



2023

**Sustainability
report**



Index

General information

Cortizo Global	3
Strategy	5

Environmental information

Environmental policy	8
Climate change and pollution	9
Circular economy, prevention and waste management	10
Energy efficiency	12
Sustainability	15
Biodiversity and natural spaces	16

Social and personnel information

Human team	18
Training and talent management	19
Salary policy	23
Employee engagement	23
Gender equality	24
Conciliation	27
Employee benefits	29
Safety and health	30
Social dialogue	32

Commitment to the community

Sports	34
Culture	37
Others	38

Good governance and compliance

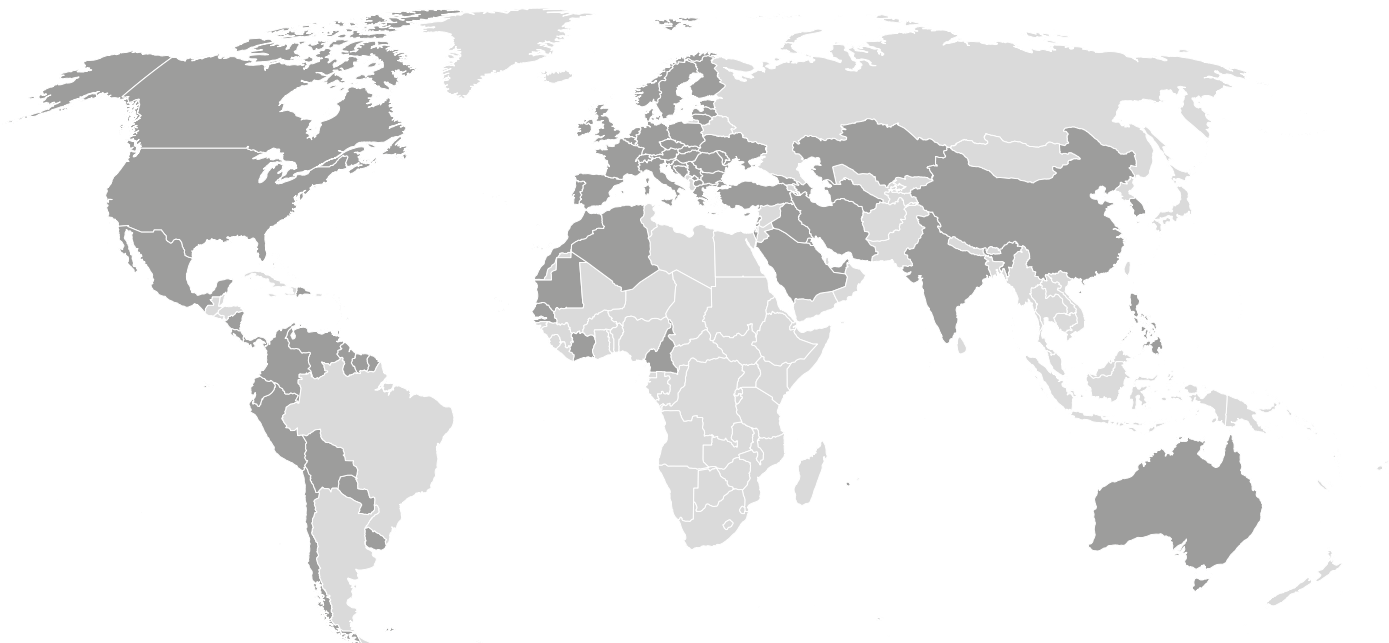
Management Board	40
Human Rights Policy	41
Code of Ethics	42
Fiscal policy and money laundering prevention	43
Anti-corruption protocol	43
Information security	44

Relations with business partners

Clients	46
Suppliers	51

Cortizo Global.

GLOBAL PRESENCE



9 PRODUCTION CENTRES

- Padrón Headquarters
- PVC- Padrón
- Mieres Foundry
- Coirós Recycling Centre
- Cortizo Manzanares
- Cortizo Canarias
- Cortizo Polska
- Cortizo Slovakia
- Cortizo France



31 LOGISTICS CENTRES

- Spain
- Portugal
- Romania
- Croatia



3 LOCAL OFFICES

- London (United Kingdom)
- Leeds (United Kingdom)
- Budapest (Hungary)



87 COUNTRIES WITH SALES NETWORK

- Europe
- America
- Africa
- Asia
- Australia



Cortizo Padrón Headquarters (A Coruña)

Cortizo Global.

PRODUCTION CAPACITY

aluminium
150,000

TONNES A YEAR



20 EXTRUSION
PRESSES

17 POWDER-COATING
PLANTS

6 ANODISING
PLANTS

14 MACHINING
CENTRES

2 FOUNDRIES

1 RECYCLING
CENTRE



PVC
45,000

TONNES A YEAR

21 EXTRUSION
LINES

2 BLENDING
AREAS

9 WRAPPING
LINES

Strategy.

We are a **multinational society** present across all five continents, but we remain true to our origins, those of a **family-owned firm** that has evolved on a solid foundation, reinvesting profits to continue growing and committing to wise and responsible management that, at the same time, allows us to respond quickly to a constantly changing global economic and social environment.

In 2023, we have reaffirmed our **leadership** in the Spanish industrial and architectural sectors. During that tax year, Cortizo Group's sales reached 87 different countries, a milestone in the company's history that positions us as a **reference in the international market**, key to our growth strategy.

We develop the present and build the future with a devoted and talented human team, committing to a business model that, contrary to industry trends, avoids outsourcing and focuses on **integrating the entire production process**, allowing us to ensure traceability and **quality** of our aluminium and PVC solutions from beginning to end.

We strongly believe that innovation is key to the

company's growth, devoting more than 72,000 hours a year to R&D&I for the development of high value-added products that meet the needs of all the markets in which we operate.

The new Technological Campus will allow us to continue growing in this area, with a global-reaching complex poised to become a benchmark in engineering, innovation and training at the service of the architecture of the future.

In an increasingly globalised world, we want to continue being very close to our clients. That is why we rely on a **local** production and logistics network, consisting of 9 factories and 31 delegations strategically located to meet your needs **immediately**.

This expansion process would not be possible without development that is respectful of the environment and the community; this is the reason why **sustainability** is at the core of our business strategy, solidifying our commitment to the planet and our stakeholders, which we extend to the whole of the company's activities. A **sustainable development strategy** assessed and verified by the **EcoVadis certification**.



Technological Campus.

A global engineering hub

Cortizo's Technological Campus will see the light of day in 2024 and will represent a new milestone in the company's history, a project through which we aspire to become an international benchmark in engineering. It is a breeding ground for innovation in the heart of Galicia's countryside where the design of aluminium façades for worldwide large-scale architectural projects will take place. There, a multidisciplinary team of 250 engineers, architects and technical architects will carry out their activity, focusing on the design of high value-added envelopes to meet the global demand for sustainable architecture.

The word "Campus" defines the academic vocation of this complex which focuses on training as well. Senior architects and engineers will lead the teams that will study the bespoke envelopes for different projects around the world. Alongside them, junior graduates will gain specific knowledge in the field of façades, in order to, once the project is completed, take on a senior role and lead new teams that will continue to pass that knowledge on.

Cortizo's Campus will rise on a plot of 87,000 m² very close to our headquarters, and will feature a built area of 25,000 m² distributed across three buildings with distinct uses:

- **Research.** It is the heart of the project; 8,000 m² devoted to R&D&I, which will also include the biggest enclosure showroom in the country, where the main window, door, façade, balustrade and solar protection systems of our brand will be displayed.
- **Social.** Intended as a recreational space, equipped with all kinds of amenities, so that Cortizo employees can enjoy leisure time within the work environment. In its more than 4,500 m² there will be a restaurant, a gym, a game room, training rooms and a large auditorium to host conferences, presentations, concerts and all kinds of activities aimed at a cultural and social dynamisation.
- **Laboratory.** This 6,000 m² space will allow for the examination of each one of our new products' performance, replicating the climatic, meteorological and seismic conditions they will be subjected to in each country where they will be installed. This building will be equipped with the most state-of-the-art test benches in the sector, with the goal of testing, among other factors, the systems' performance against extreme conditions, such as hurricanes, earthquakes or fires.





Commitment to the planet

2023 SUSTAINABILITY REPORT

Fighting climate change and protecting the environment are inalienable aspects for Cortizo. A commitment that comes to fruition in actions and investments aimed at minimising the impact of our industrial activity in the planet, committing to a responsible and efficient management of resources.

Environmental policy.



Cortizo Group environmental policy aims to establish the company's ethical principles and values regarding sustainability and the protection of the planet. To achieve this, the criteria and goals established by the most relevant institutions and organisations in the field, such as the United Nations Sustainable Development Goals or the Paris Agreement on climate change, served as a basis.

This policy must be adhered to, respected, and promoted by everyone working within Cortizo Group, especially by those who perform functions with a greater environmental impact.

Commitments

- Cortizo Group, in accordance with its business ethics and the principles and values it promotes, establishes the following commitments in environmental issues:
- Compliance with the applicable rules, both national and international, as well as voluntary commitments made by the organisation.
- Setting of targets for reducing pollutant emissions.
- Minimisation of the company's activities pollution potential, including atmospheric, visual, acoustic, and light pollution.
- Investing in R&D&I to improve the efficiency in the productive process and optimise the use of the resources, committing to clean energy sources.
- Periodic assessment of potential environmental risks.
- Commitment to the reduction, recycling, and reuse of productive resources, promoting a circular economy.
- Creation of green spaces.
- Development of a Corporate Social Responsibility policy, through collaboration with climate associations and organisations, and adherence to sustainable development and environmental protection initiatives.
- Protection and conservation of biodiversity, minimising the impact of the company's facilities on nearby ecosystems.
- Responsible use of water resources.
- Digitalisation of certain activities to reduce paper use.
- Continuous improvement and transparency.

All commitments set forth in this section must not only be observed and respected by the company as a whole, but also by every individual employee, who must promote an ethical environmental culture in their daily activities, avoiding making decisions that may be contrary to this environmental policy.



We are reducing our emissions.

Carbon footprint

0.31*

tonnes of CO₂
per tonne of
aluminium produced
*scope 1+scope 2

Emissions in tonnes of CO₂ equivalent

	2023 (tCO ₂ eq)	Interannual variation
Scope 1 emissions	36.326	-2%
Scope 2 emissions	34.388	-10%
Total	70.714	-6%

Aiming at reducing the carbon footprint associated with our activity, Cortizo Group has been working for years on implementing advances that allow us to minimise greenhouse gas emissions. For this purpose, we are undertaking an ambitious project aimed at optimising energy use across all stages of the production process, investing in the most advanced technology in the sector to enhance the efficiency of all our factories and delegations.

In the following pages of this document, we will delve into the main actions taken in this regard, aimed at achieving the goal of reducing GHE emissions each tax year. To measure its effectiveness, we compare the variation in total emissions (Scope 1 and Scope 2), measured in tons of CO₂ equivalent (tCO₂eq) with the annual production of the same year expressed in tonnes, establishing the KPI that allows us to analyse the results. Thus, in 2023, our carbon footprint was 0.30 tonnes of CO₂ per tonne of aluminium produced, representing a 4.58 % decrease compared to the previous year.





Recycling, part of our DNA.

Waste valorisation

At Cortizo, we advocate for an environmental strategy based on the principles of a circular economy. Last year, we valorised 88% of the waste generated, meeting once more the target set by our company, which requires the percentage to be above 85%. They have been used to create from aluminium billets for profile extrusion, to raised access floors, agricultural fertilisers, biofuels, and plywood boards. The waste generated that is not recovered in our facilities, is sent to an authorised manager, always prioritising those who give it a second life.

Cortizo Group valorisation table

	2023	
Valorisation	31,512 t	88%
Elimination	4,236 t	12%

Cortizo Recycling

Aluminium recycling is part of our corporate DNA since the early 90s, when we put in operation our first foundry in Padrón (A Coruña). This way, we contribute to closing the life-cycle of an infinitely reusable material and reducing energy consumption, since the production of a recycled billet consumes 95% less energy than the primary one.

From the division Cortizo Recycling, we turn the scrap collected in the more than 2,400 containers distributed across Europe into raw material for the extrusion of profiles. Once classified at our management centres, it is transported to the foundries in Padrón and Mieres for the production of recycled aluminium billets. Our production capacity of 43,000 tonnes a year of second smelting billet allows us to achieve a 30% self-sufficiency rate in raw materials.





EMISSIONS REDUCTION
0.92 kg CO₂ / Kg of aluminium produced



ENERGY SAVINGS
95% less energy consumption compared
to the production of primary billets

Cortizo INFINITY, 100% recycled post-consumer scrap billet

Cortizo Infinity represents another step forward in our commitment to circular economy, a 100% recycled billet, fully made from post-consumer scrap, that is to say, from windows, doors, façades, balustrades and other aluminium products which finished their useful life and are reused for the production of raw materials. It is worth emphasising that the production of Infinity generates 0.92 kg of CO₂ per every kg of aluminium produced, a fact that positions it with one of the lowest carbon footprints in the market. This translates into an 86% reduction in emissions and a 95 % reduction of energy consumption compared to the production of primary billets, in accordance with the information offered by the European Aluminium Association.





Self-consumption photovoltaic plants

Aware of the need to find alternatives to traditional energy sources, we have installed a large self-consumption photovoltaic system at our headquarters in Padrón. Located on the roofs of the latest expansion of our factory in Agronovo, it consists of 3,700 solar panels, it has a capacity of 550 Wp, and will generate 2,481.32 MWh annually, which will be incorporated into our supply network. This in-house photovoltaic plant, to which we have allocated an investment of one million euros, becomes one of the most significant solar energy projects for industrial use in Galicia.

Cortizo's commitment to solar energy is not an isolated fact, but we extend it to all our ongoing projects. In the case of Padrón, the energy from the new Technological

Campus, currently under construction, will be added to the energy generated in Agronovo's facilities, in the coming months. Executed under sustainable architecture criteria, it will include 1,654 panels with a capacity of 910 Kwp and an annual production of 1,104.06 MWh, allowing its three buildings to be self-sufficient with the panels operating at full capacity. Additionally, an energy surplus will be generated and added to our network for use in the rest of the facilities in Padrón.

The new logistics centres in Madrid and Lanzarote have also incorporated solar energy into their facilities. Coinciding with the renovation of both delegations, 118 panels have been installed, which will provide an annual production of 90 MWh.



5,472 panels
3,675 Mwh a year





Energy efficiency improvement of the equipment

We implemented improvements of the equipment to reduce energy consumption through actions such as the installation of variable frequency drives in the oldest extrusion presses, the optimisation of tempering furnaces, the use of variable compressors in the compressed air network, that adjust their power based on demand, or the implementation of LED lighting across all our facilities. We also have systems that allow us to recover heat from the compressed air circuit to heat the water used in the pre-treatment of the powder-coating, a sustainable alternative to other fossil fuels, such as gas.

With these and other measures, we achieved a 4.3% reduction in energy consumption during the 2023 tax year.

Cortizo Group energy consumption

	2023
Diesel	64,293 GJ
Petrol	523 GJ
Natural gas	624,475 GJ
Electricity	392,081 GJ
Total	1,081,372 GJ

Comparison 2023-2022

-4.31%

GJ per tonne produced

Long-term wind energy supply contract

Within Cortizo's Energy Plan to boost the use of renewable energy, we have signed a long-term wind energy supply contract with Iberdrola, which will come into effect in 2025. That is the date set by the electricity multinational to complete its new wind farm in Fial das Corzas (Ourense), which will have a capacity of 49.5 MW, exclusively allocated to supplying Cortizo's production and logistics centres in Spain. This way, we will be assured that at least 50% of our national electricity consumption will come from wind energy, an initiative that will help us continue reducing our carbon footprint.





Comparison 2023-2022

-0,82%

consumed water per tonne
produced

Goodbye to plastic bottles

Environmental protection is also achieved through small initiatives. Therefore, we have installed water dispensers in every department of our offices and distributed glass bottles among our employees. A gesture through which we will prevent 400,000 plastic bottles from being disposed of every year in our headquarters.



Responsible use of water

At Cortizo we encourage a responsible use of water, implementing developments in our production processes that allow us to dramatically reduce its consumption. The use of cascade rinsing in the processes of anodising and powder-coating, the reuse of wash solutions to formulate new treatment baths, and the use of closed-loop cooling systems and high-efficiency treatment stations are just some of the measures that help us reduce water consumption and minimise environmental impact in this area. During the past tax year, Cortizo group consumed 449,872 m³ of water, which represents a 0.82% decrease when considering the consumed water per tonnes produced ratio.

Cortizo group water consumption

	2023
Municipal water supply network	280,962 m ³
Catchments	168,910 m ³
Total	449,872 m³



BREEAM® ES

OUTSTANDING



*51.5 % reduction in energy demand
*86% reduction in primary energy consumption



*86.3 % global improvement in terms of CO₂



56% reduction in water consumption



Recyclable materials
100% of valorised waste
+25% in relation to the Spanish average



A space for training, research and work designed for the well-being of its users



46.000 m² of green areas and native flora

*Compared to a standard building

Technological Campus. Sustainable architecture

Throughout 2023, the construction of Cortizo's Technological Campus progressed rapidly with the goal of being completed by the summer of 2024. This project, born with the aim of becoming a global reference centre for the research and design of aluminium façades, proposes an architecture that is respectful of the environment and its surroundings and focuses on energy efficiency, carbon footprint reduction and users comfort. This has allowed the campus to obtain the **BREEAM® Spain certification at the design stage with an OUTSTANDING rating**, the highest one awarded by this prestigious international certification, also aiming for the LEED certification under the American standard. Both certifications recognise the construction of buildings that are more efficient, health-promoting, and have a lower ecological impact.



Alianza Galega polo Clima

In Cortizo, we have been part of the *Alianza Galega polo Clima* (Galician Alliance for the Climate) since its establishment, an initiative that advocates for the pursuit of common and coordinated measures to create synergies in climate action in Galicia. This Alliance brings together companies, professional associations and trade unions, as well as environmental organisations, from the civil society and public administrations willing to commit to move forward in the environmental improvement, achieving the Sustainable Development Goals, and the 2030 Agenda.





Biodiversity and natural spaces.

Europe's forests provide vital ecosystem services, including carbon capture and storage. It is estimated that in 2021, they removed 281 million tonnes of CO₂ equivalent from the atmosphere across the European Union; around 7% of total emissions. Nonetheless, the forest carbon sink has decreased over the past 10 years, primarily due to climate-related forest disturbances¹. In recent years, studies have linked rising temperatures, increased droughts, forest fires, and disease outbreaks, to forest productivity, a key indicator of forest health that measures tree growth and biomass accumulation².

At Cortizo Group we have 11 hectares of land in the vicinity of our headquarters in Padrón (A Coruña) that we plan to turn into a carbon sink with which we seek to balance out our footprint and contribute to improving the objective of emissions reduction. In this context, the Regulation 2023/839 of April 19th has established an absorption target of 310 million tons of CO₂ for the EU, and more specifically for Spain, an additional -5,309 kt CO₂eq by 2030, with a total volume of additional net absorptions of -46.635 kt CO₂eq by 2030. This target aligns with the framework of the Paris Agreement of the United Nations Framework Convention on Climate Change (UNFCCC) and the Kyoto Protocol. This carbon sink, which has been named Agro de Lobéns, is now entering the phase of drafting the

Technical Compliance Report based on the requirements of both Directive 2024/ 825 of 28th February and the Directive proposal of the European Parliament and the Council concerning the Green Claims Directive. In an initial emissions absorption calculation, prepared in accordance with the tables published by the Ministry of Ecological Transition and taking into account the maximum densities established in the Galicia Forestry Plan, the Agro de Lobéns project would yield the following data for a period of 30, 35, and 40 years:

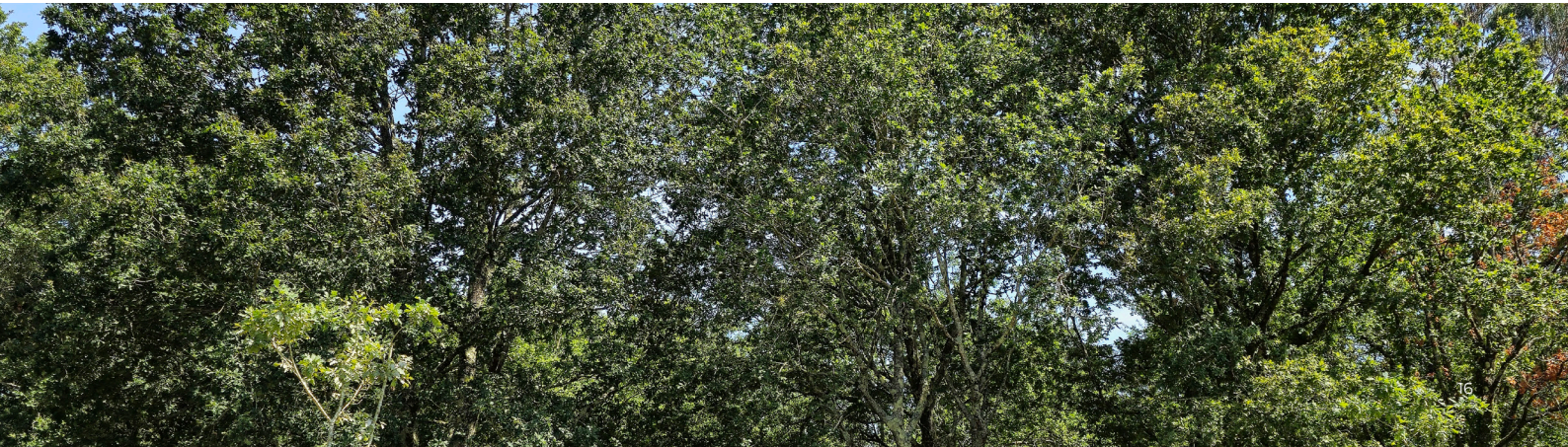
Area	Estimated absorption (tCO ₂ /year)		
Hectares	30 years	35 years	40 years
10.88	377.59	469.73	653.26

Calculation performed by accumulated over the indicated period:

Area	Estimated absorption (tCO ₂ total for the entire period)		
Hectares	30 years	35 years	40 years
10.88	11,327.70	16,440.55	26,130.40

All of this without prejudice to the potential for improvement in forest management and the preparation of the report in accordance with NEIS standards for the accreditation of the Agro de Lobéns Project.

1. Source: European Climate Risk Assessment, 2024.
2. Source: Climate change threatens global forest carbon sequestration, study finds. University of Michigan.)





Commitment to people

2023 SUSTAINABILITY REPORT



A diverse and committed team.



2340
people



32
nationalities

Our human team is our most important asset, composed of 2,340 people from more than 30 different nationalities, that bring together diverse professional profiles which contribute their talent and unique personal value every day; essential to the innovation, competitiveness, and growth of the company.

Disabled people

Country	People
Spain	20
Slovakia	11
Poland	1
France	3
Portugal	-
Romania	-
Croatia	-
Hungary	-
United Kingdom	-
Belgium	-
Total	35

Talent management.

Our Talent Area develops initiatives that allow us to create capable and committed teams, placing people at the centre of our business strategy. Establishing safe, enriching, and motivating work environments is our priority.



Recruitment

With the aim of having a wide range of profiles to fill job vacancies, at Cortizo we focus on active talent search. Our People Department is always open to receiving resumes through our employment website, specialised job portals, job fairs, and employability workshops, university and training centres talks, as well as any initiative that allows us to connect with future workers.

Cortizo Epreselec

Cortizo Epreselec is our recruitment portal where more than 89,000 people have registered since its creation to apply for the various vacancies offered by our company.

Specialised portals

In the different countries where we operate, we also have company profiles on the leading specialised recruitment websites: Infojobs, LinkedIn, Apec, Hellowork, Pole Emploi, Indeed, L'Industrie Recrute, Profession, Bestjobs, Pracuj.pl, Glassdoor, Monster, Just Engineers, Sapo Emprego, Etemplegos, Alerta Emprego, CV Market, Talentoo and Professia.

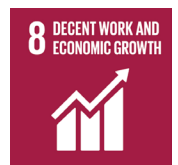
Employment fairs and forums

We participate in the main youth employment fairs and forums. Through them, we establish an initial contact with the candidates, allowing us to discuss their career aspirations in a more relaxed setting.



Employability workshops

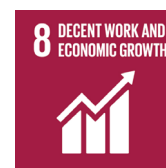
We are aware of the difficulties that entails entering the job market, so at Cortizo we collaborate with several institutions to develop employability workshops aimed at groups affected by long-term unemployment, people with disabilities, those at risk of social exclusion or those struggling to find their first job. Through this training, our recruitment team teaches them how to prepare a CV, shows them how to handle a job interview, or explains how to apply for various job openings on digital platforms. In addition, we add their profiles to our database so they can participate in the recruitment processes we regularly conduct. Some organisations we collaborate with include Cruz Roja Española (Spanish Red Cross), Fundación Santa María la Real (Telefónica Foundation), Acción contra el Hambre (Action Against Hunger) or the institutions supporting people with disabilities COGAMI and Amicos.



Talent development

In addition to attracting external talent, at Cortizo we see our team as a great source of talent, and that is why we foster both vertical and horizontal promotion within the company. We open recruitment processes for all of our workers so that they can keep growing professionally within the company, establishing the Cortizo Careers portal as a means to apply for available vacancies. Furthermore, our People Department also practices active listening to gather their concerns and identify those profiles that are more likely to develop new roles within the company.

Training. Talent Campus



Training is the foundation of any company's future. Therefore, in Cortizo we take a role as an academic institution, creating the Talent Campus with three objectives:

- **Training future executives and plant managers.** The Industrial MBA Cortizo, in its fifth edition, has trained 47 students in the fields of engineering and architecture since its creation in 2017. This academic project, developed in collaboration with EF Business School, combines teaching of theoretical business concepts with practical immersion in our company, preparing students to take on positions of responsibility within the company upon completing their postgraduate studies.
- **Vocational training.** Through Dual Vocational Training we manage to train young talents in performing trades related to various production areas and with the new challenges posed by industry 4.0. We have agreements with eight educational institutions to jointly offer nine Advanced Vocational Courses in a blended learning format: Metal Constructions, Industrial Mechatronics, Cross-platform Application Development, Maintenance of Thermal Installations, Transport and Logistics, Machining, Welding and Boilermaking, Business Administration and Finance, and International Trade.
- Create **training plans** aimed at improving professional skills within our staff. In a world of constant transformation, it is essential to have highly trained teams, connected with the latest developments in their areas of work. For that purpose, we offer the Cortizo Corporate University to all our employees, featuring a wide range of academic programs that include language courses, business intelligence, project management, computer programming, data analysis, industrial design, BIM development, and other specialised topics. Furthermore, we establish specific training plans tailored to the needs of each department.

Hours dedicated to staff training since the creation of the Talent Campus

	2023	2022	2021	2020	2019	2018	2017
Directors	264	288	394	243	494	220	72
Middle managers	928	1,464	2,403	1,260	981	740	650
Technicians	5,747	4,209	5,432	3,155	3,975	3,505	1,105
Skilled worker	6,827	9,927	8,498	6,026	10,774	9,555	5,451
Low-skilled worker	10,971	11,320	10,974	7,614	10,015	11,983	6,724
Overall total	24,737	27,208	27,701	18,296	26,239	26,003	14,002



We collaborate with universities and vocational training centres, so that students can undertake internships at our company and complete their academic training with the practical application of the concepts learned at their schools. During the past five years, more than 70 people have developed their curricular and extracurricular internships in various departments of our company.

On the other hand, we establish scholarships programs aimed at recent graduates who wish to expand the knowledge gained throughout their academic journey. For that purpose, we design customised projects with a fixed duration, 62 in the last five years, with the goal of enabling new talents to complete their training through the practical application of the concepts learned, adding the possibility of joining our company once the internship is completed.





Fair remuneration policies.

We establish fair remuneration policies, seeking balance between the tasks to be carried out and the economic environment, including important improvements on the sector agreement and establishing upward salary revisions that reward the new responsibilities or duties of our staff.



Employee engagement.

Christmas party and Open Days

Cortizo instils a family spirit in its staff, creating a sense of belonging that we are proud of, with its highest expression in the Christmas Party and Open Days. Every year, we hold these celebrations at our headquarters and different branches, involving all our employees along with their families and close friends, with a programme of activities where fun and entertainment take centre stage.

Sports championships

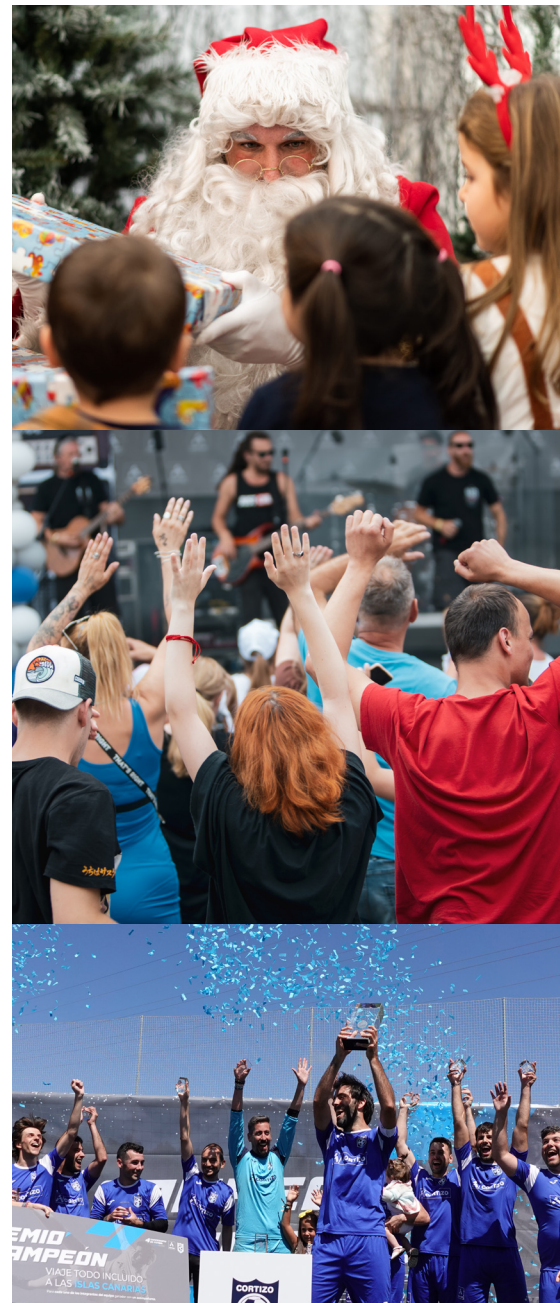
Furthermore, we hold 7-a-side football and paddle tennis tournaments in men's, women's and mixed categories throughout the year; teambuilding activities to encourage sports practice and healthy habits, while strengthening bonds among members of different departments within the company.

Factory visits

Through the programme "Do you know Cortizo?", we organise visits to our production facilities to give our employees' families an insight into our daily operations, and to involve them in our community; an open-house event in which more than 1,500 people have participated since its inception.

Employee benefits

In Cortizo, we have established agreements with companies from various sectors so that our employees can enjoy significant discounts on the purchase of products or services. Food, health, technology, leisure, restaurants, travel, automotive sector or banking are just some of the sectors in which our employees can benefit from exclusive offers.



Commitment to gender equality.



Cortizo's equality plans are cross-cutting, preventive documents, developed with dialogue as a principle. These plans aim at creating measures to promote equal opportunities for women and men.

Cortizo's III Equality Plan, currently in force, highlights the following aspects as the main points of intervention:

- Continue to ensure the principle of equal pay for equal work and/or work of equal value, regardless of the gender of the person performing it.
- Promote training in equal opportunities and gender perspective.
- Ensure flexibility in conditions that allows for the shared responsibility of work obligations and the balance between personal and family life.
- Establish preventive tools to identify risks and implement corrective measures in health issues with a gender perspective.
- Prevent any situation of harassment, contribute to maintaining a work environment free from such actions, and implement support measures for victims of gender-based violence.
- Ensure the use of inclusive and non-sexist language in the company's internal and external communications.

Monitoring Commission

With the aim of monitoring, evaluating, and reviewing the Equality Plan, Cortizo periodically conducts an assessment of the progress and implementation of the approved measures. To that end, we have created an Equality Commission in which both company's representatives and the staff equally take part, providing its own internal operating regulations.

Among the main roles of this commission we find:

1. Ensure the achievement of the objectives of the Equality Plan.
2. Interpretation.
3. Monitor its implementation.
4. Knowledge and resolution of conflicts arising from the implementation and interpretation of this Equality Plan. In these cases, mediation by the Commission will be mandatory before involving the competent jurisdiction.
5. Development of the provisions assigned to the Commission by the negotiators of this plan, carrying out any necessary definitions or adaptations.
6. Annual review, based on the agreement, of the commitments made and their level of implementation.



Harassment Prevention Policy.



In Cortizo, we have developed a protocol to avoid any kind of behaviour constituting sexual harassment or gender-based harassment in the workplace. This protocol, resulting from the dialogue and agreement of the negotiating commission of the Equality Plan, is created with the intention of establishing mechanisms to set comprehensive and effective guidelines for any behaviour that could be classified as sexual harassment or gender-based harassment. It applies to both our own staff and those employees coming from other companies, including those who provide services or collaborate with our organisation, even if they do not have a working relationship.

Cortizo's Sexual Harassment and Gender-Based or Gender Identity Harassment Prevention Protocol underscores our commitment to addressing such behaviours in all their forms and demonstrates our proactive stance in this area with two clear objectives:

- **Prevention:** raising awareness and providing information about behaviours not tolerated by the company, and the dissemination of best practices. In addition, we have implemented a mailbox in the Cortizo Social app that allows victims to make anonymous reports.
- **Action:** implementation of all necessary measures to manage any complaints and reports that may be made in this regard and their resolution according to the established procedures.

With this protocol, we comply with the provisions outlined in articles 46.2 and 48 of Organic Law 3/2007 of 22nd March, on the effective equality of women and men, RD 901/2020 of 13th October, which regulates equality plans and their registration, and amends Royal Decree 713/2010 of 28th May on the registration and deposit of collective labour agreements, as well as Article 14 of Law 31/1995 of 8th November on occupational risk prevention.



Female employment.

Work in industrial activities, and especially in the aluminium sector, has historically been carried out by predominantly male workforces. However, at Cortizo we work every year to try and reverse this situation and aim to increase the number of women in our teams by applying positive discrimination clauses in the selection processes to gradually correct this underrepresentation. At the end of the 2023 tax year, 2,340 people work in our company, of whom 19% are women. This percentage has been steadily increasing as a result of the implemented policies to promote female employment.

Wage gap.

In Cortizo we hold a strong commitment on equal opportunities between men and women, a matter that is also applied to the established salaries. Therefore, women and men carrying out the same work, receive an identical retribution, a matter that is evidenced by the audit conducted and recorded in our III Equality Plan.

In the remuneration analysis of our company conducted in the 2023 fiscal year, it is concluded that there is a salary parity between men and women, based on the fixed compensation of both genders. On the other hand, differences are noted in some professional categories, which are not determined by gender issues, but are explained by the various supplementary compensations applied, which are variable and personal in nature.





Maternity and natural breastfeeding protection.

Cortizo has developed a Procedure of Management of Maternity and Natural Breastfeeding Protection, including pregnant women within the category of workers with relevant characteristics in terms of Occupational Risk Prevention, and paying special attention to women who find themselves in any of the following situations:

- Risk pregnancies for medical reasons.
- Existence of abnormal circumstances in previous pregnancies.
- Pathologies that may be aggravated by pregnancy.
- History of infertility or difficulty to conceive.
- A woman who has not informed the company of her condition, but has notified the occupational health medical unit.
- A woman who continues breastfeeding beyond 9 months.
- A 10-day delay in work positions with risk factors that affect the early stages of pregnancy (< 8 weeks)
- Where it has not been 12 months since the pregnancy.

On the other hand, aiming at facilitating family and working life balance, we continue working on measures that promote shared responsibility. That is why, our new Technological Campus will have a 250 m² space reserved for the daycare of our employees' children.



Digital disconnection.

Cortizo Group, in compliance with article 88.3 of the Organic Law 3/2018, of 5th December, on Personal Data Protection and Guarantee of Digital Rights, establishes this policy to guarantee and promote the right to digital disconnection in the workplace. This way, we aim at making progress in occupational health and reconciliation of personal, family and working life, allowing everyone that is part of the company's staff to enjoy their rest time, leaves and holidays outside their work duties.

This protocol applies to all personnel of the Cortizo Group, ensuring their right to digital disconnection. Accordingly, all partners, managers, executives and employees are obligated to comply with this policy and to refrain from any conduct that contradicts the provisions outlined in this document.

In accordance with the provisions of the previous section, the following measures are established:

- All personnel of the Cortizo Group will be entitled to turn off their electronic devices, whether owned by them or provided by the company, and to not attend to calls, messages, emails or any other kind of digital communication outside the normal working hours.
- No employees shall suffer any penalties or retaliation of

any kind for exercising their right to digital disconnection.

- Wherever possible, efforts will be made to ensure that digital communications occur during the recipient's working hours. Delayed sending of communications will also be encouraged, scheduling their delivery to occur during the recipient's working hours.
- The right to digital disconnection will not apply in cases of force majeure or situations that pose a serious and imminent harm for the company, which makes it necessary to contact one or more employees outside of their working hours.
- Suppliers and any other business partners who interact directly with employees will be informed about their right to digital disconnection, so as not to disrupt the rest time of Cortizo Group employees. Efforts will be made, whenever possible, to provide an alternative contact to ensure that communications occur during working hours.
- Subsequent occupation risk assessments will include risks related to digital connectivity.

In all matters not expressly covered by this policy, the provisions of the applicable collective agreement and any other current regulations will apply.





In-house health services.

With the aim of providing special care and attention to the health of all our employees, our facilities have an authorised centre with medical services, nursing and physiotherapy, to provide first aid and an immediate response to any illness or discomfort an employee may experience; a healthcare service that handled 1,396 consultations last year.

Prevention of musculoskeletal disorders

Musculoskeletal disorders are the most common health issue in industrialised countries, primarily related to ergonomic or organisational factors. In order to prevent these kinds of injuries, since 2016 we have a specific plan through which tasks carried out in all sections of the company are analysed, applying corrections and technological improvements to activities that involve physical overexertion or the continuous adoption of incorrect body postures. All of this is reinforced by conducting workshops on back care, manual handling of loads, and posture hygiene, which help us prevent and mitigate musculoskeletal injuries among our staff.



1396
consultations
attended
in 2023



321
Doctor



505
Nurse



570
Physiotherapy





Healthy habits.



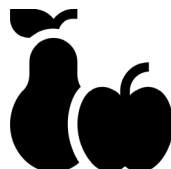
We promote healthy lifestyle habits with the aim of improving the physical, psychological and social well-being of our team. Among those, we can highlight the football and paddle tennis championships, in which 366 people have participated this year, a sports practice that, aside from serving as a cohesion element for the group, contributes to fighting overweight and obesity, thus preventing cardiovascular diseases.

We promote a healthy and balanced diet, providing our employees with free water and fruit, as an alternative to processed food and drinks. Those are small steps that help us improve the well-being of our employees, who predominantly advocate for a healthy lifestyle. This is evident from the results of our latest 2023 epidemiological report, which contains encouraging conclusions:

- 80% of our employees are at an optimal weight.
- Nearly 94 % of our employees do not suffer from cardiovascular conditions (assessment with the SCORE model and the FRAMINGHAN index).
- 72 % of our employees do not smoke.
- Nearly 94 % of our employees report not consuming alcohol or only doing so occasionally or on weekends.
- 69% of our employees report exercising regularly.



366
participants
in sports
championships



9,170
kilograms of fruit
distributed among
our staff



Safety, health and well-being.

Occupational health is a key aspect in the appropriate development of a business project. At Cortizo, we promote our employees protection, by trying to minimise accidents and diseases caused by their job performance and reducing risk conditions to which they may be exposed.

In our Prevention Policy, whose latest version was approved on 29th April 2022, we outline the formal commitment, guidelines, and general objectives of the company regarding occupational risk prevention with the aim of protecting the safety, health and well-being of our employees.

To this end, the Internal Prevention Service is responsible for developing and ensuring compliance with these guidelines, identifying, assessing, and controlling

occupational risks to guarantee the safety and health of everyone working on our premises. In this regard, we hold the international certification ISO45001:2018, which certifies compliance with all legal requirements related to safety, health, and well-being at work.

Employee safety and health training

Training in risk prevention is key in our management of safety, health, and well-being at work; a fundamental tool for the acquisition, development, and application of knowledge, attitudes, and skills by employees in order to minimise and prevent occupational accidents. During the past year, we have conducted 1,207 training sessions aimed at improving employees' and third parties' understanding of the actual risks associated with their activities, with participation from 4,502 people.



2023 Occupational Risk Prevention Training

1,207
training activities

4,502
attendees



Social dialogue.



In order to advance towards smooth, effective, transparent, and constructive social dialogue, we establish a series of commitments that outline the company's roadmap in this area:

- Fully comply with the current legislation on social dialogue and collective negotiation, as well as with the applicable collective agreement.
- Guarantee effective representation mechanisms of the employees.
- Promote a working environment where constructive discussion is encouraged, as well as mutual respect and collaboration among employees, management and trade union representatives.
- Periodical meetings with employees representatives to promote a regular and smooth social discussion.
- Respect constitutional rights of association and collective negotiation.
- Integrate commitment and social discussion within the CSR strategy of the company.
- Promote the employees' participation in the company's governance.
- Promote the implementation of mechanisms to identify the employees' needs and the degree of satisfaction straightaway.
- Raise awareness among the employees on the importance of social discussion and encourage their participation in organisational matters affecting them.
- Advance in the area of rights related to work-life balance.

Company Committee

The Company Committee is the representative and chartered body of Cortizo's employees, whose competencies, organisation, and functioning will comply with the provisions of the current labour regulations; among its tasks, we can highlight the following functions:

- Monitoring compliance with current labour, Social Security, and employment regulations, as well as other agreements, conditions, and company practices in effect, taking the appropriate legal actions before the Group and the relevant organisations or courts when necessary.
- Monitoring and control of safety and health conditions in the workplace.
- Monitoring of the respect and application of the principle of equal treatment and opportunities between women and men, especially regarding pay equity.
- Collaboration with company management in the establishment and implementation of work-life balance measures.
- Promotion of social initiatives aimed at employees and their families.
- Collaboration with management to establish measures that ensure the maintenance and increase of productivity, as well as the Group's environmental sustainability, if agreed upon in the collective negotiation agreements.
- Inform their represented employees about all the matters and issues mentioned in this article, insofar as they directly or indirectly affect or may affect labour relations.

Trade union representation at the Cortizo Group

Aluminios Cortizo SAU
21 representatives: UGT (15), CCOO (6)

Aluminios Cortizo Manzanares
9 representatives: UGT (9)

Aluminios Cortizo Canarias
9 representatives: UGT (8), CCOO (1)

Cortizo France
8 representatives: CFTC (8)



Commitment to the community

2023 SUSTAINABILITY REPORT

We view the company as a tool for economic and social development in the community, creating wealth and employment in the regions where we establish ourselves. In addition to the impact derived from our daily activities, at Cortizo we carry out annual investment programmes aimed at supporting sports, social, and cultural projects in our local community.



Committed to sports.



Padronés Cortizo Cycling Club

Founded in 1966, the Padronés Cycling Club is a sports historical institution that we've sponsored for over three decades. We support an organisation that has become a true school of values, promoting a culture of effort, team work, resilience, camaraderie, and respect as keys, not only to sports success, but also to personal achievement—principles we fully identify with.

With training as a principle and nearly 60 cyclist in its ranks from the beginners to the elite and sub-23 categories, the Padronés Cortizo has become a reference in the Spanish peloton; a springboard to professional cycling that has been passed through by great figures in this sport such as Blanco Villar, José Ángel Vidal, José Manuel Oliveira or Ezequiel Mosquera.

Burgos BH

We expanded our support for cycling through our sponsorship of Burgos BH, a professional team in the category UCI ProTeam which competes in UCI ProSeries road races and UCI Continental Circuits, and also participates by invitation in races of the UCI WorldTour circuit, such as *La Vuelta*.



Committed to sports.

O Gran Camiño

We expand our support for cycling by sponsoring O *Gran Camiño*, an UCI circuit event that brings together the best cyclists of the international peloton.

During the four days of competition, O *Gran Camiño* majestically combines top level sport with the promotion of the stunning landscapes of Galicia through which the race passes. Alejandro Valverde and Jonas Vingegaard are two of the figures who have already made their mark in the roster of a top-level sporting event that is watched on television in more than 170 countries every February.





Committed to sports.

Club Deportivo Sar

Our connection with *Club Deportivo Sar* (Sar sports club) is emotional, not just a sponsorship. We are talking about the Extramundi football team, the place where our company was founded half a century ago and where our headquarters are located. Their commitment to grassroots football, with over 160 boys and girls learning and enjoying the game each season, makes this project essential for us and for our local community.

MFK Nova Baňa

If in Extramundi their sports symbol is the CD Sar, in the town that hosts our production facility in Slovakia the symbol is the MFK Nová Baňa, a historic club with over a century of history, which we have sponsored for a decade, also supporting its commitment to amateur and developmental football.

Committed to culture.



Fundación Rosalía de Castro

We contribute to the promotion, study and dissemination of the work of Rosalía de Castro, a symbol of 19th-century Galician and Spanish literature, by supporting the foundation bearing her name, which is responsible for the preservation and dissemination of the writer's legacy.

Museo do Pobo Galego

We support the *Museo do Pobo Galego* in its work of research, preservation, dissemination, and promotion of Galician culture and historical-anthropological heritage.



Committed to the most vulnerable.



ASOCIACIÓN DE CARIDAD SAN VICENTE DE PAÚL

Our community support programmes also include social investments to help individuals in situations of particular vulnerability. That is why we collaborate with non-profit organisations such as the *Asociación de Caridad de San Vicente Paúl*, which focuses on supporting and assisting disadvantaged families at risk of exclusion.



ACOUGO

We collaborate with the *Asociación Galega de Familias de Acollida*, a non-profit organisation aimed at supporting and advising all those who foster children from the protection system.



Commitment to good governance

2023 SUSTAINABILITY REPORT



As a family-owned business, at Cortizo we establish some rules and policies of good governance based on rigor, trust, transparency and responsibility, aiming at ensuring a sustainable development of the company over time.

Management Board.

The Management Board is the governing body of the company, which meets quarterly to make consensus on the most important decisions for the company. These decisions range from establishing the company's mission, vision, and values, to approving new strategies and expansion plans, projects, business opportunities, etc., and any other matters that may be relevant to the company's development.

Family Council.

Cortizo Group Family Council meets on a semi-annual basis to address, from both a professional and familial perspective, issues related to the internal situation of the company: data, results, new projects, business opportunities...

The family protocol, signed by all family members, regulates the guiding principles of their behaviour and the rules, duties, and rights of its members.





Human Rights Policy.



In order to guarantee the respect for Human Rights in all its activities, Cortizo Group fully commits to the provisions of the United Nations International Bill of Human Rights, the European Social Charter, the Charter of Fundamental Rights of the European Union, and any other relevant international reference frameworks in this area.

General commitments

- Promote respect for Human Rights in all its activity.
- Identify the potential risks that may compromise the Human Rights of the Group's Employees and third parties.
- Fully comply with national and international Human Rights regulations, aligning all internal policies with the aforementioned provisions, as well as any other relevant regulations in the field.
- Continuously update and improve all aspects of the Group's operations to adapt to the new demands of our society.
- Adhere to initiatives, whether national or international, that promote respect for Human Rights. In this regard, it is worth noting that as of the date of this report's signing, Cortizo Group is a signatory to the United Nations Global Compact, marking a new step in its sustainable development strategy.
- Improve accessibility to Cortizo Group facilities in order to facilitate the mobility of individuals with functional diversity.

Commitment to the human team

- Comply with internal labour regulations, as well as the provisions established in international conventions, primarily those of the International Labour Organisation.
- Reject forced and child labour.
- Avoid any form of modern slavery.

- Promote a safe working environment.
- Eradicate any form of discrimination based on gender, ethnicity, disability, age, religion, etc., both in employment access and during the employment relationship.
- Promote diversity in all areas of activity.
- Respect and promote collective labour rights (such as freedom of association, the right to strike, etc.)
- Promote work-life balance for employees.
- Prevent and fight workplace harassment of any kind, establishing a protocol against mobbing.

Commitment to clients

- Avoid any kind of discrimination, ensuring equitable treatment of all clients.
- Respect clients' right to privacy, professional and business data, ensuring the proper safeguarding of their personal information.
- Operate with transparency, so that clients can access relevant information on Human Rights.

Commitment to community

- Respect the rights of minorities and local communities, contributing to their economic and social development.
- Support initiatives that have a positive impact on society, especially those that promote healthy lifestyle habits.
- Protect the environment and commit to sustainable development by reducing the impact of production activities. All personnel of Cortizo Group, as well as its business partners, must respect, adhere to, and promote the commitments mentioned in this section, regardless of their role or position within the company. Compliance with the policy will be monitored by the Ethics Committee.



Code of Ethics.

Cortizo Group Code of Ethics aims to establish the principles and commitments that guide our business actions and decisions. It aims to foster a culture of integrity, transparency, and responsibility at all levels of the organisation, ensuring that our operations are conducted ethically and in line with the highest standards of corporate conduct.

This document promotes an open communication, based on trust and mutual respect, applying the principles of honesty, fairness, and responsibility, and ensuring strict adherence to human rights and legal standards.

It also explicitly states the rejection of any form of corruption, prohibiting the acceptance or offer of gifts, loans, or invitations that could influence the independence of relationships with any individual or legal entity.

The provisions of this code are mandatory for all partners, directors, administrators, and employees of Cortizo Group, who must be aware of, respect, promote, and apply the principles and commitments outlined in the document in the course of their professional activities, regardless of their role, workplace, or position within the company. In the same way, the scope of application of this Code will extend, whenever possible, to partners, suppliers, distributors and clients. Furthermore, with the aim to guarantee that all our business partners engage in an ethical and sustainable production model, we commit to encouraging relationships with people, entities, and organisations, whose business ethics are in line with the provisions of this code.

Fiscal policy and money laundering prevention.

Cortizo's Fiscal Policy aims at establishing the criteria and general guidelines every employee in the company must respect, in order to fully comply with current tax regulations, promoting good tax practices, and ensuring a fair and sustainable tax culture. Furthermore, the aforementioned document aims at developing the company's commitment to fighting money laundering, promoting those practices aimed at preventing it and establishing the principles and rules designed to avoid using the company in money laundering operations and terrorism funding.

Anti-corruption protocol.

Cortizo Group Anti-corruption Protocol sets the general criteria and principles that the company's employees must comply with (as well as any other natural or legal persons associated with it) with regard to donations, sponsorships, gifts and hospitalities, with the purpose of avoiding corrupt, illegitimate behaviours and practices that are contrary to the current legislation and proper business ethics that may entail direct or indirect harm to the company and its reputation.

This document also provides the basic rules that must govern Cortizo Group's relations with the public sector, in order to ensure that the interactions between the Group's employees and public officials or political figures adhere to the principles of integrity and comply with basic standards of business ethics.



Information security.



Cortizo Group's purpose is to establish the principles aimed at preserving confidentiality, integrity and availability of the information in its possession, both internal and external.

As a technologically advanced, modern organisation committed to innovation, Cortizo Group undertakes the following commitments regarding information security:

- Comply with the current regulations, paying special attention to the applicable data protection regulations (Regulation (EU) 2016/679 and Organic Law 3/2018), Directive (EU) 2022/2555 (Directive NIS2), as well as its transposition regulations and Corporate Privacy Policy, and all contractual clauses established with suppliers and clients.
- Commit to the continuous improvement of information management systems, periodically enhancing security and adapting them to emerging threats.
- Act with due diligence in the handling of information.
- Train and raise awareness among employees, especially those with greater involvement in this area, about information protection.
- Periodically subject information systems to internal and external audits to evaluate their performance and identify weaknesses.
- Destroy any third-party information that is no longer useful to the Group, once the legal retention periods have expired.
- Establish additional or extraordinary security measures to protect information of special sensitivity.
- Address security risks in the supply chain and in relationships with suppliers, thus avoiding compromising third-party security systems.
- Control access to information to ensure that only properly authorised personnel can access it.
- Coordinate information security across the different functional and geographical units of the business.



Cyber-security.



Cortizo Group has an internal cybersecurity policy of a technical nature, which covers each of the following areas:

- Cloud computing: includes the registration, access, configuration, management, and deactivation of cloud computing services.
- Mobile devices: regulates the care and security of devices such as laptops, tablets, phones, etc., both personal devices (Bring Your Own Device) and those provided by the organisation.
- Access control: establishes the procedure for user registration, access management, and access reviews for information systems.
- Cryptography: covers risk assessment, techniques, implementation, testing and review of cryptographic measures, and key management.
- Anti-malware: in regard to firewalls, antivirus, SPAM, software installation, vulnerability management, monitorisation and threat alerts, technical reviews and incident management.
- Network security: regulates the basic aspects of network security management, wireless networks, and access controls.
- Electronic messaging: covers the regulation of the sending, receiving, and use of email messages.

The internal cybersecurity policy must align with the commitments established in the previous section to ensure its effective implementation. Additionally, it will establish a specific code of conduct that must be followed, observed, and respected by all users of Cortizo Group's IT equipment.

In addition to the internal cybersecurity policy, a physical security policy will be implemented to ensure the security of paper documentation and the management of the equipment lifecycle.

However, due to its connection with the cybersecurity policy, given the use of physical security systems related to IT and hardware protection, and to consolidate all information security protocols into a single document, the physical security policy will be developed jointly with the cybersecurity policy.





Commitment to clients

2023 SUSTAINABILITY REPORT

We seek to establish solid, long-term relationships with our clients, based on the principles of trust, balance and transparency. We consider their proposals and make our team available to them, offering local technical and commercial support.

Business partner relationship policy.

This protocol aims to establish the ethical values and principles of conduct that must be observed by current and potential partners of the Cortizo Group as a prerequisite for establishing new business relationships or maintaining existing ones.

To make sure that the entire value chain of our activity is governed by the ethical principles and values demanded by society, manufacturers, suppliers, distributors, clients, or any group establishing relationships with Cortizo must ensure compliance with the following principles:

- Respect for and adherence to applicable regulations and our Code of Ethics.
- Transparency; promote the flow of accurate, complete and punctual information.
- Commitment to workers' rights, compliance with current labour and social security regulations, and opposition to any conduct that could be detrimental to the health and well-being of their employees.
- Rejection of all forms of child labour, forced labour, anti-union practices, fraudulent activities, harassment, or any other actions that violate labour rights.
- Respect for and protection of the environment, in compliance with current legislation in this area and promoting sustainable practices.
- Adherence to the Universal Declaration of Human Rights.
- Rejection and condemnation of practices that constitute discriminatory treatment based on sex, gender identity or sexual orientation, ethnicity, race, beliefs, age, or disability.
- Confidentiality: The business relationships established between Cortizo Group and its partners will be governed by strict confidentiality, and they must refrain from publishing or disclosing any received information, except when authorised or required by law.
- Suppliers, distributors, and clients must inform Cortizo Group of any real or potential conflict of interest that could affect the normal development of the business relationship.
- Prohibition of acts of bribery, money laundering, corruption, or related illegal activities.
- Prohibition of anticompetitive behaviour or unfair competition, especially when it could directly impact the operations of our company.



Proximity.

We seek to be close to our clients and potential clients by opening our factories and offices to them so they can see firsthand how the production process works, aiming to build trustworthy and transparent business relationships from the very beginning. With this approach, last year alone, we hosted 645 visitors from 45 different countries at our headquarters.

Additionally, we participate in major industry fairs, an initiative that allows us direct interaction, facilitates the exchange of ideas and helps us explore trends to respond to market needs. For this purpose, during 2023, we attended BAU (Munich), Fit Show and UK Metals (Birmingham), Made Expo (Milan) and Elmia Subcontrator (Jönköping-Sweden) fairs.

On the other hand, we have a Client Service department responsible for advising individuals on the key considerations when choosing home enclosures, and then forwarding these requests to the nearest client—either a member of our Cortizo Windows store network or an authorised installer—so they can quote and manufacture the requested products. The Client Service department also handles any issues reported by individuals regarding the manufacturing or installation of our brand's windows and doors, communicating them to the responsible manufacturer to ensure they are resolved satisfactorily, and providing the necessary technical support.





Quality.

In contrast to market trends where companies are shifting their business model towards outsourcing, at Cortizo we have always committed to handling all phases of the production process internally: foundry, extrusion, powder-coating, anodising, machining, packaging, storage and distribution. This way, we can carry out strict control over the entire process and offer products of the highest quality, supported by rigorous tests conducted in both official laboratories and our own testing facilities.

Furthermore, the proper selection of raw materials and monitoring of all parameters influencing the extrusion process, endorsed by the international ISO 9001 certification, ensure the quality of the extruded material. On the other hand, our meticulous work in the execution of surface treatments has allowed us to obtain the most important European certifications for powder-coating (Qualicoat, Qualideco and Qualicoat Seaside) and anodising processes (EWWA-EURAS).





Innovation.

CORTIZO'S R&D&I team dedicates more than 26,000 hours annually to studying, designing, and developing aluminium solutions tailored to our clients' needs, establishing continuous collaboration with the key agents in the sector to transform their ideas into sustainable, resistant, lightweight, and durable products.

26,000

hours a year dedicated to research



Commitment to suppliers

2023 SUSTAINABILITY REPORT



Suppliers aligned with our Code of Ethics.

We work with suppliers who are aligned with our ethical code, and must adhere to the company's principles, values, and standards of conduct, as well as promote sustainable development.

Before onboarding a new supplier, we evaluate their level of commitment to corporate social responsibility, requiring unequivocal commitment to the key items outlined in our Code of Ethics:

- Respect for Human Rights.
- Respect for the Environment.
- Legal compliance.
- Fight against corruption.
- Money laundering prevention.
- Free, fair and ethical competition.
- Protection and care of our workers, dignified working conditions, and Occupational Health and Safety.
- Equality of treatment and opportunities.

In Cortizo, in 2023, we worked with a portfolio of 2,693 suppliers from 41 different countries, who were responsible for providing all the goods and services necessary to carry out our activities.

We rely on a diversified supplier portfolio to prevent dependence on a single salesperson or market from affecting production, disrupting finances, or reducing negotiating power. But, above all, we promote partnerships with local suppliers at all our production and logistics centres with the firm goal of boosting the local economy and communities.

