption / kg Production (kWh/kg)	2,27	2,27	2,31	2,34	2,40

We have participated in the **IDAE study on Energy Consumption in the Industrial Sector**, for the period 2019-2021.



Textil Santanderina, S.A.

Environment. Sustainable use of resources. Biodiversity.

For TEXTIL SANTANDERINA it is important to respect biodiversity, which is why we belong to the **Forest Certification Systems Recognition Program (PEFC)**, collaborating in different projects, in close collaboration with the designer María Lafuente, as well as the **Forest Stewardship Council® (FSC®)**.

María Lafuente reivindica la “individualidad” en el cierre de la Mercedes Benz Fashion Week de Madrid

La diseñadora leonesa presenta "ATMAN", una colección que "desafía las tempestades del tiempo" y donde la sostenibilidad juega un papel clave



▲Desfile de la diseñadora María Lafuente en la Xperiencia Pasarela MBFWMadrid Juan Lázaro / Ical

Para **MARÍA LAFUENTE** el arte, la cultura, la innovación, las tradiciones, la poesía, la naturaleza y la música son expresiones intensas del alma que ella fusiona para reivindicar un estilo de vida comprometido. Cada una de sus creaciones nacen de un diálogo de lo individual con lo universal, expresando así su pasión, para poder sacar lo mejor de nosotros inspirándonos a tomar pequeñas y sabias decisiones para llegar a crear cambios duraderos. María Lafuente es un referente de la moda sostenible a nivel internacional. Sus colecciones son el resultado de un diálogo con la naturaleza, están orientadas a innovar protegiendo el medio ambiente. Ponen en evidencia la urgente necesidad de crear, producir y consumir de manera verdaderamente consciente y responsable. Ha mostrado su trabajo en diversas partes del mundo y siendo la primera diseñadora en hablar y mostrar su trabajo en el Foro Internacional del más alto nivel en la ONU (FPAN), con la primera colección certificada PEFC de tejidos sostenibles.





TEXTIL
SANTANDERINA
SINCE 1923

TEXTIL SANTANDERINA

5. Information on social and personnel issues:

Human capital. Employment. Organization of work.

Safety, Health and Prevention of Occupational Risks.

Communication. Formation. Equality.



Textil Santanderina, S.A.

Human Capital. Employment. Organization of work.

At TEXTIL SANTANDERINA we are committed to the stability, security and motivation of the workforce, proof of this is that out of a total workforce of 236 active employees as of December 31, 2023, one person does not have an indefinite contract. There are 5 employees with reduced hours, of which 4 are women. We have 5 people who are not Spanish nationals.

The net balance of staff evolution was 3 people. The average age is 13.2 years, and the average age is 45.93 years, slightly younger than in 2022.

Staff 2023	Women	Man	Total
From 20 to 30 years	2	5	7
From 31 to 40 years	6	49	55
From 41 to 50 years	34	70	104
> 50 years	16	54	70
Total	58	178	236

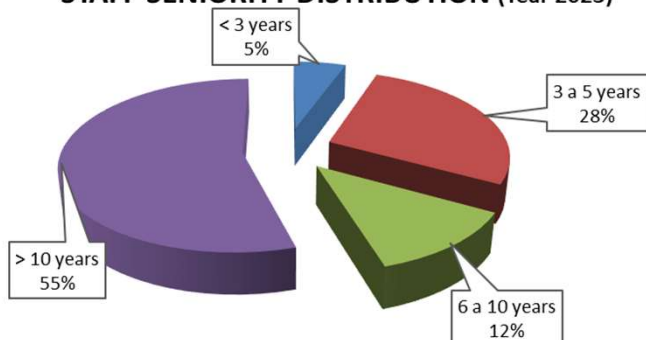
We have 5 employees with recognized disabilities. Sensitivity towards these people moves us to promote accessibility for people, eliminating as much as possible all elements that could pose a physical obstacle to mobility.

Of this workforce, 178 employees are men (75.4%) and 58 women (24.6%).

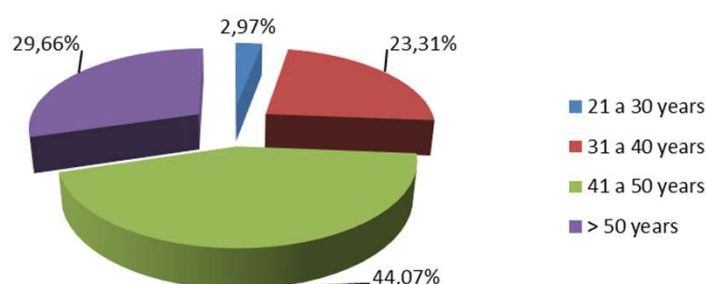
The management team is made up of 9 people, 67% of whom are under 50 years of age.

In terms of remuneration, the average gross value was €30,956.25, 6.5% higher than in 2022, with the average for women being 88.81% compared to the average remuneration for men.

STAFF SENIORITY DISTRIBUTION (Year 2023)



STAFF AGE DISTRIBUTION (Year 2023)



Staff Age Distribution: Male



■ 21 a 30 years ■ 31 a 40 years ■ 41 a 50 years ■ > 50 years

Staff Age Distribution: Female



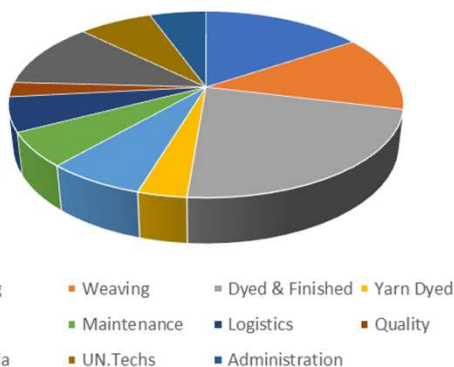
■ 21 a 30 years ■ 31 a 40 years ■ 41 a 50 years ■ > 50 years

Textil Santanderina, S.A.

Human Capital. Employment. Organization of work.

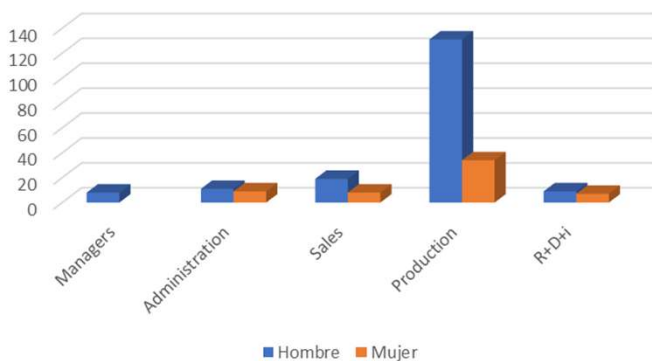
Regarding the distribution of the workforce, 60% of the workforce is in production, with the remaining 40% being in responsibilities within the Business Units or support and other services:

Staff Distribution by Departments (Year 2023)



And by categories:

Staff Distribution by Categories (Year 2023)



During 2023, the meetings of the Monitoring Committee of the Equality Plan have been held. One of the aspects, which can be seen in the attached graph, is that the production part is strongly masculinized, a factor already detected in the analysis prior to the definition of the Equality Plan, in which measures have been included to reduce it.

TEXTIL SANTANDERINA has tools that allow it to adjust the management of working time to the needs of production and the demands of the market, adapting to the needs of employees and agreed with the labor representation. Seeking compatibility between the needs of the company, to maintain its competitiveness, and the well-being of workers, and the reconciliation of professional and family life.

Although the staff is organised into three types of schedules, continuous working hours, continuous shifts and split working hours, flexibility measures have been defined for the latter, which are based on extended entry hours (from 07:30 to 09:00 h), lunch and departure times, from 17:00 h, to which 61 employees are enrolled. of which 36 are women.

In addition, each employee has 20 hours per year for the assistance or accompaniment of family members to medical assistance, in addition to the application of Spanish regulations related to paid leave.

The company has not submitted any temporary redundancy plan in 2023. From the HR department we participate in the activities of AEDIPE.

Textil Santanderina, S.A.

Human Capital. Safety, Health and Prevention of Occupational Risks.

In 2023, the growing rate of absenteeism, which is also a general trend in Spanish industry, should be highlighted:

Year 2023	T. Santanderina	Spain (*)
Hours worked	1.808	1.628
Extra Hours	10,78	14,8
Extra Hours (%)	0,6	0,909
Absenteeism Index	8,95	6

(*) Data from the National Statistics Institute (INE).

Throughout 2023, steps have been taken to improve our protection against potential cybersecurity risks, including a user behavior diagnosis to determine our level of risk.

One of the main objectives of TEXTIL SANTANDERINA is to carry out production, distribution and marketing of products, and provision of services in a safe manner, in which employees maintain a responsible attitude, applying safety criteria, minimizing risks and avoiding accidents, injuries or occupational diseases.

Occupational health and safety systems are implemented in our activities, being aware of the importance of taking preventive occupational safety measures, and that all employees perceive it as everyone's responsibility.

An occupational risk prevention policy is in place for the identification and evaluation of these risks, and a review of the system, analyzing, evaluating and updating jobs.

The statistical indices of incidence, frequency, severity and average duration, being below the sector average, are as follows:

INDEX (Year 2023)	T.Santanderina	Sector average
Incidence Rate	2.111,93	3.572,11
Frequency Index	11,73	26,74
Severity Index	0,49	0,87
Average Duration	34	34,38



Accident data:

Accidents	Year 2020	Year 2021	Year 2022	Year 2023	Target 2024
On sick leave	2	4	7	5	4
No sick leave	5	10	8	7	6
TOTAL	8	14	15	12	10

Textil Santanderina, S.A.

Human Capital. Safety, Health and Prevention of Occupational Risks.

TEXTIL SANTANDERINA is governed by the Collective Agreement for the Textile and Clothing Industry, which covers the entire workforce.

Its works council is made up of 13 trade union representatives, plus 5 shop stewards, all of them men, with the attached distribution by trade union represented in it:



In order to work together on these aspects, the Health and Safety Committee, made up of representatives of the company and the committee, meets regularly to discuss safety issues, guide and train staff and promote awareness of the need to prevent risks. It also plans potentially dangerous situations and schedules exercises and drills, from the most basic aspects to others of greater complexity such as those related to the handling and storage of chemical products.

During the year 2023, the mandatory analyses and medical examinations of the staff have been carried out.

The principles of our security policy are:

- Elimination of risks and their management, for the safety and health of workers.
- Safe and healthy working conditions.
- Compliance with legal requirements.
- Each employee is responsible for the safety of the work they perform.
- Commitment to safety with customers and the community at large.

Various actions carried out in the field of risk prevention and health:

- Update on training in emergency equipment and defibrillator use.
- Performing sonometric and luxometric studies.
- Personalized study of needs in the field of prevention.
- Delivery of personal protective equipment at a cost of €26,000
- The annual flu vaccination campaign has been developed.

During the year 2023, TEXTIL SANTANDERINA has reviewed its Self-Protection Plan, and complied with the planned actions, with the performance of evacuation drills and review of the firefighting system.

Of particular note is the collaboration with companies such as COSMOS or IALEC, at an approximate cost of €39,100. By 2024, the integration of alarm, maintenance and prevention systems with security systems is planned.

Textil Santanderina, S.A. Human Capital. **Communication.** Formation. Equality.

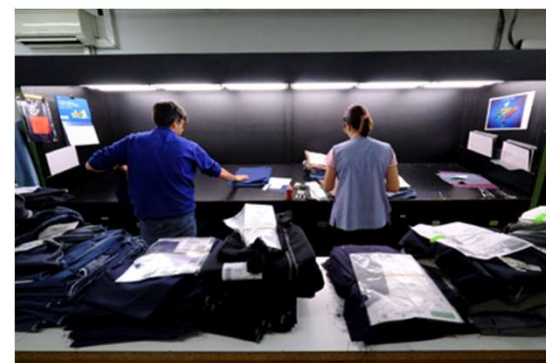
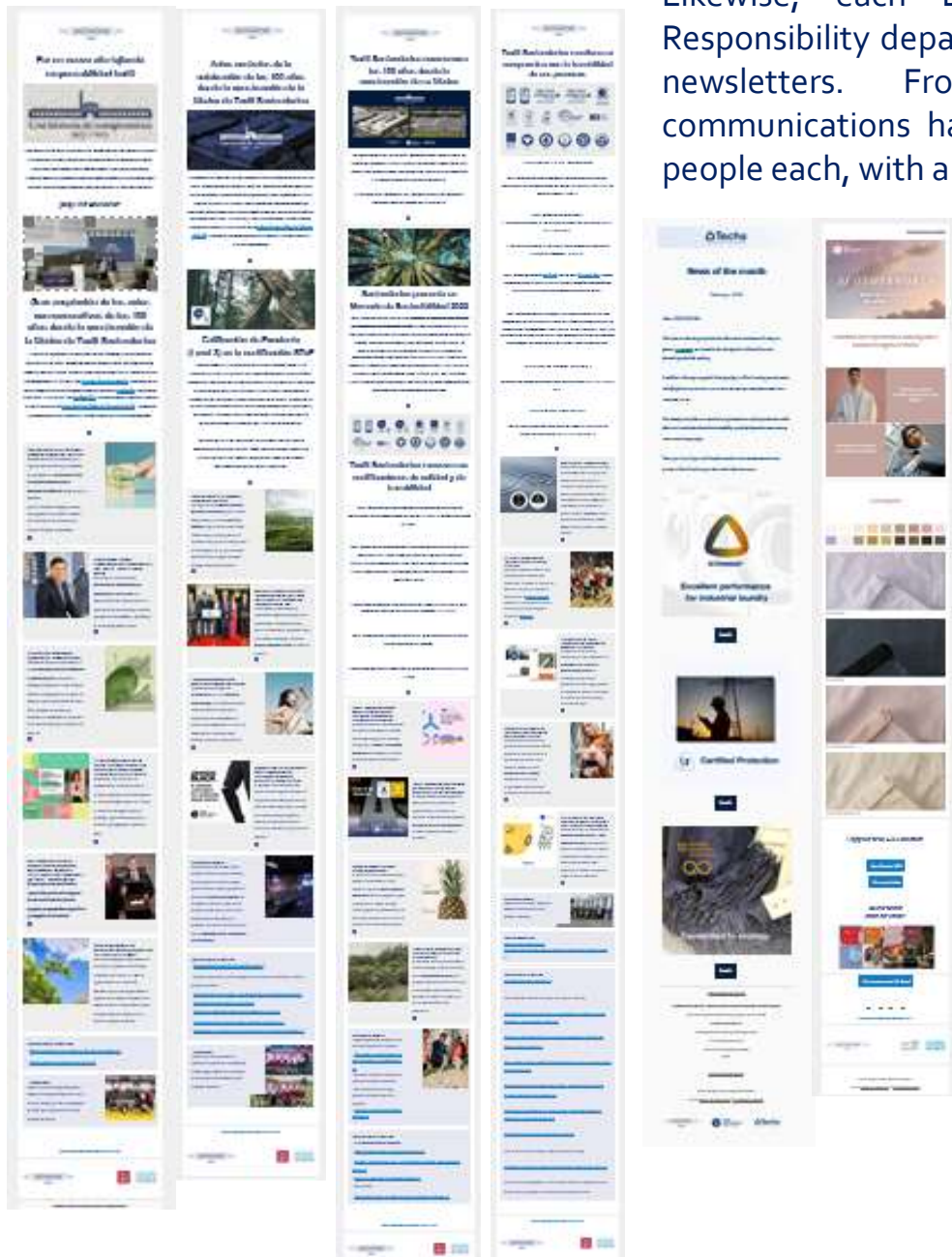
In the field of communication, TEXTIL SANTANDERINA set itself the goal of strengthening its communication strategy, both internal and external, for the year 2023.

Internally, 3 information sessions have been held, of 2 hours each. These sessions have addressed topics such as the company's policy on sustainability, respect for human rights, certifications, actions for society, etc.

Internal communication has been enhanced with the aim of transmitting all those messages that are considered relevant, for which tools such as WhatsApp are used, or the use of the television in the dining room to broadcast videos and relevant information about the company.

Likewise, each Business Unit, and the Social Responsibility department, have launched informative newsletters. From Social Responsibility, 4 communications have been launched, reaching 1643 people each, with a total number of 247 visits.

As well as the use, by Fashion, Techs and Corporate, of communications through social networks.



Textil Santanderina, S.A.

Human Capital. Communication. Formation. Equality.

All staff enjoy a number of social benefits, such as:

- Full payroll payment for the first 3 days of sick leave.
- Advice on the completion of the Personal Income Tax return.
- Help for books and children's studies.
- Seniority Award.
- Social Fund to help staff on long-term leave.
- Agreements signed with various entities.
- Christmas hamper for employees and retirees.

In 2023, within the important chapter of training, which is based on the commitment of Textil Santanderina, S.A. to the continuous training of the staff, since its incorporation, with a new onboarding program implemented during the year 2023, and adapted to the needs of each one.

Within Training, we would like to highlight issues related to Sustainability and



Certifications; Quality and Laboratories; Logistics; Treatment; P.R.L.; HR Management; Production, Dry Cleaning; Languages.

Add the completion of courses at the direction of clients, or related to the attention to aspects of Sustainability of these, such as management through platforms; required chemical management courses, according to the ZDHC portal; the training courses within the social, labor and human rights seal of SLCP, in coordination with SAC/Higg-FSLM; or the training program within our membership of FICCA.

TRAINING - by SECTIONS	Hours	Total/Hours personal	Assistants	M	F
Quality	18	62	7	3	4
Debugger	4	12	3	2	1
Languages	32	512	16	12	4
Logistics	37	50	11	10	1
P. R. L.	2	2	2	1	1
Production	46	244	22	15	7
HR Management	17	97	21	15	6
Sustainability and Certifications	12	240	31	13	18
Dry cleaner	60	184	28	15	13
TOTAL	228	1.403	141	86	55

Textil Santanderina, S.A.

Human Capital. Communication. Formation. Equality.

TRAINING	Year 2020	Year 2021	Year 2022	Year 2023	Target 2024
No. Persons	55	191	174	141	150
Total Hours (h)	94	1.176	704	1.403	1.500

It should be noted that, of the 141 people involved in training actions, 38.3% of the total have been women, a higher percentage than the relative percentage with respect to the total workforce.

And, as it is a training course related to Sustainability, we would like to highlight the one carried out internally on "**Sustainability and Certifications**".



SOSTENIBILIDAD Y CERTIFICACIONES

Te convocamos a participar en nuestra formación en sostenibilidad y certificaciones, cuyo objetivo es adquirir conocimientos clave sobre prácticas sostenibles y la obtención de certificaciones, que harán que nuestra organización sea más competitiva, responsable con el medio ambiente y evolución acorde a las exigencias del cliente.

BLOQUE 1: INTRODUCCIÓN A LA SOSTENIBILIDAD, RESPONSABILIDAD E INNOVACIÓN SOCIAL: DIMENSIONES ESG, LA FUNCIÓN DE COMPLIANCE, ODS Y AGENDA 2030, GREENWASHING.

BLOQUE 2: CERTIFICACIONES DE EMPRESA: ISO 9001, ISO 14001, MEDIO AMBIENTE, STEP BY OEKO-TEX, CERTIFICADOS SOCIALES, "MARCAS": GLOBAL COMPACT.

BLOQUE 3: CERTIFICACIONES DE PRODUCTO, FINANCIACIÓN Y SOSTENIBILIDAD.

BLOQUE 4: PONENCIA REFERENTE DEL SECTOR Y DINÁMICA DE GRUPO.



Fechas y horarios

GRUPO 1:
8 de noviembre, 9:00 - 11:00
28 de noviembre, 9:00 - 11:00
12 de diciembre, 9:00 - 11:00

GRUPO 2:
9 de noviembre, 9:00 - 11:00
29 de noviembre, 9:00 - 11:00
13 de diciembre, 9:00 - 11:00



Impartido por:


El equipo de Responsabilidad Social y Medioambiente de TS.



Ubicación

Sala Soja.
Equipos deslocalizados, Teams.

Textil Santanderina
Since 1923



Una historia de compromisos
1923—2023

CONTENIDO DEL CURSO.

1ª Sesión: SOSTENIBILIDAD.

- 1.1. Sostenibilidad
- 1.2. Economía Circular.
- 1.3. Medición de impacto y Ciclo de Vida.
- 1.4. Sostenibilidad y cadena de valor.
- 1.5. Innovación y EcoDiseño.

2ª Sesión: CERTIFICACIONES DE EMPRESA.

- 2.1. ISO 9001.
- 2.2. ISO 14001, Medio ambiente.
- 2.3. STEP by Oeko-Tex.
- 2.4. Certificados sociales.
- 2.5. "Marcas": Global Compact.
- 2.6. Cuestionarios de autoevaluación: Worldly (ex Higg) y EcoVadis. Plataformas.
- 2.7. Transparencia y rendición de cuentas: EINF.

3ª Sesión: CERTIFICADOS DE PRODUCTO.

- 3.1. Certificados de Algodón Orgánico. Otros de algodón.
- 3.2. Certificados de material reciclada.
- 3.2. Certificados de fibras celulósicas.
- 3.4. Certificaciones de Lino / Cáñamo.
4. Financiación y sostenibilidad.

4ª Sesión: PONENCIA DE EXPERTO.

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Since 1923

Techs
ADVANCED THINKING BY TEXTIL SANTANDERINA



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6. Information on respect for human rights.

Strategic Plan 2024-2026

Human rights.



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Strategic plan – Enviromental



ENVIRONMENTAL ISSUES							
Objective 0: Review of the company's environmental policy.					Interest Group	Stakeholder Impact	Santanderina Textile Impact
Action 1: Promote environmental policy actions in the company.		Increase in resources to the Environment area. Permanent updating of the legal requirements in this area.		SDG 6			
Objective A: Review of the company's environmental policy. Climate change.							
Action 1: Implementation of measures to increase the use of renewable energies.	% renewable energy vs. renewable energy Non-renewable in the plant Energy cost measurement.	Plant Photovoltaic . Acquisition of renewable energy.	Annual Sustainability Report. Corporate. Netw orks Social.	SDG 7	Shareholders, management.	Middle	Middle
Action 2: Reduction of CO2 emissions.	CO2 emission variation in period: Target -50% by 2030 compared to 2019.	Participation in organizations such as FICCA or Grupo de Madrid. I work with suppliers to reduce CO2 emissions.	ISO 14064-1 audit and registration with MITECO.	SDG 13	Shareholders, management.	High	Middle
Action 3: CO2 emission compensation measures.	Number of approved offset projects.	CO2 emissions offset projects. R+D Projects: Valco2T.	Project certificate.	SDG 15	Shareholders, management.	Low	High
Objective B: Review of the company's environmental policy. Resource Management.							
Action 1: Review of hazardous and non-hazardous chemical waste management policies.	Waste measurement and classification.	Waste recovery. Waste reduction.	Annual Sustainability Report. Waste removal data.	SDG 12	Shareholders, management.	Low	Middle
Action 2: Implementation of circularity policies.	% turnover of certified products.	Certificates on the seals more globally recognized.	Annual report of Sustainability. Data records in the certification portals.	SDG 12	Shareholders, management.	Low	High
Action 3: Chemicals management .	Written document of management procedure.	Certification in ZDHC. Definition of one responsible for the comprehensive management of chemical	Annual Sustainability Report. ZDHC audit result. Corporate newsletters. Social networks.	SDG 9	Shareholders, management.	Low	Middle
Objective C: Review of the company's environmental policy. Water management.							
Action 1: Reduction of the water footprint.	Measurement of the water footprint. % water reuse.	Water footprint audit. Measures aimed at reducing it. Training to save water consumption.	Results of the Water Footprint audit. Annual Sustainability Report. Corporate newsletters. Social networks.	SDG 6	Society.	High	Middle
Action 2: Reduction of marine environmental impact.	Joint actions with the SeaQual Foundation.	Actions in R+D+i (Microfibers) and SeaQual lathe.	Annual Sustainability Report. Newsletter. Social networks.	SDG 14	Society.	Low	Middle

Strategic Plan – Social



SOCIAL ISSUES							
Objective A: Optimisation of the working conditions of the workers on the staff.					Interest Group	Impact Group of Interest	Santanderina Textile Impact
Action 1: Development of a training programme with a focus on sustainability and Circular Economy.	# of training and % of staff trained.	Internal Training Programs. Training programmes linked to other company commitments. Participation of external experts.	Employee portal. Annual Sustainability Report.	SDG 4	Employees.	Low	High
Action 2: Implementation of health and safety, Psychosocial survey, Work environment survey.	# Programs/Actions and Assistance % Survey participation.	Measures to be adopted after survey analysis. Analysis of the return of the programs. Programs to promote good habits and health.	Employee portal. Annual Sustainability Report.	SDG 3	Employees.	Middle	Low
Action 3: Occupational Risk Prevention Policies.	% occupational accidents. Number of actions taken on the basis of measures agreed by the Committee.	Internal Training Programs. Increase resources in the ORP area. Permanent updating of legislation in the field of ORP.	Employee portal. Annual Sustainability Report.	SDG 3	Employees.	Middle	High
Objective B: Equality Plan							
Action 1: Monitoring and maintenance of the equality plan. Remuneration audit.	Maintain periodic meetings to monitor the equality plan. Carry out the remuneration audit.	Definition of the III Equality Plan.	Approval and registration of the III Equality Plan. Employee Portal.	SDG 5	Employees.	High	High
Objective C: Improve community relations and status							
Action 1: Analysis of the different collaborations with NGOs, organizations of the community.	% of resources allocated vs. Return.	Selection and monitoring of selected collaborations.	Memory annual of Sustainability. Corporate newsletters. Social networks.	SDG 10	Society.	Middle	Low
Action 2: Contribution to the social and cultural development of the community.	# Programs/actions and assistance.	Participation in local development actions in the cultural, sports, social and SDG fields.	Memory annual of Sustainability. Corporate newsletters. Social networks.	SDG 11	Society.	Middle	Low

Strategic Plan – Governance



Description of objectives and indicator/KPI	Scope/Subactions	Information channels	ODS	Matrix			
GOVERNANCE							
Objective A: Formalize ethical and responsible business commitment and performance.				Interest Group	Impact Group of Interest Textile Impact Santanderina		
Action 1: Define and formalize in writing the Mission, Vision, Values and Purpose of the company.	Document written with TS's Purpose, Mission, Vision and Values.	Reflection joint. Preparation of the document. Include in the documentation of "reception" of new Incorporations. Define a mid-term review procedure.	Internal documents of TS. Quality Manual. Publication on the website. Internal dissemination through posters and the Employee portal.	SDG 12	Interest Group.	High	High
Action 2: Elaboration of a Code of Ethics and Conduct.	Code of Ethics and Conduct document.	Reflection joint. Preparation of the document. Include in the documentation of "reception" of new Incorporations. Define a mid-term review procedure.	Internal documents of TS. Quality Manual. Publication on the website. Internal dissemination through the Employee portal.	SDG 16	Interest Group.	High	High
Action 3: Conduct a risk analysis and implement mechanisms for risk detection and mitigation/elimination.	Risk analysis document. Due diligence manual for criminal risk control.	Specific actions based on the risks detected.	Internal documents of TS. Quality Manual. Publication on the website. Internal dissemination through the Employee portal.	SDG 16	Shareholders, management.	High	High
Action 4: Development of a whistleblowing channel.	Development of a whistleblowing channel. # of training and %personnel trained on the whistleblowing channel.	Preparation of the document. Include in the documentation of "reception" of new Incorporations. Define annual review procedure.	Internal documents of TS. Publication on the website. Internal dissemination through the Employee portal.	SDG 16	ionists, management, employs	Middle	High
Objective B: Efficient management of suppliers.							
Action 1: Preparation of a supplier policy and a policy of gifts and gifts.	Supplier and gifts and gifts policy. # Training completed and % of workers trained in politics.	Review of the document of ethical behavior in the relationship with suppliers and gift policy and liberalities. Annual internal training and new hires.	Internal documents of TS. Quality Manual. Inclusion in the document of general conditions of purchase. Publication on the website. Internal dissemination through the Employee portal.	SDG 16	Suppliers.	High	Middle
Action 2: Review of audits and proposals for improvement in resource management.	# of audits at the beginning of the analysis vs. # audits after policy implementation. % resources allocated at the beginning vs. After implementation	New supplier evaluation system. Preparation of a document that includes all the audits carried out by the company, their scope and objective.	Inclusion in the document of general conditions of purchase. Annual Sustainability Report. Annual report to the Business Units.	SDG 12	Shareholders, management.	Middle	Middle
Action 3: Development of a policy to prevent corrupt or illegal practices.	Anti-bribery policy and prevention of illegal practices. # of trainings and %personnel trained on politics.	Preparation of the document on the prevention of corrupt and illegal practices.	Internal documents of TS. Quality Manual. Publication on the website. Internal dissemination through the Employee portal.	SDG 16	ionists, management, employs	Middle	Middle

Strategic Plan – Governance



Description of objectives and indicator/KPI		Scope/Subactions	Information channels	ODS	Matrix		
GOVERNANCE							
Objective C: Maximize customer satisfaction.							
Action 1: Evaluate the experience and degree of customer satisfaction through quantitative and qualitative measurement systems.	Periodic satisfaction survey.	Elaboration of a procedure, including questionnaire, survey results reporting system and proposals and implementation of improvement measures.	Internal documents of TS. Memory annual of Sustainability. Quality Manual. Publication in the page web procedure and the results.	SDG 8	Shareholders, Management, Customer	High	High
Objective D: Future projection management.							
Action 1: Active policies to promote R+D+i.	Number of R+D+i projects underway. Total budget. Return due to acquisition of subsidies and other support. Economic profitability of the resulting product.	Maintenance of a department that channels R+D+i actions, as well as applications for aid.	Memory annual of Sustainability. Web page. Employee Portal.	SDG 9	R+D+i Centres.	Middle	High
Action 2: Effective management of investment resources.	Annual economic volume of investments made.	Preparation of an annual investment project. Only investments will be made that include elements of sustainability reduction within their motivations.	Memory annual of Sustainability. Web page. Employee Portal.	SDG 9	Shareholders, management.	Middle	High
Action 3: Analysis of Stakeholders and Double Materiality.	Double Materiality Matrix.	Define a first Materiality Matrix, based on estimated data.	Memory annual of Sustainability.	SDG 17	Interest Groups.	Middle	Middle

Textil Santanderina, S.A. Respect for Human Rights.



Today's world benefits from the great advances made in science, technology and trade relations, with high standards of quality of life, health, prosperity and well-being achieved in large regions. However, there are also very many regions where the minimum necessary to guarantee a dignified and decent human life is not met, and situations of degradation of human life and dignity are frequent.

All these issues and concerns have been reflected for more than five years in the **Sustainable Development Goals**, which have achieved a broad consensus on their need and the urgency of action. It is becoming increasingly clear that companies must be committed to the development and well-being of the population in society. This contribution is increasingly unavoidable, also in the closest and most local environments, which is why we are committed to disseminating it at local levels, such as our participation in the presentation of the **"Action Plan of the 2030 Agenda in Cantabria"**.

In this context, TEXTIL SANTANDERINA is committed to the respect of Human Rights, embodied in the Universal Declaration, promoted and approved by the Management and aligned with the ethical principles of our business management, and this commitment has been made concrete in the business environment, and this is reflected in its Corporate Social Policy, endorsed on January 2, 2017. and the Code of Conduct, revised and reaffirmed on 2 April 2019.

Our policy is aligned with the principles of the United Nations Global Compact and the regulations of the International Labour Organization. These commitments extend to each employee of Textil Santanderina, which, beyond legal requirements or regulations, are the ones that must govern all our relationships with Customers, suppliers and stakeholders in general, following the corporate principles of transparency. The national legal framework or that of each country in which we have some type of activity will only be the minimum to be complied with.

Plan de Acción de la Agenda 2030 en Cantabria





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7. Information relating to the fight against corruption and bribery.

Governance:

Management Policy.

Associationism.

R+D+i policy.

Investments.

Awards and Distinctions.

We have been "Good News" during 2023.



Textil Santanderina, S.A. Governance. Management Policy.

At TEXTIL SANTANDERINA we are committed to high standards of ethical and responsible behaviour, in accordance with current legislation. Our Integrated Management System Policy, approved in 2021, remains in force, reaffirming our commitment to the values of Customer Orientation; Good corporate governance and transparency; Ethical and professional development of our team through continuous training; Environmental and social commitment, and respect for Human Rights; and Innovation and research.

People are a central element in the life of the company. For this reason, in 2023 we have begun a process of reflection and analysis of possible initiatives to be developed to promote the promotion of health and healthy lifestyle habits within the company.

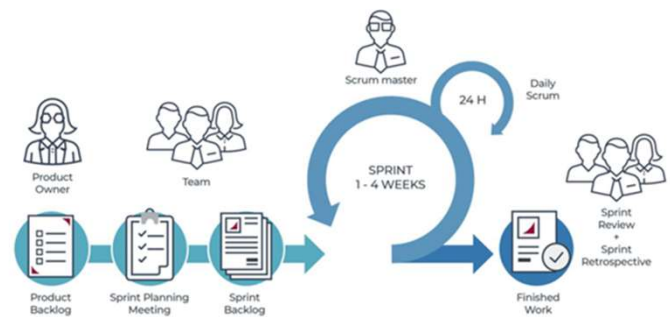
Through the effective use of the ISO 14001 environmental management system, we reduce our sustainable impact and improve waste management.

This includes our involvement in chemical management systems, following the recommendations of ZDHC, and other chemical management systems, such as compliance of the Oeko-Tex 100 standards



and the requirements of the Reach regulation.

The spirit of continuous improvement has always been present in our management. In this context, during 2023, the SCRUM project, an agile and flexible teamwork tool for problem solving, has been launched into production.



Operating Basics:

- TOOL supported in Microsoft TEAMS to share content.
- BACKLOG PRODUCT obtaining daily information on the evolution of the internal manufacturing process, final quality and complaints, a list of stories or incidents that have occurred.
- STORIES, i.e. description of the different incidents, classified.
- SPRINT BACKLOG, of the weekly meetings and the cards or issues that will be passed on to the developers/managers for resolution are decided.
- RESOLUTION and VERIFICATION and EVALUATION.

Textil Santanderina, S.A.

Governance. Management policy.

With TEXTIL SANTANDERINA's commitment to the health and safety of people, our employees receive regular training in risk prevention and training to take the precautions that must be taken while working with chemical products.



In addition, as an important part of our membership of the CEOE-CEPYME of Cantabria, we actively participate in the face-to-face meetings of the Occupational Risk Prevention Forum, an initiative aimed at exchanging good practices in health and safety.

This project includes visits to companies in the region, with SEG Automotive having been the first host of the visit program of the Forum for ORP technicians, followed by visits to Gamesa and Solvay. The meeting was attended by technicians from the areas of ORP and Human Resources from the companies Textil Santanderina, Grupo FAED, Tirso CSA, Cantabria Labs, BRIDGESTONE FIRESTONE HISPANIA SA, Edscha, Altadis, MADEMAN GROUP - Industrial Services, Ecrimesa Group, Saint-Gobain, Nissan M.I.,

BSH Electrodomésticos España, S.A, Siemens Gamesa, Global Steel Wire, Birla Carbon and Fernández Jove Grupo, Velfair S.A., Classify and Solvay, has made it possible to learn about the preventive organization and the main milestones and challenges, with outstanding projects in ergonomics and safety.



TEXTIL SANTANDERINA, through this document, and aware of the impact that its activity has on society, reflects our commitments both to the environment to which it belongs, and to the Stakeholders, and that it responds to their expectations and needs.

Textil Santanderina, S.A. Governance. Associationism.

At TEXTIL SANTANDERINA we believe that collective work and participation in various associations is essential for the achievement of objectives.

In addition to some associations that have already been mentioned in this report, we would like to highlight the participation in the Textile and Fashion Observatory, a recently created association, of which Juan Pares was president last year, with the aim of promoting the transformation of the sector, in the face of the important challenges that lie ahead in the areas of Economy (verticalization and relocation); Technology (digitalization and transformation); and Legislative (in the areas of circularity, sustainability and decarbonization).



And that it has organized important events, such as the First Workshop TT@OTYM @Residuos, in which more than 100 people were present from thirty leaders companies



in textiles and fashion, as well as other companies in related sectors, such as selective collectors and sorters, reusers and recyclers, reference technology centres for textiles, in the sectors of inspection, verification and certification, digital transformation, industrial chemistry and machinery, and in which the following conclusions were reached:

- The comprehensive management of textile waste will only be achieved with alliances, innovation and new actors.
- The opportunities for progress in the field of textile waste would position our country as a European benchmark.
- The Textile and Fashion Observatory brings together public administrations, European and Spanish textile employers' associations and large, medium and small companies that are benchmarks in their circular chains, to analyse the sector's roadmap to tackle textile waste.

Other associations:

Asociación para el Progreso de la Dirección (APD)



Asociación Cántabra de la Empresa Familiar (ACEFAM)

Textil Santanderina, S.A.
Governance. R+D+i policy.



R+D+i projects. VALCO₂ – T.

Grant PLEC2022-009398 funded by:



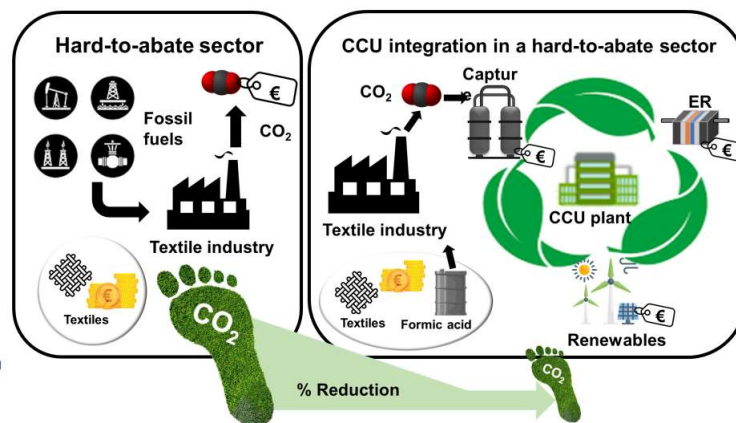
Financiado por la Unión Europea
NextGenerationEU



Validation of a prototype of CO₂-Recycling Plant in hard to abate sectors: textile industry

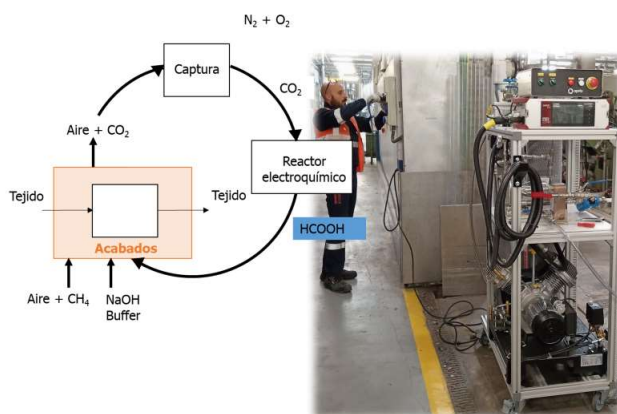


UC | Universidad de Cantabria



PROYECTO Valco2-T Implementación de un proyecto de **captura y utilización de CO₂** para producir ácido fórmico. Financiado por la Agencia Estatal de Investigación (AEI)

Minimizar notablemente las **emisiones de CO₂** y por tanto la huella de carbono del proceso productivo. Fabricar un producto químico para consumo interno, reduciendo así su coste de adquisición. **Optimización de recursos.**



	Sin proceso CCU	Con proceso CCU
Emisiones directas Rame 1 (t CO ₂ / año)	586,85	234,74*
Huella de Carbono Rame 1 (kg CO ₂ /1000 m tejido)	73,96	29,58*
Emisiones indirectas por el uso de HCOOH (t CO ₂ /año)	230,00	79,00
Huella de Carbono asociada al uso de HCOOH (kg CO ₂ /kg HCOOH)	2,30	0,79
Emisiones totales (t CO ₂ /año)	816,85	313,74
Huella de Carbono global (kg CO ₂ /1000 m tejido en Rame 1)	102,94**	39,54**

Textil Santanderina, S.A. Governance. R+D+i policy.



R+D+i projects. INTESBIOCOM Project.

PROYECTO INTESBIOCOM

INvestigación industrial en nuevas tecnologías TExtiles Sostenibles con **materiales biobasados y COMpostables**. Financiado por la Dir. Gen. Industria (Gobierno de Cantabria)

Procesos novedosos y eficientes para la fabricación de hilados biobasados y compostables (**sector packaging alimentación**). Se trata de un **demostrador piloto** para preparación y tintura por lotes en materiales biodegradables y compostables, aborda pruebas de preparación de tejido a baja temperatura, tintura de hilo compostable y las pruebas de tintura de tejido de alta eficiencia por lotes (Jigger).

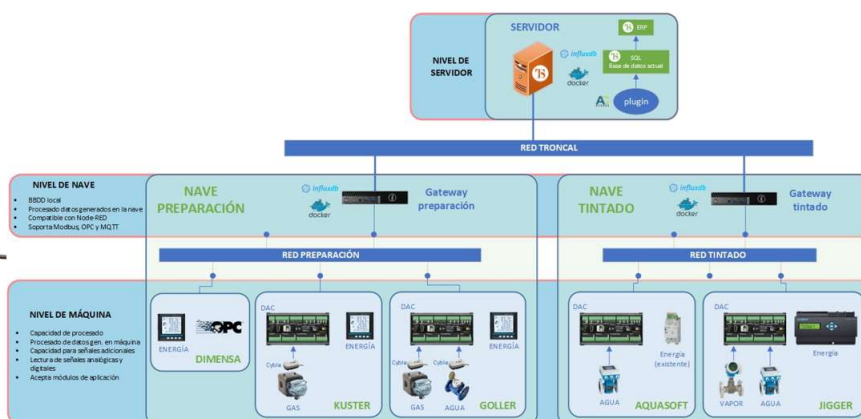
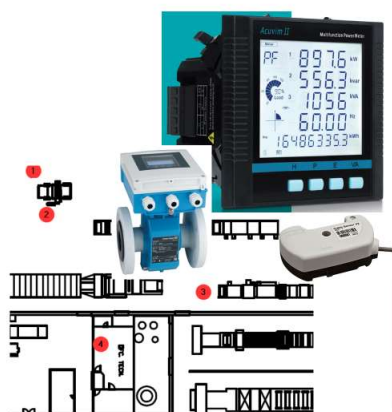
Solo en la fase de preparación se estima una disminución de consumo de agua, energía y químicos, con 43% de ahorro en agua, (7 L/kg a 4 l/g), 35% en vapor, 20-35% ahorro en productos químicos NaOH y H₂O₂.



PROYECTO INTESBIOCOM

INvestigación industrial en nuevas tecnologías TExtiles Sostenibles con **materiales biobasados y COMpostables**. Financiado por la Dir. Gen. Industria (Gobierno de Cantabria)

Incluye la incorporación de sistemas de monitorización de consumo a tiempo real, mediante la implementación de dos pilotos de arquitectura de captación de datos modular.



Textil Santanderina, S.A.
Governance. R+D+i policy.

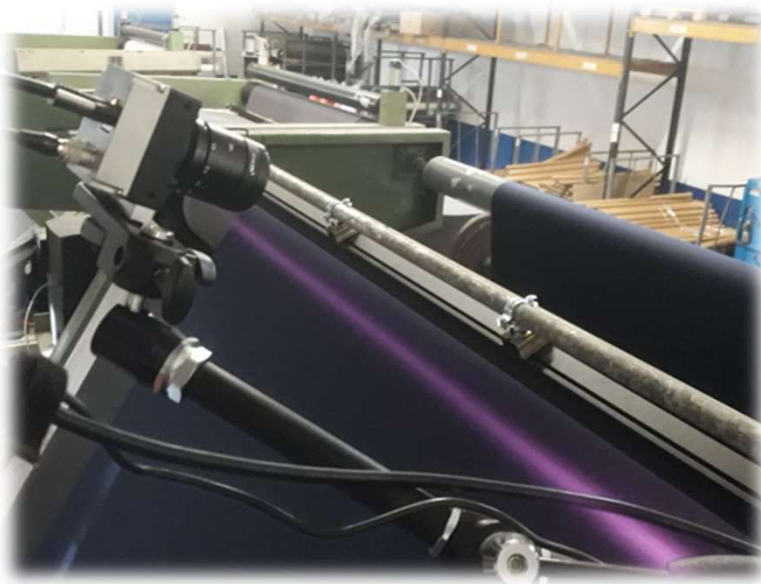


R+D+i projects. Artificial vision.

We continue with the development projects of Artificial Vision tools based on Artificial Intelligence for the detection of manufacturing defects in the quality control of fabrics.

Current situation:

- We have developed a first MVP for color inspection, ready for factory testing.
- We are developing algorithms in the training and detection phase, and we have enabled both the Edge architecture and the training and identification protocols and systems.
- The prototype is ready for color inspection, pending the implementation of moving axes for factory testing.
- We have raised funding for these projects in regional, national and European public calls.

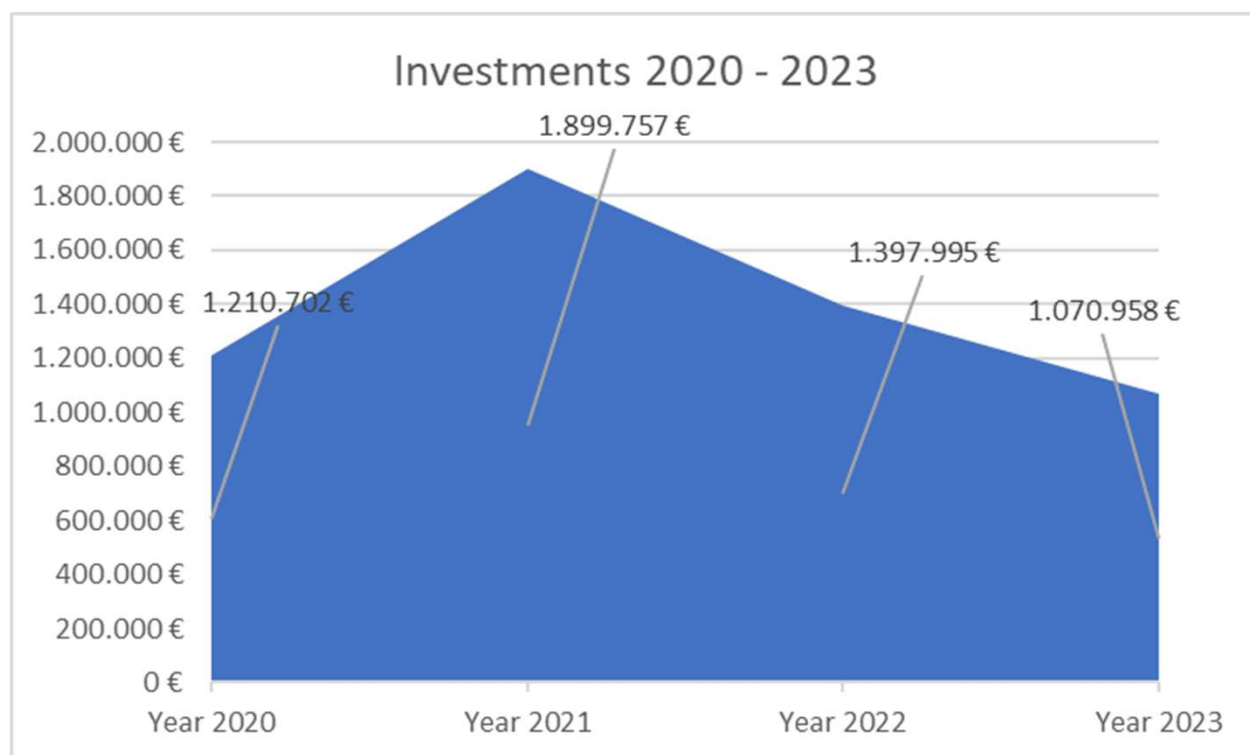
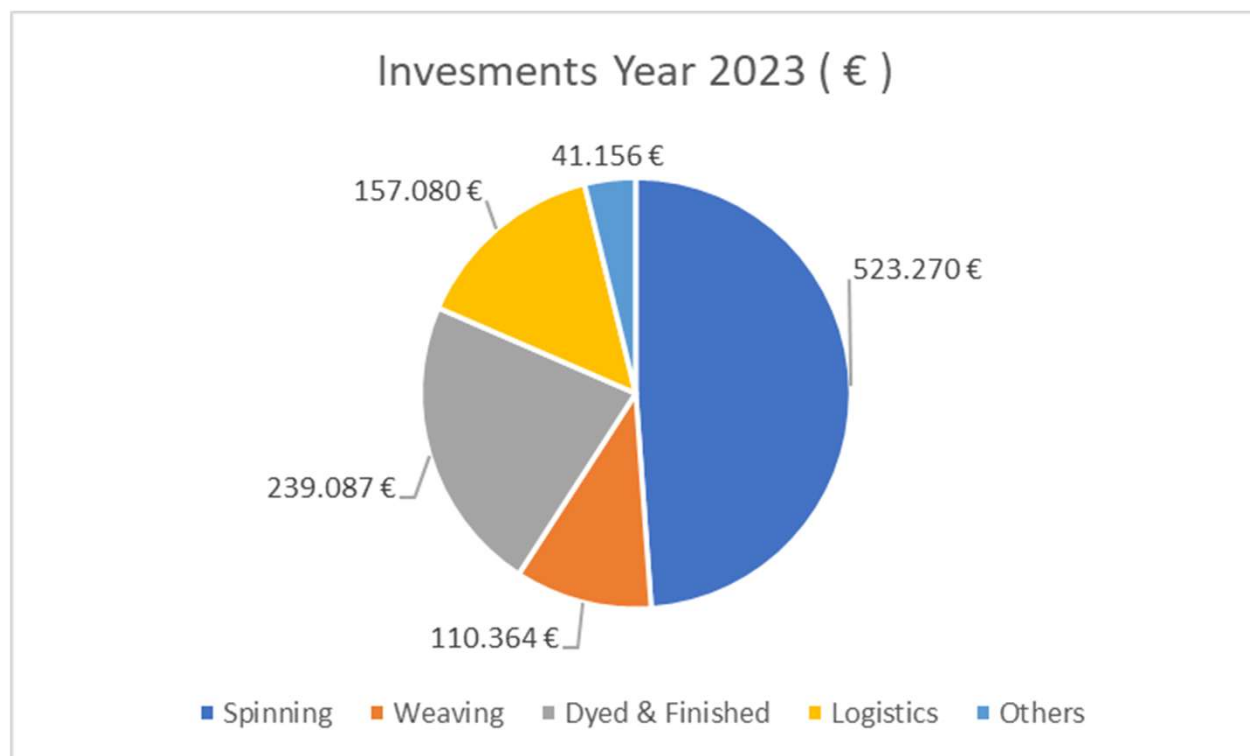


DIH-WORLD
WIDENING DIGITAL INNOVATION HUBS

Horizon 2020 EU Grant Agreement N° 952176

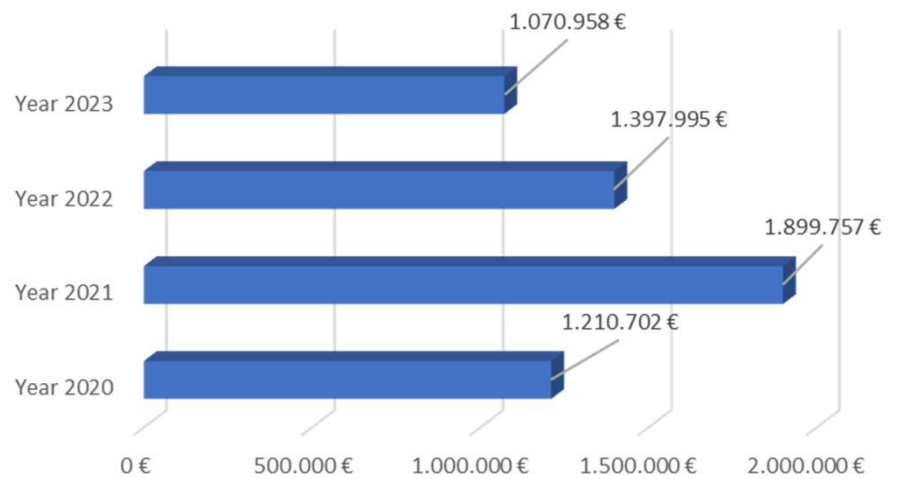


Textil Santanderina, S.A. Governance. Investments.



Textil Santanderina, S.A. Governance. Investments.

Investments 2020-2023



**Investments
Year 2023:
1.070.985€**



Textil Santanderina, S.A. Governance. Awards & Honors.

The Association of Family Businesses of Madrid (ADEFAM) recognises El Ganso with its sustainability award for Proyecto Índigo in Extremadura.

This is a pioneering initiative based on the planting of indigo in the region, in which the Cantabrian company Textil Santanderina also collaborates.



Recognition of Textil Santanderina in the **I Gala del Comercio Villasal** de Cabezón de la Sal

The Association of Merchants and Professionals VillaSal of Cabezón de la Sal recognized Textil Santanderina, together with the Civil Protection Association and the Lebaniego Jubilee Year, during the I VillaSal Trade Gala of Cabezón de la Sal.

"The family business has a bright horizon because it is made up of committed people with a long-term vision", Juan Pares.

The **Family Business Association of Cantabria (ACEFAM)** recognises the trajectory of the Parés Boj business family on the occasion of the centenary of Textil Santanderina.



Juan Parés, has been appointed president of the **Observatory of the Textile and Fashion Sector**.

Textil Santanderina, S.A.

Governance. We have been "Good News" during the year 2023.

europapress / epsocial / responsables

Actualizado 18/04/2023 10:39

Textil Santanderina invertirá 16 millones de euros en su transformación digital y ecológica



El presidente de Cantabria, Miguel Ángel Revilla, y el consejero de Medio Ambiente, Guillermo Blanco, visitan la Textil Santanderina junto a su presidente, Juan Parés. - GOBIERNO

SANTANDER, 18 Abr. (EUROPA PRESS) -

Google ha cerrado el anuncio

Google ha cerrado el anuncio

Textil Santanderina imprime su sello a la nueva colección vaquera de Desigual

La firma cántabra se ha encargado de tintar los hilos y crear el nuevo tejido para las nuevas prendas hechas íntegramente con denim reutilizado



Equipamiento

Textil Santanderina, un superviviente de la industria

f t w in e



Silvia Riera | 8 jul 2013 - 04:49



Equipamiento

Textil Santanderina dispara ingresos un 37% y roza 95 millones en 2022

La compañía industrial, con sede en Cabezón de la Sal (Cantabria) ha empezado a desarrollar su nueva marca de reciclado de la mano de clientes como Inditex.



Textil Santanderina se fundó en 1923 y está liderada por Juan Parés.

f t w in e



Marta Tejedor | 17 jul 2023 - 06:05

https://www...

EL DIARIO MONTAÑÉS

Textil Santanderina dona material para fabricar compresas solidarias en Senegal

La empresa cántabra colabora con una ONG valenciana que elabora en África 8.000 unidades reutilizables, que son usadas por 1.600 adolescentes



Una mujer muestra una compresa fabricada en Senegal con el material cedido por Textil Santanderina. DM



Rafa Torre Poo
Santander
Martes, 28 de marzo 2023, 02:00

+ Seguir



TEXTIL
SANTANDERINA
SINCE 1923

TEXTIL SANTANDERINA

8. Information about the company.

Social Responsibility – Stakeholders.

Customer service.

Value Chain.

Risk analysis.

Our commitment to society.

Tax Information.



Textil Santanderina, S.A.

Social Responsibility. Stakeholders. Customer service.

It is the Management that has the leadership of sustainability management, supported by the Management Committee, in its periodic meetings and, in matters of social responsibility, by the team of people competent in the fields of CSR, environment or energy.

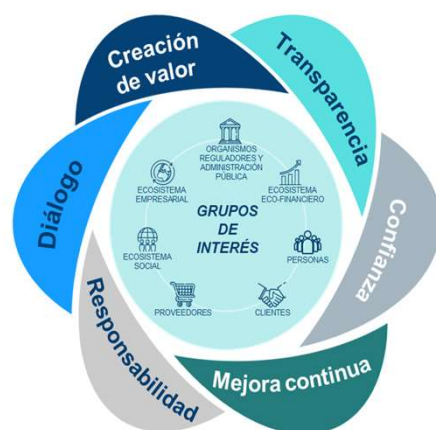
Within the Stakeholders, for TEXTIL SANTANDERINA the CUSTOMER has a leading role, aware that achieving their satisfaction at every moment they interact with us is a guarantee of sustainability. For this reason, the company has equipped itself with analysis systems to define and evaluate a series of KPIs that help us determine the degree of satisfaction of our customers, with special attention to the value of the Production ISC, of each of the two Business Units, and that measure the percentage of orders that have been sent to the customer in quality. agreed amount and term. These indices are analysed on a monthly basis by the Management Committee.

With regard to the procedure for collecting customer complaints, during 2023, 233 were registered, 1.40% of the orders sent, 71.7% of them having been closed, compared to 215 and 60.9%, respectively, in 2022.

In this sense, it should be added that all the post-commercial information provided to the Client in the form of labels, technical data sheets or other types of documents, is in line with reality, obviously including all the certificates that are issued within each order that requires it.

We also see, from the numerous surveys and inquiries we receive from our customers, that they increasingly value our commitments to the use of renewable energy resources, to offer fabrics that promote environmental protection, to encourage the training and development of employees and our concern for research and innovation. Questionnaires and declarations in the field of Social Responsibility and that have been completed with the common action of Environment and CSR.

During 2023 we have been the subject of several audits commissioned by Clients, both environmental and social/labour, with satisfactory results, for example, the annual audit of INDITEX.



Superada la Auditoría Medio Ambiental de Inditex
Textil Santanderina obtiene la **calificación B** y un nivel **Excelente** (*care of water*) en la auditoría de Medio Ambiente realizada en julio por el departamento de sostenibilidad de Inditex. Estas calificaciones se unen a la calificación A en el ámbito social, obtenida en febrero del presente año.



Textil Santanderina obtiene la calificación 'A' en la Auditoría Social de Intertek
La Responsabilidad Social Corporativa (RSC) está a la vanguardia de las organizaciones y sus cadenas de suministro. Textil Santanderina obtiene la calificación 'A' en la Auditoría Social de Inditex realizada por Intertek el 25/1/2023.

Textil Santanderina, S.A.

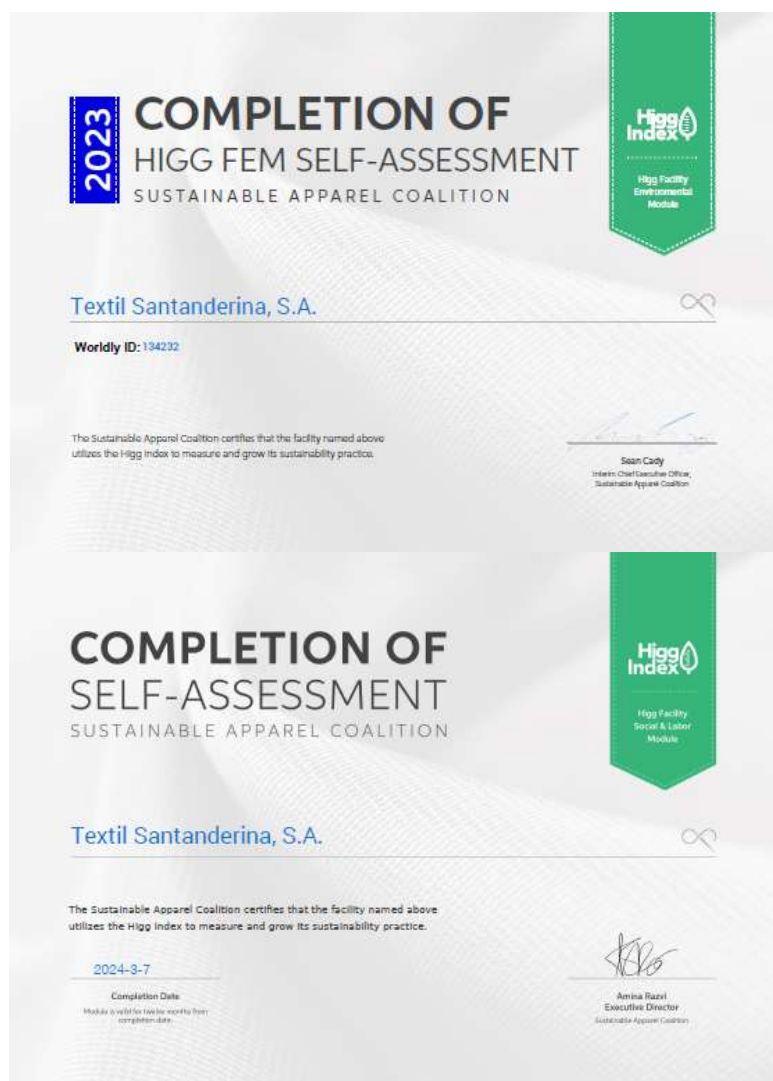
Social Responsibility. Stakeholders. Value chain.

For the fourth consecutive year, we have carried out the Higg – FEM environmental self-assessment questionnaires and, for the third time, the Higg – FSLM social/labor and human rights self-assessment test, with the score already indicated in this document. Both have been made available to all Clients who have requested them, facilitating the transparency of our sustainability management.

As part of the strategy of respect for human rights, the procedures are established to guarantee compliance in our value chain, in such a way that these are contemplated in the process of homologation of new suppliers, and their requirement is reflected in the company's general conditions of purchase. In addition, it guarantees respect for the labour rights of all its employees and contractors, as well as our commitment to respect our agreements with our suppliers at all times.

All this is reflected in the ISO 9001:2015 procedures, within the documents of Process No. 15, on Procurement and Subcontracting, which contemplates the performance of quarterly evaluations, as well as the approval procedures followed by the 59 new suppliers for the year 2023.

Likewise, the data of any subcontracted company whose personnel agrees to carry out work in the factory are registered in the IEDOCE management platform, always respecting the LOPD.

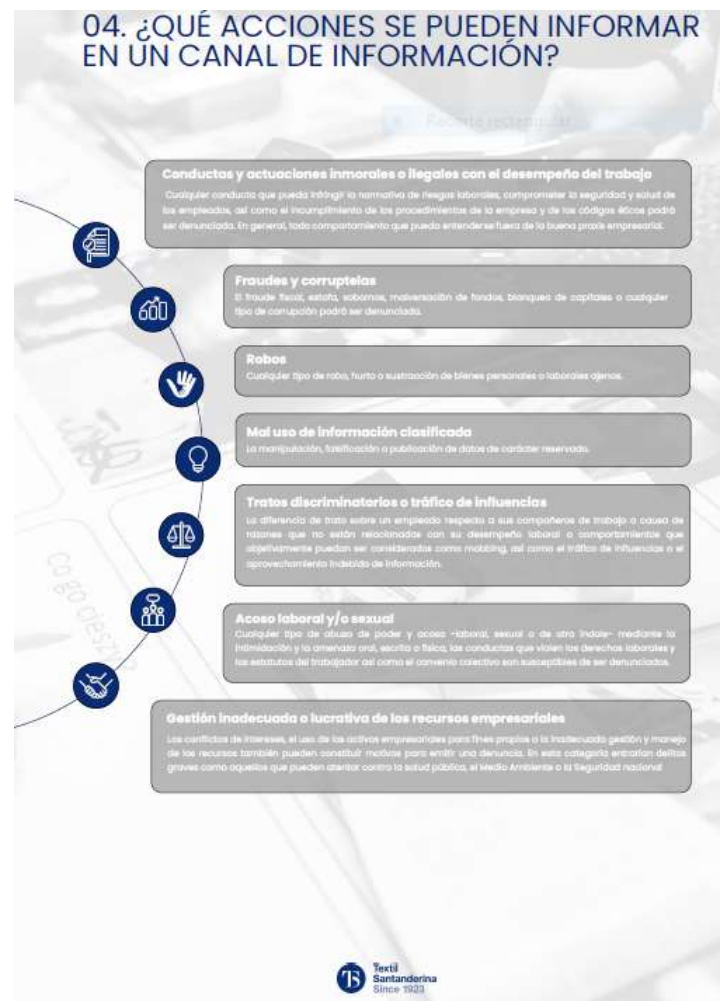
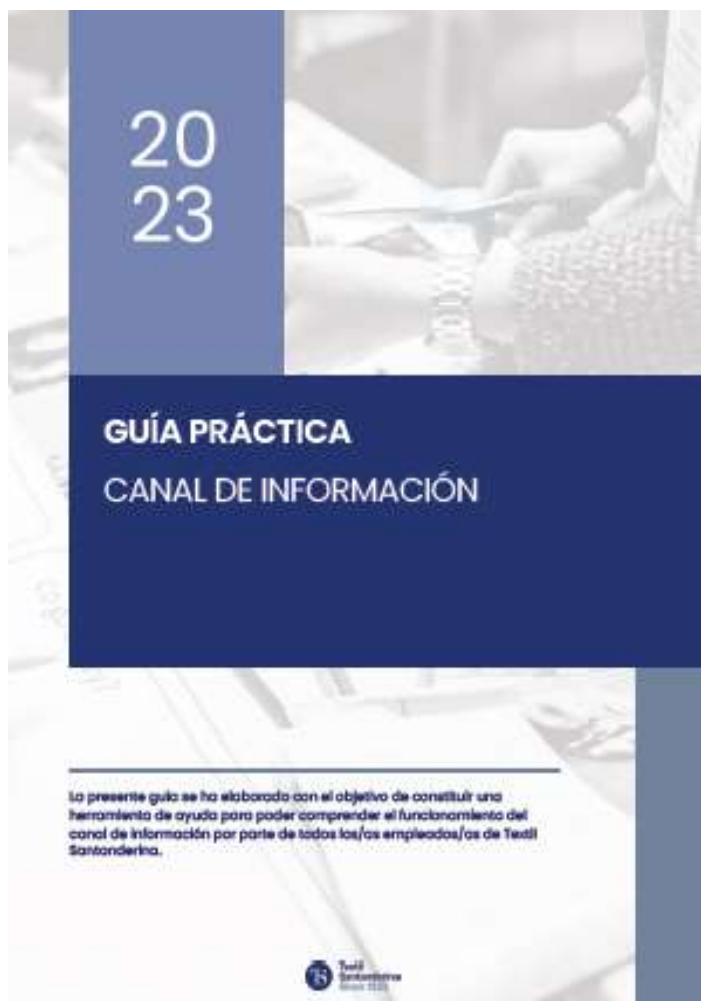


ieDOCE®

Textil Santanderina, S.A. Social Responsibility. Risk analysis.

Our legal department monitors all the procedures and practices adopted by our organizations, in order to identify and classify the operational and legal risks they face and establish internal mechanisms for prevention, management, control and reaction to them.

Last year, in compliance with **Law 2/2023**, of February 20, 2023, regulating the protection of people, a **Whistle blowing Channel** was launched, a system that allows employees and others to confidentially alert about suspected misconduct, fraud or other irregularities.



Easy access is guaranteed through the Textil Santanderina website: <https://textilsantanderina.com/>, with the link to the Reporting Channel tab, guaranteeing security and anonymity.

Textil Santanderina, S.A.

Social Responsibility. Risk analysis.

TEXTIL SANTANDERINA has always had a zero-tolerance attitude towards corruption, bribery and extortion, which is why it has always maintained a policy of transparency in its management and business relations. During the year 2023 there is no record of any claim or complaint for this reason, nor have we been subject to any sanction.

In accordance with the UNE EN ISO 14001:2015 Standard, specific risk analyses are carried out for each Process in order to identify them and define the necessary actions for their prevention or reduction. The risk matrices are available, as well as the opportunities for improvement that derive from them.

As already indicated in this Report, the Company Management has explicitly expressed its support for the Equality Policy.

Organic Law 3/2018, of 5 December, on the Protection of **Personal Data and Guarantee of Digital Rights (LOPD)**, as well as the General Data Protection Regulation of the European Union, relating to the protection of natural persons with regard to the processing of their personal data and the free movement of data in the EU and the European Economic Area, are respected in all our activities and communications.

LOPD

Ley Orgánica de Protección de Datos

TEXTIL SANTANDERINA responds to and assumes any consequences derived from non-compliance with the legal requirements that pertain to it. Neither during 2023, nor in previous years, has TEXTIL SANTANDERINA received any complaint related to the violation of human rights.

It is our responsibility that the Private Security Company that works at Textil Santanderina complies with all the points established in current legislation, with respect for Human Rights and correct use of force and other measures.



Textil Santanderina, S.A.

Social Responsibility. Stakeholders. Our commitment to society.

An expression of this commitment to sustainability is also to have been selected by the European Union's **Sustainable Consumption Pledge** program.

We have participated in the book "***Social impact Cantabria: what organizations, the Administration and companies do to improve people's lives***", coordinated and edited by Carlos Barroso.



It is a voluntary program of the European Union whose objective is to promote the sustainability of production and consumption processes.

By making the commitment, we assume that:

- We identify and take action to reduce our carbon footprint.
- We identify and take action for our environmental footprint, and impacts related to resource consumption.
- We increase our "circularity".
- We respect the social sustainability of our entire value chain.



A book that compiles the social impact initiatives developed in Cantabria by some 70 organisations, classified into four blocks, each of them dedicated to organisations in the Third Sector, Employment and Social Economy, Institutions and, finally, companies.

In addition, its pages include more than 300 testimonies of people linked to the most social part of society: people at risk of exclusion, family members, volunteers, professionals from organizations, among others.



Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. Infancy.

Beyond its own activity, Textil Santanderina promotes respect for human rights and their promotion, through its collaboration with different non-profit organizations, in various regions of the world. Likewise, we are convinced of our responsibility towards our immediate environment so that together we intensify and accelerate the commitment to sustainability in all its dimensions.

Children are one of the most vulnerable groups, which is why TEXTIL SANTANDERINA collaborates with various groups, including:

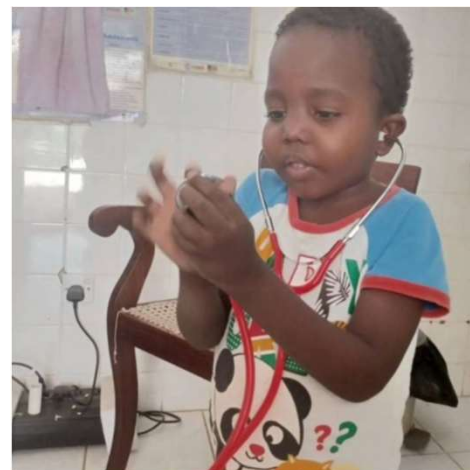


Federación Niños del Mundo.

Alianza Empresarial para la Vacunación Infantil.



ANIDAN.



anidan
Ayuda a niños de África
www.anidan.org

This year, our contribution has covered the renovation of safety elements in the Children's Shelter in Lamu (Kenya) Mn 2/23 (Two water extraction pumps, fire hoses, electric mosquito repellents and renewing the beams that support the roof of the toilets).

Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. NGO's

AMICA.



Marcha AMAT.



Ruta 6.



Proyectos Extraordinarios. Formación Senegal.



After the first phase, in which some 8,000 pads were distributed, we have donated fabric for a similar second phase.

Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. Education.

TEXTIL SANTANDERINA, aware of the importance of education to promote human rights in young people, supports all actions in favor of culture and equality.

It should be noted that during 2023 we have been visited by 12 schools in the region, with a total of 350 students, during which we not only explained the characteristics of our company, but also promoted the business and industrial culture and disseminated the values and principles of the SDGs and the 2030 Agenda.

Summer Courses, University of Cantabria, Comillas.

[illegible]

TEXTIL SANTANDERINA
SINCE 1953

Identificación de Riesgos	Medidas Preventivas
<p>Atropellos/Choques con vehículos.</p> <ul style="list-style-type: none"> Existencia de camiones, carretillas elevadoras y otros vehículos. 	<ul style="list-style-type: none"> Cominar lo más pegados a las paredes. Evitar distracciones. No hablar por el móvil. No jugar ni correr. No separarse del grupo. Aislar de las zonas de circulación de los camiones.
<p>Caída de objetos.</p> <ul style="list-style-type: none"> Existe elevación y transporte de material por medios mecánicos. Existe riesgo de caída de material almacenado. Caída de personas, tropiezos, resbalones, etc. 	<ul style="list-style-type: none"> Seguir en todo momento las indicaciones del personal de fábrica. Recuar cuando estemos en un centro de trabajo. No distraer al personal, por seguridad de todos. No sacar fobos. No manipular el tócor material. No permanecer en el radio de acción de equipos de elevación, y mucho menos debajo.
<p>Otros.</p> <ul style="list-style-type: none"> Riesgo de incendios. Ruidos. Equipos de trabajo en funcionamiento. Contagio/proyección/derrame de sustancias peligrosas. Contactos eléctricos. 	<ul style="list-style-type: none"> Queda totalmente prohibido fumar, prender fuego o cualquier elemento que pueda encender fuego o incendiar, o generar chispas. Vamos a evitar entrar en zonas en las que fuera necesaria protección auditiva. Bajo ningún concepto se tocará o manipularán productos químicos. Queda totalmente prohibida la manipulación de cuadros eléctricos generados y de máquinas.
<p>En caso de accidente grave o medidas de emergencia.</p>	

TEXTIL SANTANDERINA

Working a Better World
by Sustainability Group

Tejiendo un mundo mejor

Textil Santanderina
SINCE 1953

www.textil-santanderina.es

[illegible][illegible]

We have maintained close collaboration with schools in the area, as all of them have had the experience of coming to us in demand of material that may be useful in their educational task, and having been well attended to as far as we can.

Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. Culture.

Encuentro de Música y Academia – 2023, Fundación Albéniz, Escuela Reina Sofía.



Coral Voces Cántabras.



Grupo de Danzas Virgen del Campo.



Collaboration with the publication of the book "The musical legacy of Matilde de la Torre" Zaida Hernández-Úrculo Rodríguez.



Colaboración con la asociación VillaSal.



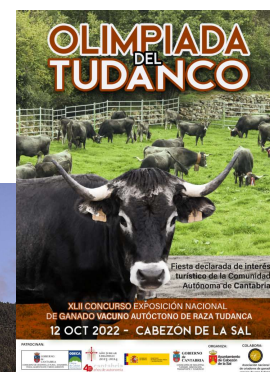
Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. Sport.

TEXTIL SANTANDERINA has been particularly fond of supporting sporting activities, especially at the grassroots level of various sports disciplines such as football, athletics, volleyball or the native sport of bowling.



Club Voley Textil.



Textil Santanderina, S.A.

Social Responsibility. Our commitment to society. Other performances.

Fundación Asilo San José.



Colaboración con diversas instituciones:



Fundación Síndrome de Down de Cantabria
Avda. General Dávila, 24 A - 1.º C. - Tel. 942 27 80 28
39005 SANTANDER



Hermanas Hospitalarias
CENTRO HOSPITALARIO PADRE MENNÍ



HIJAS DE LA CARIDAD
Cocina Económica

Asociación Española contra el Cáncer



All donation, sponsorship and/or projects are subject to prior analysis. As we have seen, in 2023 sponsorship actions were linked to the promotion of arts, culture, innovation or education, with a contribution of €34,100. The Social Responsibility department's budget amounted to €279,031 in 2023.

Textil Santanderina, S.A.

Our commitment to society. Tax Information.

Consolidated corporate income tax expense for 2023 corresponds to the aggregate of consolidated companies, taking into account consolidation adjustments, and shows a positive result of €589,355.39.

The parent company has incentives and tax deductions pending to be applied in the coming years:

Incentivos Fiscales	Año Origen	Año Límite de Aplicación	2023
I+D	2010	2025/2026	173.657,27
I+D	2011	2026/2027	166.027,10
I+D	2012	2027/2028	140.956,73
I+D	2013	2028/2029	101.653,42
I+D	2022	2037/2038	167.481,78
I+D	2023	2038/2039	167.400,00
			917.176,30

SUBVENCIONES

El detalle de las subvenciones del Grupo a 31 de diciembre de 2023 y de 2022, es el siguiente:

	2023	2022
Subvenciones al final del ejercicio:		
Textil Santanderina, S.A.	684.853,89	848.023,10
Acabats del Bages, S.A.	117.730,00	136.979,00
	802.583,89	985.002,10
Ingresos reconocidos durante el ejercicio	(785.612,13)	(1.134.953,28)
	(785.612,13)	(1.134.953,28)

El movimiento de este epígrafe del Balance adjunto durante los ejercicios 2023 y 2022 ha sido el siguiente:

	2023	2022
Saldo al inicio del ejercicio	985.001,97	433.455,11
(+) Recibidas en el ejercicio	467.908,94	1.402.761,82
(-) Subvenciones traspasadas a resultados del ejercicio	(589.209,27)	(851.214,96)
(-) Renuncia a subvenciones en el ejercicio	(61.117,75)	-
Saldo al cierre del ejercicio	802.583,89	985.001,97

La Sociedad Dominante recibe derechos gratuitos de emisión de gases de efecto invernadero.



TEXTIL SANTANDERINA

9. ANNEX.

Summary of the table of values.

Summary of content and equivalences.

Independent Verification Report of the
Non-Financial Information Statement Consolidated
for fiscal year 2023 (Lobelia)



Textil Santanderina, S.A.

ANEXO. Tabla resumen de valores añadidos en la presente memoria..

	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	2024 Goal
Production values.						
Buy total raw material (kg)	3.507.756,00	2.132.851,00	2.878.548,00	2.548.171,00	2.228.827,00	2.100.000,00
Buy certified raw material (kg)	170.126,00	112.188,00	1.946.136,00	1.793.657,00	1.542.729,00	1.575.000,00
Buy certified raw material (%)	4,85	5,26	67,61	70,40	69,22	75,00
Spinning production (kg)	2.472.968,00	2.000.000,00	2.370.000,00	1.822.000,00	1.679.963,00	1.700.000,00
Loom production (m)	5.488.267,00	3.400.000,00	3.600.000,00	3.440.000,00	2.755.743,00	3.130.000,00
Production Dry Cleaning (m)	17.206.479,00	10.300.000,00	10.670.000,00	11.890.000,00	9.957.447,00	10.000.000,00
Yarn production Dyeing (kg)	288.875,00	341.000,00	440.000,00	762.000,00	633.551,00	700.000,00
Total production (kg)	-----	6.916.024,66	7.542.413,32	7.325.507,60	6.323.421,55	7.000.000,00
HIGG-FEM Score	56,20	61,70	69,70	74,70	71,00	75,00
HIGG-FSLM Score	75,00	75,70	74,70	75,70	74,70	76,00
HR Management						
Total Workforce	332,00	280,00	250,00	233,00	236,00	
Men	238,00	205,00	184,00	176,00	178,00	
Women	94,00	75,00	66,00	57,00	58,00	
Average	340,00	311,00	263,00	245,00	237,00	
Pay gap (%)	92,42	85,29	99,80	88,18	88,81	90,00
Hours/person worked (h)	1.745,00	ERTE-COVID	1.708,00	1.807,00	1.808,00	1.800,00
Average overtime per person (h)	45,01	13,04	21,70	15,40	10,78	10,00
Absenteeism rate	6,82	6,86	6,96	9,07	8,95	8,00
Accidents	15,00	8,00	14,00	15,00	12,00	10,00
Incidence Rate		649,35	1.532,57	2.502,61	2.111,93	2.000,00
Training - people	136,00	55,00	191,00	174,00	141,00	200,00
Training - hours	891,00	94,00	1.176,00	704,00	1.403,00	1.500,00
Other Indices						
Customer complaints	333,00	251,00	190,00	215,00	233,00	200,00
Costs not Quality (%)	1,82	2,85	1,95	1,99	1,76	1,50
% No Quality	2,39	3,31	2,34	2,22	2,10	2,00
ISC Fashion Production	-----	-----	76,87	76,87	69,66	80,00
ISC Techs Production	-----	-----	58,61	55,45	56,08	70,00
Investments (€)	1.400.000,00	1.210.702,00	1.899.757,00	1.397.995,00	1.070.958,00	1.500.000,00



Textil Santanderina, S.A.

ANEXO. Tabla resumen de valores añadidos en la presente memoria..

	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	2024 Goal
Environmental management values.						
CO2 emissions						
Total verified CO2 emissions (Tm)	27.554,00	24.126,00	24.331,92	16.777,45	8.284,00	10.000,00
Emissions/kg of production	2,58	3,49	3,23	2,27	1,31	1,30
Emissions/employee	69,55	77,58	92,74	67,80	34,95	45,00
Audited Emissions - Category/Scope 1	27.372,51	24.031,91	24.266,55	16.610,00	8.284,00	7.500,00
Audited Emissions - Category/Scope 2	276,49	94,09	123,45	1.735,71	3.906,00	2.500,00
Audited emissions - Cat. 3, 4, 5 (Scope 3)	S/M	S/M	699.192,90	699.443,93	699.000,00	690.000,00
Total audited emissions	S/M	S/M	723.648,27	717.960,09	712.190,00	700.000,00
Waste management						
Non-pellet residues (TM)	3.423,09	2.421,87	3.035,87	2.528,68	2.222,01	2.100,00
Non-Hazardous Waste /kg Production	0,32	0,35	0,40	0,34	0,35	0,35
Pellet Residues (Tm)	43,21	30,14	45,83	42,23	36,85	35,00
Hazardous Waste /1,000 kg production	4,06	4,36	6,07	5,58	5,83	5,50
Water Management						
Supply network (m3)	7.449,00	8.383,00	10.528,00	11.177,00	10.683,00	10.000,00
Total (m3)	-----	442.242,00	442.190,00	452.894,00	418.329,00	410.000,00
Water consumption / 1,000 kg of production	-----	63,94	58,63	61,82	66,16	58,57
Purified water (m3)	550.319,00	426.050,00	485.636,00	456.275,00	399.089,00	400.000,00
Purified water/ 1,000 kg of production	65,54	61,60	64,39	62,29	63,11	57,00
Treated water (m3)	276.432,00	221.642,00	212.867,00	198.249,00	222.259,00	195.000,00
Energy Management						
Self-consumed-cogenerated energy (kWh)	19.435.806	15.213.410	15.867.070	9.636.155	0	0
Imported Grid Energy (kWh)	417.782	458.834	478.478	6.389.708	13.786.060	16.140.000
Photovoltaic Yield Energy (kWh)	0	0	750.644	859.750	804.352	805.000
Total electricity consumption	19.853.588	15.672.244	17.096.192	16.885.613	14.590.412	17.000.000
Electricity consumption/ kg	1,86	2,27	2,27	2,31	2,34	2,40
Certifications						
Ventas - BCI (kg)	281.519,00	168.741,00	453.464,00	738.848,00	985.553,00	750.000,00
Ventas - GOTS/OCS (kg)	597.352,00	453.803,00	426.169,00	573.182,00	266.231,00	400.000,00
Ventas - GRS/RCS (kg)	99.892,00	101.365,00	223.122,00	209.405,00	582.677,00	500.000,00
Sales - PEFC/FSC (kg)	0,00	29.699,00	290.684,00	689.915,00	573.604,00	650.000,00
Sales - EuropeanFlax (kg)	0,00	0,00	0,00	42.297,00	44.594,00	50.000,00
Purchasing - BCI (kg)	0,00	178.020,00	626.275,00	741.711,00	1.409.106,00	750.000,00
Purchasing - GOTS/OCS (kg)	0,00	497.107,00	344.495,00	634.528,00	359.184,00	400.000,00
Purchasing - GRS/RCS (kg)	0,00	93.228,00	169.582,00	296.354,00	397.414,00	500.000,00
Purchasing - PEFC/FSC (kg)	0,00	67.035,00	382.959,00	740.841,00	731.619,00	650.000,00
Shopping - EuropeanFlax (kg)	0,00	0,00	0,00	73.905,00	34.873,00	50.000,00
Certified Sales / Total Turnover (%)	8,38	11,14	16,42	23,97	22,65	25,00



Textil Santanderina, S.A.


















TABLA DE REQUISITOS DEL EINF – LEY 11 / 2018 - ODS - GRI – Año 2023

La tabla que se incluye a continuación recoge los requisitos en materia de información no financiera y diversidad exigidos por la **Ley 11/2018, de 28 de diciembre**, y los apartados del estado de información no financiera del ejercicio 2023 donde se recogen, así como su relación con los ODS y los GRI.

Content according to Law 11/2018			10 Principles Global Compact O.D.S.	Standard GRI	Page
Profile	Name and location	Textil Santanderina, S.A. Textil Santanderina, s/n 39500 – CABEZON DE LA SAL (Cantabria) Tel. +34 942 700125 A39001219 Tax ID		102	Pp. 11, 25
Business Model	Business Model Description	A brief description of the business model, including the business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	Principle 1 Principle 2 Principle 10	102	Pages 10, 12 – 19 26 54 - 57
Policies	Policies applied	Policies it applies, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of risks and significant impacts, and for verification and control, as well as the measures that have been adopted.		102, 103 416, 419	Pp.21
Main risks	Main risks related to these issues related to our activities	Main risks related to those issues linked to activities, including, where relevant and proportionate, business relationships, products or services that may have negative effects in those areas, and how it manages those risks, explaining the procedures used to detect and assess them in accordance with national, European or international reference frameworks for each subject. Information should be included on the impacts that have been detected, providing a breakdown of them, in particular on the main risks in the short, medium and long term.		102, 201	Pp. 22 - 24
Information on Environmental Issues	Best practices	Environmental management policy. Current and foreseeable environmental, health and safety impacts of the company's activities. Environmental assessment and certification. Precautionary principle. Noise and light pollution.	Principle 7 Principle 8 Principle 9	102, 307, 416	Pp. 6, 28 - 30
	Emissions Management	Prevention, reduction of greenhouse gas emissions.		103, 302, 305,	Pp. 31
	Waste management. Circular Economy	Waste prevention, recycling, reuse and other forms of waste recovery and disposal. Consumption of raw materials and their adaptation to more sustainable uses		103, 301, 303, 306	Pp. 36 - 40
	Sustainable use of waste. Water. Energy.	Water consumption and supply. Energy consumption. Measures to improve energy efficiency. Use of renewable energy.		301, 302, 303	Pp. 41 - 43
	Climate change. Biodiversity-	Important elements of greenhouse gas emissions. Climate change adaptation measures. Measures to preserve and restore biodiversity.		102, 103 201, 301, 302, 304, 305	Page. 32 - 35 Pages 44

Textil Santanderina, S.A.

TABLA DE REQUISITOS DEL EINF – LEY 11 / 2018 - ODS - GRI – Año 2023

Content according to Law 11/2018			10 Principles Global Compact O.D.S.	Standard GRI	Page
Information on social issues and Personnel Relating	Employment	Total number of employees, distribution. Employees with disabilities. Accessibility.	Principle 1	102, 103, 405	Pp.6 46 - 47
		Distribution by type of contract. Indefinite, temporary, part-time. By sex. Description of dismissals carried out.	Principle 3 Principle 6	102, 401	Pp.46
		Remuneration. Wage gap.		102, 202, 405	Page 46
	Organization of work	Organization of working time. Absenteeism.	Principle 7	102, 403	Page 48
		Conciliation measures.	 	401	Page 47
	Health and Safety	Health and safety conditions at work. Occupational accidents, frequency, severity.	 	103, 403	Pp. 48 - 49
	Social Relationships	Information to Personnel. Collective agreement.		403	Page 50
	Formation	Policies in the field of training. People and hours dedicated to training.	 	402, 404	Page. 51 – 52
	Equality	Equality Plan. Anti-discrimination and anti-harassment protocols.	 	103	Page 74
	Information on Respect for Human Rights and measures to combat corruption and bribery	Procedures related to respect for Human Rights. Promotion and enforcement of ILO core conventions.	Principle 2 Principle 4 Principle 5 Principle 10	103, 410, 412, 414	Pp.58
		Complaints for cases of human rights violations.	 	102, 103, 410, 411, 412, 414, 419	Page 58
		Measures against corruption, bribery and money laundering.		103, 201, 203, 415	Page 75
Company Information	Relations with local actors	Impact of the company's activity on local development. Maintained relationships with the local community. Sponsorship actions.	Principle 1 Principle 2	203, 204, 413	Pp.6 76 - 81
	Subcontracting and suppliers	Inclusion of social, CSR and environmental issues in the relationship with suppliers and subcontractors. Monitoring and audits.	  Principle 10	102, 103, 308, 407, 409, 414	Page. 22 – 23 71 - 73
	Consumers	Health and safety measures for customers and consumers.	 	102, 416, 417, 418	Page 72
	Tax Information	Proceeds. Taxes on profits. Public subsidies received.	 	201, 203	Pp.82

Textil Santanderina, S.A.


Lobelia
auditoría

**TEXTIL SANTANDERINA, S.A. y
Sociedades Dependientes**

**Informe de Verificación Independiente del
Estado de Información No Financiera
Consolidado del ejercicio 2023**

Textil Santanderina, S.A.



INFORME DE VERIFICACIÓN INDEPENDIENTE

A los accionistas de Textil Santanderina, S.A.:

De acuerdo al artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera (Consolidado), en adelante EINF, correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023, de Textil Santanderina, S.A. (Sociedad dominante) y sociedades dependientes (en adelante, "Textil Santanderina", o "la entidad" o "el Grupo") que forma parte del Informe de Gestión Consolidado del Grupo del ejercicio 2023.

Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión Consolidado de Textil Santanderina, así como el contenido del mismo, es responsabilidad de los Administradores de la entidad. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los Sustainability Reporting Standards de Global Reporting Initiative (estándares GRI) seleccionados, descritos de acuerdo con lo mencionado para cada materia en la "Tabla de requisitos del EINF - ley II/2018 - ODS -GRI - Año 2023" (Anexo 9) del citado EINF.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los Administradores de Textil Santanderina son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código de Ética para Profesionales de la Contabilidad emitido por el Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Inscrita en el Registro Mercantil de Cantabria: Tomo 1216, Folio 16, Inscripción 1ª con fecha 0-02/2006
LOBELÍA ALBERTERO, S.L. - C.I.F. B08620468
Paseo de Peña 2, 4ª planta, 49100 - Santander - Teléfono 942 353 370

Textil Santanderina, S.A.



Textil Santanderina, S.A. y sociedades dependientes

- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2023 en función del análisis de materialidad realizado por Textil Santanderina y descrito en la "Matriz de Materialidad" (Introducción del EINF), considerando contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2023.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF del ejercicio 2023.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2023 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores y la Dirección.

Fundamento de la conclusión con salvedades

Como se indica en el punto "3. Modelo de Negocio: Textil Santanderina, S.A.", dentro del apartado "Estructura del Negocio" del EINF de Textil Santanderina, S.A. y sociedades dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023, únicamente se recoge la información relativa a la sociedad matriz por considerarse la más relevante, ya que la implantación del complejo proceso de obtención de datos rigurosos de sostenibilidad en el resto de las filiales del grupo está aún en curso, con lo cual se hace una presentación parcial de la información consolidada.

Conclusión con salvedades

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido, excepto por los efectos de la cuestión descrita en el párrafo "Fundamento de la conclusión con salvedades", no se ha puesto de manifiesto aspecto adicional alguno que nos haga creer que el EINF de Textil Santanderina, S.A. y sociedades dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI seleccionados, descritos de acuerdo a lo mencionado para cada materia en la "Tabla de requisitos del EINF - ley 11/2018 - ODS - GRI - Año 2023" (Anexo 9) del citado EINF.

Textil Santanderina, S.A.

Lobel*ta*
auditors

Textil Santanderina, S.A. y sociedades dependientes

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

LOBELIA AUDITORES, S.L.

Lobel*ta*
auditors

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Antonio Oterino Bachiller

13 de mayo de 2024