



Sustainable development goals.

2025-2030



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No poverty

- 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.
- We collaborate Acougo (Asociación Galega de Familias de Acollida), aiming at supporting and advising all those who foster children from the protection system.



Zero hunger

- Collaboration with Action Against Hunger.



Good health and well-being

- In-house health services.
- Gym of over 500 m² available for employees.
- Prevention of musculoskeletal disorders.
- Promotion of healthy habits among employees:
 - Celebration of 7-a-side football and paddle tennis tournaments.
 - Providing our employees with free water and fruit.
- Promotion of sports in the community. Sponsorships:
 - Club Ciclista Padronés Cortizo. (Cycling team)
 - Burgos BH. (Cycling team)
 - O Gran Camiño. (Cycling Tour of Galicia)
 - Club Deportivo Sar. (Football team)
 - MFK Nova Baña. (Football team)



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Quality education

- Talent Campus:
 - Industrial MBA Cortizo.
 - FP Dual (Dual Vocational Training).
 - Cortizo Corporate University.
- Collaboration with universities and vocational training centres, so that students can undertake internships at our company.
- Scholarships programmes.



Gender equality

- Equality plan.
- Creation of an Equality Commission.
- Promotion of female employment in a traditionally male-dominated sector (20% of the workforce is female, with an upward trend).
- Salary parity between men and women.
- Procedure of Management of Maternity and Natural Breastfeeding Protection.
- Access protocol to the company with a gender perspective including positive discrimination measures.
- Harassment prevention policy, with special attention to sexual harassment or gender-based harassment.
- Annual equality day among workers (photography contest with prizes for the top three winners).



Clean water and sanitation

- Responsible use of water resources.
- Rainwater harvesting.



Affordable and clean energy

- Self-consumption photovoltaic panels.
- Long-term wind energy supply contract.
- Increase of the annual production of solar energy for self-consumption.
- Improvement of equipment energy efficiency.
- Free electric vehicle charging points available for employees.
- Electric vehicles to visit the headquarters.
- Technological Campus:
 - Highest energy efficiency rating and CO₂ emissions.
 - Photovoltaic plant: it generates more energy than it consumes.





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Decent work and economic growth

- Technological Campus: offices that enhance the physical, cognitive, and emotional wellbeing of its employees, through visual comfort, acoustic efficiency and indoor air quality.
- Talent management:
 - Active talent search to connect with future workers.
 - Participation in youth employment fairs and forums.
 - Fostering of both vertical and horizontal promotion within the company (Cortizo Careers portal).
- Fair remuneration policies.
- Employee benefits: discounts on the purchase of products or services.
- Commitment to balancing personal, family, and work life:
- Implementation of daycare for the employees' children.
- Harassment Prevention Policy.
- Occupational Health and Safety Policy:
 - Training on occupational safety and health for workers.
 - In-house health services.
 - Prevention of musculoskeletal disorders.
 - Emergency plans in case of risk situations.
 - Self-protection Plan registered by the Xunta de Galicia (Regional Government of Galicia).



Industry, Innovation and Infrastructure

- Technological Campus: with the aim of becoming the global reference centre in research and design of aluminium enclosures.
- More than 72,000 hours annually devoted by our R&D&I team to develop our products as well as our clients', establishing continuous collaboration with the key agents in the sector to transform their ideas into sustainable, resistant, lightweight, and durable aluminium solutions.



Reduced Inequalities

- 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.
- Collaborations with:
 - Cruz Roja Española (Spanish Red Cross).
 - COGAMI (Galician Confederation of People with Disabilities).
 - Amicos (organisation focused on providing support to individuals with disabilities).



Sustainable Cities and Communities

- Cortizo Technological Campus:
 - BREEAM Exceptional Certification
 - Enclosure made from 100% recycled aluminium.
 - Commitment to using materials from local and nearby suppliers.
 - Self-consumption of 100% renewable energy.
- Collaboration with organisations for the protection and promotion of cultural heritage:
 - Fundación Rosalía de Castro.
 - Museo do Pobo Galego.
 - Ensayo Camino de Santiago Award that recognises and promotes scholarly works focused on the Camino de Santiago.





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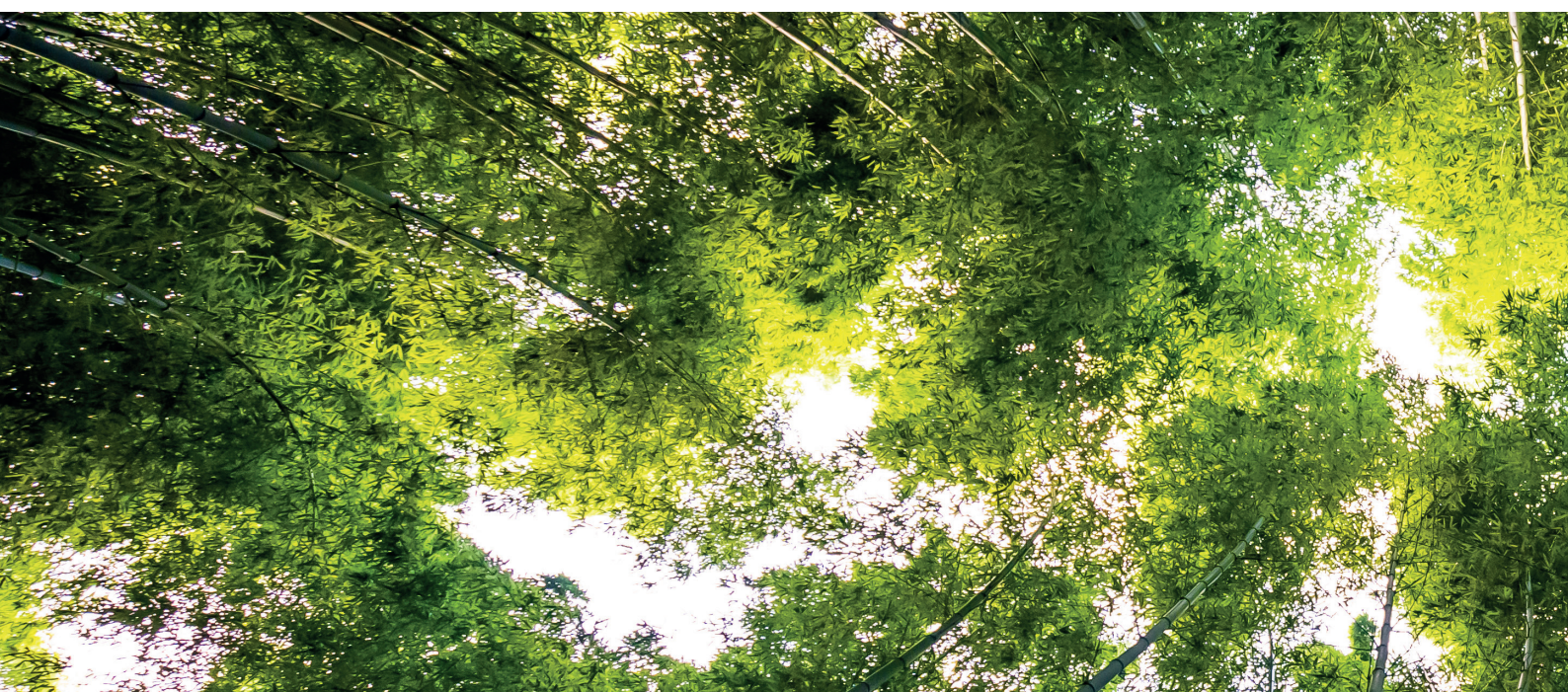
Responsible Consumption and Production

- Waste valorisation.
- Cortizo Recycling. A 95% reduction of energy consumption compared to the production of primary billets.
- Cortizo Infinity. A 100% recycled billet, fully made from post-consumer scrap.
- Goodbye to plastic bottles.
- Manage properties using best sustainable practices.
- Reduce paper use within the company.
- Increase the use of recycled plastics in packaging.
- Increase the amount of recycled aluminium.



Climate Action

- Less than 1 kg of CO2 emissions per kg of aluminium produced.
- Reduce scope 2 GHG emissions.
- Environmental Product Declaration for the main enclosure systems.
- Passivhaus.
- Technological Campus: highest rating for energy efficiency and CO2 emissions.
- Continuous training in sustainability for executive management.
- Training staff in sustainability and transparency.
- Achievement of the Zero Waste Certification.





Life on Land

- Technological Campus: 46,000 m2 of green areas where shaded zones were created through the planting of over 100 native species that require low water consumption. The complex also includes a biological pond.



Peace, Justice and Strong Institutions

- Code of Ethics and Compliance Policies.
- Creation of the Ethics Committee.
- Ethics hotline available on the company's website.



Partnerships for the Goals

- United Nations Global Compact.
- Alianza Galega polo Clima (Galician Alliance for Climate).
- Adhesion to other initiatives.

