

# Contribution to the 2030 Agenda and the SDGs



Related material matters: Fair remuneration.

PRIORITY GOALS	ACTIONS	INDICATORS
<p><b>5.1</b> Ending all forms of discrimination against all women and girls around the world.</p>	<ul style="list-style-type: none"> <li>◆ We ensure best practice in recruiting and retaining talent, ensuring that we adhere to the principles of equal opportunity and non-discrimination.</li> <li>◆ A specific training pack on equality and non-discrimination is provided to promote an inclusive culture.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Our team is <b>86% female</b></li> <li>◆ 574 hours of <b>training</b> on non-discrimination and equality issues / 292 employees trained</li> </ul>
<p><b>5.5</b> Ensuring the full and effective participation of women, and equal opportunities for leadership at all decision-making levels in political, economic, and public life.</p>	<ul style="list-style-type: none"> <li>◆ We promote the <b>Women Sponsoring Program</b> for the promotion of women in the company's management positions.</li> <li>◆ We are part of the <b>Empowering Women's Talent</b> initiative promoted by Teams and Talent.</li> <li>◆ We set up collaborations with business schools and universities to offer training programmes and scholarships aimed at the women in our team.</li> <li>◆ We are signatories of the <b>Diversity Charter</b> for the 2020-2023 period</li> </ul>	<ul style="list-style-type: none"> <li>◆ <b>62%</b> of women hold managerial positions.</li> <li>◆ We were awarded the <b>Empowering Women's Talent</b> seal at Talent Day 2023, recognising our work to promote equality and empower women in the workplace.</li> </ul>
<p><b>5.c</b> Adopting and strengthening sound policies and laws applicable to promote gender equality and empowerment of all women and girls at all levels.</p>	<ul style="list-style-type: none"> <li>◆ We ensure compliance with the <b>2nd Equality Plan</b>, making our commitment to equal opportunities between women and men visible, following the guidelines established by the applicable legislation.</li> <li>◆ We have the figure of the Equal Opportunities Officer and the Equal Opportunities Committee, which ensure non-discrimination of women who are part of Tendam, as well as compliance with the 2nd Equal Opportunities Plan.</li> <li>◆ Various procedures aimed at protecting and empowering women are promoted: Equality Plan, breastfeeding policies, sexual harassment prevention protocol and protocol on inclusive language and the use of women's image in communication messages.</li> </ul>	<ul style="list-style-type: none"> <li>◆ <b>50% female representation on the Board of Directors</b> (including secretary), ahead of the target of parity by 2025.</li> </ul>

## 8 DECENT WORK AND ECONOMIC GROWTH

### Related material matters: Respect for human and labour rights in the supply chain.

PRIORITY GOALS	ACTIONS	INDICATORS
<p><b>8.5</b> By 2030, achieving full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.</p>	<ul style="list-style-type: none"> <li>◆ We have renewed the cooperation agreement we signed with the ONCE Foundation in 2019 to join the <b>INSERTA Programme</b>, with the aim of making our commitment to creating jobs for people with disabilities more visible.</li> <li>◆ We remain committed to young talent and are working to create opportunities through our <b>Professional Internship Plan</b>, in partnership with more than 250 entities.</li> <li>◆ Through our <b>work inclusion programme</b>, we promote the recruitment of people with disabilities and people at risk of social exclusion to ensure that they live and work in a society where equal opportunities are guaranteed for all.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 822 trainees or scholarship holders in stores</li> <li>◆ 27.73% rate of recruitment of trainees or scholarship holders in stores</li> <li>◆ We work with 72 organisations to promote inclusion in the labour market</li> </ul>
<p><b>8.7</b> Taking immediate and effective action to eradicate forced labour, putting an end to contemporary forms of slavery and human trafficking, and ensuring the prohibition and elimination of the worst forms of child labour, including recruitment of child soldiers, and the effective abolition of child labour in all its forms by 2025.</p>	<ul style="list-style-type: none"> <li>◆ We have been a member of AMFORI since 2017. Its social and environment audits provide an international framework to support actions aimed at reducing the risks associated with the supply chain.</li> <li>◆ The <b>External Code of Conduct</b> extends the company's values and commitments to the Supply Chain, ensuring effective measures to eradicate forced labour, slavery and human trafficking.</li> <li>◆ <b>Social audits</b> are carried out to detect any violation of the commitments made, along with semi-announced visits to the factories.</li> <li>◆ In 2022, the first <b>Global Framework Agreement (GFA)</b> was signed together with global unions to further promote the implementation of international labour standards in the Group's supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 354 social audits and 77 semi-announced factory audits have been carried out to ensure compliance with the ethical principles set out in the company's Code of Conduct.</li> <li>◆ 100% of our garment and accessory suppliers are signatories to the External Code of Conduct.</li> </ul>
<p><b>8.8</b> Protecting labour rights and promoting a safe work environment, without risks for all workers, including migrant workers, particularly migrant women, and people with precarious employment.</p>	<ul style="list-style-type: none"> <li>◆ Thanks to our <b>Health Protection Plan</b>, we contribute to the safety and well-being through cardioprotected spaces, medical service, and workplace risk prevention.</li> <li>◆ We carry out recurrent Psychosocial Assessments to detect and address possible work climate problems in the workplace.</li> <li>◆ Our Internal Information System, in which we highlight Tendam's <b>Whistleblower Channel</b>, which allows employees and third parties to communicate, directly and confidentially, queries and/or possible breaches of Tendam's Code of Conduct.</li> <li>◆ We have <b>29 Health and Safety Committees</b> that enable the implementation and consolidation of the goals established in health and safety matters, through continuous analysis and monitoring of the programmed preventive activity.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 100% of the workforce is covered by a collective bargaining agreement and/or the relevant labour law.</li> <li>◆ OHS Policy and Prevention Plan in place</li> <li>◆ 113 psychosocial assessments</li> <li>◆ No occupational diseases have been detected</li> <li>◆ 100% of the group's facilities are covered under the Health and Safety Policy.</li> <li>◆ 14,324 hours of OHS training / 7,280 employees trained</li> </ul>

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



**Related material matters:** Product quality and safety, Plastic substitution, Garment collection and recycling, Efficiency in the use of raw materials, Minimisation of the impact on biodiversity, Mitigation of water pollution, Water management and Minimisation of packaging.

METAS PRIORITARIAS	ACTUACIONES	KPI'S
<p><b>12.2</b> By 2030, achieving sustainable management and efficient use of natural resources</p>	<ul style="list-style-type: none"> <li>◆ Our brands are still committed to creating collections with more environmentally friendly materials and processes, under our own <b>Sustainable Product</b> standard.</li> <li>◆ Strict product control that ensures compliance with required quality standards is one of the pillars on which Tendam brands bases the quality of its apparel.</li> <li>◆ In 2023 the company was certified in the following Textile Exchange sustainable standards: GOTS and OCS for organic content, and GRS and RCS for recycled content.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 51% of our garments have sustainable criteria. We have surpassed, ahead of schedule, the target of reaching 50% by 2025.</li> <li>◆ 62% of the cotton is Better Cotton. Our goal is for 50% of the company's cotton demand to be BC by 2025, supporting more responsible cotton farming.</li> <li>◆ 13,080 models analysed / 99.72% favourable analysis</li> </ul>
<p><b>12.5</b> By 2030, considerably reducing waste generation through prevention, reduction, recycling and reuse.</p>	<ul style="list-style-type: none"> <li>◆ We have a selective collection system in our Madrid and Barcelona offices.</li> <li>◆ We have carried out a project to minimise and/or eliminate single-use plastics in our products, both in the plastic elements used to transport the apparel to the point of sale, and in the redesign of the packaging and the elements that allow us to protect and present the products. The <b>recycled plastic</b> used in the Polybags is certified according to the UNE EN 15343 standard.</li> <li>◆ As a result of its commitment to circularity and respect for the planet, this year Springfield launched the <b>R(ECO)LLECT</b> project, which pursues three goals: to recover, reuse and recycle apparel.</li> <li>◆ We have a <b>textile reuse</b> programme: the sale of apparel through the Involucrados [Involved] project and donations to non-profit organisations.</li> </ul>	<ul style="list-style-type: none"> <li>◆ More than 99% of in-store bags and 100% of packaging used for online shipments are made of FSC and PEFC certified paper/cardboard.</li> <li>◆ RECOLLECT project for the collection post-consumption apparel in Springfield stores: 56,314 units/ 112,628 kg</li> <li>◆ La Caixa Reutilízame Programme: 109 pieces of furniture donated.</li> <li>◆ 19,470 garments have been donated to third sector organisations to the value of €129,800.</li> </ul>
<p><b>12.6</b> Encouraging businesses, especially large and transnational companies, to adopt sustainable practices and incorporate information on sustainability in their reporting cycle.</p>	<ul style="list-style-type: none"> <li>◆ We increase the transparency of our business by including public information on sustainability in various channels: websites, social media, Sustainability Report, garment labelling, etc.</li> <li>◆ Through brand communication channels, we share information about the impact that our garments have in the hands of the consumer, and raise awareness of the impact on the environment, offering advice to extend the life cycle of the product.</li> </ul>	<ul style="list-style-type: none"> <li>◆ We promote transparency by participating in ESG assessments: Carbon Disclosure Project (CDP) climate change, obtaining an A- rating in 2023, and in Ecovadis, achieving a Platinum medal.</li> <li>◆ We use various reporting frameworks to improve our sustainability reporting: TCFD, Carbon Footprint (GHG Protocol) and European Taxonomy.</li> </ul>

# 13 CLIMATE ACTION



Related material matters: Gestión de emisiones de GEI, Gestión de residuos y Gestión de la energía.

METAS PRIORITARIAS	ACTUACIONES	KPI'S
<p><b>13.1</b> Strengthening resilience and adaptability to risks related to weather and natural disasters in all countries.</p>	<ul style="list-style-type: none"> <li>◆ The risks and opportunities arising from climate change are part of the company's current Risk Map.</li> <li>◆ We have aligned our climate-related reporting to the recommendations of the <b>TCFD (Task Force on Climate-related Disclosures)</b></li> <li>◆ We have consolidated the Sustainability Committee within the Board of Directors to oversee sustainability in the Group and its brands.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 822 trainees or scholarship holders in stores</li> <li>◆ 27.73% rate of recruitment of trainees or scholarship holders in stores</li> <li>◆ We work with 72 organisations to promote inclusion in the labour market</li> </ul>
<p><b>13.2</b> Introducing measures related to climate change in national policies, strategies, and plans.</p>	<ul style="list-style-type: none"> <li>◆ We made progress in developing the <b>decarbonisation roadmap</b> towards the Decarbonisation Plan.</li> <li>◆ We continue our Bosque Springfield [Springfield Forest] emissions offsetting programme.</li> <li>◆ We expand the use of renewable energy and implement energy efficiency measures in our stores.</li> <li>◆ Promote sustainable mobility actions.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Participation and involvement in environmental initiatives: Fashion Pact, 1.5° C Business Ambition, UN Fashion Charter for Climate Action and UN Global Compact.</li> <li>◆ 100% of the energy purchased in stores, offices and logistics centres in Spain is renewable (76% overall)</li> <li>◆ We added 40,000 trees to our Bosque Springfield [Springfield Forest] programme.</li> <li>◆ Sustainable mobility 74.4% eco taxis</li> <li>◆ 97% waste recovery</li> </ul>

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**



Related material matters: Transparency in management, corporate culture and codes of conduct.

METAS PRIORITARIAS	ACTUACIONES	KPI'S
<p><b>16.5</b> Substantially reducing corruption and bribery in all their forms.</p>	<ul style="list-style-type: none"> <li>◆ We are committed to fighting fraud, corruption, bribery, money laundering and the financing of terrorism. To ensure transparency and to combat unethical and dishonest practices and behaviour, the company has put in place various procedures, measures, and controls.</li> <li>◆ We have a robust ethics and compliance training programme, including specific training on corruption and bribery, criminal compliance and the code of conduct.</li> <li>◆ The Compliance Department and the Compliance Manager have been consolidated.</li> </ul>	<ul style="list-style-type: none"> <li>◆ 2,822 hours of Internal Control training in stores to prevent unethical behaviour / 83 trained employees</li> <li>◆ 90% of the group's own stores have been audited for internal control purposes</li> <li>◆ 65% of the total workforce in Spain has been trained in the Code of Conduct since its incorporation</li> </ul>
<p><b>16.6</b> Creating effective, transparent, and accountable institutions at all levels.</p>	<ul style="list-style-type: none"> <li>◆ Our ethical principles are set out in the <b>Code of Conduct</b>, which requires a commitment to ethical behaviour and strict compliance with the law in the performance of our activity, rejecting any illegal business practice, as well as any inappropriate behaviour in the working environment.</li> </ul>	<ul style="list-style-type: none"> <li>◆ <b>100% of garment manufacturers accept the Code of Conduct</b>, therefore ensuring the extension of the company's values throughout the supply chain.</li> <li>◆ 100% of employees have signed the Internal Code of Conduct.</li> </ul>

**17 PARTNERSHIPS FOR THE GOALS**



METAS PRIORITARIAS	ACTUACIONES	KPI'S
<p><b>17.16</b> Enhancing the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, particularly developing countries.</p>	<ul style="list-style-type: none"> <li>◆ Our contribution to the <b>Sustainable Development Goals</b> is materialised through collaboration with other entities to promote networking, innovation and talent management, contributing to the betterment of society.</li> <li>◆ We participate in various initiatives together with our stakeholders such as discussion forums and learning circles and we are present in national and international industry organisations to keep abreast of the latest trends, contribute to the transformation of our industry and stay close to the main market players.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Our participation in these various initiatives has resulted in an investment of €209,905 in 2023.</li> </ul>