

# 2025



# Sustainability Report 2025



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# Management Statement

Dear partners,

At **ARTEFITA** we believe that sustainable growth goes hand in hand with responsible business practices. For several years, sustainability has been a fundamental pillar of our strategy and an essential part of the way we conduct our business, create value and build longterm relationships.

In a world facing growing environmental, social and economic challenges, we recognise our responsibility to contribute to a more sustainable future. Our commitment is to act with integrity, transparency and respect, continuously aligning our business practices with recognised sustainability principles and the *United Nations Sustainable Development Goals*.

We are committed to continue integrating Environmental, Social and Governance (ESG) considerations into our decisions and daily operations. This means making more efficient use of natural resources, reducing waste and our environmental footprint, promoting responsible production and encouraging more sustainable solutions throughout our value chain. It also means investing in our people, fostering a safe and inclusive working environment, supporting our local community and maintaining ethical and transparent relationships with our partners.

We understand that sustainability is not a destination, but an ongoing journey. It requires a long-term vision, clear objectives, continuous improvement and the willingness to measure our progress, identify opportunities and take meaningful action. Every step, however small, can make a difference.

This journey cannot be undertaken alone. We firmly believe that cooperation, open dialogue and shared responsibility among employees, customers, suppliers and all our business partners are essential to creating lasting positive change.

As we look to the future, we remain committed to growing responsibly, strengthening our partnerships and contributing to a more sustainable industry and society.

**Together, we can make a difference and build a better future.**

Thank you for being part of the ARTEFITA journey.

“

***“Sustainability is not a destination, but an ongoing journey.”***



Founder & Owner

**Gonzaga Oliveira**

# About ARTEFITA

Founded in 1995, **ARTEFITA** is a leading Portuguese manufacturer of webbings and technical strap solutions. With a fully integrated 4,000 m<sup>2</sup> production facility, the company oversees every stage of the process from weaving and dyeing to cutting, sewing and final assembly.

Exports represent the core of **ARTEFITA's** activity. Around **87%** of its business volume comes from international markets, reaching more than 35 countries across Europe, Africa and the Americas.

Looking ahead, **ARTEFITA's** mission remains focused on delivering high-performance textile solutions while maintaining a responsible approach to growth. The company is committed to environmental stewardship, customer satisfaction and long-lasting partnerships.



1- ARTEFITA Front Building



2- ARTEFITA Garden and Canteen

The company distributes its products through three distinct brands: **ARTEFITA**, **KNOT** and **ARCTIC**. Each brand serves different market segments, allowing the company to offer solutions that match the specific needs of a wide range of industries.

Sustainability is an essential part of **ARTEFITA's** identity. The company continuously works to reduce its environmental footprint by improving processes, selecting cleaner raw materials, increasing energy efficiency, lowering water consumption, minimizing waste generation and promoting responsible materials use.

# Quality Policy

## MISSION

We exist to provide the market with a comprehensive range of solutions, from webbings to technical manufacturing, designed to meet customer needs and enhance both their lifestyle and comfort.

## VISION

We strive to be the most efficient, to treat our customers, suppliers and our employees with excellence, and to be recognized as a trusted and reliable partner.

## STRATEGIC PRIORITIES

### KNOW-HOW

A technically skilled, ambitious and highly motivated team committed to delivering excellence.

### COMMITMENT

Honoring all agreements and requirements while continuously improving working conditions for our employees.

### ACCESSIBILITY

Maintaining regular contact with customers and suppliers and ensuring fast, clear responses to requests, questions or any other needs.

### FLEXIBILITY

Adjusting our production capacity to specific requirements and providing the necessary resources to support diverse products and projects.

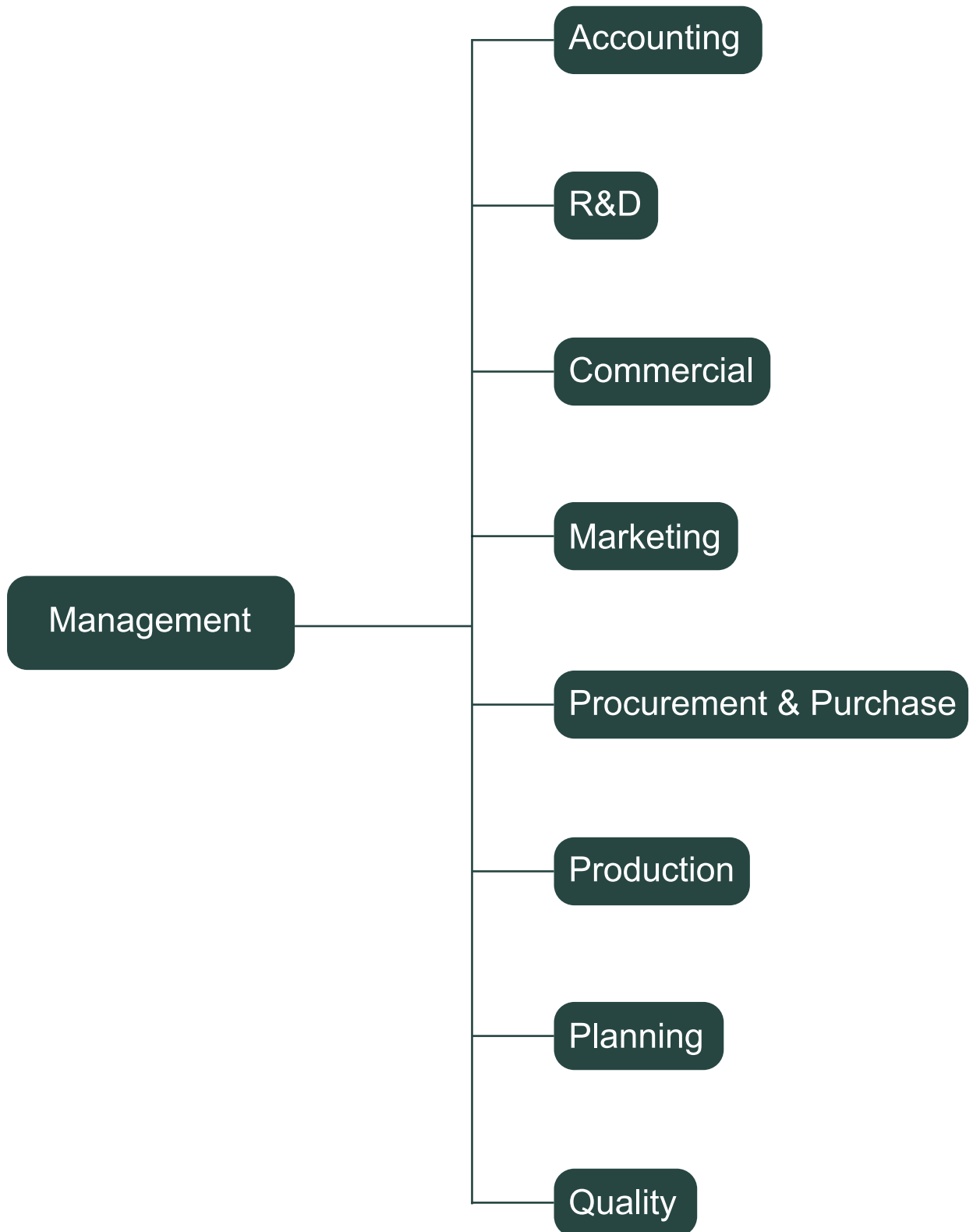
### INNOVATION

Developing new solutions and products, while continuously improving our processes, technologies and equipment.

### SUSTAINABILITY

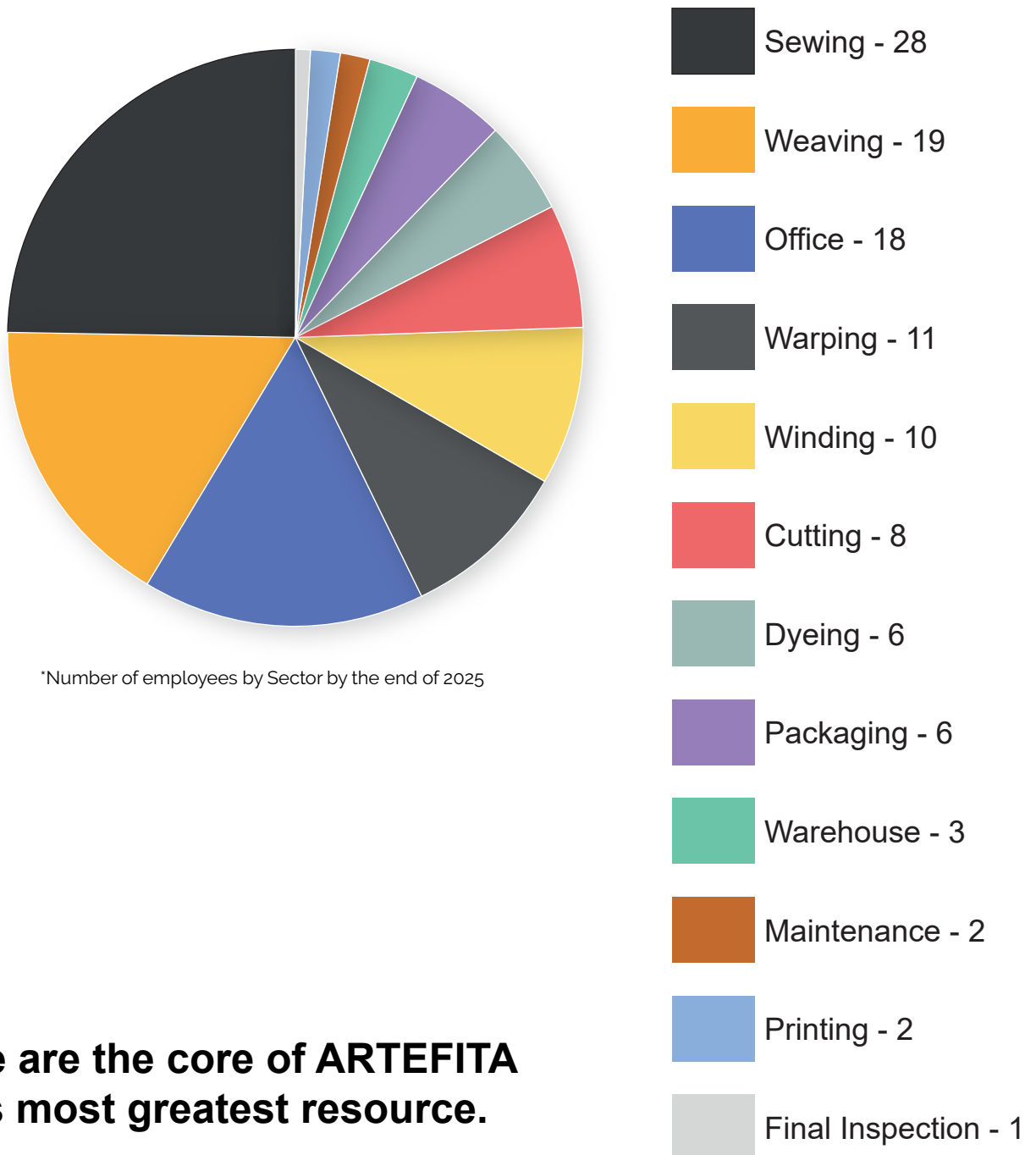
Using 100% renewable energy, reducing water consumption, minimizing waste generation and prioritizing non-toxic and environmentally responsible materials.

# Governance Structure



# Distribution by Sector

On December 31, 2025, the company's **114** employees were distributed across the following departments:



“

**People are the core of ARTEFITA and its most greatest resource.**

# Market Layout

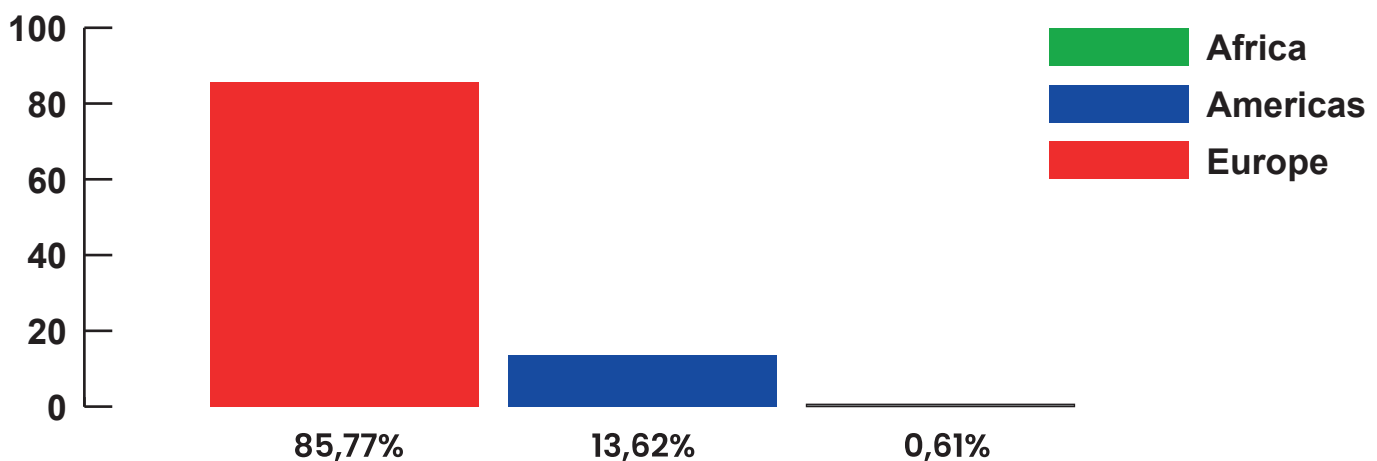
Since its foundation, **ARTEFITA** has never hidden its desire to become a global benchmark in the sector.

We began our journey into exporting early in 1997, and quickly grew into a company that currently exports around **90%** of its turnover.

Our fully vertical and tailor-made production is the driving force that opens doors for us to various global markets, as we are currently present in more than 35 countries across Europe, the Americas and Africa.



## Global Turnover Distribution (%)



# Certifications and Awards

The **ISO 9001** certification was achieved by the company in 2005. Since then, we have ensured its maintenance through the regular conduct of internal audits, monitoring of performance indicators, process reviews, and the implementation of corrective actions whenever necessary, thereby guaranteeing the continuous improvement of the system. This certification confirms the compliance of our procedures, the consistency of the products and services delivered, and the alignment of our management practices with internationally recognized requirements.



**STANDARD  
100**

The **OEKO-TEX® Standard 100** certification, held since 2013, ensures that our textile products meet strict testing criteria regarding harmful substances. Compliance is verified through tests carried out by external accredited entities, ensuring that the products placed on the market are safe for the end user and aligned with applicable environmental and regulatory requirements.

The company was distinguished with the **PME Líder 2025** and **PME Excelência 2023** status, recognizing its consistent performance, financial robustness, and sustained growth. These distinctions highlight the company's sound management practices, credibility in the market, and commitment to excellence, as validated by independent financial and institutional assessment criteria.



# Stakeholder Management

**ARTEFITA** actively engages its stakeholders to ensure that all decisions are responsible and aligned with social, environmental, and economic expectations. This commitment fosters transparency, open dialogue, and ongoing collaboration, strengthening trust and supporting sustainable, well-informed decision-making.

| Key Stakeholders  | How we get involved                                                | Frequency | Our Goal                                                                                                                                                                                                                                     |
|-------------------|--------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees         | Employee satisfaction survey<br>Internal training and meetings     | Annual    | <ol style="list-style-type: none"> <li>1. Identify opportunities for internal improvement</li> <li>2. Ensure working conditions and safety</li> <li>3. Promote transparency and ethics</li> <li>4. Improve satisfaction index (%)</li> </ol> |
| Customers         | Satisfaction surveys<br>Feedback channels (visits, direct contact) | Annual    | <ol style="list-style-type: none"> <li>1. Adjust sustainable products and services</li> </ol>                                                                                                                                                |
| Local Community   | Community projects and partnerships                                | Ongoing   | <ol style="list-style-type: none"> <li>1. Promote local development and minimize impacts</li> <li>2. Collaborate on social and environmental projects</li> </ol>                                                                             |
| Suppliers         | Audits and alignment with suppliers                                | Ongoing   | <ol style="list-style-type: none"> <li>1. Ensure sustainable practices throughout the supply chain</li> </ol>                                                                                                                                |
| Regulatory Bodies | Legal compliance                                                   | Ongoing   | <ol style="list-style-type: none"> <li>1. Ensure legal conformity and environmental best practices</li> </ol>                                                                                                                                |

## Our Commitment

**ARTEFITA** maintains continuous and open dialogue with its stakeholders, ensuring that its practices and decisions align with social, environmental, and economic expectations. Through surveys, audits, projects, and partnerships, we strive to integrate diverse perspectives to advance sustainable and responsible development.



# Environmental Management

**ARTEFITA** adopts a responsible and preventive approach to environmental management, integrating sustainability into every stage of its operations. The company is committed to continuously reducing its environmental impact, optimizing resources, and promoting practices that support the protection of the environment and the transition toward a more circular and efficient economy.

In compliance with all applicable environmental regulations, **ARTEFITA** monitors its performance to identify opportunities for improvement and minimize its footprint. The company maintains a clear focus on energy efficiency and emissions reduction, responsible water consumption, and effective waste management, ensuring that resources are used thoughtfully and aligned with best environmental practices.



**ARTEFITA** also encourages the engagement of employees, suppliers, and the local community in environmental initiatives, reinforcing sustainability as an essential part of its organizational culture. This collaborative approach strengthens transparency, supports continuous improvement, and reflects the company's commitment to operating responsibly and sustainably across all activities.

Building on this foundation, **ARTEFITA** continually evaluates new technologies and operational methods that can further enhance environmental performance. This includes exploring more efficient production processes, adopting cleaner technologies, and improving monitoring systems that allow for more accurate tracking of environmental indicators. By integrating innovation with environmental responsibility, the company aims to advance toward long-term sustainability goals while supporting competitiveness and operational excellence.

Additionally, **ARTEFITA** recognizes the importance of raising awareness and promoting environmental responsibility throughout its value chain. The company works closely with partners and suppliers to encourage sustainable practices, share knowledge, and strengthen collective capacity for environmental stewardship. Through training initiatives, communication efforts, and the inclusion of sustainability criteria in supplier evaluations, **ARTEFITA** contributes to a broader culture of environmental awareness and shared responsibility.

## Solar Energy Production Developments

Throughout 2024, the company achieved a significant milestone in its sustainable energy strategy with the installation of 500 solar panels across its facilities. This initiative reflects **ARTEFITA's** commitment to accelerating the transition toward renewable energy sources, reducing greenhouse gas emissions, and improving overall operational efficiency. By expanding its capacity for clean energy generation, the company reinforces a long-term vision focused on energy independence and climate responsibility.

## Sustainable Mobility of the Corporate Fleet

Mobility is a strategic dimension of the company's environmental policy, with a direct influence on energy efficiency and the reduction of greenhouse gas emissions. As of 2025, **ARTEFITA's** vehicle fleet consists of three vehicles, of which 2 are fully electric and 1 is Hybrid.

The acquisition of a 100% electric van in 2023 for goods transport represented a meaningful step forward in the company's transition to more sustainable mobility. This strategic investment significantly reduced emissions associated with logistics operations, improved energy consumption efficiency, and aligned the company's activities with the principles of carbon neutrality.

ARTEFITA recognizes that the progressive electrification of its fleet is essential for the decarbonization of its operations. The company will therefore continue to assess technological solutions and investment opportunities that can further increase the share of low- or zero-emission vehicles, contributing to cleaner, more efficient mobility aligned with national and European sustainability goals.

## Environmental Impact Reduction Measures

Between 2022 and 2025, **ARTEFITA** implemented several initiatives aimed at reducing its environmental footprint, as part of a comprehensive and cross-cutting sustainability strategy. Key actions include:

- Energy transition: Installation of 500 solar panels in 2024, enhancing renewable energy generation and reducing dependence on fossil fuels.
- Sustainable mobility: Renewal of the corporate fleet, reaching a composition of 2/3 electric vehicles by the end of 2025.
- Responsible waste management: Implementation of battery collection points, separation and recycling of cardboard, plastic, and PP thread, and proper routing of materials for recovery and valorization.

# Energy & Emissions

Between 2022 and 2025, the company achieved significant progress in managing energy resources and implementing sustainability measures. This period was marked by external challenges, production fluctuations, and strategic investment in renewable energy, which strengthened the operational and environmental efficiency of the organization.

## Context and Evolution of Energy Consumption

In 2023, there was a significant reduction in industrial activity due to a drop in orders, facing to 2022. This decrease in production was directly reflected in a 51.6% reduction in energy consumption and a 20.7% decrease in turnover. Despite the lower production, it is important to highlight that optimization measures, such as revised operating schedules and stricter energy monitoring which contributed to a more rational use of energy.

In 2024 and 2025, the company began a gradual recovery of production, with turnover increasing. By 2025, the energy consumption had a ratio of 1.14% relative to turnover.



More than  
**500**  
**PHOTOVOLTAIC**  
**PANELS**

Despite the rise in activity, energy consumption decreased by 8.4% compared to 2024. This positive outcome was mainly due to the operation of **500 photovoltaic panels**, which started supplying a significant portion of the electricity used in daily operations. The in-house production of renewable energy not only reduced costs but also decreased the company's exposure to energy market price volatility. Also, the implementation of sustainable practices by our employees are also reflected.

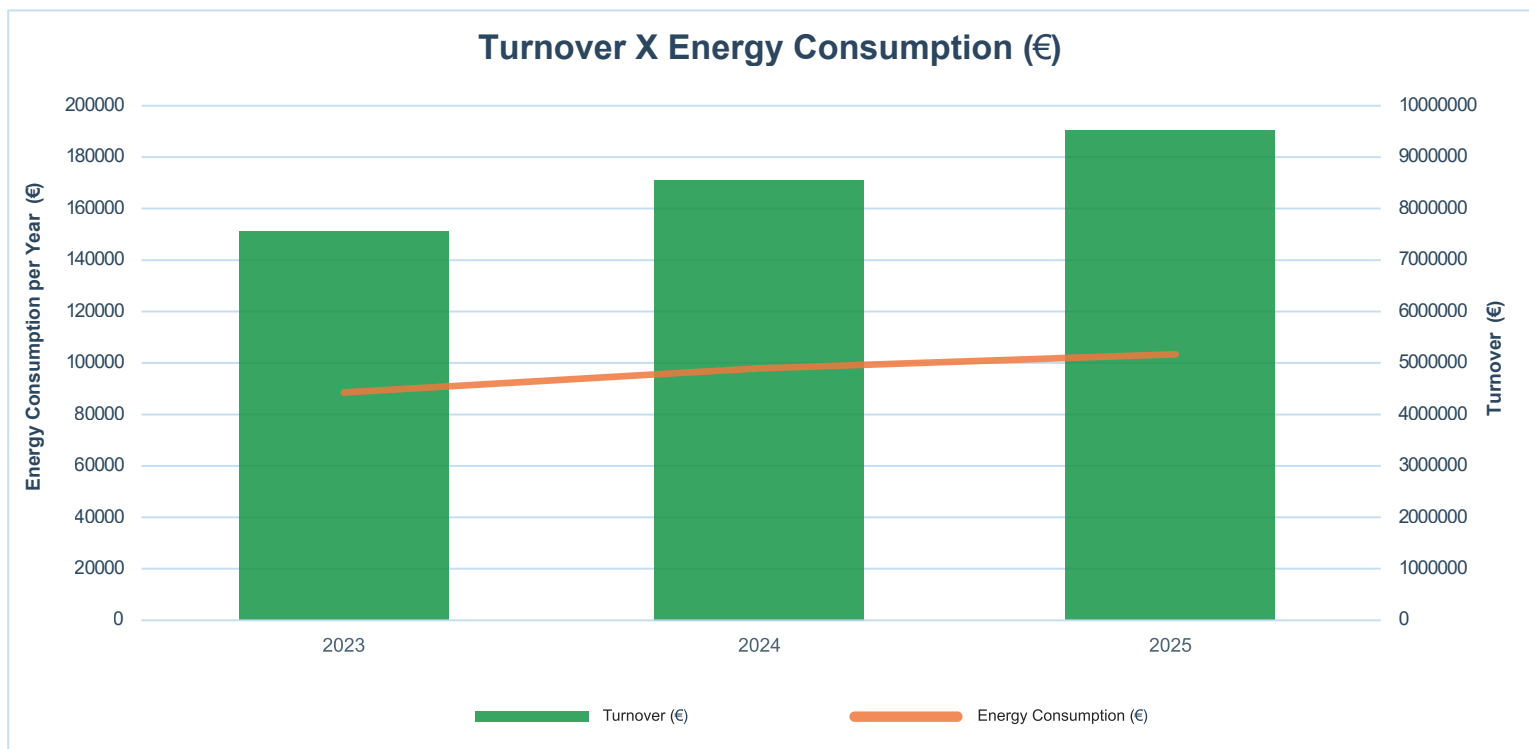
# Energy & Emissions

## Efficiency Indicators and Environmental Impact

Analysis of the energy-to-turnover ratio (€) shows a consistent improvement trajectory:

- **1.22%** in 2024
- **1.09%** in 2025

Despite an approximately **5.09%** increase in energy costs, turnover grew by around **9.94%**, reducing the relative weight of energy costs in turnover from **1.22% to 1.09%**, representing an improvement on this indicator.



These figures reflect increased energy efficiency and a progressive decoupling between production growth and energy consumption, resulting in a more sustainable and less energy-intensive operation. Additionally, photovoltaic production contributed to reducing the carbon footprint associated with industrial activities, supporting the company's alignment with the *United Nations Sustainable Development Goals (SDGs)*.

# Water Consumption

The management of water resources is a central pillar of our company's sustainability strategy. In recent years, we have been monitoring our water consumption more rigorously, identifying opportunities for improvement and optimising the use of this vital resource, particularly in the textile sector, where water plays an essential role in several processes, especially dyeing.

Since June 2023, we have begun collecting detailed water consumption data across the company. Until then, only yearly overall consumption figures were available.

In 2024, total annual water consumption reached 5.086,6m<sup>3</sup>. Of this amount, 3.270,7m<sup>3</sup> were used by the dyeing section and 1.815,8m<sup>3</sup> by the rest of the company. Production increased to 16.5 million metres of webbing, resulting in an average consumption of 308.28 m<sup>3</sup> of water per million metres. This significant increase was partly due to a water leak that occurred in April 2024, which was only identified in January 2025. The issue was promptly resolved, alongside the reinforcement of detection and preventive maintenance procedures.

The leak was detected through real-time monitoring, which indicated a higher-than-expected level of consumption. However, its exact source proved difficult to locate and was only identified at the beginning of 2025. This prolonged period of uncertainty contributed to the rise in total annual consumption.

Once the source of the leak was finally located, the situation was quickly resolved. Monitoring and preventive maintenance procedures have since been strengthened to prevent similar occurrences in the future..



# Water Consumption

In 2025, total annual water consumption reached 4.202,99m<sup>3</sup>. Of this amount, 3.594,85m<sup>3</sup> were used by the dyeing section and 608,14m<sup>3</sup> by the rest of the company. Production has stabilized at 16.32 million metres of webbing, resulting in an average consumption of 257.51 m<sup>3</sup> of water per million metres. These figures reflect the stabilisation of consumption and the effectiveness of the monitoring and preventive maintenance measures implemented following the identification of the leak.

The leak was detected through real-time monitoring, which indicated a higher-than-expected level of consumption. However, its exact source proved difficult to locate and was only identified at the beginning of 2025. This prolonged period of uncertainty contributed to the rise in total annual consumption.

Once the source of the leak was finally located, the situation was quickly resolved. Monitoring and preventive maintenance procedures have since been strengthened to prevent similar occurrences in the future.



# Water Consumption

## Water Consumption Reduction Measures

To reduce water consumption and promote sustainability within the company, several actions have already been implemented:

- Installation of automatic faucets in the restrooms, which limit flow time and prevent waste;
- Real-time monitoring of water consumption, allowing for rapid identification of abnormal consumption peaks and immediate intervention;
- Automatic control of water levels in the tanks of the TR03 machine in the dyeing department, ensuring efficient use and preventing waste during production processes;
- Strict and continuous monitoring of leaks and losses, with regular inspections and preventive maintenance to ensure any issues are detected and resolved as quickly as possible;
- Reduction of irrigation in the company's green areas.



## Environmental Impact and Importance of the Topic

The textile industry is traditionally associated with high water consumption. This intensive use represents not only an operational cost but also an environmental challenge, given the increasing scarcity of water resources in various regions of the world. By managing water consciously, the company not only reduces its environmental impact but also contributes to the preservation of a resource essential for life and sustainable economic development. Additionally, optimizing water consumption is directly linked to improving production efficiency and reducing operational risks. Taking a proactive stance on this issue reinforces the company's position as a modern, responsible organization aligned with sustainability principles, increasingly valued by clients, partners, and society as a whole.

# Waste Management

## Sustainability and Waste Management

In 2025, the company experienced a significant increase in production compared to the previous year. Despite this growth, the total industrial waste generated amounted to 74,700 kg, demonstrating effective control over waste generation per unit of product. This outcome reflects the company's commitment to optimizing production processes through continuous improvement, waste reduction, and maximizing the use of raw materials. The balance between increased production and waste management serves as a positive indicator of the effectiveness of the environmental policies in place.

## Products with Recycling Potential

As part of our customer offerings, we have been introducing products incorporating recycled materials, contributing to a circular economy within the textile sector. Currently, we provide recycled PP yarn, composed of 70% virgin material and 30% recycled content, while maintaining high standards of quality and durability. This solution helps reduce the environmental footprint and meets the growing demand from customers for more sustainable products.

## Recyclable Materials and Components

At **ARTEFITA**, we adopt responsible practices in the management of recyclable materials and hazardous waste, ensuring their proper handling by certified entities.

- **Pallets:** We use reused and recycled pallets, all treated with HT (Heat Treatment), ensuring compliance with phytosanitary standards and reducing the need for new production.
- **Batteries:** A collection point has been installed in the cafeteria for selective disposal, with subsequent transfer to a licensed facility for treatment and recycling.
- **Oils, chemicals, and metals:** All these wastes are collected by specialized companies for proper treatment and environmental recovery.

### Evolution in hazardous waste (oils and chemicals):

| Year          | 2023    | 2024    | 2025    |
|---------------|---------|---------|---------|
| Quantity (Kg) | 5599 Kg | 3358 Kg | 5787 Kg |

The observed variation reflects a significant increase in our workload and a consequent rise in employment across the productive sectors.



# Waste Management

## Webbings & Yarns Suitable for Recycling

Polypropylene (PP) webbings and yarn wastes are fully returned to the original supplier for recycling and reintegration into the production process, promoting a closed-loop material cycle.

Evolution in recycled material:

| Year          | 2024    | 2025    |
|---------------|---------|---------|
| Quantity (Kg) | 2535 Kg | 4044 Kg |

This practice has strengthened partnerships with suppliers committed to sustainability.

## Waste Reduction Measures

In order to reduce environmental impact and optimize resources, we have been implementing various waste reduction measures:

### Reuse of raw materials and textile waste

Returned to the production cycle whenever technically feasible.

### Optimization of production processes

Minimizing waste by adjusting cutting, dyeing, and finishing parameters.

### Partnerships with sustainable suppliers

Prioritizing recycled raw materials and reusable packaging.

### Continuous monitoring of environmental indicators

Identifying opportunities for improvement and setting annual reduction targets.

These actions reflect our ongoing commitment to environmental sustainability, ensuring responsible production in line with the principles of a circular economy.

# Social Performance

Our commitment to social responsibility extends across all aspects of our operations, including labor practices, community engagement, and ethical partnerships. We prioritize collaboration with suppliers who adhere to sustainable and socially responsible practices, ensuring that environmental and social standards are consistently met.

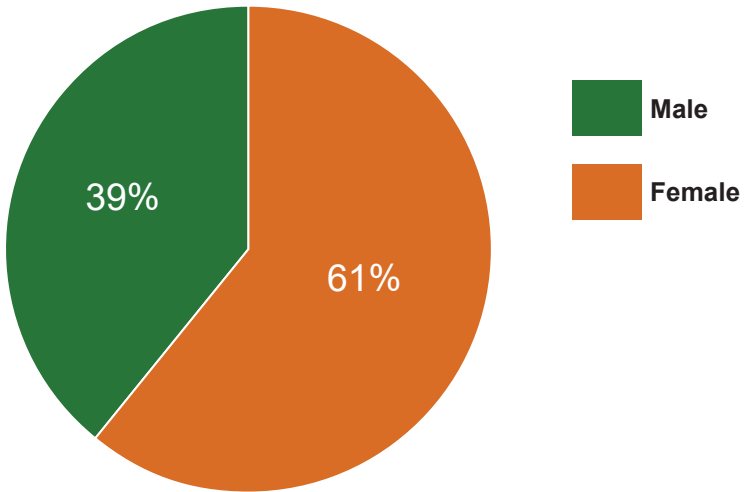
## Diversity: Gender & Age Equality

| Employees in 2025 |
|-------------------|
| 114               |

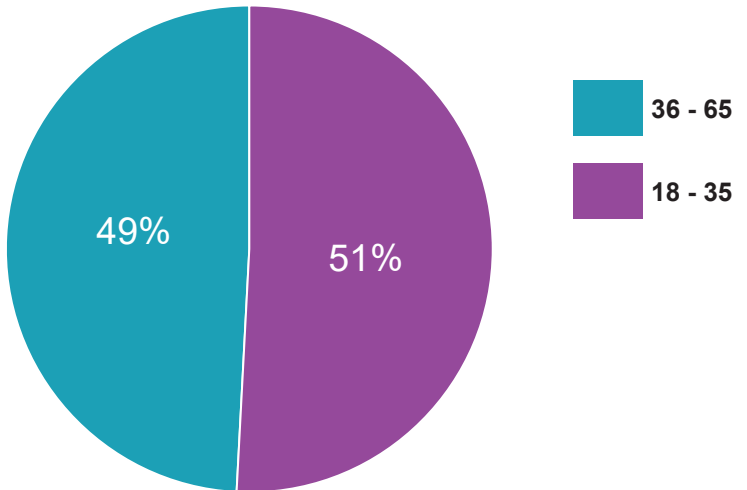
In 2025, there was a more balanced gender ration compared with 2024, reinforcing the organisation’s commitment promoting diversity and gender balance.

In 2025, a slight increase of **6%** was observed in the 36-45 age group compared to 2024, reflecting a greater representation of professionals in the mid-career stage.

Gender Distribution 2025



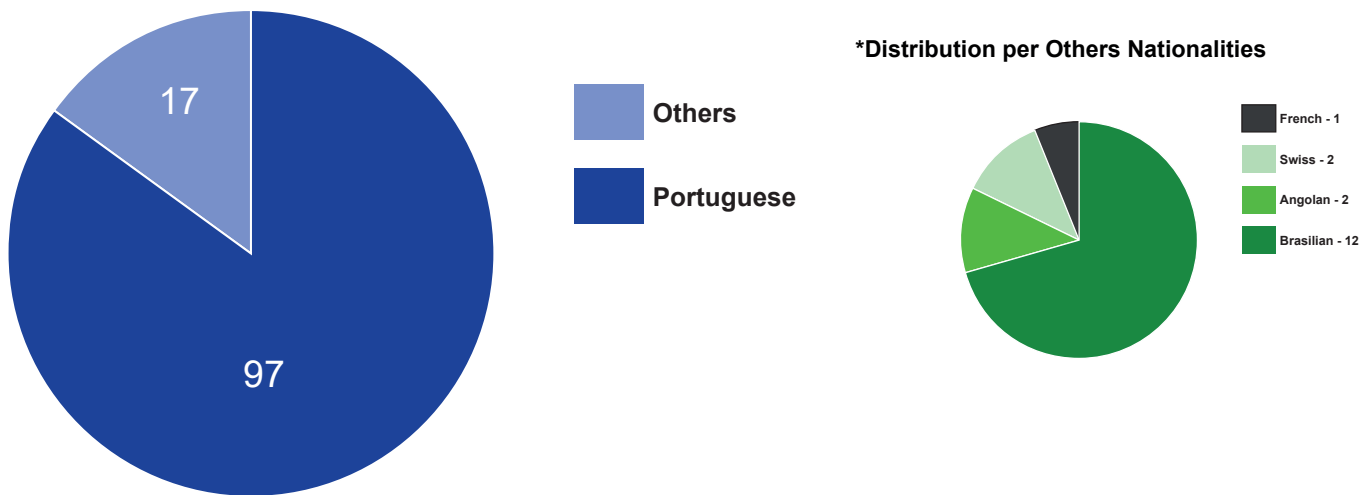
Age Group Distribution 2025



# Social Performance

The presence of professionals from different nationalities enriches the organizational environment, bringing new perspectives, experiences, and ways of thinking. This diversity fosters a more open and collaborative culture, enhancing the company's adaptability and capacity for innovation. Moreover, it reflects the company's international orientation and its commitment to promoting an inclusive and representative workplace.

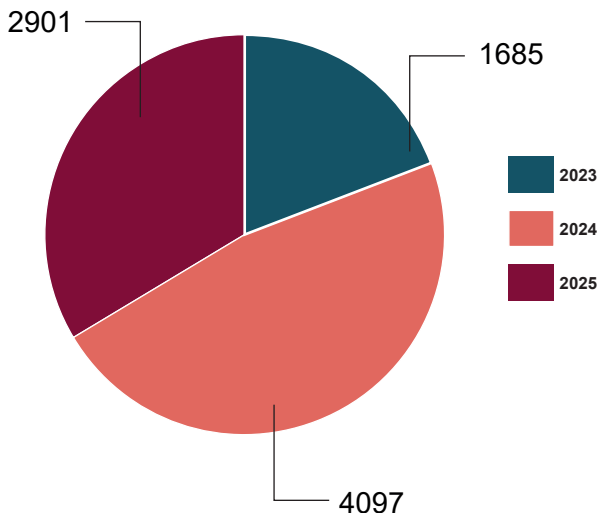
## Nº of Employees per Nationality



## General Training

In 2025, the organization recorded a total of 2,901 hours of training, representing a **decrease** compared to 2024 (4,097 hours). Nevertheless, the number of hours remains significant and demonstrates the organisation's continued investment in skills development and in the professional development of its team.

## Total Hours of Training



**ARTEFITA** promotes continuous training, enabling the long-term development of each employee, with a focus on skills updating and career progression. In this context, employees' competencies are developed across various areas, including:

*Technical Skills*  
*Environment and Sustainability*  
*Health, Safety, and Occupational Risk Management (HSST)*  
*Management and Organization*  
*Communication and Assertiveness*

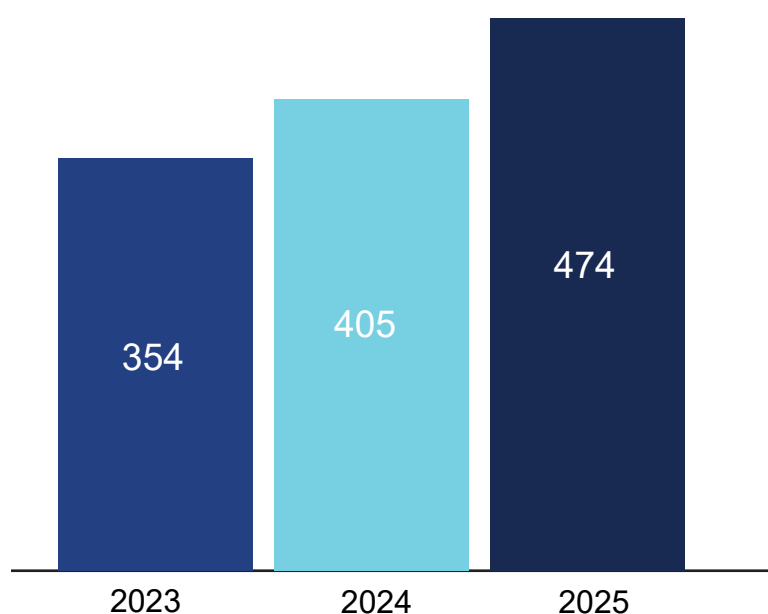
Upon the onboarding of new employees, a structured induction plan is followed, providing appropriate training to their role.

# Social Performance

## Occupational Health, Safety and Hygiene (OHS&S)

During the period under review, the organization implemented a series of training initiatives focused on *Occupational Health, Safety, and Hygiene (OHS&H)*, reinforcing the integration of these topics into the corporate culture. A total of **474 training hours** were delivered, covering employees from various departments across the company.

**Total Hours of Training in OHS&S**



|                                  | Training Hours |      |      |
|----------------------------------|----------------|------|------|
|                                  | 2023           | 2024 | 2025 |
| HOS&S Total Hours                | 354            | 405  | 474  |
| First Aid                        | 84             | 168  | 154  |
| Firefighting                     | -              | 161  | 168  |
| General (forklifts, risks, etc.) | 270            | 76   | 152  |

The year 2025 stood out particularly in terms of training related to **OHS&H**, with sessions conducted in the following areas:

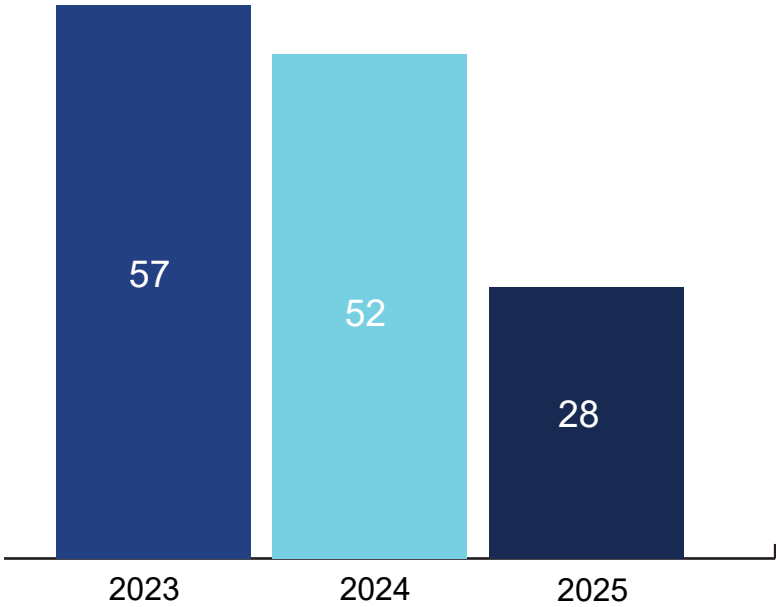
- Firefighting
- First Aid
- Handling and storage of chemical products
- Risk assessment, prevention, and PPE associated with various roles

In 2024 and 2025, ARTEFITA continued to carry out ongoing training activities aimed at refreshing knowledge and onboarding new employees. In 2025, **OHS&H** training increased by **15%** compared to 2024.

# Social Performance

Total Hours of Training in Environment & Sustainability

| Environment & Sustainability |      |      |
|------------------------------|------|------|
| 2023                         | 2024 | 2025 |
| 57                           | 52   | 28   |



During the period under review, the organization carried out a series of training initiatives focused on the environment and sustainability, reinforcing the integration of these topics into the corporate culture. A total of **28 training hours** were delivered, covering employees from various departments within the company.

The content included best environmental practices, energy efficiency, waste management, and sustainability principles. These initiatives contribute to:

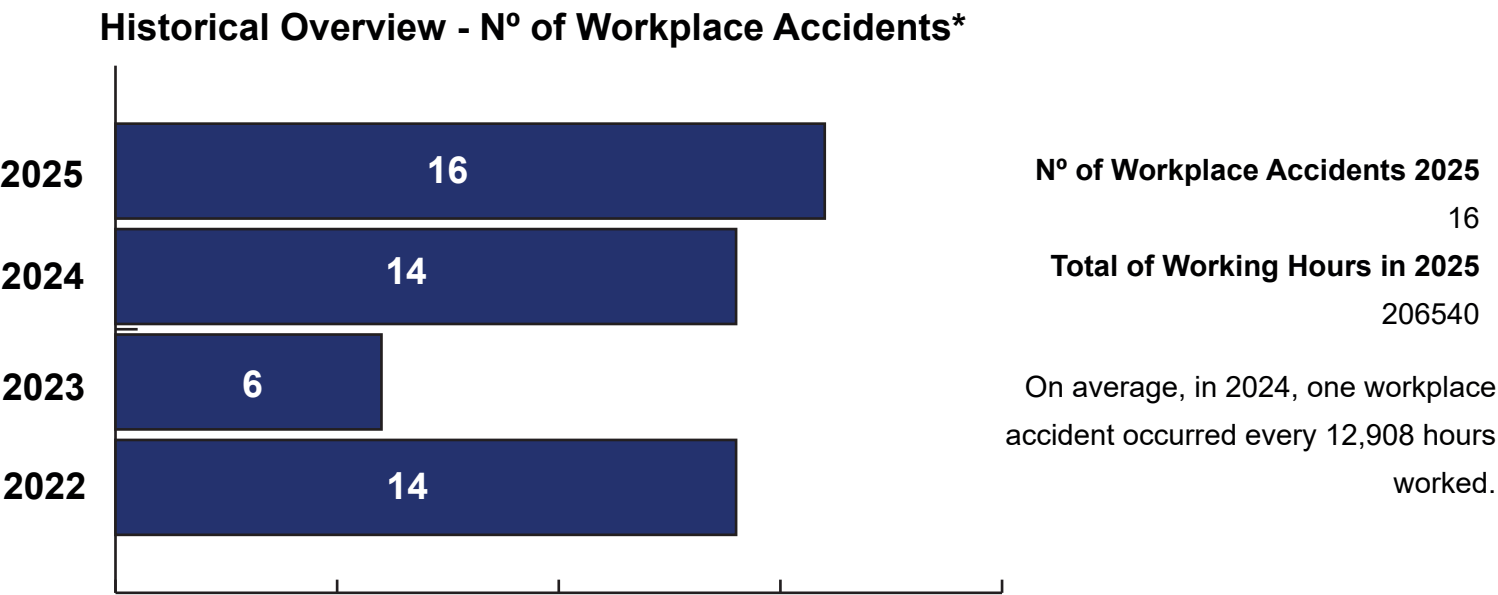
- Raising employee awareness and engagement regarding sustainable practices.



# Social Performance

## Occupational Accidents

**ARTEFITA** is strongly committed to preventing workplace accidents through the continuous improvement of its Occupational Health and Safety practices. The company invests in regular training, risk assessment, and preventive measures, fostering a strong safety culture across all departments. This ongoing effort aims to ensure a safe and healthy working environment for all employees and to continuously reduce occupational risks.



\*Throughout its history, **ARTEFITA** has not recorded any fatal workplace accidents or that have caused major disabilities.

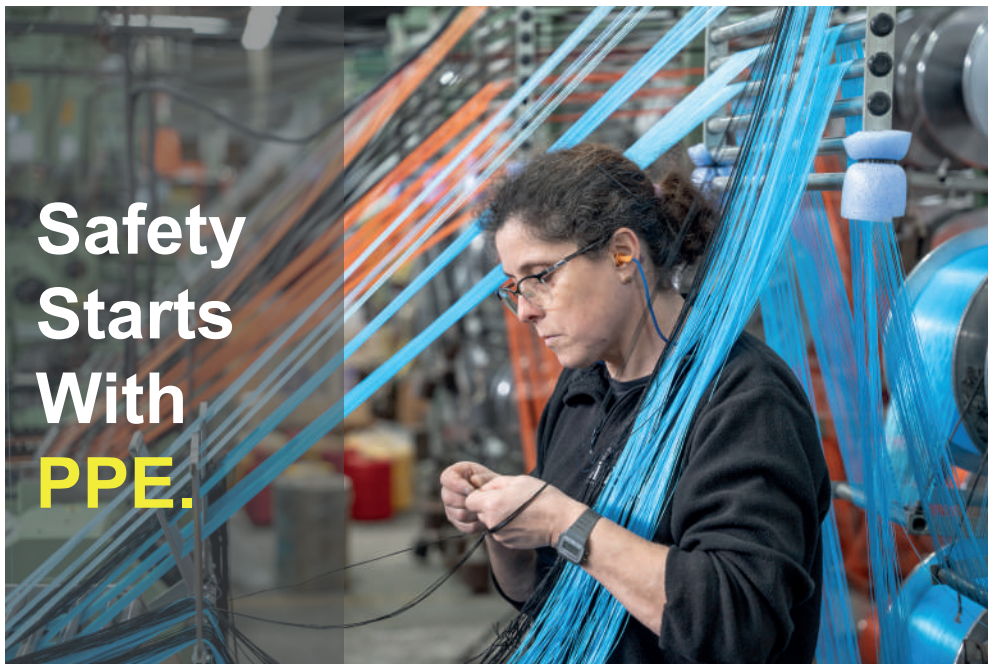
**Objective:**  
Zero Workplace Accidents.

**2025 Performance:**  
In 2025, **ARTEFITA** experienced a significant increase in order volume, which created additional pressure to meet delivery deadlines. This resulted in longer working days and higher levels of fatigue, potentially increasing the risk of workplace accidents. Despite this challenging scenario, all identified accidents were carefully analyzed and appropriately addressed. Whenever necessary, specific action plans were developed with the aim of preventing the recurrence of such incidents. Although the number of workplace accidents rose to 16, the accident rate per hour worked decreased.

# Social Performance

## Provision and Use of Personal Protective Equipment (PPE)

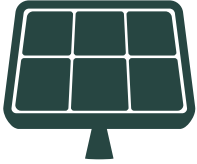
**ARTEFITA** has maintained its commitment to protecting employees through a systematic approach to workplace safety, based on prevention, training, and the proper use of **Personal Protective Equipment (PPE)**. In this context, ARTEFITA identifies hazards, assesses risks, and integrates risk management into its business activities, addressing risks at their source in order to eliminate or reduce exposure and enhance protection levels. The company also takes into account work adaptation, technological developments, and work organization, prioritizing the substitution of hazardous processes with safer alternatives and favoring collective protective measures over individual protective equipment whenever possible.



Safety  
Starts  
With  
**PPE.**



# HIGHLIGHTS



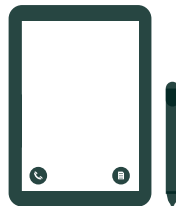
In line with its sustainability strategy, **ARTEFITA** strengthened its commitment to renewable energy by installing 500 photovoltaic panels, reducing its environmental footprint and promoting more efficient and sustainable energy consumption



**ARTEFITA** has replaced a combustion-engine vehicle with a 100% electric vehicle, meaning its fleet now consists of two 100% electric vehicles and one plug-in hybrid vehicle.



In order to manage waste more responsibly, **ARTEFITA** have set up battery collection points (Pilhão) and introduced the separation and recycling of cardboard, plastic and PP fibre, which are then sent for appropriate recovery.



In order to eliminate the use of paper at our manufacturing plant, **ARTEFITA** has introduced digitisation across various production sectors using an integrated tablet system. This not only reduces paper consumption but also enables us to improve the traceability of information and increase operational efficiency.



With a view to increasing green spaces, **ARTEFITA** has created a new area that includes not only fruit trees but also social spaces, thereby helping to increase green spaces throughout the company, promote biodiversity, improve the organisational environment and strengthen its environmental commitment.



In order to reduce and manage our water consumption in our green spaces, **ARTEFITA** has implemented an efficient drip irrigation system, with a focus on optimising water consumption and reducing water wastage.



To help promote sustainable mobility, **ARTEFITA** has installed a new charging station for electric vehicles, encouraging more sustainable mobility practices to our employees and a reduction in carbon emissions.

# Governance & Ethics

ARTEFITA is committed to maintaining the highest standards of governance and ethics. The company promotes transparent decision-making, accountability, and compliance with all legal and regulatory requirements. By fostering an ethical corporate culture, ARTEFITA ensures trust, integrity, and long-term value for its stakeholders.

## Corporate Social Responsibility and Sustainability (CSR&S)

ARTEFITA integrates a strong commitment to social, environmental, and corporate ethical responsibility into its sustainability strategy. We recognize that our performance also depends on the practices adopted by our suppliers and other stakeholders, which is why we promote shared principles respecting human rights, environmental protection, and workplace safety.

Some Key Points:

- Compliance with **best practices** in CSR&S and OHS&S
- **Respect for Human Rights** and international labor standards.
- **Prohibition of child labor, forced labor, or work under degrading conditions.**
- **Promotion of equal opportunities** and fair treatment for all employees.
- **Compliance with local and international laws** applicable to the company's activities and those of its suppliers.
- **Prevention of corruption** and promotion of ethical practices in all business relations.
- **Responsible environmental management**, with a focus on reducing emissions and waste.
- **Safe use of raw materials** in compliance with regulations such as REACH and RoHS.
- **Preservation of natural resources** and biodiversity.
- **Ensuring workplace safety and health** through training and risk prevention.
- **Audits and monitoring mechanisms** to assess compliance with the Code of Conduct.
- **Confidential whistleblowing channel** to report irregularities.
- **Collaboration with suppliers and stakeholders** to promote an ethical and sustainable value chain.

# Governance & Ethics

## Declarations

The implementation of European regulations, such as REACH, has introduced a range of challenges for economic operators, particularly regarding communication on the use of chemical substances throughout the supply chain and the alignment of these regulations with occupational health and safety standards.

In this context, and with the aim of maintaining effective communication among all stakeholders in our processes, we strive to ensure that the products we market fully comply with safety, sustainability, and legal requirements. This approach guarantees the quality of our products and industrial processes while contributing to a more responsible and transparent value chain.

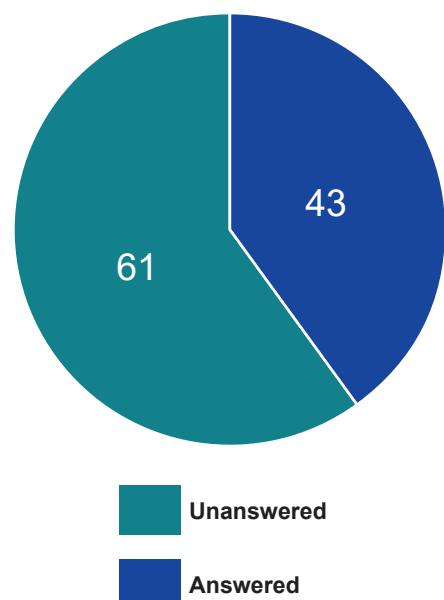
- **Regulation (EC) No 1907/2006 – REACH** (Registration, Evaluation, Authorisation and Restriction of Chemicals)
- **Regulation (EU) 2019/1021 – POPs** (Persistent Organic Pollutants)
- **Regulation (EU) 2017/821 – Conflict Minerals**
- **Directive 2011/65/EU – RoHS & Directive (EU) 2015/863**
- **Directive 2000/53/EC – ELV** (End-of-Life Vehicles)
- **California Proposition 65**

In 2024, **ARTEFITA** has engaged its suppliers through a dedicated questionnaire to assess their existing certifications and compliance with our Supplier Code of Conduct. This initiative aims to promote transparency, ensure adherence to ethical, environmental, and social standards, and strengthen collaboration across the supply chain in alignment with our sustainability objectives. In 2025, **ARTEFITA** didn't address these questionnaires.

| Results Analysis              |     |
|-------------------------------|-----|
| Number of Questionnaires Sent | 104 |

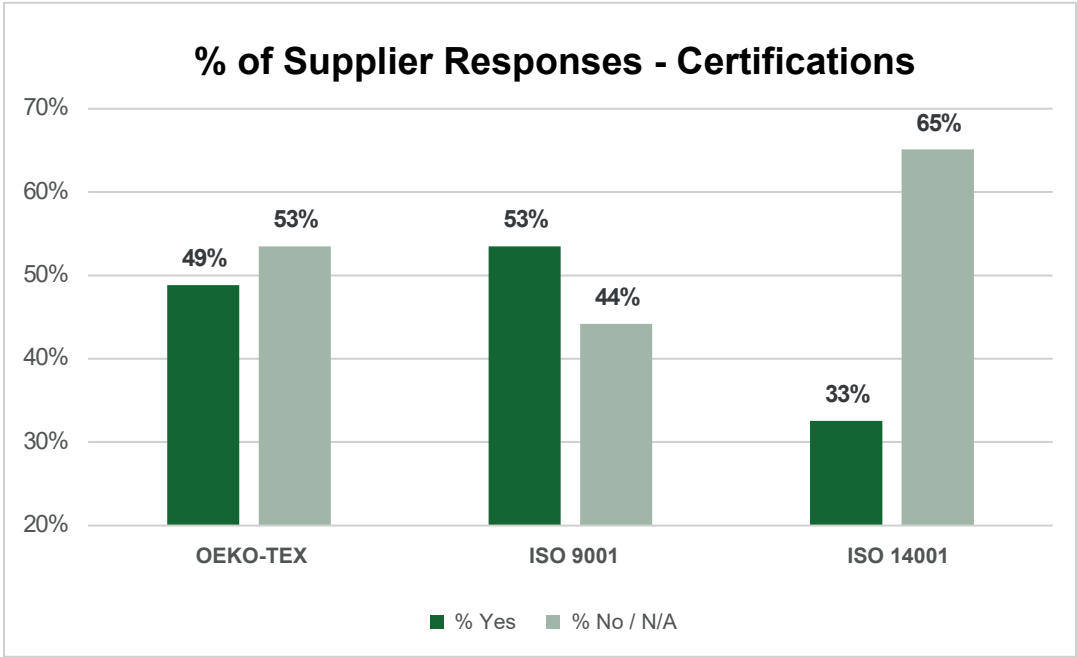
|                                     |    |     |
|-------------------------------------|----|-----|
| Number of Questionnaires Responded  | 43 | 41% |
| Number of Questionnaires Unanswered | 61 | 59% |

## Questionnaire Results



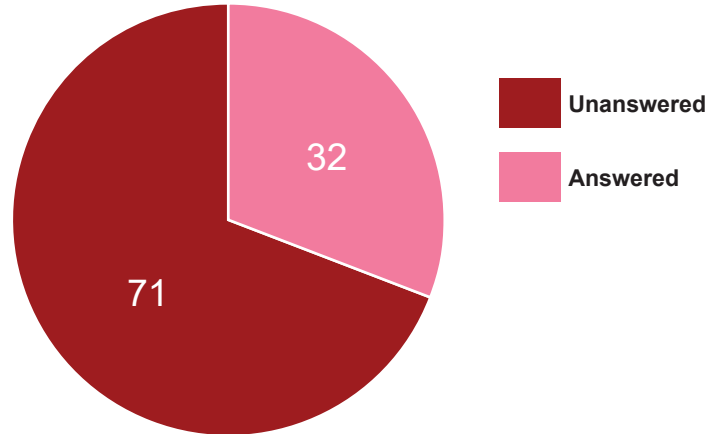
# Governance & Ethics

After analyzing and verifying the responses received from our suppliers, we carefully assessed the information to ensure accuracy and consistency. Based on this process, the following results were obtained:



|           | % Yes | Yes | % No/na | No/na |
|-----------|-------|-----|---------|-------|
| OEKO-TEX  | 49%   | 21  | 53%     | 23    |
| ISO 9001  | 53%   | 23  | 44%     | 19    |
| ISO 14001 | 33%   | 14  | 65%     | 28    |

Number of Questionnaire Responses - Code of Conduct



| Code of Conduct |          |     |
|-----------------|----------|-----|
| Sent            | Answered | N/A |
| 103             | 32       | 71  |

## Sustainable Development Goals (SDGs)

**ARTEFITA** aligns its sustainability strategy with the United Nations **Sustainable Development Goals (SDGs)**, integrating economic growth, social responsibility, and environmental protection into its business practices. The company focuses its efforts on **five priority SDGs**, presented below, through which it seeks to generate positive and measurable impacts:

| SDG                                                                                                                                              | Framework                                                                                                                                                                                                 | Actions                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>05</b><br>GENDER<br>EQUALITY<br>                            | <b>ARTEFITA</b> contributes to SDG 5 by promoting equal opportunities, non-discrimination, and an inclusive working environment.                                                                          | <b>Implementation</b> of non-discriminatory recruitment and selection processes<br><b>Availability</b> of formal and confidential reporting channels                                                                                                                                                             |
| <b>07</b><br>AFFORDABLE<br>AND CLEAN ENERGY<br>               | <b>ARTEFITA</b> promotes energy efficiency in its production processes by adopting lower-consumption equipment and renewable energy sources, thereby reducing the environmental impact of its operations. | <b>Replacement</b> of outdated machinery with more energy-efficient equipment.<br><b>Transition</b> of the transport fleet towards a 100% electric objective.<br>Use of energy from <b>renewable sources</b> .<br><b>Monitoring</b> of energy consumption and <b>implementation</b> of measures to reduce waste. |
| <b>08</b><br>DECENT WORK<br>AND ECONOMIC<br>GROWTH<br>        | <b>ARTEFITA</b> ensures decent work, safe working conditions, and opportunities for professional development for all employees.                                                                           | <b>Compliance</b> with labor legislation, fair pay, promotion of diversity, and workplace safety.<br><b>Creation</b> of safe working conditions.<br><b>Continuous training</b> of employees.                                                                                                                     |
| <b>09</b><br>INDUSTRY, INNOVATION<br>AND INFRASTRUCTURE<br>   | <b>ARTEFITA</b> invests in innovation and the modernization of its infrastructure to increase production efficiency.                                                                                      | <b>Introduction</b> of more efficient machinery, <b>optimization</b> of production processes, and <b>adoption</b> of new technologies to improve productivity and reduce waste.                                                                                                                                  |
| <b>12</b><br>RESPONSIBLE<br>CONSUMPTION AND<br>PRODUCTION<br> | <b>ARTEFITA</b> promotes sustainable production practices, minimizing environmental impact and encouraging the responsible use of resources.                                                              | <b>Reduction</b> of material waste, recycling, <b>efficiency</b> in the use of water and energy, and a <b>continuous commitment</b> to selecting sustainable suppliers.                                                                                                                                          |

# 2025 Sustainability Report



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