



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that DOGA. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

| | |
|---|------------|
| CEO/Highest-level executive name: | Jordi Miró |
| CEO/Highest-level executive full title: | CEO |
| Company name: | DOGA,S.A. |

C2. Please confirm:

- ☐ I am the CEO or highest-level executive.
- ☒ **I have received permission to sign on behalf of the CEO or highest-level executive.**

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Irene Espada

R1. How will you complete the CoP reporting requirement?

(Select one)

- ☒ **Complete the digital questionnaire with the option to also add a sustainability report *(Recommended)***
- ☐ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY – MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.[i](#)

01/2024 – 12/2024

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.i

The scope of this report includes all subsidiaries belonging to DOGA group, which are the following companies: EMG DOGA GESTIÓ DOGA DOGA PARTS DOGA ITALIA DOGA NANTONG FAINA TANGER DOGA DO BRASIL DOGA INMENSA DOGA USA DOGA INDIA However, take into account that, in some of the questions, only partial information of these facilities has been provided.

Success Stories & Future Priorities

Sl. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) 

☒ **Governance**

☐ Human Rights

☐ Labour

☒ **Environment**

☒ **Anti-Corruption**

(Optional) Please provide a link and/or provide additional information:

At DOGA, last year we activated some initiatives in the three marked areas that have not been completed yet. – Governance : review policies and launch new ones – Environment : push Circular Economy – Anti-corruption : creating new policy and protocol

(Optional) Please upload an outcome-focused document:

Drop files or click here to upload

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) [i](#)

☒ **Governance**

☐ Human Rights

☐ Labour

☒ **Environment**

☒ **Anti-Corruption**

☐ None

S2A. (Optional) Please provide additional information:

We have selected these three areas because are the ones we are going to pay special attention. However, we will go on working on Human Rights and Labour since are material topics for our company.

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) 

- ☐ Issue an annual statement about the relevance of sustainable development to the company
- ☐ Issue an annual statement that addresses impacts on both people and the environment
- ☐ Issue an annual statement highlighting a zero tolerance for corruption
- ☒ **Sign off on organizational sustainability targets**
- ☒ **Supervise Environmental, Social, and Governance reporting**
- ☒ **Regularly review potential risks related to the business model**
- ☐ None of the above

G1A. (Optional) Please provide additional information:

The company establishes goals every three years, the Integrated Management System Objectives 2024–2027. These indicators, which include Sustainability indicators, are reviewed in Top Management meetings in order to check their progress.

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) 

| | No, this is not a current priority | No, but we plan to within the next two years | Yes, focused on employees | Yes, focused on employees and suppliers | Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships) |
|---------------------------|------------------------------------|--|---------------------------|---|--|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights/Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

G2A. (Optional) Please provide additional information:

The company has a Code of Conduct which is accessible in both our intranet and the web site. Last version of this document dates from 1st of March, 2023.

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) i

| | No one is specifically responsible for this topic | Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority) | Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager) | Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights) | Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company) |
|---------------------------|---|---|--|---|---|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights/Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

G3A. (Optional) Please provide additional information:

A member of the Board of Directors is the highest representative on Sustainability topics. Additionally, the position of Sustainability Manager was created middle 2023 in order to push Sustainability topics inside the company. Human Rights : Human Resources Director Labour Rights/ Decent Work : Health & Safety Coordinator & Labor Relations & Compliance Manager Environment : Quality & Environmental Systems Engineer Anti-Corruption : Labor Relations & Compliance Manager

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) **i**

| | No formal structure | Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions) | Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager) | Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management) | Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company) |
|-----------------------------|-----------------------|--|---|---|--|
| Human Rights | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Environment | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

G3.1A (Optional) Please provide additional information:

In 2024, the Sustainability Committee was reactivated. The Sustainability Committee is a cross-functional and equitable team composed of members from different areas: Environment, Purchasing, Human Resources, Commercial, Health and Safety, Product Engineering, Subsidiaries, and Sustainability.

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?


(Select one answer option per line) 

| | No, this is not a current priority | No, but we plan to within the next two years | Yes, conducted by a designated individual or group | Yes, engaging employees across the company | Yes, engaging employees and business partners | Yes, engaging employees, business partners and external stakeholders |
|---------------------|------------------------------------|--|--|--|---|--|
| Human rights risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Environmental risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Corruption risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

G4A. (Optional) Please provide additional information:

There is a generic procedure for Risk Management. Additionally , between others, DOGA has the following specific Risk Assessment files: - Labour rights risks - Environmental risks

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?


(Select one answer option per line) 

| | No, this is not a current priority | No, but we plan to within the next two years | Yes, related to our own operations | Yes, related to our own operations and suppliers | Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships) |
|---------------------|------------------------------------|--|------------------------------------|--|--|
| Human rights risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Environmental risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Corruption risks | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

G5A. (Optional) Please provide additional information:

DOGA has identified that this is a weak point, that is why the organization is working in order to improve this topic in the next years.

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) 

| | No, this is not a current priority | No, but we plan to within two years | Yes, we have an informal process (e.g., through supervisors, others) | Yes, we have a formal process |
|-----------------------------|------------------------------------|-------------------------------------|--|----------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

G6A. (Optional) Please provide additional information:

The organization provides the following resources: - An Intranet Website suggestions box for employees - A Whistleblower channel accessible to employees and third parties worldwide, with the link available on DOGA's Website.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company’s workforce can raise concerns about the company’s conduct.

(Select one answer option per line) i

| | Yes | No |
|--|----------------------------------|----------------------------------|
| Is the process communicated to all employees/workers in local languages? | <input type="radio"/> | <input checked="" type="radio"/> |
| Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)? | <input checked="" type="radio"/> | <input type="radio"/> |
| Is the process confidential (e.g., whistleblowing process)? | <input checked="" type="radio"/> | <input type="radio"/> |
| Are there processes in place to avoid retaliation? | <input checked="" type="radio"/> | <input type="radio"/> |
| Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)? | <input checked="" type="radio"/> | <input type="radio"/> |
| Other (Please provide additional information) | <input type="radio"/> | <input checked="" type="radio"/> |

G6.1A. (Optional) Please provide additional information:

The organization provides the following resources: – An Intranet Website suggestions box for employees – A Whistleblower channel accessible to employees and third parties worldwide, with the link available on DOGA's Website.

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line) i

| | No actions and related impacts are systematically tracked | Conducts investigation reviews of incidents on an as-needed basis | Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly | Conducts investigation reviews and leverages learnings to influence both internal and external affairs |
|---------------------------|---|---|--|--|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Labour Rights/Decent Work | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

G7A. (Optional) Please provide additional information:

For each incident of the topics mentioned above, it is necessary to open an investigation in order to clarify the root causes and to take actions to prevent its recurrence.

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) i

| | No, this is not a current priority | No, but we plan to within the next two years | Yes |
|-----------------------------|------------------------------------|--|-----------------------|
| Human Rights | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Labour Rights / Decent Work | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Environment | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Anti-Corruption | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

G8A. (Optional) Please provide additional information:

At this moment, we are not considering to link the Executive pay with the performance of the Sustainability topics.

G9. Please provide details regarding the company's board/highest governance body.

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For 'Male, Female, Other', 'Under 30 years old, 30–50 years old, Above 50 years old' and 'Executive, Independent' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

| | Known | Number (Please input a whole number) | Not applicable |
|-----------------------------------|----------------------------------|---|-----------------------|
| Total number of board members (#) | <input checked="" type="radio"/> | <input type="text" value="8"/> | <input type="radio"/> |
| | | | |
| | Known | Number (Please input a whole number e.g., 50% = 50) | Not applicable |
| Male (%) | <input checked="" type="radio"/> | <input type="text" value="87"/> | <input type="radio"/> |
| Female (%) | <input checked="" type="radio"/> | <input type="text" value="13"/> | <input type="radio"/> |
| Other (%) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> |

| | Known | Number (Please input a whole number e.g., 50% = 50) | Not applicable |
|------------------------|----------------------------------|---|-----------------------|
| Under 30 years old (%) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> |
| 30-50 years old (%) | <input checked="" type="radio"/> | <input type="text" value="13"/> | <input type="radio"/> |
| Above 50 years old (%) | <input checked="" type="radio"/> | <input type="text" value="87"/> | <input type="radio"/> |


| | Known | Number (Please input a whole number e.g., 50% = 50) | Not applicable |
|--|----------------------------------|---|-----------------------|
| From minority or vulnerable groups (%) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> |

| | Known | Number (Please input a whole number e.g., 50% = 50) | Not applicable |
|-----------------|----------------------------------|---|-----------------------|
| Executive (%) | <input checked="" type="radio"/> | <input type="text" value="100"/> | <input type="radio"/> |
| Independent (%) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> |

G9A. (Optional) Please provide additional information:

On the Board of Directors, there is just one woman among eight members. All the members of this Board have executive responsibilities.

G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

| | | | |
|----------------------|----------------------------------|--|-----------------------|
| | Known | Percentage of women (%) (Please input a whole number e.g., 50% = 50) | Unknown |
| Managerial positions | <input checked="" type="radio"/> | <input type="text" value="27"/> | <input type="radio"/> |

G10A. (Optional) Please provide additional information:

This percentage has been calculated considering the total number of women from categories Group 1 and 2 across all companies within the group.

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) 

| | Women | Men | Other (e.g., non-binary) | Not applicable (e.g., the company does not have this position) | Choose not to disclose |
|---|-------------------------------------|-------------------------------------|--------------------------|--|--------------------------|
| Chief Executive Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Financial Officer | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Procurement Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Technology Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Marketing Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Operations Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Sustainability Officer | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Legal Officer/General Counsel | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chief Human Resources Officer | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (Please provide additional information) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

G11A. (Optional) Please provide additional information:

Some of the above positions are occupied by Directors (which are members of the Board of Directors) while others are occupied by Managers (second level at the company's hierarchy). Chief Executive Officer - >CEO/Director Chief Financial Officer - >Director Chief Procurement Officer - >Manager Chief Technology Officer - >Director Chief Marketing Officer - >Director Chief Operations Officer - >Director Chief Sustainability Officer - >Manager Chief Legal Officer / General Counsel - >Manager Chief Human Resources Officer - >Director

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

- ☐ National/local regulation on sustainability
- ☐ Security exchange regulations
- ☒ **Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)**
- ☐ Global Reporting Initiative (GRI)
- ☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- ☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- ☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- ☐ Task Force on Climate-related Financial Disclosures (TCFD)
- ☐ Carbon Disclosure Project (CDP)
- ☐ Science Based Targets initiative (SBTi)
- ☐ Other voluntary frameworks (Please provide additional information)
- ☐ No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

As part of its legal obligations, DOGA has been preparing the Non-Financial Report since 2021, following the enforcement of the EU Directive 2014/95/EU (NFRD) in Spain, which was transposed into Spanish law through Law 11/2018. The NFRD of DOGA can be found published at their web site.

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) [i](#)

☒ **Yes**

☐ No

G13A. (Optional) Please provide additional information:

G13A. Yes (Please provide additional information):

Most of the information collected in this questionnaire has been extracted from the NFRD report, which has been verified by a third party, Kreston Auditores.

Human Rights and Labour

[Click for additional guidance](#)

NOTE: Regardless of whether the following labour rights and gender topics are marked as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions:

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in employment and occupation
- A safe and healthy working environment
- Gender equality and women's rights

For all other human rights topics listed in question HR/L1, additional details will only be required if they are selected as material in question HR/L1.1.

HR/LI. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) 

- ☒ **Freedom of association and the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination in respect of employment and occupation**
- ☒ **Safe and healthy working environment**
- ☒ **Wages**
- ☒ **Working hours**
- ☒ **Gender equality and women's rights**
- ☒ **Freedom of expression**
- ☒ **Digital security and privacy**
- ☐ Product and service end-user rights
- ☐ Security arrangements
- ☒ **Right to clean and healthy environment: pollution, water, air, and land**
- ☐ Land rights and rights of Indigenous Peoples
- ☐ Rights of vulnerable groups and minorities
- ☐ Raw material sourcing
- ☐ Other

HR/LIA. (Optional) Please provide additional information:

All these topics are included in the Code of Conduct of the Company.

HR/LI.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

(Select all that apply, maximum six)

- ☐ Freedom of association and the right to collective bargaining
- ☐ Child labour
- ☐ Forced labour
- ☒ **Non-discrimination in respect of employment and occupation**
- ☒ **Safe and healthy working environment**
- ☒ **Wages**
- ☐ Working hours
- ☒ **Gender equality and women's rights**
- ☐ Freedom of expression
- ☒ **Digital security and privacy**
- ☒ **Right to clean and healthy environment: pollution, water, air, and land**

HR/LI.1A. (Optional) Please provide additional information:

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value) 

| | No, and we have no plans to develop a policy | No, but we plan to within the next two years | Yes, included within a broader policy or as a stand-alone policy | Not applicable (Please provide additional information) |
|---|--|--|--|--|
| Freedom of association and the right to collective bargaining | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Child labour | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Forced labour | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Safe and healthy working environment | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Gender equality and women's rights | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Wages | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Digital security and privacy | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)

Freedom of association and the right to collective bargaining

2023

Child labour

2023

Forced labour

2023

Non-discrimination in respect of employment and occupation

2023

Safe and healthy working environment

2016

Gender equality and women's rights

2022

Wages

2023

Digital security and privacy

2023

Right to clean and healthy environment: pollution, water, air, and land

2023

HR/L2A. (Optional) Please provide additional information:

Code of Conduct dates from 2023. Occupational Risk Prevention dates from 2016. Equality Plan from DOGA Spain dates from 2022.

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Doga Code of Conduct ENGLISH.pdf

63.2 KB

application/pdf

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

DOGA SA - PLAN DE IGUALDAD.pdf

9.1 MB

application/pdf

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) 

| | Aligned with international human rights/labour standards | Publicly available | Approved at most senior level of the company | Applied to the company's own operations | Applied to the company's own operations and suppliers |
|---|--|-------------------------------------|--|---|---|
| Freedom of association and the right to collective bargaining | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Safe and healthy working environment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Gender equality and women's rights | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Wages | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Digital security and privacy | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships) | Developed involving human rights/labour expertise from outside the company | Other (Please provide additional information) |
|---|---|--|---|
| Freedom of association and the right to collective bargaining | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Safe and healthy working environment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Gender equality and women's rights | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Wages | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Digital security and privacy | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

HR/L2.1A. (Optional) Please provide additional information:

Code of Conduct, which is available in web site, includes: – Freedom of association and the right to collective bargaining – Child labour – Forced labour – Non-discrimination in respect of employment and occupation – Safe and healthy working environment – Gender equality and women's rights – Digital security and privacy – Right to clean and healthy environment : pollution, water, air and land Other documents: – Equality Plan, accessible in the intranet – Occupational Risks Prevention. accessible in the intranet – Haressment protocols, accessible in the intranet

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) 

- ☒ **Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination**
- ☐ Prohibit any acts of interference in trade unions
- ☐ Facilitate collective bargaining with the trade union representatives
- ☒ **Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations**
- ☒ **Reference the respect for the right of workers to submit grievances without suffering**
- ☐ We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

Both, Code of conduct and collective bargain refere to all these rights.

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 

- ☒ **Yes, by providing more favourable conditions related to wages**
- ☒ **Yes, by providing more favourable conditions related to working hours**
- ☒ **Yes, by providing more favourable conditions related to health coverage and/or sick leave**
- ☐ Yes, by providing additional rights not otherwise provided (Please provide additional information)
- ☐ There is (are) no existing collective bargaining agreement(s)
- ☐ No

HR/L2.3A. (Optional) Please provide additional information:

We are referring to teh Collective Bargain at DOGA, S.A. (Spain). This collective bargain also includes more social benefits as well as other Paid Time Off (PTO).

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) 

| | No engagement on this topic | To better understand the risks/impacts in question | To discuss potential ways to prevent or mitigate the risks/impacts in question | To agree on a way to prevent/mitigate the risks/impacts in question | To assess progress in preventing/mitigating the risks/impacts in question |
|---|-------------------------------------|--|--|---|---|
| Freedom of association and the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Safe and healthy working environment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Gender equality and women's rights | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Wages | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Digital security and privacy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

To collaborate in the prevention/
mitigation of the risks/ impacts in
question

| | |
|---|-------------------------------------|
| Freedom of association and the right to collective bargaining | <input checked="" type="checkbox"/> |
| Child labour | <input type="checkbox"/> |
| Forced labour | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input checked="" type="checkbox"/> |
| Safe and healthy working environment | <input checked="" type="checkbox"/> |
| Gender equality and women's rights | <input checked="" type="checkbox"/> |
| Wages | <input checked="" type="checkbox"/> |
| Digital security and privacy | <input checked="" type="checkbox"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input checked="" type="checkbox"/> |

HR/L3A. (Optional) Please provide additional information:

We consider that the risk of Child Labour and Force Labour is extremely low that it is why there is no engagement of these topics. However, for the other topics, we are developing strategies in order to progres in the Risk Management.

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) 

| | No action within reporting period | Provided internal training/ capacity building for the direct workforce | Built capacity among relevant business relationships (e.g., suppliers, consumers, communities) | Conducted an audit process and/or corrective action plan | Collective action with peers or other stakeholders to address the issue |
|---|-------------------------------------|--|--|--|---|
| Freedom of association and the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Child labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Safe and healthy working environment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Gender equality and women's rights | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Wages | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Digital security and privacy | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Collaborated with governmental or regulatory bodies | Other (Please provide additional information) |
|--|---|--|
| · Freedom of association and the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> |
| · Child labour | <input type="checkbox"/> | <input type="checkbox"/> |
| · Forced labour | <input type="checkbox"/> | <input type="checkbox"/> |
| · Non-discrimination in respect of employment and occupation | <input type="checkbox"/> | <input type="checkbox"/> |
| · Safe and healthy working environment | <input type="checkbox"/> | <input type="checkbox"/> |
| · Gender equality and women's rights | <input type="checkbox"/> | <input type="checkbox"/> |
| · Wages | <input type="checkbox"/> | <input type="checkbox"/> |
| · Digital security and privacy | <input type="checkbox"/> | <input type="checkbox"/> |
| · Right to clean and healthy environment: pollution, water, air, and land | <input type="checkbox"/> | <input type="checkbox"/> |

HR/L4A. (Optional) Please provide additional information:

We consider that the risk of Child Labour and Force Labour is extremely low that it is why there is no engagement of these topics.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) 

| | No monitoring of progress | Review topics on an ad hoc basis | Set annual targets/ goals, track progress over time (internal programmes only) | Set annual targets/ goals, track progress over time (internal and external programmes) | Other (Please provide additional information) |
|---|---------------------------|----------------------------------|--|--|---|
| Freedom of association and the right to collective bargaining | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Safe and healthy working environment | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gender equality and women's rights | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

HR/L4.1A. (Optional) Please provide additional information:

For Freedom of association and the right to collective bargaining as well as Non-discrimination in respect of employment and occupation- > -> Review of topics on an ad hoc basis. Safe and healthy working environment- > Several indicators with their targets to track the progress. Gender equality and women's rights- > We monitorized some indicators such as Gender Pay Gap.

HR/L4.1.1. (Optional) For relevant human rights & labourrights topics for which the company sets timebound goals/targets, what targets has the company set? i

| | |
|--------------------------------------|--|
| Safe and healthy working environment | Accident rate, Severity rate, Incidence rate |
|--------------------------------------|--|

| | |
|------------------------------------|----------------|
| Gender equality and women's rights | Gender pay gap |
|------------------------------------|----------------|

HR/L4.1.1A. (Optional) Please provide additional information:

| |
|--|
| |
|--|

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line) 

| | No adverse impact identified or caused | Yes, adverse impact(s) identified, but no remedy provided/enabled | Yes, adverse impact(s) identified, and remedy provided/enabled | Choose not to disclose |
|---|--|---|--|------------------------|
| Freedom of association and the right to collective bargaining | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Child labour | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forced labour | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Safe and healthy working environment | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gender equality and women's rights | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Wages | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Digital security and privacy | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Right to clean and healthy environment: pollution, water, air, and land | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)

☒ **Known**

☐ Unknown

☐ Choose to not disclose

39

HR/L6A. (Optional) Please provide additional information:

The percentage was determined by using the total count of employees from all the companies within the group. DOGA promotes pay equity in all companies of the Group by complying with the conditions set out in the collective collective bargaining agreements, which are the same for both genders. Therefore, the provided data above is basically due to factors such as the historically low female presence in some areas of the of activity, the composition of the workforce, the different specialisation of jobs and seniority, among others.

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? ⓘ

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

- ☒ **Rate of work-related accidents (Please input a whole number):**

☐ Unknown

☐ Choose to not disclose

4

HR/L7A. (Optional) Please provide additional information:

This figure includes all kind of accidents at DOGA Spain.

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.[i](#)

During 2024, several trainings to the employees have been performed at DOGA Spain:
- Gender Equality training for the entire workforce - Health and Safety training for middle management - The LGBT Anti-Harassment Protocol has been developed and implemented

Environment

[Click for additional guidance](#)

EI. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)i

| | No, and we have no plans to develop a policy | No, but we plan to within the next two years | Yes, included within a broader policy or as a stand-alone policy | Not applicable (Please provide additional information) | Please input the year the relevant environmental policy was last reviewed (|
|--|--|--|--|--|---|
| Climate change | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | 2024 |
| Water | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | 2024 |
| Oceans | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| Nature and biodiversity | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| Air pollution | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | 2024 |
| Energy & resource use | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | 2024 |

| | | | | |
|--|--|--|--|---|
| | No, but we plan to within the next two years | Yes, included within a broader policy or as a stand-alone policy | Not applicable (Please provide additional information) | Please input the year the relevant environmental policy was last reviewed (|
| No, and we have no plans to develop a policy | | | | |

Other environmental topic(s)
(Please provide additional information)

☐
☐
☐
☒

EIA. (Optional) Please provide additional information:

During 2024, the Comprehensive Management System Policy was reviewed and updated, adding new Environmetal topics on it.

EIA. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

English-DOGA-Policy.pdf

0.2 MB

application/pdf

EIA. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line) 

| | Aligned with international environmental standards | Publicly available | Approved at most senior level of the company | Applied to the company's own operations | Applied to the company's own operations and suppliers |
|--|--|-------------------------------------|--|---|---|
| Climate change | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Water | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Energy & resource use | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships) | Developed involving environmental expertise from inside and outside the company | Other (Please provide additional information) |
|--|---|---|---|
| Climate change | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Energy & resource use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

E1.1A. (Optional) Please provide additional information:

Comprehensive Management System Policy is accessible at the intranet as well as at the Web site and has been approved by the CEO of the company.

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) 

| | No engagement on this topic | To better understand the risks/impacts in question | To discuss potential ways to prevent/mitigate the risks/impacts in question | To agree on a way to prevent/mitigate the risks/impacts in question |
|--|-------------------------------------|--|---|---|
| Climate change | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Nature and biodiversity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air pollution | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Energy & resource use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other environmental topic(s) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | To assess progress in preventing/mitigating the risks/impacts in question | To collaborate in the prevention/mitigation of the risks/impacts in question | Other (Please provide additional information) |
|--|---|--|---|
| Climate change | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Nature and biodiversity | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air pollution | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Energy & resource use | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other environmental topic(s) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

E2A. (Optional) Please provide additional information:

DOGA regularly receive surveys from our customers concerning its environmental performance. Additionally, DOGA receives suggestions from employees on how to address certain environmental concerns.

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) 

| | No action within reporting period | Provided internal training/capacity building for the direct workforce | Built capacity among relevant business relationships (e.g. suppliers, consumers, communities) | Conducted an audit process and/or corrective action plan | Collective action with peers or other stakeholders to address the issue |
|--|-------------------------------------|---|---|--|---|
| Climate change | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Water | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Nature and biodiversity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air pollution | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Energy & resource use | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other environmental topic(s) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Collaborated with governmental or regulatory bodies | Other (Please provide additional information) |
|--|---|---|
| Climate change | <input type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input type="checkbox"/> | <input type="checkbox"/> |
| Nature and biodiversity | <input type="checkbox"/> | <input type="checkbox"/> |
| Air pollution | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Energy & resource use | <input type="checkbox"/> | <input type="checkbox"/> |
| Other environmental topic(s) | <input type="checkbox"/> | <input type="checkbox"/> |

E3A. (Optional) Please provide additional information:

Actions taken during this period or previous periods regarding environmental topics are the following: - Climate Action: Audit of the Scope 1 & 2 at DOGA Spain and inscription at MITECO. - Water : reuse the water for irrigation and for the osmosis process in the rubber area - Air pollution : measurements are performed every 5 years - Waste : cooperation with Authorized Waste Management Companies as well as submission of the Annual declaration of industrial waste - Energy & resource use: Energy audits every 4 years

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line) i

| | No monitoring of progress | Review topics on ad hoc basis | Set annual targets/goals, track progress over time (internal programmes only) | Set annual targets/goals, track progress over time (internal and external programmes) | Other (Please provide additional information) |
|--|---------------------------|-------------------------------|---|---|---|
| Climate change | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

E3.1A. (Optional) Please provide additional information:

Climate change threre is an internal plan to reduce the CO2 emissions for the next 5 years, including all subsidiaries of the group. Waste, there are interntal targets to reduce the amount of waste.

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

(Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) 

| | |
|----------------|---|
| Climate change | 60% reduction of the Scope 1 & 2 by 2030 of all DOGA group. |
|----------------|---|

| | |
|--|---|
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | Reduction of plastic waste by 5% at DOGA Italy. |
|--|---|

E3.1.1A. (Optional) Please provide additional information:

| |
|---|
| These targets are included in the Integrated Management System Objectives 2024-2027 of the company. |
|---|

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) 

| | Progress is not tracked | Progress is reviewed against goals annually or more frequently | Progress is reported internally to the most senior level | Progress is reported externally | Other (Please provide additional information) |
|--|--------------------------|--|--|-------------------------------------|---|
| Climate change | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

E3.1.2A. (Optional) Please provide additional information:

Progress of all these topics are communicated internally, not only to the most senior level, but also to all the employees in order to get acknowledge and awareness of them.

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) i

| | No adverse impact identified or caused | Yes, adverse impact(s) identified, but no remedy provided/enabled | Yes, adverse impact(s) identified, and remedy provided/enabled | Choose not to disclose |
|--|--|---|--|------------------------|
| Climate change | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Water | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Oceans | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Nature and biodiversity | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Air pollution | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Energy & resource use | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other environmental topic(s) | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?


(Text box with option for "No targets set") 

| | Known | Baseline year (YYYY) | Target year (YYYY) | No targets set |
|---|----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Scope 1 targets validated by a third-party | <input checked="" type="radio"/> | <input type="text" value="2023"/> | <input type="text" value="2030"/> | <input type="radio"/> |
| Scope 2 targets (market-based) validated by a third-party | <input checked="" type="radio"/> | <input type="text" value="2023"/> | <input type="text" value="2030"/> | <input type="radio"/> |
| Scope 2 targets (location-based) validated by a third-party | <input checked="" type="radio"/> | <input type="text" value="2023"/> | <input type="text" value="2030"/> | <input type="radio"/> |
| Scope 3 targets validated by a third-party | <input type="radio"/> | <input type="text"/> | <input type="text"/> | <input checked="" type="radio"/> |
| Set targets are not validated by a third-party | <input type="radio"/> | <input type="text"/> | <input type="text"/> | <input checked="" type="radio"/> |

E5A. (Optional) Please provide additional information:

Doga has defined internal targets for both Scope 1 and 2 (60% reduction for both) but these targets have not been validated by a third party. Regarding Scope 3, no targets have been established yet.

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

| | Known | Measured Total Emissions (tCO2e) | We did not measure our gross emissions |
|------------------------------------|----------------------------------|-----------------------------------|--|
| Scope 1 emissions | <input checked="" type="radio"/> | <input type="text" value="1323"/> | <input type="radio"/> |
| Scope 2 (market-based) emissions | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> |
| Scope 2 (location-based) emissions | <input checked="" type="radio"/> | <input type="text" value="2177"/> | <input type="radio"/> |

E5.1A. (Optional) Please provide additional information:

Scope 1 emissions include all companies of Doga Group. Scope 2 emissions at DOGA Spain is 0, since Renewable Energy is used at all facilities. Scope 2 emissions at other companies out of Spain are according location-based emissions.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

| | Known | Measured total emissions (tCO2e) | Yes, partially measured | We did not measure Scope 3 emissions (Please provide additional information) |
|-------------------|----------------------------------|------------------------------------|-------------------------|--|
| Scope 3 emissions | <input checked="" type="radio"/> | <input type="text" value="16561"/> | <input type="radio"/> | <input type="radio"/> |

E6A. (Optional) Please provide additional information:

DOGA performs a measurement of the Scope 3 of all companies of DOGA Group. This measurement includes some categories.

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) 

☒ **Purchased goods and services**

☐ Capital goods

☒ **Fuel- and energy-related activities**

☒ **Upstream transportation and distribution**

☒ **Waste generated in operations**

☒ **Business travel**

☒ **Employee commuting**

☐ Upstream leased assets

☐ Downstream transportation and distribution

☐ Processing of sold products

☐ Use of sold products

☐ End-of-life treatment of sold products

☐ Downstream leased assets

☐ Franchises

☐ Investments

☐ Other - upstream

☐ Other - downstream

E6.1A. (Optional) Please provide additional information:

The calculation of Scope 3 emissions in 2024 represents an initial estimate of this metric. In the coming years, a more precise and accurate calculation will be essential to implement measures that reduce the Carbon Footprint.

E7. Does the company have a climate adaptation plan?

(Select all that apply) 

- ☐ Yes, and it includes physical risk assessments
- ☐ Yes, and it includes a physical climate risk scenario analysis
- ☒ **Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate**
- ☐ No, but we plan to within the next two years
- ☐ No

E7A. (Optional) Please provide additional information:

DOGA has an internal procedure to analyse the risk related with their operations. In the case of Climate Change, these risks have been analysed in the S5, S6, G4.2 & G11.

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) 

☒ **Yes**

☐ No

E8A. Please provide additional information:

During 2024, at DOGA Spain, it was performed the acquisition of vehicles with lower consumption of fossil fuel (hybrid or electric).

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply) 

- ☐ Yes, we have increased direct/indirect investment in renewable energy
- ☐ Yes, we have increased direct/indirect investment in nuclear energy
- ☐ Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
- ☐ Yes, we have increased direct/indirect investment in other low-carbon technologies
- ☒ **No change – direct/indirect investment in low-carbon technologies remained the same**
- ☐ No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:

In 2024, no investment related to low-carbon technologies was performed but there was a change in the contracted of energy at DOGA Italy and now it is renewable.

E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) **i**

☒ **Climate change**

☐ Oceans

☒ **Energy & resource use**

☒ **Water**

☒ **Nature and biodiversity**

☒ **Air pollution**


☒ **Waste**

☐ None of the topics have been identified as material by the company

E10A. (Optional) Please provide additional information:

All these topics are analysed in the process of risks : S5, S6, G4.2 & G11

E11. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

| | Known | Unknown |
|---|----------------------------------|-----------------------|
| Total water withdrawal: | <input type="radio"/> | <input type="radio"/> |
| Percentage of water withdrawn in regions with high or extremely high water stress(%): | <input type="radio"/> | <input type="radio"/> |
| Total water consumption: | <input checked="" type="radio"/> | <input type="radio"/> |
| Percentage of water consumed in regions with high or extremely high water stress(%): | <input checked="" type="radio"/> | <input type="radio"/> |

| | Not applicable (Please provide additional information) | Volume of water in megaliters |
|---|--|------------------------------------|
| Total water withdrawal: | <input checked="" type="radio"/> | <input type="text"/> |
| Percentage of water withdrawn in regions with high or extremely high water stress(%): | <input checked="" type="radio"/> | <input type="text"/> |
| Total water consumption: | <input type="radio"/> | <input type="text" value="22394"/> |
| Percentage of water consumed in regions with high or extremely high water stress(%): | <input type="radio"/> | <input type="text" value="36"/> |

E11A. (Optional) Please provide additional information:

The value of water consumption includes all companies of DOGA Group. The regions with high or extremely high water stress are exclusively facilities located in Spain.

E11A. Not applicable (Please provide additional information):

No withdrawal water in any of the facilities of the companies of DOGA Group.

E12. Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains (up to 10).

If you select 'Not applicable' and move to the next page, you will not report on water basin locations.

☒ **Known**

☐ Not Applicable

E12. How many basins would you like to report (up to 10)?

If you would like to alter the number of basins you report on, please return to this page by utilizing the sidebar ≡ menu and clicking on the “Environment – Water Questions (E11–12)” section.

If needed, you can reset ALL water basin selections by utilizing the sidebar ≡ menu and clicking on the “Environment – Water Questions (E12 – Map/Questions)” section. You will then be prompted to re-input your first location on the map.

Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains.

You can indicate the location of your operations/supply chain by typing the city or address into the search bar. Alternatively, you can zoom in on the map and click on the closest approximate location. Please note that geographic data will not be disclosed publicly.



Map data © OpenStreetMap contributors, Microsoft, Facebook, Inc. and its affiliates, Esri Communi... Powered by Esri

Please select a location

The next page will display the basin corresponding with the location you selected.

Please confirm this is the location you intend to report on before clicking the 'next' arrow.

Please wait while we retrieve details about the selected water basin.

The below questions are regarding the location within the following water basin.

Name: Mediterranean Sea (628) (Ebre, Rhône, South Coast France)

Latitude: 41.517603788945

Longitude: 1.8963779980651474

E12. Currently engaging?

☐ Yes

☐ No

E12. Planning to engage within the next two years?

☐ Yes

☐ No

E12A. (Optional) Please provide additional information:

Water reduction targets are included in Integrated Management System Objectives 2024-2027 and it corresponds to the #Objective 13.

You have now reported 1 locations.

If needed, you can reset ALL water basin selections by utilizing the sidebar ☰ menu and clicking on the **"Environment – Water Questions (E12 – Map/Questions)"** section. You will then be prompted to re-input your first location on the map.

E13. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ


| | Known | Unknown | Not applicable (Please provide additional information) | Number |
|----------|-----------------------|-----------------------|---|----------------------|
| Sites | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="text"/> |
| Hectares | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="text"/> |

E13A. (Optional) Please provide additional information:

E13A. Not Applicable (Please provide additional information):

None of DOGA's current sites are located in protected and/or key biodiversity areas.

E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

| | Known | Emissions (t) | Unknown | Not applicable (Please provide additional information) |
|---|----------------------------------|--------------------------------|----------------------------------|---|
| · NOx | <input checked="" type="radio"/> | <input type="text" value="1"/> | <input type="radio"/> | <input type="radio"/> |
| · SOx | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |
| · Volatile Organic Compounds (VOCs) | <input checked="" type="radio"/> | <input type="text" value="4"/> | <input type="radio"/> | <input type="radio"/> |
| · Hazardous air pollutants (HAPs) | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Particulate matter (PM10) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |
| · Persistent organic pollutants (POPs) | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Primary PM2.5 | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Ammonia (NH3) | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Black Carbon (BC) | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Organic Carbon (OC) | <input type="radio"/> | <input type="text"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| · Carbon Monoxide (CO) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |
| · Methane (CH4) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |
| · Other pollutants (Please provide additional information) | <input checked="" type="radio"/> | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |

E14A. (Optional) Please provide additional information:

The current report considers only the emissions from the DOGA Abrera facility. Emissions from other group facilities, such as DOGA Italia and DOGA Nantong, are also present but have not been included in this report. Measurements are performed every 6 years and last measurement were performed at 2023. Below, you can find full information of the measurements: NOx- >1.162,27 kgs SOx- >8,3 kgs VOC's- >3,73 tn PM10- >8,3 kgs CO- >415,1 kgs CH4- >66,42 kgs

E14A. Other pollutants (Please provide additional information):

Emissions considered in this calculation are the Cl2 emissions. Cl2- >32,52 kgs

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) **i**

☒ **Yes, through the implementation of circular and/or reuse initiatives**

☐ Yes, through investment in alternative materials

☒ **Yes, through recycling measures**

☐ No, we are not actively reducing waste

E15A. (Optional) Please provide additional information:

We have implemented several initiatives regarding waste reduction, setting reduction targets for some hazardous waste and increasing recycling at DOGA headquarters in Spain.

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation. i

During the present year and, with the idea to be implemented for next years, the actions taken are the following: - Monitoring of the CO2 emissions and execution of the reduction plan - Monitoring of the water consumption and execution of the reduction plan - Monitoring of waste generation and set plans for the reduction

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) [i](#)

- ☐ No, this is not a current priority
- ☒ **No, but we plan to within the next two years**
- ☐ Yes

AC1A. (Optional) Please provide additional information:

We are developing an anti-bribery and anti-corruption policy, as well as a Compliance program.

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) [i](#)

- ☐ No, and we have no plans to develop any policy/recommendation
- ☒ **No, but we plan to within the next two years**
- ☐ Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide additional information:

We are developing a policy and action protocol to address these issues.

AC3. Does the company engage in collective action against corruption?

(Select one that applies) i

- ☒ **No, this is not a current priority**
- ☐ No, but we plan to in the next two years
- ☐ Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) i

- ☐ Selected employees (Please provide additional information)
- ☐ All employees
- ☐ Third-party suppliers, contractors and/or consultants
- ☒ **No training provided**

AC4A. (Optional) Please provide additional information:

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies)i

☐ Yes

☒ **No**

AC5A. (Optional) Please provide additional information:

No incidents regarding this topic.

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.i

We are developing an Anti-Corruption and Anti-Bribery Policy, as well as an associated operational protocol. Additionally, once finalized, we will provide training to relevant personnel.

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

NAZCA EINF 2024 _inglés.pdf

14.5 MB

application/pdf

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

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