

**DIAGNOSIS OF THE SITUATION AND COMPLIANCE OF
INASUS SL WITH RESPECT TO THE AGENDA 2030 AND
THE SUSTAINABLE DEVELOPMENT GOALS**



**OBJETIVOS
DE DESARROLLO
SOSTENIBLE**





- Economic collaboration through donations with the following non-profit organizations: O Mencer Association, Carabelo Association, Cáritas and The Food Bank.
- Implementation and application of a Policy for the Abolition of Slavery.



- Economic collaboration with the following non-profit organizations: O Mencer Association, Carabelo Association, Cáritas and The Food Bank.
- Carrying out a large charity food program among employees for the benefit of the Food Bank scheduled for December 2021.



- Cardioprotected company thanks to the acquisition of defibrillators for all the work centers.
- Promotion of healthy activities: corporate paddle tennis league and discount benefit for employees in personalized online training sessions.
- Discount benefit for employees in optician's shops and dental clinics.
- Periodic monitoring of the workers' health through the health surveillance service arranged with our Prevention Service.
- Investment in Occupational Risk Prevention and commitment to a Zero Accidents policy.
- Economic collaboration with local sports organizations to promote healthy habits among youth.



- Annual training plan with a transversal impact on the entire company in skills, technique, languages and occupational health and safety.
- Promotion of Dual Vocational Training by virtue of the agreement reached with IES Laxeiro to launch the Higher Education of Metallic Constructions.
- Collaboration agreements with the University of Vigo and the University of Coruña to host trainees and to carry out end-of-degree projects within the company.
- Collaboration of company professionals as speakers at conferences and training sessions at public and private institutions: ASIME, University of Santiago, IES Laxeiro, Diputación de Pontevedra, Consellería de Xuventude, etc.



- Implementation, dissemination and compliance with the policy of equal opportunities between men and women.
- Professionalized remuneration system linked to the professional development of people.
- Training of the Department of People and Change in equality matters.
- Implementation of a selection and recruitment policy with a gender perspective.
- Implementation and application of a maternity protection protocol.
- Implementation and application of a protocol for the prevention of sexual harassment and harassment based on sex.



- Absence of water consumption in the entire production process of the company.
- Absence of industrial discharges.
- Controls and plans to reduce consumption of water for sanitation.



- Photovoltaic system in the work centers (self-consumption).
- Electricity consumption derived, partially, from renewable energy sources.
- Control of the industrial facilities contributing to their energy efficiency.
- Installation of low consumption luminaires in all the company's facilities.
- Carrying out studies for the equipment upgrade in search of a greater efficiency (compressors, machining centers, etc.)



- Job stability rate higher than 75%.
- Promotion of shift work in production.
- Flexible hours policy in jobs where it is feasible.
- Friday afternoons free.
- Participation in job fairs. Eg Talentia 2021.



- Design of efficient and environmentally responsible products with long life cycles.
- Digitization of industrial procedures: digital delivery notes.



- Bet on a multicultural staff, integration of various nationalities, cultures, etc.
- Implementation and application of a diversity and inclusion policy.
- Collaboration with the special employment center Activa Social for the job placement of people with disabilities.



- Development of envelopes for eco-efficient, sustainable and healthy buildings. LEED, WELL AND BREEAM certifications.



- Acquisition of materials with% recycled content in the manufacture of the product.
- Use of raw materials with environmental product declarations.
- Reuse of packaging.
- Control of consumption of raw materials, natural resources and energy resources.
- ISO 14001 and EMAS III environmental certifications.



- Registration in the MITECO calculation and carbon footprint compensation programme.
- Collaboration in projects for carbon footprint compensation.
- Compaction of waste for the reduction of the transport for the management.
- Promotion of public transport for employee journeys.



-



- Control of wood and paper consumption and establishing of reduction targets.
- Reuse of wood.
- Replacement of wooden packaging with reusable metal packaging.



- Implementation of a risk map and a crime prevention plan.



- Dual Vocational Training agreement with the IES Laxeiro education center and other companies in the region.
- 15 collaboration agreements with small local businesses to promote the consumption in the local commerce.