



PERSÁN'S SUSTAINABILITY POLICY

1. OBJECTIVE

This Policy aims to establish and specify the principles that guide sustainability management and future commitments to stakeholders, as part of Persán's framework for action in the field of Sustainable Development. In this regard, it is based on compliance with the Persán Code of Ethics, which is the pillar of its activities.

In turn, it serves as the basis for defining Persán's objectives, programs, and actions, which are explained in detail in the annual ESG Plan. This plan allows the managing and controlling of non-financial risks in environmental, social, and governance areas in order to promote sustainable development and to contribute to the creation of long-term value in a responsible manner, while considering all stakeholders.

Persán considers sustainability as an essential element of its business culture and fully integrated within its strategy. This is reflected in its proposal:

" To keep building the future, providing personal and home care solutions which look after you and the environment.

We believe in the harnessing of talent and commitment together with technology to drive the present and the future, sharing with our partners the challenge of making our everyday lives easier aiming for a positive global impact on society and the planet.

At Persán, we create the future which we believe in"

All of the above allows Persán to align its commitments and objectives with international frameworks such as, but not limited to, the objectives of the Paris Agreement; the Global Compact Principles; the 2030 Agenda, and the Sustainable Development Goals approved by the United Nations.

2. SCOPE

This current Policy covers the entire value chain at Persán, and is applicable to all activities, operations, employees, contractors and other stakeholders of the Organization. This includes all of its production sites.

To this end, Persán has outlined a series of commitments that will be mandatory in all its current and future areas and relationships to improve both the health of the planet and that of the people.



3. OUR COMMITMENTS

The purpose of this Policy is to ensure that the commitments and objectives outlined in Persán's annual ESG Plan, which are based on the aims and responsible business model of the Organization, are achieved. These are based around the following pillars:

E NVIRONMENTAL

OUR PRODUCTS

OUR RESOURCES

S OCIAL

OUR VALUE CHAIN

OUR SOCIETY

G OVERNANCE



Our Products

Persán is committed to developing products and packaging that are safe for people and respectful towards the environment. We are working to align the properties of our products with the safety, quality and sustainability needs of our customers and consumers, taking into consideration both the formula and the packaging of the final product.

Our Resources

At Persán, we guarantee full legal regulatory compliance in all our activities and facilities. We actively contribute to reducing the impact of climate change by measuring, managing, and reducing greenhouse gas emissions, with the aim of achieving net zero emissions by 2050 and 100% renewable electricity consumption by 2030. Minimizing the use of resources in our operations, especially when it comes to energy, water, and waste, is an integral part of our annual strategy.

Our Value Chain

We actively promote our employees' well-being and professional development by continuously updating our equality and diversity plans. In addition, we are committed to continuously improving the efficiency of the training we provide, ensuring that development programs are effective and beneficial to all. We also integrate environmental, social, and governance criteria into our business relationships with suppliers and take a due diligence approach in our supply chain.



Our Society

We are dedicated to generating a positive impact on society through various programs and actions via our charitable Trust. This focuses on job placement for vulnerable groups, offering guidance, workplace mediation, and employment training. In addition, it supports education through university scholarships for students with financial difficulties, carries out direct social actions to fight poverty, and promotes fundamental values that underpin all its initiatives.

Our ESG Responsible Governance Model

We continuously promote sustainability awareness and values at all levels of the organization. To this end, we are committed to updating and developing new policies, procedures, and action plans that improve performance and integrity. In this way, we produce non-financial reports that reflect our annual progress.

We are committed to ensuring that our tax strategy is fully aligned with international standards and with the regulations of all the countries where we operate, guaranteeing a tax compliance model based on good tax practices and transparency. In addition, Persán has an organization and management model with zero tolerance towards corruption, fraud, and bribery, ensuring ethical and responsible governance.

All these commitments are translated into objectives and performance indicators recorded in the ESG Plan dashboard. The projects and tasks to achieve these objectives are led by the *Green Team*, a group made up of people from the Sustainability Department and other key departments for the carrying out of the Plan. The *Green Team* meets quarterly to coordinate and direct the tasks of each project. Finally, it is the task of the sustainability team to inform the Management Committee and the Board of Directors of all the achievements on a regular basis

4. ASSOCIATED POLICIES

This Policy is accompanied and complemented by the following policies and codes, to ensure that environmental, social and governance sustainability is taken into account in all aspects and areas:

- Code of Ethics.
- Quality, Environment, and Safety Policy.
- Responsible Purchasing Policy.
- Supplier Code of Conduct.
- Occupational Risk Prevention Policy.
- Criminal Compliance Policy.
- Anti-Corruption Policy.



5. MONITORING COMPLIANCE WITH THE POLICY

Every year, the Management Committee will receive the ESG Plan proposal from the Sustainability Department, the content of which will detail all the actions and objectives defined to comply with the principles and commitments of the Policy over the following three (3) years. After its supervision, the ESG Plan will be submitted to the Board of Directors for approval. In addition, the Management Committee will be responsible for monitoring the degree of compliance with the ESG Plan on an annual basis.

The latest approved version of this Policy will be available on Persán's corporate website (www.persan.es).

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