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**SALTO SYSTEMS**

# **CLIMATE CHANGE POLICY 2023-2030**



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# Climate Change Policy 2023-2030

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At SALTO we have been committed to sustainability since we were founded. We have embraced the Ten Principles of the United Nations Global Compact and are actively working to achieve the Sustainable Development Goals, integrating them into our business strategy, culture and day-to-day operations at Group level. To ensure continuous improvement in the environmental management of our main plants with industrial activity, both are certified according to ISO14001.

In this context, we have decided to take a step forward in our ambition to build a sustainable company by defining this Climate change policy. This instrument provides the structure for a series of actions with the firm and common objective of reducing GHG emissions as much as possible by the year 2040, achieving climate neutrality and showing greater ambition with respect to what has been established in the Paris Agreement and the European Green Deal.

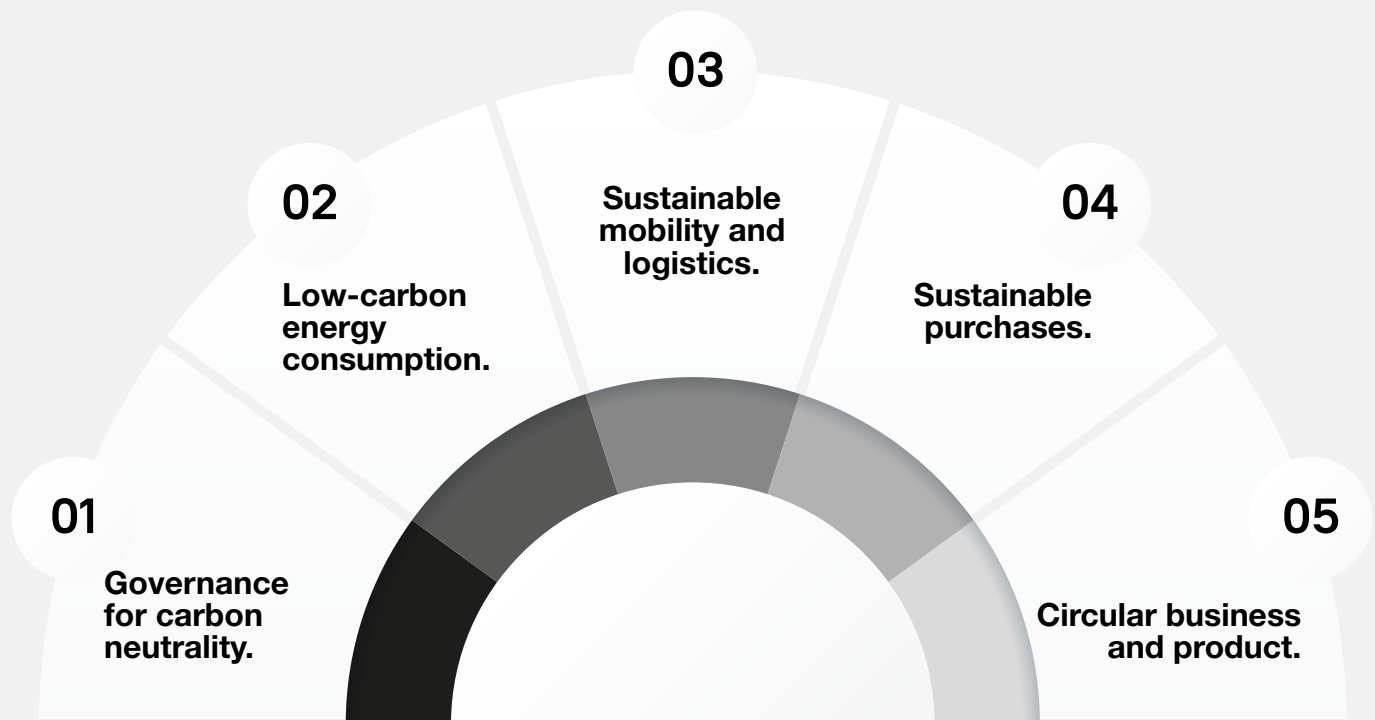
To this end, over the next decade we will transform our business, adjusting our operations and bringing key suppliers on board, and integrating a global vision of circular economy, reducing the environmental impact in the life cycle of products.

Achieving net zero emissions by 2040 entails committing ourselves to the implementation of measures that seek to reduce the impact of our activity on global warming, to protect and conserve existing natural resources and to involve our value chain in reducing the impact of its activities on climate change.

At SALTO we establish this climate change policy for 2030, defining the commitments and actions to be implemented to achieve net zero emissions. This policy is based on 5 key pillars:

# Pillars

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# Scope

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The scope of this climate change policy includes the entire organisation, which means all companies and business units of the SALTO group.

The policy is established with a global approach, involving the whole value chain, from suppliers to customers.

# Objectives

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## 01

### Governance for carbon neutrality

In recent years, at SALTO we have implemented several actions to manage, reduce and offset our greenhouse gas emissions and contribute to the fight against climate change.

For these efforts to be maximised, it is important to involve all stakeholders in the organisation and all people in the company.

Likewise, it is also necessary to understand in detail SALTO's impact on climate change and the impact of climate change on SALTO.

Along these lines, and in order to achieve net zero by 2040, we plan to establish a solid governance structure for climate change management.

### Specific objectives

- |   |   |
|---|---|
| <p><b>01</b> Engage business decision-makers on climate change issues</p> | <p><b>03</b> Net zero emissions -NetZero- by 2040</p> |
| <p><b>02</b> Neutralise 100% of residual operational emissions</p>        |   |

To achieve these objectives, the strategy includes measures such as the analysis of climate risks and opportunities, internal and external training and awareness-raising, and the systematic offsetting of non-avoided emissions with local neutralisation projects.

# 02

## PROMOTE LOW-CARBON ENERGY CONSUMPTION

We have made a significant effort to reduce GHG emissions derived from energy consumption in its own installations, monitoring energy consumption to reduce inefficiencies and losses, installing solar panels for self-consumption, etc. Likewise, electricity is being purchased at the different SALTO locations with a guarantee of renewable origin.

In line with the commitment to reduce emissions to achieve the goal of climate neutrality and in our role as a driver of low-carbon practices, we will continue to work towards this goal.

### Specific objectives

- |  |  |
|--|--|
| <p><b>01</b> 100% renewable origin electricity by the year 2030 (in installations controlled by SALTO)</p>     | <p><b>04</b> Reduce absolute Scope 2 emissions by 33% by 2030.</p>             |
| <p><b>02</b> Reduce energy consumption (KWh/€ or /a.p.) by 32.5% in 2030 in line with European commitments</p> | <p><b>05</b> Reduce total emissions intensity (Kg CO2eq /€) by 40% by 2040</p> |
| <p><b>03</b> Reduce absolute Scope 1 emissions by 33% by 2030.</p>   |  |

In this respect, we are committed to renewable energies and will optimise energy efficiency initiatives in all our facilities.

# 03

## ESTABLISH SUSTAINABLE MOBILITY AND LOGISTICS

The mobility associated with the organisation encompasses both the transport of raw materials to SALTO, and packaging and transport of products to customers, as well as corporate travel and commuting by SALTO people, comprising a significant part of the organisation's emissions. Therefore, at SALTO we will establish and implement a series of actions to reduce the impact of the organisation's logistics and mobility, promoting low-carbon means of transport, improvements in logistics and changes in habits.

### Specific objectives

- 01** Reduce emissions from logistics and mobility by 30%

This objective can be achieved by implementing corporate mobility policies and plans and by looking for alternatives for sustainable logistics by seeking the collaboration of supplier companies.

## 04

**SUSTAINABLE PURCHASES**

At SALTO we have focused our purchases as much as possible on local suppliers and we have fostered close cooperation throughout the value chain. In line with this business philosophy, we will establish new lines of work to ensure that purchases meet the organisation's needs for goods and services while also benefiting society as a whole and with the minimum environmental impact.

**Specific objectives**

- 01 Reduce GHG emissions related to purchases

This will require work to select low-carbon materials, as well as driving and supporting our value chain to move towards better ESG performance and decarbonisation.

## 05

**BASE THE BUSINESS ON THE CIRCULAR ECONOMY**

Considering SALTO's climate change commitments, it is necessary to incorporate circular economy and emissions reduction criteria in the product. This objective consists of:

1. **Designing products with a lower environmental impact throughout their life cycle.**
2. **Fostering and promoting circular business models, optimising and extending the life cycle of our products and reducing the amount of waste generated.**

SALTO will actively work to obtain complete product information through EPDs so that sustainable measures can be applied at critical points such as raw materials used, packaging, product energy consumption, etc. With a focus on circularity and technological innovation, we will be able to increase the use of recycled materials, reduce product consumption, increase product recyclability, etc., all with an associated reduction in GHG emissions.

**Specific objectives**

- 01 90% of sales with EPDs
- 02 Increase recycled materials in product
- 03 Reduce packaging

To achieve these objectives, we will work intensively with R&D people, looking for eco-designed products and processes, defining actions for more sustainable packaging and advancing in circular business lines.

# Governance Model

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The management of the Quality and Environment Department will assume responsibility for monitoring its implementation with the support of those responsible for the departments to which it applies, and together with the Management, will adopt the necessary measures to ensure that the commitments set out herein are respected.

The management of the Quality and Environment department will be responsible for monitoring the implementation of this Policy, with the support of the areas involved, and together with the Management, will take the necessary measures to ensure that the commitments set out herein are respected.

To this end, an annual evaluation of the implementation of the different actions planned will be carried out.

Considering that this transition towards a carbon neutral economy must be dynamic over time and adapt to changes and innovations, we will review this policy after five years, with the aim of adopting new, even more ambitious challenges.



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## **SALTO Systems**

Sustainability - ESG.

Innovating to meet social and environmental challenges.

Spain, UK, France, Germany, Switzerland, The Netherlands, Belgium, Poland, Slovakia, Slovenia, Czech Republic, Denmark, Norway, Sweden, Finland, Italy, Portugal, US (NYC - Atlanta - LV), Canada, Mexico, Costa Rica, Colombia, Puerto Rico, Chile, UAE, India, South Africa, Singapore, China, Hong Kong, Korea, Japan, Taiwan, Vietnam, Australia, New Zealand.

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