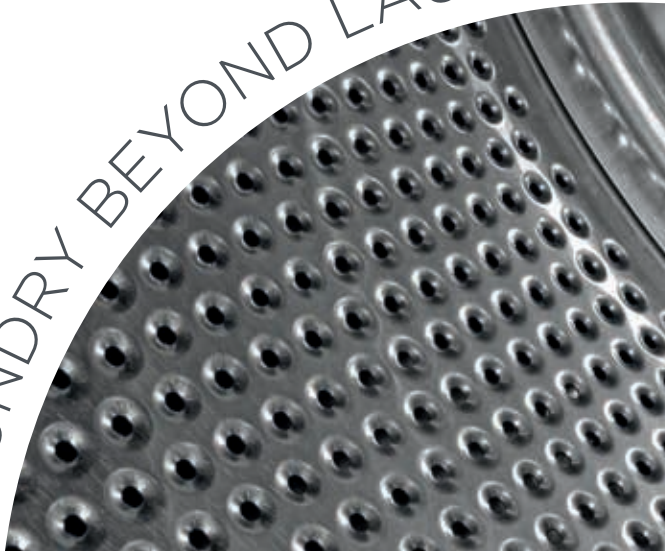


LAUNDRY BEYOND LAUNDRY



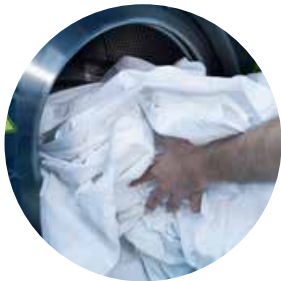
GIRBAU



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PRESENTATION



It is our pleasure to present the first GIRBAU Sustainability Report, which sets out the company's 2019 economic, social and environmental performance. GIRBAU's commitment to sustainability, as reported in this document, is materialised in actions aimed at creating value for our stakeholders, as we focus our business on a responsible management model that constantly seeks economic, social and environmental balance.

In 2019, we celebrated the 30th anniversary of our subsidiary in France. This was a very special occasion for the company, as GIRBAU France represents the beginning of our internationalisation strategy which led to our presence in 17 countries, and growing. The new opening of our Colombia subsidiary in December 2019 shows our continued commitment to this strategy.

We have consolidated the Girbau Robotics plant in Grésy-sur-Aix, as one of the most important production centres of the group worldwide, with innovation as the main driver. The Compact + is a prime example, combining five functions in a single machine.

2019 has been a year of great transformation at our manufacturing plants, both in Vic (Spain) and France, in terms of optimising processes, guaranteeing quality and expanding our capacity.

In addition to this, we are very pleased to celebrate the first year of Girbau LAB, Girbau's open innovation platform, that is now fully operational. During this time, we have worked on new solutions for the laundry industry and expanded our innovation ecosystem worldwide. Our achievements included evaluating around 100 projects, of which seven were initiated with the support of start-ups and an additional 16 have been launched. We have also held two editions of the iDrivers intrapreneurship programme: the first at GIRBAU Spain – for which the team received the ADN Emprèn – and the second at subsidiary level, with the first edition of iDrivers International.

Our strong commitment to R&D, together with the launch of Girbau LAB in 2018, has placed us at the forefront of innovation. With this in mind, we strive to develop the best and most advanced solutions on the market. A prime example of this is Sapphire, a remote connectivity solution to control laundry equipment. The ability to access all data in real time has changed our business model and helped us become consolidated as a provider of high added value services for our customers. Knowing the use that is made of our washing systems, as well as all the parameters of each cycle, has given us an important competitive advantage.

In 2019, we initiated the technology transfer process to the Shanghai facility where we manufacture products to supply the Chinese market.

Our customer focus enables us to be a provider, not only of products, but of comprehensive laundry solutions, offering consultancy, laundry audits and software management. A project aimed at determining our customers' needs and demands has been launched at a global level in order to offer a fast, direct response. To do this, we involved all the group's subsidiaries and used tools such as Customer Relationship Management (CRM) and Voice of Customer, among others.

In terms of the environment, we would highlight Girbau's firm commitment to providing sustainable, efficient and environmentally friendly solutions. We therefore continue focused on efficient technology to minimise the consumption of resources –primarily water and energy– as a way of working for today and the future. We also apply environmental sustainability criteria in our production plants. In 2019, we completed the first phase of installing photovoltaic solar panels for electricity self-generation at the GIRBAU 1 facility in Vic.

In 2019, we were honoured to receive the Aster Award for the Best Business Achievements, granted by ESIC Business & Marketing School; an acknowledgment to all those who are and have been part of our project, without whom it would not have been possible to achieve all that we have.

Finally, we do not want to end this presentation without mentioning the Fundació Privada GIRBAU (Private Foundation) that received the Active Company award, granted by the Osona Business Council. The Foundation's activity, focused on promoting initiatives that contribute to people development, society improvement and environment protection, is part of the social commitment and community engagement that has been at the foundation of GIRBAU from the start.

With passion and sustainability at the forefront, at GIRBAU we continue to look to the future and to this coming decade, in the certainty that together with the excellent human team that makes up the GIRBAU community, we can face the challenges that lie ahead with confidence.

Mercè Girbau
President and CEO

Pere Girbau
CEO

2019 HIGHLIGHTS



30 years in France,
first GIRBAU subsidiary.

GIRBAU,
Aster award
Best Business Career.

GIRBAU new
Mobile Mini Laundry.

Agreement with different renowned chemical companies to reinforce the commitment to **Wet Cleaning** solutions.

Fundació Privada GIRBAU receives **Active Company Award** granted by Osona Business Council.

Compact+ launched,
one of the most innovative products manufactured by GIRBAU Robotics (France).

Vic (Spain) and Grésy-sur-Aix (France) **manufacturing facilities** implement a new production model to optimise, upgrade and improve industrial processes efficiency.

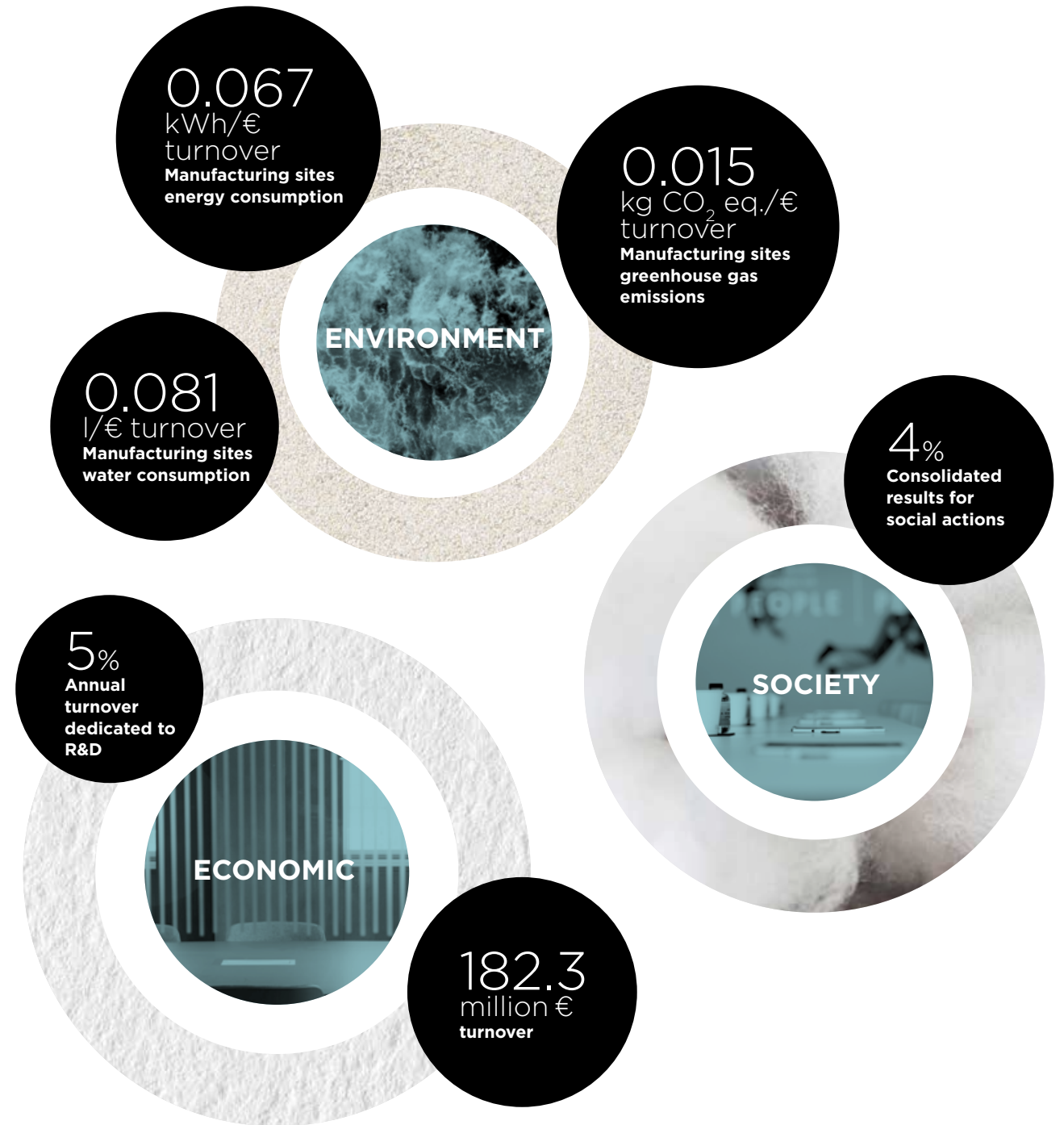
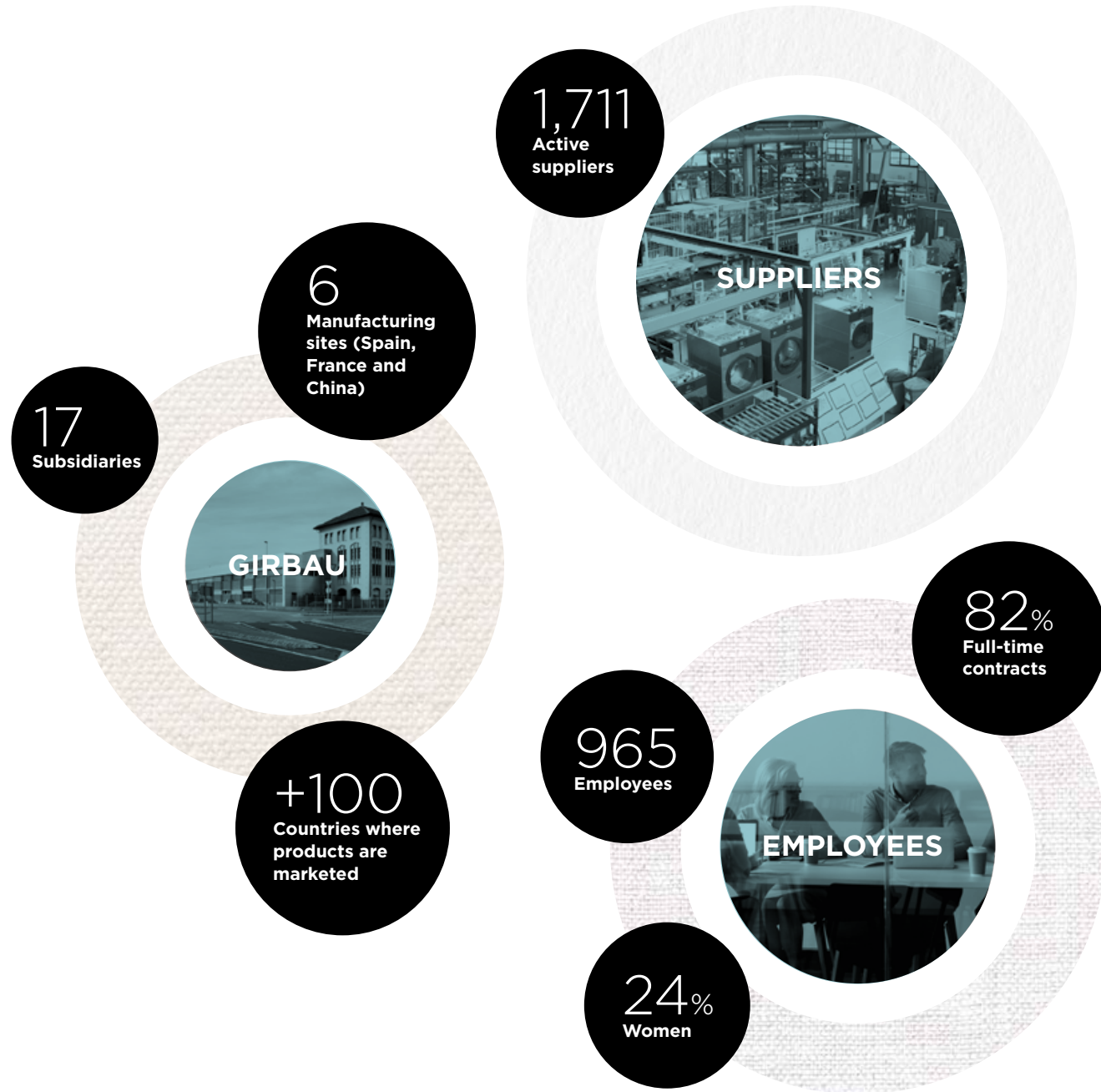
GIRBAU sponsors **FIRST Tech Challenge Championship** in Spain.

First stage of the Solar panels installation at GIRBAU 1 Vic (Barcelona) facility, for self-generated electricity.

ADN Emprèn Award for the GIRBAU LAB iDrivers team.

Sapphire, first GIRBAU Internet of Things project.

GIRBAU LAB,
laundry open innovation platform fully operational.





GIRBAU, LAUNDRY BEYOND LAUNDRY

ABOUT US

With 60 years of history, at GIRBAU we have consolidated our position as one of the leading groups in the world in innovative and sustainable solutions for the laundry industry, based on our own products aimed at a global market: with a manufacturing capacity of six production facilities located in Spain (4), France and China; more than 75 product references marketed; almost 1,000 employees; 80 R&D engineers; facilities in 17 countries, and sales in more than 100 countries in total; more than 175,000 laundries installed and more than 35,000 tons of clothes washed and treated daily with our equipment.

Our objective is to create maximum value for our customers, supporting them in their professional growth and adapting ourselves to the countries where we operate. We offer reliable solutions that provide profitability and innovation for our customers.

BUSINESS UNITS



Commercial

for small and medium-sized in-house laundries (hotels, care homes, clinics, gyms, etc.).



Vended

We sell to self-service laundries with the shared goal of creating profitable businesses for owners and pleasant places for users.



Industrial

Aimed at high-volume industrial laundries for which GIRBAU provides the best possible equipment, rational linen circulation flows, process automation, minimum energy consumption and care for the environment.



Services

GIRBAU does not only sell machines, but solutions. This division's work ranges from the traditional essential role, such as after-sales services, to ground-breaking new services (finance, online service, support and training, etc.).

VISION

GIRBAU is a community that offers easy and reliable solutions that bring profitability and innovation to customers.

A sustainable project with adaptability and an international network adapted to each market to be close to customers.

With strong leadership in solutions for the laundry business.

Mission

GIRBAU offers solutions for its customers' laundries, based on own industrial product and in a global market, creating the maximum value for the clients, facilitating the personal growth of the collaborators, contributing positively in the territory where it works rewarding the shareholders in a balanced way.

Values

Commitment and honesty.
Business ambition and personal proximity.
Empathy and service vocation.



GIRBAU WORLDWIDE

Our worldwide subsidiaries allow us to meet the needs of each market and serve our customers with the adaptability and efficiency they deserve.

- Commercial subsidiaries
- Manufacturing facilities

Vic (Catalonia, Spain)

- GIRBAU 1 (G1)
Assembly of large-capacity washing machines, dryers, ironers and sheet metal workshop.

GIRBAU 3 (G3)
Assembly of small and medium-capacity washing machine lines.
- GIRBAU 2 (G2)
Assembly of batch washing systems (tunnels, presses, dryers), flatwork ironers and supplementary equipment.

GIRBAU 6 (G6)
Machining and welding.

Gresy-sur-aix (France)

GIRBAU 4 (G4)
Machinery for process automation (feeders, folders, stackers) and compact ironers.

Shanghai (China)

GIRBAU 7 (G7)
Washing machines, dryers, ironers, ironing systems and batch washing systems.

In 2019, we started the technology transfer process to the Shanghai facility where we manufacture products to supply the Chinese market.

Thanks to our extensive distribution network, at GIRBAU we reach more than 100 countries.



Girbau is celebrating 30 years in France while reinforcing its focus on the country

Under the slogan “30 ans ensemble”, the company’s leading clients, distributors and employees wanted to join Girbau France on this special, exciting occasion.

France was the first country where Girbau launched its internationalisation process. Today, it is a strategic global site, where in addition to our sales and service subsidiary, it also has a manufacturing and R&D centre, Girbau Robotics, in Grésy-sur-Aix (in the Rhône-Alpes region). The plant, which specialises in machinery for process automation (feeders, folders, stackers) and ironers, expands across 6,600 m² and employs a team of 60 people. Thanks to our concerted effort at Girbau to drive innovation and improve our facilities, in recent years the factory has taken a huge leap forward in terms of reliability, quality and features, which has led to a 45% production increase over the past four years.



GIRBAU FRANCE:

4,000 clients

4 branches in the country

20 exclusive distributors

15 employees

New layouts at the Vic and GIRBAU Robotics facilities to improve efficiency and increase capacity

Vic and France plant layouts improvements started in 2018 and are expected to be finalised during 2021. The objective of both these large-scale projects is to increase productivity by automating processes and reducing inefficiencies, increasing the ability to absorb growth, and improve product service and quality.

The new layouts improve the traceability of the product. At the Vic plant, with the new warehouse management system, trucks have begun to be replaced by safer, cleaner, and less polluting trains. By grouping materials, internal movements are reduced and new stations improve working conditions. Additionally, all the plant’s paper was replaced by PDA (Personal Digital Assistant) and the search for material is carried out using robots.

At the GIRBAU Robotics facility in France, the entire supply and parts manufacturing process has been redefined to turn it into a natural flow. The dynamic and mobile supply system enables highly flexible production of various product models using 3D tablets and computers at the facility, applying quality self-tests, etc. Furthermore, in 2019 the testing station has come into operation for all types of models, versions, and countries regulations.

With this restructuring, at GIRBAU we become an example of Industry 4.0., where people, machines, and computers are integrated to achieve a more efficient production chain.

OUR HISTORY...

Our origins date back 100 years, when great-grandfather Pere Girbau Barbosa, believing that electricity was the future, opened an electromechanical workshop. This was the start of GIRBAU. His son, Joan Girbau Vilageliu, launched the business. The workshop operated in the manufacture and repair of all kinds of electromechanical devices, from radios and X-ray tables to domestic washing machines. Parallel to this, the Radio Girbau stores were opened, selling household appliances, radio and TV sets.

Over time, Pere, Toni and Teresa Girbau, who worked with their father, considered that the future of GIRBAU should develop towards the manufacture of industrial laundry machinery, coinciding with the expansion of the Spanish tourism sector. It was time to face their first big challenge - manufacturing their own product.

GIRBAU became the undisputed market leader in Spain for industrial washing machines, which started 30 years ago thanks to their internationalisation process, opening the first subsidiary in France. Internationalisation requires technological innovation, additional design, quality, reliability, service and customer orientated practices. Then a small but grand revolution arrived: state-of-the-art computing was installed at GIRBAU, the floating machine range was developed, and all the team was intensively trained in every area: research, manufacturing, sales and after-sales service.

1960		Vic
1989		France
1992		Cuba
1995		United States
1996		United Kingdom
1997		Brazil
1999		Argentina
2000		United Arab Emirates
2003		Germany
2004		China
2010		Italy
2011		Dominican Republic/Australia
2012		Portugal
2015		Mexico
2019		Colombia

SECTORS WHERE WE OPERATE

LAUNDRY BUSINESS

At GIRBAU, we offer comprehensive solutions for self-service, commercial and industrial laundries.



OPL (ON-PREMISE LAUNDRY)
FACILITIES LAUNDRY



An efficient laundry with social value

The San Juan de Dios-Ciempozuelos - Special Employment Centre aims to facilitate productive and paid work for people with different skills and improve their social integration. Their laundry, designed and equipped by GIRBAU, has become another part of achieving the centre's strategic objectives.

The laundry is a special workplace that employs 39 people, 90% of them with disabilities. At these facilities, personal clothes and bed linen from three centres belonging to the Madrid Hospital Order are washed. This amounts to approximately 4,000 kilograms (kg) of clothes per day: 2,500 kg of bed linen and about 1,500 kg of personnel clothes.

The advantages of the GIRBAU machinery, their safety measures, as well as the fact that the learning process is facilitated thanks to their user-friendly nature, have all been key to the success of the project. Additionally, one of the GIRBAU technicians joined the work centre team for a year.

OUR PRODUCT RANGE: COMMERCIAL DIVISION



FLATWORK ZONE

PB / PBP



FINISHING ZONE

S/AVR S/MP4 S/MTA



INTERNAL LOGISTICS

DRYING ZONE

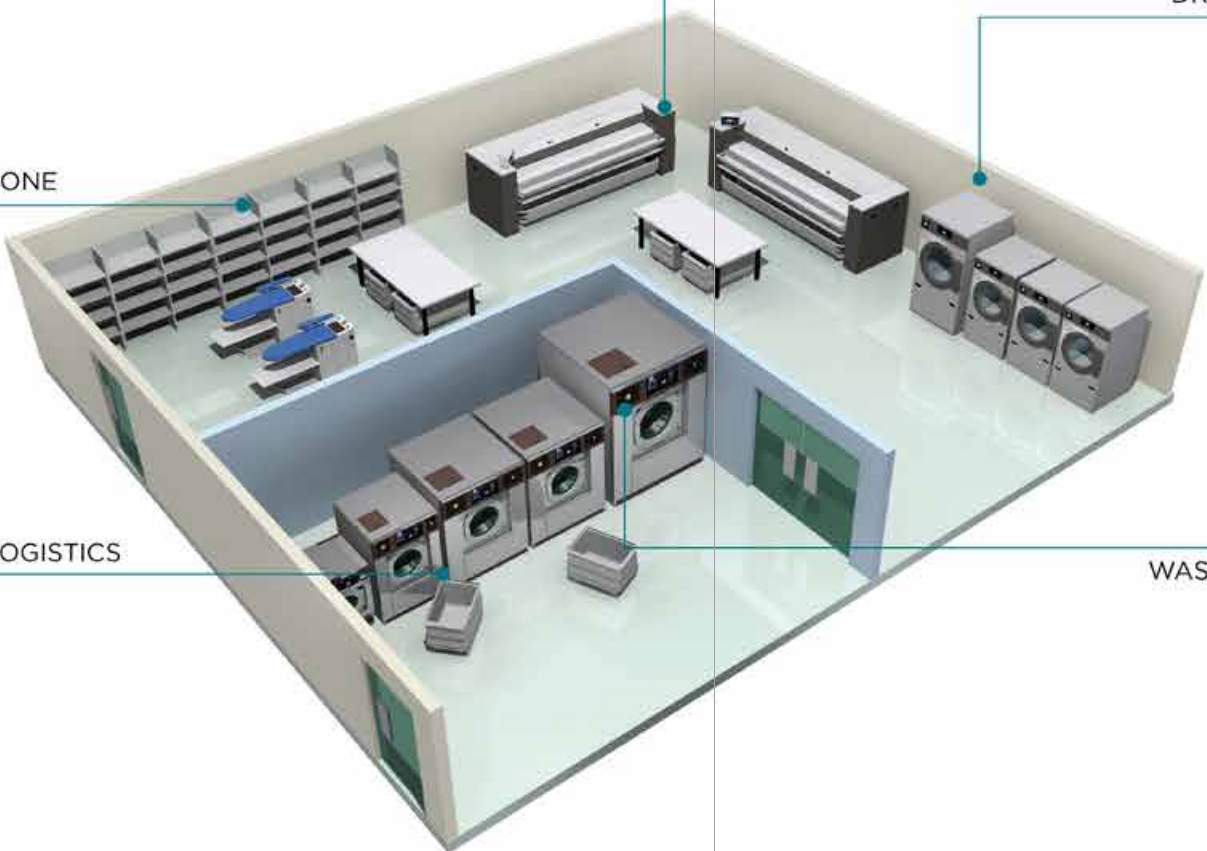


ED

WASHING ZONE



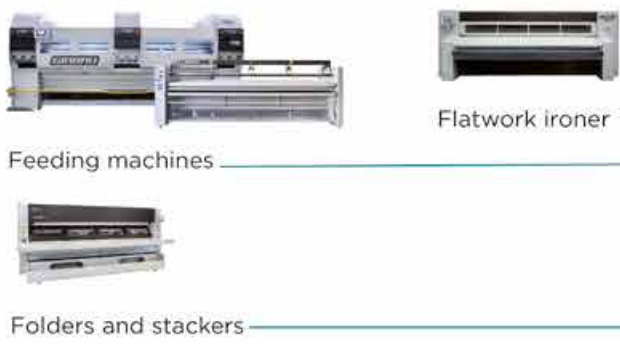
HS / RMG / RMS / LS



Compact+ is one of the most innovative solutions manufactured at GIRBAU Robotics facility, combining five functions in one machine: introduction, ironing, drying, folding and stacking.

OUR PRODUCT RANGE: INDUSTRIAL DIVISION

FLATWORK TECHNOLOGY



INTERNAL LOGISTICS

Complete line of internal and external logistics and storage elements in laundries.



FINISHING ZONE



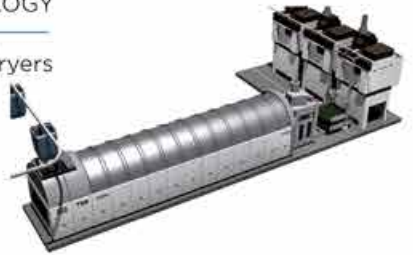
DIRTY CLOTHING RECEPTION

Clothing selection and air cargo



WETWORK TECHNOLOGY

Batch washer, press, conveyor and dryers



We offer innovative services related to our products: consultancy and laundry audits, management software, etc.



The Sapphire project has been designed to monitor the machines and in the near future, to implement actions for their optimal use (water and energy). The project started with washing machines and dryers, but it is planned to be extended to all products.

Sapphire Connectivity Box can be connected to GIRBAU machines, even those that have been on the market for 10 years. This device immediately connects the laundry to the Sapphire cloud where the information is processed. Finally, through the Sapphire platform, users will be able to track, manage, and configure their laundry.

Sapphire currently provides solutions to two markets: self-service and professional. In both cases, the system enables remote management and control of the laundry machines. In the professional market, Sapphire provides first-hand knowledge of what is happening at the laundry, for instance, detail on each cycle to analyse or verify water levels, thermal disinfection conditions or anomalies, machine stop times, etc.



The benefits of Sapphire for customers' businesses:

Alerts. Real-time knowledge to reduce non-operational times.

Increase **profits** and reduce costs by identifying and solving weak areas.

Follow-up. GIRBAU machines status is displayed and the information on production and consumption is accessed to identify all the elements related to the machines on the premises.

Efficiency and time improvements.



New Mobile Mini Laundry

In 2019, we launched the new portable laundry: Mobile Mini Laundry. A new concept of transportable, adaptable, and plug & play laundry that is especially designed for installation in commercial premises, supermarkets and other establishments such as hotels, hostels, campsites, and filling stations.

The Mobile Mini Laundry offers a maximum efficiency and quality solution to self-service laundries with minimal investment risk. The objective is to create synergies between laundries and a multitude of establishments and businesses.

The new mini laundry is very compact and its size can be customised. It has a washing and drying time of 60 minutes - the approximate time taken to carry out the weekly supermarket shop.



Wet Cleaning: a comprehensive and greener solution in partnership with major chemical companies

The water washing or Wet Cleaning system is the alternative for dry cleaners faced with the growing pressure from environmental regulations and the need for extreme versatility and flexibility in their business in order to generate added value. It is a comprehensive solution for a washing system that, in addition to machinery, includes detergents, dispensers and training for users.

On an environmental level, it is more sustainable as it consumes less energy in the washing and drying processes and uses biodegradable detergents, to replace harmful components such as perchloroethylene. In addition, with Wet Cleaning, the variety of compatible garments is up to five times greater than in Dry Cleaning processes, reaching up to 97% of fabrics.

In 2019, we closed an agreement with Ideal, a British, family-owned and independent company producing professional biodegradable detergents. From this partnership, CLEAN SURF was born, an innovative and modern solution that benefits dry cleaners and laundries in the Anglo-Saxon market, integrating all the necessary elements to implement the Wet Cleaning washing process. This agreement is part of our alliances policy with important chemical companies such as Spanish firm Proquimia, and German companies Seitz and Büfa, with whom we offer comprehensive solutions for Wet Cleaning.

Wet Cleaning is an example of an initiative that contributes to attaining SDG 12 “Responsible Consumption and Production” and 17 “Alliances to Achieve Objectives”.

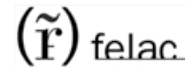


SYNERGIES WITH SECTORAL ORGANISATIONS

CINET, the international organisation representing over 750,000 companies around the world connected with the textile industry, awarded Girbau Aquatouch system for Wet Cleaning its “Award of Excellence”.

GIRBAU SA

SUBSIDIARIES



SUSTAINABILITY, A LONG-TERM COMMITMENT

Our commitment to sustainability is aimed at promoting actions that create value for the stakeholders with whom we interact. This way of understanding the business is embodied in a responsible management model based on the permanent search for economic, social and environmental balance.

As part of this commitment, our intention is to work towards achieving the United Nations Sustainable Development Goals, especially focusing on those objectives that are most related to our type of activity and context.



Guarantee a healthy lifestyle and promote well-being for everyone of all ages.



Guarantee water availability, its sustainable management, and sanitation for all.



Build resilient infrastructures, promote inclusive and sustainable industrialisation, and foster innovation.



Make cities and human settlements inclusive, safe, resilient and sustainable.



Guarantee sustainable consumption and production models.



Conserve and make sustainable use of the oceans, seas and marine resources for sustainable development.

OUR STAKEHOLDERS

Each of our stakeholders plays an important role in the objectives that we set ourselves. We seek to maintain trusting relationships with each one of them to find solutions to shared challenges.

Communication channels are key to strengthening the relationship and ensuring open and continuous dialogue that enables us to maintain a comprehensive vision of our business.



WE PRIORITISE SUSTAINABILITY

At GIRBAU we conducted a materiality analysis to identify the most relevant sustainability issues for our stakeholders through a benchmarking study, and an analysis of the benchmark standards prepared by the Global Reporting Initiative, Governance & Accountability and Sustainability Accounting Standards Board.

To prioritise issues, we conducted a specific online survey with our stakeholders (shareholders, employees, clients, society -associations, foundations, academia, entities linked to innovation, media- public sector and technical organisations, suppliers and subcontracted companies and distributors), and a participatory session with the Management Committee.

To ensure that materiality reflects, in a reasonable and balanced way, GIRBAU's most relevant sustainable performance areas, we also included as material, topics with high relevance for any interested parties (stakeholders or GIRBAU), in addition to the topic related to local communities in order to reflect GIRBAU's and GIRBAU's Private Foundation's social action.



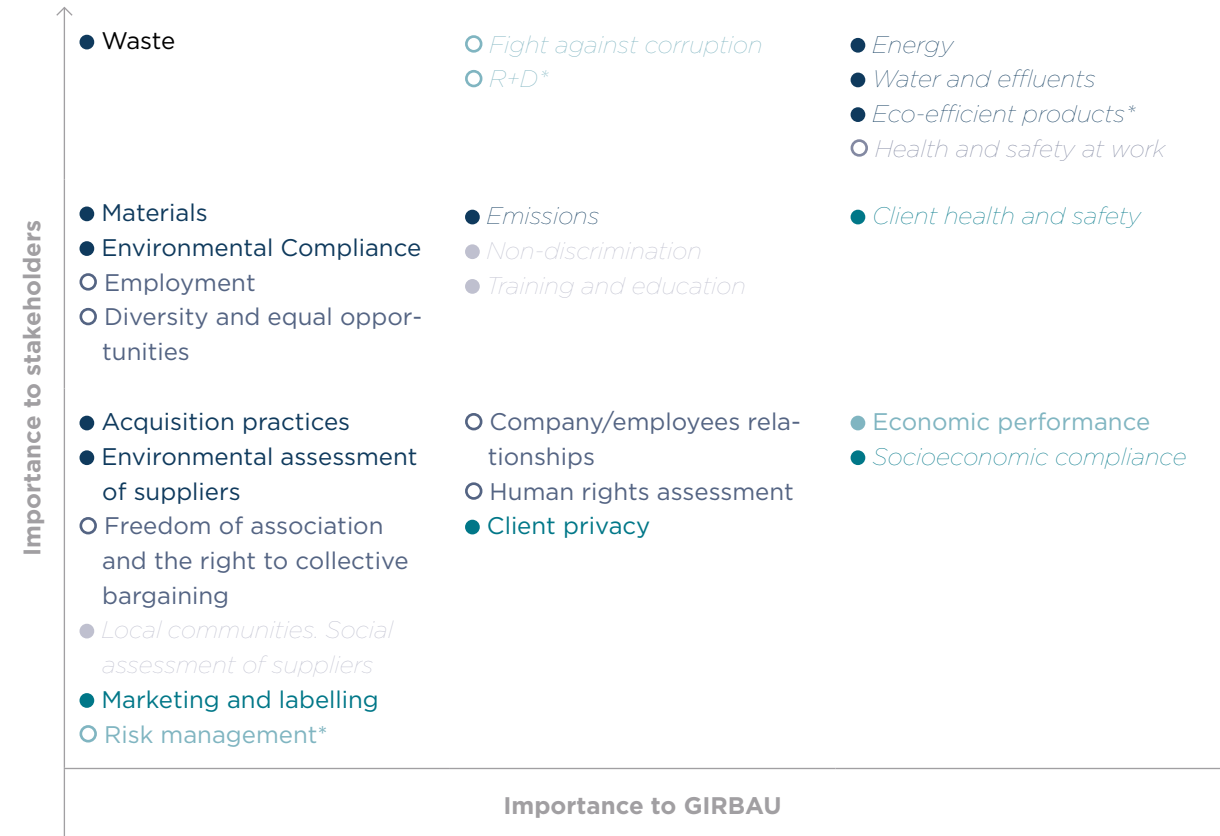
The materiality analysis enables us to determine the issues that are relevant to our stakeholders, and should therefore be addressed in this report. At GIRBAU, we focus on issues that are strategically relevant to the business, while always keeping in mind all other sustainability aspects.

Materiality matrix

- Environmental
- Work experience
- Society
- Customers and product/service liability
- Economic and good corporate governance

Material Issues

* Topics that do not correspond to the Global Reporting Initiative (GRI) Standards

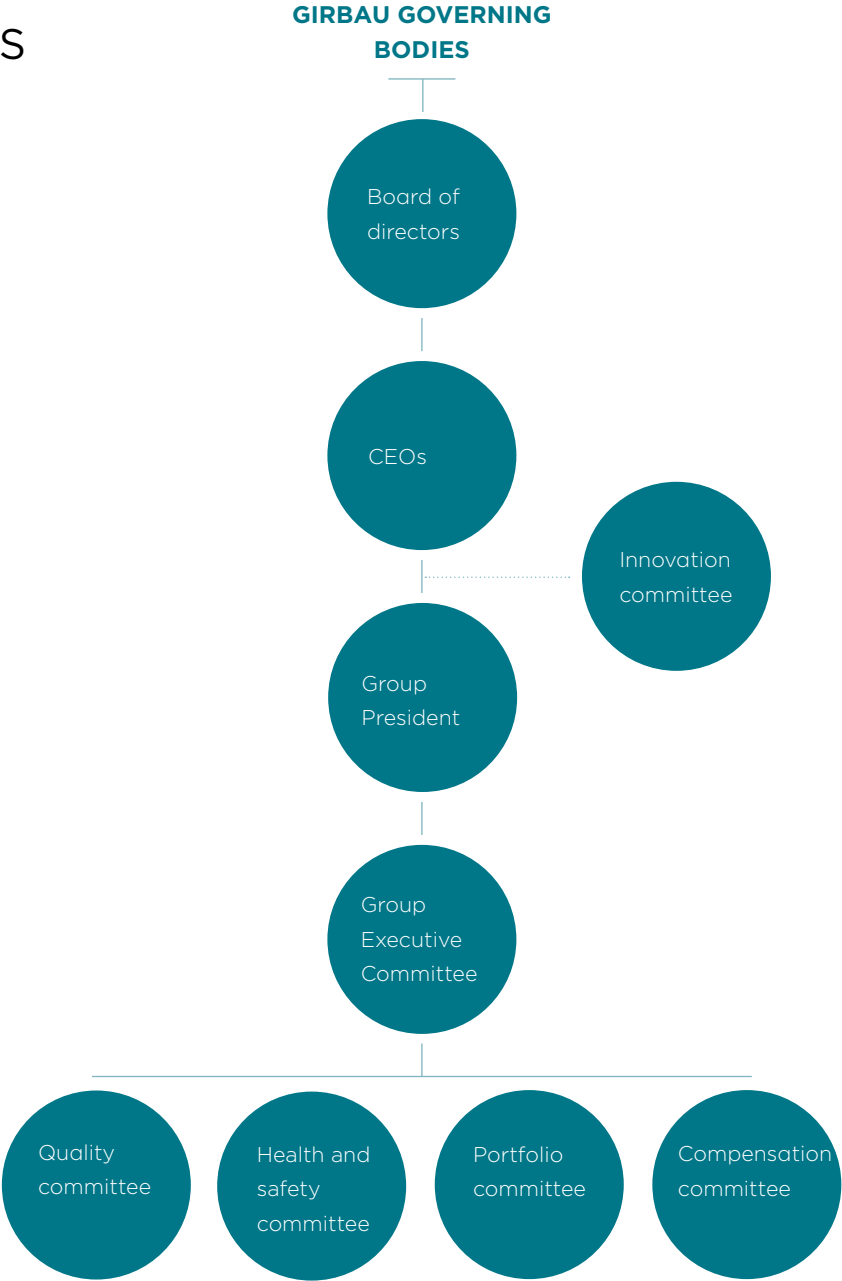


GOOD GOVERNANCE IN A FAMILY BUSINESS

Our family business culture has shaped its own model of corporate governance that establishes the proper functioning and the right structure to balance powers. This in turn, defines the roles between business family and management bodies, while safeguarding the interests of the shareholders and maximising the economic value of the company and its durability over time in a sustained way, and ensuring the company culture and values are consistently maintained.

By integrating good practices, we go deeper into a management model based on transparency, ethical business management, and accountability.

Each subsidiary has its own Board of Directors, comprising members of the GIRBAU Executive Committee, a minimum of one CEO, in addition to the subsidiary President.



GOVERNING BODIES OF THE BUSINESS FAMILY



GIRBAU received the 2019 Aster Award for the Best Business Achievement in the large companies' category, presented during the 37th edition of the Aster Awards organised by ESIC Business & Marketing School.

CULTURE OF TRANSPARENCY
AND ETHICS

Our activities and decisions are guided, among others, by the principles that define us and by our commitment to integrity, ethics, human rights, transparency in management, and compliance with the laws and regulations that apply to us. The Board of Directors, the Management, and the Compliance Officer have a strong commitment to ensure compliance with these principles.

GIRBAU, S.A. implemented a Code of Conduct and internal protocols for the prevention and detection of any criminal conduct within the company. The Code establishes a set of principles or commitments, including:

Respect for the individual's integrity

GIRBAU expresses total respect for human rights -particularly regarding the fight against child labour, forced labour, and slavery- and for the various international ethical guidelines, including those of the International Labour Organisation, the Universal Declaration of Human Rights by the United Nations and the European Convention on Human Rights.

Commitment against corruption and bribery

GIRBAU is committed to ethics and the fight against corruption and bribery. It therefore informs the members of the company on how to behave in an ethical and professional manner. This commitment implies, among other aspects, not offering or accepting favours to obtain business, verifying the companies in the event of doubt before contracting them, and not accepting orders in which the form of payment is in cash.





Commitment in the fight against money laundering and fraud prevention


GIRBAU expresses its firm commitment to adopting the appropriate measures to prevent any type of money laundering, paying special attention to unusual payments, made by third parties other than those mentioned in the corresponding contracts, as well as payments from tax havens.

In 2019, it implemented the Crime Prevention Plan and the appropriate training was provided in Australia, US, and UK subsidiaries. The Plan was first implemented in 2017 in Girbau S.A., where most of the employees are located. In 2018, the plan was presented for both French companies in the group. The plan is expected to be implemented in all the other subsidiaries during 2020.



RISK MANAGEMENT

	Risk	Control and management mechanisms
	Exchange rates	<ul style="list-style-type: none">• Monitoring exchange rate fluctuations in the currencies with which we operate.• Establishment of hedges for those currencies with most weight in the business (USD, AUD and GBP).
	Technological barriers	<ul style="list-style-type: none">• Product certification in accordance with the technological regulations of each country where they are sold. Summarising, some of the most important certifications we have are: the GAR, RED, PED, EMC in the European Union, ETL in the USA and Canada, WRAS in the UK, KC and KGS in Korea, AGA and Watermark in Australia, and EAC in Russia.
	Market barriers in the markets where we operate	<ul style="list-style-type: none">• Instructions to our own sales network not to operate in those markets where there are market risks or potential non-compliance with international regulations.• Advice on the risks inherent in each country and sales regulations.• Legal advice at destination.
	Data Protection	<ul style="list-style-type: none">• Personnel training in legal regulations that apply to the Group.• Implementation of policies and procedures to ensure compliance with applicable regulations.

	Risk	Control and management mechanisms
	Production capacity and supply chain	<ul style="list-style-type: none">• Definition of minimum-security stocks.• Technological development and optimal manufacturing strategy.• Availability of alternative suppliers to reduce the level of dependency.
	New business models and new technologies that can transform the current business	<ul style="list-style-type: none">• Great investment in R+D.• Technological surveillance and creation of ecosystems to incorporate new technology and collaborate with other agents.• Active listening to the market and new trends.
	Regulatory framework	<ul style="list-style-type: none">• Crime Prevention Plan, action protocols and ethical reporting channel.• Compliance training for all employees.• Periodic checks to ensure compliance with existing regulations.
	Climate change	<ul style="list-style-type: none">• Environmental ISO 14001 certified management system at our facilities.• Active policy for energy consumption reduction and design of eco-efficient products.

WE ARE INNOVATION

Our 2020 strategic plan makes R&D and innovation one of GIRBAU's main growth engines. This means that we approach innovation with a double perspective:

New technology implementation and new product development led by
R&D

The most disruptive business model innovation, led by
GIRBAU LAB

5%
Annual turnover
for R&D

R&D, NEW TECHNOLOGY IMPLEMENTATION AND NEW PRODUCT DEVELOPMENT

When it comes to R&D management, given that we operate in an environment that demands agile development responses, at GIRBAU we use the innovation funnel method: ideas come first internally, and then we seek to detect "out of the box" opportunities (academic sector, start-ups, alternative businesses, etc.). Once these ideas have been matured by analysing the business model and the review by the portfolio committee, the accepted proposals enter the development tube and come out in the form of a product or solution.

To perform this process, we adopted the Scrum methodology, which enables rapid learning cycles and the application of the "minimum value product", a concept that means we reach the market sooner.

At GIRBAU we organise ourselves by multi-functional project teams, empowered and led by a "product owner".

In the context of our innovation and R&D process, there are more and more initiatives emerging that focus on the eco-efficiency of machines or solutions (reduced water consumption, water reuse, reduced electricity consumption, etc.). This has meant that, throughout 2019, we have been working on a new generation of much more energy-efficient motor washers and converters, as well as improving our machines' control electronics, which also provide more efficient washing cycles.

GIRBAU LAB, the open innovation platform of the laundry industry

This is an initiative for disruptive innovation, exploring new knowledge, technology, materials, or business models, that may represent a development for the industrial laundry sector and provide new opportunities to the GIRBAU business.

GIRBAU LAB is the channel and the department in charge of capturing and managing innovation proposals from outside the company to the inside and vice versa. Its objective is to provide added value to our clients through business development with innovation as the driving force, while contributing to our ecosystem with our know-how.



OPEN INNOVATION: INTERNAL AND EXTERNAL

GIRBAU LAB is seen as an independent activity of the company and it works on the two directions of open innovation:

- **Internally**, it drives idea generation and identifies current business challenges, therefore acting to promote intrapreneurship. The **iDrivers** project, the second edition of which was held in 2019, is a clear example of this type of innovation. In 2019, two editions of the project were carried out: the international edition (11 entrepreneurs, with 7 teams) and the local edition (8 entrepreneurs, 4 teams). Eleven business ideas were presented. The GIRBAU LAB iDrivers team received the **ADN Emprèn award** in the Intraemprn ADN category.

- **Externally**, it seeks technology, solutions or new companies in the market that may offer GIRBAU new business opportunities. The **Ind Tech Challenge** project is an initiative presented by the company and Seidor that is designed to generate collaborative relationships with start-ups to find solutions to digitally transform the laundry industry.

STRATEGIC CHALLENGES

Digital transformation

Digitisation contributes to improving the efficiency of any industrial business and brings solutions closer to the end-user.

Sustainability and circularity

Offering sustainable laundry solutions and transforming the traditional industrial business towards circular solutions are essential to minimising the machines' environmental footprint throughout their life cycle.

People's health and well-being.

Seek solutions that contribute to improving people's health and well-being: users and employees in the laundry industry as well as the final consumer.

ASSOCIATED ENTITIES

BCN Tech City. GIRBAU LAB

is a member of this entrepreneurs' and digital start-ups association in Barcelona to keep in close touch with the growing ecosystem of start-ups in Barcelona.

IQS Tech Factory. GIRBAU LAB

collaborates with this industrial start-up accelerator, contributing with its knowledge and industrial expertise.

GIRBAU Chair-Polytechnic University of Catalonia.

GIRBAU has a long tradition of working in the field of research and innovation with the UPC. The Chair brings together the main research projects in fields such as industrial mechanics, mechatronics, electronics, optical systems and others.





PROJECTS STARTED OR DEVELOPED IN 2019

Orain: pilot integration of hardware and software solution to facilitate human interaction with laundry machines and digital payment solution.

Agreement with Elisava: challenging students to design new materials resulting from recovering textile waste generated in the industrial and commercial laundry process.

Industrial **Doctorate Programme.**

Re Barcelona. Event organised by the Barcelona Sustainable Fashion Association.

FINANCIAL ACCOUNTS

Main figures (in euros)	2018	2019
Balance sheet figures		
Non-current asset	31,790,013	34,263,797
Current asset	112,439,489	116,882,272
Net worth	80,361,915	86,358,63
Current and non-current passive	63,867,588	64,787,206
Income statement figures		
Equivalent turnover	169,012,497	182,267,327

PEOPLE



QUALITY OF EMPLOYEMENT AND PEOPLE WELL-BEING

At GIRBAU, we are committed to creating a framework of trust in which employees can grow and develop professionally and personally. Communication, training and development, equality, life-work balance, empowerment, and health and safety are the pillars on which trust is built.

Annually, we size the workforce according to the sales forecast established by the group.



Employees by gender

- Men
- Women



Employees by professional classification

- Management¹
 - Middle management²
 - Rest of the employees
- (1) Includes CEOs, members of the Girbau SA Steering Committee and general management of the subsidiaries.
(2) Includes the Girbau SA intermediate positions (according to the organisational chart as of December 31) and the members of the subsidiaries' management committee (except the general management).



Employees by contract type

- Permanent
- Temporary



Employees by working hours

- Full-time
- Part-time



WORK ENVIRONMENT AND COMMUNICATION

The work environment is a strategic pillar of people management and an important component of our organisational culture. Therefore, we strive to create a work environment in which people, in addition to giving the best of themselves, are satisfied with their workplace. We periodically carry out a psychosocial risk survey (carried out in 2011 and 2015 with the participation of the works council), and in 2018, we launched a commitment survey aimed at all people who work in the international GIRBAU community. The survey, reaching 86% participation, was conducted with the support of a specialised external company, and showed high employee commitment, with a score of 77 (more than 75 is considered very favourable).

We promote communication through internal corporate channels and two-way communication within teams.

- Internal signage located in all workplaces.
- Communication via email (GiExpress).
- GICOM mobile application.
- G & YOU Employee Portal through which employees can access personal information such as their payroll, working hours, or income certificates, among other company documents.
- GIRBAU Annual Plan sessions, organised within the first quarter of the year, aimed at the entire workforce in order to publicise the end of the year results and the main projects in the current year.
- Half yearly meetings addressed to middle managers to transmit information on the most relevant elements related to company development.
- Regular meetings between the employees and management, called Spaces with Management, to promote direct channels of communication with senior management and in which it is possible to speak and debate on different company issues that generate interest and concern.

SOCIAL DIALOGUE

The Works Council represents the workforce at GIRBAU S.A. workplaces in Vic, as legally required. This Council consists of 17 members, as the company has a workforce of more than 500. The social dialogue between employees and the company is carried out mainly through commissions or work groups, depending on the topics to be addressed.

Each GIRBAU S.A. workplace has its own collective agreement that is negotiated between management and employee representatives. At GIRBAU S.A. delegations, across Spain, labour relations are governed by the corresponding regional collective agreement. In Madrid, employee representation is formed by the delegate, as set out by law. The GIRBAU S.A. (Vic workplaces) collective agreement is currently under negotiation.

PROFESSIONAL AND PERSONAL LIFE BALANCE

At GIRBAU we have implemented measures aimed at achieving a family work-life balance, guaranteeing compliance with the laws in each of the countries where we operate. Most of these measures are included in the collective agreement.

RESPECT FOR EQUALITY & DIVERSITY

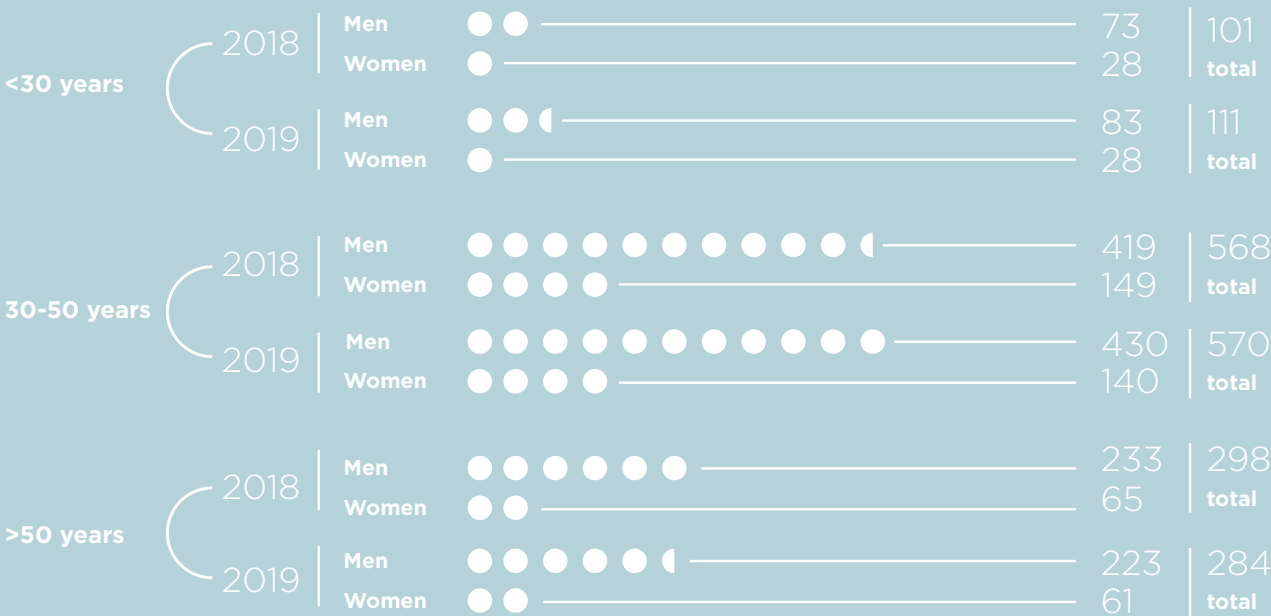
Aware of the importance of promoting equal opportunities and avoiding discrimination in the workforce, since 2012 we have implemented an Equal Opportunity Plan at GIRBAU SA, pursuant to Organic Law 3/2007 (March 22), to guarantee equality between men and women, in relation to our protocol on sexual, moral (mobbing) or gender-based harassment, as well as a guide to neutral language at work.

The Plan is periodically reviewed and updated and the Equality Commission holds meetings, whenever required, to monitor plan implementation. This commission includes representatives of the management team and the works council.

There are also plans and policies in the company subsidiaries in relation to this. In the UK, for example, we have an Equal Opportunity Policy and a Dignity at Work Policy. In Australia, there is also a policy against harassment and violence in the workplace.



Employees by age and gender



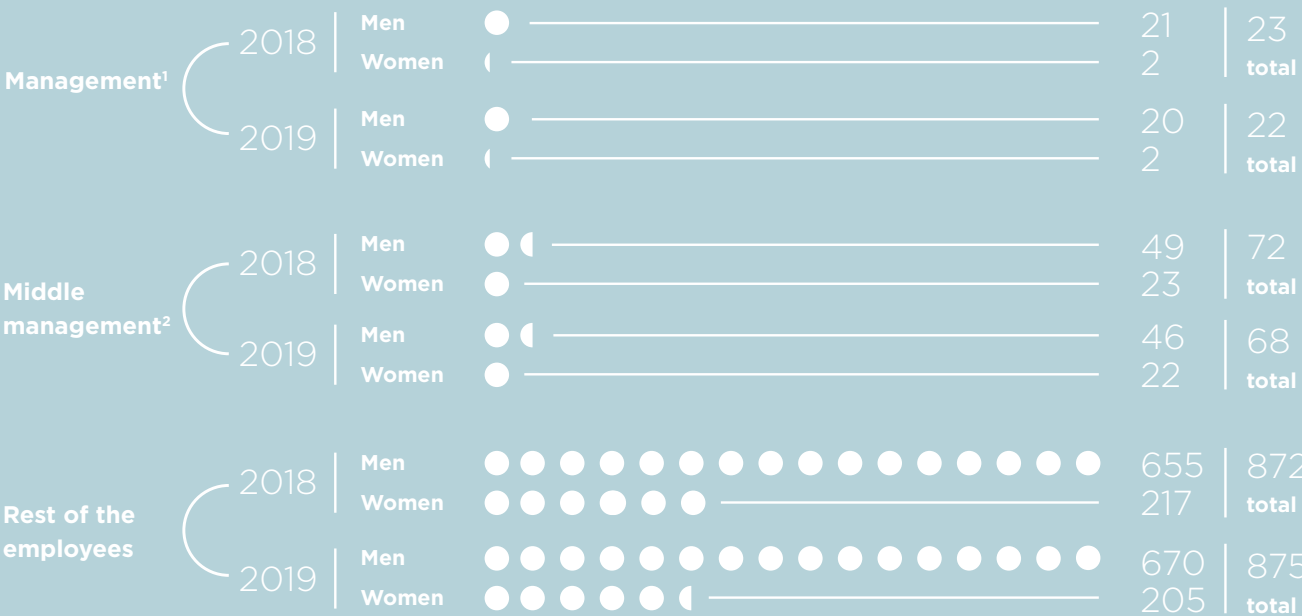
Employees with functional diversity by gender

2018	10 Men	3 Women	13 total
2019	10 Men	4 Women	14 total

Pursuant to the labour integration of groups of people with functional diversity, we directly hire people who have certain degrees of disability, who occupy job posts according to their situation, and are hired directly through designated employment centres.

GIRBAU S.A. has service provision contracts with designated employment centres -such as TAC Osona, which specialises in the production work area, and the Oliver Special Employment Centre- and we make specific purchases from non-profit entities such as the Association of Physically Handicapped of Osona (ADFO).

Employees by professional classification and gender



(1) Includes CEOs, members of the Girbau SA Steering Committee and general management of the subsidiaries.

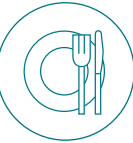
(2) Includes the Girbau SA intermediate positions (according to the organisational chart as of December 31) and the members of the subsidiaries' management committee (except the general management).

SOCIAL BENEFITS, LEISURE, NON-WORK RELATED ACTIVITIES, AND CHARITY INITIATIVES

Our commitment to quality employment is also evident through the social benefits and non-work related activities that we offer to our employees.

We make the following social benefits available to employees, which are regulated by one party in the GIRBAU SA collective agreement, currently under negotiation. These social benefits include:

In 2019, GIRBAU S.A. opened the Social Space, with a canteen, gym and multipurpose room for use by our employees.



Canteen with **reduced price menu.**



Company **doctor.**



Life insurance (Art.º 25 collective agreement)



Medical insurance with special rates for employees and their families.



Benefits for school-aged children (school protection according to Art.º 15 collective agreement)



Free gym and instructor-based fitness activities at reduced prices regularly held at the GIRBAU facilities in Vic.



Office employees offered **flexible hours** which can be taken as **reduced and compressed** hours of 7 hours for 42 days.

To increase the feeling of belonging and cohesion of the team, at GIRBAU S.A. we organise recreational and non-work related activities, such as table tennis tournaments and open days. Our subsidiaries also carry out similar actions, for example, in China teamwork activities include the annual New Year's get together, or the departmental dinner.

To promote solidarity and community involvement, the UK branch held a employees raffle for the Christmas gifts received. The amount raised was donated to the Fashion and Textile Children's Trust. At Girbau SA, all those who wish to do so can donate blood during working hours, at the Blood Banc Bus that stops annually at the company.

TALENT MANAGEMENT AND DEVELOPMENT TRAINING

People development is one of the key parts to facing business challenges. We promote continuous professional development, taking into account our business model, corporate culture, and adaptation to the environment. Our people management seeks to attract, develop, motivate, and retain the human talent necessary to achieve strategic objectives, aligned to meet the expectations of clients and markets.

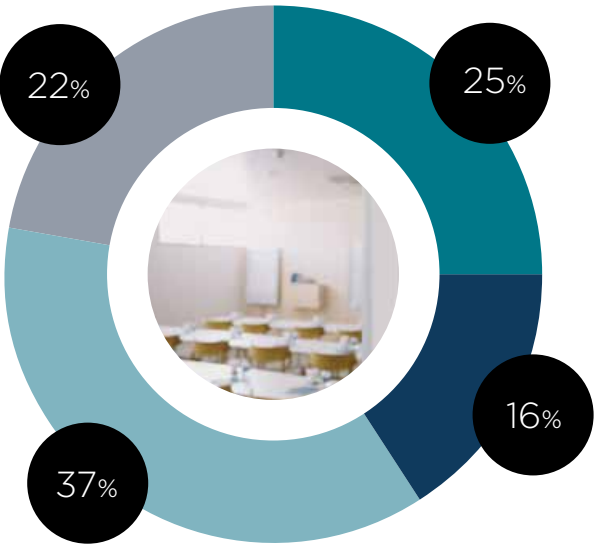
To promote talent incorporation through internship agreements, we offer dual training programmes and collaborate with foundations, schools, and universities.

In terms of training, we carry out an annual training plan at GIRBAU S.A. that includes different actions in different areas. The annual plan is linked to the needs of the GIRBAU strategic plan. In 2019, more than 250 people participated.

In 2018 and 2019, a total of 10,713.10 and 16,281.26 hours of training were provided, respectively.

Type of the training actions conducted under the 2019 GIRBAU S.A. training plan

- Languages and IT
- Technical training
- Environment, health & safety and quality
- Management and administration



Different types of training actions are conducted in the subsidiaries. As an example, in the United Arab Emirates, refresher courses on regulations and legal changes in jurisdiction are held. In the UK, a training centre to train engineers in machines diagnosis and repair was created. In China, the training plan includes applicable rules and regulations, occupational skills, and safety, among others. In Cuba, we offered financial support for training and different workshops were set up.

In 2019, we implemented a training programme for all GIRBAU S.A. employees to promote a more agile work culture with a transversal and efficient management by incorporating the most appropriate Agile methodologies. This adds value for our customers and the business.

HEALTH & SAFETY KEY ASPECTS

One of our priorities is the health and safety of all the people who work at GIRBAU. For this reason, we focus on reinforcing the culture of risk prevention, which is articulated through a management system according to the ISO 45001 standard that covers all group activities. As set out in the risk assessment procedures, we regularly carry out internal and external audits.

“ZERO AND MORE” OUR GOAL IN SAFETY AT WORK

MANAGEMENT

At GIRBAU S.A., we have a Health & Safety Policy and we define our goals for safety in the Prevention Plan: “Zero and More”, which implies integrating safety into all aspects of life and everything we do. The prevention plan objectives are:

- Integrate **occupational risk prevention** into all the activities and on all levels of hierarchy of the GIRBAU, S.A. general management system.
- Describe the **organisational structure**, the responsibilities, functions, practices, procedures, processes and resources necessary to carry out risk preventive action in the company.

At GIRBAU S.A. we regularly perform the risk prevention actions required by the occupational risk prevention regulations that apply in each centre: workplace risk assessment, generic and specific employee training in occupational risks prevention, investigation into accidents communicated by the company, risk prevention activity planning, periodic monitoring of the working conditions and activity, hygienic measures if necessary, and preparation of the annual risk prevention activity report.

For the subsidiaries, we have an occupational risk management system for each country. GIRBAU Shenguang, the Chinese subsidiary is OSHAS certified, which establishes the requirements in terms of best practices in occupational health and safety management, aimed at ensuring the organisation monitors its risks and improves its performance in this area.

- Regarding accident rates, during 2019 we have worked on:
- **Risk analysis improvement** regarding the movement of materials at the workplace.
 - **Definition of specific instructions** appropriate for each of them.
 - **Campaigns** related to displacement between production facilities.

Accident indicators

- 2018¹
- 2019²



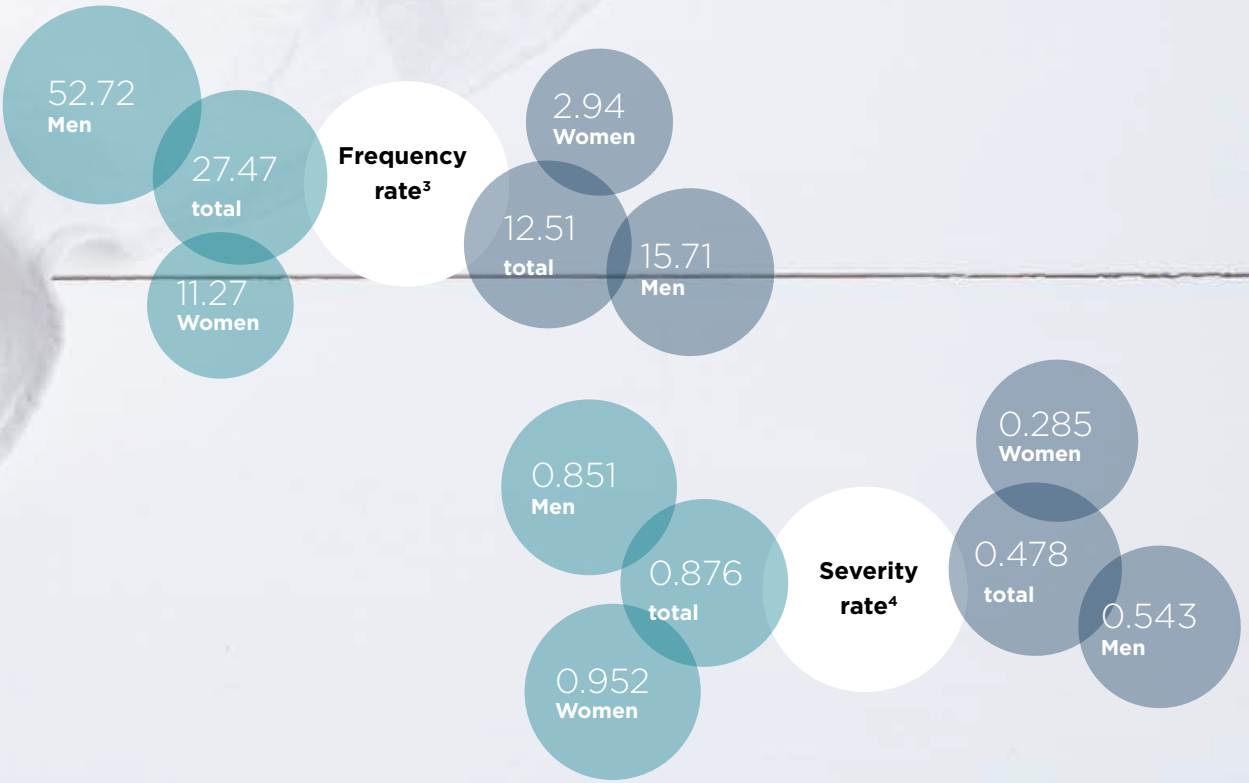
At GIRBAU, we have improved accident rates thanks to promoting initiatives with this objective.

(1) Argentina, Brazil, Cuba, Germany, Italy, Mexico, Portugal, the Dominican Republic, the United Arab Emirates, and the United States subsidiaries have not registered any work accidents involving leave. The frequency and severity rates have been calculated considering only the subsidiaries that have registered work accidents involving sick leave.

(2) Argentina, Brazil, France (sales office), Cuba, Germany, Italy, Portugal, the United Arab Emirates, and the United States subsidiaries have not registered any work accident involving leave. The frequency and severity rates have been calculated considering only the subsidiaries that have registered work accidents involving sick leave.

(3) Represents the number of accidents involving sick leave (including road accidents) per million hours worked.

(4) Represents the number of days lost per thousand hours worked.



Girbau S.A. data	2018	2019
Fire prevention and protection workshops	20	60
Occupational risk prevention and other workshops	-	33
Emergency drills	1	4
Risk assessments	183	183
Technical reports (noise, heat stress, lighting, ergonomics and psychosocial study)	10	17

SOCIAL DIALOGUE

The GIRBAU S.A. Health and Safety Committee has four prevention delegates and four company representatives appointed by Management, representing 100% of the workforce. The meetings are held every two months, the occupational risk prevention department and the risk prevention delegates meet periodically every 15 days. The responsibilities are described in the Safety Plan. In addition to this, there is a Psychosocial Risks Commission that meets periodically to promote actions that minimise psychosocial risks.

The different subsidiaries also have committees, similar to Spain. As an example, the UK subsidiary has a Health, Safety and Environment Committee that meets monthly. In the United Arab Emirates, occupational health and safety issues are discussed during routine meetings; service managers play a key role in highlighting identified active risks.

TRAINING

In 2019, we carried out several training sessions on health and safety at GIRBAU S.A. addressed to employees, on issues such as risk prevention, emergencies, electrical risk, forklift driving, working at height, and handling chemical products.

The subsidiaries have also undergone training sessions according to each country’s legal requirements and the specific ones scheduled according to their needs. It should be noted that the UK subsidiary has a comprehensive e-learning centre that covers all aspects of health and safety at work. The Chinese subsidiary has conducted an intensive training programme on safety and health in aspects such as forklifts, elevators, safety operating procedures, occupational hazards, prevention of heatstroke, cooling, floods and typhoons, dangerous chemicals, road safety, etc.



PROMOTING HEALTHY HABITS

The Vic headquarters opened a gym in 2019, including instructor-based activities and a multipurpose room. Members can use it for physical activity and yoga sessions. A series of conferences on healthy living habits have also been started.

The UK subsidiary fosters a work-life balance and positive mental health by actively promoting the government-backed Able Futures service, which provides employees with access to mental health services. It also has “Healthy Mondays”, in which it offers free fresh fruit to all office employees.

OUR CUSTOMERS



CUSTOMER SERVICE: SOLUTION AND ADAPTATION

At GIRBAU we are client-centric and always adapt to our customers' needs, striving to offer the most appropriate and personalised solutions. In line with this approach, during 2019 we developed different customer service projects:

- **Athena Project.** This is a transversal and global project designed to define the strategy to be followed in order to provide an excellent customer experience. It starts with segmentation in order to focus on different markets through different marketing strategies. The customer journey identifies the points of contact with the customer in order to accompany them through each of their needs at every stage, even beyond the buying process.
- **"Inbound marketing".** Capturing and assessing customer leads to facilitate the business process. A programme (HubSpot) automates and facilitates sending information to customers and tracking their actions. In order to provide a more agile and adapted response to each client.
- **R&D Project.** Segmenting the solutions customers need, beyond machines.

MULTICHANNEL COMMUNICATION

GIRBAU's presence on different social media facilitates communication and relationships with stakeholders, including customers.
Data: 31 December 2019



We launched the e-commerce website, for the purchase of spare parts, to offer customers a fast, easy and immediate service.

INCIDENT MANAGEMENT

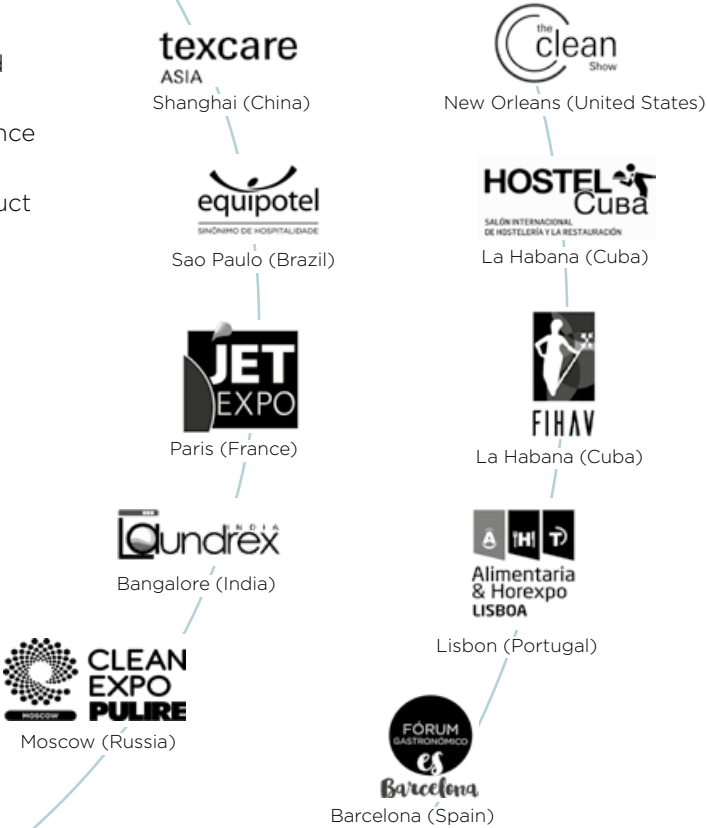
At GIRBAU, we implemented a “Non-conformities and corrective actions” procedure. The objective is to create a system that ensures any incidents reported by customers, that originated in the design or manufacturing stages, are solved by designated GIRBAU staff, who can deal with the incident as quickly as possible. We also have a complaints and claims system, the main tool of which is a “hotline” that handles cases of distributors and customers from around the world.

PARTICIPATION IN TRADE FAIRS

Trade fairs are a meeting space that enables us to consolidate relationships with customers and distributors around the world, and create new business opportunities to strengthen our presence in different markets, in addition to enjoying a unique opportunity to publicise our latest product innovations and solutions. Our strategy is to prioritise international events although we also participate in national fairs.

GIRBAU presented its most innovative laundry, self-service and Wet cleaning solutions at the Clean Show 2019 fair, held in New Orleans.

In 2019 we attended:



Our attendance at the Innova & Acción forum

GIRBAU LAB made a presentation on innovation in the laundry industry sector at the Innova & Acción forum in Valencia. Organised by Blue Red, the event was attended by more than 30 companies. In addition to the presentation, a workshop was held where participants helped find disruptive solutions to the sector's challenges.

During the event, GIRBAU LAB illustrated the strategic challenges on which its projects are based. The focus on new companies and external talent was also discussed, with IndTechChallenge as an example, as well as internal entrepreneurship projects led by the iDrivers programme, conducted internationally and in Spain.



GUARANTEED QUALITY

Quality is integrated at all levels of GIRBAU through efficient management systems and tools that guarantee its fulfilment and the continuous improvement of our processes.

QUALITY MANAGEMENT

Since 1996, GIRBAU S.A. has implemented a quality management system, certified to ISO 9001 standards, which guarantees that our products have been designed and manufactured according to pre-established procedures in the quality manual, thereby ensuring that the same processes are repeated for all products. GIRBAU Shenguang (since 2018) and GIRBAU Robotics (since 2004) are certified under the same standard.

PRODUCT AND COMPONENT CERTIFICATIONS

Product and component certifications are a guarantee for our clients that all our products comply with the strictest quality and safety regulations.

Product certifications

Our products have the following certifications:

- CE (Europe)
- TUV GS (Germany)
- ETL (United States)
- Energy Star (United States)
- Warnock Hersey (Canada)
- Applus (electromagnetic compatibility, Spain)

Component certifications

In order to control the quality of our products on an international level, we certify that all their components are reliable and high quality. In order to do this, we require that the components have the following certifications:

- CSA (Canada)
- UL (United States)
- VDE (Germany)

ENVIRONMENT



ENVIRONMENTAL MANAGEMENT, A COMMITMENT TO CONTINUOUS IMPROVEMENT

Respect for the environment is an indispensable requirement for a company with a sustainable vocation like ours. Our manufacturing process, and in general the lifecycle of our products, is based on optimising the use of natural resources and energy, and constant improvements to mitigate and minimise their environmental impacts.

At GIRBAU S.A., the G1, G2 and G3 facilities have an environmental management system certified to the ISO 14001 standard and verified according to EMAS Regulation. In 2019, the system was expanded to include the G6 plant, certified in May 2020. GIRBAU Shenguang is also ISO 14001 certified. Within the framework of this standard, in 2019 the focus was on wastewater management, gas, and noise.

Annually, GIRBAU S.A. publishes its Environmental Declaration containing extensive information on all the environmental aspects of the G1, G2, and G3 production facilities. The Environmental Declaration is available at:

<https://www.girbau.es/equipamiento-lavanderia/declaracion-medioambiental>.

Note: environmental data presented corresponds to production facilities, including Vic (GIRBAU 1, 2, 3, 5 and 6), France (GIRBAU 4), and China (GIRBAU 7).

Within the framework of ISO 14001, GIRBAU S.A.'s environmental policy, which includes the subsidiaries (production facilities or sales offices), promotes and respects the following commitments:

Our **production processes** comply with the applicable environmental legislation and other standards of a voluntary nature, and work to making them more sustainable year after year.

Protecting the environment and **preventing pollution** by making rational use of resources and properly managing waste and atmospheric emissions generated.

The incorporation of the **best available techniques** in **product design**, ensuring the minimum risk of environmental impact in all the activities related to the machine life cycle.

The adaptation of **environmental management**, within its context, implementing the necessary procedures to ensure continuous environmental performance.

Training, awareness and involvement of the entire team to develop and apply good environmental practices.

Ongoing assessment of the effects that our products and procedures may have on health and on the environment.

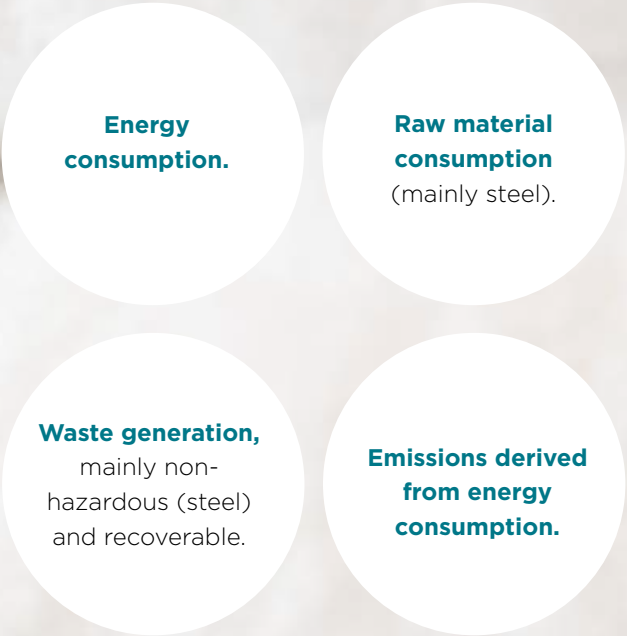
Collaboration with suppliers, to improve their procedures in relation to environmental protection.

Information for all interested parties regarding the effects that the machines and facilities may have on health and the environment, as well as the safety measures taken and environmental efficiency considered in their use, **maintenance, handling and end-of-life disposal**.

New product development aimed at **energy and water saving**.

Ongoing communication with all employees and interested parties, disseminating these principles and commitments at all times and promoting environmental management as a participatory task at all levels.

The significant environmental aspects identified in the framework of the environmental management system at GIRBAU S.A. are:



To ensure the correct control and management of these aspects, we monitor the follow-up indicators and have established procedures in order to define an action plan. Annually, we define improvement objectives focused in particular on reducing energy and raw material (paint and machine packaging) consumption, in order to reduce the environmental impact of our activities.

Shortly, these will be fully implemented in the subsidiaries. Energy consumption reduction measures are already being implemented in all the subsidiaries and the reduction in raw materials consumption is being implemented at the industrial subsidiaries.

As defined in our environmental policy, we have identified and managed environmental risks and opportunities at an operational level. Opportunities are transformed into improvement objectives which are then set out in the environmental programme on an annual basis.

Main risks

No longer being a leading manufacturer of environmentally efficient machines.	Improper identification of environmental aspects and inappropriate criteria for its evaluation.	Failure to achieve environmental objectives.
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Main opportunities

Training and user awareness of GIRBAU machines for more efficient use.	Reducing the consumption of hazardous products for the environment (eg. solvents).	Facility waste segregation optimisation.	Installation of solar panels for self-generated electricity.	Development of new business models within the circular economy.
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At GIRBAU, we want to involve stakeholders in our environmental management. As such, the majority of GIRBAU S.A. employees, including new recruits, are trained in and/or informed on environmental matters. We provide in-depth information on our environmental policy, the main environmental impacts, and good practices in the workplace. Periodically, we carry out promotional actions to raise awareness on them.



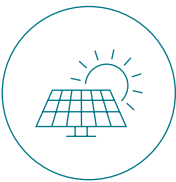
ENERGY, WATER AND MATERIALS: REDUCING CONSUMPTION

ENERGY

In the context of the transition towards a decarbonised economy, at GIRBAU we adopt measures to reduce energy consumption both in our internal manufacturing process and in our product design. These are based on energy efficiency, with a direct impact on reducing both energy consumption and the generation of user emissions, by introducing solutions such as heat in washing processes.

2019 MAIN IMPROVEMENT ACTIONS

GIRBAU S.A.



Installation of solar panels for self-generated electricity on the roof of G1, with an output of 99.96 kWp in the first phase.



Replacing existing lighting with more efficient, longer life luminaires (LED type), during refurbishments.

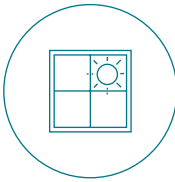


Progressive incorporation of electric vehicles in the company's fleet.

SUBSIDIARIES



Regulating and optimising air conditioning systems operation. GIRBAU France has a daily heating and air conditioning schedule. In China, measures have been implemented to optimise air conditioning systems consumption.



Use of natural light, use of energy-efficient computer equipment, installation of sectorised (by areas) air conditioning systems, replacement of existing lighting with more efficient luminaires (LED type), training, and information on good environmental practices for personnel on appliance operation, and possibilities to reduce energy consumption.

100 kWp of solar energy is currently installed and is expected to increase in the near future.

Annual energy consumption in production centres (MWh)	2018	2019
Electricity ¹	3,905	4,179 ²
Natural gas	6,827	7,489
Propane gas	31	15
Gasoline	12	13
Diesel (A – automotive and C – heating)	311	519
Total	11,086	12,215
Annual energy consumption in production facilities according to turnover (kWh/€ turnover)	0.066	0.067

(1) Electricity consumption increase is due to the mix of manufactured machines. In 2019, previously outsourced parts were incorporated into production, and new machinery production was 100% incorporated.

(2) In 2019, the solar panels for self-consumption installed in G1 generated a total of 113.07 MWh. 16.4% of electricity was from renewable sources (22.6 MWh in 2018 and 24.1 MWh in 2019).

WATER

Water consumption is not a significant aspect of GIRBAU’s activity. Water is mainly used for the industrial process and evaporative coolers, in addition to services in all facilities.

In line with our commitment to the environment and the consumption of efficient resources, GIRBAU S.A. applies measures such as reusing water used in the washing machines’ testing processes.

Annual water consumption in production facilities (m³)	2018	2019
Water supplied from the network¹	11,270	13,251
Well extracted water (only G1)²	1,488	2,179
Total	12,758	15,430
Annual water consumption in production facilities according to turnover (l/€ turnover)	0.080	0.081

(1) Water consumption increase is due to the mix of manufactured machines; this year, a greater number of high-capacity machines (LS-355, HS-6057, HS-6085, and HS-6110) that use a lot of water in the testing stage have been produced. Well water consumption has also increased as engine aging tests have been carried out on large machines.
(2) Estimate of consumed water from the dispenser.

MATERIALS

We are constantly adapting production processes in order to optimise the consumption of materials. At GIRBAU S.A., in recent years, there has been a very significant improvement as we have automated processes and implemented different programmes to reduce scrap in the sheet metal cutting process.

2019 MAIN IMPROVEMENT ACTIONS

GIRBAU S.A.



Reduction in solvent consumption. Partial replacement of the painting process that requires solvent, for a water based one at the G1 factory.



Reduction in packaging weight of Series 6 washers.

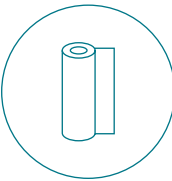


Integration of more efficient machinery and software (dynamic nestings).

SUBSIDIARIES



In China, laser cutting steel plates minimises shrinkage. The cut plates are stored and reused for smaller pieces, reducing the rejection rate by 4% year-on-year.



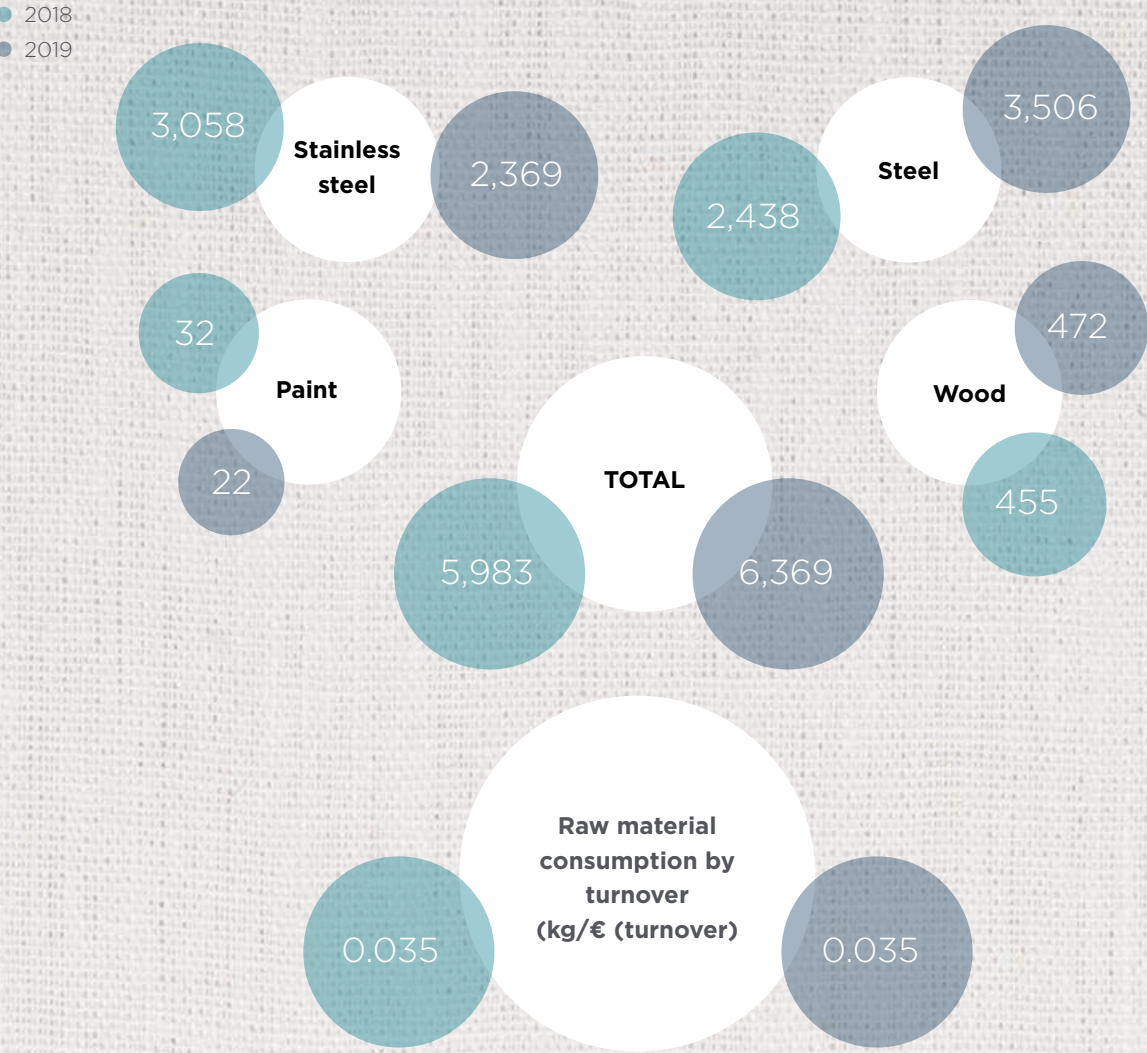
In Cuba, it was possible to reduce material consumption by reducing packaging.



In the United States, packing paper and shipping boxes made from recycled products are used.

At GIRBAU S.A., raw material consumption has remained constant. The increase in paint consumption is explained by the mix of manufactured machines.

Raw material consumption in production facilities (t M)



MITIGATING THE CARBON FOOTPRINT

The main generators of greenhouse gas in our activity are those derived from energy consumption. For this reason, any efforts made to reduce this consumption have an impact on our carbon footprint.

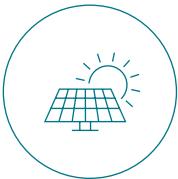
There are several opportunities presented to us in this regard:

- The machines' efficiency has an impact on the resource consumption efficiency of users.
- Machines packaging weight reduction leads to greater transport efficiency.

The annual production of G1 solar panels is 113MWh, which lowers the CO₂ emission into the atmosphere by 27t

2019 MAIN IMPROVEMENT ACTIONS

GIRBAU S.A.



Installation of solar panels for self-generated electricity.



Incorporation of electric vehicles in the internal fleet.



Replacement of existing lighting with more efficient luminaires.



Optimisation of the load of trucks and containers for machines delivery.

SUBSIDIARIES



Australia is renewing the motor vehicle fleet by incorporating more sustainable models.



In China, corporate vehicles cannot be used for travel with less than two people. In addition, they have built a fume extraction system to collect welding smoke at each work station.



In the United Arab Emirates, the average number of kilometres travelled by company vehicles was analysed and usage is monitored.

Greenhouse gas emissions at production facilities (t CO ₂ eq.)	2018	2019
Scope 1	1,397	1,607
Scope 2	1,173	1,078
Scope 3 (GIRBAU 1, 2 y 3)	47	48
Total	2,617	2,733
Greenhouse gas emissions (scopes 1, 2 and 3) in production facilities according to turnover (kg CO₂ eq./€ turnover)	0.015	0.015

Note: The Scope 3 emissions include those derived from water consumption and waste generation (domestic, paper, and paperboard).

WASTE MINIMISATION AND WASTEWATER QUALITY

WASTE

We promote responsible waste management in all of our production facilities and sales offices. At GIRBAU S.A., all waste is managed by authorised carriers and managers.

The wooden sticks used in the sheet metal packaging are a by-product that is used by another company for the construction of pallets.

More than 90% of the waste generated at the G1, G2 and G3 production facilities is recovered.

2019 MAIN IMPROVEMENT ACTIONS

GIRBAU S.A.



Internal reuse of part of the used cardboard thanks to internal collection points.

SUBSIDIARIES



In the United States, we encourage recycling computers and monitors and reusing all incoming shipping boxes to pack and ship parts.



In China, we stopped printing product designs on paper by replacing them with electronic copies. Computers are also configured by default to use two-sided printing.

At GIRBAU S.A., scrap metal waste per machine manufactured has increased because this year several machines and installations have been scuffed. In terms of waste derived from paints, all of these show a downward trend, highlighting a decrease in solvent waste which has been attributed to the good practices implemented to optimise its consumption.

Following European regulations, as a producer of electrical and electronic equipment waste, GIRBAU S.A. is a member of SCRAP (collective systems for extended producer responsibility) who takes charge of our machine disposal at the end of their operational life.

WASTEWATER

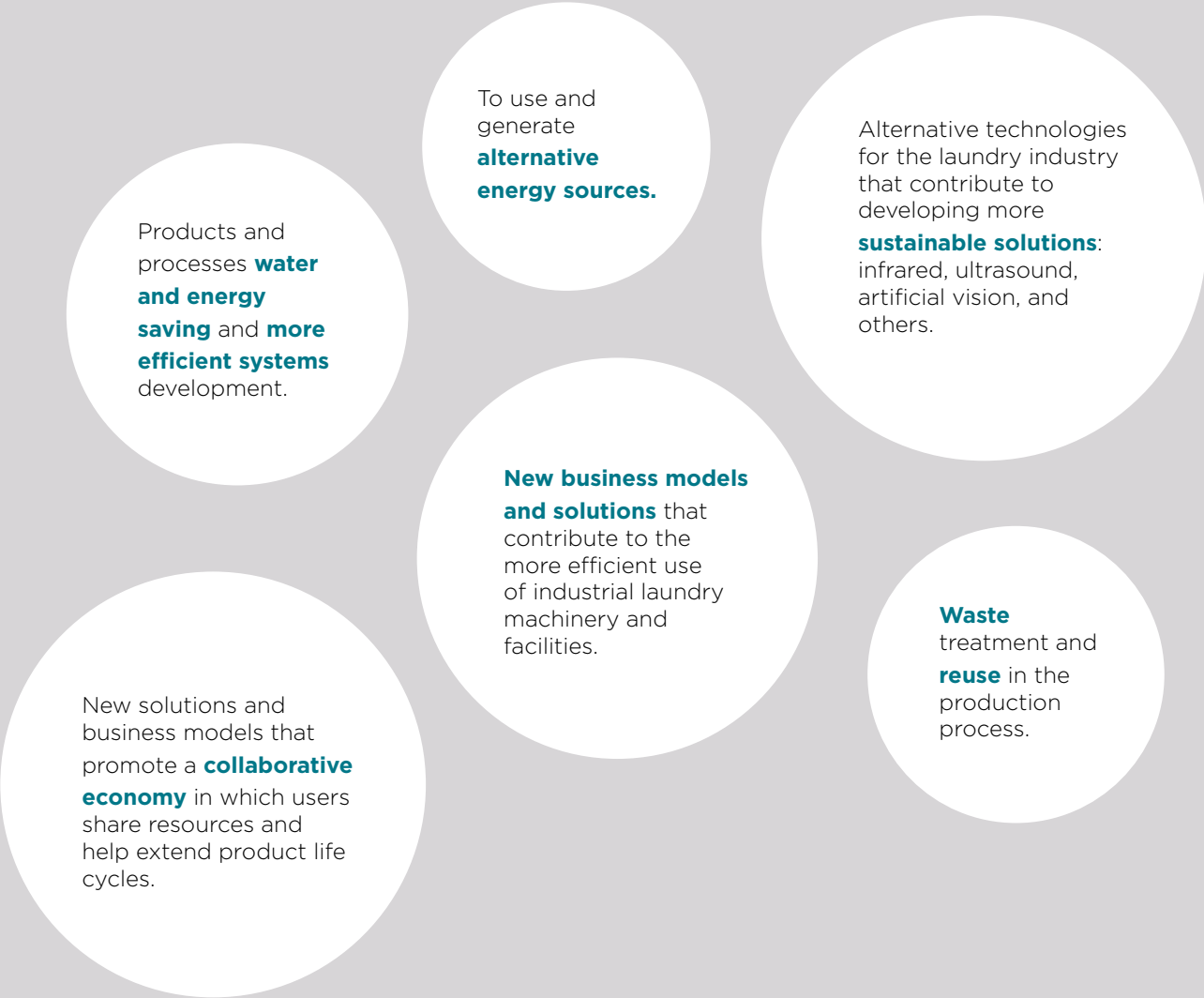
The wastewater generated at GIRBAU is comparable to domestic wastewater, therefore the company is authorised to discharge it directly into the municipal sewer. Only wastewater from the production process (degreasing waters) generated in G1 is managed as waste.

Production facilities waste generation according to final destination (t)	2018	2019
Non-hazardous waste ¹	1,590	1,693
Recycled	285	266
Landfill	66	64
Recovered, including energy recovery	1,239	1,359
Stabilised	0.87	0.17
Hazardous waste	29	31
Eliminated	16	16
Recycled	0	0
Recovered, including energy recovery	3	2
Returned to supplier	0.06	0.07
Incinerated	10	13

(1) No data from China is included.
Note: In 2018, the sales offices in Brazil, Argentina, Australia, and Italy generated a total of 126 tons of non-hazardous waste. In 2019, the sales offices in Brazil, Argentina, Australia, Italy, and the United States generated a total of 196 tons of non-hazardous waste. No hazardous waste is generated in our sales offices.

ECO-SUSTAINABLE PRODUCTS

One of GIRBAU LAB’s strategic challenges is sustainability and circularity, the objectives of which are:



GIRBAU washing machines have a direct impact on users' water consumption. Therefore, technical solutions in machines are a plus, as these make it possible to determine the precise optimal consumption of chemical products required for washing and, consequently, reduce wastewater load.

All GIRBAU products are manufactured according to environmental criteria. From the design phase, the procedure defined in the environmental management system is applied, outlining which measures need to be taken into account to minimise negative effects on the environment.

During the design phase the following aspects are considered:

- Machines that guarantee optimisation in the use of natural resources, which translates into energy and water savings
- Quiet machines to reduce noise pollution
- Machine weight reduction to reduce the use of raw materials
- Use of durable materials to avoid consuming new materials
- Use of recyclable materials

We also comply with UK, US and Australian regulations on the prohibition to contaminate the drinking water network when using washing machines.

Since the end of 2019, GIRBAU S.A. has accepted one internship for students completing a doctorate on water recycling and filtering.

Through a collaboration with the Elisava University Design School and the subject taught there on materials, we work to recycle and give a second life to the solid waste generated by dryers, ironing machines, and washing machines.

In the UK, GIRBAU products that consume water are included on The Water Technology List, which certifies efficiency in consumption.

WET CLEANING, A GREENER ALTERNATIVE

The short duration of the washing and drying programmes offered by GIRBAU machines makes energy consumption during the Wet Cleaning washing process significantly lower than a dry cleaning process. Wet cleaning also replaces the use of harmful solvents, such as perchloroethylene, for water and biodegradable detergents.

WASHING MACHINES WITH THE 'JUST IN LOAD' OR 'SMART LOAD' FUNCTION

'Just in Load' is a system for rigid washers with automatic load sensors. It detects four load levels (25%, 50%, 75% and 100%). The chemical and water dosage can be automatically reduced if the non-nominal load is detected. Detection occurs by measuring motor parameters and turning the load at the beginning of the programme. For floating washing machines, the Smart Load system has the same advantages but the detection system is different (checks the load's water absorption).

LOW CONSUMPTION HYDROEXTRACTOR PRESS

A hydraulic press for water extraction in a continuous washing system. The extracted water is reused by the batch washer. The efficiency and low consumption of this press save time and costs in the drying process.

EFFICIENT DRYERS

The GIRBAU range of dryers is characterised by energy efficiency use while achieving optimal drying. The ED ecodryer dryer series optimise the energy used and achieve excellent results in less time. The ST1302 and ST2700 dryers add efficiency (consume only 1 kWh per litre evaporated) and speed. They also stand out for their exclusive axial airflow technology providing higher performance, while to facilitate discharge, feature the Ecoflow, an integrated drying air recirculation system, and the SPIROTILT, which integrates a fully automatic discharge without the need to use the turbine.

BATCH WASHER SYSTEM WITH ECO+ OPTION

The ECO+ batch option features an electronically controlled water flow and a Drain Intercooler (which takes advantage of the thermal energy of the water coming from the drain to preheat the water from the external network), and therefore offers a saving of 80% in water consumption, 70% in energy and 40% in detergents when compared to a conventional system.

SOCIAL ACTION



INVOLVED WITH THE COMMUNITY

At GIRBAU, we are socially committed to the local communities surrounding our workplaces. Below are some examples of the extent of our commitment:

- **GIRBAU S.A. sponsors sports activities:** Vic table tennis and Vic Basketball Club. Employees sports activities such as mountain trail races are also sponsored by us.
- The **United States subsidiary** sponsors the Menominee Nation Arena and **fundraising events** are held among employees to support local charities. The Oshkosh Express Laundry Center supports a local youth athletics team.
- The **French subsidiary collaborates with ESAT** (establishments and services that help people with disabilities) at the Opération Traits d'Union in the Rhône-Alpes region.
- The **UK subsidiary** supports the “The Fashion and Textile Children’s Trust”.

GIRBAU’s Oshkosh Express Laundry Center donated \$ 2,235 to Aurora Health Care Foundation as part of the Pink Possible campaign, which is held annually and engages local businesses to raise money for Aurora Cancer Care breast cancer patients and their families.

GIRBAU collaborates with the FIRST Tech Challenge Championship Spain

FIRST Tech Challenge is the largest international STEM programme for young people, aged between 16 and 20, with 47,000 participants and 4,711 teams from 25 countries around the world. It combines engineering and fun to promote scientific and technological talent among young people. The FIRST Tech Challenge is an additional programme to others such as the FIRST LEGO League and the FIRST LEGO League Junior.



The first edition of the FIRST Tech Challenge in Spain was held thanks to the support of the Scientia Foundation, the University of Vic - Central University of Catalonia, and GIRBAU. In total, two hundred people participated, over 18 teams from Catalonia and the rest of Spain, but also from Italy, the Netherlands, Germany, Cyprus, and the Czech Republic.

Participants in the Spanish FIRST Tech Challenge Championship, had to design, create, test and programme autonomous and controller-operated robots with a series of missions and tasks on a playing field, following the “Rover Ruckus” challenge, which this year was focused on the exploration of galaxies beyond the solar system. To build the robots, the teams were able to use real parts, provided they didn’t exceed certain established sizes and weights, and had to present “the engineering notebook” to a jury, while explaining how they built the robot.



GIRBAU PRIVATE FOUNDATION

The GIRBAU Private Foundation was created in 1999 by the three founding partners of Girbau, S.A.: Pere, Toni, and Teresa GIRBAU.

The board of trustees, the governing and administrative body of the foundation, comprises ten members, company representatives, and the Girbau family. Persons with diverse profiles and professional careers who share the same social, cultural, and environmental concerns.

The objective of the Foundation is to promote initiatives that contribute to people development, society improvement, and environmental protection. It operates primarily in Catalonia, where the foundation has its headquarters, but also in the rest of the world, and focuses on helping and subsidising entities and associations that operate in any of the following areas:



Social. Attending and promoting individuals and groups at risk of social exclusion, elderly people and children, and contributing to the improvement of health, welfare and education services.



Cultural. Sponsoring and promoting projects that honour and favour art and culture as an essential element in education and social cohesion.



Environmental. Supporting initiatives aimed at protecting the environment and reducing the ecological footprint.

GIRBAU PRIVATE FOUNDATION AWARD “NATURE AND SOCIETY”

Every two years, the GIRBAU Private Foundation holds the “Nature and Society” Award which is designed to recognise local and citizen initiatives in favour of nature and its conservation.

Launched in 2016, the award represents part of the Foundation’s desire to support those entities that work for the protection and improvement of the natural heritage through commitment and responsibility. The award also takes on board the recommendations of the 2030 Agenda that establishes an ambitious new governance framework to achieve the 17 Sustainable Development Goals.

In 2019, the second edition of the award was held and the winning project was La Sínia Environmental Association’s “Network of Environmental Observers of the Gaià River Basin.” A second prize was also awarded for the “Flow” project by the same Association for the Defense and Study of Fauna and Native Flora (ADEFFA).



SUPPLIERS



The mission of the sales department is to have a network of optimal suppliers, from distinct categories and fields of activity, to guarantee the good development of our work. This implies not only having suppliers offering high technical performance and product quality, but also that they meet, and are aligned with, the sustainability requirements defined by us.

Due to large purchasing volumes, the way in which suppliers are selected and managed is key. We have many suppliers who have succeeded in adapting to us in terms of technical, competitive, quality, productive, and sustainable aspects, updating and adjusting themselves continually to comply with our requirements and regulations, while at the same time, keeping their own needs in mind.

At GIRBAU, we take into account our supplier's environmental management engagement when selecting them. Whenever external work is contracted, the European facilities inform any new suppliers about the basic requirements that must be met in terms of environmental policy, waste management, etc.

Our suppliers are classified into three types:

- **Production facilities suppliers** (machine components)
- **Marketed products suppliers** (complete machines)
- **Service and transport suppliers**

The policies and practices for supplier selection are the same for both local and foreign suppliers. In any case, preference is given to local suppliers that minimise the environmental impact of transport and whose facilities contribute the cohesion of their surroundings.

Annually, GIRBAU defines an audit plan indicating selected suppliers to be audited. Environmental matters are included in the audit process conducted by the Quality Department.

Communication with suppliers (in addition to telephone and email) is generally conducted during visits by the supplier to our facilities and/or by the sales department to the supplier's facilities. We also plan our attendance at trade fairs and specific exhibitions in various sectors where new potential suppliers can be reached.

More than 50% of the total number of suppliers correspond to Girbau S.A., of which more than 80% are national.



PRINCIPLES GOVERNING THIS REPORT



SCOPE AND COVERAGE

In December 2018, the BOE (Official State Gazette) published Law 11/2018 dated 28 December, (hereinafter, Law 11/2018), which amended the Commercial Code, the consolidated text of the Capital Companies Law (approved by Royal Legislative Decree 1/2010, dated 2 July), and Law 22/2015 dated 20 July on Accounts Auditing, regarding non-financial information and diversity. This replaces Royal Decree Law 18/2017 dated 24 November, through which the European Parliament and the Council's Directive 2014/95/EU on the disclosure of non-financial information and information on diversity, was incorporated into the Spanish legal framework.

In this context, GIRBAU, S.A. and its subsidiaries (hereinafter GIRBAU), includes the consolidated non-financial information statement in the 2019 GIRBAU Sustainability Report, as indicated in the table "The law regarding non-financial information and diversity".

The key indicators of non-financial results included in this consolidated non-financial information statement have been prepared according to the contents of current trading regulations and pursuant to the Global Reporting Initiative standards (GRI standards) for the preparation of sustainability reports. The international reporting framework is set out in the new article 49.6.e) of the Commercial Code introduced by Law 11/2018. The information included in this non-financial information statement, which is part of the consolidated management report and will accompany the consolidated annual accounts corresponding to the 2019 financial year, is verified by Despatx i Gabinet d'Auditoria, S.L.P. as an independent provider of verification services, in accordance with the new requirement set out by Law 11/2018 in Article 49 of the Commercial Code.



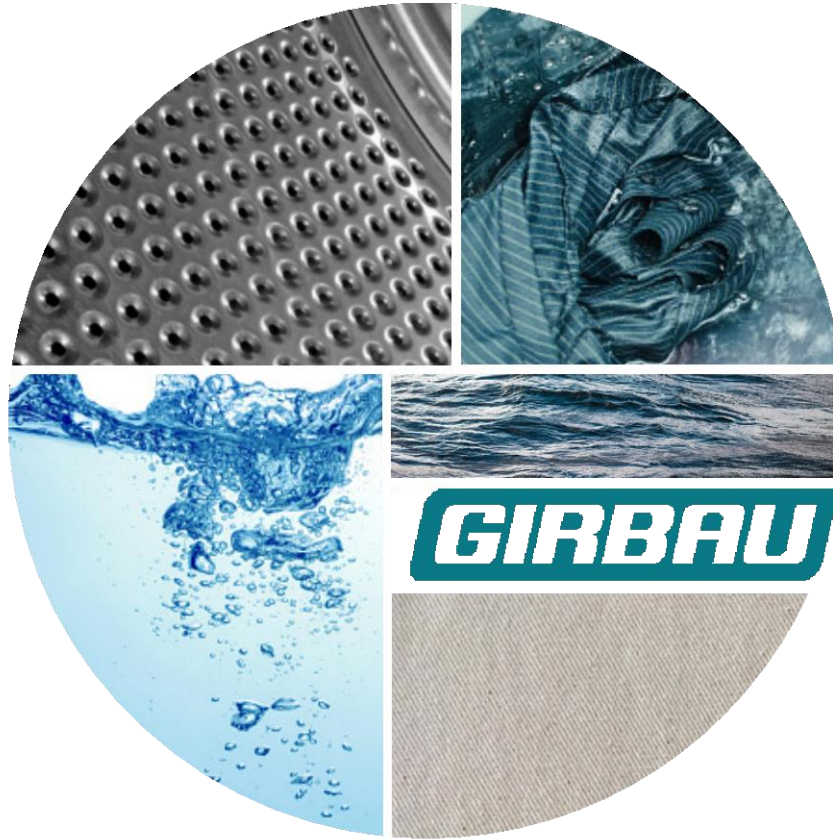
Likewise, the rest of the non-financial information contained in this Sustainability Report, for the year ended 31 December 2019, has been prepared essentially following the GRI standards, as detailed at point 102-54 of the “GRI content index” section of the report. For the materiality analysis, carried out in 2019, the AA1000SES (2015) stakeholder relationship standard of Accountability was followed.

The Sustainability Report covers 100% of the turnover that encompasses the activities of GIRBAU, S.A., the parent company of GIRBAU, and its subsidiaries.

For any question related to the content of this report, you can contact the phone number 93 702 70 93 or via email cgarcia@girbau.com.



CREATING FUTURE TOGETHER
SUSTAINABILITY REPORT 2019



ANNEX: GRI TABLE OF CONTENTS AND TABLE OF CONTENTS
FOR THE LAW ON NON-FINANCIAL AND DIVERSITY INFORMATION

GRI TABLE OF CONTENTS

The following table shows the index of general and specific basic contents of the Global Reporting Initiative (GRI) in line with GRI standards for the core option.

Foundation and general basic content

GRI standard indicator	Page or direct response	Omissions	External assurance
GRI 102 General basic content 2016			
Organisation profile			
102-1 Organisation name	13		
102-2 Activities, brands, products and services	14, 21-29		
102-3 Location of headquarters	Girbau, SA. Crta. de Manlleu, Km. 1 - 08500 Vic (Barcelona) España		
102-4 Location of operations	16-17		
102-5 Property and legal regime applicable	103		
102-6 Markets served	14, 16-17, 21-22		
102-7 Scale of the organisation	10-11, 13, 45, 50		
102-8 Information on employees or other workers	50-52		
102-9 Supply chain	97-98		
102-10 Significant changes in the organisation and its supply chain	5		
102-11 Precautionary principle or approach	73-76, 87-89		
102-12 External incentives	31, 43-45		
102-13 Participation in associations	30		
Strategy			
102-14 Statement from senior decision-maker	5-7		
Ethics and integrity			
102-16 Behaviour values, principles, standards and norms	14, 38		
Governance			
102-18 Govern structure	36-37		
Stakeholder participation			
102-40 List of stakeholders	32		
102-41 Collective bargaining	54		

GRI standard indicator	Page or direct response	Omissions	External assurance
102-42 Identifying and selecting stakeholders	32		
102-43 Focus for the participation of the stakeholders	32-33		
102-44 Key issues and concerns mentioned	32-33		
Practices for producing reports			
102-45 Institutions included in the consolidated financial statements	101		
102-46 Definition of the contents of the reports and the coverage of the subject	101		
102-47 List of material topics	35		
102-48 Re-expression of information	This is the first edition of the sustainability report hence there's no re-expression of the information in relation with past reports.		
102-49 Changes in drafting of reports	Does not apply because it's the first edition of the report.		
102-50 Period covered by the report	103		
102-51 Latest date of report	It's the first edition of the report.		
102-52 Report drafting cycle	Annual.		
102-53 Contact point for questions regarding the report	103		
102-54 Declaration of drafting the report in accordance with GRI Standards	103		
102-55 GRI table of Contents	Annex: GRI Index and Table of contents for the Law on non-financial and diversity information		
102-56 External assurance	Annex: page 28		

Material topics

GRI standard indicator	Page or direct response	Omissions	External assurance
Economic topics			
GRI 103: Management approach 2016			
Linked to GRI 201: Economic performance and GRI 205: Fighting against corruption			
	36-38, 42-45, 47, 87-89		
	Material topic	Boundary¹	Involvement²
103-1 Explanation of the material topic and its coverage	GRI 201: Economic performance	Inside and outside the organisation	Direct and indirect
	GRI 205: Anti-corruption	Inside and outside the organisation	Direct and indirect
	Innovation	Inside and outside the organisation	Direct
	(1) States where the impact takes place: inside the organisation, outside the organisation or inside and outside the organisation. (2) States involvement of the organisation regarding the impact: direct (the organisation has caused the impact directly) or indirect (the organisation is linked to the impact through its business relations).		

GRI standard indicator	Page or direct response	Omissions	External assurance
103-2 Management approach and components	36-38, 42-45, 47, 87-89		
103-3 Evaluation of the management approach	36-38, 42-45, 47, 87-89		
GRI 201: Economic performance 2016			
	Our contribution over the economic and social development is caused by the impacts that our activity generates directly and indirectly where we operate. The development of the business implies the generation of economic value that affects directly to the system and therefore to our stakeholders. (Mainly workers, suppliers, society and shareholders)		
	Value added statement	2019	
201-1 Direct economic value generated and distributed	Economic value distributed	Operational costs (Suppliers)	47.45%
		Salary costs (Employees)	27.09%
		Finance costs (Finance suppliers)	0.40%
		Tax on profits (Public Administration)	1.20%
		Other costs (Investments in innovation, social action, etc.)	18.10%
	Economic value retained	Depreciation and reserves (Shareholders)	5.76%
GRI 205: Fighting against corruption 2016			
205-2 Communication and training on anti-corruption policies and procedures	38		
Innovation			
Investment on innovation	42		
Environmental topics			
GRI 103: Management approach 2016			
Linked to GRI 302: Energy 2016, GRI 303: Water and effluents 2018, GRI 305: Emissions 2016, GRI 306: Waste 2016			
103-1 Explanation of the material topic and its coverage	73-89		
	Material topic	Boundary¹	Involvement²
	GRI 302: Energy	Inside and outside of the organisation	Direct and indirect
	GRI 303: Water and effluents	Inside and outside of the organisation	Direct and indirect
	GRI 305: Emissions	Inside and outside of the organisation	Direct and indirect
	GRI 306: Waste	Inside and outside of the organisation	Direct and indirect
	Eco-efficient products	Inside and outside of the organisation	Direct and indirect
(1) States where the impact takes place: inside the organisation, outside the organisation or inside and outside the organisation. (2) States involvement of the organisation regarding the impact: direct (the organisation has caused the impact directly) or indirect (the organisation is linked to the impact through its business relations).			
103-2 Management approach and components	73-89		
103-3 Evaluation of the management approach	73-89		
GRI 302: Energy 2016			
302-1 Energy consumption inside the organization	79		

GRI standard indicator	Page or direct response		Omissions	External assurance	
302-3 Energy intensity	Annual Energy consumption (MWh)		2018	2019	
	Electricity	Production facilities	3,905	4,179 ¹	
		Commercial offices	141	130	
		Total	4,046	4,309	
	Natural gas	Production facilities	6.827	7,489	
		Commercial offices	118	107	
		Total	6,945	7,596	
	Propane Gas ¹	Production facilities	31	15	
	Gasoline	Production facilities	12	13	
		Commercial offices	83	101	
		Total	95	114	
	Diesel (A – automotive and C – Heating)	Production facilities	311	519	
		Commercial offices	1,892	1.832	
		Total	2,203	2,351	
Total (Production facilities and commercial offices)		13,321	14,385		
Annual energy consumption according to invoicing (kWh/€ invoicing)		0.079	0,079		
Note: Energy consumption includes data from all production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK.					
(1) In 2019 the self-consumption solar panels installed in G1 has generated a total of 113.07 MWh. 16.4% of the electric energy consumed has been from renewable sources (22.6 MWh in 2018 and 24.1 MWh in 2019).					
(2) There is no consumption of propane gas in commercial offices.					
GRI 303: Water and effluents 2016					
303-1 Interaction with water as a shared resource	80				
	Annual water consumption (m³)		2018	2019	
	Water from the supply network	Production facilities	11,270	13,251	
		Commercial offices	508	1,103	
		Total	11,778	14,354	
	Underground water (only in G1) ³	Production facilities	1,488	2,163	
	Total (Production facilities and commercial offices)		13,266	16,517	
	Water consumption according to invoicing (l/€ invoicing)		0.078	0.091	
	Note: Water consumption includes data from all production facilities and commercial offices of Brazil, Australia and Italy.				
	(1) Approach water consumption from <i>dispenser</i> .				
GRI 305: Emissions 2016					
305-1 Direct greenhouse gas (GHG) emissions (scope 1)	84	Greenhouse gas emissions (t CO ₂ eq.)	2018	2019	
305-2 Indirect GHG emissions from energy generation (scope 2)	Scope 1	Production facilities	1,397	1,607	
		Commercial offices	544	514	
		Total	1,942	2,121	
305-3 Other Indirect GHG emissions (scope 3)	Scope 2 ²	Production facilities	1,173	1,078	
Commercial offices		78	67		

GRI standard indicator	Page or direct response	Omissions	External assurance
	Total 1,251 1,256		
	Scope 3 (Only GIRBAU 1, 2 and 3) 47 48		
	Total (Production facilities and commercial offices) 3,240 3,314		
	Greenhouse gas emissions (scope 1, 2 and 3) according to invoicing (kg CO₂ eq./€ invoicing) 0.019 0.018		
Note: Energy consumptions includes data from all production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK.			
GRI 306: Waste 2016			
306-2 Waste by type and disposal method	86		
Eco-efficient products			
Actions aimed to minimize the environmental footprint of the products	87-89		
Social topics			
GRI 103: Management approach 2016			
Linked to GRI 403: Occupational health and safety, 2018, GRI 404: Training and education, 2016, GRI 406: Non-discrimination 2016, GRI 413: Local communities 2016, GRI 416: Customer health and safety 2016 y GRI 419: Socioeconomic compliance 2016			
103-1 Explanation of the material topic and its coverage	38, 49-71, 91-95		
	Material topic GRI 403: Occupational health and safety	Boundary¹ Inside the organisation	Involvement² Direct
	GRI 404: Training and education	Inside the organisation	Direct
	GRI 406: Non-discrimination 2016	Inside the organisation	Direct
	GRI 413: Local communities	Inside and outside the organisation	Direct and indirect
	GRI 416: Health and safety of customers	Inside and outside the organisation	Indirect
	GRI 419: Socioeconomic compliance 2016	Inside the organisation	Direct
	(1) States where the impact takes place: inside the organisation, outside the organisation or inside and outside the organisation. (2) States involvement of the organisation regarding the impact: direct (the organisation has caused the impact directly) or indirect (the organisation is linked to the impact through its business relations).		
103-2 Management approach and components	38, 49-71, 91-95		
103-3 Evaluation of the management approach	38, 49-71, 91-95		
GRI 403: Occupational health and safety 2018			
403-1 Occupational safety and health management systems	61-65		

GRI standard indicator	Page or direct response	Omissions	External assurance
403-2 Hazard identification, risk assessment and incident investigation	61		
403-3 Health services at work	61		
403-4 Participation of the Workers, consultations and Communication on health and safety at work	54		
403-5 Training of workers in occupational health and safety	64		
403-6 Promoting the health of the workers	65		
403-7 Prevention and mitigation of the impacts on health and security of the workers directly linked through commercial relations	61		
403-8 Prevention and mitigation of the impacts on health and security of the workers directly linked through commercial relations	61, 64		
403-9 Injuries due to accidents in the workplace	62-63		
GRI 404: Training and education 2016			
404-1 Average no. of training hours per year per employee	60		
404-2 Programmes to improve employee skills and transition assistance schemes	59-60		
GRI 406: Non-discrimination 2016			
406-1 Cases of discrimination and corrective actions taken	There haven't been registered any incidents or claims for violation of human rights in 2018 and 2019.		
GRI 413: Local communities 2016			
413-1 Operations with local community participation, impact evaluations and development programmes	44-46, 59, 67-71, 91-95, 97-98		
GRI 416: Customer health and safety 2016			
416-1 Evaluation of the health and safety impact on the categories of products or services	71		
GRI 419: Socioeconomic compliance 2016			
419-1 Non-compliance with laws and regulations in the social and economic area	GIRBAU hasn't registered any fine or penalty for non-compliance with social and economic laws and regulations.		

TABLE OF CONTENTS FOR THE LAW ON NON-FINANCIAL AND DIVERSITY INFORMATION

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
General information				
Business model	Brief description of the Group’s business model	14, 21-29	102-2 Activities, brands, products and services	
		10-11, 13, 45, 50	102-7 Organisation size	
		13, 31	Non-GRI-related operational context	
	Geographical presence	Girbau, SA. Crta. de Manlleu, Km. 1 - 08500 Vic (Barcelona) Spain	102-3 Location of headquarters	
		16-17	102-4 Location of operations	
		14, 16-17, 21-22	102-6 Markets served	
	Company objectives and strategies	13, 31, 74-75, 87	Non-GRI, objectives and strategy	
	Main factors and trends that may affect their future trend	40-41, 76	102-15 Key impacts, risks and opportunities	
General	Mention in the report of the national, European or international reporting framework used to select key nonfinancial performance indicators included in each of the sections.	103	102-54 Claims of reporting in accordance with the GRI standards	
	If the company complies with the non-financial information law by issuing a separate report, it must indicate expressly that said information is included in the management report.	The Statement of non-financial information is the present Sustainability Report.		
Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Information on environmental issues				
Management approach	A description of the policies that the Group has put in place to address such matters. This includes due diligence procedures for identifying, assessing, preventing and	73-89	103-2 The management approach and its components	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Environmental	lessening the risk of situations with the potential for significant impact including which measures have been adopted.			
	The results of these policies, which should include key indicators of relevant nonfinancial results that enable progress to be monitored and evaluated and that favour comparison between societies and sectors, in accordance with the national, European or international reference frameworks used.	73-89	103-2 The management approach and its components	
		73-89	103-3 Evaluation of the management approach	
	The main risks related to questions on the group's different activities. Among these questions are the group's commercial relationships (when deemed appropriate and relevant); products and services that could have a negative impact; and how the group goes about mitigating such risks. A full explanation of the procedures in place to spot the risks must be given, as well as methods used to evaluate these risks in the context of national, European and international frameworks as relevant per issue. Information should be included about the effects that have been observed, with a breakdown, in particular of the short, medium and long-term risks.	40-41, 76		
		Related to mobility has been identified the potential risk of an increase in rates in land and sea transport.	102-15 Key impacts, risks and opportunities	
Environmental	Current and foreseeable impact of the company's activities on the environment and where applicable, on health and safety	GIRBAU hasn't registered any fine or sanction for non-compliance with the environmental law.	307-1 Non-compliance with environmental legislation and regulations	
		98	308-2 Negative environmental impact on the supply chain and measures taken	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	Evaluation procedures or environmental certification	73-74, 98	Non-GRI-related evaluation or environmental certification	
	Resources allocated to prevention of environmental risks	€81,747.42 Environmental investments in G1 and G2 in 2019 (Includes waste treatment and disposal, maintenance and services and the environmental management certification and services.	No GRI, environmental investments	
	Implementation of precautionary approach	73-76, 87-89	102-11 Precautionary principle or approach	
	Amount of provisions and guarantees for environmental risks	€81,747.42 Environmental investments in G1 and G2 in 2019 (Includes waste treatment and disposal, maintenance and services and the environmental management certification and services.	Non-GRI-related environmental investment	
Pollution	Measures to prevent, reduce or repair emissions that seriously affect the environment; taking into account any form of air pollution specific to an activity, including noise and light pollution	74-75, 77-79, 83-84, 87-89	Non-GRI-related measures to prevent, reduce or repair emissions	
		Noise pollution is not a significant environmental aspect for Girbau activity. Production facilities are in industrial areas and the activities are carried out indoors.	Non-GRI-related measures to prevent, reduce or repair noise pollution	
		Light pollution is not a significant environmental aspect for Girbau activity. Girbau complies with the applicable environmental legislation.	Non-GRI-related measures to prevent, reduce or repair light pollution	
Circular economy and waste prevention	Prevention measures, recycling, reuse, other forms of recovery and waste disposal	85	301-2 Recycled inputs	
		80, 86, 88-89	306-1 Disposal of water according to its quality and use	
		85-86	306-2 Waste by type and disposal method	
	Actions to combat food waste	Not applicable.	Non-GRI-related actions to combat food waste	
Sustainable use of resources	Water consumption and water supply in accordance with local constraints	80	303-1 Water withdrawal by source	
		In the five facilities of GIRBAU S.A. the water exclusively comes from the public supply network, except for G1 which also has a supply of well water for industrial uses.		
		86	303-2 Management of impacts related to discharges of water	
		80	303-5 Water consumption	
		Annual water consumption (m³)		
		Water from the supply network		
		Production facilities		
		Commercial offices		
		Total		
		Underground water (only in G1)³		
		Production facilities		
		Total (Production facilities and commercial offices)		
		Water consumption according to invoicing (l/€ invoicing)		

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	Note: Water consumption includes data from all production facilities and commercial offices of Brazil, Australia and Italy. (1) Approach water consumption from <i>dispenser</i> .		
Consumption of raw materials and measures taken to improve the efficiency of their use	81-82	301-1 Materials used by weight or volume	
Direct and indirect energy consumption	79		
	Annual energy consumption (MWh)	2018	2019
	Electricity		
	Production facilities	3,905	4,179 ¹
	Commercial offices	141	130
	Total	4,046	4,309
	Natural gas		
	Production facilities	6.827	7,489
	Commercial offices	118	107
	Total	6,945	7,596
	Propane Gas¹		
	Production facilities	31	15
	Gasoline		
	Production facilities	12	13
	Commercial offices	83	101
	Total	95	114
	Diesel (A – automotive and C – Heating)		
	Production facilities	311	519
	Commercial offices	1,892	1.832
	Total	2,203	2,351
	Total (Production facilities and commercial offices)	13,321	14,385
	Note: Energy consumption includes data from all production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK. (1) In 2019 the self-consumption solar panels installed in G1 has generated a total of 113.07 MWh. 16.4% of the electric energy consumed has been from renewable sources (22.6 MWh in 2018 and 24.1 MWh in 2019). (2) There is no consumption of propane gas in commercial offices.		
	Not available.	302-2 Energy consumption outside the organization	
	79		
	Annual energy consumption (MWh)	2018	2019
	Annual energy consumption according to invoicing (kWh/€ invoicing)	0.079	0,079
	Note: Energy consumptions includes data all from production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK.		
Measures taken to improve energy efficiency	78	302-4 Reduction of energy consumption	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators		Verification of the content of the law		
Climate change	Use of renewable energy	79			302-1 Energy consumption within the organisation		
	Important elements of greenhouse gas (GHG) emissions generated as a result of the company's activities, including the use of the goods and services it produces	41, 74-76, 78, 87-90			201-2 Financial implications and other risks and opportunities derived from climate change		
			Greenhouse gas emissions (t CO ₂ eq.)		2018	2019	305-1 Direct GHG emissions (scope 1)
			Scope 1	Production facilities	1,397	1,607	305-2 Indirect GHG emissions from energy generation (scope 2)
				Commercial offices	544	514	
				Total	1,942	2,121	
			Scope 2 ²	Production facilities	1,173	1,078	305- 3 Other indirect GHG emissions (scope 3)
				Commercial offices	78	67	
				Total	1,251	1,256	
			Scope 3 (Only GIRBAU 1, 2 and 3)		47	48	
Total (Production facilities and commercial offices)			3,240	3,314			
Note: Energy consumptions includes data from all production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK.							
	84			305-4 GHG emissions intensity			
		Greenhouse gas emissions (t CO ₂ eq.)			2018	2019	
		Greenhouse gas emissions (scope 1, 2 and 3) according to invoicing (kg CO ₂ eq./€ invoicing)			0.019	0.018	
		Note: Energy consumptions includes data from all production facilities and commercial offices of Brazil, Cuba, Australia, Italy, Dominican Republic and UK.					
Measures adopted to adapt to the consequences of climate change	41, 74-76, 78, 87-90			201-2 Financial implications and other risks and opportunities derived from climate change			
Reduction goals set voluntarily in the medium and long term to reduce greenhouse gas emissions and the measures implemented for that purpose	GIRBAU hasn't defined specific reduction goals.			305-5 Reduction of emissions			
Biodiversity protection	Measures taken to preserve or restore biodiversity	Doesn't apply. GIRBAU facilities are in industrial areas and all of them are over paved ground.		Non-GRI-related measures taken to preserve or restore biodiversity			
	Impact caused by the activities or operations in protected areas	Doesn't apply. GIRBAU facilities are in industrial areas and all of them are over paved ground.		304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			

Information requested by the law related to non-financial and diversity information

Pages

GRI-related standards and other non-GRI indicators

Verification of the content of the law

Information on social and staff issues

Management approach

A description of the policies that the Group has put in place to address such matters. This includes due diligence procedures for identifying, assessing, preventing and lessening the risk of situations with the potential for significant impact and for verification and control including which measures have been adopted.

49-65

103-2 The management approach and its components

The results of these policies should include key indicators of relevant nonfinancial results that enable progress to be monitored and evaluated and that favour comparability between societies and sectors, in accordance with the national, European or international reference frameworks used.

49-65

103-2 The management approach and its components

The main risks related to questions on the Group's different activities. Among these questions are the group's commercial relationships (when deemed appropriate and relevant); products and services that could have a negative impact; and how the Group goes about mitigating such risks. A full explanation of the procedures in place to spot the risks must be given, as well as methods used to evaluate these risks in the context of national, European and international frameworks as relevant per issue. Information must also be included about the effects that have been observed with a full breakdown of this information and special emphasis being given to outlining the short, medium and long-term risks.

40-41

103-3 Evaluation of the management approach

102-15 Key impacts, risks and opportunities

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators		Verification of the content of the law	
Employment	Total number and distribution of staff employed meeting the diversity criteria (gender, age, country, etc.)	50-52			102-8 Information on employees and other workers	
		Data at 31 of December				
		Staff by region	Spain	56%		55%
			Europe (without Spain)	18%		17%
			America	10%		11%
			Asia and Oceania	16%		18%
	56-57			405-1 Diversity of governance bodies and employees		
	Total number and distribution of employment contract types, annual average permanent contracts, temporary contracts and part-time contracts per gender, age and professional category	50-52			102-8 Information on employees and other workers	
		Data at 31 of December				
		Staff by type of contract and gender	Permanent	792		794
			Men	586		590
			Women	206		204
			Temporary	175		171
			Men	139		146
			Women	36		25
		Staff by type of contract and age group	Permanent	792		794
			<30 years	58		78
			30-50 years	485		478
			>50 years	249		238
			Temporary	175		171
<30 years			43	33		
30-50 years		83	92			
>50 years		49	46			
Staff by type of contract and professional classification		Permanent	792	794		
		Management	23	21		
		Middle management	67	63		
		Rest of the staff	702	710		
	Temporary	175	171			
	Management	0	1			
Middle management	5	5				
Rest of the staff	170	165				
Staff by type of working hours and gender	Full-time	913	912			
	Men	699	710			

Information requested by the law related to non-financial and diversity information

Pages

GRI-related standards and other non-GRI indicators

Verification of the content of the law

		Women	214	202	
		Part-time	54	53	
		Men	26	26	
		Women	28	27	
		Full-time	913	912	
		<30 years	95	102	
		30-50 years	554	556	
		>50 years	264	254	
		Part-time	54	53	
		<30 years	6	9	
		30-50 years	14	14	
		>50 years	34	30	
		Full-time	913	912	
		Management	23	22	
		Middle management	71	67	
		Rest of the staff	819	823	
		Part-time	54	53	
		Management	0	0	
		Middle management	1	1	
		Rest of the staff	53	52	
Number of dismissals by sex, age and professional category	Data at 31 of December			2018	Non-GRI-related number of dismissals per gender, age and professional category
	Dismissals by gender	Men		30	
		Women		2	
	Dismissals by age group	<30 years		2	
		30-50 years		22	
		>50 years		8	
	Dismissals by professional classification	Direct		15	
		Indirect		16	
	Data at 31 of December			2019	
	Dismissals by gender	Men		18	
		Women		10	
	Dismissals by age group	<30 years		3	
		30-50 years		17	
		>50 years		8	

Information requested by the law related to non-financial and diversity information

Pages

GRI-related standards and other non-GRI indicators

Verification of the content of the law

		Management	0	
	Dismissals by professional classification	Middle management	2	
		Rest of the staff	26	
	Our wage policy is organized into two groups: employees salary following GIRBAU S.A. collective agreement, and employees with a management or key position for which remuneration is established on their contract. There is a variable wage policy applicable to key line managers linked to company results and individual objectives that are annually assessed. Periodic evaluations are conducted to new hires linked to their work performance.			
The average remunerations and their evolution broken down by sex, age and professional category or equal value.	Data at 31 of December		2018	2019
	Average remuneration by gender	Men	38,649.85 €	40,912.96 €
		Women	31,561.47 €	37,904.29 €
	Average remuneration by age group	<30 years	24,826.93 €	28,908.98 €
		30-50 years	36,272.04 €	38,028.48 €
		>50 years	42,094.71 €	48,967.92 €
	Average remuneration by professional classification	Management ¹	158,886.08 €	149,444.45 €
		Middle management ²	68,018.39 €	78,425.79 €
		Rest of the staff	29,837.18 €	34,481.47 €
	(1) Includes CEOs, members of the Steering Committee of Girbau SA and general management of the subsidiaries.			
	(2) Includes the Middle management of Girbau SA (according to the organizational chart as of December 31) and the members of the Management committee of the subsidiaries (except the general management).			
Wage gap, wages for positions of employment that are on a par with the social average	See average remuneration of men and women in the previous indicator.			405-2 Ratio between base salary and women's wages as compared to men's wages
The average wage for managers and top management	Data at 31 of December		2018	2019
	Average remuneration of management ¹		158,886.08 €	149,444.45 €
	(1) Includes CEOs, members of the Steering Committee of Girbau SA and general management of the subsidiaries.			
Long-term savings-plan payments and any such related payments, broken down by gender	The CEOs of Girbau S.A. are the only ones that have forecasts systems.			201-3 Obligations of the defined benefit plan and other retirement plans

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	Implementation of policies that support the right to disconnect from work	GIRBAU staff in possession of a Company email address are encouraged to switch on the automated reply option ('Out of Office') when they are on holiday, or at any other time when they are granted permission to do so. This communicates to others that they are out of the office, whether on holiday or unavailable to answer emails for some other reason. On such occasions they shall supply contact details for a third party who can reply in their absence.	Non-GRI-related policies regarding the right to disconnect from work	
	Workers with disabilities	Employees with disabilities in GIRBAU staff: 13 employees in 2018 and 14 employees in 2019.	405-1 Diversity of governance bodies and employees	
	Organisation of working hours	In Girbau, most of the work is conducted on split working days, except at the Vic facilities, where work shifts are in the morning, afternoon, and night. Generally, office work hours are flexible, varying between 7:00 a.m. and 7:00 p.m., an average period of eight hours.	Non-GRI-related organisation of working hours	
	Total number of hours of absenteeism	The hours of absenteeism in GRIBAU production facilities (Spain, France and China) have been: 45.120,43 in 2018 and 45.850,99 in 2019.	403-9 Work-related injury	
Work organisation	Measures designed to facilitate the enjoyment of work/life balance and encourage joint responsibility of these by both parents	<ul style="list-style-type: none"> Flexible schedule. Considering a general schedule for each of the group's subsidiaries, flexibility is established at the starting and ending hours, as well as during the lunch break. Intensive days. GIRBAU, S.A. collective agreement and specifically for the office workers, a total of 42 annual days were agreed, in which employees can use a continuous 7-working hours day. Extensive improvements in the paid leave regime, with respect to the minimums legally established. Case-by-case responses cording to specific needs. 	Non-GRI-related measures designed to facilitate the enjoyment of work/life balance and encourage joint responsibility of these by both parents	
Health and safety	Occupational health and safety terms	61-65	403-1 Occupational safety and health management systems.	
		61	403-2 Hazard identification, risk assessment and investigation	
		61	403-3 Health services at work	
		64	403-5 Training of workers on health and safety at work	
		65	403-6 Promotion of workers' health	
		61	403-7 Prevention and mitigation of the impacts on health and security of the workers directly linked through commercial relations	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Social relationships	Work accidents, in particular their frequency and severity, as well as occupational diseases; broken down by gender	62-63	403-9 Work-related injury	
		64	102-43 Approach to stakeholder engagement (workforce)	
		54	402-1 Minimum notice periods regarding operational changes	
	Organisation of social dialogue, including procedures for informing and consulting staff and negotiating with them	64	403-1 Workers representation in formal joint management– worker health and safety committees	
		64	407 Management approach (policies which may affect the employees’ decision to create trade unions or to join them, to negotiate collectively or participate in trade union activities)	
	Percentage of employees covered by collective bargaining agreements per country	54	102-41 Collective bargaining agreements	
	The balance of collective agreements, particularly in the field of health and safety at work	54	403-4 Health and safety topics covered in formal agreements with trade unions	
		61, 64	403-8 Workers covered by an occupational health and safety management system	
	Policies implemented that focus on training	59-60	404-2 Programmes for upgrading employee skills and transition assistance programmes	
	Total hours’ training per profession	60	404-1 Average hours of training per year per employee	
Universal access	Integration and universal accessibility for people with disabilities	All the warehouses and production facilities of GIRBAU are adapted for the easy access of people with disabilities, adapting in every country the accesses to the applicable law.		405-1 Diversity of governance bodies and employees
Equality	Measures taken to promote equal treatment and opportunities between women and men	55-56	Non-GRI-related measures to promote equal opportunities for men and women	
	Gender equality plans (chapter III of the Organic Law 3/2007, of 22 March, for effective equality for women and men), measures adopted to promote employment, protocols to combat sexual and gender-based harassment	56-57	405-1 Diversity of governance bodies and employees	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	Integration and universal accessibility for people with disabilities	All the warehouses and production facilities of GIRBAU are adapted for the easy access of people with disabilities, adapting in every country the accesses to the applicable law.	Non-GRI integration and universal accessibility for people with disabilities	
	Policy against all types of discrimination and, where appropriate, diversity management	GIRBAU hasn't registered any incidents or claims for violation of human rights in 2018 and 2019.	406-1 Incidents of discrimination and corrective actions taken	
Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Information on respect for human rights				
Management approach	A description of the policies that the group has put in place to address such matters. This includes due diligence procedures for identifying, assessing, preventing and lessening the risk of situations with the potential for significant impact and for verification and control including which measures have been adopted.	38, 97-98	103-2 The management approach and its components	
	The results of these policies, which should include key indicators of relevant nonfinancial results that enable progress to be monitored and evaluated and that favour comparability between societies and sectors, in accordance with the national, European or international reference frameworks used.	38, 97-98	103-2 The management approach and its components	
		38, 97-98	103-3 Evaluation of the management approach	
	The main risks related to questions on the group's different activities. Among these questions are the group's commercial relationships (when deemed appropriate and relevant); products and services that could have a negative impact; and how the group goes about mitigating such risks. A full	40-41	102-15 Key impacts, risks and opportunities	

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
<p>explanation of the procedures in place to spot the risks must be given, as well as methods used to evaluate these risks in the context of national, European and international frameworks as relevant per issue. Information must also be included about the effects that have been observed, with a report of the breakdown, and special emphasis being given to outlining the short, medium and long-term risks.</p>	<p>14, 38</p> <p>The Code of Conduct contemplates the following commitments related to the acquiescence of people integrity:</p> <p>GIRBAU expresses its compliance with human rights - particularly concerning the fight against child labour, forced labour, and slavery - and in the various international ethical guidelines, including those of the International Labour Organization, the United Nations Universal Declaration on Human Rights and the European Convention on Human Rights. At GIRBAU, human resources management and relations between company members always start from scrupulous respect for people dignity and are based on the principles of mutual trust and respect, committing that all labour relations are carried out in an equitable framework and respect for the fundamental people rights and principles.</p> <p>For this reason, GIRBAU:</p> <ul style="list-style-type: none"> · Firmly express opposition to forced labour and human traffic in any possible way. · Fosters diversity and respects employee's dignity. GIRBAU rejects any manifestation of physical, psychological, moral, discrimination, or authority abuse of any kind, and especially due to race, caste, ethnic and national origin, age, religion, affiliation, or non-political affiliation. and/or union, gender, marital status, sexual orientation, or any other personal characteristics, as well as any other conduct that may generate an intimidating or offensive environment concerning people's rights. · Encourages the creation of a healthy and safe work environment. In this regard, it guarantees compliance with all labour and occupational risk prevention regulations and the adoption of the relevant measures to ensure the correct workers training and the use of the corresponding protective equipment. The company is committed to 	<p>102-16 Values, principles, standards and business rules</p>	
<p>Applying due diligence procedures</p> <p>Applying due diligence procedures related to human rights, preventing the risk of violating human rights and, if necessary, measures to intervene in situations where an abuse has already been made, managing the situation and helping to repair damage.</p>			

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	consolidate a safety culture, developing risks awareness campaigns, and promoting all employee's responsible behaviour.		
	· Is committed to promoting the professional and personal development of all its employees, ensuring equal opportunities. Discrimination is prohibited in all employment aspects, including hiring, payment, benefits, promotions, access to education and training, dismissal, and retirement, based on race, caste, ethnicity, and national origin, age, religion, political and/or union affiliation or non-affiliation, gender, marital status, sexual orientation or any other personal characteristics.		
	97-98	414-1 New suppliers that were screened using social criteria	
Complaints about cases of violation of human rights. Fully supporting and fulfilling the requirements of the core conventions related to the respect of freedom of association and the right to collective bargaining outlined by the International Labour Organization. Also supporting and fulfilling the requirements of the ILO's core conventions related to ending workplace discrimination, working under duress and child labour.	GIRBAU hasn't registered any incident for discrimination in 2018 and 2019.	406-1 Incidents of discrimination and corrective actions taken	
	97-98	414-1 New suppliers that were screened using social criteria	

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Information related to combating corruption and bribery			
Management approach	A description of the policies that the group has put in place to address such matters. This includes due diligence procedures for identifying, assessing, preventing and lessening the risk of situations with the potential for significant impact and for verification and control including which measures have been adopted.	36-38	103-2 The management approach and its components
	36-38	103-2 The management approach and its components	

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
The results of these policies, which should include key indicators of relevant nonfinancial results that enable progress to be monitored and evaluated and that favour comparability between societies and sectors, in accordance with the national, European or international reference frameworks used.	36-38	103-3 The management approach and its components	
The main risks related to questions on the group's different activities. Among these questions are the group's commercial relationships (when deemed appropriate and relevant); products and services that could have a negative impact; and how the group goes about mitigating such risks. A full explanation of the procedures in place to spot the risks must be given, as well as methods used to evaluate these risks in the context of national, European and international frameworks as relevant per issue. Information should be included about the effects that have been observed, with a breakdown, in particular of the short, medium and long-term risks.	40-41	102-15 Key impacts, risks and opportunities	
Information related to combating corruption and bribery	14, 38	102-16 Values, principles, standards and business rules	
	The Code of Conduct contemplates the following commitments against corruption and bribery: GIRBAU is committed to ethics and the fight against corruption and bribery, informing company members on how to proceed ethically and professionally.	102-17 Advisory mechanisms and ethical concerns	
	Measures adopted to prevent corruption and bribery	205-1 Operations assessed for corruption-related risks	
	In any case will favours be offered to get a business, advantage or preferential treatment from a third party, nor will non-contractual or illegal payments be made to any person or entity, public or private, for the same purposes. In the case of public administration contracts, no attempt to corrupt an authority or public official will be made. In the event of a detected potential conflict of interest that could lead to the potential commission of an influence-peddling crime, appropriate measures will be taken to prevent it.		

Information requested by the law related to non-financial and diversity information	Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	<p>Before hiring a new company on which there may be doubts, it will always be necessary to request enough information to verify that the company exists, that has a real activity, and that the assignment corresponds to the ordinary exercise of its activity. Likewise, there will be documentation identifying the company and the people acting on its behalf and/or representation. In case of doubts about the real identity, the existence or legitimacy of its activity, the origin of the money, or its identity, GIRBAU will refrain from hiring the company.</p> <p>It should also be noted that GIRBAU does not accept any order in which the form of payment is by cash delivery or in which payment is made by a different company, unless there is an objective and proven reason that justifies it. For their part, GIRBAU members will not accept gifts, favours, or offers of advantages of any kind from third parties.</p> <p>The Code of Conduct contemplates the following commitments in the fight against money laundering and fraud prevention:</p> <p>GIRBAU expresses a firm commitment to adopt the pertinent measures to prevent any type of money laundering, paying special attention to unusual payments, those made in cash, and those made with bearer checks. It will also pay special attention to payments made by third parties other than those mentioned in the corresponding contracts, as well as payments from tax havens.</p> <p>The company payments must be made by means that allow its verification regards its origin, the payer, and the money collector. GIRBAU will not make any payment that does not correspond to a service received or to any purchased property, nor without having the corresponding invoice or advance notice.</p>		
Measures to fight against money laundering		205-2 Communication and training about anti-corruption policies and procedures	
Contributions to foundations and non-profit entities	11	201-1 Direct economic value generated and distributed	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Information about the company				
Management approach	A description of the policies that the group has put in place to address such matters. This includes due diligence procedures for identifying, assessing, preventing and lessening the risk of situations with the potential for significant impact and for verification and control including which measures have been adopted.	44-46, 59, 67-71, 91-95, 97-98	103-2 The management approach and its components	
	The results of these policies, which should include key indicators of relevant nonfinancial results that enable progress to be monitored and evaluated and that favour comparability between societies and sectors, in accordance with the national, European or international reference frameworks used.	44-46, 59, 67-71, 91-95, 97-98	103-2 The management approach and its components	
		44-46, 59, 67-71, 91-95, 97-98	103-3 Evaluation of the management approach	
	The main risks related to questions on the group's different activities. Among these questions are the group's commercial relationships (when deemed appropriate and relevant); products and services that could have a negative impact; and how the group goes about mitigating such risks. A full explanation of the procedures in place to spot the risks must be given, as well as methods used to evaluate these risks in the context of national, European and international frameworks as relevant per issue. Information should be included about the effects that have been observed, with a breakdown, in particular of the short, medium and long-term risks.	40-41	102-15 Key impacts, risks and opportunities	
Company commitments to sustainable development		44-46, 59, 67-71, 91-95, 97-98	413-1 Operations with local community engagement, impact assessments, and development programs	
	Impact of company activity on employment and local development	Our contribution over the economic and social development is caused by the impacts that our activity generates directly and indirectly where we operate. The development of the business implies the generation of economic value that affects directly to the system and therefore to our stakeholders (mainly workers, suppliers, society and shareholders).	201-1 Direct economic value generated and distributed	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
	Value added statement		2019	
	Economic value distributed	Operational costs (Suppliers)	47.45%	
		Salary costs (Employees)	27.09%	
		Finance costs (Finance suppliers)	0.40%	
		Tax on profits (Public Administration)	1.20%	
		Other costs (Investments in innovation, social action, etc.)	18.10%	
	Economic value retained	Depreciation and reserves (Shareholders)	5.76%	
	Impact of company activity on local populations and on the region	44-46, 59, 67-71, 91-95, 97-98	413-2 Operations with significant, potential or actual, negative impacts on local communities	
	Relations with local community figures and forms of dialogue	30, 32-33, 44-46, 53, 67-69	102-43 Approach to stakeholder engagement	
	Association or sponsorship actions	29-30, 44-46, 91-94	413-1 Operations with local community engagement, impact assessments, and development programmes	
Sub-contracting and suppliers	Inclusion of social, gender equality and environmental matters in procurement policy	97-98		
		The production facilities with the environmental management systems ISO 14001 and EMAS consider the environmental issues in the supplier selection.	308-1 New suppliers that were screened using environmental criteria	
	Consideration of suppliers’ and subcontractors’ social and environmental responsibility	97-98	414-1 New suppliers that were screened using social criteria	
		97-98		
		The production facilities with the environmental management systems ISO 14001 and EMAS consider the environmental issues in the supplier selection.	308-1 New suppliers that were screened using environmental criteria	
	Supervision systems and audits and their results	97-98	414-1 New suppliers that were screened using social criteria	
		308-2 Negative environmental impact on the supply chain and measures taken		
Consumers	Measures for health and safety of consumers	97-98	414-2 Negative social impact on the supply chain and measures taken	
		71	416-1 Assessment of the health and safety impacts of product and service categories	
		71	417-1 Information and labelling requirements for products and services	

Information requested by the law related to non-financial and diversity information		Pages	GRI-related standards and other non-GRI indicators	Verification of the content of the law
Tax information	Claims systems, complaints received and resolution of them	68 In 2018 and 2019 GIRBAU hasn't registered any case of non-compliance related to the impacts on the health and safety of products and services.	416-2 Cases of non-compliance regarding health and safety impacts of product and service categories	
	Profits obtained per country, tax on profit paid			
	Profits obtained per country, tax on profit paid			
	Profits obtained per country, tax on profit paid			
	Information on public subsidies received	The public subsidies received are approximately of €400,000 in 2018 and €270,000 in 2019.	201-4 Financial assistance received from the Government	

EXTERNAL VERIFICATION CERTIFICATION



despatx i gabinet d'auditoria, S.L.R.

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INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA CONSOLIDADO DE GIRBAU, S.A. Y SOCIEDADES DEPENDIENTES DEL EJERCICIO FINALIZADO EL 31 DE DICIEMBRE DE 2019

A LOS SRES. ACCIONISTAS DE:
GIRBAU, S.A.
Ctra. de Manlleu, Km. 1
08500 VIC

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 adjunto "INFORME DE SOSTENIBILIDAD 2019" y "ANEXO: ÍNDICE GRI Y TABLA DE LA LEY EN MATERIA DE INFORMACIÓN NO FINANCIERA Y DIVERSIDAD" (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2019, de GIRBAU, S.A. y sociedades dependientes (en adelante el Grupo) que forma parte del Informe de Gestión consolidado del Grupo.

El contenido del informe del EINF consolidado incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en el "ANEXO: ÍNDICE GRI Y TABLA DE LA LEY EN MATERIA DE INFORMACIÓN NO FINANCIERA Y DIVERSIDAD" incluida en el EINF consolidado adjunto.

Responsabilidad de los administradores

La formulación del EINF incluido en el informe de gestión consolidado del Grupo, así como el contenido del mismo, es responsabilidad de los administradores de GIRBAU, S.A. 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, así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el "ANEXO: ÍNDICE GRI Y TABLA DE LA LEY EN MATERIA DE INFORMACIÓN NO FINANCIERA Y DIVERSIDAD" del citado Estado.

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 GIRBAU, S.A. 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.

Nuestra firma aplica la Norma Internacional de Control de Calidad 1 (NICC 1) y mantiene, en consecuencia, un sistema global de control de calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información no Financiera y, específicamente, en información de desempeño económico, social y medioambiental.

Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado. Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría o de la Revisión de Información Financiera Histórica" (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en su naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por tanto, la seguridad que se obtiene es substancialmente menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades del Grupo que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal del Grupo, para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.



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- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2019 en función del análisis de materialidad realizado por el Grupo y descrito en la "Matriz de materialidad" del "INFORME DE SOSTENIBILIDAD 2019" (página 20), 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 2019.
- 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 2019.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2019 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores de la Sociedad y la Dirección.

Conclusión

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF de GIRBAU, S.A. y sociedades dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2019 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 así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el "ANEXO: ÍNDICE GRI Y TABLA DE LA LEY EN MATERIA DE INFORMACIÓN NO FINANCIERA Y DIVERSIDAD" del citado Estado.

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.



12 de junio de 2020