

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 is available for the latest periods (2022, 2021 and 2020) at Andreu World, Andreu Est, Andreu Nort and Andreu Tops. . It should be noted that the ANDREU WORLD DESIGN organization has been newly included in this report for the 2022 period.

A scorecard for employee health and safety has been defined in all the centers (except ANDREU EST, which has its own Accident Report) to measure, monitor and analyze the results obtained.

The overall results for **2022** 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	6	0
Andreu Nort	1	0
Andreu Tops	3	0
Total	10	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
Andreu 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
Andreu Est	1	1
Andreu Nort	1	0
Andreu Tops	0	0
Total	2	1

As all accident reports for the periods 2020, 2021 and 2022 are available, the results of all 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 to all employees and stakeholders on the website, 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 set up 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) through the signing of this document.

3. Community outreach and participation

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

Action name	Description	Dates	Location	Employee participants
NGO REMA	Donation of furniture to the NGO REMAR, which is present in several countries and whose mission it 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.	June, July, November and December 2022	Barcelona	15
SHE BISTRÓ	Furnishing the She Bistró restaurant with the SAIL collection in Barcelona. A space that offers training, employment and community for female survivors of gender-based violence or those with intellectual disabilities.	November 2022	Barcelona	3
DIFFA in honor of Pride Month at Neocon	Auction in which ANDREU WORLD participated with several collections such as SAIL chairs, DADO sofa and RAGLAN occasional tables.	June 2022	Chicago	7
Expo Dubai	To have the best sustainable furniture design and to be able to raise Spain's brand internationally.	January 2022 until March 2022	Dubai	7
Dubai events for equality. Women in design	Promoting the role of women in the quest for sustainability from different approaches in the fields of architecture, design, education and business.	January 2022 until March 2022	Dubai	7

Action name	Description	Dates	Location	Employee participants
Pedaling against childhood cancer. Cadena solidaria.	To raise 10,000 euros for the fight against childhood cancer.	May 2022 until June 2022	Munich Valencia	4
Chairs signed by Philippe Starck for social event auction	Auctions for the benefit of CERCICA to respond to the educational needs of a group of children and young people with physical and/ or intellectual disabilities and has been growing according to the evolution of their needs, seeking to accompany them in their growth and throughout their life stages.	October 2022	Portugal UK	5
Material loan for VWDC2022 at various cultural events and for the benefit of Valencia	Support for Valencia's candidacy as World Design Capital, which became a reality in December 2021.	2022 period	Valencia	23

NGO REMAR



We are an INTERNATIONAL CHRISTIAN PHILANTHROPIC 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 in Spanish society, giving coherent answers to many marginalized groups through its social action programs."minimized as much as possible todo el material necesario, así como la formación en prevención de riesgos laborales, logrando con ello evitar los accidentes laborales.

ANDREU WORLD has donated furniture to the REMAR foundation, which is present in several countries and whose mission it is to assist on various 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 comprehensive and sustainable community development projects, where the needs of housing, food, health, education and training are covered, and for which we wanted to collaborate with our furniture.

SHE BISTRÓ



Andreu World has helped the BLUM foundation <http://blumbuilder.org/> by making it possible to use the Sail collection to furnish the She Bistró restaurant in Barcelona, which offers training, employment and community for women survivors of gender violence or those with intellectual disabilities. onal accidents.

DIFFA in honor of pride month at NeoCon

At the 2022 edition of the Neocon trade fair in Chicago (USA), Interior Design magazine organized the "Design Pride Auction" to benefit DIFFA, an auction in which **Andreu World** participated with several collections such as SAIL chairs, DADO sofa and RAGLAN occasional tables.

DIFFA grants funds to organizations that provide treatment, education and assistance to people affected by HIV/AIDS, homelessness, hunger and mental health problems.

Expo Dubai (furniture donation)

Andreu World launched the project of furnishing the Spanish Pavilion at Expo Dubai in order to have the best sustainable furniture design and to be able to raise Spain's brand internationally.



The Dubai World Expo was held from 1 October 2021 until 31 March 2022 and was titled Connecting Minds, Building the Future.

At this event, Spain had its own Pavilion, managed by Acción Cultural Española (AC/E), the public company responsible for Spain's presence at Universal and International Exhibitions. With a surface area of some 5,800 m², it received some 2.5 million visitors over 172 days. Inside the Spanish Pavilion, designed by the Madrid studio, Amann-Cánovas-Maruri, Andreu World was the company in charge of furnishing the various areas of the site with its designs. In addition to being a global brand manufacturer of designer furniture, we also had a special role in this forest of the future, explaining the production processes of the pieces from **100% FSC®** certified wood. All the products were donated to contribute to the positioning and image of Spain, in important areas such as design and sustainability.

Expo Dubai 2020 (the Expo organizers kept the year 2020 in the name of the Expo) opened its doors almost a year later than planned due to the pandemic caused by Covid-19. The Expo and Pavilion works went ahead, with all the health safety measures in place, to make what was the first global event of collective reflection a reality, after the months of international anxiety caused by this health crisis. A unique opportunity to reflect together on a future more committed to the well-being of all and in better balance with our environment.

The spanish pavilion and its interior design

Andreu World contributed to the project by furnishing with seating and tables the common areas of the two floors of the building, which included gastronomic spaces (restaurants, grill & tapas, bars, terraces, chill out zones), access, waiting and lobby areas, as well as various work and office areas (press room, multipurpose room, VIP room).

The Spanish Pavilion, located in the Expo district dedicated to sustainability, was structured to generate a space to showcase the talent, innovation and dynamism of our country, together with the strength of our culture, tradition and quality of life as sustainable elements to maintain for future generations. This proposal was embodied in a spectacular building, which stood out for its iconic strength, its circular economy criteria and a design based on the idea of total recycling of its materials.

For the furnishings, seats and tables were selected that were developed from sustainable, resistant, durable and environmentally friendly materials, manufactured – as one of the main raw materials – with 100% sustainable wood, from reforested forests, with FSC® certification and complying with the Chain of Custody criteria, from the tree to the final product. Within this building, Andreu World's furniture was used in the various spaces and common areas with different types of furniture, including seats, sofas, armchairs and modular systems (small seating) for corporate spaces and common areas; sofas, lounge chairs and modular systems for waiting areas or lobbies, as well as meeting and side tables. All the furniture has been created by internationally renowned architects and designers such as Patricia Urquiola, Jasper Morrison, Alfredo Häberli, Benjamin Hubert, PearsonLLoyd, Piergiorgio Cazzaniga and Lievore Altherr Molina.





Eventos Dubai para la igualdad



Coinciding with the Health and Wellness Week at Expo 2020 Dubai, **Andreu World** – Spanish manufacturer of sustainable furniture – and the Spanish Pavilion organized the round table **“Women and Sustainability. Perspectives from Architecture, Design, Education and the Corporate World”**.

The round table focused on the role of women in the challenge of sustainability from different approaches in the fields of architecture, design, education and business. On this occasion, **Andreu World** brought together some international voices, through which the main issues related to gender, identity, sustainability, design and craftsmanship and artisanal heritage could be analyzed.

On the panel were **Patricia Urquiola**, one of the most important designers of our time whose reflection has been translated into a body of work that wants to contribute to our having a better world; **Dina Storey**, Sustainability Director of Expo2020, which aspired to be one of the most sustainable Universal Expos in history; **Lorena del Río**, project manager at SEGIPSA and specialist in Urbanism, Planning and Environment; **Juan Roldán**, professor at the American University of Sharjah College in Architecture, Art, and Design, working on various educational projects, **Samer Yamani**, design curator. Curator of MENASA – Emirati Design Platform. Design and Craftsmanship Program at Expo 2020 Dubai and **Jesús Llinares**, CEO of Andreu World, a company in the furniture sector whose challenge is to be in the circular economy by 2025. The talk was moderated by **Lena Marcuccilli** (content director of Love that Design).



Pedaling against childhood cancer. CADENA SOLIDARIA. From Munich to Valencia: German Heiko Galmbencher cycles 1,700 kilometers in six days and raises 10,000 euros for research into the disease



Six days, 1,700 kilometers and a bicycle were the three ingredients making up the fundraising campaign against childhood cancer initiated by German sales representative of **Andreu World**, Heiko Galmbencher. His goal was clear and ambitious: to raise 10,000 euros for the fight against childhood cancer.

Supported by the German Foundation Against Childhood Cancer and the Spanish Association Against Cancer Valencia, the cyclist began his journey in Munich, where the starting signal was given on 26 May. He crossed Germany, Switzerland, France and Spain and, on 1 June, he reached his goal: Valencia.

To lighten up this long journey, Heiko Galmbencher divided his trip into seven stages. He passed through Schaffhausen (Austria), Geneva (Switzerland), Pierralatte (France), Montpellier (France), Barcelona, Castellón de la Plana and, finally, the town hall square of the capital of the Túría, where he was received and welcomed by the members of the association against cancer, the mayor of Valencia Joan Ribó, the councilman of Health and Consumption, Emiliano García, of Sustainable Mobility, Giuseppe Grezzi, and of Commerce, Carlos Galiana.

Thanks to his effort and eagerness to contribute to the fight against cancer, the commercial delegate managed to cover an average of 250 kilometers each day and, in the final sprint from Castellón de la Plana to Valencia, 100 kilometers. However, it is not the first time that the German has organized and participated in charity activities, where, along with his bicycle, he has managed to raise significant sums of money.

The death of his mother and his best friend due to cancer a decade ago prompted Heiko Galmbencher to become active in this type of action. Since then, the sales representative has maintained a close, active and regular relationship in the fight against cancer, which he fights by cycling.

Insatiable, this year he decided to take on a new challenge, "Let's go for the 10,000 euros", were his words before starting the ride. And that same phrase, resonating in his head, was the one that drove him to pedal for six consecutive days in which his scenery changed incessantly, he crossed borders and subtracted kilometers from his route.

He managed to achieve his goal, reaching the city of Valencia and raising a large sum of money that, in the same way as in previous activities, will be used to finance some projects of the German Foundation against Childhood Cancer.

This charitable organization, with which Heiko Galmbencher maintains a long and close relationship, works to ensure maximum opportunities for diagnosis, treatment and cure for all children through safe treatments that reduce the long-term consequences and to promote and finance patient-oriented research projects. The designer furniture manufacturer ANDREU WORLD has been involved in this initiative and the company has collaborated in the dissemination and communication of the solidarity campaign through its communication channels and social media networks.

Chairs signed by Philippe Starck for social event auction

With the Adela Rex models signed by Philippe Starck, two auctions were planned for the benefit of CERCICA (in the period 2022) and HAVENHOUSE (in the period 2023).

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 stages.

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.



Material lending for VWDC2022 in various cultural events and for the benefit of Valencia

Andreu World has from the beginning supported Valencia's candidacy as Design Capital, which became a reality in December 2021. Since then, it has supported cultural events such as the lecture by Paola Antonelli, a leading Italian design and architecture curator. She is recognized worldwide for her work at the Museum of Modern Art (MoMA) in New York, where she has held the role of Senior Director of Architecture and Design and has led numerous renowned exhibitions. Or the lecture by William McDonough, American architect, designer and thought leader in sustainable development. He is widely known as the founder of the "Cradle to Cradle" institute, which seeks to create products and systems that are beneficial to both humans and the environment throughout their life cycle.

Throughout 2022, **Andreu World** has offered its support with chairs such as Sail, Nuez Lounge Bio, Nuez stools and Connect tables in the celebration of conferences, workshops, lectures and various cultural and human events of the World Design Capital, a title awarded by the World Design Organization (WDO). This designation recognizes the importance of the city as a center of innovation and creativity in the field of design.

Andreu World is a leading company in the furniture industry and has played a prominent role in promoting design and design culture in Valencia and internationally. Its commitment to quality, innovation and sustainability has been an integral part of the company.

During 2022, **Andreu World** actively participated in the events and activities related to Valencia Capital of Design.



Design Contest (New designers)



Rossana Orlandi
Designer and gallerist



Inma Bermúdez
Product designer



Luján Cambariere
Journalist and curator



Yves Béhar
Entrepreneur and
product designer



Carmen Baselga
Interior designer

**Andreu World 21st International Design Contest.
Special edition: Circular Design**

This competition is open to all design students or professionals, regardless of age. To enter the competition, a sustainable seat and/or table design must be presented that meets all the specifications set out in the Andreu World product briefing, resolving its 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 must be created by the designers who are being trained today. That is why we promote and organize an International Design Contest every year 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 the automotive industry, in their more restricted versions, but they are rarely open to emerging designers, of which there are more and more. These designers are 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.

The norm in companies is 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 those showcases. It has been held annually since 2001, which surely makes it one of the longest-running in the world, and it is unique in its specialty, the design of seating 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 the key aspects to achieving it have been.

22 editions since 2001 to 2023

32.858 participants

124 countries

5 continents

117 jury members



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 Board of Directors of the company, during the year 2021, as well as in the Management Committee of the same year, we can see their composition in the following table.

	Women	Men	Between 30 and 50 years	Olther than 50 yeas
Board of directors	2	3	2	3
Management committee	0	6	3	3

At present, our workforce for operations in Spain is composed of 272 people, of which 72 are women and 200 are men. In Terms of their distribution by professional category, gender and age for each of the production and operational centers reported in this report, we see the data in the following tables.

Andreu Nort	Women	Men	Less than 30 years	Between 30 and 50 years	More than 50 years
Senior management		2		1	1
Middle management		1		1	
Administrative staff		1			1
Operating staff	8	13	1	6	14
Total (25)	8	17	1	8	16

Andreu Est	Women	Men	Less than 30 years	Between 30 and 50 years	More than 50 years
Middle management	1	9		5	5
Administrative staff	5	11		10	6
Operating staff	31	109	17	71	52
Total (166)	37	129	17	86	63

Andreu Tops	Women	Men	Less than 30 years	Between 30 and 50 years	More than 50 years
Middle management	1	7		4	4
Administrative staff	5	5	2	8	0
Operating staff	8	41	5	26	18
Total (67)	14	53	7	38	22

Andreu World	Women	Men	Less than 30 years	Between 30 and 50 years	More than 50 years
Middle management		1		1	
Administrative staff	22	1	1	14	8
Operating staff		1			1
Sales staff	2	6	1	6	1
Total (33)	24	9	2	21	10

Andreu World Design	Women	Men	Less than 30 years	Between 30 and 50 years	More than 50 years
Middle management		1		1	
Administrative staff	8	12	9	8	2
Operating staff		2		2	
Total (23)	8	15	9	12	2

We have an equality plan, to be developed according to the requirements established in the Organic Law 3/2007 of 22 March 2007, for the effective equality of women and men, which provides the legal framework for the implementation of 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, 2009.

The Equality Plans of companies, as defined in this Law, are an "ordered set of measures adopted after a diagnosis of the situation, aimed at achieving equality of treatment and opportunities between women and men and eliminating discrimination based on gender 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, management of working hours, 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
20/01/2023