



2023

# Sustainability Report

-EN-

# 01

## We are Orona

President's Message	4
General Management's Message	5
Report Context	6
Materiality analysis	8
Business model	11
Stakeholders	14

# 02

## Integrity and ethics

Respect for Human Rights	18
Orona Fundazioa	23
Participation model	31
Fight against corruption and bribery	33
Supplier Code of Conduct	35

# 03

## Social

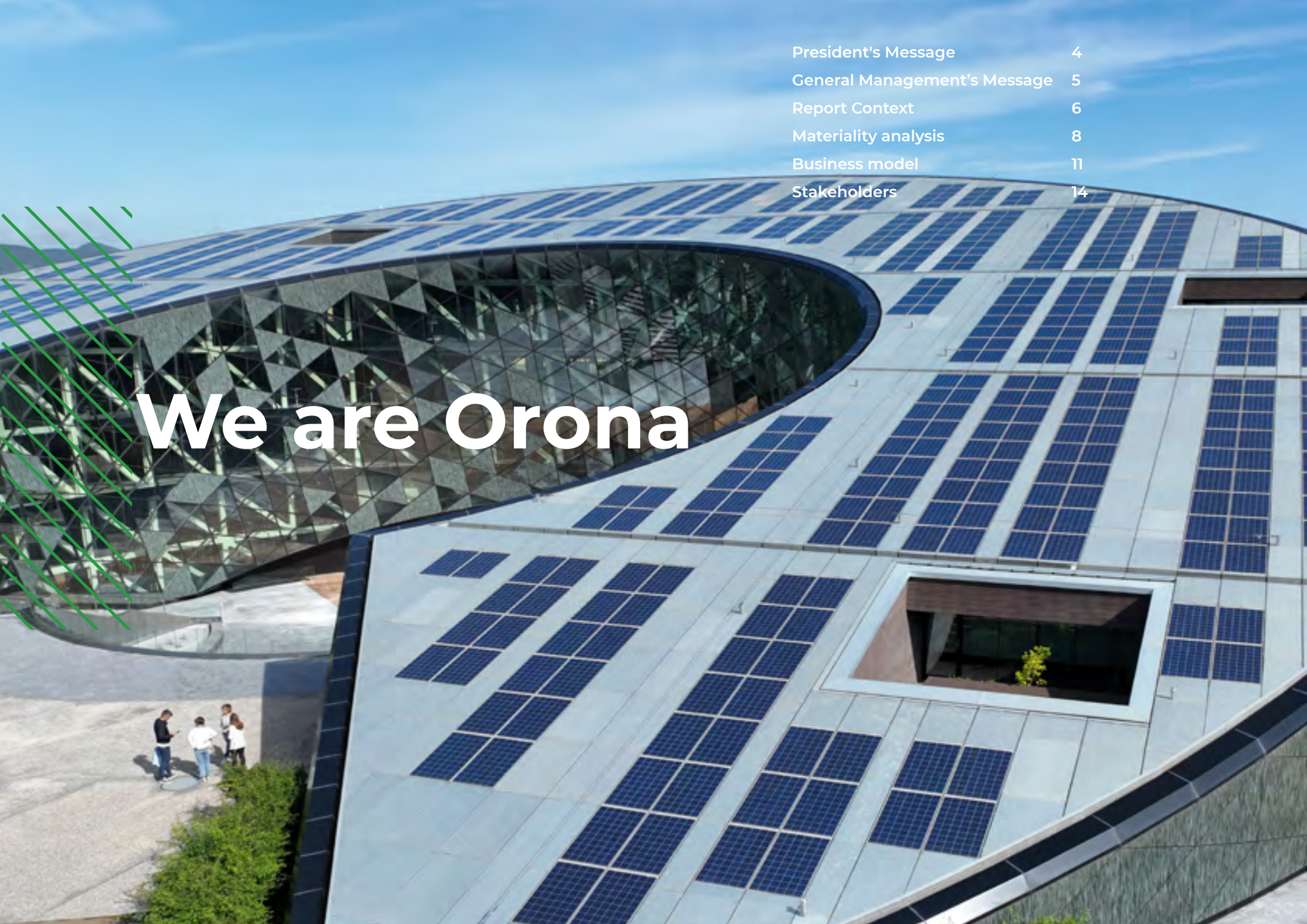
Employment generation	37
Health and safety promotion	39
Training and professional development: Orona University	42
Gender equality and diversity management	44

# 04

## Green

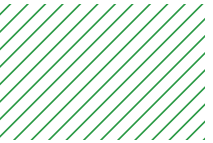
Commitment to the environment	52
Added value in product and service	56
Monitoring business impacts	60
Impact on the supply chain	64
Biodiversity protection	66
Orona Ideo	69





# We are Orona

President's Message	4
General Management's Message	5
Report Context	6
Materiality analysis	8
Business model	11
Stakeholders	14



PRESIDENT'S MESSAGE

**A people-based cooperation project**

**IKER ARGOTE**

President

In line with the raison d'être of Orona and thanks to the steps we have taken to create a strong cooperative, we were able to bring the year to a successful close and continue to generate employment for up to 6,111 people.

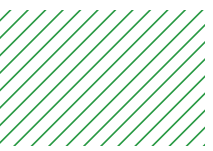
We are aware of the importance of continuing to develop a strong and competitive socio-business project that will enable us to firmly face future challenges. Thanks to the commitment and participation of people, in 2024 we will continue to work on the different strategic projects in the institutional and business spheres, with the aim of continuing to take firm steps towards the development of our cooperative experience in Europe.



As members of the United Nations Global Compact network, once again this year we are ratifying our adherence to the Compact and our firm commitment to the principles it upholds, in the conviction that it represents a fundamental guide for moving forward in the sustainability commitments to which we feel closely linked.

Thanks to the effort and dedication of all those who have been part of Orona's history, in 2024 we will celebrate our cooperative's 60th anniversary. I would like to take this opportunity to highlight who we are and how we operate which has made us what we are today, 60 years later. I would encourage you to continue contributing to our project, with the conviction that the key has always been and will remain in our people. Your commitment will be key to keep building our future.

My best wishes.



## GENERAL MANAGEMENT'S MESSAGE

# Moving steadily forward towards Orona EU 2030

### AITOR AZKARATE

Managing Director

We bid farewell to a year strongly marked by global instability. We have witnessed a global scenario marked by various conflicts and the presence of uncertainties from a socioeconomic viewpoint.

We have been able to overcome the difficulties, despite the complexity of the situation and thanks to the commitment of our team and the strength of our project. We reached 1,009 million euros in sales, with personnel totalling 6,111 individuals and an EBITDA of 143 million euros, representing broad-based growth and a sustained improvement in Orona's operating results.

Our socio-business project, based on the cooperative experience, continues for another year to consolidate its position in Europe, moving steadily on course towards Orona EU 2030.



Throughout 2023, we remained focused on the development of important strategic projects that will contribute towards the ongoing improvement of our competitive position and strengthen the leadership positions we have reached.

Orona Ideo stands out as a model of openness, sustainability and contribution to the environment surrounding us. Through Orona Fundazioa, we are able to demonstrate our transparency and commitment to the community.

The essence of our organisation is based on the effort, participation and involvement of those who form part of this socio-business project. I would therefore like to take this opportunity to invite and encourage you to continue contributing towards the development of our project and to move steadily forward in building our future.

Together, we will meet the challenges we set ourselves.

My best wishes.



## REPORT CONTEXT

# A reference model of sustainability

This report has been prepared using in part the ESG sustainability benchmarking model to identify and group lines of action in Orona's sustainability area. It is also based on the Reporting Initiative (GRI) benchmarking guide, the UN Global Compact Principles and their correlation with the Sustainable Development Goals (SDGs).

On environmental issues, we follow the guidelines of the Environmental Management System ISO 14001, Ecodesign Management ISO 14006, Environmental Product Declaration ISO 14025, Carbon Footprint ISO 14064 and Energy Efficiency of Lifts ISO 25745-2; and on Occupational Health and Safety issues ISO 45001.

Orona also has the [EcoVadis](#) corporate sustainability assessment for the financial year 2023 with a bronze rating. The EcoVadis platform measures the organisation's performance with respect to the environment, labour and human rights, business integrity and sustainable sourcing.



**Orona's** corporate purpose reflects the main trends of the society in which it plays an **active and involved part**, thus meeting the expectations of all stakeholders, as the social agent that we are

In 2023, our organisation remained immersed in a situation of economic uncertainty, accompanied by the presence of various geopolitical conflicts. Despite the complex scenario, we were able to adapt and respond to the challenges, ending the year with good levels of activity overall.

In this report we can refer to:

- Orona, S.Coop., Parent company, using its own legal name,
- Each of the dependent entities, in which case we will refer to them using their own company name,
- References to countries, in which case we would be integrating into the data provided the consolidated information of all the companies (parent company and / or subsidiaries) that are part of said country.
- Orona: if no casuistry is specified above, it will be understood that we are referring to the consolidated situation.

The information provided in this report responds to criteria of comparability, materiality, relevance and reliability according to the information, knowledge, experience and analysis work carried out by the management team and corporate bodies, supported by the ordinary and specific internal dynamics that have taken place throughout the 2023 financial year.

Annex I defines the quality, environment, eco-design and occupational health & safety policy.



Our motivation is to bring people **closer**. That is why we innovate with meaning, to eliminate the barriers that keep us apart. Because we are only capable of doing things when we can be close - close to a unique **community** that has a common goal: **to bridge gaps**



## MATERIALITY ANALYSIS

### **We are active and involved**

Communication and continuous dialogue are the foundation of the relationship between Orona and its stakeholders, understood as people and organisations directly or indirectly affected by our activity. Through our activities, we aim to have a positive impact on the environment in which we operate and, to this end, we consider it essential to maintain a stable, collaborative relationship with our stakeholders.

The materiality analysis carried out comprises:

- Stakeholder identification and mapping
- Preliminary identification of material issues
- Dual materiality analysis

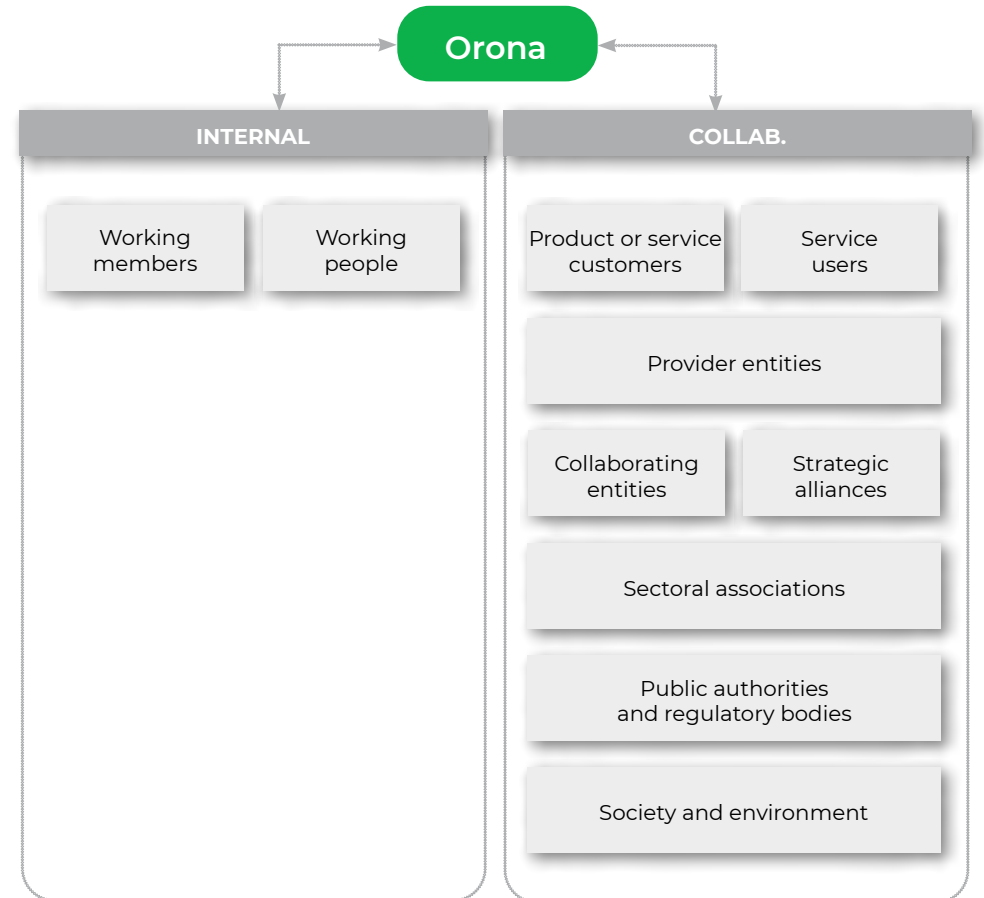




### STAKEHOLDER IDENTIFICATION AND MAPPING

The materiality analysis was based on the identification of stakeholders and their needs and expectations, as part of the annual management review of the Integrated Management System.

The process analyses the situation of Orona's stakeholders on an annual basis, indicating possible changes that may occur both in their relationship and in their needs and expectations, or the way in which the organisation responds to them. It also identifies the main communication mechanisms maintained with each of the parties.



### PRELIMINARY IDENTIFICATION OF MATERIAL ISSUES

Through an analysis of secondary sources of references in our environment at different levels, a list of material issues has been drawn up. The selection has been made on the basis of the themes with the highest level of presence in the referents analysed.

This selection of material issues originating from external sources also includes the needs and expectations of Orona's stakeholders.

### DUAL MATERIALITY ANALYSIS

The material issues were analysed using a dual materiality approach:

- Impact materiality: Identifying the impact of our activity on the economy, society and the environment.
- Financial materiality: Identifying the impact for Orona arising from material issues.

The impact was identified with the collaboration of different internal experts and by consulting external sources of information. Subsequently, the importance of the impact was assessed by identifying the most significant ones. As a result, the following materiality matrix was obtained:

IMPACT MATERIALITY	PRIORITY	<ul style="list-style-type: none"> <li>• Equality, diversity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• Climate change</li> <li>• Health and safety of workers</li> <li>• Professional development, engagement and retention</li> <li>• Monitoring business impacts</li> <li>• Wealth creation in the environment</li> <li>• Added value in product and service</li> </ul>
	RELEVANT	<ul style="list-style-type: none"> <li>• Business ethics, compliance</li> <li>• Respect for Human Rights</li> <li>• Circular economy</li> </ul>	
		RELEVANT	PRIORITY
FINANCIAL MATERIALITY			

## BUSINESS MODEL

### Our way of being and doing

We are a European socio-entrepreneurial project made up of more than 6,000 people. Our activity focuses on providing 360° solutions that cover the entire value chain of design, manufacture, installation, maintenance, modernisation, rehabilitation and replacement of lifts, escalators, inclined moving walks and walkways for all market segments.

As one of the 10 main world manufacturers in the field of elevation, we are able to provide all kinds of lifting solutions to our customers, whether they are construction companies, property developers, end-users or distributors, or other companies in the elevation sector. We have two production plants that allow us to be the leader in production capacity for complete equipment in Europe.

Our local, centralised manufacturing at our two plants in Europe sets us apart, and is a reflection of our commitment to the local economy and to the sustaining of local employment.

This flexible and dynamic production capacity, focused at all times on our customers, allows us to ensure that 1 in 10 new lifts in Europe is an Orona, and that more than 300,000 lifts around the world with Orona technology.



Own organisation  
in 13 countries



2 production plants  
in Europe



1,009 M  
Consolidated sales



143 M  
Consolidated earnings  
(EBITDA)



6,111  
People

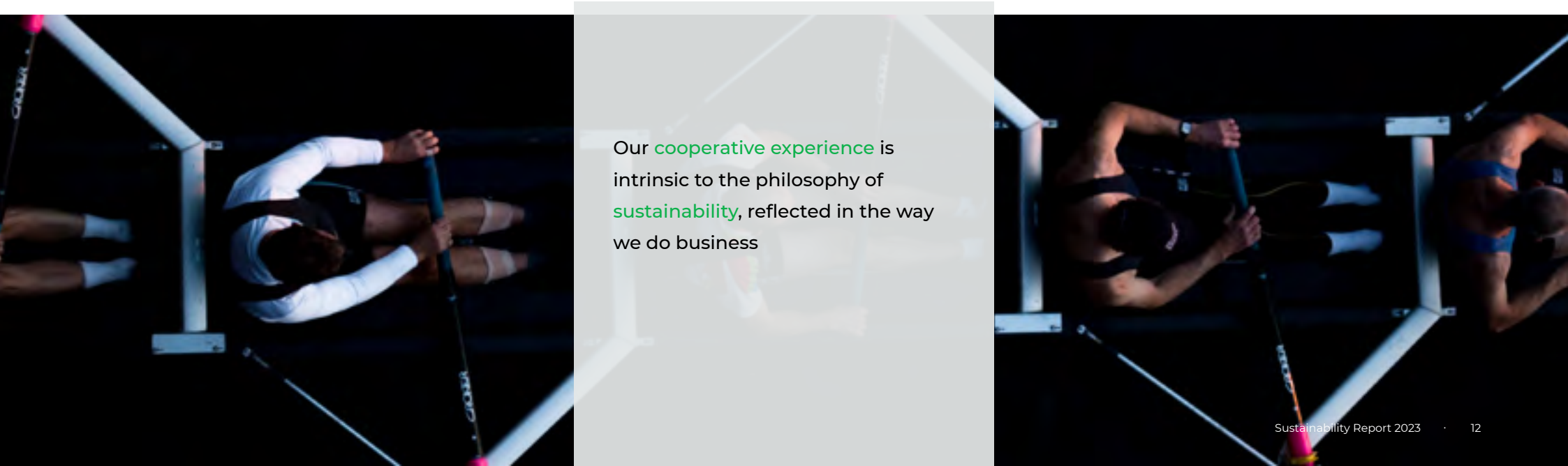
## OUR ORIGINS ARE AS A COOPERATIVE

The fact that Orona, S. Coop. was originally established as a cooperative, and has continued to operate within the same legal model, is due to its firm determination to uphold values such as commitment, proactivity, proximity and meaningful innovation – values that we employ with passion in each and every one of the products we manufacture, in the services we provide, and in the relationships we maintain with all of our stakeholders.

Our cooperative experience is intrinsic to our philosophy of sustainability, with a firm commitment to people, society and the environment:

- Job creation, personal development, and a work-life balance are implicit in our cooperative principles.

- The various dynamics within the cooperative ensure permanent and fluid two-way communications and participation.
- Since it was established, Orona has been characterised by its commitment to solidarity and social responsibility with the environment. Each year, we allocate a portion of our profits to social and development projects.
- We firmly believe that we must act in a responsible manner by minimising the impact of our business and our products on the environment.



Our cooperative experience is intrinsic to the philosophy of sustainability, reflected in the way we do business

The business model is based on two strategies:

**COMPREHENSIVE MODEL:**

**A MODEL IN ITSELF THAT INCLUDES THE DIFFERENT REALITIES**

Deploying all the links on the value chain of the sustainable vertical mobility of people and focused on the European market, we have a direct presence through Holding companies in 12 European countries (Germany, Belgium, Spain, France, the Netherlands, Ireland, Luxembourg, Malta, Norway, Poland, Portugal, and the United Kingdom) and 1 country in America (Brazil).

In all the countries where we have a direct presence, we have a wide range of lift maintenance options. We are fully qualified to service multiple brands, not only for devices with Orona technology but also the other brands that operate in the market. Our preventive and corrective maintenance plans guarantee sustainable lift availability, extending its useful life. Maintenance services include 24-hour service. Modernisations and replacements complete our range of Orona service solutions by adding new features, comfort and safety with the aim of extending the useful life of the lift.

**EXPORT MODEL:**

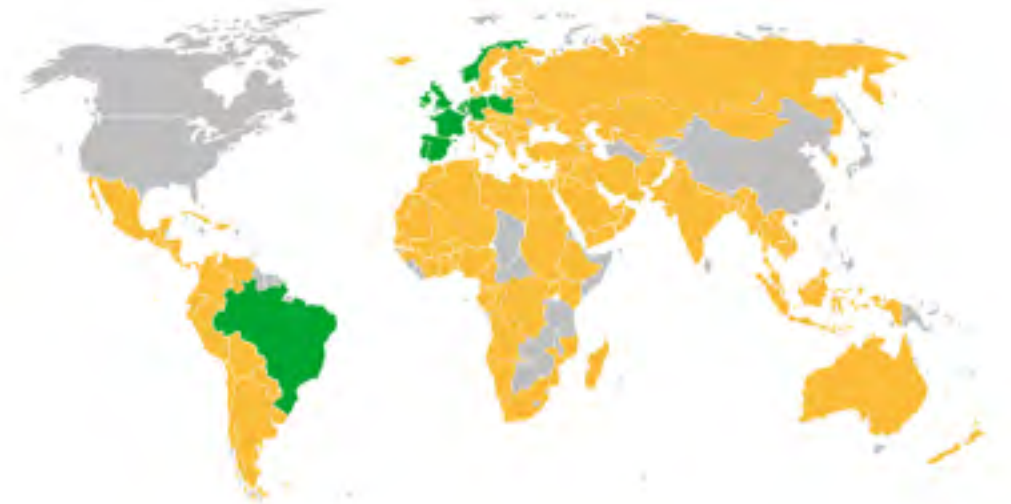
**WE SUCCESSFULLY OPERATE IN MORE THAN 100 COUNTRIES**

We supply our products through distribution partners in all other international markets.

We currently operate successfully in more than 100 countries

**13**  
Countries  
with direct  
presence

**+100**  
Countries  
through distribution  
companies





STAKEHOLDERS  
**Closer  
to you**

We actively engage with our stakeholders. Through various points of contact and communication, we maintain an ongoing dialogue to learn first-hand about your needs and expectations related to our business and sustainability.



At the core of our **purpose**  
“Improving **people's** connection by shortening distances”, we wanted to get closer to all the people or groups that contribute to our socio-entrepreneurial project



## Customers

Architectural studios, construction and development companies, public authorities, property administrations, companies, homeowners' associations

Our aim is to establish long-term relationships with our customers to be able to design and deliver products and services that meet their needs.

Points of contact and communication:

- Visits and meetings
- Participation in sectoral or thematic trade fairs, congresses and conferences
- Permanent contact through customer support areas
- Publication of information through corporate reports, brochures, media, website and social networks
- Responding to public procurement requirements and supplier approval questionnaires
- Adhering to global sustainability initiatives such as the Global Compact and obtaining certifications



## Service users

Every day, we move 25 million people to their destinations. We work to be able to offer you a safe, comfortable journey.

Points of contact and communication:

- Regular preventive and corrective maintenance programmes
- Permanent contact (24h, 365 days) via the contact center
- Attention through the contact forms on the corporate websites and through the work centres themselves.
- Publication of information through websites, social networks and the media
- Specific communications aimed at users through service stickers in the lift car



## Provider entities

We maintain a close relationship with our suppliers to offer more competitive and sustainable solutions.

Points of contact and communication:

- Regular meetings and gatherings
- Visits to the supplier's premises
- Participation in trade fairs
- Application for adherence to the supplier code of conduct
- Promotion of certifications that endorse their management system

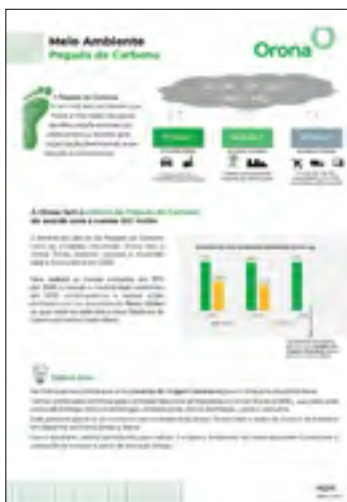


## Working people

We seek to promote the development of people, the search for a work-life balance, and the creation of an inclusive working environment.

Points of contact and communication:

- Usual management dynamics (team meetings, management plan, etc.)
- Annual SDR interview (performance appraisal)
- Holding of FOPIs (Institutional Participation Forums)
- Participation in Committees (Health and Safety, Equality, etc.)
- Training programmes and activities
- Internal communication channels: intranet, OronaLine, and noticeboards



## Working members

We encourage communication with members and their participation in the socio-entrepreneurial project.

In addition to the points of contact and communication for employees, members participate in the following complementary dynamics:

- Annual General Assembly
- Informative meetings prior to the General Assembly
- Dialogue with Board Members to convey requests and concerns.
- Corporate Board meetings
- Participation in institutional working committees



## Sectoral associations, public authorities and regulatory bodies

We collaborate with global initiatives, sectoral associations and public authorities to share issues related to our activity.

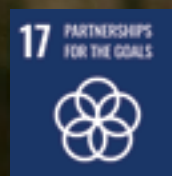
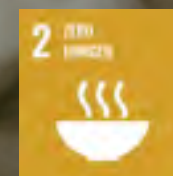
Points of contact and communication:

- Member of the Board of ELA (European Lift Association)
- Member of the Board of EEA (European Elevator Association)
- Vice-presidency on the Board of FEEDA (Spanish Elevator Business Federation).
- Member of the Board of FA (Fédérations des Ascenseurs)
- Member of AGORIA (Belgium)
- Board Member of VLR (Nederlandse Vereniging voor Liften en Roltrappen)
- Board Member of ILEA (Irish Lift & Escalator Association)
- Member of LEIA (Lift and Escalator Industry Association)
- Member of ANIEER (Associação Nacional dos Industriais de Elevadores e Escadas Rolantes)
- Spanish provincial or regional associations
- Participation in dynamics with public authorities and regulatory bodies
- Adherence to the UN Global Compact, communication of progress, and participation in change accelerator programmes



Respect for Human Rights	18
Orona Fundazioa	23
Participation model	31
Fight against corruption and bribery	33
Supplier Code of Conduct	35

# Integrity and ethics





## RESPECT FOR HUMAN RIGHTS

# A commitment to **society** and to our **cooperative** character

Orona respects and promotes human rights as a fundamental part of the values that underpin its cooperative culture and its commitment to the environment.

The nature of our cooperative model, as set out in our articles of association, responds directly to the principle of respect for human rights.

As described in the Articles of Association of Orona, S.Coop., the *raison d'être* of the Cooperative, which brings together a group of people, is the promotion of their human, economic and social development through the exercise of their business activity, integrated in solidarity and respectfully in the communities and environments to which it belongs.

Likewise, as a cooperative, our own governance system has instruments for information and the participation for the entire group of people in the organisation, which favour respect for human rights while conducting our business.



The cooperative nature, as well as in everyday operations, is transmitted to all working members through the different training courses held in the cooperative:

- Orona programme
- Training for the corporate bodies (Governing Council and Social Council)
- Training of new members

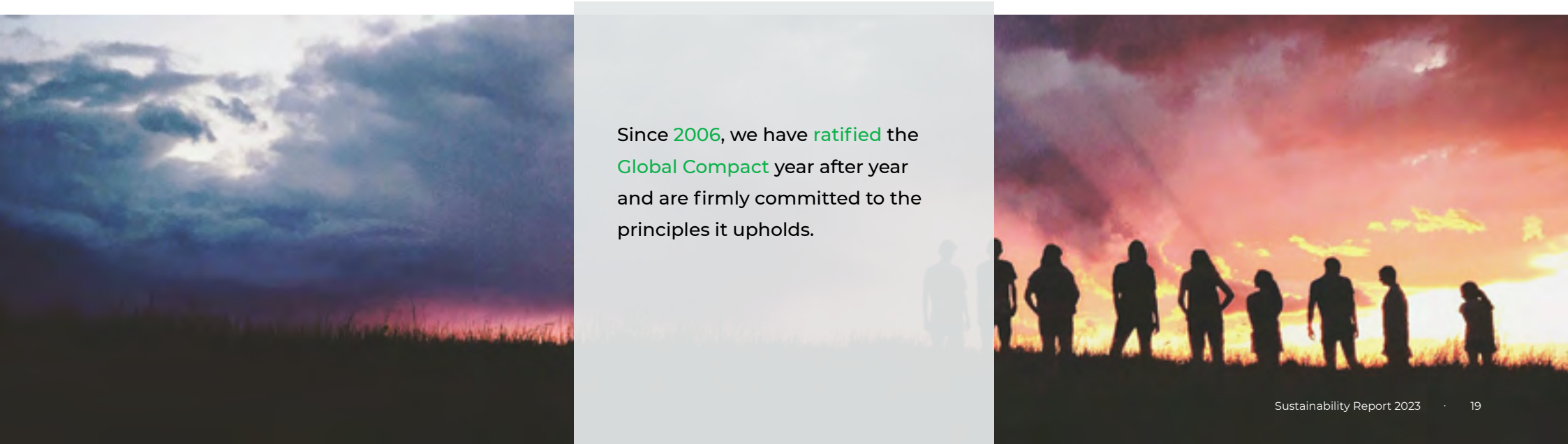
In the other companies and countries, the existing internal regulations and rules, as well as the dynamics of social dialogue, guarantee both compliance with the applicable law in each country and respect for human rights.

#### COMMITMENT TO SOCIETY:

##### ORONA'S ADHESION TO THE UN GLOBAL COMPACT

We are proud to be part of the Global Compact network to the extent that we are aware that the Pact represents a fundamental guide to advance in the Sustainability and Corporate Social Responsibility commitments to which we feel closely linked.

We understand that our actions linked to each principle of the Global Compact show the effective ratification of our adhesion, with the hope that our actions will help further consolidate concepts such as respect for Human Rights and good environmental practices, and promote sustainability both in the business world and in society.



Since 2006, we have **ratified** the **Global Compact** year after year and are firmly committed to the principles it upholds.

Through the assumption and application throughout the organization of the 10 Principles of the Global Compact, we respond in turn to our own cooperative principles:

### Human Rights



- **Principle 1:** Companies must support and respect the protection of internationally recognised fundamental human rights within their sphere of influence.
- **Principle 2:** Companies must ensure that their companies are not complicit in the violation of human rights.

### Environment



- **Principle 7:** Businesses should maintain a precautionary approach that favours the environment.
- **Principle 8:** Companies should encourage initiatives that promote greater environmental responsibility.
- **Principle 9:** Companies must encourage the development of environmentally friendly technologies.

### Employment Rules



- **Principle 3:** Companies must support freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should support the elimination of all forms of forced or coerced labour.
- **Principle 5:** Companies should support the eradication of child labour.
- **Principle 6:** Companies must support the abolition of discriminatory practices in employment and occupation.

### Anti-corruption

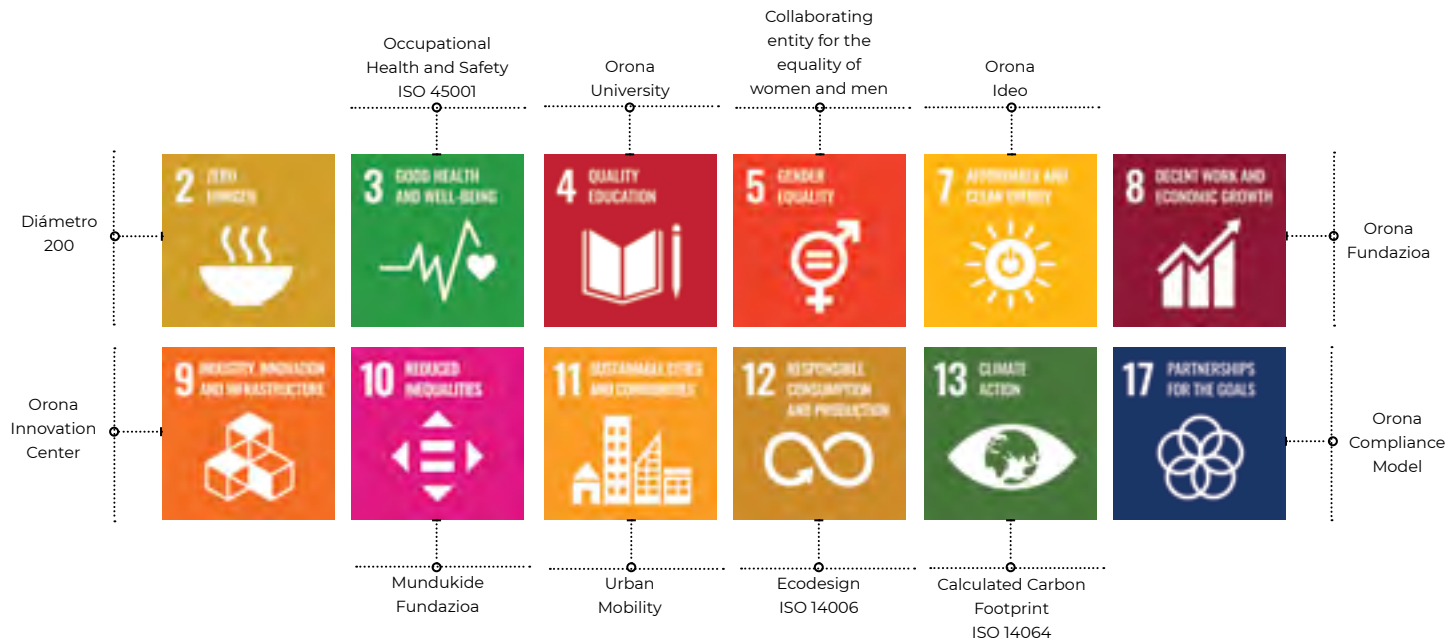


- **Principle 10:** Companies must work against corruption in all its forms, including extortion and bribery.

For our adherence to the Global Compact, see [Orona, S. Coop | UN Global Compact](#)

Each year, Orona, S. Coop. submits a progress report, as required of its members by the United Nations Global Compact.

In order to comply with the 2030 Agenda set by the United Nations, since 2015 we have made progress in the evaluation, monitoring and improvement of the Sustainable Development Goals. Of the 17 goals, we have focused on the development of the following 12. During 2023, we continued to make progress on these goals through initiatives such as those highlighted in the image below:



## PROFITS AT ORONA ONLY MAKE SENSE WHEN THEY ARE MEASURED IN TERMS OF SOCIAL PROFITS

Since its origins, Orona has been characterised by its commitment to solidarity and its social responsibility towards the environment, this being one of its hallmarks.

In line with our commitment to solidarity with society, every year we allocate a portion of our profits to the COFIP (Contribution for cooperative education and promotion and other public interest purposes) by supporting training and educational development projects, as well as in the field of research, along with different initiatives of a cultural and social nature.

Likewise, for Orona Fundazioa to structure its activity in accordance with its foundational purposes, it receives a sum from the COFIP. The remainder is made available to the social councils, the amount being distributed according to the number of members represented by each council. Therefore, a local impact is guaranteed in all the areas where we operate in Orona, S.Coop.

**€473,900**

has been earmarked for

- promoting study and research centres
- supporting cultural, educational and social activities
- cooperative development projects in third world countries

## HUMAN RIGHTS VIOLATIONS

There have been no cases of complaints of human rights violations within the organisation or affecting third parties such as indigenous peoples.

Due to the type of activity carried out by Orona and the countries in which it is established, it is not considered a risk area, neither in the management of operations nor in that of suppliers.

However, in order to ensure that the activity of suppliers of production purchases is also aligned with respect for Human Rights, adherence to the Orona supplier code of conduct has been an essential condition since 2020.



ORONA FUNDAZIOA

## **Our commitment to sustainable development**

Orona Fundazioa's by-laws state that its purpose is to carry out non-profit activities and initiatives aimed at promoting and actions in the field of education, training and research in all areas of knowledge, in line with the evolution of the needs of society.

### A SOCIAL PURPOSE

Likewise, Orona Fundazioa aims to promote and support the social economy and share the features of cooperativism, promote professional integration and support all forms of cultural, social, charitable or welfare actions.

Through the Foundation, ORONA intends to reinforce its cooperation with society, strengthening the foundations of its educational, regional, institutional and research development.



## PROJECTS DEVELOPED IN 2023

Orona Fundazioa aims to develop its environment in socio-economic, social, educational and cultural terms, based on its unique cooperative experience, a model based on the development of activities in collaboration with social agents, contributing its infrastructure, relational capacity, human capital and fundraising if necessary.

The environmental development line of work is the one that is most directly rooted in society at a local level. The projects supported are, therefore, in line with Orona Fundazioa's mission, and fall into the following categories:



### Mundukide Foundation

We support development projects through the solidarity values of the cooperative experience.

*Collaborations: Mundukide*



### From farm to fork

This encompasses different initiatives that seek to turn the way food is produced and consumed towards a more sustainable model that also promotes the development of the local economy.

*Collaborations: Karabeleko*



### Social cohesion

We promote the social inclusion of groups at risk of exclusion, trying to rekindle the sense of belonging among local groups and encouraging the connection between different agents.

*Collaborations: Hernani Club Rugby Elkartea, Konporta Kirol Elkartea, Donostiako Zurriola Surf Kluba, Hernaniko Arraun Elkartea, Shelter Surf kluba, Dame TVisión, Donosti Cup*



### Academic development

We seek to promote educational innovation among educational institutions, enabling students to acquire and develop new skills.

*Collaborations: PBL day, Doplay*



### Cultural development

We want to keep cultural activity alive in our society, as a contribution and nod to the future.

*Collaborations: Landarbaso abesbatza, Bira produkzioak, Tolofolk, Albaola, Remonte, Gertu cultura*



### Promotion of the Basque language

We support projects and activities aimed at promoting the Basque language as part of our cultural identity.

*Collaborations: Araba euskaraz, Ibilaldia, Kilometroak, Errigora*



### Biodiversity

Biodiversity is itself a key natural asset and we promote its importance and preservation for economic development and social progress

*Collaborations: Sagarreta Natur Taldea*

Details of some of these collaborations are given below.





The objective of Mundukide is to contribute to sustainable growth and quality employment by setting up cooperatives in developing countries.

Orona has supported the important work carried out by Mundukide since its creation, and Orona Fundazioa makes sustained and significant financial contributions.

Among the initiatives carried out by Mundukide in 2023, the following must be noted:

- In **Mozambique**, more than 15,000 farming families in nine districts have been able to earn 1.5 million euros from new crops and techniques (a 50% increase in current income among farming families).
- In **Brazil**, with 50 cooperatives that have more than 5,000 members, management improvements have been made and a network of supermarkets is being created. There are already 25 shops generating two million euros in sales.
- In **Colombia**, they work with waste pickers in various cities and with indigenous farmers' associations to improve working conditions and incomes.
- In **Ecuador**, they have helped a cooperative society create a marketing network and an indigenous company develop its strategic plan.
- In **Ethiopia**, despite the war which makes work difficult, they have worked with hundreds of women to build and improve vegetable crops and chicken farms.





## FROM FARM TO FORK



### KARABELEKO

We continue to collaborate with the Karabeleko agro-organic farm, a pioneering experimental farm in organic agriculture, created through joint efforts of Agifes, Blasenea and Kimu Bat, and classified as a Special Employment Centre.

The objectives of Karabeleko are to promote a culture of production and consumption of organic horticulture, as well as the social and occupational inclusion of people with mental health problems. Orona Fundazioa financially supports the project.

There is also a consumer group among the workers at Orona Ideo, Epele and Lastaola in Hernani, who receive a weekly basket of organic vegetables from this farm.



## SOCIAL COHESION



### DONOSTI AUTHENTICS CUP

The Donosti Authentics Cup is a tournament that gives young people with intellectual disabilities the opportunity to actively participate in the world of football.

During the tournament, in addition to various workshops, the final matches of the teams SD Eibar, Real Sociedad, Gladiadores de México, Newcastle United, Olagarroak, and Entente Basque were held. In addition, a friendly match was held between the Mindara Association and the Gladiadores second team.

Orona Fundazioa financially supports this initiative as part of the Donosti Cup, with which we reaffirm our commitment to continue promoting inclusion and diversity in sport, inspiring us to build a more equal and open world for everyone.



## SOCIAL COHESION



### DONOSTIAKO ZURRIOLA SURF KLUBA

The "Guztion olatuak" project, promoted by Zurriola Surf Kluba and Gautena, aims to offer people with Autism Spectrum Disorders (ASD) a stimulating activity that improves their quality of life and brings out the skills that each one possesses.

Surfing for people with disabilities is a motivating and stimulating activity that reaps benefits in terms of physical and motor development.

Orona Fundazioa supports this project because we are convinced of the importance of creating spaces to promote diversity and social cohesion.



### SHELTER SURF KLUBA

Kind Surf is a socio-environmental NGO dedicated to helping young people in disadvantaged situations through surfing and environmental education.

The Kind Surf project began in 2012 with specific adapted surfing days in different towns and beaches, offering different families with functional diversity the possibility of enjoying surfing. In 2018, Shelter Surf Kluba joined this project and, in addition to the adapted surfing days, set up adapted surfing follow-up training sessions on Zarautz beach.

Orona Fundazioa collaborates with this initiative because of its inclusive nature and the remarkable beneficial effects for all the girls and boys who take part in these surfing activities.



## ACADEMIC DEVELOPMENT



### PBL DAY

On 14 March, the 2023 PBL Day was held at Orona Ideo with more than 700 students in attendance.

Among 26 selected projects, through the jury formed by university lecturers and company representatives (Orona, Ikerlan, Jema Energy | Power Conversion Systems and Basque Innovation Agency | Innobasque), Orona Fundazioa awarded the first prize to the "Smart Recycling" project, which aims to separate waste after mass events.

The second prize went to the "Eolicare Sorgailua" project based on the creation of a domestic wind turbine to convert kinetic energy into electrical energy.



### DOPLAY

This year, we have once again collaborated with Doplay in the summer technology workshops at Orona Ideo so that young people can learn science and technology in a practical way while they develop their creativity and work as a team.

The workshops were held in July and were divided into 3 age groups, working on different topics related to robotics, programming, video game design, drones, electronics, design and animation, and video editing.



## CULTURAL DEVELOPMENT



### BIRA PRODUKZIOAK

The documentary 5Bide will include five excursions through natural parks in the Basque Country in Peñas de Aia, the Aizkorri-Aratz mountain range, the Jaizkibel mountain range, and Irati forest.

Each of the outings will involve a slow-paced dialogue between two people with different profiles. The people involved will lose themselves for the first time in an unfamiliar landscape to reflect on different topics.

Orona Fundazioa shares the values addressed by this documentary "commitment to local issues, culture and sport, conservation of natural heritage, transmission of mountaineering heritage, the Basque language, equality, and humour", and has therefore supported the production of this project with the aim of it being presented at the Mendi Film Festival in December 2023.



### GERTU KULTURA

We support the "Gertu Kultura / Acerca Cultura" programme in Gipuzkoa, which aims to facilitate the enjoyment of cultural goods and services by people in vulnerable situations.

Access to culture is a right. It dignifies the person and normalises their full inclusion in society. Through this initiative, a network of theatres, auditoriums, festivals, museums and emblematic spaces offer their cultural programmes to people in vulnerable situations, in collaboration with social organisations.



## PROMOTION OF THE BASQUE LANGUAGE



### PROMOTION OF THE BASQUE LANGUAGE

Based on our commitment to the Basque language, we have supported the celebration of the festival in favour of the ikastolas (schools in which pupils are taught entirely in the Basque language):

- Ibilaldia in Ondarroa
- Araba euskaraz in Olarizu
- Kilometroak in Orereta-Errenteria

To celebrate the Day of the Basque Language, various publications from different media, such as *Elhuyar zientzia eta teknologia aldizkaria*, *Alea aldizkaria* and *Bertsolari aldizkaria*, were supported.



## BIODIVERSIDAD



### SAGARRETA NATUR TALDEA

We support the work carried out by Sagarreta Natur Taldea, an association in favour of the conservation of natural heritage and biodiversity in Hernani and the Urumea valley.

We have collaborated in the "Seedbed and recovery of local forests" project. On a 16,612 m<sup>2</sup> plot of land assigned by Hernani Town Council, trees will be planted and a seedbed created in which seeds from local trees will grow before being planted on other plots of land. A special effort will be made to recover the species *Quercus pirenaica* / *Q.petraea* / *Prunus lusitanica*, with the aim of restoring its place in local forests.

The project will also be carried out in collaboration with the locals living in the area and the educational centres of Hernani, with the aim of promoting dissemination, awareness, research and education in the initiative itself.



## PARTICIPATION MODEL

# A model that guarantees communication and participation

Communication and participation are implicit in our cooperative principles. The organisational structure itself guarantees permanent and fluid two-way communication and participation.

Through the institutional representation and participation bodies, in addition to the executive channels, within the cooperative the members and workers of Orona, S.Coop. play an active role in the progressive development and consolidation of our cooperative experience and the associated regulatory framework.



The fact that Orona, S.Coop. was established from the outset as a **cooperative**, and continues to operate today under the same legal formula, is due to its firm determination to defend values such as **commitment, participation, proactiveness, and proximity**

The corporate board is a body for participation, advice, information and corporate monitoring of general interests or problems, assuming the commitment to collaborate, in its area of activity, with the governing board and the management.

The directors, in turn, hold periodic informational meetings (FOPI-Institutional Participation Forum) that are held in the different work centres in order to inform and actively participate, dealing with topics of general interest and the activity that the Social Council is undertaking.

The general assembly is the supreme organ of expression of the corporate will of the members of Orona. Among other functions, it has the exclusive power to adopt different agreements in the corporate, economic and business spheres.

In this respect, a high level of institutional activity was maintained in 2023:

- Ordinary Assembly held in person on 5 May.
- Number of Social Councils held: 25 throughout the year.
- Governing Councils held: the ordinary Governing Councils have continued to be held every month, as well as the extraordinary ones that have been deemed necessary due to different circumstances.

On the other hand, in the rest of the companies that make up Orona, the same values of social dialogue and information are guaranteed through different representation groups.

88% of the workforce has a collective agreement of reference both in Spain and in the other countries where Orona is present. Likewise, the representation of their interests is guaranteed through the effective mechanisms legally established in each case (union representation and associated dynamics).







## FIGHT AGAINST CORRUPTION AND BRIBERY

### **Our values, the central core of our DNA**

Orona has solid values that are part of the central nucleus of its DNA as an organisation and that are closely linked to all the activities that are carried out in an ordinary and extraordinary way.

We compete in the lifting sector with other organisations in search of the achievement of the business objectives, but this competition is always carried out within the framework of established national and international legislation.

Orona requires its organisation to act ethically at all times, which includes strict compliance with current regulations.

Strict observance of the applicable regulations in its relations constitutes one of the fundamental values of Orona's internal policy in its relations with other companies and market operators.

These standards are:

- Competition Defence Regulations
- Criminal Code



Among the inalienable values shared by the entire organisation are **honesty, transparency and ethics.**

Among the set of active initiatives in the fight against corruption and bribery are the following:

#### CORPORATE SOCIAL RESPONSIBILITY MANUAL

For this purpose, Orona, S. Coop. has a "Corporate Social Responsibility Manual" which forms part of the training and documentation received together with the Welcome Plan. This manual includes all things related to the way in which we should behave in the market based on our assigned duties.

The manual includes a series of guidelines aimed at avoiding any attitude contrary to free competition, as well as to prevent a series of crimes contemplated in the Penal Code, such as computer damage, damage to industrial property, corruption, bribery, influence peddling, etc., which would entail penalties or negative consequences for the organisation.

Everyone in the organisation assumes that they can be audited by internal or external personnel who will verify by any means available to them that there is no non-compliance.

The main aspects developed in the guidelines refer to:

- **Conduct:** prohibition of abusive conduct, of a dominant position...
- **Antitrust Law:** prohibited agreements, control of aid, agreements and abuses...
- **Procedures established** to ensure compliance with competition law
- **Behaviour instructions**
- **Procedures on subcontracting**

- **Prohibition of conducts** of unfair competition, deception, deceptive omission, denigration ...
- **Offences typified in the penal code:** bribery, influence peddling, corruption ...

In the same way, Orona's financial departments actively collaborate with the financial entities with which they work so that there are no breaches due to money laundering, contributions to non-profit entities or any other type of irregular transactions.

#### ORONA COMPLIANCE MODEL

The Orona Compliance Model has been established with the aim of reaffirming our culture of ethical behaviour among our workers, as well as vis-à-vis the rest of the relevant actors.

The development of internal regulations that cover favourable conditions beyond what is stipulated by the Law also falls within the institutional dynamics, where in addition to collecting all the existing sensitivities in the organisation, a continuous review and improvement of our own labour regulations is guaranteed.

Initially, the steps taken being managed and coordinated by the Economic-Financial & Compliance and Security departments, significant resources of all kinds (human resources, new software, etc.) were dedicated to integrating Orona Compliance policies into the value chain.

The project does not only consider the implementation of the system but also the establishing of review, supervision, auditing and improvement structures for the processes that ensure it is correctly adapted to any change occurring in the established scope of action.

## SUPPLIER CODE OF CONDUCT

### A **policy** of specific **behaviour**

The Purchasing Department carries out centralised procurement management. This area has developed a document "Code of Conduct for Orona suppliers", which promotes a specific conduct policy for them. Orona reserves the right to terminate any contract with a supplier that does not comply with it.

#### 1. Compliance with labour standards

Occupational health and safety, freedom of association and collective bargaining, elimination of forced labour and abusive hiring policies, support for the eradication of child labour and support for the abolition of discriminatory practices in employment.

#### 2. Environment

Its preventive approach, environmental responsibility, and the use of environmentally friendly technologies.

#### 3. Business ethics

Confidentiality, respect for intellectual and industrial property rights and work against corruption.





Employment generation	37
Health and safety promotion	39
Training and professional development: Orona University	42
Gender equality and diversity management	44

# Social



EMPLOYMENT GENERATION

**Quality of working life in line with  
our cooperative principles**

Job creation, people development and a quality of working life in line with our cooperative principles are the fundamental elements of Orona's raison d'être.

We ended financial year 2023 with 6,111 employees thanks to our efforts to maintain and even increase activity in the countries in which we operate. This number of people represents an increase of 492 in comparison with the previous year, consistent with our commitment to employment.

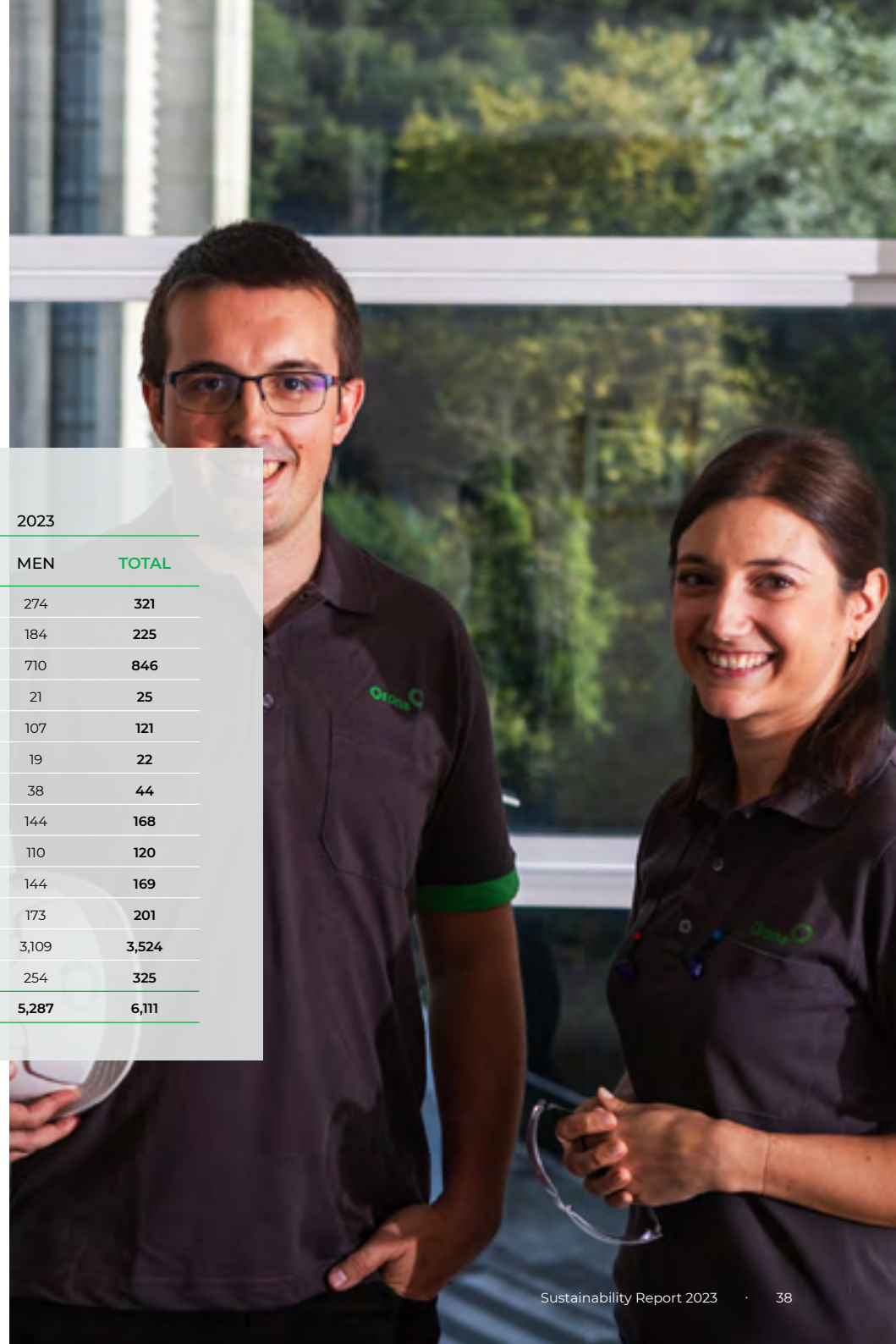


Orona's unequivocal principle, assumed from the outset, is to satisfy the human, economic and **social needs and aspirations** of working people and society in general, through the exercise of business activity with a clear commitment to the future

Details of the list of employees by country, broken down by gender, age and professional category at 31 December 2023, are as follows:

### EVOLUTION OF THE WORKFORCE BY GENDER

	2021			2022			2023		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Belgium	40	235	275	41	251	292	47	274	321
Brasil	38	164	202	40	172	212	41	184	225
France	116	566	682	110	576	686	136	710	846
Germany					1	1	4	21	25
Ireland	17	91	108	14	102	116	14	107	121
Luxembourg	3	16	19	3	19	22	3	19	22
Malta	5	26	31	6	27	33	6	38	44
Netherlands	15	123	138	14	126	140	24	144	168
Norway	11	108	119	10	107	117	10	110	120
Poland	13	73	86	20	99	119	25	144	169
Portugal	28	177	205	22	171	193	28	173	201
Spain	406	2,958	3,364	411	2,980	3,391	415	3,109	3,524
UK	65	213	278	64	233	297	71	254	325
<b>Total</b>	<b>757</b>	<b>4,750</b>	<b>5,507</b>	<b>755</b>	<b>4,864</b>	<b>5,619</b>	<b>824</b>	<b>5,287</b>	<b>6,111</b>



## HEALTH AND SAFETY PROMOTION

**Occupational  
health and safety**

Orona's health and safety policy is part of the "Quality, environmental, eco-design and occupational health and safety policy" and expressly includes the commitments of senior management in the area of OHS:

- Eliminate hazards, reduce risks and provide safe and healthy working conditions for the prevention of injury and deterioration of the health of workers.
- Ensure the training, information, consultation and participation of workers in health and safety at work.
- Comply with applicable legal and regulatory requirements, as well as other requirements to which the organisation subscribes, regarding occupational health and safety.
- Consideration of occupational health and safety management as a strategic factor for the fulfilment of the commitments defined by the organisation.
- To provide the necessary resources to meet the goals related to occupational health and safety.



This policy is developed through an ISO 45001 certified Occupational Health and Safety Management System. In this way, the health and safety of all the people who form part of Orona is established as a main and essential objective of the organisation and preventive activity is integrated into all areas of business management and hierarchical levels of the organisation.

In 2023, the policy was reviewed, updating its content and distributing it throughout the organisation over the Orona intranet, including it into the welcome plans and publishing it in the sustainability and Non-Financial Reporting Statements, with the Health, Quality, Safety & Environment (HQSE) department in charge of developing the necessary processes to ensure its proper implementation throughout the organisation.

In 2023, internal OHS audits were carried out to verify compliance with the requirements of the comprehensive OHS management system and applicable legal requirements. The planning of these audits is included in the HQSE management plan, with a scope for all companies nationwide.

At the Spanish level, one of the main activities of the OSH Management System is risk assessments. Annually, the preventive planning includes the details of the risk assessments to be carried out during the year. These assessments were carried out by technical personnel from the prevention service, after which the preventive measures to be taken were defined and the workstation files and risk maps updated as information tools for all employees.

The planning and results of risk assessments were shared with workers' representatives in the Health and Safety Committees.

In addition to the risk assessments carried out at the industrial sites, the risk assessments for the assembly and maintenance activity were updated in 2023.

Occupational risk prevention inspections or internal audits are another relevant activity of the OSH Management System. Through these actions, the implementation of operational requirements for the prevention of occupational risks in Orona's processes is audited. More specifically in 2023, occupational risk prevention inspections were carried out at all work centres of all companies in Spain. In addition, inspections were carried out on the entire assembly and maintenance workforce, on all the work equipment used by the assembly and maintenance professionals, and on works and assemblies.

Following the updating of the emergency and self-protection plans for the Epele/ Lastaola, Jundiz and Orona Ideo plants, the response teams were updated and 3 evacuation drills were performed (one for each plant), in addition to two chemical alarm drills at the Hernani plant.



Furthermore, the Health and Safety Committees of all the companies in Spain and Portugal were held on a quarterly basis.

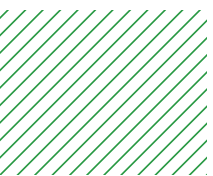
In the rest of the countries, similar standards are used for OSH management, in compliance with the legislation in force in each case.

One of the most important milestones in 2023 was the integration of the health monitoring activity into the Orona, S.Coop. prevention service, so that all occupational risk prevention activities (safety, hygiene, ergonomics-psychosociology and health monitoring) are performed using in-house resources.

Finally, it is worth highlighting the important activity carried out by Orona University in occupational risk prevention training. Throughout 2023, training activities were promoted in all companies in Spain with a scope of 1,990 participants and 10,836 hours of training.

In 2023, there were no occupational illnesses at Orona.





TRAINING AND PROFESSIONAL DEVELOPMENT:  
ORONA UNIVERSITY  
**Commitment  
to training**

One of the main inputs at Orona, S. Coop. for the preparation of the training plan over almost two decades has been the annual evaluation of each employee, as well as the biennial evaluation of managers by their teams.

The general group evaluates themselves, evaluates their manager, and receives regular, structured feedback on their performance, projecting expectations and accepting commitments on their attitudes, capacities and knowledge, which constitutes an essential input for the preparation of training plans.





Orona University develops its training plans through its 4 schools:

1. Orona Cooperative Experience School

- Orona
- New Members
- Corporate Board

2. Technical School

- Proposed training pathway for technical fields

3. Business School

- Skills
- Digitalisation

4. Interdisciplinary School

- Languages
- PRL
- CyberAcademy

During 2023, progress continued to be made in the use of new methods and tools to improve the boosting of and information associated with training. We remain immersed in the process of digitising training management through an LMS (Learning Management System) tool with the aim of facilitating the launch, call for applications, registration and monitoring of training activities, as well as the digitisation and distribution of training content to the entire group of employees.

In line with previous years, 2023 has been intense in terms of training in occupational risk prevention.


GENDER EQUALITY  
AND DIVERSITY MANAGEMENT**Universal accessibility for people  
with diverse abilities**

In addition to not discriminating in any way in Orona's selection processes, we have people with disabilities on our own workforce, and we work closely through a service contract with various special employment centres.

The Spanish General Disability Law mandates that all Spanish public and private sector companies whose personnel (total count of people employed regardless of the type of hiring) totals 50 or more workers must reserve a 2% quota of their workforce for people with a disability rating equal to or greater than 33%. Among other objectives, this law's purpose is to boost and promote the integration of people with disabilities in the workplace.

In this sense, Orona, S. Coop. complies with the precepts established by the General Disability Law, following the necessary protocols to guarantee access for this percentage of employees with disabilities or, failing that, activating the relevant equivalent activity and financial measures, where appropriate.

Within the group companies established in foreign countries, the directives laid down by the laws of each country are also followed.



Orona's commitment to the **social integration** of people with intellectual and/or physical disabilities through job placement goes beyond legal requirements.

## BELGIUM

In the Belgian accessibility business (Comfortlift Orona), which markets, among others, stairlifts and home lifts for people with reduced mobility, a [collaboration has begun with Ewoud Vromant](#), a Belgian road and track cyclist involved in adapted cycling. This contributes to the visibility of people with functional diversity.



## FRANCE

In France, we continue to manage the filling of vacancies through CAP Emploi, a portal whose mission is to contribute to the employment of people with disabilities through their integration into the labour market.

Likewise, our companies have sent an internal statement to their workforce to communicate the company's commitment and willingness to prevent and combat comments or actions that could be considered discriminatory, reminding them that Orona is a company committed to diversity and promotes the integration of people with different profiles, whether by gender, origin or age.

## UNITED KINGDOM

In the UK, the internal Equal Opportunities and Dignity at Work Policy sets out the criteria and protocols by which the company is guided in providing fair and equitable treatment to all groups with whom it may interact, whether they are present in the company (internal policy) or those who have the option of accessing the company (selection processes).

## THE NETHERLANDS

Orona The Netherlands promotes the recruitment of people with diverse capabilities by advertising its job vacancies in a fully inclusive manner, both directly through its internal human resources team and through the external recruitment agencies they use on a regular basis.

## UNIVERSAL ACCESSIBILITY

Likewise, accessibility in our facilities is guaranteed through the elimination of architectural barriers to facilitate access for all. This aspect is especially relevant in the facilities of the headquarters and production plants in Hernani, as these are the sites with the largest numbers of personnel.

## EQUALITY AND COMMITMENT TO EQUAL TREATMENT AND OPPORTUNITIES BETWEEN MEN AND WOMEN

Orona, S. Coop. has been recognised by Emakunde as a collaborating entity for the equality of men and women since 2014. This recognition certifies that actions are carried out that favour and promote greater equality between women and men, as well as the removal of obstacles to said equality.

In turn, Orona, S. Coop. is part of the tractor group of the Emakunde BAI SAREA network of collaborating companies, promoted by Emakunde-Basque Women's Institute and made up of Collaborating Entities for the Equality of Men and Women.

Orona, S. Coop., as a member of BAI SAREA and in accordance with the principles for the empowerment of women proposed to companies by UN Women, is committed to:

1. Promote equality of women and men from the management of the entity.
2. Treat women and men equally at work.
3. Respect and defend human rights and non-discrimination.
4. Ensure the health, safety and welfare of all staff.
5. Promote the professional development of women.
6. Carry out pro-equality business development, procurement and marketing practices.
7. Promote equality in the socio-occupational environment, evaluate and disseminate the progress made in favour of equality between women and men.

Among the actions carried out by Orona, S. Coop. during 2023 as a member of the BAI SAREA tractor group and within its framework of action, it is worth highlighting the presentation of the "EMAKTIVA" practice, aimed at promoting the inclusion of women in male-dominated positions.

Ours is a male-dominated sector, in which it is also difficult to recruit women because of the low availability of female candidates in the labour market who meet the requirements of technical vocational training. In order to overcome this obstacle and promote equality, we have signed an agreement with the EDE Foundation to participate in a socio-occupational insertion programme for women.

## IV EQUALITY PLAN 2023 - 2026

In 2023, Orona, S. Coop. drew up its new Equality Plan for 2023 - 2026, based on the evaluation of the implementation of the previous Equality Plans and on the updating of the diagnosis on the equality of men and women in the enterprise.

Companies in Spain with more than 50 employees (Pecrés, S.L.U., Ascensores Ga-Lo, S.L.U., Bayfer, S.L.U., Ulahi. S.A.U., Ascensors Girona. S.A.U., Balear de Ascensores, S.L. and Ascensores BurgasDiher, S.L.U.), also have Equality Plans.

The measures proposed in this equality plan are structured around and respond to issues analysed in the workforce diagnosis, which includes a detailed analysis of the workforce and identifies the main strengths and weaknesses observed.

The III Plan for Equality between Men and Women of Orona, S. Coop. (2023-2026) is structured around four areas of intervention:

- 1. Management for equality:** to ensure the viability and value proposition of the entity's equality policies by strengthening the structures for their promotion, the visibility of Orona's commitment to equality between men and women, training in equality, the dissemination of management for Equality, collaboration with other entities for its promotion, and the strengthening of the measures promoted within the context of the plans.
- 2. People management from a gender perspective:** Integrating equality into Orona's main management tools, promoting access by women to male-dominated professions, the professional development of women, integrating the gender perspective into management processes and complying with the obligations of the pay audit and the salary register.
- 3. Health and gender:** To guarantee a risk-free and healthy working environment, with measures such as the adaptation of the prevention and response protocol for sexual and gender-based harassment, the inclusion of the gender perspective in the prevention of occupational risks, the creation of spaces and facilities suitable for men and women, and the inclusion of the TSH (Thyroid-Stimulating Hormone) analysis in medical check-ups of female employees.
- 4. Transformative culture for equality:** Promoting change for equality through a work-life balance, participation and communication, encouraging communication that promotes equality, a co-responsible work-life balance, analysis of the organisational culture in terms of gender and intersectionality, and participation in STEAM initiatives for equality.



### ORGANISATIONAL STRATEGY AND CULTURE FOR EQUALITY

We promote an organisational culture committed to equality through projects that encourage the participation of Orona's people in the equality project, their awareness and training, the visibility of the organisation's commitment to equality between women and men, as well as through the consolidation of the measures developed in Plans I and II and the monitoring, evaluation and communication of the implementation of the III Equality Plan and the identification of points for improvement.

### WORK HEALTH

We guarantee a risk-free and healthy working environment by adapting the protocol for prevention and action against sexual harassment and harassment based on sex and by reviewing the adaptation of work equipment to the morphology of women and men. Breastfeeding spaces are also defined.

### PEOPLE MANAGEMENT

We systematise the processes that guarantee equal treatment and opportunities, among others, promoting the entry of women into professions where they are under-represented, fostering professional development without gender bias and intervening to reduce wage inequalities not linked to seniority.

### PRODUCT DESIGN AND MARKETING

We incorporate the gender perspective in our activity through the equal representation of men and women on signs and in catalogues, advertisements, websites, videos, etc. and the inclusion of the gender perspective in product design (safety, everyday needs...).



There is an analysis committee whose objective is to receive, monitor and investigate cases of sexual harassment or harassment for reasons of sex and to promote concrete and effective measures within the company and the people who work there, with the aim of combating this problem, ensuring prevention, information, awareness-raising and training on this issue.

With regard to the preparation of protocols against sexual and gender-based harassment, Orona, S. Coop. has had a sexual and gender-based harassment protocol in place since March 2010, based on the recommendations of Emakunde, which was updated in 2019.

### UNITED KINGDOM

In the United Kingdom, we have specific regulations in place in accordance with current law regarding non-discrimination based on age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religious beliefs, and/or marital status, both direct and indirect (Equal Opportunities and Dignity at Work Policy).



As an equal opportunities organisation, we are committed to ensuring that all employees in our organisation are treated with dignity and respect at work, and to promoting an employment policy in which people are selected and treated on the basis of their own capabilities.

This policy provides details and guidelines to ensure that no job applicant or employee receives less favourable treatment for any reason that is not relevant to good labour practices.

In practice, these regulations are reflected in measures relating to recruitment, training and development, terms of employment and working conditions. Recruitment is based on the fact that vacancies are open to all employees on an equal footing and are published in texts that respect the terms of equality. The selection interviews are directed exclusively to experiences, abilities and qualifications, and the process is adapted, in the case of interviewing people with functional diversity.

Likewise, the definition of the terms and conditions of employment are determined based on the position and not on personal characteristics based on professional and geographical comparisons.

There is also a protocol for reporting cases of possible discrimination. The internal regulations contain the formal procedure to be followed.

The remaining companies work with the same values of equal opportunities between men and women, using the measures taken at Orona, S. Coop. as a reference and always strictly abiding by the law in force in each country.

## BELGIUM

In Belgium, these directives are included in the Internal Regulations of companies in their Article 14 and Annex 4, incorporating, among others, the provisions of the "Collective Agreement" No. 25 regarding equal working conditions and remuneration for women and men. In addition, a survey is carried out every 2 years among the company's employees to evaluate their emotional state and detect possible situations of stress, harassment, etc. that require specific actions by the organisation.

In addition, every two years Orona NV presents a detailed report on the company's remuneration structure ("Analyse Bezoldigingsstructuur"), in which the remuneration of men and women is analysed in detail by position, area, etc. and which demonstrates the gender pay equity that the company rigorously applies among its employees.

## IRELAND

In Ireland, the Company Policy has specific provisions for dealing with cases of harassment and discrimination based on gender or race, identifying actions and behaviours contrary to the provisions of the law, and setting forth the protocols to be followed in each case.

Likewise, during 2023, Orona Midwestern implemented an internal policy that develops the process to be followed by the company in cases of domestic violence suffered by any of its employees, including special leave of absence for those affected or internal response protocols aimed at providing support and facilitating the situation of these people.

## FRANCE

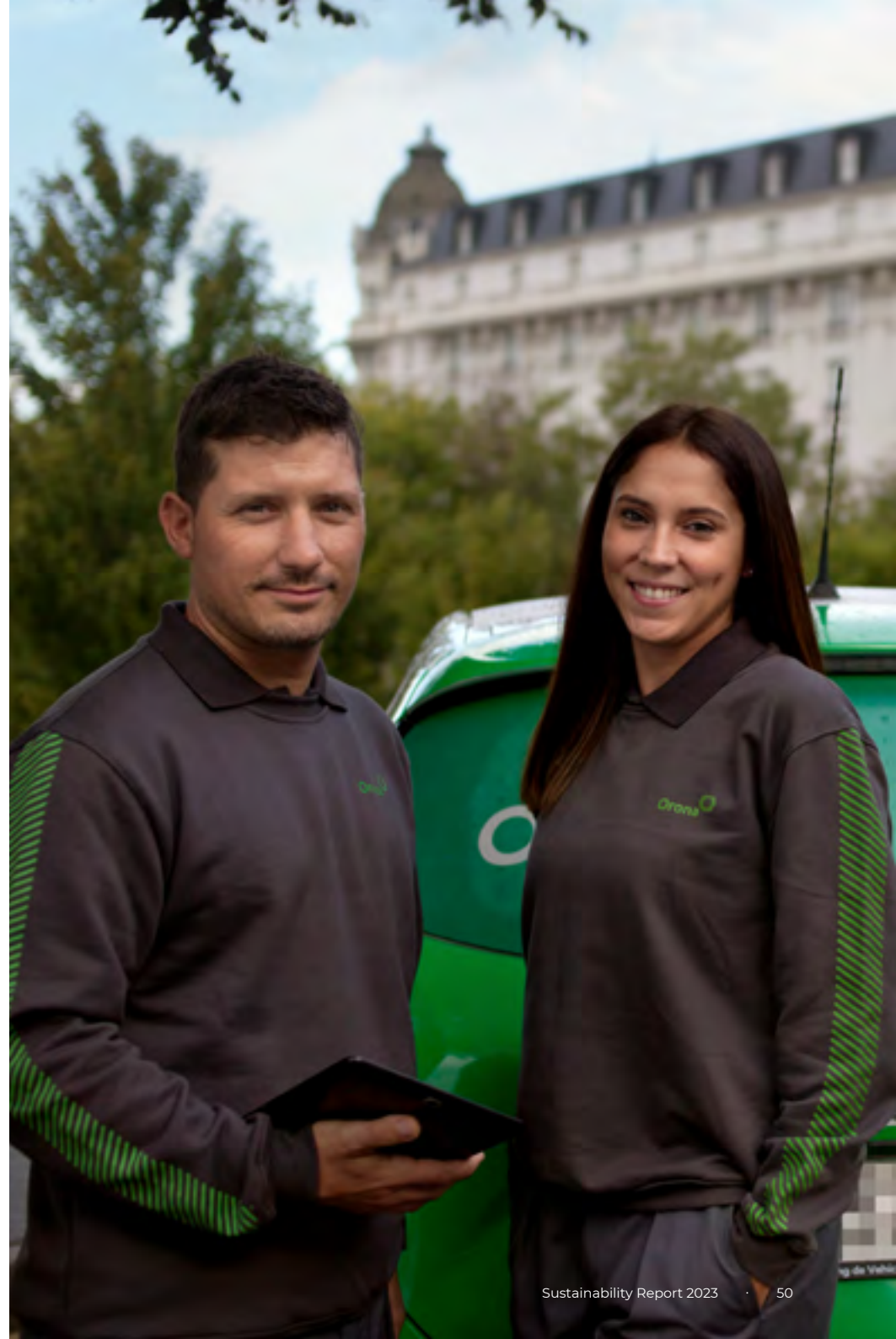
In France, Article 8 of the Internal Regulations of each of the companies includes the legal provisions of the Labour Code and the Criminal Code on sexual harassment and discrimination, establishing the mandatory compliance with said regulations by all workers and warning of the responsibilities that are incurred otherwise.

In particular, in 2023 Orona SAS implemented the "Accord d'entreprise sur l'égalité professionnelle entre les femmes et les hommes" which sets out the company's internal provisions ensuring strict compliance with all the regulations in force to ensure equal conditions and opportunities for men and women in matters of recruitment, promotion and career development, remuneration, etc. This agreement has been signed by the company and the Social and Economic Committee.

## PORTUGAL

In Portugal, and within the government's social policy roadmap for Decent Work, the publication of Law 13/2023 of 3 April 2023 reinforces the issues of equality and non-discrimination at work. This law updates parental leave and adoption leave, and expressly prohibits discriminatory practices in situations of access to jobs, vocational training or working conditions.

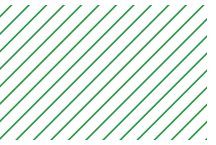
Furthermore, all job offers published by the company are written in inclusive language, offering equal opportunities to all candidates, and no application is rejected on the basis of gender or status.



# Green

Commitment to the environment	52
Added value in product and service	56
Monitoring business impacts	60
Impact on the supply chain	64
Biodiversity protection	66
Orona Ideo	69





GREEN

## Commitment to the environment

In line with the current global situation and the Sustainable Development Goals of the United Nations Global Compact, and aware of its responsibility towards the environment and the expectations of its stakeholders, Orona maintains and promotes environmental certifications such as:

- Environmental Management (ISO 14001)
- Ecodesign Management (ISO 14006)
- Environmental Product Declaration (ISO 14025)
- Carbon footprint (ISO 14064)
- Energy efficiency of lifts (ISO 25745-2)



We firmly believe that we must act responsibly by **minimising the impact** of our business and our products on the **environment**

We have a track record of more than two decades in moving towards a **circular economy**

## 2023 MILESTONES

The percentage of eco-designed devices issued during the last year has increased to 95%.

- Expansion of the calculation of the carbon footprint according to ISO 14064 to include the rest of the companies in Spain within the current scope of Orona, S.Coop.
- Establishing of a method to raise environmental awareness among the entire workforce of Orona, S.Coop. and other companies in Spain through information capsules.
- Participation in the "Zirkularrak-Circulars" exhibition on circular economy products produced in the Basque Country by the Basque Country's public environmental management company Ihobe.

## OUR ONGOING COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY ENCOMPASSES

- Commitment to the environment by promoting the transition to a circular economy model.
- The growing market interest in more energy-efficient lifts that also offer higher levels of comfort and safety.
- A model of pragmatic and relevant innovation.
- Increasing customer satisfaction and adapting to increasingly demanding legislation at both national and European level.
- Obtaining environmental certifications that endorse our track record.

To meet environmental expectations and be aligned with both the Sustainable Development Goals (SDGs) and the policy initiatives of the European Green Deal, Orona aims to strengthen transparency through actions such as:

- Carbon neutralisation with a life-cycle approach promoting the reduction of environmental impacts derived from the activity.
- Eco-design for a circular economy and the verification of eco-labels and product declarations.
- Maintenance of the integrated management system, complying with voluntary environmental management standards and assessing new certifications.

In addition to the environmental management track record of our organisation and our products and services, during 2023 we added the milestone of extending the calculation of the carbon footprint to include the rest of the companies in Spain.

As described in the Quality, Environmental, Eco-design and Occupational Health and Safety Policy (Annex I), a document published in the sustainability report and communicated to all employees of the organisation, in addition to legal compliance, we have been committed for years to pollution prevention and continuous improvement.

This is reflected in the identification and annual evaluation of environmental aspects; one of the bases for the establishment of environmental improvement objectives, which, led by HQSE (Health Quality Safety Environment), are transferred and materialized in different environmental programs, in companies certified in ISO 14001.

ENVIRONMENTAL AWARENESS

During 2023, a new environmental awareness-raising system was established, aimed at all Orona, S.Coop. employees and other companies in Spain and Portugal, in order to disseminate the main environmental concepts and projects being developed within the organisation through information capsules.



Likewise, with the aim of disseminating different specific content on Orona's Environmental Management System and disseminating good environmental practices in the organisation, an online training module has been developed in conjunction with Orona University, to be completed by employees. A pilot test of this training was launched in 2023 for a group of Orona, S.Coop. employees, with the aim of extending this training to the rest of the group in 2024.

Through this training, Orona confirms its commitment to raising environmental awareness among the group as part of the organisation's environmental strategy.

EXTERNAL COMMUNICATION ON SOCIAL MEDIA

Orona reinforces its commitment to the environment by publishing environmental content regularly on social media, both in Spain and in other countries.



Likewise, Orona promotes environmental awareness through other means of communication and participation in various forums and by developing different activities with the aim of sharing experiences and disseminating aspects related to environmental sustainability and the circular economy:

### BASQUE ECODESIGN CENTER

Orona participates in the [Basque Ecodesign Center](#) together with other Basque companies and the public companies Ihobe and SPRI. The mission of this initiative is to promote the piloting of methodologies and the development of innovative projects that respond to the priorities of the Basque Country for the deployment of the circular economy in the Basque business fabric, with a dual focus: improving competitiveness and preventing environmental impacts.

We have been part of this working group since 2016, as a driving force in the Basque Country, contributing our knowledge and experience in terms of eco-design and circular economy in order to achieve a more environmentally friendly industry aligned with the environmental challenges of the 2030 Agenda.

### "ZIRKULARRAK - CIRCULARES" EXHIBITION

Orona has taken part in the ["Zirkularrak – Circulares"](#) exhibition, which includes a wide range of products, the manufacturing of which has involved the application of eco-design methods with a life-cycle approach and which, therefore, have substantially reduced their environmental impact. More than 140 products related to the value chains present in the Basque Country were displayed, and Orona collaborated by providing the solutions of the G02 Competitive machine and the energy regeneration system.

### PARTICIPATION IN THE UNIVERSITY MASTER'S DEGREE ON "CIRCULAR ECONOMY: APPLICATION TO BUSINESS".

Once again, Orona has collaborated as a lecturer in the applied master's degree of the University of the Basque Country UPV-EHU "Circular Economy: Application to business", offering its experience and its most relevant case studies in the field of environmental sustainability.

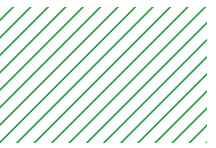
### PROMOTING SUSTAINABLE MOBILITY

In collaboration with Vitoria-Gasteiz City Council, an initiative has been launched with the aim of reducing CO<sub>2</sub> emissions through the shared use of private vehicles. Through the mobile app Karos, which makes it easier for workers in industrial estates, in this case the Júndiz industrial estate, to contact each other, connecting drivers with empty seats with passengers going to the same place and thus reducing environmental and economic impacts.

### A SECOND LIFE FOR OUR WORK CLOTHES

The Orona Galicia work centre has promoted the development of an innovative and sustainable process that gives a second life to our work clothes by turning them into pencil cases. This has involved collaboration with a company that applies an innovative technique that mixes fabrics with natural resins and carbonates, promoting the concept of the circular economy, which recycles and transforms the uniforms of our technical team into a new object.





## VADDED VALUE IN PRODUCT AND SERVICE

### The **environmental** factor is a key criterion in the **design** process

We introduce the environmental variable into the design and development of our products and services through eco-design. The aim is to minimise and avoid, as far as possible, the environmental impact that these products have on the environment throughout their life cycle.

Furthermore, eco-design is considered to be the main tool for establishing circular economy strategies, as it makes it possible to prevent waste associated with the life cycle of products and services before it appears.






## → A SUSTAINABLE PRODUCT AND SERVICE PLATFORM

At Orona we integrate the environmental factor as another criterion in the design process of new products and services, always analysing the evaluation of the environmental impacts attributable to a product or service during all stages of its life cycle from cradle to grave.

The Orona Next platform of products and services optimises the company's portfolio of solutions by promoting eco-designed solutions with a lower environmental impact. The percentage of eco-designed devices issued during the last year has increased to 95%.

Through the Life Cycle Analyses (LCA) that Orona carries out both in the design of new products and in their redesign, we are able to minimise the environmental impact of products and services, thus contributing to carbon neutrality.

These analyses, carried out systematically thanks to the implementation of ISO 14006, are essential for achieving a complete calculation of the carbon footprint and identifying the main lines of improvement to be addressed.



Orona has incorporated **eco-design** management into its **Integrated Management System (IMS)** as part of its context analysis and monitors its key performance **indicators** with the aim of proposing improvement actions

### ADDED VALUE IN PRODUCT

In its desire to contribute to the wealth of the surrounding environment and reduce the environmental impact of the materials acquisition phase, Orona is strongly committed to contracting local suppliers, acting as a driving force within their supply chain. We are committed to local manufacturing, as the organisation with the largest production capacity for complete lifts in Europe.

Likewise, Orona continues to work on improving the energy efficiency of its products during their use phase by providing its customers with solutions such as energy regeneration systems, energy-saving gearless drives, LED lighting and automatic shutdown and stand-by of the lift. Orona Next Essentia and Orona Next Smart solutions currently have the highest energy efficiency class according to VDI 4707 and ISO 25745-2.

Orona provides its customers with full information on the environmental impact of its [Essentia](#), [Smart](#) y [Smart+](#) series through environmental product declarations verified by an independent third party.

The results of these environmental product declarations favour the obtaining of environmental labels in those buildings with sustainable construction projects in which an Orona lift is installed, such as LEED or BREEAM certifications.

Some examples where we have contributed to LEED or BREEAM certifications with our solutions:



**DL Invest Group office building**  
Katowice, Poland  
BREEAM



**Belaia office building**  
Paris, France  
BREEAM

### ADDED VALUE IN SERVICE

In addition to the aforementioned advances made in terms of the product, various actions have also been developed to reduce the environmental impact of the service activity.

Within the scope of service, maintenance work is associated with the use of a fleet of vehicles necessary for professionals to travel to the facilities to be maintained. At Orona we are aware of the importance of taking steps towards an electric vehicle fleet. At present, such a transition is associated with considerable problems.

At present, this transition is associated with considerable problems due to the low level of development of freight infrastructures, the dispersion of the fleet and the potential impact on productivity.

Even so, in 2023 we continued to take steps to introduce electric and hybrid vehicles into our fleet.

Digitisation is also part of Orona's DNA. Year after year, we continue to promote it as it is a key element for environmental sustainability. The initiatives we work on at Orona always have the clear goal of improving efficiency and competitiveness, and process optimisation results in a reduction in our carbon footprint.



## ACTIVITY IMPACT CONTROL

**The Carbon Footprint,  
a key indicator**

## → CARBON FOOTPRINT

Orona, S.Coop. has been calculating its carbon footprint since 2019 in order to identify the main sources of Greenhouse Gas (GHG) emissions and establish actions to eliminate them or, failing that, mitigate them as far as possible.

The verification of this calculation has been carried out under the ISO 14064 standard considering the GHGs produced by our activity: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs.

The calculated carbon footprint for 2022 was verified in 2023. In addition, the information provided by the organisation to its stakeholders was extended to include the rest of the companies in Spain in the calculation. This extension of the scope is another sign of Orona's commitment to the challenges of decarbonisation.

The calculation of the **carbon footprint** is established as a **key indicator** for the organisation to serve as a verifier of the **effectiveness of the actions** carried out by the entire organisation in terms of **carbon neutrality**

## INDIRECT EMISSIONS

### FROM SOURCES OUTSIDE THE BOUNDARIES OF THE ORGANISATION

In 2023, as in previous years, all relevant indirect emissions were considered within the scope of verification of Orona's carbon footprint calculation in Spain. Through this, we are able to provide more information and transparency to all stakeholders.

The extension of the scope of Orona, S.Coop.'s carbon footprint is a sign of the organisation's commitment to a circular economy approach. At Orona, we believe that the key to industrial carbon neutrality lies in mitigating indirect GHG emissions from sources outside the organisation's boundaries, and to this end, we continue to work on projects such as green purchasing and the development of new eco-designed solutions.

To reduce our emissions by 50% by 2030 and aim for carbon neutrality by 2050, at Orona we will continue to act in line with the requirements of the Global Compact to which we are a signatory and its Sustainable Development Goals.

### → NATURAL RESOURCE CONSUMPTION

As part of our commitment to the sustainable use of natural resources and in line with the guidelines set out in the Environmental Pollution Prevention Policy, we regularly monitor environmental management indicators in order to ensure legal compliance and quantify the environmental impact of our activities.

All indicators, which are shown at the general level, are also evaluated at the local level in order to adopt improvements where necessary.



## WATER CONSUMPTION

The industrial processes used to manufacture lifts are the largest source of water consumption. Currently, most of this resource comes from legalised catchments from rivers and aquifers in the surrounding area in order to achieve a more sustainable consumption of this natural resource. This consumption, which is supplemented if necessary with water from the mains network, maintains a balance between the two sources, strengthening our control over this resource.

During 2023, consumption values with regards to activity remained similar to those of recent years, thus establishing a trend without significant variations and always below the catchment limits established by the Hydrographic Confederations.

## ENERGY CONSUMPTION

2023 was a year marked by the end of the exceptional measures resulting from Royal Decree-Law 14/2022 on energy efficiency, warm and dry weather at most of Orona's sites, and the maturing of the latest actions implemented in terms of the reduction of energy consumption.

As in other years, actions were taken to reduce energy consumption by changing lighting technology, regulation and automation, optimising service routes, and modernising production facilities with more efficient ones. These actions are established in line with the macro objectives of the organisation that HQSE deploys in all areas in order to continue reducing the carbon footprint of our activity.



### NATURAL GAS CONSUMPTION

As with electricity consumption, process control, process improvements and weather conditions helped improve the ratio of natural gas consumption per appliance manufactured over the course of 2023.

### FUEL CONSUMPTION

Fuel consumption continues to be a relevant aspect of Orona's environmental impact due to the large number of vehicles in the service area and, consequently, the high incidence of CO<sub>2</sub> emissions.

The increase in the absolute values of fuel consumption is a controlled figure and fully in line with the specifics of the business and the increase in the maintenance fleet of the different Orona companies. Aware of the effect of this impact on our business, we continue to work actively on the progressive purchase of more environmentally sustainable vehicles and on overall fuel saving measures in the service area.

### RAW MATERIAL CONSUMPTION

The evolution of the consumption of the main raw materials remains proportional to the annual shipments of lifts made.

Through eco-design, as explained in the section 'Added value in product and service', we address the reduction of the environmental impact of the stage of obtaining raw materials and components used in the manufacture of products. Our main objective is to design and develop products with the minimum possible amount of resources, while maintaining technical and quality specifications.

### → WASTE MANAGEMENT

We carry out waste segregation in accordance with current legislation in all Orona companies. All waste generated in both industrial and service activities is managed according to its origin and recovered or disposed of according to its properties.

### WASTE GENERATION FROM INDUSTRIAL PLANTS

Industrial plants account for most of the impact in this area. In 2023, both hazardous and non-hazardous waste managed through Authorised Waste Management Companies decreased by 2% per lift manufactured compared to the previous year.

The increasing optimisation of processes has a positive impact on this indicator, which in absolute terms shows differences with respect to previous years in specific waste derived from industrial cleaning and other interventions carried out on an ad hoc basis due to the needs of the process itself.

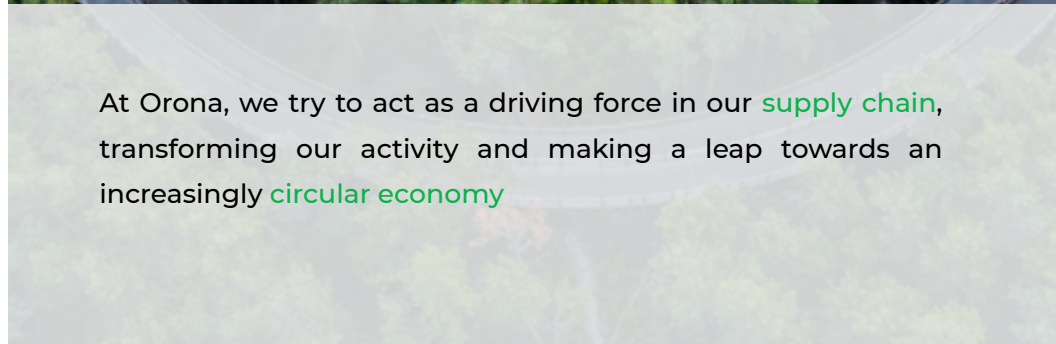
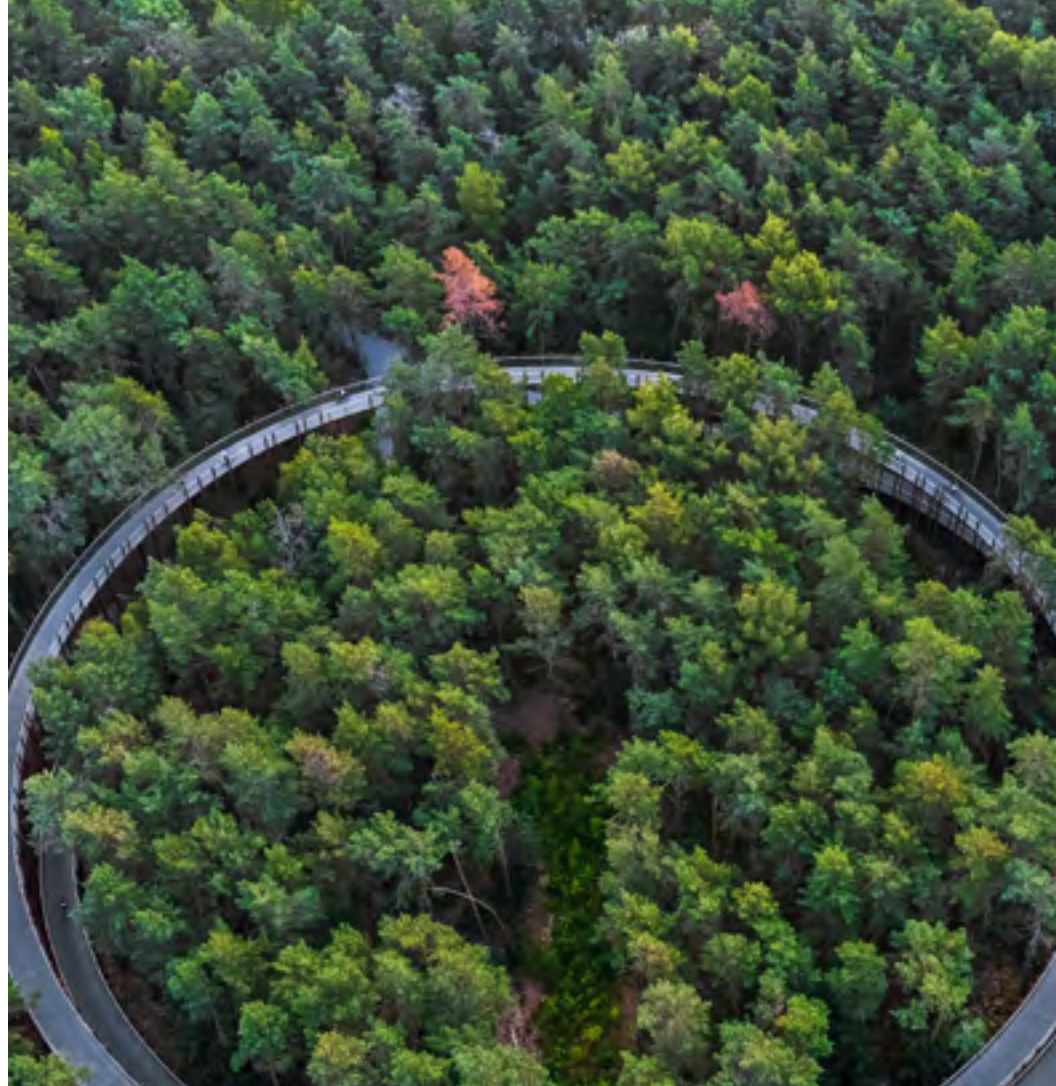
IMPACT ON THE SUPPLY CHAIN:  
SUSTAINABLE PROCUREMENT OF PRODUCT AND SERVICE

## Transition to a **circular economy** model

At Orona, we believe in a model of collaboration among those involved in the supply chain of our activity in order to implement actions to improve environmental sustainability.

We continue to work on the design and deployment of a practical and operational method for the integration of environmental criteria into purchasing and procurement, in order to define a sustainable purchasing policy, decisively driving the transition towards a circular economy model.

At Orona, we try to act as a driving force in our **supply chain**, transforming our activity and making a leap towards an increasingly **circular economy**



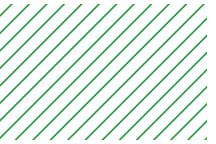


An example of this initiative is the management of packaging used for the manufacture and distribution of our lifts. We strive to minimise the use of plastics and reinforce the use of PEFC and FSC certified wood and cardboard for forest management and chain of custody in order to ensure responsible packaging. In addition, Orona prioritises the use of returnable packaging in the procurement of materials in order to reduce the generation of this waste.

Orona values the inclusion of secondary raw materials as a substitute for virgin raw materials in order to promote the responsible consumption of resources. It therefore incorporates this type of material into the main raw materials used in the manufacture of its products, such as steel and concrete.

We also promote the procurement of materials and services from local suppliers to reduce the environmental impact of transport. This geographical proximity means that the type of transport used for almost all supplies is by land, avoiding other more environmentally damaging means of transport such as air or sea transport. We are committed to local manufacturing, as the organisation with the largest production facility for complete lifts in Europe.





## BIODIVERSITY PROTECTION

### We protect our environment

Orona understands Biodiversity as the living fabric of our planet and the basis for human wellbeing, making its commitment to its protection clear through different collaborations with public and private agents, bearing in mind the goal of helping minimise any impacts.

Throughout 2023, Orona continued to collaborate with the Aranzadi Science Society in order to maintain its commitment to promoting the protection of urban biodiversity, the ultimate aim of which is to research, disseminate and educate on the need to promote and conserve the biodiversity of the environment in which we live.

As part of the continuity of the Txoribox project, the nest boxes placed in Orona Ideo have been checked and cleaned, a necessary task so that they can be occupied during the next nesting season.



We promote projects that ensure the **protection of the biodiversity** of the environment in which we are located, with a view to **broadening our scope** and being able to provide a more global response, in line with our company philosophy



### ELIMINATION OF INVASIVE SPECIES IN THE URUMEA RIVER BASIN

We continue to collaborate with the Basque Water Agency (URA) by adopting conservation measures for the Special Area of Conservation (SAC) es2120015 - Urumea ibaia / Urumea river.

Throughout 2023, the actions set out in the Management Plan for this SAC were carried out, reviewing the regrowths of *Platanus hispanica* cut down within the Orona facilities in Hernani and carrying out the monitoring and corresponding treatment established for the species *Fallopia japonica*.

These same actions will be reinforced in 2024 with the ringing of *Robinia pseudoacacia* specimens.

### SEEDBED AND RECOVERY OF LOCAL FORESTS

In 2023, we collaborated with the Sagarreta Natur Taldea association, which promotes the conservation of natural heritage and biodiversity in Hernani and the Urumea valley.

More specifically, Orona participated in the "Seedbed and recovery of local forests" project. On a 16,612 m<sup>2</sup> plot of land assigned by Hernani Town Council, trees will be planted and a seedbed created in which seeds from local trees will grow before being planted on other plots of land. A special effort will be made to recover the species *Quercus pirenaica* / *Q.petraea* / *Prunus lusitanica* with the aim of restoring its place in the local forests.

The project will also be carried out in collaboration with the locals living in the area and the educational centres of Hernani, with the aim of promoting dissemination, awareness, research and education in the initiative itself.

### WATER OUTFLOW

Orona continues to maintain strict control of its industrial discharges in strict compliance with the limits established by law.

The analyses carried out at the Vitoria plant are well below the legal limits established in the Municipal Ordinance on Non-Domestic Waste.

This compliance, which is also ensured at the Hernani industrial plant, is reinforced by the installation of a continuous discharge meter, which collects periodic random samples managed by Aguas del Añarbe and reports statistical data on the 7 most representative parameters of the sample.

### EMISSIONS

Orona, S.Coop. systematically controls all of its emission sources catalogued through the APCA Authorisation in Vitoria and Orona Ideo and the Integrated Environmental Authorisation of the Hernani plant, guaranteeing strict legal compliance certified by ISO 14001.

Periodically, measurements of CO, NOx, Volatile Organic Compounds and Particulates are carried out, reporting in all cases values well below the established limits.

## ENVIRONMENTAL NOISE

Orona has established periodic environmental noise measurements for its industrial plants where it maintains mandatory requirements in this area.

Measurements are also taken when there are modifications to processes that generate environmental noise. During 2023, no such measurements were necessary due to the absence of requirements or indications of a substantial change in current levels.

Therefore, we can continue to ensure that, according to the current noise data, we are far from generating any impact on neighbouring areas.

## LIGHT POLLUTION

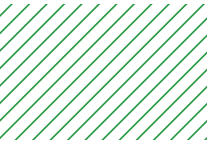
The location of the corporate headquarters, the industrial plants and the vast majority of the work centres in industrial estates considerably reduces the impact of the light pollution that Orona generates.

Nevertheless, in line with country-specific implementing legislation and recommendations in this area, we continue to take action with the primary objective of protecting the night environment.

Also in line with the previous year, brand-related updates were made this year to the illuminated signs in several work centres, taking advantage of this work to improve the dispersion and reflection of light and the efficiency of the service with state-of-the-art materials and systems.

The aim of these measures is to safeguard the environment from light pollution, preserving the natural conditions of night-time hours to benefit the health of people, flora, fauna and the nocturnal ecosystems themselves.





## ORONA IDEO **A benchmark in sustainability**

### ORONA IDEO, A PIONEERING SPACE IN EUROPE

It is a pioneering space in Europe that brings together all the agents involved in the innovation process: Company, University and Technology Centre.

It is a real exercise in sustainability and innovation, applying the latest technologies in vertical mobility and energy efficiency. The energy consumed in Orona Ideo comes mainly from renewable energy sources and the recycling of energy from installed lifts.

The bioclimatic design of our buildings has taken into account the passive use of energy through their orientation, the surface area to volume ratio and the envelope of each building, which have been designed with tailor-made solutions for each case and in accordance with the use of the spaces inside each one of them. Green roofs, the use of rainwater, the local generation of renewable energy and the integration of solar energy collector surfaces have been maximized in the designing of the buildings.



Orona Ideo has been designed as an **urban cell** comprising several buildings and their linked urban spaces

A large number of specific and unique passive and bioclimatic **architecture strategies** have been applied for each case, both on an urban and building scale

### ZERO, ORONA'S CORPORATE HEADQUARTERS

The Zero building houses Orona's corporate and innovation headquarters, which is inspired by the circular brand image and lifting activity. It is a Nearly Zero-Energy Building (NZEB) thanks to its bioclimatic architecture, photovoltaic panels, and the availability of local renewable thermal energy for air conditioning.

### ORONA FUNDAZIOA BUILDING

Fundazioa is a hybrid building that has common services and also houses university teaching spaces.

### A3 RESEARCH A SPACE THAT BRINGS TOGETHER LABORATORY AND RESEARCH

A3 Research has laboratories and offices dedicated to research in advanced electrical storage systems, while the Gallery is the place where all of Orona Ideo's energy is managed, through the monitoring of all the buildings in the complex in real time.

Orona Ideo buildings are the first set of buildings in Europe to be rated LEED Gold and BREEAM Excellent.



### CLEAN ENERGY GENERATION

The energy is produced on the plot itself through a District Heating-Cooling system from 100% renewable sources and a large photovoltaic roof in the Zero building. Since its launch, the project has made it possible to obtain valuable data from its actual operation and to verify compliance with the nZEB (nearly Zero Energy Building) criteria.

### DISTRICT HEATING-COOLING

The energy concept design is based on the premise of making the best use of the District Heating-Cooling installation of the complex, which is powered by various renewable energy sources located on the parcel itself: geothermal energy, solar thermal energy and biomass.

Renewable systems have been dimensioned prioritizing solar thermal energy, followed by biomass and geothermal energy.

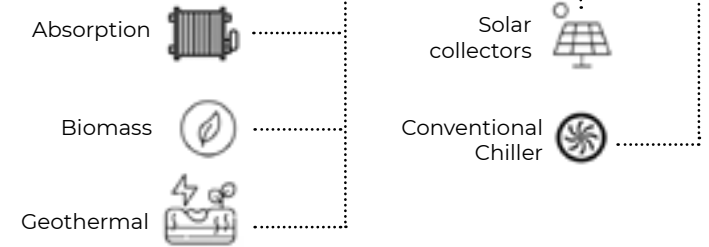
Biomass, which uses certified pellets as fuel, is the dominant source of heat production, while geothermal energy plays a very important role in covering the demand for cooling. 100% of the thermal energy required by the Orona Ideo buildings comes from renewable sources (solar thermal, biomass, electricity), 83.91% of which is generated with renewable technologies installed at Orona Ideo (solar thermal, biomass, geothermal) and the rest from electricity.

### Electrical energy

Photovoltaic panels



### Thermal energy



### PHOTOVOLTAIC ROOF

The renewable electrical energy is produced through the solar panels integrated into the roofing of the Zero building.

### CO<sub>2</sub> EMISSIONS

Very positive results have been obtained since they are clearly below the amounts established as a reference in the most demanding standards of sustainable construction.

In 2023, as in 2022, the reduction in CO<sub>2</sub> emissions from the Orona Ideo buildings was significant, mainly due to the purchase of electricity with a guarantee of origin.

### WATER CONSUMPTION

Orona Ideo has a 30 m<sup>3</sup> rainwater collection tank, to supply water to the irrigation system of the green areas and, after the modification made in 2021, to supply the grey water circuits used in the toilets and urinals of the Zero and Fundazioa buildings, which is used in the latter circuits only during periods of heavy rainfall when there is a surplus of rainwater that was not being used.

The volume of rainwater used depends on the annual rainfall. 2023 did not see a lot of rain compared to previous years, so the water use was lower than in 2022.







# Annex

## ANNEX I



## Quality, environment, eco-design and occupational health & safety policy

The cooperative nature of Orona is closely linked to the development of values such as commitment, proactivity, proximity and innovation with meaning; values that are transferred to each and every one of the products that are manufactured, the services that are provided, and the relationships that are maintained with all stakeholders.

Orona considers the management of quality, environment, eco-design and occupational health and safety to be strategic factors in fulfilling the commitments defined by the organisation. For this reason, an integrated management system has been established and implemented in accordance with the UNE-EN ISO 9001, UNE-EN ISO 14001, UNE-EN ISO 14006 and UNE-EN ISO 45001 standards.

Orona's Management defines this policy as a reference framework for the establishment of objectives related to the integrated management system, providing the necessary resources and assuming the following commitments:

- Meet the needs and expectations of our customers and other stakeholders.
- Comply with applicable legal and regulatory requirements, as well as other requirements to which the organisation subscribes, in terms of quality, environment, eco-design and occupational health and safety.
- Ensure the process of continuous improvement of management systems, processes, products and services throughout their life cycle.
- Guarantee the training, information, consultation and participation of workers in matters of health and safety at work, quality and environmental protection.
- Eliminate hazards, reduce risks and provide safe and healthy working conditions for the prevention of injury and deterioration of the health of workers.
- Protect the environment and prevent pollution in order to minimise the environmental impacts generated by the activity.
- Implement and keep this Policy up to date and communicate it publicly to all interested parties.



[orona-group.com](http://orona-group.com)

