

SUSTAINABILITY PRINCIPLE	ACTIONS	OBJECTIVE	ACTIVITIES	GOALS
Ethics.	Code of ethics.	To have an updated Code of Ethics, known by all the employees and suppliers.	Review and update the Code of Ethics.	Update the Code of Ethics once a year, inform our employees and suppliers, and upload the new version in the web page.
Well-being.	WRAP Commitment.	Have an international certification that reviews health and safety aspects for the employees.	Review WRAP's requirements and evaluate what can be improved prior to the next renewal.	When possible, exceed WRAP's requirements for the aspects listed in section 2.1 of our Sustainability Programme.
	5S Strategy.	Install a culture of efficient organization and cleanliness in the company.	Evaluate the pilot plan carried out in the Maintenance area.	Create a 5S Strategy application model in order to replicate it in different areas.
			Replicate the pilot in two additional areas of the plant.	To have three areas in the plant that are applying 5S and improve the model.
	Employee Health and Safety.	Monitor the health and safety actions implemented in the company.	Produce a report of all health and safety activities in order to present it to the General Management, as well as the Financial and Administrative Management.	Implement 100% of all programmed actions in the Annual Health and Safety Plan.
	Health and Safety training.	Keep the employees updated in health and safety issues.	Produce an annual health and safety training plan.	Implement 100% of the programmed training courses.

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Environmental management.	Hazardous chemical use.	Eliminate the use of hazardous chemicals from our production process.	Substitute the chemical products for which we don't have enough technical information for certified products.	Certify all chemical products and colourants used in the company and replace all elements from the MRSL-ZDHC list.
	Water treatment.	Know and monitor the impact of the consumption of water of our productive process.	Quantify our Hydrological Footprint with an independent evaluating company.	Obtain the recognition of the company's Hydrological Footprint by ANA.
		Reuse the water in our productive process.	Install the new water treatment plant.	Reuse 75% of our water.
	Energy saving.	Reduce the energy consumption.	Change the lighting to a more efficient technology.	That 100% of our lighting in the plant, warehouse and offices be changed to LED.
	Solid waste management.	Reduce single use plastics in our productive and commercial processes.	Retrieve the industrial sewing threads plastic cones for reuse.	Retrieve 50% of the cones.
				Retrieve 70% of the cones.
			Eliminate the single use plastics from our productive and commercial processes.	Eliminate all single use plastic from our productive and commercial processes.

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Environmental management.	Solid waste management.	Minimise the paper consumption of all the areas of the company.	Measure paper consumption of the company.	Know and monitor the current paper consumption of the company.
			Produce a plan to reduce the paper consumption by establishing targets per area.	Reduce the paper consumption of the company according to the targets set in the plan.
			Train the employees on efficient and responsible paper consumption.	Improve paper consumption practices in 100% of the employees.
	Merchandising products.	Buy merchandising products that are recyclable or made with recycled materials, produced by sustainable companies.	Identify and hire suppliers that offer sustainable products for the company's merchandising.	That 100% of our merchandising products are produced in a sustainable manner.
Good neighbour.	Maintain an open communication channel with our neighbours.	Facilitate the communication between the neighbours and the company.	Create an e-mail and a postbox in the company's entrance in order to attend the neighbour's queries and suggestions.	To have 100% of operative communication channels.
			Register all requests, both attended and unattended.	To have 100% of the requests answered, both the attended and the unattended ones (with a clear justification for the latter).

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Good neighbour.	Maintain an open communication channel with our neighbours.	Let the local population know about the actions we have undertaken as part of our Sustainability Programme.	Create an exclusive section in our web page for the Sustainability Programme.	Share 100% of the actions and results associated with the Sustainability Programme in our web page.
	Rational water use workshops.	Train citizens in our area of influence on the responsible use of water.	Produce an annual training plan for the responsible use of water, directed to neighbours and the company's employees.	Identify, prioritise and implement training workshops according to the different beneficiaries.
Solidarity.	Kuskaya.	Monitor the impact we are having through the programmes and projects we contribute with.	Record the number of weavers as well as the number of ordered products per person.	Know the population we work with, improving the productive process and the relationship with the weavers.
	Aldeas Infantiles SOS.		Optimise the recollection of paper that is donated to Aldeas Infantiles.	Weigh and register the donated paper. Increase the recollection points and improve the recollection process in the company.
	Increase our social and cultural impact.	Donate residues that can be transformed and used as material for social or cultural programmes.	Actively search for new recycle and transformation programmes in order to reduce the amount of waste recollected by the EPS.	Establish a formal agreement with a recycling programme
		Support social or cultural programmes.	Formalise the donations system to social or cultural programmes.	Define a donations policy, as well as criteria for the donation allocation.

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Solidarity.	Shared value project.	Spread the good practices related to responsible water use in the textile industry.	Share experience and information regarding new technologies for water consumption with technical and academic institutions, in alignment with mutually agreed programmes.	Formalise agreements with technical and academic institutions in order to receive students.
OTHER ACTIONS				
Report.	Communication of actions, results and impacts of the Sustainability Programme.	Inform and highlight the importance of the actions we are taking in order to contribute to the achievement of our country's sustainability goals.	Design the content for an exclusive Sustainability area in our web page.	Create an exclusive section for the Sustainability Programme in our web page.
			Produce and share an annual report with the Board of Directors, the employees and the local population through the web page of the company.	Produce the 2018 Sustainability Programme annual report.
Certifications.	WRAP Gold Certification.	Maintain the WRAP certification.	Manage the renewal of the certification.	Renew the certification.
	OEKO-TEX Certification.	Maintain the OEKO-TEX certification.	Manage the renewal of the certification.	Renew the certification.
	Certifications in prospect.	Obtain a certification for the responsible use of water.	Prepare the dossier in order to request ANA's Blue Certificate (Sello Azul).	Obtain ANA's Blue Certificate (Sello Azul).
	B Corporation	Obtain an international certification that measures and recognizes the social and environmental impact of the company.	Fill out the B Impact Assessment autoevaluation and complete de certification process in order to be a B Corporation.	Obtain the B Corporation certification.