

CSR MEMORY 2023

Asphalion's CSR Mission

We are committed to working together with our clients, employees, and society to generate ideas and implement solutions that contribute to the improvement of health in our lives through a healthier, fairer, and more sustainable world.



"As a company, we hope that our work helps to drive and achieve our purpose: **improving health in our lives.**

We understand and reaffirm that there is an intrinsic relationship between justice, sustainability, equality, environmental care, and human health. Progress in any of these areas can have a direct and positive impact on the others, contributing significantly to people's well-being and health.

Therefore, through our Corporate Social Responsibility (CSR), we are committed to actively work to promote these values and objectives. We firmly believe in the power of companies to be agents of positive change, and at Asphalion, we strive to be a role model in this regard.

In addition, we align our actions with the criteria of Socially Responsible Investment (ESG) and the United Nations 2030 Sustainable Development Goals (SDGs). This alignment reinforces our commitment to creating a positive impact on society and the environment, while providing a solid foundation for ethical and sustainable decision-making in our operations."

Objectives 2023

- Consolidating Asphaltion' s CSR policy into the company's main goals.
- Reducing our environmental footprint and promoting sustainability.
- Enhancing social welfare and making a positive contribution to our communities.
- Upholding ethical and transparent business practices.

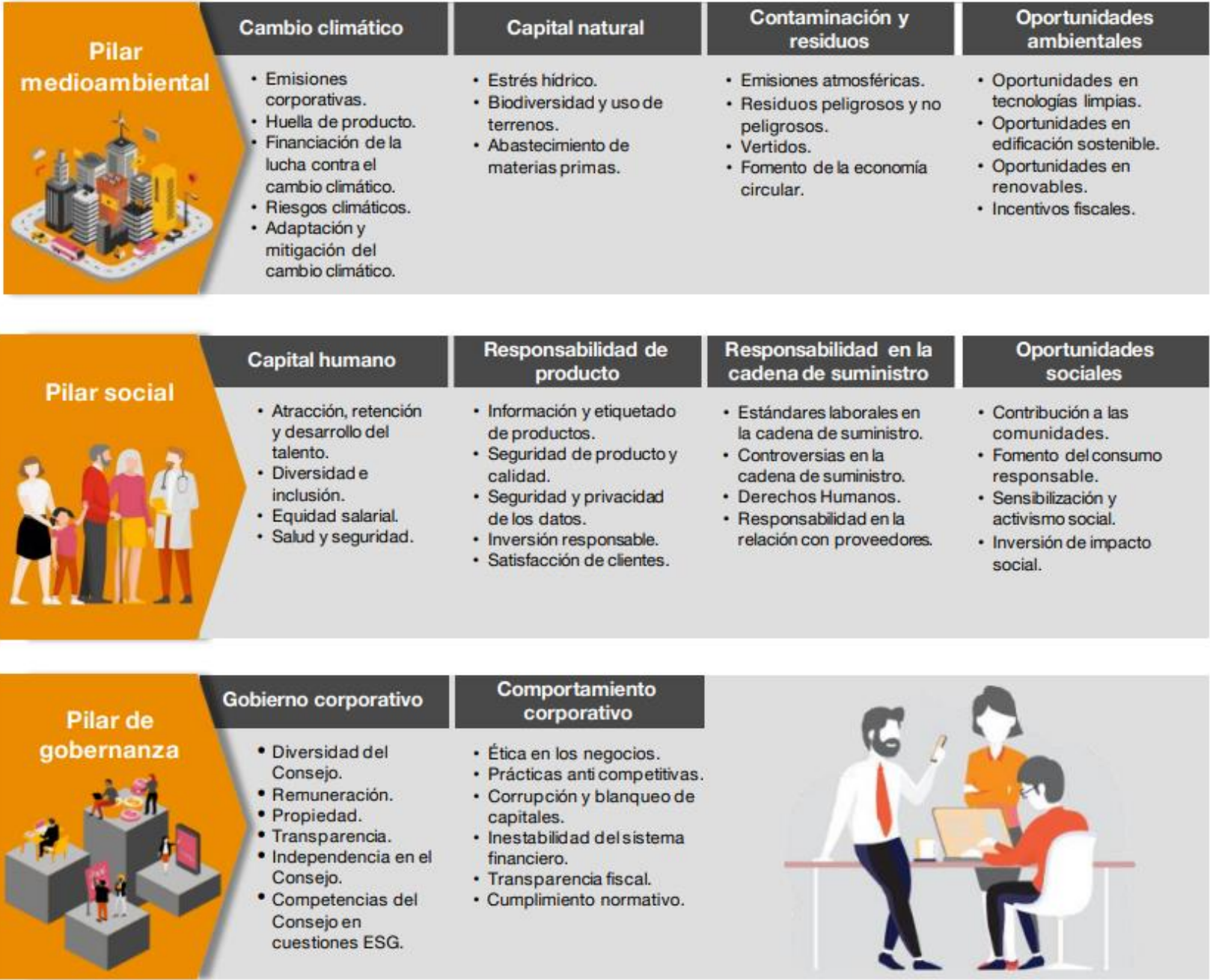
In 2015, all United Nations member states adopted the 2030 Agenda for Sustainable Development. At its core are the 17 Sustainable Development Goals (SDGs), which aim to eradicate poverty, protect the planet, and ensure prosperity for all.

At Asphaltion, we want to contribute to these goals, so during 2022 we integrated the 2030 SDGs into our corporate strategy and, since then, we have been actively working on 5 SDGs.

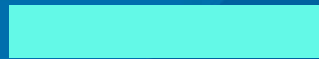


How do we implement CSR?

- To fulfill this commitment, we promote initiatives of:
 - Social responsibility.
 - Internal wellness programmes.
 - Measures to promote diversity and equal opportunities.
 - Work-life balance plans.
 - Campaigns promoting recycling, respect for nature, and energy saving.
 - Among others.



Action Plan



Environmental



It refers to any activity carried out by the company that impacts the environment, either positively or negatively. Compliance with these environmental criteria is increasingly valued as a factor of efficiency, quality, and commitment on the part of the company. Therefore, the use of consumable materials, the efficient consumption of electricity and water, among others, is considered of vital importance.

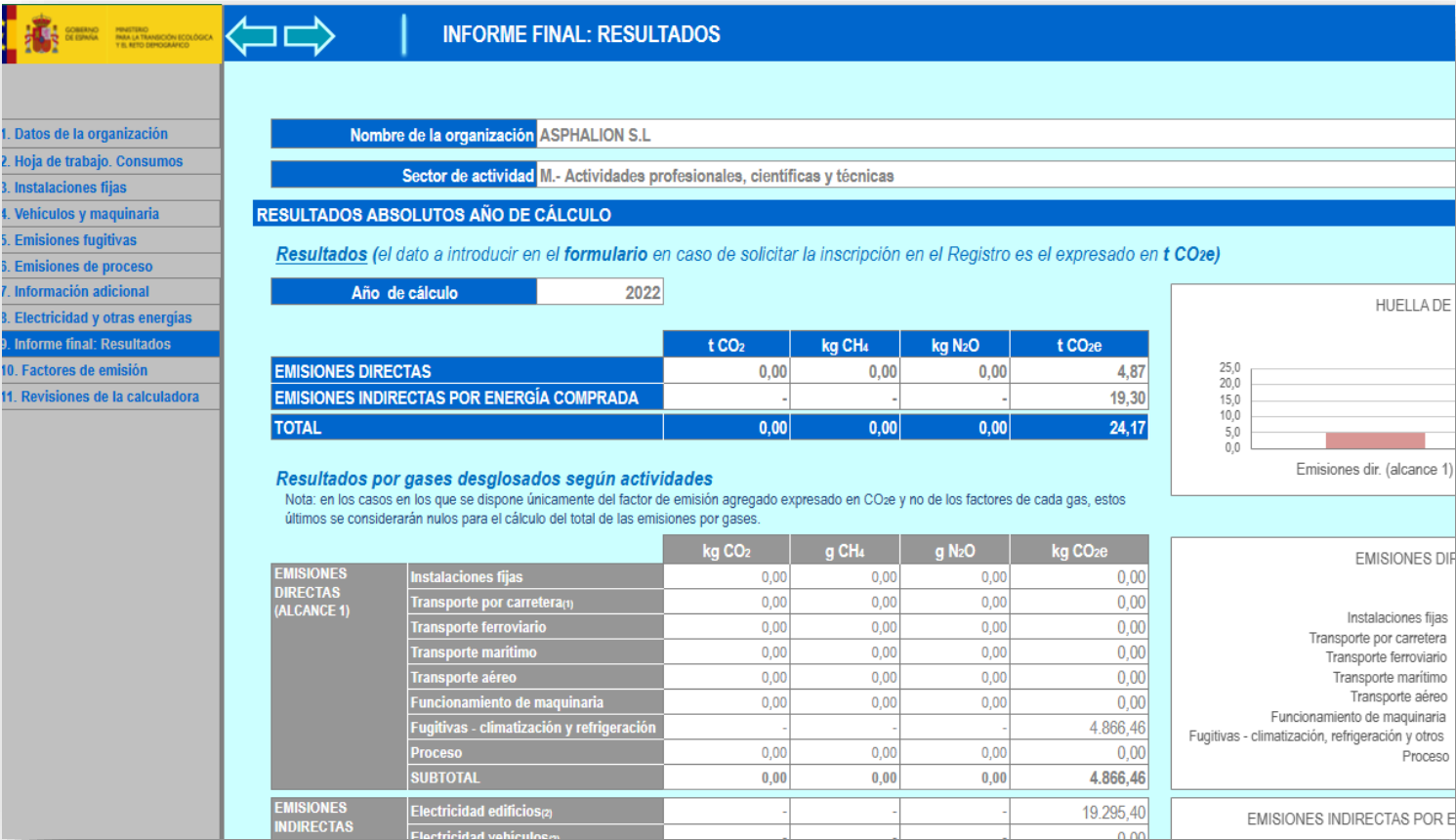
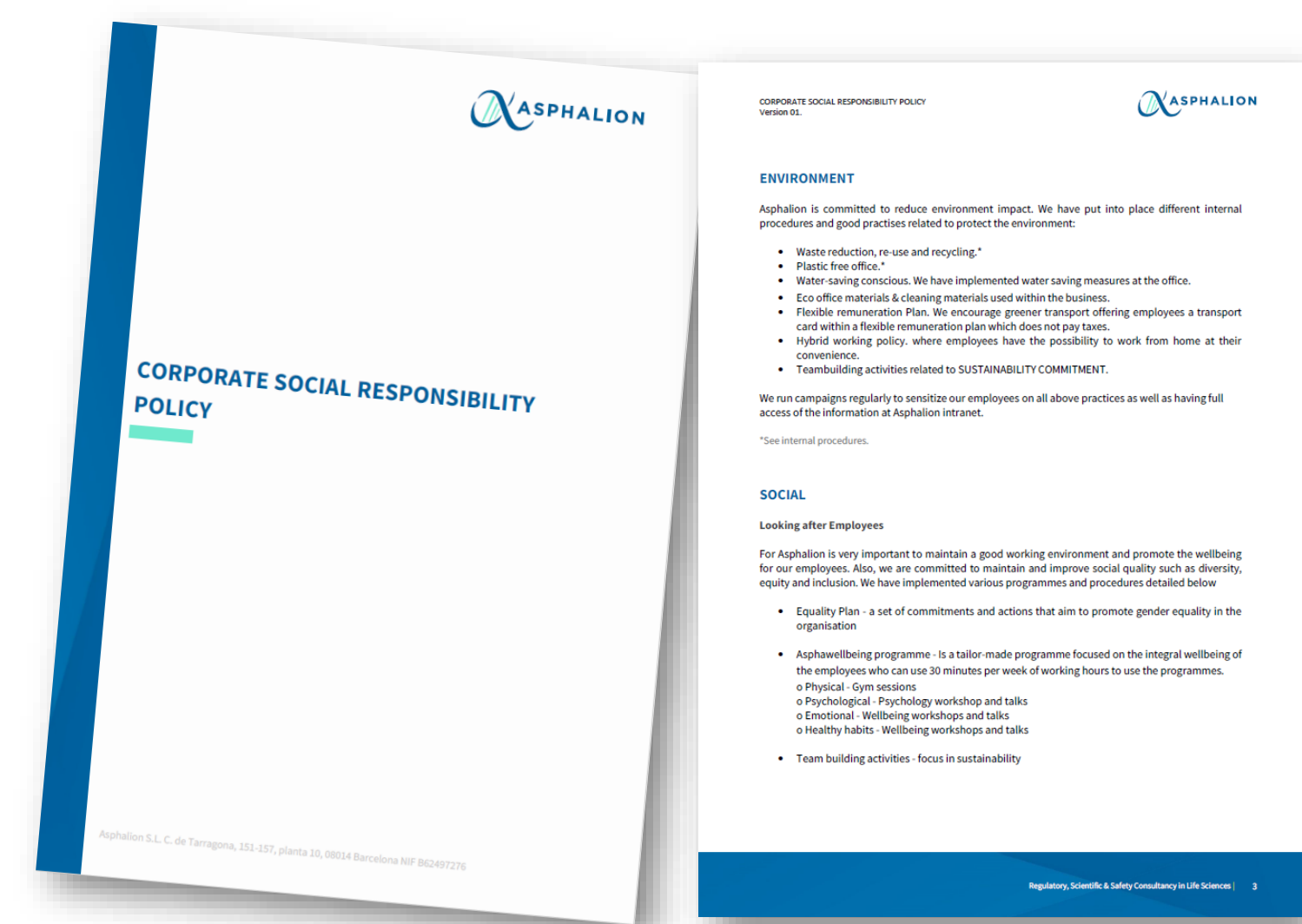
Environmental Actions undertaken in 2023

Here are some of the steps on how we implement Environmental Actions of our Corporate Social Responsibility (CSR) action plan:



Creating a formal policy, establishing objectives and KPIs.

Calculating carbon footprint.



Environmental Actions undertaken in 2023

Here are some of the steps on how we implement Environmental Actions of our Corporate Social Responsibility (CSR) action plan:



Obtaining the Bronze seal from Ecovadis certification.

This year, we have obtained the **Bronze seal from the Ecovadis certification**, reaffirming our position in this regard. This significant recognition affirms our continual dedication to Corporate Social Responsibility. It also serves as a testament to the effectiveness of our efforts to reducing our environmental footprint, enhancing social welfare, and upholding ethical business practices.

Carrying out teambuilding activities aligned with the objective of SDG 15.



Social

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Social criteria focuses on the company-society relationship, especially on aspects related to health, education, culture, human rights, and workers' rights or any other that can help improving the perception of the company and the brand image among collaborators, customers, and other stakeholders.

Social Actions undertaken in 2023



Here are some of the steps on how we implement Social Actions of our Corporate Social Responsibility (CSR) action plan:

Promotion and development of the AsphaWellbeing platform



Participating in the Magic Line charity walk



Implementing a half-day to carry out healthy exercises within our working day

Asphawellbeing Agenda

Events in November 2023

Mon	Tue	Wed	Thu	Fri	Sat	Sun
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
				27	28	29
				30		

Events in November 2023:

- 9:30 am: Afiliat al Plaça de l'Esportista Emocional 2023
- 9:30 am: Efecte Puntualitat: Exposició de l'Esportista Emocional 2023
- 9:30 am: Ona de la Importància de la Salut Emocional 2023
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Social Actions undertaken in 2023

Here are some of the steps on how we implement Social Actions of our Corporate Social Responsibility (CSR) action plan:

Participating in European Funded projects with social impact.

Identifying annual internationally recognized days that align with a cause or purpose, supporting our CSR policy.



♥ Because our team's **#mission** is our **#passion**: Working together with our clients in order to generate ideas and implement solutions that contribute to improving health in all our lives.

<https://bit.ly/40E7Pzj>

#WorldDiabetesDay #ActTodayChangeTomorrow #DiabetesAwareness #HealthForAll #WellBeing #AsphaWellbeing #WeAreAsphalion #WeCare #KnowledgeFromExperience

Awareness



**WORLD
DIABETES
DAY**



♦ By recognizing this day, we emphasize our collective **#commitment** to improving the lives of those impacted by this disease and the tireless work of medical professionals, researchers, and support organizations working to find a cure. Together, we can make a difference and continue to spread **#hope** and **#resilience** in the face of breast cancer.

#BreastCancer #BreastCancerAwareness #WorldBreastCancerDay23 #WeAreAsphalion #WeCare #KnowledgeFromExperience #Committed

<https://bit.ly/3Q0rqFa>

19 OCTOBER
WORLD
**BREAST
CANCER
DAY**





Social Actions undertaken in 2023

Here are some of the steps on how we implement Social Actions of our Corporate Social Responsibility (CSR) action plan:

Making an ad hoc donation in alignment with our CSR goals.



Good Governance



This relates to everything regarding quality management, compliance with internal and/or external rules and regulations, the company's risk profile, etc., with a special focus in protecting the interests of shareholders, maintaining transparency and accountability, among others.

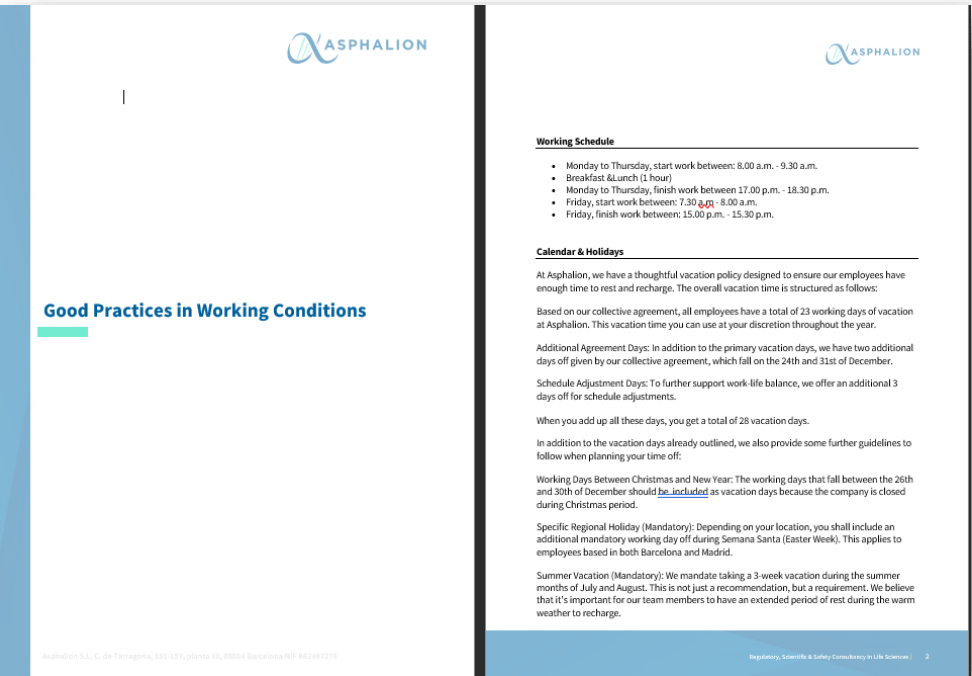
In this context, companies bear the responsibility of formulating sustainable development strategies, implementing fair and equitable labor policies, fostering diversity across all social dimensions—not only limited to gender—embracing responsibility, and upholding transparency with investors, employees, and consumers.

Labor practices, human rights and ethics action undertaken in 2023



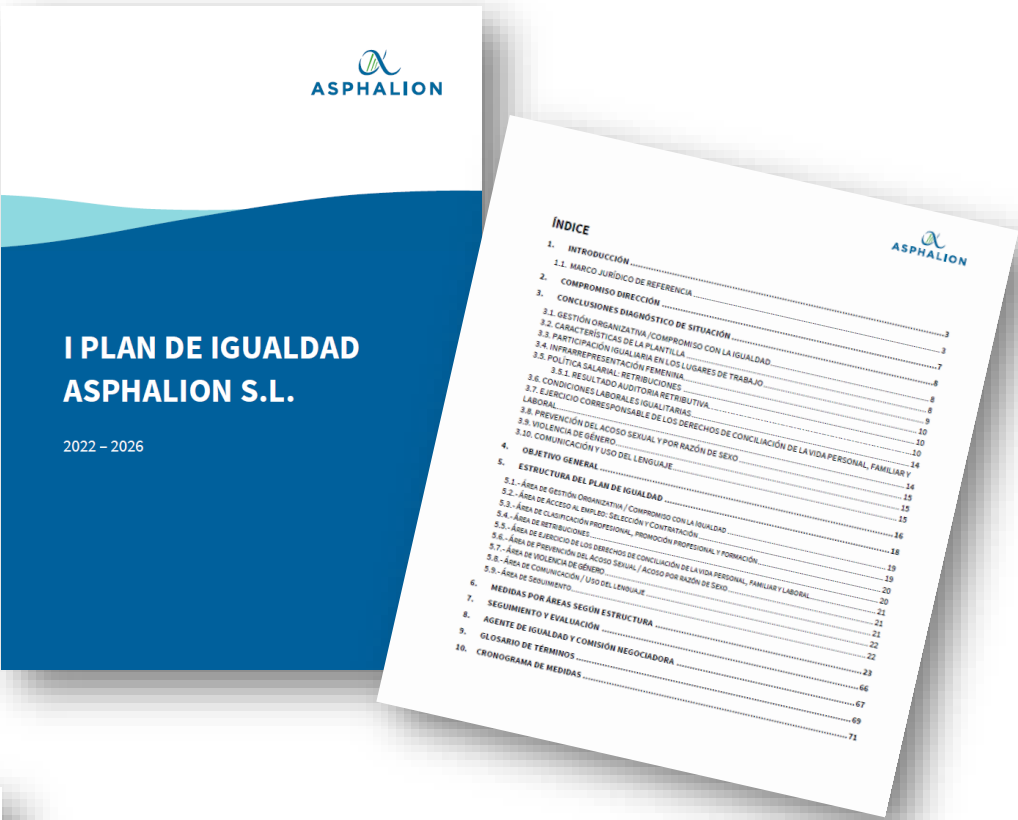
Here are some of the steps on how we implement Social Actions of our Corporate Social Responsibility (CSR) action plan:

Creating a policy for good labor practices

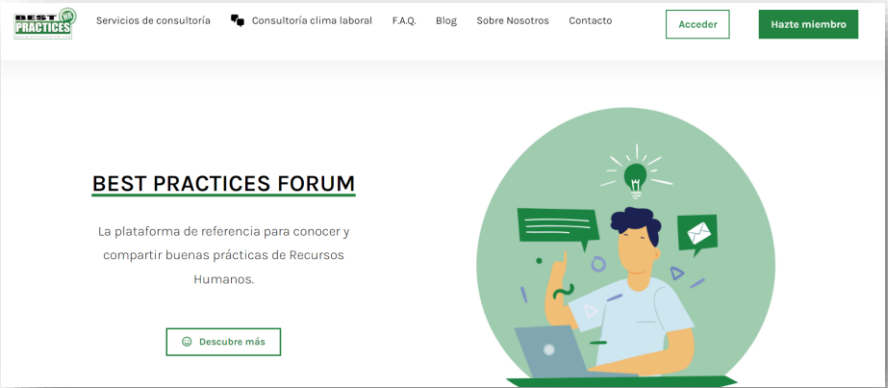


Implementing the equality plan in the company

Establishing and articulating the equality plan along with its ensuing actions.



Collaborating in Best Practices Forum by sharing interesting content.



Labor practices, human rights and ethics action undertaken in 2023

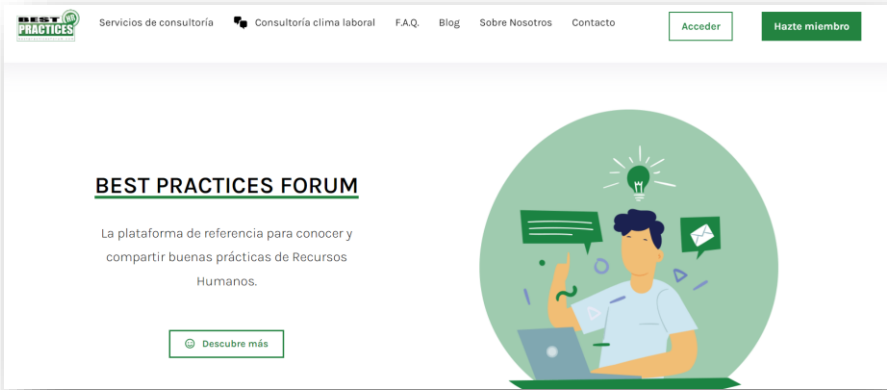


Here are some steps on how we implement Social Actions of our Corporate Social Responsibility (CSR) action plan:

IA Ethics Manifesto Commitment



Collaboration with Best Practices Forum participating sharing interesting content.



Conclusion

In summary, Asphalion has achieved notable progress in advancing its Corporate Social Responsibility (CSR) initiatives. **Our success lies in seamlessly integrating the CSR policy into our primary objectives, underscoring our dedication to ethical and transparent business practices, environmental sustainability, and social welfare.**

Over the past year, we have implemented more than 20 actions aimed at reducing our environmental footprint and promoting sustainability. These measures have not only helped us lessen our impact on the environment, but have also set a precedent for responsible business practices within our industry.

Our efforts to enhance social welfare and contribute positively to our communities have been equally impactful. Through various initiatives, we have created a safe and inclusive work environment and made meaningful contributions to the societies in which we operate.

As we gaze into the future, our commitment to our CSR objectives remains steadfast. Recognizing the inherent connection between our work and the well-being of individuals and communities, we will persist in devising and executing plans that advocate for health, fairness, and sustainability. Through these efforts, we aspire to make a substantial contribution to enhancing well-being in our lives and fostering a world that is healthier, fairer, and more sustainable.

Thank you!

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