

# 2022

## SUSTAINABILITY

### REPORT

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**HR** **ROCHE**  
HERMANOS  
EMBALAJE FLEXIBLE

# SUSTAINABILITY REPORT.

ROCHE HERMANOS 2022

This report covers all the activities that **ROCHE HERMANOS** has carried out during the year 2022, and is the third report prepared by **ROCHE HERMANOS**.



## **Presentation of the Roche Hermanos 2022 Annual Report**

This report is written in accordance with the new GRI standards that came into force in January 2023 and the requirements of the United Nations Global Compact.

*This report will not be verified externally.*

## INDEX

0	MANAGEMENT STATEMENT		
1	INTRODUCTION		
10	1.1. Company History		
11	1.2. Our Activities		
12	1.3. Our Processes		
13	1.4. Our Commitment		
15	1.5. Organizational Structure		
16	1.6. Our Dimensions		
2	MATERIALITY	4	SOCIAL
20	2.1. Stakeholder Groups	35	4.1. Diversity, Equity, and Inclusion
22	2.2. Materiality Analysis	38	4.2. Sexual Prevention Protocol
		39	4.3. Health and Safety at Work
3	ENVIRONMENT	40	4.4. Training and Professional Dev.
26	3.1. Raw Materials	41	4.5. Supply Chain
28	3.2. Energy	42	4.6. Social Action
29	3.3. Waste Management		
30	3.4. CO2 Emissions	5	GOVERNANCE
31	3.5. Circular Economy	46	5.1. Business Ethics
		47	5.2. Transparency
		48	5.3. Complaint Management
		51	5.4. Confidentiality and Privacy
6	SDGs		
7	GRI INDEX		



# 0. MANAGEMENT STATEMENT







# 1. INTRODUCTION

## 1.1 COMPANY

# HISTORY

### Roche Hermanos, S.A.

The company was initially located on Berlin Street in Barcelona. In 1978, due to space and growth needs, it moved to the town of Rubí, province of Barcelona. It became a joint-stock company in 1980.

In 1995, a generational change in management began within the company, which was completed in 2004.

Currently, there is a shared management by the three children of the founding partners who perform functions in:

- Administration and Finance
- Sales
- Production



Roche Hermanos, S.A. was founded in 1961.

## 1.2 OUR

# ACTIVITIES

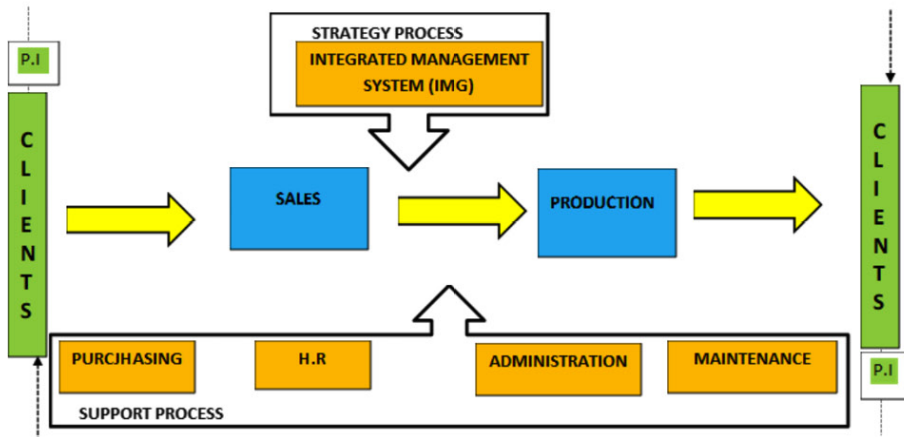
The company is engaged in the extrusion, manufacturing, and printing of customized plastic films, sacks, and bags made of high-density and low-density polyethylene:

- Low/high-density polyethylene sacks for liquid and powder contents in the Chemical and Pharmaceutical industries.
- Dust-proof and moisture-proof bags for injected and/or painted parts in the automotive and household sectors.
- Large-size covers for container and rack lining.
- Shrink wrap films and covers.
- Co-extruded polyethylene films (multiple layers) for automatic packaging machines.
- Bags and sheets for protection and freezing of meat in the refrigeration/slaughter sector.
- Printing and handling of other flexible materials and barriers to different gases. (PPL) and (PA/PE).
- Bags for lining boxes to protect precooked and frozen foods.

### 1.3 OUR

## PROCESSES

The different processes of our organization are related as follows:



### 1.4 OUR

## COMMITMENT

Roche Hermanos, S.A. provides flexible packaging solutions and generates trust by taking care of customer service, compliance with quality, and delivery deadlines.



*Responsiveness*



*Technical competence capacity*



*Realization of innovative products*

**VALUES**

### MISSION



Our main mission is to carry out production and service actions with the highest levels of quality, committed to environmental protection, and guaranteeing compliance in the elaboration of safe products that meet applicable regulations and conform to specified quality.

Roche Hermanos, S.A. envisions achieving a position of leadership in our sector.



**VISION**

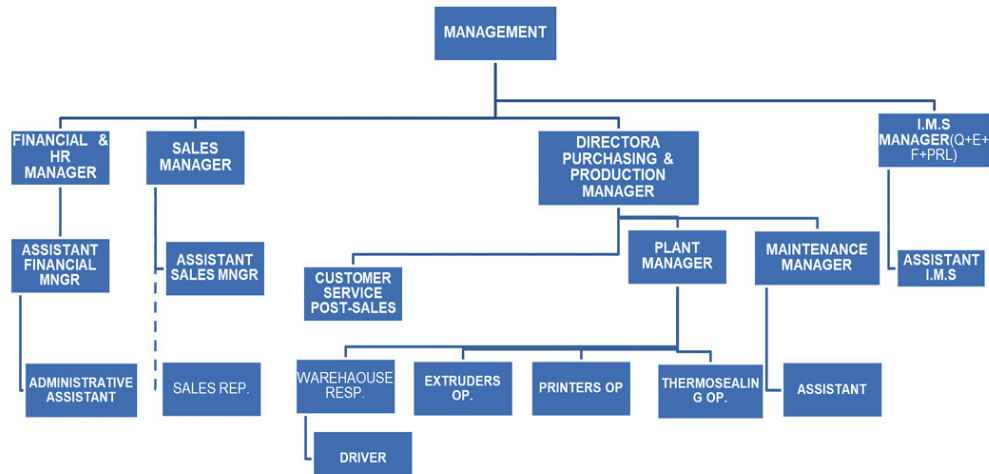
## PRINCIPLES

Through the guidelines defined in its IMS, Roche Hermanos. SA aims to follow the following General Principles:

Dedication to meeting customer, regulatory, legal, and subscribed requirements	Food safety culture	Flexibility	Continuous improvement and prevention of environmental pollution
Optimization of management and operational processes	Training, process improvement and good handling practices	Technology and sustainable use of resources	Added value
Innovation	Ethics, integrity and professionalism	We do not engage in illegal or illicit activities	
Ensuring equal opportunities		Health and safety of all persons	

## 1.5 ORGANIZATIONAL STRUCTURE

Roche Hermanos S.A. does not belong to any business group, nor does it have subsidiaries or joint ventures. The organizational structure of the company is defined in the following organizational chart.





## 1.6 OUR DIMENSIONS

As of 31/12/2022, the team at Roche Hermanos S.A. consisted of 40 people:



**14 women**



**26 men**

In 2022, our economic data was as follows:

**10.611.891,07€**

Net sales

**4.052.717,62€**

Current assets

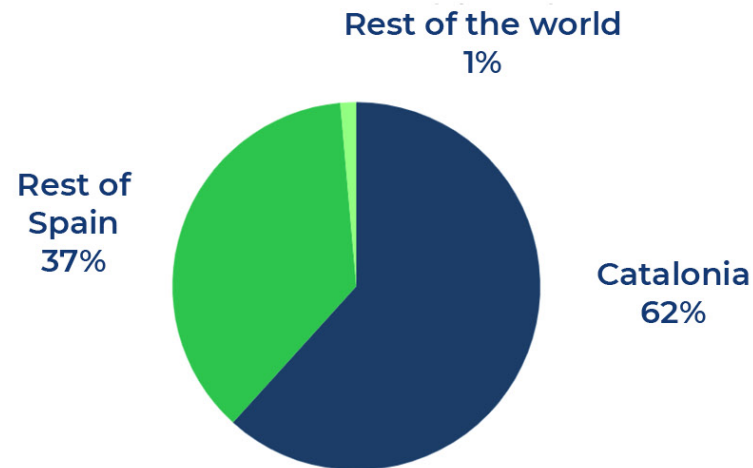
**3.800.604,22€**

Net equity

**2.496.409,22€**

Current liabilities

Distribution of customer sales:



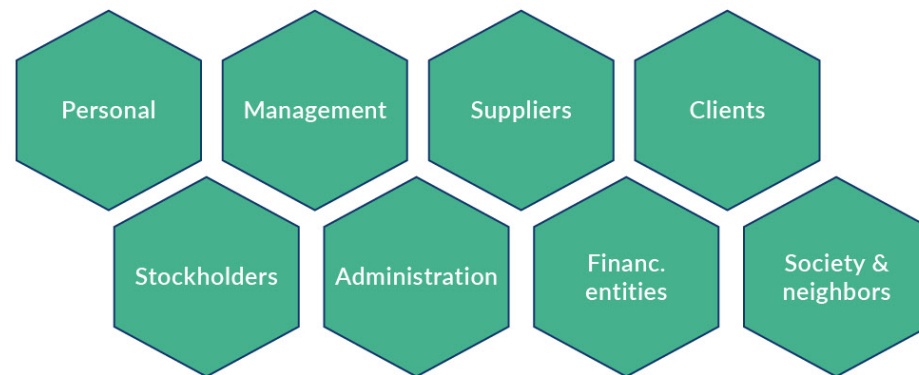


## 2. MATERIALITY

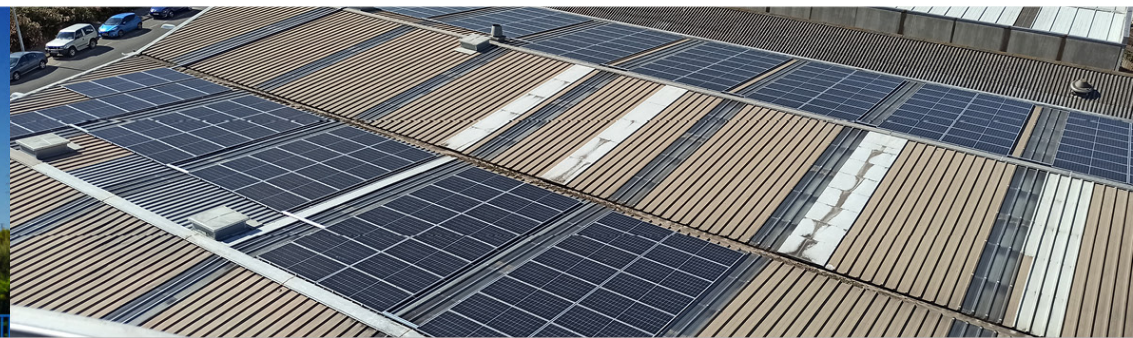
Roche Hermanos S.A. has conducted a materiality analysis following the guidelines of the GRI3. Material topics. Therefore, an evaluation of the organization's impacts has been carried out by management, with the participation of stakeholders.

## ● 2.1 STAKEHOLDERS

Roche Hermanos S.A. identifies its stakeholders based on whether they are affected by or exert influence on the company's economic, social, or environmental performance. Communication channels are identified for each stakeholder group, and a study is conducted on their most relevant needs and expectations, to which Roche Hermanos S.A. responds.



Among these, input has been sought from employees, management, and customers, as they are the most relevant groups with whom the company has frequent communication.

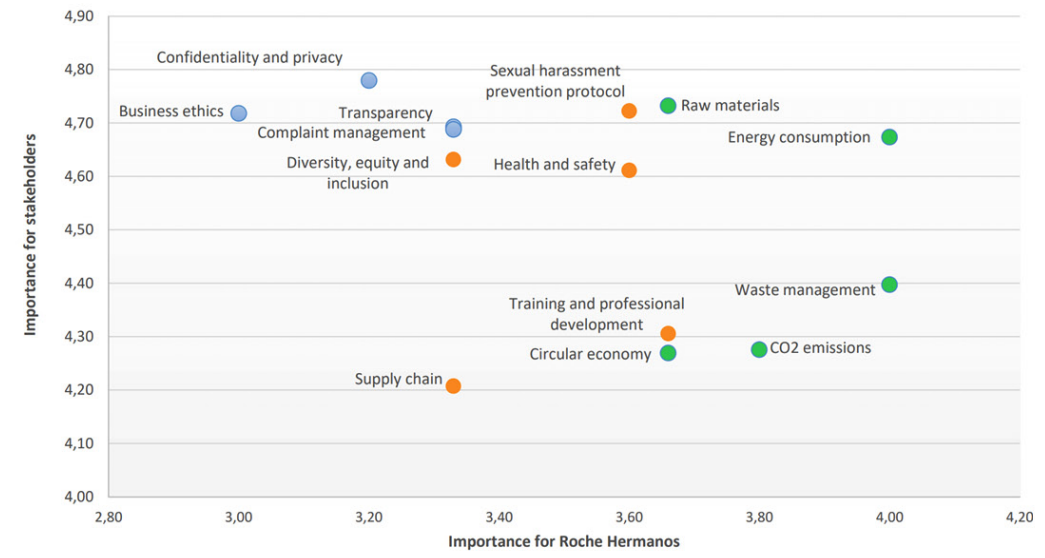


## 2.2 MATERIALITY ANALYSIS

The process of determining material topics has been as follows:

- 1 Define an initial list of sustainability topics related to the activity, context, and business relationships of ROCHE HERMANOS.
- 2 Prepare surveys, tailored to each stakeholder group, to inquire about the importance they attribute to the different sustainability topics.
- 3 Evaluate the topics based on the impacts they generate on people and the environment. Firstly, classify them as positive or negative, and as actual or potential impacts. Then, assess their severity (and probability) for negative (potential) impacts, or their benefit (and probability) for positive (potential) impacts.
- 4 To calculate the average importance of each topic for the organization based on the evaluation and scoring of each factor, you would need to assign weights to the factors and calculate a weighted average for each.
- 5 Collect the responses from stakeholders to obtain the average importance for each sustainability topic as perceived by the stakeholder groups.
- 6 Prepare the materiality matrix with the importance for stakeholders on the vertical axis and the importance for the organization on the horizontal axis.

The materiality matrix of ROCHE HERMANOS is presented below. As all topics have received high scores from stakeholders, it has been decided to report on all of them.



As all the topics have an importance rating higher than 4 for stakeholders, it has been decided to include them all in this sustainability report.





# 3. ENVIRONMENT

**Roche Hermanos S.A.** has internally implemented an integrated management system for quality, food safety, and environmental management. Therefore, all company personnel are aware of good environmental practices, and we have identification and evaluation of environmental aspects.

### • 3.1 RAW MATERIALS

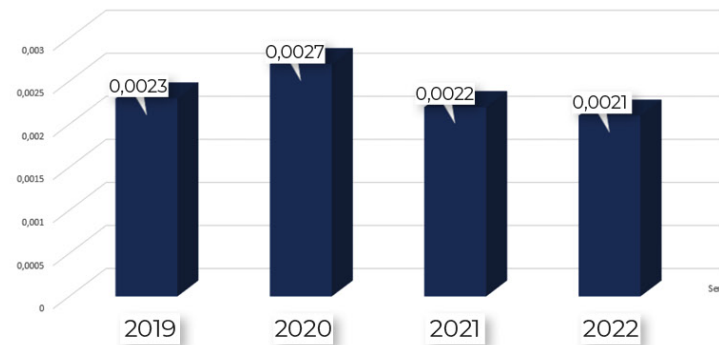
In 2022, the proportion of recycled raw materials in the total production has increased to **7,99%**.

The material purchases in 2022 were:

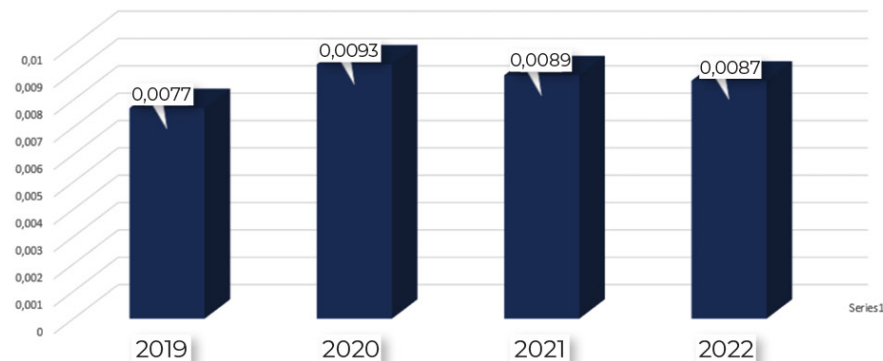
**3.016.220 kg** of polyethylene + additives.

Regarding packaging material consumption, the data is calculated in relation to the kilograms produced.

Stretchable consumption per kg extruded (kg)



Consumption of cartons per kg extruded (kg)

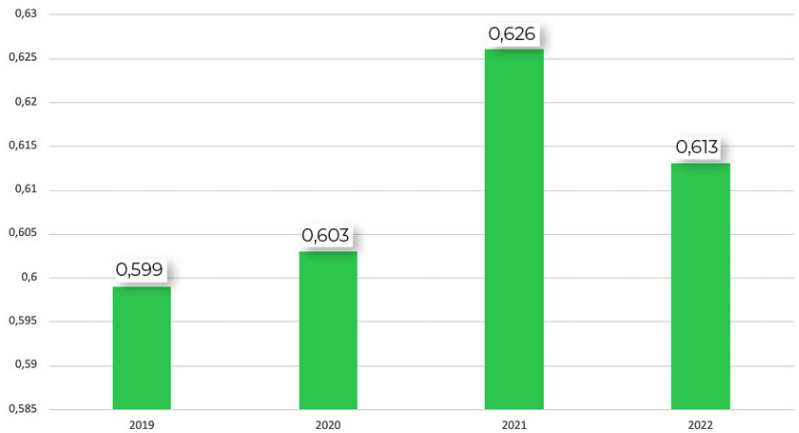


### 3.2 ENERGY

Roche Hermanos S.A. obtains electrical energy from renewable sources and therefore holds the Green Energy Certificate. Additionally, the company invests in improving energy efficiency in its facilities through LED lighting, presence sensors, and machinery modernization.

The energy consumption per extruded kilogram is an indicator that, although relatively stable over time, is an improvement target for Roche Hermanos S.A. In 2022, solar panels with a production capacity of 150 kWh were installed, accounting for 5.9% of the total consumption. In 2023, there are plans to expand the installation to 450 kWh.

Energy consumption per kg extruded (kW)



### 3.3 WASTE MANAGEMENT

Roche Hermanos S.A. submits an Annual Declaration of Industrial Waste according to the specifications of Law 7/2022, of April 8, on waste and contaminated soils for a circular economy.

Roche Hermanos S.A. valorizes the following waste in external waste management centers:

- Solvents with ink residues: **0,79 Tn**
- Plastic scraps: **192,55 Tn**
- Used machine motor oil: **0,16 Tn**
- Broken wooden pallets: **3,68 Tn**
- Aerosols: **0,02 Tn**
- Dirty rags with ink residues: **0,48 Tn**
- Paper and cardboard scraps: **2,32 Tn**
- General non-hazardous waste: **7,05 Tn**
- Plastic scraps for recycling: **152,65 Tn**

## • 3.4 CO2 EMISSIONS

The organization has calculated its carbon footprint using the ISO 14064 standard, including direct emissions, indirect emissions from electricity consumption, telecommuting, business travel, commuting, water consumption, material consumption, and waste generated. The current calculation includes indirect emissions from material consumption, which significantly increased the results compared to previous reports.

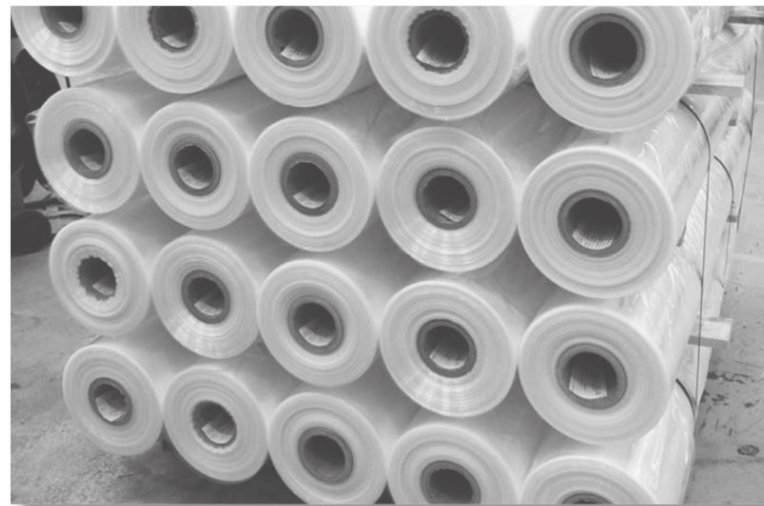
The CO2 emission data for this year are as follows:

- **Scope 1:** Direct emissions: **23,92 t** CO2 equivalent.
- **Scope 2:** Indirect emissions from energy generation: **0 t** CO2 equivalent.
- **Scope 3:** Other indirect emissions: **7905,76 t** CO2 equivalent.
- **Total emission intensity:** **198,24 t** equivalent per employee.

## • 3.5 CIRCULAR ECONOMY

Roche Hermanos has a plastic recycling machine that allows them to recycle plastic scraps into polyethylene pellets. In 2022, they recycled:

**112,80 Tn** Plastic scraps.







## 4. SOCIAL

Roche Hermanos S.A. provides an Onboarding Plan to new hires, where the management explains the company's policies and Code of Ethics. This information is available to all employees through the shared folder "Personal Documents."

The Onboarding Plan describes internal operating rules, scheduling policies, and work-life balance policies.

The established mechanisms for internal social evaluation include:

- Personal meetings with management.
- Employee satisfaction surveys.
- Corrective actions.

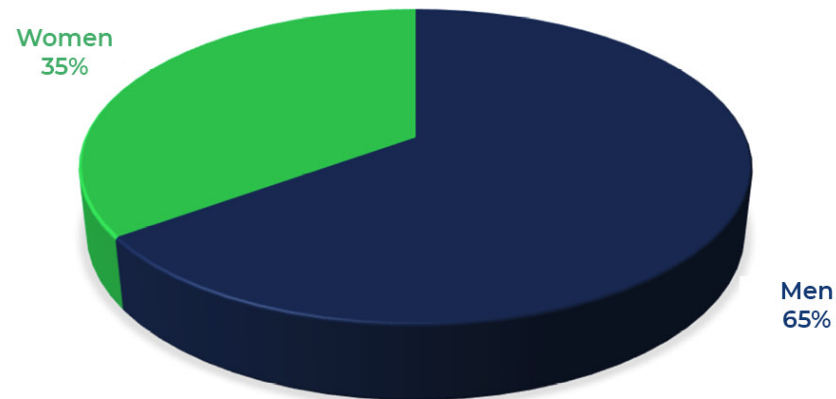


## 4.1 DIVERSITY, EQUITY AND INCLUSION

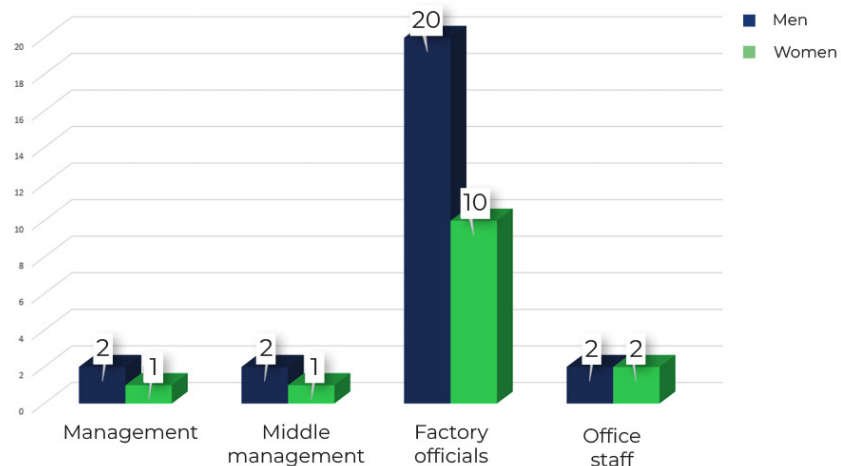
At Roche Hermanos S.A. we are committed to ensuring equal opportunities and non-discriminatory treatment for all our stakeholders.

As of 12/31/2022, the workforce at Roche Hermanos consisted of 40 individuals with the following distribution:

Distribution of personnel by gender



### Distribution of personnel by department and gender



During 2022, there were:

**8**  
NEW HIRES

4 man and 4 women

**5**  
DEPARTURES

5 men

The rotation has been **0%** for women and **12,98%** for men.

Roche Hermanos offers the following social benefits to its staff:



Flexible working hours  
(office personnel)



Telecommuting  
(office personnel)



Shift swapping  
(plant personnel)



Additional unpaid  
vacations or time off  
through a time bank



Interest-free  
microloans



Financing for tobacco  
cessation treatments

### REMUNERATIONS

Regarding compensation policies, employees have a fixed compensation system with variable incentives, and all contracts meet the salary level defined in the collective bargaining agreement, exceeding the minimum amount set in all cases.

The following is the percentage difference between women (W) and men (M) in the overall average hourly wage of staff by professional group; and the difference with the wage set by the collective agreement.

Grupo	Wage Dif. (M-W)	Agreement Dif.
O.E.A	9,4% in favor of women	+ 17,8%
A.T	N.A.*	+ 5,7%
O.C.V	2,8% in favor of men	+ 12,9%
O	N.A.*	+ 14,9%
O.E.T	N.A.*	+ 21,0%
O.C.T	N.A.*	+ 25,5%
J.Y.T	9,5% in favor of women	+ 35,0%

\* Group occupied by people of one sex.

## 4.2 PROTOCOL FOR THE PREVENTION OF SEXUAL AND GENDER-BASED HARASSMEN

As of 12/31/2022, Roche Hermanos had a Protocol for the prevention of Sexual and Gender-Based Harassment in accordance with the laws:

- *Organic Law 3/2007 for effective equality between men and women.*
- *Royal Decree 901/2020 which regulates equality plans and their registration.*
- *Organic Law 10/2022 on the comprehensive guarantee of sexual freedom.*

During 2022 there were **0** complaints of sexual and gender-based harassment.

## 4.3 HEALTH AND SAFETY AT WORK

Roche Hermanos S.A. ensures compliance with applicable labor relations legislation with our staff through the Workers' Statute and the Occupational Risk Prevention Law 31/1995.

As a small company, we do not have a health and safety committee, and related matters in this area are addressed within the framework of the SIG committee.

Likewise, Roche Hermanos S.A. has an external prevention service (SPA) and a designated person to manage prevention issues.

This year's voluntary health surveillance assessments of the staff have resulted in all individuals being fit to carry out their activities.

The data regarding work absences, illnesses, and accidents in 2021 are:

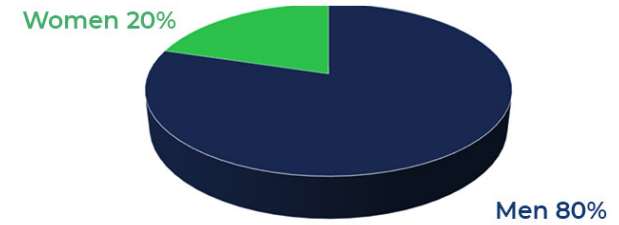




### 4.4 TRAINING AND PROFESSIONAL DEVELOPMENT

Roche Hermanos S.A has an internal procedure to manage the training needs of our staff.

The annual data regarding training hours in 2022 is:

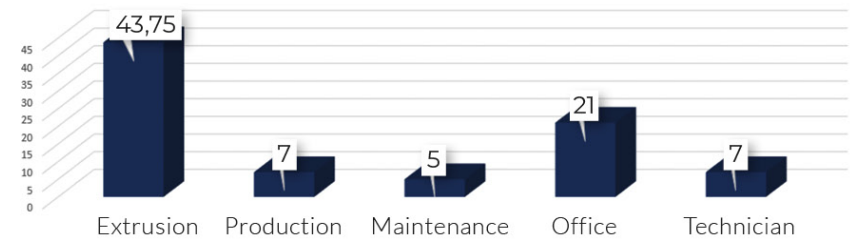


In the extrusion department, monthly staff meetings are included as training hours, which creates a significant difference with the other departments.

In 2023 these hours will no longer be counted as training hours.

The training hours by department in 2022 are:

Distribution of training hours by section

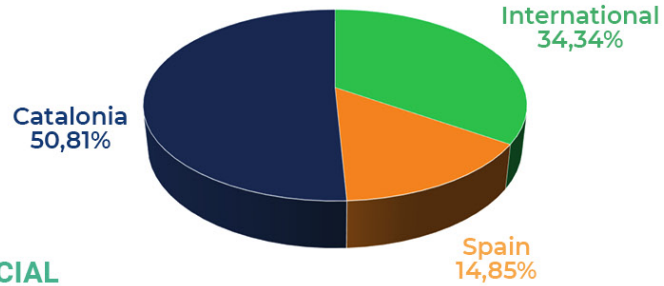


### 4.5 SUPPLY CHAIN

The supply chain for our activities consists of suppliers of raw materials (high and low-density polyethylene, additives, colorants, inks), suppliers of outsourced and marketed products (PPL), suppliers of auxiliary materials and services.

Roche Hermanos S.A. prioritizes a proximity supply chain. Therefore, our suppliers are distributed as follows proportionally in relation to the economic volume they represent based on their geographical location.

Location of suppliers 2022:



● 4.6 SOCIAL  
**ACTION**

Roche Hermanos S.A. collaborates voluntarily with the following entities:



Ajuntament  
de Rubí





## 5. GOVERNANCE

## 5.1 BUSINESS

# ETHICS

Roche Hermanos S.A. is committed to acting with ethical behavior in all its activities through the application of the Code of Ethics, which is communicated to all our stakeholders.

To date, we have not had any incidents related to corruption or any claims of unfair competition.

At Roche Hermanos we consider Integrity as the value that sets us apart. Our motto is: **“Treat others how you would like to be treated”**.

Two fundamental pillars of our ethical code are...



**Commitment**



**Respect**

## 5.2 TRANSPARENCY

Roche Hermanos S.A. is publishing its third sustainability report as an act of transparency for all its stakeholders. The company's shareholdings with an amount equal to or greater than 5% are:

	<b>31,08%</b>	<b>33,58%</b>		
	Cesar Augusto Roche	Roberto Roche		
<b>5,68%</b>	<b>5,68%</b>	<b>5,68%</b>	<b>5,68%</b>	
Inés Calás	Gloria Calás	Guillermo Calás	Javier Calás	

The direct economic value generated and distributed during 2022 has been:

<b>10.611.891,07€</b>	>	Net sales
<b>1.637.396,62 €</b>	>	Personal expenses
<b>1.574.949,37€</b>	>	Operating expenses
<b>362.797,77 €</b>	>	Payments to capital providers
<b>683.184,60 €</b>	>	Payments to governments (VAT)
<b>221.832,19 €</b>	>	Payments to governments (IS)

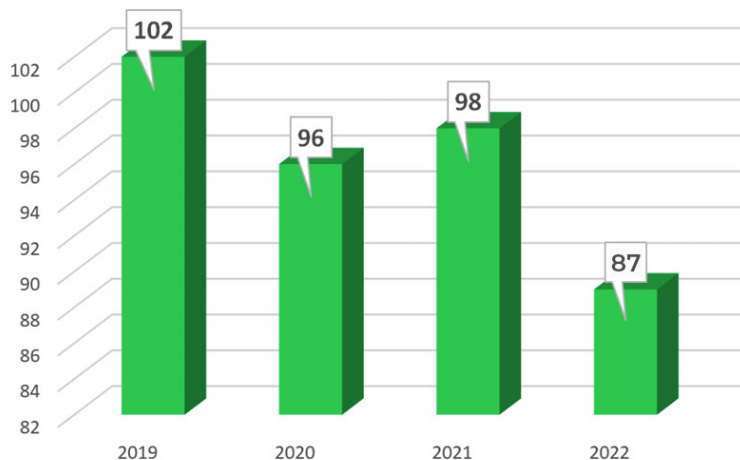
No public administration participates in the shareholding structure of Roche Hermanos S.A.

### 5.3 CLAIMS

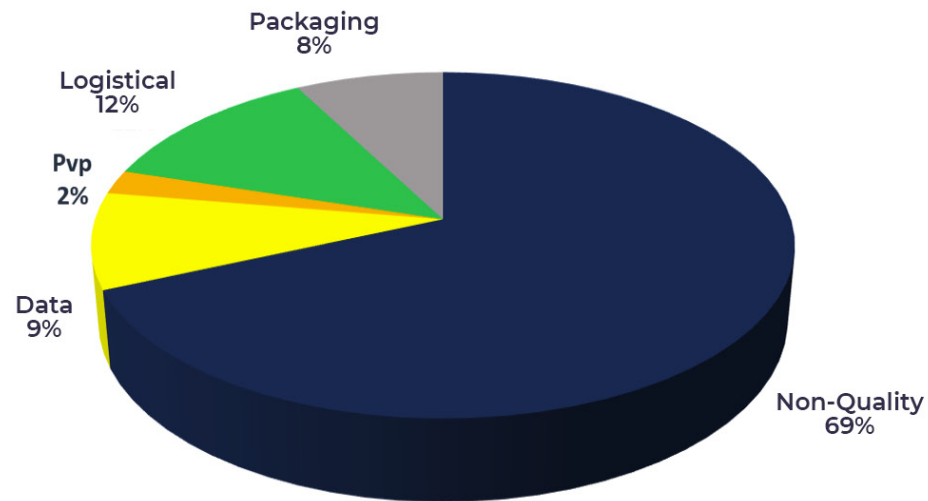
## MANAGEMENT

In the year 2022, there have been 87 claims opened. Out of the 87 claims, 43 were complaints, and 44 were material return claims, amounting to **33.893.16€** of which **2.744.95€** has been re-invoiced.

Comparatively to previous years, there have been fewer claims opened.



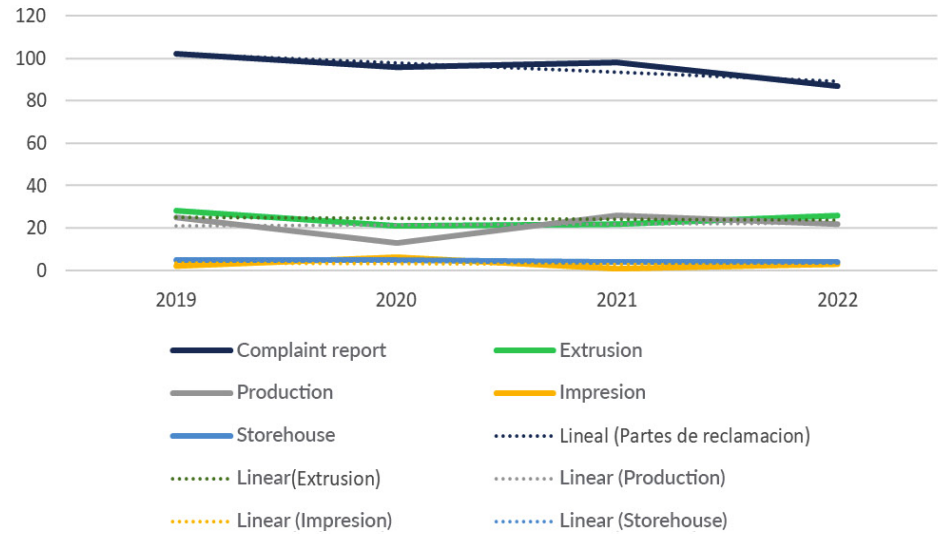
The causes of the 2022 claims were:





If we analyze the evolution of claims by section:

### NON-CONFORMITY TREND ANALYSIS



## 5.4 CONFIDENTIALITY AND PRIVACY

At Roche Hermanos S.A. we are up to date with the requirements of the General Data Protection Regulation (GDPR) and the Spanish Data Protection Act (LOPDGDD). During 2022, there have been 0 complaints related to privacy and data breaches. We apply the ARCOPOL rights to individuals receiving information via email.





# 6. SDG

## ROCHE HERMANOS WITH SDG



- Availability of fresh fruit.
- Helps to quit smoking.
- Coaching to improve de Good working environment.
- Donations of aprons for health centers and bags for masks.
- Promote sports activities.



- Agreements for practical estudents.
- Promotion of continued training of personnel.
- Aid for staff training.



- Measures to facilitate conciliation and co-responsibility.
- Celebration of the day of families.
- Teleworking for office staff.



- Availability of presence sensors in faucets.
- Posters raising awareness about water consumption.
- Availability of water sources.



- Green energy certificate.
- LED Lighting
- Presence sensors
- Technological improvements in equipment to reduce energy consumption.



- Use of shared vehicles among staff.
- Bicycle parking for staff.



- ISO 14001 certified Environmental Management System.



- Production with compostable biodegradable materials.



- Segregation of all types of waste and selective collection.
- Recycled raw materials.



## 7.GRI INDEX

## TABLE OF CONTENTS GRI:

Statement of use	ROCHE HERMANOS has reported the information cited in this GRI content index for the period 01/01/2022 - 31/12/2022 with reference to the GRI Standards.
GR 1 Used	GRI 1: Foundation 2021

GRI	Location	Page
2.1. Organization details	1. Introduction	9
2.2. Entities included in the organization's sustainability reporting	Sustainability report	2
2.3. Reporting period, frequency, and contact point	Sustainability report	2
2.4. Restatements of information	Sustainability report	2
2.5. External assurance	Sustainability report	2
3.1. Process to determine material topics	2.2. Materiality analysis	22
3.2. List of material topics	2.2. Materiality analysis	22
3.3. Management of material topics	7. GRI INDEX	56

Material topics		
Raw materials	3.1. Raw materials	26
Energy consumption	3.2. Energy	28
Waste management	3.3. Waste management	29
CO2 Emissions	3.4. CO2 Emissions	30
Circular economy	3.5. Circular economy	31
Diversity, equity and inclusion	4.1. Diversity, equity and inclusion	35
Sexual harassment prevention protocol	4.2. Sexual harassment prevention protocol	38
Health and safety at work	4.3. Health and safety at work	39
Training and professional development	4.4. Training and professional development	40
Supply chain	4.5. Supply chain	41
Social action	4.6. Social action	42
Business ethics	5.1. Business ethics	46
Transparency	5.2. Transparency	47
Complaint management	5.3. Complaint management	48
Confidentiality and privacy	5.4. Confidentiality and privacy	49





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