

Memory
sustainability
ramonsoler

2024



INDEX

COMPANY	Products and Services	04	ENVIRONMENTAL MANAGEMENT	Work Organization	32
	Organizational Chart	05		Job Training	34
	Purpose, Mission, Vision, Strategy, and Values	06		Career Plan	35
	Quality products	07		Health and Safety	36
	Business Lines	08		Employee Communication	37
	Environmental Sustainability	09		Risk Analysis	39
	Economic Sustainability	10		Circular Economy	40
	Social Sustainability	11		Environmental Indicators	41
	Productive Performance	12		Our Biodiversity	42
	Global Locations	13		Our Emissions	44
SUSTAINABILITY	Production Sites	14	ENVIRONMENTAL MANAGEMENT	Our Waste	45
	Commitment to Sustainability	16		Our Water	47
	Our Sustainability Strategy	17		Our Energy	49
	Committed to the SDGs	18		Interaction with the Environment	50
	Stakeholders	19		Our Products	51
	Double Materiality	20		Our Packaging	52
	Our Governance	21		Our Suppliers	53
	Our Tax Policy	22		Our Customers	54
SOCIAL MANAGEMENT	Information Management	23	GRI CONTENT TABLE	Recognitions in 2024	56
	Information about the Company	26		Personal Awareness	57
	Partnerships	28		GRI Content Index	62
	Certifications	29		GRI Content Table	63
	Employee Distribution	30			
	Equality Plan	31			

COMPANY



COMPANY

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Around The World

Production Locations

products and services

Working **since 1890 in the faucet industry.**

During our continuous trajectory, we have filed **115 references including patents**, utility models and design registrations. As a result of the enthusiasm and perseverance of the years, we have become an international reference brand, we have certified our products with the most demanding standards and **our commercial networks extend to more than 40 countries.**





organisational chart of the company

Since 2022, the Sustainability Committee has been in place and monthly or quarterly meetings are scheduled as needed. The committee is made up of the heads of the following areas: general management, quality, HR, finance, operations, production and maintenance. From here, the

company's indicators are evaluated and analysed, and actions and projects are selected to **improve the company's sustainability**, making decisions that **allow for a sustainable future**, including economic, social and environmental areas.

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Round The World

Production Locations





COMPANY

- Products and Services
- Organizational Chart
- Purpose, Mission, Vision...**
- Quality Products
- Business lines
- Environmental Sustainability
- Economic Sustainability
- Social Sustainability
- Productive Performance
- Locations Around The World
- Production Locations

PURPOSE

ramonsoler is **committed to a clear purpose**: to make every consumer feel that its products are synonymous with beauty, quality and sustainability. With a **focus on caring for the home and the planet**, the company fuses design, innovation, sustainability, awareness and quality, all while prioritising eco-efficient practices and caring for people. Through the expression **“We are what we care for”**, we develop the storyline of purpose and give it its own identity.

MISSION

Our mission is to **create products that generate sensory experiences for our users** all over the world, integrating high-tech fittings with comfort, innovation and eco-efficiency. We work to **offer a quality service** to our customers, suppliers, employees and end users, with the development and implementation of an **after-sales service and spare parts guarantee for more than 10 years**.

VISION

We want to be a **leading reference for quality, innovation, social and environmental responsibility** in the faucet sector; an engine of motivation and personal development for our employees and **contribute with our actions and products to a more sustainable development**.

STRATEGY

At **ramonsoler** our aim is to **continue researching and developing new sustainable tap solutions**. We understand water care as the perpetuation of life, committing ourselves to innovation in the creation of eco-efficient tap systems, quality and differentiating design.

HEALTH

We care for people’s health and facilitate hygiene –inside and out– by manufacturing and designing taps and fittings **in a responsible manner for and with the planet**.

INNOVATION

We combine our experience with innovation to create technical solutions to facilitate the installation of products and their greater reparability, provide new solutions to real problems, **use more sustainable and viable materials** for a more efficient manufacture in time, materials and energy, apply solutions that provide greater safety and comfort to the user, and in short, all those related to our activity that help to improve any aspect that improves the experience of our users and cares for the planet.

QUALITY

We offer new solutions in quality products and differentiated value that improve the lives of consumers and care for the planet. The quality of our products is directly related to the life of the products and therefore helping to make the circular economy much more effective by generating much less waste.

WELL-BEING

We contribute to improving and transforming the well-being of users with our products. Giving personal care the priority it deserves.



Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Around The World

Production Locations

quality products

Every year we offer more than 2,000 products that meet the highest European quality standards and regulations.

All this thanks to our work team in which daily effort and discipline are the pillars of development, where we always seek to be better and are committed to the union of experience and knowledge with youth and new ideas.

We carry out rigorous controls (corrosion, adhesion, fatigue) on the general technical specifications of all our products according to the standards:

- **UNE-EN 248:2003 Sanitary fittings.** General technical specifications for Ni-Cr electrolytic coatings.
- **UNE-EN 817:2009 Sanitary taps.** Mechanical mixers (PN 10). General technical specifications, for single lever taps.

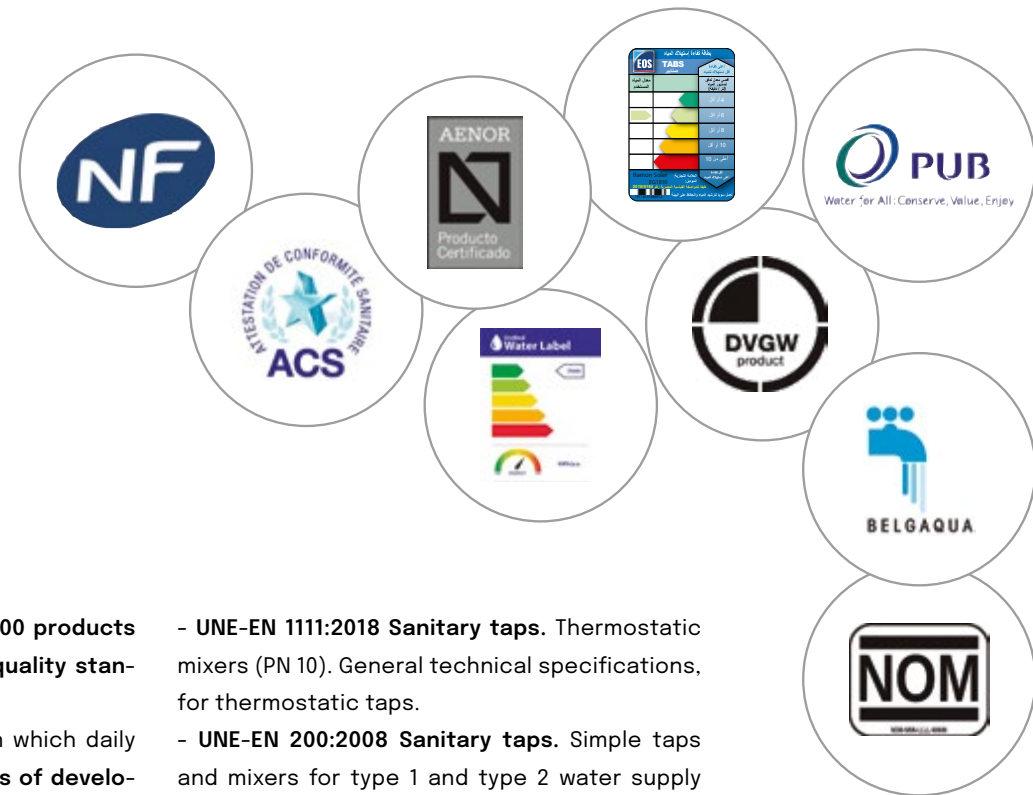
- **UNE-EN 1111:2018 Sanitary taps.** Thermostatic mixers (PN 10). General technical specifications, for thermostatic taps.

- **UNE-EN 200:2008 Sanitary taps.** Simple taps and mixers for type 1 and type 2 water supply systems.

- **UNE-EN 816:2018 Sanitary taps.** Self-closing taps (PN 10).

- **UNE EN 15091:2014 Sanitary taps.** Sanitary taps with electronic opening and closing.

Ramonsoler taps are guaranteed for 5 years against manufacturing defects. Thermostatic cartridges and accessories are guaranteed for 3 years. All the accessories also comply with the different existing standards of European regulations.



[Products and Services](#)[Organizational Chart](#)[Purpose, Mission, Vision...](#)[Quality Products](#)[Business lines](#)[Environmental Sustainability](#)[Economic Sustainability](#)[Social Sustainability](#)[Productive Performance](#)[Locations Around The World](#)[Production Locations](#)

business lines

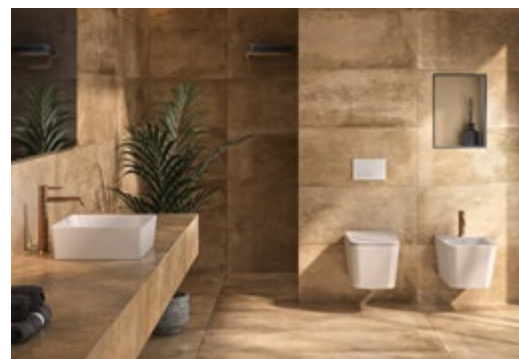
In the following catalogue you will find our entire range of products: our catalogue 2024 ramonsoler, available on our website <https://rsramonsoler.com>. Our production centres with a large stock at your disposal, allows us to quickly meet the needs of the customer, whether in the standard range of products, or in those made to measure.

The composition of the material used in the manufacture of fittings and accessories is mainly brass, with some components and accessories also made of stainless steel, ZAMAK and ABS. All these materials comply with the standards of European standards on health and quality of water for consumption.

In 2024, Industrias Ramón Soler took another step forward in its path of innovation and excellence with the launch of **solerbath**, a new product line dedicated to the commercialisation of toilets. With this expansion, we reinforce our commitment to quality, functionality and sustainability in the bathroom equipment sector.

solerbath was created with the aim of offering modern and efficient solutions, combining advanced technology with an elegant and ergonomic design. This new range of products reflects our commitment to innovation and responds to the needs of our customers, while maintaining the high standards that characterise our brand.

solerbath.





COMPANY

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

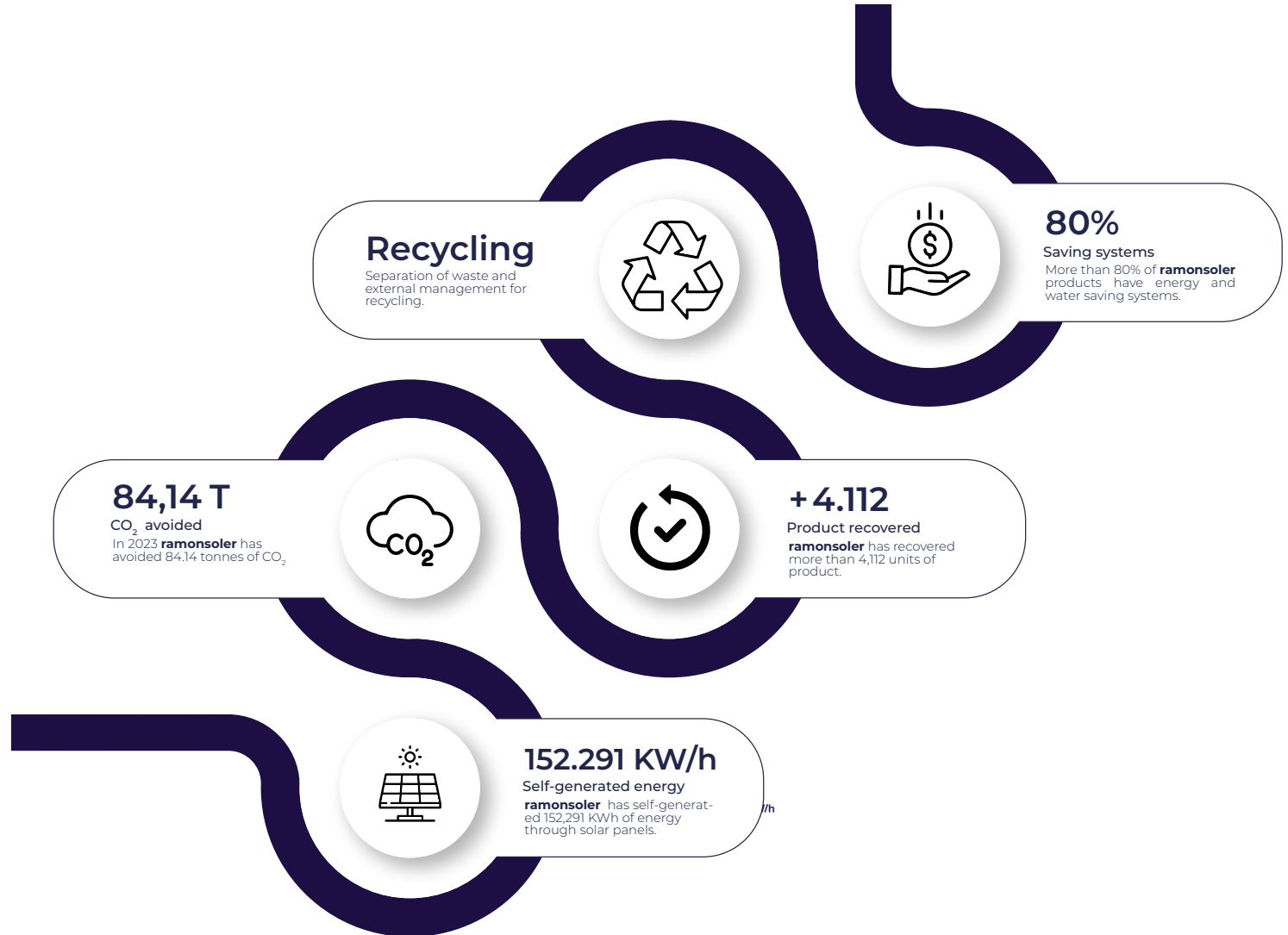
Economic Sustainability

Social Sustainability

Productive Performance

Locations Around The World

Production Locations



sustainability environmental



COMPANY

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Round The World

Production Locations



economic sustainability



COMPANY

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Round The World

Production Locations



social
sustainability



COMPANY

Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Serformance

Locations Sround The World

Production Locations

productive performance

During the year 2024 we have had a significant growth, so there has been an **increase in the number of products produced**. This is being supported by: improving production processes, and increasing the number of staff associated with production and offices.





Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Round The World

Production Locations

locations around the world





Products and Services

Organizational Chart

Purpose, Mission, Vision...

Quality Products

Business lines

Environmental Sustainability

Economic Sustainability

Social Sustainability

Productive Performance

Locations Around The World

Production Locations

productive locations

OFFICES BARCELONA

c/ Vallespir, 26
Pol. Ind. Fontsa
08970 Sant Joan Despi (Barcelona)
Tel. +34 933 738 001



ASSEMBLY AND WAREHOUSE

c/ Samonta, 27
Pol. Ind. Fontsa
08970 Sant Joan Despi (Barcelona)
Tel. +34 933 738 001



WAREHOUSE

c/ Olesa, 6
Pol. Ind. Les Ginesteres
08293 Collbató (Barcelona)



SUSTAINABILITY



Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

commitment to sustainability

In recent years, Industrias Ramon Soler has begun to carry out a **series of actions in the different environmental, economic and social areas in order to move towards sustainability**. We have been focusing our efforts on:

- Generating **good working practices** for the welfare of employees and the productive maximisation of the company.
- **Evaluating the management of financial resources.**
- **Evaluate the consumption of inputs derived from the environment**, such as electricity, water, gas, paper and others.
- **Treat waste responsibly**, so that the elements that have the conditions to do so are used to the maximum.
- **Assess the effects that the company's activity may have on the surrounding area** and correct the processes that potentially affect the community.

- **Calculate greenhouse gas emissions**, especially CO2 by calculating the carbon footprint of scope 1, 2 and 3.
- **Support initiatives** linked to social, cultural and environmental projects.
- Implement projects and production processes aligned with the **circular economy**.
- **Analyse the entire life cycle of our product** and ensure that good practices are being implemented throughout our supply chain.

We have been assessing our performance under the **Ecovadis requirements and have signed up to the United Nations Global Compact and its 10 principles in January 2024**. We have also signed the **Diversity Charter** to express our commitment and expand our efforts towards sustainability.



Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

our sustainability strategy

- **Water conservation**

Access to clean drinking water is a resource that must be used responsibly. Industrias Ramon Soler manufactures products that help save water without compromising on quality and user experience.

- **Caring for the environment**

ramonsoler's products are increasingly environmentally friendly with less polluting processes and materials. We have product ranges that help to save energy.

- **Development of circular economy**

Recycling, reduction and reuse of materials are key to the care of ecosystems. Ramonsoler designs products and packaging with their repairability and recyclability in mind to extend their useful life for as long as possible.





Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

aligned with the SDGs

We are a company aligned with the SDGs,
Sustainable Development Goals.

Targets impacted: **60/169**

Mandatory targets: **44/169**

Non-mandatory targets: 16/169

ENVIRONMENTAL DIMENSION (10/40)



SOCIAL DIMENSION (11/67)



GOOD GOVERNANCE DIMENSION (9/31)



ECONOMIC DIMENSION (14/31)





Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

groups stakeholders

We have carried out a **materiality analysis identifying the stakeholders for the company**, comprising people and organisations that interact directly or indirectly with the company's activity. In order to establish relations with these groups, it is essential to have **fluid and constant communication channels**.

The aim is for dialogue with the different stakeholders to be bidirectional and thus achieve a global vision of the company and be able to carry out transversal actions that help it to progress in all the surrounding areas.

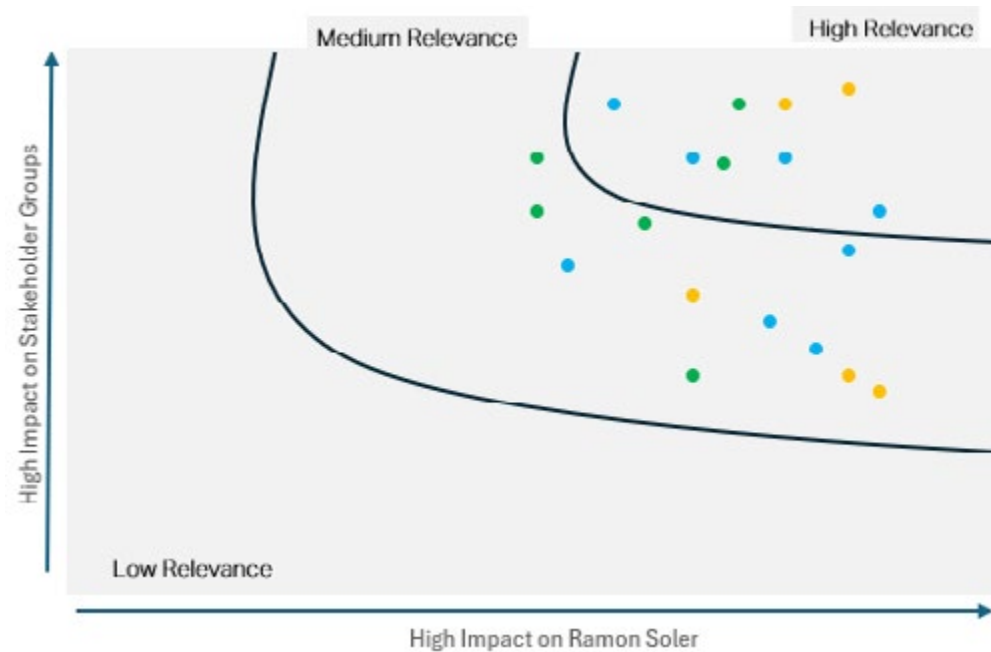
STAKEHOLDER GROUPS	COMMUNICATION MODE	FEATURED TOPICS
Employees	Emails, Notices on the notice board, Notices through the "Bizneo" application, company meetings, committee meetings, suggestion box, RS Connected.	Topics of interest to employees and company, prevention measures, improvements at work, training activities, adjustments and/or negotiation with RLT, company purpose, values.
Customers	Emails, Company visits, Trade fairs, Personalised commercials, Web, LinkedIn, Telephone.	Training activities, product quality and safety.
Suppliers	Emails, Inter-company visits, Trade fairs, Purchasing, Telephone.	Human rights, integrity, quality, process management, prevention measures, waste management.
Local community	Emails, Web, LinkedIn, Telephone.	Impact of our processes and products
Sector associations	Emails, Forums, Telephone, meetings.	Training, Sustainable trends, News
Certification bodies	E-mail, specific meetings, technical committees.	Product certification, regulatory development, product requirements.
ONGs	Specific meetings, Telephone, Company visits, Emails.	Support for ethical and social initiatives
Public administration	Specific meetings, Telephone, Emails	Regulations and impact of activities.
Competition	Forums, specific meetings.	Trends, news



SUSTAINABILITY

Commitment to sustainability
Our sustainability strategy
Committed to the SDGs
Stakeholders
Double materiality
Our governance
Our taxation
Information management

double materiality



Economy	
1	Quality of product and service
2	Market concerns about new materials
3	Innovation / New technologies / Product/process optimisation
4	Governance
5	Taxation
Society	
6	% minorities (gender, ethnicity)
7	Community participation
8	Human resources
9	Training and professional development
10	Health and Safety
11	Customer service
12	Information security
13	Corruption
Environment	
14	Residues
15	Consumption
16	Carbon footprint
17	Sustainable procurement
18	Water
19	Circular economy



Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

our governance

Industrias Ramon Soler's organisational model is complemented by a series of committees to guarantee effective governance. We currently have 4 policies that establish our commitment to sustainability and set the milestones to minimise our environmental impact, promote social well-being and guarantee responsible economic management.



labour
policy



environmental
policy



ethics
policy



purchasing
policy



Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

our taxation

In reference to tax transparency, Industrias Ramon Soler assumes, among others, the following good tax practices:

Transparency, good faith and cooperation with the Tax Agency in business tax practices.

- Avoiding the use of opaque structures for tax purposes, understood as those which, by means of the interposition of special purpose vehicles through tax havens or territories that do not cooperate with the tax authorities, are designed to prevent the Tax Agency from finding out who is ultimately responsible for the activities or the ultimate owner of the assets or rights involved.
- Collaborate in the detection and search for solutions with respect to fraudulent tax practices that may develop in the markets in which they are present in order to eradicate existing practices and prevent their extension.

- Not to make use of artificial structures unrelated to their own activities and with the sole purpose of reducing their tax burden or, in particular, to carry out transactions with related entities for reasons exclusively related to the erosion of tax bases or the transfer of profits to low-tax territories.
- In order to ensure that the allegations submitted are properly assessed, an effort is made to inform the body processing the procedure as soon as they are submitted, indicating the place of submission and attempting to provide a copy of them, preferably by electronic means.

Industrias Ramon Soler S.L. complies with tax regulations, promotes a transparent relationship with the tax authorities and applies taxation policies in accordance with the principles of corporate responsibility.



Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

management of information

Industrias Ramon Soler's strategy to ensure information security is based on an **IT team that ensures correct information security**, information security training for all personnel with access to the system, technology and controls to provide security for the entire system, and internal audits are carried out throughout the organisation to ensure the system and compliance with all of the above. The aim is to:

- **Ensure the confidentiality of authorised users.**
- **Eliminate visual access** where no authorisation is available.
- **Secure access to the company's network** for accredited users.
- **Create extra layers of security for sensitive data.**

All Industrias Ramon Soler employees are given a document on functions and obligations when they join the company, detailing the conditions they must fulfil with regard to information management. **In the period 2024 there have been no incidents with respect to information security.**





Commitment to sustainability

Our sustainability strategy

Committed to the SDGs

Stakeholders

Double materiality

Our governance

Our taxation

Information management

management of information

The main computer systems at **ramonsoler** are:

- **SAP Business One** and its Beas production module. This is the enterprise resource planning system in which the main movements of the company are reflected.
- **Warehouse management system (WMS)** to carry out all the tasks of storage, picking and packing of our products.
- **Company website**, where professionals and end users can access our entire catalogue of products and documentation.
- **MRP** to manage the company's information. It has a module for each department.

Security measures in computer systems:

- **Users have a username with a password** protected by multi-factor authentication, meaning that from time to time they have to verify their access from an application on their mobile device.
- **Access to SAP requires a password-protected user name.**

- **The information is housed on our virtualised physical servers**, protected in a refrigerated room and with a UPS system to protect them from high or low electrical voltages.
- **The physical servers have dual power supply and dual Ethernet** connections, as well as RAID 5 and RAID 10 disk systems for the most recent ones.
- **All servers are protected by daily and incremental backups**, with copies on computers and NAS, as well as copies on off-site NAS and in the cloud.
- **All user computers have hard drives protected by BitLocker**, to prevent unauthorised access in the event of theft or loss of a device.
- **Access to our network is via a virtual private network (VPN)**, which guarantees the security of the information from the remote user's computer to our network.



SOCIAL MANAGEMENT

SOCIAL
MANAGEMENT**Information about the company**

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

information about the company



At Industrias Ramon Soler we understand that our activity not only influences the market, but also the community in which we operate. Our commitment to society is reflected in three key points:

The creation of quality employment: We generate direct and indirect employment, promoting job stability and the professional growth of our employees. In the last year, we have increased our workforce by 18.5%, consolidating our commitment to generating employment opportunities.

The development of training programmes: We promote the continuous development of our team through technical training programmes in new production technologies, sustainability and efficient resource management, thus guaranteeing the improvement of their skills and adaptation to market demands.

Promoting ethical and responsible business practices: We maintain a strict code of business ethics based on transparency, fairness and respect for human rights, which we have passed on to our supply chain.

Our relationship with local stakeholders is fundamental to our success and is based on mutual respect, collaboration and constructive dialogue. We work closely with authorities, suppliers and other partners to ensure that our projects are not only sustainable, but also beneficial to all involved. This approach allows us to adapt to the specific needs of each locality, respecting its identity and contributing to its prosperity. In short, our approach seeks not only business success, but also the well-being of the communities where we make our mark, creating lasting relationships based on trust and mutual benefit.

INDICATORS	2024
Positive impact projects	4
Networking publications on sustainability	24

SOCIAL
MANAGEMENT

Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

information about
the company

In recent years, collaborations and contributions have been made to local foundations and groups, among them:

CATHAR CULTURE | STEP BY STEP

Donations of our products were made to the association for the study of Cathar culture, which promotes peace, equality, freedom, and respect for animals and nature, and the **STEP BY STEP foundation**, which fights for the inclusion and improvement of the quality of life of people with physical limitations.



VOLLEYBALL | FUTBOL

We are sponsors of the women's **volleyball team of Hospitalet de Llobregat**, and of the women's football association of Kheiri in Morocco.



In 2024 we have joined
Caritas.

BASQUET SALT

We collaborate with the **club Básquet Salt** to offer solidarity sports scholarships to young talents.





SOCIAL MANAGEMENT

Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

partnerships

GLOBAL PARTNERSHIPS

United Nations (UN) Global Compact: Since 2024, we have adhered to the Global Compact and are aligned with the 17 SDGs of the 2030 agenda.

Diversity Charter: Signed in 2024 and committed to its 10 principles.

SECTORAL ALLIANCES

AMEC: Members since 2020 and part of the sustainability committee since 2024. Committed to bringing the industry into a new era in a safe and positive way for society and the planet.

BREAAMERs: Active participation and dissemination for a more sustainable construction in the real estate sector.

AGRIVAL: Spanish Association of Taps and Valves that encourages research and technical development in the sector. We are founding members since 1977.

CSTB: Scientific and technical committee for building in France, where we have been collaborating since 2021.

AENOR: technical certification committee with which we have been working for more than 15 years.

AFISB: French association of manufacturers of bathroom products. We have been a member since 2023.





Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

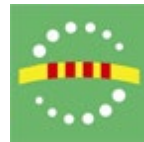
certifications



Unified Water Label: Associated since 2021 with the aim of providing clear and accessible information to users about their water consumption.



ECOVADIS Silver Medal: Latest evaluation in June 2024.



Environmental Quality Assurance Label from the Generalitat: Recognition granted to companies that demonstrate their commitment to sustainability in their activities and products.



EOS: Certificate that recognizes and accredits organizations and companies for their efforts in environmental optimization and the improvement of their environmental performance.

Additionally, we offer products that meet the necessary requirements in terms of water use efficiency and innovation for the sustainable building certifications **VERDE**, **LEED**, and **BREEAM**.



Quality and health compliance certifications



Spain
AENOR



Francia
NF



Francia
ACS



Alemania
DVGW



Polonia
PZH



Rumania
AR



Arabia Saudi
SASO



Singapur
PUB

[Information about the company](#)[Partnerships](#)[Certifications](#)[Employee distribution](#)[Equality plan](#)[Work organisation](#)[Work training](#)[Career plan](#)[Health and safety](#)[Communication with employees](#)

distribution of employees

At **ramonsoler** we recognise that our talent is the most valuable and essential asset for the operation of the organisation, as well as for the quality of our services and the building of strong relationships with our clients. Below, we take a closer look at the key aspects related to our valuable team.

ramonsoler's staff is distributed over **3 continents** and **77% of them come from Spain**. 15% of the staff originate from Latin America, 6% from other parts of Europe and 1% from Africa. All the staff communicate normally in Spanish. Within the management team, 20% are of foreign origin.

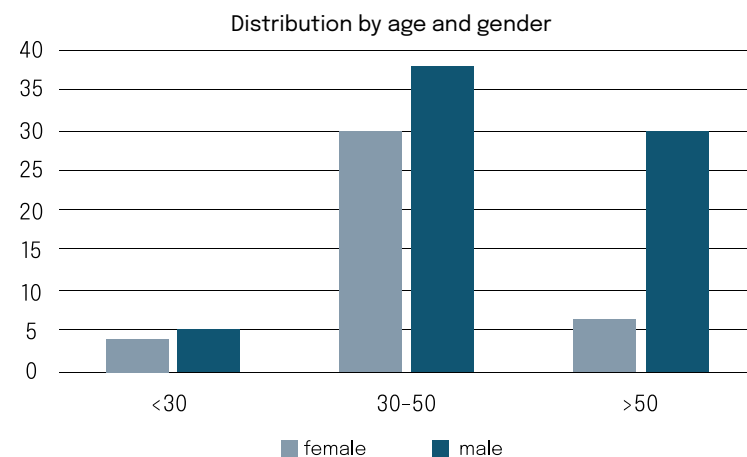
Recruitment has been carried out in a transparent and fair manner, giving equal opportunities to different candidates and using recruitment applications such as LinkedIn and Infojobs. **Internal staff promotions are encouraged and our staff turnover rate is 3.1%.**

Industrias Ramón Soler complies with Spanish regulations and has no employees under the age of 18, no cases of forced labour, as well as its suppliers.

Spain	France	Mexico
103	2	4

Country	2024		
	Man	Women	Total
Spain	64	39	103
France	2	0	2
Mexico	3	1	4

2024	
Man	Women
63,30%	36,70%



[Information about the company](#)[Partnerships](#)[Certifications](#)[Employee distribution](#)[Equality plan](#)[Work organisation](#)[Work training](#)[Career plan](#)[Health and safety](#)[Communication with employees](#)

equality plan 2022-2026

Industrias Ramon Soler S.L. demonstrates its commitment to equal treatment and opportunities for women and men. This commitment is reflected in its employment policy, which covers all aspects relating to personnel, from recruitment to promotion, pay, training, working conditions, occupational health, time management and work-life balance. Special attention is given to discrimination, and the company promises to report internally and externally on decisions made in this area. The implementation of equality principles is carried out through specific measures and, in particular, through the implementation of the Equality Plan. The Equality Commission is responsible for negotiating, developing and monitoring the plan. Its objectives include the prevention of gender-based violence and the mainstreaming of equality in all company agreements and processes. The composition of the Commission is guided by proportional parity. The Equality Plan is based on principles such as equal opportunities, respect for diversity, work-life balance, quality of employment, fairness and meritocracy, and seeks to create a more competitive structure and eradicate all forms of gender-based violence. It applies to all Group staff and is evaluated periodically.

Year	Average salary - Permanent and temporary employees		
	Man	Women	%
2023	36.018	25.829	28
2024	33.619	27.495	18

By 2024, we have reduced the employment gap by 10%. Our management team is 20% female and 20% foreign. We have 40% women in middle management positions.

At Industrias Ramon Soler, negotiations with employees are based on the collective agreement for the metalworking industry. To ensure a decent wage, 100% of Ramon Soler staff receive a salary higher than that set by the agreement according to their professional category, and 100% receive a salary higher than the Metropolitan Reference Salary (SMR), which sets an amount of €1,516 per month to be able to live decently in the Barcelona metropolitan area.



SOCIAL MANAGEMENT

Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

work organisation

In compliance with Royal Decree Law 8/2019, which establishes the obligation to record actual working hours, we have implemented a time control system to ensure transparency and compliance with labour regulations. Below is a breakdown of working hours in our different operational areas:

- **Offices:** Working hours for office staff are from 07:00 to 15:00.
- **Assembly:** Assembly staff work from 05:45 to 13:45.
- **Dispatch:** Working hours for dispatch staff are from 06:00 to 14:00.

For exceptional situations in which the established schedule cannot be met, we offer a 15-minute margin. In the event of a delay, the employee must justify the cause and make up for the lost time.

Overtime or atypical hours worked by staff are recognised and compensated in accordance with the provisions of the current collective agreement. These may be compensated financially or, alternatively, accumulated in a pool of hours to be taken as time off, depending on the employee's preference and the needs of the service.





Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

work organisation

At Ramonsoler, we promote a sustainable and equitable working environment, ensuring the well-being of our employees through work organisation measures that foster work-life balance, productivity and commitment to our corporate values. The main initiatives implemented are detailed below:

1. Teleworking

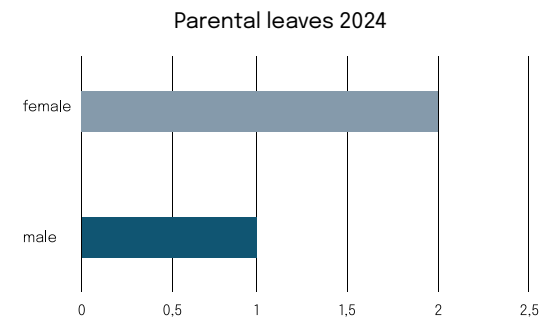
As part of our flexible working strategy, we have established the option of teleworking for those positions that allow it. This measure contributes to reducing the environmental impact of daily commutes, improves the quality of life of our employees, and encourages greater autonomy in managing working time.

2. Flexible Start and Finish Times

For roles with a higher degree of responsibility, we offer the possibility of adjusting start and finish times within a set framework. This allows our employees to organise their working day more efficiently, promoting a balance between their professional and personal responsibilities.

3. Schedule Adjustments in Specific Cases

We understand that each employee may face personal circumstances that require an adjustment to their working hours. Therefore, we offer schedule adjustments for specific situations such as caring for family members, medical treatments, or justified special needs. This measure reinforces our commitment to well-being and workplace inclusion. In 2024, our company Ramonsoler has registered three cases of paternity and maternity leave:



With regard to the return-to-work rate, it is noteworthy that 100% of employees who took parental leave returned to their jobs after enjoying this period of leave. This support for work-life balance reflects Ramonsoler's commitment to well-being and equality in the workplace.

SOCIAL
MANAGEMENT

Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

work
training

Industrias Ramón Soler maintains a constant and differentiated commitment to the management and development of employee talent through training activities and performance evaluations, as basic tools for developing people management mechanisms in a manner consistent with all aspects of the organisation. These training activities have been carried out in different positions and for both genders.

No. of employees trained	61
% of total	54,95%
No. of hours	811,50

Among the key training topics for 2023 are: diversity, sustainability, legal requirements, eco-design, water footprint, occupational risk prevention, languages, human rights and IT tools.

The company covers the cost of training courses that it considers important for the development of the position.

Between January and December 2024, 812 hours of training were completed by 55% of the workforce. This equates to an average of 13.3 hours of training per employee per year.

Gender	Age			Total
	<30	30-50	>50	
Man	2	26	0	27
Women	4	29	0	33



Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

career plan

The Human Resources Department leads a fundamental strategy at Ramonsoler: talent retention and development, intrinsically merging well-being and efficiency. This approach goes beyond mere personnel management, embracing the essential principle of long-term professional development.

The carefully designed career plan responds to corporate needs and legitimate individual expectations and aspirations. In this process, we always seek to achieve harmony through agreements between the employee, their line manager, the Human Resources Department and the organisation's strategy. This collaborative approach not only has a positive impact on the personal and professional growth of each individual, but also plays a crucial role in achieving the company's strategic objectives.

Recognising that the Group's success is built on the foundations of its professionals, the career plan is not only a tool for individual development, but also a mechanism that strengthens the synergy between organisational goals and personal aspirations. Ultimately, this approach contributes to building a

motivated and committed team, aligned with the organisation's vision and values.

During the 2023-2024 period, personalised career plans have been implemented and strategic moves developed for four employees. These include promotions to positions with greater responsibility and a series of specific objectives and targets designed to enhance their skills and competencies, as well as to prepare them for future leadership roles within the company.

Indicator	2024
Employees with annual objectives	40%





Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

health and safety



At Industrias Ramón Soler, occupational health and safety are fundamental priorities and form part of our corporate values. A safe and healthy working environment not only protects the well-being of our employees, but also improves productivity, reduces absenteeism and optimises service quality. To guarantee these conditions, we have an Occupational Risk Prevention Plan in place, which establishes essential procedures such as risk assessment, safety training, health monitoring, emergency management and the provision of personal protective equipment. This plan is applied in all our workplaces and is supervised by a specific health and safety committee, as well as an external prevention service that carries out medical assessments and occupational risk analyses.

We strictly comply with current legislation and apply best practices in safety and prevention. In addition, we promote a culture of prevention through awareness campaigns, ongoing training and the active participation of our employees, suppliers and partners in improving safety standards. Through the Coordination of Business Activities (CAE), we extend our commitment to the entire value chain, ensuring that all stakeholders adopt our safety measures. In

addition, we conduct psychosocial analyses and annual medical check-ups, guaranteeing the confidentiality of the results and monitoring the health of our employees. We also carry out regular checks of first aid kits to deal with minor emergencies. This comprehensive approach reaffirms our commitment to the safety, health and well-being of everyone who is part of Industrias Ramón Soler.

Accidents / Illness	Spain		France		Mexico		Total	
	H	M	H	M	H	M	H	M
Employees with work-related accidents	9	3	0	0	0	0	9	3
Employees with occupational disease	0	0	0	0	0	0	0	0

2024	Ind. Incidence	Ind. Absence	Ind. Duration	Ind. Frequency	Ind. Gravity
Man	0,008	0	0	39,843	0
Women	0,002	0,0004	0,083	13,280	4,426
Total	0,011	0,0004	0,083	53,123	4,426

Motive	Spain	France	Mexico	Total
Unjustified absenteeism	0	0	0	0
Justified absenteeism	1367	0	47	1414
Non-occupational accident	0	0	0	0
Illness	1688	0	53	1741
Strike	0	0	0	0
Suspension from employment and salary	0	0	0	0

SOCIAL
MANAGEMENT

Information about the company

Partnerships

Certifications

Employee distribution

Equality plan

Work organisation

Work training

Career plan

Health and safety

Communication with employees

communication
with employees

Industrias Ramón Soler uses the Bizneo digital platform to facilitate communication with staff. Employees can use it to update their personal details, request and manage absences, access general reports and receive notifications. **Email is also used to notify employees about competitions, company events and announcements, and the latest company news is posted on the website and LinkedIn profile.** The RS connected portal has been developed for all employees via the Sharepoint platform, through which they are notified every Friday of the latest news about awards, shareholdings, progress and achievements of the company.

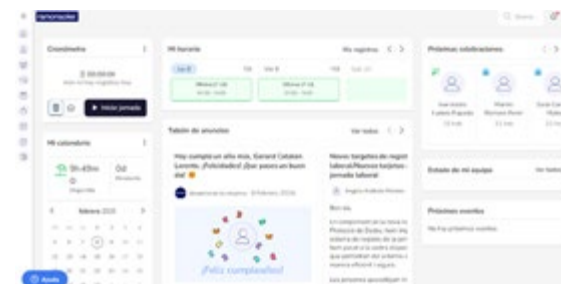
We use the following channels to communicate remuneration to employees in a clear and transparent manner:

Access to payslips: Employees can freely consult their payslips, history, salary and other benefits at any time on the Bizneo platform.

HR enquiry channel: A direct channel for employees to raise questions or receive advice about their remuneration.

Physical notice boards: Located throughout our facilities. Employees can view the salary tables according to the collective agreement, broken down by professional category.

We have physical suggestion boxes located at various strategic points. These boxes allow employees to anonymously share their ideas, concerns, and suggestions for improvement in the areas of work, the environment, and social issues.



ENVIRONMENTAL MANAGEMENT

ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

risk
analysis

At **ramonsoler**, we manage existing and future risks responsibly and proactively, enabling us to identify and manage issues that are critical to the company.

In this context, over recent years, **ramonsoler** has systematically expanded its risk analysis and detection in areas such as occupational risk prevention, the environment and regulatory compliance.

Climate change is not only a risk to the planet and its ecosystems, the 'continent' of society, but also a **source of challenges and opportunities for the 'content'**, our productive, economic and financial system.

The challenges arising from the climate emergency for Industrias Ramón Soler are associated both with physical and financial risks from direct effects such as extreme weather events and changes in the balance of ecosystems, and with transition risks linked to the transformation towards a more sustainable economic system.



Risks	Opportunities
Increase in raw material costs due to rising copper prices.	Material substitution with stainless steel, which has higher recyclability and lower environmental impact in manufacturing processes.
New European regulations and standards on faucets aimed at reducing domestic consumption due to the global water crisis.	Innovations in our catalog, increasingly focusing on faucets with saving systems.
Restrictions on the use of materials such as lead and chrome in alloys.	Obtaining environmental certifications and recognitions to achieve market differentiation.



Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

circular economy



At Industrias Ramón Soler, we are committed to a circular economy model that is not limited to our direct impact on production, but also extends to what happens afterwards, once our products have been purchased by a customer.

In 2023, we recovered more than 9,445 product units and reintroduced them back into our production line. Furthermore, our packaging and products feature symbols that help users identify the recyclability and type of material of both the product and the packaging for more responsible consumption.

RECYCLING SYMBOL FOR CONTAINERS AND PACKAGING:

It consists of three arrows forming a triangle, a number in the middle and an abbreviation below the arrows:

- The triangle indicates that the material can be recycled.
- The number indicates what material it is.
- The abbreviation indicates the group of materials.

The **TRIMAN LOGO** indicates that the product packaging is recyclable, that it is collected separately and that it is subject to extended producer responsibility.

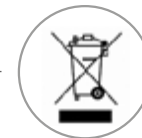
The **WEEE LABEL FOR ELECTRONIC PRODUCTS** indicates that a product at the end of its useful life should not be disposed of as unsorted waste but should be taken to a selective collection facility for recovery and recycling.

As a measure to raise awareness among our customers, our website has a sustainability section where users can learn about all our water- and energy-saving products and use a calculator to find out exactly how much they would save based on their household consumption.

The towels used to clean parts are washed and reused multiple times until they reach the end of their useful life. After this, the maintenance department reuses them as rags for other cleaning tasks.

Book exchange points:

Points have been set up where workers can bring books and collect others, encouraging recycling and the habit of reading.



ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

environmental
indicators

WASTE	ENVIRONMENTAL INDICATORS	2023	2024
	Water	761 m3	711 m3
	Grid electricity	200.485 kWh	233.971 kWh
	Solar photovoltaic energy	107.683 kWh	83.399 kWh
	Gas	447.923 kWh	453.011 kWh
	Paper	--	43,92 Tn
	Paper / Cardboard	37,32 Tn	65,75 Tn
	Plastic	9,2 Tn	3,91 Tn
	Wood	7,74 Tn	14,13 Tn
	Scrap	8,62 Tn	11,58 Tn
CONSUMPTION	General waste	5,22 Tn	2,33 Tn
	Batteries	0,009 Tn	0,01 Tn
	Contaminated containers	0,008 Tn	0,05 Tn
	Solvents	0,06 Tn	0,08 Tn
	Electronic equipment	0,02 Tn	0,44 Tn

The increase in paper and cardboard waste and the decrease in plastic waste is due to changes in packaging, with plastic packaging elements being replaced by paper.

Ratio	2023	2024
Water	8,27 m3/p	6,52 m3/p
Energy	3.349,65 kWh/p	2.911,65 kWh/p
Gas	4.868,73 kWh/p	4.156,05 kWh/p
Paper	--	0,4 Tn/p
Non-hazardous waste	0,74 Tn/p	0,9 Tn/p
Hazardous waste	0,0011 Tn/p	0,01 Tn/p

In 2024, the consumption indicator ratio was reduced thanks to measures such as the installation of reduction systems in all showers and sinks in our facilities, and the optimisation of lighting and heating systems. The increase in the waste generation ratio is due to growth in sales and the renewal of electronic equipment.

After the pandemic, the way information is managed has been transformed, with everything moving to a virtual format and incorporating business practices such as teleworking, which has reduced paper consumption.



ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

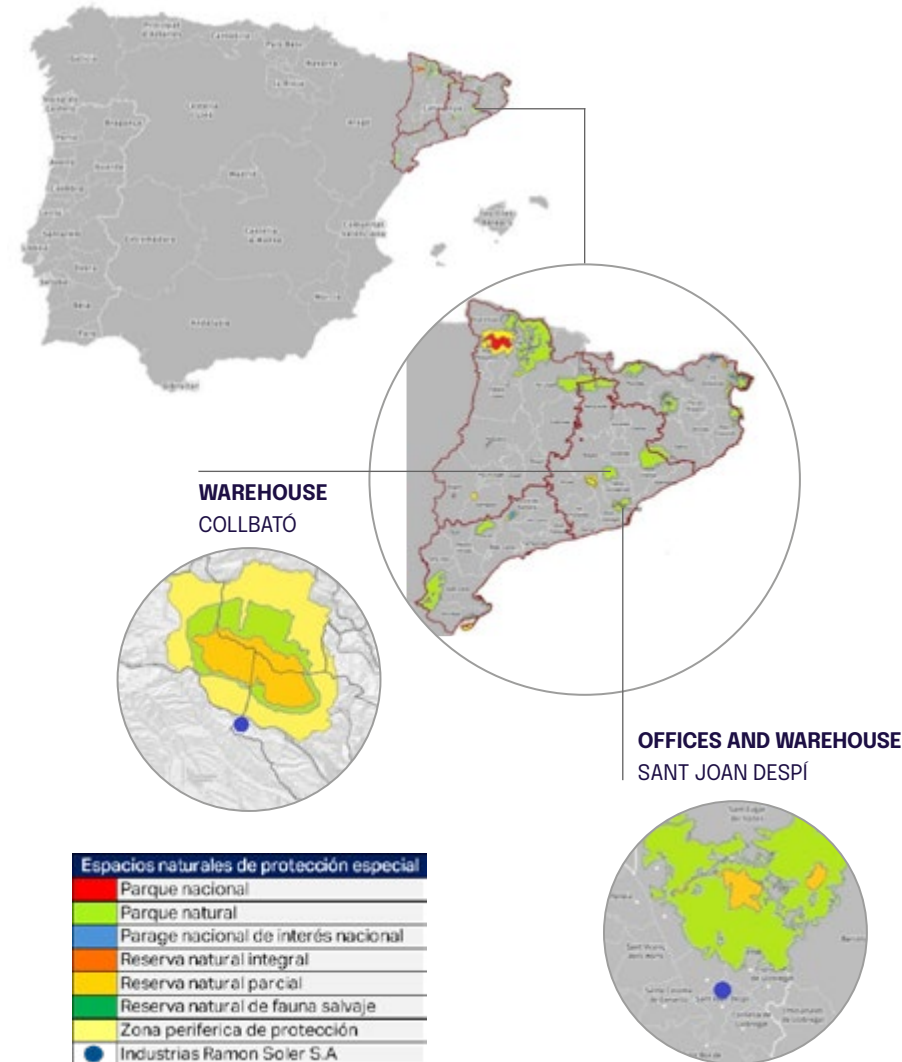
Personal awareness

our biodiversity

Industrias Ramón Soler's production facilities are located in industrial estates without directly affecting protected areas. In Spain, protected areas are defined and regulated by Law 42/2007, of 13 December, on Natural Heritage and Biodiversity, which groups them into three different types, according to their respective legal frameworks of origin:

- **Protected Natural Areas:** areas that contain representative, unique, fragile, threatened natural systems and elements, or those of special ecological, scientific, landscape, geological or educational interest, or are specifically dedicated to the protection and maintenance of biological diversity, geodiversity and associated natural and cultural resources.

The protected areas closest to our production sites are the Montserrat Mountain Natural Park and the Collserola Mountain Natural Park in the Baix Llobregat region.



ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our
biodiversity• **Areas protected by the Natura 2000 network:**

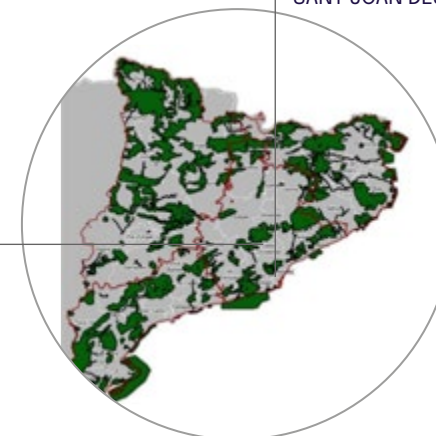
European ecological network of biodiversity conservation areas. It consists of Special Areas of Conservation (SACs) established in accordance with the Habitats Directive and Special Protection Areas for Birds (SPAs) designated under the Birds Directive. It is the main instrument for nature conservation in the European Union.

• **Areas protected by international institutions:**

Natural areas that are formally designated in accordance with the provisions of international conventions and agreements to which Spain is a party, such as: Ramsar Convention wetlands, specially protected areas of importance for the Mediterranean, geoparks and biosphere reserves declared by UNESCO, and biogenetic reserves of the Council of Europe. The nearest area is Montseny, located in the Western Valleys region, more than 80 km away from both production sites.

Within the Natura network, the Collserola mountain range is designated as a Special Area of Conservation (SAC) and Montserrat as both an SAC and a Special Protection Area (SPA).

These areas are not directly affected by our activities, as we do not build, mine, manufacture or transform nearby habitats. Nor do we cause changes to the water table, introduce invasive species or pollute these natural areas. However, we are fully committed to implementing and promoting practices that encourage biodiversity and mitigate our environmental impact at each of our properties.

WAREHOUSE
COLLBATÓOFFICES AND WAREHOUSE
SANT JOAN DESPÍ

ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our
emissions

Source	2023		2024	
	Emissions Kg CO2	Ratio Kg CO2/ud	Emissions Kg CO2	Ratio Kg CO2/ud
Scope 1	124.584	0,11	117.899	0,10
Scope 2	52.035	0,04	54.648	0,05
Scope 3	865.022	0,74	19.432.476	14,79

Carbon footprint 2024			
Source	Type	Emissions (kg CO2e)	Savings (kg CO2e)
Scope 1	Combustion vehicles owned by the company or leased	35.180	
	Natural gas combustion	82.719	
	Total	117.899	
Scope 2	Electricity consumption	54.648	63.640
	Total	54.648	63.640
Alcance 3	Material reception	285.405	
	Employee commuting	112.079	
	Business travel	79.451	8.570
	Paper consumption	57.407	
	Total	534.342	8.570
	Product shipments	619.250	3.230
	Product use	18.233.284	10.433.366
	End-of-life of product	45.599	
	Total	18.898.134	10.436.596
	Total	19.432.476	10.445.166

During 2024, despite our economic and productive growth, our Scope 1 and 2 emissions have remained stable. The wide discrepancy between the value of Scope 3 emissions in 2023 and 2024 is due to the fact that in the first year only emissions from material receipts and product shipments were calculated, while in the latter year the calculation was extended to five additional categories.

Parking and charging **points for electric scooters and bicycles** have been installed in order to encourage alternative means of transport to reduce scope 3 emissions and promote better health habits among our workers. Installation of charging points for electric cars, promoting their use and reducing scope 3 emissions.

→ **INSTALLATION OF PHOTOVOLTAIC PANELS**→ **TRIPS MADE BY RAIL TRANSPORT INSTEAD OF AIR**→ **ADHERENCE TO THE GO GREEN INITIATIVE**→ **SALES OF PRODUCTS WITH ENERGY-SAVING SYSTEMS**



ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our waste



Both hazardous and non-hazardous waste is collected by authorised waste management companies. We submit annual packaging and waste declarations in compliance with legal requirements. We are part of a SCRAP (Collective Extended Producer Responsibility System) to manage our commercial and domestic packaging, as well as our electronic products. The hazardous waste generated at our facilities includes: printer toner cartridges, solvents, batteries, and contaminated packaging.

The total amount of waste generated in 2024 amounts to 98.28 metric tonnes, 3% less than in 2023. Of this, only 0.0059% is considered hazardous waste.

Year	Tn total waste	Tn non-hazardous waste	Tn hazardous waste	Tn / million €	Tn/ sales	Tn / production site
2023	102,072	101,94	0,132	1,54	7,5E-05	Center 1 66,73
2024	98,28	97,7	0,58	1,89	5,7E-05	Center 1 94,04 Centro 2 4,23



Indicators	2024
Waste sent for recycling processes	86%
Waste sent for collection and transfer	14%



ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our waste



In order to properly manage all types of waste, both hazardous and non-hazardous, Ramonsoler carries out the following four phases:

- 1. Proper segregation of waste, separating it by type.** This prevents contact between hazardous and non-hazardous waste, separating it by type and ensuring it is not mixed together.
- 2. Packaging it in the most suitable container for storing each type from among the different types of containers available.**

Suitable containers are available and adapted to the different types of waste generated and sufficient for the quantities produced so that there are no spills. In 2023 and 2024, there have been no spills or waste discharges.

- 3. Storage in such a way that minimum safety requirements are met, including retention systems in case of possible accidents.**
- 4. Label clearly, legibly and indelibly with the information required by current regulations (including hazard pictograms in the case of hazardous waste).**
- 5. Purchase small containers for disposing of the different types of waste** that may be produced, distributed around the facilities.

	inflamable	explosivo	tóxico	corrosivo	no peligroso	no peligroso	no peligroso
inflamable	+	-	-	-	+	+	+
explosivo	-	+	-	-	-	-	-
tóxico	-	-	+	-	+	+	+
corrosivo	-	-	-	+	o	o	o
no peligroso	+	-	+	o	+	+	+
no peligroso	+	-	+	o	+	+	+
no peligroso	+	-	+	o	+	+	+

+	Se pueden almacenar conjuntamente
-	No se pueden almacenar conjuntamente
o	Solamente se podrán almacenar si se toman ciertas medidas específicas de prevención





Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our water



As a company that works with a product for water supply, we understand the importance of water as a natural and scarce resource. **Our products feature the following systems that enable water consumption savings:**



Hard-point taps that have a cartridge with two different positions. This allows the handle to be used to select between full and intermediate opening, with the latter providing only 50% of the available water flow.



Taps with built-in aerators. A steady stream of water mixed with air flows out at high speed. The perception of water pressure does not change, although in reality we are consuming half the amount of water we would use without the aerator. By reducing the water flow, the energy consumption derived from heating the water is also lower.



Electronic taps with detection system. They prevent excessive water consumption caused by taps being left open or by inattention. The water flow is activated and deactivated electronically when someone's hands are under the tap. **Timed taps.** They incorporate the Quick Set-Up system. A mechanism that allows the closing time and, therefore, the water supply

to be regulated, achieving up to 70% savings and ensuring a long service life for the taps under conditions of intensive use.



Thermostatic taps and showers. They have two controls, one regulates the temperature and the other regulates the flow. They allow you to adjust the water temperature to keep it at your preferred setting. It reaches the desired level in a few seconds, which means you don't have to leave the tap running while you wait for the water to heat up. They can save up to 50% of the water consumed during a shower.



Showers with a flow-limiting non-return valve. The valve opens with the water pressure and prevents it from flowing back, making the flow one-way only. Savings can be up to 60%.



Showers with flow-limiting joints. The joints can be placed in the connections between the hose and the shower inlet, the hose and the shower handle, or the pipe and the shower head. Savings of up to 80% can be achieved.

Over 80% of the products in our catalogue feature water-saving systems to reduce domestic water consumption.

[Risk analysis](#)[Circular economy](#)[Environmental indicators](#)[Our biodiversity](#)[Our emissions](#)[Our waste](#)[Our water](#)[Our energy](#)[Interaction with the environment](#)[Our products](#)[Our packaging](#)[Our suppliers](#)[Our customers](#)[Awards in 2024](#)[Personal awareness](#)

our water



Consumption within the different locations is largely limited to cleaning and sanitary water.

Apart from domestic use, the other consumption in our facilities is in the laboratory where product testing is carried out. This laboratory uses a closed water recirculation system where only the recovery tank is connected to the outside and all systems have autonomous regulation mechanisms, so annual consumption is minimal.

We provide free drinking water to all our employees and have developed metal bottles to reduce the consumption of disposable cups and bottles.

Sanitary ware



Dual flush toilet: This type of toilet has two buttons, one for full flushes and one for partial flushes. This allows you to choose how much water to use for each flush according to your needs.



Rimless toilet: A modern design in which the inner rim of the toilet bowl, where water traditionally flows when flushing, has been removed. It improves flushing efficiency, reducing the amount of water needed, prevents difficult-to-remove build-up, reducing the need for cleaning products, and reduces limescale and residue deposits, increasing its durability.



Low-level cistern toilet: This type of toilet uses only 3 litres of water per flush and is ideal for bathrooms with limited space. In addition, its sleek and modern design makes it a popular choice for contemporary bathrooms.

ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our
energy

Currently, all lighting equipment in **production areas** is **LED**, which consumes significantly less energy and has a longer service life than other alternatives such as fluorescent or incandescent lighting. **In 2023, light sensors were installed in stairways and some enclosed areas that automatically** turn on and off when someone is nearby, thus avoiding keeping these areas lit when they are not in use.

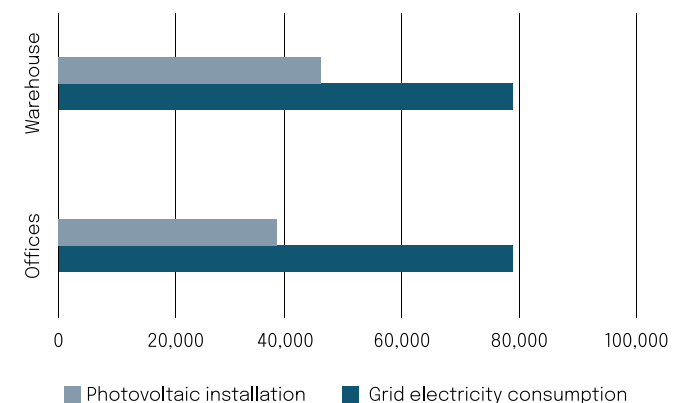
A daily protocol is followed, with one person responsible for turning on the electrical installation at the start of the working day and turning it off at the end of the working day. Likewise, the electric heating equipment is linked to a programmer that automatically turns it off at the end of the working day and two hours later, in case anyone has had to work longer and has used it.

We have installed 256 solar panels, each with a power output of 455Wp, on the roofs of our office and warehouse buildings in Sant Joan Despí. **The energy generated by the panels accounts for 40% of the total consumption of our facilities.**

Year	Uds	Grid electricity	Photovoltaic panels	Total
2023	kWh	200.914	107.685	308.599
2024	kWh	233.971	83.399	317.370

The taps and showers we have that reduce water consumption also mean a reduction in our users' energy consumption, since less water needs to be heated, requiring less energy. This energy expenditure often goes unnoticed, since generally when a tap is turned on, in its neutral position the water is not completely cold but has an intermediate temperature, activating the hot water unnecessarily. **We have a line of cold-start taps in which only cold water** comes out when the tap is first turned on, eliminating this energy consumption.

Self-generation of energy.





ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

interaction with the environment



PARTICLES IN THE AIR:

Within our production facilities, we also carry out pad printing **processes with ink and laser screen printing**. The equipment that performs these functions has particle filtration systems that automatically warn the user when the filters need to be changed. We also have extraction systems located at the points where these processes are carried out. In 2021, an atmospheric control was carried out on the sources of emissions into the atmosphere from our boilers, and the results are within the limits established by law. We carry out regular preventive maintenance on the machinery to prevent leaks and damage that could generate particle emissions.

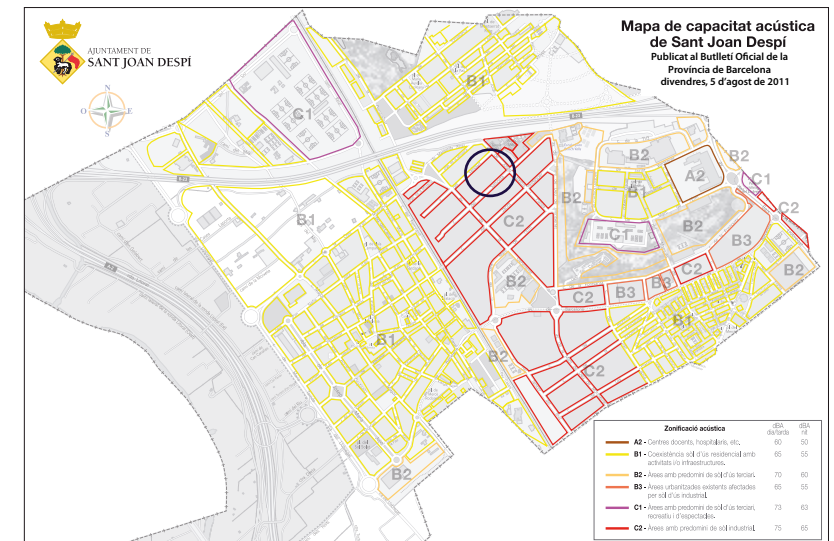
NOISE:

In 2023, an analysis of internal and external noise at our production sites was carried out and the results are within the limits permitted by current regulations. We are also located in industrial areas where the acoustic impact on the environment is lower. The operations that generate the most noise are the loading and unloading of materials, and these are carried out inside our facilities, reducing their impact. We also have electric forklifts, which, in addition to not emitting gases, are quieter than other fuel options.

TRAFFIC:

To avoid congestion on the streets surrounding our facilities, we have implemented measures such as teleworking, flexible start and finish times, areas for bicycles and scooters, and planning for pick-ups and deliveries at our facilities.

	Office building		Production building	
Permitted acoustic capacity (dB)	75		75	
	Average	Maximum	Average	Maximum
Internal noise levels (dB)	44	53	60	67
External noise levels (dB)	42	52	57	65





ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our products

The design of our products is considered a fundamental variable for creating competitive advantages; good product design can contribute decisively not only to the aesthetic improvement of the product, but also to aspects such as ergonomics, functionality, corporate identity, range integration, innovation, etc., representing a comprehensive process in product development.

The introduction of environmental factors into product design promotes the sustainable use of resources and reduces the impact of the product not only during the production phase but also during the use phase, and optimises the recovery and recycling of materials at the end of the product's life. These factors have always been taken into account in the design of our products.

Indicators	2024
References with saving systems	80%
Annual sales with saving systems	73 %

At Ramonsoler, innovation is a fundamental pillar for offering high-quality, functional and sustainable products. We have a solid portfolio of patents and utility models, developed to improve the user experience and optimise sustainability and performance:



Sacrificial anode: Protects against wear and internal corrosion of taps in order to extend their service life.



Horseshoe and tool-free systems: Facilitate installation and repairs without the need for tools, reducing time and effort for the user.



Interchangeable single-control/thermostatic cartridges: Allow the internal mechanism to be repaired with a minimum of replacement parts, enabling quick and efficient maintenance without complex disassembly. Complex disassembly.





ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our packaging

Part of a product, at the time of purchase, is the packaging in which it comes, which aims to protect it, promote it, and facilitate its distribution. In 2023, an eco-design project was developed that redefined all of Ramonsoler's packaging. We collaborated with the consulting firm Circular Packing Solutions to develop a series of actions to reduce the environmental impact of packaging and implement a new brand design.

The project was developed based on three objectives with the aim of improving the environmental performance of packaging:

- Minimise waste generation
- Improve recyclability
- Reduce raw material consumption

The proposed actions were applied to primary, secondary and tertiary packaging.

1. Recycled cardboard

We are working with cardboard that contains more than 70% recycled material for our primary packaging and group packaging. More than 80% of our packaging references contain recycled cardboard.

2. Eco-friendly inks

The inks used for external printing on ramonsoler containers and packaging were changed. The new inks are water-based UV inks that do not contain solvents, heavy metals or lead.

3. Image change

The ramonsoler image was redesigned. The new image has reduced ink consumption in the printing of containers and packaging by more than 60%.

4. Zero single-use plastics

The plastic bags that covered the products inside the containers were replaced by paper bags. The plastic tape used to seal the packaging was also replaced with paper tape. Currently, 80% of our packaging has undergone these changes.

5. Implementation of eco-friendly plastics

Some products are packaged in air-filled bags for protection. These bags now contain 50% recycled material.

10% of our packaging references are self-assembling.





ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our suppliers

Ramonsoler's value chain is a fundamental part of its business and is managed using a model based on collaboration and continuous improvement. For this reason, trusted suppliers are selected who can provide materials, components and products that meet the group's high requirements in terms of quality, volume and price.

Logistics, acquisition costs and the dynamics of suppliers are decisive for the success of any company. Ramonsoler is aware of this and manages the relationship from two key perspectives:

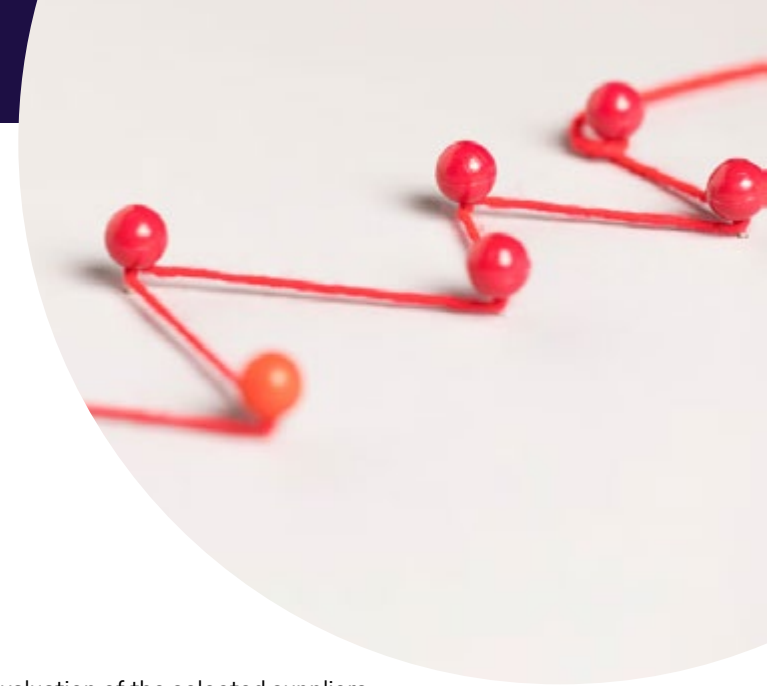
- Specific clauses in the purchasing conditions.
- Implementation of a sustainable purchasing policy.

In 2024, we identified all our suppliers and selected 73 for their financial representativeness. All of them have been sent the Corporate Social Responsibility charter to be signed so that our supply chain is aligned with our principles and commitments to sustainability. We also sent a questionnaire and, based on the results obtained, we carried out an evaluation of the selected suppliers.

Indicators	2024
Supplier assessment coverage	80%

Furthermore, in 2024, we conducted the first sustainability audit of our most important product supplier, reviewing issues such as waste management, emissions, resources, environmental impacts, training, risk prevention and control, community relations, and innovation.

Indicators	2024
Representativeness of audited suppliers	66%



ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our
customers

At Industrias Ramon Soler, the health and safety of our customers is a fundamental priority at every stage of our manufacturing process. We strive to design and produce products that not only offer functionality and efficiency, but also guarantee maximum safety for consumers in their daily use. To this end, we apply strict quality controls, use certified materials and comply with national and international regulations that ensure the absence of substances harmful to health. In addition, we are constantly working to improve and innovate our solutions in order to minimise risks and provide a safe, comfortable and reliable user experience for all our customers.

In 2024, there was one security incident reported by customers.



ECOLOGICAL
MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

our
customers

Our products comply with the requirements established in Royal Decree 145/2023, which sets out the technical criteria and requirements for the marketing and use of taps and fittings in Spain, as well as:

- European standards for sanitary fittings according to the type of fitting (EN 817; EN1111; EN 200; EN 816 and EN 15091)
- Royal Decree 3/2023 on materials in contact with drinking water.
- REACH Regulation (EC) 1907/2006, guaranteeing the absence of harmful substances in our materials.
- Product quality certifications (AENOR, NF, DVGW).



Our R&D department works on developing solutions that improve consumer safety, such as:

- Taps with temperature limiters, which prevent accidental burns.
- Antibacterial technology, with materials that reduce the proliferation of bacteria in the water.
- Water-saving and pressure control systems, which protect both users and the environment.



To minimise any risk to consumers, we implement a rigorous quality control process that includes:

- Material testing to prevent the presence of lead, nickel or other harmful substances.
- Safety and resistance testing to ensure the correct functioning of taps under conditions of intensive use.
- Leak assessment and temperature control to prevent accidents due to burns or water leaks.



We have a customer service department that handles any incidents related to product safety, including:

- Open communication channels for receiving complaints or suggestions.
- Product recall protocols in the event of detecting risks to user health or safety.
- Clear and accessible information on labelling and in user manuals to prevent improper use.



ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

awards in 2024

ESG TRANSPARENCY AWARD

Recognises the transparency of ESG reports and their underlying sustainability objectives and measures.

The



CERTIFICADO CONMEMORATIVO DE GARANTÍA DE CALIDAD AMBIENTAL

For contributing to the improvement of the Catalan productive sector.



PIME CSR PROGRAMME

Recognition for our participation in the corporate social responsibility programme for small and medium-sized enterprises.





personal awareness

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

Our customers

Awards in 2024

Personal awareness

Infographic to raise staff awareness of environmental issues:





ECOLOGICAL MANAGEMENT

Risk analysis

Circular economy

Environmental indicators

Our biodiversity

Our emissions

Our waste

Our water

Our energy

Interaction with the environment

Our products

Our packaging

Our suppliers

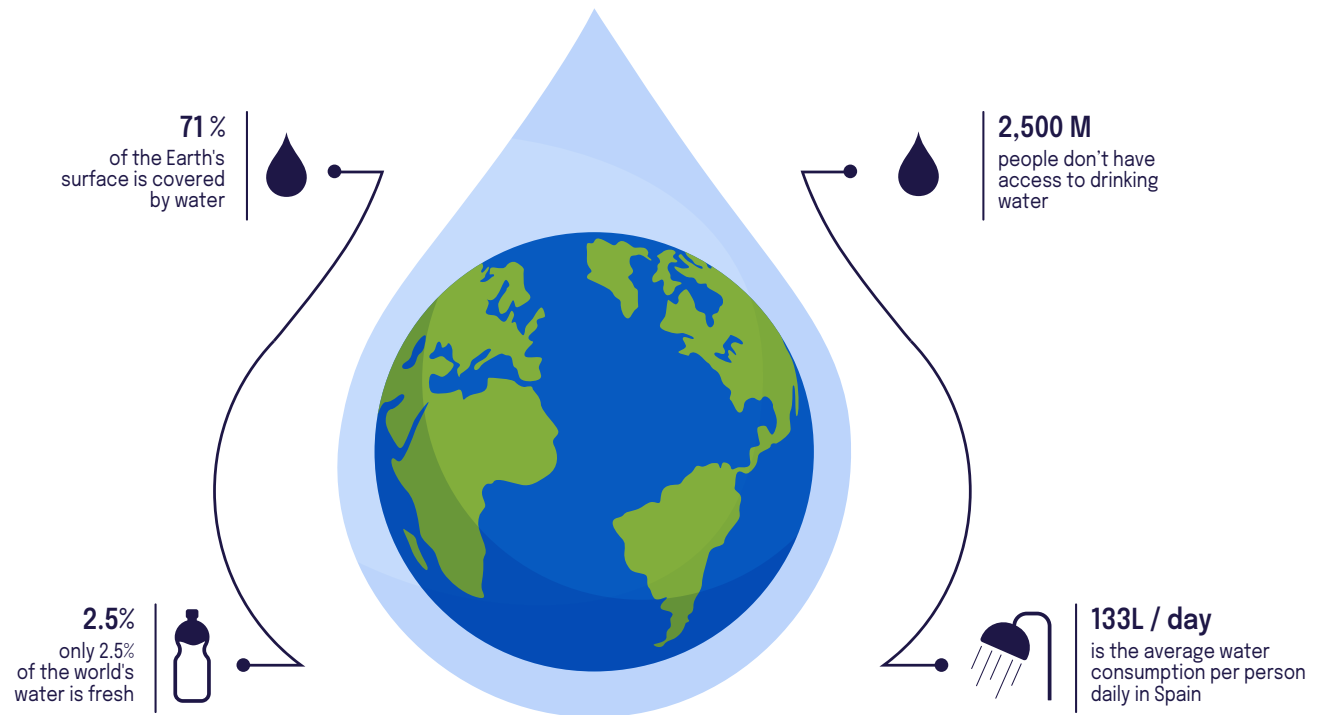
Our customers

Awards in 2024

Personal awareness

personal awareness

Infographic to raise staff awareness of environmental issues:





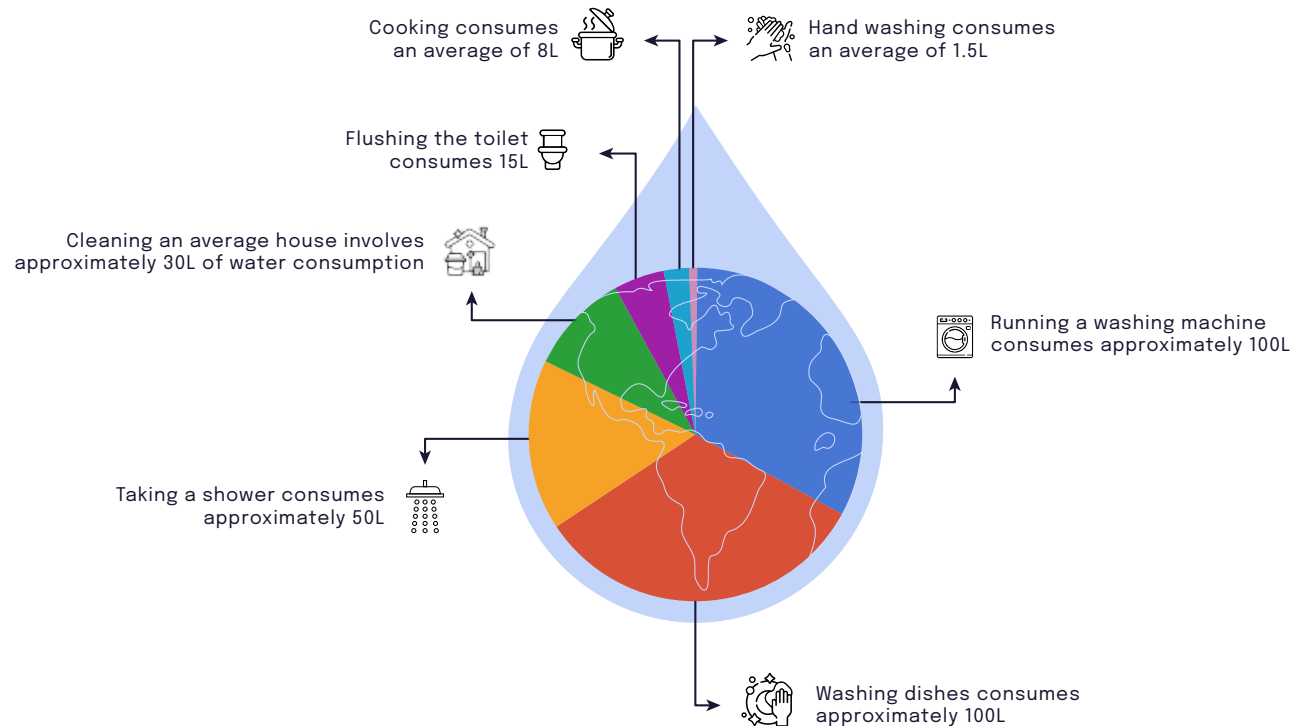
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- Circular economy
- Environmental indicators
- Our biodiversity
- Our emissions
- Our waste
- Our water
- Our energy
- Interaction with the environment
- Our products
- Our packaging
- Our suppliers
- Our customers
- Awards in 2024
- Personal awareness**

personal awareness

Within an average household, water consumption is divided into:

73% in the bathroom
19% in the kitchen
8% in other spaces

Infographic to raise staff awareness of environmental issues:



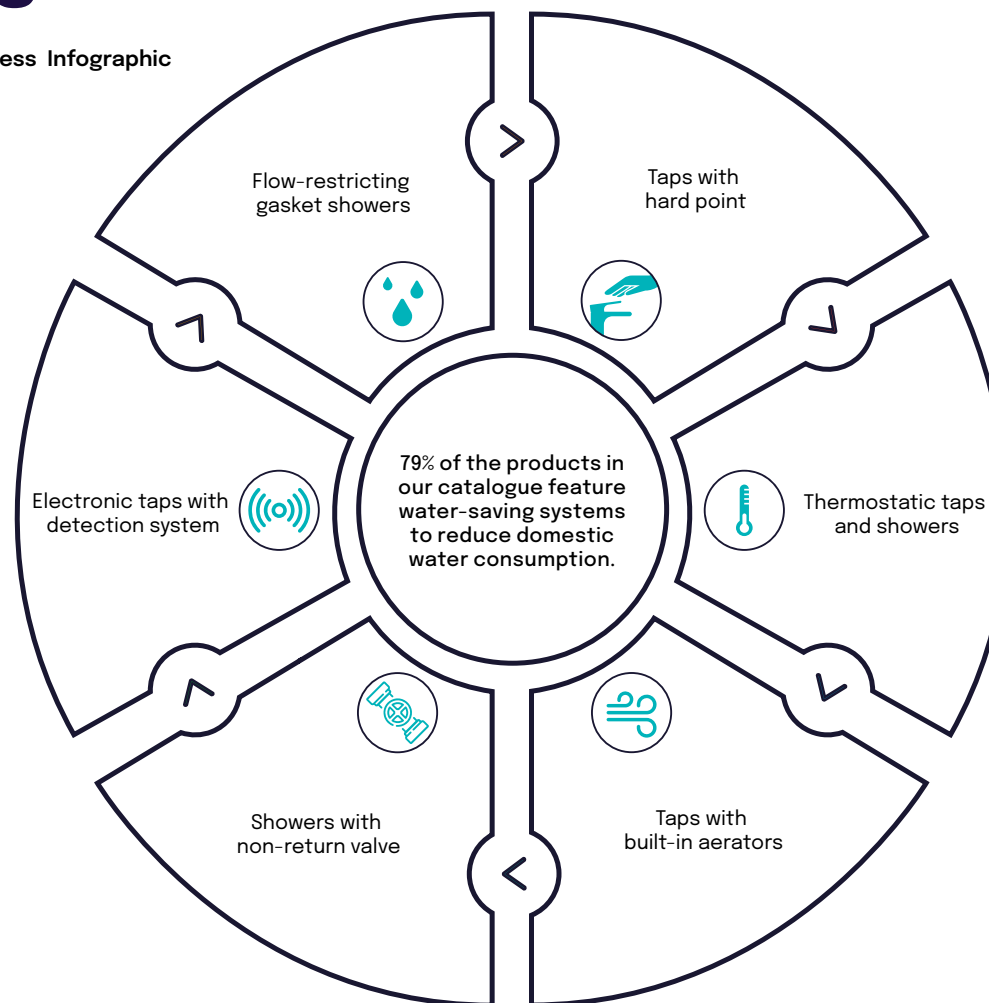


ECOLOGICAL MANAGEMENT

- Risk analysis
- Circular economy
- Environmental indicators
- Our biodiversity
- Our emissions
- Our waste
- Our water
- Our energy
- Interaction with the environment
- Our products
- Our packaging
- Our suppliers
- Our customers
- Awards in 2024
- Personal awareness**

personal awareness

Environmental Awareness Infographic
for Employees:



GRI CONTENT TABLE



GRI Standard General content	Content	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Industrias Ramon Soler S.L - C/Vallespir, 26 Pol. Ind. Font Santa, 08970, Sant Joan Despi (Barcelona España)
	2-2 Entities included in the preparation of the organisation's sustainability reports	Industrias Ramon Soler S.L page 15
	2-3 Reporting period, frequency and point of contact	Natural year 2024 (annual) Contact: ecendalres@rsramonsoler.com
	2-4 Updating information	First report in 2023
	2-5 External verification	No
	2-6 Activities, value chain and other commercial relationships	Metal-siderometallurgy
	2-7 Employees	99 employees
	2-8 Workers who are not employees	8 employees
	2-9 Governance structure and composition	Page 5 and 21
	2-10 Appointment and selection of the highest governing body	Page 5 and 21
	2-11 Chairperson of the highest governing body	Page 5 and 21
	2-12 Role of the highest governing body in overseeing impact management	Page 5 and 21
	2-13 Delegation of responsibility for impact management	Page 5 and 21
	2-14 Role of the highest governance body in sustainability reporting	Page 5 and 21
	2-15 Conflicts of interest	N.A
	2-16 Communication of critical concerns	Page 37
	2-17 Collective knowledge of the highest governance body	Page 37
	2-18 Evaluation of the performance of the highest governance body	Page 5 and 21
	2-19 Remuneration policies	In accordance with collective bargaining agreements or specific agreements with workers
	2-20 Process to determine remuneration	In line with collective bargaining agreements or specific agreements with workers. - Pagina 31
	2-21 Annual total compensation ratio	Page 31
	2-22 Statement on sustainable development strategy	Environmental policy document. - Page 16, 17 y 18
	2-23 Commitments and policy	Page 16, 17 y 18
	2-24 Integration of commitments and policies	The company communicates policies and codes of conduct internally and to third parties, requesting the recipient's acceptance through signature.
	2-25 Processes to remediate negative impacts	There have been no incidents in the last 2 years
	2-26 Mechanisms to seek advice and raise concerns	An email address info@rsramonsoler.com and a contact form on the website are available for requesting information
	2-27 Compliance with laws and regulations	Page 22
	2-28 Membership in associations	Page 27 and 28
	2-29 Approach to stakeholder engagement	Page 19
	2-30 Collective bargaining agreements	Page 31



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Temas Materiales 2021	3-1 Process of determining material topics	Page 19 and 20				
	3-2 List of material topics	Page 19 and 20				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 10				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 10 and 12				
	201-2 Financial implications and other risks and opportunities due to climate change	Page 39				
	201-3 Defined benefit plan obligations and other retirement plans	Page 32 and 33				
	201-4 Financial assistance received from the government	N.A. During the 2024 period, no financial assistance was received from the government.				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30 and 31				
GRI 202: Market Presence (2016)	202-1 Ratio of standard entry-level wage by gender compared to local minimum wage	Page 30 and 31				
	202-2 Proportion of senior executives hired from the local community	Page 30 and 31				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 9, 10 and 27				
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Page 9, 10 and 27				
	203-2 Significant indirect economic impacts	Page 9, 10 and 27				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 22				
	205-2 Communication and training on anti-corruption policies and procedures	Ethics policy document				
	205-3 Confirmed incidents of corruption and actions taken	Sin incidentes				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics policy document				
GRI 206: Unfair competition 2016	206-1 Legal actions related to anti-competitive behavior, anti-trust, and monopoly practices	Ethics policy document, code of conduct				



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22				
GRI207: Tax 2019	207-1 Tax approach	Page 22				
	207-2 Tax governance, control, and risk management	Page 22				
	207-3 Stakeholder engagement and management of concerns related to tax	Page 22				
	207-4 Country-by-country reporting	Page 13 and 22	X	Data protection	It is sensitive information for Industrias Ramon Soler S.A.	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 8, 40, 45 y 52				
GRI 301: Materiales 2016	301-1 Materials used by weight or volume	Page 8				
	301-2 Recycled input materials used	Page 40, 45 and 52				
	301-3 Reclaimed products and their packaging materials	Page 40, 45 and 52				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 49				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 49				
	302-3 Energy intensity	Page 49				
	302-4 Reduction of energy consumption	Page 49				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 47 and 48				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 47 and 48				
	303-2 Management of water discharge-related impacts	In our operations, no water discharges are carried out				
	303-3 Water withdrawal	In our operations, no water discharges are carried out				
	303-4 Water discharge	In our operations, no water discharges are carried out				
	303-5 Water consumption	In our operations, no water discharges are carried out				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42 and 43				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 42 and 43				
	304-2 Significant impacts of activities, products, and services on biodiversity	Page 42 and 43				



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44 and 45				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 44 and 45				
	305-2 Energy indirect (Scope 2) GHG emissions	Page 44 and 45				
	305-4 GHG emissions intensity	Page 44 and 45				
	305-5 Reduction of GHG emissions	Page 44 and 45				
	305-6 Emissions of ozone-depleting substances (ODS)	Our emissions of other gases are less than 10 kg per year and therefore are not considered material.				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our emissions of other gases are less than 10 kg per year and therefore are not considered material.				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45 and 46				
GRI 306: Residuos 2020	306-1 Waste generation and significant waste-related impacts	Page 45 and 46				
	306-2 Management of significant waste-related impacts	Page 45 and 46				
	306-3 Waste generated	Page 45 and 46				
	306-4 Waste diverted from disposal	Page 45 and 46				
	306-5 Waste directed to disposal	Page 45 and 46				
Material Topics						
GRI 3: Material Topics 2021	3-3 Gestión de los temas materiales	Page 53				
GRI 308: Evaluación ambiental de provee- dores 2016	308-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios ambientales	Page 53				
	308-2 Impactos ambientales negativos en la cadena de suministro y medidas tomadas	Page 53				



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 36				
GRI 403: Occupatio- nal Health and Safety 2018	403-1 Occupational health and safety management system	Page 36				
	403-2 Hazard identification, risk assessment, and incident investigation	Page 36				
	403-3 Occupational health services	Page 36				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 36				
	403-5 Worker training on occupational health and safety	Page 36				
	403-6 Promotion of worker health	Page 36				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 36				
	403-8 Workers covered by an occupational health and safety mana- gement system	Page 36				
	403-9 Work-related injuries	Page 36				
	403-10 Work-related ill health	Page 36				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34 and 35				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 34 and 35				
	404-2 Programs for upgrading employee skills and transition assis- tance programs	Page 34 and 35				
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 34 and 35				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30 and 31				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 30 and 31				
	405-2 Ratio of basic salary and remuneration of women to men	Page 30 and 31				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Labor policy document				
GRI 406: Non-discri- mination 2016	406-1 Incidents of discrimination and corrective actions taken	Labor policy document				



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	N.A				
GRI 407: Freedom of Association and Co-llective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No operations or suppliers whose right to freedom of association and collective bargaining is at risk were recorded during 2023.				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 30				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 30				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 34				
Material Topics						
GRI 3: Temas Materia-les 2021	3-3 Management of material topics	Page 40				
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assess-ments, and development programs	Page 40				
	413-2 Operations with significant actual or potential negative im-pacts on local communities	Page 40 and 52				
Material Topics						
GRI 3: Material topics 2021	3-3 Management of material topics	Page 53				
GRI 414: Evaluación social de los provee-dores 2016	414-1 New suppliers that were screened using social criteria	Page 53				
	414-2 Negative social impacts in the supply chain and actions taken	Page 53				



GRI Standard General content	Content	Location	Omission			Sector GRI Standard Ref. N°
			Requirements	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 54				
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 54				
	416-2 Incidents of non-compliance concerning the health and safety impacts of product and service categories	Page 54				
Material Topics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39				
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	Page 39				
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 39				
	417-3 Incidents of non-compliance concerning marketing communications	Page 39				

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