



# Global Compact 2025



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## 2. ESG

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- 2.1.2. Labour policy

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### 2.3. Governance

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- 2.3.2. Supply chain







# 1. HMY

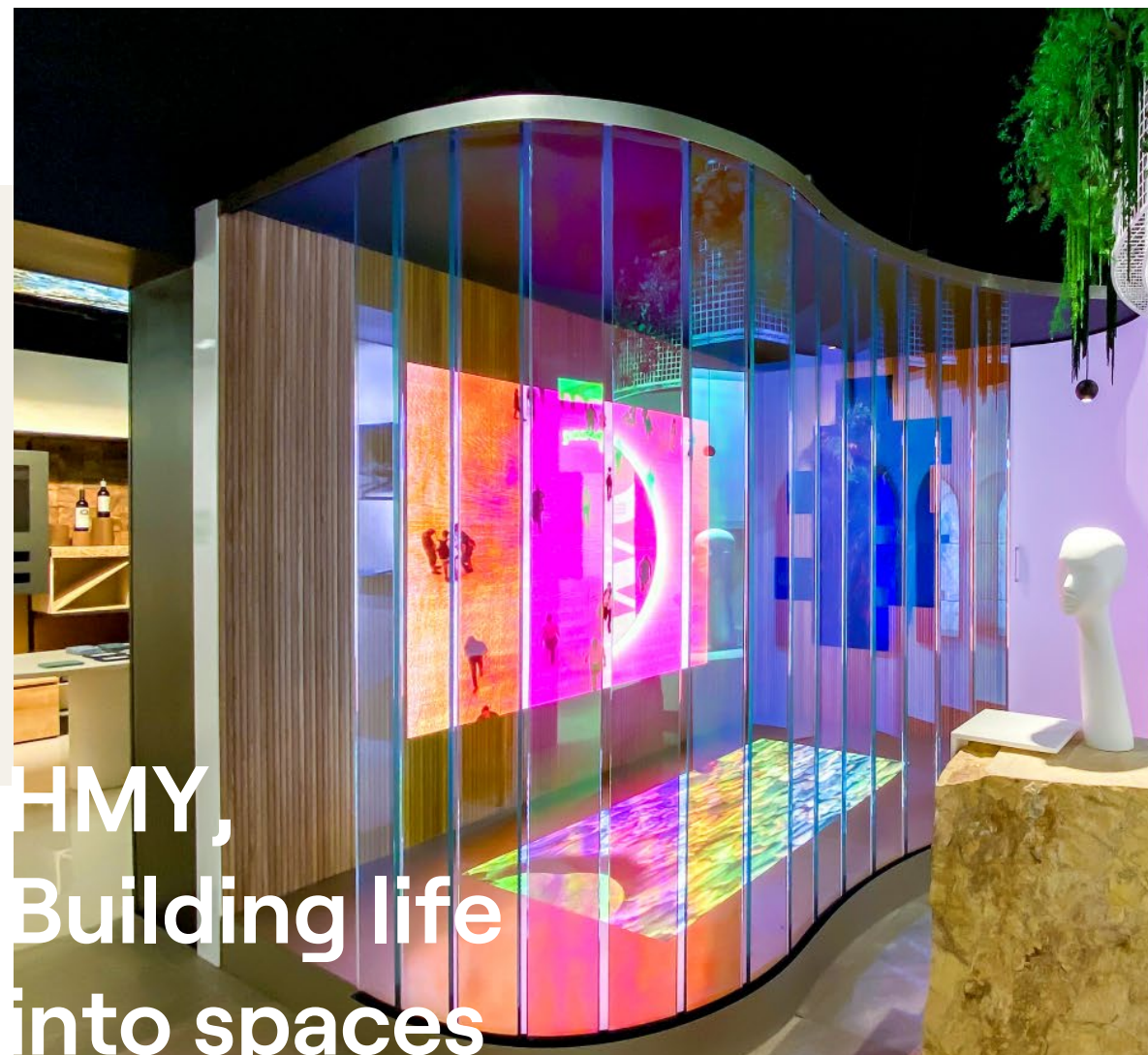


# HMY is an international leader in global 361st services and innovation for retail.

The France-based Group has a track record of more than 60 years offering comprehensive engineering, manufacturing and assembly solutions for retail furniture, as well as consultancy, design and architectural services, site and project management, and divisions specialising in new technologies and lighting.

“

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



**HMY,  
Building life  
into spaces**



# A company with global reach

We are present in more than 160 countries and have **8 factories and more than 50 sales offices around the world.**

A global structure with a global reach and in-depth local knowledge reflected in all our activities. In order to adapt to each market and its culture, we have offices on every continent, which in turn allows us to support 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: quality standard ISO9001, safety standard ISO45001, and environmental standard ISO14001, in addition to passing annual SMETA Social Audits and being part of the organisations SEDEX and Ecovadis.

## ● 8 Factories (+ Commercial Offices):

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

## ● +50 Commercial Offices:

- Headquarters: Monéteau (France)
- Main office: Madrid (Spain)



SMETA Sedex ecovadis



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



**+€573M**  
In revenue

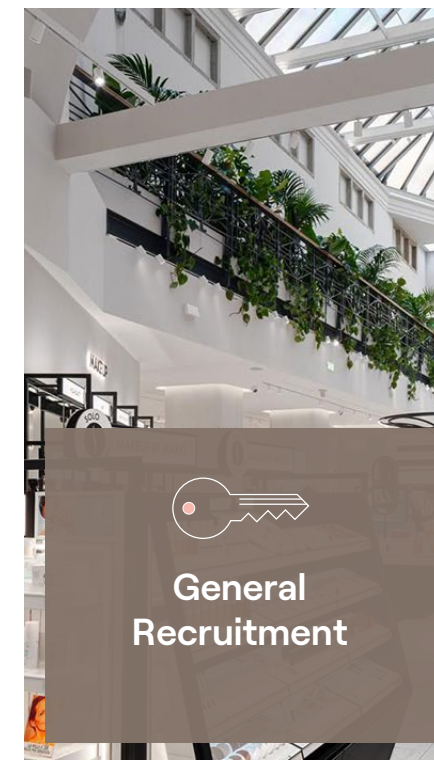
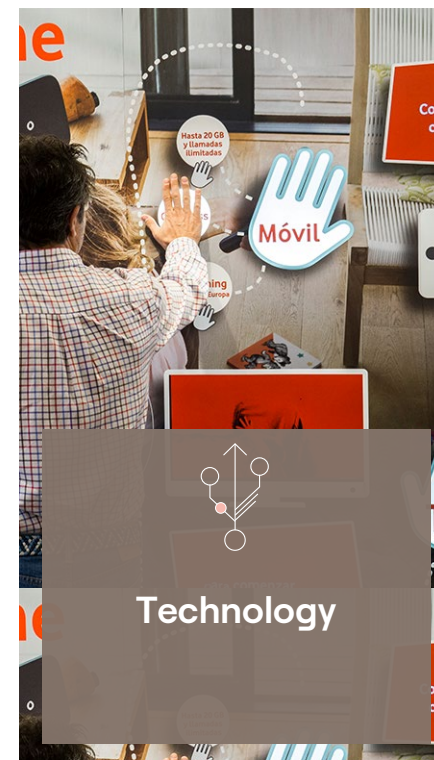
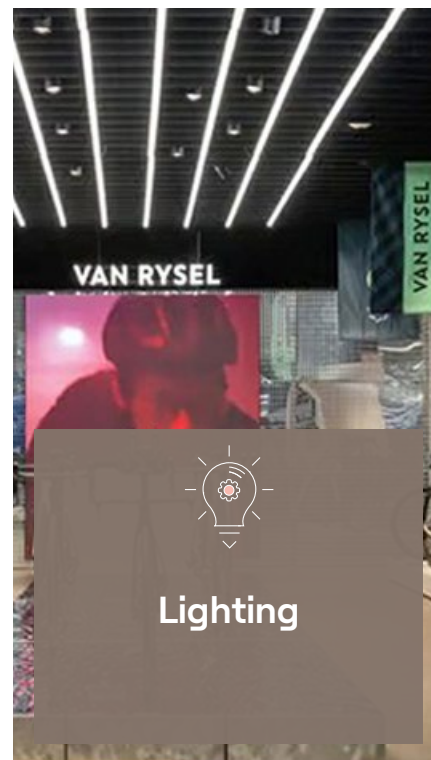
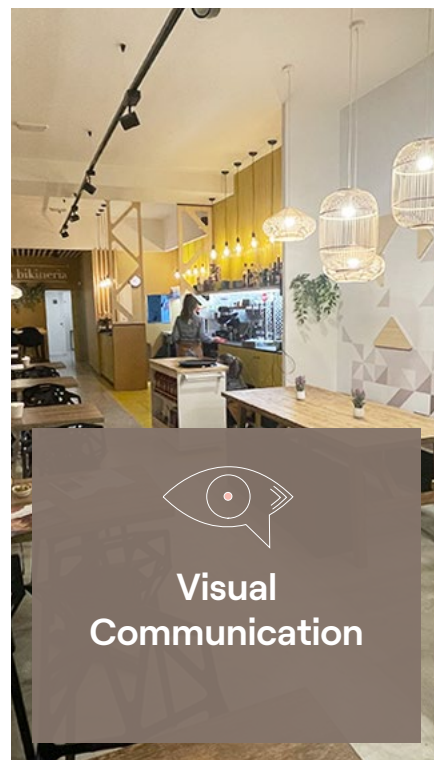
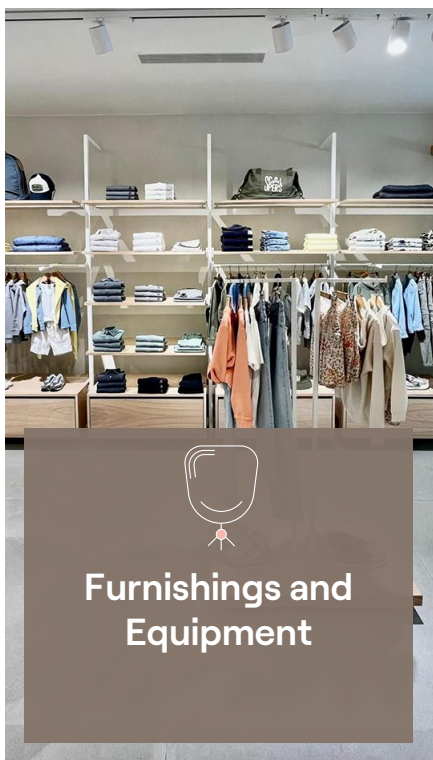
**+3,000**  
Employees

**+160**  
Countries covered

**+34,000**  
Clients

**+50**  
Commercial  
offices

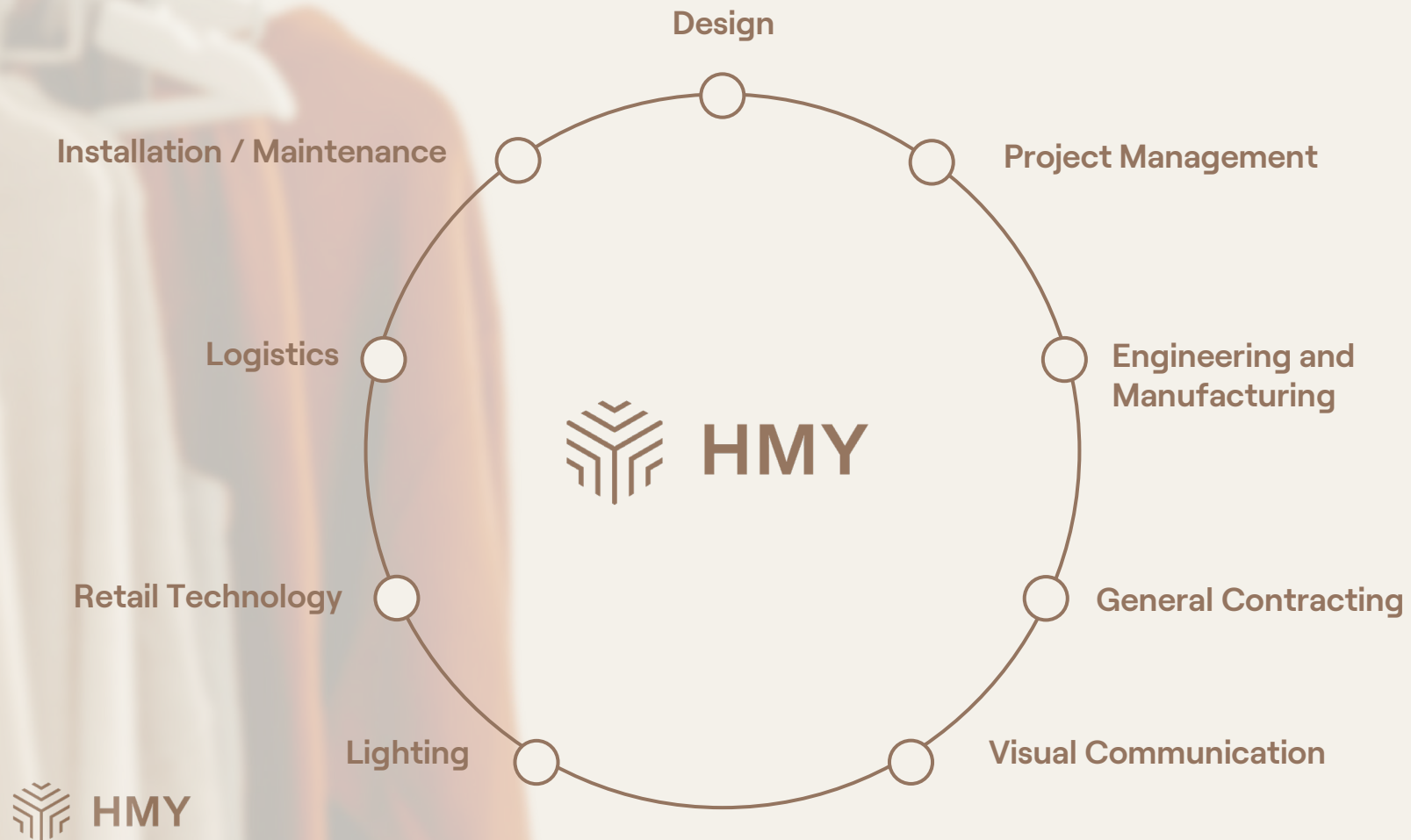
**+8**  
Factories





## Proposal 361

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





# Our values

We share behaviours and operating principles that inspire our relationships and our work in the most positive way.



## **People First**

They matter to us.  
Genuinely.



## **Pledge of Confidence**

Strive for the highest quality.



## **Always Moving Ahead**

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 certain values that identify and distinguish us in any country in the world where we are present and which, as a whole, make up our policy.



## 1. People First

**They are our most important 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 we maintain the utmost respect for them.

We encourage continuous training as a means of personal and professional enrichment. We count on people and acknowledge that they have the right to learn through making mistakes.

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 the workplace, as well as the development of a fulfilling family life. We believe in the value of hard work, humility and personal effort as a means to achieve great goals. And we seek to maintain a working environment where we can all enjoy and have fun at work and where trust prevails so that all of us can carry out our work without fear.

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

We thrive on transparency and delivering on our commitment: "We do what we say and we say what we do."





# Our values

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## 2. Promises Fulfilled

**We strive to deliver on our value proposition.**

Our aim is to ensure the satisfaction of our customers by understanding their needs as well as those of the consumer.

We are committed to accompanying our clients from the creation of the concept to the delivery of the sales spaces, offering them "the retail of the future" with innovative and sustainable solutions (Eco-Design, Technology, Consultancy, Signage and Payment Systems) and guaranteeing the necessary after-sales service in accordance with the applicable requirements and regulations.

To ensure success we apply the 3R quality policy, "Rigour, Responsibility and Root Cause", which guarantees that the products supplied meet the agreed requirements: designs according to the defined characteristics, optimum quality and expected levels of strength, durability and functionality, as well as time and price in line with the market.

3R quality means evaluating services, processes and products in advance and preventively, and is essential for all of us at HMY, regardless of our position within the organisation.

Throughout the entire process we maintain ongoing communication with our clients, and we review and confirm the outcome of our services with them.



# Our values

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## 3. Always at the Forefront

**Driven and motivated by innovation.**

We strive to achieve steady growth and strengthen our leading position in a global market.

Our main objective is to achieve the maximum satisfaction of our customers, employees and shareholders, and to achieve this we set ourselves ambitious goals, working every day to obtain excellent results in all areas of our organisation.

We encourage continuous improvement to ensure excellence in our designs and operations through established processes.

This includes the regular review of our occupational health and safety, environmental, eco-design, quality, customer service and efficiency objectives, which are communicated to all employees and external partners.

Likewise, in order to guarantee the continuity of the HMY Group, we consider it necessary to define a business risk map, update it annually and draw up a contingency plan with the corresponding preventive actions.





# Our values

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[Download our values](#)



## 4. From Here, to the World

**With a local heart and a global mind.**

We are aware that commerce has no borders and, for this reason, we have a global mission on the basis of which we support our clients in their geographical expansion and in seeking new opportunities wherever this is necessary to guarantee a good shopping experience.

In order to adapt to each market and its culture, we have offices on all continents, which in turn allows us to accelerate our international recognition. We are proud of our cultural diversity.

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

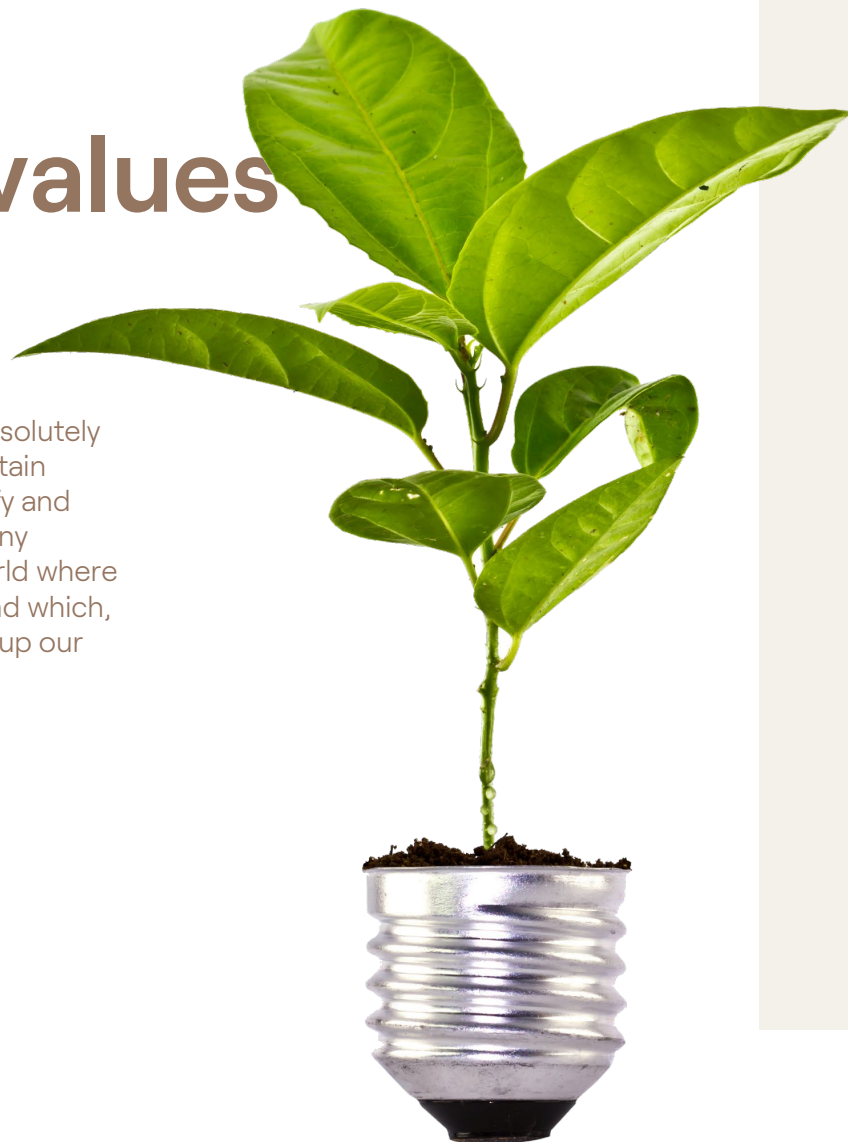
A unique image, under the HMY banner, allows us to be recognised worldwide as a team that offers a service without borders. Our harmonised processes enable us to guarantee the same standards of service, quality, safety and environmental friendliness all over the world.

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



# Our values

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



## 5. Positive Impact

**Fully committed to true sustainability.**

HMY is committed to the 10 principles of the UN Global Compact and the 17 SDGs.

Respect for human rights, the fundamental principles of the ILO declaration, and the requirements established in terms of health and safety at work, as well as quality and the 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 combat waste through a circular economy model.

Promotion of legal timber trade and good practices in forestry operations.

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

Acting responsibly and ethically.





# Our Commitment

06/01/2024

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, labour, environment and anti-corruption.

In this annual communication of our progress, we describe our continuous improvement actions in integrating the Global Compact and its principles into our business strategy, culture and day-to-day operations. We are also committed to sharing this information with our stakeholders using our main communication channels.

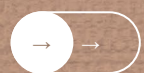
Kind regards,

Walter Ceglie

President of HMY







## 2. ESG



# ESG

Sustainability at HMY is a balance among three fundamental pillars: We care for the environment, we have a clear objective of reducing our emissions and generating zero waste in our factories. We focus on governance by conducting risk analyses and certifying our supply chain. And also by taking care of people, fostering social criteria and promoting the equality and safety of employees.



People



Planet

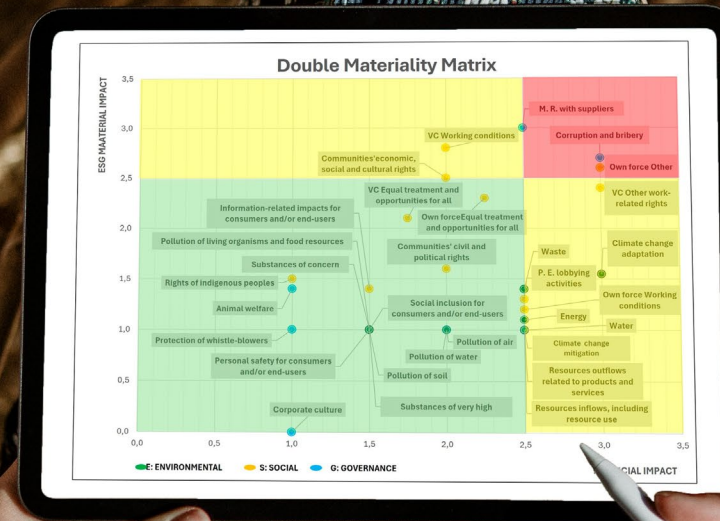


Governance



# Dual Materiality Matrix

We work to secure a sustainable future by anticipating risks and focusing our objectives on the relevant material issues.







# 1998

## We integrate sustainability into our DNA

HMY was one of the first companies in Aragon (Spain) to achieve ISO14.001 certification, placing itself among the pioneering suppliers in this respect.

This milestone marked the beginning of an enduring journey, characterised by continuous learning and remarkable achievements.

# 2024

## A step beyond sustainability

At HMY we are well aware that everything is connected. That's why we work to improve that connection every day, always thinking about the sustainable satisfaction of our customers, employees, community and, of course, the sustainability of the planet.

To achieve this, we have evolved our programme **SMART ECO** to a more global one: **SMART CHANGE**, with challenges and objectives in the 3 pillars of sustainability and aligned with material issues: Environment, Social and Governance.

smart **2030** change  
BEYOND SUSTAINABILITY



circular  
economy

80% of our products will be recyclable or reusable, and we will use our customers' waste as raw material.



human  
care

100% of our purchases will be sourced from suppliers that meet our ESG criteria.



accountable  
partners

10% of our staff will include people with disabilities or at risk of social exclusion.



net  
zero

Net Zero Emissions in Scopes 1 and 2.



green  
materials

100% of the product will be made from recycled, recyclable or sustainably sourced materials (minimum type 2).



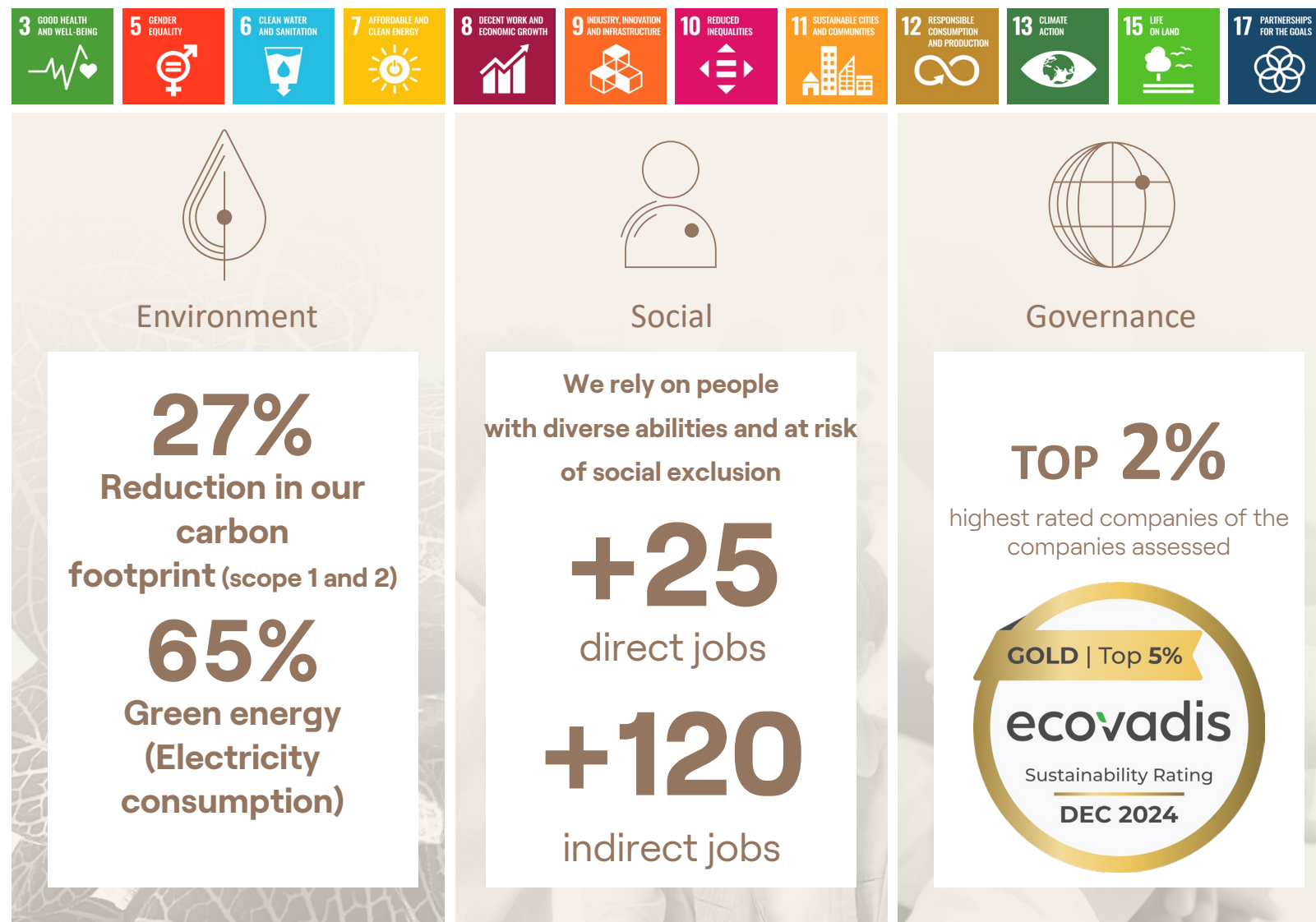
eco  
design

100% of new products will be eco-designed.

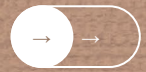


# Continuous progress

In addition, and in the spirit of continuous improvement over time, we track achievements in 2024 in all three dimensions of sustainability, and maintain our base year in 2018.

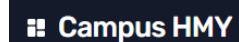






## 2.1 Social focus





# Social focus



Community participation

Health and safety

Diversity and equality

Product quality

Experience and talent

Safety of consumers  
and end users

**HMY Health and  
Safety Week**

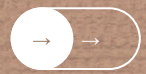
**HMY Forest**



**HMY 2023  
People Club**







## 2.1.1 Social focus:

Human rights actions and policies



# Human Rights Policy Actions

For HMY, respect for human rights, the fundamental principles and rights at work set out in the ILO declaration, and the requirements established in terms of health and safety at work, environment and quality, in compliance with the local legislation in force, make up the principle that governs all our decisions and future actions, focused on generating sustainable development and a positive impact on society.

We structure our Social Responsibility programme around three basic axes that allow us to execute actions in an effective and sustainable manner:

- 1. We care for our people**
- 2. We are more human / We are involved**



# We take care 1. of our people

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

- **Sharing our Lessons Learned with an accessible online library:**  
HMY Management System, the basis of our unique document system, Lessons Learned and 8 Communicators on Viva Engage to share best practices in different areas such as IP, HS, Continuous Improvement and Supply Chain, more accessible and faster. More than 1,000 active employee posts on these channels, where employees participate and express their opinions openly and directly, across all the countries where we operate.
- **Accident prevention and occupational health campaigns:**  
36 campaigns directly related to lost-time accidents, thus covering all the cases that have occurred and transversalising the root cause analyses carried out.

Prevention in healthcare is our objective, so we have contracted access to physiotherapy services, where we have subsidised a total of €14K during the year 2024 directly, and through postural coaching workshops + School of Wellbeing and Health for a total of €6K..

Starting the day with stretching and physical exercise in factories is the best way to reduce physical pain and accidents at work.



red it

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



# We take care 1. of our people

- **Promoting healthy eating habits with healthy breakfasts:**  
More than €21K to promote healthy eating habits by providing access to fresh fruit on a daily basis. In addition, we provide more than 1 million euros in subsidies for balanced and quality food for our employees (in addition to their salaries).
- **Promoting our employees' mental health:**  
Psychological risk studies with the participation of more than 25 employees and a face-to-face service with a psychologist, which has benefited more than 60 workers.
- **Sponsorship of life in sport with an investment of €3K.**  
In addition, we have a medical centre, infirmary and vaccination service in all work centres, where we invest more than €57K..



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

# We are more human.

## 2. We are involved.

These two axes encompass society as a whole, understood globally as all those external groups that we can help in their personal and professional development, both locally, in our communities, and globally through philanthropic relationships.

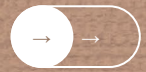
**During the past year, at a global level, we continued our campaigns to collect toys, plastic stoppers, clothes and money from our employees to help local communities, reaching up to 1,000kg of products.**

We maintain and reinforce our commitment to hiring people at risk of social exclusion for whatever reason, directly managing 25 people. Indirectly, by subcontracting the management of our most important warehouse located in Cariñena, Spain, which manages a group of +120 people with "different abilities".

In addition, we have made this one of the main objectives of the **Smart Change** programme, with a target of 10% of the workforce by 2030.







## 2.1.2 Social focus:

Labour policy



# Worker-Company Relations

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

**We support harmony between working and family life** with flexible working hours of  $\pm 30$  minutes.

We use the Endalia system to assess skills and results; in 2024, we closed 523 completed assessments, ensuring objectivity and transparency in the distribution of benefits.

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

**"We take care of you"** promotes healthy habits for employees.

We analyse the Wage Gap and ensure that we are always above the minimum living income. By 2024, up to 10% higher in countries such as Brazil, Turkey and Mexico.

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

>> [Watch video](#)



**We believe in high-quality and stable employment, with 94.2% of the workforce with permanent contracts by the end of 2024 and an increase of employment by more than 4% compared to 2023**



# Health and safety at work



To ensure legal compliance, our plants are certified to ISO45001 and ISO9001 standards. In recent years, we have successfully passed SMETA audits at all our sites (ZC406154738) and we are assessed by ECOVADIS in France, Spain, Mexico, Brazil, Turkey, where we achieved up to GOLD certification depending on the country.

Prevention is the basis of our culture. We conduct regular **internal audits** to promote good practices and prevent unsafe habits. This allows us to identify problems and share lessons learned. In addition, we launch training campaigns and start our working days with warm-ups in order to avoid musculoskeletal accidents.

HMY has joined the Luxembourg Declaration, committing itself to promote occupational health. **2024 was again a "safe" year with no fatal accidents, and where we achieved an occupational accident rate of 7.5 per million hours worked and a severity rate of 0.15 lost days per 1000 hours worked**, placing us in the group of the safest industries in the industrial sector.



## SEMANA DE LA SEGURIDAD Y LA SALUD

Cada pieza cuenta.

LA SEGURIDAD EN HMY ES RESPONSABILIDAD DE TODOS

**LUNES 19/05**

Taller "Cómo actuar ante una parada cardiorrespiratoria"

**MARTES 20/05**

Reconocimientos

**MIÉRCOLES 21/05**

Formación Normas de Seguridad uso carretillas

**JUEVES 22/05**

Taller de Realidad Virtual "Evacuación ante incendios"  
Jornada de Seguridad con Proveedores de Montaje

**VIERNES 23/05**

La SALUD es fundaMENTAL

Por ti y para los tuyos

### OBJETIVO CERO ACCIDENTES

del 19 al 23 Mayo



## Health and safety at work

At a general level, meetings have been set up with the workers' committees to jointly address actions that allow us to alleviate absenteeism rates in the factories, offering preventive workshops on health and wellbeing at work, physiotherapy, ergonomics and other actions.

All this has allowed us to reduce the absenteeism rate by 2% compared to 2023, with a value of 4.2% at the end of the year, This represents a consolidation of the reduction trend of the last 5 years.



# Training and Education

Promoting training and its accessibility is key to the development of our professionals. With this objective in mind, and with the aim of increasing their flexibility in the delivery and even sharing of knowledge with courses run 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 on tools and curricula required for their current roles.

During 2024, on-campus online training continued to expand among employees to **19,686 hours**, an **increase of 45%** over the previous year. In addition, during the year, we also consolidated face-to-face training with a **20% increase**, reaching a total of **33,730 hours** and **4,209 hours** of foreign language training.

All this increase has allowed us to reach the entire workforce, which is a great success and our vocation for continuous development.

**In summary, more training has been provided, both online (45%) and face-to-face (+20%), with 99% of the workforce having received at least one training course.**



# Diversity and equal opportunities

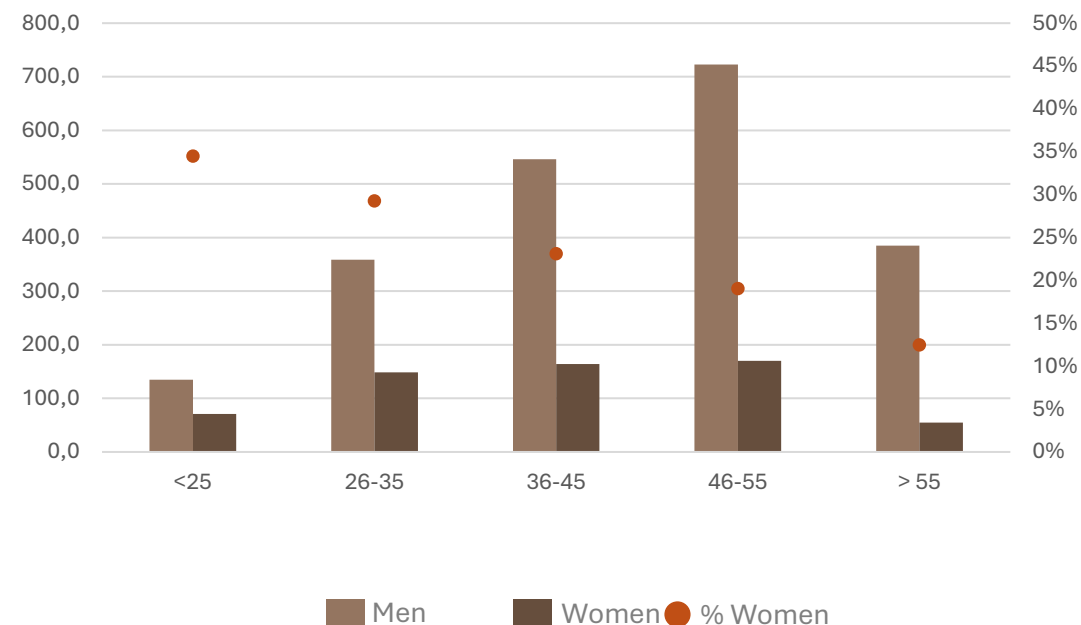
**HMY has in place an Equality Plan and a Company Code that ensure non-discrimination and respect for diversity in the recruitment and development of employees.**

We continued to increase the percentage of women in the workforce from 19% to 22%, with 34% among young people (+1%) and 23% in executive positions.

**20% of the top 10 highest paid are women.**

We directly give opportunities to people at risk of social exclusion and we collaborate with external companies for the management of our own logistics centre, directly employing 25 and indirectly 120 people from this group. Furthermore, we have integrated this as a relevant objective within the new SMART CHANGE 2030 strategy.

Gender/age distribution of the staff 2024





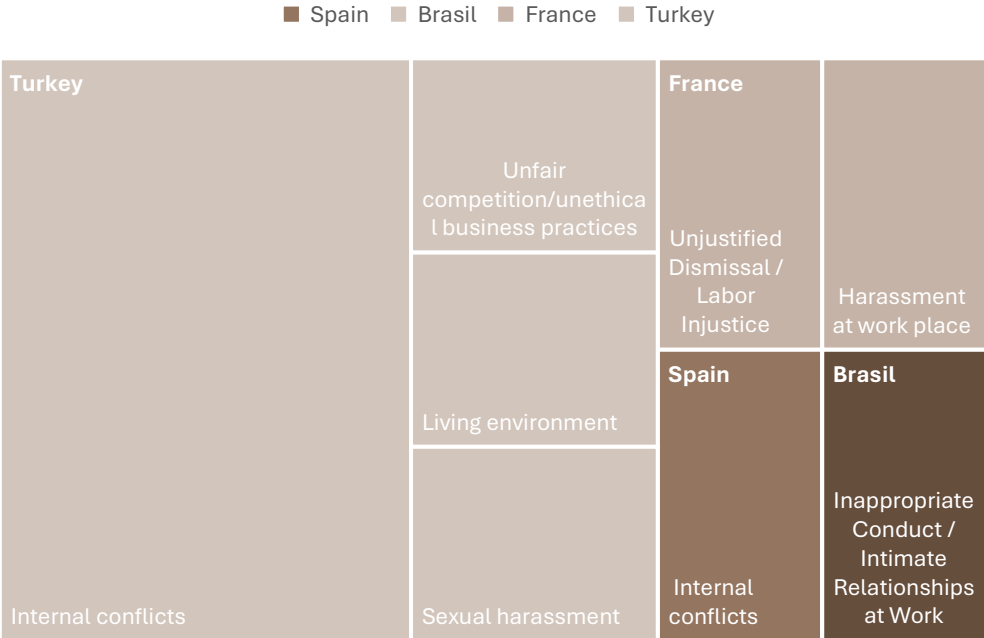
# Ethics, integrity and safe working environment

Tradition, we have implemented specific measures for the prevention of workplace harassment, reinforcing our commitment to a safe and respectful working environment. We have also implemented a **whistleblowing channel** in compliance with European regulations, which ensures confidentiality, protection against retaliation and proper follow-up of communications by users.

With regard to training in the **Code of Ethics**, of all HMY employees, **1,634 people** have already completed the course. This represents **59 % of the total**, with a participation rate of 99% among administrative and technical profiles (white-collar workers) and 22% among factory floor operators (blue-collar workers) to date.

In 2024, the ethics channel received a total of **12 complaints**, classified by country and subject matter, demonstrating its use as an active listening and continuous improvement tool.

Official claims in whistleblowing system



# Female engineers

In engineering courses in higher education, **only 30% of enrolments are female**, highlighting the need to promote gender equality in the field.

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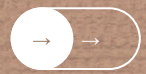
**At HMY, we are proud that approximately 45% of our engineers are women.**

We are committed to continuing to encourage this trend, promoting an inclusive environment and providing more opportunities for the percentage of female engineers to continue to grow in our company.

» [Watch video](#)







## 2.2. Environment





# Environmental Policy

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

In addition, we are ISO14006 certified to increase the % of assessed product and to achieve better efficiency in our sales.

Our commitment to sustainability drives us to continually improve, and as proof of this, each year we achieve EMAS III certification at our main manufacturing centre, located in Cariñena (Spain).



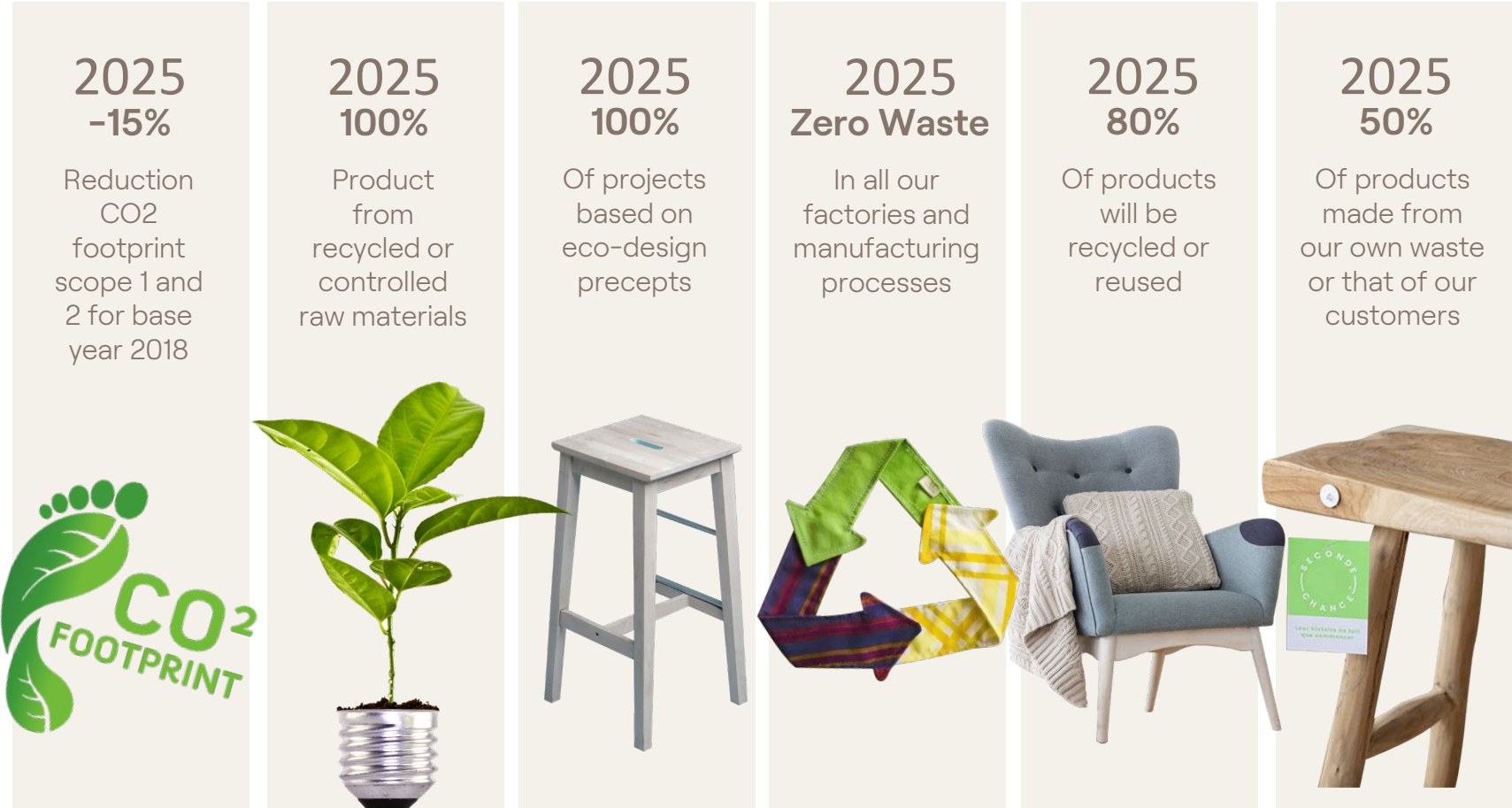




# Environmental Policy

SMARTecoHMY 2025

RESIDUES → RESOURCES

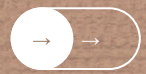


Results achieved up to the end of 2024 for the objectives of the Smart Eco programme.



2024	-27%	51.1%	20%	7.8%	19.8%	18%
2023	-23%	31%	20%	7.2%	19.7%	16.9%
2022	-19%	26%	22%	7.4%	19%	12%
2021	7%	24%	16%	8.8%	13.8%	6%





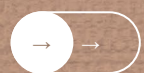
## 2.2.1 Strategy



# Our strategy







# Rethink

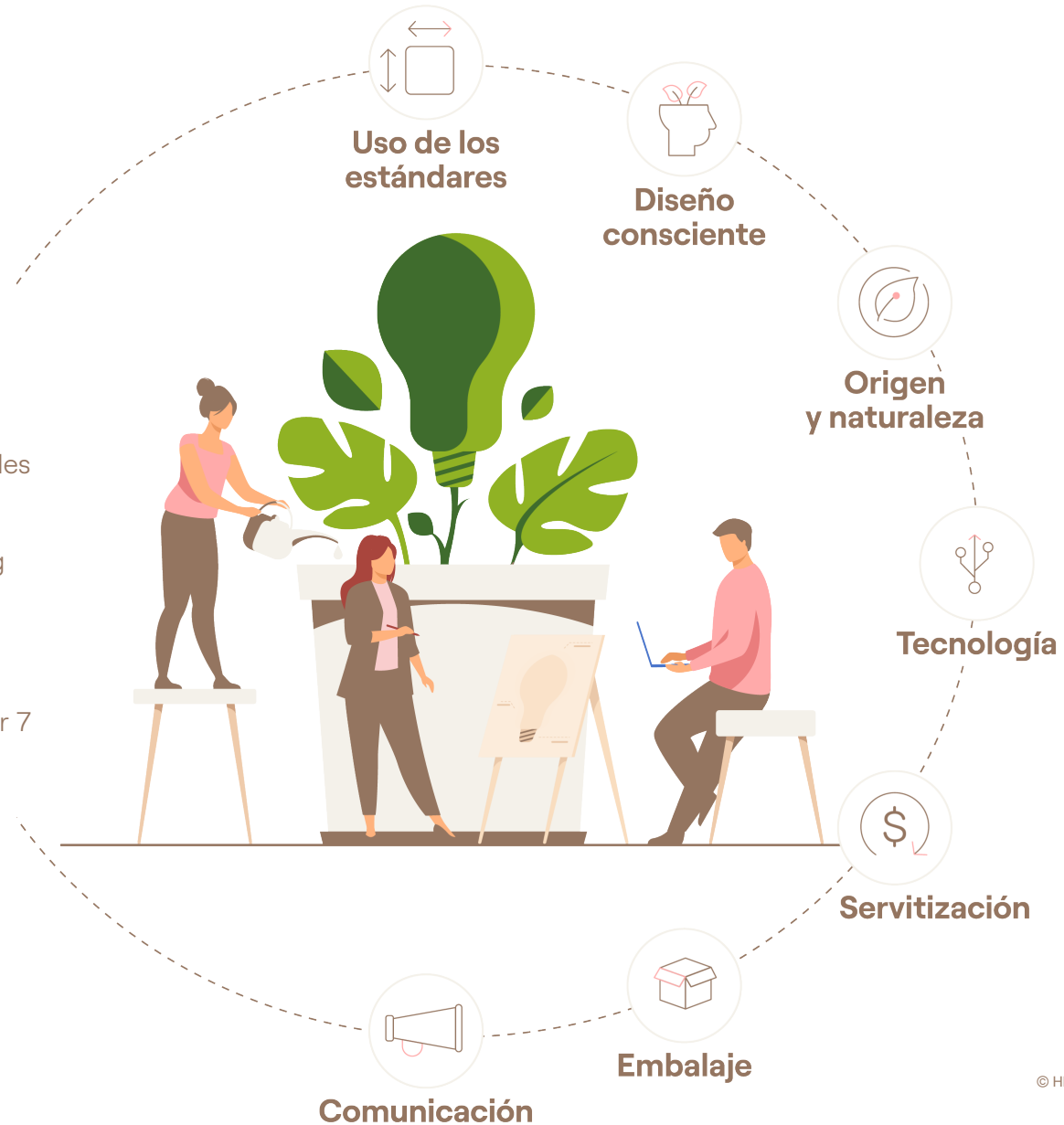


# Eco Design

In 2023 we have maintained the values of % of eco-designed sales globally at around 20%.

In addition, we have developed and launched a customer-facing tool to calculate the environmental impact of any designed product as a product value.

Prior to the certification of our technical offices based on ISO 14006, we worked to be prepared by designing according to our 7 Pillars of Eco Design:





# Sustainability success story

## L'ORÉAL

### The challenge?

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

### How?

We tackled the challenge in 2 areas:

- 1. Creating a robust metal display with adaptable shapes and customisable branding, incorporating interchangeable visual elements.
- 2. Assessing its financial viability and environmental impact to ensure a sustainable and efficient solution for L'Oréal Paris.

### Tools

Creality | Collaborative engineering | Zero Waste Factory | LCA measurement

### Outcome

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



Carbon footprint (kg CO2)			CO2 change
Cardboard 27.90	x15 cardboard campaigns 418.5	Metal + 15 Visuals 231.3	-45%

Trees for offsetting, current version	
Trees for offsetting, proposal	

\* On average, one tree offsets between 21.77 kg and 35.1 kg of CO2 per year. Our calculations are based on the lowest estimate of 21.77 kg.



# New logistics processes



We understand that beyond products, we analyse, propose and introduce new logistical concepts to reduce impact, focused on:

Ideas for optimising loads:

- **Loading without pallets:** This initiative was born out of rethinking how we work to be more efficient and sustainable. We redesigned the packaging in kit format, eliminating the use of pallets wherever possible. This has allowed us to optimise space, reduce transport volume and minimise materials. Thanks to this measure, we have avoided the use of **18,447 kg of wood** and reduced **12,308 kg of CO<sub>2</sub>**.



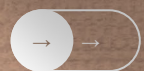
# New logistics processes

Ideas for optimising loads:

- **Transport optimisation:** We have improved the efficiency of our shipments through supply chain simulation and optimisation, the use of cardboard with reinforced edges and better utilisation of cargo space. Thanks to these actions, **we have avoided 969,286 kg of CO<sub>2</sub> and reduced 315 lorry loads**. Fewer journeys, lower emissions and more sustainable transport.







# Reuse



Sustainability success story



The challenge? Collecting furniture from shops all over Spain and storing it for reuse in future shops in France.

How? **We tackled the challenge in 3 areas:**

- 1. Dismantling the fasteners in the shop and packaging them for reuse.
- 2. Inventory of components according to customer references.
- 3. Relocating facilities to new shops, according to customer needs.

Tools Certified installers | Customer inventory management | Lean&Green logistics  
Measurement of LCA

Outcome



Carbon footprint (kg CO2)		CO2 change
Reuse 3,600	New 32,600	-88%
Trees for offsetting, current version	x1.160	
Trees for offsetting, proposal	x170	

\* On average, one tree offsets between 21.77 kg and 35.1 kg of CO2 per year. Our calculations are based on the lowest estimate of 21.77 kg.



## Reuse

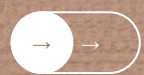
### Sustainability success story

Thanks to our **Pallet Recovery** programme, in just one year we have recycled **265,382 kg of wood**, repairing damaged pallets and reusing damaged parts for other uses.

An efficient and responsible way to reduce waste and extend the life of materials.







# Repair



Repair



Sustainability success story



The challenge?

Refurbish central clothing racks in H&M shops using existing materials and making use of customer waste, assessing the economic and environmental impact compared to entirely new products.

How?

- We tackled the challenge in 4 stages:**
- 1. Collection and separation of clothing racks, distinguishing between reusable and non-reusable items.
  - 2. Dismantling and repainting of steel structures in our factory.
  - 3. Replacement of old melamine boards with environmentally friendly Re.vita boards made from textile waste.
  - 4. Transport and installation in the shop.

Tools

Certified installers | Zero Waste Factory | Lean&Green Logistics | Re.vita material | LCA measurement



Outcome



New tube structure + new wire back panel



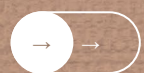
Renewed tubular structure + new rear panel Re.vita

Carbon footprint (kg CO2)		CO2 change
Refurbished 21	New 63	-66%

Trees for offsetting, current version	
Trees for offsetting, proposal	

\* On average, one tree offsets between 21.77 kg and 35.1 kg of CO2 per year. Our calculations are based on the lowest estimate of 21.77 kg.





# Recycle





Sustainability success story



The challenge?

Reusing Coca-Cola's unsolved waste – employee uniforms – into a valuable product, transcending plastic-related concerns to achieve a sustainable solution.

How?

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

Tools

Creativity | Collaborative engineering | Social foundation | LCA measurement





Sustainability success story



The challenge?

Fabricating a 140 square metre space using 3D printing to achieve impossible shapes while minimising environmental impact.

How?

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

Tools

Creality | Collaborative engineering | Project management | Certified installers  
Measurement of LC EcoSHOPI

Outcome

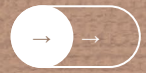
- It was impossible to manufacture this with traditional materials.
- Almost zero waste in production
  - Recycled raw material
  - 100% recyclable



Carbon footprint (kg CO2)			CO2 change
Traditional materials	3D printing Zero plastic	3D printing Recycling	
11,750	13,282	6,451	-45%







## 2.2.2 Energy



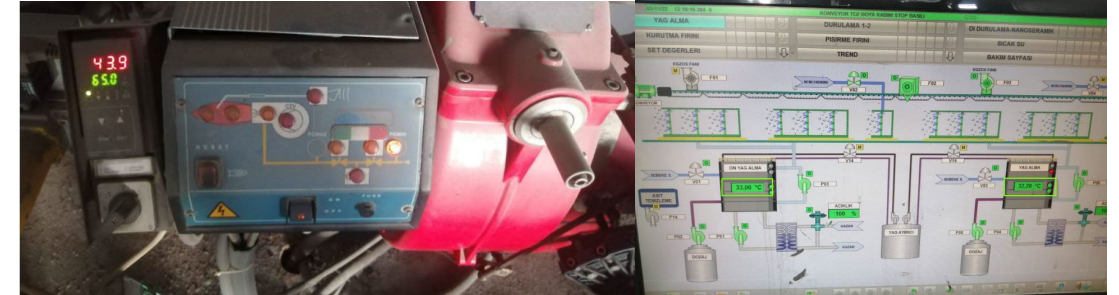
# Energy

## Our Energy Improvements



- Renovation of obsolete industrial equipment such as the polymerisation furnace.
- New paint lines with processes based on more efficient thermal pre-treatment nanotechnologies.
- New technology with Cold De-greasing pre-treatment baths that lower the temperature from 70° to 30°, and even 20° C.. Reducing 30,000m3 of natural gas per year.
- Optimisation of factory flows with automation of preparation processes.
- Broad adoption of the use of the Petit-Train by reducing the use of forklifts internally.
- Rationalisation of air conditioning in the plant.
- Promotion and optimisation of transport to the plant.
- Awareness-raising among staff on the effective use of electronic equipment.
- Energy audit.
- Automatic presence sensors.
- Facilitation of the use of electric vehicles for journeys with charging points.
- Use of buffer warehouses at long distances from the factories with shuttles to the point of final consumption.
- Replacement of translucent tiles on factory roofs.

### Cold De-greasing

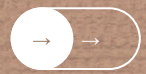


Our efforts are focused on maximising our energy performance, and ensuring that our energy comes **from sustainable sources**, which is the basis of our climate change strategy and **line of action for the reduction of our carbon footprint**.

Consumption in relative terms to sales has decreased by 14% since 2018, and is now already very close to the target to be reached in 2025 of a 15% reduction. We are currently putting in place the necessary policies and procedures for a much more ambitious commitment to 2030 in line with the Paris agreements.

As anticipated last year, **HMV will commit in 2025 to a reduction target in line with the Science Based Target Initiative (SBTI)**.





## 2.2.3. Carbon footprint



# Carbon footprint

## Our Energy Improvements

The main actions implemented to reduce emissions are as follows:

- Increasing % green energy through photovoltaic generation plant and negotiation of the improvement of the mix in contracts with electricity suppliers.
- Adaptation of more efficient machinery.
- Energy audits.
- Remote control of floor heaters and rationalisation of temperature in offices.
- Replacement of refrigerant gases with less polluting ones.
- Change from diesel to electric forklifts.
- Replacement of traditional luminaires with LEDs.
- Painting of factory walls and ceilings white and cleaning of factory windows.
- Renovation of obsolete industrial equipment such as the polymerisation furnace.
- New paint lines with processes based on more efficient thermal pre-treatment nanotechnologies.
- Optimisation of factory flows with automation of preparation processes.



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

In 2024, as in 2023, we reduced scope 1 and 2 emissions to 14KTon CO2 eq per year, with a 10% increase in sales, which represents an emissions intensity reduction of more than 6% compared to the previous year.

We are currently working on the calculation of our carbon footprint in scope 3, assessing the most significant categories of our business following the completion of the dual materiality matrix.



# Carbon footprint

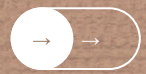
In addition, and after achieving the "Lean&Green 1 star" certification in 2020, which is the most relevant certification in terms of sustainability in the supply chain, and which certifies that in the last 3 years the carbon footprint associated with the logistics of the products we supply has been reduced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

## Logistics chain decarbonisation programme:

- Route optimisation
- Workshop route improvement
- Last mile with e-vehicles / gas
- Logistics coordination + assembly
- Double height trucks
- Changes in palletisation
- More use of parcels







## 2.2.4. Water



# Water

## Our improvements

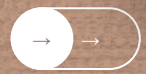
- Change of water meters.
- Facility leakage mapping and preventive plans.
- Stoppers on taps and toilets with dual flush.
- Awareness-raising campaigns.
- Irrigation with rainwater recovery and post treated water.
- Search for new pre-treatment processes that minimise water consumption.



Water is a very valuable resource and any small improvement that helps us to reduce its consumption is seen by HMY as a great success.

After many campaigns to reduce water consumption, and after a very significant reduction achieved in 2022 compared to 2021, we have stabilised its consumption, but improved its intensity compared to the previous year by 17% points, to 130m3/ME sold.





## 2.3. Governance





# Governance focus

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

These are the beliefs and behaviours that determine the way our employees and managers interact with each other and evolve on a daily basis.



Sustainable supply chain



Risk management



Corporate culture



Economic performance



Data privacy and cybersecurity



Business ethics and compliance

Excellence  
Quality in every detail

Adaptability  
Agility and readiness to change

Growth  
Eagerness to learn and evolve

Innovation  
Creativity and purpose

Collaboration  
Integrated teams

# Governance advocates

## Comprehensive performance guarantee

HMY diligently adheres to legal standards, certifying compliance annually in all facets of our business, thus ensuring strong compliance. Registered with SMETA, we guarantee excellence in ethical and responsible practices.

Sedex<sup>®</sup>

SMETA<sup>®</sup>



## Global compliance solutions

HMY ensures seamless access to global markets thanks to its expertise in compliance with destination-specific regulations, from development to manufacturing.

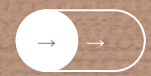


## Research on compliance requirements

In-depth investigation of compliance requirements in distant markets or sectors where clients lack a presence. We identify potential certifications, ensuring that your products meet all the standards necessary for global success.







## 2.3.1 Anti-Corruption Policy



# Anti-Corruption Policy

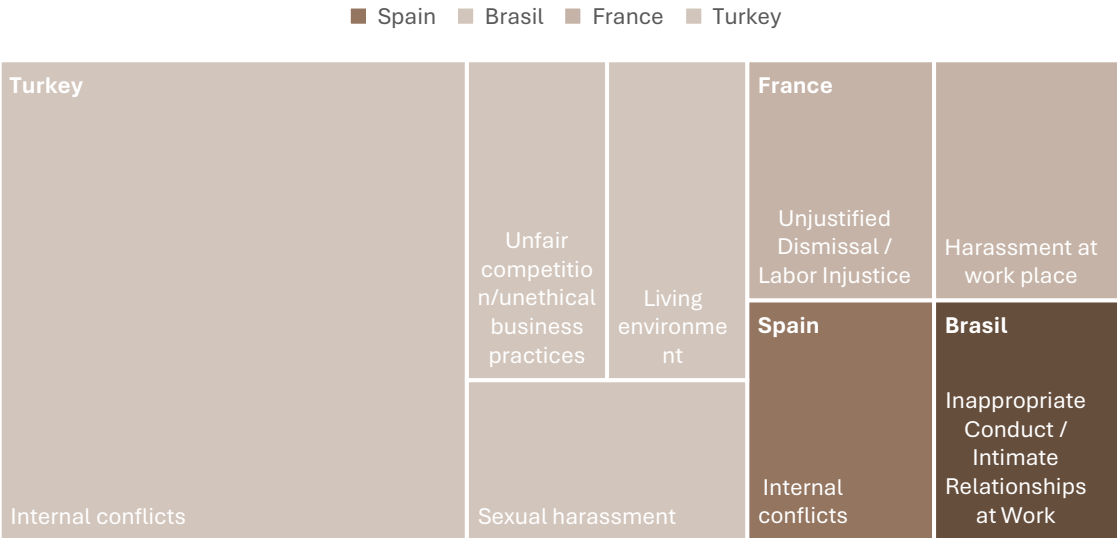
At HMY we maintain a high ethical commitment to our supply chain, suppliers, customers and team, following our values and code of ethics. We have revised our Code of Ethics according to the Sapin law and **developed an online course on Campus HMY on anti-corruption, training 100% of sensitive profiles and 80% of the total staff, with the objective of a refresher training every 2 years for 100% of the staff.**

We have an **anonymous complaints channel** with no complaints, thus demonstrating the transparency and rigour of the principles that govern us and auditing its operation on an annual basis.

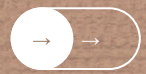
**In 2024, we publicised a confidentiality channel and handled 12 complaints under our compliance procedure.**



Official claims in whistleblowing system







## 2.3.2 Supply Chain



# Responsible purchasing policy

We have in place an internal and external accountability document to which 79% of our suppliers adhere. The aim is for 100% to follow our sustainability policy.

The Itbid Platform is used to integrate the sustainable policy and ESG documentation of the supplier network.

**“ At HMY, we have an evaluation criterion to rank the countries in which we have partners.**

We define risk on the basis of various criteria, such as child labour and slavery. Based on this information, we develop our cooperation strategy with our partners.





# Thank you