

## ESG Report 2024

HERCHA QUIMICA, S.L.



January 2025  
Spain, Valencia

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#### **4. General Disclosures**

The general disclosures section includes the following sections.

##### **a) Company overview (main activities, place that activities are performed)**

Hercha Química was founded in 1993. From the beginning, Hercha has been dedicated to the production of wax emulsions and their formulations, boasting over 25 years of experience in this field.

Hercha Química produce both final products and base products, upon which our clients create their own finishes in industries such as footwear, floor treatment, graphic arts, ceramics, textiles, citrus coatings, paper and cardboard, among others. Hercha Química always work closely with their clients, striving for both commercial and personal relationships. [www.hercha.com](http://www.hercha.com)

##### **b) Mission and values**

The primary objective of our company is customer satisfaction. At Hercha Química work daily to deliver high-quality products that facilitate our clients' work and provide effective solutions to any challenges they may encounter in their daily routines. To achieve this, Hercha Química conduct thorough quality controls on both our raw materials and the products we manufacture.

At Hercha Química believe in people and in their skills and abilities to develop new products, concepts, and services. The company have an R&D+i department dedicated to developing new projects and improving those that require it, working under the ISO 9001 quality certification, which we obtained in 2013.

And of course, the company care about the environment. At Hercha Química are fully aware of the importance of developing environmentally friendly products, as well as implementing good practices during their production. For this reason, we obtained ISO 14001 certification at the end of 2019.

Currently, Hercha Química have 10,000 square metres of facilities and have increased our workforce by 40% in recent years.

Hercha Química values customer satisfaction above all else, which is why we offer continuous and personalised technical support.

### c) Composition of board of directors

This section includes the names of the board members and their positions, as shown in the following table.

| Role               | Name and Surname | Term Expiration (date) |
|--------------------|------------------|------------------------|
| Sole administrator | Jordi Cháfer     | November 19, 2018      |

Table 1. Composition of board of directors

### d) Organisation chart

In this section, the organizational chart of the company is depicted, in order to distinguish the roles and individual departments. The diagram below is completed according to the structure of the company.

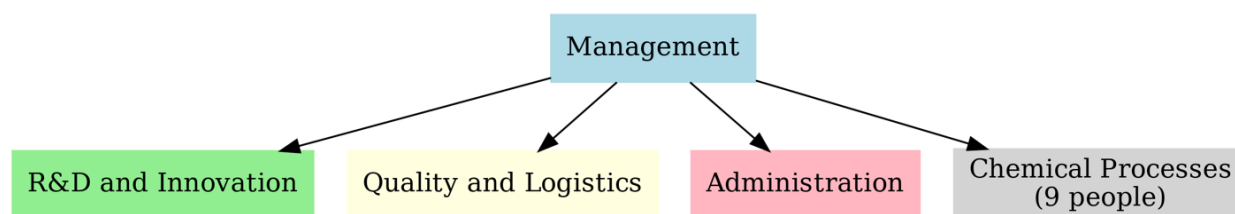


Table 2. Organisation chart

## 5. Materiality Assessment

In order to conduct the materiality assessment, the company must send a questionnaire to customers, investors, suppliers, local community, media and other stakeholders (depending on the type of activities). The questionnaire should be sent via email and the results will be used in order to fill the tables of this section.

### Materiality assessment questionnaire

In order to better communicate with the stakeholders, HERCHA QUIMICA would like to seek your assistance in filling out this survey. Your response and suggestions will only be used for internal analysis.

1. Organisation name

\_\_\_\_\_

2. What is relationship between your/your organization with [Company name]?

- ☐ Employee
- ☐ Customers / Clients
- ☐ Shareholders / Investors
- ☐ Suppliers
- ☐ Local Community
- ☐ Government
- ☐ NGO / NPO
- ☐ Media
- ☐ Others

3. Materiality Analysis

Please rate the level of importance of the following topics.

|               |  | Low |   | Medium |   | High |
|---------------|--|-----|---|--------|---|------|
|               |  | 1   | 2 | 3      | 4 | 5    |
| Environmental |  |     |   |        |   |      |
| 1             | Resources usage, including raw material, energy resources and water.   |     |   |        |   |      |
| 2             | [Companies'] environmental policy, mitigation plans and actions taken to reduce greenhouse gas emission and improve efficiency |     |   |        |   |      |
| 3             | The impact of business operation on the ecosystem and biodiversity, and the plans and actions taken in                         |     |   |        |   |      |

|                   |  |  |  |  |  |  |
|-------------------|--|--|--|--|--|--|
|                   | response to ecological conservation.   |  |  |  |  |  |
| 4                 | The management and reduction policies of waste generated by [Companies'] operation, for example if responsible dismantling and recycling system is established for abandoned vessels |  |  |  |  |  |
| 5                 | Programs for general and specialized training as well as career chances  |  |  |  |  |  |
| <b>Social</b>     |  |  |  |  |  |  |
| 6                 | [Companies'] effort to ensure fair salary structure and equal opportunities, as well as to provide benefits, healthcare and other employee care.                                     |  |  |  |  |  |
| 7                 | The success of employee-employer communication via union, employee satisfaction survey, complaint system, etc.   |  |  |  |  |  |
| 8                 | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to [Company's] activities.           |  |  |  |  |  |
| 9                 | Protecting the balance between personal and professional life  |  |  |  |  |  |
| <b>Governance</b> |  |  |  |  |  |  |
| 10                | Legal observance, policy dissemination, and any notable violations at [Company].   |  |  |  |  |  |
| 11                | [Companies'] approach to supplier relationships.   |  |  |  |  |  |
| 12                | [Companies'] approach to customer satisfaction, employee satisfaction and community engagement score.  |  |  |  |  |  |
| 13                | Board Diversity and Independence at [Company].   |  |  |  |  |  |

Table 3. Materiality Analysis Questionnaire

4. Please indicate if there are any other issues that you consider important at an environmental, social and governance level. For each additional topic, please provide your rating using the scale 1 – 5 (1 = Low, 5 = High)

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The above questionnaire can be distributed to stakeholders using relevant online tools like Microsoft Forms, Google Forms, etc.



| STAKEHOLDER GROUP  | TYPE OF COMMUNICATION  | FREQUENCY        |
|--|--|------------------|
| <b>OWNERS</b>  | Sole owner   | 5 (Always)       |
| <b>CUSTOMER</b>  | - B2B communication channels: meetings, telephone, emails, events, trade fairs<br>- Customer Audit<br>- Product catalogs and updates | 4 (Often)        |
| <b>EMPLOYEES</b>   | - Training sessions<br>- face 2 face meeting, telephone, emails.   | 5 (Always)       |
| <b>SUPPLIERS</b>   | B2B communication channels: meetings, telephone, emails, events.   | 4 (Often)        |
| <b>CERTIFICATION BODIES (ISO9001, ISO 14001, SAFETY AND HEALTH EMPLOYER)</b> | E-mail, Telephone  | 2 (Occasionally) |
| <b>CHEMISTRY ORGANISATION</b>  | Participation in Chemistry events and forums   | 2 (Occasionally) |
| <b>LOCAL COMMUNITY</b>   | - Sponsorships and donations<br>- Community engagement projects  | 2 (Occasionally) |

Table 4. Stakeholder Analysis

| 1     | 2      | 3         | 4     | 5      |
|-------|--------|-----------|-------|--------|
| Never | Rarely | Sometimes | Often | Always |

Table 5. Stakeholders Analysis scale

The **Stakeholder analysis** of a chemical manufacturing company, according to the table provided, shows how the company communicates with different stakeholder groups and the frequency of these communications. Below is an explanation of each stakeholder group and their relationship with the company:

**Owners (Sole owner):** Communication with the sole owner of the company is constant. This takes place **always (5)** and is key for strategic and operational decision-making. As the sole owner, communication is direct and continuous.

**Customer:** The company maintains frequent contact with its Customer through B2B communication channels such as meetings, phone calls, emails, events, and trade fairs. Additionally, customer audits are conducted, and product catalogues are updated. Communication with Customer happens **often (4)**, highlighting the importance of maintaining an active and close relationship to ensure customer satisfaction and loyalty.

**Employees:** Communication with employees is equally constant and crucial. It takes place through training sessions, face-to-face meetings, phone calls, and emails. Since employees are an essential part of operations, communication **always (5)** is aimed at ensuring they are well-informed, motivated, and aligned with the company's objectives.

**Suppliers:** With suppliers, communication occurs frequently through B2B channels such as meetings, phone calls, emails, and events. The frequency of these interactions is **often (4)**, as maintaining smooth relationships with suppliers is crucial to ensure an adequate supply of raw materials and other resources.

**Certification Bodies (ISO 9001, ISO 14001, Safety and Health at Work):** Communication with certification bodies, which validate quality, environmental, and safety standards, occurs more sporadically, mainly through email and phone calls. This happens **occasionally (2)**, as interaction with these bodies depends on the need to maintain or update certifications.

**Chemistry Organisation:** The company also participates in chemistry sector events and forums. This interaction occurs **occasionally (2)**, indicating that while it is relevant for staying updated on sector developments and establishing professional networks, it is not as frequent as communication with other stakeholder groups.

**Local Community:** The company engages with the local community through sponsorships, donations, and community engagement projects. However, these interactions are **occasional (2)**, reflecting a more sporadic and less frequent approach compared to other stakeholder groups.

The stakeholder analysis of the chemical manufacturing company reveals that the most frequent interactions occur with the owner-partners, employees, customers, and suppliers, while communication with certification bodies, chemistry organisations, and the local community is more occasional. This reflects the company's priorities regarding internal management and business relationships, with a consistent focus on customer satisfaction and the management of quality and safety.

| Stakeholder group   | Material issues concerning the Environment   | Material issues concerning Society   | Material issues concerning Governance  |
|---|--|--|--|
| <b>Customer</b>   | Companies' environmental policy, mitigation plans and actions taken to reduce greenhouse gas emission and improve efficiency.<br><br>Resources usage, including raw material, energy resources and water | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to Company's activities.   | Companies' approach to customer satisfaction, employee satisfaction and community engagement score |
| <b>Employees</b>  | Programs for general and specialized training as well as career chances  | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to Company's activities.<br><br>Protecting the balance between personal and professional life. | Companies' approach to customer satisfaction, employee satisfaction and community engagement score |
| <b>Suppliers</b>  | Companies' environmental policy, mitigation plans and actions taken to reduce greenhouse gas emission and improve efficiency   | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to Company's activities.   | Companies' approach to supplier relationships  |
| <b>Certification bodies (ISO 9001, ISO 14001, Safety and health employer)</b> | Companies' environmental policy, mitigation plans and actions taken to reduce greenhouse gas   | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention   | Legal observance, policy dissemination, and any notable violations at                              |

|                               |  |  |   |
|-------------------------------|--|--|---|
|                               | emission and improve efficiency  | and management, or other themes relevant to Company's activities.  | Company   |
| <b>Chemistry organisation</b> | Companies' environmental policy, mitigation plans and actions taken to reduce greenhouse gas emission and improve efficiency<br><br>Resources usage, including raw material, energy resources and water.             | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to Company's activities. | Legal observance, policy dissemination, and any notable violations at Company                       |
| <b>Local community</b>        | Companies' environmental policy, mitigation plans and actions taken to reduce greenhouse gas emission and improve efficiency<br><br>The management and reduction policies of waste generated by Companies' operation | Workplace safety, employee wellness and health promotion initiatives, occupational accident prevention and management, or other themes relevant to Company's activities. | Companies' approach to customer satisfaction, employee satisfaction and community engagement score. |

Table 6. Material issues per stakeholder group.

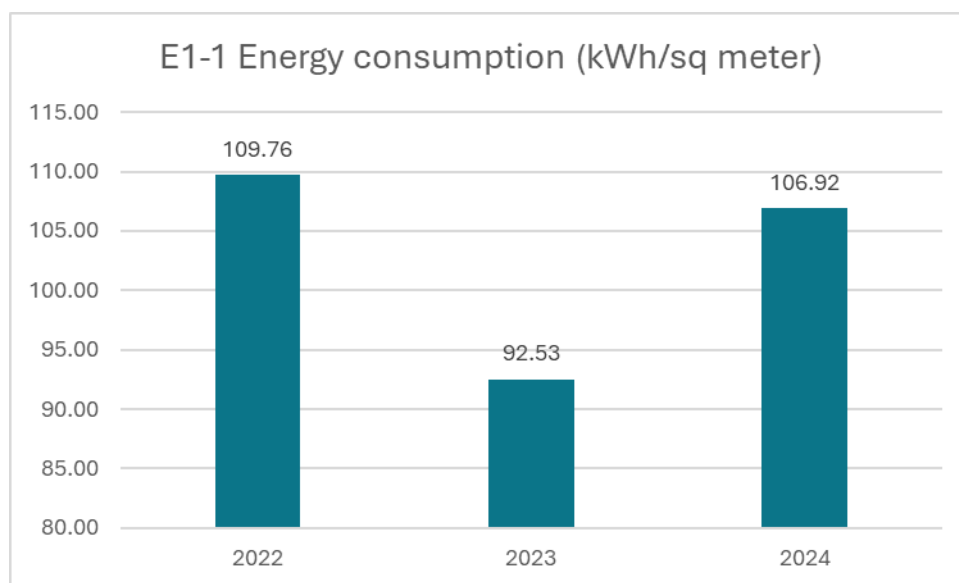
The Materiality Analysis reveals that stakeholders prioritise both environmental and social factors, alongside governance. For customers, the company's environmental policy, including efforts to reduce greenhouse gas emissions and resource usage, is key, along with workplace safety and employee wellness. Employees emphasise the importance of training, career opportunities, and work-life balance, while suppliers focus on the company's environmental actions and sustainable relationships. Certification bodies and chemistry organisations highlight the need for legal observance, policy communication, and environmental mitigation actions. The local community prioritises waste management and environmental initiatives, alongside workplace safety and the company's overall community engagement. Regarding governance, all stakeholders emphasise the importance of legal compliance, employee satisfaction, and customer satisfaction, reinforcing the need for ethical management practices.

## 6. Environmental Indicators

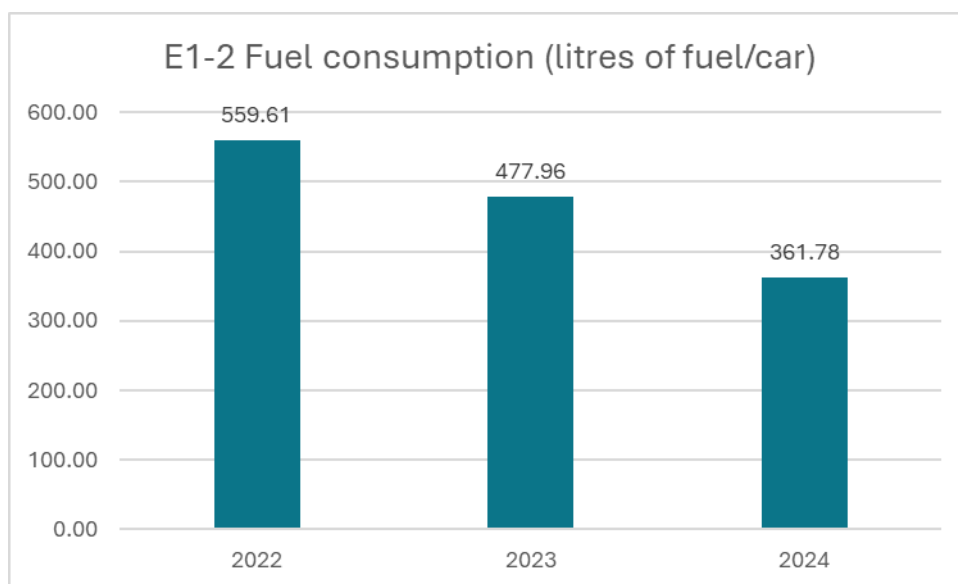
In the section of environmental indicators company must disclose at least the mandatory indicators which presented in this report.

### **E1 - Total Energy Consumption & Mix**

|   | 2022   | 2023   | 2024   |
|---|--------|--------|--------|
| E1-1 Energy consumption                               | 109.76 | 92.53  | 106.92 |
| E1-2 Fuel consumption                                 | 559.61 | 477.96 | 361.78 |
| E1-3 Energy consumption for heating and refrigeration | N/A*   | –      | –      |



1 E1-1 Energy consumption (kWh/sq meter)



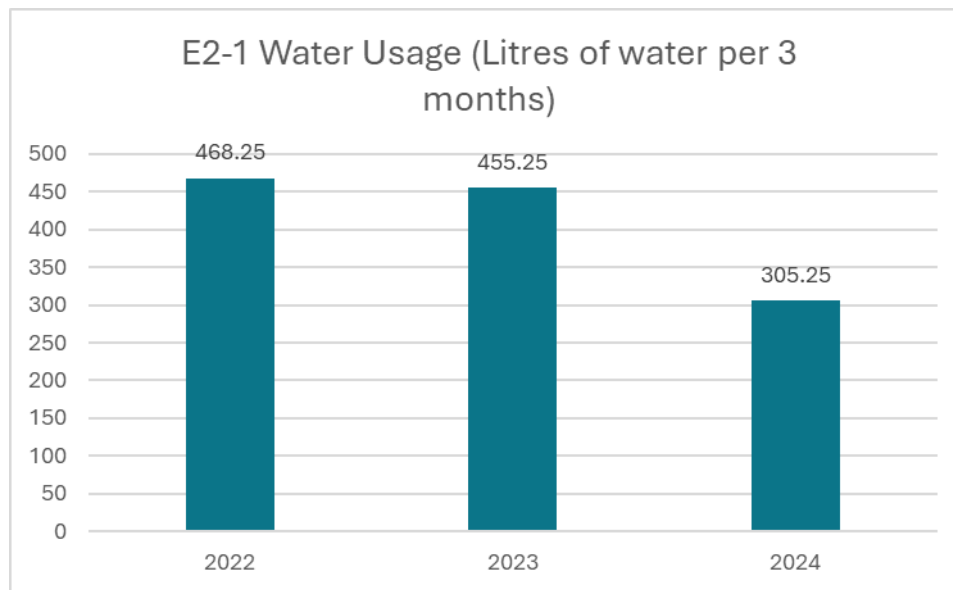
2 E1-2 Fuel consumption

### **E1-3 Energy consumption for heating and refrigeration**

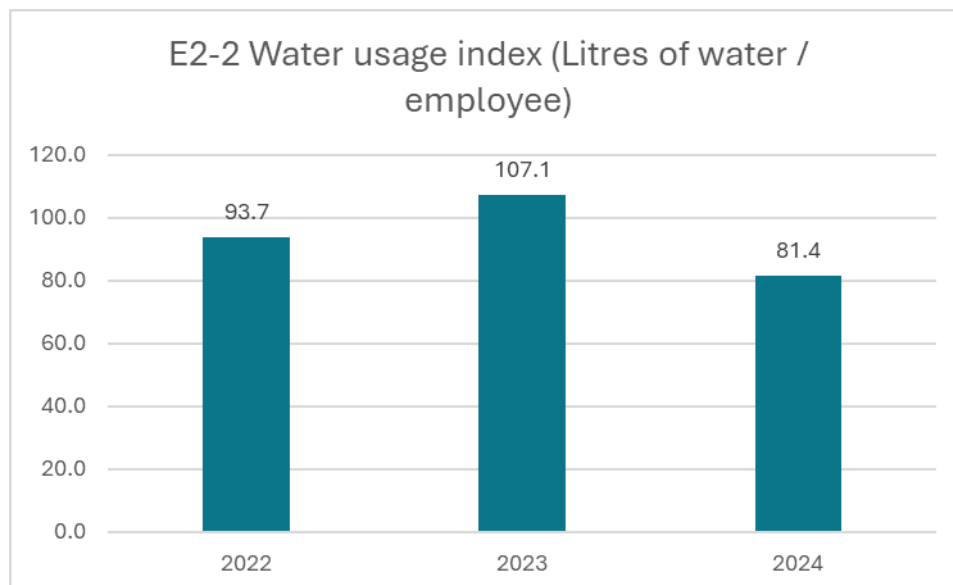
The energy consumption indicator for climate control could not be identified by HERCHA QUIMICA, as there are no electricity meters that can specifically measure the consumption of climate control equipment alone.

### **E2- Total Water Usage**

|                                | 2022       | 2023       | 2024       |
|--------------------------------|------------|------------|------------|
| E2-1 Water usage               | 468.25     | 455.25     | 305.25     |
| E2-2 Water usage index         | 93.7       | 107.1      | 81.4       |
| E2-3 Policies for saving water | Applicable | Applicable | Applicable |



3 E2-1 Water Usage



4 E2-2 Water usage index

### E2-3 Policies for saving water

Policies aimed at reducing water consumption are in place. Some of the measures that have been adopted include:

**Preventive maintenance:** Implementing regular maintenance programmes to prevent leaks, optimise equipment performance, and reduce water waste.

**Staff training:** Raising employee awareness about the importance of water conservation and involving them in responsible practices, such as identifying and reporting leaks or using water efficiently.

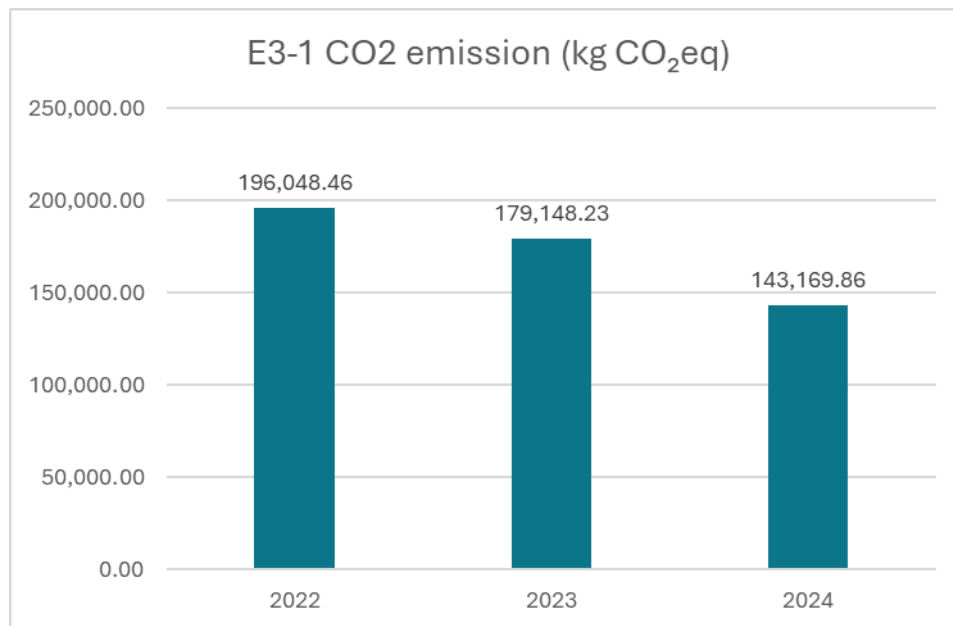
**Monitoring and consumption control:** Establishing measurement and monitoring systems to identify areas of high consumption and applying specific strategies to reduce it.

**Development of sustainable products:** Designing products that require less water during their manufacturing process or help customers save water during their use.

### **E3- Greenhouse Gas Emissions**

|  | 2022       | 2023       | 2024       |
|--|------------|------------|------------|
| E3-1 CO2 emission (scope 1): Direct GHG emissions include, but are not limited to, the CO2 emissions from the fossil fuel consumption  | 29,908.19  | 25,211.45  | 22,516.91  |
| E3-1 CO2 emissions (Scope 2): Energy indirect GHG emissions include, but are not limited to, the CO2 emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the company | 166,140.27 | 153,936.78 | 120,652.95 |
| E3-1 CO2 emissions (scope 1): Other indirect (Scope 3) GHG emissions are a consequence of an organization's activities, but occur from sources not owned or controlled by the organization                                   | N/A        | N/A        | N/A        |
| E3-2 Policies to reduce CO2 emissions  | Applicable | Applicable | Applicable |





5 E3-1 CO<sub>2</sub> emission (kg CO<sub>2</sub>eq)

#### E3-2 Policies to reduce CO<sub>2</sub> emissions:

The company has CO<sub>2</sub> emission reduction policies, some of the strategies are:

A methodology for calculating the carbon footprint is implemented.

**Energy efficiency:** Optimising production processes by insulating pipelines to prevent heat loss, thereby reducing energy use at each stage.

**Transition to renewable energy:** The company has installed solar panels on the roof of the facility.

**Staff education and training:** Providing employees with training on practices to minimise energy consumption and carbon emissions in their daily tasks.

#### **E4 – Total Waste Generation**

|                   | 2022      | 2023      | 2024      |
|-------------------|-----------|-----------|-----------|
| E4-1 Waste weight | 56,553.50 | 47,411.00 | 39,214.00 |



6 E4-1 Waste weight

### **E5-Recycling Rate**

|                                     | 2022       | 2023       | 2024       |
|-------------------------------------|------------|------------|------------|
| E5-1 Waste weight recycled per year | 8483.025   | 7111.65    | 5882.1     |
| E5-2 Recycling policies             | Applicable | Applicable | Applicable |



7 E5-1 Waste weight recycled per year

**E5-2 Recycling policies**

The company recycles the waste generated during the testing of new products carried out in the laboratory and also recycles the products used for quality control testing in the laboratory.

**E6-Environmental Management System Certification**

The company holds the ISO 14001 Environmental Management System Certification

CERTIFICADO



|                         |            |                         |            |
|-------------------------|------------|-------------------------|------------|
| Núm. Certificado        | 714-9/2020 | Auditoría de renovación | 14/11/2022 |
| Emisión inicial         | 24/01/2020 | Renovación              | 24/01/2023 |
| Expiración último ciclo | 23/01/2023 | Expiración              | 23/01/2026 |

Certificado Sistema de Gestión Ambiental

## ISO 14001:2015

IVAC-INSTITUTO DE CERTIFICACIÓN, S.L. certifica, tras el acuerdo de la Comisión 39714/1R3/2022 revisión 2.0 que la organización

## HERCHA QUÍMICA, S.L.

Dispone de un sistema de gestión ambiental conforme con la norma ISO 14001:2015 para la siguiente actividad:

Diseño y producción de tratamientos de refinado de ceras de polietileno, producción de emulsiones de ceras tanto sintéticas como naturales, formulados para industria en general.

Director IVAC-INSTITUTO DE CERTIFICACIÓN, S.L.  
Juan Sendín Caballero

Firmado digitalmente por 51397616E  
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Sede principal  
**HERCHA QUÍMICA, S.L.**  
CL La Safor nº 3  
Polígono Industrial "La Vila"  
46819 Novetlé (Valencia)  
ESPAÑA

El presente certificado es válido hasta la fecha indicada, salvo retirada o suspensión. Su validez está sujeta a los seguimientos realizados con periodicidad anual.  
Para cualquier aclaración sobre el certificado puede solicitarla a través de nuestra página web.

Página 1 de 1

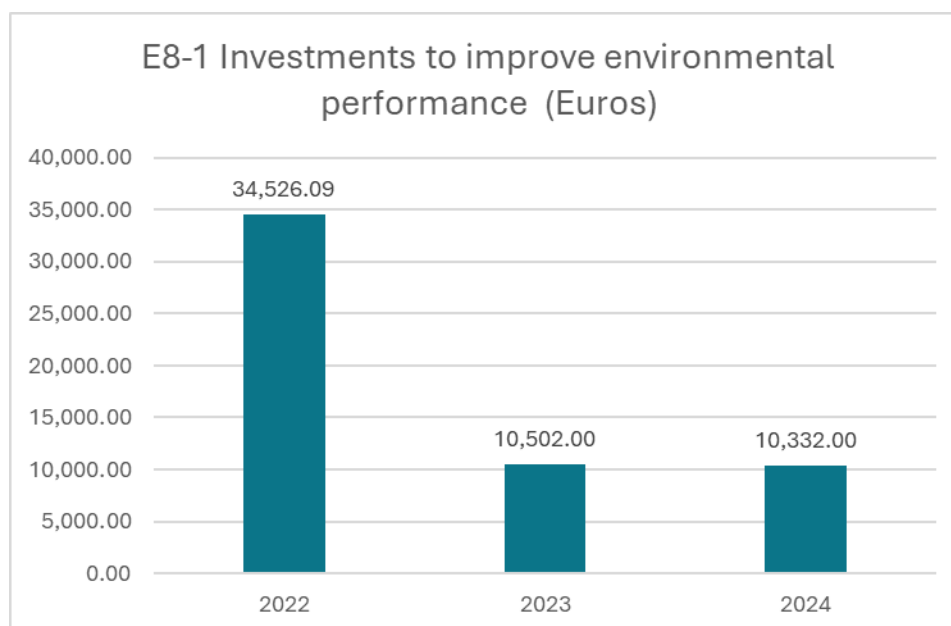


### E7- Energy Management System Certification

The company does not have the Energy Management System Certification.

## E8- Environmental Investments

|   | 2022      | 2023      | 2024      |
|---|-----------|-----------|-----------|
| E8-1 Investments to improve environmental performance | 34,526.09 | 10,502.00 | 10,332.00 |



8 E8-1 Investments to improve environmental performance

The Environmental Investments are:

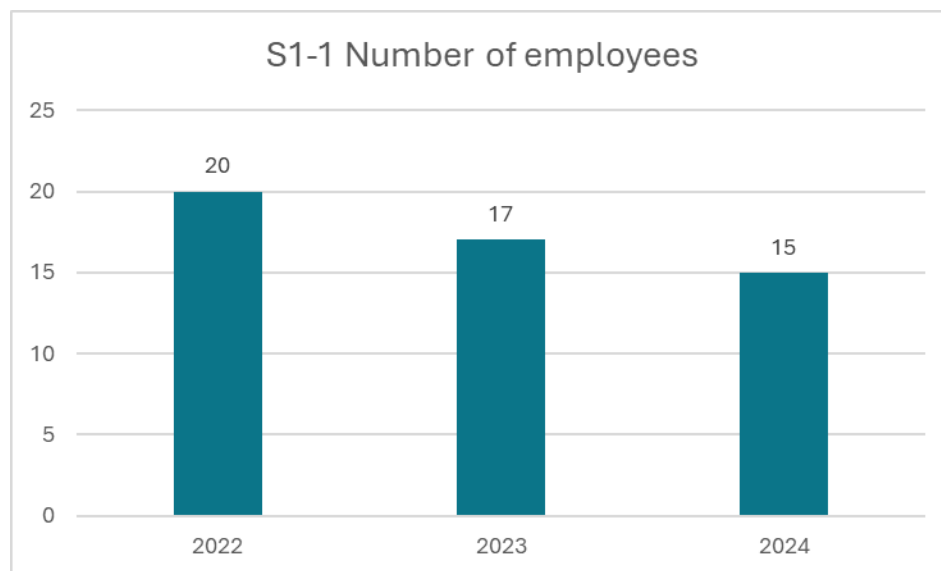
- Solar panels have been installed,
- Thermal oil pipes have been insulated to prevent heat loss.
- A budget is allocated for a solar boiler to generate heat for oil, reducing fuel use.

## 7. Social Indicators

In the section of social indicators company must disclose at least the mandatory indicators which presented in this report.

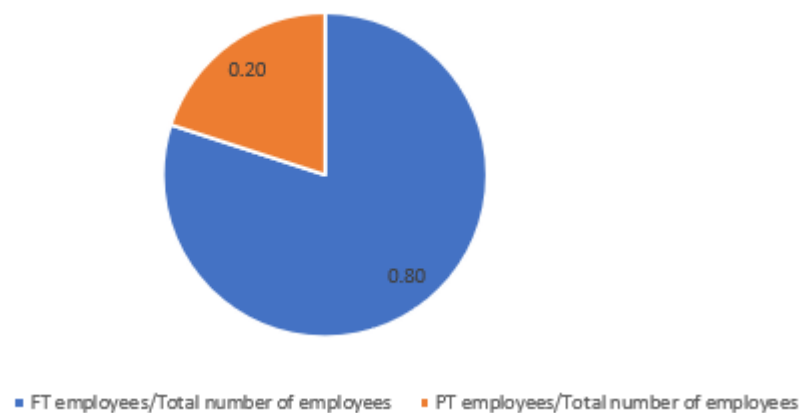
### S1-Characteristics of SME's Employees

|                               | 2022  | 2023  | 2024  |
|-------------------------------|---|---|---|
| S1-1 Number of employees      | 20  | 17  | 15  |
| S1-2 FT / PT Ratio            | FT 0.8<br>PT 0.2  | FT 0.76<br>PT 0.24  | FT 0.8<br>PT 0.2  |
| S1-3 Gender Distribution      | F 0.2<br>M 0.8  | F 0.24<br>M 0.76  | F 0.33<br>M 0.67  |
| S1-4 Nationality Distribution | 0.9%<br>native<br>workers<br>0.1%<br>foreign<br>workers | 0.88%<br>native<br>workers<br>0.12%<br>foreign<br>workers | 0.8%<br>native<br>workers<br>0.2%<br>foreign<br>workers |



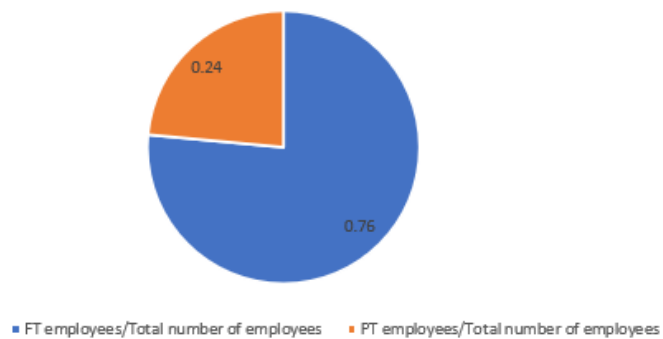
9 S1-1 Number of employees

S1-2 FT/PT Ratio 2022

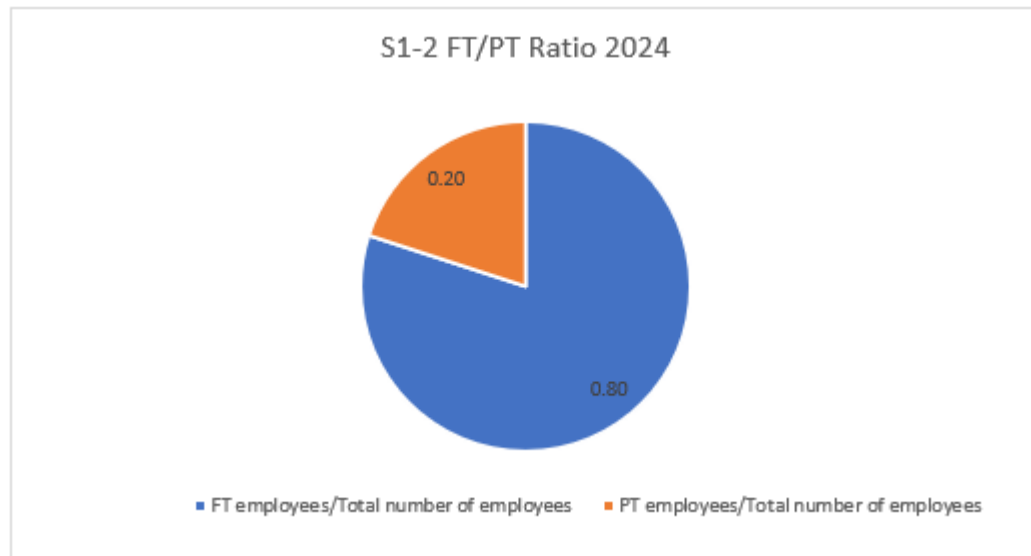


10 S1-2 FT/PT Ratio 2022

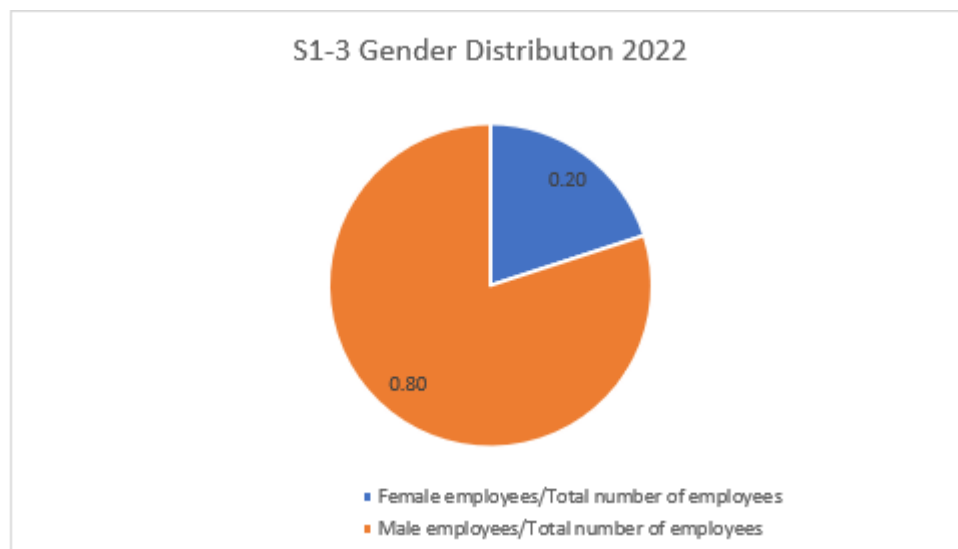
S1-2 FT/PT Ratio 2023



11 S1-2 FT/PT Ratio 2023



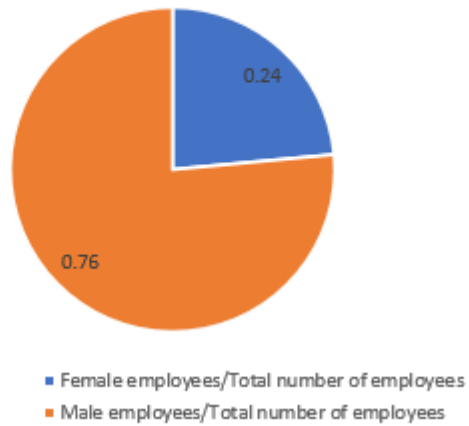
12 S1-2 FT/PT Ratio 2024



13 S1-3 Gender Distributon 2022

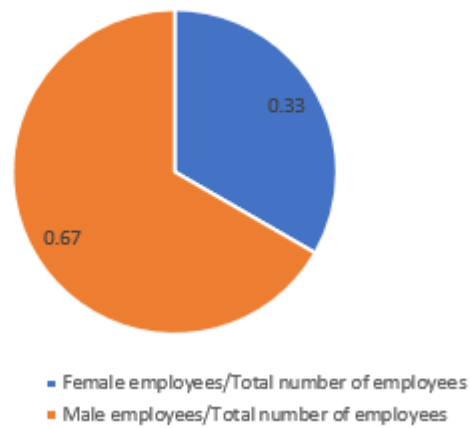


S1-3 Gender Distributon 2023



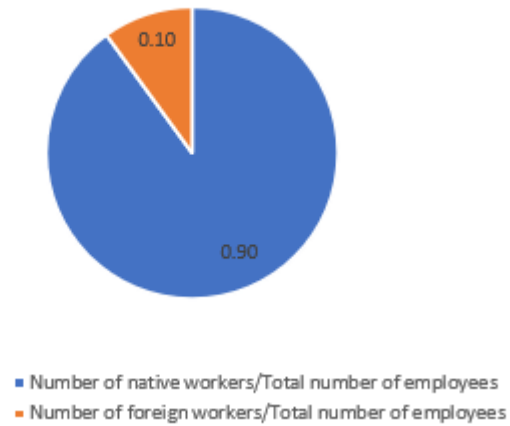
14 S1-3 Gender Distributon 2023

S1-3 Gender Distributon 2024



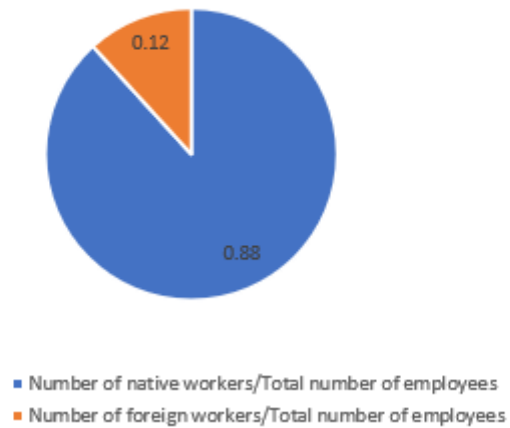
15 S1-3 Gender Distributon 2024

S1-4 Nationality Distribution 2022

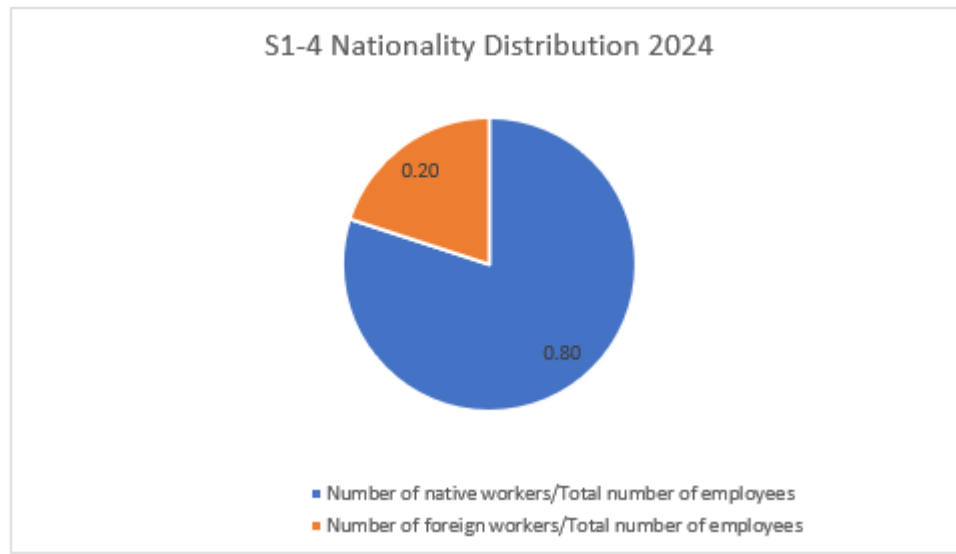


16 S1-4 Nationality Distribution 2022

S1-4 Nationality Distribution 2023



17 S1-4 Nationality Distribution 2023



18 S1-4 Nationality Distribution 2024

### **S2-Diversity & Inclusion indicators**

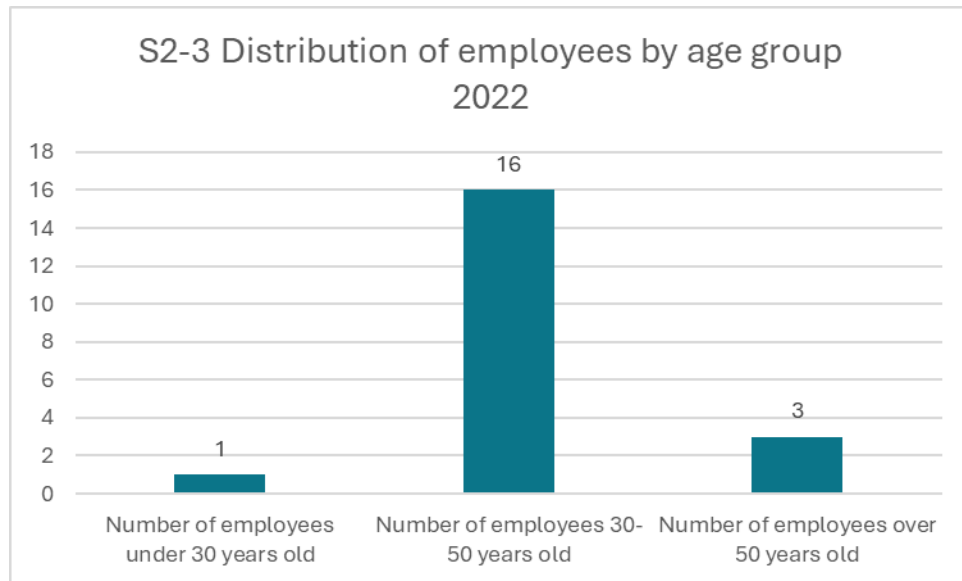
|  | 2022                                  | 2023                                  | 2024                                  |
|--|---------------------------------------|---------------------------------------|---------------------------------------|
| S2-1 Policies  | Applicable                            | Applicable                            | Applicable                            |
| S2-2 Gender distribution in number and percentage at top management level amongst its employees. | 2 M (100%)                            | 2 M (100%)                            | 1 M (100%)                            |
| S2-3 Distribution of employees by age group  | Under 30 = 1<br>30-50 = 16<br>50+ = 3 | Under 30 = 1<br>30-50 = 13<br>50+ = 3 | Under 30 = 2<br>30-50 = 11<br>50+ = 2 |
| S2-4 Percentage of employees with disabilities amongst SME's employees                           | 0                                     | 0                                     | 0                                     |

#### **S2-1 Policies:**

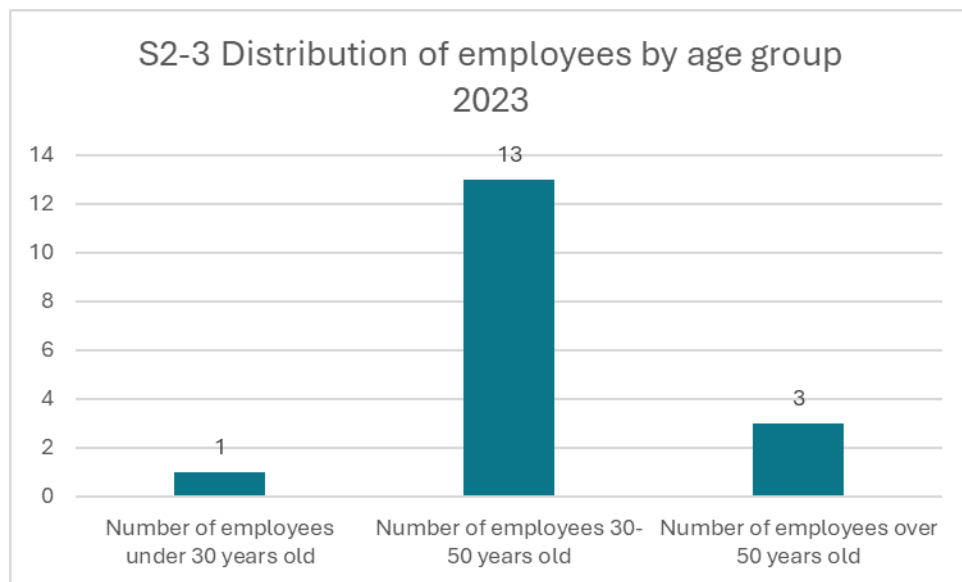
The company applies diversity and inclusion policies, but there is no written procedure or specific training.

## S2-2 Gender distribution in number and percentage at top management level amongst its employees:

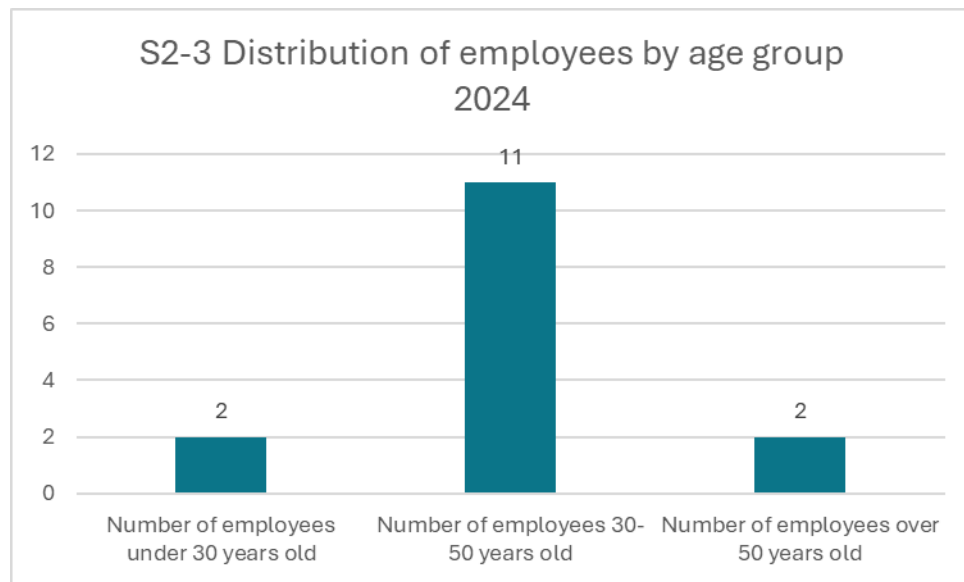
100% of the board members were men from 2022 to 2024.



19 S2-3 Distribution of employees by age group 2022



20 S2-3 Distribution of employees by age group 2023

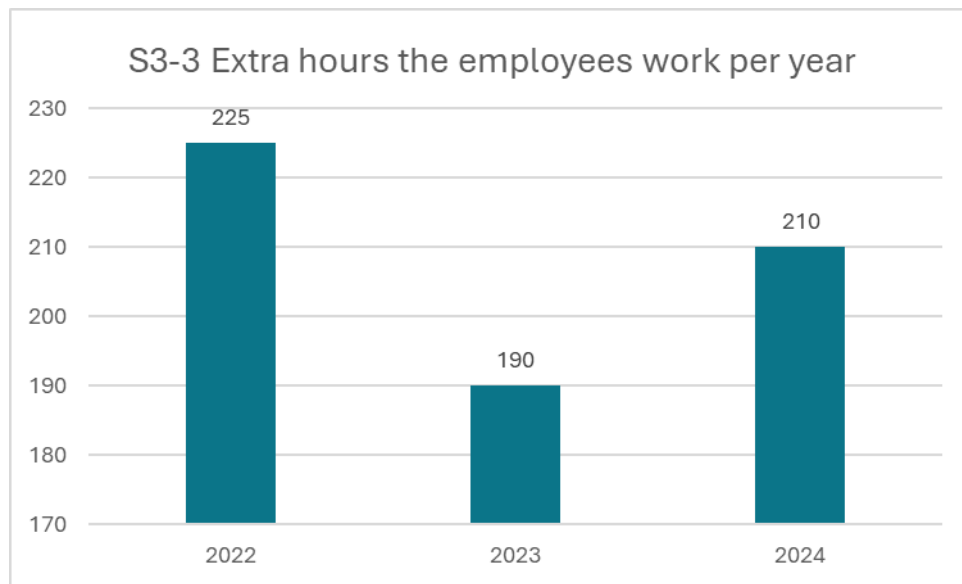


21 S2-3 Distribution of employees by age group 2024

### **S3- Work life balance**

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
| S3-1 Percentage of employees entitled to take family-related leaves                                | 0%   | 0%   | 0%   |
| S3-2 Percentage of entitled employees that took family-related leaves, and a breakdown by gender   | 0%   | 0%   | 0%   |
| S3-3 Number of extra hours the employees work per year   | 225  | 190  | 210  |
| S3-4 Policies regarding keeping balance between work and personal life (on-call/stand by policies) | N/A  | N/A  | N/A  |

**S3-1 Percentage of employees entitled to take family-related leaves and S3-2 Percentage of entitled employees that took family-related leaves, and a breakdown by gender:** In the past three years, employees have not requested family-related leave.



22 S3-3 Number of extra hours the employees work per year

#### **S3-4 Policies regarding keeping balance between work and personal life (on-call/stand by policies):**

**Limitation of overtime:** A maximum number of overtime hours per employee is set to prevent burnout and ensure that work time does not intrude on personal life.

**Shift rotation:** Shifts are distributed evenly among employees so that no team member bears an undue burden.

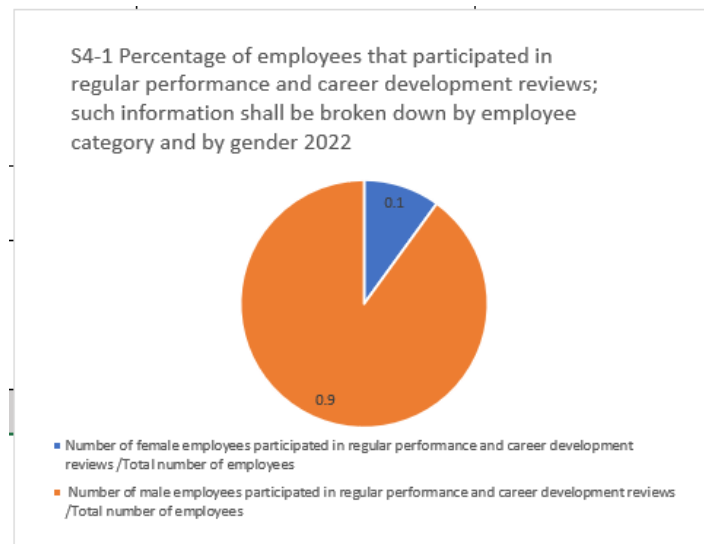
**Flexible working hours:** Offering flexible hours so employees can organise their work tasks according to their personal needs.

**Additional compensation for overtime or on-call shifts:** Employees who work overtime or are on call receive additional financial compensation or equivalent time off as a reward.

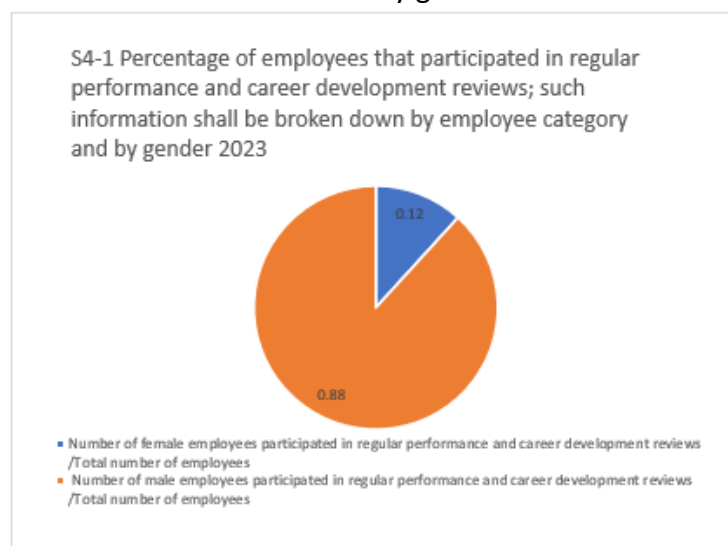
#### **S4- Training and skills development**

|   | 2022            | 2023              | 2024               |
|---|-----------------|-------------------|--------------------|
| S4-1 Percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by employee | F: 0.1<br>M:0.9 | F: 0.12<br>M:0.88 | F: 0.27<br>M:0.73x |

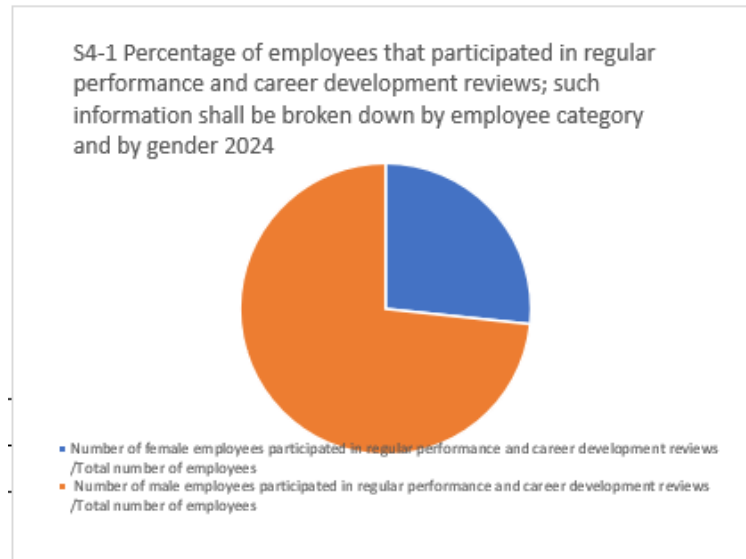
| category and by gender   |               |               |               |
|--|---------------|---------------|---------------|
| S4-2 Average number of training hours per employee, by employee category and by gender | Per employee: | Per employee: | Per employee: |
|  | 11.3          | 22.7          | 4.7           |
|  | F: 1.3        | F: 5.78       | F: 3.08       |
|  | M: 10         | M:16.89       | M: 1.62x      |



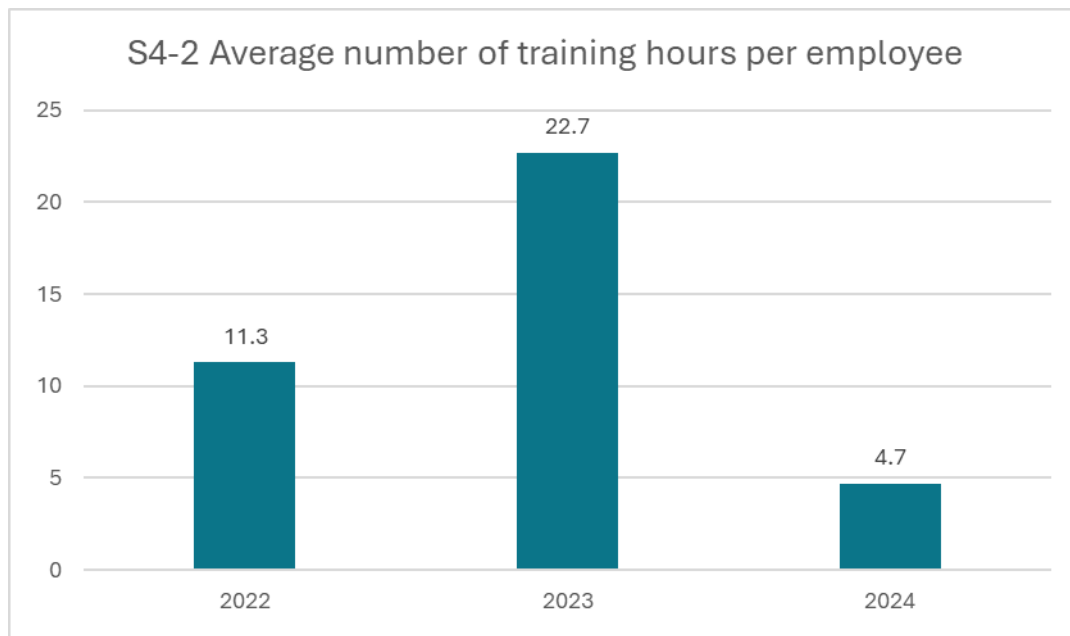
23 S4-1 Percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by employee category and by gender 2022



24 S4-1 Percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by employee category and by gender 2023



25 S4-1 Percentage of employees that participated in regular performance and career development reviews; such information shall be broken down by employee category and by gender 2024



26 S4-2 Average number of training hours per employee per year



### **S5-Social protection**

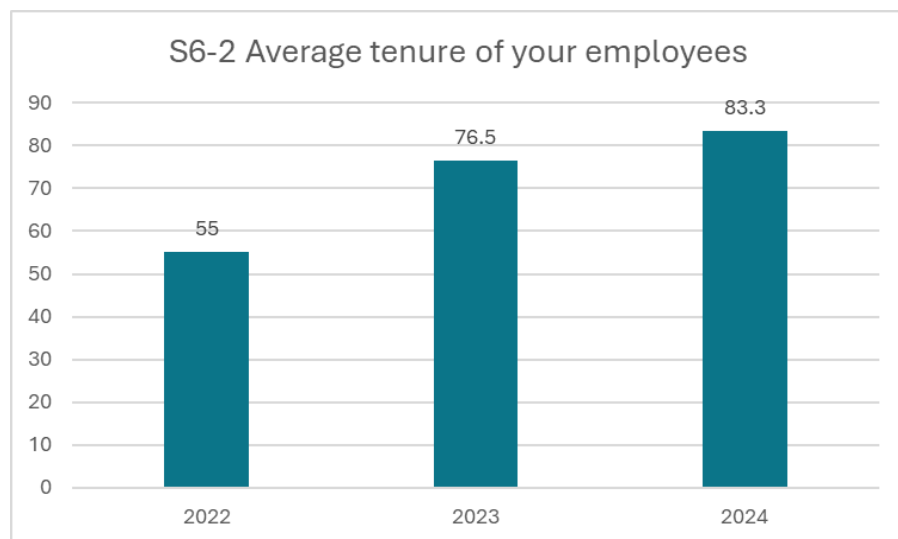
|   | 2022 | 2023 | 2024 |
|---|------|------|------|
| S5-1 Percentage of employees covered by social protection, through public programs or through benefits offered by the undertaking, against loss of income due to any of the following major life events | 100% | 100% | 100% |

**S5-1 Percentage of employees covered by social protection, through public programs or through benefits offered by the undertaking, against loss of income due to any of the following major life events:**

All employees are covered by social protection, but in these years, there have been no instances of loss of income.

### **S6-Employee engagement**

|                                       | 2022 | 2023 | 2024              |
|---------------------------------------|------|------|-------------------|
| S6-1 Score/level of engagement        | 100% | 100% | 100% <sup>x</sup> |
| S6-2 Average tenure of your employees | 55   | 76.5 | 83.3              |



27 S6-2 Average tenure of your employees

### **S7-Employee Health and safety**

|   |            |
|---|------------|
|   | 2024       |
| S7-1 Measures taken to protect health and safety        | Applicable |
| S7-2 Certifications regarding health and safety at work | Applicable |

#### **S7-1 Measures taken to protect health and safety**

Measures to protect the health and safety of employees are essential to prevent accidents and occupational diseases. Some of the measures that could be implemented include:

**Ongoing safety training:** Training and awareness programmes are held on specific occupational risks in the chemical industry, such as handling hazardous products, using personal protective equipment (PPE), and safety protocols in case of emergencies. Additionally, evacuation drills and first aid training are carried out to prepare employees for any incident.

**Mandatory use of Personal Protective Equipment (PPE):** All employees are provided with the necessary equipment to protect themselves, such as gloves, safety goggles, masks, non-slip boots, and special suits for handling chemicals. Strict control is also established to ensure that all workers use the appropriate PPE in each work area.

**Ventilation and emission control systems:** Adequate industrial ventilation systems are installed to prevent the accumulation of harmful vapours and gases in the workspaces. This includes the use of extractor hoods, air filters, and emission control systems to protect employees' respiratory health and minimise exposure to toxic substances.

**Regular maintenance of equipment and machinery:** A preventive maintenance programme is implemented for the facilities, equipment, and machinery to ensure they operate correctly and do not pose a risk to employee safety. This includes regular checks of emergency systems, such as gas leak detectors or automatic shutdown systems, to avoid accidents related to technical failures.

## **S7-2 Certifications regarding health and safety at work**

The company contracts an external prevention service for managing employee health and safety.

## **S8-Customer Data Protection and Privacy**

Employee data is protected, and pay slips are sent to each employee individually. The external payroll management company handles the pay slips and complies with the data protection policy.

**Transparency of the customer database:** Employees have guidelines for the confidential use of customer data.

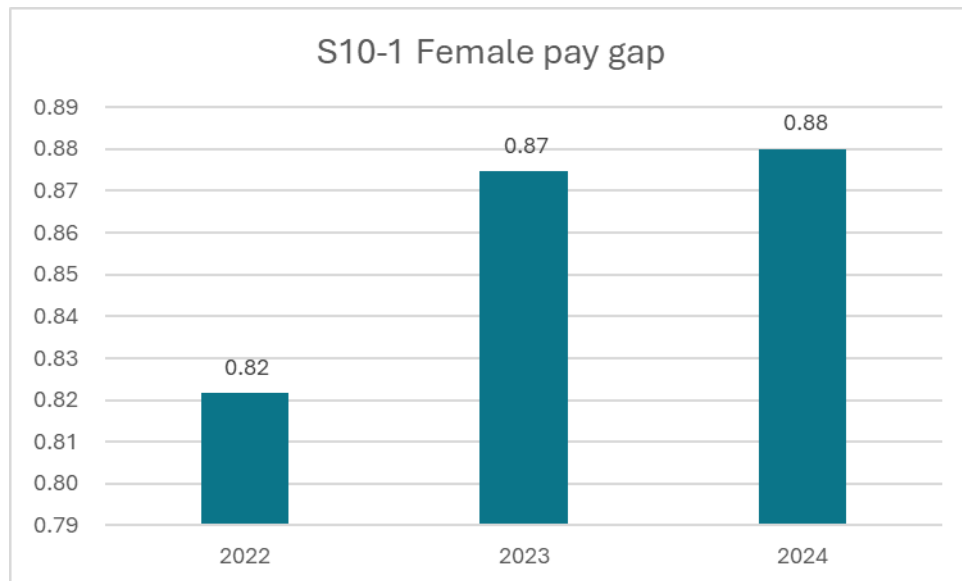
## **S9-Community Engagement and Support**

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
| S9-1 No. of community projects                                   | 0    | 0    | 1    |
| S9-2 No. of volunteering efforts (Number of volunteering effort) | 0    | 0    | 8    |
| S9-3 Support to community development programs (euros)           | 0    | 0    | 500  |

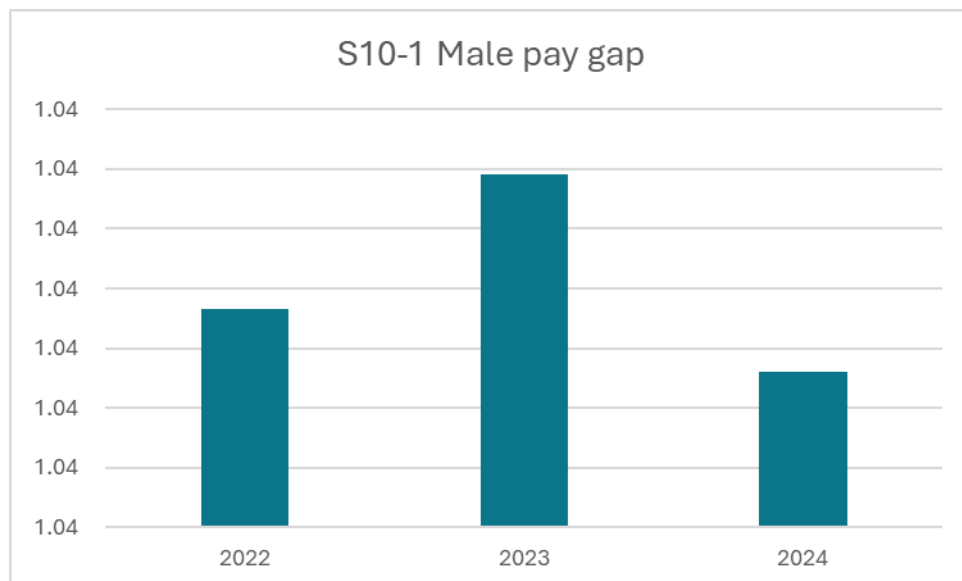
On 29th October, a phenomenon called DANA occurred, causing flooding in numerous towns in Valencia. HERCHA QUÍMICA mobilised to participate in collecting clothing for the affected citizens, as well as cleaning tools, and employees volunteered to assist with cleaning efforts.

## **S10-Employee Compensation (pay gap and total compensation)**

|   | 2022               | 2023               | 2024               |
|---|--------------------|--------------------|--------------------|
| S10-1 Male-female pay gap   | F: 0.82<br>M: 1.04 | F: 0.87<br>M: 1.04 | F: 0.88<br>M: 1.04 |
| S10-2 Ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) | N/A                | N/A                | N/A                |



28 S6-10-1 Female pay gap



29 S6-10-1 Male pay gap

### S11-Customer satisfaction and loyalty

|   |      |
|---|------|
|   | 2024 |
| S11-1 Customer satisfaction             | 8.4  |
| S11-2 Percentage of returning customers | 95%  |

Customer satisfaction is measured, primarily through phone calls, as questionnaires were not effective. Satisfaction is tracked through the quality management certification

CERTIFICADO



|                         |            |                         |            |
|-------------------------|------------|-------------------------|------------|
| Núm. Certificado        | 846/2012   | Auditoría de renovación | 28/10/2024 |
| Emisión inicial         | 30/11/2012 | Renovación              | 30/11/2024 |
| Expiración último ciclo | 29/11/2024 | Expiración              | 29/11/2027 |

Certificado Sistema de Gestión de la Calidad  
**ISO 9001:2015**

IVAC-INSTITUTO DE CERTIFICACIÓN, S.L. certifica, tras el acuerdo de la Comisión 39714/4R3/2024 revisión 5.0 que la organización

HERCHA QUÍMICA, S.L.

Dispone de un sistema de gestión de la calidad conforme con la norma ISO 9001:2015 para la siguiente actividad:

Diseño y producción de tratamientos de refinado de ceras de polietileno, producción de emulsiones de ceras tanto sintéticos como naturales, formulados para industria en general.

Director IVAC-INSTITUTO DE CERTIFICACION, S.L.  
Juan Cardona Esbri

Firmado digitalmente por 79070092W  
JUAN CARDONA  
B97596746 (KIWA/IVAC-INSTITUTO DE CERTIFICACION, S.L.)/Valencia  
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Sede principal  
**HERCHA QUÍMICA, S.L.**  
CL La Safor nº 3  
Polígono Industrial "La Vila"  
46819 Novetlé (Valencia)  
ESPAÑA

El presente certificado es válido hasta la fecha indicada, salvo retirada o suspensión. Su validez está sujeta a los seguimientos realizados con periodicidad anual.  
Para cualquier aclaración sobre el certificado puede solicitarlo a través de nuestra página web.

Página 1 de 1




ISO 9001

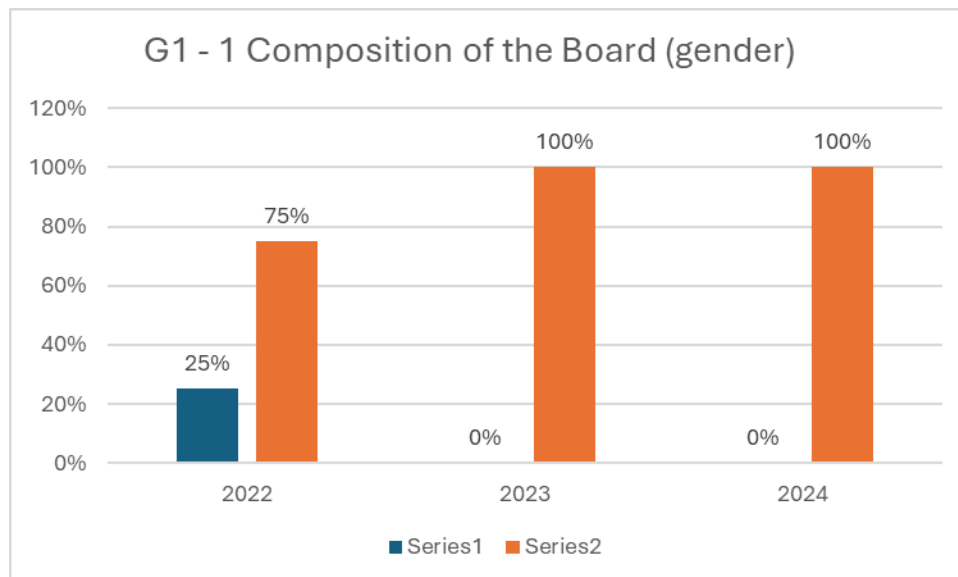
846/2012

CERTIFICADOR  
ACREDITADO POR ENAC

## 8. Governance Indicators

### G1 - Board Diversity and Independence

|  | 2022  | 2023  | 2024  |
|--|---|---|---|
| G1-1 Composition of the Board (gender, nationality, skills, expertise) | Female 25%<br>Male 75%<br>Foreign 0%<br>Native 100% | Female 25%<br>Male 75%<br>Foreign 0%<br>Native 100% | Female 0%<br>Male 100%<br>Foreign 0%<br>Native 100% |
| G1-2 Percentage of independent directors                               | 0   | 0   | 0   |



30 G1 - 1 Board Diversity Gender

### G2 - Corporate Governance Policy Adherence

|   | 2024       |
|---|------------|
| G2-1 Set of key Corporate Governance policies | Applicable |

It describes how the company implements the following policies:

**Code of Conduct/Ethics:** Specifies that employees must avoid conflicts of interest, treat everyone with respect, and act honestly in all business transactions.

**Anti-Corruption Policy:** The Anti-Corruption Policy includes preventive measures, such as regular training for employees on the importance of ethics and integrity in business.

**Internal Audit Policy:** Establishes a framework to review and evaluate the company's operations and internal controls. Detect possible fraud or irregularities.

**Risk Management Policy:** Includes contingency plans for supply chain disruptions or security measures to protect sensitive data.

**Whistleblower Protection Policy:** Ensures confidentiality and protection against retaliation for those who report irregularities.

### **G3 - Supplier Relationship Management and Sustainability Strategy**

|   | 2024       |
|---|------------|
| G3-1 Description of SME's approach to supplier relationships                                  | Applicable |
| G3-2 Percentage of SME's suppliers adhering to environmental and social criteria / standards. | 89.7       |

#### **G3-1 Description of SME's approach to supplier relationships**

The SME maintains a close relationship with suppliers, tailored to their needs. Thanks to the implementation of ISO 9001, suppliers are evaluated, and quality and environmental questionnaires are sent to them.

#### **G3-2 Percentage of SME's suppliers adhering to environmental and social criteria / standards**

Approximately 90% of suppliers meet environmental or social standards, as most of them are large companies that comply with these regulations.

#### **G4 - Performance-Linked Executive Compensation Ratio**

|   | 2022 | 2023 | 2024 |
|---|------|------|------|
| G4-1 Percentage of an executive's total compensation that is variable and tied to performance metrics | 0    | 0    | 0    |

#### **G5 – Stakeholder Engagement**

|   | 2022 | 2023 | 2024       |
|---|------|------|------------|
| G5-1 Customer Satisfaction              | 0    | 0    | 84x        |
| G5-2 Employee Satisfaction              |      |      | Applicable |
| G5-3 Community engagement Score (hours) | 0    | 0    | 8          |

##### **G5-1 Customer Satisfaction**

Customer satisfaction is measured through phone calls and following the ISO 9001 quality system method.

##### **G5-2 Employee Satisfaction**

Employees are periodically consulted to assess their satisfaction verbally, and they also have access to the suggestion box.

##### **G5-3 Community engagement Score**

Some of the key activities that HERCHA QUIMICA has contributed to are described:

Sponsorship of Concerts for Citizens

It has sponsored concerts that demonstrate the company's commitment to the well-being and quality of life of the citizens.

Participation in Environmental Days

Activities such as park clean-ups, tree planting, or recycling campaigns show the company's commitment to sustainability and environmental protection.