



01/2024

Responsible, innovative and sustainable



20  
24

# Sustainability Report

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Made by:  
UNECOL  
SUSTAINABILITY  
DEPARTMENT

# UNECOL ADHESIVE IDEAS

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SUSTAINABILITY  
REPORT

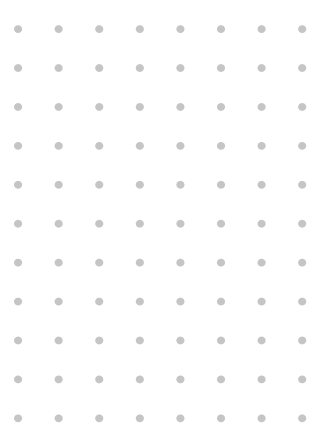
# SUSTAINABILITY REPORT

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# CEO'S LETTER



## D. Pablo García Escribá

CEO' Unecol Adhesive Ideas



**Together, we can  
make a difference and  
build a better future for all.**

By means of this Sustainability Report, Unecol Adhesive Ideas wants to share its long-standing tradition of responsible industrial activity and the fact of being a global family business that, over three generations, has maintained two fundamental purposes: being a responsible company and generating quality employment in our community. Today, we are proud of maintaining that purpose and we strive to be a company with objectives and values based on sustainability. Our goal: to create environmentally friendly adhesive solutions by promoting quality employment and innovation in our economy.

Unecol Adhesive Ideas is focusing on promoting and providing sustainable solutions to the industrial and construction sectors as well as to small scale retailing through our range of products, services, and brands. We work to contribute to a better environment and society through profitable and impactful business. The process of improvement and transformation is ongoing, and as a part of this process, we have created our sustainability department, our first sustainability plan and this first sustainability report.

Our Sustainability Committee is working to align our activities with the Sustainable Development Goals and the 2030 Agenda, as well as with the highest quality standards at the international and national level. As shown in this report, we have identified the SDGs where we can have a greater positive impact, as well as those where we can mitigate as much as possible any negative effect or impact of our activity and business model.

Unecol has placed sustainability as a central strategy in our company, ensuring that sustainability is integrated into all our operations and actions. A family business oriented company with a global vision and experience that always seeks to anticipate the challenges of the times we live in.

*Pablo Garcia Escribá*



# LETTER FROM THE EXECUTIVE DIRECTOR



We firmly believe in the need to evolve from a linear economy towards a circular economy, considering the importance of repairing, reusing and recycling to improve our environment and reduce the negative impacts of our activities. Shifting from fierce capitalism to responsible capitalism. In this sense, we have redesigned our products to use more reusable materials, we are also working on our supply chain, transport, and storage systems to reduce our scope 2 and 3 carbon footprint.

In the social and economic sphere, we seek to be an engine of social and labor integration, supporting inclusive sports through partnerships that promote equal opportunities, as well as creating a workplace where our entire team enjoys good working conditions and internal promotion policies.

We are proud to state that we have repatriated the manufacturing of our adhesives from China to our headquarters in Almussafes. Promoting the creation of quality local employment, increasing control over our value chain and generating added value to our business and economic environment, as well as reducing the CO2 footprint in the transportation of raw materials and finished products.

At Unecol Adhesive Ideas, we reaffirm our commitment to sustainability and corporate social responsibility. We invite all our stakeholders, clients, and suppliers to join us in the mission of building a sustainable planet for future generations. Only through committed and conscious business actions can we achieve a long lasting positive impact.

Thank you for being part of this journey towards sustainability. Together, we can make a difference and build a better future for all.



**D. Carlos Gómez Marzo**  
General Manager  
of Unecol Adhesive Ideas



## — WHO WE ARE

### Our Activity: Business Model, Strategy, and Approach to Sustainability Challenges

Unecol Adhesive Ideas is a company dedicated to the design, development, production and commercialization of adhesives, sealants and industrial cleaning products. Our core principles are responsibility, quality, environmental respect and the development and implementation of a robust and sustainable business model.

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### The resilience of Unecol Adhesive Ideas' business model and strategy against sustainability-related risks:

Unecol Adhesive Ideas, through the establishment of a Sustainability Department and a Sustainability Committee chaired by Mr. Carlos Manuel Gómez Marzo, conducts a key analysis of ESG risks and sustainability applied to our sector. This analysis is based on the understanding and recognition of our stakeholders, as well as the materiality of our actions and business model.

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### Opportunities for Unecol Adhesive Ideas derived from sustainability issues:

Unecol Adhesive Ideas defines itself as a responsible company. We conduct our business, produce our products and deliver our services with responsibility, considering the environment, the society and the economy where we operate. As part of the chemical industry and sector, we understand the special importance of this responsibility in all our areas.

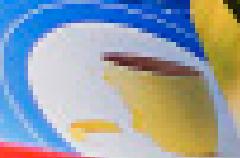




no

SuperTite

Resistente  
Adhesivo  
Cristalino  
Instantáneo  
Plástico

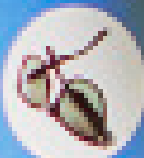


**SUPER GLUE**

ORIGINAL - ORIGINAL - ORIGINAL - ORIGINAL

3g

FUERTE E  
INSTANTÁNEO



MADE IN SPAIN



## ***How Unecol Adhesive Ideas' strategy has been applied in relation to sustainability issues:***

Unecol Adhesive Ideas has been addressing environmental, social, and economic aspects of its business activity for over a decade, since we were pioneers in the sector with the first THF-free PVC adhesive (Tetrahydrofuran, a solvent classified as hazardous in the Spanish market). In 2022, the Management Team made the strategic decision to create a specific Sustainability Department, accountable to both the Sustainability Committee and the Management Team, to carry out a thorough and realistic ESG (Environmental, Social, and Governance) risk and opportunity analysis. Thus, Unecol Adhesive Ideas consistently analyzes and addresses sustainability opportunities and risks in an open and accountable manner.

Moreover, under the commercial brands UNECOL, SUPERTITE, and CHUBB, the Management Team of Unecol Adhesive Ideas has decided to promote and disseminate an Integrated Sustainability, Quality, and Environment Policy throughout the company. This policy guides the company in adhering to the following guidelines under the responsibility paradigm:

*Unecol Adhesive Ideas under the trademarks UNECOL, SUPERTITE and CHUBB, has decided to promote and disseminate an Integrated Sustainability, Quality and Environment Policy in all areas of the company.*





Full compliance with all current international, national and regional regulations applicable to our sector and business activity.

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To provide customers with highly specialized and personalized attention that aligns with the technological advancements of our products and services, as well as ensuring compliance with the technical, phytosanitary, and end-use requirements of our customers.

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Maintaining a free-flowing and structured dialogue with our stakeholders, resulting in a proper assessment of their inputs, considering the impact and double materiality of Unecol Adhesive Ideas' activities.

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Conducting our activities with respect for and appreciation of the environment, ensuring compliance with the principle of DNSH (Do Not Cause Significant Harm to the Environment) set by the European Union.

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Ensuring a safe working environment for employees, prioritizing their safety and health.

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Continuously improving our activities through our Integrated Management System

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Efficient, respectful, and sustainable management of the resources and raw materials necessary for our activities.



## Unecol Adhesive Ideas' plans

Including implementation measures and corresponding financial and investment plans, to ensure that its business model and strategy are compatible with the transition to a sustainable economy and with limiting global warming to 1.5°C, in line with the Paris Agreement and the goal of achieving climate neutrality by 2050, as established in Regulation (EU) 2021/1119, and, where applicable, Unecol Adhesive Ideas' exposure to coal, oil, and gas-related activities.

As evidenced in this report, Unecol Adhesive Ideas has initiated several actions through its sustainability plan for the decarbonization of our production model and the reduction of CO2 emissions. Currently, we are focusing particularly on Scope 1 emissions, with medium-term plans emphasizing Scopes 2 and 3.

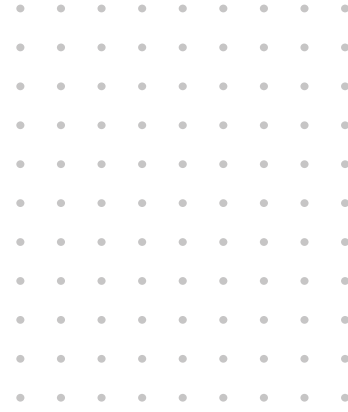
### “How Unecol Adhesive Ideas' business model and strategy take into account the interests of stakeholder groups and the group's impact on sustainability issues”

As observed in both our sustainability plan and report, our stakeholder groups are key in shaping and developing our business model, products, and services. We maintain a policy of structured and ongoing dialogue with various stakeholder groups, acknowledging that these groups will evolve and expand over time.



***We reaffirm our commitment to sustainability and corporate social responsibility.***

# Vision, mission, objectives and values



## OBJETIVES

**Our objective** is to be acknowledged as a company with a purpose. We work to generate positive impact, to be responsible and to be recognized as such. Unecol Adhesive Ideas works to have the support of its customers and stakeholders by offering sustainable solutions.

## VISION

**Our vision** is to make our industry, sector and company a model of positive impact on society, the environment and the economy. We aim to demonstrate that profitability, sustainability, and responsibility can and should coexist.

## MISSION

**Our mission** is to lead a responsible, solidarity-driven and sustainable business activity in the chemical sector and industry. We work to meet the needs of our customers while generating a positive impact in our areas of materiality.



## VALUES

**1. Responsibility:** We take responsibility for our actions and decisions, ensuring the well-being of the society and the environment.

## VALUES

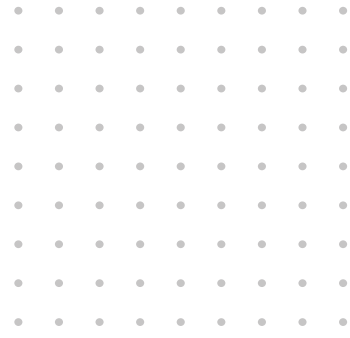
**2. Sustainability:** Our activity promotes business practices that reduce negative environmental impact and foster sustainability in the chemical industry.

## VALUES

**3. Circularity:** Unecol Adhesive Ideas fosters and supports circular economy solutions. The majority of our products and services are designed to promote the repair and durability of other products, facilities, and infrastructures. Our packaging has been modified to contribute to this circularity and recyclability, as well as our production process. Repairing, recycling, redesigning, and reusing are essential parts of our model.

## VALUES

**4. Quality:** We offer the highest quality standards in our products and services, always with a commitment to our customers and stakeholders as a key element. Our Quality, R&D+I (Research, Development, and Innovation), and Sustainability departments work daily to deliver these quality standards in products and services.





## VALUES

**5. Innovation:** We are constantly seeking for new ways of improving our internal and external processes and business approach. We apply the concept of ECODESIGN in our R&D+I processes to propose sustainable products and solutions, from the production process to composition formulas and the packaging to achieve responsible storage and use of our products.

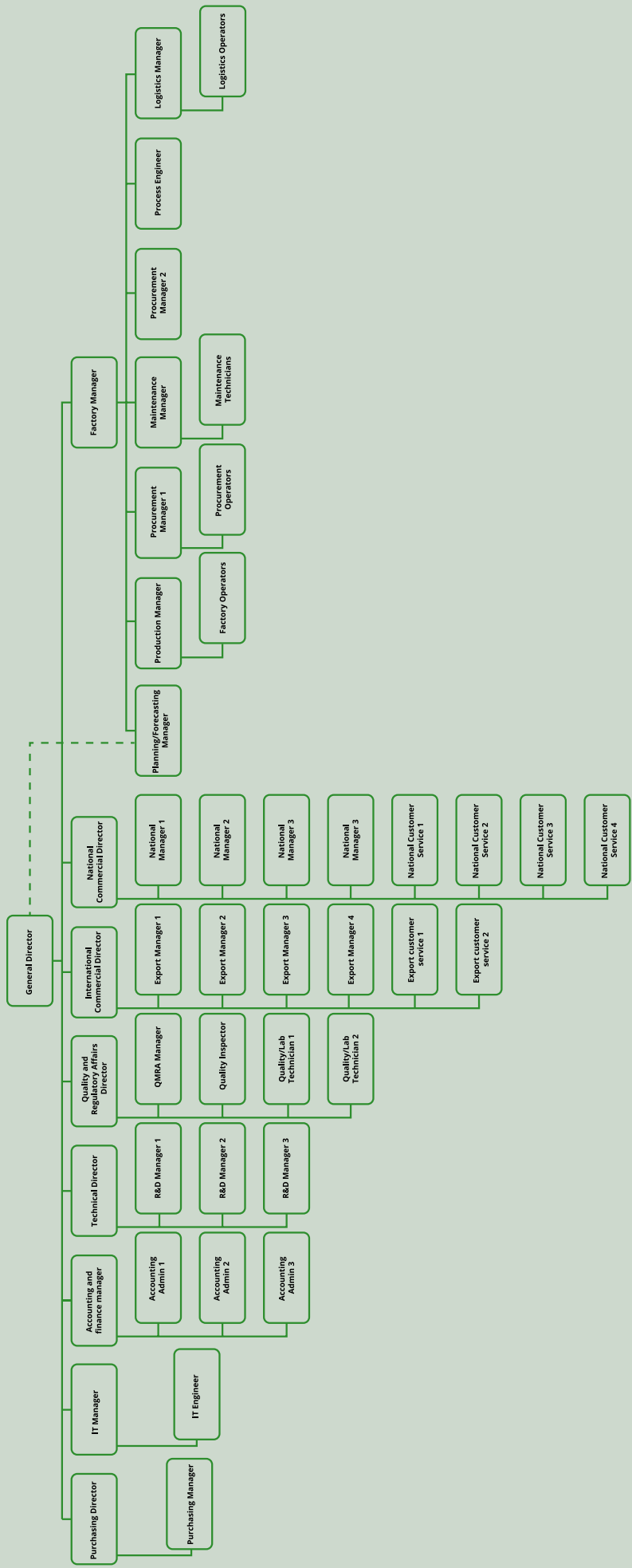
## VALUES

**6. People:** For Unecol Adhesive Ideas, people come first: people that are part of our team, our customers, our suppliers and the market. It is through our business model that we aim to generate a positive impact on people. For Unecol Adhesive Ideas, diversity and inclusion are priorities in our business and the management of our talent, and this is reflected in our human resources policy.

## VALUES

**7. Safety:** Due to the specificity of our products and to the role they play for companies and individuals in terms of hygiene, sanitation, irrigation, disinfection, and repair, reliability and safety are key for us. They represent a hallmark alongside the continuous improvement of processes, products, and services.

# ORGANIZATION CHART UNECOL ADHESIVES IDEAS, S.L







# Our organization and governance structure





# UNECOL ADHESIVE IDEAS IN FIGURES



Generate positive impact,  
be responsible and be  
recognized as such.



**30%**

EXPORT %  
OF SALES



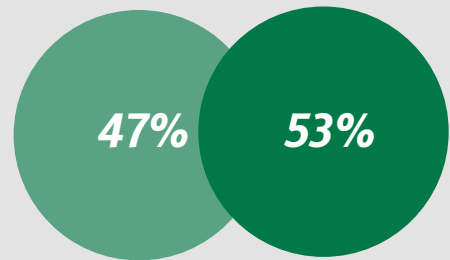
**30.6%**

HAS BACHELOR'S/  
MASTER'S DEGREE



**20%**

% CLEAN ENERGY  
USED IN PRODUCTION  
PROCESS



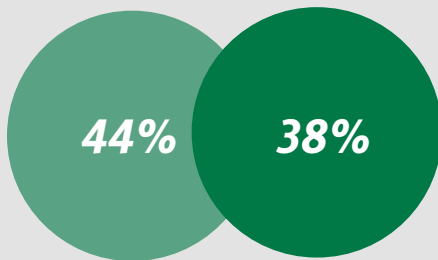
**47%**

**53%**

**% FEMALE**

**% MALE**

**% WITH A HIGH SCHOOL EDUCATION**



**44%**

**38%**

**% FEMALE**

**% MALE**

**INVESTMENT IN SUSTAINABILITY**



**11,400€**

SUSTAINABILITY CONSULTING

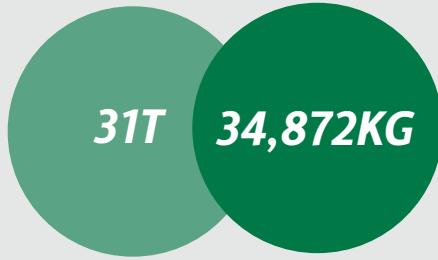
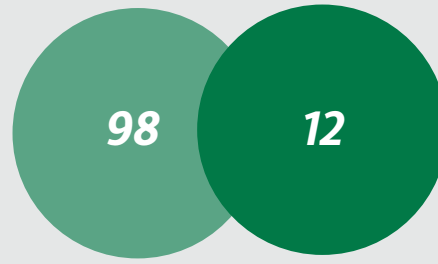
**6,000 H**

SUSTAINABILITY COMMITTEE



**30,259,433**

EUROS IN TURNOVER  
AND SALES



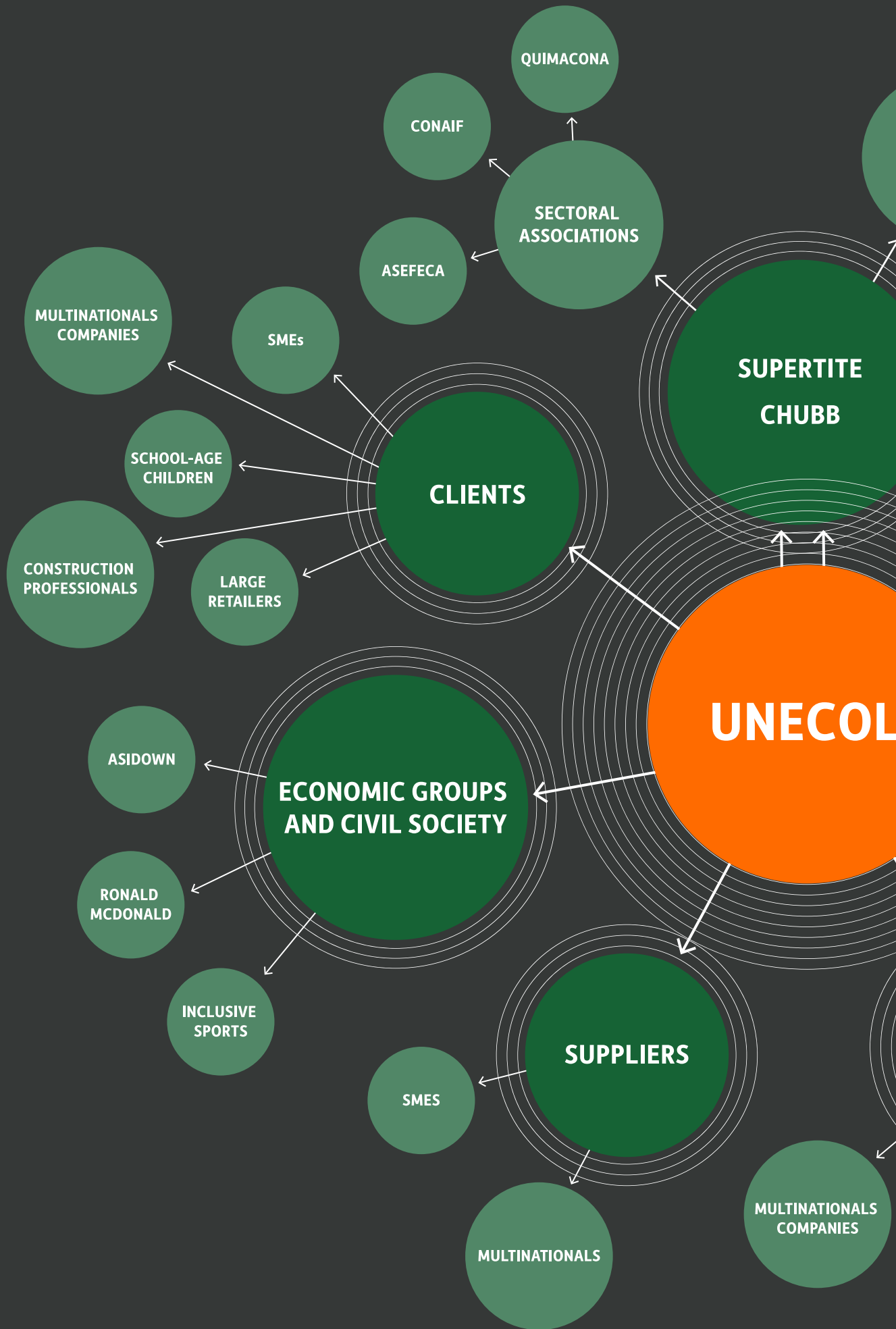
**EMISSION REDUCTION**  
**PLASTIC REDUCTION**

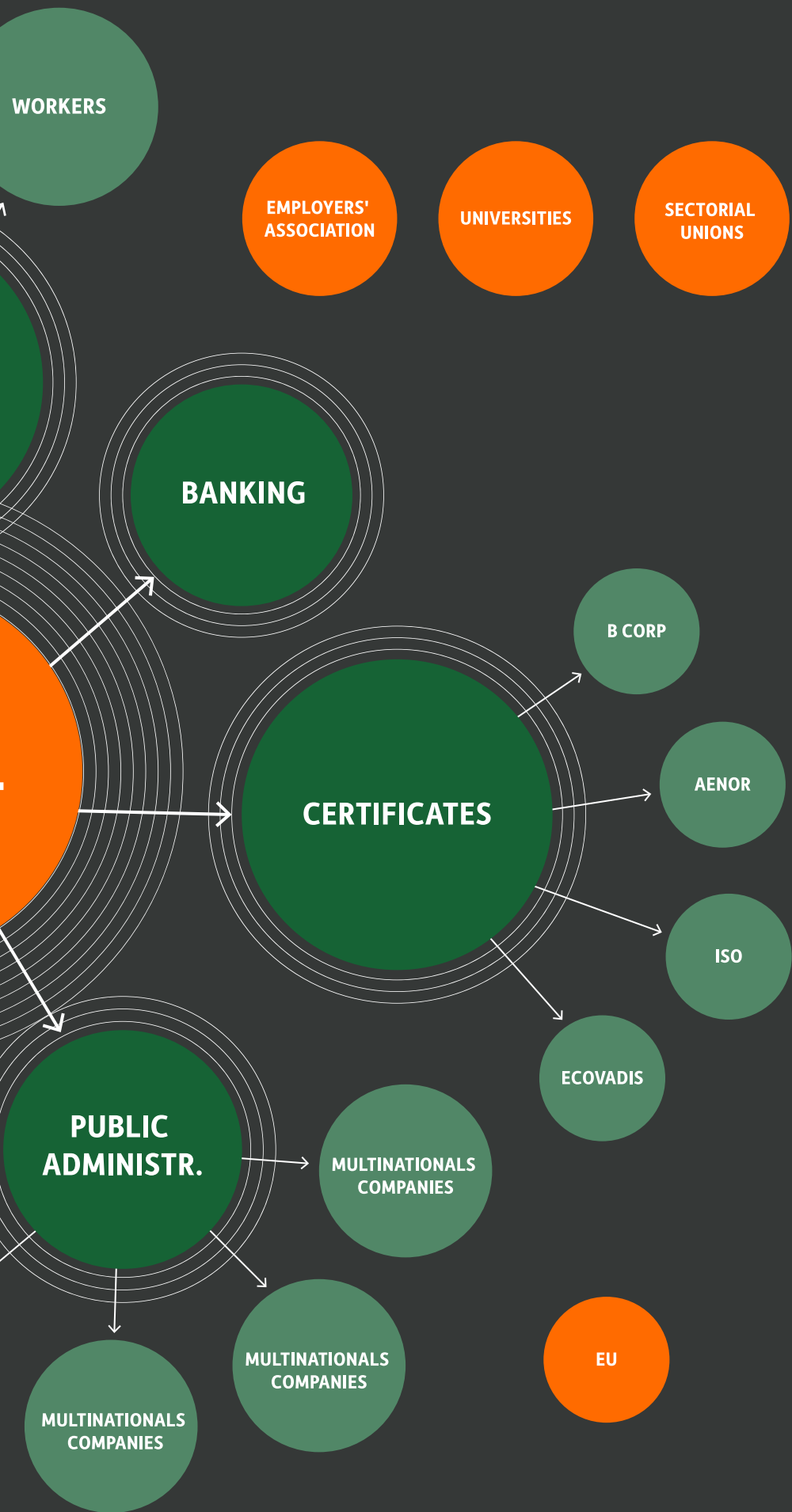


**REPATRIATION WORKERS**  
**EMPLOYEES**  
**CUSTOMERS**  
**SUPPLIERS**

**FIGURES**

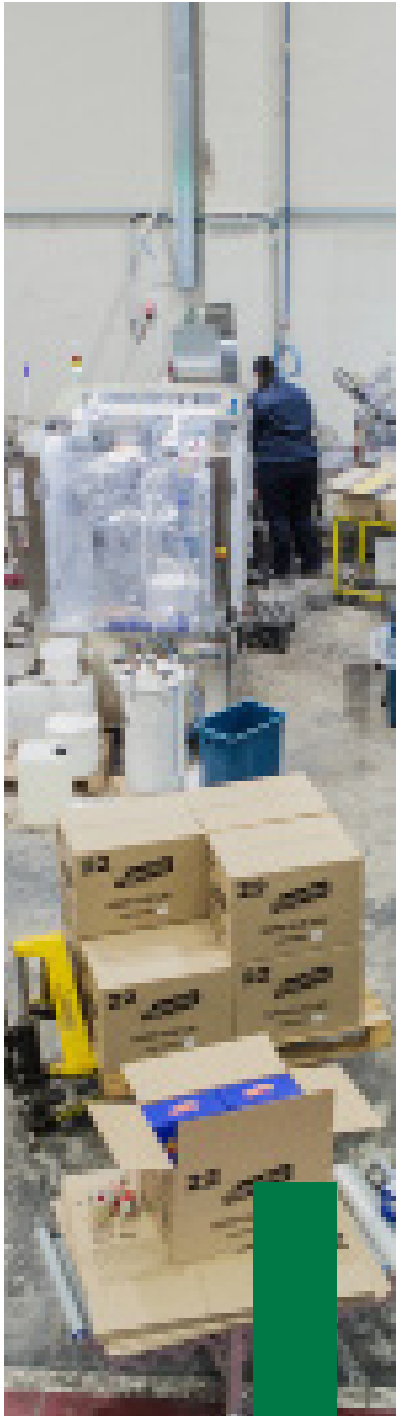
<b>Number of interventions to disseminate responsible practices and support of sustainability actions</b>	<ul style="list-style-type: none"> <li>-Collaboration and Sponsorship of Valencia CF Inclusive Football division</li> <li>-Support for ASINDOWN</li> <li>-Supertite Valencia Volleyball Club</li> <li>-EDEM sustainability course success story in the academic field.</li> <li>-Membership in Sustainable practices Organizations:               <ul style="list-style-type: none"> <li>-QUIMACOVA</li> <li>-AFEB</li> </ul> </li> </ul>
<b>Approximate number of team hours dedicated to training and development: Total for all employees</b>	9.07 hours/employee/year 891 hours
<b>Funds/Donations Invested in Corporate Social Responsibility Initiatives</b>	<ul style="list-style-type: none"> <li>-Valencia Inclusive Football Club</li> <li>-ASINDOWN</li> <li>-Supertite Valencia Volleyball Club</li> </ul>
<b>Equality, Work-Life Balance, Low Turnover RESPONSIBILITY</b>	<ul style="list-style-type: none"> <li>-Exe in labor insertion</li> <li>-Exe in safety and hygiene</li> <li>-Work-life balance-flexible working hours</li> </ul>





# THIS SUSTAINABILITY REPORT

## OBJECTIVE: SUSTAINABILITY AS A STRATEGIC COMMITMENT



**Sustainability is a strategic commitment for Unecol Adhesive Ideas integrated into our business model and our long-term corporate proposition. This is our first Sustainability Report, in which we aim to reflect our business project, our commitment and our vision for the company and the market sector. All of this is just a starting point towards a bold sustainability policy that aims to integrate all our actions, activities, and products.**

This sustainability report outlines our commitment and alignment with the SDGs, ESG criteria and the United Nations Global Compact. It describes key elements of our sustainability plan as well as which topics and indicators we have identified as material for continuing to improve as a responsible and sustainable company.

Our sustainability report and our sustainability plan aim to contribute to two of our strategic pillars: transparency and responsibility. Transparency to facilitate the decisions of our customers and stakeholders. Responsibility to ensure the quality and safety of our products and services, contributing to a safer and more sustainable society and planet.

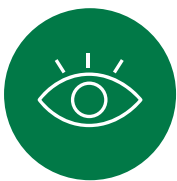
Regardless of not being legally obliged, Unecol Adhesive Ideas is proud to present this sustainability report. The responsibility that characterizes our operations and business model has motivated us to undertake this exercise. Our vision and purposes compel us to start reporting our sustainability activities. We understand that our customers, suppliers, and stakeholders deserve this exercise of transparency and dialogue, which is why we undertake it with enthusiasm, responsibility, and the humility of knowing that there is much more left to do.



# METHODOLOGY

This sustainability report has been drafted using the following methodology, through a series of specific actions and in parallel to the preparation of our Sustainability Plan:

Here are some of the actions and steps we have taken to prepare this report:



## 01. IDENTIFICATION

Identification and engagement with our stakeholder groups.



## 02. ANALYSIS

Double materiality analysis.



## 03. IDENTIFICATION

Identification of primary and transversal SDGs.



## 04. IDENTIFICATION OF GOALS

Identification of goals and KPIs (Key Performance Indicators) to contribute to these SDGs.



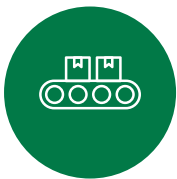
## 05. COMPILATION

Compilation of information related to our actions and impacts in terms of Sustainability and CSR.



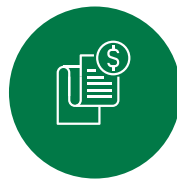
## 06. IDENTIFICATION

Identification and engagement with our stakeholders.



## 07. MATERIAL ISSUES

Identification of material topics and materiality matrix.



## 08. INTEGRATION PROCESS

Integration process of the SDGs and ESG criteria into our business model.



## 09. CREATION

Creation and participation in public and private impact alliances.



## 10. COMMUNICATION

Communication of performance, our activities, and both the successes and challenges we face in implementing our sustainability policy.



## 11. ANALYSIS OF SECTOR TRENDS

Analysis of sector trends and international regulations in the areas of impact of our activity.

## ***This first Sustainability Report is based on two types of data:***

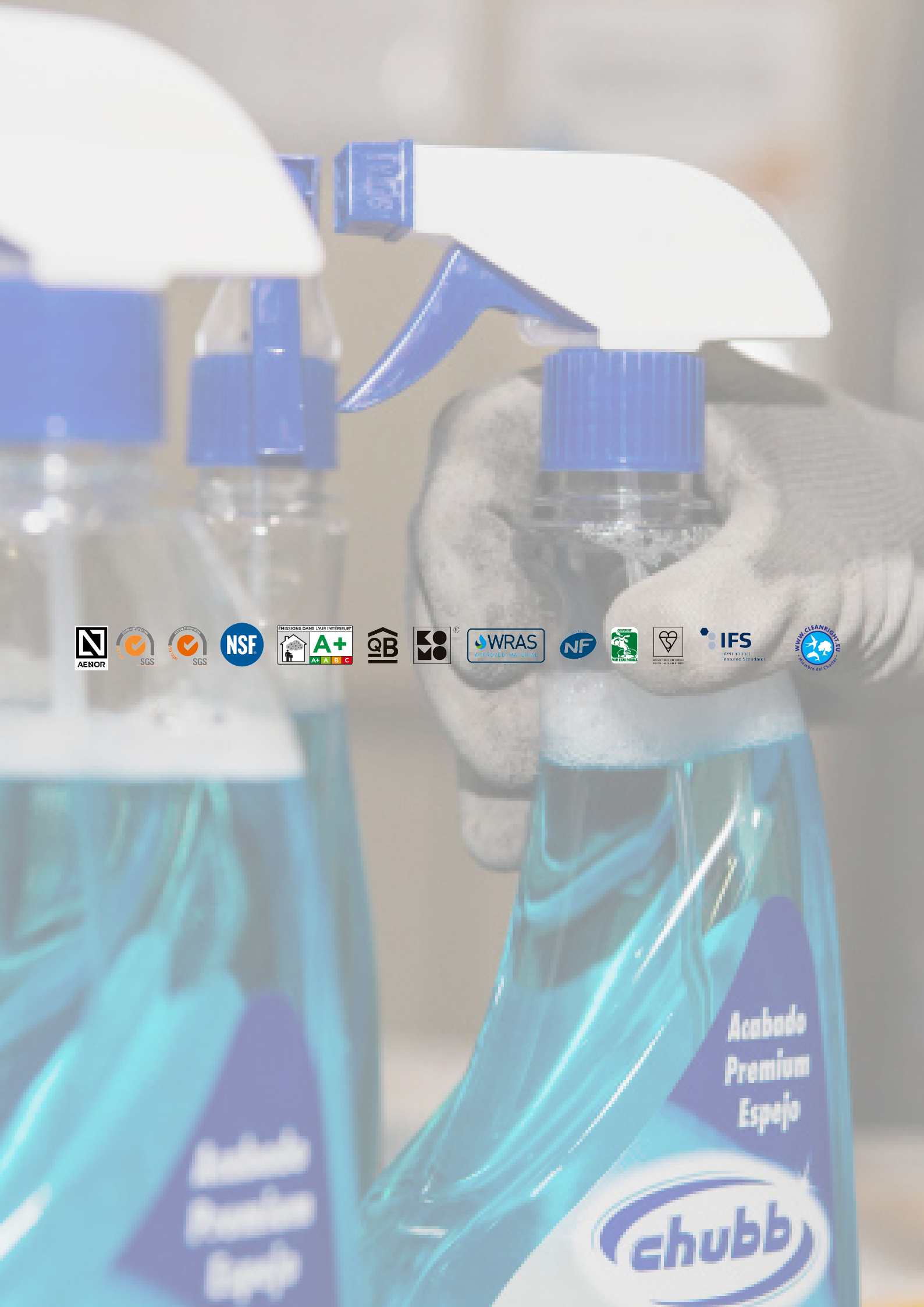
- Accumulated data on material and relevant topics identified as “current data” between 31/07/2022 and 31/07/2023 for information we deem relevant to collect in annual periods to assess and improve through performance measures in subsequent exercises.
- Data collected in an exercise of compiling, organizing, and presenting our business model according to ESG criteria and the SDGs that we have identified. Data accumulated over time that serves to explain the position of the company and its actions linked to sustainability up to the writing of the report..

# CONTEXT

## LEGAL AND REGULATORY CONTEXT

This Sustainability Report and our plan described herein adhere to the following standards:

- 1 Law 11/2018 of December 28 on non-financial information and diversity
- 2 European Climate Law
- 3 CSRD or the European Directive on Sustainability Reporting
- 4 The principle of “Do No Significant Harm”
- 5 European Green Deal
- 6 Future “Green Claims Directive” or Directive of the European Parliament and of the Council on the substantiation and communication of environmental claims (Directive on ecological claims)
- 7 The right to repair and the fight against planned obsolescence
- 8 The New European Consumer Agenda
- 9 Future Directive on Due Diligence



Acabado  
Premium  
Espejo



# OUR REPATRIATION FROM CHINA

One of the most significant decisions in the history of Unecol Adhesive Ideas has been to repatriate our production and facilities from China.

At Unecol Adhesive Ideas we believe that the challenges of the sector, the well-being of our workers, and security and control in the supply chain, justify the decision to concentrate our production in the original Unecol Adhesive Ideas facilities in Valencia. Relocating our production and facilities has allowed us to increase control and quality of our products and to contribute to local economic development.

It was a logistical, financial and regulatory challenge, but time, stakeholders, and the market seem to have endorsed the operation with their support and the financial viability of the project.

The economic investment was approximately €1,600,000, along with the effort of planning, coordination, and start-up of the facilities.

Both the timelines and the ecological footprint we assumed by producing in China were extremely costly. Repatriating production to Spain has resulted in a significant reduction in manufacturing times, transportation, and CO emissions in scopes 1 and 2. We have avoided moving 50 containers per year from China to Valencia, which means 34,872 Kg of CO<sub>2</sub> emissions reduction annually. The energy consumption and CO<sub>2</sub> footprint of our facilities have been greatly reduced, from 1.06 kgCO<sub>2</sub>/kWh consumed in China to 0.322 kg CO<sub>2</sub>/kWh in Spain.

This also positively impacts our supply chain, which currently is mainly European, with the impact this has in terms of emissions and control over the value chain of our products

As shown in our employment indicators, this has resulted in the creation of local, high-quality direct jobs, hiring 12 specialists, which represents a 12% increase in the existing workforce.



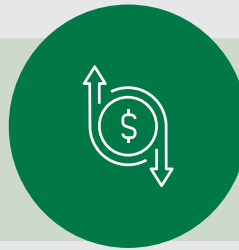
## SOME OF THE ESG EFFECTS OF REPATRIATION FROM CHINA

Unecol Adhesive Ideas believes that our repatriation from China had many positive effects. We wanted to catalogue some of them according to ESG criteria:

- Reduction of the CO2 footprint in transoceanic transportation
- Installation of solar panels in our Valencia factory and control over scope 1 and 2 emissions.
- Ease in the process of improving packaging, focusing on recyclability (eliminating single-use plastics) and the health and safety of users.
- Improvement in the working conditions of the employees who manufacture our products, under community standards and the respective applicable national and European agreements.



**34,872KG**  
CO2 EMISSIONS  
BY REDUCING 50  
CONTAINERS PER YEAR



**1,600,000€**  
ECONOMIC INVESTMENT



**0.33kg**  
CO2/KWH IN SPAIN OF THE  
1.06 KGCO2/KWH CONSUMED  
IN CHINA



**+12%**  
SPECIALISTS RECRUITED, INCREASING  
PERFORMANCE BY 12



# SUSTAINABILITY AS A STRATEGIC COMMITMENT

Sustainability is a strategic commitment for Unecol Adhesive Ideas. We have evolved from a solid CSR policy towards a Sustainability strategic framework based using ESG criteria and risk analysis. This forms the basis of our Sustainability plan and policy, which will gradually mark all actions and decisions of the company.

## DIALOGUE WITH STAKEHOLDERS

Stakeholders and stakeholder dialogue are key for any organisation that wants to develop a solid and coherent sustainability policy, both to be able to make an impactful intervention and to mitigate ESG risks and size new opportunities. In this regard, Unecol Adhesive Ideas maintains a constant and fluid dialogue with its open and changing number of stakeholders.

The Stakeholders listed here were identified by our Sustainability Committee. This list was made available to the report drafting team, which is conducting a round of dialogues with representatives of these stakeholders to analyse how Unecol's business model and products influence these organisations and stakeholders, and vice versa. The goal is to constantly nourish and improve our sustainability plan. Therefore, a fluid and constant dialogue is maintained with them.

This diagram is a non-exhaustive document of indicative character due to the very nature of the dialogue and identification of Stakeholders. It consists of being open and including more and more people, organizations and companies in a transparent, constructive, and honest dialogue. A “structured dialogue” homogeneous in substance and form to analyze double materiality and the impact that Unecol Adhesive Ideas has on them.

RELEVANCE



01. Greenhouse Gas (GHG) Emissions

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02. Air quality

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03. Energy Management

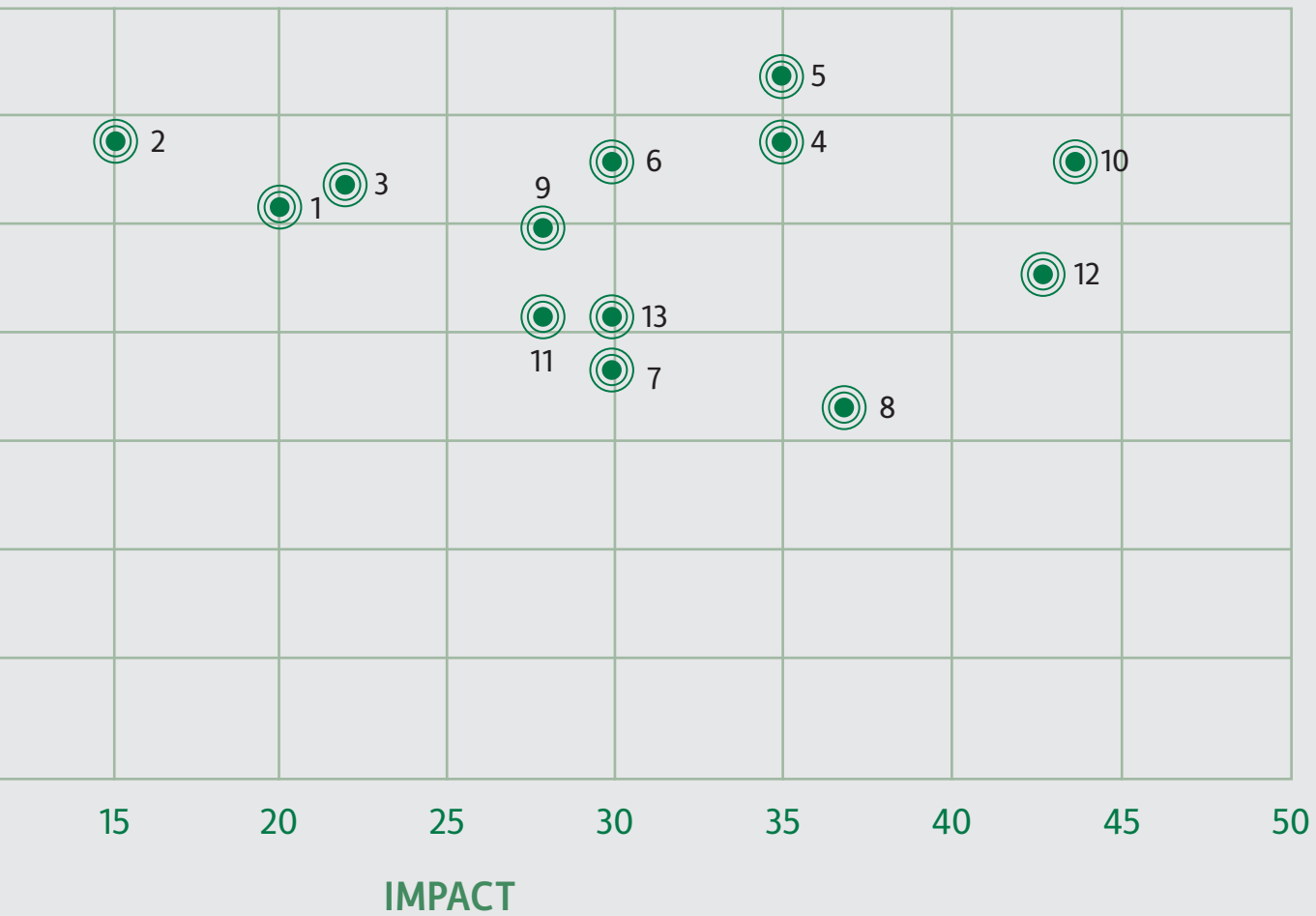
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04. Water and Wastewater Management

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05. Waste and Hazardous Materials Management

# MATERIALITY MATRIX



**06. Employee Health and Safety**

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**07. Diversity and Inclusion**

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**08. Product Design and Lifecycle**

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**09. Competitive Behaviour**

**10. Corporate Ethics**

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**11. Social Action**

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**12. Product Quality and Safety**

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**13. Sales Practices and Product Labelling**



## OUR SUSTAINABILITY PLAN AND SDGs

### Our sustainability department and committee

Unecol Adhesive Ideas is an innovative company, an innovative company of the future with an impressive past that, in its commitment to innovation, positive impact and corporate purpose, has created a new Sustainability department. Our Sustainability department is made up of internal employees and the external support of experts in different areas to develop our Sustainability plan and reports. The responsibilities are those of an emerging discipline such as sustainability: Identification and dialogue with stakeholder groups, materiality analysis, training and process improvement, setting objectives and indicators, incorporating new ideas and trends into our business model, working with non-traditional actors, and forming strategic alliances with other organizations. The sustainability department works directly with the company's Sustainability Committee, composed of various members and departments and chaired by our Executive Director. The committee sets the work lines, examines and evaluates ESG risks, and establishes the objectives of our work and improvement in terms of sustainability.



## Main and Transversal SDGs

We have identified the main SDGs that our activity impacts and have created a plan to expand our positive impacts and mitigate our negative ones. Our goal is also to improve in the areas of quality education and gender equality through our CSR actions, which have gradually been integrated into our sustainability plan.

**After an exhaustive process of identifying the SDGs through:**

- Internal Analysis
- Structured Dialogue with our Stakeholders
- Materiality Analysis
- Impact Analysis of our business model







**These are the people for whom we work and on whom we want to have a positive impact through our business model.**

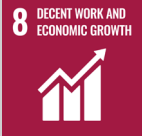
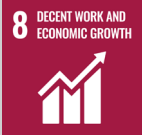

# We align our actions with the Sustainable Development Goals






- To facilitate and ensure a safe and healthy work environment through the implementation of an occupational health and safety management system.
- Strict compliance with the contractual and quality requirements requested by our customers.
- Compliance with national and EU regulations as well as those of the destination countries for our products.
- Improving internal management processes to enhance our effectiveness, efficiency, and overall range of our products
- Increasing the portfolio of customers interested in working with quality suppliers who are committed to sustainability through these products
- Establishing principles for the inclusion of workers with different abilities, as well as promoting equality and diversity in our company.
- Prevention of pollution, including the respect of the EU principle of DNSH (Do No Significant Harm)
- Acting transparently and engaging in dialogue with our stakeholders, especially with workers, associations, and public administrations.
- Creating alliances with suppliers and stakeholders in areas of mutual interest and commitment to sustainability and social responsibility.
- Developing an environmental management system that continuously minimizes the environmental impact of the organization.
- Participating in and promoting responsible social actions, especially in our immediate environment, such as cultural, social, educational, and sports projects, particularly with children, youth, and individuals with special difficulties.
- Respecting and protecting human rights and expressly declaring that we reject child labor, forced and compulsory labor.
- Encouraging reporting of any illegal or unethical behavior occurring in our environment.
- Protecting confidential information and any other private domain information, as well as that of our customers and suppliers.
- Developing a management system that allows for continuous improvement of our social responsibility.
- The objectives stated are fully embraced by all staff in our organization and constitute the hallmark of our work, thus clearly and emphatically ensuring the achievement of our objectives towards the customer.



ACTION	ESG	SDG	UE STANDARD
<ul style="list-style-type: none"> <li>-Prevention of pollution including adherence to the community principle of DNSH (Do No Significant Harm).</li> <li>-Integrated Quality and Environmental Policy.</li> <li>-Efficient water management: certification of adhesives for potable water piping: Water Regulation Approval Scheme system, ACS, NSF, WRAS, etc.</li> <li>-ISO 14001 Certification. ENVIRONMENTAL MANAGEMENT.</li> <li>-Environmental Label on Indoor Air Emissions.</li> <li>-Use of 33 % renewable energy sources, through our (solar panels, electric fleet, charging stations).</li> <li>-Support of Repair, Reuse, Recycling.</li> <li>-Promotion of remote working.</li> <li>-Repatriation of our adhesive factory: reduction of carbon footprint due to transportation.</li> </ul>	<b>ENVIRONMENTAL</b>	<div style="display: flex; flex-direction: column; align-items: center; justify-content: center;"> <div style="margin-bottom: 10px;">  </div> <div style="margin-bottom: 10px;">  </div> <div>  </div> </div>	<p>NEIS E2 POLLUTION</p> <p>NEIS S4 CONSUMERS AND END-USERS</p> <p>NEIS E5 USE OF RESOURCES AND CIRCULAR ECONOMY</p>
<ul style="list-style-type: none"> <li>-Compliance with contractual and quality requirements requested by our customers.</li> <li>-Creating sustainable alliances with suppliers and stakeholders.</li> <li>-Promotion of culture and social inclusion by supporting: Valencia CF, Asindown, and Ronald McDonald House Foundation.</li> </ul>	<b>SOCIAL GOVERNANCE</b>	<div style="display: flex; align-items: center; justify-content: center;">  </div>	<p>NEIS S4 CONSUMERS AND END-USERS</p> <p>NEIS E5 USE OF RESOURCES AND CIRCULAR ECONOMY</p>

ACTION	ESG	SDG	UE STANDARD
<ul style="list-style-type: none"> <li>-Occupational Risk Prevention Plan.</li> <li>-Ongoing training regarding safety and health for workers.</li> <li>-Adoption of inclusion and diversity principles.</li> <li>-Participation in socially responsible actions.</li> <li>-Respect and protection of human rights.</li> <li>-Creation of quality local employment.</li> <li>-Promotion of local commerce.</li> <li>-Protection of consumers and users with quality and sustainable products and services.</li> <li>-Promotion and facilitation of the right to form, join, and organize trade unions of their choice.</li> <li>-The normal working week does not exceed 40 hours.</li> <li>-Compliance with applicable labor legislation and regulations.</li> <li>-Possession of a Corporate Social Responsibility Policy.</li> <li>-Equality plan.</li> </ul>	<p><b>SOCIAL</b></p>		<p><b>NEIS S1 OWN STAFF</b></p> <p><b>NEIS G1 BUSINESS CONDUCT CORPORATE CULTURE</b></p>
<ul style="list-style-type: none"> <li>-Compliance with national and European regulations, as well as those of destination countries.</li> <li>-Improvement of internal management processes.</li> <li>-Dialogue with stakeholders.</li> <li>-Protection of confidential information and any other private domain information.</li> <li>-Availability of a corporate website with a portal for clients and distributors.</li> <li>-Verification through external customer audits.</li> <li>-Investment in the search for sustainable production processes.</li> </ul>	<p><b>GOVERNANCE</b></p>	 	<p><b>NEIS S1 OWN STAFF</b></p> <p><b>NEIS G1 BUSINESS CONDUCT CORPORATE CULTURE</b></p> <p><b>NEIS E5 USE OF RESOURCES AND CIRCULAR ECONOMY</b></p>

ACTION	ESG	SDG	UE STANDARD
<ul style="list-style-type: none"> <li>-Prevention of pollution including adherence to the community principle of DNSH (Do No Significant Harm).</li> <li>-Integrated Quality and Environmental Policy.</li> <li>-Efficient water management: certification of adhesives for potable water piping: Water Regulation Approval Scheme systems, ACS, NSF, WRAS, etc.</li> <li>-ISO 14001 Certification. ENVIRONMENTAL MANAGEMENT.</li> <li>-Environmental Label on Indoor Air Emissions.</li> <li>-Use of 33 % renewable energy sources, through our (solar panels, electric fleet, charging stations).</li> <li>-Support of Repair, Reuse, Recycling.</li> <li>-Promotion of remote working.</li> <li>-Repatriation of our adhesives factory: Reduction of carbon footprint due to transportation.</li> </ul>	<b>ENVIRONMENTAL</b>	<div data-bbox="756 528 900 672"> <p><b>6</b> CLEAN WATER AND SANITATION</p>  </div> <div data-bbox="756 689 900 833"> <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>  </div> <div data-bbox="756 853 900 996"> <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  </div>	<p><b>NEIS E2 POLLUTION</b></p> <p><b>NEIS S4 CONSUMERS AND END-USERS</b></p> <p><b>NEIS E5 USE OF RESOURCES AND CIRCULAR ECONOMY</b></p>





## OUR FUTURE SUSTAINABILITY GOALS AS A COMPANY:

### OUR FUTURE SUSTAINABILITY GOALS

Unecol Adhesive Ideas presents this sustainability report voluntarily, out of conviction and commitment to sustainability and good corporate practices. We aim to stay ahead of community regulations to meet our stakeholders' expectations and our commitment to being a responsible company..

We want to continue working to generate a positive impact on society, the economy, and the market which we operate, and to improve the results and impacts of our clients. To this end, we have set ambitious sustainability goals for the coming years, which will be reflected in our successive reports.

Promoting the creation of quality local employment, increased control over our value chain and the generation of value in our business environment.



## SOME OF THE AREAS WHERE UNECOL ADHESIVE IDEAS AIMS TO GENERATE A POSITIVE IMPACT THROUGH ITS PRODUCTS AND SERVICES

- Support Repair, Reuse, and Recycling to minimize our waste and potential negative impacts of our economic activity.
- Support, through our work and sustainability plan, the achievement of a climate-neutral Europe by 2040.
- Calculate and reduce the carbon footprint in our supply chain, transportation, and storage.
- To continue and deepen the promotion of inclusion and diversity in all types of workplaces, with a commitment to equal opportunities at all levels of the company.
- Strengthen our structured dialogue with stakeholders.
- Maintaining and strengthening our compliance with all REACH chemical regulations, with 100% safety for our customers and users.
- Continue innovating and redesigning products and their packaging with more reusable presentations and materials.
- Improvement of internal processes and internal protocols that ensure the well-being of employees, suppliers, and customers.



# OUR CSR

At UNECOL, we are moving from a solid Corporate Social Responsibility towards a sustainability policy integrated into our strategy, which encompasses and enhances our operations. The CSR carried out to date reflects our commitment to an inclusive society and the market that we operate in and us and paves the way towards a broader approach in all our operations, in tune with our company values and future vision.

We collaborate with Valencia Football Club to support young people with functional diversity with the objective of contributing to their stimulation and motivation. This collaboration also seeks to promote healthy living habits and social integration by developing their sense of belonging to the team and society. Thanks to this initiative, these young people compete as a team throughout Spain in La Liga.

Unecol Adhesive Ideas' contribution is not limited to the transfer of funds; our workers train and play with the Valencia FC

inclusive section in a mutual learning exercise. Another of our initiatives to favor diversity and inclusion was the creation of a "Special Employment Center" in 2002, resulting in the integration of these colleagues into the company's structure.

We also collaborate with ASINDOWN Association that supports families with children and relatives with Down Syndrome, with whom we participate in their awareness raising and dissemination events. In this regard, it is worth highlighting the work of "La mare que va," which will provide hospitality training and labor market integration of people with functional diversity.

Unecol Adhesive Ideas, as part of its support for healthy living initiatives, also collaborates with the Supertite Valencia Volleyball Club, which, as a result of this support, decided to include our brand Supertite in its name.

Finally, we collaborate with the Ronald McDonald House, an association that offers accommodation and entertainment to children affected by chronic diseases and their families. Supertite provides products for crafts and school activities for children at risk of social exclusion and with chronic diseases as part of this aid. This collaboration started more than 10 years ago, and we continue learning from them.



*Our stakeholders are key to the design and development of our business model.*



# CONCLUSIONS

Unecol Adhesive Ideas is a company that aims to be economically sustainable, and to positively contribute to the environment, the economy, and society where it operates responsibly.

The chemical sector is often seen as risky to environmental sustainability. Our company will continue to work in order to change that perception through our activities and business model, with a solid sustainability and transparency policy based on facts.

We want to consolidate responsibility as our hallmark. Responsibility as a clear objective from which to be a solid company that generates employment, wealth, knowledge, and well-being.

We shall continue promoting and working towards an increasingly circular, responsible, and positive economy. Thus, our products and services are aligned with the circular economy, i.e., repair, recycle, reuse, and redesign. Reducing our carbon footprint and improving control and, above all, generating a positive impact on our supply chain in the medium and long-term.

Reliability and quality, along with the commitment to sustainability and the SDGs, are our drivers and propel our strategy through our new sustainability department. Sustainability is and will be in all the decisions we make as a company, being aware that that sustainability implies constant improvement and continuous adaptation to the social, economic, and environmental challenges, for which we want to be a solution and not a problem.

**This first sustainability report is the start of a process of constant improvement and the baseline for many of the actions we have already started to measure, compare, and improve, as well as many others that we will be adding in the coming years.**

**We are determined to be a responsible, conscientious and innovative company of the future, with a great track record. We have a long way to go together with our employees, customers, suppliers and other stakeholders, but that journey has already begun.**



2024

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SUSTAINABILITY  
REPORT

*Uniting Ideas  
Building the future*

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Prepared by:  
UNECOL  
SUSTAINABILITY  
DEPARTMENT

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