



Global Compact 2024



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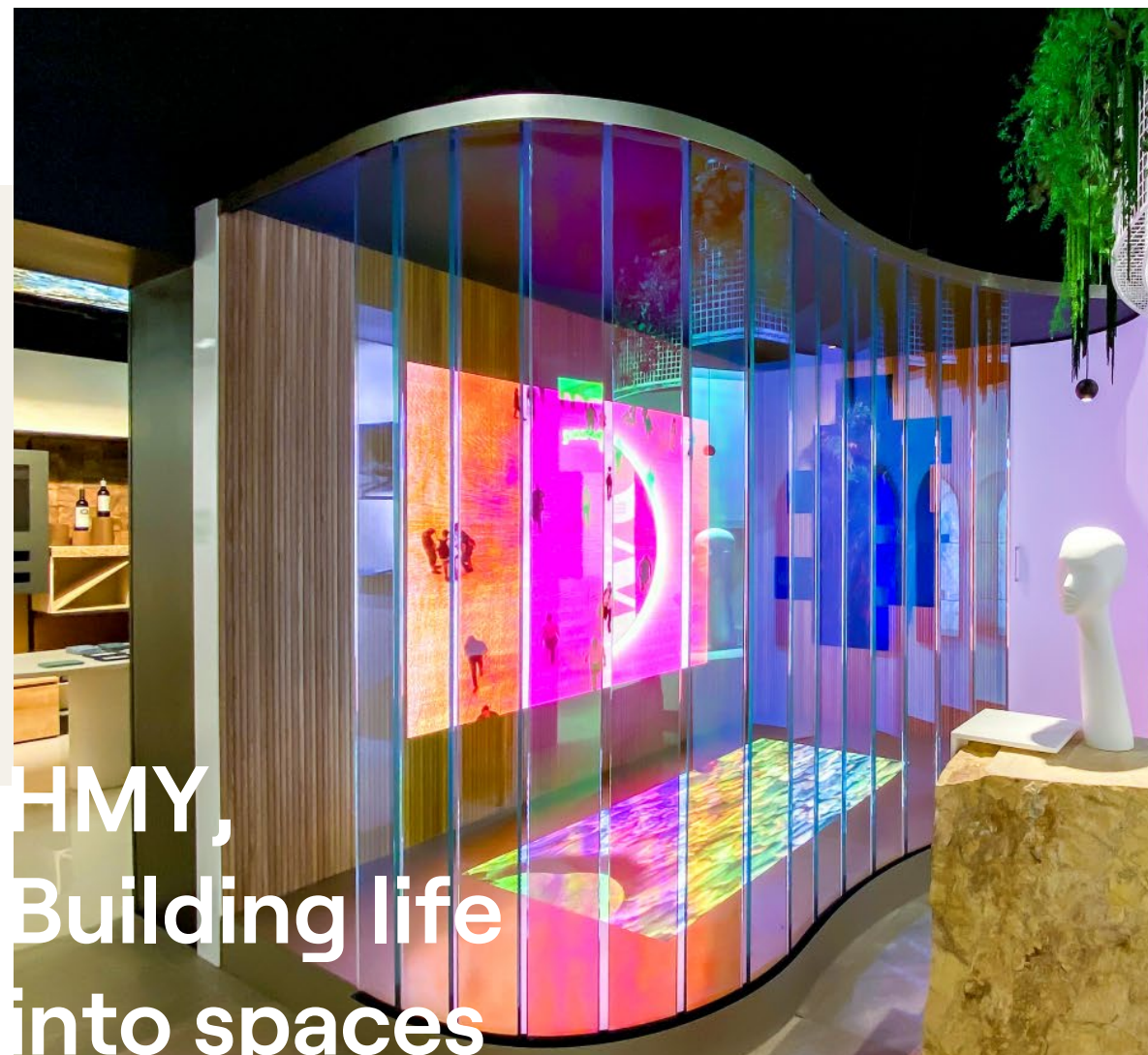
1. HMY

HMY is a leading international company in 361° global services and innovation for retail.

The group, headquartered in France, has over 60 years of experience offering comprehensive solutions in engineering, manufacturing, and assembly of retail furniture, as well as consultancy, design, and architectural services, site and project management, and specialized divisions in new technologies and lighting.

“

Our purpose is to reinvent retail to transform cities and improve the world by creating unique, innovative, and excellent shopping experiences.



**HMY,
Building life
into spaces**

A company with global reach

We are present in over 160 countries and have **8 factories and more than 50 commercial offices worldwide.**

A global structure with reach and deep local knowledge reflected in all our activities. To adapt to each market and its culture, we have headquarters spread across all continents, allowing us to accompany our clients in their international expansion.

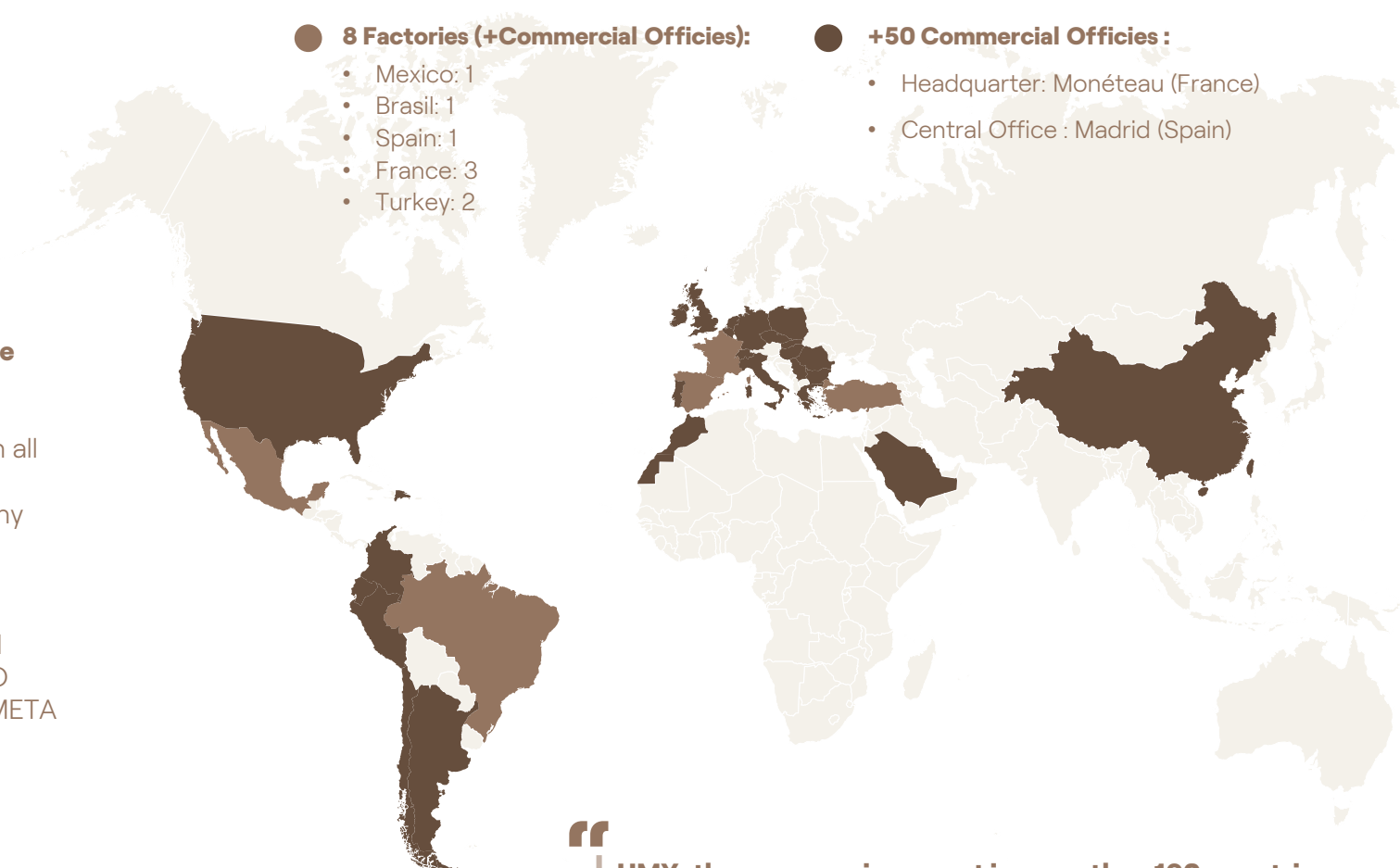
Within this structure, HMY manages 8 production units located in France, Spain, Turkey, Brazil, and Mexico. Our factories are certified according to international standards in quality ISO 9001, safety ISO 45001, environment ISO 14001, in addition to annually surpassing SMETA Social Audits and being part of SEDEX and Ecovadis organizations.

● 8 Factories (+Commercial Offices):

- Mexico: 1
- Brasil: 1
- Spain: 1
- France: 3
- Turkey: 2

● +50 Commercial Offices :

- Headquarter: Monéteau (France)
- Central Office : Madrid (Spain)



”

HMY, the company is present in more than 160 countries and has more than 50 sales offices worldwide.



SMETA **Sedex** **ecovadis**



Turnover
+539M€

Employees
+3.000

Countries covered
+160

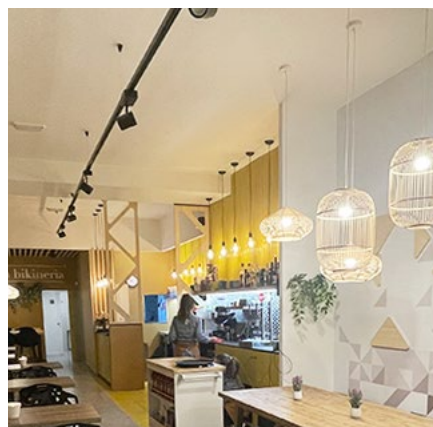
Clients
+34.000

Sales offices
+50

Factories
+8



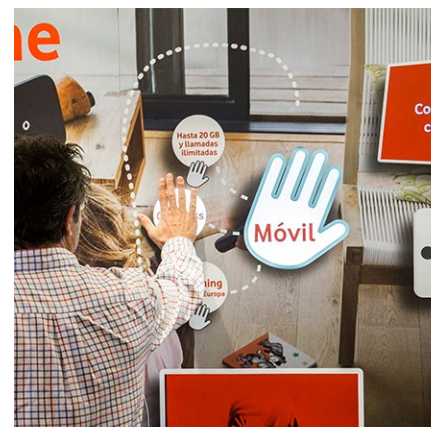
Furniture and
equipment



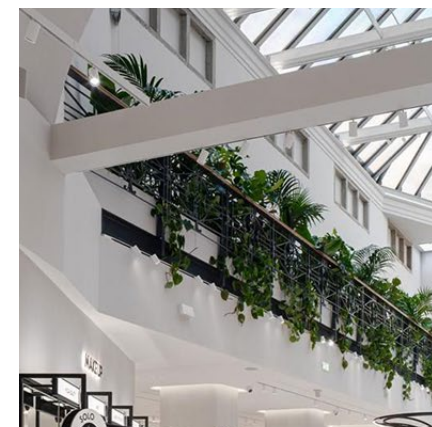
Visual
Communication



Lighting



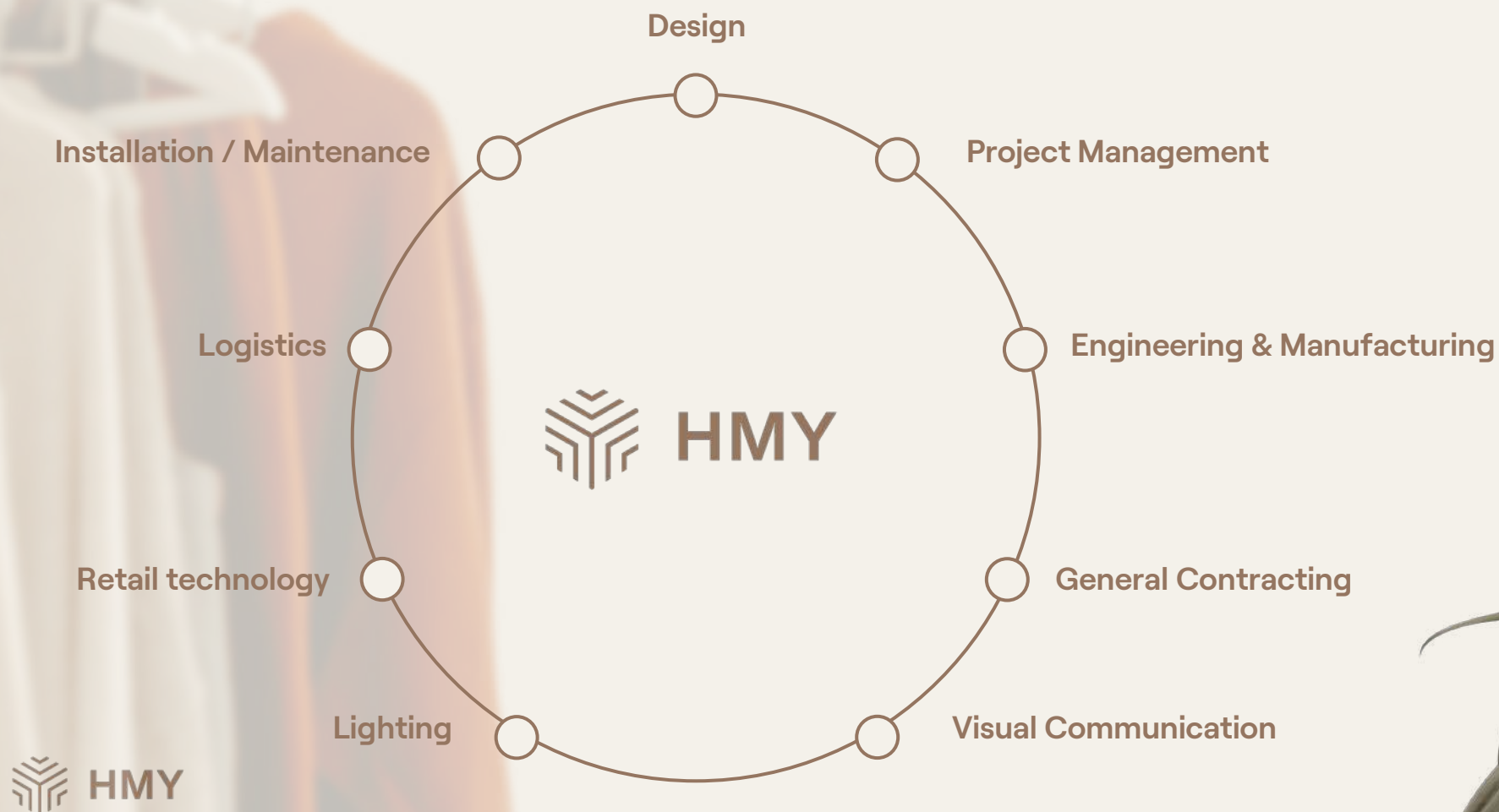
Technology



General
Contracting

361° Offer

We work together to inject the spirit of your brand into spaces.



Our values

We share behaviors and operational principles that inspire our relationships and work in the most positive way.



People first

We care.
Truly.



Promise of Trust

Striving for the highest quality.



Always forward

Driven and motivated by innovation.



From here, to the world

With local hearts and global minds.



Positive Impact

Fully committed to true sustainability.



Our values

At HMY we are absolutely committed to values that identify and distinguish us in any country in the world where we are present and that, as a whole, make up our policy.



1. People First

They are our main asset and we care about their well-being

Our success is based on the team.

We believe in the people who belong to or collaborate with our company and maintain the utmost respect for them.

We promote their continuous training as a means of personal and professional enrichment. We count on people and give them the right to make mistakes as a learning method.

Each member of the HMY team can and should innovate by supporting creative ideas that guarantee the improvement of their work.

We care about the health and well-being of our employees in their workplace as well as the development of a fulfilling family life.

We believe in the value of work, humility, and personal effort as a means to achieve great goals. And we seek to maintain a work climate where everyone can enjoy and have fun working, and where trust prevails so that all members can perform their work without fear.

We want to convey this philosophy to the society around us, also working for equality within it and the integration of people at risk of social exclusion.

We like transparency and fulfilling our commitment: "We do what we say and say what we do."



Our values

At HMY we are absolutely committed to values that identify and distinguish us in any country where we operate and that together form our policy.



2. Fulfilled Promises

We strive to fulfill our value proposition.

Our goal is to guarantee the satisfaction of our clients by understanding their needs as well as those of the consumer.

We commit to accompany our clients from the creation of the concept to the delivery of sales spaces, proposing "the retail of the future" with innovative and sustainable solutions (Eco-Design, Technology, "Conseil," Checkout), and guaranteeing the necessary after-sales service according to the applicable requirements and regulations.

To ensure success, we apply the 3R quality policy "Rigor, Responsibility, and Root Cause," which ensures that the supplied products meet the agreed requirements: designs true to defined characteristics, optimal quality level, and expected resistance, durability, and functionality; in addition to an agreed market price and timeframe.

The 3R quality involves evaluating services, processes, and products in advance and preventively and is essential for all HMY members regardless of their position within the organization.

Throughout the process, we maintain permanent communication with our clients and validate the result of our services with them.



Our values

At HMY we are absolutely committed to values that identify and distinguish us in any country where we operate and that together form our policy.



3. Always at the forefront

Driven and motivated by innovation.

We strive for constant growth and to reinforce our leadership position in a global market.

For us, achieving the maximum satisfaction of our clients, employees, and shareholders is a main objective, and to achieve this we set ambitious goals, working daily to obtain excellent results in all areas of our organization.

We promote continuous improvement that guarantees the excellence of our designs and operations through established processes.

This includes the periodic review of our objectives in terms of occupational health and safety, environment, eco-design, quality, customer service, and efficiency, which are communicated to all workers in the organization and external collaborators.

Also, to ensure the continuity of the HMY Group, we consider it necessary to define a business risk map and update it annually and develop a contingency plan with the corresponding preventive actions



Our values

At HMY we are absolutely committed to values that identify and distinguish us in any country in the world where we are present and that, as a whole, make up our policy.



[Download our values](#)



4. From here to the world

With a local heart and a global mind.

We are aware that trade has no borders, and that is why we have a vocation for global reach that supports us in accompanying our clients in their geographical expansion and seeking new opportunities where it is necessary to ensure a good shopping experience.

To adapt to each market and its culture, we have headquarters spread across all continents, which also allows us to accelerate our international recognition. We are proud of our cultural diversity.

Shared values allow us to maintain the highest ethical commitment in all the countries where we operate, respecting our policy and global commitments.

A unique image under the HMY flag allows us to be recognized worldwide as a team that offers a borderless service. Our harmonized processes allow us to guarantee the same standards of service, quality, safety, and respect for the environment worldwide.

Intense internal communication helps us accelerate continuous improvement by learning from the experiences and best practices of different countries. We promote the international careers of our teams, convinced of the personal and corporate enrichment they entail. Our prestige is based on the people who make up this company, a valuable asset that has made it possible to achieve what we are today: **HMY Group**.



Our values

At HMY we are absolutely committed to values that identify and distinguish us in any country where we operate and that together form our policy.



5. Positive impact

Fully committed to true sustainability.

At HMY we are committed to the 10 principles of the United Nations Global Compact and the 17 SDGs.

Respect for human rights, the fundamental principles of the ILO declaration, and the requirements established in terms of occupational health and safety, quality, and environment applicable to any business activity and its products throughout their life cycle, as well as the promotion of energy saving and efficiency.

We strive to prevent pollution, limit our carbon footprint, and fight waste through a circular economy model.

Promoting the legal trade of wood and good practices in forestry operations.

Developing eco-design for a viable and equitable society and environment.

Acting with responsibility and ethics.

SMARTecoHMY 2025
RESIDUOS > RECURSOS

Our Commitment

06/01/2023

To our stakeholders:

I am pleased to confirm that the HMY Group and all its subsidiaries reaffirm their support for the ten principles of the United Nations Global Compact in the areas of human rights, labor, environment, and anti-corruption.

In this annual communication of our progress, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our main communication channels.

Best regards,

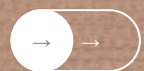
Walter Ceglia

President of HMY



A handwritten signature in dark ink, appearing to read "Walter Ceglia", with a long, sweeping horizontal stroke extending to the right.





2. ESG

ESG

Sustainability at HMY is the balance between three fundamental pillars: We take care of the environment, have a clear goal of reducing our emissions, and generate zero waste in our factories. We focus on governance by conducting risk analysis and certifying our supply chain. And we also take care of people by promoting social criteria and promoting employee equality and safety.



People



Planet



Governance

1998

We integrated sustainability into our DNA.

HMY was a pioneering company in Aragón (Spain) by obtaining ISO 14001 certification, placing itself among the pioneering suppliers in this regard.

This milestone marked the beginning of a long-lasting journey characterized by continuous learning and remarkable achievements.

2024

A step beyond sustainability

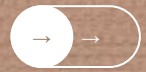
At HMY we want to be the driving force behind the retail transformation of the future, and to do so it is vital to have a positive social impact on people and the environment..

Our goal is to achieve sustainable trade that benefits the planet, commits to society, and is profitable for companies. We differentiate ourselves from the rest by our commitment to value engineering with sustainable objectives.

Starting with ourselves

We promote global goals and specific programs in all environmental, social, and governance (ESG) dimensions.





2.1 Social focus



Social focus



 Campus HMY

ISO 45001
BUREAU VERITAS
Certification



ISO 9001
BUREAU VERITAS
Certification



International
Labour
Organization



**EMPLOYING
100+ WITH
DISABILITIES**

Community participation

Health and safety

Diversity and equality

Product quality

Experience and talent

Consumer and user safety

**HMY Health and
Safety Week**

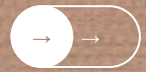
HMY Forest



**HMY 2023
People Club**



**HMY
Experience
& Talent**



2.1.1 Social focus:

Actions and policies related to human rights

Actions and Policies related to human rights

or HMY, respect for human rights, the fundamental principles and rights at work outlined in the ILO declaration, and the requirements established in terms of occupational health and safety, environment, and quality, complying with applicable local legislation, are the principles that govern all our decisions and future actions aimed at generating sustainable development and a positive impact on society.

We structure our Social Responsibility program focused on three basic axes that allow us to execute actions effectively and sustainably:

1. **We take care of our people**
2. **We are more human/ We are involved**



1.

We take care of our people

Focused on the prevention and health care of our employees, it is based on the following axes:

- **Sharing our Lessons Learned with an accessible online library:**
HMY Management System: 230 Lessons Learned 6 Communities in Viva Engage to share best practices in different areas such as IP HS Continuous Improvement and Supply Chain more accessible and faster. More than 1000 active employee entries in these channels where they participate and comment openly and directly.
- **Accident prevention and occupational health campaigns:**
25 campaigns directly related to lost-time accidents, covering all occurred cases and cross-cutting the root cause analyses conducted. To reduce the risk of accidents preventively, we have contracted access to physiotherapy services where we have subsidized a total of 19K€.
- **Promotion of healthy eating habits with healthy breakfasts:**
More than 10k€ in promoting healthy eating habits by providing daily access to fresh fruit. Additionally, we subsidize more than **500K€** of balanced and quality meals for employees (in addition to their salaries).
- **Promotion of mental health for our employees:**
Psychological risk studies in two different business units in Brazil and Turkey with the participation of more than 50 employees. In-person service with a psychologist that has benefited more than 60 workers
- **Sponsorship of sports life.**



Healthy lunches | Sports activities and events | Running club | Vaccination services | Postural coaching | Road safety | Medical center and much more...



At HMY Brazil, we have a social committee that analyzes complaints and seeks to improve employee comfort.

“One of the initiatives implemented in 2023 is the in-person service with a psychologist that has benefited more than 60 workers with 30-minute appointments. In 2024, a monthly assistance cap was established with the possibility of extension according to demand. Quarterly, the psychologist provides reports on the main complaints and organizes talks focused on these topics, promoting active employee participation.”

We continue conducting psychological risk studies in 2023 in Brazil and Turkey with the participation of more than 50 employees.

“

We work for the mental health of our employees

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2.

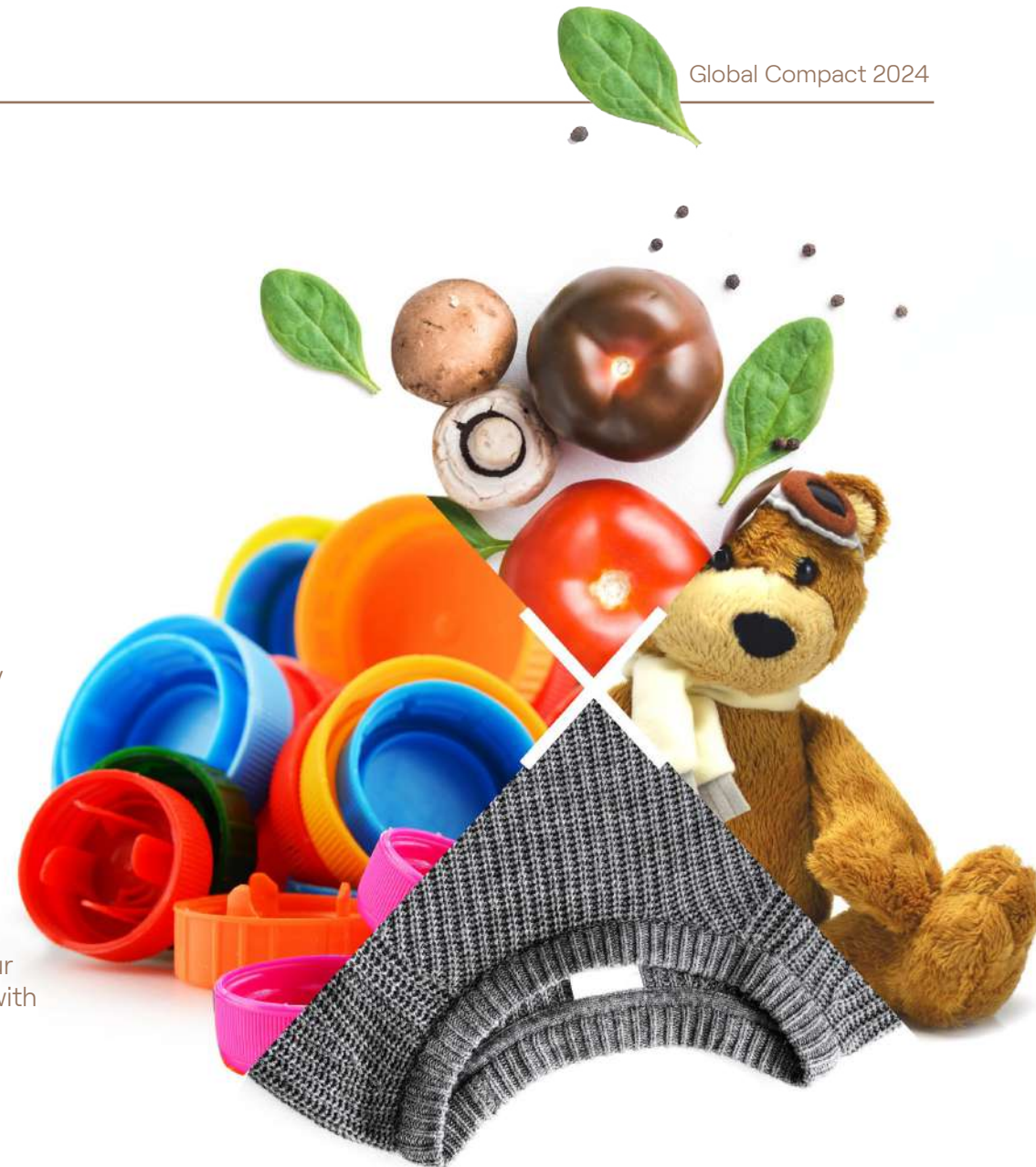
We are more human. We are involved

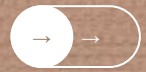
These two axes cover the entire society understood globally as all those external groups we can help in their personal and professional development both locally in our communities and globally through philanthropic relationships.

During the last fiscal year globally, we maintained campaigns to collect toys, plastic caps, clothes, and economic contributions among our workers to help local communities.

In Brazil, we distributed 250 anti-covid kits in regions where there was still a risk of contagion.

We maintain our commitment to hiring people at risk of social exclusion for any reason, directly managing 81 people, of which 11 are women. Indirectly by subcontracting the management of our most important warehouse located in Cariñena, Spain, which manages a group of +120 people with "different abilities."





2.1.2 Social focus:

Labor policy

Employee-Company Relations

HMY guarantees the labor rights of all its workers through social dialogue and our Responsible Purchasing Policy.

We support family reconciliation with a ± 30 -minute flexible schedule.

We use the Endalia system to evaluate competencies and results; in 2023, we closed 820 evaluations and 244 are in progress, 20% more than in 2022.

We offer communication channels such as **People Club** for sports activities and the **HMY People App** for access to employment information

"Taking care of you" promotes healthy habits for employees.

In our continuous search for talent,
we innovate to find the right
position for each person.

>> [Watch video](#)



**We believe in quality and stable employment,
with 98.2% of the workforce on permanent
contracts at the end of 2023.**

Occupational Health and Safety

To ensure legal compliance, our plants are certified with ISO45001 and ISO9001 standards. In recent years, we have successfully passed SMETA audits in Spain, Turkey, Mexico, and Brazil (ZC406154738) and evaluated by ECOVADIS in France, Spain, Mexico, and Brazil.

We conduct periodic internal audits to promote good practices and prevent unsafe habits. This allows us to detect problems and share lessons learned.

HMY has joined the Luxembourg Declaration committing to promoting occupational health. **In 2023, we reduced lost-time accidents (LTI) by 8%**, except in the Moneteau plant where there was a slight increase. This impacted the severity index which increased by 10% compared to the previous year reaching 0.13 days lost per 1000 hours worked. For Moneteau, we launched a special plan with workshop visits and weekly risk monitoring and corresponding action plan.



Occupational Health and Safety

In general, meetings have been established with workers' committees to jointly address actions that allow us to reduce absenteeism rates in factories offering preventive health and well-being workshops at work, physiotherapy, ergonomics, among other actions. All this has allowed us to reduce the absenteeism rate by 10% at the end of the year, consolidating a value of 43% at the end of the fiscal year. One of the lowest rates achieved by HMY in recent years

Training and Education

Promoting training and accessibility is key to the development of our professionals. With this goal and to increase their flexibility in carrying out and even sharing knowledge with courses conducted by the employees themselves, **HMY launched its own online training platform, HMY Campus, in 2019.**

Thanks to this platform, employees have significantly increased their training hours in tools and subjects necessary for their current functions.

During 2023, online training on campus was extended among employees up to 13,195 hours, which represents an increase of 56% compared to the previous year, but it also led to a slight reduction in face-to-face training as expected but to a much lower percentage than initially estimated with 27,836 hours of training, 6% lower than the previous year.



However, there was a reduction in the group trained by 2,189 people, 0.4% more than the previous year.

In summary, more training has been conducted both online (56%) and globally online + face-to-face (8%) maintaining the number of the trained workforce at 83%.

HMY provides employees with quality training courses and the future challenge is to make access easier to increase the number of people who voluntarily want to train.

These courses are joined by other specific foreign language courses aimed at developing the potential of employees in international relations within and outside HMY as a necessary goal identified within the Global Group value.

Diversity and Equal Opportunities

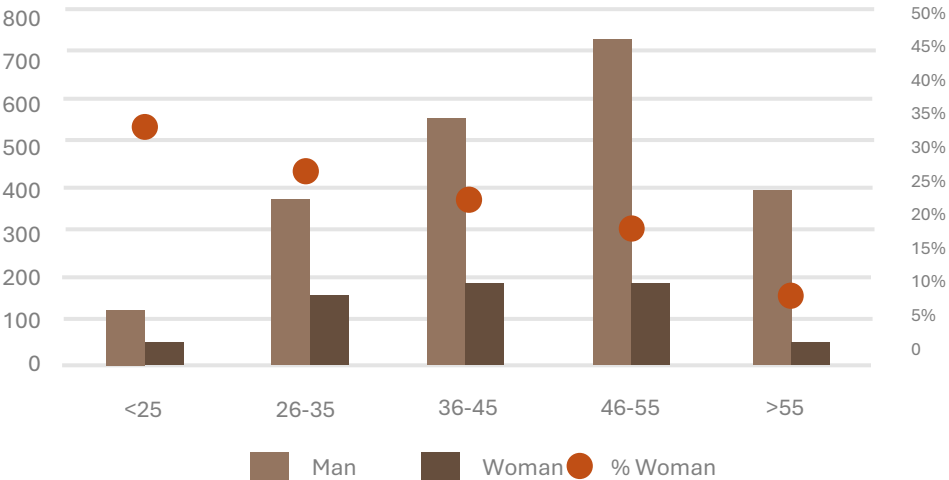


HMY has an Equality Plan and a Company Code that guarantees non-discrimination and respect for diversity in hiring and employee development.

We have increased the percentage of women in the workforce to 19% with 33% among young people and 28% in executive positions. **20% of the top 10 highest-paid are women.**

The percentage of employees with disabilities remains at 3.1% with an increase to 13.4% of women in this group. We collaborate with companies to manage our warehouse in Cariñena, **employing 120 people with disabilities.**

Additionally, we have implemented measures to prevent workplace harassment **with no complaints registered to date.**



Woman engineer

In engineering faculties, **only 30% of enrolled students are women**, highlighting the need to promote gender equality in this field..

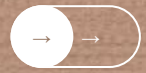
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At HMY, we are proud that approximately 45% of our engineers are women.

We commit to continuing to promote this trend by fostering an inclusive environment and providing more opportunities for the percentage of female engineers to continue growing in our company.

» Watch video





2.2. Environment



Environmental Policy

Results achieved by the end of 2023

→





Environmental Policy

Our commitment is to strive for efficiency throughout the supply chain evolving towards sustainable production based on pollution prevention, carbon footprint reduction, and zero waste generation through a circular economy model.

We promote innovation in products and services to minimize environmental impact under the eco-design approach.

With the **SMART ECO** plan deployed in Spain and Brazil and in expansion, we have achieved significant results towards our 2025 goals.



Objetives	2021	2022	2023
Product made from recycled material or material of controlled origin	24%	26%	31%
Projects based on eco-design principles	16%	22%	20%
Waste in all our factories and manufacturing processes	8,8%	7,4%	7,2%
Customer waste managed by HMY, will be recycled or reused at the end of its life.	6%	12%	16,9%
Product made from our own or our clients' waste	23,70%	26%	31%

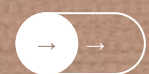


Environmental Policy

Currently, HMY factories are certified to environmental standards according to **ISO 14001** and/or have been audited according to environmental criteria by external organizations (**SMETA**) guaranteeing compliance with environmental requirements.

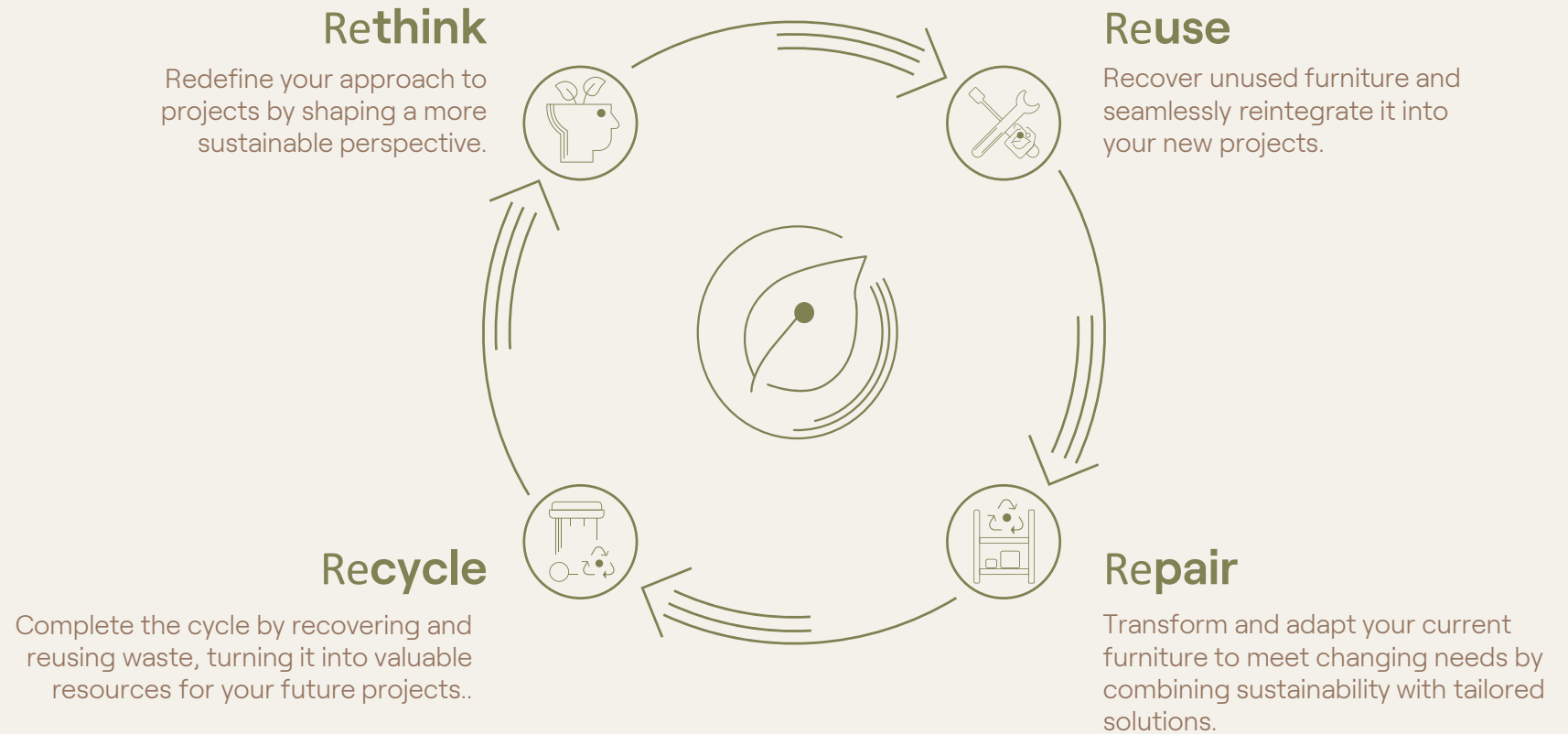
Our sustainable commitment drives us to continuously improve, and as proof of this, we achieve **EMAS III** certification every year at our main manufacturing center located in Cariñena (Spain).

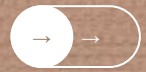




2.2.1 Strategy

Our Strategy





Rethink

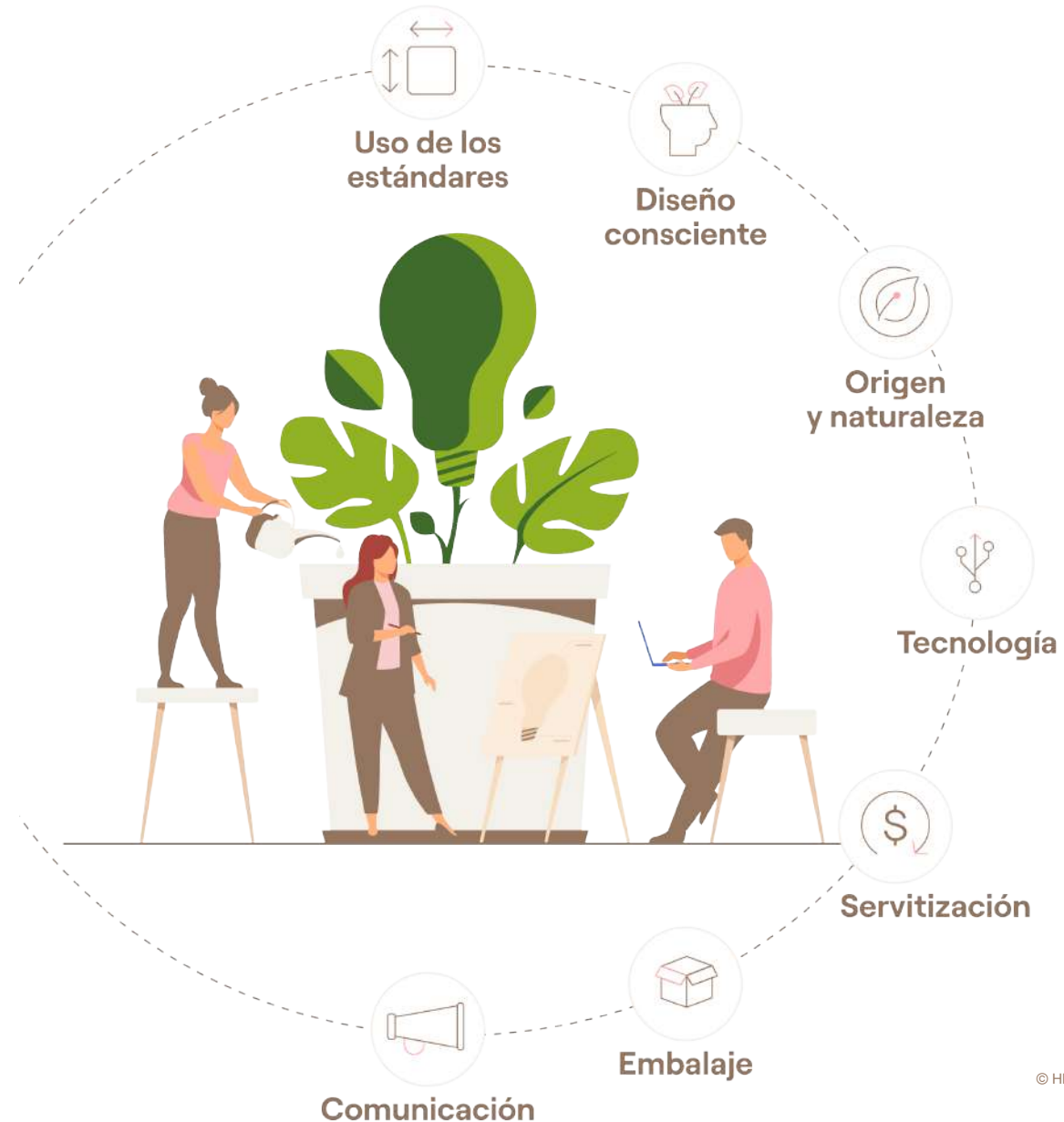
Eco Design

In 2023, we maintained the eco-design sales percentage values globally around 20%.

Additionally, we have developed and launched a tool at the client's service to calculate the environmental impact of any designed product as a product value.

Before certifying our technical offices based on ISO 14006, we worked to be prepared by designing according to our 7 Pillars of Eco-Design.

SMARTecoHMY 2025
RESIDUOS & RECURSOS



Rethink

Sustainability success case

L'ORÉAL



The challenge?

Convincing L'Oréal Paris to consider metal for temporary displays while recognizing the profitability, sustainability, and suitability of cardboard for various shapes and images. Prioritizing long-term profitability vs. short-term

The how?

- We tackled the challenge in 2 areas:
- 1. Creating a robust metal display with adaptable shapes and customizable branding incorporating interchangeable visual elements.
 - 2. Evaluating its financial viability and environmental impact to ensure a sustainable and effective solution for L'Oréal Paris.

Tools

Creality | Collaborative engineering | Zero Waste Factory| LCA Measurement

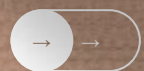
Result Installed since 2019, it has required 0 repairs and has been used for 15 unique temporary campaigns for different brands with distinct visuals



Carbon footprint (kg CO2)			CO2 change
Cardboard 27,90	x15 cardboard campaigns 418,5	Metal + 15 Visuals 231,3	-45%

Trees to offset the current version	
Trees to offset the proposal	

*On average, a tree offsets between 2177 kg and 351 kg of CO2 per year. Our calculations are based on the lowest estimate of 2177 kg.



Reuse

Sustainability success case



Reuse



The challenge? Collect furniture from stores across Spain and store them for reuse in future stores in France.

The how ?

We tackled the challenge in 3 areas:

- 1. Dismantling the fittings in the store and packing them for reuse.
- 2. Inventorying the components according to the client's references.
- 3. Relocating the installations in new stores as per the client's needs.

Tools

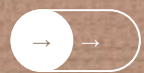
Certified installers| Client inventory management| Lean & Green Logistics
LCA Measurement

Result



Carbon footprint (kg CO2)		CO2 change
Reuse 3.600	New 32.600	-88%
Trees to offset the current version	x1.160	
Trees to offset the proposal	x170	

*On average, a tree offsets between 2177 kg and 351 kg of CO2 per year. Our calculations are based on the lowest estimate of 2177 kg.



Repair

Repair



Sustainability success case



The challenge?

Renovate central clothing racks in H&M stores using existing materials and leveraging client waste by evaluating the economic and environmental impact compared to entirely new products.

The how?

- We tackled the challenge in 4 stages:**
- 1. Collection and segregation of clothing racks distinguishing between reusable and non-reusable items.
 - 2. Disassembly and repainting of steel structures in our factory.
 - 3. Replacing old melamine boards with eco-friendly Re.vita boards made from textile waste.
 - 4. Transport and installation in the store.

Tools

Certified installers | Zero Waste Factory| Lean&Green Logistics | Re.vita Material | LCA Measurement



Result



New tube structure + new wire back panel

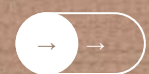


Renovated tubular structure + new Re.vita back panel

Carbon footprint (kg CO2)		CO2 change
Reconditioned 21	News 63	-66%

Trees to offset the current version	
Trees to offset the proposal	

*On average, a tree offsets between 2177 kg and 351 kg of CO2 per year. Our calculations are based on the lowest estimate of 2177 kg.



Recycle

Recycle

Sustainability success case



The challenge?

Recycle unresolved waste from Coca-Cola – employee uniforms – into a valuable product transcending concerns related to plastic to achieve a sustainable solution.

The how?

- We tackled the challenge in 3 sprints:**
- 1. Investigate viable options for converting used uniforms into new and useful products.
 - 2. Partner with suppliers to develop innovative processes for repurposing uniforms into valuable items.
 - 3. Work on transforming recycled uniforms into functional and marketable products aligned with Coca-Cola's values through an NGO specialized in employing people at risk of exclusion.

Tools Creativity | Collaborative engineering| Social Base | LCA Measurement





Sustainability success case



The challenge?

Create a 140 square meter space using 3D printing to achieve impossible shapes while minimizing environmental impact.

The how?

- We tackled the challenge in 3 main areas:**
1. Mastering large-format 3D printing technology for retail applications and its economic and environmental cost.
 2. Selecting a material with minimal environmental impact and sufficient durability to meet technical needs.
 3. Comprehensive project management integrating 3D printing where necessary and using other materials and manufacturing processes where 3D printing was not required.

Tools

Creality | Collaborative engineering | Project management | Certified installers
LCA Measurement

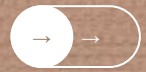
Result

- It was impossible to manufacture with traditional materials..
- Almost zero waste in production
 - Recycled raw material
 - 100% recyclable



Carbon footprint (kg CO2)			CO2 change
Traditional Materials	3D Printing Plastic zero	3D Printing Recycled	
11.750	13.282	6.451	-45%





2.2.2 Energy

Energy

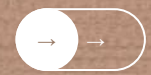
Our Energy Improvements

- Renovation of obsolete industrial equipment such as the polymerization oven.
- New painting lines with processes based on more efficient thermal pretreatment nanotechnologies.
- Optimization of factory flows with automation of preparation processes.
- Generalization of the use of the Petit-Train reducing the use of forklifts internally.
- Rationalization of plant air conditioning.
- Promotion and optimization of transport to the plant.
- Raising staff awareness for effective use of electronic equipment.
- Energy audit.
- Automatic presence sensors.
- Facilitating the use of electric vehicles for travel with charging points.
- Use of regulatory warehouses far from factories with shuttles to the final consumption point.
- Replacement of translucent tiles in factory roofs.



Our efforts are focused on achieving maximum energy performance and ensuring it comes **from sustainable sources**, which is the basis of our strategy to combat climate change and our **action line to reduce our carbon footprint**.

The evolution in reducing consumption relative to sales has decreased by 14% since 2018, being very close to the goal of a 15% reduction by 2025. We are currently planning the necessary policies and procedures for a much more ambitious commitment towards 2030 according to the Paris agreements.



2.2.3. Carbon footprint

Carbon footprint

Our Energy Improvements

The main actions implemented to reduce emissions are as follows::

- Increasing % green energy through a photovoltaic generation plant and negotiating the improvement of the mix in contracts with electricity suppliers.
- Energy audits.
- Remote control of plant heaters and rationalization of office temperatures.
- Replacement of refrigerant gases with less polluting ones.
- Switching forklifts from diesel to electric.
- Replacement of traditional luminaires with LEDs.
- Painting walls and ceilings of the factory with white color and cleaning factory windows.
- Renovation of obsolete industrial equipment such as the polymerization oven.
- New painting lines with processes based on more efficient thermal pretreatment nanotechnologies.
- Optimization of factory flows with automation of preparation processes.



We annually calculate the carbon footprint impact with scopes 1 and 2 and certify it according to the applicable legislation in each country and according to the corresponding scopes.

In 2023, we reduced scope 1 and 2 emissions to 14 KTon CO2 eq, representing a reduction of 9% compared to the previous year.

We are currently working on calculating our carbon footprint in scope 3 by evaluating the most significant categories of our business.

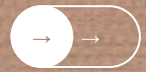
Carbon footprint

In addition, after achieving the "Lean & Green 1 star" certification in 2020, which is the most relevant certification in terms of sustainability in the supply chain and certifies that we have reduced the carbon footprint associated with the logistics of the products we supply by more than 20% over the last 3 years > At the group level, we are currently working on 4 main action lines to achieve the 3rd Lean & Green star:

Logistics chain decarbonization program:

- Route optimization
- Workshop route improvement
- Last mile with electronic/gas vehicles
- Logistics + assembly coordination
- Double-deck trucks
- Changes in palletization
- More use of parcel services





2.2.4. Water

Water

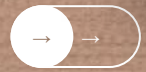
Our Energy Improvements

- Change of water meters.
- Mapping of installation leaks and preventive plans.
- Aerators in taps and toilets with dual flush.
- Awareness campaigns.
- Irrigation with rainwater recovery and post-treated water.
- Searching for new pretreatment processes that minimize water consumption.



Water is a very valuable resource, and any small improvement that helps us reduce its consumption is considered a great success at HMY.

After many water consumption reduction campaigns and a significant reduction achieved in 2022 compared to 2021, we have stabilized its consumption but improved its intensity compared to the previous year by 17 percentage points, placing it at 130m3/ME sold.



2.3. Governance



Governance approach

We believe in the people who belong to or collaborate with our company and treat them with the utmost respect.

These are the beliefs and behaviors that determine how our employees and managers interact with each other and evolve daily.



Sustainable supply chain



Risk management



Corporate Culture



Economic results



Data privacy and cybersecurity



Business ethics and compliance

Excellence
Quality in all details

Adaptability
Agility and readiness for change

Growth
Desire to learn and evolve

Innovation
Creativity and purpose

Collaboration
Integrated teams

Defenders of governance

Comprehensive compliance guarantee

HMY diligently respects legal norms, certifying their compliance annually in all aspects of our business, thus guaranteeing solid conformity. Registered with SMETA, we ensure excellence in ethical and responsible practices.



Global compliance solutions

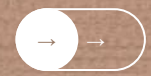
HMY guarantees smooth access to global markets thanks to its expertise in complying with the specific regulations of each destination, from development to manufacturing.



Research on compliance requirements

In-depth research on compliance requirements in distant markets or sectors where clients lack presence. We identify possible certifications ensuring that their products meet all necessary standards for global success.





2.3.1 Anti-Corruption Policy

Anti-Corruption Policy

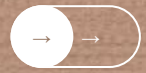
At HMY, we maintain a high ethical commitment with our supply chain, suppliers, clients, and team following our values and code of ethics. We review our Code of Ethics according to the Sapin law and **develop an online course on the HMY Campus about anti-corruption, training 100% of sensitive profiles and 75.8% of the total workforce with the goal of refresher training every 2 years for 100% of the workforce.**

We have an **anonymous whistleblowing channel** without complaints, demonstrating transparency and rigor in the principles that govern us and auditing its operation annually.

In 2023, the confidentiality channel was publicized to all employees ensuring the minimum necessary guarantees. 7 complaints were received and managed by the compliance officer according to the defined procedure.



In 2023, we publicized a confidentiality channel and managed 7 complaints under our compliance procedure.



2.3.2 Supply Chain

Responsible purchasing policy

We have an internal and external responsibility document to which 70% of suppliers are adhered. The goal is for 100% to follow our sustainability policy.

The Itbid Platform helps us integrate the documentation related to sustainable policy and ESG of the supplier network.

“ At HMY, we have an evaluation criterion to classify the countries where we have partners

We define the risk based on various criteria such as child labor and slavery. Thanks to this information, we develop the cooperation strategy with our partners.



Thank you