

SUSTAINABILITY REPORT

Consolidated Statement of Non-Financial Information

Financial year 2021



www.copreci.com



Index



Statement of Non-Financial Information	4
Letter from the President	
1. Unique business model	
1.1 Purpose, Mission and Values	
1.2. Governance	
1.3 Our Business Model	
1.4 Our Business	
1.5 What sets us apart	
1.6 Business performance	
2. Materiality Analysis	
3. Information on environmental issues	
3.1. Company policy	
3.2. Identified risks	
3.3. Environmental management and performance	
3.3.1. Pollution	
3.3.2. Circular Economy and Waste Prevention and Management	
3.3.3. Sustainable use of resources	
3.3.4. Climate change	
4. Information on social and personnel issues	
4.1. Company policy	
4.2 Identified risks	
4.3. Social management and performance	
4.3.1 Employment	
4.3.2 Work organisation	
4.3.3 Health and safety	
4.3.4 Social Relations	
4.3.5 Training	
4.3.6 Accessibility	
4.3.7 Equality	
5. Information on respect for human rights	
5.1. Company policy	
5.2. Identified risks	
5.3. Human rights-related management and performance	
5.3.1 Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress any abuses	
5.3.2 Complaints of human rights violations	
5.3.3 Elimination of forced labour and abolition of child labour	
6. Information relating to the fight against corruption and bribery	
6.1 Company policy	
6.2. Identified risks	
6.3. Anti-corruption and anti-bribery management	
6.3.1. Measures taken to prevent corruption and bribery and against money laundering.	
7. Information on the company	
7.1. Company policy	
7.2. Identified risks	
7.3. Impact on society: community development and solidarity	
7.4. Subcontracting and sourcing	
7.4.1. Social and environmental responsibility in supplier companies	
7.4.2. Monitoring systems and audits of supplying and subcontracting companies	
7.5. Consumers	
7.5.1. Measures for the health and safety of consumers	
7.5.2. Complaint systems, complaints received and their resolution	
7.6. Tax information	
8. Subsequent events	
9. Reference table of requirements of law 11/2018 INF and Global Reporting Initiative Content (GRI Indicators)	

Statement of Non-Financial Information

The Statement of Non-Financial Information of Copreci and subsidiaries forms an integral part of the management report and includes information on environmental and social issues, as well as information on personnel, the Company, respect for human rights and the fight against corruption and bribery. The content to be included in this Statement of Non-Financial Information has been developed by the Spanish Law 11/2018, of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on the Auditing of Accounts, with regard to non-financial information and diversity.

The Statement of Non-Financial Information has been prepared based on the expectations and requirements of the Stakeholders identified as a result of the work of a process of listening to the needs and expectations of the stakeholders carried out in financial year 2021, with special attention to those issues that are most relevant to them and have the greatest impact on the Group's strategy. The information contained therein referring to financial year 2020 is presented for comparative purposes with the information for financial year 2021.



Letter from the President

2021 has been a year full of difficulties and challenges: in addition to the changing evolution of the pandemic worldwide, there have been disproportionate cost overruns in energy and/or raw materials, and supply problems have also been evident throughout the year, both for us and for our customers. The white goods sector has continued in 2021 with a high level of demand, which had been dragging on since the end of 2020, especially in the first half of the year, and the efforts of all of us have enabled us to face it and emerge stronger as a group.

We have made every effort to respond to the market as adequately as possible and to a large extent we have achieved customer satisfaction, demonstrating that even in the most difficult situations, Copreci will always be there for them.

In 2021, we also approved and launched the 2021-2024 Strategic Plan, which outlines the future of the Copreci Group. A Strategic Plan that brings many new features compared to previous ones, with ambitious challenges and with sustainability and digitalization as its main axes.

We have made a special effort to share this innovative Strategic Plan with our members and workers, to build this new path together and to identify and internalise the different challenges that we are going to face together, which will undoubtedly need everyone's support to move forward.

This Strategic Plan should enable us to build a more solid Copreci, to ensure the future of our cooperative, offering long-term guarantees and security to our customers and leaving a better legacy than the one we, the current members and workers, received for the young people of the future. Because only a solid cooperative will be able to secure our current and future jobs, as well as, as stated in our mission, promote the sustainable, economic and social development of our environment.

On this path towards Sustainable Development, we have also begun to define Copreci's strategy, committing ourselves to developing it in depth over the coming years, incorporating it transversally in all areas affecting the cooperative.

In this report you will find extensive information about our group in 2021, beyond the economic sphere, the characteristics that define our status as a cooperative, aspects of governance, labour, gender equality and the environment, as well as our positive impact and contributions, both internal and external, to society.

Our most sincere thanks to all the people who day by day collaborate in the improvement of the COPRECI project.

Kuireka Etxebarria

President of the Governing Council

1. Model of single company

COPRECI today is a Global Leading Business Group with worldwide presence, in the development and manufacture of components, function solutions, electronics and systems for manufacturers of Domestic Equipment in White Goods, Outdoor, Home Comfort and Professional Sector.

The GROUP is made up of the parent company COPRECI S.COOP, a cooperative founded in 1963 in the town of Aretxabaleta (Spain) and its subsidiaries throughout the world and with a presence in different regions (America, EMEA and Asia).

- COPRECI DE MEXICO, SA DE CV en Guadalajara 44940 Jalisco)
- COPRECI SYSTEMS, S.R.L. 31015 Conegliano (TV) Italy
- COPRECI TR.LTD.STI. (Gebze-Kocaeli TURQUÍA
- COPRECI CHINA en 519040 Zhuhai CHINA
- COPRECI CZ, S.R.O.(Dvorce u Bruntálu CZECH REPUBLIC)
- COPRECI USA (72209 Little Rock (Arkansas) USA

COPRECI is a member of the MONDRAGON GROUP, the largest cooperative corporation in the world, made up of more than 90 cooperatives, with more than 140 subsidiaries with a presence on five continents, organised into four business areas: Finance, Industry, Distribution and Knowledge. The MONDRAGON Group has its own university and 14 R&D centres to nurture the cooperatives' talent and support their innovation strategies, and is internationally recognised as a model of inclusive competitiveness.

As a whole, the MONDRAGON cooperatives have a turnover of more than €11,000m and employ more than 80,000 people throughout the world, of which more than 45% work in the industrial area. In the MONDRAGON Group we have various inter-cooperation and solidarity mechanisms that make us more resilient and which are going to be fundamental in successfully tackling the transformations that we are going to have to face in the coming years.

The COPRECI GROUP is a benchmark for its commitment to the environment, competitive improvement, innovation and customer satisfaction, always with the aim of generating wealth in society through business development and job creation. This is a global project with deep cultural roots and a consolidated presence all over the world.

- It is based on a commitment to solidarity and uses democratic methods for its organisation and management.
- It promotes the participation and integration of people in the management, results and ownership of their companies, which develop a common project that harmonises social, business and personal progress.
- It promotes training and innovation based on the development of human and technological capabilities.
- It applies its own management model to achieve leadership positions and promote cooperation.



1.1 Purpose, Mission and Values

Our purpose

“To contribute to creating healthy, comfortable and safe experiences, based on cooperative principles and driving sustainable, economic and social development in a lasting way wherever we are present”.

Our Mission Statement

COPRECI is a Business Group, a global leader in the development and manufacture of components, systems and functions for manufacturers of Domestic Equipment and other sectors, taking advantage of the technologies it masters.

- To grow and generate economic and social benefits in the environment in which we find ourselves, allowing us to continue creating employment and developing the cooperative project committed to Sustainable Development.
- With a global vision that, by integrating all the plants, drives our international leadership.
- Increasing added value for our customers, improving our competitive position through innovation and inter-cooperation.
- Embracing digital transformation.
- In which our commitment and leadership, individually and collectively, increases the employability of the people who make up COPRECI and the pride of belonging, achieving maximum efficiency.

Our values

As members of the MONDRAGON Group, at COPRECI we base our values on the basic cooperative principles. These principles are a set of ideas forged over more than six decades of experience of the Group's cooperatives. At COPRECI we share and apply the basic principles of the cooperative experience in our day-to-day work and we make them our own with the Declaration of Principles that heads our Articles of Association and Internal Regulations.

The values with which we seek to define our character, creating a sense of identity that fosters cohesion and develops a differentiated management philosophy are

• **Satisfaction of our clients:** Listening with humility, participating in their global projects and providing them with a differential that is difficult for our competitors to copy.

• **Innovation:** As a means of improving our competitive position and providing value that allows us to differentiate ourselves in the market, acting with agility and efficiency.

• **Trust in people:** We are an ambitious company that encourages people to play a leading role in achieving its objectives. Committed and self-demanding people. To this end, we build on established patterns of change and turn our cultural diversity into a competitive advantage.

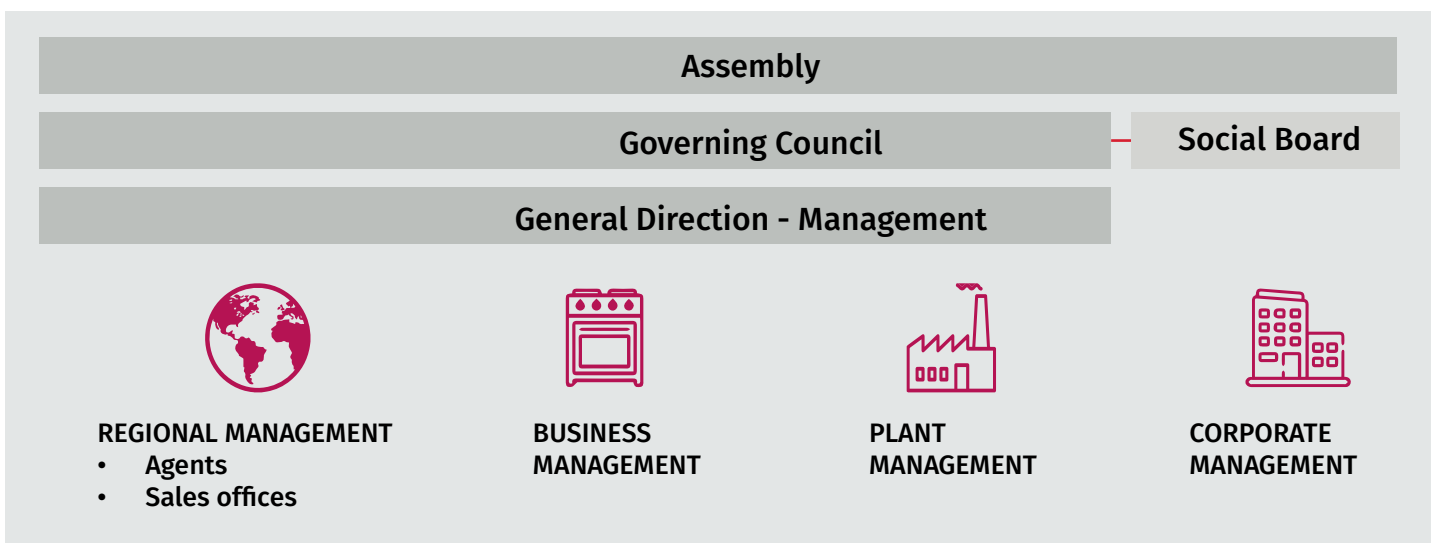
• **Intercooperation:** We believe that collaboration between our teams, other cooperatives and external partners is key to our success.



1.2 Governance

The companies of the COPRECI Group follow the Corporate Governance guidelines of the parent company COPRECI, S. Coop, which, being a COOPERATIVE, has a very particular nature.

The corporate governance, management and representation of COPRECI, S. Coop. reside in its General meeting, its Governing Council, its Management and Board of Directors, its Social Council and other various bodies, and in the corresponding statutes and regulations that regulate the organisation of each of them by means of their own structure.



The cooperative model, from the definition and manifestation of the basic principles that inspire our working community, seeks to satisfy the human and social aspirations of our members through the achievement of a profitable and solid business structure, and places cooperation at the service of the individual, in solidarity with the world and the environment to which we belong.

We understand work as a resource for the progressive satisfaction of human aspirations and the achievement of human progress, based on a demanding and responsible solidarity that fosters individual and collective commitment to their own business reality.

Ownership of the means of production belongs to the members and the exercise of social rights is linked to the work of the individual and not to the ownership of capital. All the members of the Cooperative participate in the election of its representative and governing bodies and in the determination of its corporate destiny, advocating a democratic model that allows and encourages co-responsibility as a collective, both in the corporate regime and in business management.

Together with cooperative education and development, these cooperative principles provide behavioural guidelines for the people in our organisation, in order to put the Cooperative's values into practice. People who build a shared socio-corporate project.

In order to ensure that the Cooperative's governing bodies and the exercise of their functions are truly democratic, members are encouraged to become involved in their election, in their membership, and to participate actively in the network of communications and decision making inherent to a system of participation and sovereignty of labour.

The institutional bodies themselves provide us with mechanisms for people's participation. The **General Meeting**, a body made up of all the members, is the meeting point where the project defined by the whole group is shared and approved, in addition to appointing the members of the **Governing Council, the Supervisory Committee and the Social Council**.

The **Governing Council** is the collegiate body responsible for the management and representation of the Cooperative. It governs, approves and supervises the institutional and strategic area.

The **Management**, appointed by the Governing Council and assisted and advised by the **Board of Directors**, proposes and implements the strategic, executive and operational management.

The practice of consultation and negotiation methods with the social representatives in economic, organisational and labour decisions that concern or affect them defines the Social Council as a body for the permanent participation of the working community in the administration of the Cooperative, based on its nature as an advisory and consultative body to the Governing Council and the Management.

Relations between the Governing Council, the Board of Directors and the Social Council are fundamentally established in the set of rules, principles and procedures that regulate the structure and functioning of the governing bodies, known as **cooperative governance**. In exercising their responsibilities, these corporate bodies shall always bear in

mind the shared project approved by the General Meeting, and their actions shall be aimed at prioritising the general interest of the Cooperative.

The democratic nature of the Cooperative implies, in addition to its corporate aspect, a progressive development of self-management and, consequently, of the participation of members in the sphere of business management, through the monthly mechanisms and channels of participation and transparency of information in relation to the evolution of the Cooperative's basic management variables.

1.3 Our Business Model

The COPRECI Group is today an organisation made up of Corporate Areas, Operational Areas and Businesses through which we develop the Socio- Corporate Project in different Regions and through an operational activity with the different Production Plants of the Group, with Alliances, Agents and Delegations throughout the world.

General Direction - Management



CORPORATE MANAGEMENT



Planning and resources



Productivity and Industrial Development



Human resources



Innovation & Competence Center



REGIONAL MANAGEMENT

- Agents
- Sales offices



BUSINESS MANAGEMENT



EUROPE
GAS
COOKING



AMERICA
GAS
COOKING



ASIA
GAS
COOKING



WASHING



ELECTRIC
COOKING



BBQ



GAS
APPLICA-
TIONS



PLANT MANAGEMENT

- Alliances
- Joint venture
- Warehouses



CORPORATE MANAGEMENT



Copreci
S. Coop.



Value chain



Finance



Quality &
systems

COPRECI is a company of the future that pursues the premise “we innovate for you”. At COPRECI we believe in innovation in its fullest expression, actively managing it, from the definition of the strategy to the execution of the projects. Our ability to adapt has been our hallmark and has enabled us to continue developing the household appliance components sector for more than half a century. Because we are there, at the heart of the domestic appliance, providing intangible added value that goes straight to the heart of the user.

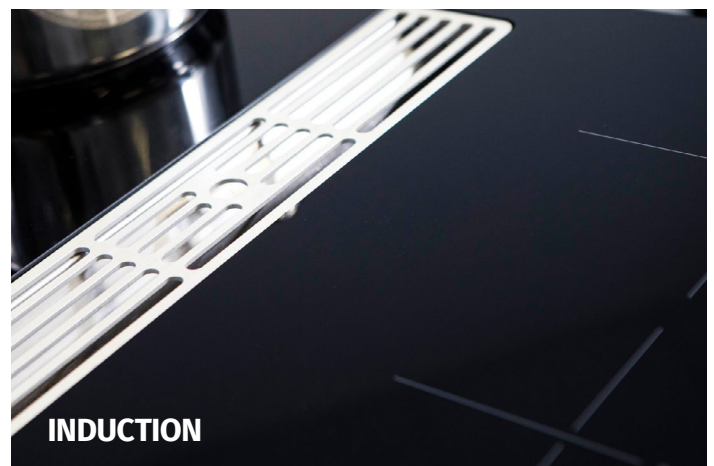
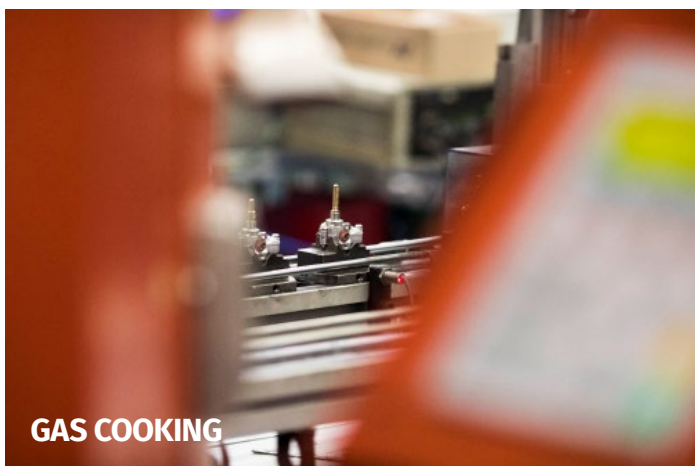
Year by year, our components incorporate new functions, provide new features, solutions and systems are transformed and generate healthy, comfortable and safe experiences, all based on cooperative principles through which we make it possible to balance economic growth, environmental protection and social well-being in a sustainable way wherever we are present.



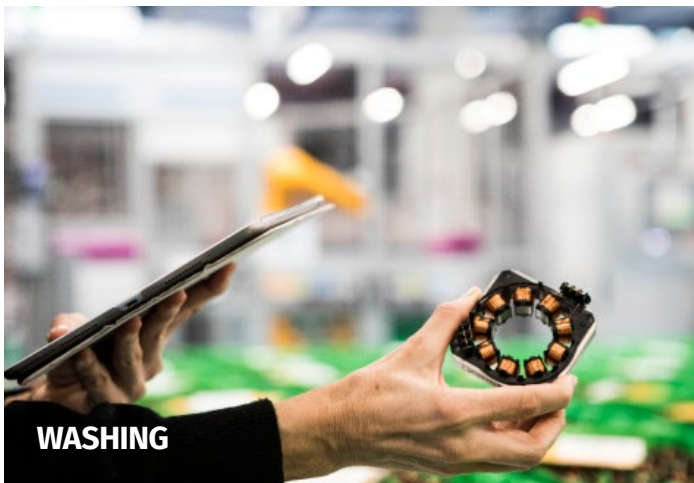
1.4 Our Business

We are leaders in the **GAS COOKING** sector with: valves, thermostats, tubings, manifolds, sub-assemblies, ignition systems for free-standing and built-in cookers and ovens, as well as electronic gas hobs with customisable functions and features. We develop our own processes, applying lean manufacturing and eliminating unnecessary processes that do not add value. To do this, we have a high installed capacity, over time we have simplified projects, eliminating processes, waiting times, overproduction, inventories, unnecessary transport that do not add value. We have advanced processes and high industrialisation capacity. We have experts in gas technologies to get closer to the day to day of each client and offer them solutions for improvement and innovation adjusted to each reality.

We have been developing and manufacturing cooking components for over 58 years and it has been 30 years since we designed the first **INDUCTION** module in 1991, making us one of the first independent induction manufacturers in Europe. Since then, we have launched 9 generations of products on the market, each one more efficient and reliable than the last. We have developed new features with the end user, their comfort and safety in mind, as well as their appearance. We have focused not only on product function, but also on a more flexible and environmentally friendly design. We continue to work on offering induction components and systems that are perfectly adapted to the current and future needs and expectations of our customers.



Our in-depth knowledge of the **WASHING** process allows us to offer a wide range of regulation and control systems, such as drain motors, recirculation motors... for washing machines, dishwashers and electric dryers, as well as valves for gas dryers. At Copreci we strive for the highest quality in all phases of the project. A fast and flexible design, adjusted to the needs of each final application. Fully automated processes, to offer a component with the best performance (energy efficiency and noise reduction for a noise-free home) and greater reliability throughout its life cycle, in the most competitive way and with rationalisation in the use and consumption of resources. From the design and conception phase of the component, through the selection of raw materials, the production process, to the delivery of the finished product to our customers. For logistical deliveries to the customer, we use reusable packaging that is returned to our facilities for reuse. For this purpose, we have highly specialised suppliers at all our sites around the world.

**WASHING**

Experts in components for catering equipment. Since our beginnings in 1963, Copreci has launched more than 50 different products for the catering sector, from valves for all types of professional gas appliances such as griddles, fryers, cookers, ovens, kebabs... to electronic gas control systems... each one of them developed to suit each customer's needs. We know how to adapt quickly to the professional cooking needs that exist in each market region, developing specific solutions to the different ways of cooking all over the world. We work in close collaboration with our customers, seeking efficiency and ease of use. The result of this are innovations such as the illuminated gas control handles, which provide information to the professional, or the general gas shut-off valves, which are very useful in emergencies.

**PROFESSIONAL COOKING**

Copreci, a leading company in the development and manufacture of components and solutions for barbecue manufacturers, and outdoor equipment such as outdoor fireplaces, patio heaters, caravans... We reach all over the world, thanks to our international presence, we are the only manufacturer with production centres in China, North America and Europe to meet the needs of our customers wherever they are. Our product range is constantly renewed. We are the only manufacturer in the world in the outdoor sector that integrates traditional gas valve solutions with electronic controls, opening up a whole world of possibilities to our customers: barbecue with remote control, illuminated handles that indicate if there is flame on the burner, systems for the safe use of the whole family.

Trust is a value that is earned over time. 50 years of supplying the world's leading BBQ manufacturers is our guarantee.

Copreci is part of the history of gas barbecues. When the first manufacturers of wood-fired barbecues made the leap to gas, they already had Copreci.

That is why quality is our hallmark and innovation is our constant commitment.

**BBQ**

We develop components for catalytic heaters, infrared, blue flame... With new technologies for communication between user/appliance with remote control and flame control_ regulation according to music, simulating wood fire. Ideal for public spaces, hotels, restaurants.



1.5 What sets us apart

Our Cooperative Governance Model and Integrated Management Model comply with the principles of sustainable development: society, environment and economy, allowing the needs of our different stakeholders to be met through COPRECI's Socio-Enterprise Project.

To this end, we have a management model accredited with the Certifications in ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and SR-10.

Our activity, organised through process management, guarantees through management principles an organisational performance, thus responding to,

“Sustainability is about enabling a balance between economic growth, environmental protection and social welfare”.

STRATEGY and MANAGEMENT, from strategic plans to annual management plans, are deployed on the basis of objectives. A definition of the project that is constantly monitored and a final evaluation at the end of each financial year. This allows the project to move forward in a shared way and to improve year by year all those aspects of performance through learning that make the project more sustainable over time.

Our System, as part of the governance model, is organised BY PROCESSES and articulated with a set of COMMITTEES and team dynamics. Committees that energise and guarantee the operational management and performance of key activities in the strategy and in the principles of sustainability (governance, environment and social-society).

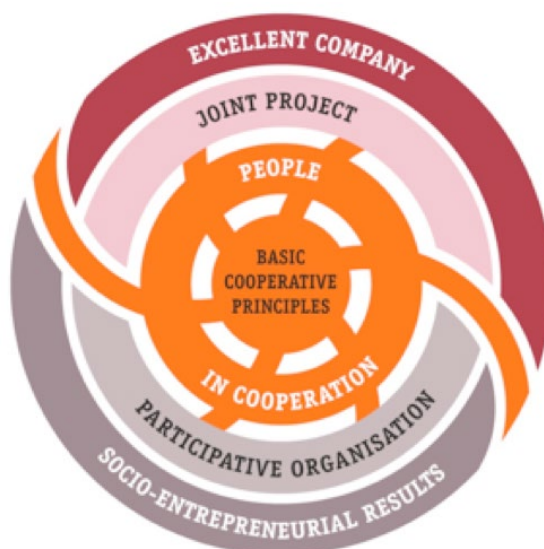
Processes oriented towards monitoring the EFFICIENCY of activities; Processes oriented towards the VALUE CHAIN from our SUPPLIERS to new customers and end users; Processes oriented towards CUSTOMER SATISFACTION, Processes oriented towards product and production process INNOVATION; Processes oriented towards the management of our RESOURCES (people, material and non-material).

A system that allows a management based on the principles of continuous improvement working QUALITY as a value proposition of our products and services, the INOVATION, the SATISFACTION OF OUR CUSTOMERS, the ENVIRONMENTAL management, the care and attention to us PEOPLE and the SOCIAL RESPONSIBILITY as an organisation. A model that, based on its cooperative principles, is complemented by being able to generate wealth while at the same time distributing it.

A system and model that integrates people into the Socio-Business Project, which seeks and encourages participation, collaboration and communication throughout the project. Governance based on people and transparency that generates higher levels of commitment and identity.

Corporate social responsibility

Corporate Social Responsibility is part of the very essence of COPRECI and the Mondragon cooperatives and is integrated into their cooperative principles and values.





In this sense, COPRECI has been working for years on organisational culture: the development of a competitive and cooperative culture, where through protagonism and co-responsibility towards the shared project we make the COPRECI project possible.

To this end, we rely on three main lines of work.

- **Copreci Experience.** We work on transversal competencies that involve developing the interest and concern for learning, the ability to relate issues, to manage alliances, collaborations and social skills and self-leadership - protagonism, as well as the ability to adapt to a very changing environment, with great flexibility and patterns of change, in an open, interconnected and agile organisation, which evolves in sustainability and digital transformation.
- The meaning of experience, with emphasis on the **shared Project and Governance** in our Cooperative model.
- **Management of the Copreci Group. Talent management and employability,** which is increasing in this new cycle. For this reason, we work to develop the talent of our people, managing knowledge networks with training and learning plans.

1.5 Business performance

The COPRECI GROUP in its commitment integrates Sustainability and Social Responsibility throughout the organisation through ethical and transparent behaviour, considers the needs and expectations of the different Stakeholders identified, as well as the positive or negative impacts on society, the economy or the environment related to the decisions and activities of the organisation.

In COPRECI, we have defined a Strategic Plan 2021_2024 where four strategic challenges will guide us in the period to achieve the objectives and ambition set for it.

In addition to the four challenges, for the next period, we integrate,

Sustainability and Digitalization as new elements.

Innovation (in its maximum expression, product, management models, ...) to adapt to the new era characterised by sustainability and the Digitalization of the economy. We believe in an open model of innovation, in an open ecosystem that seeks to accelerate the transformation of our value proposition, the transformation of our cooperatives and long-term competitiveness.

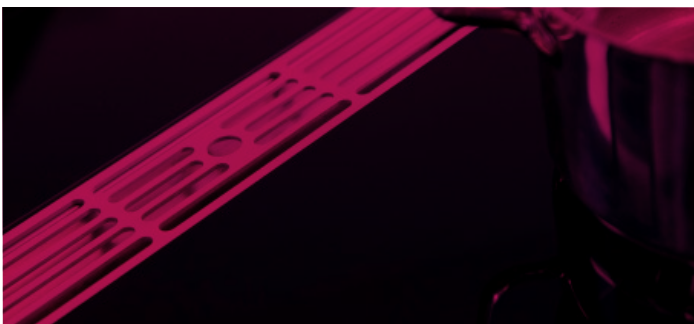
Collaborations and Alliances will allow us to develop and strengthen COPRECI's value proposition.

* Growth Challenge, providing a differential value proposition and being benchmark leaders in the various projects, clients, sectors and regions.

* Challenge towards the generation of a differential value proposition with a special focus on the development of functions and systems, expanding our catalogue and position, based on our core competencies and with new competencies combined with those of our allies.

* Competitiveness and Business Performance Challenge of our offer where the value chain perspective is a key element for growth, for risk management, for business activity, for sustainability and for our value proposition.

* Challenge where from the culture project, the protagonism through co-responsibility towards the shared project of the people who make up COPRECI, will drive the strategic lines, thus strengthening our governance and the acquisition of new competences (working on employability and learning) that the project requires for and from us, the people and teams of the whole GROUP.



2021 continued to be a VUCA (Volatility, Uncertainty, Complexity and Ambiguity) year with a great dimension. During 2021, we continued to suffer the effects of the various waves of the Covid 19 pandemic, which affected all regions with Copreci's operations and interests globally, but now in a more controlled manner, and we were once again able to adapt to the situation as required, looking after the health of our employees and the needs of our customers.

Continuing with the trend of the last months of 2020, the first 9 months of 2021 were very high in terms of activity, where demand clearly exceeded supply. But for yet another year we have been able to respond by activating our capacity to respond with physical and human resources, teams, bodies, coordinated, aligned and showing our strength in difficult times. Once again we have seen that the **co-responsibility of the people, together with appropriate governance, are fundamental to the sustainability of the project**

On the other hand, the shortage in the supply of raw materials, materials and electronic components, the difficulties in maritime transport, the rise in energy costs, etc. has led to a progressive inflation of material and structural costs during the year, with a high impact on activity, especially in the second part of the year. **Sustainability from an economic and environmental point of view pushes us to continue working on minimising risks and turning them into opportunities.**

COVID-19 was still present throughout 2021 with different variants and waves of infection. Faced with the pandemic caused by the SARS-CoV2 coronavirus (COVID-19), a contingency plan was activated in 2020, within the framework of which specific protocols, procedures, actions and preventive measures have continued to be developed in 2021 to address the situation at all times. This Plan has been managed through various multidisciplinary committees and forums organised at different levels, which have been responsible for analysing the situation caused by the pandemic at all times and the impact on the production activity of the plants and the various services provided by the company.

The lessons learned and the sanitary measures established during 2020 have continued to be applied rigorously and in advance: mobility restrictions, quarantines, cancellation of events, have accompanied us throughout the year ... At the same time, our business activity was hampered by logistical issues, by suppliers whose workers were affected, by cancellations of orders, ... opening up a space of uncertainty, complexity, which we had never experienced before. The logistics crisis from China, the micro chip crisis...

Thanks to the measures taken and the effort made in adapting the structure to the different situations that have arisen in the market, we have been able to accompany our clients, partners, employees, collaborators, institutions, At all times and in all circumstances, thanks to the capacity to adapt based, among other things, on the leading role and co-responsibility of the teams and people who make up COPRECI.

We have made all this effort without touching COPRECI's future projects, maintaining and even reinforcing those key projects that we had identified for the future of COPRECI: implementing learning communities, opening up new ways of doing things, deepening our culture project brought to the teams and people, grounding the strategy to the competencies and changes that we still need to acquire and reinforce in order to continue adapting to change. And continuing with our work of **Social Transformation towards our environment and society.**



2. Materiality Analysis

The Statement of Non-Financial Information allows the Copreci Group to make available to its stakeholders the data relating to the financial year 2021 of those matters which, not being of a financial nature, are of special relevance to the Group.

The most relevant stakeholders considered are listed below:

- Cooperative worker-members or owners
- Customers
- Employed people
- Supplier, partner and allied companies
- Society, community and social organisations
- Group plants
- Government and Public Administration
- Environment

As a result of a continuous listening process that the Group has established with its priority stakeholders, objectives and indicators are established in the different areas that are monitored and evaluated.

In this respect, the Copreci Group, within the scope of system management, has reached a consensus on the following relevant issues:

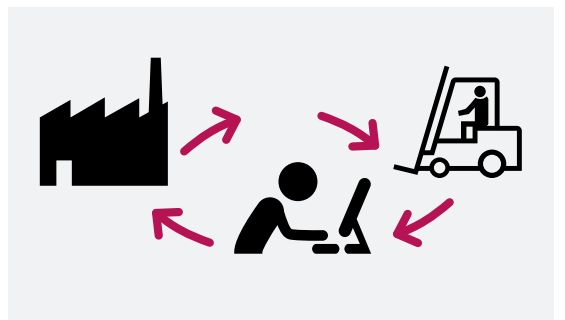
- Integrating corporate social responsibility into business
- Monitoring environmental impacts
- Customer satisfaction (in terms of service and quality, but also in other areas such as the soundness of the project, innovation or security).
- Protagonism and commitment of working partners and employees



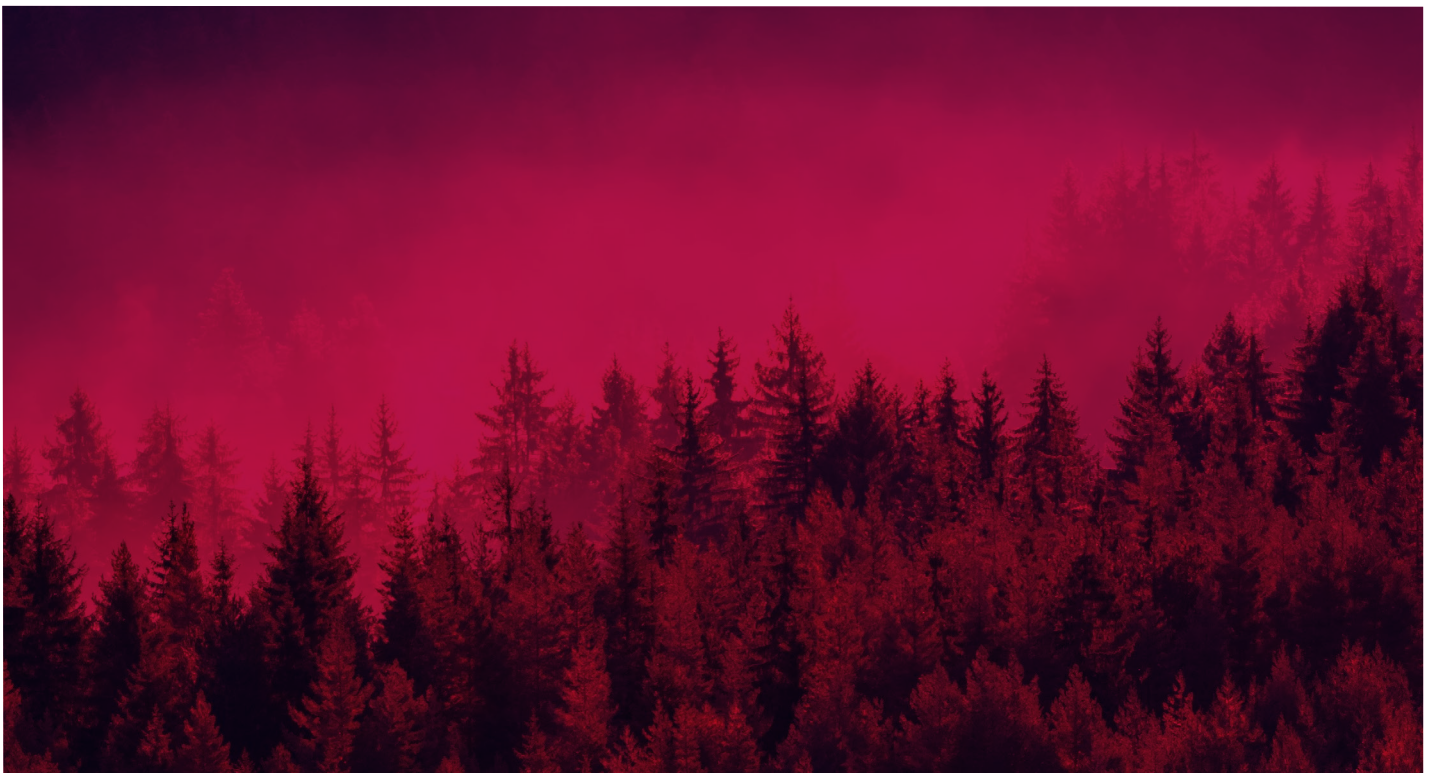
- Occupational Health and Safety

- Digitalization and sustainability as transversal competences

General management has implemented or is in the process of implementing measures in all of the above areas, which are elaborated throughout this document.



3. Information on environmental issues



3.1. Company policy

The Copreci Group's Code of Conduct stipulates that the Copreci Group and its third parties must have the necessary permits and comply with the provisions of the law on environmental matters. In particular, in the areas of air pollution, noise pollution, water pollution, soil pollution, chemical agents, waste and hazardous waste. The Copreci Group and its third parties shall comply with legal environmental inspections, ensure compliance with corrective actions resulting from governmental environmental inspections, and document and complete such actions in a timely manner.

In addition, the Copreci Group and its third parties shall demonstrate their involvement in continuous improvement in environmental aspects relating to air emissions, emissions to soil and water, noise, hazardous and non-hazardous waste, use of natural resources, as well as reduction of the use of fossil fuels. In relation to suppliers, the Copreci Group continues to work on replacing hazardous waste with non-hazardous waste.

For this reason, we apply environmental policies based on ISO 14001 standards. Specifically, Copreci, S.Coop. has been certified to this standard.



Copreci, S.Coop. has an integrated management system (IMS) policy related to Quality, the Environment, Occupational Risk Prevention and Social Responsibility, which establishes as a basic requirement the establishment of an Integrated Management System following the principles of business excellence and sustainability, and taking into account various commitments. Among others, the following commitments stand out:

- Complying with legislation
- Ensuring compliance, continuous improvement and effectiveness of the IMS

- Protect the environment and provide the necessary resources for the care of the environment.
- Achieve a high level of safety and health at all levels of the organisation to prevent injury and damage to health by providing safe and healthy working conditions.
- Ensure consultation, participation, training and information for all members and workers.
- Establish an open communication channel available to stakeholders.
- Conduct an annual review of the Integrated System to determine its effectiveness.
- Maintaining, communicating and ensuring compliance with the Group's Code of Conduct
- Ensure respect for the principles of Social Responsibility.

In addition, plants in Mexico, China, Turkey, and the Czech Republic have specific environmental policies.

In terms of structure and organisation, all Copreci Group plants except Italy have at least one person dedicated to the supervision and management of environmental aspects, or have an external company in charge of these issues.

The Copreci Group's strategic plan 2021-2024 marks a clear commitment to sustainability. During 2021, we have been actively working on the design of the steps to be taken to ensure that sustainability is effectively integrated into our system.



3.2. Identified Risks

The Copreci Group's environmental management system allows the identification and management of those environmental aspects that are generated directly from the Group's own activities. Once the most relevant environmental aspects have been identified, they are assessed in order to propose mitigation actions. The main risks detected by the Group in this area are the risk of non-optimisation of energy consumption and the risk of high waste generation.

In order to mitigate the risks identified, key indicators have been defined and are constantly monitored by Group management.

3.3. Environmental Management and Performance

In 2021 and 2020 we participated in the Climate Change and Water programme with CDP, a non-profit organisation that runs a global disclosure system for investors, companies, cities, states and regions to manage their impact on the environment. This programme focuses on an annual questionnaire of the company's activities and their impact on the environment, its own management and the risks and results achieved. It is an approach towards awareness of our impact as a company to be applied in decision making.

3.3.1. Contamination

The Copreci Group is aware of its responsibility towards the environment and contributes to sustainable development through the rational use of natural and energy resources, minimising environmental impact, promoting innovation and using the best available technologies.

All Copreci Group products comply with the applicable environmental legislation, both in the country where the plant is located and the contractual requirements with its customers.

In relation to **emissions**, although no specific initiatives have been carried out in 2021 to reduce atmospheric emissions, it should be noted that different air quality measurements have been carried out, in all cases with favourable results:

- Aretxabaleta plant: in the 2021 financial year, measurements were taken of 5 new outbreaks with favourable results.

- Mexico plant: In 2021, the evaluation of atmospheric emissions was carried out with a favourable result.

- China plant: In 2021, air quality measurements have been carried out with favourable results.

- Czech and Turkish plants, due to their characteristics and following local legislation, it has not been necessary to carry out specific measurements.

With regard to noise pollution, noise measurements were carried out in 2021 with favourable results at the plants in Turkey and China.

3.3.2. Circular Economy and Waste Prevention and Management

The Copreci Group is firmly committed to the implementation of an environmental strategy based on the circular economy with the aim of minimising the possible negative impacts derived from its activity and with the firm intention of achieving an efficient management of the waste generated.

To this end, the Aretxabaleta plant has a hazardous waste minimisation plan for the years 2021-2024.

Although the other plants do not have a specific plan, one of the Group's objectives is to reduce **hazardous waste**, so the plants are working on different actions to achieve this:

- Aretxabaleta plant: Monitoring of the origin of water with surfactants generated in parts cleaning machines continues. In 2021, actions have been implemented to increase the internal treatment capacity of this waste.

Below are some figures related to the circular economy and the waste resulting from the group's activity:

	2021	%	2020	%
Total NON HAZARDOUS (t)	5.501,97	100%	3.572,67	100%
Recovery operations	5.327,81	97%	3.364,73	94%
Recycling	982,97	18%	750,44	22%
Recovery	4.307,38	81%	2.585,57	77%
Alternative fuel	0,00	0%	0,00	0%
Re-use	37,46	1%	28,72	1%
Elimination operations	174,16	3%	207,94	6%
Incineration	0,00	0%	0,00	0%
Landfill	40,81	23%	68,23	33%
Destruction	41,19	24%	60,24	29%
Final assessment unknown	92,16	53%	79,47	38%

	2021	%	2020	%
Total DANGEROUS (t)	1.126,80	100%	823,12	100%
Recovery operations	260,00	23%	216,22	26%
Recycling	0,00	0%	0,00	0%
Recovery	66,69	26%	54,24	25%
Alternative fuel	193,49	74%	161,98	75%
Re-use	0,00	0%	0,00	0%
Elimination operations	866,80	77%	606,90	74%
Incineration	0,02	0%	0,00	0%
Landfill	0,00	0%	0,00	0%
Destruction	834,00	96%	560,56	92%
Final assessment unknown	32,78	4%	46,34	8%

	2021	%	2020	%
Total WASTE (t)	6.628,77	100%	4.395,79	100%
Division by type of waste	5.327,81	97%	3.364,73	94%
Total NON HAZARDOUS (t)	5.501,97	83%	3.572,67	81%
Total DANGEROUS (t)	1.126,80	17%	823,12	19%
Division by final treatment	0,00	0%	0,00	0%
Total RECOVERED (t)	5.587,82	84%	3.580,95	81% (1)
Total ELIMINATED (t)	1.040,96	16%	814,84	19%

The increase in waste in 2021 compared to 2020 is mostly due to the increase in production (17% increase in the number of units produced).

With regard to **final treatment**, it should be noted that more than 97% of the non-hazardous waste generated in 2021 was destined for recovery operations, although the figure drops considerably in the case of hazardous waste, to 23%. Even so, taking into account the total waste generated, both hazardous and non-hazardous, it can be seen that an increasingly higher percentage is destined for recovery operations, reaching 84% in the 2021 financial year, while in 2020 it did not exceed 81%.

Also, the percentage of total waste going to disposal treatment decreases between 2020 and 2021, as most of the waste going to disposal is hazardous waste and the share of this waste is decreasing within the hazardous waste minimisation plan.

In addition, several projects have been carried out to improve **packaging**, specifically, in the 2021 and 2020 financial years, the following initiatives are noteworthy:




- We are actively involved in projects with customers and suppliers for the introduction of returnable packaging. Specifically in 2021, 7 returnable packaging projects have been activated with different suppliers.
- Priority is given to the use of reusable or returnable packaging for shipments to plants in different countries.
- Possibilities for reducing product packaging (less material per product, etc.) are analysed and solutions are actively proposed to customers.
- The plant in China continues with its specific packaging savings programme based on reuse and recycling.



3.3.3. Sustainable use of resources

The Copreci Group works to optimise resources, especially water, raw materials and energy.

Below is a breakdown of the Copreci Group's **consumption of water, electricity and gas:**

Water consumption			
2021	2020		
35.185m ³	27.031m ³		
Electricity consumption			
2021	2020		
34.414.917 kWh	28.740.150 kWh		
Gas consumption			
2021	2020		
10.769.347 kWh	8.722.032 kWh		

It should be noted that the increase in electricity, gas and water consumption is mostly related to the increase in production.

In terms of electricity consumption, 19% of the electricity consumed by the Copreci group in 2020 was from renewable sources. We are awaiting the official data on the % of renewable energy published by the National Markets and Competition Commission (CNMC) for the 2021 financial year.

The Copreci Group works to optimise the use of **material resources** in all phases of its activity. The consumption of the main raw materials used in the Group's production process is shown below:

	Consumption		Unit
	2021	2020 ¹	
Brass consumption²	3.260	3.126	Tons
Aluminium consumption²	3.893	2.876	Tons
Steel consumption²	1.666	1.242	Tons

Consumption in 2021 and 2020 has been calculated considering raw materials, i.e. natural resources used to transform them into products or services such as metals, minerals or wood.

It should be noted that the increase in aluminium consumption in 2021 is mainly due to the fact that the Aretxabaleta plant is continuing with measures to replace brass components with aluminium components. The general increase is also affected by the increase in production in 2021 compared to 2020.

It should be noted that work is being carried out on specific projects to **improve energy consumption**. In the 2021 and 2020 financial years, the following initiatives are noteworthy:

- In Aretxabaleta, during the 2020 financial year, the luminaire was changed to LED after the first pilot tests carried out in 2019. This project has been extended to new sections in 2021. In 2020, new hand dryers were installed in the toilets to reduce paper consumption.
- In the Mexico plant, in 2021, the plant will migrate to the use of LED lighting. In turn, at this plant, part of the preventive maintenance for equipment that consumes natural gas, some of the scheduled maintenance is focused on adjusting the internal combustion system, in order to increase combustion efficiency and therefore reduce natural gas consumption.

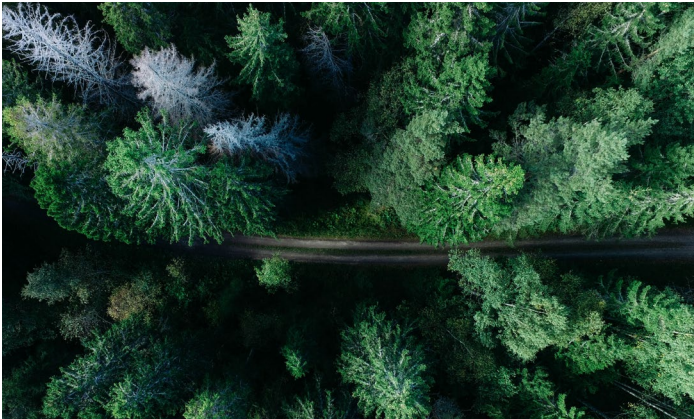
Regarding indicators related to **water resources**:

- 100% of consumption is via surface water at all Copreci Group plants.
- 99.14% of water outflows are surface water, given its good quality, and only 0.86% is managed via external treatment.
- Water quality measurements are carried out at several Copreci Group plants, where the results have been satisfactory.
- Plants in Mexico and Turkey are in a water stress zone. With regard to this situation, it should be noted that:

o The Mexico plant has a comprehensive emergency document (Emergency Plan), which includes the procedure to be followed in the event of flooding.

o At the Turkey plant, its water consumption is reduced to sanitary use. Therefore, the water consumption of this plant is only 5% of the total water consumption of the Copreci group.

Finally, with regard to the Aretxabaleta plant, in 2021 a new process has been defined to reuse the water from cleaning the process, which will generate a saving in water consumption of approximately 0.3% of the plant's consumption in 2021.



3.3.4. Climate change

The Copreci Group aims to improve energy efficiency and reduce environmental impact, and to this end various initiatives have been carried out at the plants. Likewise, work is continually being done to reduce the amount of packaging, both that consumed by suppliers and that placed on the market.

To improve energy efficiency, the latest technologies on the market are taken into account. In the 2021 and 2020 financial year, the following initiatives are noteworthy:

Financial year 2021

- Consumption: The project to replace the current lighting with low-consumption lighting has continued in other sections of the Aretxabaleta plant and in Mexico. Projects have also been set up to digitalise information with suppliers, thus encouraging less use of paper.

Financial year 2020

- Consumption: Replacement of existing lighting with energy-saving lighting.
- Sustainable mobility: in 2020, the use of the Fagormugi app was promoted among workers at the Aretxabaleta plant as a way of encouraging them to use more sustainable modes of transport to work.

With the aim of advancing in the commitment to the fight against climate change, in 2020 the first **carbon footprint calculation** was carried out for the financial year 2019 and for Scope 1 and 2. In 2021 the study was repeated for the financial year 2020, obtaining the following results:

GHG emissions (t CO2 eq)	2020	2019
Scope 1	1.968,58	1.824,44
Fuel	1.729,45	1.593,40
Coolant	119,75	221,38
Commercial fleet	119,39	9,67
Scope 2	8.643,74	10.177,58
Electricity	8.643,74	10.177,58
Renewable	19%	0%
Total scope 1+2	10.612,32	12.002,02

GHG emission rates (t CO2 eq)	2020	2019
GHG emissions (t CO2 eq) - Scope 1 and 2	10.612,32	12.002,02
Turnover (million euros)	197,71	190,56
GHG emissions (t CO2 eq) Scope 1 and 2/ Turnover (million euros)	53,68	62,98

The value of the Copreci Group's carbon footprint for scope 1 and 2 was 10,612 t CO2 equivalent in 2020, 1,389.7 t CO2 equivalent less than the previous year. Looking at the indicator, it can be seen that, taking the group's total turnover as a reference, the impact has been reduced by almost 10 points. These calculations are based on ISO 14064-1: 2018. In addition, the Corporate Value Chain (Scope 3) Accounting and Reporting Standard developed by the World Business Council for Sustainable Development has been used to calculate other indirect emissions.

The most significant impacts come from Scope 2, i.e. electricity consumption. During the 2020 financial year, the impact caused by this consumption was greatly reduced, largely because the percentage of renewable energy used by each of the plants was taken into account, representing 19% of all the electricity consumed by the group. In the 2019 financial year, the exact figure was not available and the percentage of renewable energy was considered to be 0%.



4. Information on social and staff issues

4.1. Company policy

Copreci is a project based on people: its activity is carried out by and for people, both those who are part of its business project - cooperative members and workers - and the people in its social environment. As we state in Challenge 1 of the 2021- 2024 Strategic Plan, “we promote the protagonism and co-responsibility of people”.

In fact, in 2021 a special deployment of the 2021-2024 Strategic Plan has been carried out: in addition to presenting it to the collective of partners during the General Meeting in May, where it was approved, its analysis has been taken to the different teams that make up Copreci. This has provided a forum to break down, analyse and better understand the Strategic Plan and its challenges, in order to be able to build this shared project that is Copreci with a greater sense of ownership and co-responsibility.

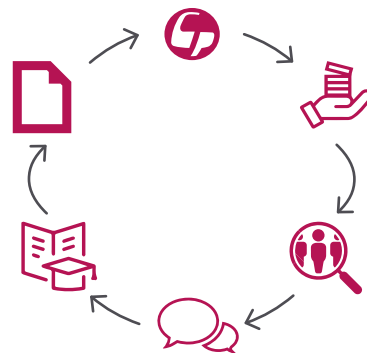
The main aspects covered by the corporate People policy and systems are:

1. **Selection**, prioritising the professional development of the people who form part of the Copreci project.

2. **Training and learning**, with the aim of increasing and updating people’s knowledge, skills and capacity to adapt to the new needs required by the business, the market and our environment.

3. **Communication**, described as the process that relates people to each other, seeks spaces and meeting places, encouraging the participation and involvement of people in our socio-business project.

4. **Remuneration system**, which aims to ensure that the level of remuneration is consistent with the level of responsibility assumed and the contribution of added value. It also seeks flexibility in the system which, within a homogeneous framework, takes into account the peculiarities inherent to all plants and countries. This policy also aims to offer the right conditions to motivate people to move within the Group.



4.2. Identified risks

The above set of systems and policies enables the Copreci Group to identify, assess and mitigate potential risks.

In addition, HR management participates in the risk committee... where risks in different areas are identified and assessed... and corrective actions are taken to minimise or anticipate them.

Among the main risks identified in terms of social issues within Copreci, the following stand out: the possible difficulties in attracting and retaining talent, the difficulties for our people to adapt their profile to the profiles required in the future and the lack of agility in adapting the workforce to the needs of the market.

In addition, in 2020, Copreci’s Corporate Risk Committee identified the risks arising from the Covid-19 pandemic as priority risks. This risk was maintained in 2021.

To avoid or minimise these risks as much as possible, a specific crisis committee (“Coronavirus Crisis Committee”) was set up in February 2020 to monitor the risks at any given time and in any given country and to take appropriate corrective and preventive measures.

Throughout 2021 this committee remained in place, with its two priority objectives:

• Ensure the implementation of preventive health protocols that guarantee the health of all the people in the Copreci group.

• To keep all of the group's plants open, to care for and guarantee service to our customers and thus secure our business project for the future.

Throughout the year, we have been managing the different situations by responding with caution and ensuring the health of all workers at all our sites while taking action to address anticipated risks.

To mitigate the risks identified, key indicators have been defined and are monitored by Group management.

4.3. Social management and performance

4.3.1. Employment


Copreci aims to continue creating cooperative employment, in a project for the future that will result in the personal and professional development of the people who form part of it.

4.3.1.1 Total number and distribution of employees by gender, age, country and occupational classification

The breakdown of the workforce as at 31 December 2021 and 2020, by occupational classification, country, age and gender, is as follows:

	Total number of employees at the end of 2021	Total number of employees at the end of 2020
Spain	663	650
Mexico	582	572
Turkey	134	92
China	208	223
Italy	53	47
Czech Republic	187	189

Total number of persons employed at year end, by sex

		
2021	819	1008
2020	815	958

	2021			2020		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Total number of persons employed at the end of the financial year, by age	338	1108	381	318	1075	380

	2021				2020			
	Governing Council	Top Management ³	Qualified	Unqualified	Governing Council	Top Management	Qualified	Unqualified
Total number of employees at year end, by professional classification	9	20	637	1.161	11	20	617	1.125

4.3.1.2 Average annual number of contracts

The experience and knowledge of people are one of the cornerstones that have contributed to the Copreci Group's competitive position throughout its history, and this approach is consistent with the Copreci Group's recruitment policy, which is aimed at generating lasting relationships over time.

The average annual number of people employed in 2020 and 2021 by type of contract and working hours, gender, age and professional classification is as follows:

	2021		2020	
	Men	Women	Men	Women
Number of employed persons with full-time permanent contracts, by gender	637	841	630	719
Number of persons employed on permanent part-time contracts, by sex	14	24	16	29
Number of persons employed on temporary contracts, by gender	259	273	180	159

	2021			2020		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Number of employed persons with full-time permanent contract, by age	214	929	335	146	863	340
Number of employed persons with permanent part-time contract, by age	0	32	5	-	40	5
Number of employed persons with a temporary contract, by age	197	251	83	153	141	45

	2021				2020			
	Governing Council	Top Management ³	Qualified	Unqualified	Governing Council	Top Management	Qualified	Unqualified
Number of employed persons with full-time permanent contract, by occupational classification	9	18	547	904	10	21	574	744
Number of persons employed on permanent part-time contracts, by occupational classification	0	1	30	7	1	1	33	10
Number of persons employed on temporary contracts, by occupational classification	0	0	63	469	-	-	16	323

The increase in the number of temporary contracts in 2021 compared to 2020 is mainly due to the contracts at the Aretxabaleta plant. In the consolidated figure, there has been an increase in turnover of 22.7%. Although the workforce is stable and long-lasting, temporary contracts are used to cover temporary increases in activity.

4.3.1.3. Total number and distribution of employment contract modalities

The number of employees as at 31 December 2021 and 2020 by type of contract and working hours is as follows:

	31.12.2021	31.12.2020
Number of persons employed on full-time permanent contracts	1.513	1.311
Number of persons employed on permanent part-time contracts	49	45
Number of persons employed on temporary contracts	265	417

4.3.1.4. Number of dismissals

The breakdown of the Copreci Group's dismissals in 2021 and 2020 by age, occupational classification and gender is as follows:

	2021			2020		
	Men	Women	Total	Men	Women	Total
Number of dismissals, by gender	9	33	42	44	61	105

	2021			2020		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Number of dismissals, by age	11	29	2	38	59	8

	2021				2020			
	Governing Council	Top Management	Qualified	Unqualified	Governing Council	Top Management	Qualified	Unqualified
Number of dismissals	-	-	3	39	-	-	7	98

4.3.1.5. Average remunerations

The breakdown of average remuneration in 2021 and 2020 for the Copreci Group, excluding the Board of Directors and Top Management, by age, professional classification and gender is as follows, in euros.

It should be noted that the average remuneration is calculated on the basis of the actual gross remuneration received by the Group's employees in the year, including all items. Weighted averages (number of employees) have been used for the different Copreci plants:

	2021		2020 ¹	
	Men	Women	Men	Women
Average remuneration, by gender	23.074	12.509	21.493	12.438

	2021			2020 ¹		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Average remuneration, by age	8.652	17.178	26.732	5.850	16.203	24.267

	2021		2020 ¹	
	Qualified	Unqualified	Qualified	Unqualified
Average remuneration, by occupational classification	31.900	10.070	28.035	8.344

¹ In the report for the 2020 financial year, the calculation of average remuneration was carried out using the arithmetic average and, therefore, the data obtained and included in the 2020 financial year is Men: 19,585 / Women: 9,672 / Under 30: 5,108 / Between 30 and 50: 14,621 / Over 50: 23,725 / Qualified: 29,264 / Unqualified: 4,584. However, in 2021 the calculation has been assessed and it is considered more correct to apply a weighted average. Therefore, we update the information with respect to 2020.

As can be seen in the tables, the average remunerations in 2021 have a general upward trend compared to the average remunerations in 2020. This can be explained by the fact that in 2020 there was a general downward trend due to pandemic-related measures taken by both the copper plants and the respective governments, which explains the decrease in average remuneration in that year.

4.3.1.6. Wage gap

Equal access to the cooperative for men and women is set out in the first cooperative principle, which speaks of free membership, according to which The Mondragon Cooperative Experience declares itself open and without any kind of discrimination to all men and women who accept these Basic Principles.

Both the Cooperatives' own rules (applicable only to members) and the applicable collective bargaining agreements and company agreements (applicable to all employees who have an employment contract, both with the cooperative company and with any of the Copreci Group plants) regulate the minimum remuneration of members and employees throughout the Copreci Group, establishing criteria of equity between similar jobs, regardless of the gender of the people who occupy them. In this respect, both the remuneration of staff subject to collective bargaining agreements and that of staff subject to the cooperative's internal rules are established on the basis of the job and not the person who occupies it, thus avoiding discrimination on grounds of gender.

The Wage Gap by professional category for the financial year 2021 and 2020 is detailed below. For this purpose, the wage gaps between men and women for qualified and unqualified personnel at each Copreci plant have been calculated. These gaps by plant were then weighted by the weight of each plant in relation to the number of employees:

	2021		2020 ¹	
	Qualified workers	Unqualified workers	Qualified workers	Unqualified workers
Wage gap	3,74%	-3,20%	12,22%	-2,74%

¹ In the report for the 2020 financial year, the calculation of the Wage Gap was carried out using the arithmetic mean of the average salaries of each plant and, therefore, the figure obtained and included in the 2020 financial year is Skilled workers: 13.69% / Unskilled workers: -1,26%. However, in 2021 the calculation has been assessed and it is considered more correct to apply a weighted average and on the gaps of each plant. Therefore, we update the information with respect to 2020.

The Wage Gap for each plant is reflected in the table below. For example, it is more common to have a negative Wage Gap in unqualified workers, where the presence of women in the Copreci group is high. In skilled workers the female presence is lower, although in general the gap remains at low levels. Occasionally a higher gap is due to the historically low female presence in some of the areas of activity (composition of the workforce), the different specialisation of the jobs and mainly seniority.

Wage gap by plant	2021	
	Qualified workers	Unqualified workers
Spain	5,36%	-10,94%
Mexico	-4,98%	4,68%
Turkey	-3,40%	-14,43%
China	20,70%	-3,56%
Italy	1,34%	7,97%
Czech Republic	16,88%	0,63%

In 2021, the Equality Commission was set up to diagnose the current situation in terms of equality between women and men in the workplace and to design and implement an equality plan at the Copreci Aretxabaleta plant in accordance with Spanish Royal Decree 901/2020.



4.3.1.7. Remuneration of equal or average jobs in the company

The Copreci Group's salaries are above the minimum wage in each country in which it operates, and the remuneration of all the Group's employees is higher than that of equal or average jobs in the company in which it operates. In addition to the fixed remuneration, there is a monthly variable remuneration, which rewards the results derived from operational management in the areas of quality, service, productivity and safety, order and cleanliness.

It should be noted that the Code of Conduct states that the Copreci Group and its third parties shall pay their employees at least the minimum wage in accordance with local legislation (based on the hours that the law stipulates must be worked).

4.3.1.8. Average remuneration of the Governing Council and Top Management

The remuneration of the Board of Directors and Top Management in 2021 and 2020 has been set according to the responsibility that each position has within the organisation, as set out in the Remuneration Policy indicated in the People Management Policy. It is detailed below, broken down by gender (in euros):

	2021		2020 ²	
	Men	Women	Men	Women
Average remuneration of the Governing Council (1)	51.835	43.273	43.532	39.513
Average remuneration of Top Management	92.639	68.792	89.500	63.742

¹ The members of the Governing Council, our highest governing body, do not receive any fixed or variable remuneration for this work. Its members receive the remuneration that corresponds to their daily work in the cooperative, without any extra for being part of the Governing Council. In addition, the members of the Governing Council are partially renewed every two years, with 2021 being the renewal year.

² Corrections have been made with respect to the data presented in the 2020 report in the section on average Top Management remuneration for men, from 76,437 euros to 89,500 euros, and for women, from 60,561 euros to 63,742 euros.



4.3.1.9. Implementation of work disengagement measures

The Copreci Group is aware of the importance of rationalising working hours in order to strike a balance between professional and personal life. In the plants, the Group has conciliation measures based mainly on reduced working hours and flexible working hours -the latter for the part of the collective not subject to manufacturing-. On the other hand, in the offices there are flexible start and finish times to allow people to assume their work, personal and family responsibilities in a satisfactory manner.

The Copreci Group works to provide a healthy working environment and to ensure that its partners and employees can enjoy their free time. In this regard, no significant risk situations have been identified that make it difficult for employees to disconnect from work. Therefore, to date, the Copreci Group has not considered it a priority to draw up a work disconnection policy that regulates the sending of emails after certain hours or on weekends, or the setting up of meetings after a certain time.

4.3.1.10 Members and employees with disabilities

The Copreci Group is highly committed to non-discrimination, inclusion of people with disabilities and universal accessibility. Thus, in both the 2021 and 2020 financial years, the Copreci Group employed 14 people with disabilities. All of them have a quality, stable and equal job. In addition, it should be noted that the Group collaborates with foundations and social integration companies, as explained in section 7.3.

4.3.2 Work organisation

4.3.2.1 Organisation of working time

The Copreci Group respects the breaks and rest periods established by the agreements and applicable legislation. The working day, in annual calculation, is common to all partners and employees, so that each of them, regardless of the peculiarities of their job, in annual calculation, performs the same working day.

4.3.2.2 Number of absence hours

The Group establishes the use of indicators to monitor the registered absenteeism rate. For this purpose, the number of hours of absenteeism of members and employees due to sick leave and occupational accidents is taken into consideration, amounting to 149,975 hours in 2021; in 2020, 129,193 hours.

4.3.2.3 Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.

The Copreci Group promotes the reconciliation of work, family and personal life and, to this end, has implemented measures for flexible start and finish times and free organisation of meal times, except for members and shift workers.

At the same time, the Covid-19 pandemic has presented us with new situations related to work-life balance. With the two basic objectives established in the face of this pandemic (caring for people and caring for the activity), the different situations have been managed throughout the year with greater flexibility, coordination and responsibility.

In 2021, at the Aretxabaleta plant, 52 people requested and enjoyed reduced working hours as a work-life balance measure, of which 20 were men. In the case of the plants, we have specific cases in the Czech Republic (1 woman) and Italy (1 woman).

4.3.3. Health and safety

4.3.3.1. Health and Safety Conditions at Work

The Copreci Group is committed to the occupational health and safety of its employees. In accordance with the strategic framework, the Group has evolved based on a process of continuous improvement in all areas of activity, paying special attention to the safety of people. The Group's objectives in this area are therefore to reduce the number of accidents and incidents.

Copreci attaches particular importance to a safe, clean and healthy workplace. Therefore, the Copreci Group shall provide personnel with a safe, clean and healthy workplace, in compliance with applicable legislation, ensuring, as a minimum, reasonable access to drinking water, sanitary facilities, fire-fighting equipment, medical facilities, emergency exits, safety equipment and adequate ventilation and lighting. It shall also ensure that members and employees are sufficiently trained in the safe performance of their work.

In the Group's Code of Conduct there is a specific section associated with Occupational Health and Safety, establishing that the Copreci Group and its third parties must comply with the provisions of the law on occupational health and safety. Specifically, it covers the following matters:

- Fire prevention
- Accident and incident management
- Occupational health and safety training
- Safety features of machinery
- Safety instructions
- Selection and use of Personal Protective Equipment (PPE)
- First aid equipment and training of personnel

In addition, the Copreci Group and its third parties shall comply with legal occupational health and safety inspections, ensure compliance with corrective actions resulting from governmental inspections, and document such actions in a timely manner.

It should be pointed out that in all the Group's plants except in the Italian plant (in this case there is an annual meeting to review the risk assessment in the workplace), there is an Occupational Health and Safety Committee, or failing that, at least one annual meeting is held to supervise compliance with all the Group's guidelines in this area, and where information, participation and consultation is provided on all matters relating to health and safety.

The number of meetings in the financial year 2021 and 2020 of the aforementioned Committee has been as follows:

	2021	2020
Aretxabaleta	2	3
Mexico	4	12
Turkey	5	5
China	2	1
Czech Republic	1	4

In all Copreci Group plants there is at least one person dedicated to occupational health and safety. In addition, most of them have a medical service. Several plants also have external assistance from occupational health and safety providers. They work from the verification of the safety of the work stations, investigation of accidents, health controls...

The Aretxabaleta plant specifically has several rules and procedures associated with Occupational Health and Safety:

- Aretxabaleta has several Internal Safety Standards (NIS). These include the NIS-1 general rules (which are explained to new recruits), rules that deal with issues such as the use of personal protection, ergonomics or the management of waste and hazardous substances, and also more specific rules such as work at heights, the use of forklift trucks, the use of compressed air systems, electrical system installations or work with open flames.

- Induction training booklets for manufacturing personnel: these mainly cover topics related to the environment, safety and quality. The purpose of the booklet is to facilitate incorporation into the workplace and includes aspects of prevention, including an explanation of the characteristics and functionality of the product and the definition of the conditions of satisfaction for the validation of the learning obtained by the new employee.

- Regular training and information on occupational health and safety in the areas of fire-fighting, first aid, lifting loads, forklift handling, working at heights, electrical training, basic OHS training.

- In all plants, there is an established system of safety training, both at the time of recruitment and in the form of continuous training.

- In addition, in the last two years 2020 and 2021, special importance has been given to COVID prevention protocols in all Copreci plants.

With regard to audits in this area, it should be noted that Copreci, S.Coop. has been certified in ISO 45001, which accredits that it has a robust and efficient Occupational Health and Safety Management System. On the other hand, in all the plants, except in the Czech Republic and Italy, audits related to Health and Safety at Work have been carried out (order and cleanliness audits, safety audits, safety inspections carried out by the prevention delegates, audits of the management system...). As a result of both external audits and internal audits, improvement action plans are drawn up.



	2021	2020
The number of all employees covered by ISO45001, subject to audit or certification by a third party	684	600,6
Percentage of all employees covered by ISO 45001, subject to audit or certification by a third party	34,1%	34,6%

Data on number of workers: Average number of workers 2021 and 2020

In addition to the above, there are the following programmes and initiatives:

- Aretxabaleta plant: initial training, explanatory risks in machines, continuous training in health and safety (2 new incorporations), medical check-ups, adaptations to work stations, occupational health and safety operational control plan, risk assessment. Posters have been put up to inform about the correct use of PPE in vending machines.
- Mexico plant: continuous health and safety training, adding safety devices to machines. A health fair was held, where workers were invited to undergo general medical check-ups.
- Turkey plant: periodic inspections by sections.
- Czech plant: Each workplace is provided with instructions on safety, risks and how to use the equipment in the workplace. Employees are tested on their safety knowledge of their work place.
- China plant: The insulation of the machines is improved to attenuate noise and prevent injuries. Workers' PPE is reviewed, proposing possible improvements.
- COVID protocols across the board in all plants.

Participation and consultation is ensured at all plants through:

- Health and safety committees with worker representation.
- Information on boards, emails.
- Presence of security delegates (Aretxabaleta)

With regard to OHS training, this is a summary table of the different types of training given, in addition to the training given when a new worker joins the company:

Aretxabaleta Plant

* Training-information on the risks of the workplace for new recruits and job changes.

* Individual on-the-job ergonomics training for new recruits and staff as planned every 5 years.

* Programme for the prevention of back disorders and healthy habits (Gozaindu).

Plant Italy:

- * First aid training.

Plant Turkey:

- * Security training for new entrants

Czech plant:

- * Training in first aid and fire-fighting equipment.

Chinese plant:

- * Different training courses for plant safety officers.
- * Fire training
- * Forklift driver training

Mexico Plant

- * Training in fire-fighting, first aid, handling, transport, storage and processing of chemicals, safe operation and safety devices on machinery and equipment.

4.3.3.2 Accidents at work

The Copreci Group faithfully considers the health and safety of its partners and workers to be a fundamental and priority issue, and the guidelines for action are transmitted from the highest levels of the organisation, where improvement objectives are set and indicators are monitored.

The occupational accident rates for the financial years 2021 and 2020 are as follows:

	2021		2020 ¹	
	Men	Women	Men	Women
Frequency rate*	12,72	18,08	17,83	17,18
SEVERITY RATE**	0,39	0,34	0,50	0,38

* (Number of accidents with time off work x 1000000) / Number of hours worked

** (Number of days lost x 1000) / Number of hours worked

⁽¹⁾ Corrections have been made to the data presented in the 2020 report in the section on frequency rate and severity rate for men and women.

- With regard to the seriousness of injuries resulting from occupational accidents, situations have arisen

	2021		2020	
	Men	Women	Men	Women
Injury rate per occupational accident with major consequences	0	0	0	1,73
Rate of deaths resulting from an occupational accident injury	0	0	0	0

4.3.4 Social Relations

4.3.4.1 Organisation of social dialogue

As set out in the Code of Conduct, the Copreci Group and its third parties shall allow their employees to take part in collective bargaining tables, collective bargaining being the free negotiation between employer and employee representatives (independently and freely chosen by the employees).

It should be stressed that one of the basic cooperative principles is participation in management. The Mondragón cooperative experience considers that the democratic nature of the cooperative is not limited to its corporate aspect, but implies a progressive development of self-management and, consequently, of the participation of members in the sphere of business management, which in turn requires:

- The development of appropriate mechanisms and channels for participation.
- Transparency of information regarding the evolution of the cooperative's basic management variables.
- The practice of consultation and negotiation methods with the members and their social representatives in economic, organisational and labour decisions that concern or affect them.
- Systematic implementation of social and vocational training plans for members.
- The establishment of internal promotion as the basic means of filling positions of greater professional responsibility.

The Copreci Group provides various mechanisms to enable dialogue between people and the organisation:

Areas of communication and participation

- Employees' meetings: these are the monthly meetings held by the natural teams, in which departmental objectives and action plans, business indicators, etc. are monitored.
- Social Council area meetings (*): this is a monthly meeting at which information on the company's progress is provided to members and employees, and also serves to channel people's doubts or concerns to the Chairman of the Governing Council.
- Informative talks (*): these are held annually prior to the General Meeting of members to present and explain the issues to be discussed at the General Meeting and which must be attended by all members.

- Queries and complaints: Queries can be submitted to the Human Resources Department at any time.

- Suggestions: in each area there are mailboxes where suggestions or any type of communication can be deposited.

- Intranet: where the Strategic Plan, management systems, projects in different areas, etc., are shared.

(*) Specific for Copreci, S.Coop.

Information points

- Information panels located in the Plant.
- "Txokos" on the ground floor: workspaces with operational information about the area.
- Copreci's manufacturing specifications and information in general.
- Achievement dashboard: where the indicators for the calculation of the Variable Remuneration and the achievements month by month are reflected.
- App Eskura(*): is the application for smartphones that publishes information of interest to members, e.g. calendar, vacancies, news, etc.
- TU Lankide(*): Quarterly magazine of the Mondragon Corporation.
- In 2020, the COVID-19 pandemic crisis committee was activated and communicated to employees via the Eskura App, intranet, noticeboards and emails. This activity continued throughout 2021.

(*) Specific for Copreci, S.Coop.

The COVID-19 pandemic has accelerated the need for Digitalization in communications, with a special focus on those workers and members who do not work with computers during their working day. With the aim of bringing us all together in this shared project, in 2021 the communication strategy has been carefully considered. The main initiatives have been:

- Given the difficulties of holding face-to-face meetings due to COVID-19, new formats for sharing information have been generated, such as the summary minutes of the social council that are published in the APP and on the dashboards.
- Communication of the review of the Management Plan with new digital tools, via specific telematic meetings organised by sections and shifts, with the active participation of IT, manufacturing, management, staff and members of the Social Council).

4.3.4.2 Percentage of persons covered by agreement per country

Below is a breakdown by country of the percentage of employees covered by collective bargaining agreements at year-end 2021 and 2020:

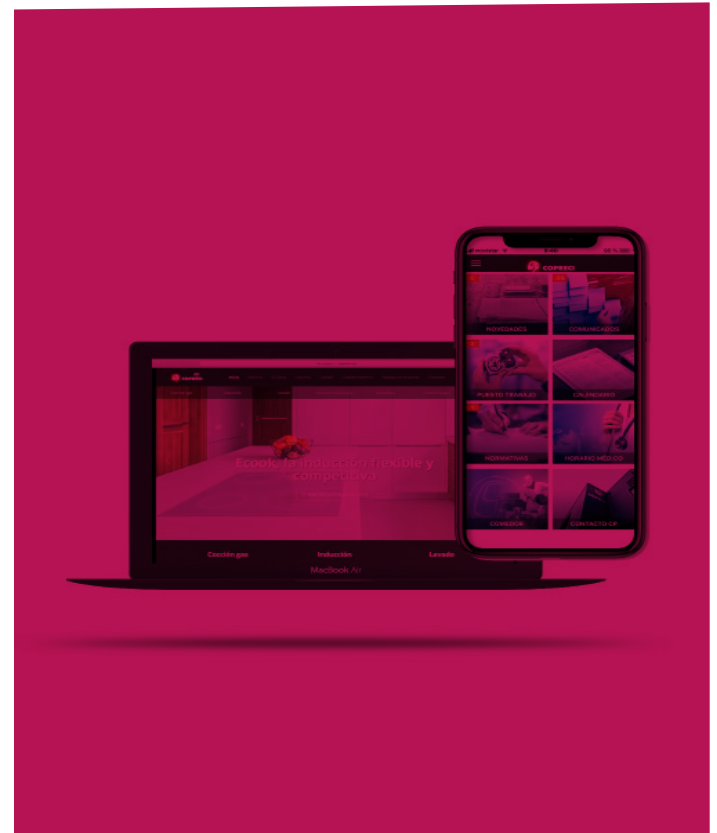
	2021		2020	
	Covered by applicable collective agreement	Not covered by applicable collective agreement	Covered by applicable collective agreement	Not covered by applicable collective agreement
Spain⁽¹⁾	16,29%	84%	7,19%	92,81%
Mexico⁽²⁾	94,68%	5,32%	93,81%	6,19%
Turkey	0%	100%	0%	100%
Italy	100%	0%	100%	0%
Czech Republic⁽³⁾	0%	100%	0%	100%
China	100%	0%	100%	0%

⁽¹⁾ Corresponds to contracts of cooperative members, who are not governed by collective agreements, but have a specific body of rules governing their rights and obligations in relation to the cooperative.

⁽²⁾ At the Copreci Mexico plant, only direct labour employees are covered by an agreement.

⁽³⁾ Corrections have been made to the data presented in the 2020 report on the % covered by agreement at the Czech plant, where the columns were swapped.

In countries where there are no reported workers covered by collective bargaining agreements, such as Turkey, there is an internal company agreement through which management and worker representation regulate and agree on the working conditions of the company.



4.3.4.3 Taking stock of collective agreements (particularly in the field of occupational health and safety)

As mentioned in section 4.3.3.1 Occupational Health and Safety Conditions, there is an Occupational Health and Safety Committee in all the Group's plants except Italy.

4.3.5 Training

The Copreci Group promotes the learning of its employees and partners as the cornerstone of professional development, in order to achieve greater adaptation to the new strategic challenges of the Group.

It should be stressed that one of the basic cooperative principles is education.

In addition, Copreci, S.Coop establishes “Job adaptation or learning plans”, the aim of which is for new recruits to learn about the position, people and areas with which they will be involved and a specific training plan to achieve optimum performance and adaptation to the company’s culture in the shortest possible period of time.

In 2021 we have given new impetus to the promotion of learning, working on the concept of “learning to learn”, as a basic tool for tackling the new competencies that our new strategic plan asks us to develop as people and as an organisation. In this aspect, in 2021 we have worked on sharing our knowledge, and in the Copreci Group we have organised internal training sessions to share our knowledge with our colleagues. A learning location has also been created on the intranet to share, consult and generate conversations.

During the financial years 2021 and 2020, several training actions have been carried out. The number of training hours per professional category is detailed below:

	Governing Council	Top Management	Qualified	Unqualified
Training hours 2021	239	107	3.599	2.370
Training hours 2020	1	107	3.573	785

There has been a significant increase in training hours, especially due to the impossibility of bringing people together in person in 2020 as a result of compliance with covid-19 protocols.

In addition to on-the-job training, Copreci provides financial support - from COFIP funds - for training that members and employees undertake on their own interest and initiative in subjects not necessarily related to their position or job in the cooperative.

Of these training hours, 384 hours were given in cooperative training for the members of the different cooperative bodies.

4.3.6. Accessibility

In terms of accessibility for people with disabilities, the Copreci Group complies with the accessibility regulations in each of the countries in which it operates. Thus, all the Copreci Group’s own facilities are fully adapted for people with disabilities who currently work at Copreci.

4.3.7. Equality

The Copreci Group has basic cooperative principles based on equality and reflecting a clear commitment to people. These include the following:

Free Accession

The Mondragon Cooperative Experience declares itself open to all men and women who accept these Basic Principles and accredit their professional suitability for the jobs that may exist. There will therefore be no discrimination whatsoever on religious, political, ethnic or gender grounds when it comes to joining the Experience. It shall only be required to respect the postulates of its internal constitution. Free membership shall be the guiding principle of action and interpersonal relations in cooperative development.



Democratic Organisation

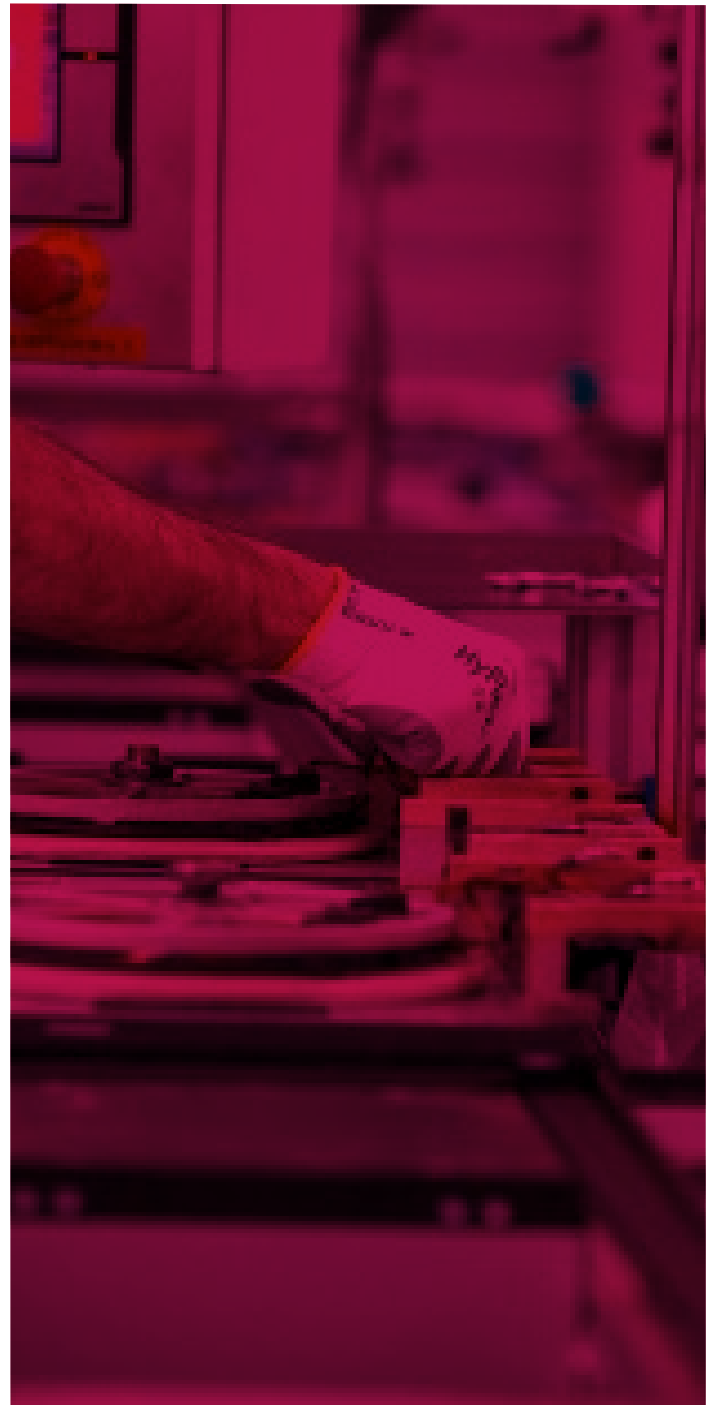
The Mondragon Cooperative Experience proclaims the basic equality of worker-members in terms of their rights to be, to own and to know, which implies the acceptance of a democratic organisation of the company, which is specified in:

- a) The sovereignty of the General Meeting composed of all the members, which is exercised according to the practice of “one person, one vote”.
- b) The democratic election of the governing bodies, and specifically of the Governing Council, which is responsible to the General Meeting for its management.
- c) Collaboration with the governing bodies appointed to manage the Group by delegation of the entire community, which shall have sufficient powers to perform their function effectively for the economic benefit of the Group.

The Group's code of conduct also recognises cultural differences and the different standards applicable in each country. Employment conditions must be based on the individual's profile for the job, not on personal characteristics or beliefs. Therefore, it will not discriminate in recruitment, pay and benefits, promotion, discipline and termination on the basis of race, religion, gender, marital status, age, political affiliation, place of birth, sexual orientation or any other reason prohibited by law.

It should be noted that Copreci, S.Coop. has established a specific procedure for dealing with cases of harassment called “protocol for dealing with moral or gender-based harassment”, which describes what is meant by harassment, the preventive measures it has in place, as well as the procedure for action in the event of a situation of this nature arising. The committee in charge of analysing, evaluating, arbitrating and, if necessary, proposing a solution to situations of violence and/or harassment in the workplace is the Conflict Evaluation and Management Committee. The complaints channel guarantees the confidentiality of the complaint and the person making the complaint.

This committee is also responsible for assessing other types of conflicts, such as relational conflicts. During 2021, this conflict assessment and management committee has had the opportunity to manage situations of internal relational conflicts, detecting those situations in a preventive manner to avoid their aggravation. This committee is also advised on technical, medical and psychological aspects in order to offer the best possible assessment and solution.



5. Information on respect for human rights

5.1. Company policy

The Copreci Group has a Code of Conduct that represents its commitment to respecting human rights in the exercise of its activity and to complying with all applicable laws and regulations in the countries where it carries out its business activities.

5.2. Identified risks

The Copreci Group has a commitment to Human Rights that seeks to guarantee respect for the dignity of all people and their inherent rights. With this in mind, the Copreci Group has decided to identify the social and labour risks arising from its activities in the different areas and countries in which it operates.



5.3. Human rights-related management and performance

5.3.1 Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress any abuses

As stated in its Code of Conduct, the Copreci Group recognises the fundamental principles of the Declaration of Human Rights, as defined by the UN (United Nations of 1948).

As a general principle, it is established that, in carrying out professional activities, any relevant person of the Copreci Group or third party shall be aware of and comply with the laws in force in the country in which he/she lives and works on a regular or occasional basis and shall treat his/her employees with dignity and respect.

Any Copreci Group person or third party, who is forced or incited to break the law, shall immediately report the matter to his or her manager or Group Human Resources Corporate Management, as set out in the Code of Conduct.

The Copreci Group and its third parties shall keep records of monthly payments and hours worked for each person, including both partners and employees with permanent and/or temporary contracts.

It should be noted that in all the Group's plants there are both mailboxes for collecting complaints and a specific e-mail address for this purpose, through which any type of malpractice or conduct contrary to the Code of Conduct, such as bribery, corruption, abuse, discrimination, etc., can be reported. Copreci's management bodies are responsible for ensuring compliance with the Code of Conduct and for taking action in the event of any incidents occurring in this regard, ensuring that they do not happen again in the future.

As far as Copreci, S.Coop is concerned, the Integrated Management System (IMS) policy establishes guaranteeing respect for the principles of Social Responsibility as set out in the ISO 26000 Standard (accountability, transparency, ethical behaviour, respect for stakeholders, respect for the principle of legality, respect for international standards of behaviour and respect for human rights).

5.3.2.Complaints of human rights violations

In 2021 and 2020, the Copreci Group has not received any human rights complaints.

5.3.3.Elimination of forced labour and abolition of child labour

In relation to child labour, the Code of Conduct states that the Copreci Group and its third parties will not hire children and will keep a register of the date of birth of all personnel. In the event that the presence of a minor is detected in the plants, the Human Resources department will be informed in order to terminate the contract and the relevant corrective and preventive actions will be defined.

Furthermore, the Copreci Group's code of conduct prohibits forced and arduous labour at any of its plants.

Besides, the Copreci Group is committed to respecting freedom of association and collective bargaining and to rejecting all forms of discrimination and exploitation, thus ensuring compliance with the provisions of the International Labour Organisation.



6. Information on anti-corruption and anti-bribery



6.1. Company policy

The Code of Conduct is a key element in preventing possible corruption, bribery and money laundering activities. It is communicated to new employees of Copreci S.Coop. by means of the welcome manuals established for this purpose, and is signed by them. These manuals indicate the obligation to read and comply with this Code of Conduct. A copy of the code can be found on the Copreci Group's Internet and Intranet addresses.

It should be noted that there is a control structure in place to monitor compliance with the Code. This is the responsibility of the Corporate HR Department, whose tasks are summarised below:

- Ensure that the Code is properly communicated to all Copreci Group employees and anyone else who may be interested.
- Revision of the Code.
- Maintaining confidentiality.

6.2. Identified risks

The Copreci Group's management has identified the corruption and money laundering risks to which the Group is exposed. These risks include, among others, those related to activities such as the offering, giving and acceptance of gifts or personal benefits, the introduction of money of illicit origin, the unlawful action of a member of the Copreci Group and the risk of improper and/or illegal actions by persons employed by the Group's management.

During 2021, an active communication was made to Copreci's suppliers reminding them of the no gifts policy in accordance with our code of conduct. Copreci seeks to avoid any misperception, however slight, about the professionalism of the relationship with suppliers.

With the Code of Conduct, the provision of the confidential whistleblowing channel and the other policies and measures developed throughout this report, the risks detected are understood to be sufficiently covered.

6.3. Anti-bribery and anti-corruption management

6.3.1. Measures taken to prevent corruption and bribery and against money laundering.

In relation to corruption and bribery, the Code of Conduct establishes a strict prohibition on receiving from third parties and/or offering to third parties any gift that, due to its value, may be interpreted as a gift that exceeds courtesy and is made with the aim of obtaining favourable personal treatment or favourable treatment for any company of the Copreci Group. It also clarifies that Copreci Group companies may not finance candidates or political parties, and that it is strictly forbidden to access funds and credits of public origin without the prior authorisation of the Planning and Media Department.

In relation to money laundering, it is specified that all transactions must be recorded at the accounting level. Furthermore, every transaction must have a corresponding copy, a copy which can be consulted at any time and which makes it possible to identify the authors of the transaction, those who authorised, recorded and filed it.



There are two channels of communication for reporting misconduct:

- Communication to management or Corporate Human Resources Management
- Communication via an e-mail address

In both cases, it is guaranteed that complaints received will be treated with absolute confidentiality.

It should be noted that Copreci, S.Coop. has carried out a global communication action for the entire group, explaining what the code of conduct is and explaining its content. As mentioned above, new recruits are informed of the code during the welcome process.

7. Company information



7.1. Company policy

The Copreci Group's purpose is to "promote sustainable, economic and social development in a lasting way wherever we are present". It is, therefore, our reason for being. We integrate corporate social responsibility as part of our business strategy, with the aim and commitment to have an impact on the well-being of society, especially where we are present. Thus, the Copreci Group works to generate a positive impact on society, supporting numerous social projects.

Copreci S.Coop. is now certified in Social Responsibility SR10.



7.2. Identified Risks

The main risks identified in this area relate to possible breaches of applicable regulations in the communities in which the Copreci Group operates, as well as breaches of regulations or ethical standards by the main stakeholders with which the Group has dealings.

7.3. Impact on society: community development and solidarity

Copreci S. Coop. has a Social Transformation Committee, which brings together members of

the Governing Council, Social Council and Management, as well as volunteer members, where on the one hand, the different social transformation projects developed by the FAGOR Group are monitored, and on the other hand, proposals are drawn up for activities or projects to be promoted by the cooperative itself.

Copreci S.coop. as a member of the Mondragon Corporation and based on the group's cooperative principles, also shares the strategic challenges defined in its Socio-business Policy in the field of social transformation.

The Corporation's Socio-business Policy 2021-2024 includes as its VISION its clear vocation to generate a positive social impact on its environment

The MONDRAGON Group is a reality that helps to generate powerful and supportive socio-business fabrics in the places where it is present

Through 2 of its Strategic Challenges:

"Living our values": our cooperative model, and the commitment of our people, are a differential that should enable us to do business in a different way, with greater solidarity and a commitment to sustainability and social transformation.

"Making a better world": we believe in the cooperative legacy, leaving to the next generations not only stronger and better cooperatives, but also a better development model for people and planet.

We want to reinforce our vocation for social transformation on the basis of the Sustainable Development Goals, focusing on those we want to be benchmarks.



MONDRAGON AND THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals, also known by their acronym SDGs, are an initiative promoted by the United Nations to give continuity to the development agenda after the Millennium Development Goals.

Mondragon contributes to this initiative by providing solutions in each of its areas.

Copreci S.coop. in turn belongs to the FAGOR Group, through which it promotes the main transformation projects by coordinating the management of COFIP funds.

The FAGOR Group's Social Transformation Committee prepares proposals for projects and activities with a social impact at Group level. In the same way, the Transformation and Sustainability Committee of Copreci works on the selection of more local projects to support.

Fagor has these COFIP funds (Cooperative Promotion and Education Funds) which are fed with 10% of the annual profits of the cooperatives that make up the Group, as established by the Basque Cooperatives Act. Moreover, like the other cooperatives in the Fagor Group, Copreci S. Coop. allocates an **additional 2%** to this fund, as a sign of our commitment to social transformation.

Most of this fund is used to promote strategic projects that aim to have a long-term impact, while another part is distributed among different agents in society in the short to medium term.

The Copreci Group uses the following main criteria when prioritising projects and making financial allocations:

- Advocacy on the different Sustainable Development Goals
- Proximity to a Copreci group plant
- Participation of Copreci members

Copreci S. Coop. contributed **183,393 euros** to this fund in 2021 to meet needs in different areas and support various projects / agents in society. The total financial contribution of the Fagor group was **1,076,652 euros**.

(in thousands of Euros)

	2018	2019	2020	2021
COFIP Group Fund (€)	3.303	2.039	3.254	1.076
Contribution of Copreci S. Coop.	456	198	248	183



Based on the internal regulations of the FAGOR group, the decision was taken to allocate the 2021 COFIP funds to the different areas, as follows:

DISTRIBUTION OF COFIP FUNDS 2021

	TOTAL AVAILABLE	EDUCATIONAL PROMOTION %25 269.163 €	SOCIAL AND COOPERATIVE PROMOTION (60-65) %65 699.824 €				COMMUNITY DISTRIBUTION (10-15) %10 107.665 €	
		Cooperative Education %25	Social Innovation Platform %25	Euskararen Normalizazioa (20-25) %25	MUNDUKIDE NGO (10-12) %10	Intercooperation / coop. promotion (3-7) %5	Social Transformation Projects in cooperatives (2-7) %2	Cooperatives %8
COPRECI	183.393 €	45.848 €	23.798 €	45.848 €	18.339 €	9.170 €	3.668 €	14.671 €
TOTAL	1.076.652 €	269.163 €	269.163 €	269.163 €	107.665 €	53.833 €	21.533 €	86.132 €

The main areas of action:

Educational Promotion Area: financial support for programmes of activities of the Educational Centres in the social environment of the Cooperatives, especially initiatives that promote cooperative education and the application of cooperative principles in the ordinary educational process.

Community Development - Debagoiena 2030 (D2030)

A network created to promote the sustainable development of the territory where most of our cooperatives are located.

With a view to 2050, the vision of Debagoiena 2030 is to become a smart, inclusive and climate-neutral territory, by deepening the community development of the territory.

In order to achieve this vision, the network aims to facilitate links between social agents and people, to influence people's values and world vision, and to promote innovative initiatives and projects that have a significant impact on the territory.

The priority areas of intervention that have been identified are as follows:

- The future of work
- Energy transition
- Circular economy
- Sustainable mobility
- Healthy and sustainable food
- Education for sustainability

Throughout the year 2021, work has focused on 2 areas: the energy transition and the future of work

Social and cooperative promotion:

The Social and Cooperative Promotion area finances the following actions:

- Those that form part of the plans for the normalisation of the use of Basque as a working language in the Group. We have been working for more than forty years to make possible a working world in which Basque is increasingly present. Among other initiatives, it is worth highlighting the establishment of improvement plans in natural teams, aimed at increasing the use of Basque in their own meetings, dynamics and communications in general. Compliance with these criteria is monitored by two specific bodies: Jarraipen Batzordea (Monitoring Committee) and Euskara Batzordea (Basque Language Committee).
- The dissemination of cooperativism in society in general, promoting the implementation of the cooperative model in regional organisations and realities.
- Those framed within the framework of the principle of inter-cooperation; in particular those aimed at the creation of inter-cooperative support structures.
- To the training and education of its members and workers on cooperativism, cooperative activities and other subjects not related to the workplace.

Community distribution

The Community Distribution area responds to requests for financial aid aimed at supporting social associations and organisations in the fields of welfare, culture, sport, etc. in the social environment in which the Cooperatives operate.

The Copreci Group uses the following main criteria when prioritising projects and making financial allocations:

- Advocacy on the different Sustainable Development Goals
- Proximity to a Copreci group plant
- Participation of Copreci members

Taking into account all these distribution criteria, they are identified and analysed throughout the year until the priority transformation projects to be supported are selected.

Taking into account these distribution criteria, they are analysed throughout the year to select the priority transformation projects to be supported.

Below is a list of the social projects promoted by Copreci S. Coop and the FAGOR Group in 2021:



3 GOOD HEALTH
AND WELL-BEING



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



5 GENDER EQUALITY



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



Involvement of partners in 2021 projects:

- **COVAX campaign:** this campaign to help vaccinate against COVID in developing countries with limited resources was boosted, and 8,620 euros were collected at Group level (personal contributions), in addition to the 10,000 euros contributed through the COFIP fund, which enabled UNICEF to reach 6,063 people with the vaccine.
- **DOGOOD project:** participation of several partners in a pilot project to test this mobile application, which aims to strengthen individual awareness of actions in favour of sustainable development.
- **GEHIKOOP Project:** Several members of Copreci, S.Coop. have completed their participation in MUNDUKIDE's GEHIKOOP project, collaborating with the agri-food cooperative COOPAN, which belongs to the Landless Movement (MST) in Brazil. Objectives of the project: to support the communities of the MST Movement from MONDRAGON, and to bring MUNDUKIDE's work closer to the cooperatives.

Project	Description	COPRECI	GROUP
DEBAGOIENA 2030	Network to promote the sustainable development of the region. Vision: to be a smart, inclusive and climate-neutral territory through community development.	45.848€	269.163€
GIZABIDEA	Educational Promotion: aid for the implementation of programmes and investments in Educational Centres in the social environment of the Cooperatives, promoting cooperative education.	45.848€	269.163€
EUSKARAREN NORMALIZAZIOA	Support for Plans for the normalisation of the Basque language in cooperatives.	45.848€	269.163€
MUNDUKIDE	Collaboration with Southern Cone countries. Sharing experiences, knowledge and resources, encouraging self-management and cooperative work.	16.636€	97.665€
GARABIDE	Association for the support of peoples in the recovery of minority languages.	1.700€	10.000€
ERRIGORA	Local production and distribution of food from the south of Navarre, promoting the Basque language.	12.839€	30.000€
BIZIPOZA (Inclusión social)	To offer emotional and material support to families and associations with difficulties, through creativity and the Basque language.		25.000€
COVAX (campana vacuna Unicef)	Fundraising for COVID's vaccination campaign in developing countries with limited resources.		10.000€
EITB Maratoia (Alzheimer)	Campaign to raise funds for Alzheimer's research.		15.000€
AZARO Fundazioa	Development of the Lea-Artibai region, seeking to attract talent from educational centres to the cooperatives.		4.146 €
COPRECI MEXICO	Training for the incorporation of young people in Chiapas into the labour market	1.300 €	
COPRECI TURQUIA	Foster homes for children/young people in difficulty.	1.500 €	
GUHAZIAKGARA	Association of Aid to Immigrants (Aretxabaleta)	1.503 €	
ALTSASU Kirol Elkartea	Alsasua football club	300 €	
ALTSASU Saskibaloitalka	Alsasua Basketball Club	300 €	
PILOTAJAKU (Altsasuko pilota)	Alsasua Pelota Club	300 €	
UDA (Unión dep. Aretxabaleta)	Education and development through sport	1.200 €	
DORLETAKO AMA Txirrindulari elk.	Mondragón Cycling Club	300 €	
MONDRA Futbol Eskola Elkartea	Mondragon football club	300 €	
LORAMENDI ELKARTEA	Integration and education through the Basque language	800 €	
AMS Mundu solidarioa	NGOs to help developing countries.	1.000 €	
NDANK NDANK	Promotion of interculturality and development cooperation between Basque and Senegalese people.	800 €	
GIPUZKOAKO Elikagai Bankua.	Enable access to basic food for families in difficulty.	900 €	
GOIENER S. Coop.	Promote energy saving and the development of renewable energies.	500 €	

7.4. Outsourcing and sourcing

7.4.1. Social and environmental responsibility in supplier companies

Due to the nature of its business and the ambition for growth set out in our new Strategic Plan, the Copreci Group manages high volumes of purchasing and outsourcing and must be prepared to integrate the supply chains of its suppliers and partners into its own value chain. This is why the Copreci Group considers it key that its extended value chain is aligned with its values and requirements in terms of health and safety, respect for human rights, the environment and ethics and integrity, and one of the Group's objectives is to promote Social Responsibility throughout the supply chain.

The Copreci Group's Code of Conduct states that compliance with the Code is mandatory for its consulting companies and suppliers. Likewise, in relation to working with third parties, it is mentioned that any relevant person of the Copreci Group who contacts a third party must ensure that the supplier company is certified in some of the Social Responsibility Standards, has its own published Code of Conduct or undertakes to comply with the Copreci code by signing it, accepting that the business relationship is governed by the rules contained in the Copreci Group's Code of Conduct. In this way, it ensures that suppliers and subcontractors will in turn comply with the obligations contained in the Code of Conduct. The Code of Conduct can therefore be extended to suppliers and subcontractors and, for the most relevant ones, is signed by them as a commitment to comply with and adhere to the Code of Conduct.

7.4.2. Monitoring systems and audits of supplying and subcontracting companies

The pre-assessment is an essential requirement and is the first step for a subcontractor supplier company to be able to work with the Copreci Group. In the Pre-evaluation document, which is shared with the potential Supplier, certificates are requested for Quality, Environmental, Occupational Health and Safety and Social Responsibility. If the supplier company is not certified in any of the Social Responsibility Standards, it can attach its own Code of Conduct or undertake to comply with the Copreci Code.

Although the year 2021 has been marked by the pandemic and with it the absence of contacts, trips, etc. the Copreci Group has maintained the same level of professionalism and responsibility in terms of Social Responsibility and has ensured compliance by integrating the Plants in this objective and giving them a leading role in compliance with the Suppliers in each Region. In this way, in 2021 we have achieved new challenges at a global level, both in terms of adhering new suppliers to our Code of Conduct, as well as developing projects for the Digitalization of information, thus encouraging less use of paper and also promoting returnable packaging projects, among others.

In 2021, 70% of the companies supplying A-type components are either signed up to Copreci's code of conduct or have their own code of conduct (69% in 2020). In addition, 80% of new component suppliers approved in 2021 have signed our code or shared our Corporate Code.

With regard to Regionality and consequently to Sustainability and Risk management, the following table represents the situation in 2021:



COPRECI GROUP SUPPLIERS	PLANT			
	EUROPE	MEXICO	TURKEY	CHINA
% SUPPLIERS REGION EUROPE	87%	17%	27%	5%
% SUPPLIERS REGION NAR	0%	70%	0%	0%
% SUPPLIERS REGION TURKEY	6%	2%	67%	0%
% SUPPLIERS REGION ASIA	8%	11%	6%	95%

For example, 87% of sourcing at Copreci's European plants comes from within Europe. In China, local sourcing rises to 95%, and in Turkey and Mexico it remains in the 65-70% range.

7.5. Consumers

7.5.1. Measures for the health and safety of consumers

The Copreci Group maintains a commitment and responsibility to its customers, striving to develop and offer products and services that meet their expectations and maintaining a constant flow of communication.

All Copreci Group plants are ISO9001 Quality certified.



One of the Group's main objectives is to constantly add value for its customers in terms of innovation and sustainability. To this end, the Copreci Group has various committees responsible for making this possible.

Due to the search for continuous improvement and contribution of value, the Copreci Group develops Research, Development and Innovation projects, which allow them to offer their customers the most appropriate technological and economic solutions to their needs, offering year after year a differential value contribution in performance, functions and solutions.

Copreci, S.Coop. has an Innovation Committee and different indicators related to innovation are measured annually:

In 2021 we have registered 4 new inventions (3 in 2020), with 10 registrations having been filed worldwide (22 in 2020). In total we have 70 patent families in force (71 in 2020) with 268 registrations in the different countries (262 in 2020).

From the perspective of the consumers or end users of our products, systems and solutions, it should be noted that the Copreci Group's products are guaranteed in terms of safety and reliability in use.

Copreci's value proposal pursues the development of new functions, features and solutions that provide the end user with: improving the response to the demand for features and functions in the use of household appliances, increasing the durability of household appliances and their components, minimising the impact on the climate, increasing the life cycle of products, meeting and responding to new requirements that come to us from a social and/or environmental perspective in the form of added value or new products and solutions.

7.5.2. Complaint systems, complaints received and their resolution

All Copreci Group plants have an internal process for managing customer complaints and monitor the number of complaints. Specifically, there are three types of non-conformities:

- Customer sends non-conforming parts
- Customer reports non-conforming parts
- Service non-conformities

Depending on each one of them, different follow-up guidelines are established, but in any case, an analysis of the reason for them is carried out and, if deemed necessary, the relevant corrective actions are adopted, which will be identified in the customer's own complaint record. All measures taken in relation to a complaint are followed up and duly supported and documented.

It should be noted that the Copreci Group works to respond as quickly as possible to the complaints of its customers, with the premise of closing all complaints in the best possible time, leaving no open complaints unresolved.

The Copreci Group also has a process framework for "Operational Customer Management", the aim of which is to establish a methodology to be used in the customer service process by participating in their projects, promoting close collaboration in their strategies and providing them with after-sales service. Among other things, it discusses the process of managing visits and commitments with customers, product non-conformities, service non-conformities, the signing of contracts with customers, responsibilities and follow-up indicators.

The guarantee offered by Copreci is reflected in the Quality clauses of the contracts signed with customers. In the absence of these, the guarantee offered is that of the legislation in force in the country where the plant where the product is to be delivered is located.

7.6. Tax information

The Group is committed to maintaining transparent and collaborative relations with the various public administration bodies, taking into account the level of development and the needs of the countries, regions or localities affected by its activity. It also reinforces this principle by collaborating with public administration bodies in the ethical and economic development of the communities affected and in their continuous improvement.

In order to comply rigorously with its tax and social security obligations in all the territories in which it operates, and in compliance with its obligations as a group, the Group's transfer pricing assessment is regularly updated in accordance with the applicable tax regulations.

8. Subsequent events

The war that began on 24 February in Ukraine and the measures adopted by the international community to sanction Russia are having a series of consequences in different areas. For example:

- Energy crisis: The conflict in Ukraine has led to higher oil and gas prices.
- Commodity crisis: The conflict is leading to increases in energy and industrial raw material costs. This will put upward pressure on inflation which will further reduce household purchasing power and consumption.
- Humanitarian crisis: More than 2.3 million people have fled Ukraine and another million remain displaced inside the country.

- Trade Crisis: The various packages of restrictions to sanction Russia and Belarus are hampering trade in non-dual-use goods. Difficulties in customs clearance, transport, sales coverage, collection, etc.

In view of this situation, Copreci has activated the active management of the direct and indirect risks arising from this crisis through its Crisis Committee. In this regard, it should be noted that Copreci has a low exposure to sales in Russia, Belarus and Ukraine.



9. Table of reference requirements of law 11/2018 INF and Global Reporting Initiative Content (GRI Indicators)

The following is a detail of the requirements of Spanish law 11/2018 of 28 December and their association with the Global Reporting Initiative (GRI) standards reported by the Copreci Group:

Contents of Law 11/2018 INF	Standard used (GRI)	Section	Remarks
0. General information			
A brief description of the group's business model, including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends likely to affect its future development.	GRI 102-1 GRI 102-2 GRI 102-4 GRI 102-6 GRI 102-7 GRI 102-40 GRI 102-47	1.1 1.2 1.3 1.4 1.5 1.6	
Policies applied by the group, including the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures that have been adopted.	GRI 102-16 GRI 103-1 GRI 103-2 GRI 103-3	3.1, 4.1, 5.1, 6.1, 7.1	
Key risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each issue. This should include information on the impacts that have been identified, providing a breakdown of these impacts, in particular the main short, medium and long-term risks.	GRI 102-15 GRI 102-29	3.2, 4.2, 5.2, 6.2, 7.2	
1. Information on environmental issues			
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	GRI 102-15 GRI 102-29	3.3	
- Environmental assessment or certification procedures	GRI 102-11	3.1	
- Resources dedicated to environmental risk prevention	GRI 102-29	3.1	
- Application of the precautionary principle	GRI 102-11	3.1	
- Provisions and guarantees for environmental risks	GRI 307-1	3.2	
Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	GRI 103-2 Management Approach (with a view to GRI 302 and 305 emissions)	3.3.1	
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	GRI 103-2 Management Approach (with a view to GRI 306 Effluents and Waste)	3.3.2	

Contents of Law 11/2018 INF	Standard used (GRI)	Section	Remarks
Actions to combat food waste.	GRI 103-2 Management Approach (with a view to GRI 306 Effluents and Waste)	*	This content is not material for the Copreci Group because its production process does not include the incorporation or treatment of foodstuffs.
Water consumption and water supply according to local constraints. Water and effluents		3.3.3	
Consumption of raw materials and measures taken to improve the efficiency of raw material use		3.3.3	
Energy: Consumption; Measures taken to improve energy efficiency, Use of renewable energies	GRI 103-2 Management Approach (GRI 302 Energy)	3.3.4	
Greenhouse Gas Emissions and measures taken to adapt to the consequences of Climate Change.	GRI 103-2 Management Approach (with a view to GRI 305 Emissions)	3.3.4	
Voluntary medium- and long-term reduction targets set to reduce GHG emissions and means implemented to this end.	GRI 103-2 Management Approach (with a view to GRI 305 Emissions)	3.3.4	
Measures taken to preserve or restore biodiversity	GRI 103-2 Management Approach (with a view to GRI 304 Biodiversity)	*	No activities or operations in protected areas.
Impacts caused by activities or operations in protected areas	GRI 103-2 Management Approach (with a view to GRI 304 Biodiversity)	*	No activities or operations in protected areas.
2. Information on social issues			
Total number and distribution of employees by gender, age, country and occupational classification	GRI 102-7 GRI 102-8 GRI 405-1. b)i GRI 405-1. b)ii	4.3.1.1	
Total number and distribution of types of employment contracts	GRI 102-8	4.3.1.3	
Average annual number of permanent, temporary and part-time contracts by sex, age and occupational classification	GRI 102-8	4.3.1.2	
Number of dismissals by gender, age and occupational classification		4.3.1.4	
Average earnings and their evolution disaggregated by gender, age and occupational classification or equal value		4.3.1.5	
Wage Gap		4.3.1.6	

Contents of Law 11/2018 INF	Standard used (GRI)	Section	Remarks
Remuneration of equal or average jobs in society		4.3.1.7	
The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender.		4.3.1.8	
Implementation of work disengagement measures		4.3.1.9	
Employees with disabilities	GRI 405-1. b) iii	4.3.1.10	
Organisation of working time		4.3.2.1	
Number of absence hours		4.3.2.2	
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	GRI 103-2 Management approach (with a view to GRI 401 Employment)	4.3.3.1	
Health and safety conditions at work	GRI 103-2 Management Approach (with a view to GRI 403-Health & Safety)	4.3.3.1	
Accidents at work and occupational diseases (frequency and severity) disaggregated by sex		4.3.3.2	There is no detailed information on occupational diseases.
Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff		4.3.4.1	
Percentage of employees covered by collective bargaining agreements by country	GRI 102-41	4.3.4.2	
Review of collective agreements, particularly in the field of occupational health and safety at work		4.3.4.3	
Policies implemented in the field of training	GRI 103-2 Management Approach (with a view to GRI 404-Training and Education)	4.3.5	
Total number of training hours per professional category	GRI 404-1	4.3.5	
Universal accessibility for people with disabilities	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination)	4.3.6	
Measures taken to promote equal treatment and opportunities for men and women	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination)	4.3.7	
Equality plans	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination))	4.3.7	
Measures taken to promote employment		4	
Protocols against sexual and gender-based harassment	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination)	4.3.7	
The integration and universal accessibility of persons with disabilities	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination)	4.3.7	
Anti-discrimination and, where appropriate, diversity management policy	GRI 103-2 Management Approach (with a view to GRI 405 Diversity and Equal Opportunity and GRI 406 Non-Discrimination)	4.3.7	

Contents of Law 11/2018 INF	Standard used (GRI)	Section	Remarks
3. Information on respect for human rights			
Implementation of human rights due diligence procedures	GRI 103-2 Management Approach (with a view to GRI 412 Human Rights Assessment)	5.3	
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 103-2 Management Approach (with a view to GRI 412 Human Rights Assessment)	5.3.1	
Complaints about cases of human rights violations	GRI 102-17	5.3.2	
Promotion and enforcement of the provisions of the ILO core conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour.	GRI 103-2 Management approach (non-discrimination, freedom of association and collective bargaining, child labour, forced or compulsory labour, human rights)	5.3.3	
4. Information relating to the fight against corruption and money laundering			
Measures taken to prevent corruption, bribery and to combat money laundering	GRI 102-16; GRI 102-17 GRI 103-2 Management Approach (with a view to GRI 205 Anti-Corruption)	6.3.1	
5. Company information			
Impact of the company's activity on employment and local development and on the local populations and the territory.	GRI 102-13	7.3.	
Relationships with local community actors and the modalities of dialogue with them	GRI 102-16; GRI 102-17	7.3.	
Partnership or sponsorship actions	GRI 102-13	7.3.	
Inclusion in procurement policy of social, gender equality and environmental issues and consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	GRI 103-2 Management Approach (with a view to GRI 308 Environmental Assessment and GRI 414 Social Assessment)	7.4.1	
Monitoring systems and audits of suppliers and subcontractors and their results		7.4.2	
Consumer health and safety measures	GRI 103-2 Management Approach (with a view to GRI 416 Customer Health & Safety)	7.5.1	
Complaint systems, complaints received and their resolution	GRI 103-2 Management Approach (with a view to GRI 416 Customer Health & Safety)	7.5.2	

*This content is not material to the Copreci Group.



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