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**CSR Report**

**May 2019 - April 2020**



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# 01 About the report





# About the report

Corporate Social Responsibility is our corporate philosophy at BUFF® and we are keenly aware of the leading role we must play to be an agent of change.

This second annual report includes the initiatives we launched from May 2019 to April 2020, actions that respond to our commitment to the environment and society. The result is a reaffirmation of the purpose that has guided the way we do things for years.

Enjoying the outdoors and bring that enjoyment to others has been the brand's raison d'être from the start. Which is why we feel we have the responsibility to contribute to the planet's well-being and to respect fundamental rights in the broadest sense, from measuring the impact of our work in order to take the maximum precautions with our manufacturing processes to participating in a series of social and environmental projects and initiatives. We develop our CSR strategy through our Do More Now program, which encompasses responsible production, commitment to the environment and sustainability, and engagement with society.

The information it contains references the last few years to provide an overview of the company's recent evolution. The calculations and information presented in this report are those obtained at the close of the fiscal year end and

reflect the significant sustainability impacts of BUFF® that can substantially influence the assessments and decisions of the company's stakeholders.

This report is created for the members of our organization, customers, business partners, shareholders, non-governmental organizations, as well as governments and their representatives as a way to share both existing projects and future sustainability objectives and activities. The report focuses on BUFF® Headquarters and all quantitative disclosures are related to production, logistics, administration, and the Factory Store located in Igualada (Barcelona).

This report is the result of a joint effort that included the active involvement of Original Buff, S.A. staff. Questions concerning the report can be made by e-mail to [rsc@buff.com](mailto:rsc@buff.com).



*For the second consecutive year, Forética verified the audit conducted by an external consulting firm under the SGE21:2017 standard.*

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# Letter from the Chief Executive Officer

When thinking about the past year its impossible not to think of the past two months — 2020 will certainly be remembered for the remarkable events that have shaped us, leading to new ways of working, relating, and interacting. In short, a new way of understanding life.

We're now seeing it more than ever before. The world is increasingly more uncertain and ever-evolving, requiring a quicker and more flexible response when it comes to decision-making and taking action.

Faced with new challenges, we have never hesitated to join forces, to row in the same direction, to reinvent ourselves, to collaborate with society, and to look after the well-being of the people who belong to the organization. It is in difficult times like these that teamwork and adaptability become our biggest allies. Keeping alive the innovative spirit that characterizes the project we started 28 years ago and with the desire to continue growing, adding value to society and caring for our environment, there is a part of each and every one of us in the work performed and presented in this report.

As a headwear and neckwear brand, we felt we had to take responsibility for finding ways to bring together our experience and expertise in developing technical products to provide a solution that would ensure the safety of the entire community.

This challenge required intense work, commitment, and dedication in order to be quick and efficient enough to offer the market a product that would meet the coming demand. Our contribution translates into the development, creation, and launch of the BUFF® Filter Mask, the brand's first mask with replaceable filters.

To this end, we gave a massive boost to the values that define us. Meeting people's needs, guaranteeing their safety and well-being. Being committed to the needs of our stakeholders, and mindful of the impacts involved. Acting with the passion that comes with enjoying what you do. Being daring, brave, and original.

We also can't forget that there are 12 months in a year. This year's results have progressed satisfactorily, maintaining the same levels of accumulated sales (€38.4M) as last year. The changes in the Supply Chain department, the increase in efforts in the online sales channel, and the productive transformation toward a circular economy are some of the projects that we hope will allow us to continue to strengthen our position as we advance toward meeting the objectives set out in the 2019/2021 Strategic Plan, objective which we are currently addressing.

The word of the year for us is unquestionably *resilience*.



**Uncertainty has made us grow as people and has brought us together as a family. Together we will face the future ahead.**

David Camps  
Chief Executive Officer

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# About us

Joan Rojas was a born maverick, a man who embraced the unconventional and eagerly faced new challenges in his path. It all started around 1991, when Joan chose a different path: the one taken by those who want to make a difference.

The military headwear he used to protect himself from the cold and wind on his motorcycle bothered him, so he decided to improve on this essential accessory for his rides along the roads of Igualada. He sketched and researched day after day until landing on the solution: a seamless microfiber tube.

The company was founded in 1992, and the first batch of our iconic product hit the market under the brand name BUFF®.

The new product was a success with his family and friends, and Joan decided to continue along the alternative path he started a year earlier. In 1995 he started selling his tube at several locations across Europe. Today, the brand operates in 79 countries through exclusive distributors for a total of 90% of our market share.

Our international expansion has grown along with our family, both at our headquarters and at our subsidiaries in Germany, Canada, the United States, and the United Kingdom. And our product and business lines have reflected this expansion. BUFF® products currently include an annual collection of headwear and neckwear available in a range of colors and designs in addition to custom-design prints. After incorporating new fabrics from leading brands, we expanded our catalog with a range of products under our sports, lifestyle, and professional lines.



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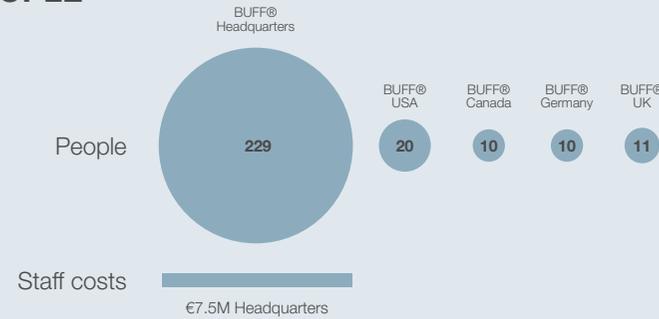
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## PEOPLE



## CLIENTS

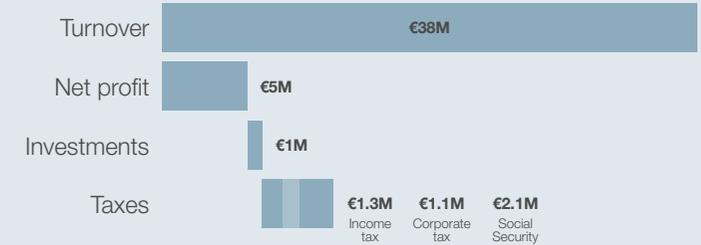


14,790 clients  
110 countries  
68 distributors

## SUPPLIERS



## ACCOUNTS



\*in millions of Euros

## CSR

Amount allocated to CSR shares and social initiatives for employees

€79K  
Do More Now Project

€150K  
Per diems Transportation Relocation

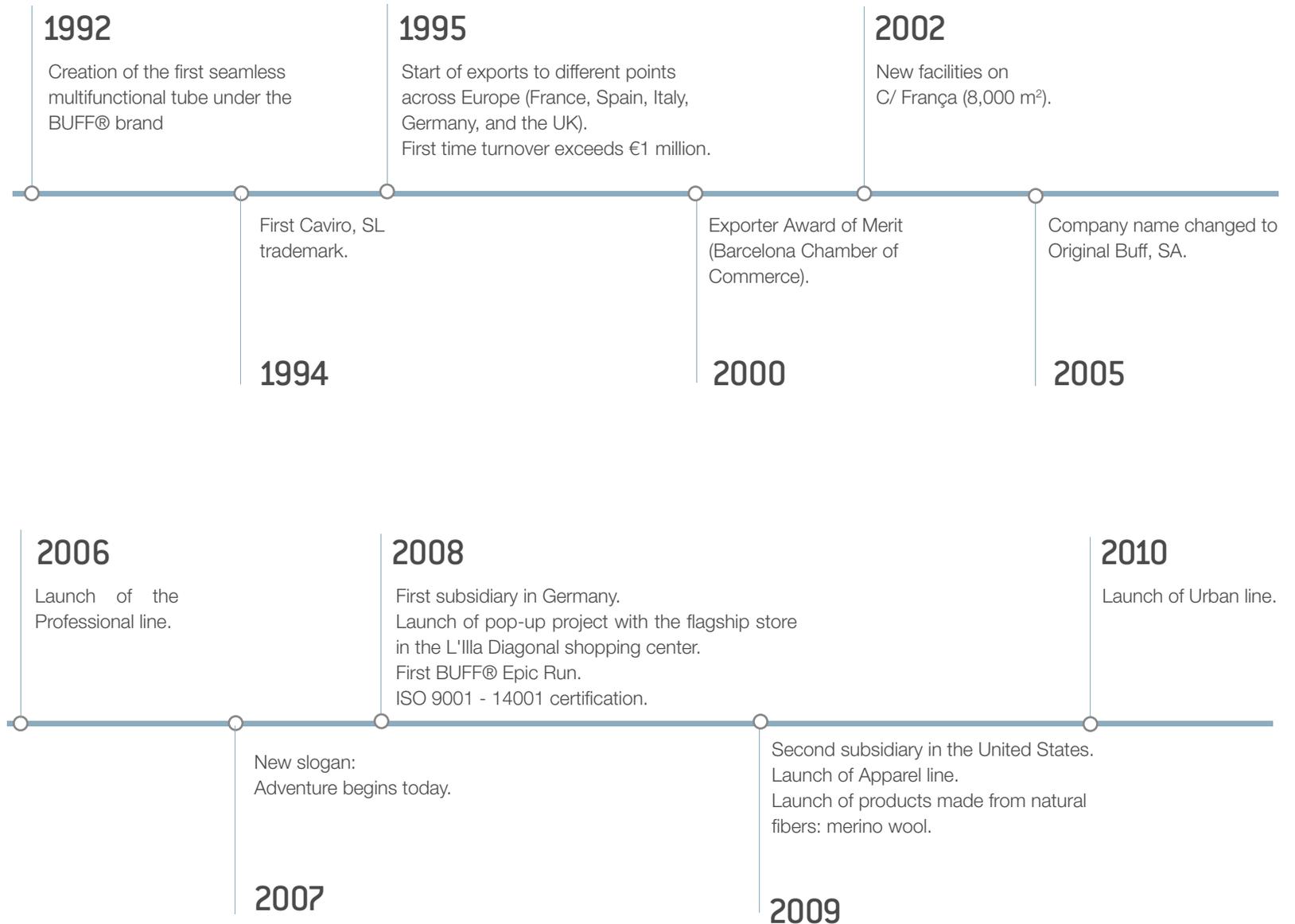
€42K  
Welcome summer Xmas Christmas basket



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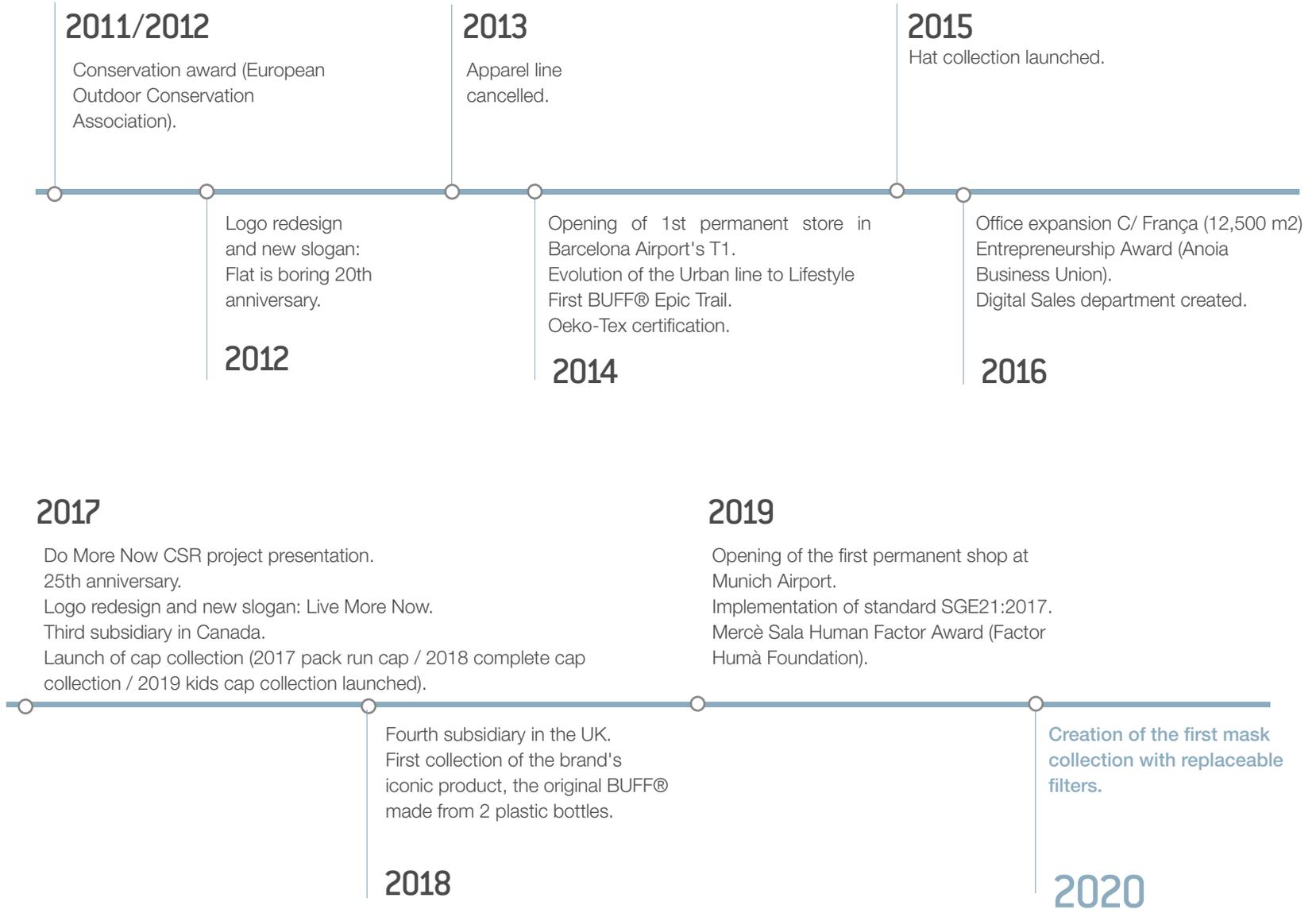




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02 We are BUFF®





# This is how we understand what we are



## PURPOSE

Encourage people to enjoy the outdoors.



## VISION

Be the world's leading brand in technical and lifestyle accessories.



## MISSION

Develop and produce unique, high-quality accessories that help people live an active lifestyle. Enhance creativity and innovation to provide socially responsible solutions.

## BUFF® values

### ORIGINALITY

We are creative, adventurous, curious, and unconventional. We work with initiative, courage, and drive to create innovative products and designs.

### PASSION

For what we do and how we do it. We strive to encourage, support, and inspire people to enjoy what they do, to be happy, optimistic, and free.

### PEOPLE

People are what we're all about: consumers, clients, suppliers, shareholders, and employees. Together we form the BUFF® family. We create environments of well-being, collaboration, and trust governed by professionalism, effort towards a job well done, and responsibility for our actions.

### COMMITMENT

We align our conduct with the interests of reference groups, people, the company, and the environment. We operate under the premise that we have a responsibility for and a direct impact on society and the environment.

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# And this is how we act and make commitments

At BUFF® we are convinced that we have both the opportunity and the responsibility to actively contribute to the protection and improvement of the environment, to sustainability, and to society. To that end, and as a company dedicated to the design, production, and sale of headwear and neckwear, we are committed to growing as a global organization, respecting the environment, promoting creativity and diversity, and pursuing the well-being of both our employees and society as a whole.

This approach is based on our philosophy and is part of the quality commitment we make to our customers. And we are dedicated to this commitment in all our spheres of influence, both internal and external. BUFF® has committed itself to sustainable management for the development of the organization through the implementation of the Ethical and Socially Responsible Management System SGE21:2017.

## DO MORE NOW

Knowing that everything we do has an impact, we set out to reduce our environmental footprint and create positive impact. This goal led to the launch of Do More Now, a program to guide our CSR strategy. It is based on these three objectives: act more, protect more, and care more.

Each step makes a difference and we are determine to take things even further.

## DO MORE NOW

### ACT MORE

Responsible production

### PROTECT MORE

Commitment to the environment and sustainability

### CARE MORE

Commitment to society – social initiatives

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## Act more. Responsible production.

Our DNA is in each of our products and production processes, designed and created to minimize environmental risks. We do our small part for the ecosystem by increasing our range of natural fibers and recycled products and reducing packaging size. We also reinvented our most iconic product by producing it with microfiber made from recycled bottles.

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### Selective recycling

Recycling of all plastic and paper materials to minimize the total amount of generated waste.

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### Water-based ink

Use of inks with fewer chemicals, ensuring a healthy and safe workplace.

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### Packaging size

Reduction of a quarter of the size of the packaging to save 75 tons of cardboard per year and reduce CO2 emissions by 18%.

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### Recycled and natural fibers

Expansion of our natural fiber product range with an extensive line of merino wool and recycled microfiber items.



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## **Protect more. Commitment to the environment and sustainability.**

As a company, we have an excellent opportunity to help the planet use our own resources. We are extremely proud to actively participate in sustainable projects that help preserve nature, from local initiatives to international projects organized by the European Outdoor Conservation Association (EOCA).



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## Care more. Commitment to society.

People are what make us better. Everyone counts and treating each individual with respect is our genuine commitment. Which is why we work tirelessly to improve the well-being of both employees and the community as a whole, as well as extend our network of local suppliers.

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### Promoting local partnerships

A healthy local economy requires awareness.

The connection with local suppliers and services helps us to grow together in a sustainable way. 95% of our production is located in the Barcelona area.



# CSR, commitment and determination

The overall responsibility for sustainability lies with the **Corporate Social Responsibility Committee**. Its functions include ensuring employee health and safety, promoting personal development, taking into account the needs and expectations of stakeholders, as well as social and sustainability issues throughout the supply chain. The CSR Committee also establishes the applicable standards and appropriate sustainability guidelines to ensure that sustainability is implemented consistently.

The CSR Committee can be contacted by email at [rsc@buff.com](mailto:rsc@buff.com).

BUFF® has been a member of the **Sustainable Apparel Coalition (SAC)** since 2018, an organization that uses the Higgs Index, a tool to accurately measure and score a company or product's sustainability performance, and has implemented a Corporate Responsibility Management System based on the European **SGE21** standard. We also joined the **Climate Action Corps** initiative this year as founding members to spearhead a change in the *outdoor* industry to address climate change, a movement promoted by the **Outdoor Industry Association (OIA)**.



## CSR COMMITTEE

**David Camps**  
*Chief Executive Officer*

**Harald Kouwijzer**  
*Finance Director*

**Almudena Cara**  
*People Manager*

**Eduard Elvira**  
*Purchase Manager*

**Guillermo Oliva**  
*Supply Chain and Transformation Director*

**Maria Carme Valls**  
*Sales Director*

**Raquel Bernadas**  
*Quality & Environmental Coordinator*



Foto Unsplash: bhuvanesh gupta

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# Code of Conduct

For BUFF®, a value-based culture is the key to the success of partnerships and interactions with people, suppliers, shareholders, and the company's stakeholders.

Compliance contributes significantly towards the creation and consolidation of values and principles, as well as compliance with regulatory requirements.

BUFF® strives to prevent non-compliance with legal regulations that could lead to criminal or administrative penalties, as well as breaches of the organization's internal guidelines.

The BUFF® Code of Conduct establishes how compliance works and includes regulations in cases such as: conflicts of interest, data protection, occupational health and safety, workplace harassment, fair competition and antitrust laws, as well as bribery and corruption. All employees have been informed of its content and have accepted the commitment to read and comply with the Code of Conduct, and to notify the company of anything that may conflict with the code's values, principles, and guidelines.

## GENERAL PRINCIPLES AND RESPECT FOR THE LAW

We are all responsible for knowing and complying with applicable laws, depending on the scope and responsibility of each job.

To that end, we are committed to ensuring that our work complies with the law and preventing wrongful acts and omissions.

## HONESTY AND TRUST

The commitment to honesty and trust is the framework for action in all negotiations that involve the interests of society, rigorously fulfilling any obligations that result. The entire team is committed to protecting the confidentiality of company, employee, client, shareholder, and supplier information.

## INTEGRITY

No gifts, entertainment, hospitality or any other incentive intended to reward or unduly influence a business decision, or which may result in an unfair advantage, will be accepted or offered.

## HUMAN RIGHTS

Relationships between all employees and managers must always be based on respect for individual dignity and non-discrimination. Whatever the method used, any abuse of authority, physical or psychological harassment, and any conduct that may create an intimidating, offensive or hostile workplace for individuals, either directly or indirectly, is strictly prohibited. We have a zero-tolerance policy towards child labor and forced labor.

## HEALTH AND SAFETY

We strive to ensure a safe and healthy workplace for employees, taking reasonable steps to maximize the prevention of occupational hazards.

We also provide the necessary resources to properly implement suitable measures to prevent occupational hazards. All employees will be responsible for keeping their workspace clean in accordance with health and safety guidelines and practices and implementing the prevention measures established for each workspace. Consuming alcohol and drugs on company property is prohibited.

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## CUSTOMER AND SUPPLIER COMMITMENT

Customer satisfaction is our priority under standards of maximum efficiency, transparency, and quality, always providing clear and truthful information, professional service, and the agile resolution of incidents. We work with suppliers and service providers in an ethical and legal manner and choose those that ensure business practices that respect human dignity, compliance with the law, and the series of ethical principles that underpin our work.

## PROFESSIONAL DEVELOPMENT

We promote the personal and professional development of all employees, encouraging their involvement in improving their own skills and competencies. Policies and actions relating to employee selection, hiring, training, and promoting from within must be based on clear standards of skill, competence, and professional merit. Promoting from within will be considered to cover vacancies on a case-by-case basis.

## ASSETS, KNOWLEDGE, AND RESOURCES

### PERSONAL DATA:

We ensure the protection of personal data that we store as part of our daily business operations.

To that end, employees are required to comply with legislation on data protection for employees, managers, customers, and suppliers.

## IT TOOLS

Employees must make proper use of IT tools (email, internet, telephone, etc.) according to the job and the functions they perform. IT tools must not be abused, either for the employee's own benefit or for actions that could affect the company's reputation or image.

### CONFIDENTIALITY:

Any information that employees access in the performance of their jobs must be kept in the strictest secrecy and confidentiality.

## ILLEGAL AND UNETHICAL PRACTICES

### MANIPULATING INFORMATION:

Falsification, manipulation, or deliberate misuse of information constitutes fraud. We adopt the principle of information transparency, understood as the commitment to always provide reliable information to the market.

### BRIBES, CORRUPTION, KICKBACKS, AND INFLUENCE PEDDLING:

Any form of corruption, bribery or payment of commissions, whether by acts or omissions, or by creating or maintaining favorable or irregular situations with the aim of obtaining a benefit for the company or individual, is prohibited.

### MONEY LAUNDERING:

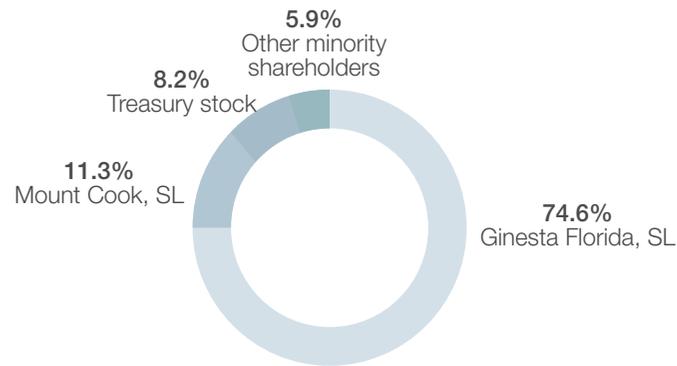
Employees will be particularly vigilant about cash payments flagged as irregular due to the nature of the transaction, those made with bearer checks, and those made in currencies other than those previously arranged.



# Corporate Governance

We started out as a family-run business and Joan Rojas created our most iconic product together with the people that were closest to him. The years passed, the company grew and the family gradually dissociated itself from day-to-day management, maintaining its relationship with the company as members of the Board of Directors. The Rojas Vives family trusts what we do, supports us and gives us the freedom to take risks, innovate and even make mistakes and learn from our experiences. BUFF® recognizes honesty, trust, and transparency as key factors in the company's long-term success.

Shareholder distribution



## BOARD OF DIRECTORS

**Elisabet Vives**  
*President of Ginesta Florida, SL*

**Cèsar Gibernau**  
*Member - Secretary*

**David Camps**  
*Member – CEO*

**Harald Kouwijzer**  
*Member*

**Daniel Úbeda**  
*Non-executive Director*

## EXECUTIVE COMMITTEE

**David Camps**  
*Chief Executive Officer*

**Harald Kouwijzer**  
*Finance Director*

**Maria Carme Valls**  
*Sales Director*

**Ana Domingo**  
*Organization & Systems Director*

**Guillermo Oliva**  
*Supply Chain and Transformation Director*

**Shirley Brunetti**  
*VP & General Manager*

## EXECUTIVE TEAM

**David Camps**  
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*Organization & Systems Director*

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*Supply Chain and Transformation Director*

**Eduard Elvira**  
*Purchase Manager*

**Almudena Cara**  
*People Manager*

**Elisabet Torras**  
*Digital Sales Manager*

**Vanessa Correa**  
*Planning Manager*

**Judith Riera**  
*Accounting Manager*

**Antonietta Fornino**  
*Designer Manager*

**Shirley Brunetti**  
*VP & General Manager*

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# 03 People





# People

At BUFF® we like to recognize people's true value; people are more important than business results and are at the heart of all the decisions we make. We build the corporate values that underpin who we are and transmit those values by engaging each and every employee.

The cornerstone of human resource management is to create an open and value-based corporate culture. Applying the values of originality, passion, people, and commitment creates an inspiring and happy workplace, while encouraging commitment and responsibility and keeping talent in the company long-term.

Employee satisfaction is paramount for BUFF® and closely related to employee engagement. An engaging workplace, transparent and easy communication, a culture of leadership, diversity, and equal opportunities as well as individual career development possibilities are core elements for employee-centered people management.

BUFF® works to meet labor laws and human rights standards that also include equitable remuneration, as well as ensure occupational health and safety.

Creating a healthy and motivating workplace is crucial, and the company conducts a study on the social climate every two years to identify the actual situation and continue to improve it.

BUFF® has a team of highly trained people who are strongly committed to their work. Responsibility and autonomy in the workplace, personal development and work-life balance actively contribute to the success of the company. Here is our snapshot.



Unsplash photo: Everton Vila

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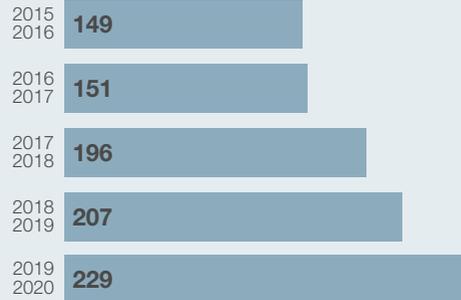
# Our snapshot

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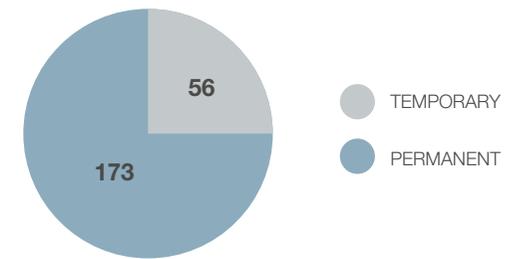
### EMPLOYEES

We have succeeded in adding more people to the team by encouraging the creation of quality jobs.

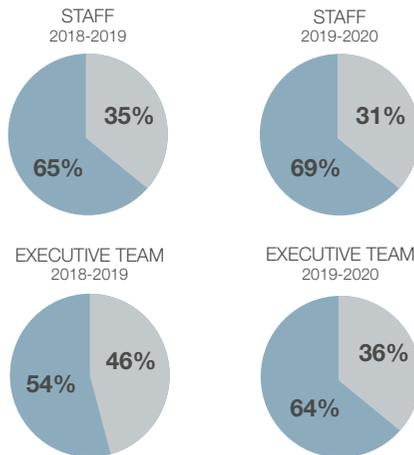


### CONTRACT TYPE

Our staff growth is also reflected in the increase in permanent contracts, with 10 more employees on a permanent contract than in 2019.



### PARITY



BUFF® has increased the percentage of women on its staff this year. Women make up 64% of the executive team.

### EDUCATION

SECONDARY SCHOOL GRADUATE	82
HIGH SCHOOL GRADUATE	19
INTERMEDIATE-LEVEL VOCATIONAL TRAINING	19
HIGHER-LEVEL VOCATIONAL TRAINING	36
2-YEAR UNIVERSITY DEGREE	22
4-YEAR UNIVERSITY DEGREE	51

The proportion of people who are secondary-school or high school graduates represents 44% of the total workforce.

The remaining 56% have intermediate- or higher-level vocational training, advanced professional training, or two- or four-year university degrees.

### AVERAGE AGE



### BIRTHS

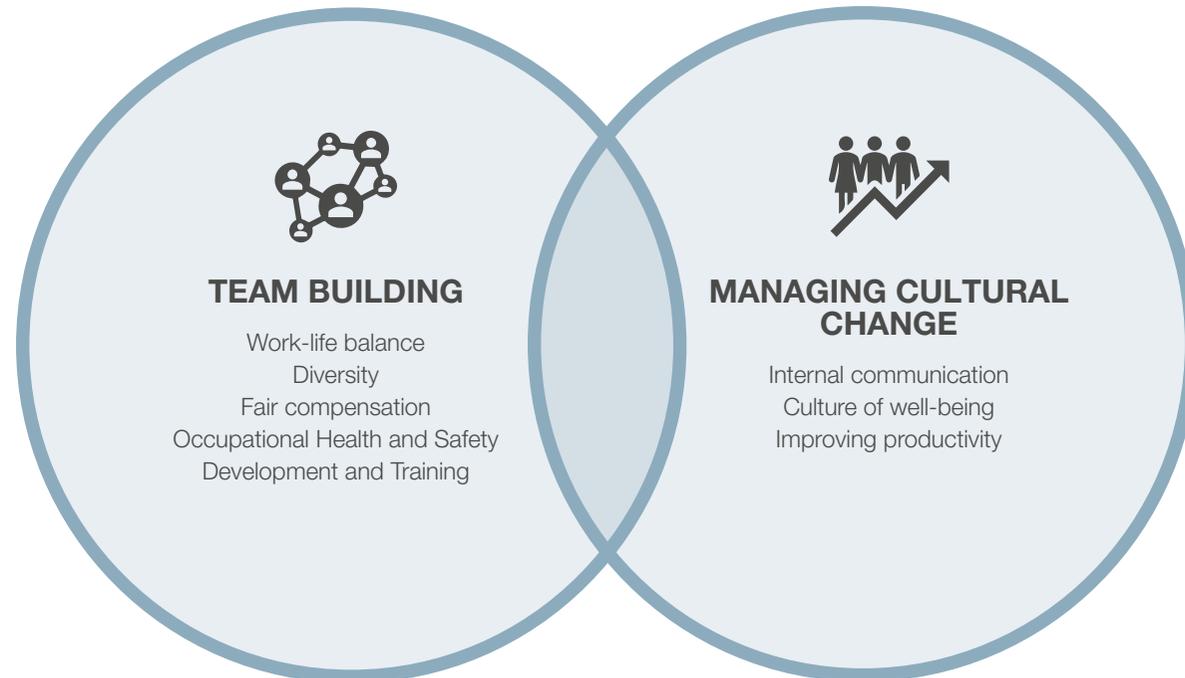




# Roadmap, walking and growing together

We have set out two main lines of action: team building and managing cultural change.

These are the two areas that shape work processes. They are created and promoted based on our Code of Conduct to ensure we are equitable and egalitarian in everything we do.



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# Team building

## 1. WORK-LIFE BALANCE

People are one of the values at BUFF®. Together we work towards a people-oriented focus, promoting a strong sense of team spirit, well-being and personal and professional satisfaction, ensuring that BUFF® continues to move towards diversity, equality, and respect for human rights. We believe that giving people a voice and actively listening are crucial when it comes to identifying employees' day-to-day realities and needs. Through different channels and periods, we ask what improvements employees would like to see, what they need, and how we can improve working conditions. And year after year we have introduced new work-life balance measures to make employees' lives easier and create a balance between these two areas. The measures include:

- Home office.
- Financial assistance depending on distance from work.
- Transportation bonus.
- Flexible schedule for personal needs: family care, illness, or hospitalization.
- Accumulation of personal days or public holidays with paid leave.
- Paid leave on the day of outpatient treatment for the employee.
- Reduction/change to the schedule on the day before holidays and during summer.

## 2. DIVERSITY

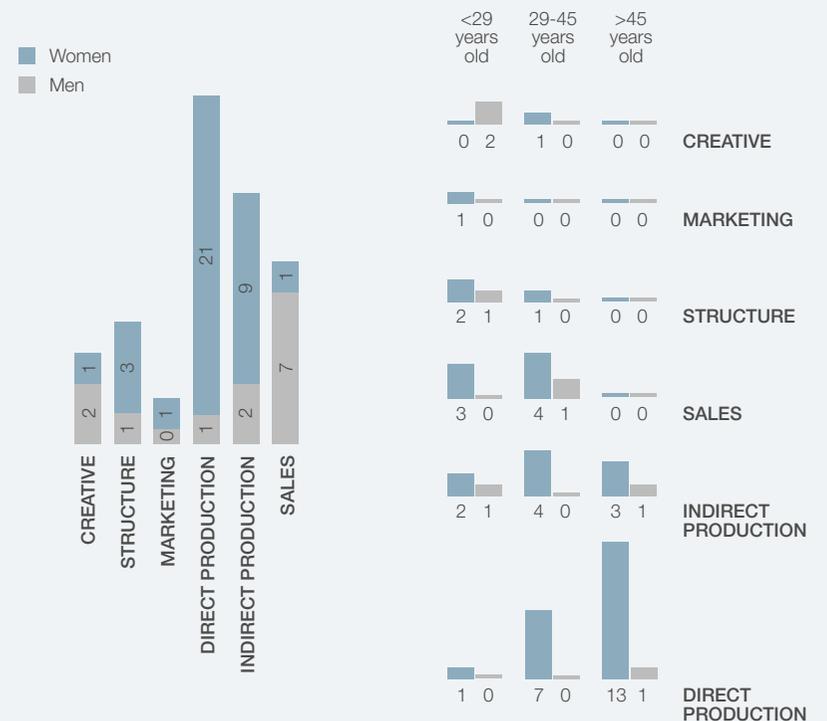
BUFF® has a zero-tolerance policy when it comes to discrimination and defends diversity as a reality within the company. A company-wide non-discriminatory and equal environment for all employees regardless of nationality, gender, political and religious beliefs, sexual orientation, age, or disability.



11 nationalities



13 new hires <29 years old  
 18 new hires 29 to 45 years old  
 18 new hires >45 years old





## MANAGEMENT LEVEL BY GENDER

	2019-2020		2018-2019		2017-2018		2016-2017		2015-2016	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Directors	2	3	2	4	1	3	0	5	0	5
Managers	5	1	5	2	6	2	5	2	5	2
Coordinators	10	10	10	6	5	5	7	3	6	2
Technicians	24	24	18	29	20	25	16	18	8	14
Officials	30	19	29	15	26	16	21	15	21	19
Specialists	9	3	9	5	9	4	13	4	14	5
Auxiliaries	79	10	61	12	64	10	33	9	38	10
<b>Total</b>	<b>159</b>	<b>70</b>	<b>134</b>	<b>73</b>	<b>131</b>	<b>65</b>	<b>95</b>	<b>56</b>	<b>92</b>	<b>57</b>

## MANAGEMENT LEVEL BY GENDER (in %)

	2019-2020		2018-2019		2017-2018		2016-2017		2015-2016	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Directors	40%	60%	33%	67%	25%	75%	0%	100%	0%	100%
Managers	83%	17%	71%	29%	75%	25%	71%	29%	71%	29%
Coordinators	50%	50%	63%	38%	42%	58%	70%	30%	75%	25%
Technicians	50%	50%	38%	62%	47%	53%	47%	53%	36%	64%
Officials	61%	39%	66%	34%	62%	38%	58%	42%	53%	47%
Specialists	75%	25%	64%	26%	69%	31%	76%	24%	74%	26%
Auxiliaries	89%	11%	84%	16%	86%	14%	79%	21%	79%	21%



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### 3. SYSTEM OF FAIR COMPENSATION

A well-structured economic compensation system focuses on equal opportunities and increasing the company's competitiveness. BUFF® considers fair compensation as recognition of people's work and commitment, as well as an opportunity to support talent retention, contribute to employee motivation, and encourage the implementation of the corporate strategy.

Fair compensation is based on the qualification and performance required by role, regardless of gender or other diversity factors. The BUFF® compensation system incorporates fixed and variable wage components, performance premiums, additional allowances, and in-kind benefits. Job descriptions are specifically defined in the job files and well as the job manual for each individual employee.



*Looking ahead to 2021, we are approaching our goal of €42M in sales and hope to hit that number in this last year of the Summit 2021 Strategic Plan so that we can reward the entire staff with a new bonus.*

### 4. OCCUPATIONAL HEALTH AND SAFETY

BUFF® knows that people are its most important value. To create and ensure a safe and healthy workplace, we adopt all reasonable measures to maximize the prevention of occupational hazards. These efforts were further enhanced in the final stretch of this financial year after the coronavirus health crisis in March. In addition to the Health and Safety Committee, we set up a Contingency Committee for the purpose of implementing the Contingency Plan, protocols, and all the preventive measures required to deal with this situation created by the pandemic.

**Constitution of the Contingency Committee and creation and implementation of the Contingency Plan to address the coronavirus pandemic. Implementation of protection and hygiene measures and action protocol in all areas of business activity.**

The following preventive measures have been implemented:

**Regular visits to the workplace** to assess what actions or improvements can be implemented. These include the change in frequency of quarterly to monthly review.

**Training in hazard prevention**, use of forklifts, electric pallet trucks and aerial work platforms / basic training for new hires / protocol for preventing and addressing workplace harassment for Committee members and the prevention team.

Emergency drills, sending reminders about emergency response protocols both on a general level and to people on different teams.



**ABSENTEEISM**  
 TEMPORARY DISABILITY 88  
 33 DAYS ON AVERAGE  
 WORKPLACE INJURY 4 – 2 WITH NO MEDICAL LEAVE  
 / 2 WITH MEDICAL LEAVE  
 9 DAYS ON AVERAGE

**ABSENTEEISM**  
 274 DAYS – PAID LEAVE  
 6 DAYS – UNPAID LEAVE



Unsplash photo: Jeppe Hove Jensen



## 5. PROFESSIONAL DEVELOPMENT AND TRAINING

We seek to ensure that the entire relationship between an employee and BUFF® is based on and aligned with the values and principles that underpin the company.

We aim to make everyone feel valued throughout both the selection and hiring process and consider BUFF® a people-oriented team.

When it comes to change, the first day is always the most important. Which is why we support new hires by providing all the information they need to start feeling part of the BUFF® family. And with a view to continued improvement, we are in the process of implementing a new orientation program.



Ongoing professional training and the development of employee talent is a major part of the work of the BUFF® Human Resources Department. The training plan helps people continually expand their knowledge and skills. As required by the training policy, all employees have access to company-funded training to improve their performance and further develop as a professional within the organization.

Our team includes people with important skills in technical or management areas who become teachers for a day as a way to share their knowledge.

Looking ahead to the next fiscal year, we are about to launch a new tool that will allow us to carry out fully digitized 360° assessments that consider the employee's, coworkers', and manager's perspectives.



	WORKING HOURS	NON-WORKING HOURS	NUMBER ACTIVITIES	NUMBER SESSIONS		€
15/19	3242	2027	51	78	266	€88,639
16/17	3455	923	43	78	221	€82,289
17/18	2848	3476	65	77	256	€60,148
18/19	3279	2994	97	110	322	€70,832
19/20	2829	2968	111	148	325	€90,904



## 6. WORK ENVIRONMENT

Employee satisfaction for every member of the BUFF® family is one of our top priorities.

Communication is constant at all levels of the organization and we have direct and personal as well as anonymous resources for communicating any relevant information.

In any case, we believe it is necessary to use standardized methods that allow us to measure the level of satisfaction and the quality of the work environment.

We received several requests during the most recent survey (conducted in 2019) that gave us the opportunity to implement improvements in employees' work environment.



**Promotions and internal mobility:** informing all employees of vacant positions via the corporate intranet and *newsletters*.

**Internal communication channels:** fairness in receiving information and increasing the sense of belonging at BUFF®.

**Unification of workplaces:** close and immediate interdepartmental work.

**Promote a healthy lifestyle:** fruit is set out for all employees every week.

**Reduce the environmental impact of our facilities:** update the lighting system in the production plant, among other examples described in this report.

**CSR communications:** we share all the actions we develop through a specific CSR *newsletter*.

The main areas highlighted were interpersonal relationships (good working environment among coworkers), company values and philosophy, diversity, work-life balance, and job satisfaction.

In terms of things to improve, employees listed internal communication and access to information, recognition from managers, the possibility of promotions, and remuneration and benefits.

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## 7. NEW PROJECTS IN PROGRESS

### VALUES CAMPAIGN

Our values define who we are and the path we want to follow in our day-to-day business. This shared vision inspires and guides us to rise to all the challenges we face as a team. We have a philosophy that unites us and we want everyone to feel a sense of ownership.

We try to transmit these values from the very first day a new employee joins the team. Which is why we are finishing up a new orientation program and creating a manual with basic information to make the first days at their new job easier for new hires. We know that the first day at any new job is a blur of new faces, new spaces, and a ton of information that's hard to keep track of. Which is why we provide a mentor to provide support and additional resources to new hires so that they can navigate this new step in their career and learn the values that define us from their very first day on the job.

Each one of us can mentor another person. The aim of this project is to eliminate generational barriers and to bring younger people together with employees that have more experience and background and vice versa. The knowledge and skills we have in certain areas will be passed on and employees can receive the expertise and know-how of their coworkers.

### HEALTHY CAMPAIGN

The purpose of this campaign is to promote a healthy lifestyle and well-being at work as a way to encourage overall physical, mental, and social well-being among our team members. We will develop the campaign through talks and workshops that provide information on healthy habits, as well as virtual activities or challenges and specific initiatives like expanding the range of healthy products in vending machines. Providing fruit in the office once a week is one of the examples that sets the tone for what we want to promote with this campaign.





# Managing cultural change

## 1. INTERNAL COMMUNICATION

BUFF® is committed to a corporate culture that encourages active employee participation. Employee satisfaction is a priority for the company; it enhances performance and engagement and is directly reflected in the company's success.

We know that communication is an issue that concerns and interests employees and we wanted to strengthen the communication processes to ensure complete transparency in everything we do.

We also hold regular meetings to share information on day-to-day company operations. These meetings include the presentations of strategic plans: our Summit, an opportunity for employees to explain the news, projects, and objectives set at the company level for each department.

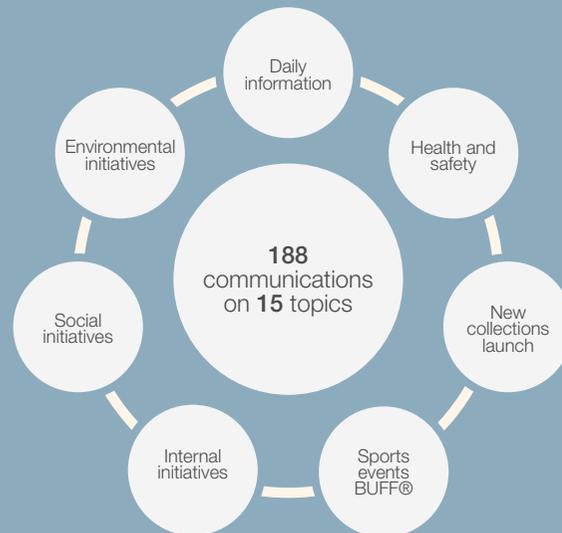
We also hold internal meetings. These biannual meetings include the presentation of the upcoming collection for those employees who did not attend the international meetings. We also have a corporate mailbox for sending messages about changes on the team and relevant company information.

### TEAM BUFF®

We've launched our first corporate intranet! Team BUFF® is a meeting point for all the people in the company, a living tool designed to encourage connection, stay informed, and work together. We use this platform to share all updated BUFF® information in an easy, dynamic, transparent, and participatory way.



## WHAT DID WE COMMUNICATE?



**Daily information:** store news, team changes, certifications, interviews, and celebrations of international days, for example.

**Health and safety:** information on workplace prevention measures and protocols.

**Launch of new collections:** presentation of new design lines and all the creative work behind them.

**BUFF® sports events:** details on BUFF® sponsored events to make it easier for employees to attend and benefit from discounts.

**Internal initiatives:** information on the internal events we organize or our participation as a company in charity initiatives like the Magic Line.

**Social initiatives:** our monetary or product donations or participation in social projects like blood drives.

**Environmental initiatives:** new sustainability measures and agreements with environmental protection organizations.

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## WHAT DID WE PARTICIPATE IN?

We said hello to summer and goodbye to the year with fun social activities that helped us do our part to make the world a better place. We traveled, played sports, and took care of the environment.

Charity breakfasts  
Toy drive  
Bike ride  
Children's workshops  
BUFF@ 4 Cims  
Compliance  
BUFF@ Epic Run

Magic Line  
Food service  
BUFF@ Mountain Festival  
Blood drive  
Food drive  
BUFF@ pop-up and stores  
Fruit in the office

New collections  
Trade fairs  
Charity markets  
Team BUFF@  
Welcome Summer  
Xmas

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## 2. ENHANCING PRODUCTIVITY AND PROCEDURES

The needs of people, the company, and the environment are changing, and we have to adapt to the times.

To achieve the objectives we set, we are working on updating the procedures in a global way (reviewing processes, prioritizing tasks and automation) with a view to enhancing productivity and providing a boost to the company's profits.

### SUPPLY CHAIN

To that end, we have a Master Plan for the supply chain that represents an overall improvement in operations while making it possible to identify possible reductions in costs, lead times, inventories, and obsolete items, an improvement in service and greater satisfaction of the participants in the supply chain. It is a shift in both our focus and the way we work that places the customer at the center. The result of our quest for continuous improvement, we are gradually incorporating this project with the intention of enhancing our efficiency.





# 04 Sustainability





# Environmental management

BUFF® is deeply committed to the environment and has created a culture that makes environmental management paramount when it comes to complying, controlling, and monitoring current environmental laws, energy consumption, and waste generated; in short, the cornerstone of the company's sustainability management. With that purpose in mind, the BUFF® Quality, Social and Environmental Policy includes all the principles on which our comprehensive environmental management is based, management that is always evolving to improve and cover the new developments in sustainability.

The international ISO 14001:2015 and SGE21:2017 standards are the first step in setting objectives to reduce and manage energy, waste (hazardous and non-hazardous), and the use of raw materials, among others. Furthermore, for BUFF® not only is it important to control resources, but also product quality and materials: from design and creation to production and final use, we strive to be in harmony with the environment.

Several key indicators have been designed to monitor all resource use and processes within the company, making it possible to set improvement targets and detect areas for improvement. There are two observations worth mentioning when it comes to indicators. The first is that they have also been disrupted by the consequences of the coronavirus pandemic (months with varying production and offices with limited activity). The second is that we have been able to account for and use actual internal production to calculate indicators this year. Warehouse entries were used in previous years, thus accounting not only for internal but also for external production, which implies that it seems there is greater usage per part produced in several indicators, when in fact it is a refinement of the indicator that is internally much more helpful when it comes to identifying the areas of consumption where we can improve.



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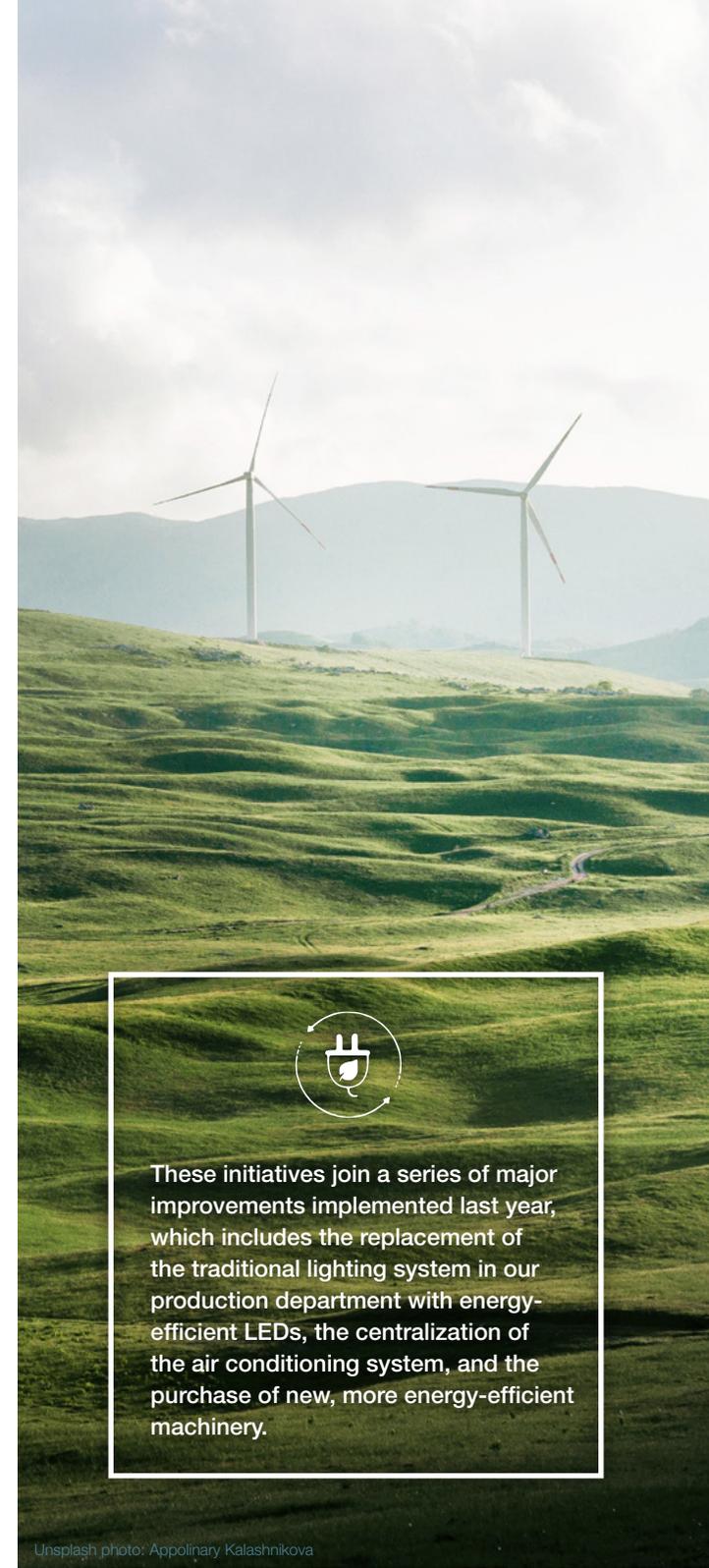
# Energy

Two major energy management initiatives were implemented during the 2019-2020 fiscal year:

<b>ENERGY AUDIT</b>	Conducting an energy audit that has allowed us to detect areas with major potential for improvement in energy efficiency.
<b>SOM ENERGIA Cooperative</b>	We signed an agreement with a new energy supplier in May of 2019, a cooperative that both produces and sells 100% renewable energy and offers their expertise on the subject. This means that all the electricity used at Iqualada's Headquarters comes from a renewable source, substantially reducing the company's carbon footprint.

## ENERGY USAGE

	2019-2020	2018-2019	2017-2018	2016-2017
Energy usage (kW)	1,197,116	1,436,806	1,469,403	1,243,781
Units produced	5,509,029	6,842,141	6,614,880	5,303,766
Usage per unit (kW/u)	0.22	0.21	0.22	0.23



These initiatives join a series of major improvements implemented last year, which includes the replacement of the traditional lighting system in our production department with energy-efficient LEDs, the centralization of the air conditioning system, and the purchase of new, more energy-efficient machinery.

Unsplash photo: Appolinary Kalashnikova

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# Water

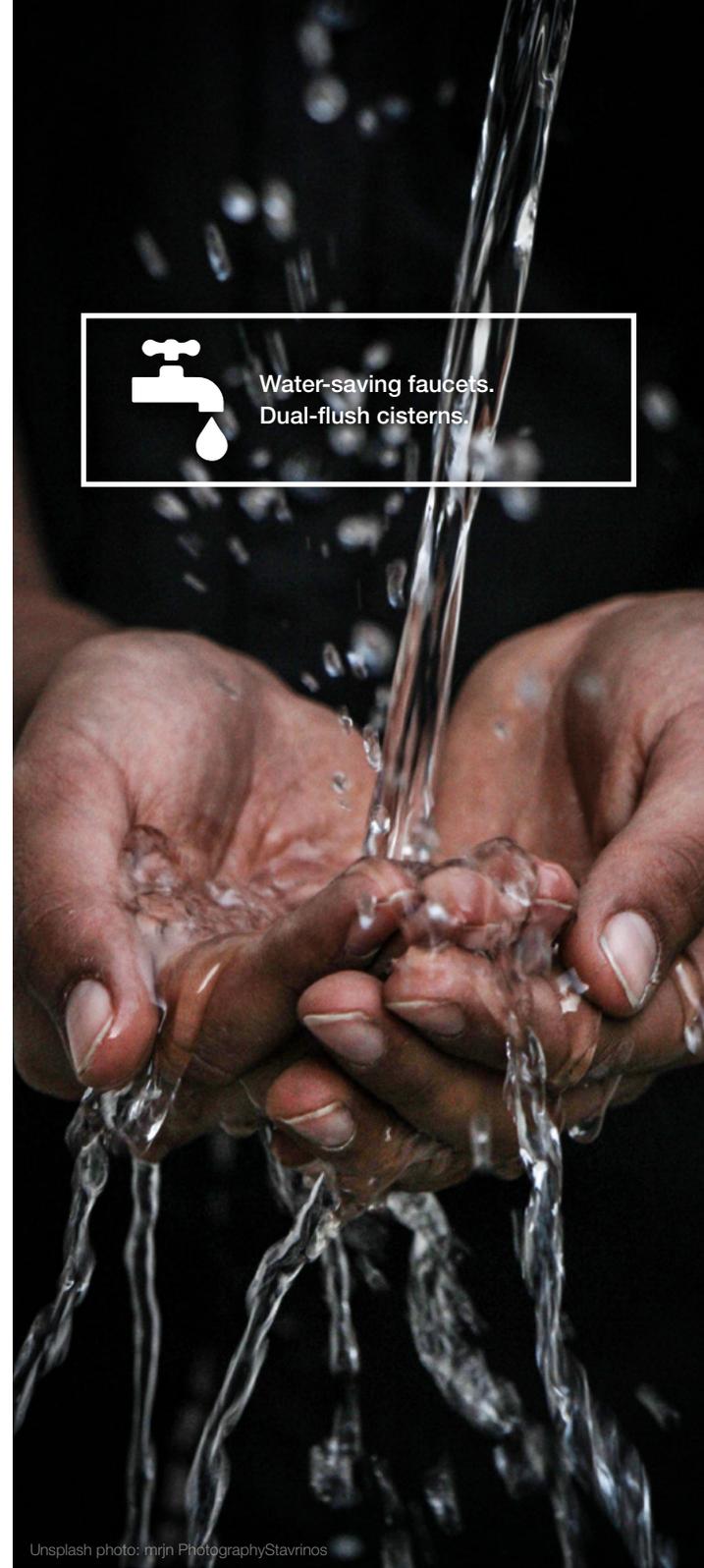
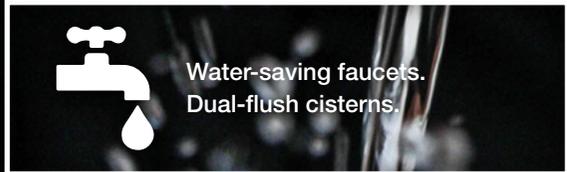
Water usage at BUFF® has so far been limited to personal and hygienic purposes. We say so far because we are planning to internalize washing next year. This production process, performed by a third party to date, will lead to significant changes in water usage. To address the issue, we are currently designing a plan for next year that will serve to monitor water usage for both personal use and the washing process.

Water usage is similar to last year's following the installation of water-saving devices on the faucets and dual-flush cisterns. That said, a larger workforce and the consequences of the coronavirus have had a notable impact on this indicator. No water was consumed in March and April as a result of the lockdown and work-from-home measures, which translates into a notable drop in water usage this year.

## WATER USAGE

	2019-2020	2018-2019	2017-2018	2016-2017
Water usage (m3)	1,808	2,718	2,738	3,438
Employees*	269	207	196	151
Usage per m3/employee	6.72	13.13	13.97	22.77

\*This is the sum of people with a permanent contract and people with a temporary employment contract. Employees with temporary employment contracts were not taken into account for the calculation of this number in previous years.



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# Waste

BUFF®'s commitment covers more than just the resources we need to produce our products, and involves the waste generated from the moment the product is created until the end of its useful life. In terms of waste generated, the company has implemented an action protocol for the classification and proper management of each type of waste that is labelled accordingly and classified according to its type and the level of danger it poses. As far as waste transportation and management is concerned, at BUFF® we work with a waste intermediary who provides advice and selects the most suitable manager along with the best valuation option according to the nature of the waste we generate.

## FROM WASTE TO OPPORTUNITY

We turn what some consider the problem of waste generation into an opportunity. We tirelessly seek new avenues of treatment to prevent waste, incineration, and dumping. We look for circular economy opportunities, evidenced by our management of wool and absorbent rags used for cleaning, hygiene, and disinfection under the coronavirus prevention measures at our facilities.

Other companies use all our wool textile as a raw material. We ensure that wool is separated and stored so that it can be reintegrated into the production process of a company with which we have a signed agreement. All our wool waste ends up being shredded with other types of textile waste for a range of uses: by the automotive sector, as insulation parts, as event carpets, etc.

The COVID-19 crisis has focused attention on continuous hygiene and the prevention of transmission. In addition to the strict protocol followed by the company, some of the white polyester waste is used to clean and disinfect our employees' workplaces.

## NON-HAZARDOUS WASTE MANAGEMENT

	2019-2020	2018-2019	2017-2018	2016-2017
Transfer paper (kg)	106,200	110,240	101,120	90,960
Paper and cardboard (kg)	86,760	93,750	99,300	75,860
Plastic (kg)	3,520	4,330	3,620	2,930
Wood (kg)	19,800	8,160	17,520	14,360
Fabric (kg)	9,420	14,890	8,203	2,693
Units produced	5,509,029	6,842,141	6,614,880	5,303,766
Non-hazardous waste (kg/u)	0.04	0.03	0.03	0.04

## HAZARDOUS WASTE MANAGEMENT

	2019-2020	2018-2019	2017-2018	2016-2017
Contaminated cloths (kg)	265	292	167	414
Ink packages (kg)	1,103	861	849	578
Fluorescents (kg)	63	60	40	129
Printing ink (kg)	320	339	887	673
Units produced	5,509,029	6,842,141	6,614,880	5,303,766
Hazardous waste (g/u)	0.32	0.23	0.29	0.34

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# 05 Delivering value



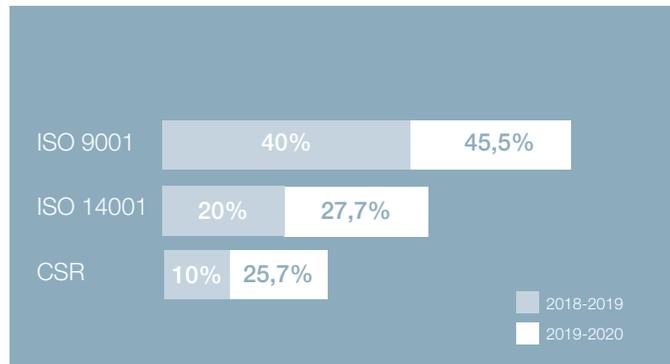


# Delivering value

For BUFF®, ensuring that suppliers are committed to meeting environmental and social standards is vitally important, because the supply chain is one of the cornerstones of the successful development of BUFF® production and operations. Continuous communication and transparency with suppliers, along with communicating concerns and insisting on potential ways of improving the supply chain, represent the way BUFF® works.

Behind BUFF®'s supply chain there is a team of professionals with experience in the continuous search for suppliers that align with the company's social and environmental values while also strengthening the relationship with those suppliers with whom we have a longer-term relationship and who are committed to the brand and the values that define us. It is important for the company to promote both the development of the local community and to deliver the highest quality

in our products. Which is why we work with suppliers from around the world while working locally to develop our community, always ensuring the high quality standards we strive to offer. This is the reason why most of our suppliers of both raw materials and services are located in the same province as our headquarters in Igalada. One-hundred percent of our suppliers, whether local or international, supply or service, adhere to the Supplier Code to ensure respect for human rights, applicable regulations and laws, health and safety, fair remuneration, the freedom of association, as well as protection and respect for the environment.



Ninety percent of production is handled internally at our headquarters in Igalada and the remaining 10% is performed externally. For the organization, it is paramount that this 10% aligns with the company's sustainable development. Which is why, in addition to the Supplier Code, we opened an active line of dialog this year by conducting social audits on our suppliers, which provides us with the opportunity to detect actions to improve their mutual benefit in terms of sustainability.

We use the social audits and the annual evaluation of suppliers to assess whether they are ISO 9001, ISO 14001 and CSR certified. The results can be seen in this graph.

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### THE SOURCE OF RAW MATERIAL

We would like to take advantage of this 2019-2020 fiscal year to shine the spotlight on where our wool is sourced. In keeping with our principles of well-being, sustainability, and respect for nature and biodiversity, we ensure that the wool we buy to make our products is sourced from suppliers that share our same values. All the wool used in BUFF® products comes from free-range sheep raised under IWTO (International Wool Textile Organisation) animal welfare certification.

This certification guarantees that the animals have free access to drinking water

and a healthy diet, that they live in a suitable and spacious environment, and that the animals are treated with respect and are free from disease (either through prevention or treatment). We have also made sure that the wool is extracted from the animal ensuring respect and animal welfare, as all merino wool delivered to BUFF® is extracted using *mulesing free* methods.

### ZERO EMISSION RAW MATERIAL

The company's strategic plan includes the study and analysis of energy consumption at headquarters per unit produced as well as an analysis of our suppliers' conversion processes, highly rating those that make an effort towards more sustainable production. One noteworthy example is one of our polyester suppliers, who monitors energy expenditure per customer and tells us how much energy was allocated to the production of yarn for BUFF® and its source. In this case, the energy that the supplier allocates to the production of polyester for BUFF® is renewable energy generated by its own hydroelectric power station.





# 06 Develop and create by protecting





# Develop and create by protecting

BUFF® has an integrated quality management system that serves as a tool that helps us meet our responsibility to develop socially responsible, environmentally friendly products. To reaffirm our commitment, we annually renew our certification through external audits based on ISO 9001 and 14001 standards.

Innovation, sustainability, and product safety are three factors that BUFF® keeps at the forefront throughout its process, from material supply to manufacturing to the moment the customer receives the end product, even to the end of the useful life of the piece. The design, quality, and R+D departments work in coordination and in exacting interdisciplinary teams that deliver technological and sustainable advances to our customers in every collection.

In keeping with our concern for the environment, BUFF® is member of the SAC (Sustainable Apparel Coalition), a coalition of companies in the textile industry that share the same vision:

reduce environmental impact and be agents of positive change for the people and communities associated with our work. SAC provides the calculation of

indicators like the Higg Index, a standardized set of tools to measure the labor, environmental, and social impacts of our value chain and compare them with other companies in the same industry.



Focused on our mission to reduce our impact, in early 2020 we also partnered with the Climate Action Corps, an American OIA (Outdoor Industry Association) initiative through which outdoor textile brands commit to measure, plan, and reduce their greenhouse gas (GHG) emissions. This translates into a calculation of the company's carbon footprint, analyzing it to detect areas of improvement in order to reduce our impact and share our annual progress in climate-related initiatives with the community.



## OEKO-TEX® STANDARD 100

Finally, BUFF® places special focus on environment-related product safety, something which should inspire confidence in all stakeholders who interact with the company. Suppliers have been working with the OEKO-TEX® STANDARD 100 certification for years, ensuring that BUFF® products have been tested for harmful substances.



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# Customer satisfaction

Customer satisfaction with everything from the product to customer service and responsible marketing are key issues for BUFF®. All company departments work in coordination and in unison to offer the most outstanding service to all stakeholders. Our work is evaluated and rated through customer satisfaction surveys. BUFF®'s commitment is so ambitious that a new and higher target threshold of customer satisfaction has been set across all departments for this coming year, both at a national level and in our dealings with distributors, who operate internationally.

The company's customer satisfaction target was 4 out of 5 both for national and international customers (operated by our subsidiaries and our distributors) until 2019. In 2020, we set a common goal across all departments for at least a 4.5 score from our customers at a national level and 4.7 at the distributor and international level.

The results of the 2019 satisfaction surveys are as follows:

## CUSTOMER AND DISTRIBUTOR SATISFACTION LEVEL

	2019-2020		2018-2019		2017-2018		2016-2017		2015-2016	
	Clients	Distributors								
Customer service	4.4	4.8	4.3	4.9	4.27	4.8	4.29	4.3	4.06	4.4
Sales	4.4	4.39	4.4	3.9	4.43	4.8	NA	NA	NA	NA
Logistics/Shipping	4.5	4.6	4.5	4.5	4.37	4.5	NA	NA	NA	NA
Product and Catalog	4.3	4.5	4.3	4.8	4.33	4.4	4.21	4.0	4.10	4.4
Marketing	4.0	4.2	3.9	4.3	3.81	4.1	3.43	3.8	3.65	3.9
Quality	4.4	4.6	3.9	4.7	NA	NA	NA	NA	NA	NA
CSR and Environment	4.0	4.6	3.9	4.7	3.87	4.6	3.21	4.5	3.70	4.4
Net promoter score company	4.4	4.8	4.4	4.7	4.37	4.8	4.31	4.6	4.20	4.7

\*Maximum score: 5

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# Consumer relationships on social media

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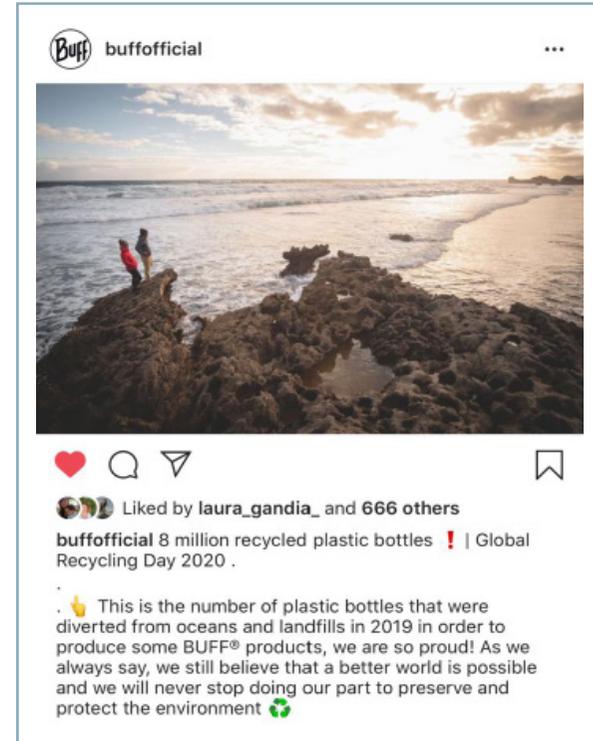
Just like we believe that environmentally and socially responsible management programs are fundamental in the development of our work, communicating this externally is also a company priority. We believe that external communication is a transparency-based way to not only demonstrate our environmental efforts, but also to inspire and encourage the community, employees, and other companies to adopt the idea that caring for our environment is everyone's responsibility. We also seek to inspire our consumers to raise awareness about the challenges we face as a community and assume a leading role in addressing them.

Convinced of the value we can add, and with our extremely broad audience on social media, our communications strategy is geared towards increasing sustainability communications. In fact, we sent out 24 more communications this year than last.

This approach turns *storytelling* into *storydoing*, that is, to use facts and figures to express everything we do to reflect the positive impact of all the measures we adopted.

This is the case on both social media and the website, where we have added a section dedicated to Corporate Social Responsibility, which includes last year's CSR report, the SGE21:2017 certificate, and our Do More Now program. There is also a reserved space on our home page for sustainability content, which redirects to our most *eco-friendly products*.

The relationship with the consumer starts long before the product hits the store. We share inspirational and branded content, events and trade shows that we attend, corporate information, and content related to our sustainability program. And, more than anything, we interact with them.



- 60K – inspirational-brand, events
- 70.5K – inspirational-brand, Do More Now
- 17.9K – corporate, Do More Now
- 13.3K –inspirational-brand, events-fairs, Do More Now



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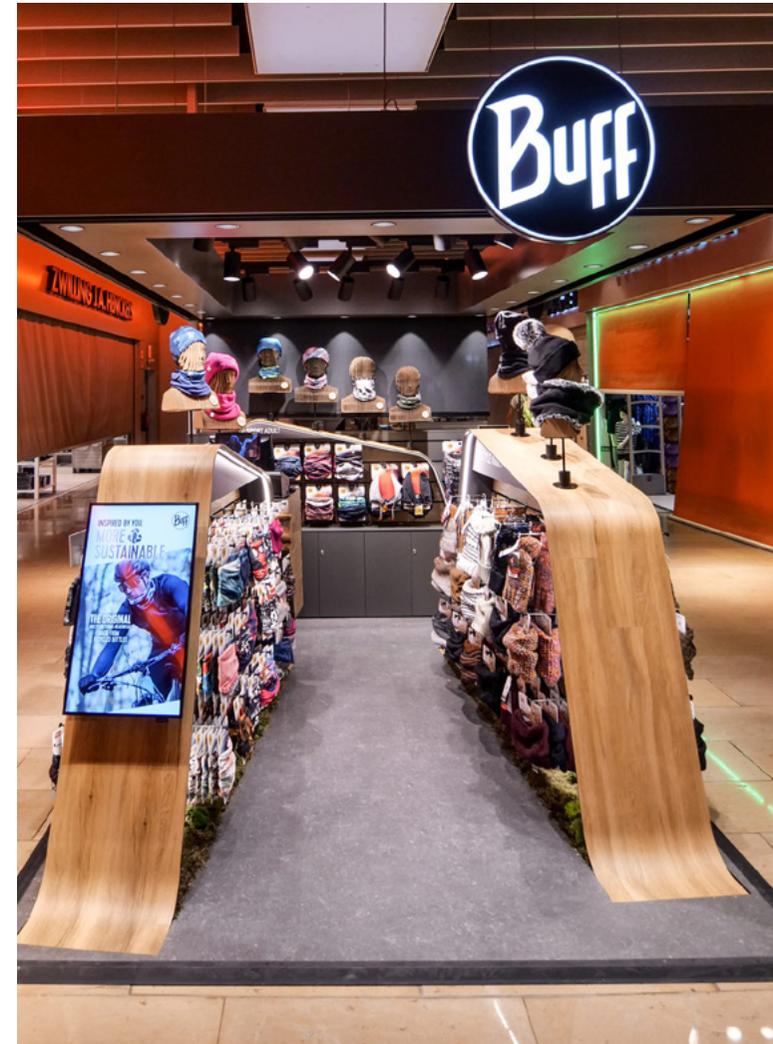
08 Looking to the future

## Our commitment in BUFF® stores

The brand's brick-and-mortar stores evidence our commitment to the environment. Incorporating natural materials like wood and recycled pieces into the store design is one of the most outstanding features. The floor, ceiling, and structure are made out of metal. We also use LED lighting to save energy.

### REPLACING PLASTIC WITH RECYCLED CARDBOARD

This year we would like to draw attention to the switch we made from plastic to recycled cardboard for our accessories and displays, developing our store spaces in line with the values set out in the Do More Now program by taking care of every last detail.





# Design

Any idea for a new product or collection comes from the BUFF® creative department. Our interdisciplinary teams, which includes members from innovation, quality, and design, develop the idea.

The company's vision and environmental policies are incorporated throughout the creative process and are reflected in the evolution of our products through the replacement of the traditional materials we use with recycled or natural materials.

The new AW2021 collection was developed during the 2019-2020 financial year. Merino wool was the hero of the collection and we expanded the range of products made with this fabric. Efforts to offer more products made with natural fabrics materialized with the creation of the new Merino Wool Fleece capsule (98% Merino Wool and 2% Elastane) and the new models in the 100% Merino Wool collection.

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## Responsible resource use

BUFF® products are manufactured from top-quality materials that meet high customer expectations in terms of comfort, durability, adaptability, and wash resistance. Beyond quality standards, social and environmental aspects also play an important role, from the design and selection of materials to the purchase of raw materials, as well as environmentally friendly finishing and packaging.

The tireless search for new fibers and raw materials for our products is in line with the BUFF® environmental policy and our goal of making our humble contribution to the current climate emergency.

Following this philosophy, we have been replacing synthetic fibers with recycled fibers in our recent collections. The source of these recycled fibers is verified by the GRS (Global Recycled Standard) certification held by our suppliers.

Examples include the reinvention of our most iconic product, the Original Multifunctional Headwear, and the new ThermoNet® developed over this past year.



**Original**

<p>BEFORE</p> <p><b>95% polyester</b></p> <p><b>5% elastane</b></p>	<p>NOW</p> <p><b>95% recycled polyester</b></p> <p><b>5% elastane</b></p>
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HAIKU DARK NAVY



**ThermoNet®**

<p>BEFORE</p> <p><b>100% polyester</b></p>	<p>NOW</p> <p><b>58% recycled polyester</b></p> <p><b>38% Primaloft® polyester</b></p> <p><b>4% elastane</b></p>
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SOLID BLACK



# Product safety

BUFF® is aware of its responsibility for the safety and health of people who come into contact with its products, both during the manufacturing process and with customers. Which is why we believe it essential to guarantee the safety of the brand's products in all facets of their life cycle. In addition to our production process and the safety of the people who work at our facilities, our products are also safety certified. Our Professional business line, for example, complies with all the standards set by current legislation and meets the needs of various sectors including industry, catering, emergencies, and health.

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Oeko-Tex Standard 100



ISO 9001:2015  
ISO 14001:2015



UV protection  
AS/NZS 4399:2017



**UNE EN 14054/17** - Protection against cold environments  
**EN ISO 13997/2000** - Cut resistance  
**EN ISO 11612** - Heat protection  
**EN 1149-5** - Electrostatic properties  
**EN ISO 11611** - Protective clothing for use in welding  
**EN 13911** - Protective clothing for firefighters  
**EN 61485** - Heat protection for electric arc



# 07 Our community and region





# Our community and region

An essential part of BUFF®'s corporate responsibility is to actively contribute as a company to creating tangible added value in society. We actively collaborate with different organizations to that end, and encourage people to participate in their activities.

The overall objective of BUFF®'s corporate social strategy is to promote sports and exercise and good healthy habits for all ages and for groups at risk of social exclusion. To that end, BUFF® collaborates with different entities and associations through financial and/or product donations and participation in activities and events that contribute to these objectives.

Another way is to promote outdoor sports through an extensive sponsorship program for professionals and activities and/or the organization of BUFF® events.

## BUFF® SPORTS AID PROGRAM

We launched the first call for our sports aid program this year, designed for non-profit organizations that have their sports projects in Conca d'Òdena. Our aim is to support any sport practice that promotes the learning and dissemination of sport and educational values.

BUFF® implements professional development measures at its headquarters. Working together with local employment companies, BUFF® offers jobs to local people, in proportion to the company's

growth, prioritizing the local community.

BUFF® is also an option for students and/or new graduates, as the company's different departments offer internships and qualified positions that do not require professional experience.

## EQUALITY PLAN

Cultural change management is an undertaking that adapts the company to changes generated by the environment, making it possible to frame our objectives in the short, medium and long term.

This year we implemented our first Equal Opportunities Plan for men and women in the company and we created the Equality Committee to reaffirm our commitment to equality, diversity, and respect for human rights, making BUFF® a discrimination-free space.



## OUR COMMITMENT TO SOCIETY

We are passionate about actively contributing to conserving and improving both the environment and the society in which we live.

We are committed to growing as a global organization, respecting the environment, fostering creativity and diversity, and pursuing people's well-being. This approach is based on our philosophy and raison d'être.

Which is why we collaborate with a host of other social and environmental organizations, doing our small part to encourage mutual growth.

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<b>Copenhagen Business School – ESADE – Norwegian School of Economics.</b> Development of Module 5 of the EU-funded master's degree in sustainable business models. Recording an interview about sustainability, images of the production process, and product uses.	<b>FESI – Federation of the European Sporting Goods Industry.</b> Exchange of information with other companies in the industry about European-level regulations in social and environmental matters.	<b>EOG – European Outdoor Group.</b> Exchange of information between industry brands, market studies, and the outdoor sector at a European level.	<b>MODACC – Catalan fashion cluster.</b> Boost the competitiveness of the fashion ecosystem in Catalonia through individual and collective value-added initiatives.
<b>INDESCAT – Catalan sports industry cluster.</b> Participation, together with other cluster companies, in the development of actions that improve competitiveness in the sports market and the environment.	<b>Barcelona Chamber of Commerce.</b> Collaboration to promote the business network at a local and regional level.	<b>AFYDAD – Spanish Association of manufacturers and distributors of sporting goods.</b> Exchange of information with other companies in the industry about Spanish-level regulations in social, environmental, and product regulation matters.	<b>ASEPAL – Association of personal protection equipment companies.</b> Advice on PPE at the legislative level.
<b>UEA – Anoia Business Union.</b> Promote the business network within the region, participating in studies, forums for business transformation, and circular economy.			



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**Let's Clean Up Europe.**

Participation in the cleaning of natural public spaces to raise public awareness about trash left in unauthorized sites.

**SAC – Sustainable Apparel Coalition.**

Reduction of environmental impact through indicators that allow for the implementation of sustainability measures.

**CAC - Climate Action Corporation**

Reduction of emissions generated by the *outdoor* textile industry.

**EOCA – European Outdoor Conservation Association.**

Active collaboration in EOCA environmental projects such as the recovery and cleaning of Lesbos beaches in Greece (2018).

**Banc de Sang i Teixits (Blood and Tissue Bank)**

Twice-yearly blood donation days to guarantee the blood supply in Catalonia.

**GAVI – The Vaccine Alliance.**

Collaboration and adherence to the Business Alliance for Child Vaccination.

**UNICEF.**

Donation to the "For you and for all my colleagues" campaign, which contributes to the protection of thousands of children.

**Igualada Red Cross.**

Donation to actively collaborate with local projects that help those most in need.

**Àuria Foundation / IGNOVA Ocupació / Schools / Universities.**

Promoting the employment of local people (students, new graduates, young people, people with functional diversity or risk of exclusion, the unemployed) by offering and providing employment opportunities with direct impact on the region.

**Food bank.**

Food drive to provide food to underprivileged families in the region and local associations that collaborate with soup kitchens.



# 08 Looking to the future





# Looking to the future

We are committed to continue advancing, growing, and participating in the improvement of society and the environment.



## Continuity of ongoing projects

- Social audits according to SGE21:2017 to our key suppliers.
- Environmental awareness and education for company staff and suppliers.
- Use of 100% renewable energy
- Reduction of paper use.
- Calculation of the carbon footprint.



## New projects for the future

- Launch of BUFF® Filter Masks.
- Reduction of resources used in the production process.
- Internal audit of waste by departments.
- Installation of solar panels.
- Implementation of a new management system in the warehouse.
- Packaging: recycled cardboard covers and elimination of the plastic *hook*.
- Health campaign.
- Social volunteering.
- Sustainability campaign on social media.
- Redesign of the "Work with us" section on the website.
- Extension of the Home Office policy benefits.
- Information sessions on Equality and Diversity Management.
- Collaboration with UNICEF.
- BCorp certification.



## Projects under study

- Reduction of atmospheric emissions.
- Extending the range of products made from recycled material.
- Implementation of more circular economy initiatives.

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CSR Report

May 2019 - April 2020