

# AWWG NON-FINANCIAL REPORT

FISCAL YEAR 2022/23



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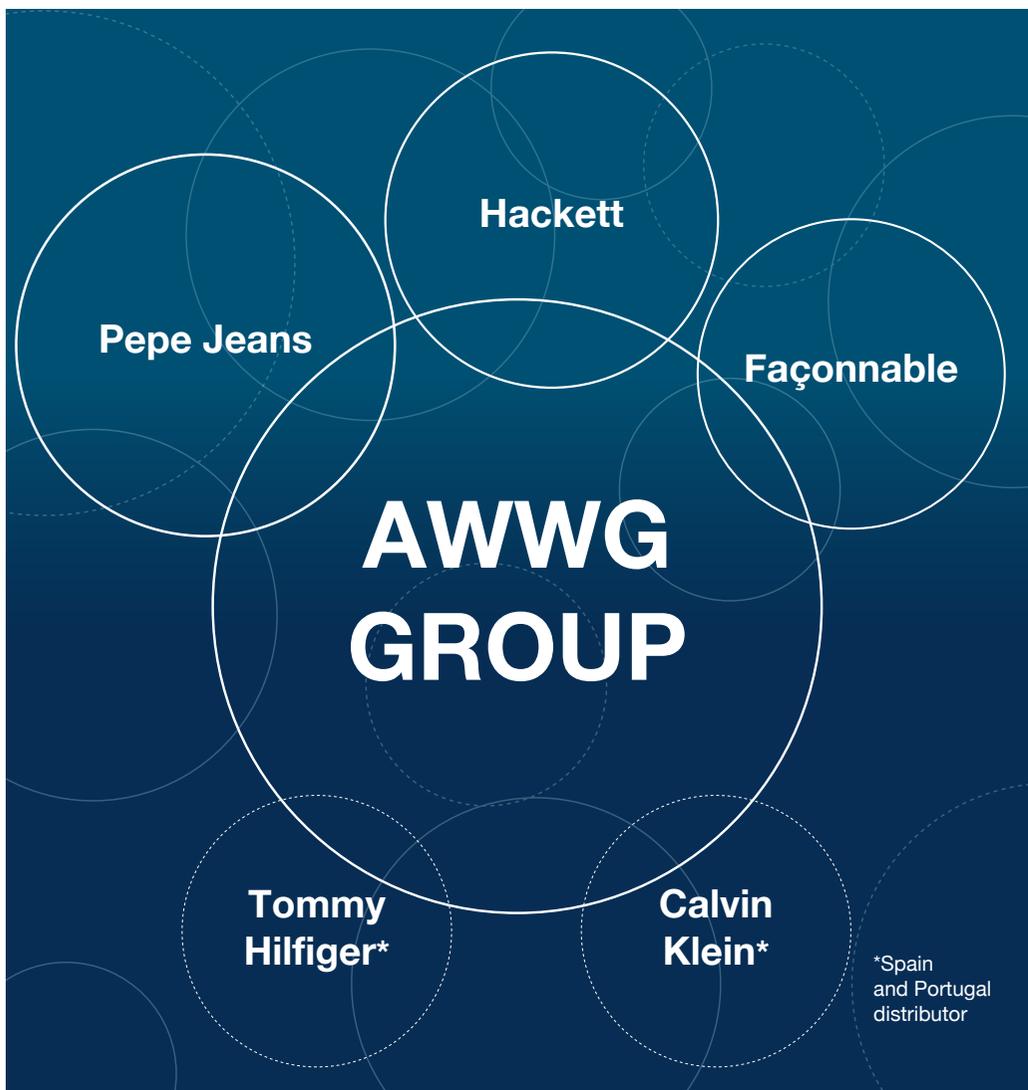
# ABOUT US

We are AWWG: a global fashion group with over 30 years of experience that loves challenges, pushing limits and defying the status quo. We believe in empowering transformation to create business and brand equity. Our success is our agility, always ready to adapt to the volatile fashion industry and global economy. Our people make it happen, embody the entrepreneurial spirit and are our true power.





# OUR BUSINESS<sup>1</sup>



## Our Brands

### PEPE JEANS

50 years of iconic denim style.

- Turnover: 278.442.928,29 €
- Garments sold: 11.319.308



### HACKETT

British excellence and craftsmanship.

- Turnover: 161.768.495,68 €
- Garments sold: 2.877.864



### FAÇONNABLE

High-end premium menswear inspired by the French Riviera.

- Turnover: 12.255.822,36 €
- Garments sold: 17.306,00



### TOMMY HILFIGER

Classic American essence.

- Turnover: 41.996.336,59 €<sup>2</sup>
- Garments sold: 985.567,00



### CALVIN KLEIN

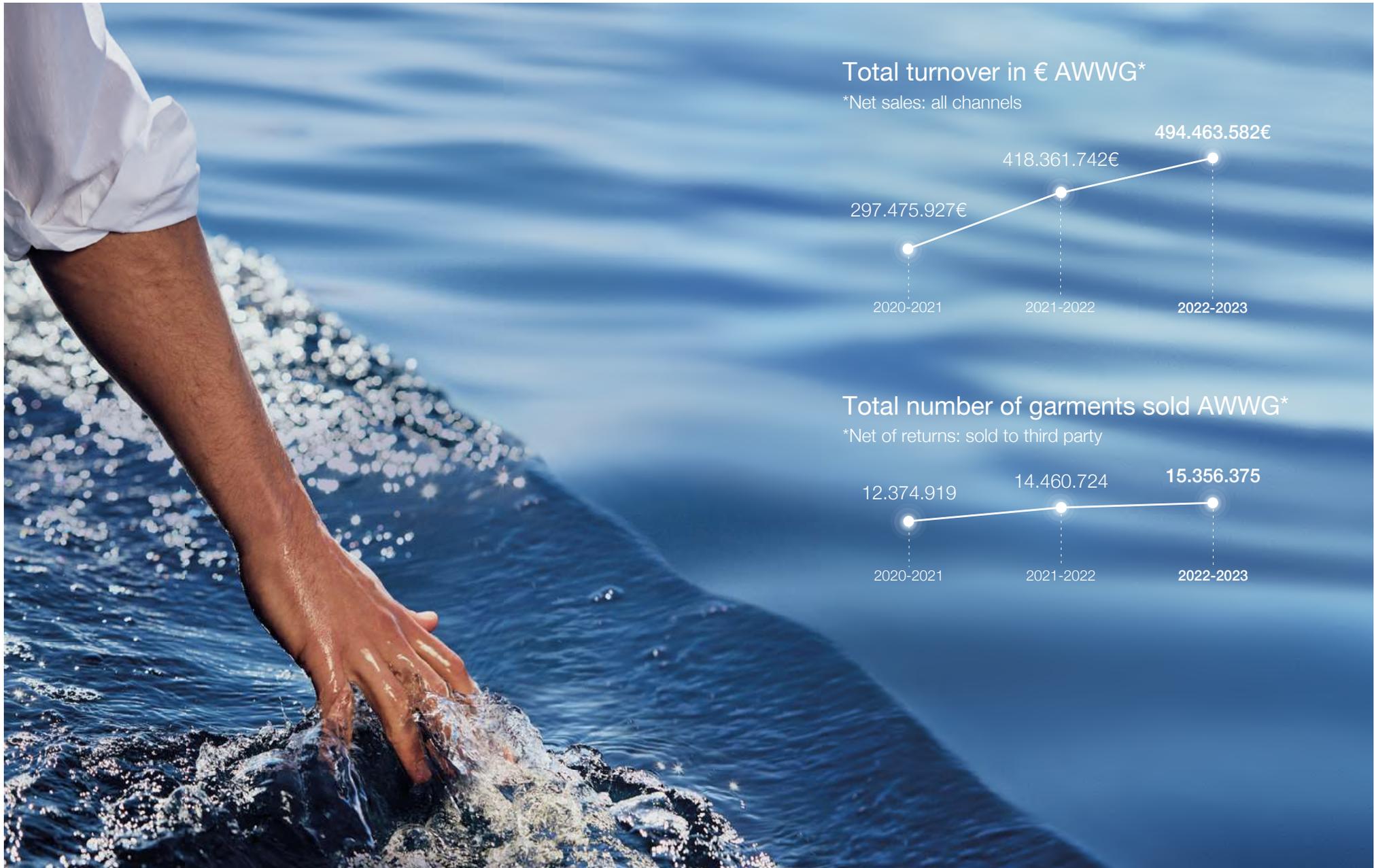
Bold minimalism clothing.<sup>3</sup>



1. Reported data per brand.

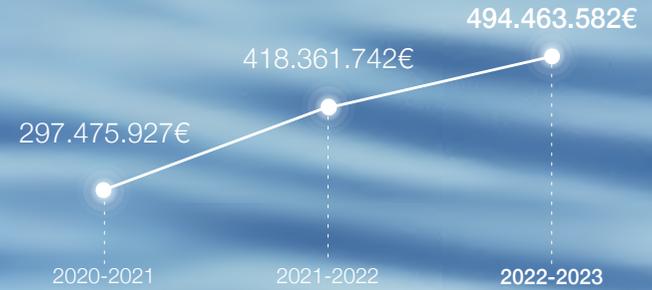
2. Only retail. AWWG does not produce either Tommy Hilfiger nor Calvin Klein goods.

3. AWWG is CK agent in Spain and Portugal. Consequently, no turnover or garments are reported.



### Total turnover in € AWWG\*

\*Net sales: all channels



### Total number of garments sold AWWG\*

\*Net of returns: sold to third party





# AWWG HISTORY: A *TIMELINE*

A history of growth and expansion.

**1973**

Pepe Jeans is founded in Portobello Road.

**1998**

We became the official distributors of Tommy Hilfiger in Spain and Portugal.

**2002**

We acquired the Global Pepe Jeans brand and moved its headquarters to Barcelona and Madrid.

**2013**

We start distributing Calvin Klein brand products in Spain and Portugal.

**2020**

After consultation with the employees, the name of the Group is changed to All We Wear Group (AWWG).

**1989**

Pepe Jeans' distribution in Spain and Portugal begins.

**1999**

Pepe Jeans S.L. society is born.

**2006**

We acquired the Hackett global brand, with offices in London.

**2016**

We acquired Façonnable, with offices in Nice.



# How We Operate



## Distribution Channels

### Retail

Own physical stores and sales points including full price, concessions and outlet.

### Wholesale

Third party retailer's sales points.

### Distributors

Companies acquiring our products to sell them in their markets. They are responsible for the sale and delivery of the products.

### Franchises

Product distribution involving an authorization granted by the company to a third party.

### Ecommerce

AWWG owned online channels focused on the final consumer, where both stock management and product delivery are our Group's responsibility.

### Marketplace

E-commerce platforms allowing third-party sellers to offer their products to consumers.

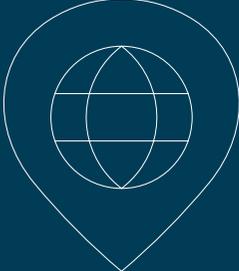


# GLOBAL PRESENCE

▶ **83 Countries**

**9**  
Offices

**16**  
Showrooms



**348**  
Retail stores  
(full price, outlet, and concessions)

**+2.800**  
Employees

**4.472**  
Sales Point



### Offices

- Madrid (HQ)
- Barcelona (HQ)
- Elche (HQ)
- London
- Nice
- Amsterdam
- Düsseldorf
- Mexico City

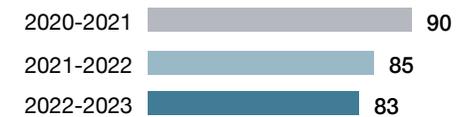


### Showrooms

- Madrid (5)
- London
- Nice
- Paris
- Salzburg
- Düsseldorf
- Hamburg
- Munich
- Lisbon
- Budapest
- Milan
- Warsaw

We believe in the strength of a global and **multicultural team.**

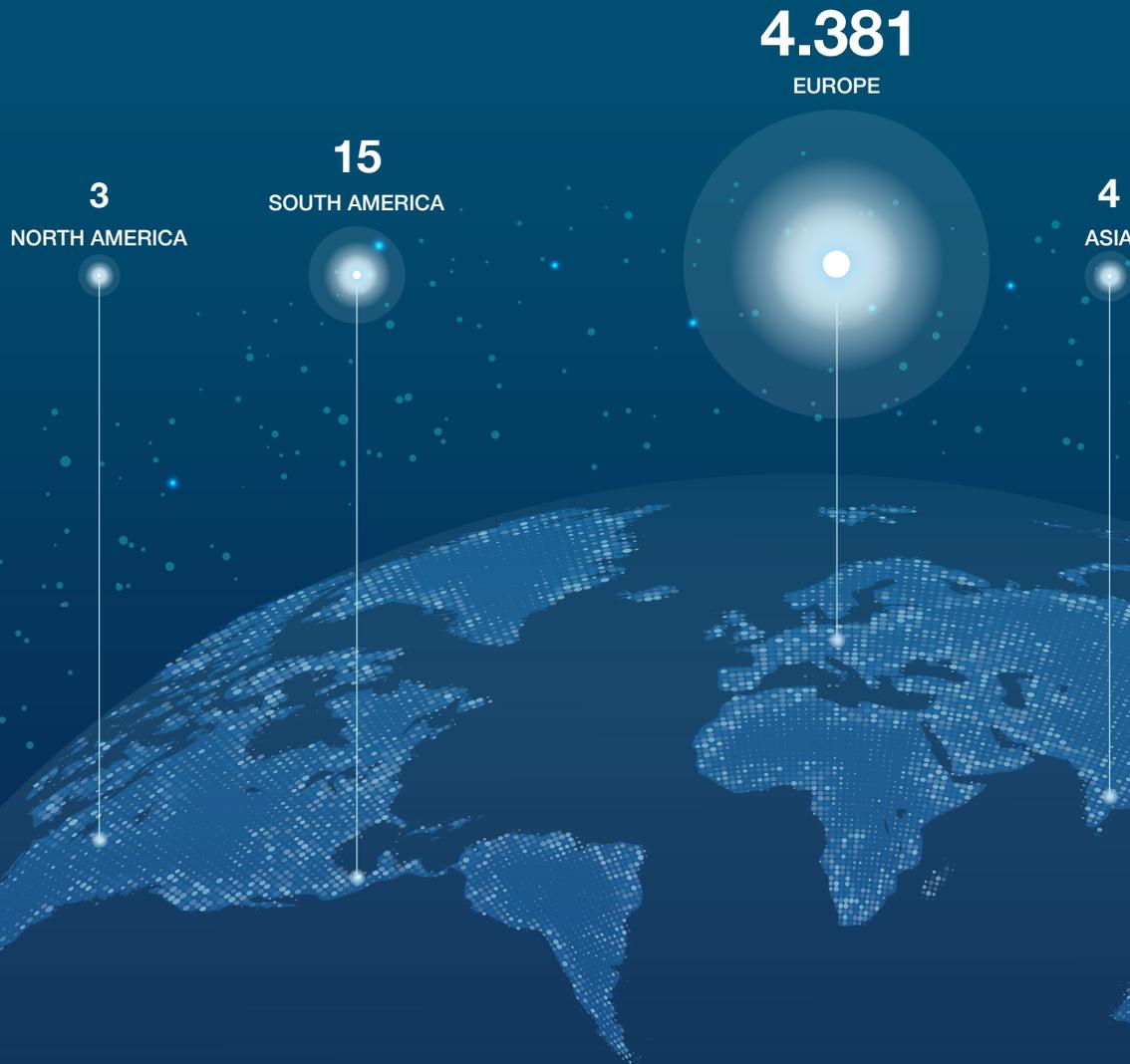
### Total Number of markets/countries where the Group operates





# Total Point of Sales

(including Retail, Wholesale & Distributors, and Franchises)



<b>EUROPE</b>	<b>4,381</b>
Austria	201
Belgium	66
Czech Republic	49
France	780
Germany	510
Hungary	11
Italy	479
Poland	99
Portugal	206
Spain	1441
Switzerland	142
Netherlands	43
United Kingdom	131
Others	223
<b>ASIA</b>	<b>4</b>
India	4
<b>NORTH AMERICA</b>	<b>3</b>
USA	3
<b>SOUTH AMERICA</b>	<b>15</b>
Mexico	15



## Breakdown of point of sales, by country (Full Price, Outlet and Concessions)

	2020-2021	2021-2022	2022-2023
<b>EUROPE</b>	322	341	334
Austria	1	1	1
Belgium	6	6	6
Czech Republic	4	4	4
France	23	26	26
Germany	17	15	19
Hungary	7	7	7
Italy	18	18	18
Poland	11	10	10
Portugal	34	33	30
Spain	168	191	184
Switzerland	4	4	4
The Netherlands	4	3	3
UK	23	22	21
Others	2	1	1
<b>NORTH AMERICA</b>	2	-	-
USA	2	-	-
<b>SOUTH AMERICA</b>	20	14	14
Mexico	20	14	14

**TOTAL**

**334**

(2020-2021)

**355**

(2021-2022)

**348**

(2022-2023)

## Breakdown of point of sales, by country (Franchises)

	2020-2021	2021-2022	2022-2023
<b>EUROPE</b>	35	28	27
Austria	1	1	3
Czech Republic	7	8	8
France	2	2	2
Germany	5	2	2
Poland	2	3	3
Portugal	1	1	1
Spain	6	3	3
Switzerland	1	1	1
Others	10	7	4
<b>ASIA</b>	1	1	1
India	1	1	1
<b>SOUTH AMERICA</b>	1	1	1
Mexico	1	1	1

**TOTAL**

**37**

(2020-2021)

**30**

(2021-2022)

**29**

(2022-2023)

## Breakdown of digital point of sales

	2020-2021	2021-2022	2022-2023
Own digital point of sales	39	39	39
External digital point of sales	33	40	53



## Breakdown of point of sales, by country (Wholesale and distributors)

	2020-2021	2021-2022	2022-2023
<b>EUROPE</b>	4.119	4.142	4.020
Austria	203	197	197
Belgium	55	56	60
Czech Republic	29	36	37
France	855	791	752
Germany	582	524	489
Hungary	37	44	4
Italy	421	420	461
Poland	60	96	86
Portugal	161	165	175
Spain	1.224	1.262	1.254
Switzerland	159	164	137
The Netherlands	48	47	40
UK	89	97	110
Others	196	246	218

	2020-2021	2021-2022	2022-2023
<b>AFRICA</b>	1	-	-
Morocco	1	-	-
<b>ASIA</b>	1	4	3
India	1	4	3
<b>NORTH AMERICA</b>	1	12	3
USA	1	12	3
<b>SOUTH AMERICA</b>	2	2	-
Mexico	2	2	-

**TOTAL**

**4.124**

(2020-2021)

**4.160**

(2021-2022)

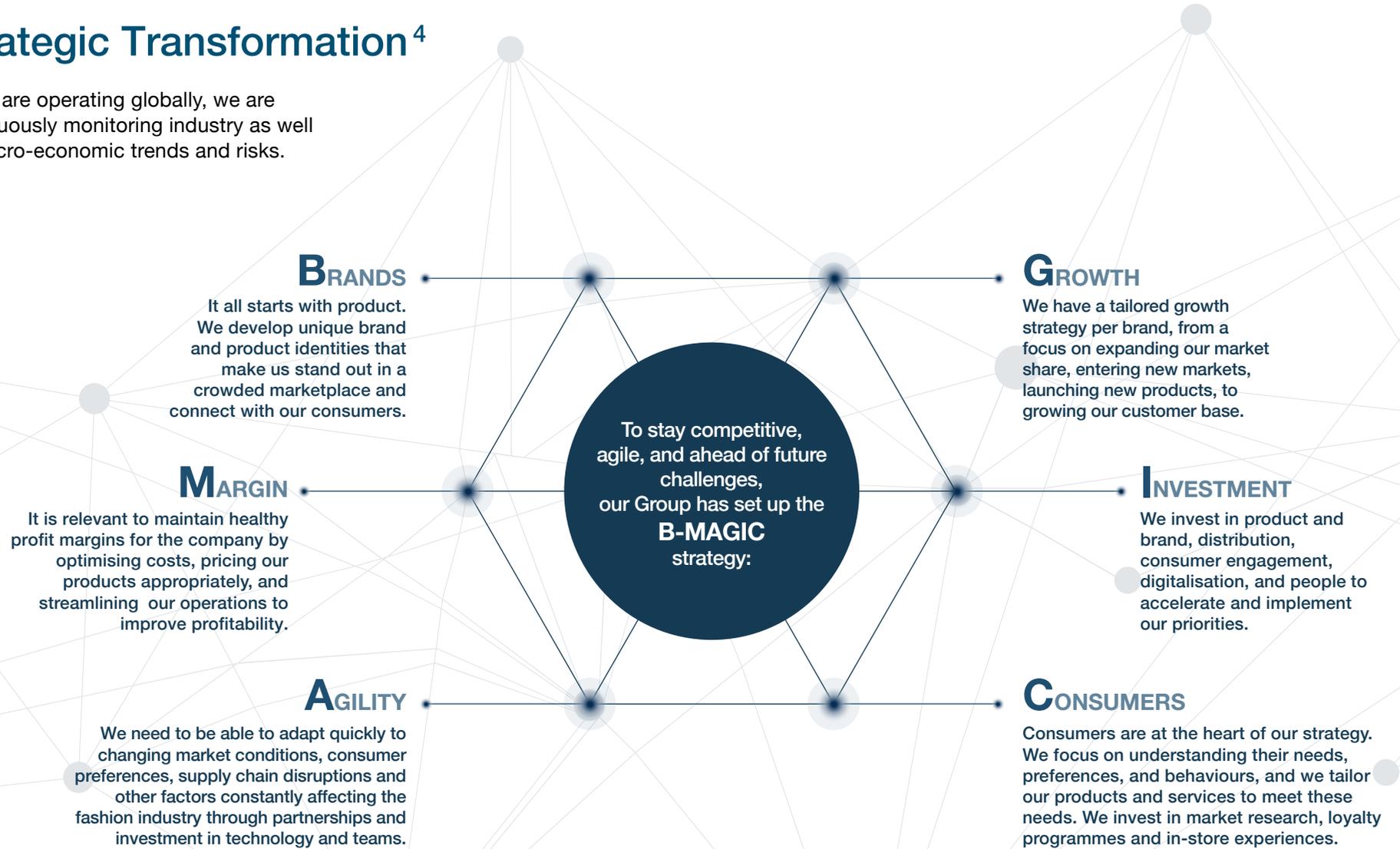
**4.026**

(2022-2023)



# Strategic Transformation<sup>4</sup>

As we are operating globally, we are continuously monitoring industry as well as macro-economic trends and risks.



4. Check [Annex II](#). Risks to understand AWWG's most relevant macro-economic and industry operational trends.



# What drives us

All our brands and departments are united by our rolling vision:

## Purpose

Our brands to deliver a double-digit profitability.

## Vision

To create business and brand equity by empowering transformation.

## Core Values

Passion  
Ownership  
Adaptability  
Collaboration  
Invention  
Inclusivity

Our Power  
↓  
Our People

## Priorities

Brand & Product  
Consumer Engagement  
Distribution Enhancement  
Digitalisation  
People & Community

Our Success Factor  
↓  
Agility





# TRANSFORMATION

## THROUGH OUR BRANDS

We are committed to create brand equity by empowering transformation. Consequently, our brands are continuously evolving to stay relevant.

### Pepe Jeans

It all started with Pepe Jeans, the first brand in our portfolio (currently, 58% of our Group's revenues). In 2023, we are celebrating our 50th anniversary by launching "Pepe Evolution", a strategy to ensure that our brand remains relevant to today's and tomorrow's consumers.

We aim at enriching the brand's image - with specific communication and marketing initiatives as well as a new ecommerce site. Everything starts with hero products - the elevation of design and product is the core of our strategy. We also developed a new store concept to give our products the best surrounding possible. Renovation of our stores will start in autumn 2023 and is expected to be fully rolled out within two years.

Pepe Jeans





## Hackett

We celebrate another anniversary in 2023: 40 years of Hackett. For this special occasion, we have been working on the “Hackett Re-Energize” project, developing the full potential of the brand while remaining true to its British heritage. This plan included:

- Rebranding: we refreshed the original logo, maintaining the typography as a connection with the brand’s heritage.
- Elevating brand and product by investing in segmentation and details.
- Promoting brand awareness through our ambassadors, like Jenson Button.
- Redesigning our home page.
- Creating an experience-based new store concept for a full immersion in the Hackett world.

The plan for next year also includes a further expansion of our retail network, including flagships and stores in secondary city squares in England and the Iberian Peninsula.





## Façonnable

In the last two years, our strategy has been to consolidate the brand distribution. We are focusing on product creation, building on the brand's DNA and consumers' expectations.

In autumn 2023, we will re-launch the brand with a product offer that revives the Façonnable legacy with modern sportswear for today's consumer.

Moreover, we have strong expansion plans for the brand in France and Spain.



*Façonnable*  
— FRENCH RIVIERA —



# RISK MANAGEMENT

At AWWG we are constantly monitoring current and emerging risks linked to our industry and operational context. It also gives us relevant information to create a proactive strategy aligned with our Group's risk appetite and tolerance and, at the same time, it allows us to adapt to trends, regulatory developments and the industry's competitive environment.

The risk identification and mitigation is based on a benchmarking of relevant risks of the industry and our peers and of the global context. This first identification has been refined through individual interviews with the top management of the Group who provided their input from their area of expertise.

Our risk management approach takes six main categories into account, including non-ESG/Sustainability related risks as well as ESG/Sustainability related risks:



## Generic risks:

- **Business risks:** Risks from unfavourable events that reduce profits and increase losses.
- **Financial risks:** Risk of events that have negative financial consequences for an organisation.
- **Other risks:** Risks including reputational, cyber, data compliance, etc.



## ESG risks:

- **Environmental risks:** Risks stemming from a transition to reduce or eliminate Greenhouse Gas (GHG) emissions and from natural disasters and shifting weather patterns.
- **Social risks:** Risks that come from activities affecting employees and the rest of stakeholders.
- **Governance risks:** These cover a range of matters including corporate risk management, compliance, reporting and oversight.



# Relevant risks – description & mitigation actions

## Supply chain disruptions and inefficiencies

-  Delays caused by a complex supply chain. Nearshored structures are less prone to supply bottlenecks.
-  Assessment of dependencies by countries and challenges in supplier communications. Developing a strategy to relocate the supply chain partially.

## Warehouse & distribution disruptions and inefficiencies

-  Potential warehouse disruptions and excessive wait for long-distance deliveries.
-  Assessment of delivery effectiveness by country with special focus on sensitive countries. Analysis of returns (particularly in ecommerce) in some segments facing logistic challenges.

## Human rights & safety standards

-  Practices that may have a negative impact on workers, local community members, consumers and others.
-  Due diligence and strict standards prior to associating with new suppliers. Our Ethical and Transparent Sourcing Program was implemented to be able to rate suppliers (A-D). 62% of suppliers have been assessed. We have plans to have full visibility shortly.



## Commodities and raw material availability and pricing

-  Includes shortages of key inputs as well as spikes in their prices (e.g. cotton, linen and other materials).
-  Our Group has absorbed the impact of rising prices in its margins. AWWG reviews alternative raw material suppliers on an ongoing basis, including nearer countries and alternative markets.

## Talent management & employee wellbeing

-  Challenges in talent attraction and retention along with high inflation and high cost of living in big cities (e.g. Madrid, Barcelona, London, etc.).
-  Focusing on work-life balance (e.g. remote work) and improving other perks. Compensation process in place in 2023. Career path in place, with deep dive on starting positions/interns.



General description



AWWG mitigation actions



# OUR SUSTAINABILITY JOURNEY

At AWWG we are aware of the imperative need for sustainable transformation to reduce the environmental and social impact of fashion production and consumption. We are taking steps and moving forward to tackle our most pressing impacts on the environment, people, and the economy.





# KEY HIGHLIGHTS 22-23

We are committed to continuously improving our sustainability efforts

**64%**  
of SS23 Pepe Jeans collection\* is sustainable

*\* Excluding Footwear*

**18%**  
of SS23 Hackett collection\* is sustainable

*\* Excluding Footwear*

**55%**  
of our SS23 Pepe Jeans collection cotton\* is BCI certified

*\* Excluding Footwear*

**10.150 kg**  
of AWWG garments have been given a second chance

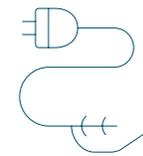


**2.847**  
Employees

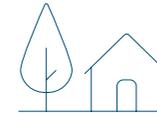
**4.492**  
Estimated hours of training

**2.283**  
Permanent contracts

**71,3%**  
Women



**100%**  
Renewable energy in our offices, showrooms and warehouses in Spain



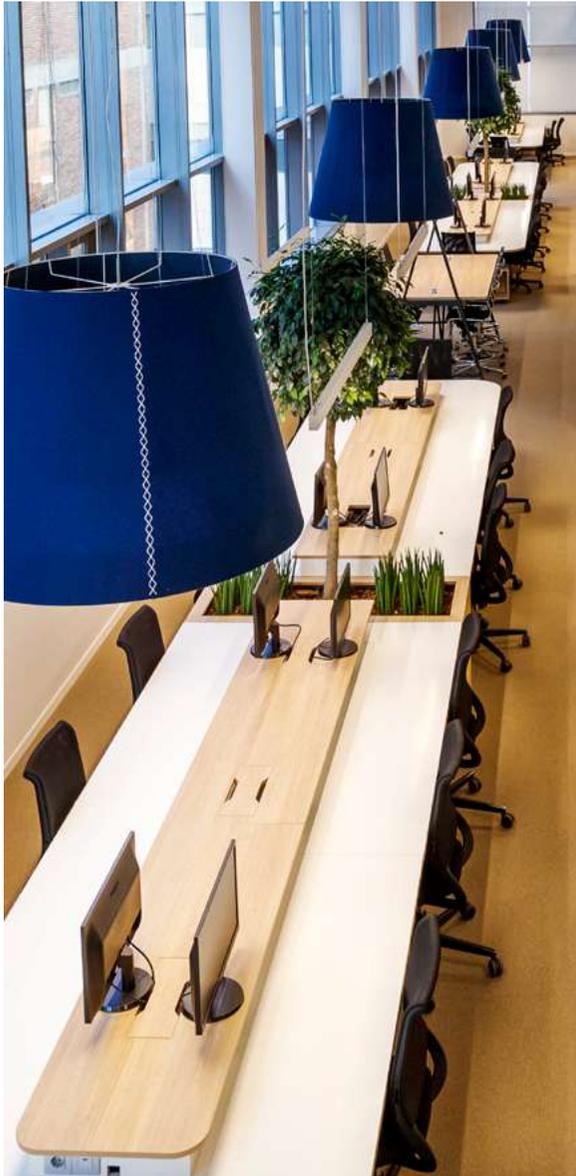
**93**  
Facilities supported to improve



**48h**  
Max. resolution time of inquiries (Own and operated E-commerce)



**347**  
Suppliers are guided by our Ethical and Transparent Sourcing Programme



### A Growing Team

At AWWG, we strongly believe in people and their talent. We made great investments in this matter throughout the last fiscal year. This growth not only reflects our Group's expansion in scope, but also our growing efforts towards sustainability, brand re-energising and improvements in customer experience.

### Packaging Optimisation

In February 2023, we launched our packaging optimisation project, aimed at identifying and optimising packaging in different sections of our business chain. Thanks to this, we have been able to explore and integrate economic and environmental improvements in our processes.

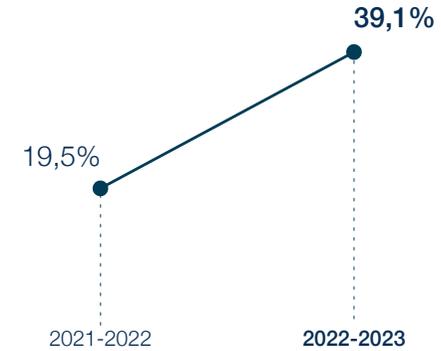
### Increase of Sustainable Materials

At Pepe Jeans and Hackett, we are pushing towards sustainability and we keep on exploring new materials and components that allow us to offer our customers broader environmentally conscious purchase options.

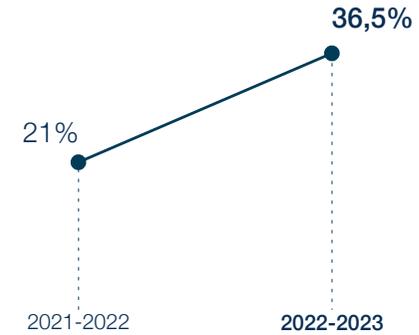
To this effect, we increased the percentage of sustainable materials in our garments, more specifically, of Better Cotton Initiative (BCI) cotton and recycled polyester.

Our choices have been made rationally and consciously, aiming at lowering our negative environmental impact, for instance: preventing water misuse, ensuring soil protection, and reducing emissions. Moreover, we strive to create a positive social impact, while guaranteeing economic sustainability over time.

### Our evolution regarding BCI cotton and recycled polyester at AWWG \*



OF OUR TOTAL COTTON CONSUMPTION IS BCI COTTON.



OF OUR TOTAL POLYESTER CONSUMPTION IS RECYCLED POLYESTER

\* Excluding Pepe Jeans footwear, Hackett footwear & Façonnable apparel & footwear



## Improved Ethical and Transparent Sourcing Programme

As a company that outsources garment production, we bear a great responsibility to ensure ethical sourcing practices. We have developed our Ethical and Transparent Sourcing Programme, with a triple goal:

1

**TO IMPROVE THE TRANSPARENCY AND VISIBILITY OF OUR SUPPLY CHAIN.**

2

**TO ENSURE ETHICAL SOURCING AMONG OUR PARTNERS AND PEOPLE WHO MANUFACTURE OUR PRODUCTS.**

3

**TO DEVELOP A ROADMAP TO MANAGE AND MONITOR OUR RELATIONSHIPS WITH SUPPLIERS.**

## Sustainability Applied to Sales

We promote responsible consumption and informed decision-making in both our B2B and B2C online platforms. Thus, we have introduced:

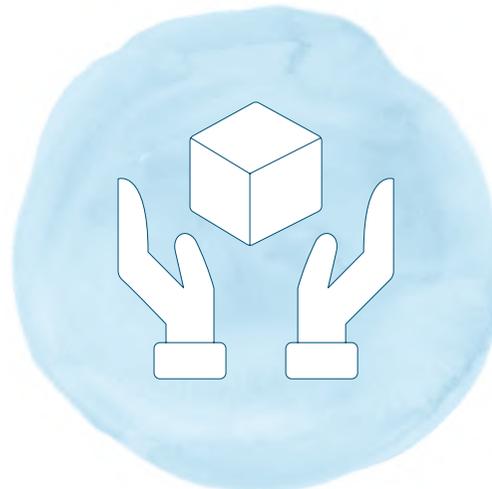
- **Specific sustainable filters in both online spaces containing description and composition of our sustainable garments (for both Pepe Jeans and Hackett).**
- **A QR code providing further information regarding attributes, processes, care instructions and impact of our Pepe Jeans denim garments.**

Following legislation, we have started to adapt (namely the French AGEC) and implement:

- **Triman logo for waste disposal of packaging and items that we place on the market.**
- **The total % of recycled materials (garments composition) for each item we sell.**

Information on the above-mentioned items is incorporated into our packaging.

The French legislation has also anticipated the brands' future efforts to improve traceability capabilities, which we are readily following.





# SUSTAINABILITY STRATEGY

## The 4 Pillars of Our Sustainability Journey

1.



### PRODUCTS

We aim to produce high-quality and sustainable fashion by maximising our use of responsible materials such as BCI and recycled fibres, while minimising the use of water and hazardous chemicals. We have incorporated innovative technologies into our production processes, including N22 and Eco one® and Wiser Wash® Denim, as well as supporting animal welfare through the use of responsible wool and leather products.

2.



### PEOPLE

Our employees are at the heart of our group. We would not be able to reach our outcomes without our diverse and inclusive workforce. We work every day to generate a positive work culture where employees feel safe, respected, heard, and valued. We believe in their competence and promote their growth. Our employees embody our business values and the goals we pursue.

3.



### PARTNERS

We ensure that our relationships with partners are built on mutual trust and respect, by working on ethical and transparent sourcing as part of our supply chain commitment within the textile industry. We work together with partners that share our values and commit to them. These partnerships are mutually beneficial; therefore, we give and provide exactly what we demand from them.

4.



### PLACES

We aim to minimise our environmental impact by extending the use of renewable energy in all our owned and operated offices, warehouses, and stores. Moreover, we are carefully working on the introduction of sustainable packaging and optimising our logistics processes to ensure a better environmental impact.



# OUR ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

## SUSTAINABLE DEVELOPMENT GOALS

<b>3</b> GOOD HEALTH AND WELL-BEING 	→	<p>We take care of our employees and the people who work for our partners in the supply chain. We also have high-quality, health and safety standards regarding our products.</p>	
<b>6</b> CLEAN WATER AND SANITATION 	→	<p>We reduce the water usage in the production process of our garments, and we innovate by using water more efficiently in our operations.</p>	
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	→	<p>We encourage and stand up for human rights in our direct operations and in our supply chain, through audits, traceability processes and external certifications.</p>	
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	→	<p>We innovate through our products, supporting the use of sustainable materials and technologies.</p>	
<b>13</b> CLIMATE ACTION 	→	<p>We work to reduce our emissions and decarbonise our value chain.</p>	
<b>17</b> PARTNERSHIPS FOR THE GOALS 	→	<p>We collaborate with our partners and stakeholders to build a better future for all.</p>	



# OUR ALLIANCES

As a Group, we recognise the importance of working collaboratively with external initiatives to drive positive change across our sector. As such, AWWG is part of several external initiatives promoting positive environmental and social impact in the textile and fashion industry:

## Better Cotton Initiative (BCI)

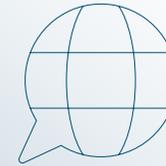
Since October 2021, we are members of the BCI. Our Group is committed to sourcing sustainable cotton and supporting cotton farmers to adopt more sustainable farming practices.

Better Cotton is not physically traceable to end products. However, Better Cotton farmers benefit from the demand for Better Cotton in equivalent volumes to those we source.

We share with BCI the same strategy and values, such as using water in an efficient way, taking care of the land and natural habits, and reducing the use of chemicals.



These initiatives provide us with guidance and support on how to implement sustainable practices within our own operations and supply chain.



## ACCORD

Since January 2022 we are part of ACCORD, an initiative aimed at improving building safety and fire protection for clothing units in Bangladesh, based upon five key pillars:

1. Remediation of non-conformities.
2. Trainings.
3. Complaints processes for workers.
4. Transparency and reporting through mandatory ACCORD audits.
5. Supplier incentive (suppliers' commitment to inspection, remediation, trainings, etc.).

Through ACCORD we support fair working conditions in the communities where we operate and complement our audit processes.





# MATERIALITY ANALYSIS

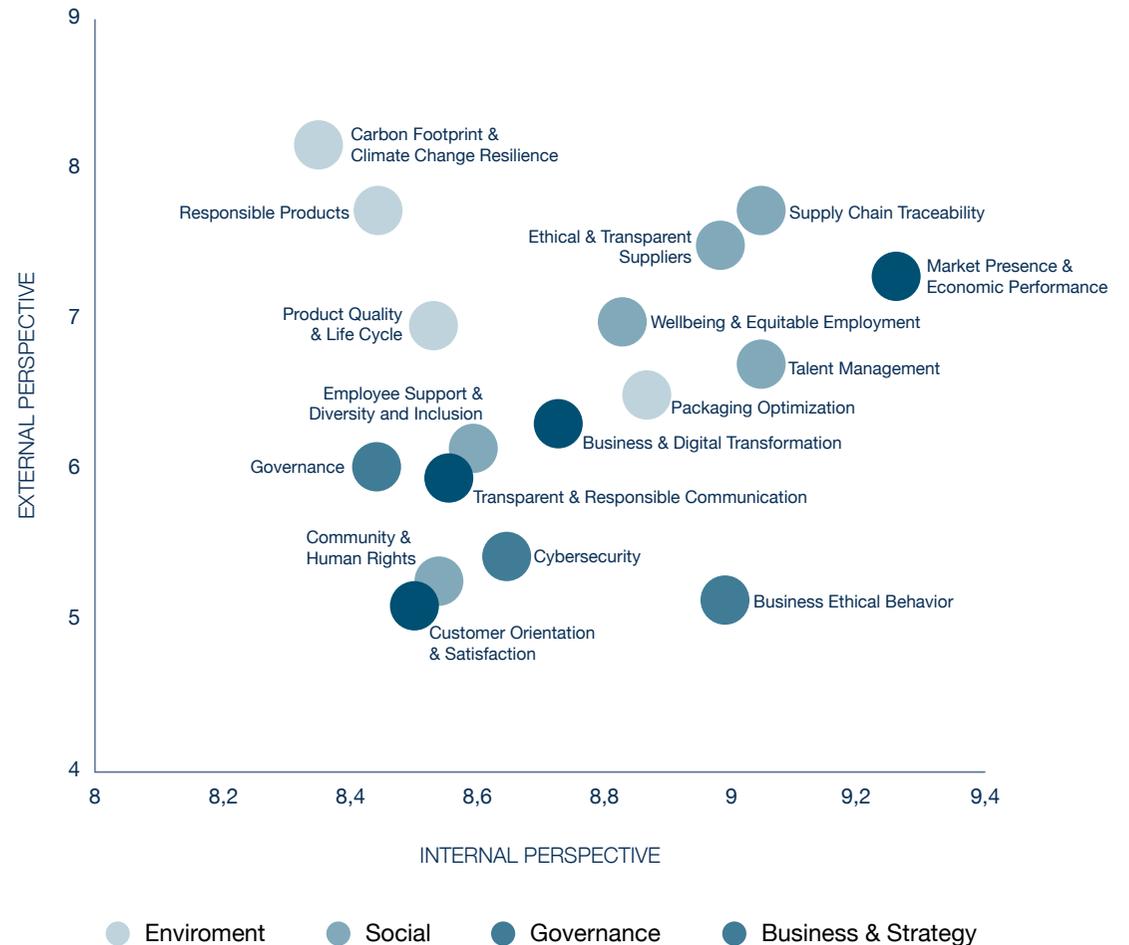
We conducted a materiality assessment to identify our most significant impacts on the environment and society, as well as the impacts that social, environmental, and governance issues can have on our business and strategy.

We have analysed the industry and global context, identified trends on sustainability matters (ESG) and consulted our most relevant internal stakeholders about the most significant impacts. Additionally, we conducted an internal survey in which around 60 employees with managerial responsibilities in the Group prioritized the topics identified further. We also developed external scores based on benchmarking and the SASB standard.<sup>5</sup>

**This report demonstrates our commitment to mitigating these impacts in both our direct operations and our supply chain.**

5. Materiality assessment was conducted parallel to the Group risk analysis, which allowed us to have an enriching global vision, sharing learnings and improvement opportunities in the different stages of the methodology addressed.

**Materiality Matrix**

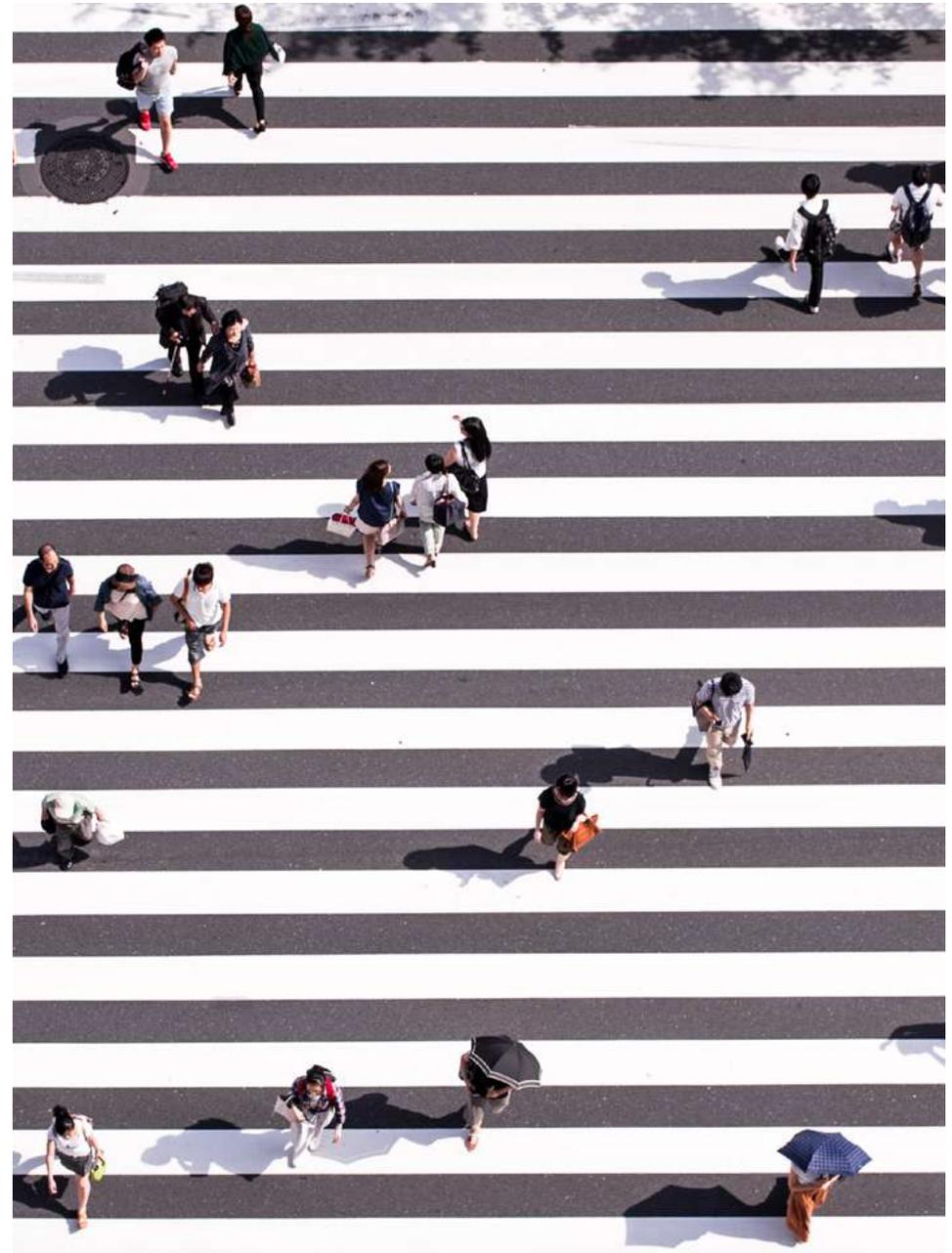




# OUR STAKEHOLDERS

At AWWG we have identified our most relevant stakeholders. Taking our industry, the global context, our brands and business model into account, we have selected the top priority ones:

- **Consumers and customers**
- **Suppliers and other partners**
- **Banks and shareholders**
- **Competitors**
- **Employees**
- **Regulator (national, European and global level)**
- **Society including local communities**





# GOVERNANCE

At AWWG, we are aware of the importance of ethical, responsible, and transparent business management. Therefore, we have developed policies, processes, and tools in order to ensure that our high ethical standards are fulfilled.





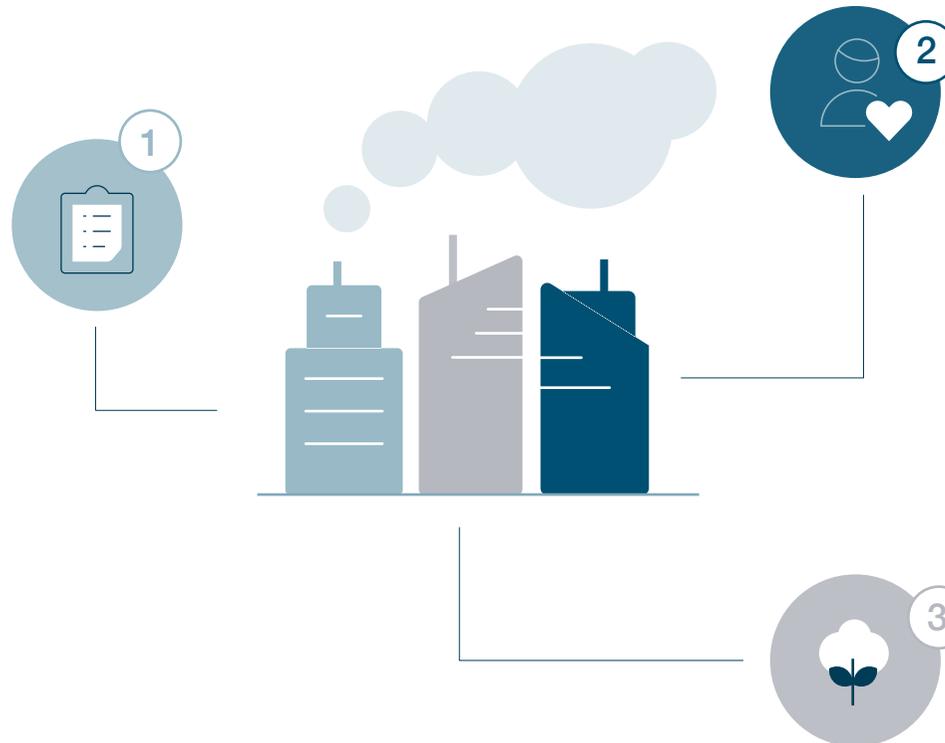
# OUR INSTRUMENTS<sup>6</sup>

## TO OPERATE ETHICALLY AND TRANSPARENTLY

### 1.

#### INTERNAL INSTRUMENTS:

- Employees Code of Conduct.
- Ethics and Global Compliance Committee.
- Channels for Complaints Policy.
- Anti-Corruption Policy.
- Competition Policy.



### 2.

#### SUPPLY CHAIN INSTRUMENTS:

- Supplier Code of Conduct.
- Service Suppliers Code of Conduct.
- Ethical and Transparent Sourcing Programme.

### 3.

#### SUSTAINABLE PRODUCT INSTRUMENTS:

- Product Health & Safety Programme.
- Sustainable Product Standard.

6. The AWWG Environmental Policy is working in progress.



## Employee Code of Conduct

The cornerstone of our business's ethical management system is our Code of Conduct.

It contains our company's most important values and principles and determines behaviour standards for our employees and managers, including the management of Board and supervisory Board, as well as those of our partners and suppliers in their professional activities and interactions with AWWG.

### Code of Conduct highlights:

- It aims to ensure that all members of AWWG behave with integrity and transparency, are socially responsible and continue to raise ethical standards in all our activities.
- It reflects the main topics that should guide the conduct of employees.
- It includes the principles by which we abide in the matter of money laundering.
- It is based on guidelines from recognised international organisations, such as the International Labour Organization (ILO), the Universal Declaration of Human Rights (United Nations), the UN Global Compact principles and labour and environmental legislation at national and international levels.
- It states the responsibility of managers to ensure compliance with the Code.
- The rules of the Code of Conduct are mandatory for all our employees.
- Its application is guaranteed by our Ethics and Global Compliance Committee.





## Ethics and Global Compliance Committee

Our Ethics and Global Compliance Committee is dedicated to promoting an ethical culture, both internally and externally. In their efforts, they are supported by our Human Resources Team and their trainings for all our employees on good practices in the application of corporate values and to encourage them to transmit their ethical skills to the rest of the company's stakeholders.

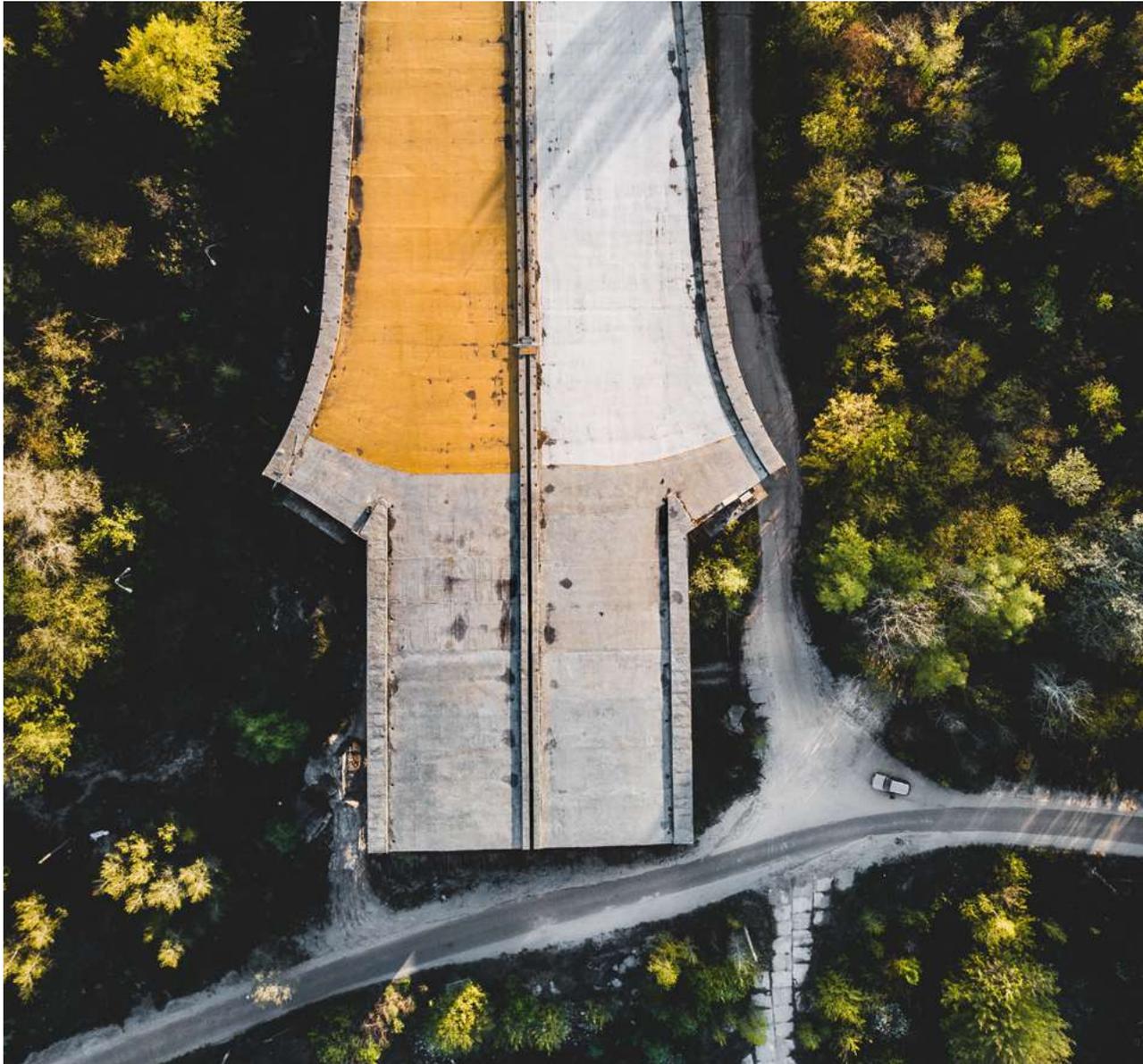
### Main functions of the Ethics and Global Compliance Committee:

- Drawing up the Code of Conduct and its amendments.
- Updating and drawing the company's Management Committee and Board of Director's attention to the Code of Conduct.
- Ensuring compliance with the Code of Conduct.
- Establishing control mechanisms and actions to uphold it.
- Advertising and promoting the Code of Conduct internally.
- Resolving doubts and queries about the Code of Conduct.
- Managing the Complaints Channel.
- Receiving, processing and making decisions regarding inappropriate behaviour.
- Establishing sanctions for breaching the Code of Conduct.



- Putting forward all clarifications and development standards required by the application of the Code to the Management Board and the Executive board.
- Drawing up an annual report on the activities carried out.

**Our Ethics and Global Compliance Committee ensures the application of corporate values and encourage to transmit the ethical skills of the company.**



## Channel for Complaints Policy

Our Channel for Complaints is regulated by our Channel for Complaints Policy, enabling any AWWG stakeholder (employees, suppliers or third parties with legitimate commercial or professional interests) to confidentially inform of any irregular or illegal behaviour within the framework of our activities. Moreover, the Channel for Complaints can be used to communicate any query regarding interpretation or application to the Committee.

### How does the Channel for Complaints work?

- Consultations are emailed to the Ethics and Global Compliance Committee.
- The Committee guarantees the confidentiality of the complaints.
- The complaints are verified to make sure there is enough information for them to be processed.
- If there is enough information, the Committee starts an investigation.
- Should an irregularity occur, the Committee determines which measures shall be applied.
- The Committee guarantees that there will be no retaliation against people who, in good faith, have informed of a breach in our Code.



# Anti-corruption Policy

We take a zero-tolerance approach to bribery and corruption. Our Anti-corruption Policy provides us with a set of general principles and rules on how to expose and deal with bribery and corruption issues and how to comply with anti-bribery rules and regulations, in line with the provisions laid down within our Code of Conduct.

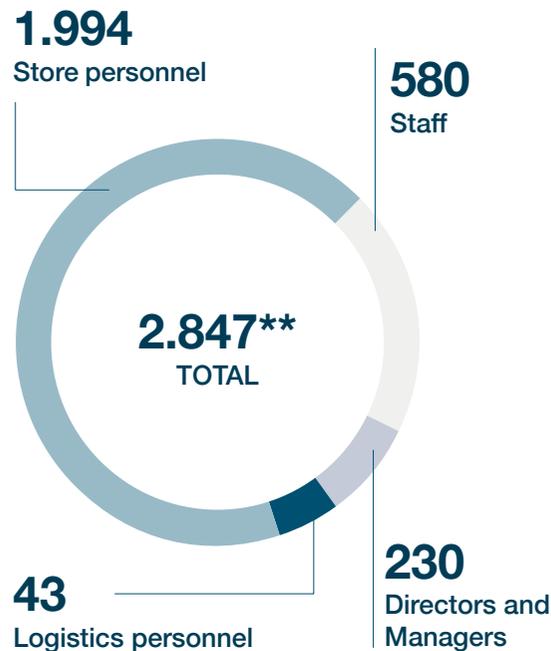
Our Code of Conduct for suppliers includes a specific section on anti-corruption that must be complied with. This Code of Conduct for Suppliers is included as an annex to all the agreements signed with our partners in the supply chain.

During fiscal year 2022-2023, no cases of corruption or bribery have been detected.





## Breakdown of people that have access to training on anti-corruption and anti-bribery policies, by employment category in 2022-2023\*



\* There is no available data for the previous two years because we launched our Learning & Development platform (AWWG Academy) and our Code of Conduct training during this fiscal year.

\*\* 39 warehouse employees did a shorter version.



## Training our employees in Anti-corruption

Our employees, including those in offices, warehouses, and retail stores, have access to a one-hour anti-corruption and anti-bribery training. Whenever a new employee is onboard, they will have to carry it out through our AWWG Academy.

In addition, workers receive specific training on anti-corruption issues, which are available in documents such as:

- **Our Code of Conduct:** sets up a basic understanding of anti-corruption and anti-bribery and other issues set forth in our Code of Conduct, such as money laundering.

## Competition Policy

Our Competition Policy ensures all our directors, executives and employees are fully aware of the Competition Law and operate in compliance with its rules in order to ensure effective competitiveness among companies, which results in healthy markets for the customers.

### How We Ensure Healthy Competition

- We do not engage in dishonest business activities with competitors, customers or merchants.
- Zero abuse of market power.
- Effective business communications.
- Guidance in trade associations/participation in the creation of statistics.
- Training and disciplinary measures on competition.



# HUMAN RIGHTS

At AWWG, we are committed to ensure that all workers in our supply chain, wherever they may be located, are treated with humanity and dignity, and are entitled to their basic rights.

Our human rights approach pays special attention to the matters below, which we carefully follow up on.

- **No child-labour**
- **Freedom of choice**
- **No discrimination**
- **No inhumane treatment**
- **Freedom of association**
- **Working hours**
- **Working conditions**
- **Wages**
- **Housing Conditions**
- **Homeworkers**
- **Banned practices**



## AS A COMPANY, WE ADHERE TO:

The International Labour Organization's (ILO) conventions that promote the guarantee of human and labour rights among workers.

The International Bill of Human Rights.

The United Nations Global Compact.

The Declaration on Fundamental Principles and Rights at Work.



# Human Rights in our Operations

## Code of Conduct

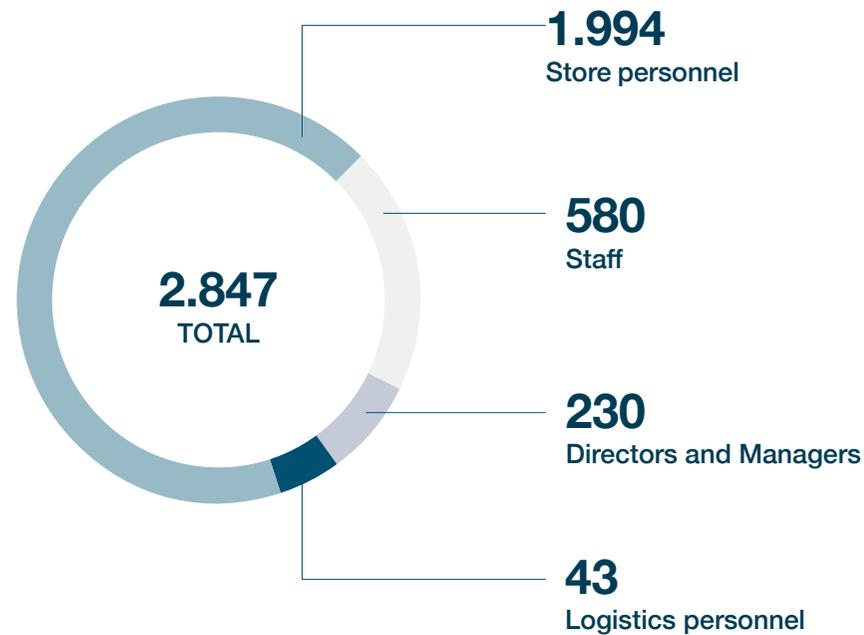
- We promote human rights within our direct operations through our Code of Conduct, which ensures that the rights of every AWWG stakeholder are supported and upheld.

## Harassment Protocol

- In this fiscal year we have also developed a Harassment Protocol, which allows us to investigate and resolve possible situations of harassment in the workplace.

All employees are equally responsible for ensuring that human rights are supported and upheld in their working area. Breaches in our Code of Conduct and cases of harassment are treated through our Channel for Complaints Policy. This policy includes a specific channel to submit complaints to our Ethics and Global Compliance Committee, which can apply measures ranging from a 60-day suspension of employment and salary to dismissal.

## Breakdown of employees and supplier companies' employees that have access to human rights training in 2022-2023\*



\* Since we launched our Learning & Development platform (AWWG Academy) and our Code of Conduct training in the current fiscal year, there is no available data for the previous two years



## Human Rights in our Supply Chain<sup>7</sup>

We ensure our values and norms are respected and complied with, no matter where we operate.

### Supplier Code of Conduct

- This document is a non-negotiable commitment on human rights and environmental issues, which shall be enforced by all our suppliers.

### Ethical & Transparent Sourcing Programme (ETSP)

- This fiscal year, we have updated our ETSP. Our suppliers are required to sign it, expressing their agreement with our Supplier Code of Conduct. The ETSP is also our main tool for third-party auditors to follow when carrying out assessments of facilities.

### Third-Party Audit system

- As part of our ETSP, we audit our suppliers through third-party audits on a regular basis. Depending on the results, we take corrective or remedial action or end the relationship with the supplier.

Due to context and different realities of the countries where we operate, this fiscal year we have faced some non-critical issues (see 'Ratings of facilities' for further information on these issues) regarding human rights, and we are helping our partners to improve through Corrective Action Plans.<sup>8</sup>

<sup>7</sup> We provide more information about our Supplier Code of Conduct, our Ethical & Transparent Sourcing Programme and our Audit system in [section "Partners"](#).

<sup>8</sup> More information on Corrective Action Plans available in [section "Partners"](#).



# FINANCIAL INFORMATION

Despite the macroeconomic situation, the war in Ukraine heavily impacting energy prices, inflation at its highest in the last 30 years and interest rates growing dramatically, our Group has been able to increase sales up to €561M, that is by more than 8% vs BUD and over 20% on a year-to-year basis.

AWWG EBITDA has also improved, up to €57.4M that is by more than 12% vs BUD and over 63% on a year-to-year basis.

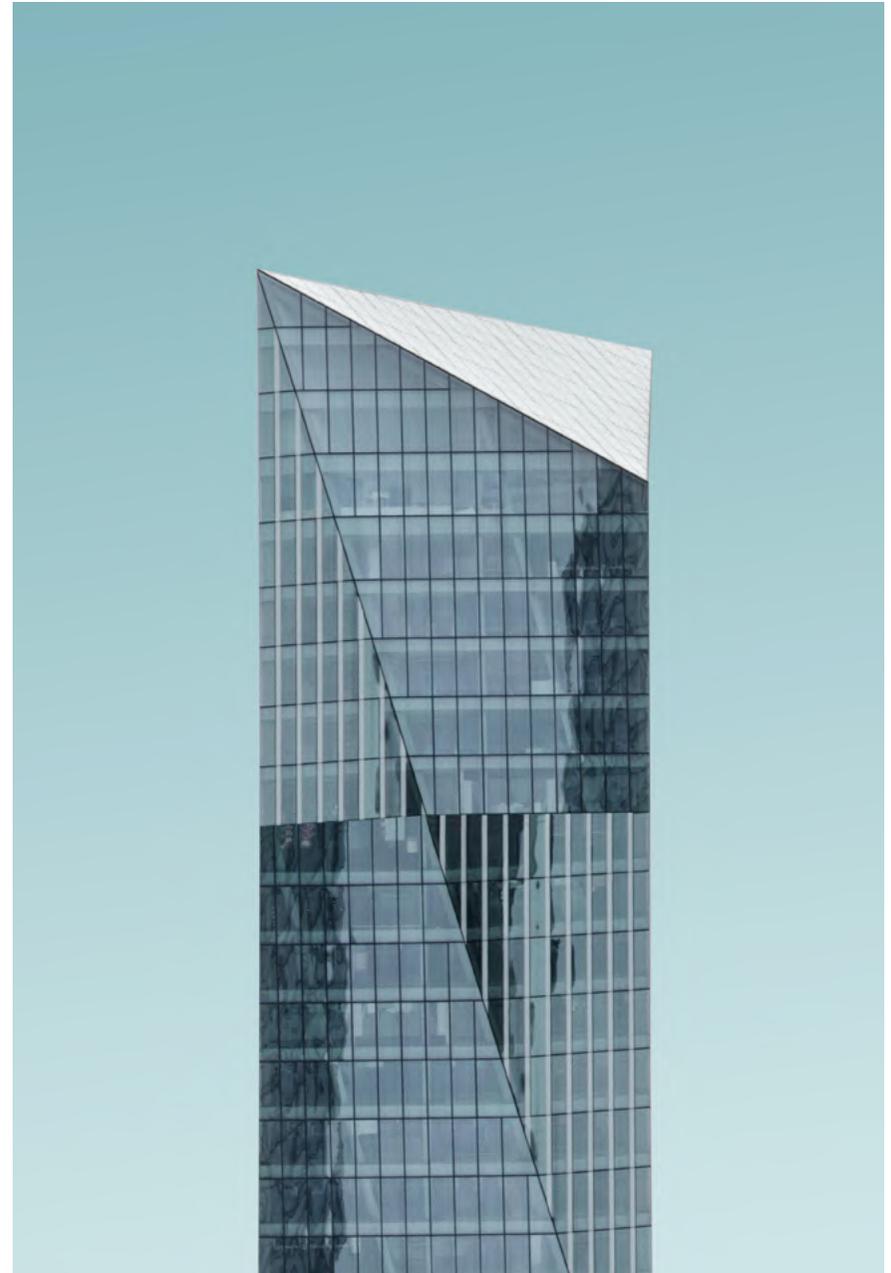
At AWWG, we have been focused on executing the strategy to elevate the HT brand, increasing the presence in the DACH region (primarily in HT retail), managing retail stores' profitability through Margin Management Plans and store portfolio review, and optimising our ecommerce alongside other measures intended to gain efficiency.

The result is that all our brands and channels have increased performance vs BUD and LY at a direct contribution level, with the exception of Pepe Jeans' ecommerce, which bore the brunt of the business slowdown.

Besides that, we are constantly monitoring the potential impacts of the global situation and its effects to adapt our strategy in an agile manner and deliver the targeted results.

At AWWG, we comply with all corporate tax obligations, including local taxes, in every country we operate, contributing to the improvement of public services and sustainable development.

This fiscal year we have received COVID-19 aids in Germany to mitigate the negative impact of the COVID-19 pandemic in the country. As a result, our Group received €1.397.287.





# PRODUCTS

Creating innovative and high-quality products is an essential part of our commitment to consumers.





# OUR APPROACH *TO PRODUCT*

To gain a better understanding of our products, it's important to know the raw materials we use. At AWWG, we recognise the significant impact the fashion industry has on the environment and society, particularly in the production and delivery processes, which is why we're redefining our product strategy to prioritise sustainability without compromising product quality.

We are on a journey towards sustainability, since none of our brands were originally founded with a focus on this important issue. However, we're committed to incorporating sustainable practices and fibres into the development of our products to move forward.

As part of our evolution and transformation process, we have been working at different paces. We have given priority to Pepe Jeans (through Pepe Future) and Hackett (through Hackett Earth).

We prioritised Pepe Jeans because of the volume of its production and the importance of sustainability to consumers in decision-making. In the coming months, we will take steps towards incorporating sustainable attributes into Hackett and Façonnable products.





# CONSUMER HEALTH AND SAFETY

We take our commitment to health and safety very seriously and enforce its implementation by strict product testing and quality control procedures, as well as adhering to the relevant standards and regulations.

One of the key aspects of our approach to consumer health and safety is our **Product Health and Safety Standard**, which sets out our requirements for the safety and quality of our products, and is mandatory for all clothing, footwear, accessories, and fabrics supplied to any brand of our Group. The Standard covers a wide range of areas, including chemical substances, down and feathers, and safety of childrenswear.

We require that all products comply with a restricted substances list (RSL) based on a range of international and national regulations, including REACH, POPs, and CPSIA. We also conduct regular testing of our products to ensure that they meet these requirements.

It also sets out requirements for the hygiene and cleanliness of down and feather products, as well as labelling requirements. Products must comply with the relevant European regulations, including Regulation (EU) No 142/2011.

Finally, it covers safety areas such as cords and drawstrings on children's clothing and requires compliance with relevant European regulations such as EN 14682.



By adhering to strict regulations and standards, conducting regular testing and quality control, and working closely with suppliers and partners, we are able to produce quality products that meet the highest safety standards.

## Our Commitment to Consumer Health and Safety



- **Short-term strategy:** We aim to ensure that our products comply with all relevant health and safety regulations included in our Product Health and Safety Standard.
- **Medium-term strategy:** We aim to improve transparency and communication around our health and safety practices.
- **Long-term strategy:** We aim to develop more sustainable and responsible manufacturing practices that prioritise the health and safety of consumers, as well as the environment.



# SUSTAINABLE PRODUCTS

In order to set a framework to develop our sustainable products, Pepe Future and Hackett Earth, we have defined our Sustainable Product Standard, aligned with current and upcoming legislations and stakeholder expectations such as wholesalers and consumers. **Our Sustainable Product Standard** integrates our vision on social and environmental impact in the development of our products.



## Materials used by weight (in kg)\*

- 2021
- 2022\*\*



\* These numbers exclude Pepe Jeans Footwear, Hackett Footwear, and Façonnable Footwear and Apparel.

\*\*Pepe Jeans and Hackett started to measure its materials in 2021.



# Our Sustainable Product Commitments

## Social Commitments

- Reducing and controlling chemicals to improve the health of workers and consumers.
- Ensuring decent working conditions and protecting human rights.
- Protecting the rights of animals and their good treatment and ensuring that animal materials come from the food industry chain as a by-product.
- Promoting sustainable crops, which help small producers and the development of local communities

## Environmental Commitments

- Reducing water and energy consumption.
- Eliminating and controlling the chemicals used in the production processes through innovative technologies and organic materials.
- Reducing non-sustainably managed resources and waste generation using recycled materials.
- Reducing CO2 emissions by means of eco-friendly and clean technologies.
- Correcting treatment of all outgoing wastewater from wet processes.

## We design our products to:

- Reduce the impact in all stages of their life-cycle.
- Produce them in the most sustainable way.

## Our Sustainable Product Standard is built upon the three pillars that we consider most relevant:



1

### Responsible Materials

#### RESPONSIBLY SOURCED AND CERTIFIED:

- Cotton
- Viscose and lyocell
- Polyester and nylon
- Down and feathers
- Wool

#### INNOVATIVE MATERIALS:

- Leather alternatives
- Bio-based materials
- Materials upcycled from biomass waste
- Regenerative organic farming

2

### Responsible Technologies

- Washes with water and energy reduction
- Impact reductions
- Dying innovations

3

### Responsible Manufacturing

- Circularity systems
- Leather manufacturing



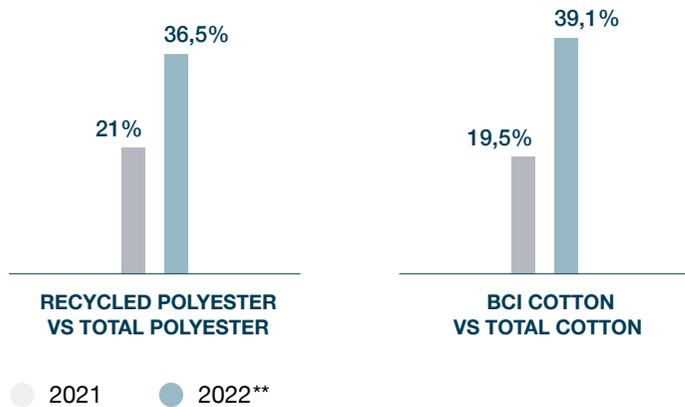
## Responsible Materials

At AWWG, we recognise the importance of sustainability and we have taken many steps to improve our environmental policies, strategies, and actions during this fiscal year. One of the company's focus areas has been the use of more sustainable raw materials, especially BCI cotton which has increased from almost 20% to 39%.



Our Group has made a commitment to source sustainable materials for our products. Accordingly, we focused on sourcing more BCI cotton and recycled polyester. These materials are chosen for their lower environmental impact, such as reduced water consumption, soil protection and greenhouse gas emissions, as well as their positive impact on social and economic sustainability.

### Percentage of recycled input materials used\*



\* These numbers exclude Pepe Jeans Footwear, Hackett Footwear, and Façonnable Footwear and Apparel.

\*\* Pepe Jeans and Hackett started to measure its materials in 2021.

## Responsible Technologies

Our technologies for protecting the environment when producing our apparel:

- N22**  
 Our number 22 trainers are coated with titanium dioxide, which helps to eliminate the nitrogen oxides they are in contact with, creating a positive impact on the environment.
- Green EIM Score**  
 We use the EIM (Environmental Impact Measurement) score to assess the environmental impact of our production processes.
- Wisser Wash®**  
 One pair of Wisser Wash® jeans uses only one cup of water (200 ml) for the decolorisation process; 40% less energy; no pumice stones; no toxic chemicals. Overall, the Wisser Wash® process uses only 29 litres of water instead of an average of 65 litres of water per garment, which is 55% less.
- Eco-one®**  
 This technology helps to destroy the plastic in our shoes once they reach the landfill, avoiding the accumulation of plastic.
- Mineral dyes**  
 Prevent the use of chemicals and reduce pollution.



## Responsible Manufacturing

### Responsible Leather

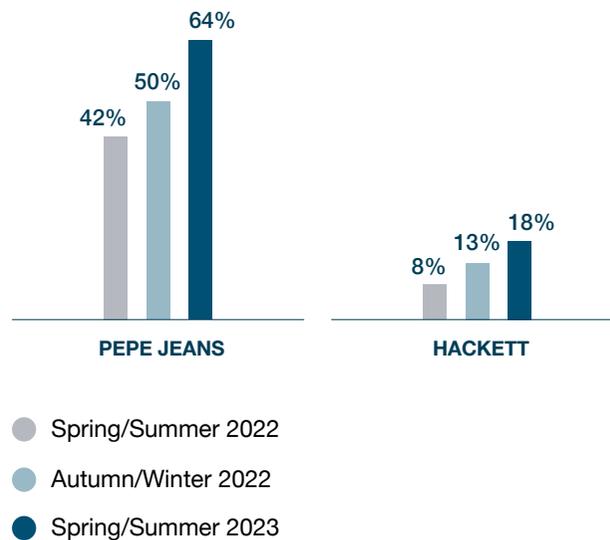
At AWWG, we use responsible leather in products such as belts, footwear, or bags. Responsible leather refers to the sourcing and production of leather materials in a manner that prioritises ethical, sustainable, and environmentally friendly practices. It involves ensuring that the leather used in products is obtained from sources that adhere to strict standards and guidelines aimed at minimising environmental impact and promoting social responsibility.

By sourcing responsible leather, our goal is to reduce our environmental impact, support sustainable agriculture and farming practices and promote animal welfare. Responsible leather is an important aspect of overall sustainability efforts within the fashion and leather industries, as it ensures that products are made in a way that minimises harm to the environment, animals, and the communities involved in the supply chain.

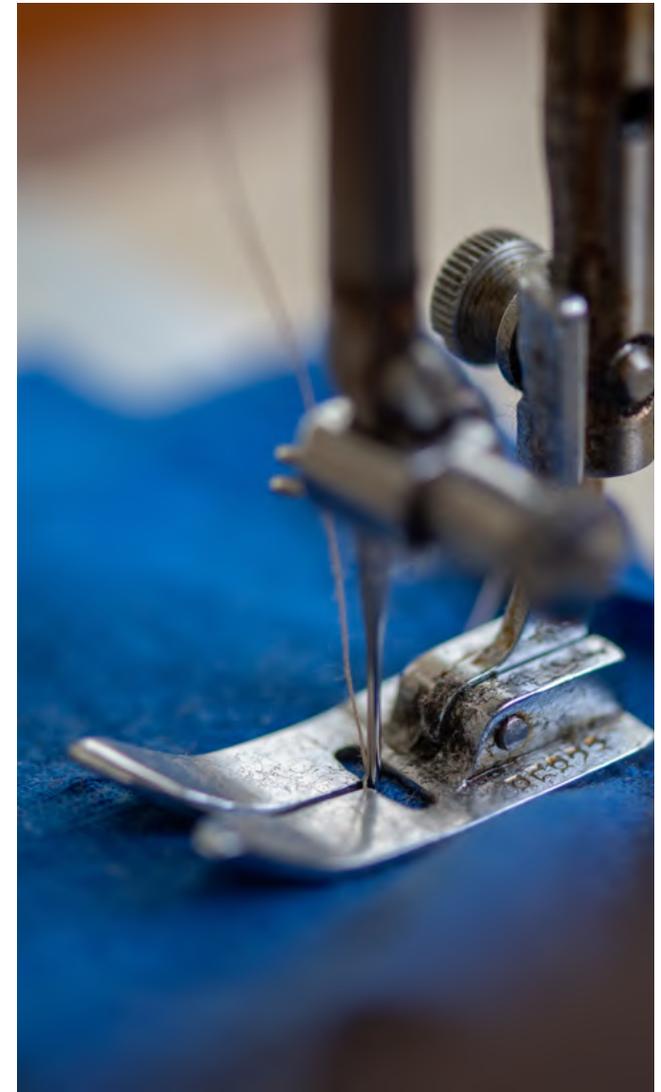
The Sustainable Product Standard also allows us to offer more responsible choices oriented to conscious consumers. Thus, we are committed to making this part of our business grow:



### Percentage of sustainable collection, according to Sustainable Product Standard\*



\* Data does not include Footwear.





# PEPE FUTURE AND HACKETT EARTH

Pepe Future & Hackett Earth are our sustainability platforms: the basis and approach to define how we are designing our sustainable products.

Pepe Future and Hackett Earth hangtags, which are used to identify sustainable garments, contain information about their sustainable attributes and properties of the products, such as the use of sustainable materials.

## Hackett Earth action lines



Water



Responsible Materials



Animal Welfare

## Pepe Future action lines



Water



Animal Welfare



Responsible Materials



## Re:Claim

Re:Claim is a Pepe Jeans denim capsule from our collections, made from garments containing a minimum of 98% of recycled fibre (cotton and polyester). The tags of these garments are made from mycelium, a 100% natural material obtained from mushrooms. For our stitching, we use threads made from 100% recycled plastic bottles and the inner lining of the pockets is made from recycled polyester.



# BODYWEAR

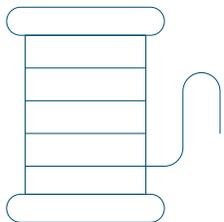
Our bodywear division includes underwear, swimwear, socks, and loungewear.

In the past, we outsourced some of the production of our bodywear products through licensing agreements with external providers. We found this approach to offer both expertise and benefits. However, as our division has grown, we have decided to make a change to our production system.

For our Spring/Summer 2023, we decided to start working internally on our bodywear division to move our sourcing in-house. We are promoting near shore sourcing in order to:

- **Shorten delivery time.**
- **Reduce our transportation footprint.**

These changes have allowed us to broaden the product categories of our bodywear division and create full products of our own, generating a more positive environmental and social impact by carefully choosing our production suppliers.



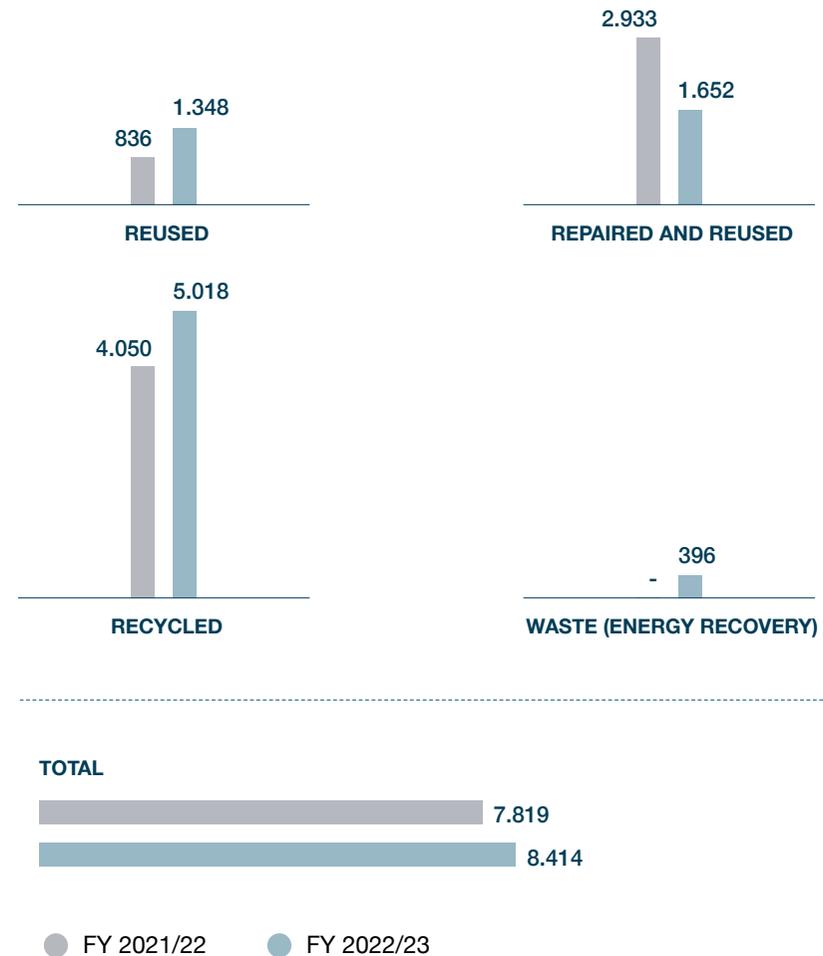


# STOCK AND WASTE MANAGEMENT

We are making efforts to change the general linear economy model of “make-take-use-dispose” and trying to give clothes a second life.

- We do not destroy our stock.
- We distribute our past seasons stock via off-price outlets in retail and online channels.
- We donate part of our samples and prototypes to NGO's. By doing so, we make sure that our clothing will not be buried in a landfill or incinerated, and that it will have an extended purposeful life.
- We participate in Recuprenda: a textile recycling initiative aiming to extend the lifespan of garments and reduce social and environmental problems related to waste.

## Kg retrieved with Recuprenda





# PEOPLE

We strive for excellence in our relationships with workers, consumers, and communities.





# 2022-2023 Initiatives towards People

- SUN Project for offices: definition of cluster categories among office employees.
- Standardised bonus criteria.
- Introducing hybrid working practice.
- Move Campaign Office: internal mobility opportunities.
- AWWG Online Academy: digital learning platform with more than 10,000 titles.
- 360° Feedback for executives.
- Interaction styles training for the first line.
- Compliance Academy.
- Defined equal opportunities project.
- Coffee with the CEO.
- Department offsites.
- Department Christmas lunch.
- Medical insurance benefit.



# OUR PEOPLE

Our Group is made up of people who work, grow, and defy the status quo together.

## Our People, In Data

### Who We Are:

Nowadays, 2.847 people are part of AWWG, out of which 71,3% are women and a 65% are based in Spain.

Most women in our company are store personnel, where three out of four employees are female (73,9%). Sales is followed in women's presence by our 'staff' category (71,9%), 'directors and managers' (53,4%) and finally, logistics personnel (16,3%).

As for age, our people are diverse: 31,2% of our workforce is under 30 years old, 15,9% is older than 46 and the majority are between 30 and 45 years old (52,9%).

### How We Work:

We are committed to permanent contracts as standard practice with the support of internship programs to attract young talent, and temporary contracts to meet the demand cycles of our industry.

**2.847**  
Employees

**71,3%**  
Women

**31,2%**  
Under 30  
years old

**15,9%**  
+ 46 years old

Most of our contracts are permanent (2.283), with a balance between full and part-time workers: 1.509 of them work full time, while 774 employees have a part-time contract.

In terms of sex distribution, 1.161 women and 602 men work full-time, while 869 women and 215 men work part-time.

The percentage of part-time contracts is higher amongst employees between 30-45 years old (45,2%) and among store personnel (93,8%).

This fiscal year, 125 employees have been dismissed: 92 of them were women, while 33 were men. Dismissals have been more prominent among 30 to 45 year-old workers and sales force.

Finally, our turnover rate is generally low, around 3,5% for both women and men, being higher among 20 to 29 year-old (4%) and 30 to 45 year-old workers (4%), male directors and managers (5%).

### How We Disconnect:

Although we do not have an official digital disconnection policy yet, we limit the connection to work with the following measures:

- **Core hours:** Our people must be available for calls or meetings from Monday to Thursday from 10 am to 5 pm.
- **Focus Friday:** We do not schedule meetings on Fridays to improve concentration.



## Remuneration and Pay Gap

### At AWWG, we:

- Apply the collective bargaining agreement of each region or country.
- Have a specific remuneration policy which applies in case of variable remuneration (for instance, incentives for commercial staff) and we provide our employees with social benefits.

#### Our process to determine remuneration:<sup>9</sup>

- A vacancy is assigned to a job position in order to make an external benchmark analysis and comparison with our internal salary survey.
- The position has to be assigned to a cluster in the organisation. This will result in an incentive or bonus plan (% of gross annual salary).
- All our employees are assigned a benefit package according to their cluster.

9. [See average remuneration in annex.](#)

10. [See gender pay gap in annex.](#)

- All employees can access a flexible remuneration plan (according to national labour laws).
- Employees in Spain have access to health insurance paid 50% by the company. For employees with 2 years of seniority it is fully paid by the company.
- We offer special prices and discounts for all our employees on all of our brands.
- We offer co-payment opportunities for our employees for our parking offer (in our Madrid office).
- We are also developing an equality plan to close our pay gap, among other initiatives.<sup>10</sup>

#### How we improved our Remuneration Policy in 2022-2023:

- As a result of the Sun Project, we have made the percentages of variable remuneration uniform for all employees assigned to the same cluster.
- The seniority required for AWWG employees to have access to fully company-paid health insurance has been reduced, from four to two years and 50% from day one until two years.
- The social benefits package of the directors and executives cluster has been standardised, which in some cases has meant an improvement in remuneration in kind.
- A general salary increase has been announced for the next financial year to mitigate the impact of the increase in the cost of living.



## Work-Life Conciliation and Labour Flexibility

### Our Conciliation and Labour Flexibility Instruments:<sup>11</sup>



#### Flexible Working Hours Policy:

Allows our people to choose the start and end time of their working day between 8 am and 7 pm from Monday to Thursday and until 4 pm on Friday.



#### Remote Working Policy:

Allows remote working on Mondays, Fridays and special weeks of the year designated in the annual working calendar.



**“I’m in” time and attendance system for office employees:** Allows employees to record their working hours daily.



#### Adaptation of shifts:

Our in-store employees can adjust their working hours according to national labour law and depending on business needs.



## Social Dialogue

All our employees can have legal representation according to each national labour law. In Spain, all our office workers have legal representation in each location. Only some retail employees have legal representation, since not every workplace has held organised union elections and chosen legal representatives.

AWWG legal representatives meet quarterly with our workers representatives (worker's councils) to reach agreements through a fluid relationship. We have joint committees for health and safety issues, and meetings are held according to law.

In Spain, the regional textile collective agreement is applicable, except for the Elche offices, where the regional footwear collective agreement is applicable due to their activity.

**100%**

of our employees work under the regulation of a collective agreement or national labour law and have freedom of association.

11. Absenteeism at AWWG is mainly caused by the accumulated short-term absenteeism at store level.



## Health & Safety <sup>12</sup>

People's wellbeing is our main concern since the first day they start working with us. Thus, we promote actions that protect their health and enhance their safety and wellbeing:

### 1. Risk assessments:

- Technical experts conduct risk assessments when necessary (new openings, change of working conditions, accidents, incidents, yearly reviews) and identify unsafe conditions and behaviours.
- Action plans are deployed and followed up with the workplaces responsible.
- Actions are prioritised based on the potential harm of the situation to workers and third parties.

### 2. Health & Safety trainings:

- Prevention of accidents.
- Machine operations (warehouse workers).
- First Aid.
- Firefighting.
- Manager training on Health and Safety.

### 3. Medical checks:

- Yearly occupational medical checks.

### 4. Wellbeing and Health and Safety communications:

- Special gym offers for employees in Spain.
- Health and safety information via intranet and internal communications.



### Our Occupational Health & Safety Policy Highlights:

- Top management commitment
- Legal compliance
- Reduce accidents ratio
- Safety culture
- Wellness and mental health

*12. No occupational illness has been identified among our employees.*



## Equality and Diversity

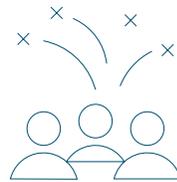
We embrace everyone, and this is how we do it:

**71,3%**  
of our employees  
are women



In the last months of the fiscal year 2022/23, the Senior Management team has approved the creation and development of our first Equality Plan<sup>13</sup>, which will be launched during the fiscal year 2023/24.

<sup>13</sup>. We have decided to focus our efforts on creating an Equality Plan in Spain to start with, and then we will do the same in other countries as we move forwards.



### Diversity →

Our Code of Conduct includes an explicit reference to diversity and our entire workforce has been trained in its compliance. Moreover, we have developed a Harassment Protocol to prevent discriminatory behaviors<sup>14</sup> in the workplace.

Also, in the last trimester of 2022, we have received three complaints on violation of human rights in the working space. The Group activated the anti-harassment protocol to prevent discriminatory behaviors in the working space.



### Accessibility<sup>14</sup> →

When an employee reports a new disability, the Occupational Health and Safety area, which is responsible for adapting the job to the new situation of the employee based on an occupational medical check, proceeds to adjust the workplace and tasks, or assigns another function if adjustment is not feasible. Moreover, all our buildings are adapted to people with disabilities.

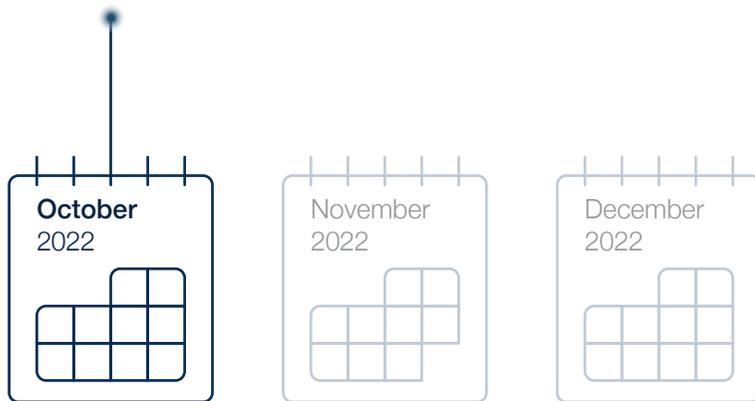
<sup>14</sup>. See table for 'Breakdown of employees with disabilities according to employment category' in [Annex. III "Our People" Tables](#).



# Our Equality Plan Timeline

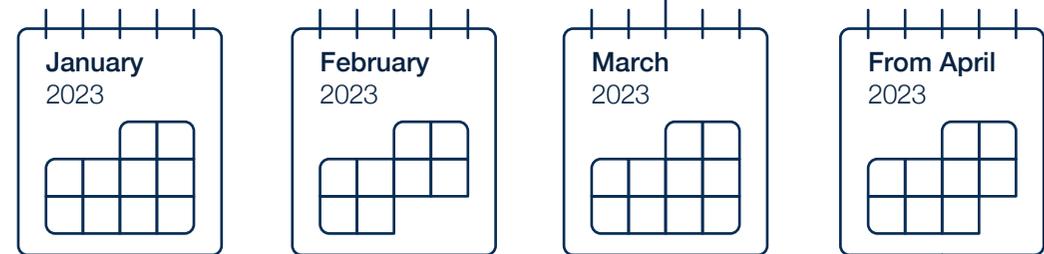
## Strategy definition

- Legal approach.
- HR internal approval.
- Project plan definition and scope.



## Kick Off

- CEO notifies employee representatives of intention to start project.
- Documentation sent to trade unions and worker's councils.
- Kick-off meeting scheduled for April.



## Project Impulse

- Alignment with new CHRO.
- HR Data gathering.
- Remuneration Record '22.
- CEO Unloc.

## Negotiation

- Kick-off meeting.
- Action Plan implementation.
- Follow up meetings.
- Annual update of Remuneration Record.



# Training and Talent

Our people's growth is our growth, and we work to nurture it every day.

## Our Training and Talent 2022/23 Milestones:

- Our digital learning platform.
- Compliance training for all our employees.
- English course for senior employees.
- Trainings on cyber-security and safety for specific departments.
- Internal Mobility Guideline.

Total  
training hours:  
**5.651**

## Breakdown of total training hours according to employment category\*

	**2022-2023
Directors and Managers	460
Staff	1.160
Store personnel	3.988
Logistics personnel	***43
<b>TOTAL</b>	<b>5.651</b>
Average training hours rate per employee	2

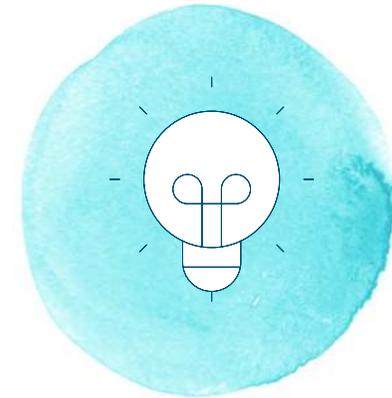
\* This is an estimation of the amount of time our employees would need to complete our trainings. We calculate these numbers taking into account the amount of minutes needed to read the documents, watch the videos and answer the questionnaires.

\*\* There is no AWWG available data for previous fiscal years, so the evolution cannot be reported.

\*\*\* Logistics personnel received a 1 hour training in total.

## Attracting talent →

We have an agreement with ISEM Fashion Business School to provide ISEM students with the opportunity to start their careers at AWWG and in this way attract talent.





# OUR CUSTOMERS

We thrive by exceeding the expectations of our customers.

At AWWG, we put our clients and consumers at the heart of our operations and business, understanding and integrating their needs, improving our communication with them and growing together. several actions:

In 2022/23 we have improved our Customer Care with several actions:

- Ongoing workforce training.
- Social media protocols and tone adaptation.
- Physical stores hotline for incidents in store implementation.
- Virtual shopping implementation (convenience service open to feedback from our customers).

## Our Ecommerce Customer Care Data:



Over  
**180k**  
interactions.



**7**  
Languages covered:  
Portuguese, Spanish,  
French, English, Polish,  
Italian and German.



**9**  
contact channels: Voice,  
Store Direct Line, Email,  
Virtual Shopping, Instagram,  
Facebook, Twitter,  
Trustpilot, Google reviews.



**48h**  
max. resolution time,  
even in special sales  
periods.





Moreover, we have been distinguished as the Bronze Winner for Best Multilingual Customer Service by ECCSA:

### Best Multilingual Customer Service



### Physical stores hotline for incidents in store implementation

The stores hotline is articulated around a unique phone number per market/brand, available for our physical retail store associates to reach out to our headquarters real time with top priority. It enables store associates and managers to get in touch with our headquarters senior customer service team whilst customer facing in store.

Examples of requests: accidental damages or loss/stolen property in store or misunderstandings/discrepancies with our policies that require an expert team to come to terms with the customers, bend the aforementioned policies, think out of the box.

## Grievances

### How we prevent and manage grievances in our ecommerce:

- Our Sensitive Cases Scenario Protocol covers, in our relationship with customers, gender and sexual identity, racism, injuries, personal damages, diversity, tolerance, etc.
- Our ticketing system ensures digital registration of grievances, which allow our teams to understand its origins and execute corrective measures.
- The channels available to our customers are: phone (one per market/brand), email, Instagram, Facebook, Twitter, Trustpilot, the stores hotline and - only in Pepe Jeans Spain - WhatsApp.

### Ecommerce Grievances (Pepe Jeans, Hackett and Façonnable)

	2021-2022	2022-2023
Grievances received	139.987	167.397
Response rate	100%	100%
<b>TOTAL</b>	<b>139.988</b>	<b>167.398</b>



# OUR COMMUNITIES

## Local Employment

### Creating Positive Impact in our Communities

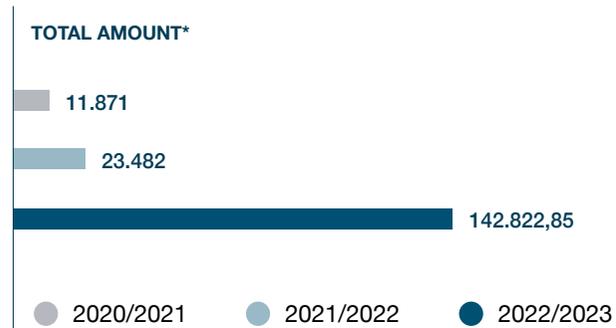
- We promote local development by hiring local people.
- We have a close relationship with local vocational training centres, universities, town halls, and employment initiatives.
- We have held multiple workshops, masterclasses, and lectures at international, national, and local levels, and we have held sessions on entering the corporate workforce in the retail/fashion business sector as well as collaborated with universities and high schools to hire local students.
- We guarantee generational diversity and equal opportunities where local talent can grow.





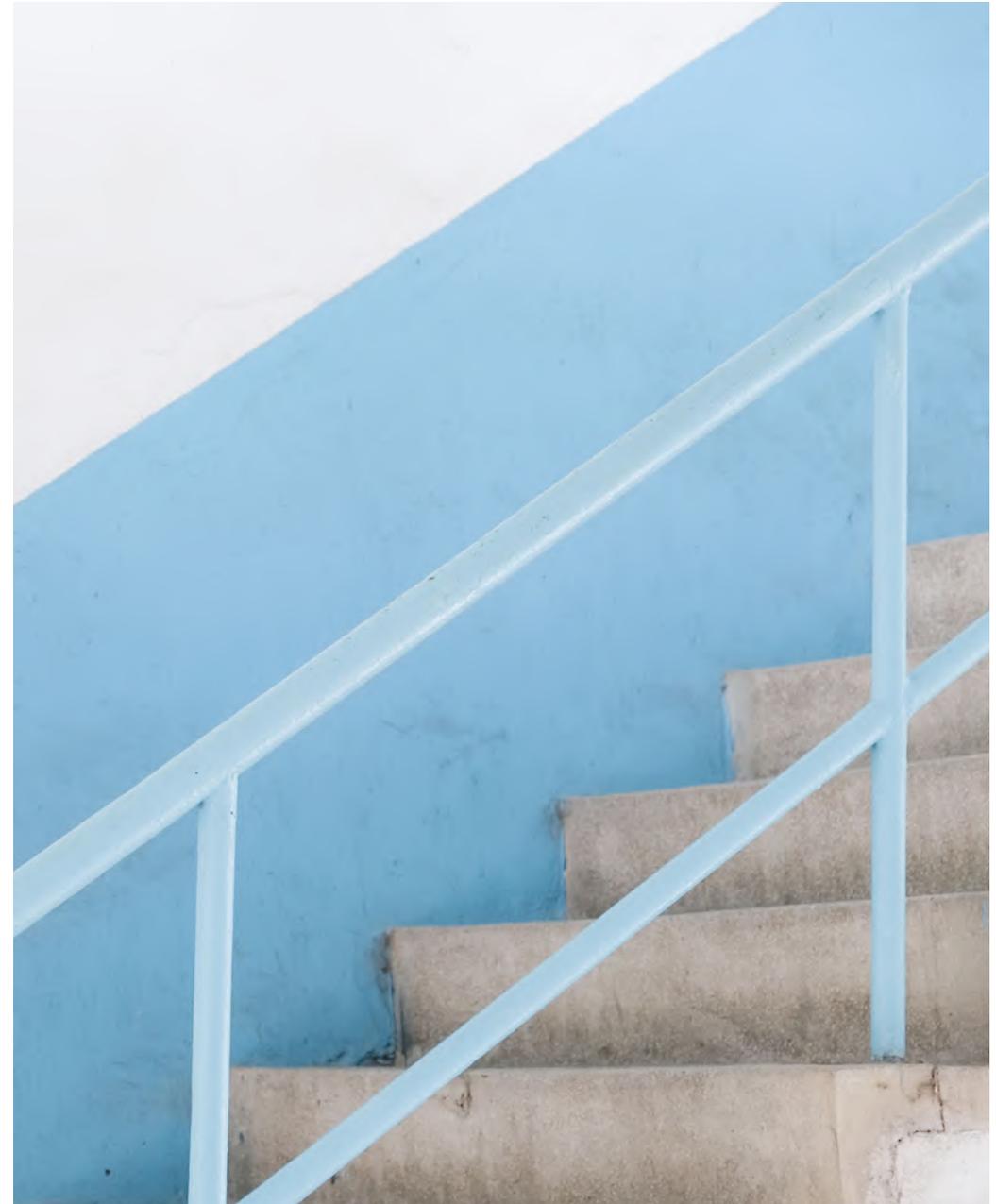
We also work together with the Fundació NouXamfra to integrate and give purpose to people with disabilities. Ten people from Fundació NouXamfra are working for the Group through labelling, cleaning and returning garments tasks.<sup>15</sup>

### Annual contributions to foundations and non-profit organisations (€)



\* Estimation of monetary value of the clothing donations.

15. These people are not AWWG's employees for any of their societies. They work for the Group through the partnership we have with Fundació NouXamfra.





# PARTNERS

We create meaningful relationships with our partners to guarantee a transparent and responsible supply chain.





# ENSURING A TRANSPARENT SUPPLY CHAIN

## Ethical and Transparent Sourcing Programme

It is our responsibility to ensure that every worker in our supply chain is protected and respected. This fiscal year we have improved and strengthened our Ethical and Transparent Sourcing Programme.

We have established stricter rules and we have focused on the working conditions of our partners' employees. We have inverted our traceability process and we are now demanding visibility of our facilities' social performance before placing orders. All our suppliers must comply with our Ethical and Transparent Sourcing Programme, aiming at:

- **Boosting our supply chain's transparency and visibility.**
- **Ensuring ethical sourcing among our partners and the employees delivering our products.**
- **Setting up a roadmap on relationship management with our suppliers and monitoring it.**
- **We are also members of ACCORD, and our factories in Bangladesh are required to pass an ACCORD audit process.**



### Our tools for a healthy and responsible relationship with our partners:

- Supplier Code of Conduct.
- Ethical and Transparent Sourcing Programme.
  - > NO-GO Policy.
  - > Third-Party Audit System.
  - > Corrective Action Plan (CAP) letters and follow-up.

This fiscal year, we have trained the product divisions of our three brands on our programme (a total of 95 employees). We have also informed and conducted follow-ups with all our vendors and buying offices.

### Breakdown of suppliers, by category

	*2022-2023
Manufacturing facilities	243
Wet process facilities	63
Manufacturing and wet process facilities	41

### % of facilities audited, by category\*\*

	2022-2023
Manufacturing facilities (%)	62,9%
Wet process facilities (%)	41,2%
<b>Manufacturing and wet process facilities</b>	<b>85,3%</b>

### Breakdown of audits to suppliers, by category\*

	2022-2023
<b>Social audits***</b>	<b>214</b>
Manufacturing suppliers	153
Wet process suppliers	26
<b>Manufacturing and wet process facilities</b>	<b>35</b>

\* There is no AWWG available data for previous fiscal years, so the evolution cannot be reported.

\*\* We used to carry out environmental audits, but we decided to start establishing exhaustive means to focus on social auditing. Our social standards are now well defined and shared with our vendors and buying offices beforehand, so we can evaluate the audits we receive accordingly. At the same time, our steps towards making a positive environmental impact have not stopped, as shown in our ETSP.

\*\*\* These cells reflect the facilities from which we have received third-party audits. We trace all the facilities we work with, but sometimes it takes time to receive the audit. This is the information we have gathered so far.



# Our Ethical and Transparent Sourcing Programme, Step by Step

1

## Signature of Legal Commitments on Ethical and Transparent Sourcing

Our suppliers must commit to our Supplier Code of Conduct, our Product Health & Safety Programme and our Ethical and Transparent Sourcing Programme.

2

## Mandatory Third-Party Audits + AWWG Assessment

It is mandatory for our chain suppliers to be audited by third parties, such as BSCI, SMETA or WRAP. To strengthen our commitment with transparency, we ensure a periodic evaluation of our facilities.

As ACCORD members, our partners in Bangladesh have to be audited by ACCORD.

3

## Rating of facilities

We rate our suppliers' facilities according to minor, major, critical issues, and zero tolerance issues (A, B, C and D rates, from best to worse). Only when facilities are rated A or B we can start working with them.

347 facilities have been tracked in fiscal year 2022-23.

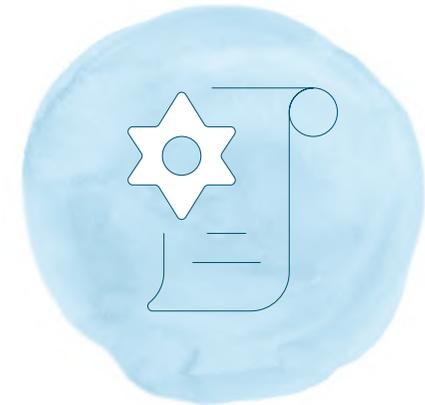
### Zero Tolerance Issues:<sup>16</sup>

- Employees do not meet the minimum age (according to our suppliers' national law) and/or are under 15 years old (according to our own standards)
- Workers are forced to work overtime.
- Physical methods are employed to limit the freedom of employees during working hours.
- There is forced, bonded or prison labour in the factory.
- There is evidence of sexual harassment.
- The factory uses physical punishment, mental coercion or verbal abuse as disciplinary practices.

4

## Corrective Action Plan (CAP) Letters and Proof of Evidence

We draft "tailored" CAP letter for facilities reporting disconformities. Through them, we give them the opportunity to improve at the same time we request them to show evidence of the improvements. So far, we are supporting 93 facilities in their improvement efforts.



16. Check rating system in [annex "IV. Ensuring a Transparent Supply Chain"](#)



# PLACES

We take care of the environment and people in the places where we operate.





# ENVIRONMENTAL MANAGEMENT

## Minimising Our Environmental Impacts

We work to improve our environmental performance in our offices, stores and warehouses through technologies and alternatives based on the efficient use of resources, the response to climate change and the application of circular economy principles.

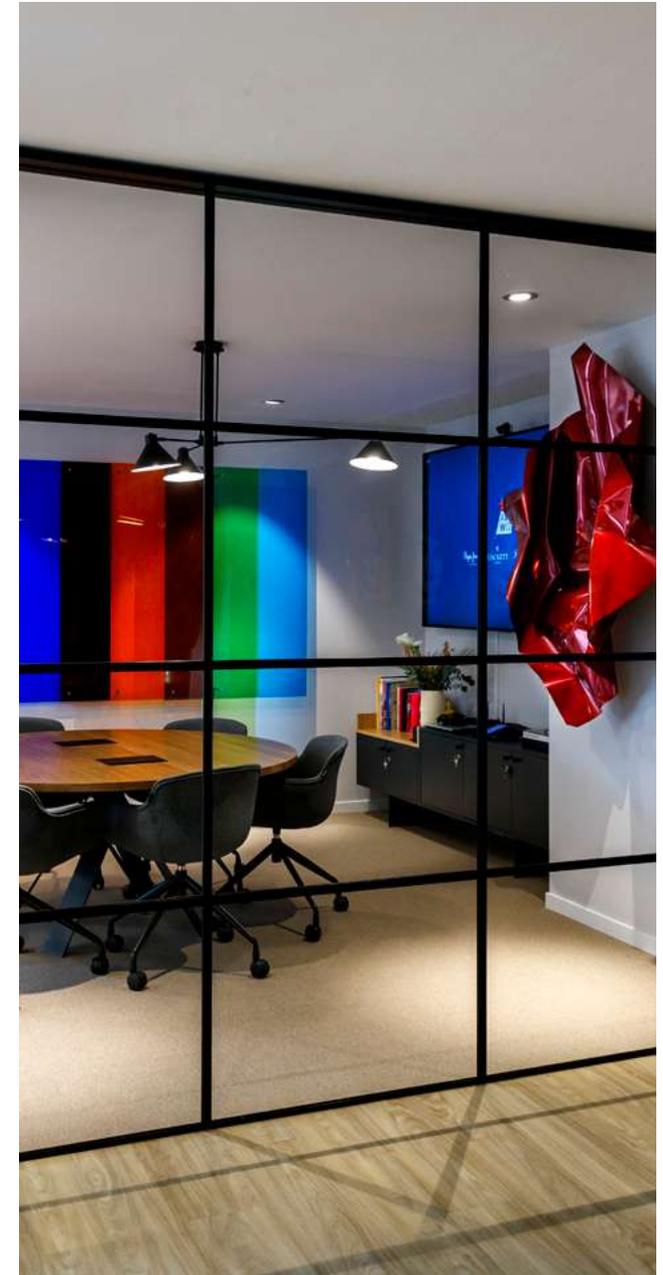
### Our Offices

- BREEAM Certified (efficiency and sustainability) - for Madrid.
- Sustainable transport: bike parking, public transport and charging points for electric cars - in Barcelona and Madrid.
- Air quality control - in Barcelona and Madrid.
- Natural plants decoration following a biophilic style - in Barcelona and Madrid.

- Water usage control - in Barcelona and Madrid.
- Natural light priority - in Barcelona and Madrid.
- 100% renewable energy - in Spain.
- Energy efficient lighting: LED - in Barcelona and Madrid and presence detection sensors - in Barcelona.
- Ergonomic and sustainable furniture (PEFC certified, reused, etc.) - in Barcelona and Madrid.
- Recycling bins - in Barcelona and Madrid.

### Our Warehouses

- 100% renewable energy (in Spain).
- Logistic boxes made from 100% recycled cardboard.





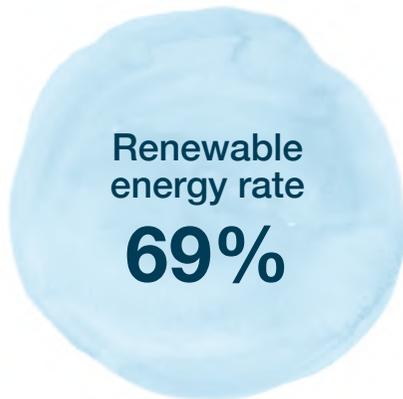
# Energy and Water Consumption

As a company, we try to use our resources responsibly using technology and promoting a cultural change.

## Energy Consumption

AWWG uses 100% renewable energy for its offices, showrooms and warehouses in Spain as here we have the highest energy-consumption among all countries we operate in.

## Consumption rate: renewable energy versus total energy<sup>17</sup>



## Annual electric energy consumption (KwH/year), by business unit\*

	** 2020-2021	2021-2022	2022-2023
Offices	678.905	1.043.879	1.643.567
Stores	1.221.532	1.646.176	5.770.072
<b>TOTAL</b>	<b>1.900.437</b>	<b>2.690.055</b>	<b>7.413.639</b>

\* Estimated consumption base in one month. 2000-3000 kw/h consumption approx. by store month.

\*\* Numbers for 2020-2021 and 2021-2022 represent exclusively Pepe Jeans S.L.

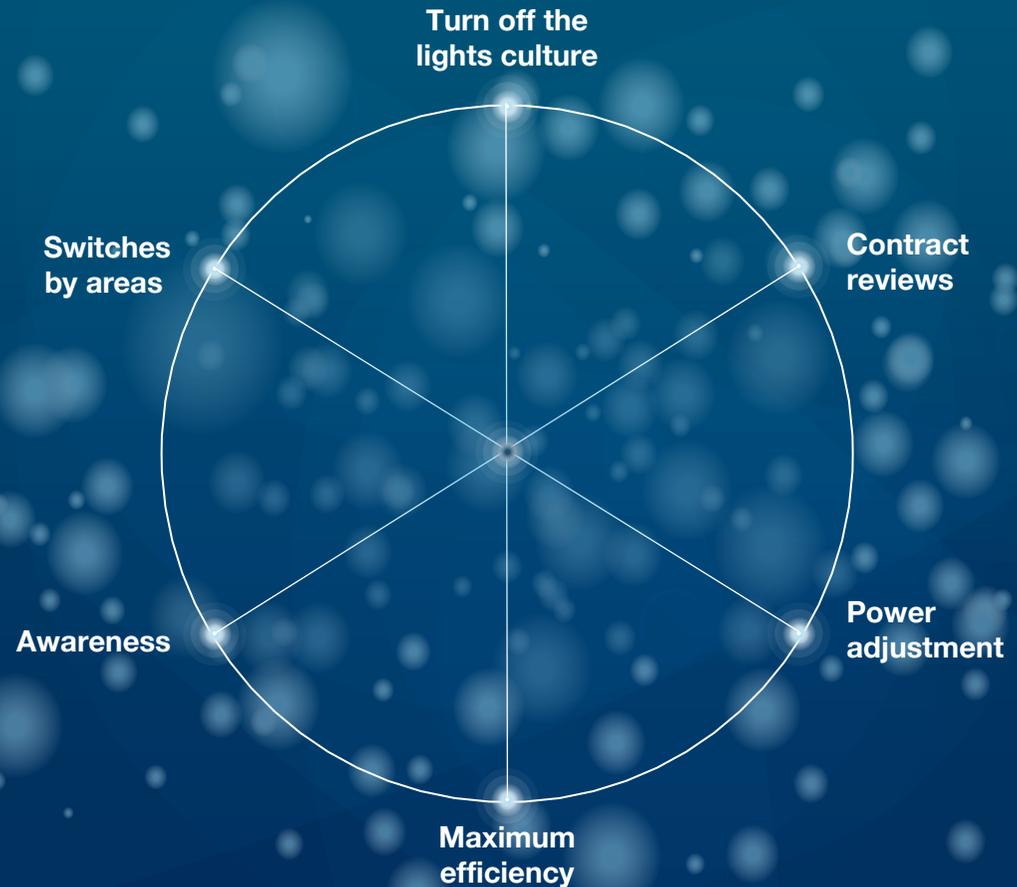
17. Data includes all owned stores, offices, warehouses and showrooms.



## The pillars of our energy efficiency strategy are:

### In our path towards responsible energy, we:

- Program the air conditioning system.
- Keep air conditioning filters clean.
- Provide motion sensor light switching.
- Switch off all installations after shutdown.
- Semi-close offices during remote work.
- Switch to low consumption lighting.
- Keep our electrical wiring up to date.
- Offer electric vehicle chargers.
- Contract energy from renewable sources.
- Use power strips with several plugs (to eliminate phantom consumption and increase security).
- Turn off electrical appliances that are not used.
- Set the screensaver to black.
- Take advantage of natural light.
- Use LED bulbs.





# Water Consumption

This fiscal year we consumed 5.940 m<sup>3</sup> of water in our stores, and 3.011 m<sup>3</sup> in our offices.

We have taken several steps to manage water consumption and supply.

## Direct operations:

- **Low-flow fixtures in offices and stores, including faucets and toilets, to reduce water usage.**
- **Taps with timers or motion detectors to prevent them from being left open in Barcelona offices.**
- **Double loading devices in tanks in our offices' restrooms.**
- **Drip irrigation of gardens.**
- **Control of consumption bills to avoid possible leaks in the network.**

## Supply chain:

- **Sustainable raw materials: At Pepe Jeans and Hackett, we use BCI cotton, organic cotton, and recycled polyester and cotton, which all require less water compared to conventional materials.**
- **Water-efficient technologies: Part of our suppliers have invested in water-efficient technologies, such as low-flow washing machines, water recycling systems, and water-efficient dyeing and finishing equipment, in its garment factories to reduce water usage.**
- **Green EIM score: Pepe Jeans and Hackett use the Green EIM score to evaluate the environmental impact of its suppliers' processes and products, including water usage. The score considers the water usage in all stages of the supply chain, from raw materials to finished products, and encourages suppliers to adopt sustainable practices.**
- **Wiser Wash®: Overall, the Wiser Wash® process uses only 29 litres of water instead of an average of 65 litres of water per garment, which is 55% less. One pair of Wiser Wash® jeans uses only one cup (200ml) of water for the decolorization process.**



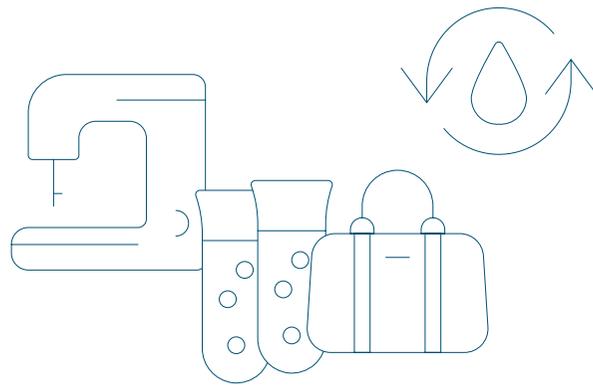
Responsible water consumption is even more important in areas of water distress. We currently work with facilities in Bangladesh, China, France, India, Italy, Mauritius, Morocco, Pakistan, Poland, Portugal, Spain, Tunisia, Turkey, Ukraine and the United Arab Emirates. Out of these countries and based on the data by Water Risk Atlas, we understand that France, India, Italy, Morocco, Pakistan, Spain, Turkey and the United Arab Emirates are countries located in water distressed areas, just like some areas in China, Poland and Portugal.

Since we are not the owners of the facilities where we manufacture our products, we must rely on our suppliers' commitment and effort to prevent water waste and compensate for their withdrawal.



# Waste Management

Waste through our value chain:



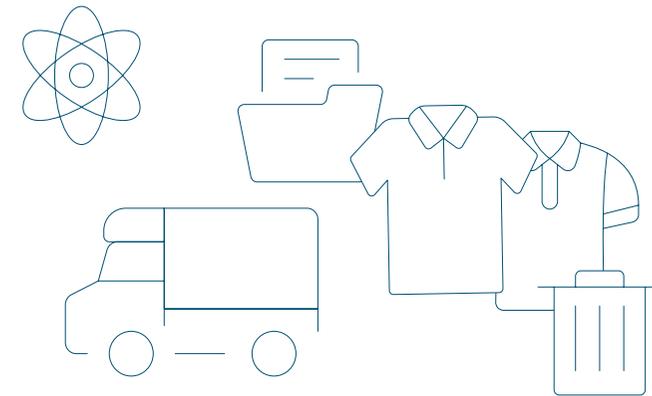
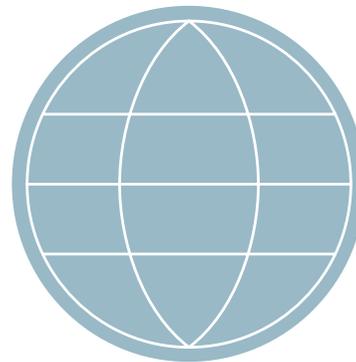
## UPSTREAM

### 1. Manufacturing processes

- Textile waste
- Chemical waste
- Water waste

### 2. Logistics to our warehouse

- Packaging waste
- Transportation waste



## DOWNSTREAM

### 3. Logistics to deliver the products to stores and retailers

- Packaging waste
- Transportation waste

### 4. Reverse logistics

- Unsold inventory waste
- Customer returns waste
- Product waste



### Waste generated (in tons)\*



\* Data source: waste of own warehouse Barcelona.

We reduce waste by setting up the following procedures:

- **Chemical management.**
- **Hazardous chemicals elimination.**
- **Water recycling.**
- **Sustainable Materials.**
- **Sustainable washes in denim.**
- **Durable, timeless and high-quality product design.**
- **Detailed and accurate product descriptions.**

The measures applied to reduce waste in packaging are explained in detail in section "Packaging".

We also create high-quality products to exceed our clients' expectations and to foster a more responsible consumption.

### Key Durability Features of Products:

- **Durable materials.**
- **Reinforced stitching.**
- **Timeless design.**
- **Sustainable materials.**
- **Care instructions.**

### Food Waste Prevention

At our AWWG Madrid office, we prevent food waste in our canteen by:

- **Keeping food in suitable equipment: cold rooms and thermosealed food.**
- **Donating leftovers.**
- **Offering last minute price reductions on leftovers for employees in our Madrid office to take home.**
- **Planning food stock according to out-of-the-office staff.**



We are also aware of the impacts of our waste:

Type of impact	Description of impact	Management of impact
<b>Social impacts</b>	<ul style="list-style-type: none"> <li>• <b>Health impacts:</b> Poor waste management practices can jeopardise the health of employees, consumers, and communities. Exposure to hazardous materials and pollutants can cause respiratory problems, skin irritations, and other health issues.</li> <li>• <b>Livelihood impacts:</b> Poor waste management practices can affect the livelihoods of people who depend on natural resources and ecosystems that may be affected by waste.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Our Ethical &amp; Transparent Sourcing Programme</b> includes an auditing process that makes sure that the facilities working with us comply with the local regulations and our own Group expectations. The health of our suppliers' employees is at the core of our approach and we do not work with facilities that pose a risk to their employees. Through our audits, we identify issues and suggest corrective action plans for the facilities to improve.</li> </ul>
<b>Environmental impacts</b>	<ul style="list-style-type: none"> <li>• <b>Landfill space:</b> Waste can take up space in landfills and contribute to environmental problems such as soil and water contamination.</li> <li>• <b>Climate change:</b> Waste accumulated in landfills can contribute to climate change through the generation of methane gas, which adds to global warming and climate change.</li> <li>• <b>Resource depletion:</b> The production of textiles requires significant amounts of water and energy, as well as resources such as cotton, polyester, and other materials. In addition, the disposal of waste from the production process can further deplete resources. For example, if textiles are sent to a landfill instead of being recycled, this can contribute to the depletion of landfill space and the need for new landfills.</li> <li>• <b>Soil pollution:</b> Improper disposal of waste can lead to soil pollution, which may have negative impacts on the soil quality and fertility, affecting agriculture and plant growth. Soil pollution can also impact the health of animals and humans.</li> </ul>	<ul style="list-style-type: none"> <li>• We assess the impacts of waste <b>through environmental monitoring processes</b>. We are also working on the raw materials used in our packaging, reducing it and optimising its flows.</li> </ul>
<b>Economic impacts</b>	<ul style="list-style-type: none"> <li>• <b>Costs of waste management:</b> Waste materials can result in significant waste disposal costs.</li> <li>• <b>Regulatory compliance:</b> Our company must comply with environmental regulations and standards, which can lead to fines and penalties if waste management practices are not up to standard.</li> <li>• <b>Damage to brand reputation:</b> due to negative public perception.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Waste reduction:</b> We work to reduce waste generation by implementing sustainable design practices, reducing packaging, and optimising manufacturing processes.</li> <li>• <b>Recycling and reuse:</b> We promote recycling and reuse of waste products where possible, in order to minimise environmental impacts and reduce costs.</li> <li>• <b>Proper disposal:</b> We ensure that waste is disposed of properly and in compliance with local regulations and standards.</li> <li>• <b>Waste accountability:</b> We take accountability of the waste we generate and contribute to the countries where we operate accordingly.</li> </ul>



## Pollution and GHG Emissions

The first step to setting goals for emissions reduction is to calculate them. We have not established GHG emissions reduction goals yet, as we are in the early stages of our data gathering. However, this process will allow us to know where we stand and how many emissions we can truly commit to reducing in the near future.

### Case Study: AWWG Bus

In order to reduce private transportation to work and promote wellbeing, this fiscal year we implemented a free 42 km bus route for our employees in the Barcelona office, which is used daily by 10-15 employees. In January 2023 we sent a questionnaire to our employees living in the city centre, asking them about their interest in the service and consulting different route options with them. We chose the route and timetable that best fitted the needs of our employees, although we are continuously improving this new service with our teams' feedback.



## Biodiversity<sup>18</sup>

We minimise our impact on biodiversity and ecosystems by:

- Committing to sustainable materials (For example: BCI cotton, FSC cardboard).
- Reducing our water usage, pollution and waste generation.
- Promoting adherence to high environmental and social standards in our supply chain.

<sup>18</sup>. Data source: waste of own warehouse Barcelona.



# PACKAGING

We are aware of the impact that packaging has, not only in the textile industry but in all industries in general. We understand packaging not only as the materials in which the product is offered to our customers, but also as the materials (pins, collard cards, boxes, etc.) that ensure the proper condition of the item while in transport from factories and warehouses.

In order to tackle this problem, we mapped out our packaging cycle and realised there the use of single-use-plastic, paper and cardboard items had room for improvement.

This packaging-mapping exercise allowed us to see the big picture and strengthen our commitments where and when needed.

## Our actions for a more sustainable packaging:

- Improvement in the materials used for the packaging (more sustainable materials).
- Packaging reduction.
- Flow packaging optimisation.
- Forest Stewardship Council (FSC) certified paper and cardboard.
- Research in packaging innovation.



## Annual paper consumption in our offices (tons/year) \*

	2020-2021	2021-2022	2022-2023
Annual paper consumption in office	1	1,9	2,5

## Annual plastic consumption in warehouse (kg/year) \*\*

	2022-2023
Annual consumption of plastic in warehouse	281.626,47

## Annual cardboard consumption in warehouse (kg/year) \*\*\*

	2020-2021	2021-2022	2022-2023
Annual cardboard consumption	153.649	423.568	932.112,06

\* Calculations are made for the Group as a whole. Data sources: Barcelona, Madrid and Elche Offices.

\*\* There is no AWWG available data for previous fiscal years, so the evolution cannot be reported. Data source: Barcelona and Elche's warehouse. Calculations are made for the Group as a whole.

\*\*\* Data source: Barcelona and Elche's warehouse. Calculations are made for the Group as a whole.



# ANNEXES





# I. REPORTING FRAMEWORK

## Law 11/2018

This report complies with the requirements of the Spanish Law 11/2018 on Non-Financial Information and Diversity and aims to show the performance of our Group towards sustainability, including:

- Information about evolution, results and situation of our company.
- Impacts of our activity in environmental, social, human rights, anti-corruption and bribery or personnel issues.
- Measures taken to improve equal treatment and opportunities between women and men, and to promote non-discrimination and inclusion of people with disabilities, as well as universal accessibility.

## Scope

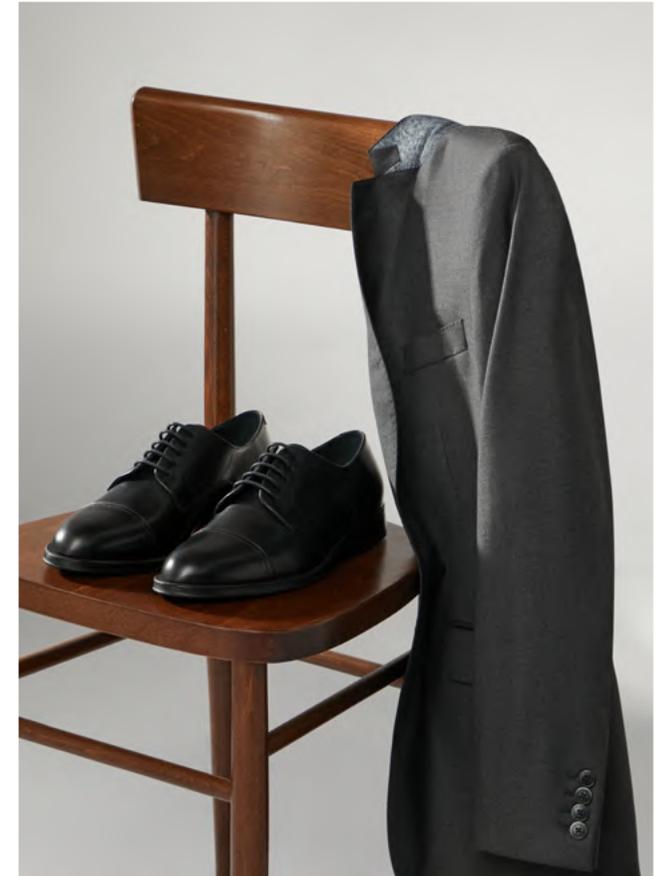
The scope of this report reflects AWWG's global activities and the data presented corresponds to Fiscal Year 2022-23, from April 1<sup>st</sup>, 2022, to March 31<sup>st</sup>, 2023.

## GRI

This report has been elaborated using the Global Reporting Initiative (GRI) standards, a recognised sustainability global standard mentioned in the Law 11/2018.

## Verification

This report has been verified by TUV SÜD. The conclusions of this verification are available at the end of this document.





## II. RISKS

As we are operating globally we are continuously monitoring industry as well as macro-economic trends.

MACRO-ECONOMIC TRENDS		
<b>INFLATION</b> <ul style="list-style-type: none"> <li>Inflation will remain high in the short run but fall sharply to 3.6% by the end of 2023 (EU).</li> <li>Rising interest rates: Major central banks ramped up interest rates at the fastest pace and biggest scale in at least two decades in 2022.</li> </ul>	<b>GLOBAL UNCERTAINTY</b> <ul style="list-style-type: none"> <li>Ukraine war.</li> <li>US-China trade tensions.</li> <li>Political fragmentation and extremist leanings.</li> <li>Climate extremes while Net-Zero targets are not set and/or failed.</li> <li>State debts.</li> </ul>	<b>FLUCTUATING CONSUMER DEMAND</b> <ul style="list-style-type: none"> <li>Global uncertainty, rapidly changing prices, inflation and higher interest rates eat into consumers' spending power and willingness.</li> <li>Affordability and bargains often precede brand loyalty now.</li> <li>Save for the unknown vs. splurge and enjoy after the covid restrictions.</li> </ul>
<b>RISING COSTS</b> <ul style="list-style-type: none"> <li>Food: For 2022 as a whole, the Food Price Index went up from 2021 by +14.3%; one reason being the challenging food supply chain.</li> <li>Energy: EU gas prices are 8x their 10-year-average.</li> <li>Housing: House prices up by +7.4% in the European Union in the 3rd quarter of 2022.</li> </ul>	<b>GLOBAL SUPPLY CHAIN DISRUPTION</b> <ul style="list-style-type: none"> <li>After two years of turmoil caused by the global pandemic, supply chain pressures are forecast to finally ease in 2023.</li> <li>Container shipping costs are mostly down to pre-pandemic level.</li> <li>Climate catastrophes, labor market shortages and energy shortages still disrupt frequently.</li> </ul>	<b>SLOW ECONOMIC GROWTH</b> <ul style="list-style-type: none"> <li>Aforementioned trends will slow economic growth from 3.4% in 2022 to 0.5% in 2023; growth will recover to 1.9% in 2024 (EU).</li> <li>For advanced economies, the slowdown will be more pronounced (Global).</li> <li>India remains a bright spot. Together with China, it will account for half of global growth this year.</li> </ul>

CHALLENGES	
<ul style="list-style-type: none"> <li>Inflation</li> <li>Supply Chain Lead-times</li> <li>Marketing costs</li> <li>Speed of change</li> </ul>	<ul style="list-style-type: none"> <li>Multi-generational priorities</li> <li>Big vs. small brands</li> <li>Cash is King</li> <li>Digitalization</li> <li>Political Instability</li> </ul>



## III. “OUR PEOPLE” TABLES

Tables III.I: Who we are

Total workforce	2022-2023*
AWWG	2.847
Total	2.847

Breakdown of employees, according to sex	2022-2023*
Women	2.030
% women	71,3%
Men	817
% men	28,7%
Total	2.847

Breakdown of employees, according to country	2022-2023*
Europe	2.793
Austria	14
Belgium	20
Czech Republic	14
France	143
Germany	110
Hungary	30
Italy	57
Monaco	3
Poland	63
Portugal	205
Spain	1.815
Switzerland	29
The Netherlands	31
UK	259
America	54
Mexico	54

Total breakdown of employees according to employment category and sex	2022-2023*	
	N	%
Directors and Managers	230	100%
Women	132	57,4%
Men	98	42,6%
Staff	580	100%
Women	417	71,9%
Men	163	28,1%
Store personnel	1.994	100%
Women	1.474	73,9%
Men	520	26,1%
Logistics personnel	43	100%
Women	7	16,3%
Men	36	83,7%



Total breakdown of employees according to employment category and age	2022-2023*	
	N	%
Directors and Managers	230	100%
<20 years old	-	0%
20-29 years old	1	0,4%
30-45 years old	172	75%
>46 years old	57	25%
Staff	580	100%
<20 years old	1	0,2%
20-29 years old	208	36%
30-45 years old	288	50%
>46 years old	83	14%
Store personnel	1.994	100%
<20 years old	64	3%
20-29 years old	612	31%
30-45 years old	1.018	51%
>46 years old	300	15%
Logistics personnel	43	100%
<20 years old	-	0%
20-29 years old	2	5%
30-45 years old	29	67%
>46 years old	12	28%

Total breakdown of employees according to age	2022-2023*	
	N	%
< 20 years old	65	2,3%
20-29 years old	823	28,9%
30-45 years old	1.507	52,9%
> 46 years old	452	15,9%
TOTAL	2.847	100 %

Total breakdown of employees according to sex and age	2022-2023*	
	Women	Men
< 20 years old	38	27
20-29 years old	614	209
30-45 years old	1.083	424
> 46 years old	295	157
TOTAL (disaggregated by sex)	2.030	817
TOTAL (both)	2.847	



## Tables III.II: How we work

Total breakdown and distribution of contract types		2022-2023*
Type of contract	Permanent	2.283
	Temporary/ Fixed-term	507
	Internship	57
	<b>TOTAL</b>	<b>2.847</b>
Contract by working hours	Full-time	1.763
	Part-time	1.084
	<b>TOTAL</b>	<b>2.847</b>

Type of contract according to sex	2022-2023	
	Women	Men
Permanent	1.598	685
Full-time	967	542
Part-time	631	143
Temporary / Fixed-term	381	126
Full-time	147	57
Part-time	234	69
Internship	51	6
Full-time	47	3
Part-time	4	3
TOTAL (disaggregated by sex)	2.030	817
TOTAL (both)	2.847	

Type of contract according to age	2022-2023	
	Full-time	Part-time
Permanent	1.509	774
< 20 years old	-	41
20-29 years old	290	246
30-45 years old	928	382
> 46 years old	291	105
Temporary / Fixed-term	204	303
< 20 years old	4	19
20-29 years old	84	150
30-45 years old	87	107
> 46 years old	29	27
Internship	50	7
< 20 years old	1	-
20-29 years old	47	6
30-45 years old	2	1
> 46 years old	-	-



Type of contract according to employment category	2022-2023	
	Full-time	Part-time
Permanent	1.509	774
Directors and Managers	213	12
Staff	451	43
Store personnel	802	719
Logistics personnel	43	-
Temporary / Fixed-term	204	303
Directors and Managers	3	2
Staff	26	3
Store personnel	175	298
Logistics personnel	-	-
Internship	50	7
Directors and Managers	-	-
Staff	50	7
Store personnel	-	-
Logistics personnel	-	-

Average annual rate of permanent contracts	2022-2023	
	N	%
Women, according to age	1.598	100%
< 20 years old	22	1,4%
20-29 years old	395	24,7%
30-45 years old	932	58,3%
> 46 years old	249	15,6%
Men, according to age	685	100%
< 20 years old	19	2,8%
20-29 years old	141	20,6%
30-45 years old	378	55,2%
> 46 years old	147	21,5%

Average annual rate of temporary / fixed-term contracts	2022-2023	
	N	%
Women, according to age	381	100%
< 20 years old	15	3,9%
20-29 years old	171	44,9%
30-45 years old	149	39,1%
> 46 years old	46	12,1%
Men, according to age	126	100%
< 20 years old	8	6,4%
20-29 years old	63	50%
30-45 years old	45	35,7%
> 46 years old	10	7,9%



Average annual rate of internship contracts	2022-2023	
	N	%
Women, according to age	51	100%
< 20 years old	1	2%
20-29 years old	48	94,1%
30-45 years old	2	3,9%
> 46 years old	-	0%
Men, according to age	6	100%
< 20 years old	-	0%
20-29 years old	5	83,3%
30-45 years old	1	16,7%
> 46 years old	-	0%

Average annual rate of full-time contracts	2022-2023	
	N	%
According to sex	1.763	100%
Women	1.161	65,9%
Men	602	34,2%
According to age	1.763	100%
< 20 years old	5	0,3%
20-29 years old	421	23,9%
30-45 years old	1.017	57,7%
> 46 years ol	320	18,2%
According to employment category	1.763	100%
Directors and Managers	216	12,3%
Staff	527	29,9%
Store personnel	977	55,4%
Logistics personnel	43	2,4%

Annual average rate of part-time contracts	2022-2023	
	N	%
According to sex	1.084	100%
Women	869	80,2%
Men	215	19,8%
According to age	1.084	100%
< 20 years old	60	5,5%
20-29 years old	402	37,1%
30-45 years old	490	45,2%
> 46 years old	132	12,2%
According to employment category	1.084	100%
Directors and Managers	14	1,3%
Staff	53	4,9%
Store personnel	1.017	93,8%
Logistics personnel	-	0%



Breakdown of dismissals	2022-2023	
	Women	Men
According to age	92	33
< 20 years old	-	-
20-29 years old	33	12
30-45 years old	45	18
> 46 years old	14	3
According to employment category	92	33
Directors and Managers	7	3
Staff	14	7
Store personnel	71	23
Logistics personnel	-	-
According to region	92	33
Europe	91	32
South America	1	1

Average remuneration in €	2022-2023	
	Women	Men
According to age		
< 20 years old	19.021,00	22.334,00
20-29 years old	19.142,00	20.000,00
30-45 years old	21.154,00	26.000,00
> 46 years old	22.000,50	33.169,00
According to employment category		
Directors and Managers	50.411	70.000
Staff	28.000	31.988
Store personnel	19.900	20.838
Logistics personnel	18.780	19.461

Pay gap in €*	2022-2023
In terms of sex distribution	
Women (Gross salary per year)	20.600,00
Men (Gross salary per year)	25.000,00
RATIO	17,6%

\*Formula used to calculate these numbers:  $(\text{Average salary for men} - \text{average salary for women}) / \text{average salary for men} \times 100$

Average salary of advisors and directors (in €)*	2022-2023
Advisors	-
Directors and Managers	58.069,25

\*Members of the Board are not remunerated. The only exceptions are our CEO and members with executive functions, as stated in article 18 bis of the Pepe Jeans S.L. by-laws.

Breakdown of employees with disabilities according to employment category	2020-2021	2021-2022	2022-2023
Directors and Managers	1	1	1
Staff	-	2	2
Store personnel	9	8	9
Logistics personnel	-	-	3
According to sex			
Women	5	5	8
Men	5	6	7
TOTAL	10	11	15



Parental leave	2022-2023*
Number of employees with right to parental leave	2.847
Women	2.030
Men	817
Number of employees which have taken parental leave	136
Women	99
Men	37
Of the above, number of employees which have returned to work after parental leave	71
Women	50
Men	21
Return to work rate	100%*
Of the above, number of employees which, after returning to work, still work in the company after 12 months	63
Women	44
Men	19

\*So far, 71 employees in paternal leave were expected to return and have done so accordingly (100%). The rest will return whenever it is scheduled.

Absenteeism	2022-2023	
	Women	Men
Number of work accidents	53	10
Lost days for common disease	18.775	2.691
Lost hours	126.318	19.794
TOTAL (disaggregated by sex)	145.093	22.485
TOTAL (both)	167.578	

Breakdown of work accidents	2022-2023	
	Women	Men
Breakdown of work accidents, according to paid leave	53	10
With paid leave	27	7
Without paid leave	26	3
Breakdown of work accident rates		
Cumulative incidence rate	1.336,4	871,6
Frequency rate (general)	17,3	7,7
Frequency rate (leave)	8,8	5,4
Severity rate	0,1	0,03
Duration rate	18,7	8
Deaths by work accident or occupational disease	-	-
Total deaths by work accident or occupational disease	-	-

Accident rate indicators	2022-2023
Accidents with paid leave	34
Cumulative incidence rate	1.204,2
Frequency rate	7,8
Severity rate	0,1

Breakdown of employees that have access to training in discrimination, by employment category	2022-2023*
Directors and Managers	230
Staff	580
Store personnel	1.994
Logistics personnel	43
TOTAL	2.847

\* There is no available data for the previous two years because we launched our Learning & Development platform (AWWG Academy) and our Code of Conduct training during this fiscal year.



# IV. ENSURING A TRANSPARENT SUPPLY CHAIN

AWWG's Supplier Tiers Categorisation		
TIER	DEFINITION	DESCRIPTION
Tier 0	Our Company	Product and creative areas, operations, logistics, retail of the Group and all our brands.
Tier 1	Main production holders	Direct suppliers registered in our system as company holders of the orders and invoices. This also includes agents, traders and licensees.
Tier 2	Final product manufacturing and assembly sites	Providers of Cut to Pack or also named CMT services as cutting, stitching, trimming, packing, quality control and warehouses. They can be direct supplier or Tier 1 sub-suppliers.
Tier 3	Wet processing sites	Providers of one or more wet processes such as dyeing, printing or laundry. Usually, sub-suppliers with no direct contact with our company. By and large, the relationships are managed through Tier 1 and 2.
Tier 4	Materials and components	Fabric mills, tanneries, raw material providers and trim suppliers.
Tier 5	Agriculture, livestock and extraction	Farming and mining.

Minor issues	Represent areas of no immediate threat or risk to the health & safety of workers or the environment.
Major issues	Represent findings likely to have a negative impact on the medium-long term health & safety of workers, their rights or the environment.
Critical issues	Cases that are a threat to the mental or physical health & safety of workers and/or environment requiring urgent attention.
Zero tolerance	Cases which AWWG does not accept to work with.



# V. LAW 11/2018 CONTENT INDEX

**Statement of use:** AWWG has reported the information cited in this GRI content index for the period 2022/04/01-2023/03/31 with reference to the GRI Standards. For this, AWWG has used GRI 1: Foundation 2021.

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<b>GENERAL ASPECTS</b>			
A brief description of the group's <b>business model</b> , including its <b>business environment, organisation and structure</b> , the markets in which it operates, its <b>objectives and strategies</b> , and the <b>main factors and trends</b> that may affect its future evolution.	GRI 2-1 Organizational details GRI 2-2 Management of material topics	About Us About Us > Our Business About Us > Global Presence About Us > Strategic Transformation Our Sustainability Journey Our Sustainability Journey > Materiality Analysis	
<b>Policies</b> applied by the group, including the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, and to verify and control, as well as the measures that have been adopted.	GRI 2-23 Policy commitments	Governance > Our Instruments to Operate Ethically and Transparently Governance > Risk Management Governance > Human Rights Products > Our Sustainable Product Standard People > Our People > Remuneration and Pay Gap People > Our People > Work Life Conciliation and Labour Flexibility People > Our People > Health & Safety People > Our People > Equality and Diversity > Gender Equality Partners > Ensuring a Transparent Supply Chain	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<p><b>Results of these policies, with relevant non-financial key performance indicators</b> that allow the monitoring and evaluation of progress and that promote comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each topic.</p>	<p>GRI 2-29 Approach to stakeholder engagement GRI 3-1 Process to determine material topics GRI 3-2 List of material topics GRI 3-3 Management of material topics</p>	<p>Our Sustainability Journey &gt; Materiality Analysis Governance &gt; Our Instruments to Operate Ethically and Transparently Governance &gt; Risk Management Governance &gt; Human Rights Products &gt; Our Sustainable Product Standard People &gt; Our People &gt; Our People in Data People &gt; Our People &gt; Remuneration and Pay Gap People &gt; Our People &gt; Work Life Conciliation and Labour Flexibility People &gt; Our People &gt; Health &amp; Safety Partners &gt; Ensuring a Transparent Supply Chain</p>	
<p>Main <b>risks</b> related to issues associated with the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects in those areas, and how the Group manages those risks, explaining the <b>procedures used to identify and evaluate them</b> pursuant to the national, European, or international reference frameworks for each subject. This should include information on the <b>impacts</b> that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium, and long term.</p>	<p>GRI 2-24 Embedding policy commitments GRI 3-3 Management of material topics</p>	<p>Governance &gt; Risk Management Annex II. Risks</p>	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<p><b>Key non-financial performance indicators that are relevant</b> to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards that can be generally applied and that comply with the EC guidelines on this matter and the GRI standards will be used, and the national, European or international framework used for each matter must be mentioned in the report. The key indicators of non-financial results must be applied to each of the sections of the statement of non-financial information. These indicators must be useful, taking into account the specific circumstances and consistent with the <b>parameters used in its internal risk assessment and management procedures</b>. In any case, the information submitted must be accurate, comparable and verifiable.</p>	<p>2-25 Processes to remediate negative impacts</p>	<p>About Us Our Sustainability Journey Governance Governance &gt; Risk Management Products People Partners Places Annex II. Risks Annex III. "Our People" Tables</p>	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>ENVIRONMENTAL ASPECTS</b>			
<p>Current and foreseeable <b>effects of the company's activities on the environment</b> and, where appropriate, on <b>health and safety</b>. Environmental assessment or certification procedures. Resources dedicated to the <b>prevention of environmental risks</b>. Application of the <b>precautionary principle</b>. <b>Provisions and guarantees for environmental risks.</b></p>	<p>GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>Governance &gt; Risk Management Products &gt; Consumer Health &amp; Safety Products &gt; Our Sustainable Product Standard People &gt; Our People &gt; Health &amp; Safety Partners &gt; Ensuring a Transparent Supply Chain Places Annex II. Risks</p>	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>POLLUTION</b>			
<p>Measures to prevent, reduce, or remedy carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution.</p>	<p>GRI 3-3 Management of material topics</p>	<p>Places &gt; Environmental Management &gt; Pollution and GHG Emissions</p>	<p>We have not calculated our GHG emissions or established GHG emissions reduction goals yet, as we are in the early stages of our data gathering. We do not incur in noise and light pollution through our activities.</p>
<b>CIRCULAR ECONOMY AND WASTE MANAGEMENT</b>			
<p>Measures for prevention, recycling, reusing, and other forms of waste recovery and disposal. Actions to combat food waste.</p>	<p>GRI 3-3 Management of material topics GRI 306-2 Management of significant waste-related impacts</p>	<p>Products &gt; Stock and Waste Management Places &gt; Environmental Management &gt; Waste Management Places &gt; Packaging</p>	<p>Food waste is not considered a material aspect for the development of the Group's activity.</p>



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>SUSTAINABLE USE OF RESOURCES</b>			
Water consumption and water supply according to local constraints.	GRI 303-5 Water consumption	Places > Environmental Management > Energy and water consumption > Water consumption	As we are not owners of the facilities in which we manufacture our products, we do not have data on water consumption and withdrawal from our supply chain.
Consumption of raw materials and measures taken to improve the efficiency of their use.	GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume GRI 301-2 Recycled input materials used	Products > Our Sustainable Product Standard	
Energy consumption, direct and indirect. Measures taken to improve energy efficiency, use of renewable energies.	GRI 302-1 Energy consumption within the organization GRI 302-4 Reduction of energy consumption	Places > Environmental Management > Energy and water consumption > Energy consumption	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>CLIMATE CHANGE</b>			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. Measures taken to adapt to the consequences of climate change. Reduction targets voluntarily set in the medium- and long-term to reduce GHG emissions and resources.	GRI 3-3 Management of material topics	Places > Environmental Management > Pollution and GHG Emissions	We have not calculated our GHG emissions or established GHG emissions reduction goals yet, as we are in the early stages of our data gathering.
<b>BIODIVERSITY</b>			
Measures taken to preserve and restore biodiversity. Impacts caused by activities or operations in protected areas.	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 304-2 Significant impacts of activities, products and services on biodiversity	Places > Environmental Management > Biodiversity	We do not operate in biodiversity protected areas.



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>SOCIAL ASPECTS</b>			
<b>EMPLOYMENT</b>			
Total number and distribution of employees by gender, age, country and professional classification.	GRI 2-7 Employees	People > Our People > Our People, in Data Annex III. "Our People" Tables	
Total number and distribution of employment contract modalities.	GRI 2-7 Employees	People > Our People > Our People, in Data Annex III. "Our People" Tables	
Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification.	-	People > Our People > Our People, in Data Annex III. "Our People" Tables	
Number of redundancies by gender, age and occupational classification.	GRI 405-1 Diversity of governance bodies and employees	People > Our People > Our People, in Data Annex III. "Our People" Tables	
Average salaries and their evolution disaggregated by gender, age and professional classification or equal value.	GRI 405-2 Ratio of basic salary and remuneration of women to men	Annex III. "Our People" Tables	
Pay gap	GRI 405-2 Ratio of basic salary and remuneration of women to men	People > Our People > Remuneration and Pay Gap Annex III. "Our People" Tables	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
The average remuneration of directors and executives, including variable remuneration, meal allowances, indemnities, payment to long-term savings pension systems and any other payments disaggregated by gender.	GRI 405-2 Ratio of basic salary and remuneration of women to men	People > Our People > Remuneration and Pay Gap Annex III. "Our People" Tables	
Implementation of labour disconnection measures.	GRI 3-3 Management of material topics	People > Our People > How We Disconnect	
Employees with disabilities.	GRI 405-1 Diversity of governance bodies and employees	People > Our People > Our People, in Data Annex III. "Our People" Tables	
<b>WORK ORGANISATION</b>			
Number of absentee hours.	-	People > Our People > Work-Life Conciliation and Labour Flexibility > Absenteeism Annex III. "Our People" Tables	
Measures aimed at facilitating the enjoyment of work/life balance and encouraging coresponsibility for it by both parents.	-	People > Our People > Work-Life Conciliation and Labour Flexibility	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<b>HEALTH &amp; SAFETY</b>			
Occupational health and safety conditions.	GRI 3-3 Management of material topics GRI 403-1 Occupational health and safety management system GRI 403-2 Hazard identification, risk assessment, and incident investigation. GRI 403-3 Occupational health services GRI 403-5 Worker training on occupational health and safety GRI 403-6 Promotion of worker health	People > Our People > Health & Safety	
Accidents at work (frequency and severity) disaggregated by gender. Occupational illness (frequency and severity) disaggregated by gender.	GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health	People > Our People > Health & Safety Annex III. "Our People" Tables	We have not identified any occupational illness.

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<b>SOCIAL RELATIONS</b>			
Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff.		People > Our People > Social Dialogue	
Percentage of employees covered by collective bargaining agreements by country.	GRI 2-30 Collective Bargaining Agreements	People > Our People > Social Dialogue	
Assessment of collective agreements, particularly in the field of health and safety at work.	GRI 2-30 Collective Bargaining Agreements GRI 3-3 Management of material topics	People > Our People > Social Dialogue	
<b>TRAINING</b>			
Policies implemented in the field of training.	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	People > Our People > Training and Talent	
Total number of training hours by professional category.	GRI 404-1 Average hours of training per year per employee	People > Our People > Training and Talent	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>ACCESIBILITY</b>			
Universal accessibility for people with disabilities.		People > Our People > Equality and Diversity > Accessibility	
<b>EQUALITY</b>			
Measures taken to promote equal treatment and opportunities for men and women.	GRI 3-3 Management of material topics	People > Our People > Equality and Diversity > Gender Equality	
Equality plans.	-	People > Our People > Equality and Diversity > Gender Equality	
Measures taken to promote the employment, integration and universal accessibility of persons with disabilities.	406-1 Incidents of discrimination and corrective actions taken	People > Our People > Equality and Diversity > Diversity	
Protocols against sexual and gender-based harassment.	-	People > Our People > Equality and Diversity > Gender Equality	
The integration and universal accessibility of persons with disabilities.	-	People > Our People > Equality and Diversity > Diversity	
Anti-discrimination and, where appropriate, diversity management policy.	-	People > Our People > Equality and Diversity > Diversity	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMISSION
<b>HUMAN RIGHTS INFORMATION</b>			
Application of human rights due diligence procedures.	GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 3-3 Management of material topics	Governance > Human Rights Partners > Ensuring a Transparent Supply Chain	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
Complaints about human rights violations.	GRI 2-27 Compliance with laws and regulations	Governance > Human Rights	The HR department (Labour Relations) have received three complaints of violation of Human Rights in the workplace in the last quarter of 2022, when the Ethics and Global Compliance Committee had not been created yet. These complaints were received directly by the employees concerned, and immediately the Labour Relations department started the Harassment Protocol, following in all the cases the same steps: 1. Acknowledgement of receipt of complaint. 2. Investigation phase. 2.a. Individual interviews with the employees concerned. 2.b. Analysis of friendly (settlement) resolution option. 3. Conclusion report. 4. Action plan or communication of sanction.

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
Promotion of and compliance with the provisions of the fundamental ILO conventions relating to respect for freedom of association and the right to collective bargaining.	GRI 2-30 Collective bargaining agreements	People > Our People > Social Dialogue	
The elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour.	GRI 3-3 Management of material topics	Governance > Human Rights People > Our People > Equality and Diversity > Diversity Partners > Ensuring a Transparent Supply Chain	
ANTI-CORRUPTION AND BRIBERY INFORMATION			
Measures taken to prevent corruption and bribery.	GRI 3-3 Management of material topics GRI 205-1 Operations assessed for risks related to corruption GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 205-3 Confirmed incidents of corruption and actions taken	Governance > Our Instruments to Operate Ethically and Transparently	During fiscal year 2022-2023, no cases of corruption or bribery have been detected.



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
Measures to fight against money laundering.	GRI 205-1 Operations assessed for risks related to corruption  GRI 205-2 Communication and training about anti-corruption policies and procedures	Governance > Our Instruments to Operate Ethically and Transparently	
Contributions to foundations and non-profit entities.		People > Our Communities > Social Initiatives	

**INFORMATION ABOUT SOCIETY**

**COMMITMENT TO SUSTAINABLE DEVELOPMENT**

Impact of the company's activity on employment and local development.	GRI 3-3 Management of material topics GRI 413-1 Operations with local community engagement, impact assessments, and development programs	People > Our Communities	
Impact of the company's activity on local populations and territory.	GRI 3-3 Management of material topics GRI 413-1 Operations with local community engagement, impact assessments, and development programs	People > Our Communities	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
Relations maintained with local community stakeholders and the methods of dialogue with them.	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	People > Our Communities	This fiscal year we have not established modalities of dialogue with our external stakeholders, including the people who form the communities in which we operate. However, we plan to do so in the future.
Association or sponsorship actions.	GRI 2-28 Membership associations GRI 413-1 Operations with local community engagement, impact assessments, and development programs.	Our Sustainability Journey > Our Alliances People > Our Communities > Social Initiatives	



LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<b>SUBCONTRACTS AND SUPPLIERS</b>			
Inclusion of social, gender equality and environmental issues in procurement policy.	GRI 3-3 Management of material topics GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 414-2 Negative social impacts in the supply chain and actions taken	Partners > Ensuring a Transparent Supply Chain	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility.	3-3 Management of material topics 308-2 Negative environmental impacts in the supply chain and actions taken 414-2 Negative social impacts in the supply chain and actions taken	Partners > Ensuring a Transparent Supply Chain Annex IV. Ensuring a Transparent Supply Chain	
Supervision and audit systems and results thereof.	3-3 Management of material topics	Partners > Ensuring a Transparent Supply Chain Annex IV. Ensuring a Transparent Supply Chain	

LAW 11/2018	GRI STANDARD	REPORT SECTION	OMMISSION
<b>CONSUMERS</b>			
Measures for the health and safety of consumers.	GRI 3-3 Management of material topics GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Products > Consumer Health and Safety	
Complaint systems, complaints received and their resolution.	GRI 3-3 Management of material topics	People > Our Customers > Grievances	
<b>TAX INFORMATION</b>			
Profits obtained by country.	GRI 201-1 Direct economic value generated and distributed	Governance > Financial information	
Income taxes paid.	GRI 201-1 Direct economic value generated and distributed	Governance > Financial information	
Public subsidies received.	GRI 201-4 Financial assistance received from government	Governance > Financial information	



# VERIFICATION

A large, dark blue background banner with the word "VERIFICATION" in white, serif, all-caps font. The banner is flanked by two images of pencils: a blurred image of several pencils in the top right and a sharp, close-up image of several pencils in the bottom right.



Choose certainty.  
Add value.  
Más seguridad.  
Mas valor.

## VERIFICACIÓN

TÜV SÜD Iberia S.A.U. ha contrastado que

**EL ESTADO DE INFORMACIÓN NO FINANCIERA 2022 de AWWG** se ha elaborado **conforme a las exigencias establecidas en la Ley 11/2018**, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad, así como en los estándares GRI.

Para verificar esta información se realizó una Auditoría de Verificación, los días 27 y 30 de junio de 2023, en modalidad telemática. En dicha Auditoría se pudo comprobar la veracidad de los datos incorporados al informe.

Para que así conste:

TÜV SÜD IBERIA S.A.U

En Madrid, a 06 de julio de 2023

# NON-FINANCIAL REPORT

FISCAL YEAR 2022/23

