

1. Occupational health and safety

In compliance with Law 31/1995 and subsequent updates, all organizations located within the Spanish national territory must establish and implement an occupational risk prevention system in order to monitor the health of workers and manage their safety in the workplace.

The **Andreu World** Group has defined this system with the help of external prevention services (SPA). Performance monitoring data for the latest periods (2023, 2022, 2021 and 2020) are available for Andreu World, Andreu World Desing, Andreu Est, Andreu Nort y Andreu Tops. It should be noted that the ANDREU WORLD DESIGN organization has been newly included in this report for the 2022 period.

All centers have defined a health and safety scorecard for workers (except Andreu Est, which has its own Accident Report) to measure, monitor and analyze the results that are obtained.

The overall results for the **2023** period are presented below:

Centre	Occupational Accident with sick leave	Occupational Illness with sick leave
Andreu World	0	0
Andreu World Design	0	0
Andreu Est	4	1
Andreu Tops	2	0
Total	6	1

The overall results for the **2022** period are presented below:

Centre	Occupational Accident with sick leave	Occupational Illness with sick leave
Andreu World	0	0
Andreu World Design	0	0
Andreu Est	1	0
Andreu Nort	2	1
Andreu Tops	0	0
Total	3	0

The overall results for the **2021** period are presented below:

Centre	Occupational Accident with sick leave	Occupational Illness with sick leave
Andreu World	1	0
Anndreu Est	1	0
Andreu Nort	1	0
Andreu Tops	0	0
Total	3	0

The overall results for the **2020** period are presented below:

Centre	Occupational Accident with sick leave	Occupational Illness with sick leave
Andreu World	0	0
Anndreu Est	1	1
Andreu Nort	1	0
Andreu Tops	0	0
Total	2	1

As all the accident reports for the periods 2020, 2021, 2022 and 2023 are available, the results of all the defined occupational health and safety indicators (absenteeism) can be analyzed in these documents.

2. Human and labor rights management

With regard to human and labor rights, the **Andreu World** Group has two documents in which it has included the management's commitment in this area. These documents are the Sustainability Policy (A04), available on the website to all employees and stakeholders, and the Code of Ethics and Conduct (A03), which has been signed by the management, area managers and middle management of the group's organizations.

As for collaborators (suppliers and subcontractors), the Suppliers' Code of Ethics and Conduct (A06) has been established and signed by all of them. In addition, as part of the implementation of social responsibility management, a questionnaire has been established to collect environmental, social and governance information from suppliers.

At present, the **Andreu World** Group complies with the fundamental rights of workers in compliance with state legislation. Likewise, it declares that no children have been hired in any of the organization's centers. All this is declared by the General Manager of the organization (Jesús Llinares) by signing this document.

3. Community outreach and participation

In terms of stakeholder and community engagement, the **Andreu World** Group has focused its efforts on several groups, mainly:

NGO REMAR



We are an INTERNATIONAL CHRISTIAN BENEFICIAL NGO for the help, promotion and development of marginalized people, dedicated for more than 30 years to the fight against injustice, drug addiction, hunger, poor nutrition, misery, disease, underdevelopment, illiteracy, child abuse, lack of education and its causes, abandonment, violence and delinquency... We already work in 70 countries thanks to God's help and the support of thousands of volunteers who dedicate their lives to the service of others. REMAR began its work in Spain in 1982, establishing itself within Spanish society, giving coherent answers to many marginalized groups through its social action programs.

Andreu World has donated furniture to the REMAR foundation, which is present in various countries and whose mission is to help on different fronts such as social action, development cooperation and humanitarian action, awareness raising, support for basic needs and services, humanitarian action and help in the exercise of the rights of women and children.

They also work for the creation of community development projects, integral and sustainable, where housing, food, health, education and training needs are covered, in which we wanted to collaborate with our furniture.

Action taken: **Donation of furniture to the REMAR foundation**, which is present in various countries and whose mission is to help on different fronts such as social action, development cooperation and humanitarian action, awareness raising, support for basic needs and services, humanitarian action and help in the exercise of the rights of women, girls and boys.

Dates: 11/04/2023 - 30/06/2023 - 31/07/2023 - 31/10/2023 - 31/12/2023 - 31/12/2023

Location: Remar Centers and their social cafeterias

Worker participation: Factory, Management and Administration

CERCICA



CERCICA (Cooperative of Education, Rehabilitation and Training for the Inclusion of Cascais) had its genesis in the need to provide education to a part of the population that did not find an answer in Regular Education. In fact, in 1976, the year CERCICA opened, the school-aged population of people with physical disabilities was still practically excluded from school.

From this perspective, a group of parents, technicians and other interested persons committed themselves to create CERCICA, a Social Solidarity Institution, with a complementary character in education and social rehabilitation in relation to the State.

Action carried out: **an auction for the benefit of CERCICA** (<https://www.cercica.pt>) CERCICA was created to respond to the educational needs of a group of children and young people with disabilities and intellectual disabilities and has been growing according to the evolution of their needs, seeking to accompany them in their growth and throughout their life cycle. They are currently developing activities that promote inclusion in the areas of Education, Training and Employment, Occupational Activities, Sports and Recreational Activities, Home and Residential Support.

Dates: 17/02/2024

Location: Cercica Center in Portugal (Cascais)

Employees Involved: Marketing, Administration, Management

HAVEN HOUSE CHILDREN'S HOSPICE



Haven House Children's Hospice cares for critically ill infants and children (up to age 18) by creating a warm and loving environment for them and their families as they go through the most difficult times.

No family should have to face the difficulties of caring for a child with a serious illness alone. Haven House provides 24-hour care at our hospice, surrounded by beautiful grounds and forests, in Woodford Green and through our home and local community outreach services. We provide; day care, overnight stays, end of life care, bereavement support as well as life enriching activities such as sensory play, music therapy and physiotherapy.

We provide care and support where and when our families need us. Palliative care does not mean a child is near the end of life; we are here from the moment a devastating diagnosis is made to help our families have choices, quality of life and make the most of the precious time they have together.

On the other hand, **donations were made to benefit Haven House Children's Hospice** (<https://www.havenhouse.org.uk>) in this case we highlight that "Haven House Children's Hospice" is an organization that takes care of seriously ill babies and children (up to 18 years old) creating a warm and loving environment for them and their families while they go through the most difficult moments. They provide care and support where and when families need it. They provide; day care, overnight stays, end-of-life care, bereavement support, as well as life enriching activities such as sensory play, music therapy and physiotherapy.

Dates: 06/23/2023

Location: Essex (UK)

Employee Involvement: Marketing, Administration, Management

CERVANTES INSTITUTE



Cervantes Institute is the public institution created by Spain in 1991 to universally promote the teaching, study and use of Spanish and to contribute to the dissemination of Hispanic cultures abroad. It operates under the Spanish Ministry of Foreign Affairs, European Union and Cooperation, it collaborates with prestigious national and international institutions, both public and private, to ensure that products and services related to Spanish are governed by quality criteria and to promote the meeting and exchange of Spanish and pan-Hispanic culture with other cultures of the world.

In its activities, Instituto Cervantes focuses on the linguistic and cultural heritage that is common to the countries and peoples of the Spanish-speaking community. It is present in more than 90 cities in 45 countries, through its centers, classrooms and extensions, on all five continents. In addition, it has two offices in Spain, the Madrid headquarters and the Alcalá de Henares headquarters.

Action undertaken: **Tables, armchairs and various seats were donated to be used for priority patronage activities and programs** for the promotion and dissemination of the Spanish language and culture through telematic networks.

Dates: 30/06/2023

Location: Paris (France)

Employee Involvement: Factory, Administration, Management

JOSÉ MARIA HARO FOUNDATION



The José M^a Haro Intra Foundation is a private non-profit entity of Caritas Diocesana de Valencia that pursues training for employment and labor insertion of people who, due to their socioeconomic circumstances or disability, have greater difficulties in accessing the labor market. It also pursues the defense of the environment, contributing to the sustainable use of natural resources. Established in 2004, its purpose is to provide personalized social and labor accompaniment, to offer training for employment that empowers people, to promote the social economy through insertion companies and to promote activities related to the environment.

Action taken: **Donation of different furniture for its training centers** where training is given to the professional families of Commerce and Marketing (courses of auxiliary warehouse activities, forklift operation, trade assistant activities, ...) and to the professional family of Agriculture (courses of florist assistant activities, ...).

Dates: 26/01/2023

Location: Valencia

Employee Involvement: Marketing, Administration, Factory, Management

FUNDACIO DISSENY



The Fundació del Disseny is a private, non-profit and public interest entity for the promotion and development of design, which aims to encourage institutions, industry and companies from different sectors to incorporate design into their strategies.

This entity develops a work of positioning, dissemination, promotion and celebration of design as a legacy of World Design Capital Valencia 2022, and emerged with the vocation of being a space of bringing together the design ecosystem, an entity with the purpose of supporting the culture of knowledge in the creative, economic and social sphere, as well as to emphasize the importance of design as a tool for value creation. A necessary tool to increase the competitiveness of companies and contribute to a better quality of life for citizens.

Action taken: **Andreu World** supports these initiatives because ecodesign not only adds value, but also makes life more sustainable and healthy for people.

Dates: 02/11/2023

Location: Valencia

Employee Involvement: Marketing, Administration, Management

ALINUR FOUNDATION



Mission

We accompany people with intellectual disabilities in their personal growth, promoting responsibility, autonomy, emotional management and self-knowledge through activities, workshops, therapy, family counseling and housing, training and social solutions.

Vision

A future in which people with intellectual disabilities can live a full and free life.

Values

To carry out our mission, we operate under fundamental values that guide all our actions, decisions and relationships. Respecting and defending these values allows us to keep our coherence and our foundational essence intact, so we keep them in mind every day, in every decision we make.

Action taken: **Donation of necessary furniture for its centers** such as education and training, child psychology and psychopedagogy, residential, leisure and psychology centers.

Dates: 28/11/2023

Location: Alicante

Employee Involvement: Marketing, Factory, Administration, Management

PREPARATION OF CHRISTMAS PACKAGES BY OCCUPATIONAL CENTER



Another of the activities of a social nature carried out, in this case, by the various organizations that form part of the **Andreu World** Group, consisted of the purchase of the 2023 Christmas packages from the CENTRO ESPECIAL DE EMPLEO nº206 LA AMISTAD MONTESOL, S.L. (GRUPO LAMONT), located at Calle Villar del Arzobispo, 9. Polígono Industrial Domeño. 46174 Domeño (Valencia). In this way we contribute to employment within a disadvantaged group such as the disabled.

La Amistad-Montesol, with its headquarters in the town of LLíria (Valencia), was created on 18 October 2005, with the aim of integrating people with disabilities into the labor market and socially.

It is legally considered a special employment center, where more than 70% of our staff is made up of people with some type of disability or handicap.

The priority objective of La Amistad-Montesol, taking into account the social reality and the needs of disabled people, is to promote the employment of these people, as an essential step towards their full social integration, thus ensuring an independent and stable future.

For us, occupational safety is one of the basic pillars, which is why we provide our employees with all the necessary material, as well as training in occupational risk prevention, thus avoiding occupational accidents.

Another of the basic pillars in our center is the adaptation of the workplace to our employees; for this reason, we have made every effort to facilitate their tasks by providing them with all the necessary technology so that the effort in the workplace is as minor as possible.

Dates: December of each year

Location: Llíria Valencia

Employee participation: Administration, Management

DESIGN CONTEST



Rossana Orlandi
Designer and gallerist



Inma Bermúdez
Product designer



Luján Cambariere
Journalist and curator



Yves Béhar
Entrepreneur and
product designer



Carmen Baselga
Interior designer

The 22nd **Andreu World** International Design Contest. In collaboration with the World Design Organization (WDO).

Special edition sustainable design

This competition is open to all design students or professionals, regardless of age. In order to participate, a sustainable seat and/or table design must be presented that meets all the specifications set out in the Andreu World product briefing, solving all technical and formal problems in the terms indicated for its mass production.

The history of the chair has a fabulous past, a splendid present and an exciting future, because it has proven to be the piece of furniture with the greatest capacity for reinvention. It is said that designing a chair is one of the most difficult challenges for any professional, and it is true, but nevertheless every year hundreds of new models continue to appear on the market.

We know very well that the good designs of tomorrow have to be created by the designers that are being trained today. That is why every year we promote and organize an International Design Contest in which young people from the five continents participate, thus promoting emerging talent.

Professional competitions are common in other disciplines such as architecture, graphic design and even automotive, in their more restricted versions, but they are rarely open to emerging designers, of which there are more and more. And also better, but nevertheless they have less chance of proving their worth than those of previous generations. This is purely statistical, because schools do not produce designers at the same rate as they produce new entrepreneurs.

It is common in companies to work with recognized and experienced professionals, but let's not forget that they were once young too. That's why we must always leave the door open to newcomers. They have a lot to offer, but they need showcases that make them visible.

The International Design Contest organized by **Andreu World** aims to be one of these showcases. It has been held annually since 2001, which surely makes it one of the longest running in the world, and is unique in its specialty, the design of seats and tables.

The figures accumulated in the editions that have been held to date are spectacular, with tens of thousands of participants from more than a hundred countries. It is a success and we understand what has been crucial for achieving it:

- Working every year to try to do a little better than the previous one.
- Taking care of all the details, from the graphic communication to the awards ceremony.
- Including sustainability not only in this edition of the contest but to have it as a determining factor that allows us to ecodesign in order to achieve circular designs and thus contribute to a better planet.
- And most importantly, always inviting the best jurors, because they are the ones who set the standard and encourage us to continue our efforts so that everyone who wants to can participate and have the opportunity to show their talent to the world.

The World Design Organization (WDO), formerly the International Council of Societies of Industrial Design (ICSID), is an international non-governmental organization founded in 1957 that has special consultative status with the United Nations. WDO advocates industrial design-driven innovation to create a better world, engaging more than 150 member organizations, including Andreu World, in collaborative efforts and conducting programming that includes World Design Talks™, World Design Impact Prize™, World Industrial Design Day™, Interdesign™ and the World Design Capital®, which designated the city of Valencia in 2022. For us it is also a celebration and an opportunity to work together on a special edition of the International Design Contest focused on sustainability.



Dates: second week of December 2023

Location: Valencia

Employee participation: From all areas in its dissemination and attendance of the event.

4. Equal opportunities at andreu world

Andreu World, has been working in recent years to incorporate the principle of equal opportunities between women and men in our Human Resources policy.

Regarding the presence of women and men on the Company's Board of Directors, during the year 2023, as well as on its Management Committee, we can see their composition in the following table.

	Women	Men	From 30 to 50 years	Over 50 years
Board of directors	2	3	2	3
Management committee	0	7	4	3

At present, our workforce for operations in Spain is made up of 390 people, of which 108 are women, an increase of 70.31% compared to 2022, which closed with 63 women in our workforce and 282 are men, a slight decrease of 1.71% compared to the previous year. Regarding their distribution by professional category, gender and age for each of the production and operational centers covered in this report, we see the data in the following tables.

Andreu Est	Women	Men	Less than 30 years old	From 30 to 50 years old	Over 50 years
Middle management	1	11		9	3
Administrative staff	5	10		12	3
Operating staff	37	156	31	103	59
Total (166)	43	177	31	124	65

Andreu Tops	Women	Men	Less than 30 years old	From 30 to 50 years old	Over 50 years
Middle management	2	6		5	3
Administrative staff	3	7	4	6	2
Operating staff	5	53	15	33	8
Total (67)	10	66	19	44	13

Andreu World	Women	Men	Less than 30 years old	From 30 to 50 years old	Over 50 years
Middle management	5	3		5	
Administrative staff	17	6	4	17	6
Operating staff	2	1	1		1
Commercial staff	1	1			2
Total (33)	25	11	5	22	9

Andreu World Design	Women	Men	Less than 30 years old	From 30 to 50 years old	Over 50 years
Middle management	1		1		
Administrative staff	13	14	7	16	4
Operating staff		2		2	
Total (23)	13	17	7	19	4

Andreu Nort Holding	Women	Men	Less than 30 years old	From 30 to 50 years old	Over 50 years
Senior Management	1	2		2	1
Other Management staff		6		3	3
Middle management	4	3		5	2
Administrative staff	13	7	6	12	2
Total (27)	18	18	6	22	8

Our commitment for the coming years in terms of equal opportunities, has led us to develop our first equality plan, to develop according to the requirements established in the Organic Law 3/2007 of March 22, for the effective equality of women and men, which provides the legal framework by which to enforce the right to equal treatment and opportunities between women and men, through the elimination of discrimination against women, and in Royal Decree 6/2019 of March 1.

The Equality Plans of companies, as defined in said Law, are an “ordered set of measures adopted after a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men and eliminating discrimination based on sex in the business environment.

The implementation of this Equality Plan is intended to integrate equality across the board at all levels of the organization, in areas such as access to employment, working conditions, professional promotion and training, working time management, prevention of and action against sexual and gender-based harassment, etc.

With regard to the measures implemented in the company to promote co-responsibility, all **Andreu World** employees are currently entitled to parental leave or leave granted to employees (men and women) for the birth of a child.



Chief Executive Officer
Jesús Linares
31/01/2024