Our 2023 Sustainability Report in a nutshell

Anthesis

GCR

Innovating
our sustainable
tomorrow

Key data from 2023

At GCR Group, we innovate to create high-performance, sustainable plastic solutions tailored for brand owners and plastic processors who seek recycled, recyclable plastics, and mineral-based compounds.

As a result of our innovation efforts, our materials are designed to be environmentally friendly, reducing carbon footprint and minimizing the use of virgin plastic while maintaining its essential features and performance.

OUR PRODUCT LINES

CICLIC GCR

GRANIC GCR | BIOGRANIC GCR · RGRANIC GCR

For information about our product lines, visit our website.

TALENT

+300
employees

+3000
training hours

24
different **nationalities**

INNOVATION

Introduction of **new capabilities** to boost production and scale up product manufacturing

40
employees working on **innovation**

+15
million euros of investments in **R&D** and **technology** to improve our products

ENVIRONMENT

100%
green energy – Guarantee of Origin certified

11
years as pioneers in **carbon footprint calculation**

246,600
Tonnes of CO_2 **emissions reduced** thanks to our products

PERFORMANCE

GCR products and services sold in

90
different countries

Working on commissioning our **Recycling plant for 2024** in Castellet i la Gornal

6
NGOs and social communities supported, with **3.5 times more contributions** than last year

A Blueprint for the Future

GCR is dedicated to advancing sustainability through a structured framework based on four pillars. In 2022, we began implementing key initiatives to achieve comprehensive sustainable development throughout our organisation.

TALENT

We are dedicated to our people; they are the cornerstone of our organisation's success.

INNOVATION

Our innovation policy is aimed at promoting sustainability across all production processes.

ENVIRONMENT

We are firmly committed to embracing a circular economy to tackle current and future global challenges.

EXCELLENCE

We are committed to continuously improving our sustainability performance.

SUSTAINABLE DEVELOPMENT GOALS AND THE 2030 AGENDA

At GCR, we are committed to aligning with the United Nations 2030 Agenda to create a better future for all. Therefore, we prioritise the following SDGs:

| 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |

OUR CONTRIBUTION TO THE COMMUNITY

Aligned with our values, GCR is actively involved in various community initiatives, including Doctors Without Borders, Smiles of Bombay, the Tarragona Down Syndrome Association, The Gavi Alliance, and sponsoring the OncoTrail in Girona.

Minimizing our environmental impact

We are committed to embracing a circular economy model to tackle current and future global challenges.

To make our operations more sustainable, we constantly refine our recycling processes and focus on using more recycled raw materials.

We had our Carbon Footprint measured for both direct and indirect emissions. This study helps us assess and understand the environmental impact of our activities.

	TN CO_2
Scope 1	266.2
Scope 2	47

The calculation of Scopes 1 and 2 is an approximation based on 2022 data, since at the time of writing the report, the updated data were not yet available. The data are approximate and may vary from the final calculation. See full report for more details.

ENERGY EFICIENCY

We have succesfully installed **solar panels** to cover **100% of the roof** at our warehouse in La Bisbal.
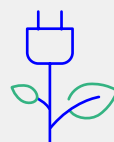
Committed to renewable energy. Achieving a **9.2% reduction** in energy consumption.

Sustainable innovation

Our business model emphasises a strong innovation strategy that drives product development, with a focus on circularity and industry decarbonisation. Our R&D focuses on developing sustainable, eco-friendly products and partnering with leading brands to extend product life cycles and support a circular economy.

SIGNIFICANT INNOVATION ADVANCES FOR 2022

- We developed **new GRANIC® products** with recycled materials and performance enhancements, expanded our line of **post-consumer recycled polyolefin materials** and invested in improving our **biodegradable bioplastics**.

- We focused on exploring **new applications** in various industries for our products.

- The **Innovation Hub** expanded its team by 50%, boosting key technical capabilities and reinforcing its role as a strategic pillar for GCR. As a result, we have committed to undertaking four **projects** next year: three national projects under the Nuclis Green call for Climate Change and Waste, and our first European project, PROSPER, which aims to develop an AI-assisted sorting system for bio-based polymers.

Digitalization

In 2023 GCR prioritised the digitalisation and standardisation of processes, while implementing measures to safeguard confidentiality, security, and business continuity.

To this end, several initiatives have been implemented, including:

- The launch of the **Business Intelligence (BI) Project** to standardise GCR's reporting.

- The implementation of the **zero paper policy for 2023-2024** to digitise documents, thereby enhancing workflows, and reducing errors.

- The launch of the **Transport Management System (TMS)** for comprehensive transportation management, digitising documents and integrating route optimisation software.

- The implementation of a comprehensive **Cybersecurity Action Plan** across the company, fully aligned with ISO 27001 standards.

Our team, the cornerstone to our success

WORKING TOWARDS THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES

At GCR, the expansion of our production capacity has highlighted the need for new skills and talent management. We develop programmes to reinforce our team and improve work-life balance through training, coaching, and support initiatives.

- This includes launching initiatives such as the GCR Club Sports & Community, and joining the Business Games Association of Tarragona this year to foster **social relations** among the diverse individuals that make up our organisation.

- We provide a variety of **training** to all levels of staff to meet the needs of the company and foster the personal and professional development of our employees.

- We conduct **satisfaction surveys** to assess organisational well-being and align GCR's goals with those of our employees.

PROMOTING HEALTH AND SAFETY MEASURES IN 2023

- We **assess** and **monitor accidents,** implementing key measures to proactively and preventively address risks.

- We launched a **Public Security Portal** for monthly incident updates and safety guidelines, along with a **Safety Communication App** for incident reporting and H&S improvement proposals, fostering staff engagement.

- We implemented the **Safe Work Permit System** to ensure compliance with safety protocols for hazardous work, along with **LOTO Systems** to disconnect machinery safely during maintenance, resulting in **zero accidents in hazardous work**.

+300 employees

29% women in our workforce

193 hours of training on average per employee

100% total reduction of accidents in hazardous jobs

# Commitment to our customers and suppliers

CUSTOMERS

In 2023, we launched our first **customer satisfaction** survey to gather feedback on our strengths and identify areas for improvement.

We also **categorised claims management** into five groups, consolidating incident histories in databases to improve staff access and learn from past actions, thereby enhancing adherence to company policies. As a result, we ensured direct client responses within 24-48 hours across Europe. To further improve efficiency, the **Regulatory Affairs** was consolidated, focusing on submitting technical documentation to customers, improving direct interaction with them, and streamlining processes.

SUPPLIERS

In 2023, we improved our operating procedures and aligned Sales and Operations Planning across our supply chain. This optimisation enhanced our ability to **anticipate demand**, **optimise production**, and meet **on-time delivery** targets, boosting customer satisfaction and efficiency.

Our goal is to work with **local suppliers** to minimise environmental impact and benefit our community. Most of our suppliers are therefore national or European. We have also introduced a supplier **code of conduct** which will be implemented in 2024. To ensure our suppliers meet rigorous standards, they are assessed through **Informa's risk platform,** which verifies their financial health and operational risks.
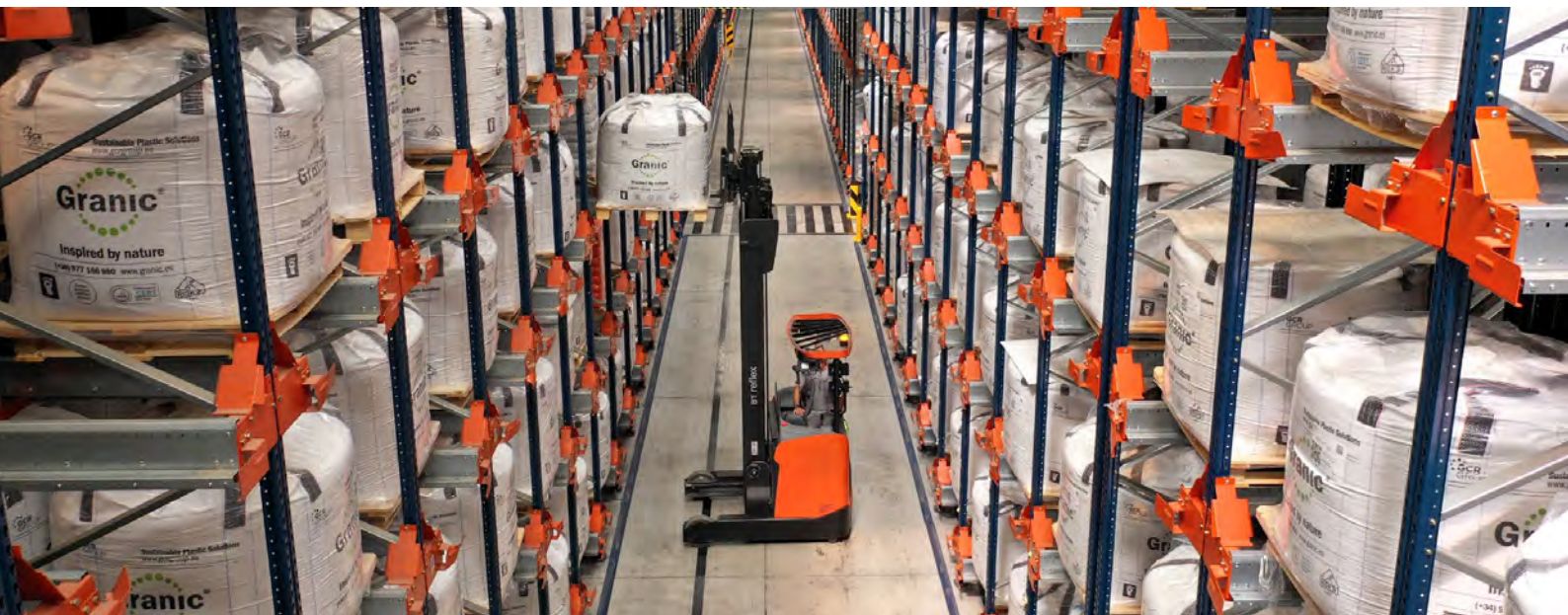
Our double materiality assessment: Identifying key sustainability issues

In line with the evolving reporting requirements, GCR conducted a dual materiality analysis to prioritise sustainability topics, addressing environmental, social, and governance (ESG) aspects that are significant from both financial and impact perspectives. The process results are up to date as no significant changes have occurred at the stakeholder level or in the organisation's management approach.

The evaluation involved a benchmarking analysis of industry peers and companies within the sector, as well as a global risk assessment. We also incorporated the results of an interactive online session attended by key organisational leaders. Additionally, feedback was collected from stakeholders closely linked to the organisation through surveys.
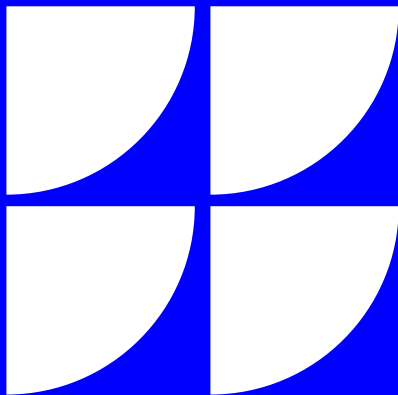
To conclude the process, the following issues were identified as most relevant for GCR:

LABOUR PRACTICES

- Occupational Health & Safety

PRODUCTS AND SERVICES

- Customer Health & Safety
- Innovation Incorporating Environmental Criteria
- Design and Product Lifecycle Management

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Full version of the
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