

# vasava

## Sustainability Policy



# Sustainability Policy at *Vasava*

30/09/2024

## *Description*

This policy constitutes the reference framework for Vasava in the integration of sustainable practices into our business model, ensuring that our activities are always carried out in a socially and environmentally responsible manner, respecting Human Rights and promoting sustainable development (the "Sustainability Policy").

The Sustainability Policy applies to our relationships with employees, clients, suppliers, business partners, NGOs, local communities, and society as a whole (the "Stakeholders"), and is binding for all employees, including governing bodies, who must commit to acting within its framework and be guided by its principles.

The principles of this Sustainability Policy are developed in line with the principles set out in the Code of Ethics.

## **Our** *commitment*

Vasava is committed to integrating sustainability into its business model so that all its activities are carried out in a manner that respects people, the environment, and the community in general, based on a commitment to respect Human Rights, the United Nations 2030 Agenda for Sustainable Development, and the UN Global Compact.

Likewise, Vasava commits to creating economic, social, and environmental value and to generating the greatest possible positive impact throughout its entire value chain in pursuit of the global achievement of the Sustainable Development Goals.

In this regard, as a socially responsible company, Vasava assumes its duty to develop and maintain a constant, fluid, and transparent relationship with all Stakeholders with whom it interacts or who are affected by its activity, in order to align its sustainability strategy with their interests, concerns, and expectations.



## Our principles of action at *Vasava*

This Sustainability Policy is based, on the one hand, on compliance with applicable legislation in the countries where Vasava operates in labor, environmental, Human Rights, or any other regulations applicable to our activity, and on the other hand, on compliance with the voluntary sustainability commitments assumed by Vasava.

To implement this Sustainability Policy, Vasava commits to ensuring compliance with the following principles throughout our entire value chain:

- Promote awareness of sustainability across all business areas, as well as consideration of social, environmental, occupational health and safety variables in service development and in the planning and execution of our activities.
- Promote respect for and conservation of the environment in which we operate through actions aimed at reducing the effects of climate change, minimizing the consumption of resources such as water, energy, and materials in our processes, and preserving biodiversity and ecosystems, among others.
- Foster equal opportunities, diversity and inclusion, women's empowerment, continuous training, and professional development. Fight discrimination and harassment, promote fair wages, occupational health and safety, and ensure compliance with Human, Labor, and Children's Rights, as set out in the Code of Ethics.
- Identify potential social and environmental risks derived from our business activity in order to prevent them or, where appropriate, take the necessary measures to minimize or eliminate them.
- Cooperate with initiatives and/or organizations that promote the sustainable development of the planet.
- Maintain active and fluid communication with all Stakeholders and promote their participation in order to understand their concerns and interests and respond appropriately to their needs and expectations.
- Comply with labor, environmental, and Human Rights legislation.
- Reject any form of corruption, fraud, and bribery, as well as combat money laundering and the financing of terrorism, collaborating with the competent authorities.
- Promote a culture based on the values and principles of the Code of Ethics, as well as foster innovation and long-term sustainable development.
- Disseminate this Sustainability Policy among employees and Stakeholders who request it.



## Our principles of action with our main *stakeholders*

### *Employees*

Vasava's relationship with its stakeholders is based on active, fluid, and transparent communication with all of them. Through this ongoing dialogue, we ensure that we understand their concerns and interests in order to respond appropriately to their sustainability-related needs and expectations.

As a result of this dialogue, Vasava assumes the following principles that guide our relationship with our main stakeholders.

asava employees are a key element in advancing the sustainability of our business. Their behavior shall comply with the Code of Ethics.

Vasava guarantees equal access to all benefits offered by the company to all team members, who enjoy the same conditions and rights from the start of their employment relationship. The principles of action are based on:

#### **Human rights**

Creating a working environment where employees' human and labor rights are respected. Ensuring fair and dignified working conditions, prohibiting any form of discrimination, forced or child labor, and ensuring that all employees are treated with respect and equity.

#### **Quality employment and remuneration**

Generating and maintaining quality, stable employment with fair remuneration in a safe and healthy working environment that supports work-life balance. Adjusting salaries annually according to the Consumer Price Index (CPI) and establishing a bonus system based on company profits.

#### **Diversity and inclusion**

Consolidating a culture of respect for people and openness to diversity. Ensuring equal opportunities and non-discrimination based on gender, ethnicity, religion, beliefs, age, or any other circumstance. Promoting diversity and inclusion as fundamental principles of our organizational culture.

#### **Prevention of harassment**

Contributing to a work environment free from harassment and offensive or violent behavior against people's rights and dignity. Having appropriate procedures in place to address and correct issues should they arise. Maintaining a zero-tolerance policy toward harassment and providing confidential channels for reporting incidents.

#### **Health and safety**

Ensuring a safe and healthy work environment for all employees. Implementing programs and policies to prevent injuries and promote workplace well-being, with special attention to ergonomics. Offering periodic ergonomics training courses in collaboration with our mutual insurance provider.

#### **Breastfeeding mothers**

Supporting breastfeeding mothers in their return to work by providing appropriate facilities and flexible time for breastfeeding. Offering private and comfortable spaces where mothers can express milk safely and calmly.



**Remote work**

Encouraging, where possible depending on the role, remote work to improve work-life balance. Facilitating remote work options when feasible, ensuring employees have the necessary tools and support to work effectively from home.

**Training and development**

Attracting and retaining talent by promoting personal and professional training and development. Offering regular training programs, professional development opportunities, and access to educational resources. Fostering an environment of continuous learning and improvement.

**Interns and trainees**

Partnering with educational institutions to offer meaningful work experience, providing financial support for studies and ensuring a fair and equitable environment. Committing to proper guidance, regular performance evaluations, and constructive feedback to support professional development. Promoting opportunities for incorporation into the company for students who demonstrate talent and commitment.

**Ethical best practices**

Promoting and training employees in ethical best practices, anti-corruption and anti-bribery measures, as well as environmental awareness and personal well-being. Conducting regular training to raise awareness of the importance of maintaining a corruption-free environment and promoting sustainability.

**Communication and teamwork**

Encouraging teamwork and promoting open and continuous communication. Maintaining ongoing communication to ensure objectives and productivity are met while providing necessary flexibility.

**Volunteering and social responsibility**

Encouraging participation in sustainability-related volunteering programs, both social and environmental. Promoting awareness initiatives to increase understanding of various social and environmental issues.

**Privacy protection**

Respecting employees' privacy, particularly regarding personal data, in accordance with applicable regulations. Ensuring that personal data management is transparent and complies with all current regulations.

## Clients

Vasava focuses on meeting the needs of our clients, with whom we maintain a strong commitment, preserving their long-term trust and offering services that combine design, quality, and sustainability, based on the following principles:

- Deliver our services in an ethical, transparent, and responsible manner.
- Offer high-quality services that meet our standards and our clients' expectations.
- Promote responsible and sustainable consumption habits by increasing our sustainability knowledge in order to offer services aligned with it.
- Ensure and take the necessary measures to always respect our clients' right to privacy and the protection and proper use of their personal data.
- Prioritize virtual meetings over in-person meetings to reduce the environmental impact of transportation.

## Suppliers

Vasava seeks to ensure ethical and responsible behavior throughout the entire value chain, based on the following principles:

- Respect Human and Labor Rights and mandatory compliance with the Code of Ethics and applicable policies.
- Comply with applicable national and international regulations derived from their activity.
- Promote safe and healthy working environments.
- Implement continuous improvement processes.
- Maintain open and ongoing dialogue.

## Environment

We pursue the following environmental objectives in line with the Sustainable Development Goals:

- Achieve greenhouse gas emission reduction targets by 2030 and climate neutrality by 2050.
- Use renewable and more efficient energy sources.
- Reduce waste through selective collection, recycling, and efficient management, especially hazardous waste, through green points, with the goal of moving toward zero waste.
- Promote environmentally preferable practices and products and share resources with employees on environmental protection and the safe disposal of electronic waste and other hazardous materials.
- Pursue the ambition of reducing pollution to zero, including air, water, and soil pollution, while safeguarding people's health and well-being.
- Protect, conserve, and restore biodiversity.



## *Sustainability* governance bodies

Vasava has established an Ethics Committee, which acts as an internal body responsible for promoting sustainability initiatives and ensuring compliance with the commitments undertaken by Vasava, as well as informing, advising, and making sustainability-related proposals to the Board of Directors. The Ethics Committee will consist of three key representatives from different departments, as sustainability is integrated transversally across all business areas at Vasava.

The Board of Directors of Vasava is ultimately the highest governing body for sustainability matters.

## Approval, entry into force, and *updates*

This Sustainability Policy was approved by the Board of Directors of Vasava on September 27, 2024, and entered into force on that same date.

This policy will be reviewed as necessary to adapt to legal changes, incorporate variations in strategic objectives, or whenever deemed appropriate.

## *Communication* and dissemination

This policy will be available on Vasava's intranet and website, where a contact address will also be provided for submitting questions or inquiries.

